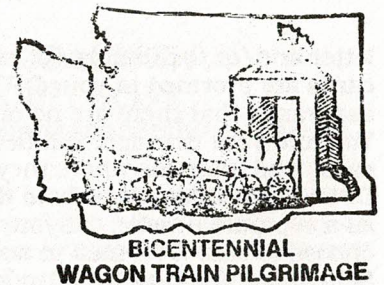
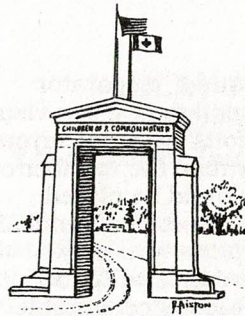


WASHINGTON RURAL POSTMAN



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MAY, 1994

OAKTON-VIENNA RURAL TERRITORY DISPUTE AND DPS MAIL TOP LIST OF CONCERNS FOR CARRIERS

EDITOR DAN SNYDAR

The tri-party arbitration in the territory dispute known to us as Oakton/Vienna has finally come to an end. The arbitrators will now study the evidence presented, and a decision should be received by the national office late this summer.

In the April issue of the city carrier's national magazine, their Vice-President, L.G. Hutchins, made an all-out attack against our Union and its leadership. He says that the city/rural dispute is one case where **"I wish that I could have set NALC policy. My policy would be to make an all-out assault on the organization that alleges to represent rural letter carriers. I say that the NRLCA only alleges to represent these employees because their approach over the years has simply been to accept more work for less pay and benefits."** In one paragraph of his article, he refers to "one of the many rotating presidents of the NRLCA...". The problem with the NALC is that their president, Vince Sombrotto, stays in office as if he were anointed Pope. As is also the case with the clerks union, those two old timers at the top have long since lost touch with the real world. As a rural carrier, I like the freedom to, within reason, come and go as I please, with no supervisor following my every footstep because I'm paid by the hour. Whether or not I take a lunch is MY choice. When I'm done early, I don't have to go carry part of another route, I GO HOME!! One big item where we have to over them is in retirement. A city carrier's is based on 40 hours per week. All the overtime they put in won't amount to anything in their retirement check. I (we), on the other hand, will have our pensions based on our 45 hour, 46 hour, or whatever hours that our routes were, when we retire. We also take annual leave in accordance with our own personal needs and wishes. I laugh at THEM every January when they put in their leave requests for the coming year. WE DON'T HAVE TO!!

According to V.P. Hutchins, the "sad practice of give-backs by the NRLCA did not end....it continues to this day.". He goes on to complain about our 47

and 48 hour routes, and the fact that we are holding open some auxiliary and vacant routes as automation and the impact DPS (Delivery Point Sequence) could have on rural routes. He also says that we would "make any sacrifice and abandon any principle to keep a pittance of a job." Oh, please get off it, Hutch!! The Post Office can determine the best methods of serving the public, and when it comes to the delivery of mail, the best service is that provided by the RURAL CARRIER!! If that did mean that the Empire State Building in New York City became assigned to the rural craft, so be it!

To close out this story on Oakton/Vienna, V.P. Hutchins of the city carrier's writes that **"If I could set NALC policy, I would engage in an all-out endeavor both against the NRLCA and the Postal Service to gain all delivery of those areas that qualify for city delivery. If necessary, I would seek legislative relief by lobbying Congress to change the Postal Reorganization Act....I would seek representation rights for those who serve as rural letter carriers. Those who now claim to represent rural carriers would be made painfully aware that I wanted to end their representation rights."** In other words, he wants to destroy the NRLCA.

TIME STANDARDS FOR DPS REACHED

On March 30, 1994, the NRLCA reached agreement with the USPS on DPS mail. The rate we will be paid for DPS mail is **30 letters per minute**. There are many changes to the PO-603 as pertain to delivery point sequence mail, too many to list here. I will only touch on some of them that are, or seem to be, important. In PO-603, paragraph **223.1**, a new sentence states "In all three casing systems, you may case delivery point sequenced mail, at your option, in accordance with 150, Schedules. New PO-603 **section 226** reads as such: "Delivery Point Sequence (DPS) Mail. When mail is provided to you in delivery point sequence order, casing with other

letter and/or flat mail is not required. Separator cards are provided in your DPS mail to give you visual assurance that there are no obvious sweeping errors. You and your manager will determine the number of cards and intervals where they should be placed. DPS mail is taken directly to the street and handled as a separate bundle. At your option, you may choose to case DPS mail in accordance with 150, Schedules. **Section 252.1** addresses Accountable Items by adding the following: "When accountable items are found in the mail after you have left for the route, follow normal delivery procedures. Return accountable items or signed delivery receipts for any delivered accountable mail you find in your mail during the delivery process for which accountability was not established prior to your departure for the route."**262.3** addresses withdrawal allowance:

"Delivery Point Sequence (DPS) Mail. Normally, DPS mail will be brought to your case unless your route receives withdrawal allowance, in which event, you may obtain your DPS mail from carts or another conveyance located in close proximity to the casing area." As pertains to mail counts, the following will be important: **Column L-Delivery Point Sequence (DPS) letters-Enter in this column all mail up to 6 1/8 inches in width that is processed on automated equipment as delivery point sequence mail. Exception: If less than 2,400 pieces of DPS mail are averaged per week during the entire mail count period, and/or the route was not validated before the count as meeting the 98% quality threshold, mail processed as DPS will be cased and recorded as sector/segment mail in column B on Form 4241, Rural Delivery Statistics Report, or, if it does not qualify as sector/segment mail, entered in Column A, Letter Size, or Column C, Newspapers, Magazines, Flats, Catalogs and Rolls, as appropriate.**

That's all I'll touch on for DPS mail. There are also several safeguards to protect you in the event DPS mail stops or is of very poor quality. Learn more about DPS at future mail count seminars and steward seminars.

I originally was going to fly both ways to national convention in Greensboro, North Carolina, but now I'll only have to fly one way and come home on the train. For August, the Empire Builder from Seattle to Chicago has been booked solid since February. I was able to get sleeping car space for the return trip only. I get to spend one night in New York City. Haven't been there for a few years, so am looking forward to it. I'm even staying at the Waldorf-Astoria Hotel. Been there before, though. I'll go to the EIB Building and visit with Rush.

This is the last issue of the "Postman" before state convention. The next issue to come out will be the convention issue, sometime in September or early October.

That's it for my remarks in this issue. Don't forget state convention June 27-29 in Puyallup. Maybe see you there.

Dan Snyder
Editor

TRAINING NEW RCA'S CAN BE DIFFICULT TASK

Your District One Representative's Report

Recently I have been hearing a lot of talk about the training of new employees, some of which is positive and some negative. It seems that there is a lack of knowledge as to what the training program consists of. This is one reason I spoke about the three day training at the District One meeting in Lynwood.

As an Ad Hoc Trainer, I am proud of the training that I do. I agree that there is room for improvement. I personally have areas that I would like to change and/or improve.

In the 24 hours of classroom training, we go over several of the forms with the new employees. They leave the classroom with a packet of forms and a training book. Unfortunately, each office seems to be individual, and some of the postal forms that we teach are not used in every office.

Do each of you have in your route book a current PS-4003? Do you have a PS-1564-B in your route book? Do you know what they are and what they are used for?

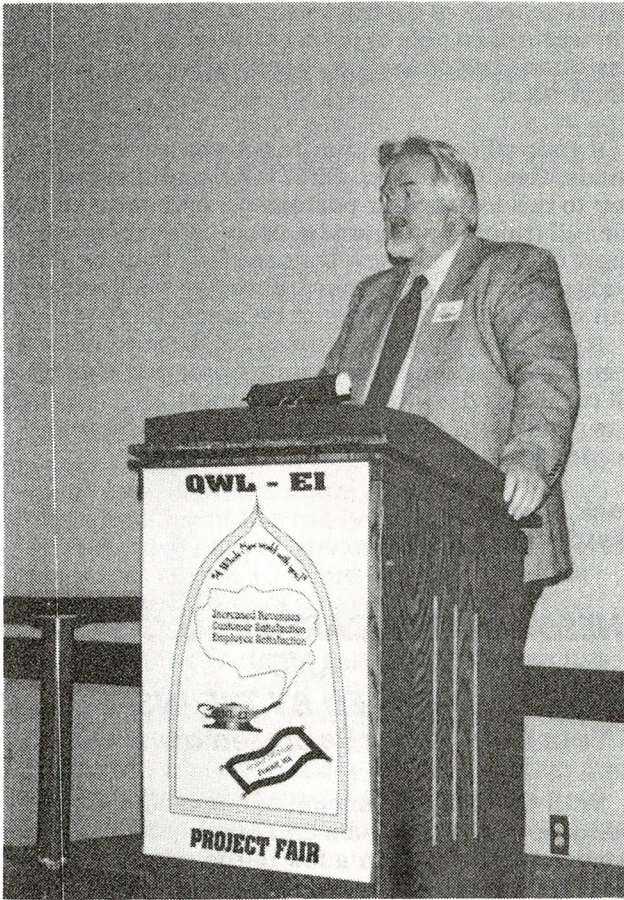
I'm sure you all know what a 4003 is. Maybe not just by the number, but if you saw one you'd recognize it. This form details the exact description of your route from the time you leave the office to the time you return. Every time there is an adjustment on your route, your 4003 should be updated to include any new or lost territory. I know the top portion of the 4003 gets used because it is turned in every time your route has an interim adjustment. However, is the bottom portion changed to reflect the adjustment? These need to be up to date when your new RCA comes to you for their on the job instruction. If the 4003 is incorrect, it is basically useless to the new employee. Use of the 4003 saves the time of the new RCA in having to write down all of the directions and lines of travel, and gives them more time to concentrate on learning the case and the route.

Whether you know what a 1564-B is probably depends on what office you work in. Form 1564-B is an old form that has been around a long time. It's the "Special Order Sheet" in your route book, just before the A-Z separations we used to use for our forwards. It is a great communication tool. I hear a lot of comments about how an RCA does this or won't do that, or is always misdelivering a persons mail. This form is great for listing your individual forwards, hardship deliveries, business forwards, hold mail, repeat errors, or any other special communications to your RCA. Once you get this form in your route book, and filled out with the current info, you can encourage and reinforce what we teach them in the classroom, and that is to check this sheet each time prior to pulling down the mail.

It gives them a central location to find information and makes their learning process a little easier. If you don't have this form in your book, you might want to try one. Some of us use notes and they can get misplaced. If the form is in the book, it can't get lost.

These are just two of the forms we cover out of many in class. Letting you know what we teach the trainees will help all of us, the regular carriers and the RCAs. Becoming a little more uniform in the use of the forms will help the new employees to because you will be able to reinforce what they have learned in the classroom.

Judy Peck
District One Rep.



Seattle District Manager Craig Wade addresses the attendees at the QWL-EI Project Fair held in Everett February 13. Over 200 rural carriers and managers attended the event, held to help local workteams better share ideas and solutions to problems.

HOW TO DEAL WITH A DIFFICULT BOSS

Your District Two Representative's Report

Millions of Americans have temperamental bosses. Virtually all bosses are problem bosses in one way or another. Most bosses were promoted to management because they excelled at earlier jobs, not because they have experience motivating others. Lack of training is a major problem.

Classification of problem bosses can range from bullies to jellyfish. If you are suffering from a bad boss, chances are he/she can have several or all of these traits.

The Bully: Intimidation is the leverage bullies use for control. Confidence and knowledge on your part will make the boss start to treat you with respect. Standing up to the bully often works, but beware, it could make matters worse. Try reasoning with your boss after they calm down. Some bosses have a problem with temper control. Deal with the bully as soon as possible, because once a dominant relationship is established, it is difficult to break. Confronting your boss behind closed doors, if possible, is best. Remember to be respectful and keep your composure at all times, even if the boss is screaming at you. Never let your guard down and stay in control at all times.

The Jellyfish: Unfortunately, this one hates conflict. If someone makes a mistake, instead of correcting the problem, it is ignored in hopes that it will disappear. The jellyfish simply can not take charge because they are afraid of creating conflict. In these situations, YOU must take charge. Make suggestions to your boss and ask their opinion. By doing this, you are taking the initiative without stepping on your bosses toes. Building your supervisor's confidence is a good strategy. Always supply hard facts and figures so you can use them to justify any course you recommend. Try to gently ease your boss into taking a firm stance.

The Aloof Boss: This one is reluctant to associate freely with others. A good boss has the ability to communicate expectations clearly so employees never have to wonder what is on the boss' mind. If your boss fails to give you direction, as the aloof boss often does, the worst thing you can do is nothing. Try to communicate with your boss, and if that approach doesn't work, get another co-worker who respects your work, to help intervene and persuade the aloof boss to listen to your views. To understand your boss' inability to communicate, it is very important to examine their work style. Some like hard data in writing and others prefer face-to-face meetings. Try to find out what makes your boss tick and try to speak their language. Understanding your boss can make things better in many ways. Try offering two solutions to every problem. One that will make him happy and also help you to reach your goals.

Even the most unmanageable boss will usually allow you to solve problems in your way as long as they are convinced of your loyalty to them. No matter which type of boss you have, always think twice before going over their head. Try getting your co-workers together and approach the boss. In most cases, the difficult boss is unaware of the problem and is willing to make improvements or corrections to the problem.

Before taking any action always try to do a self-analysis. Chances are no matter how difficult your boss is, you may be also contributing to the conflict. Talk to others and get honest feedback. If you can fix the way in which you contribute to the problem, you will be more likely to get the boss to change. Even if you can't get you boss to change, there is a good thing to remember, the worst bosses often have the most to teach you. Bullies are often masters at reaching difficult goals.

Dealing with a difficult boss forces you to set priorities and overcome your fears. It also teaches you to stay calm under pressure and to negotiate for better working conditions. the skills you learn will help you to ease any tense working relationship and will be an advantage throughout your working career.

Not all bosses fall into these difficult categories. There are some excellent bosses out there that are able to communicate and motivate their employees. In my opinion a good boss is fair, firm, consistent, and able to communicate effectively. They treat their employees with respect, dignity, trust, and encourage employee participation in problem solving and decision making. If you have a good boss, consider yourself very fortunate. We all need to work together, both employee and supervisor, to make our work environment more pleasant and productive.

Jennie M. Seeley
District Two Rep.

ON THE JOB INSTRUCTORS ARE CRITICAL PART OF TRAINING **Your District Three Representative's Report**

We continue to receive comments at the Academy that there are a number of offices that are not using the OJT (On the Job Instructor) guide, nor are they using the prescribed format that the course recommends. Postmasters are relieved just to get a warm body to fill a slot, and office training is haphazard at best. The following 2 paragraphs are taken from the OJT Guide:

The advantage of the on-the-job training following the classroom portion of the training is that the learning transfer becomes less difficult because trainees are being trained in the exact physical and social environment in which they are expected to perform. You, the on-the-job instructor, play an important role in this training program. Your willingness to share information, demonstrate how to perform tasks, and

answer questions is essential to the success of the training process. You should show a caring attitude and encourage trainees to ask questions and share experiences and information. This creates an environment of trust in which trainees are more likely to learn and apply the information. Your goal is to help trainees understand the tasks and apply them to the job. Therefore, you should obtain feedback about what the trainees understand, how they see themselves applying the information, and what they see as obstacles to applying this information.

Remember, the OJT is critical to the success of this program. You should use the On-The-Job Training Instructors Guide, TD-012D, to provide the trainees with the appropriate on-the-job training experiences at the worksite. Observe the trainees as they perform their duties and closely monitor the complete on-the-job training process. Adapt your training techniques to meet the needs of the trainees. For instance, some trainees will be able to perform the tasks with very little assistance and others may need much more clarification.

If your office is one that is not using the OJT Guide, then I urge you, BEG YOU, and plead with you to meet with your postmaster and demand that the full training program be used. All to often we are short changing the new trainees for the sake of budget constraints. If our training is mediocre, how can we expect the trainee to be any better.

It has been said many times before, and it's worth mentioning again. This training program belongs to all rural carriers, not just the trainers. Every program has positives and negatives. We at the training academies welcome any and all comments.

Jack Spangler
District Three Rep.

NEED FOR SUB CARRIERS IS CONSTANT -AND- DON'T BE FOOLED BY THE INSPECTORS **Your District Four Representative's Report**

With the rapid expansion of our craft, we have many new craft members and I thought I'd take this opportunity to explain a few of the situations new employees often run in to so as to help you avoid learning about them the hard way.

1. How do I get to be a regular carrier? Our suestem is based on seniority, and, unfortunately, seniority is not necessarily based on when you began working.

What establishes seniority for bidding rights on a vacant regular route is longets period of continuous service as an RCA in excess of one year at the vacancy post office.

RCAs (Designation 78) are those employees hired from a register or reassigned from RCR or Auxiliary Carrier positions on or after April 11, 1987.

If you took the rural carrier test, received a passing score, and were contacted and hired, then you were hired as an RCA and that hire date establishes your seniority for becoming a regular carrier.

Unfortunately, while our need for "substitute" carriers has remained constant, the Postal Service has been very sporadic in offering the rural carrier exam and those of you who were not hired from a competitive register of eligibles as the result of an open, competitive exam are classified as RCR's, designation 75, and have no date for establishing seniority.

As soon as possible, you need to make arrangements to take the rural carrier exam, and then, hopefully, your post office where you already are working will be able to reach you on the register and you will be converted to RCA, and that date will establish your seniority for becoming a regular carrier.

When an auxiliary route is vacant, it is to be offered to leave replacements in the order of the longest continuous period of service at that office without regard to classification.

Check with your local steward to find out where you stand on the seniority list so that you are not unpleasantly surprised in the future.

2. One of the most common surprises occurs when a regular carrier takes a weeks vacation. Let's assume for this discussion that the route is a 48-K. How will the substitute carrier be paid?

If the sub is fast and efficient and completes the the 6 days of service in less than 40 hours of work, then he or she will receive 48 hours of pay.

The Fair Labor Standards Act (FLSA) requires that any work beyond 40 hours per week be paid at the overtime rate, so in the above situation, if the sub carrier was efficient but not quite as fast and completed the 6 days of service in 42 hours, then he or she would receive 40 hours of pay at the subs hourly rate and 2 hours of time and a half. This extra 2 hours cost the sub being paid the full evaluation of the route. It is disturbing when this lesson is learned the hard way.

Please do not sacrifice service in pursuit of trying to stay under 40 hours. We advertise ourselves as a post office on wheels, and our territory is expanding like it is in large part because of the service we provide. Deliver those packages to the door and carry adequate stamp stock!

3. The Postal Inspectors are not our friends. Anytime they are called in, they have reason to believe that somebody should no longer be working for the Postal Service, and ANYTHING tell them makes that a more likely reality. Many times this union has gone to defend someone in a disciplinary action, and the only evidence the Postal Service has was provided by the defendant! This union provides a card that you can carry in your wallet or purse that clearly explains what to do if contacted by a postal inspector.

Basically, tell them you request the presence of your union representative, and that you will not admit to, or deny, anything, nor will you make any written or oral statements unless your attorney and/or union representative are personally present to advise you. Ask your local steward for one of these cards, or write to me and I'll send you enough for your office. My complete address is listed on the "Association Officers" page in the back of this issue. It just might save somebody's job!

Steve Higgins
District Four Rep.

POLITICAL ACTION UPDATE Joe Halleck

It's time once again to send a message to all you retired rural carriers. Now is the time to get busy and write to our Senators and Representatives in Congress. The Members of Congress keep saying that they are NOT hearing from constituents, but only from big interest groups, and many of these want to kill any health care reform.

Please take out a few minutes of your time and write to these people about Health Care Reform and ask them to include home and community long term health care in any bill they vote for. Also, you want health reform passed that assures that ALL U.S. residents can get needed health care. Let them know we care!

I wish to take time also in my last report to you this year and thank all of you who donated to PAC. 81 of our members, out of a total of 1343, have donated \$1805.00 to PAC. If you haven't done so yet, please fill our the letter you just received from our National Office and give what you can. It's so very important. See you at convention in Puyallup June 27-29.

Joe Halleck
PAC Chairman, Retired Carrier Rep.

Yes, I'll help PAC fight for my interests in Congress! Enclosed is my contribution.

**PLEASE MAKE CHECKS OUT TO "NRLCA-PAC",
AND MAIL TO:**

**JOE HALLECK
912 S. 4TH
KELSO, WA 98626-2233**

Name _____
Address _____
City & State _____ Zip _____

DUES WITHHOLDING NOW AVAILABLE FOR SUBSTITUTE CARRIERS Your Secretary/Treasurer's Report

GREAT NEWS!! All relief carriers (Aux, Subs, RCA, RCR) can now go on dues withholding. For the 1994/1995 dues year, starting July 1, 1994, everyone will have the option to either pay cash or go on dues withholding. Dues withholding makes it easier to pay your dues. For regular carriers it will be \$10.35 a pay period. For RCAs and RCRs it will be \$1.96 per pay period. Retired carriers remains the same at \$2.92 per month.

Right now we have hit **1341** for a membership total after the third quarter adjustment. Thanks for all your help!

The Board is finalizing the cellular phone service to be made available to union members only. Judy Peck and I are working together to have it ready for you at the 1994 state convention in Puyallup.

All 1993/94 County Presidents and County Secretaries will be honored at the banquet at state convention this year. Also, the 1994/95 County Presidents and Secretaries will receive training at a free luncheon for them on Monday, June 27.

Look forward to seeing you in Puyallup!

Becky Wendlandt
Secretary/Treasurer

CODE OF CONDUCT FOR NATIONAL DELEGATES FUNDED BY THE WRLCA

The following regulations and code of conduct are suggested for all regular delegates from the WRLCA who attend the National Convention and who expect to be partially or fully funded by the WRLCA:

1. Attend all association general sessions at the National Convention with the following permitted exceptions:
 - a. Specific assignment to a committee
 - b. Required to man a booth
 - c. Illness
2. Give a written report of the information received from the general session and afternoon seminars, which at a minimum shall include a summary of the topics each delegate agrees to cover as a result of a planning session with the delegate-at-large and the other delegates from Washington State.
3. Meet the following deadlines for submission of the written report specified in item #2:
 - a. One copy to the Postman Editor by 9/20
 - b. One copy to the state Secretary/Treasurer by Fall Booster Meeting.

The Delegate-at-Large shall be responsible for the following:

1. Polling the delegates for their first through third preferences for the afternoon break-out sessions they wish to attend, and then jointly agreeing to have at least one delegate to cover each of the sessions.
2. Taking roll of the delegates at the beginning of each general session.
3. Meeting with the delegates to jointly plan the delegate reports to ensure that a wide variety of the convention's activities are covered without undue duplication.
4. Establishing an adequate seating space for the Washington Delegation, including the placement and collection of seatback covers and the Washington sign.
5. Reporting to the Board any problems concerning delegates meeting their responsibilities at the convention.
6. Contacting Alternate Delegate-at-Large from a list previously established by the Board of Control, whenever committee assignments, etc., make them unavailable to meet their other obligations.

The responsibilities of the Board are as follows:

1. Establishing a written list, through the state secretary, of alternate delegates and alternates to the delegate-at-large, based on the "seniority" of votes received.
2. Deciding whether state money should be withheld or refunded by any delegate reported by the delegate-at-large not to be in compliance with this code of conduct.

LABOR RELATIONS TRAINING AND SEMINAR

WHEN: Sunday, June 26, 1994

WHERE: Convention Hotel, Best Western Park Plaza, in Puyallup

TIME: 9:00am to 4:00pm

WHO: All interested carriers, subs, & stewards are urged to attend!!!

TOPICS: DPS, contract, grievances, you name it, we'll discuss it!!

DPS MAIL CLOSE TO BEING IMPLEMENTED, CARRIERS HAVE MANY CONCERNS

Your President's Report

It was just over a year ago that the majority of your state board held a board meeting in Salt Lake City in conjunction with attending an area officers meeting. Again, this year, most of your board will be in Salt Lake City to attend the 25th Western States Conference. This year, however, we held our board meeting in Ellensburg the weekend of April 9 & 10.

This year's Western States Conference should prove to be rather interesting, as we are on the threshold of implementing delivery point sequence (DPS) mail on rural routes. The way we handle DPS mail in the office and on the route is of prime concern and interest to rural carriers. For this reason, in addition to others, I expect a lot of discussion centering on DPS mail. A national training is scheduled for April 25-27 in Denver, to which the union will participate jointly with the Postal Service. Scheduled to receive training in addition to the national area representatives are AJSCS, DJSC Co-Chairs, State Stewards, and District Delivery Representatives.

Last year in my article for the Postman (May '93) I commented that automation and its impact on our jobs was uppermost in our minds. If it wasn't this past year, it should be uppermost in your minds this year. This year, more than last, more of us will be affected. The national office has asked the states to give the assigned national officer time during the state convention to make a presentation on DPS mail, and provide a more detailed explanation of the implementation process. Articles will also be appearing in our national magazine in an attempt to communicate with and educate our membership on this subject.

I would like to conclude this article by quoting the following from the March 30th "Officer's Bulletin":
"One other item that is particularly appropriate for consideration is the memorandum of understanding concerning 'fair, reasonable, and equitable', which was first incorporated into the National Agreement in 1981. Quoting from this memorandum:

The parties recognize the existing evaluated system of compensation to be a fair, reasonable, and equitable method of payment. The parties further recognize that the evaluated system is comprised of elemental standards which may not in every instance be adequate for an individual carrier; nevertheless, the parties agree that the standards, when examined collectively, represent a fair days pay for rural carriers.

Where discrepancies develop in the element of the current route evaluation system, which has been in use for many years, and into the time standards of the system that has been applied to office and road duties, the Employer may undertake studies to correct such discrepancies so long as the changes are consistent with this Memorandum and Article 34'.

In this memorandum, it is understood by the parties that every element of the time standards may

not be appropriate. Neither side can pick and choose one element to point out that there may be too much time credit or another element that may be too little time credit, without looking at the overall route and pay system collectively.

Being a member and being informed is more important than ever. If you're not involved in the QWL/EI process, this might be a good time to consider getting involved. Remember, we don't have a say if we're not involved. Marvin Runyon, upon becoming Postmaster General, said that change was the only constant. We are experiencing changes in the way we go about doing our jobs every day. Attend meetings, ask questions, offer suggestions, and most of all, become a part of the team.

Enough said. Hope to see all of you at the state convention in Puyallup this June!

Ed Koschalk
President

GUIDELINES FOR SELECTING OUTSTANDING CARRIER OF THE YEAR

A. Method of Selection

1. Nomination of candidates for the award should be made in one of several ways prior to state convention. Nominations may be made directly from the membership. Also, candidates may be selected by local, county, or district units.

2. In either event, the name of the candidate should be submitted, with a brief resume of accomplishments, to a selection committee, to be named by the state board, or by any other means which may be the state policy. In Washington State, give your nominations for Carrier of the Year to one of the four District Representatives.

B. Eligibility for Award

1. Any member of the Association may be nominated as a candidate for the Carrier of the Year Award.

2. State Association Officers should not be arbitrarily selected for the award, nor should they be prohibited from consideration. Officers have been chosen to lead and serve, but it is frequently demonstrated that their services go far beyond the routine duties of the office, and thus, may be worthy of selection.

C. Criteria for Selection

1. The primary consideration of the selection committee shall be:

- a. The service rendered by the candidate to the NRLCA.
- b. Attendance and participation in local, state, and national meetings.
- c. Willingness to accept responsibilities and dedication in performing those duties.
- d. Fraternal attitude to others in the Rural Carrier Craft.

2. The selection committee should also consider, as a secondary matter, other service such as civic and community activities which reflect favorably upon the Rural Craft and the USPS.

These are the guidelines for Carrier of the Year. If you have a nominee, send the above requested information to one of the District Reps. of the WRLCA.

MORE HELP FROM THE NEW EMPLOYEE ASSISTANCE PROGRAM

Your Vice-President's Report

Rural Carriers solve many problems on their own. Our evaluated system of pay and the incentives it generates promotes a sense of independence not shared by any other craft in the Postal Service. Supervisors and Postmasters usually will say that rural carriers are much easier to manage than city carriers, because rural carriers take care of their own workloads. For the most part, the mail comes in and goes out without the elaborate delaying techniques routinely employed in city delivery. "Managed mail" for rural delivery is normally only utilized with new employees or on exceptionally heavy mail volume days, such as after a holiday or during Christmas. Simply put, the latitude enjoyed to finish early, schedule their own leave, and earn built-in overtime for which they will receive retirement credit, are the three cornerstones of independence for rural carriers not shared by their U.S.P.S. uniformed counterparts. Unfortunately, these same cornerstones which are so beneficial to the majority of rural carriers do not come without a price.

In offices with more than one rural route, the incentive of finishing early without a reduction in pay can lead to competition that is anything but healthy. Fast becomes equated with good and slow or slower becomes equated with bad. Having the right to choose when to use leave is not much of a benefit either if no leave replacement is available. Try to think of the districts, counties, or offices that do not have some problems hiring and/or keeping competent RCA's. Even the most basic cornerstone of all, the evaluated pay system with its built in overtime, can lock some into salary dependencies that threaten their physical and/or mental well-being.

The Washington Rural Letter Carriers' Association, in affiliation with the National Rural Letter Carriers' Association, tries through publications, educational meetings, and steward assistance to give rural craft employees all the benefits and protection offered by the National Agreement (Contract) and other relevant postal manuals. Lessor known, but equally valuable, is a newly revised program with an old name. The new Employee Assistance Program (EAP) is considerably more user friendly for rural craft employees than the old version. Instead of Postal Service employed counselors operating only out of large metropolitan areas, the goal has been to create a network of local community-based counselors that are not USPS employees. The EAP program was set up as a result of an inter-agency agreement between the U.S. Department of Public Health, the Postal Service, and the Vasquez Management Association. The latter,

has contracted with the USPS to provide locally accessible counselors for postal employees with personal problems which are affecting their work performance or health.

The old EAP was practically synonymous with drug or alcohol abuse counseling, and referrals from management were often the norm. The new EAP is more of a "broad brush" approach which includes concerns such as: financial/debt; family; marital; emotional/stress; legal; job related problems; and, of course, the old mainstays of alcohol or other drug abuse. Every attempt has been made to disassociate the new EAP from discipline, and voluntary enrollments (versus management referrals) are encouraged. Access to the program has been aided electronically so any postal employee calling

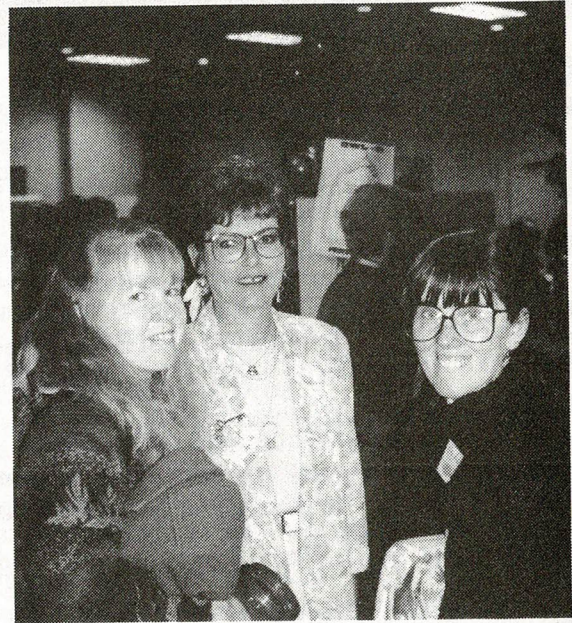
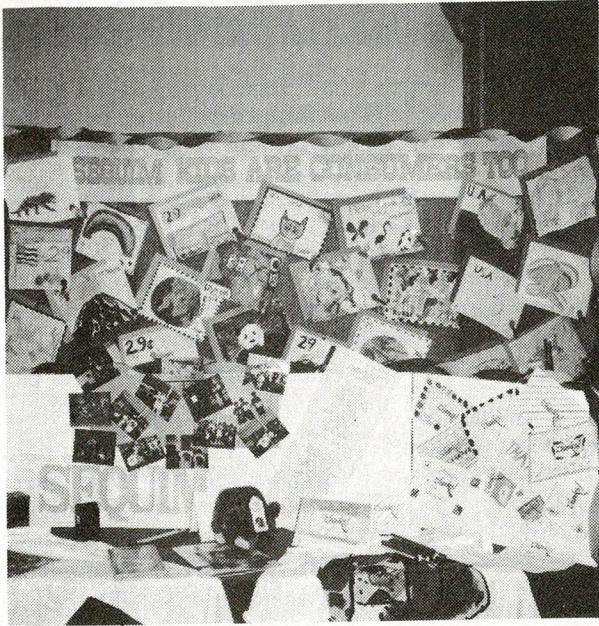
**1-800-EAP-4-YOU
(1-800-327-4986)**

for information or assistance around the clock, will automatically have his/her call routed to the appropriate district counselors who will in turn facilitate the local referral. The Postal Service has agreed that the first appointment can be on the clock, but if this option is chosen, they have the right to have some say when the appointment is scheduled. Also, if on the clock, the Postal Service has the right to confirm that the appointment was kept. The counseling is limited to 12 sessions per separately treated problem/concern, and is offered at no charge for the approximately \$1500.00 worth of treatment.

Confidentiality is assured and protected by laws, regulations, and professional ethical standards for counselors. The only times any information concerning a client can be released by a counselor to a third party are the following: the client voluntarily signs an "information release" form to a person of his/her choice; the EAP treatment has been specifically written into a "last chance agreement" as a requirement to escape removal (being fired) from the Postal Service; the counselor determines the client is an immediate threat to himself or others; or finally, the counselor learns of child or elder abuse and is legally required to report this discovery to DSHA or Child Protective Services.

The new EAP is accessible, comprehensive, confidential, and free of charge, but it can't help you unless you choose to utilize its benefits. Asking for help when help is needed is not a negation of self reliance, but an affirmation of individual initiative.

**Charles Alexander
Vice-President, Ass't State Steward**



(Upper left) The Sequim Post Office display at the QWL Project Fair shows us that kids are Postal consumers also, along with being stamp designers. (Upper right) Geri DeZarn, Karen Wharton, and Linda Gale enjoy the different displays at the Fair, along with visiting with the Editor. (Below) A major project of the Spanaway Rural Carrier's was to train and educate children to "Don't Go Near Until It's Clear.", concerning mailbox safety.



Questions & Answers

FEDERAL TORT CLAIMS ACT

Q What is the Tort Claims Act?

A The Tort Claims Act is a federal statute that provides for a government administered protection plan for all governmental employees, and the government itself, should any liability be incurred by any of its employees or agents in the course of their official duties.

Q Will the Federal Tort Claims Act protect the Rural Letter Carrier from liability in the event of an on-route accident?

A Yes. Federal employees are protected against possible liability resulting from their operation of a motor vehicle while within the scope of their official employment. But remember, this protection is on-route protection only. Any deviation from your assigned route could jeopardize your Tort Claims coverage. And the government protects you from liability only; damage to your vehicle is not covered. To fully protect your vehicle, separate coverage must be purchased.

Q Will the Rural Letter Carriers' Vehicle Insurance Plan also protect the Rural Carrier from liability while on the route?

A Yes, and more. The RLC Plan with National General Insurance Company provides complete coverage for Rural Carriers insured by the plan – on and off the route. And if the government ever denies your on-route liability claims under the Tort Claims Act, your Rural Letter Carriers' Plan will be there to protect you.

Q What should the Rural Carrier do in the event of an on-route accident?

A All accidents must be reported to your Postmaster or Supervisor and to your insurance company as soon as possible. Failure to report an accident could jeopardize your coverage.

Q What happens when an on-route liability claim is reported to the Rural Letter Carriers' Vehicle Insurance Plan?

A If you are insured by the Rural Letter Carrier's Plan, National General Insurance Company will immediately notify the other party that their claim should first be presented to the Postmaster for payment under the Tort Claims Act. If the government denies the claim, don't worry – your RLC Plan will protect you.

Q Will any insurance company protect the Rural Letter Carrier if the government denies an on-route liability claim?

A Not necessarily. Many companies and their agents don't seem to fully understand the Federal Tort Claims Act and the needs of government employees. That's why the National Rural Letter Carriers' Association recommends the RLC Vehicle Insurance Plan with National General – a company that has looked after the special needs and interests of Rural Carriers since 1953.

Q How can I find out more about the Rural Letter Carriers' Vehicle Insurance Plan?

A It's easy. Just call toll free: **1-800-VIP-AUTO** (1-800-847-2886) for complete details and rates. One of the friendly RLC Plan Customer Service Representatives will be happy to answer all your questions.



**Vehicle & Home Insurance Plan
Underwritten by
National General Insurance Company
A General Motors Insurance Company**

RCA'S HAVE MANY QUESTIONS CONCERNING PAY AND CONVERSION TO REGULAR CARRIER

Your State Steward's Report

The Board has again tasked me to write a specific article for the paper. The topic this time is RCA's and how they are paid and their conversion to regular carrier.

The way both regular carriers and RCAs or subs are paid is governed by the Fair Labor Standards Act (FLSA). Regular carriers are governed by FLSA paragraph 7, B-2. Under 7B-2, we are paid on the basis of an annual salary. We are unconcerned about working in excess of 40 hours, rather 12 hours per day, 56 hours per week, or 2080 hours per year. Exceeding any one of these three ceilings causes you to fall into an overtime status. Usually, the dollar consequence is minimal, however the Postal Service makes a big thing of it because to management it represents unnecessary overtime.

RCA's work falls under FLSA 7A. This paragraph provides for 40 hour weeks with time & 1/2 for all hours over 40. For subs, this makes working a heavy (over 40 hrs.) rural route in the absence of the regular carrier complicated because the contract provides for subs working heavy duty routes to be paid the daily evaluation of the route regardless of whether they work longer or shorter days than the evaluation. In other words, if the route has a 5-day evaluation of 48 hours (9.5 hrs./day), it matters not if the sub gets the route done in less time or is required to work over the daily evaluation of 9.5, he or she is credited with 9.5 hours. 8 hours of straight time and 1 and a half hours of overtime. This is true until the sub works enough days to exceed 40 hours in a week. Remember, in the Postal Service, a week is Saturday thru Friday. Everything I said about being paid the evaluation of the route is cancelled as soon as the sub accrues more than 40 hours. When 40 hours is exceeded, the clock starts on the overtime paid. For example, if a sub works 6 days on a 48-K route, and is very fast and works the mail in the six days, Sat. thru Fri., in 50 hours, he or she is paid 40 hours straight time and 10 hours overtime, and the Postal Service saved 7 hours of overtime pay. A 48-K would normally pay 57 hours per week, for 6 days. Let's suppose the Postal Service split that 48-K between 2 subs, 3 days each. Each sub would be paid for 3 days at 9 1/2 hours, or 24 hours straight time and 8 1/2 hours overtime. Even though neither broke overtime, the cost to the Post Office is 57 hours; 40 hours of straight time and 17 hours overtime. The Postal Service is happy because the overtime didn't show, however, one of the subs in the above case is offended if that route was their assigned route. Subs serving in the carriers extended absence (1 week or more) on their assigned routes are entitled to work no less than the evaluation of the route, be that a 6 day H route, 5 1/2 day J route, or a 5 day K route.

Converting from RCA Designation 78 or 79 to regular carrier Des. 71 has so many facets, I wonder to where to start.

The National Agreement, Article 12-B, 3-D, reads: "If the vacancy still exists, post the vacancy for all rural carrier associates (RCA's) with 1 year of continuous service as an RCA at the vacancy office. The vacancy shall be awarded to the RCA applicant having accrued the longest period of continuous service as an RCA in excess of 1 year in that office, unless another RCA is deemed to be substantially better qualified." RCR's who were slow to convert to RCA so that RCA's were hired of the register prior to their conversion often feel that a junior employee is promoted ahead of them

The Union has attempted by every means available to it to convince RCRs who want regular carrier status to take the test and convert to RCA. I get calls very frequently from RCAs who were late converting and who are dismayed to learn that an RCA junior to them in years of service are senior to them in bidding rights.

RCA's who feel that they are getting close to being appointed regular carrier often worry about veterans preference and test scores. If you are an RCA, both of these worries are behind you. RCA's should be very familiar with Article 12.2 B-4 of the National Agreement.

RCA's who have annual and sick leave credited to them due to service on an auxiliary route or vacant rural route will be paid for the annual leave, in other words, cashed out, but the sick leave should be credited to their balance when they convert to regular.

The first 90 days as a regular carrier will be treated as if the carrier were probationary. You are not probationary. You serve only one probationary period in the rural craft. However, annual and sick leave will not be credited until after 90 days, at which time it is credited retroactively. Annual leave is advanced based on time of year of appointment. For example, if appointed at the beginning of the 2nd quarter, you should be advanced 3/4 of 13 days, or 9 days. These 9 days may be taken at any time after the first 90 days. Sick leave is credited as earned and is not advanced as annual leave is.

RCA's who were RCA's prior to Aug. 7/91 are to start at pay step C. RCA's hired after Aug. 7/91 will start at pay step A. RCA's pay is based on step 1 pay level, so both A and C represent an hourly pay cut. However, once they convert to regular, the accumulated cost of living allowance (COLA) is credited to the pay so the hourly change at pay step C is negligible.

When converting to regular carrier, you should be offered the privilege of joining a health plan at once. If you don't have a strong preference already selected, I recommend you chose the Rural Carrier Health Benefit Plan, high option Code 382. You will then have good, safe coverage and have until November open season to choose a plan that fits you better. You may choose an HMO, such as Group Health.

You will be in the Federal Employees Retirement System, FERS. You may not be able to join the thrift savings portion of FERS until an open season. **You will want to join the thrift savings plan. For your own good, you simply must join the thrift savings plan and commit no less than 5% of your salary to it.** If you commit 5% to the thrift savings plan, the USPS matches you 5%. You just gave yourself a 5% raise. When 5% or more of salary is committed to the thrift savings plan, FERS becomes a better retirement plan than the old OPM, or Civil Service Retirement System, CSRS. With no thrift savings, FERS falls far short when compared to CSRS.

Dorothy Iannucci has resigned as Assistant State Steward due to health reasons. She served the Rural Carriers of Washington State well. I shall miss her a great deal.

Charles Alexander has graciously agreed to serve as interim Assistant State Steward until the state convention. Charles brings a lot of expertise to the position. I believe he has few peers when it comes to diffusing difficult situations. He negotiates in a diplomatic and non-confrontational way.

A Labor Relations Seminar is planned for Sunday, June 26th, from 9am to 4pm. This is the day before the state convention officially convenes. Topics will range from grievance procedures to DPS mail. Try and attend.

Neil M. Buchanan
State Steward

RAFFLE TICKETS AVAILABLE FOR 1995 WSC

Washington State will host the Western States Conference in Seattle in 1995. To help defray expenses, many rural carriers have donated items to be raffled. A Stihl chain saw, Model 026, 20 inch bar, with carrying case, extra chain, and accessories, will also be raffled. If you would like to take a chance, or chances, on any or all of these items, please send a check with your name, address, and phone number, along with the item(s) and the number of tickets you wish to buy. Send to:

Charles Alexander
2201 30th St.
Bellingham, WA 98225-8209

We will write your name on the ticket and send you the other half as a receipt. The items will be on display at the state convention in Puyallup in June. Items will be given away at the 1995 Western States Conference. You need not be present to win.

Stihl Chain Saw	\$2 each/3 for \$5
Love Stamp Stained Glass	\$1.each/6 for \$5
Teddy Bear	\$1.each/6 for \$5
Rainbow Afghan	\$1.each/6 for \$5
Eagle , (Mt. St. Helens Ash)	\$1.each/6 for \$5

HARRY DONOVAN

Harry Donovan, age 87, of Monroe, died at home on Monday, March 21, 1994.

Harry was a rural letter carrier from 1939 until his retirement in 1972.

He was born January 21, 1907 in the province of New Brunswick, Canada, and his family moved to Monroe in 1910. Harry graduated from Monroe High School in 1924, and then attended the University of Washington in 1925.

Harry was Vice-President of the Washington Rural Letter Carrier's Association from 1955 to 1957, and State President from 1957 to 1959. In his retirement years, he served the Association as Political Action Director and Retired Carrier Representative.

His wife, Mary, passed away shortly after their 50th wedding anniversary in 1990.

A funeral mass was held on March 25, at St. Mary of the Valley Catholic Church in Monroe.

STATE CONVENTION

JUNE 27, 28, 29, 1994

**Best Western Park Plaza Hotel
9629 South Hill Park Place East
Puyallup, WA 98373**

**For reservations, call directly:
(206) 848-1500
Request a room from the Washington Rural
Letter Carriers reservation block.**

STATE CONVENTION REGISTRATION FORM

**JUNE 26-29, 1994
PUYALLUP, WA.**

Name _____ Please circle one:
Address _____ Regular Carrier Substitute
City _____ State _____ Zip _____ Retiree

County Unit _____

Have you attended State Convention before () YES () NO

Auxiliary Member Name _____

Names and ages of any Juniors attending:

I will attend the following functions:

Sunday, June 26

Labor Relations Seminar () YES () NO
Social Mixer () YES () NO

Monday, June 27

Retirees Banquet, \$13.50pp, 6:00pm () YES () NO If yes, how many

Tuesday, June 28

Annual Banquet, \$20.00pp, 7:00pm () YES () NO If yes, how many

Wednesday, June 29

Armed Forces Breakfast, 7:00am () YES () NO If yes, how many

Banquet tickets purchased at the Convention will be an additional \$1.00. Please fill out this form completely, make your check payable to WRLCA CONVENTION, and mail to:

**Karen Crombie
6108 150th. St. S.W.
Tacoma, WA 98439**

MAKE US SMILE

REGISTER EARLY

MAIL TO ARRIVE BY JUNE 15.

RESOLUTION

The following Resolution was adopted at the Annual Meeting of the _____ (County Unit).

It is hereby submitted to the Resolutions Committee at the (Year) _____ State Convention, for consideration and appropriate action.

The following procedures are suggested for effectively presenting an adopted resolution:

- 1. Place only one resolution per sheet.
- 2. Present in typewritten form, if possible.
- 3. Identify any Handbooks, Manuals, or written document to be amended:

By: A. Name _____
B. Article _____, Section _____, Paragraph _____

4. Explanatory paragraphs should be headed as follows: (If you need more room, use separate sheets of paper, with the appropriate heading(s).

(A) Present Language:

(B) Proposed Language:

(C) Intent of Change:

(D) Reason for Change:

(Signed) _____
County Secretary/Treasurer

MINUTES FROM WRLCA BOARD MEETING ON APRIL 9 & 10, 1994 AT

I 90 INN, ELLENSBURG, WASHINGTON

Members in Attendance: Ed Koschalk, Charles Alexander, Becky Wendlandt, Dan Snyder, Judith Peck, Jennie Seeley, Jack Spangler, Steve Higgins, Neil Buchanan, and Christine Briggs. Dorothy Iannucci and Joe Halleck absent.
Guests Present: Pat Alexander, Recorder.
Meeting began at 2:00 PM on April 9 by President Ed.

AGENDA:

- Minutes
- Correspondence
- Financial Report
- District Meetings
- Cellular Phone Service
- Editorials For Next Postman
- National General Insurance
- Western States
- Dues Decrease/Associate Member Dues
- Copier Contracts
- Ad Hoc Packets
- Dept. Labor Audit
- Steward Program
- State Convention
- Constitution And By Laws Suggested Changes
- Officer Duties and Responsibilities
- National Convention Delegates Responsibilities
- Next Board Meeting
- Evaluation Of This Meeting

MINUTES:

The minutes from October 15-16, 1994 were approved.

CORRESPONDENCE:

The board reviewed Dorothy Iannucci's letter submitting her resignation as of March 31 due to health reasons. The board felt we owe Dorothy our sincere gratitude and best wishes.

Task: Ed and Becky, along with Judi will respond.

The board then reviewed a formal request from Brenda Hayes for a extra steward for the Pasco-Kennewick office.

Task: Ed will respond with the board's approval.

FINANCIAL REPORT:

The Board reviewed the financial report for the 9 months ending March 31, 1994. Projected income over expenses at this time was \$10,000 or better.

DISTRICT MEETINGS:

The Board had discussion on the feedback from the District Meetings and then brainstormed some ideas for next year.

Task: Dan to ask for feedback from members in the Postman.

Task: Chris to have suggestion box at the state convention.

CELLULAR PHONE SERVICE:

The Board reviewed U.S. West and Cellular One Phone Service for the members of WRLCA. U.S. West had a better price however Judi thought she could get more information from Cellular One and possibly a lower rate. It was decided to have Judi and Becky work on this and present it to the board and then members at the State Convention.

Task: Judi to work with Cellular One.

Task: Becky to work with U.S. West and Judi and present final plan to the Board before the State Convention.

EDITORIALS FOR THE NEXT PAPER:

The board reviewed articles for the next Postman. Becky will do membership. Jack will expound on Ad Hoc Training, Jennie will do "What Kind Of Boss..". Charles has new EAP program. Intervention, and area stewards. and Neil has specific problems when RCA's become regulars.

NATIONAL GENERAL INSURANCE:

The board reached consensus that all National General Policy Holders must be current WRLCA members or they will be asked to transfer to another policy. Also the board reviewed a new plan by National General.

WESTERN STATES:

Charles updated the Board on Western States. We are hosting it for 1995. We will be using a room at the Doubletree Suites, chainsaw, bear doll, and a afghan as raffle items at 1994 Western States in Salt Lake City. The board decided to send Ed, Charles, and Neil to Western States in Salt Lake City on April 21, 22, 23rd. They will be receiving 2 days LWOP and actual expenses. Judi reported on tours available for the 1995 convention.

Task: Judi to finalize tours. Dan to check into Pioneer Park Postal Vehicle. Charles work on hotel, registration.

DUES DECREASE/ASSOCIATE MEMBER DUES:

Becky read a letter from National asking that all states have the same dues for their relief carriers. Right now we have \$10.00 a year higher dues for Subs then RCA/RCR. National is finalizing dues withholding for relief carriers and can work with any amount but need it the same for Subs, Aux, and RCA/RCR in the state. The board reached consensus to recommend decreasing the Subs dues to match the RCA's at the next convention. The board also discussed associate members dues which are the same amount as regular carrier dues.

COPIER CONTRACTS:

The Board discussed the increase cost on Becky's copier. Because of it's age it costs \$340.00 for a one year service contract with a \$100.00 service fee. The board decided to not renew the next contract and check into replacing it if it breaks down. Becky reported Donna Roakes had checked into the cost of new copiers and one could be purchased for under a \$1,000.00.

AD HOC PACKETS:

Judi is in the process of putting together 100 packets to be sent to the Ad Hoc trainers. These are great for getting the union information out to new RCA's.

DEPT. OF LABOR AUDIT:

Ed and Becky reported that they had been contacted by the Dept. Of Labor for a routine audit. The first interview will be April 11 and the audit will last one week. The board decided to give Ed and Becky 1 day LWOP to prepare for the audit and locate the documents requested.

STEWARD PROGRAM:

The board reached consensus that one day per diem should be paid to stewards if they attend both the steward training and the convention if they live over 50 miles away. Charles then introduced a steward plan that would incorporate 3 west area stewards and 2 east area stewards with Neil overseeing all. After much discussion it was decided that Neil and Charles will work on the finalized plans and have them ready to present to the board at the state convention. In interim. Charles will perform the duties of the Assistant State Steward. Discussion on the 1-800 number for Neil to be provided to the stewards only.

STATE CONVENTION:

The board decided on speakers for the state convention. Our goal was to have time to complete business and be finished by noon on Wednesday.

Tasks: Charles, Jennie, and Neil are to get information for an introduction for Craig Wade, Jim Bogroff, and Bob West.

Tasks: All officers to send their report to Becky by June 10 so she can get them copied and collated.

Discussion on having constitution and by laws and resolutions committee's in 1 day early.

Tasks: Ed to decide based on numbers of resolution and constitution and by laws changes sent it and call in committee early if necessary.

Tasks: Ed and Becky to have new folders for committees completed.

STATE CONVENTION: (Continued)

State Convention will be on June 26, 27, 28, and 29, 1994. Discussion on having training for County Secretaries and Presidents. Consensus to have a lunch for 1994/1995 County Secretaries and Presidents on Monday with the Board. For past County Secretaries and Presidents a certificate will be presented to them at the banquet.

Task: Becky to make arrangements for the luncheon and send out notices to the Counties. Also Becky to prepare the certificates.

Discussion on receiving requests to purchase magnetic signs at state convention. Consensus to have Neil contact the Country Store to see if they want to sell signs for \$10.00 each.

Task: Neil to make arrangements with Country Store.

Next the board reviewed the labor-relations training on Sunday before the convention. Neil reported on speakers. Charles then asked Ed to name a Western States Committee at the next convention. Discussion followed on duties and responsibilities.

The board reviewed a request from a insurance company to have a booth and give away a TV. The board felt that allowing this would show endorsement for that company and declined.

CONSTITUTION AND BY LAWS SUGGESTED CHANGES:

The board reviewed the updated Constitution and By Laws done by Dale and Ruth Ryan and family. The Ryan's researched the previous years Constitution and By Laws and state convention records.

Task: Ed and Becky to thank the Ryans for their outstanding research and results.

The board then went through the discrepancies and made the following recommendations. The following are standardizing the name so that it is not called different names through out.

County Units (not branches or associations)

Board (not board of control) (Board is all elected offices)

he/she (not just he or half and half)

state convention (not annual meeting)

this association (not the association)

The board then went through the Constitution and By Laws and made many suggested changes which had been deleted through the years or not clear to meaning. These changes were approved by the board and the secretary will type them and present them to the Constitution and By Laws committee as board suggestions for review at state convention.

Task: Becky to type them, one for each form, and present them to the committee at state convention.

OFFICER DUTIES AND RESPONSIBILITIES:

Judi handed out her suggested changes to the District Representatives duties, which the board approved with one change. Judi will type it and have it ready for the next meeting. The duties for President, V. President, and Editor were approved as written. Becky will add a suspense file to the duties of secretary.

NATIONAL CONVENTION DELEGATES RESPONSIBILITIES:

The board discussed the responsibilities listed and the proposed changes. Charles then made a proposal to modify the wording which the board reached consensus on.

Task: Charles will type the National Convention Delegates Responsibilities and send to Dan to be printed in the Postman.

Task: Becky to mail a copy to all names sent in to be Delegates to National Convention.

NEXT BOARD MEETING:

The next board meeting will be Saturday, June 25th at 7:00 PM in Puyallup before State Convention.

The first board meeting of 1994/1995 will be Wednesday afternoon after state convention, June 29 and finish Thursday afternoon June 30, 1994. It will be held at the convention hotel.

Task: Becky to send notices to all members running for office so they will be aware of when the first board meeting is. Becky to also notify board of meetings and arrange meeting rooms.

The board then evaluated this meeting and adjourned at 2:30 PM, April 10, 1994.

Respectfully Submitted,

Rebecca Wendlandt, secretary-treasurer.

WASHINGTON RURAL LETTER CARRIERS' ASSOCIATION

FINANCIAL REPORT

July 1, 1993 through March 31, 1994 (Nine Months)

CASH INCOME:

Cash Dues	\$	23,424.00
National Regular Dues Wht	\$	86,658.57
National Retired Dues Wht	\$	4,019.76
National General Insurance	\$	17,637.00
Provident Guild	\$	10.00
Nat. Insurance Booth Refund	\$	150.00
NRLCA-Refund Pres.Stew.Sec.Conv.	\$	150.00
NRLCA-Refund Secretary Training	\$	500.00
NRLCA-Refund Steward Trainings	\$	1,043.34
Closed Kit's Checking Account	\$	1,426.42
Sale of Contracts & PO 603	\$	55.00
Checking Account Dividends	\$	205.21

TOTAL CASH INCOME \$ 135,279.30

CASH EXPENSES:

Per Capita Expenses:

National Per Capita Dues	\$	9,555.00
County Per Capita Dues	\$	5,999.00
Auxiliary Per Capita Dues	\$	7,908.00
Western States Per Capita Dues	\$	280.00
Total Per Capita Expenses	\$	23,742.00

Meeting Expenses:

Fall Booster	\$	594.17
93 State Convention	\$	812.44
93 National Convention Delegates	\$	9,521.82
Board Meetings	\$	2,646.93
Mail Count Meeting	\$	379.45
94 State Convention	\$	1,652.50
District One Meeting	\$	456.82
District Two Meeting	\$	362.24
District Three & Four Meeting	\$	512.97
Total Meeting Expenses	\$	16,939.34

Page Two: WRLCA Financial Report

Other Expenses:

Membership Promotion	\$	901.96	
Accounting Fees	\$	1,625.00	
Mike Watson, Retainer	\$	1,200.00	
Dues Refund	\$	346.60	
Contracts & PO 603	\$	380.00	
Memorial Gifts	\$	28.49	
Payroll Taxes	\$	2,373.74	
Total Other Expenses			\$ 6,855.79

President Ed Koschalk's Expenses:

Mileage	\$	77.50	
Total President Expenses			\$ 77.50

Vice President Charles Alexander's Expenses:

Postage	\$	34.75	
Printing	\$	10.35	
Phone and Long Distance	\$	624.18	
Mileage	\$	45.00	
LWOP (1) Mail Count Evaluations	\$	163.64	
LWOP (2) Steward Business	\$	332.36	
Total Vice President Expenses			\$ 1,210.28

Secretary-Treasurer Rebecca Wendlandt's Expenses:

Postage	\$	1,022.77	
Printing	\$	1,858.89	
Phone & Long Distance	\$	998.91	
Mileage - Air	\$	309.00	
Mileage - Car	\$	335.06	
Per Diem	\$	50.00	
Motel	\$	158.48	
Copier	\$	523.81	
Office Supply	\$	245.26	
Check Accounting Fees	\$	110.23	
Salary	\$	3,600.00	
LWOP (35) Office	\$	3,800.85	
LWOP (04) National Training	\$	427.76	
Total Secretary-Treasurer Expenses			\$ 13,441.02

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Editor Dan Snyder's Expenses:

Office Supplies	\$	65.39	
Salary	\$	1,800.00	
Total Editor Expenses			\$ 1,865.39

"Washington Rural Postman" Expenses:

Postage	\$	739.39	
Printing	\$	2,453.69	
Total Postman Expenses			\$ 3,193.08

District One Judith Peck's Expenses:

Mileage	\$	79.50	
LWOP (1) Board	\$	162.28	
Phone	\$	84.50	
Total District One Expenses			\$ 326.28

District Two Jennie Seeley's Expenses:

LWOP (1) Lost S/L owed	\$	166.18	
Phone	\$	119.31	
Printing/Copies	\$	71.99	
Postage	\$	38.67	
Total District Two Expenses			\$ 396.15

District Three Jack Spanqler's Expenses:

Phone	\$	60.99	
Total District Three Expenses			\$ 60.99

District Four Steve Higgin's Expenses:

Mileage	\$	82.00	
Meals	\$	13.32	
LWOP (1) Board Meeting	\$	154.12	
Phone	\$	89.92	
Total District Four Expenses			\$ 339.36

Retired Carrier-Pac Joe Halleck's Expenses:

Postage	\$	13.85	
Total Retired Carrier-Pac Expenses			\$ 13.85

Page Four - WRLCA Financial Report

State Steward Neil Buchanan's Expenses:

Postage	\$	293.62	
Office Supplies	\$	183.16	
Subscriptions	\$	108.95	
Regular Phone & Long Distance	\$	1,774.89	
Cellular Phone	\$	1,740.77	
Steward Expenses:			
Mileage- Air	\$	658.50	
Mileage- Car	\$	1,887.00	
Motel	\$	1,127.75	
Meals	\$	979.22	
LWOP (40) Office & Travel	\$	6,143.57	
LWOP (11) National Training	\$	1,700.68	
DJSC Expenses:			
Mileage-Car	\$	773.75	
Motel	\$	698.72	
Meals	\$	434.51	
LWOP (13) Meetings	\$	2,017.70	
Salary	\$	4,950.00	
Copier	\$	690.15	
Total State Steward Expenses			\$ 26,162.94

Steward Trainings Expenses:

Mail Count Training	\$	1,312.08	
93 State Convention Steward Trng	\$	2,580.07	
Fall Booster Steward Training	\$	1,505.37	
District 3/4 Steward Training	\$	1,113.06	
Total Steward Trainings Expenses			\$ 6,510.58

Assistant Steward Dorothy Iannucci's Expenses:

Postage	\$	87.52	
Phone & Long Distance	\$	1,614.02	
Mileage - Air	\$	610.00	
Mileage - Car	\$	560.19	
Motel	\$	201.38	
Meals	\$	129.46	
Office Supplies	\$	41.03	
Copier	\$	219.58	
Salary	\$	2,250.00	
LWOP (10) National Training	\$	1,637.19	
LWOP (27) Steward	\$	4,437.95	
Total Assistant Steward Expenses			\$ 11,788.32

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Insurance Director Christine Briggs Expenses:

LWOP (1) Board	\$	138.85	
Total Insurance Director Expenses			\$ 138.85

Former Officer's Expenses:

Kit Witt:

LWOP (7) Lost S/L Owed	\$	1,142.58	
Phone	\$	289.77	
Postage	\$	18.65	
Total Expenses for Kit Witt			\$ 1,451.00

Lynn Walker:

LWOP (3) State Convention	\$	486.84	
Phone	\$	51.49	
Total Expenses for Lynn Walker			\$ 538.33

Total All Expenses			\$ 115,051.05
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Income Over Expenses			\$ 20,228.25
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Washington Rural Letter Carriers' Association

Checks for January, February, and March 1994

CHECK #	PAYABLE TO/DESCRIPTION	AMOUNT PD
1289	Pip's - printing copies	\$ 31.49
1290	D. Iannucci-5 LWOP	\$ 670.61
1291	D. Iannucci-steward exp	\$ 281.29
1292	D. Snyder-Postman	\$ 30.67
1293	M. Buchanan- 3LWOP	\$ 377.10
1294	M. Buchanan-stew.exp	\$ 502.52
1295	NRLCA Remit # 25	\$ 63.00
1296	C. Alexander-phone	\$ 52.02
1297	Void	
1298	C. Alexander-stew.exp	\$ 132.97
1299	SPCU Payroll tax dep.	\$ 709.72
1300	USPS-secretary mailing	\$ 113.86
1301	J. Blackburn-St. Conv.	\$1,652.50
1302	R. Wendlandt-1 LWOP	\$ 108.31
1303	Cellular 1 - Neils phone	\$ 44.18
1304	PTI-Neil's phone	\$ 83.72
1305	US West-Beckys phone	\$ 111.91
1306	MCI - Neil's phone	\$ 122.32
1307	Employment Sec.-payroll	\$ 135.45
1308	Dept. Labor-payroll tax	\$ 102.79
1309	IRS-payroll tax	\$ 86.16
1310	MCI-Dorothys phone	\$ 54.77
1311	D. Robb-Aux per capita	\$7,908.00
1312	USPS-contracts,P0603	\$ 50.00
1313	S. Higgins-door prizes	\$ 125.00
1314	J. Spangler-door prizes	\$ 125.00
1315	J. Seeley-door prizes	\$ 125.00
1316	J. Peck-door prizes	\$ 125.00
1317	NRLCA Remit # 26	\$ 37.00
1318	D. Iannucci-salary	\$ 205.87
1319	R. Wendlandt-salary	\$ 349.40
1320	N. Buchanan-salary	\$ 452.92
1321	D. Snyder-salary	\$ 164.70
1322	D. Iannucci-6 LWOP	\$ 770.75
1323	D. Iannucci-stew. exp	\$ 643.54
1324	AT & T-Dorothy phone	\$ 5.55
1325	U.S. West-Dorothy phone	\$ 155.45
1326	Kinko's-copies	\$ 38.93
1327	Chelan/Douglas per capita	\$ 98.00
1328	Clallum Jefferson	\$ 162.00
1329	Kitsap-per capita	\$ 423.00
1330	Lincoln,Grant, Adams	\$ 160.00
1331	Lower Columbia	\$ 604.00
1332	Mutual Counties	\$ 976.00
1333	Okanogan	\$ 74.00
1334	Skagit,San Juan	\$ 226.00
1335	SKI per capita	\$1,465.00
1336	Southeast per capita	\$ 132.00
1337	Spokane per capita	\$ 448.00
1338	Northeast per capita	\$ 179.00
1339	Whatcom per capita	\$ 311.00
1340	Whitman per capita	\$ 121.00
1341	Yakima per capita	\$ 620.00
1342	USPS- mail to sec.	\$ 12.40
1343	Western States dues	\$ 280.00
1344	SPCU-flowers L. Ricks	\$ 28.49
1345	C. Alexander-phone	\$ 75.26
1346	P. Odman-steward exp	\$ 16.32
1347	SPCU-payroll tax	\$1,055.71
1348	N. Buchanan 2 LWOP	\$ 254.33
1349	N. Buchanan airfare	\$ 400.50
1350	N. Buchanan-stew.exp	\$ 938.10
1351	D. Snyder-postage	\$ 225.00
1352	D. Snyder-copies	\$ 13.66
1353	D. Snyder-print Postman	\$ 805.80
1354	Cellular 1- Neil phone	\$ 96.44
1355	USPS - mail to board	\$ 17.20
1356	NRLCA- Remit # 27	\$ 84.00
1357	Graham Office supplies	\$ 9.59
1358	PIPs-print apps,etc	\$ 243.24
1359	R. Wendlandt 2 LWOP	\$ 211.62
1360	Kit Witt-1 LWOP,phone	\$ 114.67
1361	PTI-Neil's phone	\$ 92.72
1362	Void	
1363	MCI-Dorothy's phone	\$ 33.32
1364	Graham/Carlson, CPA	\$ 225.00
1365	US West-Becky's phone	\$ 99.71
1366	NRLCA-Remit # 28	\$ 126.00
1367	C. Alexander-1 LWOP Stew	\$ 152.73
1368	D. Snyder-check charge	\$ 11.50
1369	N. Buchanan-5 LWOP	\$ 643.33
1370	N. Buchanan-stew exp	\$ 848.95
1371	N. Buchanan- Salary	\$ 452.92
1372	D. Snyder- Salary	\$ 164.70
1373	D. Iannucci-Salary	\$ 205.87
1374	R. Wendlandt-Salary	\$ 349.40
1375	USPS-mailing	\$ 58.01
1376	R. Wendlandt- 1 LWOP	\$ 108.31
1377	NRLCA-printouts, labels	\$ 143.98
1378	J. Seeley-1 LWOP	\$ 128.47
1379	D. Snyder-copy, supplies	\$ 114.03
1380	USPS- mail to Ad Hoc's	\$ 16.84
1381	J. Wintersteen-refund due	\$ 50.00
1382	P. Odman-stew.trng.	\$ 64.00
1383	B. Hayes-stew.trng.	\$ 45.00
1384	D. Schrup-stew.trng.	\$ 64.50
1385	K. Smith-stew.trng.	\$ 7.50
1386	L. Schooler-stew.trng.	\$ 85.50
1387	M. McIntosh-stew.trng.	\$ 70.00
1388	E. Koschalk-stew.trng.	\$ 50.00
1389	S. Higgins-stew. trng.	\$ 50.00

1390	K. Side-stew. trng.	\$ 91.50
1391	R. Wendlandt-stew.trng.	\$ 107.75
1392	K. Park-stew.trng.	\$ 64.00
1393	J. Henrich-stew.trng.	\$ 99.75
1394	D. Ryan-stew.trng.	\$ 101.00
1395	J. Foster-stew trng.	\$ 136.00
1396	Andys Pizza-stew.trng.	\$ 14.06
1397	K. Smith-stew.trng.	\$ 13.47
1398	Elmer's -Dist. Meeting	\$ 29.00
1399	SPCU- payroll tax	\$ 898.29
1400	J. Seeley-Dist. Meeting	\$ 237.24
1401	MCI-Neil's phone	\$ 192.24
1402	J. Peck-phone	\$ 84.50
1403	Xerox-Dorothys copier	\$ 219.58
1404	M. Watson-retainer	\$ 300.00
1405	USPS-mail to sec.	\$ 3.00
1406	R. Wendlandt- 3 LWOP	\$ 314.92
1407	Void	
1408	MCI-Dorothy's phone	\$ 16.20
1409	Cellular l-Neils phone	\$ 123.63
1410	U.S. West-Becky's phone	\$ 92.67
1411	Kit Witt-phone	\$ 25.35
1412	J. Seeley-Dist exp.	\$ 229.97
1413	J. Spangler-Dist exp.	\$ 75.50
1414	J. Spangler-phone	\$ 60.99
1415	J. Halleck-postage	\$ 13.85
1416	PTI- Neil's phone	\$ 97.64
1417	USPS-sec stamps	\$ 63.70
1418	J. Peck-new hire packet	\$ 41.16
1419	J. Peck-mileage	\$ 49.00
1420	void	
1421	J. Peck-Dist meeting	\$ 331.82
1422	D. Iannucci- 8 LWOP	\$ 937.66
1423	R. Wendlandt- 2 LWOP	\$ 186.62
1424	N. Buchanan-salary	\$ 452.92
1425	R. Wendlandt- salary	\$ 329.40
1426	D. Snyder-salary	\$ 164.70
1427	D. Iannucci-salary	\$ 205.87
1428	Kinko's - copies	\$ 21.11
1429	USPS-mail to board	\$ 12.10
1430	N. Buchanan-10 LWOP	\$1,286.66
1431	N. Buchanan- Stev exp	\$1,105.24
1432	C. Alexander- phone	\$ 83.25
1433	Void	
1434	U.S. West- Dorothy phone	\$ 283.20
1435	AT & T-Dorothy's phone	\$ 11.10
1436	NRLCA- printout	\$ 54.16
1437	Cellular l-Neil phone	\$ 76.49
1438	Void	

WRLCA AUXILIARY NEWS

AUXILIARY BUSY PLANNING EVENTS FOR STATE CONVENTION Auxiliary President's Report

Spring rains have arrived. Can summer be far behind? I hope not! I never did develop webbed feet.

Now is the time to be thinking seriously about state convention. This Association and Auxiliary belongs to all of you. If you don't like something that is being done, or if you strongly support the stands taken by your elected officers, now is the time to make your voice heard. Staying away accomplishes nothing.

The Auxiliary is working hard to make this a memorable convention. Our National Guest will be Mrs. Lynda Wise, from Hughes, Arkansas. She is the newest member of the National Board. We would like to see a great turnout to make her feel welcome.

Tom Spence, father of our Junior President, is arranging some great activities for our Juniors. We really appreciate all his efforts, and I know all the Juniors will have a wonderful time.

Don't forget our yearly scholarship, offered to one of our Juniors. Janet Lange is our Scholarship Chairperson. She will be happy to send you an application. You will find her name listed with the Auxiliary Officers.

Our scholarship is funded entirely by our Country Store. Articles are donated by our faithful Auxiliary and Association members. The Store is handled by Odetta Yeager, with the help of her husband, Jack. I am personally very grateful for all their help. The past two years we have been able to award a \$500.00 scholarship to deserving students.

I hope all of you have read your national magazine and are taking advantage of all the scholarships offered nationally. Some of them are chosen by lot, so everyone has an equal chance.

I hope to see all of you in Puyallup in June. The active Auxiliary attendance has been small. We really need your support.

Hazel Halleck
Auxiliary President

HIGHLIGHTS FROM WESTERN STATES CONFERENCE Vice-President's Report

Here's an overview of the recent Western States Conference held in Salt Lake City.

Neil and I left, after worrying to the last minute whether I could get off work or not, Wednesday, April 20, and drove to Spokane, where we picked up Steve Higgins and Chris Briggs. We had a very enjoyable drive to Salt Lake City, where the temperature was somewhat warmer than we're used to.

The Washington Delegation was here in all their finery, with a lot of nice things to raffle off to help defray expenses for Western States Conference next year, which will be held in Seattle. A big "Thank You" goes out to the Halleck's and Yeager's for all the items they have made and their service at manning the raffle table. If I counted right, there were 19 people in attendance from Washington State.

This Western States Conference was the 25th Anniversary, and Utah paid special recognition to all the past WSC Officers. A good share of the past officers were present and they each received a plaque with the office and year that they served engraved on it.

Many good speeches were heard, with mountains of good information. Everything from our Provident Guild, Insurance Plan, Atlanta Postal Credit Union, Auto Insurance, National Presidents of both the Association and the Auxiliary, our legal council Bill Peer, and many more.

Ken Parmalee, NRLCA Lobbyist, gave a most informative talk about the Health Insurance Reform Plan that is being worked on in Congress. He had slides explaining the different aspects of the the proposed health reform.

I sat in on all the sessions, as Utah does not have an Auxiliary.

Western States Conferences are fun and informative. I hope to see a lot of Washingtonians in Seattle next year at the Doubletree Suites Hotel at Southcenter when we host the Western States Conference.

Myrtle Buchanan
Vice-President

REMEMBER DONATIONS TO PAC AND COUNTRY STORE Secretary/Treasurer's Report

Spring is here for one and all to enjoy!

SMILE a ray of sunshine
LAUGH a bright bouquet
SING a pretty rainbow
DREAM a happy day
SHARE a friendly visit
THINK of lovely things
FILL YOUR HEART with all the LOVE
and JOY that living brings.

We accomplished a goal to be on the Family Plan, which gives the Auxiliary an opportunity to reach out in different directions with the funds we now have. What we need is more participation from spouses. How about a challenge? We all need to encourage and invite these spouses to become an active part of the Auxiliary.

REMINDERS:

PAC. We must continue to support PAC. This is vital to the Rural Carrier Craft and its needs and concerns.

LETTER WRITING: Continue to support the Association by writing letters on issues important to Rural Carriers.

COUNTRY STORE: Items need to be brought to state convention to support the Scholarship Program.

National President Cyndy Keyes has a program of Opportunity. WRITING, READING, WALKING, LEADING. The Teddy Bear is the symbol.

Americanism: Literacy. Much work remains to be done to reduce illiteracy.

Pedestrian Safety: Awareness of pedestrians when we drive. Be better pedestrians when we walk by following the safety rules.

Leader Dogs for the Blind: This pairs a blind person with highly trained dogs, giving an increased freedom and mobility for the blind person.

State Convention is being held in Puyallup on June 26, 27, 28, and 29. Plan to attend!

Delores Robb
Secretary/Treasurer

**TIME TO THINK ABOUT
STATE CONVENTION
District Two Representative's Report**

Winter is gone and spring has arrived. It's so beautiful here!

Time to start thinking about state convention in Puyallup. When you are planning to go, don't forget our Country Store. This is a wonderful way to help one of our rural carrier children by supporting our Country Store.

We need donations of craft items of all kinds, from baked goods and candies to plants and wood craft items.

Remember, this money is used for a scholarship for a child, grandchild, or guardian child of a rural letter carrier. What better way to give a helping hand to one of our children.

We also have stationary note paper, pins, and pewter book markers at the Country Store. Please stop by and support this very worthwhile project.

We lost a very special friend the last week of March. Harry Donovan passed away. He will really be missed. We will remember him for his special smile and laugh. He and Mary were always very supportive of the rural letter carrier family and always willing to help. They will truly be missed.

Hope to see you in Puyallup in June. State Convention is June 26-29, 1994.

Odetta Yeager
District Two Rep.

**SUNSHINE
REPORT
Helen Rudy**

Once again, please keep me informed on our Rural Carrier and Auxiliary members and their families, so that they can be sent a card of sunshine or otherwise. Many thanks to the ones who have contacted me.

It was great coming home to the beautiful sunshine after spending six weeks in Arizona, in the "Sun".

*Friendship is the gentle touch,
the little things that mean so much,
the caring heart,
the sharing way,
the smile that brightens
all our days.*

Helen Rudy
State Sunshine Chairperson

**A TRIBUTE TO HARRY DONOVAN
1907-1994**

A SPECIAL BLESSING

Blessings come in many forms,
All from God above;
He sends them to express to us
The fullness of His love.

He sends the sunshine and the rain,
The flowers and the trees;
He hangs the stars and moon in space
And makes the rolling seas.

Among these many blessings,
That God alone doth send,
Is the love and understanding
Of a dear and special friend.

Someone who knows our failures
And cares when things go wrong,
Whose smile can lift each burden
And give our heart a song.

A friend who brings the sunshine
To chase dark clouds away,
Who puts the "glad" in gladness
And Brings joy to every day.

You were this special blessing
That only God could send
I'm thankful that we knew you,
I'm glad that we were friends.

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**WASHINGTON RURAL LETTER CARRIERS'
ASSOCIATION**

**APPLICATION FORM FOR
MEMBERSHIP IN THE
NATIONAL RURAL LETTER CARRIERS' ASSOCIATION**

NAME _____

ADDRESS _____

CITY _____ STATE _____ ZIP _____

SOCIAL SECURITY NUMBER _____

POST OFFICE WHERE EMPLOYED _____

HOME PHONE _____ WORK PHONE _____

YOUR SIGNATURE _____ DATE _____

CASH DUES BEGINNING JULY 1, 1994

_____ REGULAR CARRIER (71)	\$269.00*
_____ SUBSTITUTE (73)	61.00
_____ RCR (75)	51.00
_____ RCA (78)	51.00
_____ RETIREE	35.00*

THE DUES YEAR RUNS FROM JULY 1, 1994 TO JUNE 30, 1995

***Regular and retirees, and, new this year, Subs, RCA's & RCR's, are urged to complete a dues withholding form, available from any of the state officers. Withholding forms for Relief Employees not available yet, but write to the Secretary/Treasurer, WRLCA, for more info.**

Fill out this form, and mail with your check for the appropriate amount to:

**Becky Wendlandt, WRLCA Secretary/Treasurer
4210 S. Sunderland Drive
Spokane, WA 99206-9674**

You may also pay your dues to your local county secretary. You must be a member in good standing to be eligible for National General Auto Insurance and the Rural Carrier Health Benefit Plan. Feel free to call the Secretary/ Treasurer at (509) 926-9522, for more info on the dues withholding forms. THANK YOU!!

**POSTMAN EDITOR
P.O. BOX 711
FERNDALE, WA 98248**

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

FUTURE DATES TO REMEMBER

**Last day for local county officer and delegate elections is
Wednesday, May 18, 1994**

Memorial Day, May 30, 1994

State Convention, June 27, 28, 29, 1994

Independence Day, Monday, July 4, 1994

**National Convention, August 8-12, 1994
Greensboro, North Carolina**

**Mail Count Schools will probably be held latter part
of August, 1994, after National Convention.**

Labor Day, Monday, September 5, 1994

**Special Mail Count, for those routes that qualify,
last 12 working days of September, 1994,
September 17-30.**