

# WASHINGTON RURAL POSTMAN

OFFICIAL PUBLICATION OF THE WASHINGTON RURAL LETTER CARRIERS ASSOCIATION  
DECEMBER 1990

## REPORT OF THE PRESIDENT AND ASSISTANT STATE STEWARD

We have been busy the last few months trying to organize those offices with low membership. I have found in visiting some of those offices that there is a lot of misconceptions about what the Union has, or has not, been doing for its members.

These complaints are coming from people who seem to feel that they have no responsibility for what happens in their office or their craft.

I have attempted to counter these negatives with positives and find that the positives far outweigh the negatives. Can you imagine that there are still gripes about the "L" route factor even though it literally saved our craft?

Automation will change our craft even more than the "L" factor did. Many carriers don't realize that this major change is coming to our craft even with the letters from the Postmaster General. We are fortunate that the National Officers have taken automation, and our accommodation of it, out of negotiations. The National Joint Steering Committee for Quality of Working Life will work out a solution fair to both sides, I feel sure.

QWL/EI is **your** avenue to make changes occur in your working environment. It is a process that is fundamentally a union/management process, therefore, you must be a member of the Association to become an active participant in the Process.

We hope to have 100% of the offices with rural delivery in the Seattle Field Division trained to the Process by the end of 1991. Be ready to be a part of this exciting Process when it is offered to your office!

Because of the contract negotiations, I did not have a Fall Booster meeting. As soon as I know when the joint Washington/Oregon officers meeting is scheduled, I will plan the Booster meeting.

The Washington/Oregon officers meeting will be the State officers' opportunity to learn about the new contract. The Booster meeting will be **your** opportunity to learn from us. Please make an attempt to attend, or at least help a representative from your office to attend.

We have had some more removals for theft! Please handle all mail according to regulations. A cents off coupon, or cassette is not worth your job!

Christmas is nearly upon us. This is the only time of the year we rural carriers receive overtime. It is also the time when some management feels the need to pressure us into doing more in less time. The very nature of our pay system encourages us to work as fast and efficient as we can all of the time. Do not tolerate pressure to work unsafely, or "off the clock". Please report any such pressure to Neil or I.

I hope that everyone has a wonderful holiday season!!

Dottie Iannucci

## REPORT OF THE VICE-PRESIDENT

The summer season of conventions, vacations and long days are behind us. It is now time to prepare for the upcoming holiday season and those short winter days. Can't say that I'm looking forward to the shorter days.

My second term as your vice-president got underway at our state convention in Vancouver. A special thank you is in order for Jennie Seeley and all District II members who were responsible for seeing to it that the convention was a success.

The state convention out of the way, it was time to get ready for the National Convention in Little Rock. This would be my first National Convention. I found it to be an enlightening experience. Going to the convention as the delegate-at-large left me a little apprehensive. Knowing that I was representing the desires and wishes of the members of this state was not to be taken lightly. In addition to the routine business of the association, there were seminars available to the delegates covering retirement, OWCP, auto insurance, labor relations, QWL/EI, and the rural carrier health benefit plan. Needless to say - all these seminars were scheduled for one afternoon. I was able to attend the majority of the seminar on retirement and all of the one on QWL/EI. The latter was conducted by the National Joint Steering Committee (NJSC). It was next to impossible to absorb everything that was covered. Rather than trying to recap all the issues, resolutions, and changes that came about as a result of the convention - I would like to suggest that when the convention issue of the National magazine comes out in late October/early November each member take the time to read those portions of the proceedings they feel are most important of or interest to them. Keep in mind that the entire proceedings of the convention are covered verbatim in this issue of the magazine. This includes the complete text of all the featured speakers, in addition to the annual reports of the national officers. I would like to recommend that all members take at least the time to read the address given by Postmaster General (PMG) Anthony Frank and the report given by Judy Brining of Thibodaux, Louisiana. It was her route that PMG Frank helped deliver. I personally feel we could not have selected a better representative of our craft. Her experience as she related it to the delegates is covered in the convention issue, and is worthwhile reading.

The distinguished guest speakers at the convention were the Honorable David H. Pryor and the Honorable Dale Bumpers - both U.S. Senators from Arkansas. Having both Senators of the state is an honor in itself, but we were privileged to have the Speaker of the House of Representatives, the Honorable Thomas S. Foley, address the convention. For our State Steward, Neil Buchanan, this was a special honor as he was personally recognized by the Speaker before the convention delegates, as a good friend. To be so honored had to be the highlight of the convention for Neil.

To summarize the convention from a "first timer's" standpoint, I was truly impressed with how smoothly the proceedings went. The business of the association and the election and/or reelection of National Officers was conducted with little or no controversy. Some of the early rumors concerning challenges to incumbents did not materialize and I feel it was to the overall benefit of the association. It was rather comforting knowing the association was going to be represented at the bargaining table by a united slate of National officers.

Since the convention, I have attended three local meetings on the East side. I was able to fulfill a promise from last year and attending a meeting of the Whitman-Asotin Counties association. Ann (my wife) and I were a little late in arriving, but we did make it. The weather was very cooperative, as it had been most of the summer, since this was a combination picnic and meeting. It was a good meeting, talking to fellow carriers and retired carriers. It is always great to see the continued interest and support displayed by the retired carriers and their spouses. In September I attended my county (Spokane) meeting. It was our first meeting following the summer vacation months and was well attended. In October I was able to make it to the Northeast Counties meeting held in Newport. Again, this was a well-attended meeting. Almost forgot - attended the East side mail count seminar conducted by Neil, here in Spokane. As was the case last year, the North Idaho carriers were invited.

As a facilitator in the QWL/EI process, I would like to say that it is still very much alive and well. It is about to expand further here in Eastern Washington in the near future. Many of you will be given the opportunity to participate in the process and I hope you will take advantage of the chance to become a part of the process. Having the opportunity to be able to provide an input into the way we do our jobs can only improve the way we do business and make for better working conditions.

I've reached the point that I feel is as good as any to bring this first report to a close. I'm hoping that I will get a change to meet many of you during the course of the year. Until then, I would like to wish all of you a blessed and happy holiday season.

Respectfully submitted  
Ed Koschalk

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### REPORT OF THE SECRETARY-TREASURER

**CHANGE!** You have been hearing that word for some time now. It hit home when I attended the Secretary Training in Alexandria, VA, last week. Some highlights from that conference are as follows:

#### HEALTH INSURANCE

No matter what health plan you have, starting on January 1, 1991, you must have prior approval for scheduled surgery or within two (2) days after emergency surgery. If this approval has not been obtained, you will be penalized \$500.00. Also, the second Doctor's opinion is going to be eliminated.

Open Season is from November 13 - December 10. If you are thinking of changing plans, remember these dates.

Leave Replacements (Subs) are also eligible for Health Insurance if they meet the following requirements:

1. Have had one year of employment
2. They have a work schedule for the next 6 months
3. Their By-Weekly salary is sufficient to cover the deduction.

If Subs are interested in the Rural Carrier Plan, the payroll deduction every two weeks would be: Self only \$74.05; Family \$146.10. In order to belong to the Rural Carrier Plan, you must be a Union member.

#### LUMP SUM

Starting December 1, 1990, we will no longer be able to withdraw the portion we paid into our retirement. There are many of you who, like me, were counting on drawing out our lump sum upon retirement. There goes that word "change" again!

#### RETIREMENT FUND PAY-BACK

Now that the lump sum has been eliminated, it puts those of us who had chosen not to repay our retirement funds not collected while we were Substitute carriers before we became Regular carriers in a new position. We now need to take another look at the situation. Contact your MSC Personnel Office and ask for Form 2903. Send it to the address given and at least study your own personal retirement picture.

#### CONTRACT NEGOTIATIONS

The present state of our negotiations is further behind at this point than any other negotiation. They have not initiated off on one item yet. Not one proposal has been agreed upon. If they continue on this course and not reach agreement, it could possibly go to fact finding and on to possible arbitration. The Postal Service is not serious about putting out proposals. The Union has not seen one proposal in contract language. Unless a proposal is in contract language, it can not be negotiated. The Union has seen no hard copy in the last six weeks, and with three weeks to go, the Union has sent the Postal Service the signals that we are ready to negotiate but they are not.

#### NATIONAL GENERAL INSURANCE

The National General Insurance Company has been sold to General Motors. Don't worry - everything will remain the same.

Something to think about in closing. The membership is slowly increasing, but we still have many cash pay members from last year who have not paid this year. We can not let them slip through the cracks. If you know someone who has not paid their dues this year (due July 1990), ask them about it. Find out why. Also, if you regular carriers have a new sub this year, why not buy their 1990-1991 Dues for them for a Christmas present? It would be a well spent \$47.00

Kit N. Witt  
Secretary-Treasurer

#### June 24, 1990 Board Meeting Vancouver, Washington

Meeting was called to order by President Iannucci at 8:55 P.M. Bob Lange opened the meeting with a prayer. Minutes of the previous meeting were read and approved.

1. Treasurer's Report: The Treasurer reported that there is approximately \$20,000.00 in the checking account.

The Treasurer also handed out the Treasurer Report for July 1, 1989 to May 31, 1990.

2. Old Business:

The Postman was discussed. The Treasurer reported that there is an outstanding amount of \$2,133.87 unaccounted for from the Editor. Darline moved and Lynn seconded that because there is an outstanding amount of \$2,133.87 unaccounted for from the Editor, that no action will be taken until the end of the Convention at the Board Meeting, at which time the Board will readdress the issue if unresolved. Motion carried.

3. New Business:

The Board discussed proposed By-Laws changes to be submitted to the Constitution and By-Laws Committee for consideration on the convention floor.

The Board also discussed and made the Committee Assignments for the Convention.

4. Darline moved and Charles seconded the meeting be adjourned. Motion carried.

Meeting adjourned at 10:30 P.M.

**June 27, 1990 Board Meeting  
Vancouver, Washington.**

Meeting was called to order by President Iannucci at 2:15 P.M. Minutes of the previous meeting were not available.

Karen DeBella requested a refund from the Retirees Banquet as she did not attend.

All Board members are to send their projected expense reports to the Secretary.

1. Appointments:

Insurance Director: Dale Ryan; PAC Chairman: Bob Lange; Provident Guild Director: Ed Koschalk.

2. Advance for National Convention, Neil Buchanan.

3. Editor: The President will call Bill Peer regarding the balance unaccounted for and follow his instructions.

4. Constitution and By-Laws: Neil reported they would be entered in the State computer.

5. Fall Booster: October 20-21, in Ellensburg.

6. Charles moved and Dan seconded that the District Meetings for District I and II be combined, and if possible include new contract information. Motion carried. District I & II Combined Meeting date - March 3, 1991.

Lynn moved and Bob seconded that District III and IV be combined. Motion carried. District II and IV Combined Meeting date - March 17, 1991.

7. Additional Dates: Western States - April 26-28, 1991; State Convention - June 23-26, 1991, in Wenatchee; National Convention - August 6-10, 1990; Mail Count - August 19 and 26, 1990; Steward Training - January 20/27 and February 3, 1990.

8. Editor: The board discussed the dates of the paper. October/February/April issues to be published, as well as the Convention Issue. Remember to send in your articles two (2) weeks before the paper goes to press. Editor will send notices followed by a phone call reminder.

9. Bob moved and Kit seconded the meeting be adjourned. Motion carried.

Meeting adjourned at 4:15 P.M.

**DISTRICT I**

It is a rare rural carrier who has never experienced frustration with some aspect of his/her working conditions. Most of us occasionally think of better ways to efficiently deliver the mail while still providing the high level of service for which the rural craft is so well known. The Quality of Worklife/Employee Involvement Program is certainly one of the best ways to implement constructive changes, but it's not the only way.

Article 31 of the National Agreement is titled, "Union-Management Cooperation" and Section 3c outlines the rules for quarterly meetings between the local steward and the employer's representative(s). Items to be discussed must first be presented on an agenda which in theory both labor and management may submit, but in practice the local steward usually proposes. The only specifically forbidden subject matter at a union-management meeting is grievances. Phrases like "items of local office concern" and "... other labor-management subjects" provide considerable leeway for agenda planning. In instances where the steward is also a facilitator and is therefore unable to be a member of his own office's QWL/EI work team, the labor-management meeting provides another avenue of input from labor to management. Also, in areas where QWL/EI has yet to be implemented, Labor-Management meetings can be immediately implemented. Literally, all that is required is a steward and a submitted agenda. Even in offices without QWL/EI, carriers can meet with their steward to help formulate agenda items they would most like to have presented to management. It is probably a good idea to include an item for the recording of minutes and the implementation of agreements on the first submitted agenda. In that way, it will be clear from the onset that the meeting is a serious attempt on the part of rural carriers to implement constructive changes that will help them in their continuing endeavor for excellence.

Charles Alexander

**DISTRICT II REPORT**

I would like to discuss time card procedures. Do you regularly review and initial your time card, #1314 each pay period? It is your responsibility to verify that all entries on the time card are correct. Verifying correct entries will eliminate unnecessary payroll problems. These are the codes for absences (clip and save):

Annual Leave	A
Con't of pay	C
Holiday	H
Leave W.O pay	L
Limited Duty	E
Other leave	O
Relief Day Taken	X
Sick Leave	S
Training	T
Worked Relief Day	R
10-day Route	K
11-Day Route	J
Steward Duty	Z

Another thing you should know is what retirement plan you are under. There are three categories that apply to rural carriers. Category #1 - Civil Service Plan; Category #5 - Dual Plan; and Category #8 - FERS.

You may not be in the plan you think you are, as this recently happened to a local carrier. We were able to make a correction into the proper category.

Postal Bulletin #21681 (July 14, 1988) came out with a revised smoking policy. Lets remember designated smoking areas must be away from the work site. Separate swing room or a designated area should be provided.

I am involved with QWL/EI Task Force project in Portland on making route adjustment packets. Hopefully the final product will be ready early next year. I will try and have an update on this in another issue.

Jennie M. Seeley

### DISTRICT III REPORT

Hello to the WRLCA and Auxiliary members. Wishing a Happy Holiday Season to all.

Donna and I attended the Okanogan County meeting and stopped by the Convention Center in Wenatchee. The room rates for the 1991 convention will be \$45.00. Hope any of you that have suggestions or ideas will you let me know. I will be getting into planning for the Convention after the Holidays are over. In case anyone doesn't know, the 1991 Convention will be held in Wenatchee, at the Convention Center.

Rollin and Carolyn Goodman of Wenatchee have graciously agreed to help Donna and I, since we live 200 miles from there. We are very appreciative for their help.

In the next issue of the Postman, I'll have some more information and news on the Convention.

Happy New Year to all.

Lynn Walker

### DISTRICT IV REPORT

"Justice is seldom realized by those unwilling to fight"

This was the first thing I wrote down at the first steward training session I attended a little over two years ago. Somebody famous said it. Neil Buchanan quoted that somebody. I think it has a lot to say about our role as union members. There is always a certain amount of fear and intimidation to overcome whenever it becomes necessary to confront management and this quote always comes to mind and helps me to overcome that fear.

A lot of people spend lots of time to negotiate a contract that establishes the rules of the game for our jobs. If we don't make the effort to read the contract and learn the rules, our negotiators are wasting their time; if we're not willing to fight to see that those rules are enforced, then again our negotiators are wasting their time.

Management has the power to make up their own rules, and they use it. Sometimes because they don't know the contract. Usually because it is effective. Unless craft people are informed and willing to fight, this strategy works. I've attended a lot of meetings and a common

complaint is "I had to come in and work my J/K day because there was nobody else to do it and I really wanted to..." That's somebody who realized an injustice but is unwilling to fight to see justice served.

QWL/EI has now been in my office for about two months. It offers us a wonderful opportunity to act. If you already have it, support it; if you don't, be patient and support it when it comes.

Since my election at the State Convention, I've attended the count seminar in Spokane and two county meetings other than my own. It's enjoyable to get out there and start establishing new friendships and exchange information. We're lucky that the same rules apply to all rural carriers. It makes it easier to solve problems and exchange information.

When the new contract comes out - read it and see that other craft members read it, and be willing to fight to see that it's intentions are upheld.

Steve Higgins

### REPORT OF THE POLITICAL ACTION COMMITTEE

In the months and year ahead, the Postal Service and our rural carrier craft will undoubtedly face some struggles and challenges to our jobs, pensions, and to some of the long-retained privileges that we have enjoyed through the years. Contract negotiations are now going on and we need to back up our National Officers in their endeavors for our jobs. How will automation affect us as a craft? Also, there is the possibility of encroachment by highway contract route. How will the new Congress affect our work and retirement? Before the 1992 elections, the congress could also change by redistricting with the East staying about the same, the South and West gaining, and the Midwest losing.

In the 1988 election year our Political Action Committee (PAC) received \$320,000 and for the 1990 election it received \$244,000, which is \$80,000 less. Out of the Labor Union PACs we rank number 36, and in the general PAC we are 67th.

Very little in this life comes free. There is nearly always a time and money cost. In dealing with Congress, this is very true. It is not an accident that PACs with large funds seem to get favorable action on their legislation.

We need to hear from many more of you out there, to increase our funds and give Ken Parmalee something to work with. Don't always count on the other employees to take care of our share.

I will be happy to send in your PAC donations to the National Office. A \$5 donation will get you a membership pin in the PAC; a \$50 donation will get you a leadership pin. Make your checks out to "N.R.L.C.A. P.A.C. FUND" and send them to:

Robert Lange  
PAC Chairman  
724 Trails End  
Lynden WA 98264

Hope to hear from you soon.

Robert Lange



Neil and Myrtle Buchanan (above) enjoy a good meal and the fellowship of rural carriers from all across the country at the National Convention banquet in Little Rock, Ark., this past August. This was the 20th year that they have attended the National Convention. Likewise, (below) Editor Dan Snyder, District No. 1 Rep. Charles Alexander and his wife/rural carrier Pat, enjoyed attending the National Banquet. This was Dan's 5th convention, and the first for Charles and Pat.



## REPORT OF THE STATE STEWARD

There is NO freeze on the hiring of RCA's, at least not as of this writing.

There has been a memorandum of understanding signed that may, I said MAY delay the posting of a new rural route when it has been determined that the impact of automation is likely to require the territory on that route to prevent the other routes from becoming substandard.

This memorandum may have impact on rural carriers likely to come under varying degrees of automation within the next three years.

It is probably as crucial for every craft member to attend the county and state meetings as anytime in our recent history. You need to be informed as to the likely impact of automation.

I will attempt to briefly outline the goals of the memorandum of understanding that was signed by the NRLCA and the USPS.

In offices projected to be substantially impacted by automation within the next three years, one or more of three things can be allowed to happen:

1. Allow routes to continue to grow beyond the 57:36 6-day evaluation that now make them eligible to be adjusted.

2. The carriers assigned to these routes will have to be consulted if the route is to be allowed to continue to grow, instead of being adjusted. The carrier must agree in writing to let it continue to be overburdened and he or she must also agree to stay under 2080 hours.

If Step 1 is insufficient and the Union agrees, Auxiliary routes over 35 hours may be held as Auxiliary and NOT posted.

3. If Steps 1 and 2 are insufficient "and the Union agrees", vacant regular routes may be held un-posted.

The key to all this is at Step 1. the carrier must be willing and wanting the route to be overburdened or the contract prevails and it must be adjusted.

At Steps 2 and 3, the Union must agree that it is in the best interest of the rural carriers in an office to save the vacant routes to build back impacted routes, or they are posted and filled in compliance with the National Agreement.

You may well need to discuss specific cases with your State Stewards. Both Dorothy and I would appreciate frequent updates from all affected offices, so that we may make informed decisions.

One last thought about automation. All rural carriers may still write Vice-President Bill Brown, who is co-chair of the National Joint Steering Committee. You may write to Bill expressing your concerns and give him any ideas you may have about how to accommodate automation in the rural craft.

I expect you all know by now that the Postal Service and the four Unions failed to reach agreement on a new contract. That means that an arbitrator or arbitrators will write our next contract.

The good news is that the rural carriers had reached an agreement on all issues except the economics and if the Postal Service will agree, we can leave an excellent agreement in place and the arbitrator(s) will only have to deal with how big our pay check will be and whether or not much of the Postal Service work will be done by non-carrier employees. Unless the Postal Service just wants to

be nasty, we, the rural carriers, should be in pretty good shape when the contract finally is ratified.

We still continue to have removals for improper handling of mail. Always be sure that all the mail, samples, coupons, etc., in your home came to you thru the normal mail stream - no extras!

I continue to hear about rural carriers who do not stop at a customers box unless they have mail for that box, and in their mind a boxholder is not mail. Folks, we should pay no attention to the rate of postage paid. Mail is mail, and we are charged with handling every piece of it properly.

Hope to see each of you at a meeting soon.

Neil M. Buchanan

## REPORT OF THE INSURANCE DIRECTOR

As your newly appointed Insurance Director, this first four months have been a very interesting experience. I have attended Whitman-Asotin, Northeast Counties, and Spokane County Meetings. I so far have missed one Westside meeting due to an injury to my sub, who was unable to work.

I have focused my attention on safety, which helps keep your insurance rate low. Remember, to keep your mind on your job while you're working.

Dale Ryan

## NATIONAL CONVENTION DELEGATE REPORT

Hello everyone! My election as a delegate to the National convention was indeed a great honor and truly a complete surprise.

After going through the hassle of getting reservations, Hazel and I left the Portland airport at 6:30 A.M., August 3rd, for Little Rock, Arkansas, with one stop to change planes in Denver. Here we met Harley and Delores Robb from Arlington and past National Auxiliary President Margaret Malm from California. When we arrived in Little Rock, the temperature was 95 degrees, raining like mad and thunder and lightening. Humidity must have been 150%.

Spent the rest of Saturday getting settled in our room at the Excelsior Hotel, then Sunday and Monday were spent visiting with old friends and locating meeting rooms for the convention. Sunday evening the weather was beautiful, so we joined 2,500 other delegates and guests for a taste of Arkansas. As they said, the feasting was typical Arkansas fare - catfish fingers, BBQ back ribs, red beans and rice, chicken drummets, hush puppies, fruit, cheese and yogurt (the yogurt was delicious). The native food would take a bit of getting used to.

Monday was meetings all day for State Stewards, Presidents, Vice-Presidents, and Secretaries. Monday afternoon was a PAC Chairmen Seminar. They stated that they raised \$20,000 less last year than the year before. Everyone was urged to continue supporting this much-needed cause. Monday evening was the Junior Talent Show. It was fabulous - the best entertainment of the convention.

Tuesday, August 7, was the grand opening of the general session of the Convention, with the Parade of State Flags, and all the usual greetings and National Officers' reports.

Wednesday morning we were greeted by National Auxiliary President, Sue Bousman. Reports of some of the committees were made, plus a presentation of Quality of Work Life. Afternoon was for seminars: auto insurance, labor relations, retirement, quality of work life, worker's compensation, and the rural carrier benefit plan. Larry Walagora, manager of the Rural Carrier Benefit Plan, Larry Schwisow, Major Group Services Manager of Mutual of Omaha, and Jack O'Bryan, manager of Walgreen Company, conducted the insurance seminar, and this is the one I attended.

Too many people now take health benefits for granted. There are over 37 million people in the U.S. without health benefit insurance. The Post Office consultants told the insurance companies to drop the retirees to save money (the Health Plan refused this suggestion).

Next year the premiums and benefits will stay the same, except for one change (AND TAKE SPECIAL NOTE OF THIS!): The Federal Government insists upon Hospital Pre-Certification. Hospital admission must be approved. Your doctor must call. In case of emergency, the family has two days to notify the company. If you do not abide by these rules, you will be subject to a \$500.00 penalty.

Before January 1, 1991, you will receive a new ID card with a toll free number to call seven days before going to the hospital. Be sure to check with the doctor and hospital to be sure pre-certification has been received.

Those under Medicare "A" will be exempt from pre-certification, since Medicare requires this. The above will tell you how many days you will be allowed to stay in the hospital, barring complications. The doctor can contact the company again and state the conditions and the days will be re-evaluated.

Temporary and part-time employees are eligible for the Rural Carrier Benefit Plan, but the Postal Service will not pay any portion of the premium:

1. Must have been employed for one year.
2. Must be serving a work schedule (at least 6 months) pre-arranged tour of duty (Auxiliary Route, Vacation, K Route, etc.)

3. Salary take home pay must be enough to cover premiums. They must wait for open season and policy will be issued by pay roll deductions only.

If Subs are interested in the Rural Carrier Plan, the payroll deduction every two weeks would be: Self only \$74.05; Family \$146.10. In order to belong to the Rural Carrier Plan, you must be a Union member.

After January 1, 1991, temporary continuation of coverage, children under age 22 lose coverage. they may stay in the plan up to 36 months by paying full premiums plus a 2% service charge.

If you have problems, write to Larry Walagora or the Claims Office. You must have accurate information from the doctor.

Please remember, number of days will be certified for confinement - no payment for extra days in the hospital unless approved. And remember also, it's your \$500 that pays the penalty, so make sure hour hospital stay is approved.

Thank you again for this opportunity to serve you as a delegate. It was very enjoyable. Have a Happy Thanksgiving, a very Merry Christmas, and a very happy New Year.

Joe Halleck

**FROM THE EDITOR'S DESK  
DAN SNYDAR**

Hello! Hope this finds all of you not too overworked from the Christmas mail rush. This is first issue of the paper that I was able to create. The Convention issue is strictly minutes from the State Convention - not much leeway allowed there. Hope this copy is interesting and informative.

I've got a few notes on the tentative agreements that were reached prior to the recent deadlock in negotiations. Financial items are what caused the problems. I'd cause problems too if they wanted to lower the starting salary by 30%. What a ridicules proposal! Might as well go work at Burger King!

Some of those tentative agreements weren't too bad, though. The EMA should increase 2 1/2 cents effective 12/1/90, with another 1/2 cent increase 11/30/91. This is on top of any fuel price adjustments in EMA. The cycle of a 4-week mail count every other year was maintained, but only if requested by the carrier or management, or if deemed necessary by the March volume study. Concerning RCR/RCA's, all RCRs will be converted to RCAs if they have 3 years of service and have passed the test, and are on the register. Call Neil for info on this one. You RCAs serving Auxiliary routes will now earn leave, but not until a 90 day qualifying period has passed. For us Regulars, we can carry over 55 days of annual leave now. Big deal - I'm lucky to carry over 5!

Parcel allowance will be increased from .333 each to .5 on all parcels. This is to allow door delivery. Come to a meeting and discuss this one. Do I have to dismount with parcels? Finally, conversion of Auxiliary routes to regular, which used to happen at 35 hours has been raised to 39 hours. Remember, consider all of the above to be officially unofficial. Nothing takes effect until the contract is ratified.

I would like to invite anyone who wants to attend Western States Conference this coming April in San Francisco, to join Charles and Pat Alexander and I on board Amtrak's train #11, the "Coast Starlight". We leave Seattle Thursday, April 24th, and are traveling by sleeping car. Book now and join us for lunch in the dining car!

Well, I've taken up enough space. Hope you enjoy the paper and photo's. Send me a carrier-related picture of good quality, clean, not over or under exposed, and I'll try to put it in on a "space available" basis. Be sure and include background info.

Dan Snyder  
Editor



PAT ALEXANDER delivers mail on Rural Route # 5 in Ferndale. Pat drives a Ford Bronco 2 with dual pedals. She is the wife of rural carrier and Dist. No.1 Rep. Charles Alexander.



MELANIE CRANDON, Rural Route # 13, Bellingham, takes a breather from her morning casing duties long enough to tell the Editor to take a hike with his camera.



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# AUXILIARY NEWS & REPORTS

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## PRESIDENT'S REPORT

I would appreciate any input from the Juniors on activities they would be interested in doing at the 1991 Convention.

I need to be planning your activities, so please send your input to:

Donna Walker  
President, WRLC Aux.  
2485 Highline Rd.  
Chewelah, WA 99109

I'll be looking forward to seeing all my officers at the Fall Booster Meeting. Please have your reports ready on recipe books or any reports I asked for at last year's State Convention.

Hope your Holidays are filled with Joy and Peace, and your New Year blessed.

Donna Walker  
President

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## VICE-PRESIDENT'S REPORT

The temperature today certainly tells us that summer is long gone and it is time to prepare for the coming winter.

Along with preparing our homes for the cold weather, and of course the festive holiday season, let us all take some time to prepare ourselves for the very important election in November. It certainly will take quite a bit of study and digging into facts to determine just how best to vote on the issues and select the best candidates. Very important issues on environment and taxes are on the ballot and need your careful consideration. There are State and National Representatives up for election. Remember, they are representing you and you want someone you trust looking out for your interests and welfare, and yes, even your jobs!

I sit on the Election Board each year and I am amazed at how few voters make the effort to come out and make their wishes known. Each time I receive my letter "inviting" me to join the Board I think very strongly about refusing. It is a long and confining day, and for some primary elections it becomes very boring when no one comes to vote. It is also a lot of responsibility. Then I have second thoughts. What if everyone had that same attitude? What would happen to our democracy? Who would be most happy to take over all our elections. We all know the answers.

It is our DUTY as well as privilege as Americans to give all these issues our thoughtful and prayerful consideration and then go out and vote, regardless of weather conditions.

Take a little of your time to volunteer your help when it is needed. Don't wait to be asked.

In spite of all that is said, remember your one vote does make a difference. Cast your ballot and help keep America strong and alert.

May I take this opportunity to wish all of you a Happy Thanksgiving, a Holy and Blessed Christmas Season, and a healthy and happy New Year.

Hazel Halleck  
Vice-President

## SECRETARY-TREASURER'S REPORT

It seems like ever since I got back from National convention, I've been working the membership list. It's a big job trying to get the current addresses for every craft employee (member of not) up to date. I've got the list updated from the September National printout and just about have the latest list updated that Neil got in October.

I'm trying to get a list to every county secretary for the Association, plus a list for each District Committeeperson. It takes time to get this done plus do labels for anyone requesting them, plus labels for the editor.

There are a lot of new RCA's being employed, so if anyone knows of new employees in their spouse's office, please contact them and invite them to join the Union. Call them up and say you'll pick them up and take them to the next Union meeting.

The new year has begun and we need to support all the programs. The PAC fund has been neglected somewhat. We need to do better this coming year.

The Auxiliary needs to hear from the male spouses to let us know what they'd like to have in our meetings that will interest them. There has been some talk of having an automotive workshop on changing tires, changing air filters, checking hoses, putting on chains, etc. These are things we all should know, since we are such a mobile society.

Our "Program of Pride" that our National President has chosen this year speaks for itself. Take "Pride" in your work.

I attended the SKI County meeting in Kent. What a wonderful turnout. I think that is probably the largest meeting that I have attended for sometime. The Auxiliary still needs some more attendees. There were Auxiliary members in the Association meeting, but did not come to the Auxiliary meeting. SKI County Auxiliary is the only active group in the state, but I hope that some of the other units will get their Auxiliary active again. I know the routes aren't vacant, so there are Auxiliary members out there. Why not come and see what we're all about?

Hope everyone had a wonderful Thanksgivings and Neil and I wish everyone a most Joyous Holiday Season.

Myrtle Buchanan  
Secretary-Treasurer

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## DISTRICT I REPORT

Greetings from District #1. Our National President, Shirley Miller has chosen a very interesting and special program for 1990-1991. Let's all work together to make her year a SUCCESS. Her theme is PRIDE: Project is ARTHRITIS FOUNDATION, MOTTO is PLANT A TREE, SYMBOL is TREE, FLOWER IS ROSE (white) < SONG is AMERICA THE BEAUTIFUL and BIBLE VERSES ARE PSALMS 97:6 and REV.22:1.

For a \$10 donation you become a member of the "TREE PLANTERS CLUB". There are notes being sold for the Arthritis Foundation. Bicycle Safety for the Juniors. Let's all be workers for Shirley.

Have a Blessed Thanksgiving.

Delores Robb  
District I Representative

## DISTRICT II REPORT

My project for this year is country store. Again the money is used for a scholarship for one of our rural letter carriers, children, grandchildren or guardian children.

We are always in the need for craft items, also baked items can be brought to the State Convention with you. If you can't attend State Convention I'm sure someone will be going from your office. Ask them to bring your items.

I found this in a small magazine and thought it was appropriate:

### "WHAT IS A LETTER"

"A letter consists of bits of news  
Mailed from here to there  
A letter carries friendly talks  
Letting someone know you care.  
A letter is a sunshine thought,  
It's a communicative art.  
May the letter always fly  
Air-mail from heart to heart."

Starrlette L. Howard

Fall is all around, the many colors are almost gone. The family times of Thanksgiving and Christmas will soon be here. We wish you much happiness at this time of year.

God Bless Each of You.

Odetta Yeager  
District II Representative

## DISTRICT III REPORT

I have attended two meetings since convention: Whitman County and Northeast Counties. Neither have an active auxiliary. I was unable to attend LGA even though it is my usual county meeting.

Safety is a great concern for all who spend a lot of time driving. After hearing the impressive safety speech at convention, we in our household have tried not to put ourselves on the road if we are under a lot of emotional stress.

Respectfully submitted,  
Ruth Ryan  
District III Representative

## SCHOLARSHIP

Its not too early to start thinking about the scholarship that the Auxiliary has to offer.

The amount of the scholarship will be \$250.00. The funds for the scholarship come from the sale of items at the country store at convention, which we would like more people to donate to.

**VERY IMPORTANT:** To be eligible, you must be a son or daughter of a parent who is a member of the WRLC Association and their spouse a member of the Auxiliary. If both parents are Rural

Carriers they must be members of the Association. If a guardian, they need not be a member.

Gwen Allen of Chewelah won the scholarship for 1990.

### For information or an application write to:

Janet Lange  
Scholarship Chairperson  
724 Trails End  
Lynden WA 98264

## MEMO FROM SUNSHINE

SUNSHINE means a source of cheer brought to others. That's what we do! These cards are like a visit from all the Rural Carrier Friends. They let you know someone cares.

Our Rural Carrier Family is very special and we must reach out to their needs. I need to know the needs of those who need cards, and in this way they will be remembered. I encourage everyone to help in sending information about those who are ill, in a hospital, have lost loved ones, retired, need cheering up and for other needs. Please keep me informed. I do appreciate all your help and we must not forget anyone.

Happy Autumn to all and a Blessed Thanksgiving.

Your Sunshine Friend -  
Delores Robb  
6213 208th St. NE  
Arlington WA 98223-8214

P.S. - To one and all celebrating Birthdays and Anniversaries we send our Best Wishes and Regards always. Our list grew too fast and for now this is our way of greeting you.



To know her was  
to LOVE her.  
A kind, gentle  
Lady with wit,  
charm, wisdom,  
humor and ENOUGH  
LOVE FOR ALL.

A Butterfly lights beside us like  
a sunbeam and for a brief  
moment it's glory and beauty  
belong to the world.  
Then it flies on again, and we  
are blessed to have known her...

A FRIEND is a very special gift  
that is sent by God above,  
like a golden ray of sunshine  
filled with warmth and gentle love.

"We Shared  
Friendship"  
S.K.I. Auxiliary  
- by DeLores Roth

# On Duty Or Off... You'll Get More Coverage For Less With RLC Auto Insurance!

**Here's why...**

The RLC Vehicle Insurance Plan isn't like other plans because it's available only to Rural Letter Carriers. And it's been that way for over 35 years. With RLC Insurance, all your vehicles—including your route vehicle—are covered 24 hours a day. Regardless of whether you're on or off your route. Better yet, we'll insure you at a low "pleasure use" rate—instead of the more costly "business" rate charged by other companies.

**The Extra Benefits You Deserve**

As a Rural Letter Carrier, you belong to one of the safest driving groups around. And since the RLC Plan insures only safe-driving members—we see to it that you don't have to pay the freight for anyone else. The result? You enjoy lower premiums and broader coverage.

**More Ways To Save**

You can save even more by qualifying



Vehicle Insurance Plan

for some—or all—of these additional discounts\*:

- **Thrifty Fifty Discounts**—10% savings for drivers 50 years and older.
- **Multi-Vehicle Discount**—available when you insure two or more vehicles with us.
- **Accident-Free Discount**—this 5% credit kicks in after 3 years of accident-free driving with us.
- **Low Mileage Discount**—a hefty 15% discount for mature drivers with low mileage vehicles.

Over 17,000 Rural Letter Carriers are already enjoying our low premiums and superior protection. Call now—or complete and mail the form below.

Send or call for your free, no-obligation quote today!  
**1-800-VIP-AUTO**  
847-2886  
Ask for extension: 6807

\*Discounts available in most states.

## YES...I WANT TO PAY LESS AND GET MORE!

Please print and answer all questions completely. Use separate sheet if necessary.

MAIL TO  
RLC Vehicle Insurance Plan  
One National General Plaza  
Hazelwood, MO 63045

### 1 PERSONAL INFORMATION

Name \_\_\_\_\_ Do you own your home?  Yes  No  
 Address \_\_\_\_\_ How long at your present address? \_\_\_\_\_  
 City/State/Zip \_\_\_\_\_ If 3 years or less, how long at previous address? \_\_\_\_\_  
 Phone #: Days (\_\_\_\_) \_\_\_\_\_ Eve. (\_\_\_\_) \_\_\_\_\_ Do you live on a farm?  Yes  No  
 Occupation: \_\_\_\_\_ If military/rank: \_\_\_\_\_ My present insurance co.: \_\_\_\_\_ IF NONE EXPLAIN BELOW  
 No. of employers in past 3 years? \_\_\_\_\_ My current policy expires: \_\_\_\_\_ mo / \_\_\_\_\_ day / \_\_\_\_\_ year

### 2 PASSENGER CAR & TRUCK INFORMATION

Veh No	Year	Make (Ford/Chevy)	Model (Escort/Malibu)	Body Style (2 Dr/Sta Wagon)	Cyl.	Miles Driven Each Way To Work/School	Annual Miles Driven	Used In Business?	Place Car Garaged If Not Residence
1									
2									
3									

\*If yes, describe use \_\_\_\_\_

### 3 RECREATIONAL VEHICLE INFORMATION (Motor Home • Trailer • Camper • Van Conversions)

Veh	Year	Body (Mtr Hm, Van)	Make (Winnebago/Itasca)	Model (Cheftain/Sundancer)	Length	Date Purchased		New Or Used	Cost New	Current Market Value	State Registered In	Driven To Work/School	Estimated Annual Mileage
						MO	YEAR						
4													

YES/NO MILES 1WAY

### 4 DRIVER INFORMATION

(Texas ONLY) Date RV Purchased \_\_\_\_\_ Current Value \_\_\_\_\_

Date of Birth	Sex	Marital Status	Driver's Training?	Date Licensed?	% of Use of Veh			
					Veh #1	Veh #2	Veh #3	Veh #4

TOTAL USAGE MUST EQUAL 100% 100% 100% 100%

Has any driver had a license revoked?  Yes  No  
 If yes, who, when & why? \_\_\_\_\_  
 List all accidents or violations in past 5 years: \_\_\_\_\_  
 Describe accident(s) & dollar amount of damage: \_\_\_\_\_

NC and TX rates and coverages are state mandated. Coverage not yet available to HI, MA and Canadian residents.

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Retired Carrier Rep.  
PAC Director

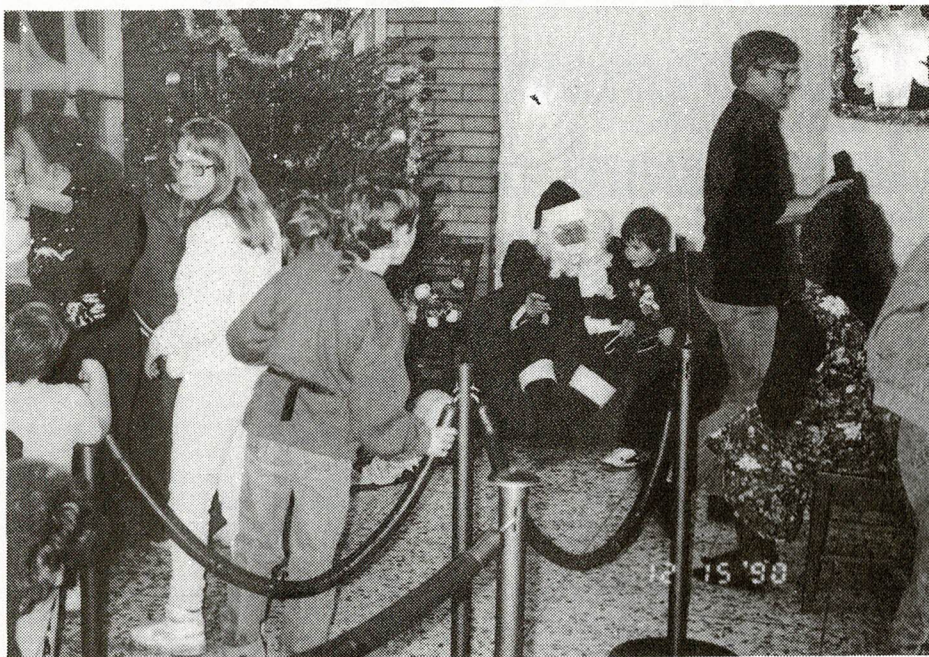
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(509) 935-8282



A very successful open house was held December 15 at the Mt. Vernon Post Office. The event, planned and coordinated by the local Rural Carrier QWL/EI workteam, was a big hit with the public and employees alike. Patrons were treated to juice and cookies, a visit with Santa Claus (played by Gerald Thomsen), and a tour of the post office facility. All the kids who visited with Santa were also given a free picture of themselves with the Jolly Old Elf. Standing to the right of Santa is the official photographer, SPO Rudy Johnson (above). Retired rural carrier Avalon Kaiser, and rural carrier Lee Reynolds (below) take a few minutes to tell Santa what they would like for Christmas.





(above) Two little visitors enjoy a few moments with Santa Claus at the recent open house in Mt. Vernon. Mrs. Claus (below), played by rural carrier Judy Suda, rests for a few minutes during a lull in the mornings activities. The all volunteer event did much to enhance the Postal Services' image in the local community. Customers were also able to avail themselves of complete window services during a portion of the open house. These carriers are already looking forward to hosting another open house next year.



WASHINGTON RURAL POSTMAN  
Dan Snyder, Editor  
P.O. Box 711  
Ferndale, WA 98248

Non-Profit Organization  
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Permit No. 291

Address Correction Requested

**Quality Of Work Life  
Employee Involvement**

**QWL/EI**



**Management ↔ Craft**

**It's A Joint Effort**