

WASHINGTON RURAL POSTMAN

Official Publication of the Washington Rural Letter Carriers Association
February, 1993

PRESIDENT'S REPORT ***QWL/EI Restructured***

The holiday rush is behind us, but the mail volume has not decreased by any means. To make matters worse, the weather has been anything but cooperative. Fortunately, the past few weeks have seen an improvement in the weather situation.

It's time to start thinking about the District meetings, elections, Western States Conference, State Convention, etc. Your elected state officers will be attending an area officers meeting in Salt Lake City, Utah, on March 21 & 22, along with officers from Idaho, Montana, Oregon and Wyoming. We will either discuss those issues which are of concern to rural carriers in the upcoming contract negotiations or the merits of a contract extension. An extension of the contract has been proposed, but not agreed to. We should know the direction we are headed by the time we attend the area meeting.

The combined district meetings were originally scheduled for the weekends of March 7/8 and 13/14. The dates have been changed to March 27/28 for the west side meeting and April 3/4 for the east side. These dates are immediately following the area officers meeting in Salt Lake City, Utah. This will be the third year that we have held combined district meetings. There has been talk that having combined meetings has affected attendance. Now is probably as good a time as any to ask your opinion. Should we go back to having individual district meetings or continue with combined meetings? Let your state officers know your desires when you attend your local county meetings. After all, it's YOUR association.

The structure of the QWL/EI process in Washington has changed now that we have three districts. The southwestern part of the state comes under the direction of the Portland Customer Service District. The former Seattle and Tacoma MSC's are now the Seattle Customer Service District (CSD). The Spokane MSC and all of Idaho make up the Spokane CSD. Each CSD will be represented by a District Joint Steering Committee (DJSC). The Seattle DJSC will be made up of 6 members. I have recommended Charles Alexander, Dorothy Iannucci, and Kit Witt to be the rural members. District Manager Craig Wade has nominated Bob Nelson, Mike Ferri and Terry Hagel to represent management. The Spokane district will have 8 members evenly distributed between Washington and Idaho. I have recommended that I continue on the committee and asked that Neil Buchanan be a member. Joan Aguirre, Idaho RLCA President, has recommended that she be a member and selected Tom Calder of Couer'd Alene. Linda Wilson, Spokane District Manager, nominated John Hardin and Lisa Shears from Washington and Kent Eriksen

and Dennis Zechmann from Idaho. The Spokane DJSC met for the first time in Pasco on Jan.26, primarily to get acquainted. I understand the Seattle DJSC has tentatively scheduled a meeting for early February.

I am looking forward to seeing many of you at either the District meetings or at your local county meeting.

Ed Koschalk
State President

DISTRICT ONE REPORT ***Selecting a Local Steward***

The local steward is one of the most important and ironically least clearly understood positions in the entire structure of the National Rural Letter Carriers Association. Without the dedication and commitment of a steward, each rural carrier craft employee stands alone against contract violation and illegal or vindictive behavior on the part of potentially authoritarian or incompetent management. But local stewards are much more than white knights riding to the rescue of rural craft employees in distress. They are the primary representatives of the NRLCA to: new employees; all rural craft NRLCA members and non-members; and the various levels of management within the office where they work. Like the ideal family doctor, their primary attention should be focused on prevention rather than cure, and diplomacy rather than confrontation. Local Stewards are expected to represent, without prejudice, all bargaining unit employees while continuing to upgrade their knowledge and understanding of the contract and their own responsibilities of representation. At best, they are only partially compensated, with additional leave, for the time they spend pursuing their duties. In reality, "public service" best describes the work performed by competent local stewards.

Selecting a local steward begins with at least one NRLCA member in good standing agreeing to accept the responsibility and commitment associated with the position. The actual selection should be done democratically either by mutual consent of all the NRLCA members in good standing in the office or by a majority vote of the same in an election. If an election is required, one of the members must call it by giving written notification to all of the others at least 15 days prior to the day of the election. Another election for a new steward cannot be held for at least one year unless the position becomes vacant or the local steward retires. Whoever is selected will have the job for at least a year, unless they choose to give it up. Once a new local steward is chosen, the state steward should be notified so the

paperwork necessary for certification can be completed and sent to management. The best candidate for local steward may not always be willing to run for the position. The responsibilities and knowledge can and will be learned if a candidate is willing to attend scheduled steward training sessions and to rely on the advise and consent of the state steward to whom he/she is directly responsible. The more important personality traits that can make the deciding difference between good and poor stewards are harder to judge. Near the top of the list would have to be a candidate's past history of treating everyone with respect and without prejudice. Any steward who chooses only to render assistance to people he/she likes has a serious misconception about the nature of the job description. Local stewards were never intended to be presidents of exclusive groups of friends. NRLCA members who allow disparate representation to continue have only themselves to blame for not using the election process described above to obtain better representation for ALL rural craft employees in their office.

The NRLCA Steward's Manual clearly explains fair representation in the investigation of a grievance. It states the following:

Stewards will be faced frequently with gripes or complaints from people in the rural carrier craft they represent, but not all of these complaints will turn out to be legitimate grievances. The stewards must investigate the facts behind what the craft employee tells them. A determination will have to be made very early in the informal Step 1 period whether there is something to go on and whether the employee's story is accurate.

Early involvement by the Steward may head off a carrier from taking a problem to the supervisor which has no merit and which may only serve to antagonize management without gaining anything. Also, early involvement by the steward may assure accuracy in the statement of the grievance, the precise violation involved and successful prosecution of the grievance.

Situations arise in which even the best steward will not know if a legitimate grievance exists. In these circumstances, the NRLCA encourages the steward to give the benefit of the doubt to the craft employee and process the complaint. It should be clearly understood that the role of the steward is to represent the rural craft employee rather than to act as an imperial judge.

It is true that the law requires the NRLCA to handle grievances for all members of the bargaining unit on an impartial basis. This does not mean, however, that stewards are required by law to process all complaints regardless of merit through all steps of the grievance/arbitration procedure. The law allows stewards to exercise their own judgment as to whether a legitimate grievance exists, so long as that decision is made without any intent to discriminate against the grievant. Likewise, the NRLCA cannot be forced to take a case to arbitration

if it believes, in good faith and without any attempt to discriminate against the individual craft employee involved, that no legitimate case is presented.

In order to protect the stewards against charges of arbitrary and capricious action by refusing to process the grievance, the steward must carefully explain to the rural craft employee why he has no legitimate grievance. In a questionable grievance case, the steward should consult with the state steward or the NRLCA Regional Representative before refusing to process the matter. In most cases, after it has all been explained that the grievance has no merit, the craft employee will voluntarily withdraw the grievance. In cases where the craft employee is dissatisfied with the explanation, it should be explained that the employee may take the problem to the state steward or the NRLCA Regional Representative in all matters and/or problems that might affect the rural carrier craft at the local level.

Many offices are without a local steward because no one is willing to assume the responsibilities that go with the position. Fear of potential confrontation with management or lack of free time are 2 of the often cited excuses. While it is true that becoming a local steward is clearly not a short cut to wealth or fame, those who accept the challenge will not go unrecognized. There is a strong support group for new stewards which includes reference materials, guides, steward training sessions, and competent advisors. All of us in the NRLCA depend upon a strong base of dedicated local stewards. The position is not without reward. With knowledge comes the freedom to help yourself as well as others throw off the yoke of paternalism and work together and with management for the betterment of the rural craft and the improvement of the U.S. Postal Service.

Charles Alexander
District One Rep.

DISTRICT TWO REPORT ***NDCBU Conversions***

The Postal Service is converting existing deliveries to centralized deliveries. Many times, customers are persuaded to accept the conversions. We need to stop the conversion of traditional rural delivery to NDCBU's. The Vancouver office has had several conversions. Now the Battle Ground Post Office is following the same practise. A recent conversion in a local office resulted in 114 regular rural boxes being converted to NDCBU delivery and eliminating 15 stops. This resulted in a monetary loss to the carriers of \$1271.20 yearly. The Postal Service cannot show that small quantity conversions are cost effective. Parcel lockers are not being put in with all the NDCBU's, either. This makes the carrier have to back track numerous times to attempt delivery of parcels and retrace to the unit if the customer is not home to leave the pick-up notice. This takes much more time and causes

additional unsafe exposure. Rural carriers are to dismount to service an NDCBU. In some cases TWO carriers are serving the same unit. There is a loss of personal contact with the customer when NDCBU's are installed. You no longer meet or see your customer. Customers DO NOT have the advantage of leaving a parcel in the box to be mailed by the carrier because the unit is too small.

On June 16, 1982, an agreement was made with Polo J. Martinez and the NRLCA to avoid conversions of existing rural delivery to NDCBU. Theft or vandalism must be the factor if a conversion were to take place. The Postal Service is ignoring this agreement.

You and your local steward should try and persuade management not to do NDCBU conversions. If unsuccessful, remember that you only have 14 days to file a step one grievance from the time you learn of a conversion taking place on your route.

Best of Luck!!

Jennie M. Seeley
District Two Rep.

DISTRICT THREE REPORT *USPS Revises parcel notices*

The winter or 92-93 will be one that will be remembered long after the snow is gone. Lots of snow and BBM do not make happy rural carriers. Let's hope for an early spring.

I'm sure most carriers are aware of the revision of a couple of forms that we make use of daily. The first is the revised 3849, "Delivery Notice/Reminder Receipt". Although this new form requires more time and effort to prepare, it does make it easier for our customers to request redelivery and to authorize articles to be left if no one is available to receive them.

Part of the revision was to incorporate the information from form 3849C, "Express mail notice of attempted delivery". This eliminates the need of carrying 2 different notices. One thing I found that was eliminated from the new 3849 is a "hold" block. I found this block to be useful when returning mail that had not been picked up by the customer for several days and the mail box was full.

The other revised form is 4232A, "Customer names and addresses". It is now replaced by 4232, "Rural customer delivery instructions". The new form allows customers to authorize rural carriers to leave parcels in locations other than outside the mailbox. Also, the section containing forwarding information is eliminated because this information is on for 3575, "Change of Address". It is also on form 3982 (pink cards). The customer has the option of checking four boxes:

1. Leave outside of mailbox.
2. Leave on porch of residence.
3. Leave in other location (Specify)
4. Leave no parcels.

The form also states that the "option" is available only if the residence is within 1/2 mile of the carriers route.

Beginning with the 1993 national mail count, a new parcel redelivery program will be in effect. Under this new policy, a carrier will make an automatic second parcel delivery for customers who are normally there to receive them. In this situation, you would not leave a 3849 after the first attempt. Instead you would write the date, your initials, and route number near the address. When you return to the office, you would place the parcel in your gurney for the next delivery day. If the customer is not home on the second attempt, THEN you would leave a 3849.

The Postal Service this past year has seen a significant increase in revenue from parcel post. This increase reflects the efforts of rural carriers making that extra effort to deliver.

Hope to see all of you at the district meetings.

Jack Spangler
District Three Rep.

DISTRICT FOUR REPORT *Knowledge is strength*

January 10, 1993, marked the fourth anniversary of my appointment as a local steward. Prior to that time I was unaware that we even had a contract establishing how things were supposed to be done. Management did not even have a copy of the contract in the office at that time. They do have the right to mis-manage. If we allow it, they will put that right to good use. One of the earliest lessons I learned was that the contract is worthless unless you make it more expensive to violate it than it is to abide by it. It used to be difficult for me to come to the conclusion that somebody was lying to me. What other conclusion can you draw when somebody calls and says, "Well, my OIC says that from the Monday before Thanksgiving until the first of the year no rural carrier shall be granted annual leave except in an emergency." It isn't enough to be aware of what the contract says, you have to be willing to stand up for what is right and file a grievance. The wonderful thing about the grievance procedure is that eventually things have to be written, and there is a big difference between what they are willing to tell you to your face and what they will put on paper and sign their name to.

One of the first meetings I attended was a Fall Booster meeting in Tacoma. I was excited because our National President, Vernon Meier, was going to be there. We have a tradition of introducing ourselves at meetings, and I'll never forget that Vernon introduced himself as "Route 1 carrier, Clifton, Illinois." I had several opportunities to talk with him at that meeting. He didn't just "talk the talk", he "walked the walk". The difference was that he had made a commitment so that when he attended meeting he was a source of answers rather

than a source of questions. This union is full of people who have made the same commitment.

Automation is having a tremendous impact on the Postal Service. It's going to change how you get paid and its' going to change how your mail comes to your route. If your route is street addressed, it can go smoothly. If your route is addressed with route and box numbers, there are problems. You'd better make the same commitment Vernon Meier made to see that automation is set up correctly from the beginning. Otherwise you are going to be paying for a product that you are not getting.

Steve Higgins
District Three Rep.

ASSISTANT STATE STEWARD REPORT ***Subs have rights and responsibilities***

Reorganization of the Postal Service has made things a little crazy! There have been a lot more discipline actions taken, and a lot of the newly appointed postmasters and OIC's have no idea how the rural craft works. All this is complicated by the number of craft people who do not know their rights under the contract.

Because I receive so many questions regarding relief employees, my article is going to concern them, primarily. First, a little history:

In 1960, subs received the right to purchase the rural carrier auto insurance. In subsequent years, they gained the right to have leave benefits when serving an Auxiliary route and/or vacant route. They also received built-in compensation for holidays and the right to be represented by the NRLCA.

The 1975 contract provided for bidding rights for Subs (Designation 73's) and overtime compensation for any hours over 40 during the week. They also received a number of other benefits.

The 1981 contract provided the Rural Carriers with the right to choose their own subs. Thus, the RCR category was born. Because the RCRs were not hired from a register made up from having taken a competitive exam, such RCRs could not, by Federal Law, (Veteran's Preference Act) have bidding rights to a regular mail route.

On November 12, 1986, a Memo of Understanding between the USPS and the NRLCA provided conversion criteria to the new category of rural subs, the RCA. This criteria included a competitive exam which complied with the Veteran's Preference Act, and gave most subs the right to bid on vacant routes.

There have been many other changes, not all of which can be remembered as improvements. There are too many for me to address in this article. However, if you are interested in more details, I will have booklets listing the changes at the union meetings that I attend.

By contractual provision, RCRs retain all benefits they had when hired as RCRs. **Nothing was lost by the RCA Memo of Understanding.**

Of interest to RCRs would be:

1. RCRs are first, by seniority, to be assigned to an Auxiliary Route.

2. RCRs are first, by seniority, to be offered emergency coverage of another route when the regular and assigned sub are unavailable.

3. RCRs receive first consideration, after a point veteran, if in the top three on the register of eligibles, to be converted to RCA.

4. The right to continue serving the assigned regular route when the regular carrier is unavailable, thus maximizing income.

5. The right to transfer to another, more desirable route, if no sub assigned to that route.

6. The right to learn up to three routes, thereby increasing income.

7. The right to a relief day when serving on a vacant "J" or "K" route.

RCA's have these same rights, plus the right to bid on a vacant rural route, plus accrue annual and sick leave benefits while serving a vacant or auxiliary route.

I urge all RCRs to do all they can to pass the exam. Most have, but a few have given up. Please talk to management and get scheduled to take the exam as many times as necessary to pass.

Some subs feel they can choose which days they wish to work. The most important requirement of a relief employee is AVAILABILITY. Your regular carrier knows, and appreciates your position. You are in line to become a regular rural carrier, the best position in the Postal Service. That is why the contract specifically says that "repeated unavailability for work is grounds for termination".

Management should not be hiring personnel who are not available for work.

I will be happy to answer any further questions you may have.

The next few months are election months at your local county meetings. Attend your meetings, take an active part, and make your desires known.

See you at a meeting soon!

Dorothy Iannucci
Assistant State Steward

INSURANCE REPORT ***Practise defensive driving***

I cannot stress enough the importance of safe, defensive driving. Driving the same route miles day after day, seeing the same cars parked in the same place, the same barking dogs at the same boxes, we tend to become lax in our defensiveness. We are professional drivers and our livelihood depends on our driving. In that respect safety and defensive driving are Number One!

Insurance companies like to insure safe drivers, and to your credit as professional drivers, we as rural carriers have an insurance company custom made for us. The National General Insurance

Company writes insurance specifically for rural carriers providing full time coverage on or off the route. They also cover right hand drive vehicles and cars with conversion kits. Because of the Tort Law and the Government Exclusion Endorsement, National General can write rural carrier policies at the pleasure rate instead of commercial rate. The ease and simplicity of filing a claim is unbeatable. A phone call is all it takes.

Insurance rates are based on "loss experience". When the loss experience of an area or state are high, the insurance rates go up. Many states are passing laws requiring drivers carry auto insurance, and along with this law, some states are requiring any insurance company doing business in their state to insure any driver that applies to them for insurance. Laws like this make our insurance rates go up.

Last summer, because of the loss experience of Washington, our insurance rates were increased an average of 18%. This was a nationwide increase for National General of 2%. Some states actually had a reduction in rates.

Just a few insurance facts I am proud to share with you: Washington ranks 9th nationwide with 646 policies in force, an increase of 23 over the 4th quarter of 1991. Homeowner policies total 41, an increase of 13 over last year. I want to thank all of you who insure through National General.

For those of you who have questions about National General, please call me at (509) 525-8725. For those of you who do not have National General Insurance, please call for information at 1-800-847-2868.

I urge everyone to drive safely and defensively. Not only is it good for your insurance rates, it's good for everyone's insurance rates.

Thank you, and I look forward to seeing all of you at the District meetings.

Christine Briggs
Insurance Director

UPCOMING EVENTS

MARCH 27 & 28, 1993, District 1 and 2 meeting.

Tacoma Dome Hotel
3611 East "E" St.
Tacoma, WA 98421
1-800-755-1547

\$49/single or \$52/double

March 27, 9am to 4pm-Labor Relations/Steward Training.

March 28, 10am to 3pm-District meetings.

APRIL 3 & 4, 1993, District 3 and 4 meeting.

Walla Walla, WA

No exact hotel location yet.

April 3, 9am to 4pm-Labor Relations/Steward Training.

April 4, 10am to 3pm-District meetings.

SECRETARY/TREASURER REPORT

Sign up new members

This report will be short and to the point. It is my recommendation that the board of the Washington Rural Letter Carrier's Association operate on a budget. It is only good practice to operate a business or corporation on a budget and we certainly are in that category. If the board sits down and works out budget with the projected funds available for the coming year, we will be able to operate with the knowledge of where the funds will be spent and how much to put in to reserves. It is also my recommendation that the association put some funds into the reserve account each year to build up the recommended one years operating expenses for emergencies.

New Members: A reminder to all members. Please try and recruit a non-member, especially the RCA/RCR who has not yet joined but are enjoying the same benefits of the members.

Retirement: When a regular carrier retires, the office of personnel has you sign many forms. The one form needed to transfer you to dues withholding is not among them. In order to continue as a dues paying member, you must sign the 1187-R form. I have these, or ask any state officer for one. It must be returned to me for processing. This will keep you from losing your coverage for health benefits and auto insurance.

Computer membership list: As I am typing this report, I am in the process of entering the last county in the computer. Each county secretary should have an accurate list of their members in the mail from me very soon! It's been a job!!

Hope you managed to keep out of the wind and snow. Spring is on it's way.

Kit Witt
Secretary/Treasurer

CAMPAIGN ANNOUNCEMENTS?

If you plan to run for state office, or for a position as a delegate to national convention, in the May issue of the Postman we will print campaign announcements. If you wish, write a paragraph about yourself and what office you seek, and why we should vote for you, and have it to the Editor no later than April 26, 1993.

**STATE STEWARD'S
REPORT**
Be accurate on your 4240

For months now we have been hearing about early outs, retirement bonuses, postmaster appointments, new titles, new boundaries, and so on. Approximately 47,500 took the bonus and retired.

What does this all mean to you and me? Well, for the most part we still deal with the same people although nearly all, except the postmasters, have changed titles and areas of responsibilities.

The Western Region no longer exists. The Seattle Field Division no longer exists. The Portland Field Division no longer exists. There are no Portland, Seattle, Tacoma, or Spokane MSCs. We are now in the Western Area, which is headquartered in Denver, Colorado.

The new Seattle District takes in the former Seattle and Tacoma MSC's. It stretches from the Pacific, east as far as Moses Lake, and north to the Canadian border.

The new Portland District takes in Washington offices as far north as Kelso/Longview and then as far east as Goldendale.

The new Spokane District takes in Eastern Washington and all of Idaho.

The Portland District is under the leadership of District Manager Bill Jackson, who was once Tacoma MSC manager, and for a short time, the Seattle MSC manager.

The new Seattle District is lead by District Manager Craig Wade. Craig Wade was the old Seattle Field Division Manager.

The new Spokane District is lead by District Manager Linda Wilson. Linda Wilson comes to us from Michigan and Illinois, where she served as an MSC manager and, prior to that, as a Director of Field Operations.

This shuffling of territory made it necessary for your board to form 2 new District Steering Committees to lead the Quality of Work Life process. The Seattle District Steering Committee will have a six person committee, three rural carriers and three managers. The Spokane District will have an eight person steering committee. Of the four rural carriers and four managers, Idaho will comprise 2 of each.

One of the first orders of business for the new Steering Committees will be to set up the automation training for the rural routes that will count automated in September of 1993. Selection of the key pairs to train the rural carriers is taking place now. Usually the rural carrier selected will be the local steward, if the office has a local steward.

One topic of great concern to this State Steward is the accuracy, or lack thereof, on the 4240 trip sheet. The 4240 is our "time clock" and **MUST BE COMPLETED ACCURATELY.**

Our Regional Representative recently informed us that falsification of the 4240 is the leading cause of discipline up to and including removal. We in Washington have now begun to experience this discipline.

Besides being dishonest, it often puts your Union in a difficult spot. When your trip report does not reflect the hours you claim you are working, it really undermines the integrity of the Union. The record must mirror your claims.

We are experiencing mail in record volumes, but if you work off the clock to process that mail, it makes a mockery of our efforts when we attempt to help you.

We are busy getting ready for the combined District meetings. Labor relations seminars will be held on the Saturday before each District meeting, from 9am to 4pm. Your District Business (your business) will be conducted on Sunday. The Saturday training promises to be some of the best yet. Some of the topics to be covered include:

1. How to read your Form 50, Notice of Personnel Action. This is your service record and a most important document.

2. Checking your 1314. This is the little card completed every second Friday. This little document determines your pay.

3. How to read and interpret your 1223A pay stub.

Many topics will be covered, and there should be enough hand outs to start a reference library. See you there!!!!

Neil Buchanan
State Steward

UPCOMING EVENTS

Western States Conference, April 23 & 24, 1993.

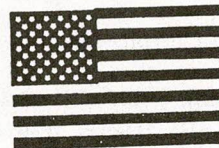
Shilo Inn Portland Airport
Airport Way East & I-205
11707 N.E. Airport Way
Portland, OR 97220
(503) 252-7500

State Convention, June 27-30, 1993

Cavanaugh's at Columbia Center
1101 N. Columbia Center Blvd.
Kennewick, WA 99336
(509) 783-0611

National Convention, August 9-13, 1993

Philadelphia, PA



EDITOR'S RAMBLINGS

Be aware that "Pay to Bearer" checks are being sent out to non-existent customers at phony numbers on actual streets. The envelopes have "Rebate Center" in large, dark type in the upper left, and are from San Bruno, CA. We've had 3 so far in the Bellingham Post Office, all on rural routes.

There was an interesting letter to the editor in a recent issue of Federal Times. The gentleman who wrote it mentioned the lack of morale in the civil service during the last 12 years. He goes on to say that the joke around his office back then was that "a government employee voting for Reagan is the same as a chicken voting for Colonel Sanders."

If you plan to run for state office, the next issue of the "Postman" will include campaign announcements. You can also write a short paragraph about yourself telling us why we should vote you a delegate to National Convention. Have your campaign announcements for state office and/or National convention delegate positions to the Editor by April 26, 1993.

I'll be flying (yuk) off to Salt Lake City with the rest of the Board in March to attend the area officers meeting. Probably the major topic of discussion will be the proposed extension of our contract. I have some mixed feelings about that, but I am leaning towards approving a 2 year extension, if the National Office and the USPS have reached some type of agreement. If so, everything would remain the same, and we wouldn't have to worry about what Marvin has up his sleeve.

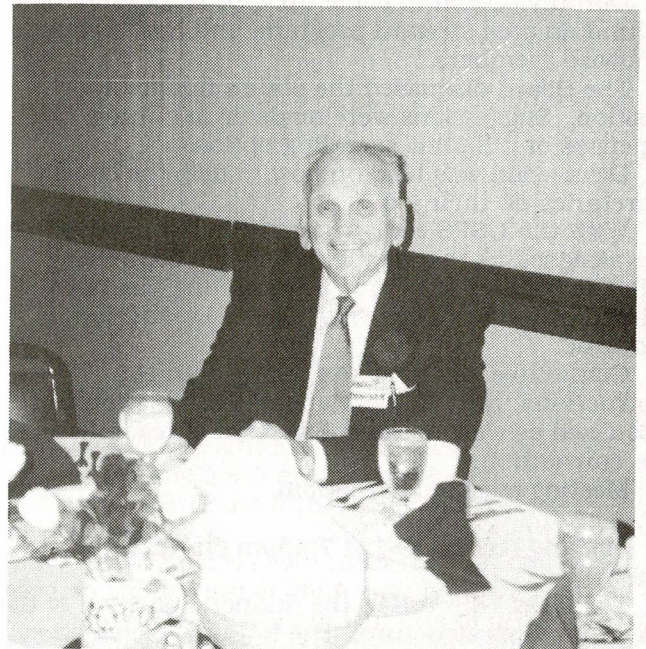
For those of you that have seen the new 3849 notices, the ones we leave when no one is home to receive a parcel, cert., etc, what do you think of them? I think they are the worst form to come along yet. They give you about 3 millimeters of space to write the time and day the customer can come in to pick up the item, and it's written in microscopic type. That, along with the fact that they are so confusing to read really make them a wonderful addition. They almost give the customer the impression that the ONLY choice to is have the carrier attempt redelivery. Remember right after the '92 mail count ended, the Post Office tried to make redelivery of parcels mandatory? The National Office objected, and the matter was put on hold until the '93 mail count. The USPS found a way to get around that by changing the damn form on us. We should have objected to the new 3849 until the '93 mail count.

Be sure and mark your calendars with the dates of all the upcoming meetings. Since Western States Conference is practically in our back yard, hopefully many from Washington will attend. The first WSC I ever attended was in Newport, Oregon, several years ago. That was the last time that Oregon sponsored one. This years is in Portland at the Airport Shilo Inn. It is an interesting meeting to attend.

Dan Snyder
Editor



The photo above shows the Lummi Island Post Office, with Editor Dan Snyder's car parked along side. The building, which at one time was a garage, sits on the beach not far from the Ferry landing. (Below) Retired Rural Carrier from Monroe, Harry Donovan, enjoys the Retiree's Banquet at the 1992 State Convention.



BOARD MEETING MINUTES

Meeting was held November 13, 1992, in Kennewick, WA. Called to order at 7:15pm by President Ed Koschalk. Absent was Dan Snyder, all other members in attendance. Neil Buchanan gave the opening prayer.

Ed read the minutes of the previous meeting. Charles moved and Jack 2nd that the minutes of June 21/92 be approved. Carried. Jack moved and Jennie 2nd that the minutes of June 24/92 be approved. Carried.

Ed polled the board members and guests for their agenda items to be discussed.

OLD BUSINESS:

Neil reported on his meeting with Mike Watson, OWCP Specialist, and recommended that a meeting with the board would not be necessary. Ed was tasked to call Mike regarding his services and pass the information on to the board members. Jennie was tasked to write an article for the paper informing the members of this information.

Ed and Charles reported that with the Postal reorganization, the DJSC has cancelled the Project Fair for this year.

NEW BUSINESS:

Neil reported that from 25-30% of Certified Stewards are participating in training and passing on the information gained. He recommended that those inactive stewards be contacted and if they do not want to continue, the office be given to an Area Steward to represent. Neil recommended 3 area stewards, Jennie Seeley, Steve Higgins, and Charles Alexander.

Dorothy tasked to come up with several options to fund an area steward program, and mail a copy to all board members.

The Board discussed the state's financial position. Suggestions were made as to cutting expenses or different spending options.

Discussion was held on how to help the county secretaries do their job.

With the USPS redistricting, the National Office has assigned us to a new area and will be meeting with the 5 states involved. The meeting has been scheduled for Salt Lake City, Utah. Discussion to continue.

Committee assignments, along with the instructions in the folders at state convention were discussed as well as the submission of resolutions to the convention.

Meeting recessed at 9:30pm.

Meeting reconvened at 7:45pm on November 14, 1992.

The Board discussed the financial position of the state and dues structure. The National Convention passed a dues increase of: \$8.00/regular; \$4.00/subs;

\$2.00/retiree. The increase will not be absorbed by the state assoc. and will be passed on to the members. The 93-94 dues will be: \$268.00/regular; \$50.00/subs; \$35.00/retiree.

Kit then passed out information she gathered at the Secretaries Conference.

Discussion was held on sending the paper to non-members.

The Board asked that Kit make a quarterly summary of expenses and income, but with each account listed separate.

Ed was tasked to talk to the other 4 state presidents to see if they would change area officers meeting from Salt Lake City to location in WA. or Reno. Ed will then contact the board by phone and discuss expenses of meeting, how many officers to send and how to pay.

Discussed raising dues if we go with an area steward program. No action taken.

Appointees for Constitution and By-laws Committee for '93 state convention are: Ron Heikilla, Dale Ryan, and Donna Roakes. They will study current procedures for paying national delegates. Board will review their recommendations when received.

Lynn moved and Jack 2nd that the C&B Committee be reimbursed expenses as approved by the President. Carried.

The Board agreed to wait until hearing from Bill Brown on the date of the area officers meeting before setting the dates for the district meetings.

Kit reported that mileage submitted on a travel voucher must include a starting place and destination. We no longer can enter just the number of miles. We also must have original receipts, not photo copies.

Cindy Norman brought to the attention of the board several issues that she was concerned about pertaining to responsibilities of each board member. The board responded to her concerns.

Neil brought up the grievance that was turned down on NDCBU's. Charles moved and Jennie 2nd that we have Neil Buchanan write to Vilas Smith, with CC's to Bill Brown and Leo Root. This letter will be a response to Vilas Smith's letter dated 11/5/92, pertaining to conversions of regular rural boxes to NDCBU delivery. Motion carried unanimously.

Jack brought up the subject of recruitment of new hires during the ad hoc training sessions. Ed will bring it up at the next DJSC meeting and report to the board.

Bob moved and Steve 2nd that the meeting be adjourned. Carried, and the meeting adjourned at 10:15pm.

LETTERS TO THE EDITOR

Carrier disputes uniform selection

Dear Editor:

I have read with interest your recent article informing us of the new rural carrier uniforms. I realize much thought has gone in to the selection of uniforms that would compliment all shoes and sizes, but proper color, which is high on my priority list, concerns me.

I would like to inquire as to which shade of manure you have selected as I have observed several shades of this color while traveling my route. Also, I might recommend a brown, high top shoe, as I feel it would be more complimentary to the above mentioned color, which I occasionally find myself stepping in while helping with rural customers strayed livestock, and it sometimes gets rather deep our here.

As polyester is not absorbent, odor could become a problem. Have you considered pre-conditioning these items with a scent that would compliment their color?

We have consulted with the Washington State Ferry Commission. they concur with us that it would be discriminatory to exempt those rural carriers who find it necessary to ride the ferry system in the course of their duties. However, if this exemption is revoked and those rural carriers are in uniform, they will be asked to remain in the stern and downwind from other ferry riders.

Thank you for considering my concerns regarding the new rural carrier uniforms, and would appreciate your intervening with the proper authorities.

A.J. Wachter, steward
Winlock, WA

(Editor's Note) I don't make the news, I just report it.
Dan S.

A dark day indeed!

Dear Editor:

The facts are thus:

1. The NRLCA membership noted AGAINST assessing \$1.00 of dues money per member for the Postal Relief Fund.
2. The National Officers took it upon themselves to decide to ignore this vote of the members and donated \$52,000 of the members money to the Postal Relief Fund.

Apparently, we can recoup this expenditure by canceling future national conventions, since the vote of the delegation is no longer needed to establish policy in this organization.

I'm sorry if our National Officers were embarrassed to carry out the instructions of their members, but did they really have to spend \$52,000 of our money to soothe their feelings? If it was absolutely necessary for the NRLCA to participate, why not \$100.00?

This Association lacks a means of communication between the state organizations. The national magazine does not print letters to the editor, allowing the members to voice their opinions. The back page of the October 12, 1992 issue of the national paper was devoted entirely to an editorial excusing the actions of the National Officers. Since the national magazine is controlled by the National Officers, what is the vehicle for member rebuttal and input?

K. Smith
Moses Lake

AUXILIARY NEWS AND REPORTS

PRESIDENT'S REPORT

Support Auxiliary projects

Greetings everyone! Hope everyone is coping well with our winter chill. Even here in the banana belt we are having our share of wind, snow, and freezing rain.

Now that the holidays are over, we can get back to the business at hand, namely our project, SIDS.

Each of your Auxiliary board members has a supply of notes, key chains, and pins they would love to sell you. Secretary Delores Robb has a good supply on hand and will be happy to send additional supplies to any who are running low. Please let her know if you are out of material.

This is also the time of year for all graduating seniors and their parents to be thinking about scholarships for college, trade school, etc. Our own state offers a scholarship to one of our own Junior members, and as usual, it is funded by the Country Store at state convention.

There are several other scholarships offered by National and you can find all the details for eligibility in the National magazine. I would again like to remind you of the newest scholarship offered by Steve Smith in honor of his mother. It is a \$1000.00 scholarship and the name of the winner will be drawn out of a hat. Be sure that your Auxiliary national delegate has the name of your child or grandchild who would like to continue their education so that their name can be included in the drawing.

We also have tickets for a Subaru for sale again this year. This money will also be used for scholarships. The tickets have been going rather slowly, but we hope the sales will pick up before convention.

I hope by this time you are all making arrangements to attend the Western States Conference in Portland, OR. It will be held at the Shilo Inn at the Airport, April 22-24. It is a great opportunity for all of you to attend this "mini National Convention", and meet some of your national officers, and learn first hand about the problems facing you in this time of change in administration and policies.

I would also like to remind you all of the beautiful items donated for a raffle supporting SIDS research. Each Auxiliary board member has a photo of all the items, and I will have them with me when I attend meetings across the state. I will also have them with me at the Western States Conference. The tickets are \$1.00, with the drawing held at State Convention.

Thanks to all of you for your generosity throughout the years. I know that there are many of you who have been helped by the research done on

the projects that we have sponsored. I hope we can continue to be of assistance to so many of you who need our help. For all of those who have benefited from your generosity, may I again say THANK YOU!

Hazel Halleck
Auxiliary President

SECRETARY/TREASURER'S REPORT

Support PAC

Happy New Year to all. Everyday "TWENTY-FOUR" hours are given to you. They are yours. What you do with them is your choice. Time is a precious possession. So use your time wisely.

Along with my duties as Secretary/Treasurer, I have been appointed PAC Chairman for the Auxiliary. The PAC Committee is important to all of us. Our "PAC-MAN" in Washington, D.C. is busy when Congress is in session, working for our benefit. Contributions are necessary. The Auxiliary is supportive and working for PAC. SKI County Auxiliary has contributed \$62.75 through a raffle. This money was given to Robert Lange Association PAC Chairman, who sent it in on behalf of our Auxiliary unit. Since the Auxiliary does not send in the money, there are guidelines for us to follow. Raffles are an excellent way to raise money for PAC. A checklist must be filled out before the money and receipts are given to Robert Lange to forward on to National. The person conducting the raffle needs to know the guidelines. The Auxiliary wants to help the Association with PAC.

The Auxiliary also helps in writing letters to our legislators in Washington, D.C. in regards to issues that are important to rural carriers

We are working on our goal of sending permanent dues cards. We hope to soon reach and complete this goal!

In the month of February we have Valentine's Day and this means love! Let's not just give love on one day, but share and spread love all year long!

Delores Robb
Secretary/Treasurer

DISTRICT ONE REPORT

Kids at the mailbox

Hello again! Here I am in sunny Arizona and enjoying every minute of it!

In the two months we have been here we have had only 5 days of rain. The mud is kind of a gumbo and you come back an inch taller than when you went out, which Dexter and I do three times a day, walking our dogs.

DISTRICT FOUR REPORT

Help fight SIDS

We have enjoyed driving around and viewing orange, lemon, grapefruit, and date groves. There are also many truck farms in the area.

We have been fortunate here in Yuma as we haven't been flooded as other parts of the state have been. It was real bad in places.

Dexter and I went to Mexico with another couple from Marysville. It was quite an experience visiting the outdoor booths and seeing all the items for sale. It was also interesting to see how they bargained over the prices. They are insulted if you don't try to argue the price down. Hope to go again before we return to Washington in March.

Does your spouse complain about children on the route? Are the children taught to stay back from the mailbox until the mail carrier has moved on?

With snow, ice, and rain it is very dangerous for the children to be around the mailbox when the carrier is delivering the mail. A car could slip and hit a child with disastrous effects. This would be very hard on all concerned.

Could we start a campaign by writing letters to our local newspapers and stating some safety rules for the families? Think about it.

That's all for this time. I miss being at the meetings and seeing everyone, but we'll be back soon.

Inez B. Nesmoe
District One Rep.

DISTRICT TWO REPORT

Country Store needs donations

Hello to all Washington Rural Letter Carriers and their families.

Our winter in Arizona has been on the damp side this year. But sounds like you have had snow, so I guess we are about even.

My wish for 1993 would be for more carrier spouses to come to our Auxiliary meetings. See what we are trying to accomplish and give support to your spouses. What a wonderful way to meet new people and learn what your benefits are in your Rural Letter Carrier Family.

While the snow was on the ground, I hope that you had the opportunity to make a few items for the Country Store. This money is used for a scholarship for a child or grandchild of a rural carrier. The amount of the scholarship is determined by the amount of money we make at our Country Store.

We can use craft items of all kinds, baked goods, white elephants, flower arrangements, and knitted or crocheted items. We had a wonderful Country Store last year. Thanks to each of you who brought or sent something to the state convention to sell.

God Bless, and don't forget to support our national project, Sudden Infant Death Syndrome.

Odetta Yeager
District Two Rep.

Greetings from the 4th District. Already we are well in to our new year, and hopefully out of the cold, snow, and ice that made for bad driving conditions. Our corner of Washington is now looking forward to spring.

With our assistance, Sudden Infant Death Syndrome (SIDS) can and will be prevented. SIDS is the sudden death of a baby. Unexpected, unexplained, and unpredictable. Our financial assistance to research could very well be what helps stop this terrible thing. There aren't many of us who haven't heard of someone, a relative, neighbor, co-worker, or perhaps yourself, who has been devastated by SIDS. Many times these people blame themselves, which they never should, for something unavoidable and beyond their understanding and control. Our help is needed! We can make a difference. As fund raisers for SIDS, the Auxiliary offers notes for \$1.00; flashlight keychains for \$3.00; and a 3-masted sailing ship pin for \$10.00. That \$10.00 purchase also makes you a member of the Admirals Club. The President's traveling raffle includes a crocheted tablecloth; hand crafted clock; crystal bowl; decorative album; swag lamp; and pillowcases. All these items will be raffled at state convention in June. Tickets are \$1.00 each. Look over the Auxiliary display at the district meetings, please. Every donation is appreciated.

I will leave you with a thought for now: "God will not always change circumstances for us, but God always offers grace to overcome them." (Alan Jones, New York)

Until next time-Think spring!

Marion Personett
District Four Rep.

ASSOCIATION OFFICERS

PRESIDENT

ED KOSCHALK
11214 E. 34TH AVE.
SPOKANE, WA 99206-5952
(509) 928-9253

VICE-PRESIDENT

LYNN E. WALKER
2485 HIGHLINE RD.
CHEWELAH, WA 99109
(509) 935-8356

SECRETARY-TREASURER

KIT N. WITT
38 CRAFTDALE RD.
OAKVILLE, WA 98568
(206) 273-5311

EDITOR

DAN SNYDAR
P.O. BOX 711
FERNDALE, WA 98248
(206) 384-3295

PAC & RETIRED REP.

ROBERT LANGE
724 TRAILS END
LYNDEN, WA 98264
(206) 354-3372

INSURANCE DIRECTOR

CHRISTINE BRIGGS
3330 POWERLINE RD.
WALLA WALLA, WA 99362
(509) 525-8725

DISTRICT REPRESENTATIVES

DISTRICT ONE

CHARLES K. ALEXANDER
2201 30TH ST.
BELLINGHAM, WA 98225
(206) 733-9201

DISTRICT TWO

JENNIE M. SEELEY
11204 N.E. 131 ST.
VANCOUVER, WA 98662
(206) 892-6837

DISTRICT THREE

JACK SPANGLER
P.O. BOX 1675
NEWPORT, WA 99156
(509) 447-2728

DISTRICT FOUR

STEVE HIGGINS
3330 POWERLINE RD.
WALLA WALLA, WA 99362
(509) 525-8725

LABOR RELATIONS

STATE STEWARD

NEIL M. BUCHANAN
2030 STEINMETZ RD.
CHEWELAH, WA 99109-9511
(509) 935-8282

ASSISTANT STATE STEWARD

DOROTHY IANNUCCI
5604-114TH AVE. CT. E.
PUYALLUP, WA 98372
(206) 841-7124

AUXILIARY OFFICERS

PRESIDENT

HAZEL HALLECK
912 S. 4TH. ST.
KELSO, WA 98626
(206) 425-4050

VICE-PRESIDENT

MYRTLE BUCHANAN
2030 STEINMETZ RD.
CHEWELAH, WA 99109-9511
(509) 935-8883

SECRETARY-TREASURER

DELORES ROBB
6213-208TH ST. N.E.
ARLINGTON, WA 98223
(206) 435-2223

DISTRICT ONE

INEZ NESMOE
1809-7TH ST.
MARYSVILLE, WA 98270-4603
(206) 659-4923

DISTRICT TWO

ODETTA YEAGER
102 LAUREL PL.
LONGVIEW, WA 98632
(206) 425-0605

DISTRICT THREE

DONNA WALKER
2485 HIGHLINE RD.
CHEWELAH, WA 99109
(509) 935-8356

DISTRICT FOUR

MARION PERSONETT
RR 1, BOX 11905
KENNEWICK, WA 99337
(509) 586-2406

SCHOLARSHIP & SUNSHINE

JANET LANGE
724 TRAILS END
LYNDEN, WA 98264
(206) 354-3372

JUNIOR OFFICERS

PRESIDENT

MARK HEIKKILA
P.O. BOX 116
WINLOCK, WA 98596

VICE-PRESIDENT

MATT HEIKKILA
P.O. BOX 116
WINLOCK, WA 98596

SECRETARY-TREASURER

HEATHER HEIKKILA
P.O. BOX 116
WINLOCK, WA 98596



Probably a little more confusing than the districts is which county unit you belong to. Here we'll list all the county units and name used.

Whatcom

Skagit-San Juan

S.K.I. (Snohomish, King, Island)

Clallam-Jefferson

Mutual (Pierce, Mason, Lewis, Pacific, Grays Harbor, Thurston, Alaska)

Lower Columbia (Wahkiakum, Cowlitz, Skamania, Clark)

Kitsap

Okanogan

Chelan-Douglas

L.G.A. (Lincoln, Grant, Adams)

Northeastern (Ferry, Stevens, Pend Oreille)

Yakima Valley (Kittitas, Yakima, Klickitat, Benton, Franklin)

Whitman-Asotin

Spokane

Southeast Counties (Walla Walla, Columbia, Garfield)

The state of Alaska is part of Washington RLCA, and is represented by Mutual Counties.

*STATE CONVENTION REGISTRATION FORM
KENNEWICK, WA
JUNE 27-30, 1993*

Name _____

Please circle one:

Address _____

Regular Carrier

City _____ State _____ Zip _____

Sub Carrier

County Unit _____

Retiree

Have you attended a State Convention before? _____

Auxiliary Member name _____

Names and ages of Junior Members attending:

I will attend the following functions:

SUNDAY, JUNE 27

County Sec/Treas. Training	yes	no
Labor Relations Seminar	yes	no
90 Years of Service with a Smile	yes	no
Celebration/Social, 6-9pm	yes	no

MONDAY, JUNE 28

NO HOST buffet breakfast, 7am	yes	no
Retirees Banquet, \$14.pp, 5:30pm	yes	no

TUESDAY, JUNE 29

Annual Banquet, \$16.50pp, 6pm	yes	no
--------------------------------	-----	----

WEDNESDAY, JUNE 30

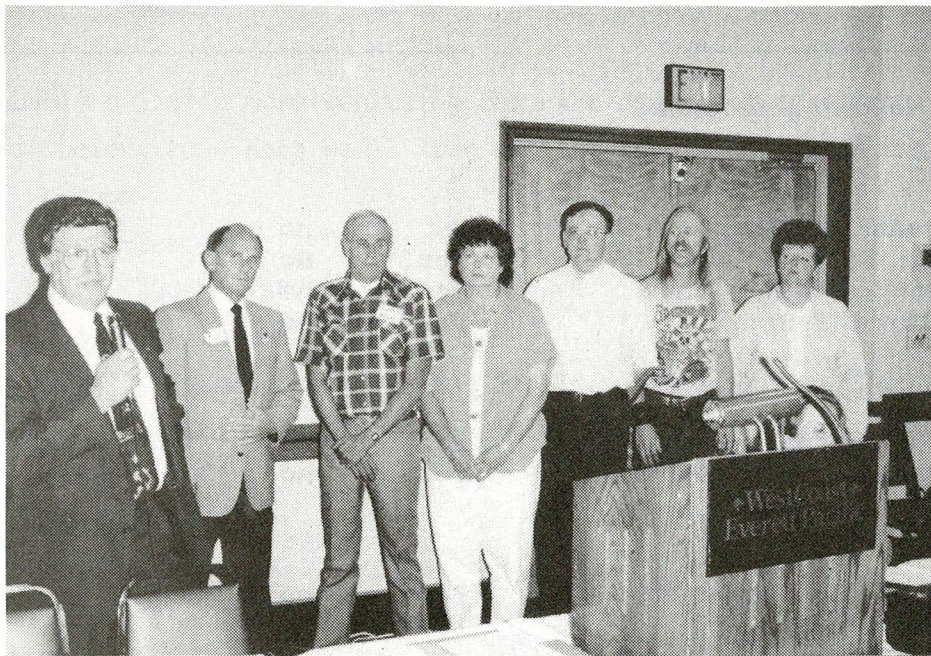
Armed Forces Breakfast, \$7.pp, 7am	yes	no
-------------------------------------	-----	----

Banquet tickets purchased at convention will be an additional \$1.00. Make all checks out to WRLCA Convention. Thank you for registering early. Please send to:

Cindy Norman
905 West 47th Ave.
Kennewick, WA 99337

EDITOR
WASHINGTON RURAL POSTMAN
P.O. BOX 711
FERNDALE WA 98248

NON-PROFIT ORGANIZATION
U.S. POSTAGE PAID
PERMIT # 291
BELLINGHAM, WA 98225



Vilas Smith, NRLCA Regional Representative, (at left), prepares to swear in the newly elected or re-elected state officers at last years state convention in June. Pictured above are: Vilas; Ed Koschalk, President; Lynn Walker, Vice-President; Kit Witt, Secretary/Treasurer; Dan Snyder, Editor; Steve Higgins, District Four Rep; and Jennie Seeley, District Two Rep.