



WASHINGTON RURAL POSTMAN



Official Publication of the Washington Rural Letter Carriers Association
January 1992

FROM THE STATE PRESIDENT

This is my first article as your President. A lot has happened since the convention in Wenatchee. The highlight of the convention was the report given by National Committeeman Lawrence Adams. His report dealt with the tentative agreement reached with the Postal Service as well as the MOU reached concerning automation and its' impact on the rural craft. Needless to say, not everyone was happy with the agreement or the Automation MOU.

July found the State Board meeting with the membership statewide to discuss the contents of the tentative agreement. These meetings also served as mail count seminars. The majority of rural carriers at these two meetings left no doubt in directing the State Officers to vote to reject the contract. That wish was carried out.

August found about a dozen members of your state attending the National Convention in St. Paul. It was, to put it mildly, a lively and controversial convention. Our new National Agreement had been ratified, even though all states had not had the opportunity to cast their votes, and the agreement was signed at the Wednesday night banquet by PMG Tony Frank and then President Vernon Meier. I would encourage you to read the convention proceedings in the national magazine.

September was mail count month. In most instances, the count was favorable-showing an average increase of one hour. The next national mail count will be in September, 1993. As was the case this past year, it will be an optional count. Either the carrier or management can opt to, or not to, count.

In October I had the privilege of presiding over my first Fall Booster meeting. We were honored to have our newly elected National President, Wm. R. Brown, Jr. as our guest. At the stewards seminar, Janice San Jose, Manager Labor Relations, Seattle Field Division, was in attendance. At the Sunday session, Robert L. Nelson, Manager Delivery Programs, Seattle Field Division, fielded numerous questions. He was very well received, and there is no doubt in my mind that he will be invited to speak at future events.

I have been selected to replace Neil Buchanan on the Division Joint Steering Committee, and will also be the Co-Chair. I will be attending a 5 day training session in February, and will assume the duties in March.

Having brought up the the QWL-EI process, a suggestion has been proposed by the DJSC to have members attend the District meetings to answer questions about the process. Bob Nelson has expressed a desire to discuss and clarify the CLASS

labels. Another proposal was to have an automation display set up at the state convention, with presentations explaining the impact automation will have in the way we do business. If you would like to see such a display, please contact any state officer and express your wishes.

With all the changes on the horizon, it is imperative that we stay informed. There is no better way of doing that then by becoming involved in QWL and being active in the Association. Participating in QWL gives you a voice in our changing workplace. Don't let someone else make all the decisions and then be critical of the outcome. **GET INVOLVED AND STAY INFORMED!**

Ed Koschalk
State President

FROM THE VICE-PRESIDENT

1991 was a year of firsts for Donna and I. It was my first year as your vice-president, our first national convention, and Donna's first plane ride. She says that after the first of anything it only gets better, so she will do the flying scene again.

By now you should have all gotten your lump sum payments. That's probably a first there, also. The USPS overpaying a whole segment of employees! (RCR's and RCA's)

This past September QWL came to my corner of the state. In December my workteam went on a tour through the Spokane Annex and observed automation first hand as well as the entire mail processing facility. We also toured Cental Mark-Up. Since its' inception we have struggled to make it operate better for both the USPS and the customer. It was a very worthwhile project and trip, and I would like to see everyone have the opportunity to tour their own mail facility. For one thing, it would give new employees a feeling of understanding and belonging. All Postal employees have one thing in common, and that is the goal to provide the best service possible.

Donna and I attended the Fall Booster Meeting in October in Everett. Bill Brown and Bob Nelson answered many questions. I would encourage each of you to try to attend a state meeting if possible. Much information comes out of these meetings. It never ceases to amaze me that so many of us have such a lack of knowledge when it comes to our jobs, pay, and rights.

Thank you for giving me the opportunity to serve as your vice-president.

Lynn Walker
Vice-President

**BOARD MEETING MINUTES
JUNE 23, 1991**

The meeting was called to order at 7:15 pm by President Dorothy Iannucci at the Wenatchee Convention Center. Bob Lange gave the opening prayer.

Dorothy announced that she was rotating off the Divisional Joint Steering Committee and had chosen Charles Alexander as her replacement and asked that the Board ratify the appointment. Dan Snyder moved and Ed Koschalk seconded that Charles be ratified as the nominee for the appointment to the steering committee. Motion carried.

Discussion was held on persons attending the Banquet without purchasing a ticket just to see the entertainment and the awards. Jennie moved and Charles seconded that to enter the Tuesday night Banquet, you will need a ticket. Motion carried.

NEW BUSINESS

Dan Snyder moved and Lynn Walker seconded that the Board recommend a resolution changing the makeup of both the National and Regional Joint Steering Committees as it pertains to the craft. Motion carried. Dan Snyder moved and Lynn Walker seconded the following resolution: *"Whereas, National Officers have more than enough to do fulfilling the everyday requirements of their office without devoting large blocks of time to QWL/EI, be it resolved that National Officers not serve on the National Joint Steering Committee nor the Regional Joint Steering Committee"*. Motion carried.

Dan Snyder moved and Jennie Seeley seconded that the Board recommend a resolution indicating the desire to keep a Labor Relations officer on the Divisional Joint Steering Committee. Motion Carried. Dan Snyder moved and Ed Koschalk seconded the following Resolution: *Whereas, each Divisional Joint Steering Committee is required to have a PCES Executive as one of the Management members, be it resolved that the DJSC be required to have among it's craft members, a State Steward, Ass't. State Steward or Area Steward"*. Motion carried.

Dan Snyder moved and Lynn Walker seconded that we dispense with the reading of the minutes and approve them. Motion carried.

The Auxillary requested that the Board help with the funds needed for insurance for child care for the Juniors. Dan Snyder moved and Lynn Walker seconded that the Board underwrite the Junior Program in the amount of \$500.00 for the 1990-91 State Convention. Motion carried. Jennie Seeley opposed.

Kit Witt moved and Dan Snyder seconded that the Board turn over the remaining jewelry supply to the Auxillary for them to sell to help with the expense of the Junior Program.. Motion carried.

Discussion was held on the Steward Training Program. Jennie Seeley moved and Dan Snyder seconded that Stewards who were not in attendance for Steward Training until after lunch on June 23, 1991, will not be reimbursed for mileage and meal. Motion carried.

Steve Higgins moved and Kit Witt seconded that the Board submit the following Resolution to the Convention Delegates: *"The Washington Rural Letter Carriers Association wants to express their extreme dismay to the Officers of the National Rural Letter Carriers Association for failure to pursue parity as required by their Jan 5/91 Resolution passed unanimously by the National Officers"*. Motion carried. Committee assignments were then made.

Bob Lange moved and Charles seconded that the meeting be adjourned. The meeting adjourned at 8:30 pm.

JUNE 26, 1991

The meeting was called to order by President Ed Koschalk at 3:15 pm. Bob Lange gave the opening prayer. Minutes of the previous meeting were not available due to time constraints. The following appointments were made: **Provident Guild Director-Lynn Walker. Political Action Director-Robert Lange. Insurance Director-Christine Briggs.**

Dates were set for the following meetings:
Count Seminars-July 21 & 28, 1991
Fall Booster, Oct 5&6, Everett, WA.
Steward Training, Feb. 29 & Mar. 14/92.
Western States Conference, April 24-26/92.

Dan Snyder moved and Steve Higgins seconded that the Secretary/Treasurer be sent to Western States Conference with LWOP and mileage and per diem paid by the Association. Motion carried. Kit Witt abstained.

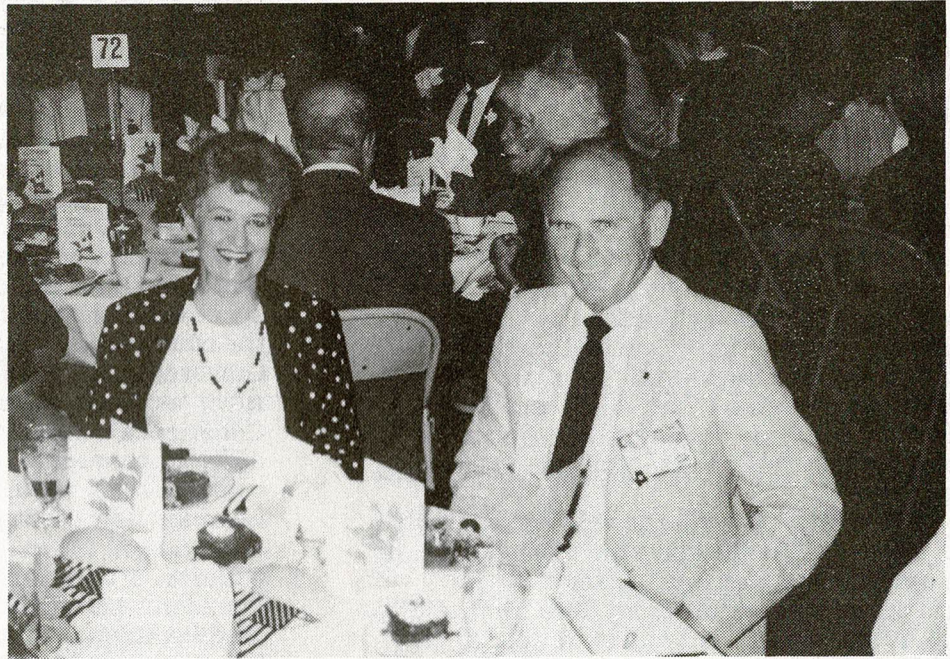
Other meetings addressed were the Oregon/Washington Area Officers Meeting-no date available. State Presidents Conference-no date set. Secretaries Conference-Oct. 27-29/91. State Convention for 1992-June 21-24, Everett, WA. District 1 & 2 -March 1/92. District 3 & 4, Mar.15, 1992.

Board members were reminded to submit projected budgets for the 1991-92 year to the Secretary/Treasurer. Meeting adjourned at 4:30 pm.

**Kit Witt,
Secretary/Treasurer**

HAPPY RETIREMENT

Retirement wishes to **Kay Beasley** of the Battleground Post Office, who retired recently after 28 years of service!



(Above) Ed Koschalk, President of the Washington Rural Letter Carrier's Association, and his wife, Ann, enjoy the Banquet at National Convention in St. Paul, MN, this past summer. State Secretary/Treasurer Kit Witt (lower left) receives her Carrier of the Year award from then National President Vernon Meier during a special ceremony held during the convention. Kit was selected as Washington State's Carrier of the Year for 1991-92.



NATIONAL CONVENTION DELEGATE-AT-LARGE REPORT

I'm Dan Snyder, Editor of your state paper. This past summer at our state convention I was chosen to be your delegate-at-large to the 87th National Convention in St. Paul, MN.

I arrived at Minneapolis/St. Paul Airport the afternoon of Monday, August 5, 1991. I missed all of the weekend social functions, but the important stuff was yet to come. The convention opened Tuesday morning with the parade of state flags, and all of the customary greetings and speeches. Keynote speaker Tuesday was U.S. Senator David Durenburger. He told us that America's strength comes from the main street of Rural America. We also heard addresses from Legal Council Bill Peer, Lobbyist Ken Parmalee, and Armando Olivera, President of the League of Postmasters.

Wednesday morning the session called to order at 9:00 am. Wednesdays are always morning session only, as the afternoon is set aside for seminars on topics ranging from Auto Insurance to OWCP and Retirement. They all start at 1:30 pm, and in different rooms, so you have to pick what's most important to you and attend it. I attended the Editors Luncheon and Seminar, so I had to miss all the other meetings. Wednesday night is also the National Banquet night. This year our National Contract was signed at the Banquet in front of the delegation by Postmaster General Tony Frank and then President Vernon Meier.

Thursday morning the session called to order, again at 9:00 am. Featured speaker of the day was Minnesota Congressman Gerry Sikorski. He was a lot of fun to listen to, and kept the audience laughing. He's definitely one of our strong supporters. After his speech came the Carrier of the Year awards. Washington Carrier of the Year for 1991 is Kit Witt, and she got to go up and receive a plaque.

After lunch, we reconvened at 1:30 pm and went right in to the Resolutions and Constitution and By-Laws changes. The resolutions numbered around 160. We passed resolutions to provide for month long mail counts, 3 days funeral leave, use of sick leave to care for sick family members, 30 days annual leave after 26 years, mandatory parcel lockers with all NDCBU's, automatic 5 minute stamp stock credit for "L" routes, the elimination of "L" routes, CLASS labels as an option only, 60 minute lunch breaks, additional time allowance for parcels, and changing dismount time allowance to reflect actual time. Speaking of dismount time, I had an incident on the route this past summer that makes the Post Office's allowance seem generous. I pulled up to this one mailbox. It sits a little high, and is slightly bent. I hit the side of the box and the lid comes down on the car door and the world's largest black spider rolls down the lid and on to the seat between my legs. I swear I heard it growling. I was able to sweep

it with a letter into my flat box, then I was out of the car like a shot. I think I broke the dismount speed record. It took a minute to find the monster and kill it. Getting back to the resolutions, remember that all of these are just proposals that will be presented at the next contract negotiations. Some of them could end up being discussed in QWL at the National level and implemented through a Memo of Understanding..

Thursday night was also the Caucus night. This is when all of the delegates and guests gather in separate rooms to hear the candidates for National Office speak on their platforms and agendas. You break according to what section of the country you are from. The Western States Conference, which we are part of, had our own room, as did the Eastern States, Mid-Western Conference, etc. It was interesting to hear the different candidates speak on our issues.

Friday morning session opened with an address from the President of the Juniors Association, followed by the election of National Officers. Bill Brown of Alabama was elected President, Scottie Hicks went from Sec/Treas to Vice-President, and Roger Moreland went from being our Western Region Representative to Nat'l Sec/Treas. I was on Tellers Committee No.2, and got to help count the votes in the election for Director of Labor Relations. Incumbent Steve Smith was challenged by Larry Jones of California. Steve retained his seat. After the elections came the all important distribution of delegate mileage and per diem checks. Then the 87th Annual Convention of the NRLCA adjourned. Next years convention is in Tulsa, Oklahoma.

Thank you for electing me as a delegate to the National Convention, and for selecting me to be Delegate-at-Large.

Dan Snyder

AD-HOC TRAINERS SELECTED

Congratulations to the following rural carriers on their selection to the ad-hoc trainer positions. Their jobs will be to train new employees in the rural craft. Selected were: **Pam Hooper, Rich Kayser, Peggy Beckmeyer, Pamela Day, Carol Doherty, Linda Hiteshew, Ann G. Howe, Judy Peck, Ron Serefini, Dwane Turk, Dorothy Fell, Barb Foster, Lynnette Hall, Cindy Norman, Sherry Patano, Jack Spangler, Robert Bolich, Noretta Stritske, Anita Boyum, Diana Hargrove, Sandra Kniestedt, and Lee Pitts.** Good luck to all!

DISTRICT ONE REPORT

This year's Fall Booster in Everett provided rural carriers with a wealth of information concerning developments in the craft. Our newly-elected President, Bill Brown, provided a national perspective on developments resulting from the USPS's commitment to automation. Bob Nelson, Manager of Delivery Services and member of the Divisional Joint Steering Committee, spoke to us on a variety of subjects important to Washington rural carriers. Neil Buchanan introduced Bob Nelson as having said that every rural carrier in the Seattle Field Division should have the size route that THEY prefer, and that no management initiated cuts would be scheduled except for those carriers having 2080 problems. Bob indicated that it made good sense for carriers to keep 47 & 48 "K" routes as a buffer against future automation. He also said that it was cost effective for the Postal Service to allow carriers to keep large routes. Auxiliary routes in high growth areas can be created when Postmasters perceive a need and rural carriers agree to give up the territory. If your route is larger than you like, be sure to put in your request to give up boxes in writing to the Postmaster and specify exactly which boxes you would consider giving up. To be safe, it is a good idea to state the minimum number of standard hours that you would find acceptable for your route. If, after discussing your route cut concerns with your Postmaster you still can't reach consensus, it is suggested that you call **Bob Nelson at (206) 442-6171** to try to straighten things out.

City carriers are not so fortunate. Management can cut and or combine their routes whenever they feel that it makes good economic sense. Mr. Nelson indicated that expected savings from automation will reduce the number of city carriers dramatically. Postmaster General Tony Frank is quoted in the Oct. 14/91 issue of "Federal Times" as having said that by 1995, 6000 more rural carriers will need to be hired. While all the other crafts are encountering large cuts, our craft is expected to continue to grow. There is a hiring freeze for all crafts EXCEPT rurals. We will, of course, feel some effects from automation.

As might be expected, the largest offices closest to the processing centers will be the first to be automated. All offices with ten or more routes (city and rural) will be automated first. Offices with less than 5 routes are not likely to feel the effects of automation this century.

During what must have been a marathon Q&A period, Bob Nelson talked about CLASS labels, NDCBU's, management styles, route conversions, and USPS provided vehicles. Concerning CLASS labels, Bob said that we should expect them around the first of the year. If carriers can produce better labels, they will not need to install the CLASS labels. Automation depends on the information obtained from having carriers fill out and update the forms for CLASS.

There are new NDCBU's on the horizon. They are supposedly unbreakable, have wider, flat sized compartments, and come with built-in parcel lockers. Interestingly enough, even the old NDCBU's cost \$180.00 each, plus \$150.00 for the pad and installation, and \$20-30.00 to replace a lock. Still, the Postal Service, under the guise of economy, continues to install NDCBU's, often in transient areas where they have proven to NOT be cost effective. The bottom line is that your Postmaster has the authority to decide whether or not to install an NDCBU or parcel locker. Carriers should try to maintain open lines of communication with their management in order to be able to point out the disadvantages to the Postal Service and its' customers when an NDCBU is installed. Carrier safety should be a concern, also.

It isn't always easy to talk with managers. Bob pointed out that the authoritarian-type managers still survive in the USPS, contrary to the long-term benefit of the company. Re-education and new policy directives can be helpful, but in many cases only retirement will fix the hard-core authoritarian managers. To succeed, we all need to work together.

Bob did much to allay the fears of rural to city conversions that continue to pose potential threats to our craft. Washington State's "Sphere of Influence" law prevents cities from annexing outlying areas, and Bob *seemed* to indicate that there was no *current* incentive for the USPS to convert rural routes to city, even in urban areas.

For those of you tired of the expense and bother of providing your own vehicle for the route, there is mixed news. Bob indicated that he was not *generally* in favor of the Postal Service providing vehicles to rural carriers. When he did a cost analysis some time back, EMA turned out to be equal to what it would cost the Postal Service to provide and maintain vehicles for rural delivery. National President Bill Brown told us that nationwide the USPS plans to offer 12,000 vehicles for rural delivery. Of course, rural carriers have the option of refusing a USPS provided vehicle, but the penalty is a greatly reduced EMA. The current Optional EMA is approx. .55 cents per mile.

If you missed this year's Fall Booster, next October will be your chance to recoup. The Saturday steward training was packed with interesting, useful information, and Sunday's guest speakers were a special treat.

On behalf of District One, my sincere thanks to all of you who attended and participated.

Charles Alexander
District One Rep.

DISTRICT TWO REPORT

Fellow carriers, I want you to be aware of a recent change in our new contract regarding parcel delivery. The following information outlines our responsibilities to DISMOUNT for parcel delivery.

A memo of understand between the USPS and the NRLCA has been signed on parcel allowance. This change was effective 11/2/91. Each route will receive a credit of .5 minutes per ordinary parcel, as recorded in column "C" on PS Form 4241X, Rural Delivery Statistics Report, from their most recent mail count. The credit reflects .333 minutes for office time and .167 minutes for route time.

Ordinary parcels will be delivered in accordance with the provisions listed in Part 333.2 of Handbook PO-603, "Rural Carrier Duties and Responsibilities".

ORDINARY PARCELS: Delivery;

Ordinary parcels must be taken out for delivery on the first trip after they arrive at the office.

OVERSIZED PARCELS:

Attract the customer to the box. If a parcel is too large for the box, make a reasonable effort to attract the customer to the box to receive the parcel. *Do this by sounding the horn or by hailing the customer. If unsuccessful, you must deliver parcel to any residence or business on the line of travel, or within one-half mile of the route and has a passable road leading to it. You are required to dismount to effect delivery if no response to your efforts to have the customer come to the vehicle, or if the customer requests.* In multi-tenant buildings, make every effort to deliver parcels to customers using existing building notification procedures.

LEAVE OUTSIDE BOX;

If a customer has filed an order stating that parcels too large for the box may be left outside the box, you may do so provided the weather is not inclement.

INCOMPLETE DELIVERY;

When an ordinary parcel or uninsured parcel cannot be delivered on the first attempt, complete and leave Form 3849 (Delivery Notice). Endorse the parcel with your initials and the date. When you return to the office, deposit the parcel in the designated place. Make a second attempt to deliver only if requested by the addressee. If delivery is not made on the second attempt, leave a notice #3849, marked "Final Notice". Endorse the parcel to show you left a final notice, and return the parcel to the designated area for holding, or return to sender.

Please make every attempt to follow this procedure and give the service to the customer fulfilling our responsibilities as Rural Carriers.

Jennie M. Seeley
District Two Rep.

DISTRICT THREE REPORT

Greetings from the northeast corner of Washington. How was your Christmas mail volume? Ours did not exceed that of the average first of the month. Suspicious minds wonder if more mail is being side-tracked until after the Christmas overtime has ended.

As we approach the end of another years, I believe that we can feel proud of the accomplishments and directions that the Washington Rural Letter Carriers have moved towards. After a successful state convention in Wenatchee, the state board then held informational meetings (contract ratification) on both the east and west sides of the state. These were held in conjunction with the state steward's seminars. Also as this new year begins, we also begin a new chapter in partnership with the USPS. As most of you probably know, the NRLCA and the Mail Handlers are the only crafts that elected to take part in a performance incentive program called "SET", or more clearly defined as "Striving for Excellence Together". The program will pay an annual lump sum payment to every participating employee. The amount will range from \$0.00 to \$1190.00. The SET payment is made up of three awards. The first is based on USPS national financial performance. The second is based on the individual Division results, and the third will be based on the Customer Satisfaction Index rating, or "CSI". For the first year of the program, each participating employee will receive \$200.00, the highest amount possible because the CSI started late in 1991, and no complete year ratings exist. This amount will be paid in Jan/92.

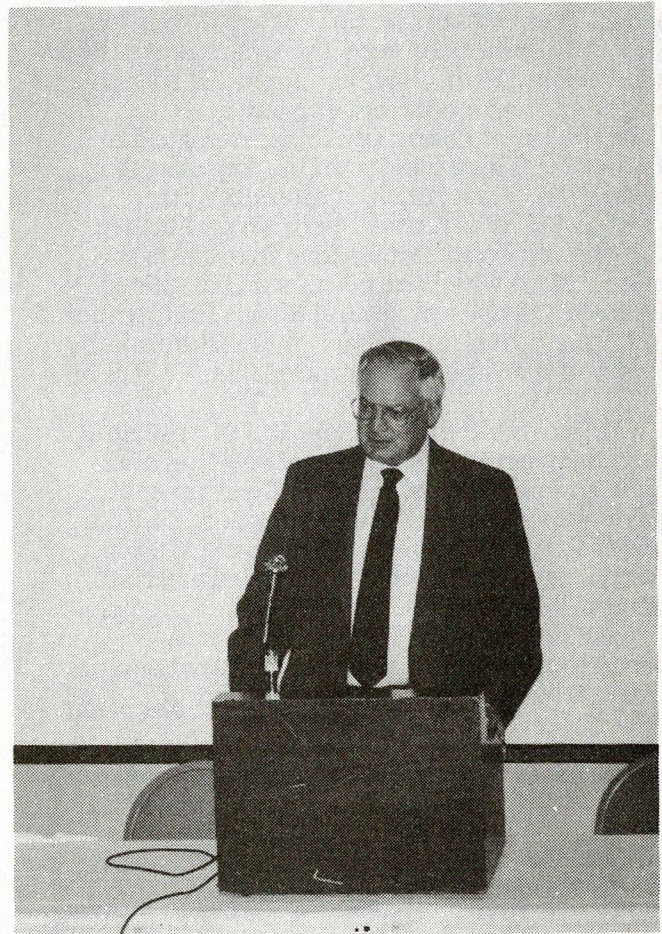
You might be asking yourself "How do I contribute to the program?" Quite simply, we do our job with pride and determination each day. We promote the many services that we sell, and be on constant vigil to protect postal revenues. It is important that we extend ourselves to promote customer satisfaction and encourage our peers to do likewise.

Because the APWU (Clerks) and the NALC (City Carriers) did not wish to participate in the program, it might seem to many that perhaps we are fighting an uphill battle. Maybe we are; however, this will not be the first or the last time that the NRLCA has taken the initiative and leadership to pave the way for others. Case in point being the QWL/EI program. Through teamwork, we can reach any goal that we aspire to..

Jack Spangler
District Three Rep.



(Above) Neil Buchanan, State Steward, conducts a Labor Relations seminar during the Fall Booster meeting this past October in Everett. Special guest speaker at the Booster was NRLCA National President Bill Brown, (right) of Alabama. Mr. Brown answered questions and concerns of Rural Carrier's about topics such as the new contract and automation.



DISTRICT FOUR REPORT

There are about 1600 people employed in the rural craft in Washington. Of these, approximately half belong to the union. There's a non-member out there for each of us that are members, and we should encourage one to join. Most non-members can probably save more than the cost of their union dues annually just by calling the 800 number and getting a quote on the auto insurance.

I've heard a lot of complaining about our union magazine. When I hear people complain, I like to question whether they are willing to put out the effort required to improve the situation being complained about, but that's a subject worthy of another article. By becoming a member, you do get the weekly magazine. From attending meetings and listening to the questions asked, I'd say that a majority of questions asked involve issues that have been dealt with in articles in our magazine. I know that that I've learned a lot from reading it.

Let's face it, current rural carrier training is inadequate. The Union has initiated a program to improve this situation. Discipline situations that require the presence of Neil or Dorothy represent a significant expense to our Union. A lot of these situations arise simply from lack of knowledge. This ignorance can cost you your job. In reality, non-members need the union more than the union needs them. I worked for years without even knowing that a contract existed!

In the latest count, my route increased one hour to a 46K. It was exactly on the low minute of that evaluation. As a result of attending our union's count seminar, there were several issues raised at the pre-count conference that made the difference. Even when the count was completed, it was necessary to contest several issues that, when resolved, made that difference. Without attending meetings and learning these procedures, I'd still be a 45K.

I think we do an excellent job of providing access to information. Attend any meeting and there will undoubtedly be a state officer present. Somebody who can answer any question, or find the answer for you. I commend the dedication of those who attend the meetings. It takes a certain commitment to do so.

Take on the challenge and get a non-member to join. It might take a bit of hard-sell to get them started, but they'll thank you for it.

Steve Higgins
District Four Rep.

INSURANCE REPORT

Often times, insurance companies will not or can not cover Rural Carriers while they are on the job, and will not write coverage for the customized right-hand drive or dual steering systems driven by many Rural Letter Carriers. And most that due charge a higher business rate for that protection.

Great auto insurance is a necessity in this job. National General Insurance Company has been insuring Rural Carriers for over 37 years. National General understands our jobs, how we perform, and what is required of us.

As an Insurance Company, National General is easy to work with whether you are calling for a new quote, reporting an accident, or just have questions on coverage or payments.

Approximately **800** rural carrier craft employees are NOT Union members, and therefore NOT eligible to coverage by National General Insurance Company.

If for no other reason, joining the Union gives you access to the best auto insurance Rural Carriers can buy.

For quotes or accident reporting, please call
1-800-847-2886

For questions on coverage or payments:
1-800-325-8000

I look forward to the chance to meet you at a union meeting soon.

Christine Briggs
Insurance Director

DATES TO REMEMBER

This year, the Independence Day Holiday (4th of July) falls on a Saturday. For those of us with "K" routes, our day off will be Friday, and the Post Office will closed Saturday. If your "J" day happens to be the 4th, you also will get Friday as your day off.

DISTRICT MEETINGS

Combined District One and Two will be Sunday, March 8, 1992. Steward training will be held the day before, on Mar.7th. Also, a State Board meeting will be on the 7th, 7pm-9pm.

Combined District Three and Four will be Sunday, March 15, 1992. Steward training will be held the day before, on Mar.14th.

STATE STEWARD'S REPORT

The Seattle Field Division will soon have an all new Joint Steering Committee for QWL/EI. Dale Zinser and Dorothy Iannucci have rotated off. Kit Witt and Jon Patton have one more meeting to attend then they will be off also. I am scheduled to rotate off in March and that will complete the rotation.

Bob Nelson, Delivery Programs Manager, has been selected to replace Dale Zinser. Bob will represent the Seattle MSC.

Greg Emerick has been selected to replace Jon Patton. Greg is the Director of Operation Services for the Tacoma MSC

Bill Fetterhoff replaced Henry McMahon for the Spokane MSC. Bill is the Spokane MSC Manager/Postmaster, and now, also the DJSC Co-Chairman.

Charles Alexander from the Ferndale Post Office replaced Dorothy Iannucci. Charles is our District One Rep. for the WRLCA, and a local steward.

Sandy James from Shelton is replacing Kit Witt. Sandy is the local steward at the Shelton Post Office.

Ed Koschalk, President of the Washington Rural Letter Carrier's Association, will replace me, representing the Spokane MSC, and also will co-chair the DJSC.

I am very optimistic about the work your new DJSC will do. They have already pledged to keep up on activities around the Division so that they can act on rather than react to changes that you and I face.

The DJSC wants to set up a voluntary pool of Managers and Rural Craft employees to work on the various task forces that they plan to utilize. They recently used a task force to put together a mis-delivery program for use in all Rural Carrier offices. They developed a superior product and will now follow up to see that it is used to its full advantage. Another task force is re-writing the training manual used by the facilitators when they conduct the two day workteam training sessions. Samples of projects for future task forces might include: (1) Making a video on the 6 step process used by workteams to solve problems. When completed, this video should be a valuable training tool. (2) A task force may be used to prepare and monitor the Express Mail Contest scheduled to take place early this year. (3) Prepare for automation and train Rural Carriers and managers in preparation for automation. (4) Set up a task force to work in the SET program. Those Divisions that do well on future CSI (Customer Satisfaction Index) surveys will earn some good bonuses. There are three categories. Getting the top score in all three can earn Rural Carriers a bonus of up to \$1190.00.

Those Rural Craft employees and Managers who want to serve on a future task force should write to the Seattle Field Division recorder and make yourself available. There may be travel involved, including an overnight stay. Geography may play a part in whether or not you are selected for a task force. If interested, write to:

Rebecca Wendlandt
DJSC Recorder/Coordinator
4210 S. Sunderland Dr.
Spokane, WA 99206

It has been brought to my attention that Rural Craft employees could be subject to serious liability danger if they do not either have Rural Carriers Auto Insurance with National General or pay the business rate on their route car when insured with another company.

Historically, we have felt secure in the knowledge that the Postal Service was responsible for our public liability while we were on the job. Approximately 5 years ago a court ruled that the Postal Service was NOT responsible for our on the route liability unless our auto insurance policy had a provision assigning the loss to the Postal Service.

This is serious, folks. Approximately half the Rural Carriers carry Rural Carriers Insurance with National General, and are covered by the clause that assigns on the job liability to the Postal Service. That means that there are 50% out there who could be in serious trouble should they be involved in a bad accident on the route. Unless they are carrying business rate insurance, they face the grave danger that the Postal Service will refer the liability to their insurance company for payment, and the company will respond by saying "Carrying the mail is commercial use. You were not paying the business rate, therefore you have no coverage." Everyone also needs to know that State Law now requires liability on all our autos driven on the public highways.

If you do not have Rural Carriers Auto Insurance with National General, PLEASE get it in writing that your insurance company is aware that you use your car to carry mail.

Here's hoping that you had a Merry Christmas, and good luck in the coming year.

Neil M. Buchanan
State Steward

GET WELL WISHES
Past editor of the "Washington Rural Postman", Joe Halleck, suffered a mild heart attack recently. We wish him a speedy recovery!

SECRETARY/TREASURER REPORT

Every time I sit down to write a report, the same thing runs thru my mind. "Will we all be repeating each other?" Especially after returning from State and National Conventions. With that in mind, this will be a short and hopefully not repetitive report. It will not take up much of your time and you'll be able to move on other sections of the paper. The "Washington Rural Postman" is a very interesting paper now, with many good articles. Please take time to read them all. Congratulations and thanks to Editor Dan.

For those of you who could not attend the State Convention in Wenatchee, we missed you and hope to see you next year in Everett. Read your Convention issue. It is very thorough and will bring you up to speed. We had the same excellent steno again this year, but she has left to teach in Mexico, so we will lose her next year.

National Convention this year was the most difficult one I have attended. We all went there with a purpose. As delegates elected by the members of this state, it was our responsibility to carry out the wishes of those members. Because you made it clear that you wanted parity, and did not want to ratify the contract, we as Officers voted not to ratify. When we arrived at convention, it was plain to see that this action had preceded us. We were treated as if we had not taken a bath for weeks, especially at the Western States Caucus, where we were either ignored or treated with hostility. This is something that I plan to address when I attend Western States Conference in New Mexico in April. I am certain that Neil will go into more detail about the style and methods of the campaigning in his report.

Getting back to the National Convention, for the delegates, the convention starts on Tuesday. For the State Presidents, Vice-Presidents, Secretaries, and Stewards, it begins on Monday. Those people must be there that day for a full day of training and seminars. As usual, the training was invaluable. I never leave without learning. Again, if you read your National Convention issue you will have it covered, so I want to touch on only one subject. I attended a Retirement Seminar given by a Ms. Genevieve Rodriguez. She closed with this thought; WE must PLAN for retirement. Not just with the financial arrangements, but we must be mentally prepared. Many people do not think about retirement until it arrives. Some carriers are afraid to retire. Some have no outside interests and others do not have friends around them anymore when they leave the workforce. Don't let that happen to you. Start now and think about what you would be doing if you weren't working. Join a group with the same interests as yours. Talk to your spouse. Are you NOW going to come into his/her domain and start telling them how to run the house? My own Mother was a prime example of what happens when you do not plan your

retirement. Her whole life revolved around teaching her students. When she retired at age 65, she just sat down and quit. She drew 13 retirement checks before she died. My Father, on the other hand, never stopped. He will be 88 next month, and is out working in the yard or garden by 7 am every day. Remember, each of you is going to need something to do and your own space to do it in!

MEMBERSHIP! I need some help! We are not receiving dues from some of the last years cash paying members. The County Secretaries have notified them that the dues are due, but they are not sending in the renewal. The 4th of October saw you receiving a check for the lump sum payment, and the EMA check arrived the end of November. Soon you will be receiving a SET bonus of \$200.00. All these are benefits that we enjoy from being a strong UNION! Let those non-members know this. Also, if you know of a member who has not paid his/her dues for the current year, ask them to send it in now. If you know a non-member, ask them to join NOW! So much is changing so fast, that good communication is the only way to stay on top of it. Belonging to the union gives you that information.

Kit Witt
Secretary/Treasurer

POLITICAL ACTION UPDATE

We need your help now more than ever! Your PAC contributions help to get our point across in Congress. In the upcoming sessions, our Lobbyist, Ken Parmalee, will be hard at work on the EMA problem, which is a big concern of short, dense "L" routes. And, as usual, he will be fighting off the privatization forces on the Hill. Please send your PAC contribution to:

Mr. Robert Lange, PAC Director
724 Trails End
Lynden, WA 98264

Contributors of \$50.00 and \$100.00 will receive a gold lapel pin to wear. All donations are welcome. Thank you for your help.

Robert Lange
PAC Director

WESTERN STATES CONFERENCE

Albuquerque, NM, is the host for '92. The hotel is the Sheraton/Old Town. For reservations, call 1-800-237-2133. Dates are April 23-25/1992.

1992 STATE CONVENTION

The 1992 state convention will be held in Everett, June 21-24, at the Everett Pacific Hotel. Keep watching in a future issue for registration information.

ASSISTANT STATE STEWARD REPORT

This report is being written the day after my return from regional steward training in Reno. Not having to sit in meetings ALL of the time allowed me to play a little, and bring back some of the money I left at the last training!

Much of our training revolved around the necessity to make all our carriers aware of the changes which are going to come about due to automation. There will be a lot of them!

It will be critical to your evaluations that everyone be able to recognize Sector Segmented and ABC mail. These terms, hopefully, will be very familiar to all of you before the next mail count. Craig Wade, Seattle Field Division General Manager/Postmaster, has put the rural routes in abeyance for the present time, however, this is only temporary.

You will receive training on how the CLASS labeling system works, and what the impact of Sector Segment and ABC will do to your routes. The "L" routes will be impacted the most. The CLASS labels go far beyond color coding. A lot of carriers are resisting them, but those who have gotten used to them have only praise for them. Especially those who are using them in the manner for which they were designed. Neil and I will be attempting to inform you of this information at a future time. I would suggest that ALL of you attend ALL of the training sessions to which you will be invited to during the upcoming year. **ALL DUES PAYING MEMBERS WILL RECEIVE MEETING NOTICES.** Automating the mail is critical to the survival of the Postal Service. We will be automated!

We have a Step 4 decision regarding outgoing mail. The carriers can be required to put the mail in to two different designated areas. Should you be required to sort in to more, please be sure you receive compensation, either in a base hour change, Column "R" time during a mail count, or on a form 8127.

There is a lot of confusion concerning the new parcel delivery requirements. Please read Paragraphs 331.2 and 331.22 of the PO-603. (Formerly M-37) (Editor's note-read Jennie Seeley's District Two report also.) Do not leave parcels outside mailboxes or on a porch WITHOUT a signed authorization from the customer.

All carriers have now received the new parcel allowance in the form of a base hour change. This has triggered a pay increase on some routes, but not on others. I suggest you pay close attention when asking for a two hour adjustment, as it may be possible that one or two more boxes could trigger a three hour change when added to the new totals. I have some worksheets for route increases which I will be happy to send upon request.

Some clarification is needed regarding Auxiliary routes. Only the person ASSIGNED via a form 50 to the Aux. route will earn annual and sick leave, and only for the hours worked on the route.

That person MUST also be an RCA. Only one carrier may be assigned to the Aux. route for leave purposes. On those routes where job sharing is done, only one person will receive leave credit.

This past Christmas overtime period, we were asked to curtail overtime hours as much as possible. Hopefully we all did our part to achieve this goal. Sometimes the simple act of having an RCA/RCR run parcels was enough to keep us within our evaluations. The QWL-EI workteam is an excellent vehicle to plan strategy for your office for next year.

Hope to see you at a meeting soon!

Dorothy Iannucci
Assistant State Steward

EDITOR'S RAMBLINGS

I don't have anything to fill this space, so I might as well use it for the precious pearls of wisdom that flow from my pen.

First, I must apologize for the late issues. Spent too much time running to Emergency with what seemed heart trouble. They couldn't find anything, and my own doctor was too damn slow to test. Finally, he referred me to a Specialist. Turned out to be a hiatal hernia, along with Bronchitis and Chronic Sinusitis, plus allergies. Much more relaxed now that I know, but still causes trouble and anxiety.

On the topic of Auxiliary routes, ONLY the ASSIGNED RCA will earn leave. RCR's do not, and the second, third, and so on back-up subs do not.

There are still too many carriers out there who do not carry stamp stock and who refuse to affix postage to outgoing letters. You are required to have a stamp stock, and carrying one book of 20 in your pocket does not qualify. If you don't want to buy your own, have a fixed credit issued to you, by your Postmaster, at no cost to you. You WILL affix postage to a reasonable amount of letters. Usually 3-4 letters is a reasonable amount. If the same person leaves that amount EVERY DAY, leave them an orange stamp order envelope. Let's provide the service that we are paid to provide!

Something should be done to encourage the Postal Service to push through some of the third class catalogs during December. Some days during the overtime month were ridiculously light, and we could've gotten rid of some of the catalogs then, instead of being buried in January with the stuff. (I really had to work hard to avoid using the "J" word above.)

I've been noticing a lack of good information in the National paper, and our State Officer's bulletins have been somewhat empty. Also, this year there will be no Washington/Oregon Officer's meeting with the National President. All this quiet makes me suspicious that they have something to hide?

Dan Snyder, Editor

AUXILIARY NEWS AND REPORTS

AUXILIARY PRESIDENT

Greetings to all of you in the WRLCA Association and Auxilliary. Another year is upon us and I wish each of you the best for the new year!

Christmas is now behind us. We enjoyed hearing from those of you who sent cards. Thank you for your thoughtfulness.

The Auxilliary and Board Members will be selling tickets for a 1992 right hand drive Subaru Legacy wagon. This vehicle was donated to the NRLCA Auxilliary by Subaru Corporation of America. The tickets are \$1.00 each, with the proceeds going to the American Lung Association. We trust that each of you will buy one or more chances on the car. Not only will you be helping a good cause, but let's hope that someone from Washington State wins it!

I will be sending all board members of the WRLCA your tickets and also members of the Auxilliary Board. When you have sold your tickets, please return the stubs to me at 2485 Highline Road, Chewelah, 99109. Be watching your mail and let's take a chance!!

Donna Walker
Auxilliary President

AUXILIARY VICE-PRESIDENT

Greetings to ALL!

The year 1991 sure came to a fast close! I hope that Santa was good to you and that you are now ready for the new year 1992!

Our National Auxilliary President has chosen the American Lung Association for her Humanitarian Project for 1992. I am sure that all of you have someone in your family or know someone who suffers from asthma, chronic bronchitis, or, heaven forbid, lung cancer. So many things can raise havoc with ones lungs. Even air pollution causes a variety of lung destroying diseases. The American Lung Association's present mission is the conquest of lung disease and the promotion of good lung health.

The Auxilliary is offering, for a \$10.00 donation, a 6" Sun Catcher etched in metal, representing the globe with a rural mailbox in the center, universal mail service worldwide. We also have notes and envelopes. They come in packages of 8 for \$1.00.

Our Auxilliary Presidents safety program is Mail Box Improvement, and how important it is for all of us to have safe mailboxes for the protection of our mail.

This year, the Americanism Program is on Crime Prevention. Mail fraud, drug problems, and all the other heinous crimes committed around the world certainly need our attention if there is to be a

safe world for our children and grandchildren. Your Auxilliary is working hard on these projects. We hope we can count on your support.

Joe and I hope that all of you had a good Christmas, and wish you a healthy, prosperous new year.

Hazel Halleck
Auxilliary Vice-President

SECRETARY/TREASURER REPORT

1991. The year sure seemed to go by fast! Our blessings were many. Meetings, conventions, and at each one we meet old friends and make new ones.

This paragraph applies more to the Association County Secretaries on how they fill out the dues cards. It would make it easier for me to put the names and codes in to the computer if all of you would mark the box if the sub is an RCA or an RCR. The codes for these subs are different and when Association Secretary Kit Witt sends the new names to me to put in the computer, I don't know which code to use if the box isn't checked. I'd appreciate your attention in this matter as sometimes someone wants a list of JUST the RCA's or RCR's.

The Auxilliary Program this year is the American Lung Association/Asthma and Other Disorders. It is really fitting with the drive to get people to quit smoking. I really notice how the smoke plugs up a person up as I ride to work and back everyday with a lady who smokes. It really is thick when riding in a car with the windows rolled up! The mission of the American Lung Association is the conquest of lung disease and the promotion of lung health. Be sure and use the Christmas seals that the Lung Association sends out on your cards and letters.

For the Juniors: The Junior Contest this year is for the children and grandchildren of all rural carriers. They are to make items according to their age groups. The age groups are as follows:

AGES 6-9: Make a 14" X 17" poster using McGruff the Crime Dog.

AGES 10-12: Decorate a shirt or T-shirt using McGruff the Crime Dog.

AGES 13-15: Make a SAFE rural mail box. This can be made out of ANY TYPE of material, and must not be over 12" high.

AGES 16-20: Design a 14" X 17" poster emphasizing the Neighborhood Watch Program.

I hope some of you Juniors will participate this year. It has been quite a while since we had anyone enter from this state. If you need any more information, please contact any Auxilliary Officer, or read the National magazine.

There are also scholarships to apply for on the National level as well as the state level. Also, Juniors, there are Mail Boxes for you to sell. I have a few left if any of you want to sell them. I can get more anytime we run out.

Out Theme for the year 1991-92 is "Love And Friendship Around the World". Our prayers are to have world wide peace and hope that it comes real soon!

Neil and I hope that you had a joyous holiday season, and wish you a healthy and prosperous New Year.

Myrtle Buchanan
Aux. Secretary/Treasurer

DISTRICT ONE REPORT

Hello Everyone!

Here it is, time for me to write an article for the paper and let you all know what I've been doing.

I attended the National Convention in St. Paul, MN, in August. Dexter and I had a great time, even if we did have a few problems on the way home. In Kansas, we broke a trailer spring on the 5th. wheeler, and in Nevada we lost the running board off the passenger side of the pickup. By the way, I won \$300.00 in Reno. In Winlock the pickup gave up on us. Had to be towed twenty miles to Chehalis for repairs. Had to have a new fuel injection pump and a new separator put in. \$\$\$

I have been working on getting the Junior Activities lined up for our State Convention in June. If anyone has any suggestions, please let me know.

I have donated a framed lithograph titled "Sierra Sunrise" for the Auxilliary to raffle off at the state convention. This is a District One contribution. We would like to have at least one item from each district to make it more interesting. If you will contact me I will try to pick up your items and be sure that they get to convention.

Since retiring from BOEING last May, I have been enjoying the easy life. Was very busy getting ready for Christmas. Baked a lot of cookies and did some craft work. (Editor's note-she never sent me any cookies, so did she really bake any?)

The safety project for this year is Mail Box Improvement. Does your spouse, or you, have any mailboxes on the route that are damaged or broken? this could be a real hazard as a person could get cut or a sprain from them. Are the mailboxes at the right height? It is easy to pull a muscle if the box is too high or low. Let's get a project going to educate our spouse's patrons to the hazards of a poorly maintained mailbox.

Dexter and I hope that you had a Joyous Christmas, and wish you a healthy and prosperous New Year!

Inez Nesmoe
District One Aux. Rep.

DISTRICT TWO REPORT

It's time to wish each of you a Happy New Year. We hope that 1992 is a wonderful year for everyone.

Our National President, Lola Russell, has chosen the American Lung Association for her Humanitarian Program. As the Auxilliary members come to your Association meetings, we are hoping for your support on this project. There are 6 inch suncatchers that are etched in metal, representing the globe with a rural mail box in the center, that depicts mail service around the world. The Lung Association is truly a special need in so many families and we thank you for your help in our Auxilliary projects.

I would like to remind you that it is time once again to start making your items for the Country Store. These items are sold at State Convention, with the proceeds going to the Scholarship Program. If you need information on our scholarship program, get in touch with our Scholarship Chairperson, or our State Auxilliary President, Donna Walker.

Love and Blessings in 1992.

Odetta Yeager
District Two Aux. Rep.

RAY OF SUNSHINE

A NEW YEAR and new beginnings. "Happy New Year!" Another year to send sunshine into the lives of our rural carrier family.

Harley and I shared in the celebration for Roger and Marge Armstrong for their 50th Wedding Anniversary in Issaquah. Roger is a retired rural carrier. This was fun and now the Armstrong's are off and traveling.

I'm sending out a message to everyone. When there are cards that need to be sent out to those who are ill, in the hospital, in need of cheering up, are retiring, have lost loved ones or other needs, PLEASE, PLEASE, send me that information. I need the names and addresses, and what type of card that needs to be sent. We DO care and want them to know. Let's never forget anyone. For all of you celebrating birthdays or anniversaries between editions of the "Postman", we wish you a Happy Birthday or a Happy Anniversary!

Our National President of the Auxilliary, Lola Russell, has a good project this year in the Lung Association. All the Auxilliary members need to be a part of this, so do become involved!

To have a card sent to someone, please write to me at:

Delores Robb
6213-208th St.NE
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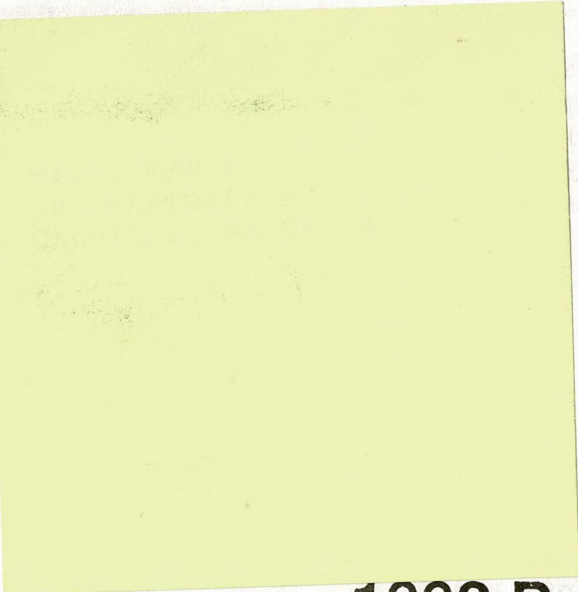
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NON-PROFIT ORGANIZATION
 U.S. POSTAGE PAID
 BELLINGHAM, WA 98225
 PERMIT No. 291



1992 Payroll Schedule

Year of automation, quality and customer service

○ Pay Day ■ Holiday

(Note: Leave Year begins Jan. 11)

January						
S	M	T	W	T	F	S
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	

February						
S	M	T	W	T	F	S
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2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29

March						
S	M	T	W	T	F	S
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8	9	10	11	12	13	14
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22	23	24	25	26	27	28
29	30	31				

April						
S	M	T	W	T	F	S
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12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30		

May						
S	M	T	W	T	F	S
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						

June						
S	M	T	W	T	F	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30				

July						
S	M	T	W	T	F	S
			1	2	3	4
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12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	

August						
S	M	T	W	T	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					

September						
S	M	T	W	T	F	S
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30			

October						
S	M	T	W	T	F	S
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31

November						
S	M	T	W	T	F	S
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30					

December						
S	M	T	W	T	F	S
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31		