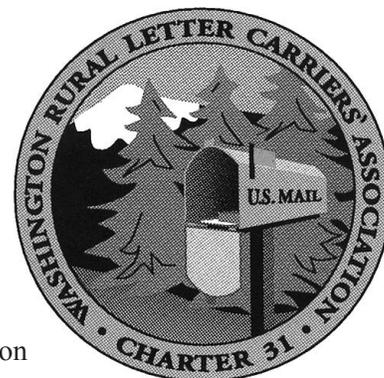


# WASHINGTON RURAL CARRIER



Official Publication of the Washington Rural Letter Carriers' Association

November 2008

*Where Service Begins With a Smile*

## SCHOOL'S IN---TIME FOR MAIL COUNT

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### WORDS FROM OUR PRESIDENT

#### **For Your Information**

Patrick Pitts, State President

To our members: The article below is part of a special issue of the Washington Rural Carrier which has been mailed to ALL non-members of our Union who are actively employed by the United States Postal Service in Washington State. Your State Board considers Union membership of such import that it took the unusual step of authorizing a special publication of our State paper designed specifically toward member recruitment; and educating those non-members on the benefit and necessity of being a part of our Rural Letter Carriers' Association. I wanted each of you who are members to be aware of the strong message being sent regarding the importance of Union membership.



Because I believe in the importance of Union membership I am providing you a copy of the article. Feel free to put a copy of this article on the rural carrier bulletin board in your office. Feel free to talk to the non-members in your office and encourage them to become part of our rural carrier family. Never before has it been more important for all of us to join together and stand united. As the

nation's economy worsens, as the financial position of the Postal Service becomes a greater challenge, the likelihood that many, if not most of us will be opted into the spring mail count increases.

Our strength as a Union is derived directly from our members and our willingness to be actively involved. I thank each of you for your membership, and I encourage you to be more involved in the matters that affect your career.

### UNITED WE STAND ...

Now is the time. Now is the time for what you ask? Now is the time for you to step up and be counted among all those who realize the importance of being a part of the ONLY organization recognized and certified to protect and defend the rights of rural carriers and to further their interests.

Our strength, and the strength of our voice, comes directly from the strength of our membership. Rural carriers throughout your office and throughout Washington State have joined together in our stand against any improper treatment of rural carriers. **We stand** against violations of our contract. **We stand** against managers who would treat us with less than dignity, respect and fairness. **We stand** against the improper conduct of a mail count. **We stand** against those who would have us perform work without fair and adequate compensation. **We stand** against the improper application of discipline.

Each of you, in just the last year, received a sizeable amount in your paycheck; representing a monetary award for the improper treatment you experienced during past mail counts; an award to the tune of approximately **\$60 million** nationwide. Each of you who are regular rural carriers recently received a cost of living adjustment; nearly **\$1,500.00** per-year for a 40-hour route and proportionally higher for routes over 40 hours. Each of you who are relief carriers, enjoy a contractual entitlement to work based on seniority. Each of you who are regular

carriers enjoy 10 paid holidays every year. The list goes on and on.

I was recently at a County Unit meeting where a regular carrier, a person I consider a friend, by the name of Tom, relayed a simple yet profound example. I'll have to paraphrase because I could never say it as well as Tom, but Tom said something like this. **"You know what? I talk to the carriers in my office. I talk to them and tell them to look at their paycheck. Look at the amount of money you get. Look at the annual leave, the sick leave, and the retirement. Where do you think these things came from? Do you think they fell from the sky? No. You're Union got them for you!"** And do you know what? Tom's right. But what Tom didn't say, and something you must understand is this; every benefit of employment you now enjoy was bought and paid for by those carriers who you stand next to each and every workday. When you go to work today, or tomorrow, or any day this coming week, look at the carrier who is next to you casing mail, or loading their vehicle, getting ready to hit the road. That carrier most likely is one who joined together with nearly 2,000 others in Washington and through no small sacrifice, paid for your right to be standing there, working side-by-side.

How long will you sit by on the sidelines and let others pull your weight? How long will you let others put their shoulder to the wheel and strive to make a difference while you sit back and enjoy the fruits of their labor?

**Now is the time!** Elsewhere in this publication you will find a membership application. **Find it! Fill it out! Send it in! Do it today! Do it now!** And then call me. Call me and tell me you have heard this message and taken it to heart. Tell me you are committed to doing your fair share and I will personally ensure that you know how to tap into all the benefits of membership. I will make sure that you know who in your area you can call for information and answers. I will welcome you with open arms and most importantly, you will be able to **STAND PROUD**, knowing you are a part of our rural carrier family.

For those of you who have just recently been hired by the Postal Service and have not yet been asked to join our Union, I ask you now. Join with us and learn all the benefits that come from membership.

Patrick Pitts  
President and proud member of the Washington

### **What it takes to WIN (a grievance)**

Cheri Freeman, State Vice President

Your local or Asst. State Steward is not a lawyer, a police officer, nor a miracle worker. We are trained to work on your behalf in helping you with your grievance, but if we have no documentation on the facts of the case our hands are tied. As the grievant, it is your job to help your steward make your case by supplying supporting references, records, or statements that will verify your claim asserted in the grievance or at minimum, giving your steward the who, what when and how so the steward can obtain the data necessary to sustain your grievance. What can make up the documentation will depend upon the nature of the grievance but some possible examples are; official records, such as the 4240 (trip sheet) with dates, times, and signatures; a grievant's personal calendar of events with times, places, and witness; list of office employees who can give a statement or be interviewed; photographs; etc. The 4240 has a Remarks section that allows for "cause for any deviation from schedule." For example, if you have a confrontation with your manager, this time has added to your work schedule and thus you could document the conversation with a brief description of the topic and length.



The 4240 is an official USPS document. You now have an official record that the conversation took place with date and time. Now your steward can request the schedule for the day and find out who was working that day and might have witnessed the confrontation.

A personal calendar can build the basis of support by giving the steward more details that cannot be noted in the small space on the 4240. If you are having an ongoing problem you might want to keep a small notebook in your vehicle or lunch bag in which to write down any facts that might prove useful.

Photographs are especially useful when fighting discipline that has come from having an accident. Most of us carry cell phones and those phones have cameras. Make sure you know how to use the camera function. In case of an accident, do not rely solely on management to photograph the scene. Take your own pictures to document what you see as the cause and results of the accident.

A grievance is defined as any dispute between the grievant and management. The above are just a few examples of what could make up your documentation to support your side of the dispute. Without documentation it is your word against theirs. You may have a valid complaint but without documentation your steward is handicapped in presenting your case. Help your steward by providing all the information necessary to WIN.

Respectively submitted;

Cheri Freeman

### **To Cook or Not to Cook**

The suggestion was made to publish a cookbook as a fundraiser for the 2010 National Convention. We are reaching a point where the decision needs to be made if we do this or not. So far 5 recipes have been submitted. We need a minimum of 200. If you have a favorite meal you would like published please send the details to: [s.k.hill@comcast.net](mailto:s.k.hill@comcast.net) or Susie Hill PO Box 93, Vashon, WA 98070-0093 by March 1, 2009.

**Dues DECREASE (\$26 LESS a Year)**

Becky Wendlandt  
State Secretary-Treasurer

Yes, you read it right. Dues decrease \$26 less a year. The National Convention delegates in 2007 voted to partially fund the State hosting a National Convention at \$1 per member, around \$100,000. Previously National paid for \$30,000 to help the host State. Washington State is hosting the 2010 National Convention in Spokane and the delegates to the 2006 State Convention had voted to fund it by \$1 per pay period for each craft member (not retirees) which was \$26 a year extra. Since National is now going to pay for more, the 2008 State Convention delegates voted to take off the \$1 per pay period, \$26 a year from the dues, starting October 2008.



You might wonder (as we all did) what is needed to host a National Convention. These Conventions cost National alone \$1.5 million, which is why every year the constitution change to go to a convention every two years comes up for vote. So far it has not passed but it is getting closer. The NRLCA is one of the few unions that still has a National Convention each year, most are every two or three years. With around 2,500 members/guests attending it takes a lot of time to set up and manage. The host State is responsible for the Sunday social for 2,500 people and uses 60 to 70 State members to manage the details for the week long convention. The funds help pay for hotel rooms and mileage for these volunteers, as well as the food for the social. The chairs of these committees will start meeting in 2009 to coordinate the events. If you would like to work on a committee please contact myself at [rebeccawen@icehouse.net](mailto:rebeccawen@icehouse.net) or (509) 710-7840, Cheri Freeman at [cherirose99109@hotmail.com](mailto:cherirose99109@hotmail.com) or (509) 675-1350 or Susie Hill at [s.k.hill@comcast.net](mailto:s.k.hill@comcast.net) or (206) 463-3339, or any of the chairs listed. The first meeting will be at

the 2009 State Convention in Spokane, with the Chairs meeting on Sunday afternoon from 1 PM to 4 PM. This is a chance of a lifetime to be at a National Convention (last one in the Western States was at Portland in 1997 and at Spokane in 1977). Not only will it be fun to work with your fellow members and friends but you will also be able to be at the Convention and hear the Federal speakers on OWCP, retirement, Ad Hoc training, Health and Auto Insurance, Right Hand Drive Vehicles, Legislative Updates and much more. Not to mention the 7 day Alaska Cruise that will be held at the end of the Convention at a group discount (details coming in 2009). So get involved and have fun!

Best to you and yours,  
Becky Wendlandt  
WARLCA Sec/Tres

\*\*\*Relief carrier dues are now \$7.27 per pay period and \$20.23 for regular carriers.

**Banquet Registration Committee:** Chair: Susie Hill (need 12 people during convention)

**Decoration Committee for Banquet and Session Head Table:** Chairs: Joanne Blackburn & Becky Pike

**Country Store Committee:** Chairs: Cindy Koker & Mary Kay York (Need 12 people during convention)

**Ditty Bags Committee:** Chairs: John Lee & Janie Walla (Need 12 people several days before convention)

**Exhibitors Booths Committee:** Chairs: Dave Reppe & Karin Taylor

**Golf Committee:** Chairs: Joyce and Don Patteson

**Hospitality At Convention Committee:** Chairs: Cheri Freeman and Glenna Gade

**Publicity Committee:** Chairs: Charles and Patricia Alexander

**Juniors Committee:** Chairs: Renee' Cowan and Tony Lott (Need 20 people who are not delegates)

**Hospitality Offsite Committee** (Staff at Airport to Meet and Greet) Chairs: Shawn Johnson & Monte Hartshorn

**Information Booth at Convention Committee:**

Chairs: Ed and Brenda Ogdon (Need 12 non-delegates)

**Sunday Evening Meet & Greet Committee**

Chairs: Renee' Cowan and Becky Wendlandt

**Registration at Convention for Non Delegates, Juniors & Auxiliary Committee:**

Chairs: Mariann Faulkner & Ann Lamm

(Need 10 to 20 Members – some non-delegates for during convention)

**Tours & Bus Transportation at Convention**

**Committee:** Chairs: Noretta Stritzke and Mike Cammack

**OCTOBER 5-8, 2008 MINUTES FROM WARLCA BOARD MEETING**

Silverdale Beach Hotel, Silverdale, WA

**MEMBERS IN ATTENDANCE:** Patrick Pitts, President; Cheri Freeman, Vice-President; Becky Wendlandt, Secretary/Treasurer; Susie Hill, Editor; Becky Pike, District One; Renee' Cowan, District Two; Cindy Koker, District Three; Ed Ogdon, District Four; Dan Schrup, Retired Rep; and Joyce Patteson, Senior Assistant State Steward. State Steward Charles Alexander and NRLCA Executive Committeeman Don Maston joined the meeting for a brief period of time.

President Patrick called the meeting to order at 8:30 AM on October 6, 2008. After a brief positive go around, we reviewed the agenda.

**Minutes:**

The minutes from the July 15-19, 2008 Meeting in Spokane, WA were read and approved. Tasks were reviewed and those not completed were left on the task list.

**State Steward Report:**

Joyce reported that one local steward training has been completed for 4 new local stewards. The next training will be in Everett for 8 new local stewards and Monte will be the trainer.

Joyce updated the board on the recent state level

steward summit with all saying it was too short but successful. Training included encrypting and backing up to an encrypted portable drive and transferring files from laptop to desktop.

Joyce talked about the territory realignment since Charles and Patricia have retired from their positions on the WARLCA and also on grievance activity.

**Planning Meetings: Date, Time, and Place for the 08/09 Year:**

**MAIL COUNT TRAININGS:** The mail count will be 4 weeks in 2009, starting February 14 and ending March 14. Pre-count mail conferences can be no later than January 30, 2009.

All trainings will start at 10 AM and go to 4 PM, with the notice saying it will be a working lunch (bring your own lunch/short 15 minute break only). Only members allowed.

*Spokane:* January 4, 2009. Cheri is trainer with Becky doing sign in sheet/membership.

*Tri-Cities:* January 11, 2009. Joyce is trainer and Ed doing sign in sheet/membership.

*Wenatchee:* January 4, 2009. Joyce is trainer with Tammy and Mike doing sign in sheet/membership.

*Kelso/Longview:* January 4, 2009. Monte is trainer and getting a volunteer to do sign in sheet/membership.

*Tacoma:* January 11, 2009. Renee' is trainer and Patrick/Susie to do sign in sheet/membership.

*Arlington:* January 4, 2009. Patrick is trainer and Becky Pike to do sign in sheet/membership.

*Silverdale/Bremerton:* January 19, 2009. Patrick is trainer and Renee'/Susie to do sign in sheet/membership. (Note: Monday Holiday training)

**ENHANCEMENT TRAININGS:** We will continue to pay for one training only at \$150, no lunch or mileage paid by State. We will have 3 enhancement trainings. One will be in Spokane before the District 3/4 meeting with Joyce as trainer, Renee' will train in Puyallup April 19 and one at State Convention where Patrick will be the trainer for enhancement and Cheri will do the local steward training if needed. All local stewards

must attend one to keep their certification.

**NEW LOCAL STEWARD TRAINING:** Joyce to schedule new local steward training when she feels they are needed. New local stewards will be paid \$150 to attend their first new local steward training. Those who have had the training before and have been de-certified in the previous year will receive \$50.

**REGIONAL STEWARD TRAINING:** The state level regional steward training will be at the Monte Carlo Hotel in Las Vegas with November 16 and 20, 2008 travel days and meeting on November 17, 18, 19, 2008. National will pay the State Steward hotel, per diem, and travel. State will pay the State Steward salary, and all Senior Assistant State Stewards ADOP, travel, per diem, and hotel.

**NATIONAL PRESIDENT, SECRETARY/TREASURER, AND STATE STEWARD TRAINING:** This training will be April 14 - 16 for the 2009 Joint Seminar. The travel dates will be April 13 and 17. It will be held at the Crystal Gateway Marriott in Arlington, VA. State pays for ADOP, all other expenses paid by National.

**NATIONAL PRESIDENT AND VICE PRESIDENTS LEGISLATIVE SEMINAR:** This training will be Sunday, May 17 thru Wednesday, May 20 (everyone flies in Saturday, May 16), 2009. Both Patrick and Cheri will be going.

**DISTRICT ONE MEETING:** District One meeting will be Sunday, March 22, 2009 and the notice will state "have your mail count evaluations done for free while reviewing the issues from mail count". Meeting to be from 1 PM to 4 PM with Question/Answer from 4 PM to 5 PM.

**DISTRICT 3/4 COMBINED MEETINGS:** The combined District 3 and 4 meeting will be in the Spokane area on Sunday, March 29, 2009 from 4 PM to 5 PM. An enhancement training will be 9:30 AM to 4 PM taught by Joyce.

**BOARD MEETINGS:**

1. Spring board meeting will be in conjunction with District One meeting. Board meeting will be from 8:30 AM to 5:30 PM on Monday, March 23, 2009, Tuesday, March 24, 2009, and Wednesday March 25, 2009, and finish on March 26, 2009 from 8 AM till Noon. Extra days added for 2010 National Convention planning.

2. The last board meeting will be in conjunction with State Convention at Red Lion Inn at the Park in Spokane, WA on Saturday, June 20, 2009 from 8:30 AM to 5:30 PM.

**Equipment and Supplies:**

The board reviewed the equipment list and those needing equipment.

**State Secretary-Treasurer Report:**

**Membership:** We are at 1952 members. With the 2008 National Convention Delegates passing the constitution change that associate members will no longer be added to total members for delegate strength we need to get at least 24 more members to maintain our current delegate strength of 21 delegates. Becky reported that Clifford said NRLCA will be doing a mailing to all non members when the new Ad-Hoc recruitment booklets are done (possibly spring 2009). The board also authorized a special non-member issue of the WRC to go out in November 2008. Cindy said a video of why to belong to the NRLCA would be good to use and Becky will write National and ask them if that is possible.

**Financial:** Due to IRS increase mileage reimbursement for National Convention delegates we spent \$54,088 to send our delegates to Kentucky. This put us over in finances compared to same period last year. The board reviewed the budget and again reviewed the 2009 State Convention delegate pay.

The board established a 70% cap (which would be \$18,000) on 2009 State Convention delegate pay as of now. This will be reviewed at each board meeting.

**Backup for Each Officer:** Patrick talked about the need for each officer to have someone that would be able to help the board find the equipment and

passwords for the computers if that officer was in the hospital and/or incapacitated.

### **WRC:**

The board discussed the WRC and set the following dates:

*Fall Issue Sent To Members:* Susie will have fall issue to printer by November 7<sup>th</sup>. All articles due to Susie by October 25<sup>th</sup> and Susie will send 2 week notice deadline. Information is this paper will be open season details, meeting dates, campaign date, registration for state convention, articles by officers, minutes, and financial report.

*Fall Issue Sent To Non-Members:* Susie will have fall issue for non members to printer by November 14<sup>th</sup>. In this issue will be 1187, benefits for reliefs, tort claims, health insurance, mail count training dates, and other tasked articles. (Renee' on awards, Patrick as President on Why to Join and losing time on mail count)

*Spring Issue Sent To Members:* Articles due to Susie by April 1 and paper to printer by April 15<sup>th</sup>. Patrick will do article and picture of National Officer for State Convention and Susie will put some comments made by first timers from last state convention.

### **Constitutions – State and County:**

Patricia updated the constitution committee (Patrick, Cheri, Becky) on what is needed to update the WARLCA constitution for next year to be in compliance with National. The constitution committee also used the suggested local unit constitution and worked with it and the counties constitution to develop a suggested county constitution that would be in compliance with NRLCA and WARLCA constitution.

Also discussion was held on the make-up of county and district units. Becky Wendlandt suggested North Central should be in District One as they get mail from Seattle District. Others suggested increasing districts and realigning county units in these districts.

### **2009 State Convention – Spokane:**

State Convention for 2009 will be in Spokane at the Red Lion Inn at the Park on June 22, 23, 24, 2009 (Monday-Wednesday). Cap on delegate pay was placed at 70% (total \$18,000) and will be reviewed at each board meeting. Ed is the Chair for 2009 State Convention.

The board reviewed the program for 2009 State Convention. It was decided that Monday would be a 3 minute memorial/invocation done by Cheri in memory of past carriers and family members with an appropriate screen show and music. Cheri, as Vice President, will do the announcements. Consensus not to have National auxiliary officer on the program and Patrick will introduce them during introductions. The convention will start Monday at 8:30 AM (first timers meeting at 8 AM) and end at 2 PM. Tuesday and Wednesday the convention will start at 8 AM. Tuesday evening will end at 5 PM with time to catch the bus for the Rockin' B Banquet. Consensus to charge \$40 for the Banquet and let the membership know that all meals are subsidized by their dues (WARLCA funds). Wednesday morning at 8 AM will be the junior program. The board decided to put the convention program, officers reports, resolutions, constitutions, etc in the ditty bag so the delegates have it in advance and remind the delegates to bring them to convention sessions. Suggestion that a letter and registration to local stewards to make sure they come to state convention as well as let their office know about it. Consensus to do voting for officers on the floor like it is done at National.

### **2010 State Convention – Spokane:**

State Convention for 2010 will be in Spokane at the Red Lion Inn at the Park on June 21, 22, 23, 2010 (Monday-Wednesday) and possibly June 24<sup>th</sup> for 2010 Committees to meet. Cindy is the Chair for 2010 State Convention.

### **2010 National Convention – Spokane:**

The board discussed 2010 National Convention. Cindy presented 2 logos, one with the clock tower and one with the Red Flyer Wagon.

Becky and Cheri, as 2010 National Convention chairs, will use up to 8 days of ADOP for planning 2010 National Convention, until the next board meeting, with updates going to all board members after each meeting.

Discussion on tours and Cheri and Becky presented what Group Coordinators suggested for tours. It was agreed to bring in chairs for 2010 committees from 1 PM to 5 PM on Sunday before 2009 State Convention and pay them \$50 to attend the session. The board will work with each group to provide support as well as clear responsibilities and duties.

Cindy passed around a pin that she wants to use as a fund raiser for 2010. Cost of the pin is between \$10 and \$11 and can be sold for \$15 to \$20. All agreed to have Cindy advertise it at 2009 State Convention to see if it would be a good fund raiser.

**2011 State Convention – District Two**

State Convention for 2011 will be held in District Two.

**Auxiliary:**

The boards of the WARLCA and WARLCA auxiliary met on Sunday evening and worked on a contract for the WARLCA auxiliary concerning the juniors as per WARLCA constitution. The contract was signed.

In order to avoid conflict of interest and any legal problems only the National Auxiliary's program will be mentioned and sold at the District and county meetings.

Patrick appointed Renee' as Auxiliary Liaison. Renee' will give the board an update at each board meeting and by E-mail updates.

The Convention registration for Juniors (in proper format)will be printed in the WRC in the Spring Issue.

**NJSC, AJSC, DJSC's – Seattle, Spokane, and Portland:**

Patricia's last meeting with the NJSC is in October. Joyce is meeting with the AJSC.

Joyce will remain on the AJSC through January 2009. Anytime longer than that will require further consideration by the State Board.

*Seattle DJSC:* Renee and Becky Pike reported on the Seattle DJSC. Both Becky P and Jan are due to rotate.

*Spokane DJSC:* Cheri reported on the Spokane DJSC.

*Portland DJSC:* Patrick provided minutes of all the DJSC's.

**Next Board Meeting Date and Place:**

The next board meeting will be the Spring board meeting in conjunction with District One meeting. Board meeting will be from 8:30 AM to 5:30 PM on Monday, March 23, 2009, Tuesday, March 24, 2009, and Wednesday March 25, 2009, and finish on March 26, 2009 from 8 AM till Noon. Extra days added for 2010 National Convention planning.

The board meeting ended October 8, 2009 at 1 PM after a brief evaluation.

*Becky Wendlandt*



**Alaska Cruise 2010**

Details will be available in April 2009. Deposits will be taken at State Convention.

A passport or enhanced Washington State driver's license is needed for Canadian ports. For more information on the license see [www.dol.wa.gov/driverslicense/edlfaq](http://www.dol.wa.gov/driverslicense/edlfaq).



**Washington Rural Letter Carriers' Association**  
**Statement of Activities - Previous Year Comparison**  
 July through September 2008

	Jul - Sep 08	Jul - Sep 07	% Change
<b>Ordinary Income/Expense</b>			
<b>Income</b>			
400000 · Dues Income	119,047.05	113,041.04	5.3%
410000 · National General Insurance-GM...	5,464.69	7,240.25	-24.5%
420000 · Reimbursements & Refunds	19,314.98	6,745.00	186.4%
<b>Total Income</b>	<b>143,826.72</b>	<b>127,026.29</b>	<b>13.2%</b>
<b>Expense</b>			
500000 · Per Capita Expenses	10,826.50	14,194.87	-23.7%
520000 · Meetings and Conventions	62,686.99	46,988.89	33.4%
530000 · Equipment Expense	1,402.46	1,872.92	-25.1%
550000 · Other Expenses	9,727.15	9,834.19	-1.1%
610PA · President - P. Alexander	434.76	1,299.06	-66.5%
610PP · President - P. Pitts	3,860.42	0.00	100.0%
620CF · Vice President - C. Freeman	1,086.90	0.00	100.0%
620PP · Vice President P Pitts	1,900.19	1,048.45	81.2%
630RW · Sec/Treas. - R. Wendlandt	14,522.19	13,600.85	6.8%
640SH · Editor - Susie Hill	799.45	1,473.45	-45.7%
645000 · Washington Rural Carrier (WRC)	2,026.74	2,012.73	0.7%
650RP · District 1 - R. Pike	1,121.90	1,150.90	-2.5%
660JB · District 2 - J. Blackburn	0.00	853.76	-100.0%
660RC · District 2 - R Cowan	1,370.54	0.00	100.0%
670CF · District 3 - C. Freeman	0.00	838.76	-100.0%
670CK · District 3 - C. Koker	1,086.90	0.00	100.0%
680DR · District 4 - D. Reppe	0.00	1,131.65	-100.0%
680EO · District 4 - E. Ogdon	1,086.90	0.00	100.0%
693DS · Retired Rep - D Schrup	250.00	0.00	100.0%
700CA · State Steward - C. Alexander	8,725.74	8,905.00	-2.0%
705000 · Steward Training Expenses	1,045.73	400.00	161.4%
740MH · Senior Asst Stew - M. Hartshorn	2,177.21	1,666.38	30.7%
750PA · Senior Asst Stew - P. Alexander	8,199.18	5,125.96	60.0%
770JP · Senior Asst Stew - J. Patteson	13,572.82	7,410.06	83.2%
780PP · Senior Asst Stew - P. Pitts	5,899.74	8,284.90	-28.8%
790JF · Asst. Stew - J. Frymire	0.00	1,911.66	-100.0%
791RC · Senior Asst Stew - R. Cowan	6,302.88	7,465.03	-15.6%
792CF · Senior Asst Stew - C. Freeman	4,825.07	5,187.24	-7.0%
880LS · Local Steward	244.66	176.97	38.3%
<b>Total Expense</b>	<b>165,183.02</b>	<b>142,833.68</b>	<b>15.7%</b>
<b>Net Ordinary Income</b>	<b>-21,356.30</b>	<b>-15,807.39</b>	<b>-35.1%</b>
<b>Other Income/Expense</b>			
<b>Other Income</b>			
450000 · Interest Income	1,167.63	1,755.12	-33.5%
<b>Total Other Income</b>	<b>1,167.63</b>	<b>1,755.12</b>	<b>-33.5%</b>
<b>Net Other Income</b>	<b>1,167.63</b>	<b>1,755.12</b>	<b>-33.5%</b>
<b>Net Income</b>	<b>-20,188.67</b>	<b>-14,052.27</b>	<b>-43.7%</b>

## MAIL COUNT SCHOOL DATES & LOCATIONS

All classes start at 10 am except Longview at 9 am- 3 pm  
Bring your lunch for a short lunch break-End at 4 pm

January 4, 2009

Spokane Ramada Hotel at the Airport 8909 W. Airport Dr, Spokane  
Wenatchee Douglas Co. Fire District #2 377 Eastmont Av, East Wenatchee  
Arlington DSHS Building 3906 – 172<sup>nd</sup> St NE #200, Arlington  
Longview Longview P.U.D. 961 – 12<sup>th</sup> Av, Longview 9:00 am start time

January 11, 2009

Tri-Cities Desert View Community 650 Desert View Dr, West Richland  
Tacoma Best Western Park Plaza 620 South Hill Park Dr, Puyallup

January 19 (Monday holiday)

Silverdale Silverdale Beach Hotel 3073 Bucklin Hill Rd, Silverdale

### Washington Rural Letter Carriers' Association Statement of Financial Position - Compared to Previous Year As of September 30, 2008

	Sep 30, 08	Sep 30, 07	% Change
<b>ASSETS</b>			
Current Assets			
Checking/Savings			
101000 · Chkg - WA Trust Bank	-2,846.53	18,961.86	-115.0%
102000 · Svgs - APCU	729.28	961.44	-24.2%
103000 · Chkg - Atlanta Postal Credit...	606.93	560.31	8.3%
141000 · C.D.#71 APCU 12 mo (8-1-20...	28,174.78	26,687.71	5.6%
143000 · C.D.#73 APCU-12 mo (2-8-07)	27,217.58	26,074.82	4.4%
144000 · C.D.#74 APCU 12 mo (5-14-0...	26,631.87	25,359.33	5.0%
<b>Total Checking/Savings</b>	<b>80,513.91</b>	<b>98,605.47</b>	<b>-18.4%</b>
<b>Total Current Assets</b>	<b>80,513.91</b>	<b>98,605.47</b>	<b>-18.4%</b>
<b>TOTAL ASSETS</b>	<b>80,513.91</b>	<b>98,605.47</b>	<b>-18.4%</b>
<b>LIABILITIES &amp; EQUITY</b>			
Liabilities			
Current Liabilities			
Other Current Liabilities			
210000 · Payroll Tax Liabilities	841.53	664.81	26.6%
<b>Total Other Current Liabilities</b>	<b>841.53</b>	<b>664.81</b>	<b>26.6%</b>
<b>Total Current Liabilities</b>	<b>841.53</b>	<b>664.81</b>	<b>26.6%</b>
<b>Total Liabilities</b>	<b>841.53</b>	<b>664.81</b>	<b>26.6%</b>
Equity			
390000 · Net Assets	99,861.05	111,992.93	-10.8%
Net Income	-20,188.67	-14,052.27	-43.7%
<b>Total Equity</b>	<b>79,672.38</b>	<b>97,940.66</b>	<b>-18.7%</b>
<b>TOTAL LIABILITIES &amp; EQUITY</b>	<b>80,513.91</b>	<b>98,605.47</b>	<b>-18.4%</b>

### District 1 to Meet

Becky Pike, District 1 Representative

Calling all rural carriers! Once again you will have the opportunity to attend meetings that will give you the information to perform your job to the best of your ability. Your union has several mail count trainings set up throughout the state to give you important information. The closest training for those of us in the northwest corner of the state will be held in Arlington. It will be in the DSHS building located at 3906 172<sup>nd</sup> St NE, Suite 200 Arlington 98223. Come and join us from 10 to 4 and learn all you need to know to receive an accurate count of your mail during the February 14 through March 14, 2009 mail count.



Mark your calendars and come to another informative District One meeting on March 22, 2009 at the Doubletree Inn, 16500 Southcenter Parkway, Seattle 98188. This meeting will be from 1 to 5 and will include time for campaigning for State Offices. If you intend on attending the National convention in Grapevine, Texas from August 18 through 21, you will also be able to campaign to become a delegate.

Remember, all union members may attend these meetings. Becoming a union member is easy. Forms will be available at the door to all meetings giving you an easy option to join.

See you at the meetings!



### NRLCA 50-Year Membership

Have you been a member for 50 years? If so please contact Becky Wendlandt, State Secretary, 2811 N Chase Lane, Liberty Lake, WA 99019 and be recognized for your loyalty and support.

### What Has the Union Done For Us?

Renee' Cowan, District 2 Representative

In the fourteen-plus years I have worked for the Postal Service I have heard over and over from non-members, "What has the Union done for me?"



Well I would like to tell you just some of the things the Union has done for you recently. Your Union negotiates your contract and stands up for the rights of all rural carriers.

We, as rural carriers, received pay increases, COLAs (Cost of Living Adjustments), and many new benefits in this last contract agreement. Every rural carrier and former rural carrier received an award this last Association year for the violations that occurred in past multiple mail counts.

In Washington State, through the grievance process, the Union has helped rural carriers recover more than \$20,000 in monies owed them. The totals recovered were for both regular carriers and RCAs.

Our Union is often blamed for the misdeeds of the Postal Service. There are some who would attempt to blame the Union when the Postal Service arbitrarily implements changes in established policy and procedure. The Union has nothing to do with these changes or misdeeds and when possible, addresses the propriety of the changes through nationally filed grievances. The Union provides its members with the knowledge of what management can and cannot do when changing policies. The Union, when it hears of upcoming changes, gets the information out to the membership, usually before local management is told to make these changes, and advises carriers on what to look for and what to do if a violation occurs.

Managers are quick to tell you to do this or do

that but they will not tell you that what they are instructing you to do violates the contract. It is up to each and every one of us to know what we are required to do and recognize when what we are being asked to do is above what we are compensated for in our evaluation. You will not receive this information from management; you WILL receive this information from the Union when you attend the meetings and trainings offered.

So the next time you think “What does the Union do for me?” first take a look at your paycheck and then look at what you have done to gain the knowledge to better protect yourself and your position as a rural carrier. Join the Union and tell others what the Union can do for them, give them a form to join the Union and make the commitment.

### **Resolutions at Your County Meeting**

Cindy Koker, District 3 Representative

Hello! Cindy Koker, District 3 representative here!

We only have two more National Conventions left before the NRLCA-USPS contract ends in 2010. This means we need to create meaningful resolutions to



present to our national officers during the next two conventions. How do we construct a resolution? First of all review some of the resolutions that appear in the September 2008 edition of our National Rural Letter Carrier magazine. As you read you may get the feel for the way they are constructed. When you go to your next county meeting have your resolution written down so you can present it to the group. The officers of your county unit should be able to help get the resolution ready to be voted on by your county body. If it passes it is ready to be sent up to the

state convention for the delegates to vote on. If it passes the state level it will be sent up to the national level for the delegates to vote on. If it passes the national level the national officers will review and possibly use your resolution in the negotiations between the NRLCA and the USPS. If you want your voice heard this is the best way to do so other than contributing to the Political Action Committee ( PAC ).

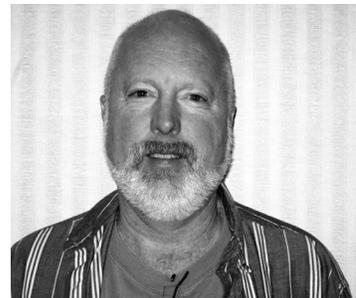
Hopefully all the county units are working on their constitutions and by-laws to update them and harmonize them in compliance with the state and national constitution. The long tedious process started with the National Constitution, which Patricia Alexander was a working member. The State Constitutions were next to be put under construction and now the county units will reconstruct their constitution and by laws into one constitution which complements the national constitution.

Remember to invite a non-member to a union meeting so they can join the WRLCA or take them a registration form which you can get from any officer. We have strength in numbers. Have a great Holiday Season!

### **BE A HERO**

Ed Ogdon, District 4 Representative

Every two seconds someone in the United States needs blood. Not only can you be a hero by giving blood, the Post Office might pay you to do it! That's right, 6 times a year for whole blood donation or 4 times a year for platelets (Apheresis), the Post Office may pay you from the time you leave the Post Office to give blood until you get back. The Post Office supports giving blood and, at their option, they could pay up to 2 days of administrative leave, per year, to allow



you to travel to a public (the American Red Cross) sponsored blood drive. You will not be able to take paid time off to give blood at the places that pay you to give. Those are private companies that sell the product to private companies for a profit. The Red Cross is the only supplier of whole blood to be used in humans in the USA.

WARLCA interprets 2 days as being 16 hours that you can use in one hour increments. Depending on how close the Post Office is to the blood drive it will take, at the minimum, 2 hours to give whole blood, 3 hours to give a double unit of whole blood using a machine, or 4 hours to give platelets. These times will increase if you have to travel more than a few miles to reach the blood drive, if you are a slow donor, or are slow to recover from the blood being drawn. The American Red Cross will only allow you to give whole blood every 2 months, a double unit of whole blood every 4 months, but believe it or not, you can give platelets every 4 days, up to 24 units during a consecutive twelve month period.

It is not recommended you give blood first thing in the morning for two reasons. First, after you give blood you are not allowed to lift heavy loads because you may blow out your vein where the needle was put in to withdraw the blood. This is not usually life threatening but it could leave a nasty bruise on your arm. Second, it is easier for the Post Office to supply a substitute carrier to cover a piece of your route than for them to guess how much time the substitute carrier will take casing your route in the morning. That stated; you will have to work out the day and time of the day that the Post Office is willing to let you take the time to give blood. You need to get their permission first! You will then have to fill out a 3971, (leave slip), which has the Blood Donor Leave codes on the back, and submit it for approval. If you are willing to work with the Post Office and your Post Office is willing to work with you, you will be able to donate blood on the Post Office's time.

If you want to give the most blood while using the least amount of time you should consider giving a double unit of whole blood. The Red Cross can really use Type O blood donors because that is the blood most in demand. Unfortunately, giving a double unit of whole blood has the greatest

restrictions on the person donating. 1) You must make an appointment because some Red Cross locations only have the machines on a rotating basis. 2) You must be at least 16 years old. 3) You must take the time to read the information packet. 4) You must pass a short physical exam where they stick your finger to check your iron, (you have to be 13.3 or higher), check your blood pressure, check your arms for drug abuse and they take your temperature. 5) You have to answer a short questionnaire. 6) You must lay still and not bend your arm for 45 minutes. 7) You must wait until you feel good before you are allowed to leave. 8) You must be 5'1" and weigh more than 150 pounds if you are a man and be 5'5" tall and weigh more than 175 pounds if you are female. (Yes, women must be bigger.)

Another option is to give whole blood as a single unit. Red Cross would like you to make a reservation to do this too. Giving a unit of blood only takes about 15 minutes. You still need to read the information packet, pass the physical exam and answer the questionnaire before you actually give the blood though. Also, you need to take enough time to make sure you feel OK after you are done. That is why it takes so long to "give" blood. You need to be at least 16 years old, weigh 110 pounds or more and have an iron level of at least 12.5.

The last option is Apheresis. This is what I do. I really got serious 2 years ago when my sister was diagnosed with terminal lung cancer and I was told by her doctor that people fighting cancer sometimes require a lot of blood products during their treatment. The down side to Apheresis is that you can't move either arm for at least one hour and sometimes up to 3 hours. You never realize how badly your nose itches until you can't scratch it! Apheresis also requires an appointment, reading the information packet, physical exam and questionnaire.

Here are some hints to make your visit as pleasurable as possible. First, wear a short sleeve shirt. Do not wear a long sleeve shirt with the intention of rolling up your sleeves. This might squeeze your arm and reduce the amount of blood pressure in that arm and cause you to take longer to give. If you get cold they will cover you with a blanket and if you are really chilled they will

heat up the blankets and give you small water bottles to warm your hands. They will even put little electric blankets on your arms to keep your arms warm. Second, make sure you are hydrated so your blood flows easier, but don't drink a bunch of fluids just before you walk into the joint. You can't get up in the middle of the procedure to use the bathroom! There is this minor issue of a needle sticking in your arm. Third, eat food high in iron. These include raisins, red meat, beans, fish, poultry, prunes and everyone's favorite, liver. Fourth, BRING PICTURE IDENTIFICATION. Even now, after more than five years of giving blood, I am not allowed to give blood without showing proper ID. Lastly, talk to the nurses! They truly want you to be as comfortable as possible and any discomfort on your part may mean things aren't going as they should.

About every two weeks at about 7 am I walk into the Red Cross center in Richland and sign the sign-in sheet and sit down and read the informational packet. A nurse takes me into a room to give me the mini-physical. She, (they only have female nurses doing Apheresis in Richland, you may get a male nurse during your visit) looks at my arms to check for needle marks, and sticks a thermometer into my mouth to check my temperature. If it is over 100 degrees I will be "deferred" and I can not give blood that day. She puts a cuff on my arm and takes my blood pressure. If it is too high I will be asked to go to my happy place for five minutes and then she will take my blood pressure again. If it is still too high I will be deferred and will be invited to try again in a few days. She takes an alcohol swab and cleans a fingertip. She then takes a lance, a funky looking windup toy that pokes a hole in your fingertip, ventilates the end of my finger and squeezes a few drops of blood out. She grabs a little wing looking thing which magically sucks the blood off my fingertip that she puts it in a machine that reads my hemoglobin. This is the moment of truth. This is the only part that has ever deferred me. She takes the little wing tube out of the machine and then tells me what my iron number is. For Apheresis it has to be 12.5 or higher. I used to be right around 12.5. Sometimes I would be a 12 and be deferred which meant I dragged my sleepy self out of bed at 6 am on my day off for nothing

and now the Red Cross has an empty bed that isn't drawing blood.

I tried eating raisins, then chocolate covered raisins, then molasses cookies. Nothing raised my iron number. Finally I started taking children's chewable vitamins, with iron, and that did the trick. I now have a 14 to 15 iron number. After, (if), I pass the iron test she fires up the computer and I need to answer some pretty personal questions. They will leave the room if you would like and you can run the computer yourself. Be prepared to answer some VERY personal questions but please be very honest when answering. Remember, the American Red Cross is responsible for protecting our blood supply so please answer the questions honestly.

Once I have answered all the questions, they print out a release form and have me sign it. I go out to the room where the machines are and pick out a movie to watch. They have movies to pick from or you can bring your own to watch. Watch a movie? That's right, Apheresis takes at least one hour for a single unit and in my case, where they get a triple unit, it takes over 2 hours. I make sure I go to the bathroom just before I get into the bed! So, I kick off my shoes, the nurses fire up the heated blankets and hot water bottles, (I'm a big baby), I start my movie and the nurses put a needle into each arm. The machine draws the blood out of one arm, centrifuges it, takes out the platelets and a bit of plasma, then returns the rest of my blood back to me in the other arm. Because you are hooked to a machine, both the double unit whole blood donors and Apheresis donors can walk out as soon as they are done donating because the machine adds a saline solution so you don't lose blood volume. I always run low on calcium so I chew a lot of TUMS during the procedure. I ask one of the nurses for TUMS every time my nose starts itching; it is my body's way of telling me I need more calcium. After I am done donating I am given a piece of paper with my secret number on it. If I come down with the flu or an infection I call the phone number on the piece of paper and they are able to remove my blood product by tracing it by my secret number.

So please be a hero. Take the time to give blood, and if you are willing to do a little bit of planning ahead the Post Office will pay you to do it.

**PAC NEEDS YOU!**

Susie Hill, PAC Chair

It seems the need for PAC funds never ends. Contract delivery, do not mail, and the FERS sick leave plan remain as topics of interest. For more information consult the NRLCA.org website under Legislative Issues/PAC.



I would like to thank the following for their contributions since State Convention:

Colleen Headley	Susie Hill
Kurt Eckrem	Mariann Faulkner
Shawn Johnson	Janie Walla
Jeff Smith	Gary Metcalf
Angel Kerr	Becky Pike
Dan Flammang	Linda Gale
Joyce Sutherland	Shirley Smith
Patricia Alexander	Janice Craig
Dan Marshall	Ann Lamm
Doug Rinehart	Kathie Rinehart
Janet Meyer	Patrick Pitts
June Calonder	Paty Roque
Michael Perigard	Raygen Lipp
Sherri Christenberry	Tony Lott
Jean Stand	John Martin
Renee' Cowan	Monte Hartshorn*
Roxanne Cavazos	Cindy Koker
Becky Wendlandt	Cheri Freeman
Jim Hemrich	Joyce Patteson
Johnny Capwell	Dave Reppe

\*automatic payment per pay period

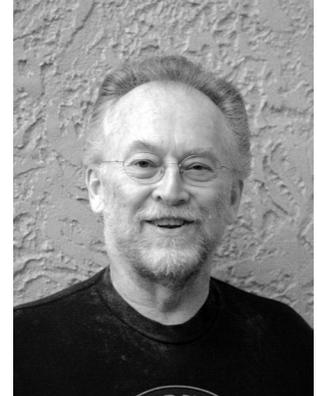
I'd love to add your name to the list. You can send your donation (any amount is appreciated-check made out to NRLCA-PAC) to me: Susie Hill, NRLCA PAC, PO Box 93 Vashon, WA 98070-0093; or consider an automatic donation through Postal Ease or from your checking account. Please contact me for details.

There will be a Yard Sale and Silent Auction at State Convention. If you have any new or gently used items that you'd like to donate please take them to Spokane in June. See you there.

**TIME TO WRITE YOUR CONGRESSMEN-  
BE INVOLVED**

Dan Schrup, Retired Carrier Representative

We recently had a fall booster held in Silverdale with our newly elected NRO Don Maston as an honored speaker; a Sunday with no outstanding NFL games you could not have missed – the season is but a few weeks old – and yet our attendance at this meeting was pitiful!



We all need to become more personally involved in the workings of our own State Association as well as our National Association. Every one of us needs to take a stake in this union, and this means involvement! Become involved, take an interest and invest yourself, we need to grow and in my opinion that can only come from all of us; together you and I make this union.

Involvement from each of also needs to be directed to keeping the “pressure” on members of Congress on issues that will directly affect every one of us as the time comes for retirement (unfortunately some of those issues are too late for the retirees among us). However, even the retirees can be instrumental in helping to let our legislators know we want certain issues to be addressed and corrected.

We need to support the repeal of the Government Pension Offset (GPO) and Windfall Elimination Provision (WEP), which penalize some public employees by cutting or taking away completely Social Security benefits they or their spouse earned. Yes, we as Postal Service employees are among those public employees noted above. Write

or call your Representative or Senator and ask them to get on board in co-sponsoring H.R.82 and S. 206 to repeal of the GPO/WEP.

I am sure that those of you that are FERS employees realize that unlike those that are covered under the CSRS system your sick leave balance (FERS) that ends up as a positive balance at retirement is simply lost; no compensation of any kind. The introduction of H.R. 5573 may begin to address this issue, and while not a perfect fix, it is a start. Get your Representative to get involved and support the issue. And let your Senators know that you want them to address the issue of FERS sick leave and let them know that you, as a FERS employee, should be treated the same as a CSRS employee.

So how do you contact your Representatives and Senators? Look in your local phonebook in the Government Listings under United States Government, Congress. I have found that writing to the local office listing of each Senator or Representative will generally elicit the quickest response.

For further information on the above-mentioned issues and to explore other legislative issues that are a concern to us as union members, you can access the website of the National Rural Letter Carriers' Association at [nrlca.org](http://nrlca.org)

## CHANGING OF THE GUARD

Charles Alexander

For the last eight years or so I have been maintaining an Email Updates Service to bring you the latest developments affecting your jobs and your Union. Throughout this time period, I have tried my level best to verify the



accuracy of the information I sent out and to clearly separate my personal opinions from the facts. It is with a mixture of sadness, exhaustion, and elation that I will be turning over the responsibilities of the State Steward position to Joyce Patteson on Saturday, October 11, 2008. There is not the slightest doubt in my mind that Joyce will move the WARLCA State Steward position to the next level. Her preparation, intelligence, and experience will set the bar for those who follow in her footsteps.

If you wish to receive timely updates from Joyce on the rapidly changing trends and development regarding our craft, please send her an email indicating that you would like to be on her email update list. In return for the timely information that Joyce will email to you, she will expect that no portion of her emails will be forwarded to email groups such as RootsWeb or the myriad of other rural carrier forums and blogs who do not prevent managers and non-members from receiving and responding to the information they post. Like it was for me, Joyce's time will be paid for with Union dues and therefore will be a privilege of membership. I implore you to not be party to any activity that allows non-members to add free Email Updates to their already extensive list of free-loading benefits. Joyce Patteson has been cc'd on this email, and her email address is: [jodonpat@fairpoint.net](mailto:jodonpat@fairpoint.net) I urge you to email her right away, so that she can formulate the groups she will need to keep you informed. When you email Joyce, be sure to include the following: your FULL NAME, DESIGNATION (Regular or RCA), any UNION POSITION that you hold, and the OFFICE WHERE YOU WORK.

It has been a great privilege to serve as the WARLCA State Steward for the last 12 or so years, but retirement finally beckons. During that time I continued to divide my time between Union responsibilities and carrying my route. My fellow carriers in Ferndale will tell you that the Union increasingly corralled the majority of my time and life. The job was both extremely rewarding, as only helping others can be, and a sacrifice to what would normally be termed a Life. I was blessed

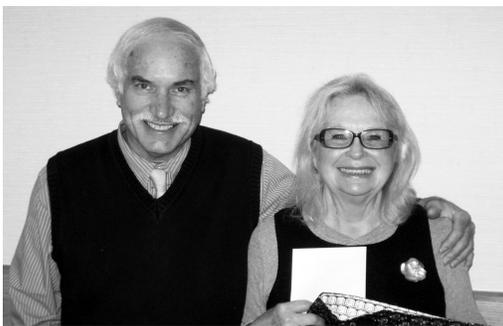
to have Patricia, an extremely qualified Senior Assistant State Steward in her own right, to provide in-home assistance when the going was especially rough. Joyce will be the State's first Full-Time State Steward, because the job is simply too big to be continued as a part-time venture. Even with Patricia's assistance, I lost over 10 months of time toward retirement because of the years I exceeded 130 days of Leave Without Pay. Please give Joyce the necessary time to set up her office, email list, and best times for contact. The tasks before her are far from insignificant.

I am sure that I do not need to remind you that the future facing your job, the Postal Service, the Nation, and the even the world is full of scary predictions and uncertainty. But even if this were not so, my parting advice would remain the same: Take the time and make the effort to stay informed and help others less fortunate deal with the challenges that face us all. Knowledge and increasing Union membership can help us remain as strong as the law will allow during a time when negotiations with an increasingly desperate Postal Service could push us to the limits of endurance.

Thank you for all that you have done and will continue to do to make our Union the best it can be. It has been my extreme privilege to serve you to the best of my ability.

All the BEST to each and every one of you,

Charles Alexander  
Newly Retired WARLCA State Steward



Happy Retirement Charles and Patricia

## Mail Count: So, What's the Big Deal Anyway?

Joyce Patteson, State Steward

Some of you may wonder why we have mail counts and why they're so important. Mail counts determine how many hours per week your evaluated pay is based on from one mail count period to the next mail count or interim



adjustment. Every piece of mail and every task we perform during mail count has a value attached that ultimately determines our weekly pay. For instance, every 24 boxholders equal one minute. If we were to handle 2400 boxholders, that would equate to 100 minutes, or approximately 1 hour and 40 minutes. If we went through a two-week mail count, and all we had for boxholders was 2400 during that period, the part of our evaluated pay we would receive for boxholders would be only 50 minutes per week.

The evaluated system is complicated to understand in its own right—let alone when you find out your pay depends solely on the results of a mail count. Therefore, it's important that everything is counted accurately and we receive credit for every piece of mail, every timed function, etc. Not only do we have to make sure we receive credit for everything, we have to make certain that we receive the right credit for everything. In other words, whether or not a mail piece is considered a letter, flat, or parcel. If it's considered a letter, it also depends on whether or not it was in DPS or raw mail. The list goes on and on and it's complicated because there are so many gray areas. Is your head spinning yet?

Even though the piece is credited determined on its measurements, etc., there are other factors to

consider. Managements responsibility is to count the mail, time the functions that are supposed to be timed, make sure everything is recorded properly and promptly on our daily 4239, etc. Often there aren't enough management personnel to perform all the duties required for all the routes involved. This sometimes causes them to not record item(s) correctly. In fact, sometimes they forget to record them at all. This makes it imperative for us to double check managements figures.

Management has so many routes to count in a day that they don't take the time sometimes needed to measure a mail piece properly. A letter is sometimes taller on one end than the other and therefore may possibly be a flat due to measuring over 6 & 1/8 inches in height. Since it was actually shorter on one end, management didn't notice the discrepancy. This makes it imperative for us to not only double check managements figures, but also to double check their physical count and/or measurement of particular items.

I know it takes a lot of time out of our day to double check everything, and make sure we're timed properly for a timed function, etc., but the way the evaluated system is set up means that one minute may make the difference between being evaluated at 40 hours per week, or 41 hours per week for example. You will see by looking at the Table of Evaluated Hours for Regular Rural Routes following this article that the evaluated hours are divided between one minute to the next. The one-hour difference would mean a difference of approximately \$1500 to \$1800 in your yearly salary.

As a State Association, the WARLCA sponsors several mail count trainings prior to a National Mail Count. In January 2009, we have a total of 7 mail count trainings planned all over the state. You will find a complete listing of the dates, times, and locations elsewhere in this issue. Since the costs of these trainings are paid by the Union with hard-earned dues, they are open only to Union members. As a Union member, we encourage

you to take the opportunity to join us at the mail count training of your choice. Please encourage your fellow carriers to attend as well—even non-members, but please inform them prior to coming that they will have to join the Union in order to attend. They will be able to join at the door of the mail count training they attend.

Attending mail count training won't guarantee that management will properly count, time, and record items and data correctly, but it will ensure that you have the tools and/or knowledge necessary to notice any discrepancies. You will be trained in all aspects of the mail count up to and including procedures used by management to count and record the mail and/or timed functions. You will know what to look for, and how to look for any potential errors. You will hopefully learn how to manage your stress level because stress levels typically run high during mail count—especially as time goes on. Since the next scheduled count is a 4-week count, this is especially important. Personally, I've discovered that even when everything goes as smoothly as possible, the stress level is high just because of the nature of the mail count and procedures used. This is just one more reason to arm yourself with knowledge.

The National Mail Count is scheduled to begin on February 14, 2009, and will end on March 14, 2009. Again, I urge you to check the list, determine which training will work best for you, and attend. You'll be glad you did.

Sincerely,  
 Joyce Patteson  
 WARLCA State Steward

**Table of Evaluated Hours  
 For Regular Rural Routes**

**Total Hours and Minutes Per Week**

<b>StandardHours</b>	<b>Evaluated Hours</b>
----------------------	------------------------

<b>H Routes (No Relief Days)</b>	
40:30 to 41:29	41 Hours

41:30 to 42:29	42 Hours
42:30 to 43:29	43 Hours
43:30 to 44:29	44 Hours
45:30 to 46:29	46 Hours

**J Routes** (Relief Day Every Other Week)

44:11 to 45:15	41 Hours
45:16 to 46:21	42 Hours
46:22 to 47:27	43 Hours
47:28 to 48:32	44 Hours
48:33 to 49:37	45 Hours
49:38 to 50:43	46 Hours

**K Routes** (Relief Day Each Week)

47:24 to 48:35	40 Hours
48:36 to 49:47	41 Hours
49:48 to 50:59	42 Hours
51:00 to 52:11	43 Hours
52:12 to 53:23	44 Hours
53:24 to 54:35	45 Hours
54:36 to 55:47	46 Hours
55:48 to 56:59	47 Hours*
57:00 to 57:36	48 Hours*

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*\*Normally, these categories should only be used as interim classifications pending route adjustments.*

**Last Minute Bits**

Important Phone Numbers

Employment Verification  
1-800-367-5690 (12946)

Flexible Spending Account  
1-800-842-2026

1-866-649-4869 (TDD)

HR Shared Services Center  
1-877-477-3273 opt 5  
1-866-260-7507 (TDD)

Postal EASE

1-877-477-3273 opt 1

Accounting Shared Services  
1-866-974-2733

Thrift Savings Plan  
1-877-968-3778

1-877-847-4385 (TDD)

Website Information

Thrift Savings Plan  
[www.tsp.gov](http://www.tsp.gov)

FERS/CSRS Retirement  
[www.opm.gov](http://www.opm.gov)

Social Security  
[www.ssa.gov](http://www.ssa.gov)

USPS Employment Info  
[www.usps.com](http://www.usps.com)

PostalPEOPLE

[www.liteblue.usps.gov](http://www.liteblue.usps.gov)

Federal Employees Health Benefits Programs (FEHB) open season starts Monday, November 10 and ends Monday, December 8. Any changes to your health insurance need to be submitted during this period.

GMAC Auto and Home Insurance  
1-888-325-7727



**Campaign Deadline**

The deadline for the Spring issue is April 1. Campaign articles will be accepted from those wishing to run for State office or National Delegate position. Articles should be submitted to the editor, no longer than 250 words, in Microsoft Word, if possible.

## You Have a RIGHT

Patrick Pitts, Senior Assistant State Steward

There are some (and I was one) who thought the title of this article should be "Weingarten for Dummies" after the well-known series of books "... for Dummies." Not that I think any of you are dummies. The rural carrier family is replete with very intelligent persons. The For Dummies series is known for taking complex issues and breaking them down into small, easy to understand segments. The For Dummies adventure began in 1991 with "DOS for Dummies" and has come to be very prolific, with books on a large number of varied and wide-ranging topics. However, there may be some copyright laws in play and so; the title becomes You Have a RIGHT.

One of the tag lines used by the For Dummies series is "Plain-English Solutions for Everyday Challenges." And that is what we want to do here; use plain English to explain one of your most important rights.

In the past, we have had articles related to your Weingarten Rights. Most of you have received a small folding card, to be kept in your wallet, purse, desk drawer, etc. to provide guidance when you are confronted by a situation which could result in your being disciplined. You have been told of the Supreme Court ruling which gave birth to the Weingarten Rights. You have probably been to a meeting where the assigned speaker has presented information on your Weingarten rights and encouraged you to exercise those rights. But, so there can be no misunderstanding, to eliminate any confusion, let me put this very simply. **You have a RIGHT ...**

**Any time, any person** in authority for the Postal Service, whether it be your immediate supervisor, your postmaster, or any Postal Service manager asks you a question and you feel as if the question could lead to your being disciplined, **you have a right to steward representation. You do not have to answer** any question which you feel could lead to your being disciplined without your

representative being present.

You've seen the "cop" shows, where the authorities have to read you your rights before they arrest you. Not so with your rights under Weingarten. **You have to know** you have a right to a representative. **You have to know** that you can't be forced to answer any question which could lead, or potentially lead to your being disciplined. And it's not enough to know these things; **you have to exercise your right!** Did you know that "they" don't have to tell you that you have a right to representation? **It's your responsibility to know!**

Any time you're in a question and answer situation where you feel you could be disciplined as a result of the questioning you should respond by saying **"I respectfully request the presence of my Union Steward. Without representation, I choose not to answer any questions."** It could be a situation where you are "called into the office" and the manager starts asking seemingly innocuous questions. If you feel as if this questioning could lead to your being disciplined you should respond by saying **"I respectfully request the presence of my Union Steward. Without representation, I choose not to answer any questions."** Maybe you have a supervisor come up to you while you're casing mail and asks you something like "did you have mail for so-and-so yesterday?" If you feel that this question could lead to your being disciplined, **EVEN IF YOU'VE DONE NOTHING WRONG**, you should respond by saying **"I respectfully request the presence of my Union Steward. Without representation, I choose not to answer any questions."** Maybe you are out loading your vehicle and your supervisor comes up to you and asks "where did this dent on your vehicle come from?" If you feel that this question could lead to your being disciplined, **EVEN IF YOU'VE DONE NOTHING WRONG**, you should respond by saying **"I respectfully request the presence of my Union Steward. Without representation, I choose not to answer any questions."**

Most of you have heard about Postal Inspectors. Postal Inspectors were kind of like the FBI of the

Postal Service. Oh, they were nice enough. They would come up to you all nice and friendly and say something like “we’re here to help you.” Or “don’t worry, we just want to clear up a few things.” They would smile and get you feeling warm and fuzzy, then the next thing you know you’re getting a Notice of Proposed Removal (that means you’re being FIRED). As Stewards, we knew that if any employee was approached by a Postal Inspector there was probably trouble brewing. But now, there’s a new group of inspectors out there. And trust me, they are very busy. They are called **Special Agents**; and they are from the **Office of Inspector General (OIG)**. They are not your friends. If you are approached by a Special Agent for the OIG you should have “red flags” flying high and flapping wildly in the breeze. In general, the OIG is responsible for investigating crimes or misdeeds by postal employees. If you are asked ANY question by a Special Agent and you have a feeling, even an inkling of a feeling, that the questioning could lead to your being disciplined, **EVEN IF YOU’VE DONE NOTHING WRONG**, you need to respond by saying **“I respectfully request the presence of my Union Steward. Without representation, I choose not to answer any questions.”** They may be very nice, and very persuasive, and seem as if they want to be your best friend, and protect you, but each time they ask you a question you need to respond by saying **“I respectfully request the presence of my Union Steward. Without representation, I choose not to answer any questions.”**

Whether it’s a manager in your local office, or a Special Agent for the OIG, they may try to convince you that you don’t need to worry, they just want to get your side of the story; but you need to understand, this falls under the category of **“anything you say, can and will be used against you.”** It’s also important for you to know that just because you’ve answered a question or two doesn’t mean you’re obligated to answer any more. You can **STOP ANSWERING** at ANY TIME and say, **“I respectfully request the presence of my Union Steward. Without representation, I choose not to answer any more questions.”**

Your State Board just ordered 5,000 of the Weingarten cards mentioned earlier. These cards will be distributed to every Local Steward, State-level Steward, and District Representative in Washington. They should be available to you at your next County or District meeting. They will be available upon request from any of your appointed or elected officers. If you’re unable to get one of the Weingarten cards, call me, I’ll make sure you get one.

Know your rights. And it’s not enough to just know your rights; **EXERCISE YOUR RIGHTS!**

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### Western States Conference 2009

Carnival Cruises canceled all 4 and 5 day cruises to Mexico, effective February 12, 2009.

California decided to host the conference next year in Reno, Nevada at the Sienna Hotel Spa Casino April 30 through May 2.

Room rates are \$104. Please use the room block code # 0904 Western or California Rural Letter Carriers. The hotel registration phone number is 877-743-6233.

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### It’s your paycheck!

Attend a count school near you. See the class schedule on page 10. Encourage your fellow workers to attend with you and carpool. Non-members can join at the door.

## NEW BENEFITS FOR MEMBER RCAS

### 1. AFFORDABLE HEALTH CARE PLAN

This new health insurance program is offered by Transamerica Life Insurance Company, an A+ rated insurance company by A.M. Best, the insurance industry rating organization.

There are three levels of coverage, with the monthly premiums costing:

	<u>First Class Plan</u>	<u>Priority Plan</u>	<u>Express Plan</u>
Member Only	\$ 92	\$116	\$137
Member + Spouse	\$158	\$202	\$241
Member + Children	\$137	\$176	\$218
Member + Family	\$203	\$262	\$322

Some of the highlights of these new health insurance plans are:

- Guaranteed Acceptance
- No Health Questions
- No Deductibles
- No Co-Payments
- Use Any Doctor Or Hospital
- PPO Network For Additional Savings
- No Referrals To Specialist Required
- Office Visits Covered
- X-Ray and Lab Benefits
- Daily In-Hospital Benefits
- Surgical & Anesthesia Benefits
- \$300 Accident Benefit
- \$10,000 Critical Illness Benefit
- Caremark Rx Drug Discount Card
- Vision and Hearing Aid Benefits

For complete enrollment information, visit the NRLCA website: [www.bja-nrlca.com](http://www.bja-nrlca.com)

You will find application forms, benefit outlines, and disclosures. If you do not have internet access, call Greater Insurance Service Corporation toll-free at 1-800-747-4472 and request an enrollment kit. For questions regarding health insurance benefits, call 1-866-867-6883.

### 2. MEDICAL PRESCRIPTION DISCOUNT CARD

**ALL RCA'S WHO ARE MEMBERS OF THE NRLCA WILL RECEIVE THE CAREMARK PRESCRIPTION DISCOUNT CARD. THOSE WHO USE THE CARD WILL RECEIVE DISCOUNTS UP TO 20% AT LOCAL PHARMACIES. SAVINGS OF UP TO 50% ARE AVAILABLE TO THOSE WHO USE THE MAIL ORDER PHARMACY. THIS BENEFIT IS SEPARATE FROM THE HEALTH BENEFIT PLAN.**  
**ALL MEMBER RCA'S WILL RECEIVE THIS CARD.**

**WRLCA COUNTY OFFICERS LIST 2008 – 2009**001 NORTH CENTRAL WASHINGTON COUNTY

DISTRICT 3

PRESIDENT: Tammy Donaghue  
21 S Viewdale St  
Wenatchee, WA 98801  
Phone: (509) 662-3032  
E Mail: donagh@crcwnet.com

VICE-PRESIDENT: Dawn McKenzie  
*New 08/09 Year*  
1005 Downs Rd  
Wenatchee, WA 98801-9630  
Phone: (509) 663-7085

SECRETARY/TREASURER: Mike Cammack  
P. O. Box 521  
Entiat, WA 98822-0521  
Phone: (509) 784-1548  
E Mail: macamma@verizon.net

002 Clallam Jefferson – merged with Kitsap to become Peninsula on 6/30/06003 PENINSULA COUNTIES

DISTRICT 2

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3899 SE Conifer Park Dr  
Port Orchard, WA 98366-2236  
Phone: (360) 440-0889  
E Mail: dugeditor@wavecable.com

004 Lincoln Grant Adams – Lincoln merged with Spokane (now East Central Washington), Grant merged with Chelan Douglas (now North Central Washington), and Adams with Yakima on 6/30/06

005 LOWER COLUMBIA COUNTY

DISTRICT 2

PRESIDENT: Polly Nugen  
PO Box 801  
Woodland, WA 98624-0801  
Phone: (360) 574-0087  
E Mail: polly@corporatemedias.com

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Ridgefield WA 98642

SECRETARY/TREASURER: Roxanne Cavazos  
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006 MUTUAL COUNTY

DISTRICT 2

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Lakewood, WA 98439-2120  
Phone: (253) 588-8321 or cell (253) 310-6435

007 OKANOGAN COUNTY – Merged with Chelan Douglas (now North Central Washington)  
on 6/30/06

010 ISLAND, SKAGIT, SAN JUAN COUNTY

DISTRICT 1

PRESIDENT: Andrew Shea  
7241 Cultus Bay Rd  
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Phone: (360) 579-3669

VICE-PRESIDENT: Carol Ogden  
PO Box 888  
Clinton WA 98236  
Phone: (360) 914-0901

SECRETARY/TREASURER: Christina Smith  
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Phone: (360) 240-0491  
E Mail: smitty\_cd@hotmail.com

011 KING, SNOHOMISH (KS) COUNTY

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PRESIDENT: Janie Walla  
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013 EAST CENTRAL WASHINGTON COUNTY

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E Mail: JLEE99207@aol.com

VICE-PRESIDENT: Mary Kay York  
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E Mail: MKYORK@netzero.com

SECRETARY/TREASURER: Cindy Koker  
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014 NORTH EAST WASHINGTON COUNTY

DISTRICT 3

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VICE-PRESIDENT: Lynda Toulou  
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016 WHITMAN, ASOTIN COUNTY DISTRICT 4

PRESIDENT: Billie Shinall  
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VICE-PRESIDENT: Judy Sitton  
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SECRETARY/TREASURER: Jim Hemrich  
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017 APPLE VALLEY COUNTY DISTRICT 4

PRESIDENT: Ed Ogdon  
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VICE-PRESIDENT: Karin Taylor  
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## ***WANT TO ESCAPE FOR AN EVENING OF BEANS, SHOOT -OUT, AND LAUGHTER?***

### ***JOIN YOUR "WARLCA GANG" FOR THE ROCKIN' B RANCH COWBOY SUPPER SHOW***

- ***5: 45 Catch The Wagon (Bus) and Giddy Up to the Rustic Old Barn***
- ***6: 20 Cowboy Showdown***
- ***7:00 Vittles***
  - Charcoal Grilled Beef, Chicken and/or Pork Spare Ribs –BBQ on the side, Foil Wrapped Potato, "Trail Music" Pinto Beans, Corn Bread, Applesauce, Cake, Coffee and Lemonade***
- ***8:00 Main Stage Show - Featuring Riders of the Rockin' B and Old West with Favorite Songs, Stories, and Knee-Slapping Cowboy Comedy***
- ***9:20 Sing "Happy Trails" and Catch the Last Wagon headin' West to Home***

***Tuesday, June 23, 2009 at State Convention in Spokane, WA  
Sign up on your State Convention Registration Form and  
Mail Early (limited numbers allowed) Only \$40  
(WARLCA funds subsidize the meal functions)***

**WARLCA 2009 STATE CONVENTION REGISTRATION**

June 22, 23, 24, 2009 at Red Lion Hotel at the Park 303 W North River Dr Spokane, WA

Room rates are \$104 single/double, \$114 triple, and \$124 quad

Call 1-800 Red Lion (1-800-733-5466) Room Reservations Deadline is May 20, 2009.Name: \_\_\_\_\_ 1<sup>st</sup> time Attending? \_\_\_\_\_

Address: \_\_\_\_\_

Phone: \_\_\_\_\_ Staying At Red Lion? \_\_\_\_\_ (we have to meet room night guarantee)

There is a \$40 fee per delegate for registration which includes the Sunday social.

Fee will be waived if one banquet meal and social OR three lunches

(Monday, Tuesday, and Wednesday) are purchased.

A LATE FEE of \$20 will be added if the registration is not

RECEIVED by May 31, 2009 in the State Sec/Treas Office.

Sunday, June 21: Enhancement training from 10 AM to 5 PM for certified local stewards

(All certified local stewards get \$150 for first enhancement for 08/09)

Attending Steward Training? Yes \_\_\_\_\_ No \_\_\_\_\_

2010 National Convention Committee Chairs Meeting from 1 PM to 5 PM

Attending Committee Chairs Meeting? Yes \_\_\_\_\_ No \_\_\_\_\_

SUNDAY, JUNE 21: Sunday Social 6 PM to 7:30 PM All Welcome

Cost Each: \$5 (under age 2 free) ~Food &amp; Fun in the Park~ # attending \_\_\_\_\_ \$ \_\_\_\_\_

MONDAY, JUNE 22: CONVENTION STARTS AT 8:30AM1<sup>st</sup> Timers to State Convention Meeting at 8 AM # attending \_\_\_\_\_Monday Beef Stroganoff Lunch \$15 each # attending \_\_\_\_\_ \$ \_\_\_\_\_County Officers Training Monday Evening (Rigatoni & Alder-Smoked Chicken) at 6 PM

(Free to newly elected and pre-registered 2009/2010 Presidents, V. Presidents, and Sec/Tres)

All welcome – cost to all others \$25 each.

# attending \_\_\_\_\_ \$ \_\_\_\_\_

TUESDAY, JUNE 23: CONVENTION STARTS AT 8 AMTuesday Macadamia Chicken Lunch at \$15 each # attending \_\_\_\_\_ \$ \_\_\_\_\_Tuesday Evening Bus to Rockin B Wildwest Show/Dinner \$40 # attending \_\_\_\_\_ \$ \_\_\_\_\_*(CONTINUE REGISTRATION FORM ON REVERSE SIDE)*

WEDNESDAY, JUNE 24: CONVENTION STARTS AT 8 AM

Wednesday Lunch (Build your own sandwich/soup) \$15 # attending \_\_\_\_\_ \$ \_\_\_\_\_

Check here if you want all Vegetarian Meals \_\_\_\_\_

Total Enclosed \$ \_\_\_\_\_

Make Checks Payable to WARLCA and send to 2811 N Chase Ln, Liberty Lake, WA 99019 Payment must be sent with registration AND MUST BE RECEIVED BY MAY 31, 2009 TO AVOID LATE FEES.

If you find you are unable to attend, please contact Becky Wendlandt for refund. However, no refunds after June 15, 2009 until after convention and approved by board since we have to guarantee total number of meals ahead of time.



**Welcome New Members**

Jacqueline Miller  
Julie Salazar  
Adina Oiness  
Suzanne Campbell  
Kimberly Jensen  
Alfred Lourdeau Jr.  
Sarah Kooy  
Carol Vanetta  
Mary Pumphrey  
Jahanzeb Ghouri  
Andrea Stene  
Nichole Strode  
Natalya Kushnerchuk  
Chester Pettigrew  
Brandy Brown  
Jill Sangster  
David Kartz

Mary Bengtson  
James Rave  
Lisa Hinds  
Irina Polivoda  
Delvin Tua  
Jacob Vining  
William Nold  
Dylan Bailey  
Kathie Walsh  
Hyun Suk Bae  
Nguyen Le  
Hong Ge  
Nerio Rubinov  
Janella Herron  
Heidi Johnson  
Lindsey Stillman

**And a final good bye**

Violet Barton  
Mike Burdette  
Samuel Mortimer Jr.  
Janis Stidman  
Robert Wise  
Jack Yeager

Rest in Peace

## STATE OFFICERS AND STEWARDS

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### DISTRICT 1

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### DISTRICT 2

#### REPRESENTATIVE

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GMAC Auto Representative  
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### DISTRICT 3

#### REPRESENTATIVE

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### DISTRICT 4

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PO Box 93  
Vashon, WA 98070-0093

NonProfit Org  
U.S. Postage Paid  
Blaine, WA  
Permit # 106

# WASHINGTON RURAL CARRIER

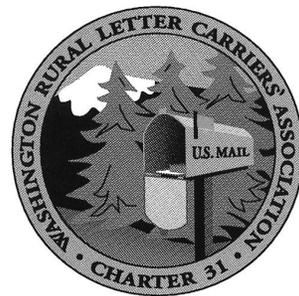
## UPCOMING DATES TO REMEMBER

District 1 March 22, 2009

District 3-4 March 29, 2009

MAIL COUNT SCHOOLS see page 10

NEXT DEADLINE April 1, 2009



*Where Service Begins With a Smile*