

# **WASHINGTON**

# **RURAL**

# **CARRIER**

Official Publication of the Washington Rural Letter Carriers' Association

MAY, 2001

## **USPS SEEKS TO ABOLISH COLLECTIVE BARGAINING**

**Daniel Schrup**

In November of last year John Kelly, Vice President of Imagitas, in what appeared to be just another marketing sales pitch stood before a group of investors in Washington DC trying to sell an idea on E-Commerce. His plan was to provide web based change-of-address services to the mobile American public. The payoff would be in national advertisers paying to post ads on the site.

The would-be investors? Vice-Presidents of the United States Postal Service, led by Deputy Postmaster General John Nolan, who gave the project the green light. "This sounds smart," he said. "We already do it in hard copy. It makes sense to do it on the net." The change of address project set to launch in April as Moversguide.com, is one of more than dozen revenue generating online projects under development at the Postal Service.

America's increasing alliance on e-mail, online bill-paying and other electronic

communication is cutting growth projections for revenue for the USPS. Projected losses for this year, upwards of some three billion dollars, are a concern for the USPS. But maybe worse news than projected losses are the vast number of private-sector competitors that are trying to shut down the online plans of the USPS. The threat of increasing red ink at the Postal Service has the Postal Service already preparing for another rate hike. Remember we just had a rate increase in January.

This brings me to a recent letter that the Governors of the United States Postal Service recently sent to President Bush. In the letter the Governors said in part "We urge that you devote your attention and resources necessary to implement a comprehensive review, and general overhaul of the postal laws of the United States."

The letter went on to decry the fact that the Postal Reorganization Act established a

system of collective bargaining and arbitration. The letter further states, and I paraphrase here: Upwards of 80 percent of the operating costs of the Postal Service is sometimes decided by a third-party arbitrator with no understanding of the role or mission of the Postal Service.

This appears to me to be a direct attack on the ability of the Rural Letter Carriers to be represented by and afforded the protection of Union Representation in dealing with the USPS. I personally think that if the Board of Governors had their way USPS employees would no longer be afforded the right to any collective bargaining in dealing with the Postal Service concerning working conditions, monetary compensation, and benefits.

In light of the lobbying by the private sector of members of Congress to curtail or limit the efforts of the USPS to enter new e-commerce markets in order to remain viable as well as the attack by the Board of Governors on the collective bargaining process, I feel that we as members of the NRLCA need to become involved ourselves in lobbying our elected representatives.

I am going to be attending the State Presidents legislative Seminar in Washington DC on May 20<sup>th</sup> through the 23<sup>rd</sup> and would be more than happy to relay to your elected representatives your concerns, ideas and thoughts on the future of the USPS. Please feel free to contact me at any time, I would very much like to have your input as I speak with our elected representatives.

**Daniel N. Schrup**  
**President**

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## **CARRIER OF THE YEAR NOMINATIONS DUE NOW**

**Patricia Alexander**

Frankly, all rural carriers deserve to be Carrier of the Year. We deliver all of the mail every day we work, and we provide a Post Office on Wheels whereby our customers may buy stamps, mail parcels, certify letters, and in general, receive any USPS service without having to stand in line, bothering our busy clerks. We are cheerful, helpful, and considerate, and we often form bonds with our customers, for often we are the only human contact that some of our customers have in the day. So to all rural carriers, congratulations on being the best carriers in the Postal Service.

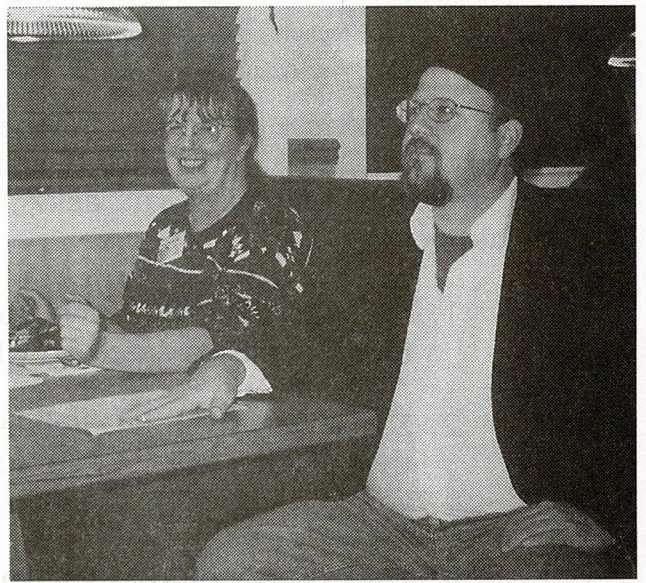
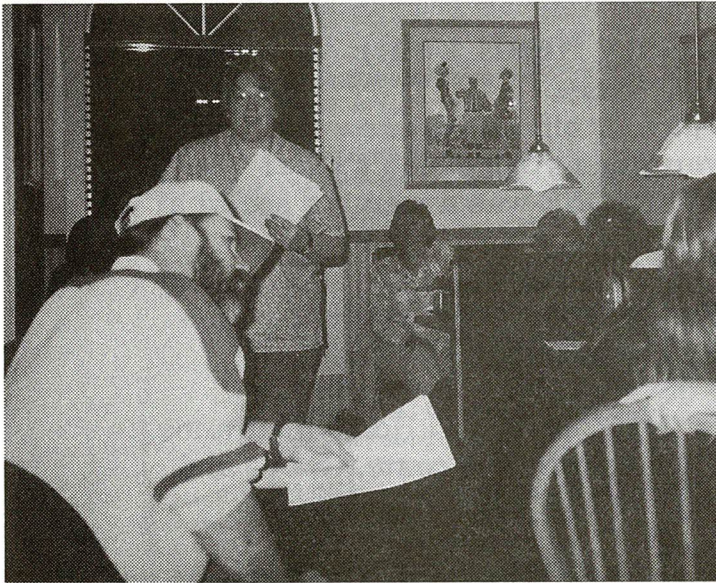
It is that time of year, however, when we nominate deserving rural carriers who have exceeded the normal expectations of delivering the mail and keeping our customers happy. The rural carrier nominated must be a member of the Association. Do you know of someone, perhaps an unsung hero, who should be nominated for Carrier of the Year? Elsewhere in this paper is the form and information about the Carrier of the Year procedure, and I hope you will think about some special person, perhaps even yourself!

Nominations should be mailed to the State Vice President and postmarked no later than fourteen (14) days prior to the convening of the State Convention. The Selection Committee will be all Board members not nominated for Carrier of the Year.

Respectfully submitted,

**Patricia Alexander**  
**Vice President**

## RURAL CARRIERS BUSY AT LOCAL COUNTY MEETINGS



**Suzzi Hill reads the minutes at the King/Snohomish County meeting held in N.Seattle, while Carol Halverson and David Ray pay close attention.**



**County President Andrew Shea conducts the Island/Skagit/San Juan meeting held in Anacortes.**

# IT'S TIME TO RECRUIT MEMBERS IN YOUR OFFICE!

(Your State Secretary Needs You!)

Yes it is time to recruit members in your office. We are working on getting a GREAT CONTRACT and **you need your office's total participation.** Why, you ask? If EVERYONE was a member see what happens:

1. EVERYONE will receive the National Magazine, keeping EVERYONE updated on what is happening in our craft!
2. EVERYONE will be eligible for GMAC Auto and Home Insurance, thus if ANYONE has an auto accident on the route, GMAC and your union will make sure they are covered.
3. Your dues would not go to cover grievances for ANYONE who is not a member.
4. EVERYONE could attend mail count training for FREE! (Since it is sponsored by your dues, only members can attend)

I could go on and on but you are probably wondering **what is in it for YOU.** Well, if you sign up ANYONE, and send their forms to me with a note saying who **YOU** are, I will send **You** a 8 X 10 Green Clipboard Notebook with a yellow WRLCA logo printed beautifully on the front and a pad of paper inside. **BUT WAIT, THERE'S MORE!** **You** will also receive a business size card with the current USPS stamp and shipping prices printed on both sides. This offer ends June 30, 2001 so **HURRY!** Get those non-members to sign-up. Dues are only: \$13.31 a pay period for regulars and \$3.35 a pay period for reliefs. If they do not get a check in the 2-week period, thus not having dues taken out, they do not have to make those dues up!

**Becky Wendlandt**  
**Secretary/Treasurer**

03/14/01

**Washington Rural Letter Carriers Association**  
**Budget vs. Actual**  
 July 2000 through February 2001

	<u>Jul '00 - Feb '01</u>	<u>Budget</u>
<b>Ordinary Income/Expense</b>		
<b>Income</b>		
400000 · Dues Income	156,363.50	216,000.00
410000 · National General Insurance	17,008.00	25,000.00
420000 · Reimbursements & Refunds	7,311.71	7,305.00
<b>Total Income</b>	<u>180,683.21</u>	<u>248,305.00</u>
<b>Expense</b>		
500000 · Per Capita Expenses	13,535.60	23,675.00
520000 · Meetings and Conventions	30,245.82	44,977.00
530000 · Equipment Fund	2,670.15	2,670.00
550000 · Other Expenses	12,189.89	20,950.00
610DS · President & GMAC - D. Schrup	28.20	470.00
620PA · Vice President P. Alexander	362.79	740.00
630RW · Sec/Treas. - R. Wendlandt	19,678.30	29,439.00
640DS · Editor - D. Snyder	2,236.76	3,293.00
645000 · Washington Rural Carrier (WRC)	4,931.16	5,500.00
650PM · District 1 - P. Moore	670.75	1,247.00
660AL · District 2 - A. Lamm	292.57	897.00
670LB · District 3 - L. Brake	173.34	170.00
670SB · District 3 - S. Brewster	343.30	1,138.00
680DR · District 4 - D. Reppe	123.00	1,445.00
690EK · Ret/Car PAC - E. Koschalk	0.00	60.00
700CA · State Steward - C. Alexander	20,566.79	30,060.00
705000 · Steward Training Expenses	2,701.43	10,350.00
710JP · Senior Asst. Stew. - J. Peck	15,233.55	18,740.00
720MM · Asst. Stew. - M. McIntosh	5,834.90	8,900.00
730SJ · Asst. Stew. - S. Johnson	6,495.12	14,320.00
740MH · Asst. Stew. - M. Hartshorn	3,723.22	6,020.00
750PA · Asst. Stew. - P. Alexander	7,691.31	13,260.00
760RG · Asst. Stew. - R. Gerke	3,274.37	7,780.00
820JS · Area Stew. - J. Sisley	1,518.07	2,965.00
850BH · Area Stew. - B. Hayes	400.00	1,560.00
870DS · Area Stew - Dan Schrup	533.00	1,003.00
880LS · Local Steward	240.34	400.00
<b>Total Expense</b>	<u>155,965.54</u>	<u>252,029.00</u>
<b>Net Ordinary Income</b>	24,717.67	-3,724.00
<b>Other Income/Expense</b>		
<b>Other Income</b>		
450000 · Interest Income	999.91	3,780.00
<b>Total Other Income</b>	<u>999.91</u>	<u>3,780.00</u>
<b>Other Expense</b>	<u>0.00</u>	<u>0.00</u>
<b>Net Other Income</b>	999.91	3,780.00
<b>Net Income</b>	<u><u>25,717.58</u></u>	<u><u>56.00</u></u>

03/14/01

**Washington Rural Letter Carriers Association**  
**Balance Sheet**  
As of February 28, 2001

	<u>Feb 28, '01</u>
<b>ASSETS</b>	
<b>Current Assets</b>	
<b>Checking/Savings</b>	
101000 · Chkg - WA Trust Bank	15,344.71
102000 · Svgs - APCU	45,242.63
<b>Total Checking/Savings</b>	<u>60,587.34</u>
<b>Total Current Assets</b>	60,587.34
<b>Fixed Assets</b>	
150000 · Fixed Assets	7,835.88
<b>Total Fixed Assets</b>	<u>7,835.88</u>
<b>TOTAL ASSETS</b>	<u><b>68,423.22</b></u>
<b>LIABILITIES &amp; EQUITY</b>	
<b>Liabilities</b>	
<b>Current Liabilities</b>	
<b>Other Current Liabilities</b>	
210000 · Payroll Tax Liabilities	1,257.75
250000 · Retirement Plan Payable	884.01
<b>Total Other Current Liabilities</b>	<u>2,141.76</u>
<b>Total Current Liabilities</b>	<u>2,141.76</u>
<b>Total Liabilities</b>	2,141.76
<b>Equity</b>	
390000 · Unrestricted Net Assets	40,563.88
Net Income	25,717.58
<b>Total Equity</b>	<u>66,281.46</u>
<b>TOTAL LIABILITIES &amp; EQUITY</b>	<u><b>68,423.22</b></u>

# USPS CRIES POVERTY, WANTS COLLECTIVE BARGAINING ENDED:

Prefers conflict to accord

Dan Snyder

Yes, you heard it right. The Postal Service wants to eliminate all collective bargaining. What they offer us is what we will get, if they were to have their way. After getting stung last year with the city carrier arbitration settlement, the USPS has said, "No More!" In other words, if contract talks go nowhere, then that's it. We take what they give us and be as happy as can be. They no longer want national agreements written by a third party arbitrator. It'll be interesting to see what their final version of "contract talks" consists of. It won't be in our best interest, though. If they would negotiate in good faith, perhaps arbitrators wouldn't be necessary.

In case you ever wondered if Seattle District was the only one that went crazy over redlining column "R" entries, it wasn't. There are many other districts nationwide that have the same problem. I receive state union magazines from across the nation and almost all of them have some comment on their redlining problems. Find and retaining rural subs is also a problem. That's a problem that is imposed on us by the USPS itself, though. If they would pay more, it would make the position more attractive. And how about a proper amount of training hours? In my office (Bellingham) they hate to spend any hours training. They would rather throw someone on a route cold, then give auxiliary assistance, even when they know of a need weeks in advance. Whatever happened to the clause in the contract that addresses training until proficient?

We have a few staunch anti-union types among us who are crying the blues because they have been removed from the e-mail

update list. They never should have had their e-mail address placed on this list to receive updates in the first place. Now they cry that they want to remain on the list. Oh well, too bad. Do the anti-union types really believe that the Postal Service would be paying us the salaries and benefits that we are enjoying today if it weren't for the Union? We can all have gripes about how the Union does or doesn't do something. When I was a Teamster we would mumble and grumble, but we had 100% membership. Of course, with the Teamsters back then, a non-member would never have a grievance. If you weren't a union member, you couldn't complain. That was reserved for union members only. With Federal unions though, everyone must be represented regardless of union membership. That is something I'd like to see changed. If you don't want to be a member, fine. But don't avail yourself of union perks then. That would only make sense and be fair to all.

I was sure hoping that we would be able to vote on this contract, but it doesn't look very promising. It will go to arbitration. Maybe next time we'll have our say. I'd like to see one thrown back in their faces. It would send the USPS a message. There is a cartoon in the March issue of the Virginia paper with the caption, "**United we Bargain, Divided we Beg.**" Ain't that the truth.

Congratulations to all those carriers lucky enough to get one of those Jeep Cherokee's from Alaska. Those are nice looking rigs and I think you got a good deal. Remember to change your transmission fluid once or twice a year, depending on the severity of use, and regardless of what you drive. I use a Ford Taurus wagon, and I change the tranny fluid every 30,000 miles.

**Dan Snyder**  
**Editor**

## CONSIDER RUNNING FOR OFFICE

**Polly Moore**

Have you ever considered running for office?

Many do, but are afraid to because they don't understand what all is involved. First off, you need to be willing to donate a lot of your own personal time. Let's say you are contemplating running for a district position. There are at least 4 weekends a year spent in Board meetings. Tagged on to those, either just prior or after, are District meetings. There is also the state convention. This is very time consuming, especially if the convention is being held in your district. As a district representative, you are in charge of overseeing this entire event. This includes everything from setting up hotel and banquet facilities to arranging entertainment. Then there are the county meetings in your district. Some representatives go to a few meetings each year while others may attend all the county meetings within their district, including their own. You are reimbursed mileage when traveling to meetings other than your own. After each county meeting you send a report via e-mail to the Board Members. You are also required to submit four reports a year for our paper, answer any correspondence received, and make phone calls periodically. Although you donate a lot of time and energy for this position, you will find it very rewarding. You get a chance to meet people who don't have a chance to attend state convention. You also get to know your national representatives better. You have one-on-one advantage. Being a district representative gives you unique learning opportunities.

If you are interested in what is going on in this association and care about the people around you, and you are willing to give some time and energy to a great cause, then I encourage you to get involved.

**Polly Moore**  
**District One Rep.**

## SATURDAY DELIVERY FACES ELIMINATION

**Ann Lamm**

Hello fellow Union Members!

I have concerns, like many of you do, as to where we will be in the next 5 years. There is much talk about the 5 day work week. What will happen to our relief carriers? TRC? What about everyone becoming the 40 hour week? Sounds like the post office is trying to make us all city carriers. Well fine! Then I would also expect us to have help when we can't meet our eight hours on every Monday and on days after a holiday. Without a contract, I think the post office is thinking this a very good opportunity to get this accomplished. I have a few years to go before retiring. It is a very troublesome time to look into the future and not see a clear picture of what lies ahead. It seems like it never stops, once the ball gets rolling. We all have our own special concerns about our jobs and what lies ahead for all of us. We need unity within this Union to help support our leaders. I really hope that our National leaders will step up to the plate and try their utmost to keep our jobs, and the good wages and benefits that we have fought for over the years.

**Ann Lamm**  
**District Two Rep.**

### *Looking Back:*

June 13, 1920

The United States Post Office Department ruled that children may not be sent by parcel post.



## 2001 STATE CONVENTION

**Dave Réppe**

The 2001 State Convention will be held June 18, 19, & 20, at the Shilo Inn, Richland, WA.

The Shilo Inn is located just north of I-182, taking the George Washington Way exit.

Room rates are set in the WRLCA Convention Block at \$69 for a single queen, \$79 for a double queen, and \$79 for a single king. This rate includes a complimentary "All-You-Can-Eat" breakfast buffet with each nights stay.

This block is held open for us until May 15, 2001, so make your reservations early by calling **1-800-222-2244**, or dial direct to the hotel at **1-509-946-4661**. Be sure and ask for the WRLCA reservation block when you make your reservations.

Prior to the actual convention start on Monday, June 18<sup>th</sup>, convention activities will kick off on Saturday, June 16<sup>th</sup> with the WRLCA golf tournament. On Sunday, June 17<sup>th</sup>, Labor Relations Training/Steward Enhancement will be from 9:00 AM to 4:00 PM. Lunch is \$11.25 per person.

The Sunday Social will be from 6:00 PM to 8:00 PM, and will be held along the shores of the Columbia River at the Shilo Inn. This social is free by registering for the convention functions. Be sure and mail your completed registration form to: Gloria Rector, P.O. Box 641, Zillah, WA 98953. Please complete your registration form so that Gloria will receive it no later than May 30, 2001.

**Dave Reppe**  
**District Four Rep.**

## WRLCA GOLF TOURNAMENT

**Dave Reppe**

On Saturday, June 16<sup>th</sup>, the WRLCA convention golf tournament will be held at Columbia Point Golf Course. Columbia Point lies just adjacent to the Columbia River and is just down the river from the convention hotel.

Columbia Point is the Tri-Cities newest golf course, featuring mounded, rolling fairways of bluegrass and rye, with large undulating bentgrass greens. The course will play at 6,555 yards from the championship tees.

The tournament is scheduled to begin at 2:30 PM. The fee is \$30.00 per person. The tournament is open to all carriers and spouses. Registration deadline is the same as for the other convention events, May 30<sup>th</sup>. Carts are available by special arrangement for an additional discounted rate of \$10.00, with the player responsible for the additional charge the day of the tournament.

**Dave Reppe**  
**District Four Rep.**

### STATE CONVENTION 2001 SHILO INN, RICHLAND

**1-800-222-2244**

**-or-**

**1-509-946-4661**

**Request a room from the Wa.Rural Letter  
Carriers' room block.**

**Single queen-\$69**

**Dbl. Queen/Single King-\$79**

**Reserve by May 15, 2001**

## POTENTIAL 2080 AND/OR 2240 PROBLEMS

Charles Alexander

Some of you may have already been approached by your managers regarding potential 2080 and/or 2240 problems. I feel it is a bit too early to start worrying about these figures; after all, most of us have seen a drop in the mail now that Christmas is over and the rate hike has taken effect. However, reportedly seven rural carriers nationwide, including one in Washington State, exceeded 2240 last year, causing managers to be concerned that this might happen again, especially since some offices do not have a full complement of leave replacements for their routes.

Managers hope to eliminate the possibility of any rural carrier exceeding the annual work hour guarantee, and the "Rural Carrier Projected Annual Work Hours" report is being closely monitored. Each pay period, managers must review this report to be certain that the rural carrier in question has a sufficient leave balance to keep from exceeding 2080 and/or 2240 hours.

For further clarification, I have quoted below from the "Rural Carrier Projected Annual Work Hours Report":

**"2080:** FLSA B carriers must be paid overtime for any actual hours that exceed 2080 for the guarantee year. Since Xmas Overtime, FLSA overtime, and DACA Code 5 hours are paid at the overtime rate in the pay period in which they are worked, these hours are not included in the calculation toward 2080. For example, if a carrier works 2090 hours in a guarantee year, but he/she worked 12 hours of Christmas overtime

in December, the carrier's total hours toward the 2080 limit would be 2078.

*If a regular rural carrier exceeds 2080, all hours worked in excess of 2080 must be paid at the overtime rate.*

**2240:** Regular rural carriers who are FLSA Code B are paid evaluated hours for working their route. All actual hours worked, regardless of the rate at which they are paid, are counted toward the 2240 limit. Any carrier who works in excess of 2240 hours in a guarantee year is no longer under the evaluated system and must convert retroactively to FLSA Code A (hourly rate) for the entire guarantee year.

*If a regular carrier exceeds 2240, all of the carrier's pay for the entire guarantee year must be recomputed and paid on an hourly basis, instead of an evaluated basis."*

It is possible for a regular rural carrier to be projected to exceed 2240 hours, but not exceed 2080 hours. There are different criteria that apply to each work hour limit. For example, if a regular rural carrier on the Relief Day Work List chooses Option 3, DACA 5 (works a relief day and receives 150% pay with no day off), all of those hours count toward 2240, but none of them count toward 2080.

It is also possible to end up owing money if you go over 2240, because for every week you work under the evaluation, you will have to pay back the amount between the evaluation and the time you worked under the evaluation. On the other hand, for every week that your work hours exceed the evaluation, the USPS will owe you the difference.

While most of the time it is likely that the USPS will owe you if you exceed 2240, it is possible for you to owe the USPS money, especially if your route has a relatively high evaluation and you worked the route significantly under the evaluation for a majority of the weeks in the guarantee year.

Reports that are run early in the guarantee year will be less accurate because there are fewer weeks on which to base the estimates and because most rural carriers will have used little or no leave. Also, reports that are run early in the year include the Christmas period, which is typically a high work hour usage, and these reports do not include the summer months, which traditionally have less mail and fewer work hours.

At the end of each count, every rural carrier has the opportunity to sign on the Form 4241 that sufficient leave will be taken to keep from exceeding 2080. Annual leave should be taken into consideration, and if 2080 danger occurs toward the end of the year, then leave without pay is an option.

Everyone should ensure that his/her Form 4240-Trip Sheet is completely filled out, listing the number of hours used by the regular rural carrier and the number of hours used by the leave replacement. These figures should help us keep track of our hours, especially if baselines are provided for each Accounting Period (AP). As I have often said to managers, rural carriers are usually more than willing to help monitor their own work hours if they are provided with the necessary data. Far too often, when I visit a rural office, I find that the top of the Form 4240 is

either completely blank or only shows the name and route of the rural carrier.

Some uninformed managers think that they have the right to require rural carriers to schedule their annual leave early in the year or at any time the often Christmas-weighted projections indicate a potential problem. Rural carriers cannot be forced to use leave without pay or forced to pre-schedule their annual leave far in advance of any certainty of being in 2080 trouble. If your manager orders you to do either, immediately file a grievance and then contact a steward for assistance.

What are the potential consequences of going over 2080 or 2240? Adjusting the route is often the first remedy proposed by management. This is also the most severe solution, and therefore the one that needs to be most carefully scrutinized. It is the Union position that route adjustment as a preventative measure for exceeding 2080 should only be undertaken when none of the carrier-initiated measures are likely to succeed. Managers may also give auxiliary assistance, but with the present budget problems, it is difficult to believe that managers will use this option. Managers may require that we use sufficient annual leave to stay under 2080, but they cannot force us to use annual leave early in the year just in case 2080 may become a problem.

Last year's Extension to the Contract took a lot of Postal managers by surprise, when the additional overtime generated by the Relief Day Work List coupled with lackadaisical hiring efforts caused more than a few rural carriers to exceed 2240. Postal Service over-reaction should not come as a surprise.

## **CURRENT STATE AND ASSISTANT STATE STEWARDS**

The following is the updated list, as of March 1, 2001, of the assigned Zip Code Areas for the State Steward and all of the Washington Assistant State Stewards:

### **State Steward Charles Alexander**

Back up for all Zip Codes  
(360) 733-9201  
[charleska@nas.com](mailto:charleska@nas.com)

### **Sr. Assistant State Steward Judith Peck**

981, 982 (central) 983, & back up for all Zip codes  
(425) 337-4998  
[Judith.Peck@verizon.net](mailto:Judith.Peck@verizon.net)

### **Assistant State Steward Marc McIntosh**

990-993  
(509) 928-6662  
[theelmac@icehouse.net](mailto:theelmac@icehouse.net)

### **Assistant State Steward Monte Hartshorn**

986, & back up for both 983 (east) & 985  
(360) 274-4676  
[postalbear@toledotel.com](mailto:postalbear@toledotel.com)

### **Assistant State Steward Patricia Alexander**

982 (north) 988-989  
(360) 733-9201  
[patriciaka@nas.com](mailto:patriciaka@nas.com)

### **Assistant State Steward Shawn Johnson**

980, 982 (south), 983 (east), & 984-985  
(360) 825-1147  
[shawnhj@gte.net](mailto:shawnhj@gte.net)

Notably absent from the list is former **Assistant State Steward Rick Gerke**. For a variety of reasons, Rick tendered his resignation in early February for the effective date of March 1, 2001.

Those of you who had the privilege of working with Rick, or had your jobs saved, discipline reduced, and/or grievances won during Rick's tenure as a Local Steward, then Area Steward, and finally Assistant State Steward, know that his dedication and professionalism served this Union well. Rick has also been a valued member of the Seattle DJSC. We'll miss Rick and wish him well as he continues to serve his church and spend more time with his family.

## **NEW LOCAL STEWARDS TRAINED**

The following seven new Local Stewards were trained before the District meetings in Everett and Moses Lake:

- ◆ **Alicia Copeland--Eatonville**
- ◆ **Robert Judah--Nine Mile Falls**
- ◆ **Larry Madsen--E. Vancouver**
- ◆ **Patrick Pitts--Port Orchard**
- ◆ **Hazel Westmoreland--Woodinville**
- ◆ **Jennifer Wiltse--Everett Main Office**
- ◆ **Rhonda Wyer--Everett Annex**

Please welcome these new Local Stewards. We appreciate their being willing to help the rural carriers and managers in their offices.

**Charles Alexander**  
State Steward

## UNION MEMBERSHIP IMPORTANT

Steve Brewster

Hello Fellow Carriers,

Greetings from District 3! We just had our District 3 and 4 meeting and I think it went very well. Carriers who gave up their valuable time to attend represented both Districts. I think it was well worth it. We all learned a lot about our jobs and the Post Office deeds and misdeeds from our State Steward, Charles Alexander. I know I always get lots of information from Charles and Patricia; we are lucky to have them in our state.

Charles is extremely busy these days and that is not a good thing. It means that grievances and carrier removals are up. Besides Charles the Asst. State Stewards have their hands full also. All this costs the union money. A local steward is paid for steward time by the Postal Service (z-time). It is always best to solve problems at Step 1 of the grievance process. After Step 1, it starts costing the union money and unfortunately we have more grievances now than ever before.

It is more important now than ever before to get all carriers to join the union and pay their fair share. It is also important for the union to watch every penny, to make sure every carrier is represented in the best possible way.

It is my opinion that the steward program, representing all the carriers out there, is the most important work we can do. It is what protects us from a company that, at times, seems to care more about the bottom line, than about it's employees or customers. I believe if we are to survive as a company, the Postal Service has to sincerely value its employees and customers.

If the Postal Service won't do that, it won't survive. It is time for our company to change its thinking, for all of our sakes.

**Steve Brewster**  
**District Three Rep.**

## FROM THE PORTLAND DJSC

Monte Hartshorn

*The following is an excerpt of a letter dated January 17<sup>th</sup>, 2001 from the Portland DJSC to Mr. Dallas Keck, Portland District manager.*

The Rural District Joint Steering Committee has been working on a survey to help determine the factors that affect the retention of Rural Carrier Associates (RCAs) and Temporary Rural Carriers (TRCs). This survey was written and distributed with the help of the District Personal Office and Ms. Corinne Loprinzi. We sent approximately 950 surveys to RCAs and TRCs who had been hired within the past two years. Approximately 100 were returned due the addressee having moved. Of the 850 remaining, we received 260 responses (just over 30%). Because of the large return, we knew that our survey had "touched a hot button" with many of our employees and former employees.

The issue of reliefs in the rural craft has been an ongoing concern for many years. The rural carrier wants to be able to continue to have their relief days off, as well as vacation leave as desired. Management desires to not have to continually schedule people on a daily manner to cover the routes. Both wish to make sure the scarce resources spent in the hiring process are used to the maximum benefit possible. With the new agreement between the Postal Service and the NRLCA, relief carriers and the issues of leave have taken on a renewed importance.

The QWL/EI process has for many years been looking at the hiring and retention of reliefs. There have been projects to streamline the hiring process, to recruit possible new-hires, and the training of new-hires. There have also been some efforts on the retaining of these valuable employees. Our DJSC in 1995 had made some effort along these lines, but the project was dropped at some time. This past March, we decided to look at the issue of Rural Relief employees. It was decided to send a survey to try and determine the causal factors of if

and why we might not be retaining these employees.

Before a new-hire delivers a route, they will spend approximately 56 hours in training (\$750), require a physical, drug testing, and the time to process their hiring packages. Are we retaining these people so we get a return on our investment? If we are not retaining these employees, why not? What factors are within our control?

The answers appear to be better management, better work place environments and common decency or respect. As answered by those employees who have left the Postal Service, things they disliked were: Providing a vehicle (not under our control), Bad supervisor, Bad Regular Carrier, On-Call Abuse, No respect, Too many hours following a holiday and Stress-pressure, being put on unknown routes and a lack of On-the-Job Training. Most of these issues are things that better management styles and an improved office environment could easily correct. To get a flavor of these issues, we have selected a few portions of some surveys.

\* "The unusual training process used by the regular driver was new to me (please remember, I had spent fourteen weeks in Marine Corp. bootcamp).

**DID NOT WANT NOTES TAKEN  
GIVE YOU INFORMATION ONE TIME ONLY  
BRING THE GREATEST PRESSURE TO BEAR  
CONTINUED CRITICISM  
BELITTLE YOU IN FRONT OF OTHERS  
VERY LITTLE RESPECT**

I found no support from the two floor supervisors, after a week or so I informed the rural supervisor that I would not work under those conditions and be treated and talked to that way. I am positive I was not the first or last trainee to be subjected to this driver's training process. I've had a lifetime of being successful, this fiasco would be jarring and scaring as a starting job.

I flirted with filling a hostile workplace complaint, the office rumor was that the regular driver was so well connected with the union and the Portland personnel office that it would be to no avail."

\* "If I could have moved to a different route and worked under a different regular carrier. But it was a matter of seniority and no one wanted to work for my regular carrier. The Postmaster was exceptional in his respect and concern, but was unable to resolve this long-standing problem. Other trainees have left before me. I thought I could make myself adept, but it was too stressful. I was working too many hours. Some employees need training in thinking positively rather than negatively, and not gossip nor to "backstab"."

\* "...I find that I am unable to answer your survey honestly for fear of jeopardizing my current position within the Postal Service.

My old office in particular was so short staffed the few RCAs employed (there were four RCAs and nine rural routes) were being asked to work their own route on Saturdays and pivot the remaining routes with no sub assigned to them for months. Needless to say the four RCAs that were employed carried nine rural routes on Saturdays. Management burned out the RCAs and two of the four left the Station. Now management is on the verge of desperation to find carriers to cover the Rural Routes on Saturdays, but it's their own fault."

\* "The regular carrier stated that he was going to "break me and see how long it would take him to get me to quit. It was the only fun thing that he had to do." I told the supervisor, but he just laughed."

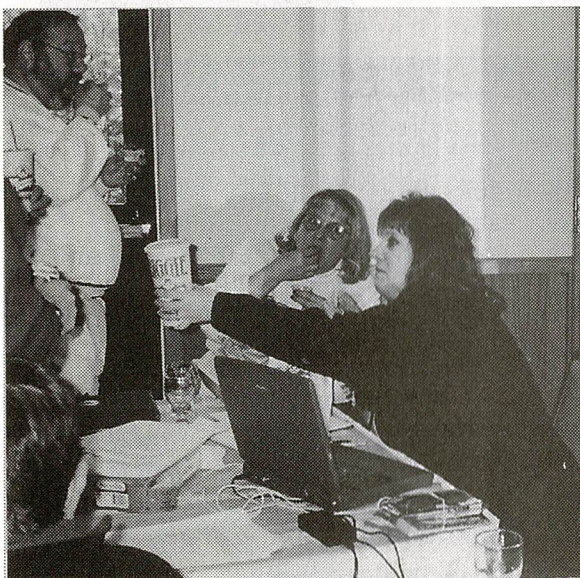
• "The attitude and behavior of my supervisor, she had me in tears every time she saw me, I don't think she liked me from day one. I had never been so put down or disrespected by anyone in my life. Like the way she did disrespect, she made me feel incapable and stupid and I just didn't feel that anyone deserved to be treated that way and when I went for help by the Postmaster he wasn't even willing to listen or help, so I quit. I wish I could have my job back, but without \*\*\*\*\* as my supervisor. All my co-workers told me I was doing a great job, and was a very fast learner not to quit, but I could not take the constant harassment from \*\*\*\*\* any more."

While things such as providing a vehicle and the desire for benefits scored high on our survey, we recognize that they are outside our control. The things that we can control are the ways in which all employees are treated. The common sense and courtesy of limiting last minute call-ins to real emergencies, of giving each employee dignity and respect, of providing good on-the-job training all would go a long way to helping us retain these valuable employees. Management is responsible for leadership in the workplace. By that leadership they show by example and are able to hold all employees accountable to the standards that the Postal Service expects us to comport ourselves by.

After presenting this letter to Mr. Keck, our committee has been challenged to come up with concrete solutions that might be used. If you have any thoughts or ideas, please contact your local work team or any DJSC member.

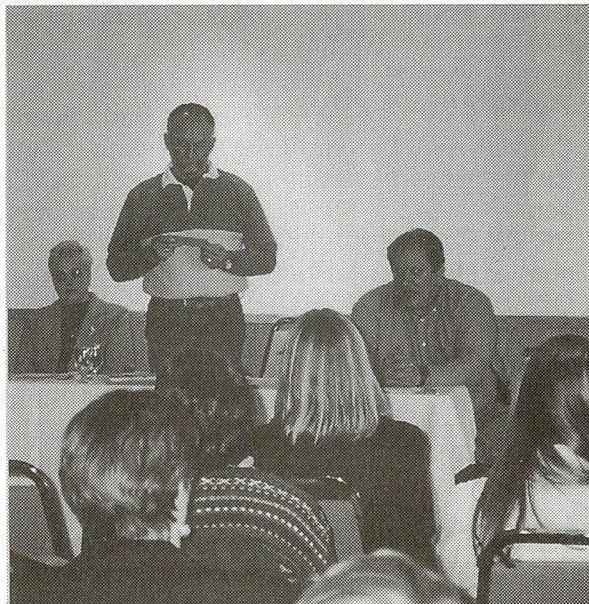
Thank you for your consideration,

**Portland QWL/EI  
District Joint Steering Committee**



**With a pitiful look, Becky Wendlandt begs for spare change at the recent District 1/2 meeting, while Judi Peck attempts a gag reflex.**

## **SCENES FROM DISTRICT 1 & 2 MARCH 3RD**



# CAMPAIGN ANNOUNCEMENTS

## STATE OFFICER CANDIDATES

Honored Members of the WRLCA: Within the last year, a number of people have asked me to consider running for District One Representative. Most of the consideration I gave was for good excuses not to run at this time. I have great respect for the energy the present Board members give to the Union. It is easy to sit back knowing they will do a good job. During the campaign for One member-one vote, I preached the responsibility of each member to get involved. With this in mind, I decided to run. On March 3<sup>rd</sup>, I was selected as the District One nominee. And now I come to ask your support. Encourage your county delegates to the WRLCA state convention to vote for **David Ray** for **District One Representative**. Thank you.

My name is **Dan Snyder**, and I would like to take this time to announce that I am seeking reelection as your **Editor**. Thank you for your support.

Please vote **Daniel N. Schrup** for **President** of the WRLCA at the State Convention in Richland in June. I have previously served you as Vice-President, and I am currently the President of the WRLCA. I would like to ask for your continued support as I seek reelection. I am always available to discuss any thing that may affect the rural craft.

My name is **Patricia Alexander**. I will be running for WRLCA **Vice-President** at the State Convention. I would appreciate your vote. I am currently the Seattle DJSC Co-Chair and an Assistant State Steward, and I promise to listen to your concerns and help you in any way I can. Thank you.

## NATIONAL CONVENTION DELEGATES

My name is **Carol Halverson**, and I would like to be your delegate to the 2001 National Convention. I attend King/Snohomish County meetings, District meetings, and Steward Enhancement trainings. I have been local steward in Gold Bar for over 3 years. I am also an active "Rural-Onliner". I was a county delegate to the 2000 state convention. I believe the WRLCA can only be effective with an active, involved membership. I supported one member-one vote at state convention, and I would like to see it extended to include voting for National Officers. I am not easily intimidated and will represent you with pride and dignity. Thank you.

I, **Melvin Walker**, am a regular carrier for 16 years in Longview with 4 years as a sub in Vancouver. I have attended the last 4 National Conventions, 2 as a paid, voting delegate. This year's elections will be very important to the future of our Union. I would appreciate the opportunity to be your delegate to this year's convention in Atlantic City. Thank you.



## NATIONAL CONVENTION DELEGATE CANDIDATES CONTINUED

Hello fellow Washington rural letter carrier! Please vote for **Becky Pike** as a delegate to the national convention. I support our Union values and will support your views at the national convention. I am active at all levels of our Union. I am Whatcom County President, and have attended district and booster meetings, state conventions, and have been a national delegate at the past 3 national conventions. Thank you.

My name is **Ann Lamm**. I am currently serving as your District Two Representative, Vice-President of Kitsap County, Ad-Hoc Trainer, and local steward. I would be honored to represent you at the 2001 National Convention in Atlantic City, NJ. I would appreciate your vote as delegate. Thank you.

I am **Susie Hill**, and I would appreciate your support towards a delegate position to the 2001 National Convention. Please encourage all members to participate in our organization. An informed membership makes a strong organization. Thank you for your vote.

I would like to ask the membership of the WRLCA to vote for **Daniel N. Schrup** as a delegate to the National Convention. I have served as a District Representative, Vice President and am currently serving as the President of the WRLCA. I am also a local steward and an area steward. I would appreciate your vote for delegate to the National Convention. I am always available to talk about concerns that affect all rural carriers.

My name is **Patricia Alexander**, and I would appreciate your vote for me as delegate to the National Convention this year in Atlantic City. Thank you.



Bob and Janet Lange celebrated their 50<sup>th</sup> wedding anniversary in August, 2000. Bob was District One Representative, Vice-President, and President, of the Washington Rural Letter Carriers' Association, and Janet served in those same positions for the Auxiliary. They reside in Lynden, WA. Congratulations!

# MINUTES FROM WRLCA BOARD MEETING

March 5 - 6, 2001

Everett PUD, Everett, WA

**MEMBERS IN ATTENDANCE:** Dan Schrup, President; Patricia Alexander, Vice President; Becky Wendlandt, Secretary/Treasurer; Dan Snyder, Editor; Polly Moore, District One; Ann Lamm, District Two; Steve Brewster, District Three; Dave Reppe, District Four; and Charles Alexander, State Steward.

Unable to Attend: Ed Koschalk, Retired Carrier

**AGENDA:**

- Ground Rules
- Board Policy
- Minutes
- Correspondence
- DJSC Updates
- Review Budget and Financial Statements
- Secretary's Update
- Equipment Needs
- Steward Program Update
- Washington Rural Carrier
- County Meetings
- District Meetings
- State Conventions: 2001, 2002, 2003, 2004
- Fall Booster 2001
- Next Board Meeting
- Evaluation

After a positive go around the board meeting began at 9:45 AM.

## **GROUND RULES:**

The ground rules were read by Dan Schrup.

## **BOARD POLICY:**

The board policy was reviewed in areas that were applicable for future events. Next the board discussed the board policy concerning campaigning and with the help of Clifford Dailing, National Secretary Treasurer, and the rules and guidelines from the Department of Labor, updated it as follows to:

Under Campaigning: New # 4 and # 5

March 5, 2001 Everett, WA

4. The WRLCA Secretaries office will make available to any candidate or candidate's campaign, self-adhesive, pre-printed address labels of all WRLCA Officers, State Steward, Assistant State Stewards, Area Stewards, and County Officers for any campaign announcement or mailing desired. The fee for the labels is 4 cents each. Requests must be made in writing and sent to the WRLCA State Secretary. The request must contain a statement that the purpose in

obtaining the labels is for the announcement or campaigning related to the individual seeking a state officer position and/or as a delegate to national convention. A copy of that mailing must also be included with the request for the WRLCA files. The recipient will receive an invoice for the number of labels on the list at the time of mailing from the State office.

5. The WRLCA Secretaries office will also provide the Department of Labor rules concerning the use of the WRLCA membership's address being available for campaigning for state officer position and/or as a delegate to national convention. Once Department of Labor rules are complied with, the WRLCA State Secretaries office will honor any reasonable request by a WRLCA member candidate/delegate to distribute campaign literature to all WRLCA members at the candidate's expense. Requests will be honored in the order received. Campaign literature must be provided to the Secretaries Office in sealed, return address affixed, stamped envelopes, which are ready for mailing. Each candidate should check with postal officials to determine the proper postage. The hourly cost to affix the label to each envelope will be the responsibility of the candidate, and the recipient will receive an invoice for the hourly cost at the time of mailing from the State office. The hourly cost will be the same hourly rate as a 48 K, step 12. The candidate will also need to provide with the request a statement that the purpose in using the WRLCA's membership labels is for the announcement or campaigning related to the individual seeking a state officer position and/or as a delegate to national convention. A copy of that mailing must also be included with the request for the WRLCA files.

**Task: Becky to update board policy and send to all board members.**

**Task: Becky to add carrier of the year forms to the county packets for their annual meetings.**

**Task: Patricia to send carrier of the year forms via attached files to Becky.**

#### **MINUTES:**

The minutes from the January 21-22, 2001 board meeting in Bellingham were approved as read.

#### **CORRESPONDENCE:**

- Dan Schrup read his letter to Bill Gordon asking that Shawn Johnson replace Michelle Necessary on the Seattle DJSC. Michelle is going into the ASP program (and we will miss her) The ASP program takes about 16 weeks and once each module is passed the rural carrier that goes into this program has no retreat rights.

**Task: Becky to check with Clifford on when the cut off is for rural carrier members who have gone into higher level like the ASP program to stop receiving ballots.**

**Task: Charles to write each District requesting them to notify him when an rural carrier employee has gone to higher level after 30 days. Charles would then send that information to Becky for updating the membership data base.**

- Dan Schrup read his letter to Portland DJSC to ask that Ed Martin of Brush Prairie be part of their "A" Team.
- Dan Schrup read his letter that he sent to the carrier in Pasco from last board meetings correspondence.
- Charles said he got a letter from Clallam Jefferson County asking him to attend. Since it is the same time as Western States, the board reached consensus to send Judi Peck instead. Judi will be the Assistant State Steward for that area. The meeting is April 26.

- Note from Susie Hill asking if we have a contact person for each office in their county so they could send a letter inviting rural craft to the county meeting.  
**Task: Becky to respond to Susie Hill.**
- Verbal request from a member asking that the board send her a copy of the financial report that was used previously in the WRC.  
**Task: Dan Schrup to write member requesting a copy of the financial report that was used previously in the WRC.**

#### **DJSC UPDATES:**

Patricia gave the Seattle DJSC update. Discussion on Rick Gerke no longer able to be the assistant state steward due to family commitments. Consensus to have Ann Lamm replace Rick on the Seattle DJSC.

**Task: Dan Schrup to write Bill Gordon and Rick Gerke concerning having Ann Lamm replace Rick Gerke starting the April meeting on the Seattle DJSC due to family commitments.**

Charles gave the Portland DJSC update. He said Portland is working on a RCA retention survey that will have some great statistics for future use.

Dan Schrup gave the Spokane DJSC update. He said Spokane has just finished doing the key pair training on edit books. There were trainings in Boise, Twin Falls, Pocatello, Pasco, and Spokane and they are considered VOE training. The next DJSC meeting is in Boise in March.

#### **REVIEW BUDGET AND FINANCIAL STATEMENTS:**

The board reviewed the 99/00 year-end financial statements, LM return, and 990 return. Next the board reviewed the February YTD actual and budget financial statement. The board also went over the 4 charts-graphs comparing Steward with Officer Expense and breakdown on expenses. The board decided on the design for the financial spreadsheet for years 99/96 through 99/00 that will be used at the State Convention. Consensus that the one page financial report with the 2<sup>nd</sup> page balance sheet was a great savings in printing and mailing for the WRC and meet the goals provided by the National Office on what should be reported. Only one complaint was received, which was directed to the National Office.

**Task: Becky to make changes to spreadsheet and send to all board members. This will also be presented at State Convention.**

The board had discussion on the goal of the board that new local stewards training and enhancement training attendees should be reimbursed as much as a daily rate of pay from the Post Office, so that these stewards can take a day during the week off to be trained. In depth discussion on what days to train, evenings to train, and length of driving distance for attendees. This is still a goal for the next year's board.

#### **SECRETARY'S UPDATE:**

The board discussed the increase problems with getting members to attend local county meetings. Some States do not have county officers and/or meetings, just District officers and meetings.

**Task: Becky to ask Shawn Johnson, Karen Crombie, Noretta Stritzke, and Margene Horrell if they would be on the finance committee for this years state convention and would be willing to come in one day ahead of time.**

The board discussed the local steward that took the new local steward training as a home study and passed, and then attended the new local steward training as a review in the morning, then went to the enhancement training in the afternoon. The board reached consensus to pay her the new local steward reimbursement as well as the enhancement reimbursement for her time. In the future the board decided on the following:

*"Newly elected local stewards who complete the local steward training for new stewards as a home study and are certified will be reimbursed \$125.00"*

**Task: Becky to send the steward enhancement check out to the new local steward who took the enhancement training as well as finished the home study new local steward training.**

Discussion on who was going to Western States Conference. Dan Schrup, Charles, and Patricia said they plan to go for sure. Washington will not be hosting Western States until 2005.

**Task: Charles and Patricia to get Western States Financial Report and send it to Becky.**

Discussion on Carrier of The Year Rules. Some States have committees at State Convention that decide Carrier of the Year.

**Task: First Board meeting of 01/02 to look at the rules for Carrier of the Year.**

**Task: Becky to send board minutes, financial statement and labels to Dan Snyder for the WRC.**

#### **EQUIPMENT NEEDS:**

The board discussed the equipment needs. The secretary's office needs a new 5 in 1 Brother to replace the current one that software no longer works with the new computer. The board reached consensus to wait until the next year to replace it.

Judi Peck, Senior Assistant State Steward, needs a laser copier to copy the files she prepares.

The board reached consensus to have Charles do the research and purchase a laser copier for Judi, and to keep the cost under \$600.00 if possible.

**Task: Charles to find Judi a laser copier under \$600.00 if possible.**

The board also reached consensus that if Becky had a portable printer to take with her own laptop to the State Convention and District meetings she could print the checks, avoiding duplicate entry, as well as print each office's non members for those who are represented at the meeting. Charles brought his used 3 times Cannon portable printer and the board decided to purchase it from Charles for \$175.00

**Task: Becky to send Charles a check for \$175.00 for Cannon printer.**

#### **STEWARDS PROGRAM UPDATE:**

Rick Gerke has notified Charles that he is no longer able to be an Assistant State Steward as of the end of February due to family commitments.

Charles gave the following areas that our Assistants will be covering:

Patricia: All of the east side of Seattle District territory, all of Whatcom, Skagit-San Juan Counties, and Stanwood and Arlington.

Judith: All of the offices around Everett: Monroe, Lake Stevens, Marysville, Snohomish, Issaquah, and helping Shawn with Kent. Judi will also be doing the Peninsula, which is Tacoma North, and West side of Puget Sound.

Shawn: All of King-Snohomish Counties and Pierce County that Judi does not cover.

Marc: Is responsible for all of Spokane District territory, including Tri-Cities.

Monte: Is responsible for all of Portland District, 986, and will use him to help out the Assistants North of him.

The goal of the steward program is to have enough Assistants and Area Stewards that when someone leaves the program you still have a bench to pull from, without burning out an Assistant with too much of a work load.

Charles then reviewed each office that has or had grievances that he and/or the Area or Assistants are working on.

Janice Sisley has offered to put out the hard copy of Charles E mail Steward updates. These go out to those local stewards who do not have E mails. Doug Rinehart was doing it, but he went into the ASP program.

### **Local Steward Training and Enhancement Training:**

1. **West Side:** The Local Steward training was March 3, 2001 at the Everett PUD and had 7 people in attendance. The Enhancement training was March 3, 2001 at the Everett PUD and had 23 people in attendance. Bill Gordon, NRO, spoke at the enhancement training.

2. **East Side:** Local Steward training if needed and Enhancement Training on **March 17, 2001.**

Local Steward training from 9 to 6 if needed and Enhancement training from 1 PM to 5 PM. Training will be in conjunction with Joint District 3 and 4 meeting in District 3 area at the Hallmark Inn in Moses Lake.

3. **State Convention:** Local Steward training if needed and Enhancement/Labor Relations Training on **June 17, 2001.** (Sunday before State Convention). Time from 9 AM to 4 PM for Labor Relations Training and 9 AM to 6 PM for Local Steward training if needed. The 2001 State Convention will be at the Shilo Hotel in Richland.

**All new local stewards are to be reimbursed \$125.00 to attend the new local steward training.**

**All local stewards are to be reimbursed \$75.00 to attend each enhancement training.**

**Task: Decision to have a local steward training will be up left up to Charles.**

**All members can attend the local steward training and enhancement training, however only certified local and area stewards will receive reimbursement.**

### **WASHINGTON RURAL CARRIER:**

**Spring Issue:** Articles to Dan by March 26, 2001. Paper to be mailed by April 30, 2001.

**Task: Dan to send notices out 2 weeks ahead of deadline for articles due and to remind Becky to send labels.**

### **COUNTY MEETINGS:**

#### **District One:**

**Whatcom:** Annual Meeting is Thursday, April 19.

**Island-Skagit-San Juan:** Annual meeting is Thursday, April 26.

**King-Snohomish:** Annual Meeting is Saturday, April 21.

**District Two:**

**Mutual:** Annual Meeting is Saturday, April 28.

**Lower Columbia:** Annual Meeting is Saturday, May 5.

**Kitsap:** Annual Meeting is Tuesday, April 10.

**Clallam-Jefferson:** Annual Meeting is Thursday, April 26.

**District Three:**

**Okanogan:** Annual Meeting is Sunday, March 11.

**Lincoln-Grant-Adams:** Annual Meeting is Saturday, March 17.

**Chelan-Douglas:** Annual Meeting is Sunday, April 8

**Spokane:** Annual Meeting is Friday, March 23.

**NorthEast:** Annual Meeting is Saturday, April 21.

**District Four:**

**Whitman Asotin:** No date as of meeting.

**SouthEast:** No date as of meeting.

**Yakima:** Next meeting is March 24. Not sure when annual meeting is.

**Task:** Dave to find out meeting dates for his counties meetings and let Becky know.

**Task:** Becky to attend Yakima's annual meeting.

**DISTRICT MEETINGS:**

**March 4, 2001 Joint District One and Two Meeting.** Meeting was held in District 1 at the Marina Village Inn in Everett. Bill Gordon was the National representative. Consensus was that it was well attended (57 people) due to a great location.

**March 18, 2001 Joint District Three and Four Meeting.** Meeting to be held in District 3 at the Hallmark Inn in Moses Lake. Time from 10 AM to 3 PM with questions and answers from 3 PM to 4 PM.

**STATE CONVENTIONS:**

**2001:** Dave Reppe said that the contract was signed for 2001 for the Shilo Inn in Richland. The dates for the 2001 State Convention are Monday, June 18, 2001 through Wednesday, June 20, 2001. Shilo's phone number is (509) 946-4661 or 1-800-222-2244. Room rates are \$69 single queen and \$79 double queen or single king. Block is held under Washington Rural Letter Carriers.

**Task:** Dave to keep checking that the Shilo Inn shows everyone under the Washington Rural Letter Carriers block.

Gloria Rector will be doing the registration and the Selah office has offered to do the hospitality room. So far 5 people have registered.

Discussion on the convention program. Consensus that the auxiliary can print their own program, since not every WRLCA delegate needs an auxiliary program, thus saving printing costs. The WRLCA program will include a one page listing of Auxiliary and Junior Officers.

**Task: Dan Schrup to notify the auxiliary that they need to print their own state convention program and that the listing of auxiliary officers and junior officers needs to be sent to Dan Snyder as soon as possible.**

**2002:** Ann has the contract signed for the West Coast Silverdale Hotel, 3073 Bucklin Hill Rd, Silverdale, WA 98383, phone number 1-360-698-1000. Room rates are \$80 single, \$85 double, and 2 beds for \$95. The total meeting room cost is estimated to be around \$200.00. Dates for 2002 State Convention are June 23-27, 2002.

**2003:** Dates for the 2003 State Convention are Saturday, June 21, 2003 through Wednesday, June 25, 2003. Larry got a signed contract with the Enzian in Leavenworth. Room rates are \$111.00 single and \$116.00 double. Meeting room fees total are \$108.00 Steve will be taking over and finalizing the 2003 State Convention.

**2004:** Polly will be checking into areas for the 2004 State Convention. She is looking for help and suggestions of locations. The board asked that if possible, the 2004 State Convention should be the 4<sup>th</sup> week of June.

**Task: Polly to have contract proposals for several sites for 2004 State Convention by June, 2001.**

#### **FALL BOOSTER 2001:**

**Dates for Fall Booster 2001: October 14, 2001 from 10 AM to 3 PM, Q & A 3 PM to 4 PM.** Ann got the Ramada at the Tacoma Dome/Civic Center for the 2001 Fall Booster on Sunday and the Board meeting on Saturday and Monday (before and after fall booster, Saturday October 13, 2001 from 1 PM to 5 PM and Monday, October 15, 2001 from 9 AM to 4 PM.) Room rates are \$52.00 for one person and \$54.00 for two people, plus tax. Room rental is waived and a buffet deli lunch will be served.

#### **NEXT BOARD MEETING AND EVALUATION:**

The next Board Meeting will be on **June 16, 2001**. Meeting from 9 AM to 5 PM, on Saturday before State Convention.

Board Meeting on **October 13 and 15, 2001**. Meeting on the 13<sup>th</sup> from 1 PM to 5 PM. Meeting on the 15<sup>th</sup> from 9 AM to 4 PM. (Fall Booster on the 14<sup>th</sup>)

**Task: Becky to send meeting notices out by May 15 for board meeting.**

Respectfully Submitted:

**Rebecca Wendlandt, WRLCA Secretary / Treasurer**



# AUXILIARY

## NEWS AND REPORTS

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### **A MESSAGE FROM DANNY WRIGHT**

When I ran for National Auxiliary Board Member four years ago, I knew exactly what I wanted to do for my humanitarian project. My father, two brothers, and only sister and her son are blind from an incurable disease called Retinitis Pigmentosa, or RP. I knew that I wanted to raise money to find a cure for this disease, which causes a person to eventually become blind. I knew at a very young age that my father was completely blind after dark and we would have to guide him back to his house from the fields. No one knew what caused his night blindness and we had no idea that he would be completely blind by the age of 58.

This year's "Program of Tolerance" is dedicated to my mother and father, who have depended on the tolerance of friends and strangers to help them live with a debilitating disease. We all need to learn to be tolerant of others, especially those less fortunate than we are.

A very special thanks goes to Rachel Boatright of Missouri who ordered my pins, notes, and key chains, and made sure that everything has been perfect for my project fundraising. She also printed my programs and made the past year so much more enjoyable. The pin is in gold or silver and has an angel on it. The keychain bears come in colors of tan, white, and brown. The notes come in packages of 18 and sell for \$3.00. The pins are \$10.00 and the keychains are \$5.00.

We are still trying to get Auxiliary members. Any person who is a spouse of a rural carrier is more than welcome to join us. I sincerely believe the Auxiliary is a very important part of this organization and I truly hope that this is a family organization. Our purpose is to be a caring and sharing help for our spouses. We work for the betterment of your craft, seek better legislation, and help keep the benefits we now enjoy. We work on the national humanitarian project and help with our juniors at state conventions. Most of all, we are just there when we are needed. Our scholarships are very important also, as is the Country Store.

Once again, we must all join together and work towards completion of our projects and make ready for our state convention in June. We can do it. Let's make it happen.

**Delores Robb**  
**District One Rep.**

### **ENCOURAGE AUXILIARY MEMBERSHIP**

**Steve Roakes**

I can't tell you how important it is to speak to your spouses and encourage them to participate with the Auxiliary during WRLCA state events. Myself and other auxiliary Officers encourage new participants to learn what the auxiliary does for the Association. It takes time to prepare Auxiliary members for participation in Auxiliary Board responsibilities and new

ideas are important to any organization. Please encourage your state delegates to bring their spouses this year to convention and have them show up for the Auxiliary Convention. I close with the thought that new officers in the Auxiliary are at the heart of keeping the Auxiliary solvent and serving the Association in a beneficial manner. I have so much praise for those dedicated Auxiliary members and officers who have managed to keep it functioning for so many years.

**Steve Roakes**  
President

## A BUSY AND INTERESTING JUNIOR PROGRAM AT STATE

Mike Crow

I have worked hard to put together what I think is a super program for the Junior's at this year's convention. **June 18<sup>th</sup>** will feature a day at Oasis Water Park in Kennewick, with 5 hours of waterslide fun with lunch provided by the Sundance Grill. **June 19<sup>th</sup>** will feature a tour through the Hanford Science Center, followed by lunch provided by McDonald's. After lunch the Junior's will be treated to what I think will be the highlight of this year's Junior program. The Junior's will take an 80 mile, 5 hour round trip in two jet boats up the Columbia River to view Hanford Reach, Wildlife, Old Hanford town sites, reactors, and the White Bluffs. A trip to remember for sure. After returning from the boat ride, the Junior's will have their pizza party with videos. **June 20<sup>th</sup>** will feature a trip to the Longest Drive Mini Golf for mini-putt golf, basketball hoops, and a golf lesson from one of the pro's at the course. Lunch that day will be provided by McDonald's.

I look forward to this year's convention and hope to see you all in Richland.

**Mike Crow**  
District Four Rep.

## SUNSHINE REFLECTIONS

Delores Robb

God ushers winter out and brings us spring!

The Auxiliary is a team that works together for all of you. All the cards and stamps that circulate across the state to you come from Auxiliary. Putting the stamps on the envelopes and writing the cards is what I enjoy doing. I think of all of the special people who will be receiving these cards and say prayers for them and perhaps give the stamp an extra pat. I like to believe we add that extra special touch to your cards.

The thoughts that come with each card brings joy and gladness.....ushers in sunshine....love carving a pathway to your door, letting you know we care. No one walks alone. We are your friends. Cards span the miles and, we hope, brings a smile to your face. Sunshine means bright, cheerful, warmth, and brings joy. This is how we put sunshine into your lives.

I do need to know the needs of our people. By keeping me informed with names and addresses. I need to know what the card is for. Death, illness, surgery, retirement, weddings, accidents, etc. A big THANK YOU to all of you who keep me informed. I do appreciate everyone.

Some good things to do for yourself: Learn something new....be thankful....read favorite book....enjoy silence....take time to talk to children....search out a long lost friend....walk instead of drive....and forget an old grudge.

Always remember, love cures people. Both the one who gives it and the one who receives it.

I am sending you the blessings of Easter!

**Delores Robb**  
Sunshine

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CARRIER OF THE YEAR

NOMINATION FORM

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Eligibility:

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.
  3. Nominations may be made directly from the membership.
  4. Candidates may be selected by local, county or district units.
- 

Method of Selection:

1. Selection Committee will be all Board members not nominated for Carrier of the Year Award.
  2. Nominations must be postmarked no later than fourteen (14) days prior to the convening of State Convention.
  3. Nominations should be sent to the Vice President of the Association.
  4. Decision to be made at the Board Meeting before State Convention.
  5. Recipient must receive more than 50% of majority of votes cast.
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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.
-



# ASSOCIATION OFFICERS 2000-2001

## OFFICERS

### **PRESIDENT**

Daniel Schrup  
223 E. West Crest Ct.  
Colbert, WA 99005  
(509) 468-4160  
mxsykes@icehouse.net

### **VICE-PRESIDENT**

Patricia Alexander  
2201 30<sup>th</sup> St.  
Bellingham, WA 98225  
(360) 733-9201  
Patriciaka@nas.com

### **SECRETARY/ TREASURER**

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### **EDITOR**

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### **RETIRED CARRIER & PAC REP.**

Ed Koschalk  
11214 E. 34<sup>th</sup>  
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(509) 928-9253  
ekoschalk@worldnet.att.net

## DISTRICT REPRESENTATIVES

### **DISTRICT ONE**

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(360) 354-5097  
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### **DISTRICT TWO**

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anncruzin@home.com

### **DISTRICT THREE**

Steve Brewster  
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brewster@famrc.org

### **DISTRICT FOUR**

Dave Reppe  
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Touchet, WA 99360  
(509) 394-2972  
dis4dave@hscis.net

## LABOR RELATIONS

### **STATE STEWARD**

Charles Alexander  
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Bellingham, WA 98225  
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Charleska@nas.com

### **SENIOR ASSISTANT**

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(425) 337-4998  
Judith.Peck@verizon.net

### **ASS'T STATE STEWARDS**

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Monte Hartshorn  
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Shawn Johnson  
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Patricia Alexander  
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Bellingham, WA 98225  
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Patriciaka@nas.com

# AUXILIARY OFFICERS 2000-2001

## OFFICERS

### **PRESIDENT**

Steve Roakes  
301 N. Montana Ct.  
Kennewick, WA 99336  
(509) 783-2044  
Walleyg@aol.com

### **VICE-PRESIDENT**

Mike Peck  
12332 51<sup>st</sup>. Ave. S.E.  
Everett, WA 98208  
(425) 337-4998

### **SECRETARY/ TREASURER**

Myrtle Buchanan  
2030 Steinmetz Rd.  
Spokane, WA 99109  
(509) 935-8883

### **SUNSHINE**

Delores Robb  
6213 208<sup>th</sup> St. N.E.  
Arlington, WA 98223  
(360) 435-2223

## DISTRICT REPRESENTATIVES

### **DISTRICT ONE**

Delores Robb  
6213 208<sup>th</sup> St. N.E.  
Arlington, WA 98223  
(360) 435-2223

### **DISTRICT TWO**

George Sisley  
283 Sargent Rd.  
Winlock, WA 98596  
(360) 785-4892

### **DISTRICT THREE**

Donna Walker  
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Chewelah, WA 99109  
(509) 935-8356

### **DISTRICT FOUR**

Mike Crow  
6307 Desert View Dr.  
W.Richland, WA 99353  
(509) 967-2787  
crowslnder@aol.com

## JUNIOR OFFICERS

### **PRESIDENT**

Becky Madison  
8515 146<sup>th</sup> Ave. Ct.E.  
Puyallup, WA 98372  
(253) 770-1607

### **VICE-PRESIDENT**

Lee Kesterson  
14607 168<sup>th</sup> St. E.  
Orting, WA 98360  
(360) 893-5221

### **SECRETARY**

Hillary Faulkner  
7702 284<sup>th</sup> St. N.W.  
Stanwood, WA 98292  
(360) 629-3691

**W.R.L.C.A. CONVENTION 2001**  
**Shilo Inns Richland, Washington 1-800-222-2244**

Name \_\_\_\_\_ 1<sup>st</sup> time attending \_\_\_\_\_  
Address \_\_\_\_\_  
Regular \_\_\_\_\_ RCA \_\_\_\_\_ PTF \_\_\_\_\_ Retiree \_\_\_\_\_ Phone \_\_\_\_\_

**SATURDAY JUNE 16**

**GOLF TOURNAMENT 1:00 P.M. @ Columbia Point \$30.00 entry fee #attending \_\_\_\_\_ \$ \_\_\_\_\_**

**SUNDAY JUNE 17**

**Labor Relations Training/Enhancement 9:00am – 4:00pm**  
(all local stewards will receive \$75.00 for attending/\$125.00 for new untrained stewards)

Lunch for all attending will be \$11.25 each #attending \_\_\_\_\_ \$ \_\_\_\_\_

Non-stewards welcome – no reimbursement

**Registration 12:00 –5:00pm**

**Sunday Social ---6:00pm – 8:00pm (free) # attending \_\_\_\_\_**

**Monday June 18**

**1<sup>st</sup> Timers Meeting 8:00am**

(All welcome-no cost) # attending \_\_\_\_\_

**Armed Forces Breakfast 7:00 am**

(All Welcome-Order Off Menu) # attending \_\_\_\_\_

**President & Secretaries Luncheon**

(free to newly elected all 2001/2002 Presidents and Secretaries)

All welcome - cost to non 01/02 County Officers \$12.60 each # attending \_\_\_\_\_ \$ \_\_\_\_\_

**Retirees Banquet 6:00pm**

All welcome cost \$20.00 each # attending \_\_\_\_\_ \$ \_\_\_\_\_

**Tuesday June 19**

**Memorial Service (Open to all-No Cost) 8:00am-8:30am**

**Working Lunch-Buffer Service \$12.60 each # attending \_\_\_\_\_ \$ \_\_\_\_\_**

**Tuesday Evening Banquet 7:00pm-9:00pm**

Prime Rib/Salmon combination at \$25.00 each # attending \_\_\_\_\_ \$ \_\_\_\_\_

**Wednesday June 20**

**Get-away-day**

**Working Lunch Period with Box lunch each \$10.00 #attending \_\_\_\_\_ \$ \_\_\_\_\_**

**TOTAL COST \$ \_\_\_\_\_**

**Make all checks payable to W.R.L.C.A. convention**  
**Send to: Gloria Rector - PO Box 641 - Zillah, WA 98953**  
**Please complete your registration so the Gloria will receive it no later**  
**than May 30, 2001.**

Washington Rural Carrier  
P.O. Box 711  
Ferndale, WA 98248

Non-Profit Organization  
U.S. Postage Paid  
Permit #5  
Lummi Isl., WA 98262



## **IMPORTANT DATES TO REMEMBER**

**Monday, May 28, 2001, Memorial Day**

**June 18-20, 2001, State Convention, Richland, WA**

**Wednesday, July 4, 2001, Independence Day**

**August 7-10, 2001, National Convention, Atlantic City**

**Monday, September 3, 2001, Labor Day**

**Monday, Sept. 4 to Monday, Oct. 1, 2001,  
Mail Count (If we have one--depends on Contract)**

**Monday, October 8, 2001, Columbus Day**