

WASHINGTON RURAL POSTMAN

Official Publication of the Washington Rural Letter Carriers Association

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VICE-PRESIDENT'S REPORT

Delegate funding causes concerns

Greetings to all WRLCA members and Auxiliary from your Vice-President.

I have pondered the subject of this article for the past year, and now it is time to inform the membership of my concerns. It has to do with the WRLCA method of funding state delegates to the national convention. I had the opportunity to attend the '91 convention in St. Paul and the '92 convention in Tulsa as an unpaid delegate. In Tulsa we had 9 of our 13 delegates attending. When our state is one of the only 2 states that doesn't have their entire delegation present, we have to ask "Why?" It is not that they weren't elected, but that the list of funded positions starts at the top according to the number of votes received. The first 6 people on the list receive varying amounts of funding. The remaining 7 delegates receive no remuneration for expenses. The state is mandated by our own by-laws to send both the State Steward and Ass't State Steward on LWOP status, plus expenses. Both stewards, the secretary-treasurer, and the editor are almost always in the top 6 positions because of name recognition. This leaves 2 funded positions for the remaining 9 delegates. There are a total of 4 funded by the state and 2 by the National Office. National pays mileage and per diem only. The secretary has also been eligible for LWOP the past 2 years. I submit that this system of funding by popularity and name recognition is flawed. A much more equitable system would be to place all funding in a pool to be divided equally by all delegates. The standard of conduct for any union is based on democratic principles and is to be strictly adhered to by labor law. This system of funding borders on a violation of those principles. After making inquiries to several states in varied geographical locations, I have found that no state addresses funding for delegates in the manner that Washington does. They equally, and for the most part, fully fund delegates on a mileage and per diem basis. Many of those states surveyed have a lot less money available because of their dues structure than does Washington. It would seem that we have a problem in assessment and priorities, and democratic equality is the casualty.

Last November I expressed my concern about this matter at the board meeting in Kennewick. President Ed named a committee to report back to the Board their conclusions and recommendations. To date, I have not heard of any meeting of the committee, but I understand that some of them may be working on the problem on their own. I would like to commend them for that effort. It is my opinion that the current practices of funding delegates to the National Convention are in violation of the Fair Labor Standards Act of the Department of Labor. I urge all

members and fellow officers to seriously consider options to the present system prior to state convention.

I would like to thank all of you who have voiced your concerns for our state organization in the recent past. I have carried your concerns to the full board and have met with very limited success in addressing them. I would like to encourage each and every one of you who possibly can to attend the convention in Kennewick in June. This organization should belong to you and be operated for your benefit. This includes your access to education and contractual or disciplinary representation, if needed. Come to Kennewick and let your voice, your concerns, and your ideas, be heard!

Thank you for the opportunity to serve as your Vice-President.

Lynn Walker
Vice-President

DISTRICT TWO REPORT

Accidental Punishment

Remember the national Employee Opinion Survey (EOS) which was conducted in April, 1992? Tony Frank was Postmaster General then, and he initiated the EOS as a tool to help identify the strengths and weaknesses related to attitudes, working conditions, and employee-management relations, to name just 3 of the 12 measured areas referred to as "dimensions" by the independent firm administering the survey for the USPS. The flip side of the EOS, the Customer Satisfaction Index (CSI) was designed to be administered to random samples of the general public to help analyze customers' perceptions of the performance of the USPS. CSI scores were an important component of the Striving for Excellence (SET) program that resulted in cash payments to all rural craft employees in January of '92 and '93. The results of the Employee Opinion Survey, on the other hand, have not found their way back to the employees, even though, nationwide, 80% of them filled out the survey. Things are about to change. Maybe even by the time you read this column, you will have had the opportunity to view the results.

The new PMG, Marvin Runyon, says he is committed to improving the work climate in the USPS as one of the ways to build a world class organization. The EOS will be given again this year, probably in July, so the rush is now on to disseminate the results of the '92 survey. Once again we will have an opportunity for input. Whether or not we have been frustrated by lack of progress in the past, we should take the time to make our ideas heard. QWL/EI workteams, county units, even individuals will have the chance to interpret the EOS data and communicate suggestions for improvement.

One suggestion that the Postal Service needs to hear loud and clear is that the typical local and district policies regarding accidents rely more on punishment and fear than constructive prevention. The EOS didn't have any dimensions or questions pertaining to accidents, but there was a reference to sick leave. Under dimension 5, "Employee Treatment & Participation," question 7 stated: "I have been penalized for taking sick leave when I was actually sick." The disturbing national response was that only 55% of the bargaining employees strongly disagreed or disagreed with the statement, and 32% strongly agreed or agreed that it was true. Imagine the likely response if the question had read: "I have been penalized for reporting an accident that wasn't actually my fault." Anyone who was worked for the Postal Service for awhile is aware of his/her responsibility to notify the immediate supervisor as soon as possible after being involved in an accident. Such a requirement seems quite reasonable on the surface, until the "Catch-22" aspect of the situation rears its ugly head. If the accident is of the lost time variety, some form of punishment is almost inevitable. At the very least, the employee will probably be required to attend a so-called fact-finding interview with an upper-level manager from headquarters, even though he/she has already undergone the same sort of interview with his/her own supervisor or postmaster. Ask any rural carrier who has undergone this redundant procedure and the carrier will probably tell you that he/she felt intimidated.

Even worse than the threatening "big-shot" interview is the limited duty routine. Under the guise of recouping some of the money lost when they have to repay OWCP, postal managers often put injured employees in demeaning, make-work limited duty assignments that, while not in direct violation of doctor's orders, inhibit rapid recovery. Unless a rural carrier has been informed to have his/her personal physician specify an eight hour limit for the daily limited duty tour, some managers will attempt to require up to and including 9.6 hours, the daily average on a 48K route. Assignments to clean rest rooms, including toilets, are not unheard of. Even seemingly appropriate tasks such as answering the phone can take on an air of punishment if the injured carrier is prohibited from reading or writing in between phone calls. As unbelievable as it may seem, severely injured rural carriers have actually been picked up at their homes and brought to work to lie down on cots. Local stewards, the Ass't State Steward, or the State Steward can cause these or similar abusive requirements to be halted when they are made aware of the situations, but often the injured carriers are too embarrassed or ashamed to complain.

Clearly, local management is under a lot of pressure to reduce lost-time accidents, as is district, area, and so forth on up the line of command. The goal is admirable, but the chosen method of implementation reflects the old style, authoritarian philosophy of fear and punishment that we

supposedly put behind us in the new era of QWL/EI and participative management. Some policies of accident and incident reporting add "near misses" and "maybes" to the already established category of "must report" actual accidents. Any safety related footnote in a carrier's personnel file is, of course, permanent, and thus a potential future link in a discipline chain which can eventually lead to removal. The current situation is a lot like waiving your right to not having to testify against yourself. Or better yet, imagine a family where the parents required their child to immediately inform them of any trouble or potential trouble the child encountered at school, and then punished the child when they heard the bad news. How long would it take the child to devise a new course of action? To take the analogy one step further, the parents could reserve their worst punishment for failure of the child to report, and then in an attempt to sweeten the deal, offer special after-the-fact behavior modification classes to help their child stay out of trouble in the future. It's no wonder some rural carriers, to use one manager's analogy, see accident reporting the same way inner city basketball players view fouls, "no autopsy, no foul."

There is, of course, a better way. Rural carriers could be involved at the grass-root level in the planning and implementation of a comprehensive accident prevention program that focused on reducing accidents, not punishing people who have accidents. QWL/EI workteams would be a good place to start, but all rural craft employees have an unprecedented opportunity to have their ideas heard. The Employee Opinion Survey measured what we thought about our jobs and the company we work for, and Marvin Runyon has confidence that we can find solutions to our problems. He's right, we can. No fault accident/incident reporting, personnel files emphasizing safety accomplishments, meaningful safety education programs, and countless other ideas could save lives, suffering, and money. Punishment just saves the necks or short sighted managers.

**Charles Alexander
District One Rep.**

SPECIAL CONVENTION ENTERTAINMENT!

On Sunday, June 27, Dan Snyder and Cindy Norman will take to center stage as they bungy jump from 1200 feet. Cindy will leap first, and Dan promises to follow. Honest.

DISTRICT TWO REPORT
Waiver provided for RH drive vehicles

If you are considering purchasing a right hand drive vehicle for your rural route, there is a Memorandum of Understanding (MOU) between the USPS and the National Rural Letter Carrier's Association. This waiver recognizes that the rural carrier has a right hand drive vehicle in duty on their route and that a postal owned vehicle will not be offered to them for 2 years after the purchase, if the waiver is agreed on and signed that the USPS does not intend to put a postal owned or leased vehicle on the route. Here is a copy of that MOU:

**MEMORANDUM OF UNDERSTANDING
BETWEEN THE
UNITED STATES POSTAL SERVICE
AND THE
NATIONAL RURAL LETTER CARRIER'S ASSOC.**

**Waiver of right hand drive vehicles provided
by the USPS**

The parties recognize the value of rural carriers operating right hand drive vehicles on rural routes and, therefore, agree that carriers who purchase right hand drive vehicles to serve their routes, will not be offered postal owned or postal leased vehicles for a two year period after the date of vehicle purchase. This two year period begins on the date of vehicle purchase and will remain in effect as long as the carrier remains on a route on which no postal vehicle is provided and continues to utilize the right hand drive vehicle to effect delivery.

To be eligible for the two year waiver, a rural carrier must advise the postmaster/manager that he/she intends to purchase a right hand drive vehicle for use on the route and that the purchase will be completed within 30 days. The postmaster/manager must advise the carrier within five working days as to whether or not the Postal Service intends to provide a vehicle for the route.

The Postal Service may advise the carrier at anytime during this period of its intent to provide a vehicle at the end of the two years. The provisions of the Memorandum of Understanding concerning Employer provided vehicles to rural routes, signed March 7, 1988, would go into effect at that time.

The two year waiver does not apply when: 1) a carrier purchases a vehicle after being notified by the Postal Service of its intent to provide a postal owned or postal leased right hand drive vehicle for the route, 2) if a carrier bids on a route which already has a postal owned or postal leased right hand drive vehicle, or 3) where the Postal Service has announced its intention to provide a postal owned or postal leased right hand drive vehicle.

Rural carriers who purchased a right hand drive vehicle prior to the signing of the memorandum may request consideration for the waiver by completing the waiver form and providing it to their postmaster or manager by May 15, 1993. If the postmaster or manager indicates that the Postal Service does not presently intend to provide a postal owned or postal leased right hand drive vehicle, a waiver will be granted. The waiver will be effective for two years from the date the carrier purchased the right hand drive vehicle.

Hope this has been of some help to those carriers who are facing this situation. See you at state convention this June in Kennewick!

Jennie M. Seeley
District Two Rep.

DISTRICT THREE REPORT
Training program successful

The Ad Hoc Training Program for new RCA's is beginning its second year. Has it been a success so far? I suppose it would depend upon whom you asked.

Compare the training that we had previously with this program and already you can assume success. Like any new program or idea, there are considerable glitches to be worked out.

Slowly but surely, we are gaining. One very important aspect of this training program that the regular carrier needs to realize is that when the new trainee arrives at your office, they are NOT, I repeat NOT, a fully trained RCA. We did not teach them your case at the academy. We merely taught them the basics of casing and the different delivery patterns, and color coded labels to look for. The hardest part of this training for the RCA is learning your case and where your route goes. Every office utilizes the 24 hours of training differently. Managers DO have the option to obtain more case training time, if it is needed.

We are currently looking at the duplication of subjects that takes place during Postal Orientation. We are hopeful that 6 to 8 additional hours can be gained for office and case training.

This training program came about through the QWL/EI process. By this same process, changes to improve or modify can be initiated. The Ad Hoc Trainer and the DJSC needs to have feedback from offices that are getting these new RCAs.

Through the cooperation of all involved, our training program can become an effective one.

Jack Spangler
District Three Rep.

PRESIDENT'S REPORT

Planning state convention

It is time to start thinking about the state convention in Kennewick, June 27-30. District 4 promises a good time will be had by everyone attending. Show your support-attend and participate. This 87th Convention of the WRLCA should also prove to be informative. Mike Watson will be on hand to speak and answer questions on OWCP. The Seattle and Spokane DJSC's will be there to answer questions and promote the QWL/EI process. I'm sorry to say that the process has been in limbo pending the finalization of the restructuring of the Postal Service. It is up to all of us to revitalize the process. There will be other interesting and informative speakers. Be there!!

The last six or seven months have been frustrating as well as ones of uncertainty. Our jobs are fairly secure, but those of our supervisors and managers have been anything but secure. Our competitors are waiting in the wings, waiting for us to fall. I am confident we will succeed and the QWL process will play a major roll. All we have to do is do what's right. Get involved and be positive by contributing to the success of both the Postal Service and your future!

Ann and I attended Western States Conference in Portland, along with 36 others from Washington. It was gratifying to see so many carriers in attendance. Ten of those in attendance were retirees and their spouses. Guest speakers included Bill Brown, NRLCA President; Lawrence Adams, Chairman of the NRLCA Executive Board; Bill Peer, NRLCA Attorney; Ken Parmalee, Vice-President of Governmental Affairs; and Larry Waligora, Manager, Rural Carrier Health Benefit Programs. Robert S. West, USPS Operations Specialist, was the featured speaker during Friday Afternoon. Besides being informative, he is informational as well. He is as knowledgeable of the duties and responsibilities of a rural carrier as anyone, and serves on the National Joint Steering Committee for Rural QWL/EI.

Last year, automation and its impact on our jobs was uppermost in our minds. This year is no exception as more of us will be affected. The DJSC's have been tasked with seeing that the sector/segment mail going to rural routes is as error free as possible. It is the responsibility of the DJSC's to oversee and train carriers and managers in the following areas: CLASS, Sort Plans, AMS, and the Automation MOUs. The success of providing good sector/segment mail to rural carriers is not just the job of the DJSC's. We, as individual carriers, must accept the responsibility for keeping our CLASS/Edit Sheets accurate and up to date. Address hygiene is critical to the success of automation. Now is a good time to re-read articles from the following issues of the NRLC weekly magazine: Feb.15/92, "How to Create a Two Pass Sort Plan"; the Feb.22/92, March 7/92, and March 14/92 issues contain articles on Address Information Systems (AIS), now referred to as AMS, Address Management Systems, CLASS, and

Edit Sheets. You cannot learn enough about automation. I have previously written an article dealing with automation for the "Postman", in the May, 1992 issue. If you still have a copy of that issue, I urge you to read it for additional references. If you don't have it, I'll be glad to make a copy and send it to you, if interested. My address and phone number appear in each issue.

Neil and I were privileged to be invited to attend 2 days of training for Postmasters in the Spokane District. I found it to be educational as well as informative. This is in keeping with the new way of doing business in the Postal Service, sharing ideas and empowering all employees to be responsible and accountable for their actions and the success of the Postal Service. It will require each and every one of us to evaluate our attitude about the way we feel about our jobs and the USPS. Questions we need to ask: Can I trust you? Are we committed to excellence? Do you care about me? Do I care about you?

In closing, those of you who have attended facilitators training by the Western Area Trainers will recognize a quote from Lou Holts' motivational video: What lies behind you or what lies ahead of you is not as important as what lies within you."

Ed Koschalk
President

EDITOR'S RAMBLINGS

Finally, the last issue of the 1992/93 year is done with. At least we were able to fill up the issue with convention news and officer reports. That way I don't have to think up stuff to write for this column!

In this issue you'll find campaign announcements. In case this is new to you, here's what is being asked: The people under "State Officer Candidates" are asking the support of you through your county delegates to state convention. Express your desires to those people. Under the "National Delegate Candidate" heading are people who are asking you to vote for them when the mail in ballot arrives from the state secretary. This is YOUR direct chance to decide who you would like to see go as a delegate to national convention. When you send the ballot back in, be sure and follow ALL the instructions. The one that most people forget to do is sign the back of the mailing envelope and check the designation. Those don't get counted!

By now you probably all know that the contract extension was approved. I think this places the rural craft in a very enviable position. It is a good deal for us, though one small oversight was the EMA. We will receive no increases in EMA, except when the price of fuel rises nationally. Overall, I'd say that our PMG, Marvin Runyon, is really interested in us and our careers here. That is good.

Dan Snyder
Editor

DISTRICT FOUR REPORT

Be informed about automated mail

It is getting to be that time of year again when participation in Union activities takes up a lot of weekends. We've recently had the combined district meetings, and there was plenty of information available to those in attendance.

I would like to congratulate those who chose to step forward and announce their intention to run for office. It takes a lot of dedication and sacrifices, and whatever choices we make we are assured of outstanding representation.

There appears to be some confusion about what is sector segmented mail. This issue affects us directly in the paycheck. If you are scheduled to be counted automated in September, you had better be educating yourself because there is plenty of two pass mail being given to carriers that is easier to case than raw mail, but it is NOT sector segmented mail. If you don't let the Union know something is wrong, we can't fix it. So take the time and ask the questions to find out about sector segmenting.

Hope you are all planning on attending the state convention. A lot of people are already putting in a lot of time to make it a success. There is an awful lot of good information exchanged that directly effects our jobs. Be there!

Steve Higgins
District Four Rep.

ATTENTION!! **ALL RURAL CARRIERS!!!**

State Convention starts Sunday evening,
June 27th, 6:00pm

Bring your family and enjoy an evening of
fun for all ages!!

Come see a fabulous juggling show and
then SHOW YOUR STUFF!!!

Do you or your family sing, dance, recite
poetry, play a musical instrument, tell
jokes? Maybe you could teach the group a
song or dance?

We are having a great response to this, so
come ready to

SHOW YOUR STUFF!!!!

State Convention, June 27-30, 1993,
Cavanaugh's Columbia Center Hotel
Kennewick, Washington.

BOARD MEETING MINUTES

MARCH 21, 1993

Salt Lake City, Utah

Meeting called to order by Pres. Ed Koschalk at 5:30pm. Neil gave the opening prayer.

Courtney Lewis from Oregon reported that Oregon will bid for the National Convention in 1997 and would like voting support from Washington.

Discussion was held on the Western States Conference which will be held in Washington State in 1995.

Discussion was held on the constitutionality of the motion passed in Ellensburg regarding the expenses paid to officers, steward, and assistant steward to attend the area officers meeting in Utah.

Lynn moved and Dan 2nd that we pay officers, steward, and assistant steward in attendance, actual air fare cost and expenses for the area officers meeting in Salt Lake City, Utah, March 20 and 21, and mileage to and from the airport and parking fees. Motion carried.

Discussion was held on members and non-members attendance at meetings for ratification of the extension of the contract. Concluded that no action required.

Discussion was held on the Steward attending both the Spokane and Seattle DJSC meetings. Lynn moved that this discussion be tabled until the board meeting in Tacoma at the District 1 & 2 meeting. Motion died for lack of second. Discussion continued. Jennie requested that if Neil were to attend the Seattle meetings that he also attend the Portland meetings.

Charles moved and Steve 2nd that the WRLCA continue to fund, whenever necessary, any extra expenses incurred by the state steward when he attends the Seattle DJSC meetings and the Portland DJSC meetings. Motion carried with 2 opposed.

After discussion, it was decided that all officers reports will be printed (75 copies each) and brought to state convention to be available at the door to eliminate the time required to read them on the convention floor if the delegation so moves.

Discussion was held on the purchase of vests for National Convention Delegates. Lynn moved that we purchase enough material to make 25 vests for Delegates to National Convention. Motion died for lack of 2nd.

Next meeting date set for March 27, 1993, in Tacoma at District 1 & 2 meeting.

Kit moved and Dan 2nd that the meeting be adjourned. Meeting adjourned at 7:30pm.

Kit Witt
Secretary/Treasurer

BOARD MEETING MINUTES

March 27, 1993

Tacoma

Meeting called to order at 7:20pm by President Ed Koschalk. Bob Lange gave opening prayer.

Ed asked if anyone had any guests they would like to invite to State Convention. Mike Watson will attend, and Ed plans to invite Spokane District Manager Linda Wilson. Ed reported that Wayne Racine, of Nat'l Insurance Benefits Coordinators, asked to speak for 5 minutes during convention.

Charles read a response to the District 1 & 2 meeting indicating that the individual would not attend because of the smoking at the meeting, and was going to drop out of the Union. The Board Members were puzzled because there has not been smoking allowed during any state meetings for a long time.

Neil asked permission to explore the potential cost savings by switching to MCI from AT&T. Could save as much as 25%. Charles moved and Lynn 2nd that Neil investigate the potential savings of converting the Union lines to MCI, or staying with AT&T and converting companies if the savings are significant. Passed.

Previous minutes were then read by Ed.

Discussion was held on the reason for the motion authorizing airfare and expenses vs mileage and per diem. It was to save the WRLCA money.

The minutes were approved except for the part relating to Neil attending the Seattle and Spokane DJSC meetings. The issue will be clarified at the next meeting when Kit is present.

Neil asked that the Board encourage Ed to contact National President Bill Brown and ask him to keep Jennie Seeley on the Portland DJSC. Washington State has over 80 routes in the Portland District, and for the last 8 years has not had representation on that DJSC. Lynn moved and Dan 2nd that the Board draft and sign a letter endorsing the support of Jennie Seeley as a member of the Portland DJSC. This letter will be signed by all Board Members present and faxed to President Bill Brown in conjunction with a phone call from President Ed on March 29/93.

Steve Higgins apprised the Board of a possible problem in his office involving a past grievance that is soon to be settled. The grievance award was rendered in 1989, but because of a delay in placing the grid system in place, it is just now being implemented, somewhat to the detriment of the auxiliary route in the office.

Christine Briggs asked that anyone who had rural carrier related items from the past bring them to her or Johnny Capwell so they can put together a good history for the state convention and for use at the 1995 Western States Conference.

Dan Snyder said that the next article for the Postman will be due before April 20.

Ed said that he has received complaints that articles regarding QWL/EI have not been published,

but letters to the editor have been. Dan doesn't remember receiving anything pertaining to QWL/EI.

Jennie asked that the state steward answer grievance awards in writing even if they are denied, or whether or not they are appealed to step 3, so the files can be completed.

Ed spoke of the 4/8/93 meeting at the Seattle District office concerning Employee Opinion Survey. Charles and Dottie were assigned to attend.

Dan moved and Jennie 2nd that one days sub hire be allowed to any state officers required to travel across the state to attend district meetings. Passed.

Dottie will report on the area steward proposal more fully at the next meeting.

Charles moved, and Jennie 2nd that the meeting adjourn. Passed.

April 3, 1993
Walla Walla

Meeting called to order at 7:05pm by President Ed. Bob Lange gave opening prayer.

Previous minutes read by Dorothy. Charles moved and Bob 2nd that the minutes be approved as corrected.

Ed read the letter written to the National Office from the WRLCA Board at the last meeting, regarding Jennie's appointment to the Portland DJSC. Ed reported that he was assured by the National Office that Jennie is on the Portland DJSC, and that there were no intentions of removing her. Jennie reported that she attended her first DJSC meeting April 1 in Salem, OR.

Discussion was held to revisit the motion made at the March 21/93 meeting regarding Neil attending the Seattle and Portland DJSC meetings. Question clarified. Discussion closed.

Neil reported on his investigation of changing phone companies. He talked with MCI and AT&T and found a 35% savings with MCI, plus additional benefits. He will switch to MCI.

Dottie reported on the cost of additional ass't state stewards compared to area stewards and the responsibilities of both titles. Discussion held on the compensation, expenses, and duties of both ass't state stewards and area stewards.

Discussion was held on holding a work session to change the board to operating on a budget. May 15-16, 1993 was selected to meet to set a budget in Ellensburg.

Neil reported that Alaska had asked for their portion of the per capita that was returned to Mutual Counties, as they are part of that county unit, to be returned to them in Alaska to help with their expenses. Kit tasked to talk to Mutual Counties regarding this.

Jennie reported that she had checked out the Scamania Lodge in Stevenson for the 1994 state convention, and gave the info to Ed.

Bob moved and Dan 2nd that the meeting adjourn. Meeting adjourned at 10:32pm.

Kit Witt, Secretary/Treasurer

**SECRETARY/TREASURER'S
REPORT**

1993/94 dues payable now

I have just returned from the Western States Conference in Portland, where we enjoyed one of the most informational packed conferences yet. There were speakers from the National Office, the Postal Service, and representatives from many other areas. This is a 2 day meeting that all rural carriers should participate in. I paid my own expenses to attend because I feel it is worth the cost just for the information obtained. The state of Washington will be hosting the Conference in 1995 in the Seattle area, so please plan on being there.

Safety: Who has the most accidents? Regular carriers account for 66% of all vehicle accidents, with RCA/RCR carriers accounting for 34%. When? Saturdays and Mondays from noon to 2:00pm. The weather was dry and sunny, and the accident occurred on a public street. 58% of the accidents involved head on collisions or side-swipes with oncoming vehicles. The one common unsafe practice involved in these accidents: **DRIVING TOO FAST!!!** This should tell you something. Be aware, alert, and watch your speed!!

At the April 3 Board meeting, the Board Members decided to change the Board to operating on a budget. A work meeting is set for May 15-16 to accomplish this. You all know my strong feelings that this is the way our Board should be operating. My final goal has been reached! I also feel that if we set that budget to stay within the funds available, we can put a percentage into the reserve fund each year and still operate without a dues increase.

All the County Secretaries now have the membership list for their unit. This should help them in notifying the members that it is time to pay the 1993/94 dues.

Remember, the National Convention voted a dues increase that is passed along to the states to collect, which goes back to National. Starting July 1, the new dues rates for 1993/94 will be:

Regular (71)	\$268.00
Substitute (73)	60.00
RCA or RCR(78/75)	50.00
Retiree	35.00

Please plan to attend the State Convention this year. It will be held in Kennewick, June 27, 28, 29, & 30. See you there!!

Kit Witt
Secretary/Treasurer

**ASSISTANT STATE STEWARD'S
REPORT**

Relief carrier designations confusing

I have been asked to give further information about relief carriers. It seems that each new contract affects our relief carriers, or creates a new category of relief carrier. In an effort to sort them out, I will list the different classifications:

Designation 73- Relief employee hired before July 21, 1981. Sub.73s have full bidding rights and earn annual and sick leave while working on a vacant or auxiliary route. Also earn step increases.

Designation 77- An Auxiliary carrier, usually a 73 who has a dual appointment as a 73/77, carriers an aux. route and remains the sub of record on a regular route.

Designation 74- Emergency hire, temporary with no benefits. Can only be used for 90 days before being converted to an RCA by passing an exam.

Designation 75- RCR. Has NO bidding rights to a regular route, but ALL OTHER seniority provisions apply.

Designation 78- RCA. Has bidding rights to a regular route and earns sick and annual leave while serving a vacant route or if assigned to an auxiliary route.

Designation 79- RCA assigned to an auxiliary or vacant route and in a leave earning capacity.

The hiring of RCAs during this time of economic instability has been a headache for both craft and management. Some routes have gone months without relief. Part of the reason is the need for benefits and more hours for people who need to support their families. Another is the requirement to be available on short notice.

I do not have the answers. I do know that the National Office is working on having the regular carrier who is forced to work their relief day be compensated at the same rate as if they are required to work on a holiday. So far, that is not an option.

When regular routes come up for bid, please contact Neil or myself if there is any question as to who is the senior bidder. The tie breakers are complex, and different in each situation. Please allow us to help you sort these issues out before they become a matter where a regular carrier has to be demoted to RCA because of a mistake.

Please plan to attend your state convention. This is the time to make yourself heard!!! See you there.

Dorothy Iannucci
Assistant State Steward

CAMPAIGN ANNOUNCEMENTS

State Officer Position Candidates

Charles Alexander respectfully requests the votes from your county delegates for the position of WRLCA **Vice-President**. He will continue to provide full service representation for all your needs. Dedication, reliability, organization, and experience all point to a high profile Vice-President eager to keep you informed with researched articles and presentations. A budget for the WRLCA, automation education, and increased membership head his list of priorities for the coming year. Charles will work for you.

Dan Snyder would like to announce at this time that he is running for re-election to the position of **Editor** of the "Postman". I was first elected to your state board in 1987 as vice-president, where I served for 2 terms, then was elected editor in 1990. I would appreciate your support at state convention this year. Thank you.

Becky Wendlandt is announcing at this time that she is a candidate for the position of **state Secretary/Treasurer**. Becky majored in accounting in college, is currently the recorder for the Spokane District Joint Steering Committee, QWL/EI, and serves on the credit committee for the Spokane Postal Credit Union. She believes that the state association needs to operate on a budget, and will work towards that end, and wants to increase union membership. She would appreciate your support in her bid for office this year.

Daniel Schrup of Deer Park would like to announce his candidacy for **state Secretary/Treasurer**. Dan offers experience, as he was state secretary/treasurer of the Montana Rural Letter Carriers, and garnered 3 awards for membership at the '92 national convention. Dan offers commitment, as he has been a NRLCA union member his entire career. He offers involvement, having been involved in QWL/EI for 4 years. Dan's goals, if elected, are to: work with the board to implement a budget; look for ways to cut costs; work to increase the membership and make our association the best it can be. He does not wish to see any further dues increases. Dan would appreciate your support, and invites you to call him with comments or questions at (509)487-5846.

Lynn Walker is seeking your support in his re-election bid to the position of **state Vice-President**. I pledge to relentlessly continue to listen, and voice your concerns to the full board. I am determined not to let anyone sway me from presenting your questions and concerns. My opponent says he will be a working vice-president. However, I believe that I have been working for you, whether your concerns were accepted by the Board of Control or not. I've stood my ground for the membership, and will continue to do so. I hold no malice toward any fellow board member, or anyone else in a leadership roll. I take my oath of office very seriously, and will continue to do so if re-elected. Thank you for your support.

My name is **Ed Koschalk**, and I am the current President of the Washington Rural Letter Carrier's Association. I would like to announce at this time that I am seeking re-election to the office of **President**. Thank you for your support, and I look forward to seeing you in Kennewick in June.

NATIONAL CONVENTION DELEGATE CANDIDATES

I am **Dan Snyder**, Editor of your state paper. I will be attending National Convention in Philadelphia this August, and I would appreciate your vote for me when the mail-in ballot arrives shortly. As was the case in the past, I will report to you the important events from the convention at your local meetings and in the Postman, and will represent your views. Thank you for your support.

I am **Becky Wendlandt**, and I would like your support to be a delegate to the National Convention this August. I attended last year in Tulsa as a non-paid delegate, and I feel that the information received, as well as the chance to talk to our national officers is very important for the future of the rural craft. Thank you.

Hello! My name is **Kit Witt** and I am the Secretary/Treasurer of the WRLCA. I would like your support by voting for me as a delegate to the National Convention. If elected, I will continue to support the views and wishes of this state when voting on issues, even when those views were not shared by the majority of states and we were subjected to criticism. For those of you who don't know me, I will stand up for the issues and concerns of the members who have sent me. I have been known to take the microphone and do battle on the convention floor. Thank you for your support!

NATIONAL DELEGATE CANDIDATES CONTINUED

I am **Lynn Walker**, your vice-president, and I would like to ask for your support as a delegate to the National Convention this August in Philadelphia. It is imperative that we have as broad a base of delegates as possible, and the learning never stops. There are seminars for everything and everyone, including officers, stewards, secretaries, retirement, etc. An added benefit is the contact with those from other states, and the sharing of information and concerns that enables us to better serve our organization. Had I not attended last year, I firmly believe that I would never have realized that the WRLCA membership would be denied their full voting strength because not all delegates were present. As a delegate, I would certainly endeavor to reflect Washington's concerns and wishes. Thank you for your support and vote.

We are **Charles and Pat Alexander**, and we would like to ask for your vote for us to the National Convention in Philadelphia. We have attended two of the last three conventions, plus the past three Western States Conferences at our own expense. Both of us are committed to attending all state meetings and as many county meetings as possible. We take seriously our responsibility to represent Washington's membership by attending meetings, casting votes, and making reports. Charles is a co-chair of the Seattle DJSC for QWL/EI, District 1 Representative, and Ferndale's local steward. Pat is a QWL/EI facilitator, DJSC Recorder, and Whatcom County's past Secretary/Treasurer. Under the current by-laws, it is possible for 2 members of the same family to receive payment to attend the national convention. We pledge never to take advantage of this windfall, and will always return to the WRLCA any funds that exceed expenses.

CAVANAUGH'S AT COLUMBIA CENTER

Cavanaugh's Hotel at Columbia Center in Kennewick is the Convention Headquarters Hotel for the 1993 State Convention. Please call Cavanaugh's at either of the following numbers to make your reservations:

1-800-843-4667

1-509-783-0611

When you call, be sure and tell them you are with the Washington Rural Letter Carriers. Our room rates are as follows:

Single (1 person/1 bed)	\$50.00
Double (2 people/1 bed)	\$54.00
Double/Double (2-4 people/2 beds)	\$54.00

Actual convention dates are **Monday, June 28, through Wednesday, June 30, 1993**. On **Sunday, June 27**, there is a Labor Relations Seminar and Steward Training Session. That evening of the 27th is the Mixer/Get-Together. This is an annual event the evening before the start of convention, and is always fun to attend.

Please call and make your room reservations by **June 5, 1993**. Thank you.



Now a National Historic Site, the Teapot Dome Service Station is located on I-82 several miles southeast of Yakima.

AUXILIARY NEWS AND REPORTS

PRESIDENT'S REPORT *Don't forget Country Store*

Spring has come to Western Washington, along with the rain. We are hoping for some nice sunny days this coming month of May.

All of the permanent dues cards have been mailed to spouses on our membership list. If anyone did not receive a card, please let Delores Robb know and we will see that a card is sent. You also received a letter outlining our purposes and activities. I hope more of you will take an active part so that we can do a better job for our Juniors, Association, and Auxiliary.

State Convention is fast approaching. Please reserve the dates, June 27 through 30, in Kennewick. Remember, we are a family organization, so bring your family. The Auxiliary will have a board meeting Sunday evening in my room, #2103.

Please don't forget our Country Store at State Convention. This is used to fund our scholarship for one of our juniors. All your donations are appreciated, and the more money we make, the more we can award to one of our deserving juniors. Also, don't forget the scholarship that is awarded annually, endowed by Steve Smith, in honor of his mother. This award is drawn at National Convention "out of a hat" for those who apply. Be sure that your auxiliary delegate has the name of you junior who plans to further his/her education. A chance at \$1000.00 is well worth entering.

We are still working hard on our project, SIDS. It was brought home more clearly when we had an obituary in our local paper the other day about a baby girl who simply did not wake up from her nap. This is something that we must help find a cause and cure for. Families should not have to suffer a loss like this. We are trying. We have pins for sale for \$10.00, flashlight key chains for \$3.00, and notes for \$1.00. All this money goes for research to find out why SIDS occurs. We appreciate all the help you have given us.

Please, when you come to convention, check out our raffle we are holding for SIDS. Chances are \$1.00, and it all goes to Sudden Infant Death Syndrome research (SIDS).

Hope to see you at state convention!

Hazel Halleck
Auxiliary President

VICE-PRESIDENT'S REPORT *Our Flag*

I have been asked to write on "Americanism", and I chose to write about the American Flag.

OUR FLAG--BORN THROUGH VALOR **A SYMBOL OF FREEDOM**

June 14 is Flag Day, which was originated June 14, 1777, out of a bitter War for Independence.

The display of our National Flag is governed by law. This insures that it will be treated with the respect due the flag of a great nation.

There are other official flags, The Presidential Flag, the Secretary of Defense Flag, and the U.S. Navy flag, to name a few. these flags also merit our respect and proper care since the offices they honor are part of our government.

Other titles for the National Flag are: National Ensign, National Color, and National Standard. The term "National Flag" is applicable regardless of size or manner of display.

"National Ensign" is used by the Navy in a general manner, although it actually indicates the national flag flown by ships and aircraft.

"National Color" pertains to flags carried by dismounted units of the landing force and is shorter and wider than the national ensign.

"National Standard" is carried by mounted, mechanized, and motorized military units.

It is a beautiful flag, combining the blue of vigilance, perseverance, and justice, the white of purity, and the red of hardiness and valor. It is a symbol of freedom that has lifted the hearts of Americans down through the years.

It has been said that our stars and stripes is a "living" flag. It breathes vitality as it ripples in the breeze. It has exemplified vigor and endurance in proclaiming man's freedom and his right of life, liberty, and the pursuit of happiness through more than 2 centuries. It grows as our nation grows, with a star added for each new state to the union.

History tells us that our national flag is a development of an earlier flag, authorized by Congress in the fall of 1775, and known as the Continental Union, or the Grand Union Flag.

The Continental Union Flag usually included the same red and white stripes, signifying a united resistance to tyranny, but had the union jack of Great Britain instead of the blue field and white stars. Some Continental Union Flags used at sea had red, white, and blue stripes.

RESPECTING THE FLAG

The flag of the United States should be flown daily from sunrise to sunset, in good weather, from public buildings, schools, permanent staffs in the open, and in or near polling places on election days. The flag may be displayed 24 hours a day on special patriotic occasions, if properly illuminated during darkness.

The flag should not be displayed on days when the weather is bad, except when an all-weather flag is used.

The flag should always be flown on national and state holidays, and on those occasions proclaimed by the President. On Memorial Day, the flag should be at half staff until noon.

The flag should never touch anything beneath it, nor should it ever be carried flat or horizontally, but always aloft and free.

When the flag is so worn that it is no longer suitable for display, it should be destroyed in a dignified manner.

PROTECT OUR FLAG

I AM OLD GLORY. For more than eight score years I have been the banner of hope and freedom for generation after generation of Americans. Born amid the first flames of America's fight for freedom, I am the symbol of a country that has grown from a little group of 13 colonies to a united nation of fifty sovereign states. Planted firmly on the high pinnacle of American faith, my gently fluttering folds have proved an inspiration to untold millions. Men have followed me into battle with unwavering courage. They have looked upon me as a symbol of national unity. They have prayed that they and their fellow citizens might continue to enjoy the life, liberty, and pursuit of happiness which has been granted to every American as the heritage of free men. So long as men love liberty more than life itself; so long as they treasure the priceless privileges bought with blood of our forefathers; so long as the principles of truth, justice, and charity for all remain deeply rooted in human hearts, I shall continue to be the enduring banner of the United States of America. I AM OLD GLORY!!!

Myrtle Buchanan
Auxiliary Vice-President

SECRETARY/TREASURER'S REPORT

Support PAC

Winter is gone--spring is here--enjoy the springtime!!

When task lies ahead, what is the thought in your mind? You can do whatever you think you can, and it's all in the way that you view it. So it's all in the start you make and you know you're going to do it. A goal was set to send out all the permanent dues cards for the Auxiliary. Our goal has been

accomplished. We had the confidence and perseverance. WE DID IT!!!

We must continue to support PAC. All the money the Auxiliary receives for PAC is given to Robert Lange, who then sends the money in for us. There is more responsibility for the Auxiliary following guidelines and a check list. I am serving as PAC Chairperson for the Auxiliary.

REMINDERS: Please keep information to send in to Janet Lange, Sunshine Chairperson, who sends cards to those who need cards. Her address is listed in the "Postman".

Become involved. Attend your county meetings and your state convention. Items are needed for the Country Store, which supports our Scholarship each year.

Support the Auxiliary as they continue to write letters to the legislators in regards to issues important to rural carriers. Also, as we work to support our National President, Marilyn Jones and her project, SIDS, we appreciate the Association for their help, and all others who have helped!

Let's all go to Kennewick for state convention!

Delores Robb
Secretary/Treasurer

DISTRICT ONE REPORT

Home at last

Hello again! Time for another article for the paper, so here goes.

Dexter and I left Yuma, AZ, on the 15th of March, and arrived home in Marysville on the 18th. We parked our trailer in back of the house and hooked it up to water and power. Found everything pretty much as we had left it.

I don't have much to report on, so I am enclosing a few thoughts on safety around mailboxes.

When children see the mail carrier coming, they often become excited and run out to greet him. In their excitement, they may accidentally dart out in front of the vehicle. Child safety around mailboxes is a concern of rural carriers for the well being of both the children and the carriers.

Some helpful suggestions:

1. If you must send a child out to place a letter in the box, do so before the carrier gets there.
2. If you send a child to get the mail, have them wait in the yard until the mail carrier has left the box.
3. DO NOT let your children play on or near postal vehicles while the carrier is delivering the mail.

The USPS has trained the carriers to be cautious and watch out for children. By working together, we can avoid much pain & suffering to all concerned.

Inez Nesmoe
District One Rep.

DISTRICT THREE REPORT

Mailbox safety

Dear Members and Friends of the Rural Letter Carriers:

One of the prime concerns of the rural craft is "Safety". The Auxiliary of your organization is also deeply interested in this concern of each and every mail carrier who everyday drive with the risk of an accident waiting to happen.

Not only are we concerned with your well being, but also with the safety of children when mail is being delivered to the homes.

Children get excited when they see the carrier approaching and they tend to forget about safety and may dart in front of the vehicle. Although our carriers have been trained in safety, a great fear for each driver is children around the mailboxes. Children are spontaneous, and it must never be taken for granted what they might do. Customers must be informed not to park vehicles around the mailbox. They could block the driver's view of any children playing in the area. The Auxiliary is pleased to support the child awareness and the mail carrier program.

With the help of the parents, and the NRLCA, we can educate and protect our most precious gift of life-our children.

Donna Walker
District Three Rep.

DISTRICT FOUR REPORT

Subaru donates 2nd car for raffle

Greetings from District 4. Isn't the spring beautiful? After all the snow and cold it is surely welcome. We are busy getting our garden planted and raising bumper lambs. All wonderful and fun!

Each year the Auxiliary project is chosen by the National President. This year Marilyn Jones chose SIDS. Her goal is to assist in the research of SIDS to put a stop to this nightmare, and to prevent others from suffering what her family went through when her grandson died of SIDS. Through the sales of notes, keychain flashlights, and the sailing ship pin, we can assist her.

Subaru Company has again donated a right hand drive vehicle to be raffled off at the National Convention. Money from the sale of these \$1.00 tickets also assists SIDS research. These tickets are only available to rural carriers. No outside sales! A great idea, and while everyone hopes to be the lucky winner, we can still be helping a good cause. Some very fortunate rural carrier is assured of driving a brand new Subaru.

Our Washington State President, Hazel Halleck, has a traveling raffle consisting of a hand crocheted tablecloth, clock, photo album, hanging light, patio light flower pot, ceramic Santa, and crystal bowl. All items were donated by crafty rural carriers and spouses. These will be raffled at our state convention

in June. Proceeds will benefit the state scholarship and SIDS research.

Won't you please assist with this worthwhile project? Lets all help to find the cause and the cure for this dreadful syndrome. Maybe we can save the life of one of our children or grandchildren, niece or nephew. It would certainly be satisfying to know that our few dollars helped to erase SIDS.

Totals so far are SIDS-\$30,666.16, and Subaru tickets \$1277.26. More ticket sales will be reported closer to convention.

Happy spring! See you at state convention.

Marian Personett
District Four Rep.



(Above) Some of the retirees who attended the Western States Conference in Portland last month have lunch together. (Below) Auxiliary State President Hazel Halleck addresses the District 3 & 4 meeting in Walla Walla.



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**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
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WEDNESDAY, JUNE 30

Armed Forces Breakfast, \$7.pp, 7am	yes	no
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Banquet tickets purchased at convention will be an additional \$1.00. Make all checks to WRLCA Convention. Thank you for registering early. Please send to:

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

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

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(Left) Charles Alexander, District One Representative, addresses the rural carriers in attendance at the District 1 & 2 meeting in Tacoma March 28th. (Right) Neil Buchanan, State Steward, gives his report at the District 3 & 4 meeting in Walla Walla April 4th.