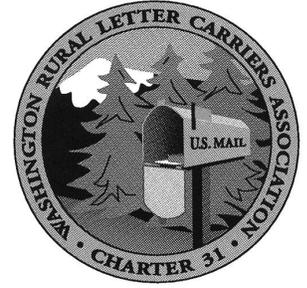


# Washington Rural Carrier



Official Publication of the Washington Rural Letter Carriers' Association  
Fall 2012

*Where Service Begins With a Smile*



## Replacements Fill Delegation

Washington State was well represented at the 2012 National Convention. Two members of our delegation had health issues arise and could not attend so the 1<sup>st</sup> alternate, Taralee Mohr was moved up to delegate status and phone calls were started to see if one of the other alternates would be willing to make the trip on short notice. Luckily, Katre Milliron was available and made the arrangements to come so we had a complete delegation. One of the most interesting evenings of the convention was our delegations' meeting to discuss the constitution changes and the binding resolutions. As far as I know, we are the only state to have such a meeting. Attendance is not mandatory since it is on the same evening as many of the National Seminars, but it was well attended. It was a chance for all our delegates to discuss the issues, the ramifications of the votes, and learn more about each other as carriers, Union members, and friends.

My personal focus was on the clarification of the new contract by the National Officers. I've had many carriers call me and complain that the union failed to make sure we got a fair contract and I've tried to explain the difference between an arbitrated contract and a negotiated one. I assure you we had no choice but to go to arbitration. Our National Officers, more specifically, Joey Johnson (Director of Labor Relations) presented our case to the National arbitrator. The Postal Service had their person presenting their case.

Our contract is the product of arbitrator Clark's analysis of the information provided coupled with his own personal opinions. National Arbitrators are supposed to be neutral, but we would be stupid to ignore the perfect storm we were in: The national economy is the worst it's been since the Great Depression; Congress has mandated a Federal Employee pay freeze; the continuing necessity of pre-paying the future retiree health benefits, which accounts for 96% of the red ink on the Postal Service's bottom line; and the fear put into the hearts and minds of the Postal Service by the House Committee on Governmental Affairs (chaired by Darrel Issa -CA) when they hauled in the Postal Service and the APWU representatives before his committee, complaining about the negotiated contract signed by both parties. The Postal Service was not going to make that mistake again! What we were offered in negotiations was absolutely unacceptable. We had to take our chances with a 'neutral' arbitrator! As in most arbitrated contracts, we got some and the Postal Ser-

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## WASHINGTON

Front Row L to R: Mariann Faulkner, Janie Walla, Dawn Ayers, Shawn Johnson, Colleen Headley. Second row L to R: David Ray, Becky Wendlandt, Cheri Freeman, Taralee Mohr, Katre Milliron, Joyce Patteson. Back Row L to R: Jim Hemrich, Patrick Pitts, Renee Cowan, Monte Hartshorn, Daniel Ngatia, Jeff Taylor, John Lee. Not pictured: JoAnne Blackburn.

*(Continued from page 1)*  
vice got some.

By now you should all know the highlights of the new contract so I'm not going to repeat them here. If you don't know, look on WARLCA website ([www.WARLCA.org](http://www.WARLCA.org)). The most exciting feature of the contract is the new *engineered* time standards study. The time standards we have today are so old we don't even know where some of them came from. Some of the more recent time standards (such as DPS flats) came out of arbitrations, not actual studies. With each contract, time standards have been cherry picked and whittled away with no real relation to the actual time required to do the task. At every negotiation, management held it over our heads that we're working under our evaluations. This year we were close to 6 hrs

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weekly under our evaluations. That 6 hrs. cost us dearly! Management has continued to claim that the evaluated system is not an incentive system.

This arbitrator 'got it' and finally we have language defining it as an incentive system. That language and the forcing of management to accept an *engineered* study should bring the evaluated system back to the original concept where the evaluation is an average; some over, some under. An engineered study takes into account variables currently ignored such as: fatigue as the day progresses; realistic time for "personal" time; and rest & recuperation breaks; as well as looking at the entire task. The first phase of designing the study will start this fall with the data collection phase following. It's high time our craft members no longer get punished for working effectively and efficiently.

I would like to give you a progress report on the legislative issues in Congress concerning the Postal Service, but there has been none. In my last article I asked you all to call, write or email your Congressman to vote against HR 2309 (Issa's bill). At this time 2309 is still the only bill out of committee. We're in an election cycle. I feel my duty as a Union member is trying to support my craft by finding out where my Congressman (in my case woman) stands on 2309. If they support it, they will not get my vote!

Your State Board was warned of the possible National Count we've just experienced just before National Convention. We set up meeting spaces for each State Level Steward to conduct a Mail Count School prior to our leaving for the convention "just in case". Unfortunately there was only one weekend available between the return from the National convention and the start of Pre-Count Conferences so all classes were held on Aug. 26. Your board understands that having all the state wide classes on one day limits those who already had plans for that date, but there was no way around it this time. I hope you all had a good count, have been in contact with your stewards over any questions and all disputes have been accurately documented.

May the Count be with you!

Respectively submitted:

Cheri Freeman  
President, WARLCA

# The Grievance Procedure And You: How Does It All Begin?



Provided below is general information related to the grievance/arbitration procedure as provided for in Article 15 of the National Agreement between the United States Postal Service and the National Rural Letter Carriers' Association. This not intended to be, nor should it be considered all-inclusive information. Rural craft employees should consult

(Continued on page 4)

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the National Agreement and/or contact their local, area, or state-level steward as appropriate concerning the proper application of the grievance procedure.

A grievance is defined, in Article 15, Section 2 of the National Agreement (contract) as "*a dispute, difference, disagreement or complaint between the parties related to wages, hours, and conditions of employment.*" In simple terms, a grievance is nothing more than a dispute, difference, disagreement or complaint. Of course the complaint, or difference of opinion must be related to wages, hours, and/or conditions of employment but as long as that complaint or disagreement exists, a potential grievance exists.

Many carriers, and managers believe that if a difference of opinion, or disagreement exists it's the job of the appropriate steward to resolve the issue but, according to the contract, in most situations that's not the case. Article 15, Section 3 of the contract places the initial responsibility for attempting to resolve the issue on the employee. The cited article states in relevant part "*Any employee who feels aggrieved must discuss the grievance with the employee's immediate supervisor within fourteen (14) days of the date on which the employee ... has learned or may reasonably have been expected to have learned of its cause.*" In general, the employee who has an issue (which falls under the definition of a grievance as identified above) is the one responsible for discussing the matter with their supervisor. It bears repeating, and emphasizing, that this "discussion" must occur within 14 days of the date the employee learned, or may reasonably have been expected to have learned of the cause of the dispute, difference, disagreement or complaint.

This is commonly referred to as an "informal discussion" or a "discussion" (potentially initiating a grievance) and it is just that; it is a discussion between the employee and the immediate supervisor where the employee identifies the issue (the dispute, difference, disagreement, or complaint) and the supervisor provides a response to the employee's concern. The employee and the supervisor discuss the issue in an attempt to reach resolution to the concern. Now you, as the employee, are not necessarily "on your own" in all of this. Article 15, Section 3 also states "*The employee may be accompanied by the steward or a Union representative, if the employee so desires.*" The decision to have a steward or Union representative present at this discussion is entirely up to you, as the employee. Management cannot deny you this right; and the Union will not.

It is advisable that you discuss the issue with your steward or Union representative prior to having this discussion with your supervisor. Your steward or Union representative has received training in determining whether an issue fits the contractual definition of a grievance, and whether there is merit to the grievance based on not only the contract but relevant handbooks, manuals, and USPS policies.

Now, back to the "discussion" with your supervisor; if you are able to resolve the issue with your supervisor, it is strongly advised that any settlement agreement, or agreement between the two of you settling the issue be in writing and signed by both parties. It is also important to provide a copy of the settlement agreement to your steward or Union representative. Keep in mind that any settlement agreement cannot be a "sweetheart deal" nor can it violate the contract or the contractual rights of any other employee.

But what if you weren't able to resolve the issue? Language in Article 15, Section 3, provides for this possibility, stating "*If no resolution is reached during such discussion, (the "discussion" identified above) the supervisor shall promptly annotate a joint Step 1 grievance form, indicating briefly the issue and the date of the initial discussion, which constitutes the Step 1 filing date. The grievance will then be considered further by the installation head or designee and the steward or a union representative.*" It's important to note that some managers, who may be unfamiliar with the grievance procedure, may have no idea that a grievance has been initiated. It has been recommended by our state association for many years that you conclude a discussion where no resolution was reached with "please consider my previous discussion of this unresolved issue as the initiation of a grievance" or "I am hereby filing a grievance on the issue we just discussed and were unable to resolve."

The joint Step 1 grievance form mentioned above is PS Form 8191; it is a Postal Service form and your local manager should have a copy of the form available. Once the grievance form is annotated by your supervisor you should immediately make contact with the appropriate steward so they can begin preparations for the next step of the grievance/arbitration procedure.

This is important as your steward or Union representative only has ten (10) days to complete the Step 1 process including, but not limited to research, investigation, interviewing witnesses, and meeting with the installation head or designee unless both parties mutually agree to extend that 10-day window.

The general policy related to grievances is codified in Article 15, Section 1, and in reading that particular section one could break the information down to the following bullet points:

- Grievances should be handled based on the principle of resolving the grievance at the lowest possible level.
- Grievances should be handled in an expeditious manner.
- At Step 1, both parties should ensure that all facts and issues are identified and considered.
- If a grievance advances beyond Step 1 both parties are responsible for ensuring all facts, issues and documentation are provided to the appropriate officials at the next higher level of the grievance procedure.
- The Union representative has full authority to settle or withdraw the grievance in whole or in part.
- The Employer representative has full authority to grant, settle or deny the grievance in whole or in part.

The grievance/arbitration procedure can be viewed as an avenue for resolving issues in your local office. A grievance is not some grandiose event, only to be employed in the most extreme of circumstances but a way of identifying, addressing, and resolving a dispute, difference, disagreement or complaint related to wages, hours, and/or conditions of employment.

As mentioned in the beginning, this is not intended to be, nor should it be considered all-inclusive information concerning grievances. Rural craft employees should review the National Agreement and confer with their local, area, or state-level steward as appropriate concerning the proper application of the grievance/arbitration procedure.

Patrick Pitts  
State Steward  
Washington Rural Letter Carriers' Association

## Check Your eOPF To Insure It Is Error Free, Complete

Ever wonder what is on file with the USPS concerning you and your work history? Now is the time to check it out! This is also the time to make sure it is correct because 10 years from now, when you want to retire you want it based on the correct dates and figures. I know, because the USPS “lost” my records when I first became a regular carrier in 1991. I had to “prove” that I had 10 years as a RCR/RCA. My pay stubs served as this proof.

Now I know not all of you keep your pay stubs, so let’s start now to make sure you are credited with all you have coming to you for your retirement! First of all, you need to have a pin number for Lite Blue. If you don’t, create that on-line at the Lite Blue website (shown below). After you receive your pin number, check out all the information at eOPF file. You will be surprised what is there! The most important report is the RTR (Retirement, Thrift, Retention) Employee Detail Report. See below how to read it and what it means to you!



RTR (Retirement, Thrift, & Retention) Employee Detail Report

Go to USPS lite blue at:

<https://liteblue.usps.gov/wps/portal/!ut/p/.scr/Login>

Enter your USPS Employee ID (8 digits and on the top of your pay stub)

Enter your USPS Employee PIN

Log on

Look on the right hand side under Employee Resources and log on to eOPF.

You will need to enter your USPS Employee ID number and USPS Employee PIN again.

Under “form ID” look for RTR and under “description” look for RTR Employee Detail Report. Click on this report and print it out.

Make sure the RTR report has your correct Social Security number under EMP #. Do not worry that the EMP ID number (6 digits) is not your correct USPS employee ID number, but the Social Security number MUST be yours.

On this report will be a LOST TIME print-out if you have taken any leave without pay. Any year showing over 1040 hours (130 days) of leave will be important to check because each day over 130 days sets your retirement date back by each day over.

Also on this report is the WAE (When Actually Employed) Time. Check to make sure these dates and hours are correct.

Toward the end will be your “Calculation Results”. This gives you the dates for retirement computation date (RCD), annuity computation date (ACD), reduction in force computation date (RIF), and Thrift Savings Plan Computation Date (TSP). The TSP is also sometimes listed as TSP/SCD which stands for Service Computation Date. Make sure all of these computation dates are correct.

**Now let’s talk about retirement.** Most of us are under the Federal Employees Retirement System (FERS) retirement plan. FERS has 3 parts; Social Security, FERS annuity, and Thrift Savings. You are automatically paying into Social Security and the FERS annuity. If you check your pay stub, you will see a deduction for “SOSEC” for Social Security and “RETIRE 8” for FERS annuity with a deduction each pay period and year-to-date amount. On the bottom right hand side of your pay stub you will see “USPS RETIREMENT” and an amount underneath it. That amount is how much you have paid towards your USPS retirement for FERS annuity. Since you can’t change the Social Security or FERS annuity, you need to focus on Thrift Savings.

All retirees tell me that Thrift Savings is what they count on between being retired and enjoying retirement. You should start as soon as you can by at least getting the matching amount from USPS for Thrift (5%). But that won’t make a difference unless you start being serious about your future and putting in more. The greatest thing about putting in 10% or even 30% is that it is federal tax deferred. Tax Deferred means that if you put 20% of your income into Thrift you only pay federal taxes on the 80% you receive. For example: John makes \$50,000 a year and puts 20% into Thrift (\$10,000). At the end of the year he files his tax return and even though John has made \$50,000, his taxable income is \$40,000. Not only has John saved on federal taxes but he also has saved \$10,000 towards his future retirement!

Check out more about Thrift Savings at the Thrift Savings website: <https://www.tsp.gov/index.shtml>

It is your future, and it is up to you to plan as best you can. Just like getting what you deserve at mail count, you should get what you deserve for retirement. Be informed.

Best to you and your future!

Becky Wendlandt  
WRLCA Secretary/Treasurer

.....  
■ With all their faults, trade unions have done more for humanity than any other organization of men that ever existed. Clarence Darrow  
.....

# This Is Who Represents District 2

I am told that a few words of introduction are needed. If that is the case, then here goes.

My name is Doug Rinehart. I am a regular rural carrier in the Port Orchard Post Office. I started in the Postal Service in 1981, having served two weeks before becoming the carrier on an auxiliary route in Raymond, Washington. Some people say I lucked out and I have to agree.

After moving to Port Orchard, having been the successful Seattle District wide bidder, I kept a low profile. In 1990, I joined the National Rural Letter Carrier Association. Why did I wait so long? I didn't even know the union existed. Why did I not know? No one ever approached me about membership. Having worked for Weyerhaeuser for 14 years before my Postal Service career, I was well aware of the benefits to union membership.

Once a member, I became active. I was nominated for the office of Secretary/Treasurer of Kitsap County (now Peninsula Counties) and was subsequently elected. I still hold this position. In 1991, I was nominated for the position of District 2 Representative from the floor of my first state convention. I was elected. As a 41 year old "rookie", I tended to keep my mouth shut and my ears open. I remained in this position until 1998 when I ran for and was elected Editor of the Washington Rural Carrier.

Some of the positions I have held in the Postal Service include local steward, on-the-job instructor, Ad-Hoc (now academy) instructor, QWL/EI member and QWL/EI facilitator.

This year, I was honored to be elected for a second stint as District 2 Representative. At the first board meeting, I again was honored when the state board (less myself) named me the Editor of this publication. It is my intention to make this the best publication it can be.

In my first stint on the state board, I was part of implementing the steward system we enjoy today in this state. We were at least 10 years ahead of the rest of the nation. Today, I will be part of the transformation from state steward systems to the new National Steward System. We will have to wait and see if it works as well as envisioned.

In closing, if you know of someone who is not a member of this association, let them know we exist. It might be the ONLY thing needed. Who knows, they could be the next person to become a national officer and add to the list of accomplishments by the WARLCA.

Respectfully submitted by  
Doug Rinehart  
WARLCA District 2 Representative  
WRC Editor

If you have comments, concerns or ideas about the WRC, feel free to e-mail them to me at [dugeditor@wavecable.com](mailto:dugeditor@wavecable.com).



## Patteson Adds Duties

By the time you read this, we will have been through another end-of-September mail count. Hopefully, the results weren't too devastating for you and your route evaluation.

Most of you know me from my position as Sr. Asst. State Steward. This year I have added another position to my resume—that of the District 4 Representative. In some ways, this position may prove to be even more challenging than that of a steward because in this position, I will be serving you as a member of

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(Continued from page 7)

your state board and attending most if not all of the county meetings within this district. Therein lies the biggest challenge—how to raise attendance at the county meetings by the members of that county unit.

There are three county units in District 4 and those are Whitman-Asotin, Southeast, and Apple Valley. Even though there are only one or two meetings held each year in each of these counties, past attendance has been meager at best. At the last Board meeting there were a few ideas tossed around such as mini trainings of some type, but I want to hear from you. What are some of your ideas that you believe will generate some interest in attending meetings? I will entertain any thoughts you may have even if they may seem outlandish. Thoughts beget more thoughts so don't be afraid to share any idea with me or any other member of the state board. All of our contact information can be found within this publication so please, don't hesitate to use it.

Thank you for trusting me with this position. I will do my very best to serve the membership at the county units in my purview as the District Rep., and the general membership of Washington state as a member of the board for the next two years.

Respectfully submitted,  
Joyce Patteson



PAC

## Write, Call, Get Involved

We had a great year in our efforts to support the National PAC campaign but now it's time to start the new year of fundraising. We raised over \$11,000—now we need to meet or even beat that amount. With everyone's help we can do it.

The main goal at the moment is to preserve 6 day delivery. There are several ways you can help.

- 1) Call your Congressional representatives. Call every morning before you go to work. It will be 9:30 am in Washington, D.C. Let them know you're a voter in their district.
- 2) Write letters. It's best to mail your letters to the representatives' local office. The NRLCA.org website has sample letters if you need help with your letter.
- 3) Ask your relatives, friends and neighbors to do the above. Mention the issues whenever the opportunity arises (and you're not on the clock).
- 4) And of course, donate to PAC. You can attend your county meeting and donate there. A check made out to NRLCA-PAC can be mailed to the National office or to me. The best way to donate is to sign up for either a payroll deduction or an electronic funds transfer from your bank. This is the easiest way to help the cause on a regular basis. The forms are available on the website or from me. You can contact me at PO Box 93, Vashon, WA 98070-0093 or (206) 463-3339.

Again this year we will have prize drawings. When you donate, your name will be entered in the drawing. \$20 will equal one ticket. The more you donate the better you have a chance to win.

Last year less than 10% of our membership helped PAC work toward bettering your job. Let's increase that this year. If everyone adds a little we end up with a lot.

Thank you to all of you who have been generous in the past and thanks to everyone for considering a future donation.

PAC Works for You  
Susie Hill, PAC Chair

# What Has Organized Labor Done For You

Organized labor has fought for the rights of every child, woman and man in this country. While the rich have gotten richer the Unions have worked to achieve a fair day's pay for a fair day's work. If you enjoy any of the following benefits thank the Unions.

- End child labor
- Establish the legal right of workers to form unions and collectively bargain for wages, benefits and working conditions
- Establish the 8 hour work day and paid overtime -Win workers' comp benefits for workers injured on the job
- Secure unemployment insurance for workers who lose their jobs
- Secure a guaranteed minimum wage -Improve workplace safety and reduce on the job fatalities
- Win pensions for workers
- Win health care insurance for workers
- Win paid sick leave, vacations, and holidays as standard benefits for most workers
- Win the right for public sector workers to collectively bargain
- Win passage of the Civil Right Acts and Title VII which outlaws job discrimination based on race, color, religion, sex or national origin
- Win passage of the Occupational Safety and Health Act .Win passage of the Family Medical Leave Act

## New Association Members

James Aird	Oak Harbor
Stephanie Arnold	Washougal
Tracy Bensch	Stanwood
Alphonso Cortez jr	Silverdale
Patricia Dorny	Lakebay
Carlos Garcia	Battle Ground
Tristan Gillespie	Castle Rock
Gordon Kley	Ferndale
Laurel Larson	Gig Harbor
Linda Madison	Snohomish
Jessica Mallett-Pope	Port Orchard
Merfin Muhic	Lake Stevens
Tara Poublon	Longview
Shelby Quinn	Oak Harbor
Ryan Rainwater	Olympia
Andrew Rebstock	Richland
Jennifer Rud	Gig Harbor
Vira Shprotyluck	Ferndale
Ryan Skucas	Battle Ground
Omar-Darin Stone	Gig Harbor
Carrie Stroh	Gig Harbor
Crystal Turner	Oak Harbor
Vicki Wagner (Ret)	Port Orchard
Guy Way	Kalama
Christina Williams	Coupeville
Jonathan Young	Oak Harbor

The Statement of Financial Position is a comparison of the WARLCA assets less liabilities at a specific date, compared to the same specific date a year earlier. The WARLCA has \$20,000 more in assets on 8/31/12 compared to 8/31/11.

The Statement of Activities is a two month look at how the WARLCA income and expenses are compared to the same period of time a year ago. This shows that WARLCA income is down \$5,000 from last year, WARLCA expenses were down \$3,900 from last year, with the ending 2 month income over expenses for 2012 at \$11,369 and for 2011 at \$12,767. The largest expense for the first 2 months in 2012 was meetings and conventions at \$54,299. The breakdown in meetings and conventions was \$3,493 spent for board meetings, \$3,866 for mail count meetings, \$54 for 2013 State Convention, and \$46,886 to send delegates to 2012 national convention.

**Washington Rural Letter Carriers' Association**  
**Statement of Activities - Previous Year Comparison**  
 July through August 2012

	Jul - Aug 12	Jul - Aug 11	% Change
<b>Ordinary Income/Expense</b>			
<b>Income</b>			
400000 · Dues Income	110,850.59	114,216.95	-3.0%
410000 · National General Insurance-GMAC	2,868.26	4,611.50	-37.8%
420000 · Reimbursements & Refunds	6,477.63	6,505.00	-0.4%
<b>Total Income</b>	<b>120,196.48</b>	<b>125,333.45</b>	<b>-4.1%</b>
<b>Expense</b>			
500000 · Per Capita Expenses	454.00	0.00	100.0%
520000 · Meetings and Conventions	54,299.23	57,005.20	-4.8%
550000 · Payroll Txns-Acct Fees-Other Exp	9,617.13	9,704.76	-0.9%
610CF · President - Cheri Freeman	921.16	1,151.45	-20.0%
620MH · Vice President - M. Hartshorn	0.00	921.16	-100.0%
620RC · Vice President - Renee' Cowan	921.16	0.00	100.0%
620RP · Vice President - R. Pike	0.00	20.00	-100.0%
630RW · Sec/Treas. - R. Wendlandt	6,983.38	8,673.27	-19.5%
640SH · Editor - Susie Hill	475.00	500.00	-5.0%
645000 · Washington Rural Carrier (WRC)	1,580.92	2,068.16	-23.6%
650MF · District 1 - M. Faulkner	1,176.07	951.12	23.7%
660DR · District 2 - D. Rinehart	1,282.11	0.00	100.0%
660RC · District 2 - R Cowan	0.00	921.16	-100.0%
670CK · District 3 - C. Koker	0.00	134.82	-100.0%
670JL · District 3 - J. Lee	1,409.02	1,121.16	25.7%
680EO · District 4 - E. Ogdon	0.00	1,121.16	-100.0%
680JP · District 4 - Joyce Patteson	921.16	0.00	100.0%
700000 · Steward Training Expenses	141.60	767.65	-81.6%
700PP · Full Time State Stew - P. Pitts	11,489.21	11,391.98	0.9%
740MH · Senior Asst Stew - M. Hartshorn	3,024.71	3,689.47	-18.0%
770JP · Senior Asst Stew - J. Patteson	3,804.01	2,119.29	79.5%
791RC · Senior Asst Stew - R. Cowan	4,141.24	4,670.55	-11.3%
792CF · Senior Asst Stew - C. Freeman	4,217.61	3,992.09	5.7%
873MF · Area Steward - M. Faulkner	0.00	218.89	-100.0%
874JT · Area Steward - J. Taylor	911.13	290.00	214.2%
875JW · Area Steward - J. Walla	1,023.71	1,376.87	-25.7%
880LS · Local Steward	74.31	0.00	100.0%
<b>Total Expense</b>	<b>108,867.87</b>	<b>112,810.21</b>	<b>-3.5%</b>
<b>Net Ordinary Income</b>	<b>11,328.61</b>	<b>12,523.24</b>	<b>-9.5%</b>
<b>Other Income/Expense</b>			
<b>Other Income</b>			
450000 · Interest Income	40.62	244.11	-83.4%
<b>Total Other Income</b>	<b>40.62</b>	<b>244.11</b>	<b>-83.4%</b>
<b>Net Other Income</b>	<b>40.62</b>	<b>244.11</b>	<b>-83.4%</b>
<b>Net Income</b>	<b>11,369.23</b>	<b>12,767.35</b>	<b>-11.0%</b>

**Washington Rural Letter Carriers' Association**  
**Statement of Financial Position - Compared to Previous Year**  
**As of August 31, 2012**

	Aug 31, 12	Aug 31, 11
<b>ASSETS</b>		
<b>Current Assets</b>		
<b>Checking/Savings</b>		
101000 · Chkg - WA Trust Bank	4,185.90	3,235.25
102000 · Svgs - APCU	72,082.10	73,059.58
103000 · Chkg - Atlanta Postal Credit Un	5,003.38	4.73
104000 · Emergency Fund - APCU	27,140.83	13,589.77
141000 · C.D.#71 APCU 12 mo (8-1-2006)	31,008.25	30,609.12
143000 · C.D.#73 APCU-12 mo (2-8-07)	29,725.90	29,343.05
<b>Total Checking/Savings</b>	169,146.36	149,841.50
<b>Total Current Assets</b>	169,146.36	149,841.50
<b>TOTAL ASSETS</b>	169,146.36	149,841.50
<b>LIABILITIES &amp; EQUITY</b>		
<b>Liabilities</b>		
<b>Current Liabilities</b>		
<b>Other Current Liabilities</b>		
210000 · Payroll Liabilities	20,860.66	15,532.64
<b>Total Other Current Liabilities</b>	20,860.66	15,532.64
<b>Total Current Liabilities</b>	20,860.66	15,532.64
<b>Total Liabilities</b>	20,860.66	15,532.64
<b>Equity</b>		
390000 · Net Assets	136,916.47	121,541.51
Net Income	11,369.23	12,767.35
<b>Total Equity</b>	148,285.70	134,308.86
<b>TOTAL LIABILITIES &amp; EQUITY</b>	169,146.36	149,841.50

## WARLCA 2012-13 County Officers

### NORTH CENTRAL

#### **PRESIDENT:**

Katre Milliron  
 PO Box 125  
 Manson WA 98831  
 Phone: (509) 293-7566  
 E Mail: katremilliron@gmail.com

#### **VICE-PRESIDENT:**

Tammy Donaghue  
 21 S Viewdale St  
 Wenatchee WA 98801-3748  
 Phone: (509) 662-3032  
 E Mail: donagh@crcwnet.com

#### **SECRETARY/TREASURER:**

Mike Cammack  
 PO Box 521  
 Entiat WA 98822-0521  
 Phone: (509) 784-1548  
 E Mail: macamma@frontier.com

### PENINSULA COUNTIES

#### **PRESIDENT:**

David Wood  
 1918 E 3rd Ave  
 Port Angeles WA 98362-4002  
 Phone: (360) 457-5175  
 E Mail: davewood@tfon.com

#### **VICE-PRESIDENT**

vacant

#### **SECRETARY/TREASURER:**

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

**LOWER COLUMBIA****PRESIDENT:**

Dawn Bruns  
1310 NW 4th St  
Battle Ground WA 98604  
Phone: (360) 773-3042  
E Mail: d.bruns@centurylink.net

**VICE-PRESIDENT:**

Kathy Beebe  
12302 NE 169th St  
Battle Ground WA 98604-7322  
Phone: (360) 600-3585

E Mail: ruralbrat@live.com

**SECRETARY/TREASURER:**

Janelle Mee  
8206 NE 325th St  
LaCenter WA 98629-2827  
Phone: (360) 513-5746  
E Mail: lookoutitsmee@yahoo.com

**MUTUAL COUNTY****PRESIDENT:**

Dawn Ayers  
7717 126th St E  
Puyallup WA 98373-4879  
Phone: (253) 468-2119  
E Mail: cayers1@comcast.net

**VICE-PRESIDENT:**

Sharon Madison  
8515 146th Ave CT E  
Puyallup WA 98372-5218  
Phone: (253) 200-1055  
E Mail: sharonbmad@gmail.com

**SECRETARY/TREASURER:**

Kristine Skewis  
15018 McIntosh Valley Ln SE  
Yelm WA 98597-8500  
Phone: (360) 446-2195  
E Mail: iamamailer@aol.com

**ISLAND, SKAGIT, SAN JUAN COUNTY****PRESIDENT:**

Primo Two Feathers  
425 W Fairhaven Ave  
Burlington WA 98233  
Phone: (360) 941-9617  
E Mail: ak58rjomirp@ymail.com

**VICE PRESIDENT**

Christina Smith  
110 SE Ely St

Oak Harbor WA 98277-3748  
Phone: (360) 941-2268  
E Mail: smitty\_cd@hotmail.com  
**SECRETARY/TREASURER:**  
Mary Petry  
PO Box 1164  
Coupeville WA 98239  
Phone: (360) 222-3506  
E mail: momfp1959@yahoo.com

**KING, SNOHOMISH (KS) COUNTY****PRESIDENT:**

Kurt Ekrem  
1003 9th St  
Mukilteo WA 98275  
Phone: (425) 760-6879  
E Mail: KurtEkrem@hotmail.com

**VICE-PRESIDENT:**

Taralee Mohr-Hill  
303 Portage Ave  
Granite Falls WA 98252-8750  
Phone: (425) 238-4316  
E Mail: taralee101@yahoo.com  
**SECRETARY/TREASURER:**  
Colleen Headley  
11423 B 157th Ave SE  
Snohomish WA 98290  
Phone: (360) 563-5259  
E: mail: crae2@frontier.com

**SOUTH EAST WASHINGTON COUNTY****PRESIDENT:**

Adena Avery  
800 S 3rd St  
Dayton WA 99328-1517  
Phone: (509) 382-4142  
E Mail: ranchero@bmi.net

**VICE-PRESIDENT:**

Dave Reppe  
48 Walnut St  
Touchet WA 99360-9696  
Phone: (509) 394-2972  
E Mail: ReppeD@msn.com

**SECRETARY/TREASURER:**

Carol Nichols  
229 W Chestnut  
Walla Walla WA 99362-4056  
Phone: (509) 529-3145  
E Mail:

**EAST CENTRAL WASHINGTON COUNTY**

**PRESIDENT:**

John Lee  
2224 E Joseph  
Spokane WA 99208-2928  
Phone: (509) 939-4546  
E Mail: JLEE99207@aol.com

**VICE-PRESIDENT:**

Jeff Taylor  
20923 E Trent Ave  
Otis Orchards WA 99027-8201  
Phone: (509) 921-9337  
E Mail: JLTSGTUSMC1@msn.com

**SECRETARY/TREASURER:**

Levi Hanson  
1418 S Tacoma St  
Spokane WA 99203-2258  
Phone: (509) 280-8610  
E Mail: LLHANSON26@comcast.net

**NORTH EAST WASHINGTON COUNTY**

**PRESIDENT:**

Vicki Denison  
72 Deadman Creek Road  
Kettle Falls WA 99141-9595  
Phone: (509) 509-738-2334  
E Mail: vickidenis7@hotmail.com

**VICE-PRESIDENT:**

Susan Lorrie Crayne  
1208 A Slide Creek Rd  
Colville WA 99114-8766  
Phone: (509) 509-685-9624  
E Mail: lorrie\_crayne@hotmail.com

**SECRETARY/TREASURER:**

William Allen  
2633 Highline Rd  
Chewelah WA 99109-9616  
Phone: (509) 935-8779  
E Mail: sago@theofficenet.com

**WHATCOM COUNTY**

**PRESIDENT:**

Shirley Smith-Oswald  
1186 E Laurel Road  
Bellingham WA 98226  
Phone: (360) 398-1726  
E Mail: ozziesacres@comcast.net

**VICE-PRESIDENT:**

Patricia Alexander  
2201 30th St

Bellingham WA 98225

Phone: (360) 733-9201

E Mail: patriciaka@nas.com

**SECRETARY/TREASURER:**

Joyce Sutherland  
6 Far Summit Place  
Bellingham WA 98229-7910  
Phone: (360) 676-8125  
E Mail: Josuthe@comcast.net

**WHITMAN, ASOTIN COUNTY**

**PRESIDENT:**

Carolyn Martin  
209 S Hill Ave  
La Crosse WA 99143  
Phone: (509) 549-3325  
E Mail: acmartin@pionnet.com

**VICE-PRESIDENT:**

Judy Sitton  
7002 SR 23  
St John WA 99171  
Phone: (509) 595-7185  
E Mail: jandj@stjohncable.com  
**SECRETARY/TREASURER:**  
Jim Hemrich  
P. O. Box 123  
Endicott WA 99125-0123  
Phone: (509) 657-3435  
E Mail: rlcjim@stjohncable.com

**APPLE VALLEY COUNTY**

**PRESIDENT:**

Ed Ogdon  
212005 E 193 PR SE  
Kennewick WA 99337-7058  
Phone: (509) 586-6198  
E Mail: kingog@live.com

**VICE-PRESIDENT:**

Joyce Patteson  
385 Tibbling Rd  
Selah WA 98942-9253  
Phone: (509) 698-6308  
E Mail: jodonpat@fairpoint.net  
**SECRETARY/TREASURER:**  
Beverly Crow  
6307 Desert View Dr  
West Richland WA 99353  
Phone: (509) 967-2787  
E Mail: Twynky1955@msn.com

**THE NATIONAL RURAL LETTER CARRIERS' ASSOCIATION  
APPLICATION FOR FIFTY-YEAR LAPEL PIN**

Rules of Eligibility

1. Applicant is presently a member of the National Rural Letter Carriers' Association and has been a member for all or the major portion of the fifty years.
2. Applicant has completed:
  - (a) Fifty years service as a rural letter carrier, **OR**
  - (b) A combination of fifty years as a rural carrier and a retired carrier.

-----  
**STATEMENT OF APPLICANT**

**(Note: if the proposed recipient of the award cannot complete this statement, a state or local officer, or another responsible member may complete it at the discretion of the State Secretary.)**

NAME OF PERSON PROPOSED FOR THE AWARD \_\_\_\_\_

DATE OF APPOINTMENT AS A RURAL CARRIER \_\_\_\_\_

DATE OF RETIREMENT (if retired) \_\_\_\_\_

PRESENT ADDRESS \_\_\_\_\_

Contact phone number \_\_\_\_\_

\* \* \*

CERTIFICATION BY OR FOR THE APPLICANT

***This is to certify that the above information is correct and that eligibility is established in line with the general rules set forth above.***

(Signature) \_\_\_\_\_

-----  
From: The State Secretary  
To: The National Rural Letter Carriers' Association  
ATTN: Assistant to Secretary-Treasurer  
1630 Duke Street, 4<sup>th</sup> Floor  
Alexandria, VA 22314-3465

***This is to certify that insofar as a search of records is concerned, and insofar as it can be ascertained, the above applicant is eligible for receipt of a Fifty-Year Lapel Pin.***

\_\_\_\_\_  
(Signature of State Secretary)

Send certificate/pin to \_\_\_ Member \_\_\_ Secretary \_\_\_ Other

-----  
**APPROVED FOR AWARD**

**DATE AWARDED:** \_\_\_\_\_

**SIGNATURE OF NATIONAL OFFICER:** \_\_\_\_\_

**Revised 5/01**

# 2012-13 State Officers And Stewards

## **PRESIDENT**

Senior Assistant State Steward  
Cheri Freeman  
603 West Clay Ave.  
Chewelah, WA 99109-9113  
509-675-1350  
Fax 509-935-6685  
Cheryl.Freeman@nrlca.org

## **VICE PRESIDENT**

Senior Assistant State Steward  
Historian  
Renee' Cowan  
P.O. Box 1746  
Orting, WA 98360-1746  
Phone and fax 360-893-9182  
Renee.Cowan@nrlca.org

## **SECRETARY-TREASURER**

Rural Carrier Health Insurance  
Rebecca Wendlandt  
2811 N Chase Lane  
Liberty Lake, WA 99019-5002  
509-710-7840  
Fax 509-926-9522  
[warlca@gmail.com](mailto:warlca@gmail.com)

## **DISTRICT 1 REPRESENTATIVE**

GMAC Insurance Representative  
Mariann Faulkner  
7702 - 284th St NW  
Stanwood, WA 98292-9500  
425-308-1163  
Fax 360-926-8868  
[marifaulkner@wavecable.com](mailto:marifaulkner@wavecable.com)

## **DISTRICT 2 REPRESENTATIVE**

### **WRC EDITOR**

Doug Rinehart  
3899 SE Conifer Park Dr  
Port Orchard, WA 98366-2236  
360-440-0889  
[dugeditor@wavecable.com](mailto:dugeditor@wavecable.com)

## **DISTRICT 3 REPRESENTATIVE**

Provident Guild Representative  
John Lee  
2224 E Joseph Av  
Spokane, WA 99208-2928  
509-939-4546  
[JLee99207@aol.com](mailto:JLee99207@aol.com)

## **DISTRICT 4 REPRESENTATIVE**

Senior Assistant State Steward  
Joyce Patteson  
385 Tibbling Road  
Selah, WA 98942-9253  
360-303-3785  
Fax 509-698-6308  
[Joyce.Patteson@nrlca.org](mailto:Joyce.Patteson@nrlca.org)

## **STATE STEWARD**

Patrick Pitts  
P.O. Box 1746  
Orting, WA 98360-1746  
Phone 360-620-6235  
Fax 360-893-9182  
[Patrick.Pitts@nrlca.org](mailto:Patrick.Pitts@nrlca.org)

## **AREA STEWARD**

Jeff Taylor  
20923 E. Trent Av  
Otis Orchards, WA 99027-8201  
509-993-0188  
[JLTSGTUSMC1@msn.com](mailto:JLTSGTUSMC1@msn.com)

## **AREA STEWARD**

Janie Walla  
27208 - 104th Dr NW  
Stanwood, WA 98292-8049  
425-308-7305  
[thewallas@juno.com](mailto:thewallas@juno.com)

## **P.A.C. CHAIR**

Susie Hill  
P.O. Box 93  
Vashon, WA 98070-0093  
206-463-3339

Washington Rural Carrier  
2811 N Chase Lane  
Liberty Lake, WA 99019-5002

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## Change Service Requested

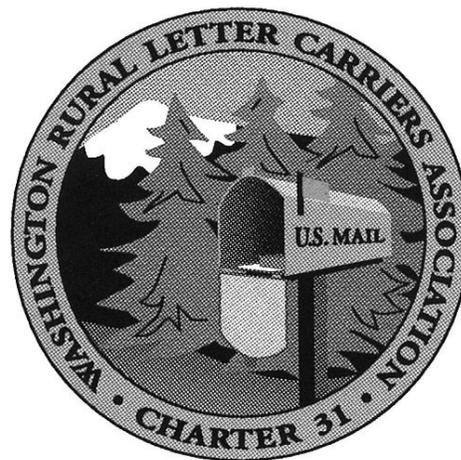
# Washington Rural Carrier

### Upcoming Dates to Remember

- New Evaluations effective.....October 20, 2012
- Fall Info Meeting..... October 28, 2012.....Federal Way, Washington
- RCBP Open Season.....November 12, 2012—December 10, 2012
- FEHB Open Season.....November 12, 2012—December 11, 2012
- 2013 State Convention.....June 23-25, 2013.....Oak Harbor, Washington

### County Meetings

Northeast Washington	10-13-12
Peninsula Counties	10-18-12
Lower Columbia	10-20-12
East Central Washington	10-26-12
Apple Valley	11-10-12



*Where Service Begins With a Smile*

The opinions reflected in each officer's articles are their own and do not necessarily reflect the opinions or policies of the State Board.