



# **WASHINGTON RURAL POSTMAN**

*April 1988  
52nd year*

**OFFICIAL PUBLICATION OF THE  
WASHINGTON RURAL CARRIER'S ASSOCIATION**



## FROM YOUR STATE PRESIDENT

On March 5th I traveled to Alexandria, Virginia and to the Nation's Capitol for a President's Legislative Seminar. There were 48 State Presidents in attendance. We were given accommodations at the Old Colony Inn in Alexandria.

Sunday afternoon the National Officers transported us to the Headquarters Building on Duke Street. We were given from 3 to 6 p.m. to tour the building, meet the officers, their wives and staff. It was very informal and a good way to start our session.

That evening I visited Old Town Alexandria and picked out some souvenir to bring home to my family. The cobblestone streets and the buildings that were built in the 1700s were a fascinating sight.

Our meeting started at 8:00 a.m. Monday morning. Ken Parmalee, who is one of the greatest lobbyists on The Hill conducted the seminar. He introduced Deputy Postmaster Mike Coughlin who opened the meeting with information concerning the Postal Service problem of budget reduction by the Administration. Mr. Coughlin stated "We have a controlled situation". There will be no new Postal construction this year. An adjustment of window and collection hours has been made. The postage rate increase includes a 25% increase on bulk mail. He assured us that the Postal Service will be financially sound with the new increase.

At 10:00 a.m. Monday morning, it was a pleasure to witness the formal signing of the new contract. NRLCA President Dallas Fields and the new Postmaster General Anthony M. Frank, accompanied by their respective board members, posed for photos after the signing of the contract.

Congressman Ronnie Flipppo followed with his expertise about the tax bills we were going to discuss with our Congressmen. He explained why his "Flipppo Rural Mail Bill" on EMA did not pass last year. This is the RURAL CARRIER'S NO. 1 ISSUE. He also discussed removing the Postal Service from the Federal Budget.

During the afternoon session Ed Bowley, Director of Governmental Affairs, League of Postmasters, spoke to us on "issues confronting rural carriers". Some issues discussed were Civil Service Retirement being taxed while Social Security is not taxed, Medicare, Privatization and funds being cut, yet mail volume increases each year.

Mr. John Brown of the International Union of Civil Engineers informed us of their PAC program and why PAC is important to them and its importance to the Rural Carriers. Without PAC our Lobbyist Ken Parmalee's effectiveness would be limited.

At Tuesday morning's session Ira Chaleff, Executive Director of Congressional Management Foundation, supplied a program on "How a Congressional Office Works". Once again, we felt that we had received more information to prepare us to meet our Congressmen.

Ken Parmalee had arranged a luncheon in the Capitol Building. We found that the rooms in that building are small and several people can squeeze into a small space.

The people with whom I had meetings were Holly Hanson, Legislative Aide of Senator Brock Adams; Terry Seeley, Aide of Congressman Sid Morrison from my own 4th District; Congressman Don Bonker and Congressman Rod Chandler. The positive answers I received gives me an optimistic outlook that the EMA bill will pass this year. Privatization of the Postal Service will not happen. The Postal Service will be removed from the Federal Budget, however, this may not happen this year.

I had a few hours to see the sights and take some pictures. I enjoyed visiting with fellow Presidents and our National Officers.

Thank you for the opportunity to attend this Seminar. The experience was a definite plus.

David R. Stoves  
President

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## EDITORIAL

Well this is the "new" Washington Rural Postman. I hope you like it, I also hope to develop and refine it in the issues to come. I welcome any comments and suggestions.

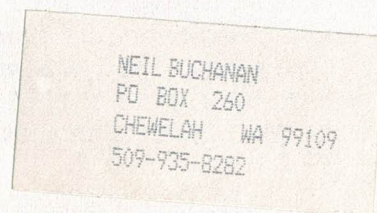
Also new in this issue are statements from members wishing to be National Delegates and State Officers, I'm sure you will find it interesting.

Our last issue sparked a lot of comments and I suggest you check out the "Letters to the Editor" for different points of view. I feel the Editor's job is not just to report what happens, but to present new ideas and issues involving the members.

Your Editor, along with six other terrific rural carriers, just returned from extensive training as a Facilitator in QWL/EI. I am very excited about the process and intend to use what I've learned in my personal life as well as for the improvement of the Postal Service. When QWL/EI comes to your office—get on the work team, get involved and help make it work!

Icelia (Butch) Peterson  
Editor

# Spring



The Washington Rural Postman is published quarterly: February-April-June-November. Deadline for articles, ads and notices is the 5th day of the previous month of issue. Share your news and views with all the members through the State Paper.

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

Icelia (Butch) Peterson  
16905-36th Ave. East  
Tacoma, WA 98446-1313  
**(206) 531-0579**

## FROM YOUR STATE VICE PRESIDENT

Seems like it was just yesterday that I was sitting at my typewriter agonizing over what to write for my story in the "Postman", and here it is time to do it again.

Since my story in the last issue, I've attended two county meetings, the Steward Seminar in Tacoma, and the Washington/Oregon State Officers meeting in Portland.

We do have a contract now. I voted in favor of ratification. Shouldn't be too long before you all get your \$60.00 signing bonus, plus the grievance settlement, for a combined total of \$170.00. Those of us with more than 40-hour routes will get a little more.

Now for a few short words on our Union dues. Speaking for myself, I can handle the increase to \$10.00 per pay period. If you don't like the increase, the Convention can vote to keep the dues rate at the current \$15.50 per month. Like I said before, I can manage \$10.00 per paycheck. You have to watch so that the dues don't go too much higher than that, though. Remember, our membership in the Union is voluntary. Go too high and some people will walk away.

While I'm still on the subject, there's this one Carrier on the Westside who wants higher dues, and keeps quoting one of the National officers and saying that we are a "Mom and Pop" operation. I sure do get tired of hearing that broken record. Someone oughta tell him to stick a cork in it! We are doing real good, and I'm offended by these "Mom and Pop" remarks, as all of you should be also.

I bet all the eligible RCAs are looking forward to April 11. The Senior RCA in my Bellingham office walks through the Rural area every morning to see if any of us regulars have quit or fell over. Gotta keep us healthy and working until after 4/11/88!

I haven't heard any more on EI/QWL. Sure hope it gets here soon. I live in Ferndale and that office sure does need it, as probably a number of other offices around the state do.

Well... looks like about time to sign off. See you all at the upcoming District meetings. Hope to see a bunch of you in Bozeman, Montana, April 28-30 for Western States. Drive safely and take care.

Dan Snyder  
Vice President

## SECRETARY TREASURERS REPORT

In the near future I will be sending the county secretaries the new dues cards for cash paying craft members. For each regular and retired cash paying member, I will include a dues withholding form. When you send your members their dues reminders, please include a dues withholding form, as this saves a lot of work for the secretaries, also saves postage each year for dues reminders.

The dues structure for the July 1, 1988 to June 30, 1989 is as follows:

Regulars	\$260.00	\$254.00 without spouse
Subs (73)	52.00	46.00 without spouse
RCR/RCA	42.00	36.00 without spouse
Retired	33.00	27.00 without spouse

If the members pay auxiliary dues, please have them send spouse's name so they can be sent membership cards.

County secretaries are requested to deduct the following amounts for county dues before forwarding to the state secretary:

Regulars \$8.00; Subs, RCR, RCA \$3.00; Retired \$1.00. These on cash paying members only!

It is essential that these dues are received by July 1, 1988 as this what determines our delegate strength at the National Convention.

Please send new applications directly to the state secretary for forwarding to National. I will make out the cards this year for these new members, so I can earn my salary.

Secretaries desiring current membership printouts, please contact Karen DeBella. She also has the capabilities of preparing mailing labels for you. These will be paid for by the State Association.

Hoping everyone has had a nice Easter and a very enjoyable spring season. See you at the district meetings, and be sure to attend the state convention in Mt. Vernon.

Dexter A. Nesmoe  
Secretary Treasurer

## **FACTS ABOUT P.A.C. FROM YOUR P.A.C. DIRECTOR**

1. P.A.C. is Political Action for the Rural Carrier Craft and Retired Carriers in our Nation's Capitol.
2. P.A.C. speaks for Rural Carriers in Washington, D.C.
3. P.A.C. is the spokesman for the Rural Carriers and Retired Carriers with the Senators and Congressmen.
4. P.A.C. has a Director of Government Affairs in Washington, D.C. who works with the Legislators for our benefits and interests.
5. The N.R.L.C.A. is one of the top ten P.A.C. units in Washington, D.C.
6. N.R.L.C.A. members are the top contributors in the Postal Service per member.
7. P.A.C. has worked solving E.M.A. problems and other issues for us.

This year more than ever is **URGENT AND NECESSARY** that we all contribute to P.A.C. as this is an election year. Then Ken Parmalee can do his job effectively with the Congressmen on your behalf. It was through Mr. Parmalee's efforts and all Postal Union officials that the Postal Budget was not reduced to be detrimental to your jobs.

We need to keep the **P.A.C. program strong** and it's true we **ALL** benefit from this.

I can only present information to you and it is my hope all will contribute to the **P.A.C. Fund**.

**HELP!!!! is my plea to you REGULAR CARRIERS, RCAs and SUBS.**

Remember what is gained for the retired carriers will also be your benefits when you retire.

Convention time will be here in June, so let's have a good turnout of Regulars, RCAs, Subs, Retired Carriers, Auxiliary members, Juniors and Friends.

Harley Robb  
P.A.C. Director

### **RETIRED CARRIERS:**

It can be emphasized that the Retired continue to keep in contact with our Congressmen about things concerning Retired Carriers. These Congressmen like to be complimented on the good things they do on our behalf. Also the Retired Carriers are good contributors to P.A.C. because they know how it works!

Why not come to the Convention in Mt. Vernon in June and meet old friends, make new friends? By the way, the Retired Carriers' Banquet is one of the **HIGHLIGHTS** of every Convention. See you all in June at the State Convention!

Harley Robb  
Retired Carrier Representative

## **WASHINGTON STATE AUTO INSURANCE PLAN**

The percentage of Rural Carriers that adopt the state sponsored insurance is 48%. That means the State Association receives about \$3500 dollars each quarter to help pay the bills for expenses for that quarter, this is a promotional rebate or about \$14,000 a year from National General. The insurance company can do this because they say that the Rural Carriers are the safest drivers of all drivers. The Auto Insurance plan also can give a reduction in rates for safe drivers and multi-car owners and long-time auto drivers over 50 years of age. Our rates are lower, so just call our toll-free number and compare.

Mickey Mackey  
Auto Insurance Director

## **WASHINGTON STATE PROVIDENT GUILD PLAN**

The Provident Guild is a family death plan that pays the family of the deceased, immediately after death, of \$250 and more to come later at the end of the fiscal year when all of the monies are divided up among the deceased for that year. Only a small amount is held back for paperwork and all the rest, about 95%, is divided equally.

This is not an insurance, but a death benefit payback for funeral costs so that there is no waiting for payments from insurance companies. The dues are \$10 or \$15 or \$20 per year, according to age.

Mickey Mackey  
Provident Guild Director

# Your Insurance Company May Be The Last To Tell You!

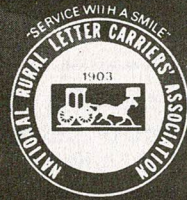
Have you ever asked your current insurance company whether you're paying a "business" rate or a "special" rate to insure your car? If you haven't asked the right question, you're probably paying TOO MUCH for auto insurance!

Your current insurance may be the last to tell you about the TORT Claims Act. This Federal law makes you eligible—as a Rural Letter Carrier—to insure your route vehicle at the lower, money-saving "special" rate with no reduction in coverage, instead of the high "business" rate.

You shouldn't have to know how to "ask the right questions" to get the right coverage. This is just one of the many reasons you should insure with the only vehicle insurance plan endorsed by the NRLCA. This is the best way to be sure you're getting the best rates, the best service, the best coverage.

You could save **EVEN MORE** with our special discounts for:

- Accident-free drivers
- Low mileage drivers
- Multi-vehicle owners
- Thrifty Fifty (drivers age 50 or over)



Find out how much you can save with a toll-free phone call

**800-VIP-AUTO**  
8 4 7 2 8 8 6

VIP discounts and coverages are available in most states.

**YES . . . I want to compare rates! Please send me more price and coverage information.**

**LIST CARS • PICKUP (If pickup - list price new \_\_\_\_\_)**

Veh No.	Year	Make (Ford/Chevy)	Model (Escort/Malibu)	Body Style (2 dr. Sta. Wgn.)	Cyl	Miles driven each way to work/school	Annual Miles driven	Used in business	Place car garaged if not residence
1									
2									
3									

**LIST RECREATIONAL VEHICLES (Motor Home • Travel Trailer • Camper • Van)**

Year	Make (Brand Name)	Body Type (Mtr. Home, Van)	Cyl.	Length	Cost New	Place Kept	Annual Miles Driven
4							

Membership: RLC \_\_\_\_\_ Sub \_\_\_\_\_ RCR \_\_\_\_\_ Retired \_\_\_\_\_  
 Telephone \_\_\_\_\_  
 (area code) (phone number)  
 Name \_\_\_\_\_  
 Home Address \_\_\_\_\_  
 City/County \_\_\_\_\_  
 State/Zip \_\_\_\_\_

**DRIVER INFORMATION — PLEASE LIST ALL DRIVERS IN HOUSEHOLD**

Date of Birth	Sex	Marital Status	Driver's training?	Date licensed?	% of use of veh.			
					1	2	3	4
TOTAL USAGE MUST EQUAL —					100%	100%	100%	100%

**MY POLICY EXPIRES: Month \_\_\_\_\_ Day \_\_\_\_\_ Yr. \_\_\_\_\_ PRESENT COMPANY: \_\_\_\_\_**

Any driver's license revoked in past five years?  Yes  No Do you live on a farm?  Yes  No

**PLEASE LIST ALL ACCIDENTS AND VIOLATIONS IN THE LAST 5 YEARS \_\_\_\_\_**

(Texas ONLY) Date R.V. Purchased \_\_\_\_\_ Current Value \_\_\_\_\_

NC & TX rates and coverages are state mandated. Details included with your personalized quote.

Mail to: Jim Matthews — Director RLC Vehicle Insurance Plan  
 One National General Plaza ● Hazelwood, MO 63045

R 14 Or call Toll Free 1-800-VIP-AUTO

**NOT YET AVAILABLE IN: HI, MA, (NC AUTO ONLY)**  
 Underwritten by National General Insurance Company.  
 A Xerox Financial Services Company.

ANNUAL  
DUES  
CLASSES  
\$10 to \$50

# IT'S A FACT . . .

MAXIMUM  
BENEFITS  
\$5,000.00

## THE NATIONAL RURAL CARRIERS' PROVIDENT GUILD

WHAT . . . The Guild is a Fraternal NON-PROFIT Death Benefit Department.

WHO . . . Open to all Regular, Substitute and R.C.R. Rural Carriers and their spouses, who are under 55 years of age.

DUES . . . Your choice of benefit classes, ranging from \$10 to \$50. The available classes depend on your age at time of application.

Available if you are	Annual Dues Class	Maximum Benefit	Minimum Benefit 30% Max.	Immediate Relief Payment 25% Max.
Under 55	\$10	\$1,000	\$ 300	\$ 250
Under 50	15	1,500	450	375
Under 45	20	2,000	600	500
Under 40	30	3,000	900	750
	40	4,000	1,200	1,000
Under 35	50	5,000	1,500	1,250

Your benefits **DO NOT** decrease as you grow older. The class you choose remains in effect as long as you pay your annual dues.

75% of your annual dues is returned to the beneficiaries, pro-rated among all the claims for that fiscal year.

10% of the dues is placed in a **Reserve Fund** for your protection in case there is an unusually large number of claims in any one year.

15% of the dues is used for advertising, salaries and other operating expenses.

All of the Provident Guild Officers are past State or National Officers of the Association or Auxiliary. The President and Secretary-Treasurer are bonded in sufficient amount to cover the funds in their hands at any one time.

Contact any PROVIDENT GUILD OFFICER, State Association or Auxiliary Officer for details. You can secure an application from them, or write

Jane M. Westfall, Secretary-Treasurer  
P.O. Box 139  
Shreve, Ohio 44676



## **DID YOU KNOW ? ? ?**

1. The PROVIDENT GUILD is a Non-Profit, Fraternal Organization, created and operated by Rural Carriers, for our membership and Auxiliary Members to give their survivors an amount of READY CASH for those days when routine procedures of the courts and legal action tie up our estates after death.
2. The GUILD is **NOT** an insurance. Rather, it is a Fraternal Death Benefit Fund which guarantees you at least 30 times your annual dues and, depending on the number of claims in any given year, can pay you up to 100 times your annual dues.
3. There are no physical examinations — No assessments — No commissions — No high salaries.
4. This low cost protection does not decrease, nor can it be cancelled when you reach age 65.
5. You can become a GUILD member until you reach age 55. After that age, you can not enter the program **BUT** you do remain in it as long as you pay your GUILD dues annually.
6. Claims are to be filed within 30 days after death. The claim form together with a copy of the death certificate are to be mailed directly to the Secretary-Treasurer. If death certificate is not available within this time please advise the current Secretary-Treasurer.

### **IT NEED NOT BE HANDLED BY A LAWYER**

7. Upon receipt of forms listed in item 6, an IMMEDIATE RELIEF CHECK for 25% of the maximum payment is mailed to the beneficiary. The balance of settlement is mailed in August, following our Board meeting which is held during the NRLCA Convention.
8. Your GUILD dues are payable in advance. The Secretary-Treasurer will mail you a dues notice during the month of May, for the following fiscal year. These dues are then payable by June 30th.
9. Members joining later in the year pay only a portion of the full years dues. The fiscal year runs from July 1st to the next June 30th. Those who become members during July, August and September pay full dues. During October, November and December you pay 75%; January, February and March 50%; and those joining in April, May and June pay only 25%.
10. The entrance fee of \$1.00 is payable when joining during any part of the year.

## NEWS FROM THE DISTRICTS

### DISTRICT I

The State Convention is coming up. It will be held June 20-22 in Mt. Vernon at Nendel's Motel, right next to the malls, bowling alley, and the street of fast food restaurants. At the banquet on Tuesday night we plan on having a bluegrass band, it should be a lot of fun.

I've been invited to meetings all over the state, I would like to attend them all but it seems to be impossible.

I hope everyone that can will come to Mt. Vernon in June.

Gerald Thomson  
District I Representative

### HOTEL RESERVATION REQUEST

REGISTRATION DEADLINE: JUNE 5, 1988

MAIL TO: Nendel's 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 6:00 P.M. An  
advance deposit will hold accommodations  
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 stoplight, left at light (Riverside), HOTEL will be on left in three blocks.

FROM THE SOUTH: Take 227 exit off I-5, right onto College Way to stoplight (Riverside), left at light. HOTEL will be on left in three blocks.

(The lady at the hotel said single means: one bed, two people; double: two beds, four people; and so on.)

Gerald Thomson

### DISTRICT II

Hello again from District II. Hope everyone is enjoying our early spring!

Three of the four Sundays in March were taken up with District Meetings. April will be just as busy for your State Officers. Keep in mind Western States in Bozeman, Montana on April 29 & 30 and try to attend. It is like the National Convention only on a smaller scale. There is so much information to be gained and a chance to meet with your National Officers.

Our District II meeting was held March 20th at Copperfields in Tacoma. I would like to thank everyone who attended and helped make it a success. It was fun shopping for the door prizes, and those who won them will have fun also. Especially the gas barbecue!

Kit Witt was selected as the Nominee for District II Representative to be voted on at the State Convention. This last year I just got my feet wet as a Board Member and do want to serve for another term. Look for my campaign speech in this issue!

By now I hope everyone knows that Quality of Work Life has finally come to Washington. I have been selected to serve on the Joint Steering Committee along with Neil Buchanan and Dorothy Iannucci. We met in Seattle March 16th for orientation with training the following week, for Facilitators and Steering Committee. I am very honored to have been chosen and excited to be serving on the Committee and will do my very best to represent our Craft and stand up for what our Union believes in. We will keep you informed in the coming issues of this paper. Look for QUALITY OF WORK LIFE when you open up your paper!

I would also like to again ask for your vote as a Delegate to the National Convention when you receive your ballot in the mail.

Hope to see you at Mt. Vernon on June 20-22 during State Convention.

Kit Witt  
District II Representative

### DISTRICT III

Hello everyone!

With the close of the winter season and the coming of spring in the N.E. district, one welcomes the warmer days and nights bringing forth new life and the promise of new beginnings.

A few thoughts of what I'd like to see in our organization in the coming season:

It's always nice to reflect briefly on past accomplishments of good organization, fellowship and the security of knowing that many years of diligent, hard work and sacrifice of the members past and present have made possible the availability of this organization to all rural carriers. WRLCA needs to take a back seat to no state in the arena of stewardship or OWCP programs.

I was especially proud of, and impressed by the OWCP report given by Ron Serafini at Portland. Over \$300,000 compensation for work related injuries, 30 settled, several traumatic. I don't know of another state that has anything like it. It was very disappointing that President Fields determined that perhaps the liability prohibited the continuing in the same text. What a boon to a member seeking to confront the worlds of red tape involved in that type of claim to have that service available from our organization.

In the coming season I hope that all officers and members alike can look with confidence in our organization's ability to meet the challenges of today in an everchanging world in the work place and out.

We are a proud profession, as we should be, as carriers we serve an intricate part of the lives of our customers, have the ability to work alone, unsupervised and make sound decisions, based on service and fairness and a feeling of a job well done at the close of a day. These are the same attributes that we should apply to our organization in dealing with our fellow carriers, officers and employees.

We can be more than willing to give time and resources on a volunteer basis, but ask ourselves—should we expect our representatives, be they officers or employees to work for us and our betterment under the guise of volunteerism? It is one thing to volunteer and another to be expected to provide your time and resources on a regular basis.

I feel that the professionalism and benefits that we enjoy in WRLCA certainly can be justified expenses. I know of no other organization that provides dollar-for-dollar to its membership what this one does. Example, a carrier just put back to work with nine months back pay—can you imagine the relief of that fellow carrier and his or her family at this time? These are the things that make our organization great and must give all who participate in these proceedings a great deal of satisfaction. Under the same token, the responsibility of preparing a case under the OWCP or steward program with someone's future at stake and the self-examination must be awesome when they don't turn out that way.

I hope as a member, I never need to avail myself of these services, but these same services are available to all carriers, members and non-members alike. While I'm glad to afford those services to all, I do question my right to expect volunteerism of employees and services of this organization. I feel our dues of less than 1% of our annual salary certainly seems small enough for the benefits received. I don't feel comfortable asking my fellow carriers to serve my cause while I lament paying the cost of my organizations. I'm far too proud of my organization for that.

Donna and I attended mid-winter conference in Portland, Ore. the first week of February. It is always nice to see and visit with the members. Hope to see as many as possible at State Convention in June.

Wishing you all a joyous Easter and spring season.

Lynn Walker  
District III Representative

### DISTRICT IV

This issue should be a very full one, due to the articles from those wishing to run for a State Office, and those wishing to be a Delegate to the National Convention. I am therefore writing a very short report. Read the articles over carefully, meet these individuals, make your vote count. Discuss your desires for State Officers with your County Delegate. Most importantly, don't vote for your buddy, place your vote where it will help our Association. I'm sorry I didn't make it to all of the District Meetings. As you know, District Representatives do not receive any compensation to those meetings like the other officers, which is understandable as it is important that they be there, but bear in mind it isn't because we aren't interested. As with everything in life, you can't do it all. Wishing everyone a HAPPY EASTER!!!!

Cindy Norman  
District IV Representative

## STEWARD'S REPORT

### QUALITY OF WORK LIFE/EMPLOYEE INVOLVEMENT (QWL/EI)

By the time you read this we should have completed the Seattle Joint Steering Committee and Facilitator Training and have a good start on training the local work teams.

Yes, it really has arrived. Let's hope it is really worth all the waiting. If everyone pitches in, in a cooperative fashion, it will be WELL worth the wait.

Those selected to represent the Postal Service on the Seattle Division Steering Committee are:

Dale Zinser  
Manager, Delivery and Retail Programs  
Seattle, WA

Jon Patten  
MSC Director, Customer Services  
Tacoma, WA

Phil Pizelo  
MSC Director, Human Relations  
Spokane, WA

The Rural Carrier half of this team are:

Dorothy Iannucci  
Local Steward—Kent P.O.  
6421-152nd Ave. E.  
Sumner, WA 98390

Kit N. Witt  
District No. 2 Rep.  
38 Craftdale Rd.  
Oakville, WA 98568

Neil M. Buchanan  
State Steward  
P.O. Box 260  
Chewelah, WA 99109-0260

The following individuals have been selected to serve as Facilitators and are from the same general area as the Postmasters that the Postal Service selected:

1. Charles Kravagna  
Postmaster  
Enumclaw, WA

2. Larry Claycamp  
Postmaster  
Sumner, WA

3. Tim Wilson  
Postmaster  
Roy, WA

4. Norm Robbins  
Postmaster  
Sandpoint, ID

5. Ralph Link  
Postmaster  
Snohomish, WA

6. Mary Ruth Pape  
Postmaster  
Poulsbo, WA

7. Robert Evans  
Postmaster  
Coeur d'Alene, ID

Joanne Nelson  
Local Steward  
3318-226th Ave. S.E., Issaquah, WA 98027

Icelia (Butch) Peterson  
Editor WA Rural Postman  
Spanaway Post Office  
16905 36th Ave. E., Tacoma, WA 98446

Karen DeBella  
Assistant State Steward  
Lacey Station Olympia P.O.  
17514 8th Ave. Ct. S., Spanaway, WA 98387

Tom Calder  
Assistant State Steward, ID  
1721 N. 9th, Coeur d'Alene, ID 83814

Ron Serifini  
O.W.C.P. Director  
709 116th Pl. S.W., Everett, WA 98204

Sandy L. James  
Local Steward  
619 N. 5th St., Shelton, WA 98584

Ed Koschalk  
Local Steward  
Liberty Lake Post Office  
E. 11214 34th Ave., Spokane, WA 99206

When the Q.W.L. process was changed from each MSC having its own Steering Committee and Facilitators to a divisionwide concept, we had to leave off many good people in the initial phase. We hope that all of you who have volunteered or want to volunteer will be patient a while longer.

It appears that the process will be started in the Tacoma area and spread east from there.

You will notice that the Postal Service selected no Facilitators in Washington more than a few miles East of Interstate I-5. Eastern Washington may have to wait as long as a year to see the process in the Post Offices there.

Hope we "meet" at a meeting soon.

Neil M. Buchanan  
State Steward  
Assistant State Steward, April '88

Dear Union brothers and sisters:

It is once again my pleasure to report to the membership in the Postman. This article comes to you in our new format.

This past November I filed an unfair labor practice complaint with the National Labor Relations Board against the Postal Service. I met with an interviewer who took my complaint. A few days later I was contacted by an attorney for the NLRB who came to my home and took a sworn statement as to the facts in the case. The NLRB took the case, but deferred it to the grievance procedure. The NLRB then waits to see if the issue is resolved in that manner. Any settlement will be considered resolution. It seems that the current administration has instructed the boards to act this way. Unless and until we have a board instructed to handle cases as an independent authority, I'm afraid that there is not much likelihood of the boards' being much use to us.

I was recently asked to overlook the withholding of the posting of two vacant routes until the RCAs in that office became eligible to bid on them. I told the people involved that I was bound legally, morally and ethically to enforce the contract. I was then accused of acting out of spite when I grieved the fact that routes were not posted as required by the national agreement. Furthermore, these people were told that this happens other places, but is overlooked. I say to you now, unequivocally, that if you have knowledge of this occurring, or any other breach of the contract, immediately contact your state or asst. state steward. People who would have you violate the contract for their own benefit ignore the fact that they gain that benefit only at the expense of someone else, someone contractually entitled to it. It is stealing, plain and simple. Our stewards are fair and equitable and discrimination will not be tolerated.

or those county secretaries interested in getting a mailing list of their members or mailing labels, Dexter and I have just completed compiling one, cross-referenced by district, county, office, designation and pay status. If you can think of something I have overlooked, drop me a line or give me a call.

I have just been selected as a Facilitator for Quality of Work Life. My training begins in March. I look forward to serving you in this new capacity.

Respectfully submitted,  
Karen DeBella

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## WESTERN STATES CONFERENCE

**BOZEMAN, MONTANA 59715**

April 29 and 30, 1988

Grand Tree Inn, 1325 North 7th Ave., Bozemen, MT 59715, 1-800-624-5865 or 1-406-587-5261

RATES: \$37.00—one queen bed for one or two people; \$45.00—two double beds for 2, 3 or 4 people. Additional charges for roll-away bed in room—\$6.00; poolside rooms—\$6.00. Reservations must be made by April 14, 1988.

Co-Chairs for this event are: Shirley Brown, 26 Spruce Street, Dillon, MT 59725, 1-406-683-2867; John Walsh, P.O. Box 1011, Belgrade, MT 59714, 1-406-284-6437.

REGISTRATION: \$25.00 for luncheon and banquet, \$5.00 for Friday Fun Night.

Registration and a hospitality get-together begins Friday evening (April 28, 1988) at 7:00 p.m. and continues until 9:00 p.m., with hors d'oeuvres by Montana Rural Letter Carriers.

FRIDAY MORNING (April 29, 1988): registration will be from 7:00 a.m. to 9:00 a.m. Joint Session 9:00 a.m., luncheon 12:00 noon, Joint Session 1:00 p.m.

FRIDAY NIGHT FUN NIGHT: 7:00 p.m. to 9:00 p.m., features Bob Ross' entertaining "Out House Review" followed by an introduction to the world of square dancing. Dress—Western.

SATURDAY (April 30, 1988): Joint Session 9:00 a.m., auxiliary luncheon and meeting 12:00 noon, banquet 6:30 p.m. Features music from Dillon Junior Fiddlers.

Many guest speakers will join us: President Fields; Western Region Executive Committeeman, Roger Moreland; Western Region Labor Relations USPS, Don Vannoy; Western Region Quality of Work Life Coordinator, Dale Laumen; Rural Carrier Health Plan; Larry Waligora; Auto Insurance Plan, Jim Matthews and Tom Griffith; Atlanta Postal Credit Union, Wilbur Wood; Provident Guild, Mrs. Lester Milleeson; and many more.

**CARRIER-OF-THE-YEAR NOMINATIONS  
NOW DUE FOR CONVENTION**

Now is the time to place your favorite carrier's name in contention for this coveted award. The form below is self-explanatory and should help you make your choice. Do it now so the selection committee will have ample time to consider all candidates.

**OUTSTANDING CARRIER-OF-THE-YEAR NOMINEE**

I nominate (Name) \_\_\_\_\_ Address \_\_\_\_\_  
to be Outstanding Carrier of the State of Washington for the year 1988.

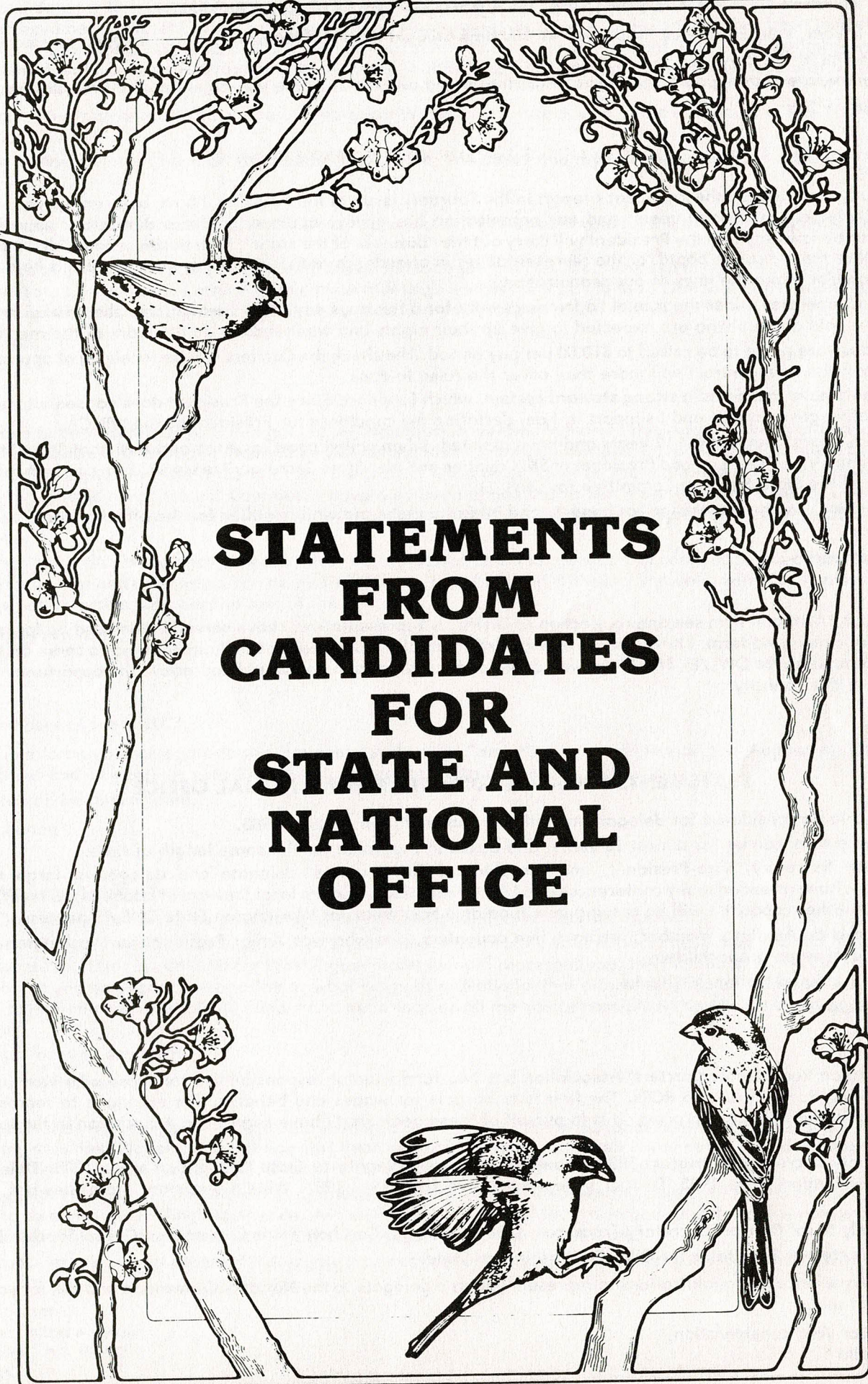
**Guidelines:**

1. Candidates may be nominated by individuals, or Local, County or District units.
2. Consideration will be only given for service rendered during the preceeding 12 months.
3. Application must be presented to the State Secretary before noon on the first full day of convention.

List service rendered by candidate to the Rural Letter Carriers' Association (participation in Local, State and National meetings, willingness, dedication and attitude toward responsibility). If you need extra space attach an extra sheet.

List any other service (civic or community) performed by candidate which reflects favorably upon the Rural Carrier Craft and Postal Service.

NOMINATED BY \_\_\_\_\_ DATE \_\_\_\_\_  
ADDRESS \_\_\_\_\_



**STATEMENTS  
FROM  
CANDIDATES  
FOR  
STATE AND  
NATIONAL  
OFFICE**

## STATEMENTS FROM CANDIDATES FOR STATE OFFICE

I am Dan Snyder, your State Vice-President. At this time I would like to announce that I am seeking re-election to the office of Vice-President.

I would appreciate your support and I look forward to being allowed to serve you again for the 1988-89 term.

Dan Snyder

Dear Editor:

I was greatly disturbed by the President's report in the February issue of the Postman. I have been an active member of the WRLCA for almost fifteen years, and our organization has always operated under a democratic representative format. Our by-laws say that the President will carry out the "business of the state". Such business is decided by majority vote of either the executive board, or the representatives in attendance at the State Convention, which is held annually to revise and/or make the laws of our organization.

Our contract operates under the rule of "a fair days work for a fair days pay". Our membership should expect to do no less for our paid officers who are expected to give up their nights and weekends to do the work of the membership.

Our new dues are going to be raised to \$10.00 per pay period. The check the Carriers will be receiving of approximately \$170.00 from the new contract will more than cover the raise in dues.

The members have mandated a strong steward system, which I support. Since the President does not seem to believe in representative government, and I support it, I am declaring my candidacy for President of the WRLCA.

I have been a local Steward for 12 years and have assisted, when called upon, as Area and Assistant State Steward. I have also been Vice-President and President of SKI Counties and also State Secretary Treasurer. I am currently privileged to be part of the State Steering Committee for QWL/EI.

These activities, and my reputation for honesty and integrity make me well qualified for the office. I would appreciate your support.

Dorothy Iannucci

My name is Kit Witt and I am seeking re-election as District II Representative. I have served in the position for one year, filling out an unexpired term. I have served as Vice-President of Mutual Counties and am honored to serve on the Joint Steering Committee for QWL/EI. I feel I am well qualified for the position and would appreciate the opportunity to again serve you in this capacity.

Kit Witt

## STATEMENTS FROM CANDIDATES FOR NATIONAL OFFICE

I would like to be considered for delegate to National Convention in August, 1988.

I have been a rural carrier for almost 18 years, and active in the Union for the same length of time.

I have been Secretary, Vice-President, and President of SKI Counties, delegate and delegate-at-large to State Conventions, have attended many conferences and District meetings, and am local Steward in Issaquah, so feel I am well qualified. Another capacity I will be serving in will be as a Facilitator for Washington State QWL/EI process.

My husband is an Auxiliary member, we have five daughters, one who was Junior President for Washington State in 1986. We have seven grandchildren.

See you at State and National! Thanks.

Joanne L. Nelson

The Washington Rural Letter Carriers' Association has two fundamental responsibilities for those who work as Rural Letter Carriers, Subs, RCAs and RCRs. The first is to bargain for wages and benefits. The second is to represent the membership in the grievance process. It is in pursuit of these goals that I have served the Association in the following capacities:

Mutual County Secretary-Treasurer: 1981 to present. County Delegate to State Convention since 1983. Delegate to National Convention since 1985. District II Representative from 1984-1987. WRLCA Assistant State Steward 1985 to present.

National Lady Rural Carriers Secretary-Treasurer: 1986 to present. Co-Chair State Convention, Ocean Shores, 1986.

Recently selected as Facilitator for QWL/EI, Washington State.

I have the experience and qualifications to represent you as a delegate to the National Convention and ask for your vote in support of this.

Thank you for your consideration,

Karen DeBella



I am a candidate for Delegate to the National Convention in Orlando, Florida. I have been with the Postal service for 31 years and have been a Rural Carrier for 19 years. The Washington State Rural Carriers Union has been important to me and I have held the following offices in this Association. Yakima County Vice President, District IV Committeeman, State Vice President and am now the State President. At last year's National Convention, I was the Delegate-at-Large in Reno, Nevada.

I would consider it an honor to be elected to represent Washington State as one of the Delegates to this Year's National Convention.

My name is David Stover, I live at 121 Weems Way, Selah, WA 98942 and my telephone number is (509) 697-6886.

I'm Dan Snyder, your State Vice President. I would appreciate it if you would vote for me as your delegate to the National Convention in Orlando, FL.

I hired on as a rural sub of record in 1978, and converted to regular in Feb. '84. I've been my county's delegate at large to the last 4 State Conventions. I attend all the state meetings and this will be my third National Convention. I've been an unpaid National delegate the last 2 times, and would like your support again this year.

Dan Snyder

Hello from Kit,

I would like to be selected as your delegate to the National Convention in Florida this August. I have attended the last 2 National Conventions in Iowa and Nevada as well as the last 6 State Conventions, 3 Fall Boosters and will be attending Western States in Montana next month. I am the District II Representative on the State Board and am serving my 2nd term as Vice President of Mutual Counties. I have also been appointed to serve on the Joint Steering Committee for QWL/EI in Washington, so one of my interests this year at National will be to gain more knowledge of QWL at the National level.

In making your choice of delegate, please take into consideration someone who will come back and attend meetings so the information gained at National can be shared with our members and not select someone who just wants a paid vacation or is not an active member the rest of the year.

Thanks for your vote!

Kit Witt

Dear Members of the WRLCA,

I would like to be your delegate to the National Rural Letter Carrier's annual convention this August. My 8 years as a State Officer and 17 years as your State Steward qualify me to represent you.

Your vote will be appreciated.

Neil Buchanan

Union Members and Readers,

I would like you to select me as your delegate to the National Convention this August.

I have been President of Mutual Counties for 2 years and am currently your Editor. I have also had the honor of being trained as a Facilitator for QWL/EI for Washington State. I would represent you, the members, to the best of my ability and report to you through this magazine or what happens at National that affects all of us as rural carriers. I also look forward to meeting with other State Editors and try to soak up all the advice possible on how to provide you with a better magazine.

Thank you for your support!

Icelia (Butch) Peterson

My name is Cindy Norman, and I wish to be considered as a Delegate to the National Convention in Orlando, Florida. I attended my very first National Convention last year in Reno, Nevada. Although I was not a paid delegate, I was very pleased to find out upon arrival I would be a regular delegate and not an alternative.

I am a regular rural carrier and deliver in Kennewick, Washington. I am presently District IV Representative, which has proven to be a very rewarding experience. As most know, I am very family oriented, and therefore very proud to have my oldest daughter as one of our Junior Officers representing Washington State.

Please consider me as your choice of a delegate when voting for this year's delegates to the National Convention! Thank you.

Cindy Norman  
1204 West 42nd Avenue  
Kennewick, WA 99337  
(509) 586-0993

My name is Ruth Walla and I would appreciate your support in upcoming elections for delegates to National Convention. I became a Rural Carrier Craft Employee in 1978 as a Rural Sub in Snohomish and converted to regular in 1983. Because I attended meetings and kept informed I was elected to steward in that office. In December 1985, I took a route in Everett. The Everett steward was stationed in the annex so I continued to keep fellow carriers informed. I also helped our various new and inexperienced supervisors understand provisions in our contract concerning rural carrier procedures. I served as SKI Counties President for 2 years and have attended 6 State Conventions and 3 Western Region Conferences. I have introduced numerous resolutions to help Rural Carriers which were passed at State Convention and even a few at National.

Two recommendations I would like to make to the National Office are as follows:

1. Improve the National Magazine by including letters to the Editor, reintroducing the "Steward Shop" which we had in the past, and informing carriers of procedures to follow when: a. receiving a letter of warning, b. what to do when injured (Ron's speech could be included in an issue), c. being harrassed (Karen's article on this is good), d. other important incidents that could affect your job.
2. The National Office should create a position at the National level of "mail flow watchdog" to monitor the flow of mail on a regular basis and hire assistants during the months of August, September and October to assure the even flow of mail. The control of mail flow during counts is the single most important way in which rural carriers are being deprived of pay unfairly. Our National Union can afford to and must remedy this problem.

Thank you for your consideration.

Ruth Walla

I'm asking for your vote for Sandra Stober for delegate to National Convention. I have been the SKI Group Secretary for 3 years. I have been the Vice President of SKI Group for 1 year. I attend local meetings, steward seminars, booster meetings, district meetings, Western State Conferences, State Conventions and one National Convention. I am the safety representative in my office.

I care about the rural carrier work environment, safety and work standards and retirement benefits. I work for fiscal responsibility in our state association. I believe in PAC contributions to get a voice to the congress to improve EMA and retirement benefits.

One year ago I received an award for my file and money in recognition of work for the Postal Service.

Sandra B. Stober

I would like to attend the National Convention as your delegate. I have served for 6 years on the State Board, two years as Committeeman, two years as Vice-President, and two years as President. I have attended all the business sessions at the National Conventions that I have attended and have tried to represent Washington to the best of my ability.

I would appreciate your vote for delegate to the National Convention this year.

Thank you.

Robert Lange

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## LETTERS TO THE EDITOR

Dear Icelia,

I want to comment on the lengthy letter in the Postman. It seems to be a direct rebuttal of the State President's letter. I started working 10 years ago and the dues were \$75.00 for a regular carrier. I feel the dues increase to \$260.00 is far and above reason and fiscal needs.

I don't think this state needs a full time state steward. With the QWL and the training seminars and count meetings and national paper, we are well taken care of. I made note that 4 paragraphs of your letter talked about the wonders of the state steward. There are just as many people who feel they have been poorly represented by the state steward. One suit which went to court comes to mind. Please keep the fact of 2 sides to an issue in mind when you write Editorials. You have to remain unbiased when you take a job of Editor. Otherwise you become a mouthpiece for one faction.

I favor volunteer, dedicated rural carriers to be on the board, committee and district representatives with small expense coverage.

I want to thank you for the nicely produced "Postman". I'm sure it is a big job to get all the news gathered and printed.

I look forward to seeing you and plan on attending District 1 meeting.

Sincerely,

Sandra Stober

Dear Brothers and Sisters,

August 13, 1985, Legal Counsel Bill Peer referred to NRLCA Labor Relations as a "Mom and Pop operation". He said, "Patently, it seems to me that the future requires this Association to make some *hard decisions* about *upgrading and professionalizing* your labor relations in the field *and the steward program*. Obviously, this will cost money."

I was just "learning the ropes" as area steward when Mr. Peer made those remarks. My next couple of years' bitter experience bore him out. I found labor relations to be a very expensive "hobby" in terms of time, money and personal relationships. The lessons I learned prompted me to write resolutions to the 1987 State Convention to increase the dues, elevate State Steward to a full-time position, and compensate area stewards for time spent evenings and weekends on Union business.

Surprisingly, two of my three resolutions passed. The third, full-time State Steward, was tabled for "study" by a committee, whose recommendations were to be acted upon later by the State Board. The "committee" never met. It is my understanding that it does not intend to meet.

I processed perhaps twenty grievances as area steward, but only three adverse action (discipline or removal) cases. I cannot take credit for winning those three, but I did the "homework". Two of the case files were in excess of one hundred pages, including table of contents and cover letter. I donated much time, effort and money investigating and processing them, but I still found it necessary to claim about \$1,300 expenses for reimbursement by the WRLCA. Was it worth it?

Ask the RCA whose Letter of Warning was rescinded and who was made whole with a week's back pay. Ask the lady carrier whose Letter of Warning was rescinded and who subsequently became successful bidder on a postmaster vacancy. Ask the carrier who was fired for alleged physical disability, and who was made whole for tens of thousands of dollars' back pay and benefits, in addition to being restored to her own route with full seniority.

So why did I quit as area steward? Was it because on three separate occasions the (former) Secretary/Treasurer refused to reimburse my expenses, until I finally had to storm the State Board meeting to demand payment? Or was it because, in the disability case, the National Office declined to appeal our case to arbitration, and we had to organize a legal defense fund, hire an attorney, advertise in the papers and on TV, and panhandle the NALC and APWU for funds to take the case through EEOC?

Could it have been because my wife DID NOT LAUGH at my playful suggestion that I should have a micro-chip telephone implanted in my head; offering instead to grant me custody of our two horses, two dogs and a cat? No, the "final straw" was when I got on my knees to pray, and began by automatically reciting my telephone credit card number. I knew then, it was time to rearrange my priorities.

So, if it was such an ordeal for me to be an area steward just three years, for only two offices outside my own, how then has Neil Buchanan (and his marriage) survived *seventeen years* as State Steward?

Surely, everyone knows that for many years Neil worked a 28-hour route, supplemented by a small (often-neglected) home business in order to have time to carry on the labor relations of this Association. In fact, he felt guilty a couple of years ago bidding a 37-hour route ten miles from home, because it would take more time away from Union business. Now, with only a few years 'til retirement, Neil had to bid a 44-K route seventy miles from home in order to build his "high three".

Apparently this met with the State President's disapproval, because it now costs the Union more money for each day Neil devotes entirely to Union business.

Surely, everyone knows we have had, free of charge, a labor relations secretary named Myrtle Buchanan, who until recently drove school bus to help make ends meet. Doesn't everyone know Neil's route vehicle is a 1967 Rambler Ambassador, and that pretty Oldsmobile you see him drive to meetings now has over 137,000 miles, most of them driven on Union business? Surely, everyone knows the Buchanans have given more time, effort and money on our behalf than we can ever repay.

Your State President told me he feels the dues increase was passed behind the backs of the membership. But wasn't he elected by the same representative form of democracy? He also told me he is opposed to one person-one vote. If neither pure nor representative Democracy meet with his approval, then what form of government does he advocate?

The National Director of Labor Relations agrees with your State President that our steward program is too costly, and that the dues increase is uncalled for. But this same Director of Labor Relations told me, during my involvement in the "disability" case, if the grievant would first agree to waive her Civil Rights under EEO Law, "The way I'm inclined to handle this case is, the Union picks two doctors, the Postal Service picks two doctors, we put their names in a hat, draw one, and his decision is final." When I suggested, as an alternative, a ruling by the majority of a panel of doctors, he replied, "They don't give us that kind of money!"

Brothers and Sisters, should we seek to emulate other states whose steward programs are even less professional than ours? Should we seek to emulate a National Office which offers to "settle" potentially winning cases by drawing names from a hat? Should we balk at paying just ten dollars per payday—less than one hour's wage, and still less than the city carriers pay—while our stewards operate largely out of their own pockets? *Should we allow the current State Ad-*

*administrator to depose our State Steward of seventeen years, sacrificing the benefit of his fortitude, experience and expertise, so he can be replaced by someone who will work cheap?*

Or should we heed the admonitions of Bill Peer, one of the best labor lawyers in Washington, D.C., whose advice the NRLCA pays to ignore?

As your State President said in the last issue of the Postman — think about it. And while you're thinking about it, attend your meetings and vote your conscience. Try to elect delegates to the State Convention who feel the way you do, even if you have to run for delegate yourself.

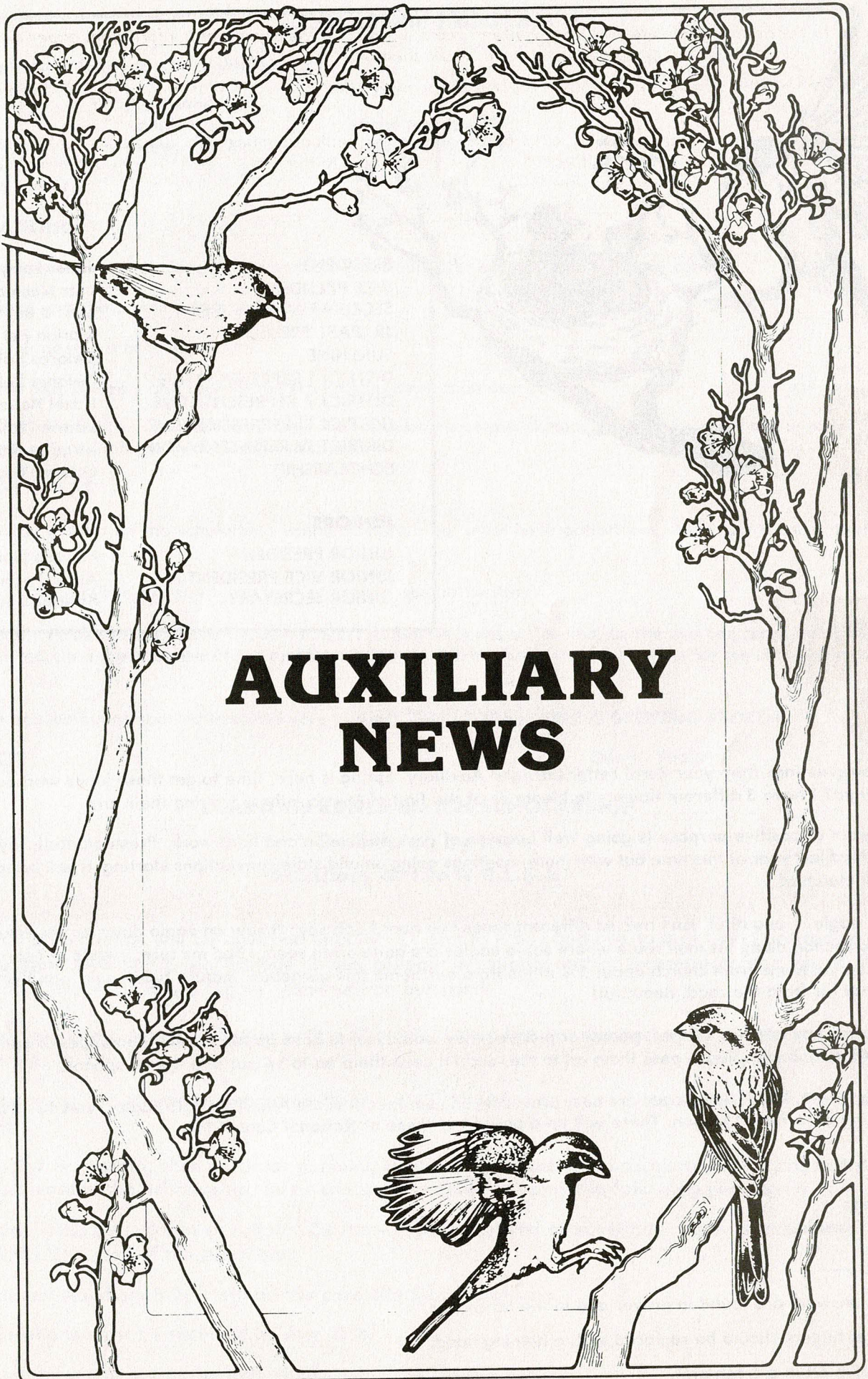
I guess I'd better practice what I preach, so I've decided to run for Clallam-Jefferson President and Clallam-Jefferson Delegate-at-Large. I hereby pledge my support for Dorothy Iannucci as your next State President, and I am pleased to introduce Al Simdars and myself as her campaign managers.

A vote for Dottie is a vote for Honesty, Integrity and Iannucci!

Sincerely,

Jon R. Folk  
Local Steward  
1756 Hwy. 112 W.  
Port Angeles, WA 98362





# AUXILIARY NEWS



PRESIDENT  
 VICE PRESIDENT  
 SECRETARY/TREASURER  
 JR. PAST PRESIDENT  
 SUNSHINE  
 DISTRICT I REPRESENTATIVE  
 DISTRICT II REPRESENTATIVE  
 DISTRICT III REPRESENTATIVE  
 DISTRICT IV REPRESENTATIVE  
 SCHOLARSHIP

Janet Lange  
 Inez Nesmoe  
 Myrtle Buchanan  
 Marian Personett  
 Delores Robb  
 Delores Robb  
 Hazel Halleck  
 Donna Walker  
 Virginia Mackey  
 Odetta Yeager

#### **JUNIORS**

JUNIOR PRESIDENT  
 JUNIOR VICE PRESIDENT  
 JUNIOR SECRETARY

Melissa Norman  
 Alicia Peterson  
 Kerianne Stehr

**HELLO!**

I send you greetings from your Rural Letter Carriers' Auxiliary. Spring is here, time to get those kinks worked out, but slowly, right? I have 3 different flowers in bloom as of the first of March, others waiting their turn.

The program of positive purpose is going well because of your dedication and hard work. President Ruth says we are \$5000 behind last year at this time but with more meetings going on and state conventions starting, it will bring us up to our usual standard.

The bald eagle... beautiful, isn't he? At different times I've heard Bob say, "I saw an eagle down by the lake today." There is a section along his mail route where some eagles are quite often seen. I had my turn: middle of February, one Sunday coming home from church about 2½ miles from our home this gorgeous, mature bald eagle was flying over a pasture not far from the road. Beautiful!

If anyone has any articles, recipes, poems or pictures they would like to have on the Washington pages of our National President's scrapbook, please pass them on to me, and I'll send them on to be put into the scrapbook.

Juniors (ages 6-9, 10-12), I hope you are busy practicing on your model of the American Bald Eagle. Ages 13-15 and 16-20 are working on a T-shirt slogan. There will be a parade of these at National Convention.

God bless you,

Janet Lange  
Auxiliary President

By the way—

"Life's answers are found in prayer and in the Scriptures."

"Critical fingers should be replaced with a helping hand."

Alcohol is often a crash diet.

## SCHOLARSHIP PROGRAM

It's time to send in for your scholarship application.

Odetta Yeager  
102 Laurel Place  
Longview, WA 98632

Phone Number  
1-206-425-0605

Deadline is June 1st.

### QUALIFICATIONS:

- A. Applicant must be a son, daughter, grandson, granddaughter or guardian of a rural carrier.
- B. The spouse must be a member of the Auxiliary.
- C. A guardian need not be a member.
- D. A student may re-apply and receive the scholarship more than once.
- E. It's a good idea for the applicant to request the teachers' recommendations early as teachers are usually swamped with reports the final months of school.
- F. DEADLINE IS JUNE 1.

An article was written on the scholarship winner last Fall, but must have gotten lost. Anyway I'm sorry it was not published.

We weren't home in February so it's my fault an article was not written.

But at this time I'd like to say CONGRATULATIONS!! to Marcie Lewis of Tacoma, as she was the recipient of the 1987 scholarship. Marcie is the daughter of Mr. and Mrs. Bill Lewis. Bill has been an active carrier for the union for a number of years.

I'll send an application as soon as I receive your request. SEND SOON!! TIME IS GROWING SHORT!!

GOOD LUCK!!

Odetta Yeager

### CLARA GARDNER-BURCH SCHOLARSHIP

Sponsored by the  
Auxiliary of the N.R.L.C.A.

Two \$250.00 Scholarships will be awarded annually . . . one to a boy and one to a girl who desired post high school education including 4-year college; 2-year college; vocational and/or technical/career school. If there is no qualified applicant in a category, none will be awarded.

1. Applicant must be a Junior or Senior with a 'B' grade rating, has not reached age 21 by August 1st; and is not married.
2. Applicant must submit recommendation from two (2) teachers or one (1) teacher and one (1) Guidance counselor.
3. If no senior is eligible, then a Junior pursuing a college preparatory curriculum will be considered. If a Junior is awarded the Scholarship, he or she is not eligible to apply the following year again.
4. Applicants must be children of a Rural Carrier—regular, retired or substitute. Parents must be members of the N.R.L.C.A. and of the Auxiliary.
5. The National Auxiliary Board will be the caretakers of the plaque.
6. All applications must be received by July 25th.
7. Check will be made out to the individual.

The names of the persons selected will be announced at the National Convention and their names will be engraved on an award plaque.

The Scholarship will be awarded on the basis of need and desire to pursue a career as outlined in the application.

The decision as to the winners shall be decided by a Committee consisting of the Auxiliary President, Vice-president, Secretary and Treasurer. The Treasurer shall act as chairman. All decisions will be final.

Applications must be received by the Scholarship Chairman no later than July 25th of the year for which the candidate applies.

Application must include name, address, birth date, name of highschool attended, name of school to which they plan to attend, parent's name and a brief essay on why they desire to pursue further education with stated goals as well as any information that would substantiate a special financial need.

Recipient is allowed to receive only one (1) Scholarship sponsored by the Auxiliary of the National Rural Letter Carriers Association.

### **THE MARIE V. MUCHMORE SCHOLARSHIP**

**Sponsored by the**

**Auxiliary of the N.R.L.C.A.**

Awarded annually to a son or daughter of a Rural Letter Carrier—regular, retired or substitute; who desires post high school education including 4-year college; 2-year college; vocational and/or technical/career school.

Candidate must be an active member of the N.R.L.C.A. Junior Organization, who has graduated from high school or is a member of the senior graduating class; has not reached the age of 21 by August 1, and is not married.

The Scholarship will be awarded for meritorious service to the Junior Organization.

Financial need will not be a consideration.

The name of the youth selected will be engraved on the Service Award Plaque and will be announced at the National Convention of Juniors. The Plaque will be displayed during the National Convention and the Nebraska Auxiliary will retain guardianship during the non-convention time period.

The Committee shall consist of three members of the Auxiliary of the N.R.L.C.A. Executive Committee; one active member of the Nebraska Rural Letter Carriers' Auxiliary; and one National Junior Sponsore; with the Chairman of the National Auxiliary Executive Committee serving as Chairman of the Scholarship Committee.

The decision as to the winner and amount of the Scholarship by the Committee will be final.

Application must be received by the Scholarship Chairman no later than July 25th of the year for which candidate applies.

Application must include name, address, birth date, name of highschool attended, listing of service to the Junior Organization, including state and national, and brief essay on desire for further education with stated goals.



## GUIDELINES FOR AUXILIARY

### MEMBER OF THE YEAR

The Auxiliary of the Rural Letter Carriers' Association presents a challenge to the potential member. The award will be known as the "Tricker-PNO Service With A Smile Outstanding Auxiliary Member" Award.

The Outstanding Auxiliary member:

1. Should show interest, enthusiasm, and concern for our organization.
2. Will become involved in the meetings of the county, state and national organizations, and accept the responsibility of holding offices on any level.
3. Will become informed by reading the rural carrier publications.
4. Will support the state and national humanitarian projects, thereby gaining valuable knowledge about the leading health problems.
5. Will further the purpose of the Auxiliary by showing interest in the rural delivery service and Associational work.
6. Will become a more useful and better informed citizen of the community.

As Mrs. Tricker so stated: "The purpose of this Auxiliary shall be to unite fraternally its members, to help create a greater interest in rural mail service and associatin work, and to cooperate with the National Rural Letter Carriers' Association to seek benefical legislation".

Decide upon a way to select an Outstanding Auxiliary Member from your state during your state convention and give their name to the National Auxiliary Officer!

NOTE: Just a suggestion! If you have several names and cannot decide upon one, put them all in a 'hat' and draw one out. Good Luck!

### "PARTICIPATE"

Participate—to have or take a share with others (in some activity).

The above word is from the dictionary along with its meaning.

I know that each one of us take a share with our spouses in a number of activities. I know that it seems sometimes that there aren't enough hours in a day to get everything done that we'd like, but it seems that the County meetings do not meet so often that we could not come at least once a year or perhaps twice a year to see what the job is all about.

Right now the Association needs help with letter writing on the E.M.A. legislation, it is very possible in the future we will be fighting to keep the mail from going private. That's when we will need every spouse writing, calling our legislators so there will be mail for the carriers to deliver.

Don't sit bafk and take from all the work the past and present officers and members have done. There has been many, many hours of time donated to the Auxiliary and lots of interest shown drom the Association to keep us going, but the time has come to have some more new faces with new and fresh ideas.

Ours is an organization to be proud of from the National level down to the local level. It is a family organization where the children have their own officers and program. Contests to enter and Scholarships to win. In the past there have been more than 20 children at Convention and there were lasting friendships formed.

Sure would like to see each of you at a County meeting soon. Now is the time as the upcoming meetings will be selecting delegates to the State Convention. It is also the time for resolutions to be presented.

By the time this is published I will have been to Maine taking care of 3 grandsons while their parents are at Andrews Air Force Base while my son-in-law is in the hospital.

Hope you had a "Happy St. Paddy's Day" and a most Blessed Easter Season.

Myrtle Buchanan  
State Sec'y

~~~~~

Winter has passed and God has ushered in "GLORIOUS SPRING".

Our National President, Ruth Powers, has chosen Research for Diabetes for the Health Project, with the motto of the Diabetes Foundation: "There's a cure and together we will find it."

#### AMERICANISM:

The Bald Eagle will serve as the Patriotic Symbol. Donna Walker wrote an excellent article in the last issue of the Postman on Americanism and the Bald Eagle. I will write different facts about the Bald Eagle and it's like a continuing story that unfolds for us.

#### BALD EAGLE:

- DESCRIPTION:** Adult over 5 years old has snow-white head, neck and tail; brownish-black body. Yellow bill. Immatures brown except for whitish wing linings and usually whitish blotches on underparts. Head and tail gradually whiten with each molt as birds attain adulthood.
- VOICE:** A thin, chattering note, quite weak for so magnificent a bird.
- HABITAT:** Most often on or near seacoasts; also large lakes and rivers where fish are abundant.
- NESTING:** 1-3 white eggs in large nest of sticks usually placed in tall trees, especially conifers. In the Northwest this bird will choose a nesting tree that is obscured by a dense stand of younger trees. Nests are renovated year after year, increasing in size.
- RANGE:** Formerly bred throughout North America, but now breeds only in the Aleutians, Alaska, parts of northern and eastern Canada, northern United States and Florida. In winter, along almost any body of water, especially larger rivers in the interior of the continent.
- FEEDING:** Although the Bald Eagle eats carrion and sometimes catches crippled waterfowl, it is primarily a fish-eater. Its beachcombing role has been its downfall, for it accumulates pesticides in its own body from contaminated fish and wildlife. Hunting, poaching and encroachment of civilization have diminished its populations drastically except in the rain forest of Alaska and northern and central British Columbia.
- Note:** The Bald Eagle is making a comeback in the U.S. due to federal policies on pesticides.
- Note:** This information came from "The Audubon Society Field Guide to North American Birds (Western Region)".

We are very fortunate where I live that the Bald Eagles are so close by. Not too far north along the Skagit River is an excellent sightseeing place for the Bald Eagle. There is something so majestic about the Bald Eagle, especially as it soars and flies above us. Truly God is the Creator.

I couldn't close my article without a few words about "OUR FLAG, OLD GLORY" and what it means to all of us that we are fortunate to live in a wonderful country. Long may it wave and have the respect and dignity that it deserves. Let's be proud of our flag and fly it often. Flag Day is not far off and neither is Fourth of July. Our flag truly represents AMERICANISM.

Let's attend our County meetings, District meetings (these will be soon over when the Postman comes out), and Western States Conference, State Convention in June in Mt. Vernon and even National Convention in Florida in August. It's great just to be part of the Rural Carrier Family.

I have been traveling to County Meetings and District Meetings too and we are getting information out about Diabetes.

Delores Robb  
District I Committeeperson

~~~~~  
Can you believe the beautiful weather we are having? Spring is certainly with us!

I know you are all anxious to begin your gardening, but please take a little time to create something for the Country Store at State Convention. You have always been generous with your time and talents and it is greatly appreciated.

All hand-made items sell very well. If you can sew, cook, work with ceramics, paint, etc., we certainly would appreciate some of your handiwork. Even those little plants you are nurturing sell very well.

All the proceeds from the Country Store are used for a scholarship of at least \$250.00 for a child or grandchild of a Rural Carrier. Do have your child or grandchild get his or her application from Odetta Yeager, Scholarship Chairperson.

Hope to see you all at State Convention in Mt. Vernon, June 20-22.

May all of you have a very Holy and Blessed Easter.

Hazel Halleck  
District II Committeeperson

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Winter is on its way out and the spring flowers are popping up. How wonderful!

Lynn and I are looking forward to seeing as many of you who can attend the District III meeting at Davenport. What a great way to start spring.

In February I went with Lynn to Portland for the Mid-Winter Conference. He had meetings to attend while I, on the other hand, enjoyed! Having friends in Portland, I did sightseeing, shopping and enjoyed some of Portland's great eating places.

We're planning to attend the Spokane meeting in April. It's nice to get to meet members of the Rural Craft and their spouses. See you in April.

Just a thought for Easter:

### **EASTER**

Easter is Life:

That divine and subtle fire awakening all that slumber . . . the grasses, emerald . . . The flowers, ethereal: weaving over the Earth a prayer rug . . . where pilgrims kneel.

Easter is Joy!

It is the Earth opening her eyes after a long dark night. It is the newborn blossoms of trees, fluttering open . . . like baby hands. It is iris and jonquils and tulips; it is fields of lupine, purple as wine, and golden cupped poppies, sipping the dew of communion. It is woods . . . the cloisters of the Earth where violets anemone and dogwood are radiant in adoration.

Easter is Holiness:

It is orange blossoms . . . the fragrance of God's breath. It is the essence of grace . . . illuminating the lily. It is an aria pouring from the throat of a meadowlark and his tremendous chorus. It is the mighty hymn of the ocean and the orchestra of the forest, magnificent, intoning the Key of Divinity.

Easter is the Evidence shining in the sun, Inscribed in the grass, Written on every leaf, Carved in every flower and tree, Penciled in rain, Sung in streams, and Reflected in all the stars . . . of the Imperishable soul of Man.

God Bless,  
Donna Walker  
District III Committeeperson

Some of you may not be familiar with Provident Guild or understand the purpose of this organization.

Most people carry a life insurance which is a necessity. If ever we should have to draw on our insurance there is always a time period between the death and the actual payment of the life insurance. This is where Provident Guild takes over with an immediate payment of \$250.00 and the balance paid in August. The August payment is divided equally among the beneficiaries of that year.

The Guild is a Fraternal **Non-Profit** death benefit department. It's open to all Regulars, Substitutes and RCR/RCA rural carriers and their spouses, who are under 55 years of age.

The dues are your choice of benefit classes, ranging from \$10 to \$50. The available classes depend on your age at time of application.

|               |         |
|---------------|---------|
| Under 55..... | \$10.00 |
| Under 50..... | \$15.00 |
| Under 45..... | \$20.00 |
| Under 40..... | \$30.00 |
| Under 35..... | \$50.00 |

You can become a Guild member until you reach 55. After that age you cannot enter the program BUT you do remain in it as long as you pay your Guild dues annually.

Claims are to be filed within 30 days after death. The claim form together with a copy of the death certificate are to be mailed directly to the Secretary/Treasurer. If death certificate is not available within this time please advise the current Secretary/Treasurer: Mrs. Donald J. Westfall, P.O. Box 139, Shreve, Ohio 44676.

Your National magazine usually has informative articles on Provident Guild. If you are interested in joining or have other questions, contact any Provident Guild Officer, State Association or Auxiliary Officer for details. You can secure application from them, or write Mrs. Donald Westfall (address above). Think about it! It's a very good deal.

Virginia Mackey  
District IV Committeeperson



**HELLO EVERYONE!**

Here it is time for another article for the Postman and here I am again.

This time I would like to say a little about our Juniors.

As parents and grandparents and for some even great-grandparents, our children and young people are important to us. As Association and Auxiliary members these young people are important to us too.

Our Juniors help us put across our programs by selling items for our projects, by making posters for our American themes, our health programs, etc.

The Juniors also put on skits to help emphasize things like flag etiquette and care, saying no to drugs, even common courtesy and good manners or a point in history. The Juniors are our hope for the future, they will take over when the rest of us are retired to carry on our traditions of help and service.

I would like to see more Rural Carriers sign their children and grandchildren up as Juniors and take them to State and National Conventions. Traveling to these conventions would let these young people see more of our great country and get a better understanding of the people from different parts of the country.

There are activities planned at the conventions for our Juniors and they are well-supervised while we are attending to business affairs and attending our banquets and such.

There are the contests for them to participate in. Also the Auxiliary has scholarships available for those going on to business college or regular college.

Thank you for reading all this and please do give a thought to the Junior part of our program.

Until next time—God Bless and love to all!

Inez Nesmoe  
Auxiliary Vice President

## SUNSHINE MEMO

When SPRINGTIME comes, Spring comes in on soft wings. Cool whisperings among the branches as buds open, spilling color and perfume. Secrets are shared in small places. A green fern, a graceful lily, both surprises from the good earth. A purple violet winks when its green leaf cover is gently laid aside. Birdsong fills the air as they look for the place for nesting. On the evening breeze at dusk, the whippoorwill's sad call seems endless. And Man, wiping away the cobwebs of the long winter, views the greening Earth and lays out seeds with love in the soft moist earth. Warming sunshine and gentle rain all come to visit again in springtime and we thank the Lord.

Our Rural Carrier Family is special and so we take extra good care of them in a special way, through the cards that arrive at their houses and bring to them a message that they know they are LOVED and someone does CARE! Indirectly we can compare the cards to a visit from rural carrier friends.

The list continues to grow and grow and this is good for we are including more people all the time. I need help from everyone to get me the information about those who are ill, in the hospital, deaths, new births, etc. because we surely don't want to leave anyone out or forget someone. I do appreciate all the help I can get and thank you for this. All of us need **Sunshine** in our lives and it truly makes us feel better. So let's all work together to care for our Rural Carrier Family.

A VERY SPECIAL REQUEST FROM YOUR SUNSHINE CHAIRPERSON

CARRIERS' NAME \_\_\_\_\_

ADDRESS \_\_\_\_\_ BIRTHDAY \_\_\_\_\_

SPOUSE'S NAME  
AND BIRTHDAY \_\_\_\_\_

ANNIVERSARY \_\_\_\_\_

Mail to Delores Robb, 6213-208th St. NE, Arlington, WA 98223

Delores Robb  
Sunshine Chairperson



## JUNIOR NEWS

HI JUNIORS!

As you know our next Convention is in Mt. Vernon. It will be a lot of fun. There we will be electing new Junior Officers. So I encourage all of you to come back and even more of you to come.

Hope to see you there.

Melissa Norman  
Junior President

JUNIORS!!!

Hi! This is Alicia Peterson again asking you to be in the Juvenile Diabetes Walk-a-Thon. It helps young people just like you and me with this disease. For more information write to:

WASHINGTON RURAL LETTER CARRIERS'  
ASSOCIATION

Charter No. 31

*"Service With A Smile"*





**Friends, it is again my sad duty to report another loss in our Rural Carrier Family.**

**Mary Neher, of Wenatchee, died February 9, 1988. Mary was a former State President of the Auxiliary and was very active in the association for many years. Her passing saddens us all.**

**Ed**

Washington Rural Postman  
Icelia Peterson, Editor  
16905-36th Ave. East  
Tacoma, WA 98446-1313

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