

WASHINGTON RURAL POSTMAN



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RCA VERSUS REGULAR CARRIER BIDDING RIGHTS WAR CONTINUED AT '93 NAT'L CONVENTION YOUR VICE-PRESIDENT'S DELEGATE REPORT

The 89th NRLCA Convention in Philadelphia was not business as usual. If it had been, I would be reporting to you the highlights from the address given by the Clinton Administration's Secretary of Health and Human Services, Donna Shalala, on health care, or from Postmaster General Marvin Runyon, on the current status and goals of the USPS. The real news of this convention, in the heartland of democracy, was not what any one speaker told the delegates, but rather what the delegates collectively told the national leaders of our association.

The delegates told National President Bill Brown, via a vote on Tuesday, that they were not in favor of his suggestion to change the procedures for caucus night. Bill, against the advice of some of the members of his own national board, had wanted to have all of the interested delegates meet as if in general session to hear the questions to and responses from all the candidates running for office. The normal procedure, which the delegates voted to maintain, was to have the candidates travel to smaller, geographical based groups (our state met with the Western States Caucus) where more delegates have a greater degree of freedom to ask questions without the intimidation of a larger forum or the chance that "ringers" would field questions designed to make the candidates look good. The downside of maintaining the status quo was that, once again, many of the caucuses were not completed until after 1:00 in the morning.

Tired delegates were in a mood to change the order of business for next year's convention in order to prevent the inevitable crunch on the last day to complete the constitutional amendments, resolutions, and the election of officers. The situation was not much different than what we face every year at the state level, except that the order of business for the national convention is quite specifically spelled out in the National Constitution. Undaunted, the delegates mustered the necessary two-thirds majority to amend the constitution to amend the constitution to allow for association

business to begin one-half day earlier in subsequent years.

Arguably, the most significant message sent by the delegates to the National Board involved Article XVII, Section 1 of the Constitution and By-Laws which was changed to read: "All National Agreements, and Memoranda of Understanding on changing Evaluated Time Standards on Rural Carrier Routes reached between the National Rural Letter Carriers' Association and the U.S. Postal Service shall be submitted to each State Association for ratification. The President, Vice-President, Secretary, and the elected state officers shall vote approval or disapproval of the Agreement or Memoranda of Understanding changing Evaluated Time Standards on Rural Carrier Routes in accordance with the number of regular, substitute, rural carrier associates, rural carrier relief employees, and auxiliary carrier members within their respective state. The vote of each State Association shall be determined by a majority vote of the elected officers." Many of the delegates were worried that there wasn't much room left to negotiate a time standard for Delivery point Sequence mail. This year sector segment mail will receive .04444 minutes per piece and the boxholder allowance has long been .04 minutes per piece. To prevent a situation where the National Board agreed to a time standard for DPS mail that was less than the credit for box holders, the delegates took the bold step of removing some of the National Board's power to negotiate MOU's with the USPS. Henceforth time standard MOU's will have to be ratified by the state associations as specified in the previously mentioned amendment.

Finally, I am sorry to have to report that the RCA versus the Regular Carrier serving a sub-standard route bidding rights war continues to divide our craft. Once again, resolutions that would have given Regular Carriers bidding preference over RCA's at the District or Area level were hotly debated and eventually defeated. In my opinion, the controversy will never be resolved until resolutions something on

the order of those introduced by the Larsons at this year's State Convention are simplified and presented. If a new class of relief employees were created, as suggested in the Larsons' proposal, it might be possible to help the Regular Carriers serving sub-standard routes without taking any bidding rights away from RCA's. I urge all of you to help them formulate an acceptable solution to a very divisive issue.

Charles Alexander
Vice-President

QWL-EI PROJECT FAIR SCHEDULED FOR FEBRUARY 15 IN EVERETT. DISTRICT ONE REPRESENTATIVES' REPORT

Hello fellow Rural Carriers!

I'm sure you're all breathing easier now that mail count is over. By the time this is published, you should all know where you stand and what your new route evaluation is. I hope all of you took advantage of the rural evaluations by the Union.

In July, all of the QWL-EI workteams in the Seattle District should have received a letter regarding the Project Fair for 1994. I mailed these letters and response forms to each Workteam with a request that you respond by October 30, 1993. The date for the fair is February 15, 1994, at the Everett Pacific Hotel in Everett. The Task Force is still planning the Fair and you should be receiving more information soon.

We would like to involve all workteams! We would like to include workteams that for one reason or another have not been meeting, and also any offices that may have declined the QWL-EI process. If your office has declined involvement in QWL, this would be the perfect time for you to see first hand what it's all about. If your workteam has stopped meeting, then it's also your chance to become involved in the process again. If your office has declined or isn't meeting, please give me a call at (206) 337-7325 so I can send you the information. We want you involved.

For those of you who have received your information, we need to hear back from you. To date I have received only seven response forms back. I know that you have all been busy with the mail count, but it is very important that we receive your response back so we may further plan this Fair for you. If you have not received your letter and response form, please check with your teams contact person to see if they received it. This Fair is for you, and we can't make it a success without some response. Please send in your form today!

Judith Peck
District One Rep.

HEALTH BENEFITS AND HATCH ACT TOPICS AT NATIONAL CONVENTION. A REPORT FROM YOUR DISTRICT TWO REPRESENTATIVE

I would like to thank you for allowing me to go to my first national convention as a delegate. It was a most memorable experience for me.

Tuesday morning was a joint session with an address from keynote speaker Congressman Tom Sawyer. That afternoon included Armed Forces and Lady Carriers luncheons. Bill Peer, NRLCA legal counsel, spoke of up-grading the levels of the steward system, eliminating the 2 year limitation limit on terms of national officer, printing the national magazine 26 times a year instead of 48, and restructuring and restaffing the national office because of the great workload to try and serve the needs of the membership better. Ken Parmalee, Vice-President of Governmental Affairs, spoke of the EMA bill, Hatch Act Reform, and Health Care Reform. PAC awards were presented. Washington State was recognized for having an increase in contributions over last year.

Wednesday, the list of speakers started off with Jean Stevenson, who represented the Provident Guild. Then a special treat, the Clinton Administration's Secretary of Health and Human Services, Donna Shalala, shared her vision on health care reform and welfare reform. One thing she stressed was that American workers and retirees must have adequate health benefit coverage. Donald Redmond, President of National General Insurance Company, endorsed vehicle insurance for rural carriers nationwide. Shelby Hallmark, Deputy Director of the Office of Worker Compensation Programs, spoke of the changing focus of OWCP to try to work with injured employees, their doctors, and help the injured employee return to work if possible.

Presidents and Vice-Presidents conferences were also held. They had a State Editors Seminar and an Auto Insurance Seminar. I attended the Labor Relations and QWL-EI Seminars. Art Porwick went in to detail on DPS mail for city carriers. This seminar left a lot to be desired.

Thursday morning Postmaster General Runyon spoke. The Postal Service has 650,000 employees and a \$47 billion dollar budget. He felt that changes need to be made and stressed that we all must work hard to satisfy the needs of our customers.

I felt that there could have been more time given to resolutions and constitution and by-laws changes. I enjoyed the caucuses that went very late into the night. This is where you get to meet and ask questions of the nominees running for national office.

Friday was election and installation of officers. All the incumbents running were re-elected.

As you can see, it was a very busy convention. You have an opportunity to meet a lot of interesting carriers and share common stories of our craft. I would also like to thank you for the highlight of my trip, and that is receiving the Carrier of the Year Award. It has been an honor to represent the State of Washington on such a great award. I will always cherish it. Thank you.

Jennie M. Seeley
District Two Rep.

FUTURE NATIONAL CONVENTIONS EXTENDED BY ONE DAY DISTRICT THREE REPRESENTATIVE'S REPORT

Mail count is finally over. We seemed to have received an even flow of mail. I hope all of you who elected to count are happy with your evaluations.

After 26 years as a member of the National Rural Letter Carriers Association, I finally decided it was time to attend a national convention. I believe I picked a good one for my first. Since this convention was being held in Philadelphia, and my wife is from Pennsylvania, we decided that we would take the extra time and drive.

We left on the 4th of August and drove the northerly route on Hiway 2. We were surprised at the amount of crops in Montana, North Dakota, and Minnesota, that looked as though it were early May rather than August. Evidence of the excess rain in the area could be seen in the numerous small lakes standing in the lower fields. We headed through Michigan and arrived in W. Pennsylvania early Saturday afternoon. One day of rest, then it was on to Philadelphia, where we arrived at the Wyndham Franklin Plaza Hotel around noon. I was surprised at the number of rural carriers waiting to check in or walking around visiting like they were at a large family reunion.

After getting settled into our room, we asked directions in the lobby to the convention center. As I was the only delegate who drove, President Ed detailed me to transport the Alaska and Washington flags. He also gave me specific instructions that they needed to have them Monday afternoon for practice. Lo and behold, before leaving the lobby, I see some familiar faces, our newly elected Secretary, Becky Wendlandt, and President Ed. I have made my deadline, and true to our motto, I delivered!

We caught the shuttle bus to the convention center to get registered. You can tell by the friendliness that this is a gathering of rural carriers. Registration is a snap and so many displays and so much to see, we decide that this is not something you can see in just one walk-by.

Tuesday morning, we caught the shuttle for the convention center, which by the way was 5 blocks from the hotel. Opening ceremonies were very impressive and certainly something that I will

remember for quite sometime. Ed carried the Washington flag and Charles Alexander carried the Alaska flag to their places on the stage. What a great way to get your blood flowing with the feeling of patriotism and that of one big family.

We were the first group to hold a convention in this facility. Being first meant that we were also going to have some sound problems until the bugs were worked out. By the afternoon things were somewhat better, and you could understand what the speakers were saying. By that afternoon, I had the feeling that this meeting reminded me of a national political convention. That evening we had time to visit some of the historical landmarks of Philadelphia. The Liberty Bell and Independence Hall were most impressive. The architecture of the buildings in Philadelphia is magnificent. Contrasting with the beauty of the buildings, the homeless were in evidence wherever we walked. The homeless had their beds of cardboard under the trees in the park, and people would sleep in doorways or even in the middle of the sidewalks. Seeing it on the news and then seeing it for yourself in person is somewhat different. Welcome to the real world.

The Wednesday night banquet was an enjoyable time spent with carriers from other states. I had the occasion to sit next to an RCA from upstate New York and we had many interesting things to share. The Wisconsin carriers shared with us their experiences with the flood and winter snows. The PMG was the featured speaker, but because of the sound system, we did not understand much of his talk. Ronnie Milsap was the entertainment, and that sound system did not do justice to his presentation either.

The business sessions of this convention were indeed interesting and I think it pertinent to note that because the business sessions ran into the evening on Thursday, that a Constitution and By-laws change was passed to hopefully give the time and attention needed to conduct the business. The evening caucuses for the candidates running for office lasted until way after midnight. It was tiring but interesting as most of these folks are dedicated to our craft. I was happy to be present as our own Jennie Seeley received her award as the Carrier of the Year for Washington. Congratulations again, Jennie. It is well deserved.

I enjoyed very much the presentations that the different states make to try to capture the national convention bid for their own state. It is evident that a lot of time and hard work went into this. Greensboro, North Carolina will be the host for the 90th NRLCA Convention in 1994.

I guess I did not realize that so much politics are involved in the elections of our national officers. It was interesting to say the least, and turned out as expected. I am told that this was the most expensive national convention to date. Reason being the locale and the shuttle service. Total attendance at this convention of as Friday, August 13th was 2337. That includes juniors, guests, and auxiliary.

After the installation of officers and the closing ceremonies, we headed home to Washington State.

Took a small detour and drove through Glacier Park in Montana by the way of the "Going to the Sun" road, where we marveled at the majestic mountains and spectacular scenery. We drove a total of 5887 miles.

My sincere appreciation to the members of this Association for giving me this opportunity to attend this National Convention. I hope that I may have an occasion to attend another.

Jack Spangler
District Three Rep.

STATE CONVENTION VOTES TO PAY ALL NATIONAL DELEGATES DISTRICT FOUR REPRESENTATIVES REPORT

There was a very vocal demand at this years state convention that we look closely at where and how we are spending our money. The finance committee recommended that people traveling for union business accept a lower payment per mile. This was rejected. We decided that we would no longer allow state officers to use sub-hire to attend our state convention. In general, the attitude was to look for ways to save money or cut costs.

In this atmosphere, we passed a constitutional change pertaining to how we fund our delegates to the National Convention. Previously we paid per diem and round trip mileage for two delegates. As a result of the change, this year we paid per diem and one way mileage for ten delegates. This change cost our association \$6000.00 in additional expense. This represents 4% of our income.

What do we get for our \$6000.00? These delegates are required to submit a written report that should be included in this issue of the paper. Read these reports. Other than the reports of the state steward, assistant state steward, and Kit Witt, who have been our delegates previously, how much did you learn?

Try to look at this issue with your head and not your heart. It is admirable to encourage people to attend National Convention. Money is the easiest encouragement. I'd be surprised if we weren't asked to provide more encouragement next year. Is it money well spent? Only you can decide.

Steve Higgins
District Four Rep.

FOR SALE

1991 Subaru, right hand drive, all wheel drive, overhead sign and lights, door saddle, approx. 12,000 miles. Will be available approx. 12/1/93. I'm selling this one because I just ordered a 1994 Jeep for use on the route. If interested, please contact Jennie Seeley, District Two Rep, at (206) 892-6837.

GOV'T EXCLUSION ENDORSEMENT A CONCERN TO RURAL CARRIERS INSURANCE DIRECTOR'S REPORT

Because our craft population is growing so rapidly, we are concerned that these new people are made aware of the benefits of union membership. My concern, of course, is proper and complete auto insurance coverage.

Your concern is that you get the best coverage at the lowest cost. Because of our jobs, auto insurance can be expensive. It doesn't have to be.

There is a lot of confusion about insurance coverage. Some people even think that because they are covered by the Tort law while on the route, they don't need insurance.

Automobile insurance coverage is the law in this state. Yes, you are covered by Government Insurance while you are on your line of travel on your route, and direct travel to and from your work, as long as you are seat belted. If you deviate at all you are not covered, and if you do not have your seat belt on, you are not covered. If your insurance policy does not have an exclusion endorsement, you are not covered, and any accident you may have will be covered by you, or your insurance company. The Government Exclusion Endorsement states that if you are an employee of the U.S. Government and doing your assigned duties, you are not covered by National General Insurance Company. **THIS IS EXACTLY WHAT YOU NEED FOR THE TORT CLAIMS LAWS TO BE IN EFFECT.** With National General, you are covered at a pleasure rate for the rest of your driving. This coverage is typically less expensive than business coverage.

National General writes auto insurance for rural carriers and has for the past 40 years. Because of the Government Exclusion Endorsement, National General can write auto insurance about \$180.00 cheaper than most insurance companies.

Please invest in yourself. For more information, please call or write to me for more information:

Christine Briggs
3330 Powerline Rd.
Walla Walla, WA 99362
(509) 525-8725

Thank you, and I hope to hear from you soon.
Drive safely!

Christine Briggs
Insurance Director



MAIL COUNT, STATE AND NATIONAL CONVENTIONS BOTH RAN SMOOTHLY YOUR PRESIDENT'S REPORT

The annual mail count is now history, and from what I've been hearing, it went well. It appears there will be quite a few new regular routes as a result of the growth experienced in the rural craft. I'm sure there will be a few new auxiliary routes as well. Using the mail volume of my own office, I can't help but feel that this was a good count for everyone.

It has been 5 months since the convention in Kennewick. I think I have finally recuperated from it. Looking back, I feel it was a good convention and we did have an opportunity to air our concerns. I would like to thank the carriers from District 4 for seeing that everyone had a good time. They are to be commended for going that "extra mile". I especially want to thank Cindy Norman for taking on the awesome task of seeing to it that everything fell into place, since the original plan of having the '93 convention in Yakima didn't work out. Thanks again Cindy for a job well done! I hope everyone who attended the convention came away a little more informed, even though it seemed as if we were going nowhere on some issues. Our state convention is the time we set aside for conducting the business of the association and setting the tone up the upcoming year. It is also the time for members from across the state to get together and share their ideas and concerns. I feel we had this chance. I, as your state president, and the board have heard your concerns and now we must attempt to carry them out. I again urge all members to get involved, attend your local count meetings, and get to know your fellow rural carriers.

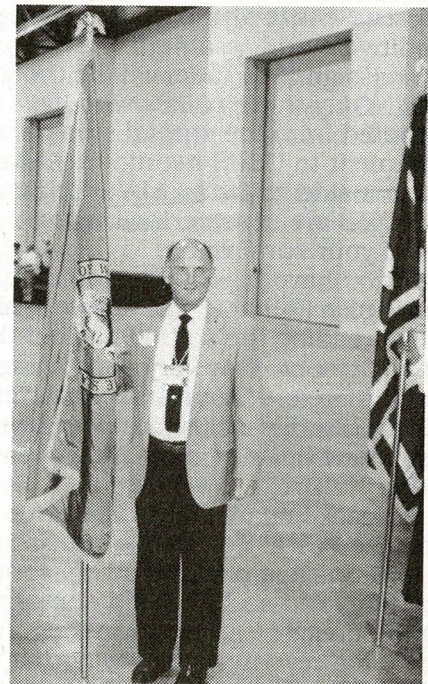
August found 13 delegates and some spouses attending the National Convention in Philadelphia. Even though the convention didn't officially begin until Tuesday, the 10th, Monday the 9th was a full day for state presidents and vice-presidents, secretaries, state stewards, and assistant state stewards. President Bill Brown, Vice-President Scottie Hicks, and Governmental Affairs Vice-President Ken Parmalee, addressed the presidents and vice-presidents. The Secretaries Seminar was conducted by Nat'l Secretary/Treasurer Roger Moreland. The Stewards Seminar was conducted by the Director of Labor Relations, Leo Root, and NRLCA Legal Counsel William Peer. Following a morning session of exchanging ideas and sharing information, the 3 groups got together for a luncheon and an afternoon of further exchanges of ideas and information. The September 4 edition of the NRLCA magazine covers highlights of the convention. I thought that William Peer's report to the convention delegates on Tuesday, challenging the membership to "re-invent this organization" so it will work even better for the membership and the betterment of our craft and our lives, bears some consideration.

Generally speaking, I feel the convention went rather smoothly. There were really no cliff hangers or issues that weren't resolved after a reasonable amount of debate. A change to the Constitution and By-Laws was passed that will require all national agreements and MOU's that change our evaluated time standards to be submitted to each state association for ratification. Over 100 resolutions were submitted. Some were duplicates of resolutions from previous years that passed. The resolutions committee presented 63 resolutions for our consideration. A resolution changing the NRLCA magazine from a weekly to a bi-weekly passed. The Sept. 25 edition of the national magazine will be the last weekly issue. The new magazine will consist of 24 pages published bi-weekly. This was done as a way to reduce operating costs. The delegates also mandated that the National Board look in to other ways of reducing operating costs. Your State Board has been mandated to do the same.

In closing, I once again urge all members to attend their local county meetings, labor relations seminars, District meetings, and state convention. It's your association. Let your state officers know what issues are of concern to you. You can do this by getting involved. Some of the issues that will be discussed at upcoming events will be: Vienna/Oakton National Arbitration on territory; Health Reform; DPS mail; NALC Route Structure Task Force, and QWL/EI, to name a few.

Hope to see you at a meeting soon.

Ed Koschalk
President



LLV'S COMING TO RURAL ROUTES YOUR STATE STEWARD'S REPORT

By the time you read this, the 1993 rural mail count will be history. From all I have been able to learn, it has been an outstanding count. Route adjustments will now be the order of the day.

In the Seattle District, a high percentage of the routes were counted by rural carriers. This has turned out to be an outstanding success in most offices. The most common comment from those rural carriers has been: "No wonder Management hates mail count. I don't see how they conducted the count and did the rest of their work as well." I believe this has been a learning experience and a good confidence builder for both the rural carriers and their managers.

As I said earlier, many routes should be scheduled for adjustment as soon as the evaluations are back. Hopefully the new 4241-A's will be in your hands prior to the beginning of the new guarantee year, which starts October 30. Everyone needs to be aware that with automation in place in some locations and pending in many others, route adjustments should be approached with caution and forethought. NO ONE should be looking at an automatic 40-K or 44-J cut. AS soon as you learn that adjustments are pending, a phone call to Dorothy or myself would be prudent.

Sometime after next March, the new Long Life Vehicles (LLV) should be arriving. For those who haven't heard, the Postal Service ordered 12,000 LLV's for use on rural routes. That means that more than 1/4 the rural routes in the U.S. will have these vehicles on them. The Spokane District did NOT order any, but Seattle will split approx. 450 LLV's between Seattle and Tacoma. Those routes in Woodinville and Issaquah that have Postal owned Jeeps assigned to them will be the first to get the LLV's. Only those routes who have their EMA computed from the special stop chart and are convenient to USPS maintenance facilities are likely to be considered for an LLV. Better do some checking first if you are considering buying a new vehicle for use on your rural route.

Didn't have much of a summer, but sure has been a nice Fall here in Eastern Washington. I am really dreading the setting back of the clocks at the end of October. It is very depressing to have dark all of a sudden be 1 hour and a few minutes earlier than it was yesterday. I keep thinking we shouldn't be messing with the clocks. After all, you can't fool Mother Nature.

At least in part due to the extra costs imposed upon the Postal Service by our National Legislators, the USPS is again facing a very serious financial shortfall. You and I can do our part to help the Postal Service weather these tough times by increasing revenues. Any way that we can move traffic from the post office lobby out to our rural boxes will help. We can also sell. Encourage your customers who usually buy books to buy rolls. They

will use more stamps if they have more stock. Sell priority mail, express mail, and even encourage your customers to buy personalized stamped envelopes from the Post Office. I believe that if all rural carriers began to sell products as if they were a company salesman working on commission instead of salary, we could increase sales enough to delay postage rate increases for a long time, perhaps indefinitely. If you are part of a QWL workteam, why not make revenue generation one of your priorities.

I expect this issue of the paper contains several national convention reports, so I will only say that the national convention in August was far from uneventful. President Bill Brown was elected for a third term, becoming only the 3rd or 4th president of our association to serve 3 terms. Scottie Hicks was re-elected vice-president, but by a rather narrow margin. Steve Smith, our former Director of Labor Relations, after one year of going back to serve his route, challenged Scottie for the vice-presidency.

Transfer rights for rural carriers versus bidding rights for RCA's was one of the most emotional floor battles again this year. California's delegate vote was challenged. It was fortunate that none of the votes were close enough that California's vote could have changed the outcome or complications of a serious nature would have been encountered.

We were the first convention to meet in Philadelphia's new convention center. The acoustics in the huge assembly hall were really bad for our purposes. It was difficult to hear what was said from the head table and almost impossible for those at the head table to understand what those speaking from the floor were saying. This difficulty prolonged some of the sessions.

One of the projects to come out of this convention was the selection of a task force comprised of state stewards and national officers. Their task is to investigate the revamping and updating of the steward system. One of the problems this task force will have to work on is financing the steward program. Many states still don't consider the steward program important enough to get their dues up to the needed level. There has been a massive turn over among the state steward ranks, and the leading cause is lack of funding. The duties and responsibilities imposed upon the state stewards grows year by year, yet many states do not underwrite these steward expenses. I am thankful that our state is one of the few that does adequately fund the steward program.

At one of the meetings of the state stewards where funding was a topic, revenue sharing was being talked up. That is, let the National begin to carry the financial burden for those states that are not putting up the needed money. I said I was against such a program unless some firm guidelines were in place because the only place the National can get money is from us, and if we send it to National and then ask for it back, it comes back with controls. When asked for suggested guidelines, I responded, "No state

should be granted assistance until their dues are at a minimum level, such as \$260.00 per year." There was an outcry! If they had dues that high they would not need National assistance. I responded, "Exactly!" Another outcry was that the little states can't afford those kind of dues. My answer to that was, "Does a 48-K pay less in Wyoming than it does in Texas?"

I hope this new task force can produce some good results that will serve the rural carriers well.

Next month (November) the state stewards from the Western Area are scheduled to meet in Reno for some intensive training. These are intensive sessions and one almost always comes away feeling recharged and better informed.

Hope to see you at a meeting this fall!

Neil M. Buchanan
State Steward

1993 NATIONAL CONVENTION DELEGATE-AT-LARGE REPORT KIT WITT

You have all received your national magazine giving the highlights of the convention, so I will only briefly go over the schedule.

Sunday evening was the "Get Acquainted" reception. Monday was training for state secretaries, presidents, vice-presidents, and stewards, with a luncheon at 12 noon. The afternoon had sessions for PAC, Providence Guild, and state officers.

The convention officially opened Tuesday morning with a memorial service honoring deceased members. After the advancement of colors, each state flag was brought forward, starting with Delaware, which was the first state admitted to the union, and ending with Hawaii. After introductions, greetings, and responses, the gavel was presented to President Brown. The remainder of the day was filled with keynote speakers, appointment of committees, addresses, reports, and announcements. Tuesday evening we attended the Officers Banquet, which was a dinner cruise on the ship, "Spirit of Philadelphia".

Wednesday morning again was filled with reports, awards, addresses, and presentations. The afternoon offered seminars on auto insurance, editors, labor relations, QWL-EI, retirement, OWCP, and the rural carriers benefit plan. The annual banquet was held Wednesday night.

Thursday brought an address from Postmaster General Marvin Runyon, as well as awards, nominations, and more reports. The afternoon was filled with reports, and the nomination of Charleston, WV, as the place to hold the 1996 national convention. Thursday night was a full night of caucusing by all the candidates running for national office. We all had the opportunity to ask the candidates direct questions and to find out how they stand on the issues. This always runs late into the night, and our caucus did not get over until after 1:00 in the morning.

Friday wrapped up the convention with Charleston, WV, selected for the 1996 national convention. Unfinished business and the election and installation of the national officers followed.

As usual, the schedule is so hectic that Thursday and Friday are rushed. This year the delegates voted to change the scheduling for next year to allow more time for discussion and action on the more important items, such as the resolutions and constitution and by-laws changes.

This year you sent me as your delegate-at-large, paid for by National, with Neil Buchanan as the other national paid delegate, plus 11 other delegates who were partially paid by the state association. It is very important to send as many delegates as possible so they can see how the system is run and bring back useful information to help improve the Washington Rural Carriers Association. Things are changing fast and we need to keep on top of those changes. Ask any of those who attended this years convention, "What did you get out of attending this years convention?" Let's see what they learned. I for one continue to learn something new each year.

I would like to thank you for electing me as the delegate-at-large, and I feel I represented you well.

Kit Witt
Delegate

HELPING PAC HELPS CARRIERS RETIRED CARRIER & PAC REPORT

It is once again an honor to serve on the State Board of the Washington Rural Letter Carriers Association. I have been elected as Retired Carrier Representative and appointed as PAC Chairman for the state.

I hope all of you read the article in our National magazine dated August 21, 1993, by our Auxiliary President, Cyndy Keyes, on page 510, about PAC and all the good it does.

Please! All you rural carrier spouses and retirees, get behind this program and make it a great success here in Washington.

All donations mailed to me will be acknowledged by a receipt and a pin showing your participation in this plan.

In the past years, your PAC man has not been able to write articles requesting your participation because the State Paper was mailed to non-members. The IRS has a ruling that prohibits solicitation of funds for PAC from non-members.

Please, do your share. It is very important.

Joe Halleck
Retired Carrier Rep. & PAC

WRLCA CHECK REGISTER

JULY, AUGUST, & SEPTEMBER, 1993

Check No.	Paid to	Amount
1001	NRLCA	\$885.00
1002	NRLCA	569.00
1003	NRLCA	1148.00
1004	NRLCA	1019.00
1005	NRLCA	668.00
1006	USPS,POSTAGE	29.00
1007	LYNN WALKER	458.93
1008	LYNN WALKER	17.16
1009	LYNN WALKER	862.50
1010	CINDY NORMAN	120.88
1011	NEIL BUCHANAN	1312.23
1012	NEIL BUCHANAN	1908.77
1013	JACK SPANGLER	857.50
1014	ED KOSCHALK	898.75
1015	BECKY WENDLANDT	898.75
1016	USPS,POSTAGE	29.00
1017	NRLCA	337.00
1018	MIKE WATSON	300.00
1019	GRAHAM & CARLSON	375.00
1020	U.S. WEST,KIT'S PHONE	119.62
1021	PTI, NEIL'S PHONE	105.04
1022	CELLULAR 1,NEIL'S	296.65
1023	XEROX, NEIL'S COPIER	303.15
1024	PIP, (STATIONARY)	227.23
1025	MCI, NEIL'S PHONE	109.02
1026	BECKY WENDLANDT	907.29
1027	BOB LANGE	941.00
1028	JENNIE SEELEY	932.50
1029	DAN SNYDAR	953.75
1030	CHARLES ALEXANDER	1000.00
1031	PAT ALEXANDER	950.00
1032	DAN SNYDAR,EDITOR	267.13
1033	DAN SNYDAR,EDITOR	325.32
1034	MCI,DOROTHY'S PHONE	23.04
1035	VOID	-0-
1036	BECKY WENDLANDT	344.40
1037	DOROTHY IANNUCCI	215.87
1038	DAN SNYDAR	174.70
1039	NEIL BUCHANAN	462.92
1040	NRLCA	326.00
1041	USPS,POSTAGE	27.39
1042	JIM'S ELECTRIC	82.08
1043	EMPLOYMT.SECTY.	333.28
1044	DEPT.LABOR	131.27
1045	VOID	-0-
1046	US BANK	1006.12
1047	NRLCA	480.00
1048	DAN SCHRUP	848.75
1049	CHARLES ALEXANDER	139.80
1050	XEROX,BECKY'S COPIER	64.80
1051	USPS, POSTAGE	37.75
1052	KIT WITT	479.46
1053	KIT WITT	13.85

1054	CELLULAR 1, NEIL'S	434.86
1055	GRAHAM & CARLSON	\$85.00
1056	BECKY WENDLANDT	359.35
1057	US WEST, BECKY'S PHONE	133.29
1058	MCI, NEIL'S	59.83
1059	PIP, ENVELOPES	279.40
1060	JULIE McMINN, STENO	500.00
1061	PTI, NEIL'S PHONE	97.68
1062	PIP, BUSINESS CARDS	46.17
1063	NRLCA	465.00
1064	NRLCA	668.00
1065	USPS,POSTAGE	13.95
1066	BECKY WENDLANDT	84.45
1067	DOROTHY IANNUCCI	638.44
1068	US WEST, KIT'S PHONE	64.09
1069	MCI, DOROTHY'S	27.72
1070	DOROTHY IANNUCCI	215.87
1071	DAN SNYDAR	174.70
1072	BECKY WENDLANDT	344.40
1073	NEIL BUCHANAN	462.92
1074	EVERETT PACIFIC HOTEL	73.13
1075	DOROTHY IANNUCCI	1098.92
1076	JACK SPANGLER	221.50
1077	STEVE HIGGINS	50.00
1078	CHRIS BRIGGS	233.00
1079	JOE HALLECK	128.25
1080	CHARLES ALEXANDER	29.00
1081	DAN SNYDAR	37.50
1082	ED KOSCHALK	50.00
1083	BECKY WENDLANDT	85.50
1084	JENNIE SEELEY	150.00
1085	BECKY WENDLANDT	74.63
1086	AT&T, DOROTHY'S PHONE	8.13
1087	CELLULAR 1, NEIL'S	278.45
1088	MIKE WATSON	300.00
1089	MARY KAY YORK	208.00
1090	NRLCA	265.00
1091	KINKO'S	35.10
1092	VOID	-0-
1093	USPS,POSTAGE	49.28
1094	SPOKANE PCU	921.24
1095	NEIL BUCHANAN	1636.64
1096	NEIL BUCHANAN	1799.02
1097	USPS,POSTAGE	156.60
1098	VOID	-0-
1099	ALTA WACHTER	200.75
1100	SHARON HURLBERT	198.75
1101 & 1102	VOID	-0-
1103	VERNA BLACKBURN	73.75
1104	BECKY WENDLANDT	135.00
1105	JUDY PECK	62.50
1106	KAREN TAYLOR	28.00
1107	DEANNA JONES	69.00
1108	LYMAN SCHOOLER	113.50
1109	PAT ODMAN	131.25
1110	KAY SMITH	87.50
1111	TOM SPENCE	210.00
1112	LINDA SPENCER	23.00
1113	DONNA ROAKES	286.75
1114	MIKE COOK	168.00
1115	PAULA KENCK	201.25
1116	JIM HEMRICK	153.50
1117	GLORIA RECTOR	50.00
1118	ED KOSCHALK	10.00
1119	GINNY SEAY	50.00
1120	JENNIE SEELEY	124.75
1121	BRENDA HAYES	20.00
1122	KAREN CROMBIE	179.50
1123	SYLVIA ROSS	41.50
1124	RICHARD KAYSER	74.50
1125	ROBERT GIBSON	25.50
1126	MARY CARLYLE	75.50
1127	NEVA CRAWFORD	25.50
1128	RONNIE DORGAN	46.00
1129	SHARON OLSEN	25.00
1130	SHERRY LAVACHEK	16.75
1131	MELVIN WALKER	60.00
1132	BECKY WINNER	21.50
1133	USPS	104.00

1134	BECKY WENDLANDT	253.35
1135	PIP (STATIONARY)	338.36
1136	VIRGINIA DEWHITT	10.00
1137	MARY McKILLOP	16.00
1138	VOID	-0-
1139	ROGER EELKEMA	39.00
1140	CHARLES ALEXANDER	42.50
1141	STEVE HIGGINS	37.50
1142	MARC McINTOSH	13.75
1143	US WEST, (DOROTHY)	258.19
1144	MCI, NEIL'S PHONE	51.88
1145	GRAHAM&CARLSON	810.00
1146	NORETTA STRITZKE	60.00
1147	PTI, NEIL'S PHONE	72.61
1148	US WEST, (BECKY)	31.02
1149	NRLCA	294.00
1150	USPS	52.20
1151	KINKO'S	6.75
1152	KINKO'S	9.99
1153	RON HEIKKILA	60.00
1154	MARTEN BERG	30.00
1155	DALE RYAN	31.25
1156	DOROTHY IANNUCCI	46.33
1157	DOROTHY IANNUCCI	123.87
1158	BECKY WENDLANDT	90.62
1159	BECKY WENDLANDT	70.02
1160	DAN SNYDAR	164.70
1161	DOROTHY IANNUCCI	205.87
1162	NEIL BUCHANAN	452.92
1163	BECKY WENDLANDT	344.40
1164	KINKO'S	2.75
1165	USPS	47.51
DEBIT EXPENSE, CHECK ORDER FEES		110.23

Total cash received, July, August, Sept.- \$56,345.82

Total expenses, July, August, Sept.- 45,637.73

Remaining balance as of 9/30/93 \$10,708.09



Former WRLCA Secretary/Treasurer Kit Witt is thanked by National Secretary/Treasurer Roger Moreland for her years of service and dedication to the Association. Kit chose not to seek re-election at state convention this past June.

CRAZY RESOLUTIONS COME UP AT NATIONAL CONVENTION YOUR EDITOR'S REPORT

The 1993 National Convention was just as interesting as all the other national conventions that I have attended, but not much changes from year to year.

I left Washington state on Wednesday, August 4th, on board Amtrak's Empire Builder, for Chicago. Two and a half days later, the "Builder" arrived in Chicago, where I had a 2 hour layover before departing on the Broadway Limited for Philadelphia. I arrived at Philadelphia's 30th Street Station Saturday the 7th at 6:00pm. The station turned out to be only a short cab ride to the Wyndam Plaza Hotel, which was the headquarters for the convention.

Some of the resolutions we passed, or rejected, were really something to behold. Some are good, but others make you really wonder where people's heads are as they are dreaming up these gems.

We passed one dealing with starting times for rural carriers, that they be allowed flexibility based on the availability of mail, evaluated time, and service related considerations. If adopted by the post office also, this would be a great help to those carriers in offices where the postmaster keeps them to a strict, usually late, start time. You know the type, "There's a ton of mail, don't start 'till 8:00am, get it all out, and be back by 4:00pm."

Another resolution dealt with "L" routes. The author wanted to eliminate all "L" routes, and ALSO bring all "Non-L" routes down to a 1.82 box factor. Instead of trying to build up the "L" routes, they proposed to bring down the "Non-L" routes. Thankfully, we killed this proposal big time. Seems like every year there is a "get those non-L 's" type of resolution. You'd think those of us with non-L routes were the founders of the "L" route concept, the way these resolutions keep popping up each year. I want to bring "L" routes up, not make things "fair" by bringing the "Non-L" routes down.

We rejected a resolution that would have required leave replacements (RCR/RCA) to submit leave slips (Form 3971) when they are unavailable for work. In some areas, the subs have been filling out leave slips at the beginning of the year, and listing themselves as unavailable for work after every holiday. Subs can't be "unavailable" for work. Regardless of your opinion on this matter, if the regular carrier wants to have a longer weekend, it is his or her right, and the sub must be available to work on Tuesday, if the holiday was Monday, for example.

Also of concern to those RCA's who carry Auxiliary routes was a resolution we passed to grant court leave to all RCA's who have Aux. routes and are in a leave earning status. This would only apply to RCA's who earn leave. RCR's who have Aux. routes would NOT be covered.

We passed one resolution that gives the carrier the option as whether or not to case the afternoon mail, provided the choice is in a consistent manner.

Someone found that the address labels on magazines are hard to read, so we passed a resolution requiring specific placement of the label, with a print size of at least 1/8 inch high.

Involving NDCBU's, we passed two resolutions. One would require the compartments to be made larger, and the other would conduct a study to measure the overall costs of NDCBU's compared to USPS expense involved with regular mailboxes. This one would measure customer satisfaction also.

Local Stewards would be required to attend at least one refresher training session per year, under a resolution passed at the convention, and be trained to meet a minimum level of competency, as established by the Director of Labor Relations, prior to being certified.

We rejected a resolution that would have limited the number of sets of boxholders to be taken out in one day, once DPS mail is in place. I guess it was rejected because some feared an unreasonably high number would be picked, instead of leaving the decision as a local matter.

The convention came to an end on Friday, August 13, 1993. I departed Philadelphia on Saturday the 14th, and retraced the Amtrak route that I mentioned earlier, only with a 5 hour layover in Chicago. I had a private bedroom in the sleeping car both ways, so I arrived refreshed and rested after the long journey to and from Philadelphia.

Thank you for sending me to the 1993 National Convention as one of your delegates. Next year the convention will be held in Greensboro, N.C.

If you have a lot of annual leave, the '93 leave year ends on Jan. 7, 1994. Remember, you can only carry over 55 days of annual leave. Also, our EMA has taken a little drop. It's now 34 cents/mile. The optional EMA (OEMA) is 45.7 cents/mile. The OEMA is what you'll get if you refuse to take an LLV. Short "L" routes on the special stop chart can receive upwards (or more) of \$1.00/mile EMA. Having to settle for the OEMA would be quite a drop.

Dan Snyder
Editor

QWL-EI UP-DATE PORTLAND DJSC

The Portland District Joint Steering Committee is alive and well. We have successfully overcome some major hurdles this year and have experienced every aspect of team building, including storming, forming, and norming. We have established a clear vision of where we think the Portland District QWL-EI process should be heading, and a well-defined road map (strategies and objectives) on how to get there.

Our vision is to foster a work environment where teamwork improves the quality and assures the

success of the USPS. The work environment is characterized by:

1. Mutual trust & respect
2. Participative decision making
3. Clear & consistent expectations
4. A safe & clean workplace
5. The encouragement of creativity & risk taking

We feel we obtain this vision by increasing employee satisfaction by supporting the QWL-EI process, increasing customer satisfaction, and increasing revenue.

We have developed several strategies and objectives that we feel will provide a road map to success. We will be sharing these with the facilitators at our upcoming seminar on October 7 & 8.

The last few months have been extremely challenging for us. We have been actively involved in A-Team, Joint Route Count Training, automation preparation, new hire training, workteam training, and our facilitator fall seminar. Greater challenges are facing us in the area of workteam activity.

When I first came into the process, the concept of QWL-EI was motivating for managers and carriers alike. Five years have passed, resulting in a variety of perceptions of what QWL-EI is in each environment. It is a lot more difficult now to guide workteams to success because of the inbred perceptions.

There are managers that tap into their employees to gain valuable input into decision making, and there are managers that ignore employee input. Unfortunately, most of them feel or want to be recognized as being participative. On the other hand, there are carriers that contribute effectively, and some that just don't care.

Most offices want to be recognized as being institutionalized. As a DJSC, our responsibility is to work through the facilitators to identify each workteams maturity and strengthen them effectively. Workteams need to be to the point where the process of QWL-EI is the way we do business naturally. It is not a forced program; it is not designed to harm performance or create adversity amongst managers and craft. It is a process that enhances decisions so that our customers benefit from the resourcefulness of our organization, which includes all employees. Some of your work environments are there already. Some think they are, but aren't.

That is why I say our biggest challenge as a DJSC is still ahead of us. We are definitely up to the challenge. We are united, focused, and believe we have developed an action plan to get us there.

James L. Bogroff
Manager, Post Office Operations
Portland QWL-EI DJSC Co-Chair

NATIONAL CONVENTION DELEGATE REPORTS PHILADELPHIA, PA

I would like to thank those who allowed me to represent Washington RLCA at the National Convention. I appreciate your support.

Janet and I left Seattle Saturday at 9:30 am for Philadelphia. We had a nice flight, with an hour and a half lay-over in Chicago, with our arrival at 7:00pm, along with 3 other rural carriers from Michigan. We arrived at our hotel safe and with all our luggage.

We attended the mixer on Sunday night and heard an excellent talk by Ben Franklin, portrayed by Ralph Archbold. This was followed by the Vicksburg Quartet, who sang gospel, country, and patriotic songs. Their presentation was fun, lively, and appreciated by all.

Monday afternoon, I attended the PAC seminar, which consisted of sharing what methods had worked in raising funds in other states, and an address by Ken Parmalee. One of the areas discussed was the large amount of time required to achieve some of our goals in Congress.

Tuesday, we witnessed the presentation of colors by the Armed Forces Club, and the presentation of state flags by the state presidents. They were led by an 18th Century regiment Fife and Drum Corp. This never fails to impress me, and send shivers up and down my spine.

Congressman Tom Sawyer was the keynote speaker. One important thing he stressed was that we should keep the FEHBP intact. Keep that which works, and build upon it.

I attended all the business sessions, and took part in all the voting.

Thank you again for the honor of representing our state as a delegate at national convention.

Robert Lange National Delegate

Every National Convention is a mix of special guest speakers, and the business of our association. The two are in constant battle for the limited time available. Legitimate arguments can be made for postponing guest speakers until the completion of all necessary business, but such a radical revamping of procedure would sell short the undeniable value of the insight that prominent national speakers bring to the delegates.

The address of Secretary of Health and Human Services, Donna Shalala, is a true case in point. She is the first woman to run HHS and brought special greetings from President Clinton and Vice-President Gore, and she thanked the delegates for standing with the administration to put the economic house in order. She called rural carriers the "Indiana Jones" of the postal service: we trek mountain ranges and tundra, and we endure attacks by dogs, alligators, and bears. She stated that mail can be a solution to loneliness, and she emphasized that

rural carriers care about the people they serve long their routes. She said that finally we have an administration in Washington, D.C. that honors our values and wants to build a better place for us.

According to Secretary Shalala, health care reform is a top priority. There are too many uninsured Americans and too few providers. Incidentally, 85% of the uninsured come from the working class. American workers must be sure in their health benefit package. Under the President's health plan, people who move to another state, lose their jobs, or change jobs, would still have health coverage.

Secretary Shalala then talked about the major reform of the welfare system to make it truly transitional. People are desperate for jobs, not dependency. Dignity and the fulfillment of earning a regular wage would end welfare as we know it. She then listed 4 objectives:

1. Improve child support enforcement.
2. Help build skills.
3. No one who works full time has to work in poverty.
4. Set new expectations and time limits. Able-bodied would find a job or work in community service.

Secretary Shalala feels that we can deliver a change and an opportunity to live better lives, and she salutes our concern for our customers. She ended her address with a quote from Hubert Humphrey: "The moral test of a society shows in how it treats its children, the ill and mentally retarded, and the old." I felt it was indeed a privilege to hear Donna Shalala's address to our convention.

The moral test of our association shows in how well we protect our members from the whims of management. A process for correcting potential abuse took another step forward in the passage of a resolution from our own Whatcom County:

BE IT RESOLVED, that all records of safety incidents or accidents be removed from rural craft employees' personnel files after one (1) year, if no other accidents or incidents occur.

This will affect many rural carriers if the resolution is negotiated by the National Board into our next contract. In the new Postal Service Administration under PMG Marvin Runyon, employees are to work together for the common good of the Postal Service, yet employees are threatened with disciplinary action or even dismissal because of cumulative accidents or incidents, even though these events may have occurred over many years. Are you aware that accidents or incidents are NEVER removed from your files? Something that happened five or even ten years ago may come back to haunt

the rural carrier who has probably forgotten about the incident. Since this resolution was passed, our national officers now realize the importance of getting these accidents/incidents removed from personnel files after one year if no more accidents/incidents occur.

Thank you for send me as a delegate to the NRLCA National Convention. Voting on resolutions and constitution and by-laws changes, elections of national officers, listening to heated debates on the floor, and meeting PMG Runyon made this one of the most exciting and rewarding conventions that I have attended.

Patricia Alexander
National Delegate

STATE MEMBERSHIP STANDS AT 1257 SECRETARY/TREASURER'S REPORT

As a national convention delegate, I would like to report on three areas that I feel are very important to you.

1. The majority of the delegates voted a \$1.00 dues increase to go to the Postal Relief Fund that you see mentioned in your National paper. This fund helps people that have gone through a disaster like this summers flooding, etc. Although I believe that helping is extremely important, I do not feel that we, as delegates, can vote \$1.00 that you as members have to pay, to go to a charity. I believe that each person should give to the charity of their choice. At any rate, this resolution passed without my support, and starting July 1, 1994, your dues will be \$1.00 higher. This will not be charged to retirees, but only to regulars and subs. This is a nightmare to collect, since many cash paying members use outdated applications and it takes a letter and phone call to collect the difference.

2. I was very impressed with the presentation by the Rural Carrier Benefit Plan, our health insurance. First of all, retired members will be receiving an I.D. card next year that they can just show to the doctor, and not have any forms to fill out. Second, did you know that the rural carrier plan has **unlimited** coverage on cancer? I believe to has the top cancer coverage of all insurances. If you are like me, I usually get just up to the deductible each year, but it's nice to know that if I ever became very sick, it would be covered.

3. I attended Secretary's training on Monday, and did I ever find answers to many questions. If not from the training, then from the other secretaries. This is in my report under the board minutes. We will be using functional accounting, and we will have a written board policy to keep in line with Dept. of Labor rules.

As state Secretary/Treasurer, I have been beyond busy. I thought the DJSC recorder job was time consuming. Well, was I ever wrong! Thanks to Kit

for always answering my 101 questions and to the training she gave me. After the training I received from her and National Convention, I think I am beginning to understand this job. We got the LM's out on time, thanks to the hard working and unpaid county secretaries. I also sent a mailing to 757 non members and 149 delinquent members. The response was great. So far we have 1257 members, with more coming in each day. Your county secretary has a list of members and non members, so help her out and check with her who is a member in your office, then encourage the non members to attend your local county meeting, or better yet, bring them with you! Everyone needs to be a member for the educational benefit alone! Plus you also get the state and national papers, plus invites to great training sessions. We send these out to members only, so they have no way of knowing when they are. My goal is 1300 members. Last year we had 1269. We have 800 routes in WA State, with 650 regulars that are union members. This a little lower % compared to other states. We do have a higher % of RCA's, though. Alaska is no longer a part of our state association.

We will be printing the checks that are written, board minutes, financial statements, and projected budgets in the paper for all to see. An updated Constitution and By-laws is also scheduled to be printed in the paper. If you have any comments or questions about the checks printed, or need anything clarified, please call me at (509) 926-9522.

I want to again thank the county secretaries for their hard work. I must also thank my RCA, Walter Kolasch, for being such a great back-up. I think the little old ladies at the Good Sam Retirement Home like him better than me!

I will be going to National Secretary's Training October 23-27. I have a lot of questions and am looking forward to the training. I thought I was getting old and slow, but found out after the mail count that my route went from a 43-H to a 43-J, so I am just getting old.

See you at a meeting soon!

Becky Wendlandt
Secretary/Treasurer

PHOTO HIGHLIGHTS



(L to R) Pat and Charles Alexander and Kenny and Kit Witt enjoy the Banquet at National Convention this past August.

The members of the 1993-94 Board of the National Rural Letter Carriers Association: (L to R) Lawrence Adams, Vilas Smith, Gus Baffa, Sharon DeLarme, Leo Root, Roger Moreland, Scottie Hicks, and Bill Brown.



NATIONAL CONVENTION 1993



Washington State's Carrier of the Year, Jennie Seeley, receives her award from National Rep. Lawrence Adams (L) and National Vice-President Scottie Hicks during a special presentation at the National Convention.

Pay no attention to that Oregon sign. This is a group photo of the delegates from Washington State in attendance at the National Convention.

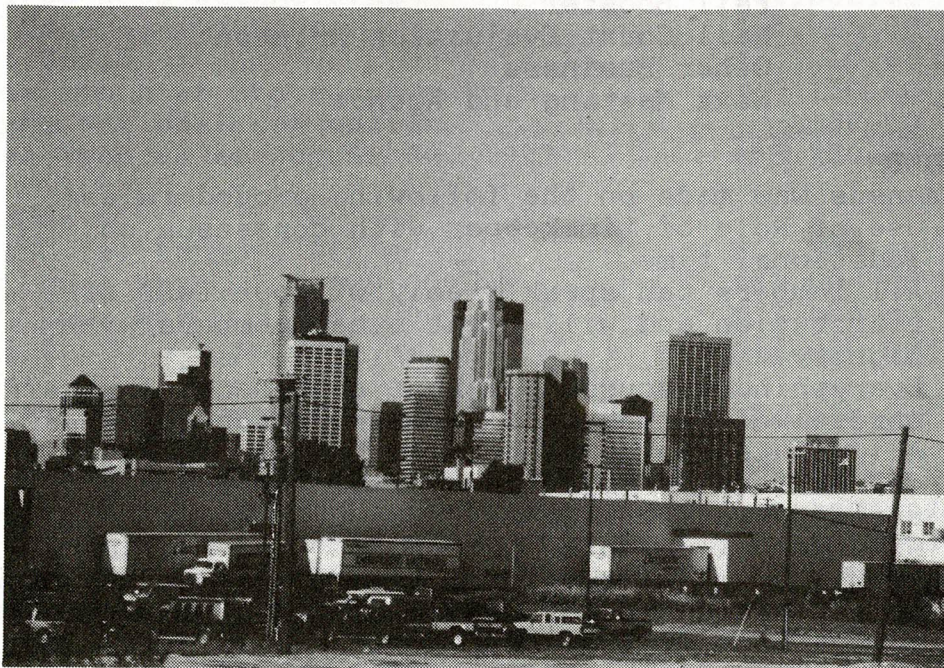


PHILADELPHIA, PA



Amtrak's "Broadway Limited" makes a station stop just before arriving at Philadelphia's 30th Street Station.

The skyline of the City of Philadelphia, as seen from the train just before it enters the underground tunnels of 30th Street Station.



MINUTES FROM WRLCA BOARD MEETING ON AUGUST 29, 1993

EVERETT PACIFIC HOTEL, EVERETT, WASHINGTON

Members in Attendance: Ed Koschalk, Charles Alexander, Becky Wendlandt, Dan Snyder, Judith Peck, Jennie Seeley, Jack Spangler, Steve Higgins, Joe Halleck, Neil Buchanan, Dorothy Iannucci, and Christine Briggs.

Guests Present: Pat Alexander

Meeting began at 7:53AM by President Ed. Timekeeper was Charles and Recorder was Becky and Pat.

Agenda:

- Ground Rules
- Minutes
- Correspondence
- Financial Statements
 - A. 93/94 Projected Budget
 - B. Board Policy on LWOP
 - C. Board Policy on Lost Sick/Annual Leave
 - D. Board Policy on Per Diem/Mileage
 - E. Dues Structure
 - F. Functional Accounting
 - G. Suggestions to Decrease Cost
 - H. National Dues Increase
 - I. Update W 4's.
- Board Policy On Mailing Lists
- Board Representative at County Meetings
- Articles For "Postman"
- Nat. Convention Delegates Responsibilities
- Constitution and By Laws Committee
- Steward Projection and Stats
- Fall Booster
- Mail Count Evaluation Printout
- Other Business
- Next Meeting and Agenda

GROUND RULES:

Consensus was made on the following ground rules:

1. Use of Role of timekeeper with consensus on additional time.
2. All members can speak freely without fear of retribution and will treat other members with dignity.
3. Everything discussed is kept confidential regarding unresolved issues until members reach consensus.
4. All minutes to be sent to each member. Any corrections or objections should be addressed to state secretary within 1 week of receipt of minutes. Minutes will also be printed in the "Postman".
5. Agenda items to be listed before meeting begins.
6. At any board meeting when guests are present, upon recognition by the chair, they can speak to the issue provided it is within time limits.

MINUTES:

Minutes from June 26, 1993 At Pasco were read. There were no minutes from the short meeting on June 30, 1993. It was noted that the Fall Booster date of October 16 and 17 was set at that meeting as was the State Convention for 1994 on June 26 through June 29, 1994. Also on June 30 the members reached consensus that District 1 and 2 meetings would be separate and District 3 and 4 would be together with Jack Spangler as key person.

CORRESPONDENCE:

Becky read correspondence from National taking Alaska out of Washington membership. Alaska will be paying dues directly to National. Washington state lost 12 routes and 14 carriers.

TASK: Becky to inform Mutual Counties

Mary Kay York asked for a 20% refund on dues since her route is under 30 hours. She also asked to be listed in Spokane County since she lives in Spokane. Her office is in Sprague, however, it serves 3 counties including Spokane.

CONSENSUS: To change Mary Kay to Spokane County and refund her 20% of the dues for the last 4 years.

TASK: Becky to refund dues and change location code to Spokane County.

FINANCIAL STATEMENTS:

A. 93/94 Project Budget:

The board reviewed the 93/94 projected budget. It is as follows:

Projected Cash Flow:

Cash Received:

1. Remits as of August/93 1200 members	\$16,170.00
2. Nat. Regular Dues Withholding	\$29,751.82
3. Nat. Retired Dues Withholding	\$ 1,302.00
4. National General Insurance	\$ 5,725.00
5. Provident Guild	\$ 10.00
6. Refund for booth at State Convention	\$ 150.00
7. Refund from National Convention	\$ 150.00
Total Cash Received as of August 30, 1993	\$53,258.82

Projected Income:

1. Dues of \$50 for 50 more RCA's	\$ 2,500.00
2. Nat. Reg. Dues Wht. 3 X \$29,000. =	\$87,000.00
3. Nat. Ret. Dues Wht. 3 X \$1,300. =	\$ 3,900.00
4. Nat. Gen. Ins. 3 X \$5,000. =	\$15,000.00

Total Projected Cash Income for 93/94 \$161,658.82

Please note that this is a Projected Cash Income. The financial statements for the year end have the income accrued but not the expenses so it makes our ending fund balance look higher then what is in savings. Our actual savings account has a balance in it of \$27,558.25 as of 8/26/93. We had over \$36,000 in it before 1993 convention but used \$8,500.00 to cover convention and year end costs.

Projected Expenses 93/94:

1. 50 RCA X \$21 per capita to National	\$ 1,050.00
2. Nat. Per Capita already sent in	\$ 6,565.00
3. County Per Capita on Total Membership	\$ 6,500.00
4. Western States at \$.35 per route	\$ 280.00
5. Family Plan to Auxiliary	\$ 7,700.00
6. State Convention (1250 X \$1.25)	\$ 1,562.50
7. Retires Dues (300 X \$.50)	\$ 150.00
8. President Projected Expenses	\$ 3,200.00
9. Vice President Projected Expenses	\$ 2,900.00
10. Secretary/Tres. Projected Expenses	\$ 13,000.00
11. Editor Projected Expenses	\$ 8,015.00
12. State Steward Projected Expenses	\$ 46,000.00
13. Assist. State Steward Projected Expenses	\$ 20,000.00
14. Insurance Director Projected Expenses	\$ 800.00
15. District 1 Projected Expenses	\$ 1,625.00
16. District 2 Projected Expenses	\$ 2,200.00
17. District 3 Projected Expenses	\$ 1,500.00
18. District 4 Projected Expenses	\$ 1,500.00
19. Management Fixed Expenses	\$ 22,000.00
20. Kits 12 days of LWOP and Neils 18 days	\$ 4,880.00
21. Delegates to Nat. Conv. Additional Cost	\$ 5,700.00

Total Projected Expenses 93/94 \$157,127.50

Income over Expenses Projected for 93/94 \$ 4,531.32

This is a conservative projection based on last years costs and allowing for no growth in membership. If membership grows over the 1269 of last year then the income over expenses would be higher.

The board also reviewed the checks written from July 1, 1993 to August 29, 1993. Becky commended the board on sending in receipts for every expense and keeping a daily log for all union business.

CONSENSUS: The board reached consensus to print the checks written in the "Postman".

BOARD POLICY: No Vouchers Are Paid Without Receipts.

B. Board Policy On LWOP

The board reached consensus on the following:

1. The union will only reimburse LWOP upon receipt of a Approved PS Form 3971.
2. Any required meeting when a persons total travel/meeting time exceeds 12 hours in 1 day that person is eligible for LWOP the following and/or preceding day.
3. The board policy is to preview LWOP needs for future meetings.

C. Board Policy on Lost Sick/Annual Leave:

The board reached consensus on the following:

1. On a H route you lose 1 day annual and 1/2 day sick on the 12th day. On a J route it is on the 11th day and on a K route it is on the 10th day.
2. When taking lost annual or sick days submit approved PS Form 3971 showing LWOP/union lost sick or annual leave.

D. Board Policy on Per Diem and Mileage:

The board reached consensus on the following:

1. Per Diem paid when overnight stay is required.
2. Mileage paid to driver only.
3. Current per diem rate is \$50.00 no matter what the motel costs.
4. Current mileage rate is \$.25 per mile.

The board then reached consensus on each members per diem, mileage, and LWOP for this meeting. State Stewards are paid actual expenses, not per diem.

E. Dues Structure:

The board reviewed the current dues structure. They are as follows:

Regulars:	Dues per year-----	\$268.00
of which:	\$ 6.00 to auxiliary family plan	
	\$ 8.00 to county	
	\$ 1.25 for state convention	
	\$86.00 to National per capita dues	
	\$.35 to Western States (per route)	
Total to others is \$101.60	Leaves State Net Dues	\$166.40

Substitutes:	Dues per year-----	\$ 60.00
of which:	\$ 6.00 to auxiliary family plan	
	\$ 3.00 to county	
	\$ 1.25 for state convention	
	\$21.00 to National per capita dues	
Total to others is \$31.25	Leaves State Net Dues	\$ 28.75

RCR/RCA:	Dues per year-----	\$ 50.00
of which:	\$ 6.00 to auxiliary family plan	
	\$ 3.00 to county	
	\$ 1.25 for state convention	
	\$21.00 to National per capita dues	
Total to others is \$31.25	Leaves State Net Dues	\$ 18.75

Retired:	Dues per year-----	\$ 35.00
of which:	\$ 6.00 to auxiliary family plan	
	\$ 1.00 to county	
	\$ 1.25 for state convention	
	\$.50 for retirees dinner/st. conv.	
	\$16.00 to National per capita dues	
Total to others is \$24.75	Leaves State Net Dues	\$ 10.25

The board then discussed the cost of mailings, signs for new members, steward representation and overhead for each category. It was noted that the RCA/RCR dues just covers the cost of signs and mailings.

F. Functional Accounting:

Becky reported on the training she received at National Convention. National advised States to be looking at going into functional accounting as they would soon be having to change to it. Functional accounting is charging the expenses to functions rather than people. Becky thought since this year was a change in secretary that it would be a good time to change to functional accounting, of which she prefers. (Also known as cost accounting) The board decided to change and the accounts to which expenses will now be charged to are: Mail Count, Fall Booster, Secretary's Trainings, Membership Education, State Convention, Steward Expenses, Labor/Relations Training, District Meetings, Board Meetings, National Convention, Membership Promotions, Postman, QWL/EI DJSC Expense. Some costs will be charged to each board member also. This gives the members the cost of putting on each function, recruiting members, and grievance cost so that the members and the board can decide what areas to increase or decrease.

G. Suggestions To Decrease Cost:

The board then brainstormed ways to decrease cost. Jennie pointed out that it is just as important to increase membership of which all agreed we need a membership drive. Some ways to cut costs could be:

1. No required meetings.
2. Phone conference calls.
3. Set board meetings in advance, with other meetings, and limit number of meetings.
4. Centralized locations.
5. Insurance director could be job of existing board member.
6. Perception of expenses of stewards (possibly go to per diem rate like the post office uses)
7. Take out rule of 80% of dues for 30 hours or less.
8. Target more specifically training sessions (local stewards, membership labor-relations less frequent)
9. Eliminate refreshments at meetings. (It was noted that in most cases the room is free when food is served)
10. Register at meetings ahead of time
11. Charge for non-members to come to mail count, seminars.
12. Possibly send 1 person to National steward training.
13. Do local trainings in evenings.
14. Each district have their own meetings, one day, no board meeting. They invite their own speakers.
15. Take RCA/RCR out of auxiliary family plan to give state \$6.00 more of dues and help auxiliary raise funds with using juniors and parents.

H. National Dues Increase:

Becky reported that a \$1.00 dues increase for the Postal Relief fund was voted in at National to begin 1994/1995. Becky stated she did not vote for it because it is a nightmare to collect and because she felt people should give to charity because they want to, not because they have to. Many RCAs use old applications to join and don't pay the full amount. It costs the union more than \$1 to collect it.

I. Update W 4's:

The board members updated the W 4's for tax records.

BOARD POLICY ON MAILING LISTS:

Consensus was reached that each board member will receive a state member list by name and non-member list by office to be used for union business only. Each county secretary will receive a member list for that county and a non-member list by office to be used for union business only. Becky said she will order this list in the middle of October from National to give time to have all new members added to it. Board Policy is that the mailing list be used for membership recruitment only. Campaigning only allowed through the Postman and at announced meetings. State mailing list is not available for campaigning.

BOARD REPRESENTATION AT COUNTY MEETINGS:

The board reached consensus on the following policy concerning board members at county meetings:

1. The board recommends that county meetings holding elections have state officer(s) in attendance.
(This is to ensure that the county meets the Dept. Of Labor rules for electing officers to avoid future problems concerning elections)
2. District Reps should attend each county meeting in their district if possible. If they can not they should notify another board member or designee.
3. If board member is invited to speak outside of county they should consult with the President or Vice President first. Mileage is paid and per diem if overnight stay is required. Any board member can go to meeting at their own cost without consulting with President or Vice Pres.
(Costs paid to board member to attend county meetings and their telephone bills will be charged to their individual account)

ARTICLES FOR "POSTMAN":

The board decided that all paid delegates to National submit an article to Dan Snyder by September 20, 1993 with a copy to be sent to Becky to be kept on file.

TASK: Becky to contact delegates not at meeting.

Also consensus was reached that the Postman will print all checks written, 92/93 Financial statements, dues structure, board minutes, and constitution and by laws.

NATIONAL CONVENTION DELEGATES RESPONSIBILITIES:

The board discussed what other States required from paid delegates to National. It was decided to have Charles and Pat create a rough draft of list of responsibilities and send it to the board prior to the next meeting to be reviewed.

CONSTITUTION AND BY LAWS COMMITTEE:

Ed reported that Dale Ryan offered to audit back issues of the convention minutes and changes to the constitution and by laws to verify accuracy up to 1993. Jack Spangler said he would work with Gary and Judy Larsen to review the constitution and by laws for suggested changes for the next convention delegates to review. The board had consensus to print the constitution and by laws in the "Postman" so that each member would have a current copy before 1994 Convention.

STEWARD PROJECTION AND STATS:

The board discussed the need to be updated on steward stats. Neil will report them in his article in the Postman. Since time was running out this will also be an agenda item at the next meeting.

FALL BOOSTER:

The board decided that having a labor/relations training at the fall booster would best meet the needs of the members since it is right after mail count and Lawrence Adams, National Committeeman will be able to attend. Discussion on not having a labor/relations training in the spring unless budget looks good or possibly having local trainings. The schedule for fall booster is as follows:

October 16, 1993	9AM to 3PM labor/relations training
	3PM to 4PM Question/Answer Session
	6PM to 9PM Board meeting
October 17, 1993	10AM to 2PM
	2PM Question/Answer Session

Neil and Becky will have checks for the stewards at the end of October 16. Dan will mail notices to members of meeting. Meeting to be held at Copperfields in Tacoma.

TASK: Becky to notify members of board meeting and agenda

MAIL COUNT EVALUATION PRINTOUT:

Charles presented a mail count evaluation printout program for all members. The board decided to offer this free to all members. The mailing will be going out with the notice of the Fall Booster. Consensus was that if needed, Charles and Judy Peck would take 1 day LWOP to run these printouts for the members.

OTHER BUSINESS:

Charles reported that Lower Columbia donated \$200.00 to Western States.

Becky reported that National Secretarial Training would be October 24 - 26, 1993.

Charles updated on Western States. He is in the process of trying to get a donated chain saw to be raffled for a fund raiser.

NEXT MEETING AND AGENDA:

The next meeting will be in conjunction with Fall Booster on October 16, 1993. Meeting time will be 6 PM to 9 PM.

The agenda is as follows:

Minutes, Correspondence, Task Force on Officers Duties and Responsibilities, Western States, Projected Budget/Costs, Checks Written, Constitution and By Laws Update, Steward Update/Projections & Stats, National Convention Delegate Responsibilities Update, District Meetings, State Convention, Inactive Stewards, Editorials, Feedback on County Meetings, Evaluation of this meeting, Next meeting date and agenda.

Respectfully Submitted:

Rebecca Wendlandt
Secretary/Treasurer

Note: In September the board decided to also meet Friday, October 15, 1993 from 7PM to 9PM because of a full agenda and to have time with Lawrence Adams. The meeting will be at the Copperfields Restaurant.

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AUXILIARY NEWS AND REPORTS

GUIDE DOGS FOR THE BLIND IS NATIONAL AUXILIARY PROJECT PRESIDENT'S REPORT

Another year has began, and we have new Humanitarian, Americanism, and Safety programs chosen by our National President, Cyndy Keyes. I am sure you will as impressed with these projects as I am.

Thanks to your interest and generosity last year, Marilyn Jones was able to present the SIDS Alliance with a check for over \$55,000. I am very proud of the Washington State Auxiliary and all the effort and time put in for the project.

The project this year is Leader Dogs for the Blind. We have pewter Teddy Bear pins to sell for this project.

Our Americanism Program is Illiteracy in the United States. I am pleased to say we have a Junior President this year who is very interested in taking an active part in promoting Junior activities. I hope all Juniors will take part in raising funds for this very worthwhile project. Many volunteers are needed to serve as "Reading Buddies" for the RIF program. My three young grandchildren, all of them avid readers, are very proud of the books they have been given by RIF to keep them interested in reading.

For our safety program, we are stressing pedestrian safety. I know jobs would be less stressing if you didn't have to worry about watching out for careless pedestrians.

This year, with so many newly elected members in Congress, PAC is really important. These new people have to be informed about the needs and cares of the rural carriers. Supporting the PAC fund is the best way you can help.

Thank you all for the interest you have shown in our various projects introduced over the years.

Hazel Halleck
Auxiliary President

"READING IS FUNDAMENTAL" TO REDUCE ILLITERACY VICE-PRESIDENT'S REPORT

Fall is upon us and is extremely beautiful with warm days and cool nights. The fall colors are vivid and absolutely spectacular.

The Americanism portion of the National Auxiliary Presidents program is on literacy. The word "literacy" in the dictionary is defined as a person who can read and write.

27 million American adults are functionally illiterate and cannot read or write well enough to fill out a job application. Another 40 million can't read a newspaper without difficulty. 55% of the U.S. have trouble with reading, writing, and math skills. This affects their responsibilities as parents and workers.

To reduce illiteracy it will be essential to: identify adult non-readers; teach adult non-readers to read; improve the reading skills of those who are functionally illiterate, and teach and encourage children to read so that they will develop good reading habits while they are still young.

The Teddy Bear is the president's symbol and it will be used to help promote literacy as we encourage all ages to "Be Excited About Reading", or "BEAR".

The Auxiliary will be participating with Reading is Fundamental (RIF) in a program called "Reading Buddies", to help reach children in rural areas.

If anyone knows about a child that needs help with reading, please be a reading buddy to that child and help him or her to read better. Without reading, and being able to read well, a person or child loses so much of their education.

As I'm writing this, we are getting some much needed rain. Not only was it getting dry, the dust was about to choke me out on the bus route. Everything is going pretty well so far this year, but I sure don't know where all the kids come from. Every school bus route is loaded and we're still shuffling things around to get everyone and have all the kids have a seat to sit in.

Time to close, and I want to wish everyone a great Fall and a Blessed Thanksgiving Holiday.

Myrtle Buchanan
Vice-President

SUPPORT AUXILIARY PROJECTS SECRETARY/TREASURER'S REPORT

As we bid goodbye to summer, fall is upon us once again. The Master Artist paints the beauty of Autumn for our eyes to behold.

Another year is before us. Each year offers to all of us challenges. I accepted the challenge of serving as Secretary/Treasurer of the Auxiliary. I have met this challenge. The learning experience was very beneficial. We had a good year. President Hazel Halleck's raffle went well. We had an increase in membership. I'm sure Roger and Marge Armstrong were very happy grandparents when their granddaughter, Kelly, received the scholarship from the Auxiliary. She will be attending Western Washington University in Bellingham this fall.

Each year we educate ourselves and raise money for a humanitarian project. "Leader Dogs for the Blind" is our project this year, chosen by our National President, Cyndy Keyes. We will be raising funds to support this program.

Let me tell you about the items we have for you to purchase:

Pewter Pin: This pin depicts a Teddy Bear posting a letter in the Mail box. For a **\$10.00** donation, you can receive this pin and become a "Bear Mail" club member.

Parchment Notes: Pale green parchment writing notes featuring a rural mail box scene. Eight notes to package for **\$1.00**.

Book Marks: The juniors will be selling Pewter Mail Box book markers for **\$5.00**. When you purchase a book marker you become a member of "Readers are Leaders" club.

All proceeds from the sale of the above items will benefit the Leader Dogs for the Blind project. Let's all do our part to support the Auxiliary projects.

While campaign funding reform is being considered, the Auxiliary will continue to support the PAC until such time as the reforms are passed and signed by the President. All PAC monies collected by the Auxiliary are to be given to the state association PAC Chairman. The NRLCA Political Action Committee (PAC) is vital to the rural carrier craft.

Be sure and try to attend your local county meetings. Don't forget to count your many blessings and be thankful.

Delores Robb
Secretary/Treasurer

P.A.C. IMPORTANT TO CARRIERS **DISTRICT ONE REPORT**

Hello Again!

Time for another article for the Washington Postman, and I am having a hard time settling down to the routine again after a summer of traveling and relaxing. We took our 5th wheeler to Alaska right after state convention in June. We spent about 6 weeks touring around and seeing the sights and visiting relatives.

Hazel Halleck has asked me to write on PAC, our Political Action Committee.

PAC is very important to our carriers, as it provides the funds to help elect people who will support the USPS and the rural carrier way of life. Without PAC, we would have lost our EMA tax exemption.

PAC funds allow Ken Parmalee, our lobbyist on Capitol Hill, to attend fundraisers and put forth our views and goals to the people who can make a difference.

Auxiliary donations to PAC go through the Association, but we still get credit for them on the

National level.

While campaign funding reform is being considered, the Auxiliary will continue to support PAC until such time as the reforms are established.

The NRLCA Political Action Committee is vital to the rural carrier craft.

Hope you all had a good summer and have a good fall and winter.

Inez B. Nesmoe
District One Rep.

KELLY ARMSTRONG WINS **SCHOLARSHIP** **DISTRICT TWO REPORT**

Greetings from District 2!

Our 1993-94 year is off to a good start. National President Cyndy Keyes has chosen "Leader Dogs for the Blind" as her national project. Our Auxiliary members will have pewter pin teddy bears for \$10.00. We also have our packages of notes for \$1.00. The Juniors will be selling pewter mailbox book markers for \$5.00. Monies raised for the projects stay in the state. This is a new worthwhile project, so we are asking your support.

We were able to award a scholarship of \$500.00 this year to Kelly Ruth Armstrong. She is the granddaughter of Roger and Marge Armstrong. The Country Store does so well in helping one of our Rural Letter Carrier children further their education. I would truly like to say that your time and willingness to donate items for the Country Store is sincerely appreciated. It's not too early to start thinking about items for the 1994 year. Proceeds from the sales of items at the Country Store go to the Scholarship.

We had a well rounded variety this year, towels, dollies, wooden mail box magnets, rock pigs, oil paintings, stationary, bird houses & cows. Lots of delicious baked good also, pies, cookies, candy, jams. Also plants and a planter box. Plus many more items. We made a grand total of \$546.75.

Don't forget to send for your scholarship application if you plan to apply for '94. It's not too early to have this on hand.

Thanks again to all who donated, and to those who helped when needed.

Odetta Yeager
District Two Rep.

NATIONAL CONVENTION HIGHLIGHTS DISTRICT THREE REPORT

The 89th National Convention was held at the Pennsylvania Convention Center in Philadelphia and the headquarters hotel was the Wyndam Franklin Plaza.

On Monday evening we attended the tour of the historic old original "Bookbinders Restaurant," sponsored by the NRLCA.

Tuesday morning, August 10, the joint session started at 9:30am with a beautiful memorial service followed by greetings from PA Governor Robert P. Casey, and other dignitaries. The afternoon session resumed after lunch at 1:30, with the regular business of the Auxiliary.

At the Wednesday session, Washington delegation Myrtle Buchanan, Janet Lange, and myself, took part in the Parade of States. Wednesday evening, all of the Washington delegation attended the annual banquet at the convention center. The table decorations were Liberty Bells, befitting our state hosts. I was lucky enough to win one and bring it home to Washington. Ronnie Milsap was the entertainment. It was a most enjoyable evening.

I served on the Junior Contest Committee, and we had 25 posters to judge this year. What a decision, but we finally settled on winners.

Thursday, the presentation of scholarships was announced, and committee reports were given. Nominations of officers were given. Thursday afternoon, after the call to order was given, the money collected during the year for Marilyn's project, Sudden Infant Death Syndrome, was awarded to the SIDS Alliance. We also got to meet the candidates running for office. Two minor changes in the Constitution and By-laws were voted on. Article 2 passed, changing Article 2 to Art. 3. Article IX was defeated, leaving the roll call of delegates as is. The final business of the day was the recognition of Outstanding Auxiliary Member of the Year. Ruth Ryan was the winner from Washington, and I was excited for her.

Friday morning, the 1st day of convention, the Auxiliary elected their officers. Cyndy Keyes is the new President, Thad "Bud" Wilkinson is Vice-President, Wanda Allen is Treasurer, and Lynda Wise from Arkansas was elected to the Executive Committee. All other officers remained the same. The newly elected president, Cyndy Keyes, presented her program for 1993-94. Her program is a "Program of Opportunity". The Teddy Bear will be the symbol for the year. The 93-94 Humanitarian Project will be Leader Dogs for the Blind. This group was founded in 1939 by the Uptown Lions Club of Detroit.

In support of this worthwhile cause, the Auxiliary will be selling pewter pins depicting a Teddy Bear mailing a letter for a \$10.00 donation. Writing notes will be \$1.00. The Juniors (and Auxiliary) will be selling pewter bookmarks for \$5.00.

Literacy will be the Americanism portion for the Auxiliary program.

Both programs will lead those who are touched by your help from darkness to light. We ask for your support in these worthwhile endeavors for our Auxiliary.

After the installation of officers and the retirement of colors, the 1993 Convention came to a close. It was a learning experience and I was pleased to have had the opportunity to serve as Washington State's Delegate-at-Large. Philadelphia is a city rich in history, and to view just some of the points of interest was a great pleasure. It reminded me how lucky I am to be an American. The symbol of our freedom, the Liberty Bell, makes us aware of what so many have given to make us free. May all of us keep our eyes on that special symbol, our flag, and thank God each day for the special gift of freedom.

Donna Walker
District Three Rep.

MAKE SAFETY YOUR FIRST PRIORITY DISTRICT FOUR REPORT

Greetings from District Four!

What beautiful weather we are experiencing here! I am convinced that retirement improves weather conditions.

Our Auxiliary President, Hazel Halleck, has asked me to pass on some safety information.

Webster defines SAFETY: 1. The state of being safe from the risk of experiencing or causing injury, danger, or loss. 2. A device to prevent injury or avert danger. A pretty clear definition, don't you think? I would like to suggest "caution" as the device for prevention. Be cautious when we walk along roadsides, when there are no side walks or when traffic is near. Be cautious on gravel roadways and paths and at curb crossings, also.

Always practice good pedestrian habits. Walk facing traffic. Remember, when you are on foot you go against the slow, not with it as if you were driving.

Safety covers a lot of territory, of which our rural carriers are regularly reminded. And, of course, a "Fall" special is "School is open, watch out for kids." Children and puppies are attracted to the mail carrier, and how little they seem when they run up to and around the car. How often do we tell our kids and grandkids to "stay away from cars"? We forget to also say "stay away from busy people in cars". Wave from a safe distance.

Rural children and people who walk along roadsides are not reminded enough to stay away from the edge of the pavement, especially when there is approaching traffic. Very seldom do we have enough room to move away from the lane's edge. If you can't move away, stand still. Let's not take a chance. Injuries are painful!

When I think of pedestrians, I also think of riders. Bicycling is as important, and maybe more so. Teach our bicyclists to ride in single file, and not to split up to both sides of the road! Horseback riders also need to be informed. GO SINGLE FILE! Motorists-please slow down for these people. Approximately 8,000 pedestrians and 100,000 occur annually in the United States. We are all challenged by hazards. Please don't become one!

Earlier sunsets seem to cause glare on windshields these fall days. Remember to keep you vehicle windows clean to cut down on the glare.

With Halloween approaching, let's practice and preach safe walking habits, for a safe and happy Halloween. Have a good day!

Marian Personett
District Four Rep.

SCHOLARSHIP REPORT **TIME TO APPLY**

It's not too early to start thinking about the scholarship that the Auxiliary has to offer. The amount of the scholarship will be at least \$250.00, or more. The funds come from the sale of items at the Country Store at State Convention. This years winner of a \$500.00 scholarship was Kelly Ruth Armstrong.

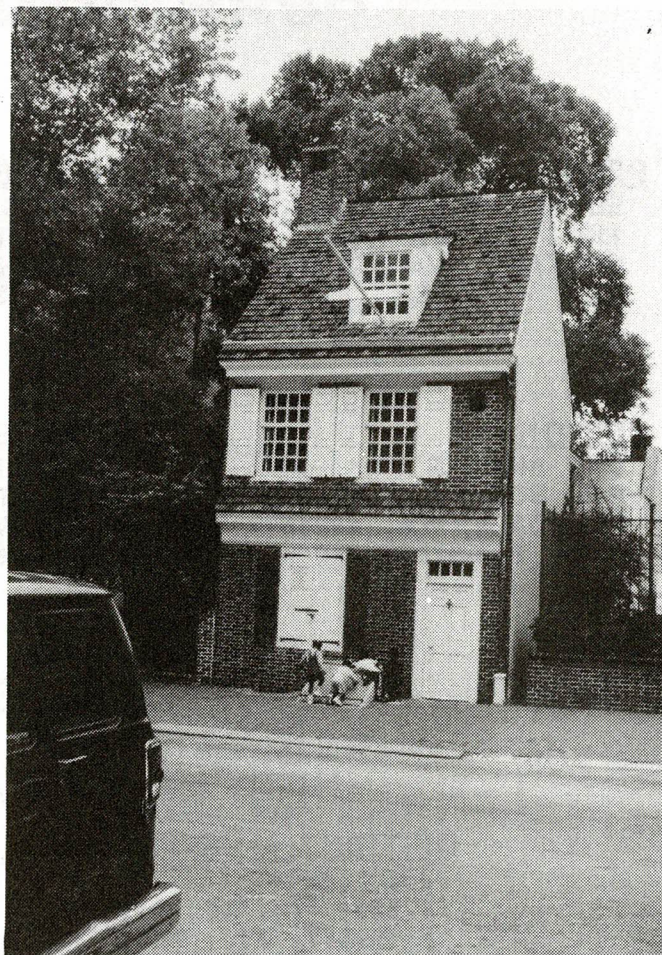
To be eligible, you must be the son or daughter of a parent who is a member of the Association, and whose spouse is a member of the Auxiliary. If both parents are rural carriers, both must be members of the Association. If there is a guardian, they need not be a member.

For applications or information, write to :

Janet Lange
Scholarship Chairperson
724 Trails End
Lynden, WA 98264

National also has scholarships available. Watch and read your National magazine for more info on those.

Janet Lange
Scholarship



The home of Betsy Ross, Philadelphia.

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FUTURE DATES TO REMEMBER

Federal Health Benefits Open Season, Nov. 8 to Dec. 13, 1993

Veterans Day, Thursday, November 11, 1993

Thanksgiving Day, Thursday, November 25, 1993

**Christmas Day, Saturday, December 25, 1993
All relief days (J or K days) will be on Friday the 24th**

**New Years Day, Saturday, January 1, 1994
All relief days (J or K days) will be on Friday the 31st of Dec.**

Martin Luther Kings Birthday, Monday, January 17, 1994

Presidents Day, Monday, February 21, 1994

**District Meetings will be scheduled for weekends during the
month of March. Districts 3 & 4 will be combined, and
Districts 1 & 2 will have separate meetings within each District.**

**Western States Conference, Salt Lake City, Utah
Downtown Hilton Hotel
May 5, 6, 7, 1994**