

WASHINGTON RURAL POSTMAN

Feb 1988
52nd year



The Washington Rural Postman is published quarterly: February-April-June-November. Deadline for articles, ads and notices is the 15th day of the previous month of issue. Share your news and views with all the members through your State Paper.

Your Editor is always open to constructive criticism. Please feel free to submit your thoughts and ideas.

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WASHINGTON STATE RURAL LETTER CARRIER CONVENTION
JUNE 20-22 1988

HOTEL RESERVATION REQUEST

REGISTRATION DEADLINE: JUNE 5, 1988

MAIL TO: NENDELS INN, 2009 RIVERSIDE DR, MT VERNON WA 98273

NAME (Please Print) _____

ADDRESS _____

ARRIVAL _____

(Day)

(Date)

(Time)

DEPARTURE _____ Sharing Room With _____

REPRESENTING: WASHINGTON RURAL LETTER CARRIERS

RESERVATION HELD UNTIL 6:00pm. An advance deposit will hold accomodations for a later arrival.

PLEASE RESERVE:

Single: \$38.00* _____

Double: \$42.00* _____

Triple: \$46.00* _____

Quad: \$50.00* _____

* Plus tax

DIRECTIONS: From the North: Take 227 exit off I-5, left onto College Way to stop light, left at light(Riverside HOTEL will be on left in 3 blocks.

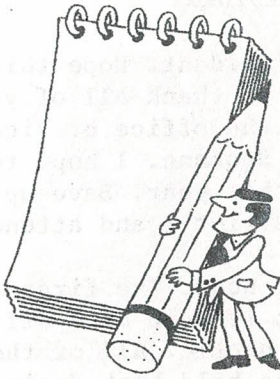
From the South: Take 227 exit off I-5, right onto College Way to stop light (Riverside), left at light. HOTEL will be on left in 3 blocks.

(The lady at the motel said single means..1 bed 2 people..double ; 2beds 4 people and so on.)

Gerald Thomson



FROM YOUR STATE PRESIDENT



Welcome to 1988. I am wishing everyone a new contract that will be satisfactory to us all.

This past November, I attended a Presidents-Stewards training seminar along with State Steward Neil Buchanan and Assistant State Steward Karen DeBella. National Secretary-Treasurer Scotty Hicks and Executive Committeeman Roger Moreland conducted the two days of training. The Presidents and Stewards from Oregon, California, Idaho, Montana, Utah, Arizona and New Mexico were also in attendance. During the two days I got to know these officers better and I learned some facts that I feel you should know.

But first I would like to ask a question. Do you know that next July 1st Washington State will have the highest Union Dues in the Nation? Yes, we will have increased from \$144.00 last year to \$186.00 this year to \$260.00 next year. Why? From last year to this year we increased our States income approximately \$23,000 per year. This is certainly sufficient to pay our bills, salaries and expenses. Yes, we were behind at the start of this fiscal year but we are at the stage of getting ahead.

What has caused our financial problem? Could it be the huge pay increases voted the paid State Officers this past Convention? The State Stewards pay increased from \$3,000.00 to \$6,000.00, The Assistant Stewards increased from \$1,800.00 to \$2,400.00, The Secretary-Treasurers increased from \$1,200.00 to \$2,400.00 and the Editors increased from \$1,200.00 to \$2,400.00. This is an increase of \$6,000 per year. Did we go overboard?

I mentioned previously about some facts I learned at the seminar in Reno. I learned that most of the states pay a lot less than we do in salaries. For instance, California pays their State Steward \$2,400.00 per year. Oregon pays \$1,200.00, Montana pays \$600.00, Utah pays \$360.00. The rest of the states pay no salary to their State Steward or to their Assistant Steward if they have one.

Do we need the dues increase to \$260.00 per year? This is an increase of approximately \$50,000.00 more per year. For what? When this Resolution was passed to increase the dues, the next Resolution was for a full time State Steward. This was defeated. Washington State has about 666 Rural Routes. Seventeen States have more than 1,000 Routes. They don't have the need for a full time Steward. Quality of Work Life is in the near future for us. I don't think we need a full time Steward either.

I have some recommendations that I hope will be taken into consideration.
Let's put our State First.
Let's volunteer some of our time.
Let's vote for reducing our dues for 1988-1989 at this Junes State Convention to this years limit of \$186.00 per year.

Is it possible that our paid State Officers in Washington would be willing to accept a reduction in wages to what the position was being paid last year?

Think about it.

David Stover, President



FROM YOUR STATE VICE PRESIDENT



Greetings from your State Vice President. Hope this finds you all doing well. I would like to thank all of you for supporting me and electing me to the office of Vice President last June at Convention in Spokane. I hope to see many of you at State Convention this year. Save up a couple of X-days and head for District 1 and attend.

How was your mail count? I fell 1 hour. The first two weeks of September were okay, but it sure died off the last two weeks. October was sure hectic. All of the Bulk Business Mail that the Post Office held back during count hit like a ton of bricks. I had mail that had tags on it for delivery September 15-17 that I received the 2nd week

of October! They were up to their old tricks again. That's to be expected, though. Why break with tradition?

I usually try to call the National Office at least once a week to check on the status of our negotiations. By the time you get this issue of the paper, everything should either be settled or in arbitration. Last time I talked to Dallas, he was thinking arbitration, so we'll see.

I've been trying to attend as many County Meetings as I can. I have a "J" route, and sometimes it's hard to travel too far. I'll be making it to all of the District meetings, though. Look for the date of your District meeting and be sure and attend. In April I'll be flying to Montana for Western States Conference. I have enough mileage on my Alaska Airlines travel club to fly free on Horizon Air, so I'll fly to Helena, then rent a car and drive to Bozeman. I'm really looking forward to National Convention in Orlando this year. I'll be going down early and going on one of the Carnival Cruise Lines cruises to the Bahamas before Convention. After Convention I'll catch Amtrak and take a week to get home, with a 3 day stopover in Washington DC.

You've probably had enough of me now, so I'll sign off. Be sure and check this issue of the paper for all the meeting dates, and attend. I enjoy meeting with you and hearing about the events and problems going on in your office and area. See you at a meeting. Don't be a NO-SHOW!

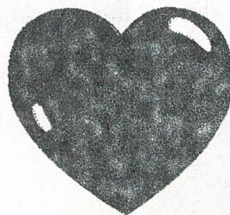
Dan Snyder, State VEEP

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ATTENTION COUNTY SECRETARIES

Please inform your Editor of your Officers' names and addresses and your meeting dates for the year by the 15th of the month preceding the month of publication, so we can inform the membership of their local officers and the meeting dates.

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REPORT OF THE SECRETARY TREASURER:

I hope everyone had a very nice Christmas and a Happy New Year.

During our last convention, I was mandated to send to each member a letter explaining the family plan on the dues structure. Our financial condition has been such, that I didn't feel we should spend that much money for postage and printing. I am going to try to explain the plan in this article instead, as every member should be receiving the Postman.

Starting July 1, 1987, all dues were increased by six dollars, to automatically pay dues for your spouse to be a member of the auxillary. All members are instructed to send the name of their spouse to the Auxillary Secretary, Myrtle Buchanan, so that she can bill me for the six dollars, later this spring. Before the family plan was adopted, the Association was funding the Auxillary to the tune of \$1,200.00 per year. This money was in addition to dues actually paid by the individual auxillary members. This money is to help pay for officer travel and expenses to district, state, and national conventions. Of the six dollars, I believe Myrtle has to forward four dollars to the National, so this still doesn't leave much for the state treasury of the Auxillary.

I hope this has helped to explain the family plan. I have tried to explain in laymans language so that you, the members, know what is expected of you. Please send those names to Myrtle and your requests for refunds to me at the earliest possible date, so we can get our books in shape.

My apologies to all the county secretaries, for not getting their money to them sooner, but the association treasury has been in sad shape. We started the 87-88 fiscal year about \$8,000.00 in arrears. We are slowly becoming financially solvent again. With another dues increase starting in 88-89, I hope there will be no further increases necessary in the near future. In comparison to other postal craft unions, we are still lower than most, and I believe our benefits received through contract negotiations exceed some of the other crafts. I know our Steward program is far superior to the other crafts.

Also my apologies to all the county units. I have not traveled much this year because of the financial crunch. I felt that I should stay home and save the association some money. The Auxillary Vice President who travels with me for free also extends her apologies.

I will be attending the four district meetings if the weather doesn't foul me up for the east side meetings. Hope to see many of the members and auxillary members at these meetings. I have already sent the door prize money to the district representatives, so please attend these meetings and take home a prize. Remember these prizes are for district members and not state officers, unless they are in their respective districts. Please bring any problems on membership to these meetings and I will try to solve them for you, or try to solve them at a future time, through correspondence with the county secretaries.

If you haven't already done so, please send me a list of your county officers, addresses, phone numbers, etc.

I will have further instructions for county secretaries in the next Postman, as to deduction your share of dues on cash paying members, and the new dues structure for 88-89 dues year.

I hope you haven't fallen asleep reading this report. I know it is lengthy, but I believe it is important, so when you wake up again, please try re-reading it!

Your State Secretary-Treasurer,



Dexter A. Nesmoie



This is very important if you plan on running for Delegate to the National Convention in Orlando, Florida this August.

At last June's convention, Resolution 35 passed, allowing anyone running for Delegate to National to publish a short biography on themselves in the Postman.

These biographies should reach your Editor before March 15, in order to be published in the April issue of the Postman. They should be typed, single spaced, with double spaces between the paragraphs, and include your name, address and phone number.

So write your biography now while you're thinking of it and send it in right away, any late articles can't be published.

Editor,

Icelia Peterson (Butch)



A LETTER FROM THE EDITOR



Hello again, and Happy New Year to all of you! Here's hoping 1988 will bring only good news to us as rural carriers.

We are saddened by the loss of our National Committeeman, Marlyn Dahlen and also by the loss of some of our own state members. A suggestion, send a contribution to PAC or the Auxillary Diabetes Charity in their memory.

We have just been notified agreement has been reached on the new contract. Although we didn't gain everything we wanted, we got some good things and we didn't lose anything either. The contract will be printed in the National Magazine so we will all be anxiously awaiting that issue.

In light of our budget crunch, this fall and winter, I have been staying home in order to save our association a little money. I have been researching a different way to print the paper. Our current method needs new equipment and more modern and efficient procedures. But regardless of the way we end up printing the Postman, it is going to mean increased costs.

I will be attending the Steward Seminar in Tacoma on January 31 and the Area Officers Meeting in Portland on February 6 and 7. I also hope to see some new faces at the District meetings in March.

It seems there is some confusion about the 1988-89 dues increase. The dues increase originated in the local county units and was passed overwhelmingly at the State Convention by your legally elected delegates.

It appeared to me at the time, it was intended to make another dues increase unnecessary for some time to come. The delegates also had become aware the Treasury was rather low even as early as the Convention in June.

It is also evident that at \$260.00 for a regular rural carrier, the dues are not out of line compared to the other postal crafts and small indeed when compared to non-postal crafts. We have a smaller membership so should be prepared to shoulder more per member of the costs of operating our Association. The average salary for a regular rural carrier is \$25,000.00 per year, \$260.00 is slightly more than 1% of that amount.

Washington State has been a leader in our Association in the field of Labor Relations, and the envy of other states in the West. I commend the membership for their committment to excellence.

We have the first and most effective OWCP program in the nation, further on in the paper you will see articles that prove this statement.

We have the most experienced State Steward in the nation and our Assistant State Steward will take a back seat to no one in knowledge and aggressively handling a Labor Relations problem. In 1985, they saved my job and because of that I became actively involved in the Union. I can't begin to explain all the extra time and effort they put in on my case and they were always "there" for me at my lowest moments. There is no way to put a dollar value on that kind of service to this Association.

All of our salaried officers receive only a fraction of what it would cost to pay a professional for the same jobs, yet, in my opinion, our employees do the work better and more efficiently. When our contract expires, we ask our Union negotiators to secure for us as Postal employees, a fair and equitable wage. How can we ask our own employees to work for less than that?

The dues increase was voted for to address the following problems: to be able to pay better salaries, to reimburse our people immediately for their out of pocket expenses instead of making them wait for months, to forstall having to ask for an increase yearly because of escalating costs and to keep our Treasury solvent.

Quality of Work Life may solve many problems but I believe you are looking through rose colored glasses if you think it will solve them all.

The Convention only defeated the full time Steward resolution in order to have a year to research the ways to pay retirement and other benefits---not because they rejected the idea totally.

I support the dues increase and if the Convention wants a full time Steward, to professionalize our Labor Relations field in Washington State, I support that too!

Your Editor

Icelia (Butch) Peterson



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MEETING DATES TO REMEMBER

DISTRICT 1: FRONTIER VILLAGE RESTAURANT ON MARCH 13, 1988, DISTRICT REPRESENTATIVE, GERALD THOMSON

DISTRICT 2: COPPERFIELDS IN TACOMA ON MARCH 20, 1988, DISTRICT REPRESENTATIVE, KIT WITT

DISTRICT 3: COTTONWOOD INN IN DAVENPORT ON MARCH 27, 1988, DISTRICT REPRESENTATIVE, LYNN WALKER

DISTRICT 4: CAVANAUGH'S MOTOR INN ON COLUMBIA CENTER BLVD. IN KENNEWICK ON APRIL 10, 1988, DISTRICT REPRESENTATIVE, CINDY NORMAN

STATE CONVENTION: NENDEL'S INN, 2009 RIVERSIDE DR, MT VERNON WA. ON JUNE 20-22, 1988

Put these dates on your calendar and attend your District meeting, go to the State Convention, become involved in your Union. The job you save may be your own!

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NEWS

FROM THE DISTRICTS

District I:

The State Convention will be at Nendel's in Mt. Vernon on June 20-22, everything seems to be going well or I just don't understand the situation.

If anyone has any suggestions or comments, please give me a call, some volunteers would be helpful, but not yet, things seem to be in hand.

The District I meeting will be at Frontier Village Cafe, March 13, 1988. We will have a set of overhead lights for one of the door prizes.

District I Representative,

Gerald Thomson

District II:

Greetings from District II. Everyone should be recovering from Christmas and the after Christmas overload of 3rd class mail by now.

After attending the National Convention in Reno and the Fall Booster in Tacoma, and talking with members through out our state, it appears that a great number of our carriers are concerned about the negotiations for our new contract. Some of these main concerns are: keeping our benefits, the no-lay-off clause remaining in effect, guarantee of 6 day delivery, Level 5 pay and a pay increase equal to other craft employees. We can only hope that our negotiations will go well during the next few weeks.

On March 20 we will have our District II meeting at Copperfields in Tacoma with a Buffet luncheon at 12:00 and the meeting at 1:00. I hope everyone will plan on attending.

On February 6 & 7 your board members will be attending the Oregon/Washington Officers Meeting in Portland. Another date to remember is April 29 & 30 for Western States in Bozeman, Montana.

Hope 1988 is a good year for all of you and I am looking forward to seeing you at District II meeting.

District II Representative,

Kit Witt



District III:

Happy New Year! Thank you for the opportunity of representing you in the 3rd District. (Being one of the New Kids on the Block) My first experience as a State Officer has been a real learning experience.

I'm sure there is a lot more to learn and I'd like to welcome any suggestions or questions that any of you may have.

My wife, Donna, 3rd District Auxillary Committeeperson & I have appreciated the opportunity of meeting some of you and we are looking forward to meeting and working with those we haven't met yet.

We attended the Fall Board and Booster meetings in Tacoma. Steve Smith of National was guest speaker. Ron Serafini, OWCP officer gave an informative report on the OWCP Program.

In October, Donna and I attended Lincoln-Grant-Adams unit meeting in Moses Lake.

In November, we went to Okanogan and again enjoyed meeting new RLCA friends.

We were not able to attend the North East unit meeting as the Fall Booster fell on the same day, but we will see you in the Spring.

I'd like to take this opportunity to thank all the employees, Ron Serafini, Karen DeBella, Icelia Peterson and Neil Buchanan for their patience & dedication to our Union. They have carried out their duties these last months using their own resources and they deserve a big round of applause from all the members.

We hope to attend Mid-Winter Conference and Board meeting in Portland in February.

We are looking forward to meeting more of you fellow carriers and auxillary in the future.

Don't forget 3rd District Spring meeting, March 27th at the Cottonwood Inn in Davenport. Will send a card with more information later.

May the coming year be all that you hope for and as a old Irish Proverb states, "May God Hold You in the Palm of His Hand 'Till We Meet Again."

District III Representative,

Lynn Walker

District IV:

As we enter 1988 and begin making plans, I'd like to bring to the attention of all District IV members, there has been a change in the date of our District Meeting. Due to circumstances beyond my control, please change the date from March 6th to APRIL 10th. It will be at Cavanaugh's Motor Inn on Columbia Center Blvd. in Kennewick, which is adjacent to the Columbia Center Mall. Any topics of interest to you are also of interest to me, so drop me a line with your suggestions. I hope to see you there!

Once again I wish all Washington State Regular Carriers, Subs, RCR's and Retired Carriers were members of our Association, however, I know that is not the case. It seems odd that at this time of contract negotiations, everyone is interested in how negotiations are going, yet we still have those interested in their well being enough to ask about the contract and yet lack in the paying of their dues. I do encourage everyone to get involved. We all have a voice and should share in our knowledge. Let's help our Association grow!

Wishing you and yours a Happy Valentines Day!

District IV Representative,

Cindy Norman

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PAC! PAC! PAC! PAC! PAC! PAC! PAC! PAC! PAC! PAC! PAC! PAC! PAC! PAC! PAC! PAC! PAC! PAC! PAC! PAC!

Get the Spirit! Donate now to PAC, our lobbyist needs our funds now more than ever in light of the massive budget cuts that are going on now in Congress. We must do everything possible to encourage our Congressmen to look at the budget through the eyes of a Rural Carrier.

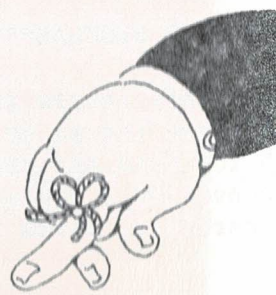
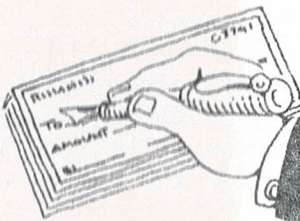
Write your Congressman! Call your Congressman! Even visit your Congressman!! Let them know how you feel on subjects that affect Rural Carriers.

Send your DONATIONS to:

HARLEY ROBB, POLITICAL ACTION COMMITTEE DIRECTOR
6213- 208th St N. E.
Arlington, WA 98223

If you have any questions about PAC or Retired Carriers, Mr. Harley Robb is the man who can answer your questions.

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REPORT OF THE STATE STEWARD

****CONTRACT****



If you are like me right now you are awaiting word as to what the new contract holds for the rural craft. I talked to Roger Moreland last night and he said negotiations were not going well. The Postal Service finished the year in the red after expecting a small surplus, then capital hill hit them with 1.2 billion in unexpected costs with no apparent way to pass on these costs to the mail user. The negotiators seem to feel the rural carriers should shoulder a large portion of these costs.

****CONVERSION TO CITY****

One of the real troublesome problems this craft had to deal with several years ago appears to be wanting to come back. Vancouver and Issaquah have both proposed transfer of rural territory to city delivery. Postmaster General Bolger made a firm committment to the Rural Letter Carriers leadership that if we would accept the "L" route concept that there would be no more conversion of rural delivery territory to city delivery. We have enjoyed approximately seven years with little or no threat to convert rural to city. The Western region has been creating approximately 100 new rural routes a year during this time and Washington has their fair share of these. I for one sure do not want to go back to fighting the conversion of rural territory, but if we must, we will. Please inform this office as soon as you can, should you learn management proposes to convert.

****QUALITY OF WORK LIFE****

The National Quality of Work Life Committee has been putting lots of pressure on the Western Region QWL Committee to finish up the Western Region. Oregon and Washington are the 2 big areas that have not yet been exposed to the process. I don't know how many times I have told you it is just about to come to Washington. Anyway, here goes one more time. Last night Region Representative Roger Moreland told me that it now appears that President Dave and I will be called to Salt Lake City February 3rd for the Pre-Orientation meeting with Division Manager Craig Wade. I hope nothing happens to further postpone the bringing of QWL/EI to Washington. I remember that I was instructed to have a full compliment of carriers named as Joint Steering Committee members and Facilitatiors for all the M.S.C's by November 1985. That is more than three years ago. Now we will be using the Divisional concept and fewer people will be needed.

QWL brought us the RCA Memorandum of Understanding giving bidding right to RCA's with one year seniority. It has many, many accomplishments to its credit through out the Country. Once we are into the process we will be learning about many of them. The process should substantially reduce the number of grievances that need to be filed.

****CONVERSION OF AUXILLARY ROUTES TO REGULAR****

I have been calling offices that have Auxillary routes that counted over 35 hours in the September mail count, urging that these routes be converted to Regular, posted and awarded. We should pick up 15 for sure and perhaps 16 new rural routes. Shelton, Snohomish and Ridgefield have converted a route in each office and awarded them to designation 73 substitute rural carriers. Three new rural carriers from within our own ranks and more to come.

**** ROUTE ADJUSTMENTS****

As a result of the September mail count, many rural routes have been scheduled to be adjusted. Be aware that there is new M-38 language that is much different and better than it was prior to June of last year.

- (1) When a route is cut, it should be reduced no lower than a 48 hour evaluation. That is 48 hours in 6 days with a 40-K or 44-J option.
- (2) In addition to the new M-38 language that pretty much tells managers not to cut routes unless they are over 46-K or projected to exceed the evaluation soon, we also have a letter signed by Assistant Postmaster General Walker that states in paragraph 2: "The revised relief policy allows us to only adjust those routes that require adjustment." Folks, this is good language, but not worth the paper it is written on unless you and I enforce it.

****STATE STEWARD MOVED****

Last July I bid on a 44-K route in Chewelah, Washington some 74 miles North East of Creston. I began serving the route in August and finally in November Myrtle and I got moved. The September count added 1 hour to my new route making it a 45-K. It is 117 miles of the most beautiful country in the Northwest. I can't remember a single day since I started the route that I haven't seen deer. The snow is getting to be quite a problem now, however.

The new address is: Neil M. Buchanan
P. O. Box 260
Chewelah, Washington 99109-0260
PH: (509) 935-8282

Your State Steward,

Neil Buchanan

P. S. See you at a meeting soon. O.K.!!!

REPORT OF THE ASSISTANT STATE STEWARD



Union Brothers and Sisters,

I am writing this article concerning the necessity for a sort of clearing house for local stewards to obtain information that is needed for their grievance. My other subject concerns the issuance of discipline.

Recently at the Presidents and Stewards seminar I found out that the national office is preparing to computerize the grievance awards and those of us with computers might have access to this information. Right now the only way for local stewards to have information or evidence necessary when preparing their grievances is by collecting such information on their own. They may have files that they've collected by attending stewards seminars and local union meetings. The state steward along with a few others have been the source for many of us (via telephone and in person) by which the local steward gets this information and advice. Most recently while in conversation with the local steward from Port Angeles, Jon Folk shared some information that was necessary for me to argue a grievance on discipline. At the same time Neil provided me with other case evidence and along with my files I prepared my arguments for step 1. This article is about how we need to share information and how we can better receive it.

I would like the local stewards to forward information on their grievances to me. This information is useful in helping other stewards prepare their arguments. It is also helpful for the state to know just what is happening and where it's coming from. Let's face it, the more information we have access to the better equipped we are to handle even the toughest cases. I hope that all local stewards are doing investigative interviews. I have heard Neil say time after time "at first one side of the story is black and the other side is white but after the interviews you'll find a grey picture which is a more accurate picture of what really happened."

The sharing of information between stewards has been helpful to me especially in the area of discipline. I have been asked to report about the cases I have worked on. Although this case has not been resolved, I would like to share with you a part of my argument that came from Handbook EL-921 (Supervisors guide to handling grievances). One of the areas I covered in my step 1 argument was the subject of Just Cause. There are six basic areas of consideration that the Postal Service must use before discipline. 1. Was there a rule? 2. Was it a reasonable rule? 3. Was the rule consistently and equitably enforced? 4. Was a thorough investigation completed? 5. Was the discipline administered fairly and was it reasonably related to the infraction itself, as well as to the seriousness of the employee's past record? 6. Was disciplinary action taken in a timely manner?

Was there a rule, was the employee made aware of the rule, was the employee aware that possible discipline could result from failure to follow the rule? If the SPO said not to move your feet while you case the mail, could that rule be defined as a reasonable rule? In some cases where the rule would jeopardize your safety or integrity the carrier can justify disobedience. Are you being singled out for application of a rule that is consistently broken.

We as stewards are responsible for a proper grievance investigation. On the other hand, management is also responsible to make a thorough investigation before issuing discipline. If discipline was issued then management must have used the evidence gained prior to the discipline being initiated. It would be improper for the Postal Service to collect evidence to support the discipline after it had been initiated. Management's investigation should have included a meeting with the employee. This is the employee's opportunity to answer the charges and defend themselves before the discipline was initiated.

If an employee for years has a history of misdeliveries and complaints or loses a registered letter and no discipline was ever issued, should another employee in that same office receive a suspension for a misdelivery? An employee's past record must be taken into consideration when issuing the appropriate discipline.

Although discipline must be taken against an employee as promptly as possible, stewards should be aware of the fact that management may have "jumped the gun" and failed to do the proper investigation. If the supervisor suspends an employee, without ever talking to the employee about the charges, did management meet their own criteria for making a thorough and objective investigation?

Go into the step 1 or 2 hearing fully prepared and make sure your questions are written out beforehand, leaving spaces between them for you to write in the supervisor's answers. This is a good way to record as well as direct the way the discussion goes. Remember management has the burden of proof in discipline grievances.

In closing I again wish to thank the local stewards for their work and for dedication to the rural carriers.

Assistant State Steward,

Karen DeBella

REPORT OF THE QWCP DIRECTOR



1987 has been quite a successful year for your OWCP program. Your state association has put together one of the most comprehensive and effective programs available to any type of Federal employee, and certainly the finest available to rural carriers nation-wide. I've had the opportunity to meet many of you this past year, and some of you, I've met twice. Unfortunately, the latter meeting has not been as pleasant as the first. It usually involves one of you re-introducing yourself to me over the phone requesting assistance with the injury you just had on the job.

Unfortunately, I have not had the pleasure of meeting all of you, or even most of you, or even half of you, and there in lies our problem. No one ever seems to think it could happen to them. It's always somebody else who gets hurt, lifting that heavy parcel, but guess what? For rural carriers, chances are that is not how you'll be acquainted with the U.S. Dept. of Labor. Almost all of the claims I've handled have been occupational illnesses and diseases: Those things that happen to your body over a period of time, some times days, but for most of you over an entire career. Maybe, it's the way you sit in your car, or maybe it's just the repetitive nature of your job. The five million letters you've cased over the last 20 years or the three million flats eventually start to erode at the muscles and tendons in your arms and hands, and for the first time in your life you become acquainted not only with the U.S. Dept. of Labor, but with pain, regular pain that intensifies to the point that you can no longer work. So, you start undergoing tests and exams, using up annual leave or sick leave. Some times you under go surgery, other times maybe just some therapy, but you're using more sick and annual leave. Eventually, you're out of leave and there's nothing left, in fact, you get lucky, and your doctor says you can return to work with some minor restrictions, but unfortunately the USPS is unable to accommodate you. You see, they just don't have any light duty available at this time. So you wait, weeks turn into months, and you get lucky! Your doctor says that you can return to work with no restrictions! But first of all the USPS wants you to report for a fitness for duty exam to confirm that you meet OPM's standards. Meanwhile, the USPS has been asking your doctor questions, like "Is it a possibility that your job could aggravate your injury?" Your doctor, says, you'll always be vulnerable to reinjuring your back, leg, or arm because of the nature of your job. It's not likely, but it is a possibility. That's all they wanted to hear! "...a possibility" Therefore, in order to protect you they write you a letter that comes certified, return-receipt explaining how that it is no

longer a possibility for you to return to work since you are no longer able to perform the job you were hired for without the likelihood of reinjuring yourself.

The most important thing I can tell you is to come to your county and district meetings. Learn your rights! Knowing what to do early on in a claim can save you a tremendous amount of time, energy, and money. Come to a contract seminar! Those steward seminars aren't just for stewards! The bottom line is get involved, because the job you save might just be your own...

OWCP Director,

Ron Serafini

The following is a letter from Mike Watson.

1987 YEARLY REPORT
OVER 9.7 MILLION OBTAINED

The following is a breakdown of assistance rendered on behalf of Rural Carrier members.

- 1) \$792,500 obtained in compensation benefits on behalf of Rural Carrier members.
- 2) 96% success rate.
- 3) Conducted 5 Training Seminars/Workshops.

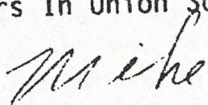
Statistical Information

WASHINGTON	\$328,750
OREGON	246,250
MISC.	217,500

Total \$792,500

As always, it was a pleasure assisting fellow union members, and I am looking forward to a continued relationship in 1988.

Yours In Union Solidarity,



Michael J. Watson, Assistant Director
Labor's Community Service Agency, AFL-CIO

MJW:lw

REPORT OF THE AUTO INSURANCE DIRECTOR



The Association sponsored Auto Insurance Plan is still the best and cheapest coverage you can find anywhere. ---"Call and Compare"---

This auto insurance plan is the only plan for Rural Carriers only--that is why we can undercut the price of any other company. Also National General will discount 5% for multi-car coverage and 5% if you drive your route car less than 7500 miles per year, and 5% off if you have not had an accident in over 3 years and 5% off if you are over 50 years old. More than 50% of all rural carriers in the state of Washington are covered by National General.

"Call and Compare," and help your Association.

Auto Insurance Director,

Mickey Mackey

REPORT OF THE PROVIDENT GUILD DIRECTOR

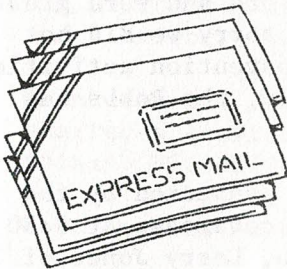
Read about the Rural Carrier Death policy in the Rural Carrier newspaper and learn about the low price you can pay per year for funeral costs to help your family after your death. Approximately \$10.00 per year, according to your age, will pay your family back 10 times that amount.

READ ABOUT PROVIDENT GUILD!

Mickey (from Selah) Mackey

HAPPY NEW YEAR AND SAFE DRIVING!

FROM YOUR RETIRED CARRIER REPRESENTATIVE



Happy New Year to all the Retirees in our wonderful state and I hope everyone is well. It is indeed happy for Retirees receiving 4.2 % COLA. A major victory has been won for them. According to the National paper intensive lobbying efforts were held on behalf of NRLCA. In return write to your congressman and thank him for his support.

Be alert to any articles, more especially to bills in Congress that affect us, do write your Congressman asking for his support. When writing to your Congressman, only write on one subject per sheet of paper.

Retired Carrier Representative,

Harley Robb

MEMO FROM YOUR PAC DIRECTOR:

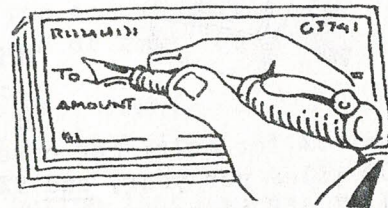
As we go into this election year, the NEED arises more than ever that your PAC CONTRIBUTIONS continue. So that we may support the Congressman who are helping the Rural Carriers to maintain and improve their jobs. For it is with your PAC contributions we have a spokesman in Washington DC. Mr Parmalee is one of the most respected Director of Government Affairs in Washington, DC. Do approach someone about PAC and tell them what it does for you and your spouse.

FACT: The number of retired carriers contribute 10-1 to the number of regular carriers that contribute. Therefore the retired carrier must realize the benefit of contributing to PAC.

So let this be a CHALLENGE to the Regular Carriers!

Your PAC Director,

Harley Robb



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If anyone is interested in running for any State Office, you may put an article in the Postman about yourself. The article should be short, typed, and include your name, address, phone number and the office you are running for. The article must be in the possession of the Editor by March 15, 1988, or it will not be published.

Editor

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REPORT OF THE NATIONAL CONVENTION

It has been my privilege to attend many National Conventions, but this must be labeled No. 1 as far as total companionship among fellow carriers from all over the nation. The committee in charge from the California-Nevada Rural Carriers did an excellent job.

Hazel and I checked in to Bally's Grand Hotel Monday, August 3rd and were greeted by our State President Dave Stover and his wife. We are only sorry we did not check in on Saturday before so we could have taken the pre-convention activities. Monday evening we joined the Yeagers and the Robbs. Incidentally, the Robbs had the honeymoon suite, equipped with round bed, mirrors, etc.

Tuesday morning, August 4th at 9 am was the Memorial Service presented by the Association, Auxiliary and Juniors. It was a very impressive ceremony. At 9:30 the convention was called to order by our Convention Chairman, Larry Jones of California. Flags from all the States were presented. Dave Stover, our State President, carried the Alaska flag. This was followed by a history of the American Flag presented by the National Guard of Nevada. Then the Pledge of Allegiance, National Anthem and Invocation by our National Chaplain Lenord Scronce of North Carolina.

Greetings were given by the Mayor of Reno, Western Region Postmaster General, Postmaster of Sacramento Region and Reno M.S.C. Manager Postmaster. Responses were made by the National Auxiliary Executive Committeeperson and Roger Moreland, Chairman of the Executive Committee, National Rural Letter Carriers Association.

Gavel was presented to National President Armentrout and the National Officers were introduced. Keynote address was made by Frances Sue Delcotto, Secretary of State of Nevada. She introduced her sister who is a rural carrier from New Mexico.

Tuesday afternoon was reports of all National Officers, Political Action report and presentation of P.A.C. awards. Then came the report of our N.R.L.C.A. Legal Counsel who wanted a sign posted in the back of the room stating "WE WANT OUR MONEY" before the Senior Assistant Postmaster General spoke to us on Wednesday morning. He would not enter into the political ring of candidates for National Office, but stated it was a healthy thing because it was Union Democracy in action.

The Association had a 24.4% decrease in PAC Contributions while the Auxiliary had a 14.4% increase.

We had a wonderful attendance at convention a total of 2774 in attendance- 691 association delegates - 127 auxiliary delegates - 1680 non delegates and guests- 276 juniors.

We had a total membership of 73,627 as of April 1st. We have a total of approximately 33,000 RCR-RCA people, but only 12,779 are members. We must work on this and get the total membership behind us.

National Convention in 1988 will be in Orlando, Florida; 1989 in Buffalo, New York; and 1990 in Little Rock, Arkansas.

Health Insurance - In 1986 paid out \$95,000,000. As of July 1st, 1987 a total of \$65,000,000 has been paid out. An increase in 1988 is expected from 40-60%. 78% of the members of the health insurance program are over 50.

The associate hospital plan will get a new drug program in 1988.

Thursday morning came the time to present the membership honor roll awards and the Outstanding Carrier of the Year Awards. Mickey Mackey was present to receive his award from the State of Washington. The State Paper awards were also given and I am sorry to say we did not make the grade this year.

Then came the nominations for National Officers for the year 1987-88. This really started a confrontation as our total board was against President Armentrout retaining his office for another year.

Those nominated were:

President - Olin Armentrout and Dallas Fields
Vice President- Vernon Meir
Secretary/Treasurer - Kent Smades, Kansas and Scotty Hicks, National Committeeman
Director of Labor Relations - Steve Smith
Committeeman, 4 years- Roger Moreland
Committeeman, 2 years to replace Scotty Hicks who resigned to run for Sec./Treas.
Bill Brown, Alabama and Ron Adams, Louisiana

Following the Thursday meetings, Western States Caucuses were held. We listened to all the candidates running for office and it lasted until 1:00 am Friday morning. This made for a very busy night.

Friday morning, following the finish of the Resolutions - 90 presented in type-written form followed by others from the floor. 11 were objected to - 1 tabled and the rest were passed and were sent on to the National Office for consideration and action.

The election followed and results were as follows:

President - Olin Armentrout - 195 votes
Dallas Fields - 514 votes

Vice President - Vernon Meir by Proclamation

Secretary/Treasurer - Scotty Hicks - 534
Kent Smades - 198

Director of Labor Relations - Steve Smith by Majority

4 Year Committeeman - Roger Moreland by Acclamation

2 Year Committeeman - Bill Brown - 524 votes
Ron Adams - 189 votes

I would like to compliment all the elected delegates from the State of Washington for their attendance at the meetings. I was very proud to be a member of such a fine group.

Respectfully submitted,

Joe Halleck, Delegate

(I'm sure all of you would like to join me in complimenting Joe for such a fine report, and thank him and Hazel with all our hearts for so many years of dedicated service to our Association.) Editor

It has come to your Editor's attention that I have not included my phone number in the Postman, so if anyone wishes to call me here is my number.

(206) 531-0579

Feel free to call!

Editor



IN MEMORIAM

Committeeman Marlyn B. Dahlen age 61, died of liver cancer on Friday, January 1, 1988, at his home in Mabel, Minnesota.

Marlyn began his career as a rural letter carrier in 1948. In 1976, he was elected to the State Board of the Minnesota Rural Letter Carriers' Association. He served in a variety of Association positions, including State President and State Steward. He was elected to the National Board in 1983 to a one-year unexpired term. In 1984, he was re-elected to a four-year term on the National Board. During his term of office on the National Board, he served as the Regional Representative of the Western Region, plus the States of Illinois, Minnesota and Wisconsin of the Central Region from 1983 to 1985. In August 1985, he was assigned to serve as the Regional Representative for the Central Region, except the States of Kentucky, Illinois and Wisconsin. Since the reorganization of the Regions by the U.S. Postal Service, he served as the Regional Representative for the entire Central Region. Everyone with whom he worked recognized his intelligence, his dedication and his tenacity in resolving problems for the rural carriers he represented. His dedication to the Association was demonstrated in recent months when he continued to serve to whatever extent was physically possible, in spite of his pain and suffering from his illness.

Funeral services were held at 2:00 p.m., January 4, at the Mabel First Lutheran Church. Many rural carrier friends were in attendance at the funeral, including the entire National Board and numerous State Association representatives from surrounding States.

The National Rural Letter Carriers' Association lost a great leader in the death of Marlyn B. Dahlen. Unfortunately, his life was cut short before his full potential of service to his fellow man and to this Association could be realized. He will be sorely missed by all those who knew him.

REMEMBERING MARLYN

We are all saddened by the death of National Committeeman, Marlyn Dahlen. I first met him at a state convention in Bellingham, Washington. He was our regional representative at that time and we were preparing to negotiate a new contract. When the contract negotiations ended up in binding arbitration, Marlyn came to explain our new contract at an area officers meeting in Richland. Marlyn was a good teacher and regional rep. He had a tough attitude and was able to deal well with the postal service. He referred to me as "De Bella" and I always thought maybe this was his own personal way of making me tough too. At the Spring Booster meeting in Yakima that focused on OWCP, Marlyn expressed his concern for those carriers with OWCP problems. Those of us that are or have been stewards probably will remember Marlyn for his book "Stewards' Guide to Handling Grievances." Our sympathies go to his family, and hope they know how much we will miss him in Washington.

Karen DeBella

James C. McMillan passed away August 7, 1987 in Addy, Washington. He is survived by his wife, Evelyn McMillian of Addy, WA; one son, Bruce McMillan of Baker, OR; one daughter, Karen Peterson of Addy, WA; two sisters, Jane Janssen of Bridgeport WA, Marilyn Arnold of Wenatchee, WA; one brother, Harry McMillan of Hunters, WA; & six grandchildren.

He was a grade school principal at Ritzville, WA for 14 years; store owner and Postmaster in Ford, WA for 9 years; Rural Letter Carrier at Addy, WA, for 16 years; retired in 1970. He was past President of Stevens Historical Society; Auditor for PUD; Author of "Pioneers of Happy Hill".

Funeral services were Tuesday, August 11, 1987 at 11:30 am at the New Life Christian Center in Addy, WA. Pastor Donal Bowe and Pastor Bill Swartz officiated. Interment was at Chewelah Memorial Park. Memorials may be given to the Steven's County Historical Society, Box 25, Colville, WA, 99114 or the Merry Glen School, N2917 Cincinnati, Spokane, WA 99207.

I REMEMBER JIM McMILLAN

I want to write a few lines about Jim McMillan who served as a Postmaster for 9 years and a rural carrier for 16 years. Jim was one of those rural carriers who not only served his customers well, but worked hard for the Rural Carriers Association (you & me). Jim and his wife Evelyn attended their 1st State Convention in 1954. He was elected State Secretary at his first convention, a most responsible position that he held for some 5 years. Jim also served as Vice President and was President for 2 years. He was President during 1964 and 1965. Jim and Evelyn attended their first National Convention in 1955 in Buffalo, New York. In 1964 Jim and Evelyn attended the National Convention in Minneapolis, Mn where Jim was awarded the Outstanding Carrier of the Year Award for Washington State.

Jim lost an arm while a pre-school child, but was not handicapped. Evelyn lives a beautiful home in Addy, WA that Jim built. As Jim once told me, "I drove every nail in that house."

Jim was hard working and thrifty. He cut logs as a young man. That was with a cross cut, no chain saws then.

One day I was teasing Jim about how tight (thrifty) he was. He admitted that he had once borrowed money to buy the store and Post Office in Ford, WA and had paid interest on that money, but had paid no interest on anything since 1948.

I treasure the time Jim, Myrtle's Dan and Uncle Art and I spent together on elk hunting trips. We hunted together several years in both the Blue Mountains of South Eastern Washington and in the Cascade Mountains near Chinook Pass. Even though I have spent a good share of my life in the woods, Jim taught me to see and perceive things in the outdoors I would otherwise miss.

In my mind Jim was a true pioneer who left the world a better place than when he entered it.

Jim was a gifted writer. After each hunting trip he usuall wrote to me outlining some of the things he had see. I treasure those letters.

Jim authored the book "Pioneers of Happy Hill" a story about pioneer times near Ford, WA.

Evelyn gave permission to reprint one of Jim's first poems. I hope you enjoy it.

Neil

UNCOMPLETED MISSION

I sat on a ridge at break of dawn,
And watched, and listened as day came on.
The sounds were varied, the sight was grand,
And beauty was wondrous on every hand.

A Stellar jay in an old fir tree,
A nuthatch, a Douglas chickaree;
A shy magpie, a chickadee,
Put on their acts for lonely me.

A bird dog barked in the valley dim,
a 12 guage spoke and answered him;
A pheasant crowed, then all was still.
I sat and shivered on my hill.

Why was I here on this lonely hill,
All senses alert and very still?
To kill a deer if it came my way,
That's why I watched at break of day.

But a sort of spell came over me;
I felt my soul rise clean and free.
The lust to kill went from my brain,
In a world so good there should be no pain.

So I took my rifle and crept away,
Out of the forest at break of day.
Leaving the woods to the chickadee,
The jay, the magpie, the chickaree.

Perhaps I'd return another day,
When the spell of peace had worn away.
But not today, the lust to kill.....
Was all that died on my lonely hill.

By J. C. McMillan
1950

Harriet A Martin, 95, of the Odd Fellows Home died Jan 3, 1988, at Walla Walla General Hospital. The funeral wa Jan. 6, 1988 at the Herring Funeral Home Chapel. The Rev. Bill Buford officiated, burial followed at Touchet Cemetary.

Memorial contributions may be made to the Arthritis Foundation or the American Heart Association through the funeral home.

One of six children, Mrs Martin was born Sep. 1, 1892, in Echo, Or, to Seth and Lilly mae Rogers Dickey. In 1894, her family moved to the Milton-Freewater area and she attended Milton schools. She moved to Walla Walla when she was 18.

On Jan 15, 1920, she married Frank "Hank" Martin Jr. in Portland. They lived in Touchet for 54 years where he was a mail carrier. She helped him many times on his route and was active in the Rural Letter carriers Auxiliary.

The couple farmed in the Touchet area and raised alfalfa, cattle and sheep. In the fall of 1970, they moved to the Whitman Tower in Walla Walla.

After her husband's death on Dec.4, 1973, Mrs. Martin moved to Spokane to be near a foster daughter, Kate Brown. From Spokane, she also lived in Pendleton with her sister, Eva Coe. Upon returning to Walla Walla, she settled at the Odd Fellows Home.

Mrs. Martin was a member of the Pioneer United Methodist Church, Royal Neighbors, Bee Hive Rebekah Lodge No. 70, Touchet Grange No. 251, Ladies Auxiliary of Rural Letter Carriers, Touchet Ladies Aid, Touchet-Gardena Homemakers, Daughters of the Pioneers Chapter 12 and the National Association of Retired Civil Service Employees. She was past president of Lady Elks No. 287.

Survivors include two foster daughters, Kate Brown of Spokane and Alta Hazelton, of Gresham, Or; three grandchildren; and 12 great-grandchildren. A son, E. Wayne Martin died in 1973.

IN MEMORIAM

Harriet Martin was one of the Auxiliary's first members, immediately following the charter. She held every office more than once and paid her own way to National several times.

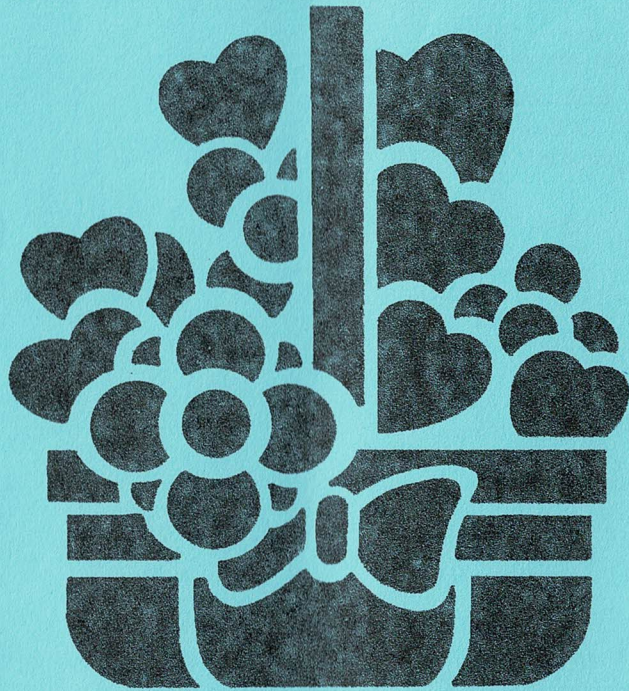
This service all began in the 1920's and never was there a more dedicated member; County, State or National.

Yours Truly,

Mrs. Ned (Corleen) Barrett



Auxiliary



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AUXILIARY OFFICERS

PRESIDENT
JANET LANGE
724 LOOMIS TRAIL ROAD
LYNDEN, WA 98264

SECRETARY TREASURER
MYRTLE BUCHANAN
P.O. BOX 260
CHEWELAH, WA 99109-0260

COMMITTEEPERSONS

DISTRICT II
HAZEL HALLECK
912 South 4th
KELSO, WA 98626

DISTRICT III
DONNA WALKER
Rt. 2, Box 114
CHEWELAH, WA 99109

VICE PRESIDENT
INEZ NESMOE
1809 7th St.
MARYSVILLE, WA 98270

COMMITTEEPERSONS

DISTRICT I
DELORES ROBB
6213 208th St. N.E.
ARLINGTON, WA 98223

DISTRICT IV
VIRGINIA MACKKEY
401 So 3rd St.
SELAH, WA 98942

JUNIOR OFFICERS

PRESIDENT
MELISSA NORMAN
1204 West 42nd Ave.
KENNEWICK, WA 99337

SECRETARY TREASURER
KARIANNE STEHR
1105 South St. Charles
VERADALE, WA 99037

VICE PRESIDENT
ALICIA PETERSON
16905 36th Ave East
TACOMA, WA 98446-1313

Introducing

THE JUNIORS

Hi! Juniors.

My name is Melissa Norman. I am your Junior President. I am 12 years old. I really enjoy lots of sports such as soccer, basketball, baseball, and I love swimming.

This past year I attended the National Convention in Reno, Nevada. They had an outstanding junior program.

I liked meeting all of you at the last convention. Our next convention in Mt. Vernon should be fun so I encourage all of you to come again and hope to meet even more of you!!

Melissa Norman,

Junior President

Hi!! My name is Alicia Peterson, Vice President for the Juniors. I live on the outskirts of Tacoma and am in the seventh grade at Cedarcrest Junior High School. I am on our school basketball team and in the school band. I enjoy riding horses and playing the flute, the keyboard, and the piano. I also enjoy supervising the preschoolers at church.

I had a lot of fun meeting all of you at the convention in Spokane last summer. I hope to meet more of you at the next convention in Mt. Vernon this June. Hope you all have a Happy New Year and a Happy Valentines Day!

Alicia Peterson,

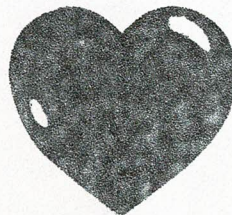
Junior Vice president

Hi!! My name is Karianne Stehr, I am the secretary for the 1987 Juniors. I am a seventh-grader from the city of Spokane. Since the convention I've been involved in many school and after-school activities, like soccer, art classes, piano, and a few others.

I would like to thank the Auxiliary for a fantastic time at the last convention, and I hope next year's will be just as exciting.

Karianne Stehr,

Junior Secretary



AUXILIARY PRESIDENT

Greetings to you! Hope that you had a Blessed Christmas and are keeping warm in this freezing winter weather.

Bob and I survived the long busy pre-holidays--I didn't quite get all the cards sent that I had on my list. We had an enjoyable Christmas day with our family, missed the one son and his family that lives in California. Some of the grandchildren helped me as I told the Christmas Story, they brought up the figures as needed and placed in proper place by my little stable. We sang some carols and then had some fun games of which one was Pictionary.

Oct. 4 at Fall Booster meeting, we had an excellent speaker, Warren Jensen from Kirkland. As a boy, he grew up in our area. Warren told about some of his ups and downs with Junior Diabetes. At age 13, coming home from a church camp, the driver stopped for gas about 5 miles from Warren's home. They had thought that Warren was just tired and napping, but when they stopped, they found out that he was in a coma, got a police escort and had a hairy ride 15 miles to the hospital. Warren was very **informative** and at present time is doing pretty good at keeping it under control.

We were sorry to hear of the passing of Marlyn Dahlen Jan. 1st. We will miss his input, beautiful smile and friendly greeting.

I need a volunteer for the East and West side Country Store as the two I was planning on will not be able to attend state convention.

God Bless you,

Janet Lange, Auxiliary President

Roses are red,
Violets are blue.
Please drive carefully,
The whole year through.



AUXILIARY VICE PRESIDENT

Here it is time for another article for our paper.

I hope everyone had a very good Christmas and a Happy New Year. We did here.

As Provident Guild rep. for the Auxiliary, I would like to urge all of those under 55 years of age to contact me for a fact sheet and an application. I will be very happy to send them to anyone who asks.

I have attended some meetings and put the Auxiliary programs before those in attendance. I have also collected names and addresses for our Sunshine Lady. I have found the meetings to be informative as well as a chance to renew acquaintances and to make new friends. At this time I would like to thank all for the cards and prayers we received when Dexter's father died. All were and are deeply appreciated.

Thank you for your time reading this and will try to do better next time.

Inez Nesmo, Auxiliary Vice President



AUXILIARY SECRETARY TREASURER

The new year is well on its way and we are still trying to get acquainted with a new home and a new community.

Neil bid a bigger route in Chewelah, Washington and started the middle of August. At first we were trying it with him in Chewelah and I stayed in Creston. It didn't take too long before we realized that it wouldn't work, so we found a home and I moved to Chewelah the first of December, (I don't recommend that kind of work).

We still have some boxes to unpack, but we got comfortable and ready for the gang to come to "Grandma's house" for Christmas.

This is the first year that the Auxiliary is on the Family Membership Plan. I am asking help from the counties. If someone from each County unit would send me the names of the carriers and their spouses name, I would really appreciate it. To date I don't have anything from the Association, but expect that to change around the first of the month, as soon as the Association receives its per capita payment from National.

The only one that the County secretary needs to collect from are the widows. If there is no County unit active, you can send the dues to me. The dues are \$6.00.

My new address is:

Myrtle Buchanan
P.O. Box 260
Chewelah, WA 99109-0260



If anyone needs membership cards, contact your District Committeeperson or myself.

Myrtle Buchanan, Secretary Treasurer



DISTRICT # 1 COMMITTEEPERSON

Greetings and a Happy and Wonderful New Year--1988 from District # 1.

Our National President, Ruth Powers has chosen for the health project this year, Research for Diabetes. Having family members and friends with both Hypoglycemia and Diabetes, she felt compelled to make every effort to give aid to research, to educate our membership, and to further progress toward relief for the 12 million Americans already living with this condition.

The motto of the Diabetes Foundation is "There's a Cure and Together We Will Find It". While great strides have been made toward a cure, there is much still to be done to remove the Number Three Killer from the life-threatening list. Diabetes can lead to fatal or crippling diseases, such as heart and kidney disease or nerve damage. Diabetes also is the leading cause of blindness. With this challenge before us, we begin our work.

JUVENILE DIABETES FOUNDATION:

In 1970 the Juvenile Diabetes Foundation was founded by a small group of parents of children with Diabetes. Their purpose was to find a cure for Diabetes. Their method to do everying in their power to find a cure. Last year the JFD International allocated over \$6.5 million to support 214 projects. Overall JFD has funded

more money to Diabetes research than any non-governmental health agency in the world.

With the support of dedicated JFD volunteers, corporations and clubs and organizations; such as the Auxiliary of the N.A.R.L.C.; we can continue funding research to find a cure. On November 29, 1987 through the JFD National TV Special more dollars and increase of the public's awareness was realized.

So for 1987 and 1988 we have a PROGRAM OF POSITIVE PURPOSE---"THERE'S A CURE AND WE'LL FIND IT" Through RESEARCH, EDUCATION AND CONTROL.

Our National President, Ruth Powers has included in her program: Our SYMBOL will be the wishing well. The many stones which comprise the well will depict the unity and strength of the Association, Auxiliary and the Juniors, in their support of one another: This year a donation of \$10.00 for Diabetes will qualify for membership in our club, "THE WELL WISHERS". They will receive a pin or tie tac for their contribution. In addition, note pads will be available for \$1.00 donations to our health projects.

MOTTO: Expect a miracle....FLOWER: Pine cone and tassel....SONG: HE....BIBLE VERSE: "I can do all things through Christ which strengtheneth me" Philippians 4:13
SAFETY: Drug Abuse....AMERICANISM: The Bald Eagle serving as Patriotic symbol. There will be a Junior Contest (more information will be printed about this) With her THEME: I am only one, but I am one. I cannot do everything, but I can do something. What I can do and ought to do with the help of God I will do.

If we are positive about our goals, they can be realized. The world around us testifies that miracles do happen, and we will be expecting a miracle or two for Diabetes, PAC, Americanism and Safety. So with the above information we do have a SPECIAL PROGRAM TO WORK FOR.

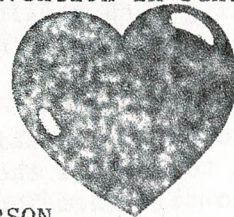
.....

Once again I am happy to be serving as District # 1 Committeeperson, having served previously for 4 years, I know I will enjoy this again.

We are getting information out in this District about Diabetes and our National President's Program. We encourage donations for PAC given through the Auxiliary. We encourage attendance at County meetings. Plan to attend your District meeting which is not far off and even think about State Convention in June which will be in Mt. Vernon this year.

Enjoy Winter for Spring is coming.

Delores Robb, District # 1 Committeeperson



DISTRICT # 2 COMMITTEEPERSON

Greetings From District # 2!! I hope your holidays were happy and brought you all the joys you hoped for.

The new year is with us and I hope that one of your resolutions is to help the auxiliary in their endeavor to find a cure for diabetes. Diabetes is the number 3 killer on the life-threatening list. Diabetes can lead to fatal or crippling diseases, such as heart and kidney disease, nerve damage and is also the leading cause of blindness. This is a rather sobering thought when you realize that you are a helpless victim of something that cannot be cured. Research is so important when dealing with a "killer" that shows no mercy in choosing victims. Children

are so often stricken, and with no hope in the immediate future, life doesn't offer a happy future.

The Auxiliary has pins and tie tacks for sale for a \$10.00 donation to Juvenile Diabetes. They also have note pads for \$1.00. I hope you will think about these unfortunate victims when you are asked to donate. Wouldn't it be wonderful if the moneys raised by the Auxiliary this year would help bring about the miracle we have all been hoping for? It would be a real happy year for all of us.

We wish you the best for the new year. Our hope is for happiness and health for all of you and your families.

Hazel Halleck, District # 2 Committeeperson



DISTRICT # 3 COMMITTEEPERSON

Hello from District # 3!! I was minding my own business at the State Convention in Spokane, enjoying the maid service and eating out at the Sheraton, when some well meaning ladies talked me into representing the 3rd District. They assured me, I'd have days of travel and leisure living---Well, that appealed to me.

I've found out since, that they meant traveling for hours to get back in your car and travel back again. Going to meetings and then sitting endless time in a motel lobby waiting for the fellows to get done. We are all homeless from 11:00 am on, when it's check out time.

But all kidding aside, I've really enjoyed meeting and getting to know the Auxiliary Board. They represent their Districts well.

In October, my husband, Lynn, who also represents District 3, attended the Fall Booster meeting in Tacoma. Giving both of us the chance to learn more about the Union and it's business.

In late October, we attended a unit meeting at Moses Lake, the color of fall was in full review that day so it was a pleasant ride from Chewelah. Once again, we met more neat people in the postal trade.

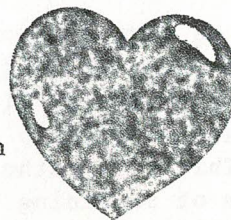
In November, we traveled to Okanogan to their unit meeting. They had a lovely dinner meeting with a silent auction. it was so enjoyable; the people were so friendly and we got some moths out of our billfold. Looking forward to visiting them again.

Our next stop is the Washington-Oregon Area Officers Meeting in February where I'll return to see all those ladies who talked me into this in the first place. I'll have to tell them Thank You! It's given me a chance to make friends of many nice people and given me the chance to learn more about the working of my husband's craft.

May I add my best wishes to each of you for the New Year. May you have only Joy-Peace-and Love.

See you at Davenport this Spring!!!

Donna Walker, District # 3 Committeeperson



DISTRICT # 4 COMMITTEEPERSON

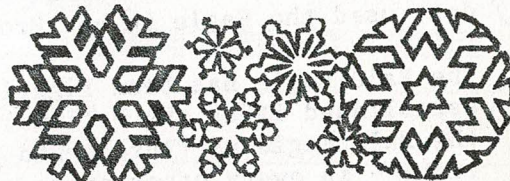
Greetings!! Friends, for the coming year, as you know the auxiliaries program is one of POSITIVE PURPOSE. If you have not yet made a new year's resolution, perhaps one of positive attitude would be most appropriate. Not only for our daily living, but also with our R.L.C. Association.

We have good, enthusiastic people working for us but even the best can do only so much. Lets' help them by supporting our district meetings. Encourage new people to attend, extend a handshake and a smile and let them know of our purpose, how we work and why. This year our health project is Diabetes--We support PAC-- We give educational scholarships--Americanism program for our Juniors. We have sales, raffles, etc.

Snow is making travel hazardous on the eastside, so be careful when traveling to those district meetings.

Virginia Mackey, District # 4 Committeeperson

MEMO FROM "SUNSHINE"



It is my pleasure to write this for the Postman and to continue to serve as Sunshine Chairperson, for I truly enjoy doing this.

Sending cards to our Rural Carrier Family across the state is one of the Special ways we CARE for them. Everyone enjoys receiving cards and being remembered. It's next best to someone visiting them.

The list grows longer and longer and more and more cards are being mailed. If your name is not on our SUNSHINE list and you choose to have it included, send your name and spouses name and complete address with both birthdays and your Anniversary date. My name and address is in the Postman and at the end of this article. We want everyone to be a part of this.

Harley and I with the Halleck's and Yeager's drove to Camas and enjoyed being a part of Mike and Bessie Brunner's 65th WEDDING ANNIVERSARY celebration. We sure did surprise them. Harley and I drove to Addy, WA and attended the Memorial Service for Jim McMillan. Jim was a "VERY SPECIAL RURAL CARRIER and FRIEND".

We were all saddened by the death of Marlyn Dahlen, Executive Committeeman on the National Board. He was most certainly a man of "Leadership" and our Friend. He will be greatly missed by all of us. Many cards were sent from our state to Olga Dahlen, Flowers were sent from the Association and Auxiliary.

Also the Ron Serafini's have a new son born in December. Ron is our O.W.C.P. Director.

Trusting everyone had good holidays, and entered into the New Year with Thankfulness.

SOMETHING TO THINK ABOUT: Three things to love; Courage, Gentleness, Affection
Three things to dislike; Cruelty, Arrogance, Ingratitude
Three things to govern; Temper, Tongue, Conduct
Three things to fight for; Honor, Country, Home
Three things to be thankful for; Health, Friends and
Cheerful Spirit

Delores Robb, Sunshine Chairperson, 6213 208th St. N.E. Arlington WA 98223-8214

AMERICANISM

Long May They Fly

When we think of Americanism, our thoughts turn to Mom's apple pie, hot dogs, baseball games, parades, 4th of July and a symbol of our country that always fills our hearts with pride where ever it appears. The Red White and Blue of our American Flag.

But there is another symbol of our nation that has served as our patriotic symbol. The Eagle became a part of the Official Seal of the United States in 1782, and has long been a symbol of freedom. Not only is the Bald Eagle a symbol of our country but the emblem landed on the moon with Apollo II. The Eagle also represents the United Postal Service. This year the Auxiliary's National President used the Eagle in her Program of Positive Purpose for Juvenile Diabetes.

The Bald Eagle has been fighting for survival ever since the Founding Fathers established it as the National Symbol. The U.S. Fish and Wildlife Service rates the Bald Eagle as "Threatened in five states and endangered"---Close to extinction--- in every other state except Alaska, where 30,000 of them flourish, and Hawaii, which never had any."

But over the last three years, Thanks in part to some determined and imaginative conservation efforts, the population has stabilized.

Researchers still know little about the day by day behavior of Bald Eagles. They know that the great raptors can dive 200 miles an hour and that they turn the front edges of their wings into the wind and slice through the air when flying at high speeds.

The choice of the eagle as the Nation's Symbol was a source of being distraught for Benjamin Franklin. He impuned the Eagle as "a bird of bad moral character; he does not get his living honestly....too lazy to fish for himself, he watches the labor of the fishing hawks and...takes his fish from them."

Eagle couple remain monogamous throughout their lives. The male eagle is a model husband for these times. He does his share home building, he takes his turn sitting on the nest and helps feed and care for the newborns. One of the parents remains at the nest constantly until the eagles are four weeks old.

The Bald Eagle is doing very well now because they are intensively managed. But it will require continued vigilance, because the Bald Eagle will never be able to take care of itself again.

Only a small proportion of Americans today have ever seen the emblem of our country soaring above them, wild and free.

Keep a watchful eye above. If you catch sight of the Eagle in all of it's majesty, it will serve once again to remind each of us.....What an important symbol this National Bird has held since the creation of our nation.

Long may they fly in peace. The Eagle will always be a bit unethical, but a good steady mate:

AMERICANISM AT IT'S BEST!!!

Donna Walker



WASHINGTON RURAL POSTMAN
Icelia Peterson, Editor
16905 36th Ave. East
Tacoma, WA 98446-1313

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