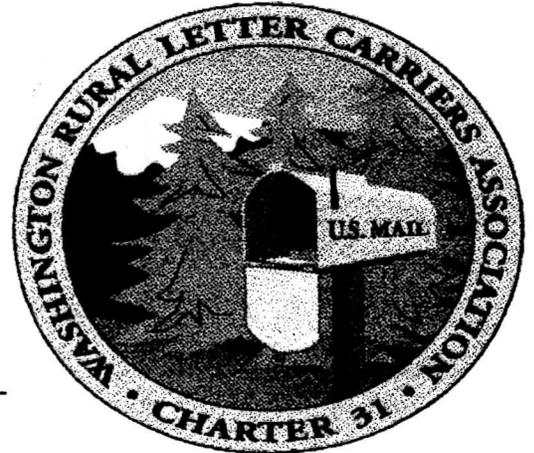


WASHINGTON RURAL CARRIER

Official Publication of the Washington Rural Letter Carriers' Association

MAY 2002



10 Reasons to become a member of YOUR Union

Where Service Begins With a Smile

- 1 - The NRLCA represents members of the rural carrier craft in the grievance procedure.
- 2 - The NRLCA negotiates all Labor agreements for the rural craft with the USPS.
- 3 - The NRLC has an effective legislative program in Congress to promote and protect the interest of the rural carrier craft.
- 4 - As a member, you will receive the National and State newspapers.
- 5 - As a member, you may attend County, District, State, and National meetings.
- 6 - Only Union members may participate in the Rural QWL/EI process.
- 7 - The NRLC is the only organization with exclusive bargaining rights with the Postal Service.
- 8 - As a member, you have the right to vote on any proposed Labor Agreement.
- 9 - As a member, you can affect a change by submitting Resolutions and Constitution & Bylaws changes.
- 10 - As a member, you are united with rural carriers nationally, sharing information.

Your union protects your working conditions, benefits, and career future. Page 26 & 27 contains form 1187 to sign up for the Dues Withholding Program to join our union. Join today!

NOMINATE A CARRIER OF THE YEAR

Patricia Alexander
WRLCA Vice President

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 sometimes we are the only human contact that some of our customers have in the day. So to all Washington rural carriers, congratulations on being the best carriers in the Postal Service.

This is the 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

(Continued on page 24 & 25)

QUESTIONS AND ANSWERS FROM WESTERN STATES CONFERENCE 2002 : Pages 28-31

2001-2002 OFFICERS**PRESIDENT**

GMAC Auto Representative
Daniel N. Schrup
6802 N. Old Fort Dr.
Spokane, WA 99208-3867
509-325-0282
Email: mxsykes@icehouse.net

VICE PRESIDENT

Assistant State Steward
Provident Guild Representative
Patricia Alexander
2201 30th St.
Bellingham, WA 98225-8209
360-733-9201 • Fax: 360-650-0803
E mail: patricia@nas.com

SECRETARY-TREASURER

Rural Carrier Health
Insurance Representative
Rebecca Wendlandt
4210 S. Sunderland Dr.
Spokane, WA 99206-9674
509-926-9522 • Fax 509-892-3044
E mail: rebeccawen@icehouse.net

STATE STEWARD

Charles Alexander
2201 30th St
Bellingham, WA 98225-8209
360-733-9201 • Fax 360-650-9893
Email: charleska@nas.com

DISTRICT REPRESENTATIVES**DISTRICT NO. 1**

Rebecca Pike
100 Bender Rd.
Lynden, WA 98264-1665
360-354-3386
E mail: rpikes@attbi.com

DISTRICT NO. 2

Ann Lamm
7251 NE. Crawford Dr.
Kingston, WA 98346
360-692-4555
E mail: anncruzin@attbi.com

DISTRICT NO. 3

Noretta Stritzke
3226 Flyikt Rd.
Chewelah, WA 99109-9603
509-935-8797
Email: NSTRITZK@theoffice.net.com

DISTRICT NO. 4

Dave Reppe
48 Walnut
Touchet, WA 99360
509-394-2972
Email: dis4dave@hscis.net

RETIRED CARRIER REPRESENTATIVE

Political Action Committee
Lynn Walker
2485 Highline Rd.
Chewelah, WA 98109
509-935-8356
Email: irish@theofficenet.com

EDITOR

Margene Horrell
91 Sinclair Ln.
Selah, WA 98942
509-697-8653
Email: Bzya@aol.com

Trust, Cooperation, Good Faith

By Daniel N. Schrup
President, Washington Rural Letter Carriers' Association

Rural Carriers have consistently been the most productive work force within the USPS. We have always tried to provide the service that we feel our costumers want and deserve, but now we find ourselves in a quandary.

How so you might ask? Was your office any different than mine, were you told that you were no longer to respond to phone calls from customers, were you told that customer questions at the window would not be addressed to you directly by the customer, but rather relayed to the supervisor or post-turn would relay them to master and they in you?

This National Counter the idea that we tion (United States to the public services in response to their needs or demands, ergo we are a service organization. The public has time and again let our Congressional Representatives know that they want universal mail delivery, and that they wish to continue six day a week delivery. And now because our employer has taken the Arbitration Award as a method of attacking our evaluated system - even going so far as to state that the evaluated system is not an incentive system - denying R-time, taking the Rural Carrier to task for providing customer service, we find ourselves wondering how do we continue to serve our customers with the level of service we feel they want and deserve?

"I urge all of you to ask for and to fill out completely a USPS Form 8127 - Rural Carrier Supplemental Payment - each and every time your manager or supervisor requests you to perform a duty that was denied during count -"

has done nothing to foster a service organization (Postal Service). We offer

I am not sure that I have the answer, but for me and I am sure for the vast majority of the Rural Letter Carriers across this state and this nation, I believe we find the answer in continuing to provide the finest service to the public and in continuing the dedication to doing the best job we can, with pride, of any employee within the USPS.

I feel that the Postal Service has taken this Arbitration Settlement and turned what I have felt for the most part was a relationship of cooperation, trust and respect - granted we have always had differences, but the door to communication at least was open - to an adversarial relationship, and doors are not only closed but also locked.

I urge all of you to ask for and to fill out completely a USPS Form 8127 - Rural Carrier Supplemental Payment - each and every time your manager or supervisor requests you to perform a duty that was denied during count

to be included as R-time - such as phone calls with customers, discussions with customers at the window counter, safety talks or stand ups in excess of those allowed during the count. Ask for the form, fill it out completely, make a copy for yourself and turn it immediately.

The USPS will have to regain my trust and cooperation. I intend to look within myself for solutions with integrity, and to address those solutions ethically. And I urge you to do the same. I do not advocate subversion of this settlement, but I do say there are ways for us to address the inequities delivered to us in this decision in a well thought-out manner.



VICE PRESIDENT'S REPORT

Respectfully Submitted by Patricia Alexander
WA-RLCA Vice President and Asst. State Steward

Are you as angry as I am? I have talked with many of you who have lost hours during the count, and we are upset and perturbed that we are being treated so unfairly by the Postal Service. I believe that the worst agitator in this whole debacle is the Postal representative who stated that our union agreed to this count. This is not true. An arbitrator set the parameters of the count, including the time and standards, and in no way did our National officers agree that this was suitable or agreeable. Furthermore, for the Postal Service to declare that the Arbitrator made the decision is dissembling, as the Postal Service did not have to ask for the change in standards, especially since our standards are now worse than those of the city carriers, and we all know that rural carriers are the most productive craft in the Postal Service.

Take a look at the Postal Budget before our disastrous count. Rural carriers were \$4.5 million under budget even then, and no other line item was under budget. After this count, it is estimated that the Postal Service will reap \$373 million a year from cutting our evaluations, estimating that each of the 70,000 rural routes across the nation lost four hours. My route lost five hours, and many routes lost 10 or more hours. I have heard of only two routes that stayed the same or went up.

Of course, we will all be discussing this for months to come, and I hope that many resolutions will come out of our County Units, suggesting ways to protect our routes during future mail counts and

contract negotiations.

Our next mail count should be better, as it is for a four-week period with a holiday. This is a time to stand together and be strong, and we hope that you will encourage any of the rural carriers in your offices who are not union members now to step forward and help us with the burden of fighting strongly for our rights as rural carriers. If you need an enrollment form, please contact WRLCA Secretary-Treasurer Becky Wendlandt, or any of the Board members or stewards. WE NEED YOU!

In another section of the WRC, you will see a Carrier of the Year form. I hope you will look around your office to see if there is someone who tries to help others, who enjoys delivering the mail to his or her customers, and who tries to make life easier for those in the office. The only stipulation is that the Carrier of the Year must be an association member.

I hope to see you in Silverdale at the State Convention. District 2 Representative Ann Lamm is in charge of convention plans, and Ann has a great committee working with her. Last year, Margene Horrell and Cindy Unglesby brought Books on Tape to the State Convention to share and exchange, and I plan to bring a huge box of cassettes this year. There is no sign up for these tapes; we can just listen to them and bring them back next year for others to hear. Thank you, Margene and Cindy, for this great idea.

Recruit A Union Member
 Respectfully submitted by Becky Pike
 District 1 Representative

Are all of the rural carriers in your office union members? We're all being tasked with asking a non union member to join. Some of them will ask what's in it for me? At our district 1 & 2 meeting we shared some great answers.

A union member is entitled to health insurance coverage at a group rate. An RCA can sign up if each month their earnings will cover the premium. This last contract gave \$1.34 wage increase for RCA's. If the monthly paycheck of an RCA on an H route doesn't cover the union dues that month, the dues are forgiven. Benefits without paying? WOW!!

The information a union member gets from attending meetings is a valuable tool

ber is entitled to health insurance coverage at a group rate. An RCA can sign up if each month their earnings will cover the premium. This last contract gave \$1.34 wage increase for RCA's. If the monthly paycheck of an RCA on an H route doesn't cover the union dues that month, the dues are forgiven. Benefits without paying? WOW!!

A union member can be a state or national delegate. A delegate can stand and give their side of an argument. They also can vote in all matters brought before the group. Regulars and RCA's have an equal vote.

The information a union member gets from attending meetings is a valuable tool. Let's be a team and get more players in our league so our voices can be heard loud and strong by the U.S.P.S.

Hello Everyone
 Respectfully Submitted by Ann Lamm
 District 2 Representative

I hope everyone is getting excited about the 2002 State Convention!! It will be at Silverdale On The Bay, in Silverdale . You can call-1-800-544-9799 or 1-360-698-1000 for reservations. I will be bringing extra pre-registration forms with me to all the county meetings that I attend. If anyone needs some Please let me know.

There are a lot of things to do here. For those really

into Golfing –contact Gary Willcoxon at 1-360-377-8589. Leave a message or email at willigang@aol.com. He is trying to get everything set up for Gold Mountain Golf Complex-Cascade Course for June 23rd. May 20th is the deadline to contact Gary. Also on Waaga Way, 7 minutes from the hotel is the driving range and putt-putt golf.

Randy Anderson-our new Labor Relations , will be our National guest speaker. There are a lot of things going on with our jobs and our future. Come to the convention and hear what our National board member has to say.

Don't forget to send your pre-registration form to Karen Crombie,6108 150th ST. S.W., Lakewood, Wa. 98439-2021. Please make checks out to "W.R. L.C.A. Convention. I look forward to seeing everyone there!!!

New District 3 Representative
 By Noretta Stritzke
 District 3 Representative

I was appointed to the position to fill the vacancy when Steve Brewster resigned. I have worked for the Postal Service since 1979. I became a regular carrier about 1987. I have worked my entire career, 25 years, in the Chewelah Post office (3 rural routes). I have been a union member since I was a Designation 73, and started attending state conventions when I became a regular. I am glad to be able to serve on the board and will do my best to help fellow carriers. I feel everyone needs to contribute as their lifestyle will permit. I have held the positions of Spokane DJSC recorder , currently a DJSC member and have been president of our local county unit

I have 2 children , Cara , daughter, (age 23), a Senior at Eastern Washington University studying Elementary Education. And a son , Craig , currently a professional barrel horse trainer (age 19). And a grandson. Barley, the Jack Russell Terrier Dog TOOOOOOO many horses to count -- one new foal (one week old) and expecting one more.

I am a 4-H leader and my entire family competes in barrel racing. We are very busy in the summer and travel the northwest every weekend

CONSIDERING RETIREMENT?
 By Dave Reppe
 District 4 Representative

A printout of projected benefits is available three years prior to your retirement date. It is recommended, however, that you wait until about six months prior to the date that you plan to retire to request a printout in order to ensure the information you are basing decisions on will be current.

Did you know that if you are considering retirement you are eligible for retirement counseling? This counseling and printout of projected benefits is available from your district personnel specialist. As each person's situation is different, there is no standard timeframe for counseling, but in most cases 30 to 60 minutes on the phone with the personnel specialist in your area is adequate.

Each individual is allowed a one-time retirement counseling on-the-clock. Use Form 8127 "Rural Carrier Supplement Pay" clearly noting it is for retirement counseling.

For the Spokane District, personnel specialists are assigned to serve zip code areas as below with appropriate phone numbers listed.

- 990-991 509-626-6818
- 992 509-626-6820
- 993 509-622-5713
- 994 509-626-6821



Just in case you would like to check out how much you would get when you retire, the following web site has it all! www.tsp.gov Yes, it is the thrift savings web site, but once you get there, hit on calculators and guess what..... they have the calculation for not only thrift savings, but annuity, and social security. You will need a few figures, like amount in thrift savings and high 3, as well as when you entered into duty.

Remember, the best retirement is one planned ahead, so go for it!

Did you know?

NALC is to get 7.1% in raises over the life of their NEGOTIATED contract thru 2006, pending ratification.
 1.8%, 1.5%, 1.2%, 1.3%, & 1.3%



I am **Carol Halverson** and I would be honored to represent the WRLCA membership at the 2002 National Convention. I was a delegate at the 2000 and 2001 WA State Conventions. I have been in the Rural Craft for 12 years. Many of you know me from County meetings, the District meetings, Steward's trainings (I have been a local steward in Gold Bar for over 4 years) or because I am an active "Rural-On-liner". I believe strongly that the WRLCA will become the great organization that it is meant to be only when we have an active, involved membership. I voted *against* the contract extension and *supported* "one member one vote" for contracts. I would *support* "one member one vote" for National officers. Feel free to contact me at carolhalverson@juno.com if you have any questions or concerns about my candidacy. Thanks you for the opportunity to represent you.

HI - My name is **Melvin Walker** the local steward in Longview for the past 12 years and a carrier for 22 years who has attended the past 5 National Conventions (3 as a paid voting delegate). I would like to represent the WRLCA membership as a delegate to the 2002 National Convention and would appreciate your vote. Feel free to contact me at melvinfromwa@webtv.net.

**Vote,
For National
Delegates!**

PATRICIA ALEXANDER FOR NATIONAL DELEGATE

I would appreciate your vote as Delegate to the National Convention. If I am elected, I look forward to voting for resolutions to make our count more fair and equitable, such as allowing regular rural carriers to work their days off during the count if they wish. If this were allowed, right after count is over, the leave replacements could have the days they would have worked. I have talked with many leave replacements who do not want the responsibility of working during count, as the evaluation affects their pay as well as the pay of the regular rural carrier. As your National Delegate, I pledge to represent you to the best of my ability and give careful consideration to all resolutions brought to a vote at the National Convention.

***National
Delegates,
represent you at
the National
convention.
Vote!***

**PATRICIA ALEXANDER
FOR WRLCA
VICE PRESIDENT**

I would appreciate your vote for me as Washington Rural Letter Carriers' Association Vice President. I have enjoyed representing you for the past two years, and I promise to do my best to represent you next year if I am elected. These are troubled times for rural carriers, as the arbitration of our contract has resulted in a count that caused great damage to our evaluations. The possibility of manipulation of the mail count procedures has caused our National officers to file Step 4 grievances against the Postal Service. I will listen to your thoughts on the past mail count, as well as any other issues you may have, and I will continue to attempt to make management in the three Washington Districts realize that the goodwill of rural carriers has to count, that workplace environment is a motivating factor in productivity, and that the budget should not be balanced by cheating rural carriers of their rightful evaluations.

*Come to State Convention
and vote for YOUR State
Board!*

Feel free to contact me at any time with questions, comments or suggestions.

Daniel N. Schrup
President,

Washington Rural Letter Carriers'
Association

My name is Daniel N. Schrup and I would like to ask for your support, and for your vote at the State Convention in Silverdale for the position of President of the Washington Rural Letter Carriers' Association. I have been a member of this Board for 8 years serving as District 3 Representative, as Vice President and as President for the past 2 years. This current Board has developed into a cohesive unit that continues to grow as a group. We have developed an excellent working relationship based upon respect for one another as well as a real friendship based upon the recognition of the individual attributes we each bring to the Board.

**DAN SCHRUP
For PRESIDENT!**

I would like the opportunity to continue to serve the membership of the WRLCA as your President for another term. Your vote for me would be greatly appreciated.

Fellow Members,

I am your current District 2 Representative. I have been serving District 2 for the past three years, I have enjoyed going to the many county meetings and being able to meet so many members that I would not have been able to under normal conditions. I hope that I have been of service to you and someone you could count on. I Thank -you for sharing your concerns with me. I would like to continue to be of service to you for the next two years. I would like your vote at the State Convention.

Sincerely,
Ann Lamm

ANN LAMM, DISTRICT 1

Hello Fellow
Carriers,

I would like your
vote for Editor of
the WRC.

Margene Horrell

STATE STEWARDS

STATE STEWARD

Charles Alexander
2201 30th St.
Bellingham, WA 98225-8209
360-733-9201 • Fax 360-650-0803
Email: charleska@nas.com

SRASST. STATE STEWARD

Judith Peck
12332 51st Ave. S.E.
Everett, WA 98208-9671
425-337-4998 • Fax 425-337-4998
Email: Judith.Peck@verizon.net

ASST. STATE STEWARD

Marc McIntosh
11024 N. Forker Rd.
Spokane, WA 99217-9458
509-928-6662 • Fax 509-891-9435
Email: theelmac@icehouse.net

ASST. STATE STEWARD

Monte Hartshorn
141 alder St. N.E.
Castle Rock, WA 98611-9040
360-274-4676 • Fax 360-274-5813
Email: postalbear@toledotel.com

ASST. STATE STEWARD

Shawn Johnson
27113 S.E. 432nd St.
Enumclaw, WA 98022-9230
360-825-1147 • Fax 360-825-6599
Email: shawnhj@gte.net

ASST. STATE STEWARD

Joyce Patteson
385 Tibbling Rd.
Selah, WA 98942-
509-689-3089 • Fax 509-689-3089
Email: jodopat@aol.com

GETTING TIME OFF

By Charles Alexander
WA-RLCA State Steward

After this disastrous count, many rural routes are now J routes, working six days one week and five days the next week, or H routes, working six days a week every week. Just having the arbitrator change the time of the count and giving rural carriers a counting period of two weeks without a holiday would have adversely affected the evaluations of our routes, but we had two more factors added: low mail volume because of the Septem-ber 11 and the anthrax scare, and the change in the standards for letters and flats. The change in the standards caused a significant decrease in most route evaluations; I think most of us know our evaluations by now, and we are not happy campers. We are doing the same amount of work for less money; there is no happy face that can be put on this, unless we are willing to accept that rural carriers have contributed once more to the balancing of the Postal budget. We might even go so far as to say that the Postal Service will succeed because of the productivity of rural carriers and our ability to achieve our new evaluations. Is it fair, though, for all the sacrifices to be made on the backs of rural carriers? Where are the sacrifices from managers? Are they foregoing their bonuses? I think not.

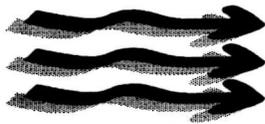
Even before the rural mail count, rural carriers were \$4.5 million under budget, and furthermore, rural carriers were the only craft in the Postal budget to be under budget. After this count, it is estimated that the Postal Service will save \$373 million a year from cutting our evaluations, minus the estimated \$2 and a half million cost of the actual count. It is no wonder that more and more rural carriers are looking seriously at the option of being hourly employees. We see city carriers and the amount of work they do; we see city carriers working the day after a holiday, and we do not see the same level of stress as rural carriers. After Andrea Wilson said during the arbitration, "The rural evaluated system is not an incentive system," many of us realized that the writing was on the wall. We have always felt that finishing our work and going home early was an incentive. With our new evaluations, it is unlikely that many of us will be going home early anymore.

That said, let's think about ways to get more time off. Those rural carriers who now have J or H routes have the option to take Saturdays off Leave Without Pay, if there is a leave replacement available. This does not mean that the route has to have a primary leave replacement, although it usually works out that way. Any leave replacement who is not working elsewhere and who knows the route is fair game and

should be called in to work the route for the regular rural carrier who wants to take Saturday as Leave Without Pay.

Other than not being paid, taking Leave Without Pay may affect your annual and sick leave. As stated in the July 16, 1994, issue of The National Rural Carrier, "**LWOP is not a detriment to a carrier until he/she is in an LWOP status for a full pay period (i.e., K route – 10 days, J route – 11 days, H route – 12 days). When a full pay period has accumulated, a carrier does not earn the appropriate amount of leave for that pay period.**" In other words, until you have taken LWOP for the equivalent of a full pay period, there is no deduction of annual or sick leave. After 10, 11, or 12 days, depending on whether you are a K, J, or H route, have been taken as LWOP, you will lose one day of annual leave and half a day of sick leave.

If you wish to take LWOP on Saturday, you may cite the following contract language: **Article 10, Section 4.B. "Upon request, a rural carrier shall be granted annual leave or leave without pay on Saturday, at the carrier's option, provided a leave replacement is available."**



FREE SATURDAYS

Incredible as it may seem, Congress enacted a law that makes it possible for J and H routes to have paid Saturdays off without having to use annual leave. The rationale was that H and J route carriers shouldn't have to use more annual leave for a week off than K route carriers have to use. Having a "free" Saturday or Saturdays enables H and J route carriers to not have to use more annual leave for a week of vacation and/or sick leave than their K route counterparts. Here is the way the "free" Saturdays work, according to **Article 10 Section 4 Saturday Leave:**

- A. The approved absence on a Saturday of a regular rural carrier, substitute, or rural carrier associate in a leave earning capacity, which occurs within or at the beginning or end of a period of annual or sick**

leave, shall be without charge to such leave or loss of compensation provided the appropriate leave balance on the Form 1223 (Earnings Statement) reflects at least 6 days of leave and the following conditions are met:

- 1. There are more than 5 days of annual or sick leave within the period; or**
- 2. There are more than 4 days of annual or sick leave plus a holiday (See Article 11) within the period. If a holiday falls on Saturday, which is a scheduled workday, absence on the preceding Friday shall be without charge to leave. If the leave period is 4 days or less, absence on Friday shall be charged to leave.**
- 3. Interruption during the approved period of annual or sick leave by court leave due to circumstances beyond the employee's control shall not disqualify the carrier for coverage as provided in 1. or 2. Above.**

So, rural carriers with J or H routes have a chance for more than the maximum annual leave days. Whenever you take a week of paid leave, or whenever you take a week of paid leave with a holiday, one of the Saturdays on either end of that week shall not be charged to your annual leave if you have a J route, and both will not be charged to your annual leave if you have an H route. Nonetheless, you will be paid for these Saturdays as if you were working them. This almost makes up for having a J or H route, but not quite. Frankly, all of us are handling so much mail now that it is imperative for many of us that we have two days off together each week just to allow our bodies to repair and recuperate.

Pages 5-71 and 5-72 of the F-21 Postal Handbook on Rural Carrier Procedures and Time and Attendance have exhibits to explain exactly what happens when a regular rural carrier takes time off and receives free Saturdays. Remember, free Saturdays are paid just as if the regular rural carrier worked

the route, except there is no pay for EMA, and there is no deduction from annual leave. An "A" for annual leave is entered for every day the regular carrier is not working the route, and for J and H routes, the Saturdays are automatically entered in Minneapolis as free Saturdays.

I talked with a rural carrier with a J route recently, and she had been wondering why she had one more day of annual leave than she had expected, and after further conversation, we discovered that she had indeed been given a free Saturday, causing one less day to be deducted from her annual leave. It is important to remember that a carrier has to have sufficient annual and/or sick leave to cover all of the workday absences in order to be eligible for one or two free Saturdays. Minneapolis automatically deducts the correct amount of leave, which in effect gives the carrier one or two free Saturdays.

LEAVE WITHOUT PAY

There are certain circumstances where leave without pay becomes a necessity. We need to realize, however, that LWOP is at management's discretion in most instances. Listed below are some citations from the *ELM* on leave without pay:

Employees Benefits Leave 514 Leave Without Pay

514.1 Definitions

The following definitions apply for the purposes of 514

- a. *LWOP is an authorized absence from duty in a non-pay status.*
- b. *LWOP may be granted upon the employee's request and covers only those hours that the employee would normally work or for which the employee would normally be paid.*
- c. *LWOP is different from AWOL (absent without leave), which is a non-pay status due to a determination that no kind of leave can be granted either because (1) the employee did not obtain advance authorization or (2) the employee's request for leave was denied.*

514.2 Policy

514.21 Restriction

LWOP in excess of 2 years is not approved unless specifically provided for in Postal Policy or regulations.

514.22 Administrative Discretion

Each request for LWOP is examined closely, and a decision is made based on the needs of the employee, the needs of the Postal Service, and the cost to the Postal Service. The granting of LWOP is a matter of administrative discretion and is not granted on the employee's demand except except as provided in collective bargaining agreements or as follows:

- a. *A disabled veteran is entitled to LWOP, if necessary, for medical treatment.*
- b. *A Reservist or a National Guardsman is entitled to LWOP, if necessary, to perform military training duties under the Uniformed Services Employment and Reemployment Rights Act of 1994 (USERRA), Public Law 103-353, or more reasons listed in 515.41.*

Deceased Rural Carrier

*Henry Wold, Arlington,
25 years as a rural carrier*

*Dexter Mesmoe, Marysville,
Retired*

*Joseph Halleck, Kelso,
Rural carrier, clerk, and Postmaster's
Asst.
WRC Editor*

*Joseph Rudy, Ferndale,
35 years with the Postal Service*

ELIGIBILITY FOR HOLIDAY LEAVE PAY

All of us want to be sure that we get holiday leave pay when a holiday occurs. According to *ELM*

434.421, "To receive holiday leave pay, employees must be in a pay status either the day before the holiday or the day after the holiday." If you are in LWOP status for both of the days around a holiday, then you will not be paid holiday pay, so be careful about this. Have one of the days around a holiday be annual leave so that you will receive holiday leave pay.

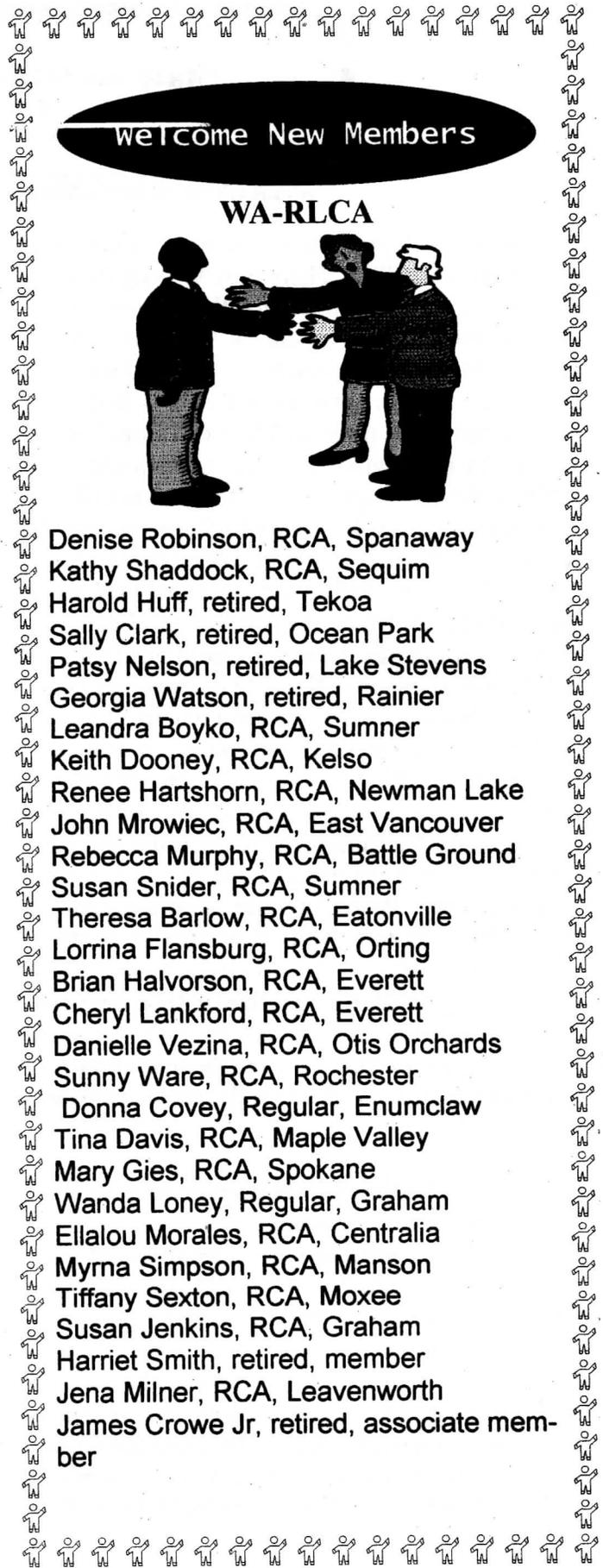
LEAVE FOR UNION CONVENTIONS

Since our State Convention will be in June, and our National Convention is in August, I thought it would be appropriate to quote **Article 26 Section 2. Leave for Union Conventions:** "Employees will be granted annual leave or leave without pay at the election of the employee to attend National, State, and Area Union Conventions, provided that a request for leave has been submitted by the employee to the installation head as soon as practicable and provided that approval of such leave does not seriously adversely affect the service needs of the installation."

If you have been elected as delegate to the State Convention, you should let your manager know as soon as possible so that arrangements may be made to cover your route while you attend the State Convention. As soon as you know that you will be attending the National Convention, you should also let your manager know.

Even if you are not chosen as a delegate, we hope that you will attend the State and National Conventions. Conventions are your chance to vote on resolutions from the County Meetings, and after our arbitration, I imagine that there will be much information to share and discuss. I look forward to seeing you at the State Convention.

I hope I have been able to clear up some of the questions about the provisions for leave without pay. This is a complicated subject, but with so many of our routes now in the J or H category, we all need to be informed about leave without pay.



WELCOME New Members

WA-RLCA



- Denise Robinson, RCA, Spanaway
- Kathy Shaddock, RCA, Sequim
- Harold Huff, retired, Tekoa
- Sally Clark, retired, Ocean Park
- Patsy Nelson, retired, Lake Stevens
- Georgia Watson, retired, Rainier
- Leandra Boyko, RCA, Sumner
- Keith Dooney, RCA, Kelso
- Renee Hartshorn, RCA, Newman Lake
- John Mrowiec, RCA, East Vancouver
- Rebecca Murphy, RCA, Battle Ground
- Susan Snider, RCA, Sumner
- Theresa Barlow, RCA, Eatonville
- Lorrina Flansburg, RCA, Orting
- Brian Halvorson, RCA, Everett
- Cheryl Lankford, RCA, Everett
- Danielle Vezina, RCA, Otis Orchards
- Sunny Ware, RCA, Rochester
- Donna Covey, Regular, Enumclaw
- Tina Davis, RCA, Maple Valley
- Mary Gies, RCA, Spokane
- Wanda Loney, Regular, Graham
- Ellalou Morales, RCA, Centralia
- Myrna Simpson, RCA, Manson
- Tiffany Sexton, RCA, Moxee
- Susan Jenkins, RCA, Graham
- Harriet Smith, retired, member
- Jena Milner, RCA, Leavenworth
- James Crowe Jr, retired, associate member

State Secretary/Treasurer's Report

By Rebecca Wendlandt
WA-RLCA State Secretary

Membership Drive: Have you received a mailing from National called "There Is A Missing Piece Of the Puzzle"? This went out to all members and non-members as the first part of National's membership drive. The members are asked to take it to their office and recruit a non-member with it. The second part of the drive will be a call from *Voter Link* to the non-members. *Voter Link*, is a telemarketing company employed by National to call each non-member that they can find a telephone number for, and ask if they want to become a member. National has provided the dialogue that they are to use, and already we have a printout of 47 non-members who stated that they would like to join. (I will be following up with all 47 of them you can bet! ☺) National will send out a total of 2 more mailings to non-members and follow up with another call. THEN, it is up to US! Your District Representatives have the information, and they will be contacting the County Secretaries and any other interested volunteers to contact each non-member in their county. Would you like to help out and be part of the team with the most wonderful county officers and extremely dedicated district representatives? Just give them a call, they will be delighted! After all, the more members we have the stronger voice we carry to the USPS and the less everyone needs to pay in dues, since we divide the cost out more evenly!

Delegates to National Convention: Our State Constitution and By Laws stats:

SECTION 2 Nominations for candidates for National Delegates shall be in the office of the State Secretary at least forty (40) days prior to the opening of the State Convention.

SECTION 3It shall be the duty of the State Secretary to prepare a ballot listing the nominees for the position of Delegate to the National Convention. The State Secretary shall verify membership as of April 15 and mail said ballot to all April 15 listed members at least twenty(20) days prior to

the opening of the State Convention. The listing of the nominees on the ballot for the position of delegate to the National Convention shall be in order of random drawing. Random Drawing will be done on the 39th day prior to the opening of the State Convention at the State Secretary's office, with two other WRLCA members present that are not nominated and listed on the ballot. Any member may observe the random drawing.

So far we have 33 names that will be drawn out May 16, 2002 at my house at 4 PM in Spokane, with 2 other members not on the ballot doing the drawing. You are all welcome to come and observe. Because my name is on the ballot, I hire a company to print, stuff, and mail the ballots to all members. I have already stamped the envelopes as well as verify the addresses and membership. The ballots must be in the mail between May 17, 2002 and no later then June 3, 2002. Since it usually takes a week or so to print and fold the ballot, then stuff and seal the envelope it will probably be towards the end of May.

"After all, the more members we have the stronger voice we carry to the USPS and the less everyone needs to pay in dues, since we divide the cost out more evenly!"



Where Do You Fit In? Now, more then ever, it is time to get involved in your career and voice your concerns, opinions, and get more information. With Randy Anderson, NRLCA Director of Labor Relations, in attendance at our June State Convention it is your chance to do so. If you can't come for the State Convention, come on Sunday for the 10 AM to 3 PM Labor Relations training. All members are welcomed, not just stewards, and lots of information about what is happening with our jobs will be available. I look forward to seeing all of you at State Convention.

MINUTES FROM WRLCA BOARD MEETING

March 23, 2002

Oxford Suites, Spokane, WA

MEMBERS IN ATTENDANCE: Dan Schrup, President; Patricia Alexander, Vice President; Becky Wendlandt, Secretary/Treasurer; Margene Horrell, Editor; Becky Pike, District One; Ann Lamm, District Two; Noretta Stritzke, District Three; Dave Reppe, District Four; Lynn Walker, Retired Carrier; and Charles Alexander, State Steward. Also in attendance were Assistant State Steward Marc McIntosh and Assistant State Steward Joyce Patteson. Dale Holton, NRLCA Vice President joined the board in the morning.

AGENDA:

Positive Go Around & Review Agenda
Ground Rules
Minutes
Board Policy
Steward Program Update
Secretary's Update & Financial Review
State Conventions: 2002, 2003, 2004, and 2005
Future Meeting Dates and Details
WRC
PAC Update
DJSC Updates
Next Board Meeting Date
Evaluation

The board members welcomed Noretta, and thanked her for stepping in as the new District Three Representative. We will miss Steve, and support him in all he does!

After a positive go around and reviewing the agenda, the meeting started at 8:45 AM.

GROUND RULES:

The ground rules, last revised date of March 28, 2000, were approved as read.

MINUTES:

The minutes from the January 12-13, 2002 board meeting were approved as read.

BOARD POLICY:

The board reached consensus to just read those parts of the board policy that are concerning the next few months, and to have read and to make written proposals for any board policy changes by the next meeting.

STEWARD PROGRAM UPDATE:

Marc reviewed his offices and the result of the last mail count in those offices. He said he has been getting lots of questions concerning count, 2080, matrix, and sick leave letter sent out by the District. Marc is currently on the CARE committee, and receives feedback from that.

Joyce then reviewed her offices, which are in both Spokane and Seattle Districts. Pasco was starting the formula but is no longer doing so, and the current OIC is a great improvement over the former Post Master. She detailed the grievances in her other offices, as well as the mail count results in those offices.

Next was discussion on Joyce, Marc, Charles, and Patricia's visit with Spokane District management. Charles felt the positive that came out of the informal count schools was wonderful, as was the use of the mail count guide. He felt that the carriers and local stewards stepped up to the plate, making it a success.

Charles believes in the team approach for stewards, and as a team, when someone is down, the others will pick up the slack. Right now Judi will be off as an Assistant State Steward, and all the other Assistants are pitching in.

Charles can reach over 200 members on his E-mail immediately, which was very helpful during mail count and the issues that came up. His response on the E-mail network was timely and informative!

Charles talked about the future of the Steward program and the board discussed about having a central phone line that would be answered 6 days a week, possibly from 12 to 8 PM.

DALE HOLTON, NRLCA VICE PRESIDENT:

Dale joined the board mid morning and apologized for not being able to make the fall booster due to arbitration. Dale shared that the National board wants to get information out to all, and discussed the web site, as well as E-mail updates. Dale then went in depth about the NRLCA's presentation to the arbitrator about EMA, and other issues. Dale felt that the arbitrator gave much weight to the financial problems of the USPS, and also felt we did not get a fair arbitrated contract. He felt that the arbitrator did not do right by addressing the EMA issue, as well as what the arbitrator did address on the time standards. Dale said that the NRLCA presented 9 volumes of supporting documents and took 15 days, while the USPS had only 3 volumes

and took 6 days.

SECRETARY'S UPDATE & FINANCIAL REVIEW:

The National membership recruitment campaign has started. The National goal is 2,000 new regulars and 5,000 new relief members out of 34,000 non-members. The 1st wave is a membership kit with an 1187 business reply card that goes to all rural craft carriers. The members are encouraged to take it to their office and recruit a non-member. The 2nd wave is telemarketing. All non-members will be called. The 3rd wave is a mailing to ✓ non-members only. The 4th wave is up to the State to contact each non-member. This will start in April and May. The 5th wave is a National mailing again to non-members. The 6th wave is telemarketers calling again. The 7th wave ends with the State, and is a critical phase. This is where the State will contact the non-members. The offices will be categorized by number of non-members. They are:

A Offices: 30 or more non-members
(Washington has none)

B Offices: 20 or more non-members
(Washington has a total of 130 non-members) Arlington, Gig Harbor, Issaquah, Poulsbo, Snohomish, and Woodinville

C Offices: 15 or more non-members
(Washington has a total of 34 non-members) Marysville and Stanwood

D Offices: 10 or more non-members
(Washington has a total of 69 non-members) Oak Harbor, Olympia, Port Angeles, Port Orchard, Sequim, and Spanaway

E Offices: Less than 10 non-members
(Washington has a total of 446 non-members) All the rest.

Washington has a total of 679 non-members, of which 199 are regulars and

- ✓ Spokane County RLC purchased the 266 Dell Computer from the State for \$150.00. We still have the 166 Dell Computer left for \$100.00

- ✓ still have the 166 Dell Computer left for \$100.00.
 - ✓ The dues for 2002-2003 (starting July 1, 2002) are based on November, 2001 pay schedule and will be:
Regulars, PTF's, and Associate Members: \$378.00 year - \$14.54 a pay period
Relief Members: \$100.00 year - \$3.85 a pay period
Retired Members: \$54.00 year - \$4.50 a month
 - ✓ The board reviewed the current update concerning the Department of Labor audit on a county unit.
 - ✓ As of March 23, 2002, 28 members have put their names in for delegate to National Convention.
 - ✓ The board is to update their State Officer Resource Book and send the cover page to Becky.
 - ✓ Discussion on payment of back wages since we now have a contract.
 - ✓ The board reviewed each District's annual county meeting dates. Consensus for Becky or Margene to attend Chelan Douglas if Noretta is unable to attend.
- The board reviewed the financial statement as well as the budget.**

STATE CONVENTIONS:

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, or 1 800-544-9799. Room rates are \$80 single, and 2 beds for \$90. Dates for 2002 State Convention are June 23-27, 2002. Ann said they have 50 sleeping rooms blocked and will get a board meeting room, hospitality room, and copier room. The total set up fee is \$200.00. Ann has a PO Box for the State Convention Ballots that only the tellers committee is authorized to pick up. Ann also has one for returned ballots.

Consensus items for 2002 State Conventions and Labor Relations Seminar:

- 1) *Have a separate mailing (postcard) to invite members to the labor relation's seminar on Sunday.*

- 2) *The County Presidents' and Secretarys' Luncheon should include Immediate Past and Present County Officers for the free luncheon.*
- 3) *State Convention Minutes in the future should not have the speakers recorded or the question and answer session. Just make a note who the speaker was, etc.*
- 4) *State Convention Minutes in the future should have the names of the retirees, first timers, and juniors listed.*
- 5) *The Standing Rules for the State Convention should include a clarification of what secret ballot, written ballot, etc means. This then would be discusses with the Standing Rules Vote so that each delegate is clear.*
- 6) *The County Presidents' and Secretarys' Luncheon should include Immediate Past and Present County Officers for the free luncheon.*
- 7) *State Convention Minutes in the future should not have the speakers recorded or the question and answer session. Just make a note who the speaker was, etc.*
- 8) *State Convention Minutes in the future should have the names of the retirees, first timers, and juniors listed.*
- 9) *The Standing Rules for the State Convention should include a clarification of what secret ballot, written ballot, etc means. This then would be discusses with the Standing Rules Vote so that each delegate is clear.*

Ann said that they would be selling badge holders for \$5.00 and a raffle for pictures. There also will be a golf tournament on Sunday. Randy Anderson, NRLCA Director of Labor Relations, will be our NRLCA representative at State Convention

2003: Dates for the 2003 State Convention are Saturday, June 21, 2003 through Wednesday, June 25, 2003 at the Enzian in Leavenworth. Room rates are \$111.00 single and \$116.00 double. Meeting room fees total are \$108.00.

2004: Becky Pike said Best Western Lakeway

"You must be the change you wish to see in the world." Gandhi

guest room rates are \$89 single and double. Once we reach 50 rooms we get some meeting rooms complimentary. They also have a complimentary breakfast.

2005: Dave is checking on Walla Walla and Pasco area. Margene said the Doubletree in Yakima is not available the last week in June, but is available the 3rd week in June.

FUTURE MEETING DATES AND DETAILS:

Steward Enhancement Training: There will be a local and area steward enhancement training at: *State Convention Steward Enhancement Training:*

- **June 23, 2002 Labor Enhancement Training on Saturday before State Convention at the West Coast Silverdale Inn from 10 AM to 4 PM.**

Task: Charles to notify all the stewards of labor enhancement training on June 23, 2002, Saturday before State Convention, from 10 AM to 4 PM. Reimbursement for local and area stewards is \$75.00.

Task: Charles to have a separate mailing (postcard) to invite members to the labor relation's seminar on Sunday.

Consensus to pay all local and area stewards \$75.00 for every time they attend steward enhancement training.

Board Meetings: The following dates are the board meetings for 01-02 year. Note:

- ❖ **June 22, 2002 – Pre State Convention Board Meeting at West Coast Silverdale Inn, from 9 AM to 5 PM**

June 26, 2002 – Post State Convention Board Meeting At West Coast Silverdale Inn, immediately following the 2002 State Convention.

WASHINGTON RURAL CARRIER:

The Board set the following date for the Washington Rural Carrier:

Spring Issue: Articles due by April 15, 2002. Issue to printer by Friday, May 3, 2002.

Discussion on letters to the Editor and the board policy.

PAC UPDATE:

Lynn said there would be a raffle for a mail box for PAC at State Convention. So far, Lynn has sent in \$2,100 to National from Washington members for PAC.

DJSC UPDATES:

Seattle: Patricia will be rotating off in June. The board reached consensus to nominate Joyce Patteson as the replacement for Patricia, and also as Co-chair.

Task: Dan to write Bill Gordon asking that Joyce Patteson be put on the Seattle DJSC as a co chair.

Spokane: Noretta gave the Spokane DJSC Update. Dave Reppe was the team leader at the last meeting. They are trying for funds for training on the new contract. The 16 hour facilitator training will be held at the end of May in Boise, Pasco, Spokane, and Twin Falls.

Portland: Discussion on Portland DJSC and their evaluation has just been completed by WPAJSC.

NEXT BOARD MEETING:

- ❖ **June 22, 2002 – Pre State Convention Board Meeting at West Coast Silverdale Inn, from 9 AM to 5 PM**
- ❖ **June 26, 2002 – Post State Convention Board Meeting At West Coast Silverdale Inn, immediately following the 2002 State Convention.**

Retirees

Retirees

Thomas Jeffreys, Bellingham, WA
Clyde Sundstrom, Friday Harbor, WA



04/09/02

Washington Rural Letter Carriers Association
Balance Sheet
As of March 31, 2002

	Mar 31, '02
ASSETS	
Current Assets	
Checking/Savings	
101000 · Chkg - WA Trust Bank	19,890.33
102000 · Svgs - APCU	41,996.30
Total Checking/Savings	61,886.63
Total Current Assets	61,886.63
Fixed Assets	
150000 · Fixed Assets	
151000 · Office Equipment	21,635.84
159000 · Less Accum. Depr.	-14,472.00
Total 150000 · Fixed Assets	7,163.84
Total Fixed Assets	7,163.84
TOTAL ASSETS	69,050.47
LIABILITIES & EQUITY	
Liabilities	
Current Liabilities	
Other Current Liabilities	
210000 · Payroll Tax Liabilities	
210100 · 941 Employee Withholding Taxes	3,851.55
210200 · 940 (FUTA) Federal Unemployment	261.66
210300 · State Unemployment Tax	164.86
210400 · Labor and Industries Tax	293.76
Total 210000 · Payroll Tax Liabilities	4,571.83
250000 · Retirement Plan Payable	
251000 · 401K Employer's Portion	604.59
252000 · 401K Employee's Portion	1,813.74
Total 250000 · Retirement Plan Payable	2,418.33
Total Other Current Liabilities	6,990.16
Total Current Liabilities	6,990.16
Total Liabilities	6,990.16
Equity	
390000 · Unrestricted Net Assets	32,275.70
Net Income	29,784.61
Total Equity	62,060.31
TOTAL LIABILITIES & EQUITY	69,050.47

04/09/02

Washington Rural Letter Carriers Association

Budget vs. Actual

July 2001 through March 2002

	<u>Jul '01 - Mar '02</u>	<u>Budget</u>	<u>% of Budget</u>
Ordinary Income/Expense			
Income			
400000 · Dues Income	176,450.47	241,600.00	73.0%
410000 · National General Insurance	21,747.00	24,000.00	90.6%
420000 · Reimbursements & Refunds	10,430.22	7,485.00	139.3%
Total Income	208,627.69	273,085.00	76.4%
Expense			
500000 · Per Capita Expenses	8,314.58	23,590.00	35.2%
520000 · Meetings and Conventions	29,239.53	48,950.00	59.7%
530000 · Equipment Fund	2,189.01	1,800.00	121.6%
550000 · Other Expenses	15,956.32	21,200.00	75.3%
610DS · President & GMAC - D. Schrup	100.40	1,080.00	9.3%
620PA · Vice President P. Alexander	182.82	1,750.00	10.4%
630RW · Sec/Treas. - R. Wendlandt	20,377.73	31,700.00	64.3%
640DS · Editor - D. Snyder	400.00	400.00	100.0%
640MH · Editor - Margene Horrell	800.00	1,900.00	42.1%
645000 · Washington Rural Carrier (WRC)	4,735.53	6,200.00	76.4%
650RP · District 1 - R. Pike	308.70	590.00	52.3%
660AL · District 2 - A. Lamm	626.94	860.00	72.9%
670SB · District 3 - S. Brewster	171.65	950.00	18.1%
680DR · District 4 - D. Reppe	126.60	500.00	25.3%
691 · Ret/Car PAC - L. Walker	0.00	100.00	0.0%
700CA · State Steward - C. Alexander	22,570.33	31,160.00	72.4%
705000 · Steward Training Expenses	12,189.58	13,450.00	90.6%
710JP · Senior Asst. Stew. - J. Peck	19,841.85	22,570.00	87.9%
720MM · Asst. Stew. - M. McIntosh	6,914.97	12,420.00	55.7%
730SJ · Asst. Stew. - S. Johnson	12,677.08	18,830.00	67.3%
740MH · Asst. Stew. - M. Hartshorn	5,254.81	6,325.00	83.1%
750PA · Asst. Stew. - P. Alexander	10,241.15	14,900.00	68.7%
770JP · Asst Stew - J. Patteson	1,676.55	800.00	209.6%
810JP · Area Stew. - J. Patteson	3,073.79	2,550.00	120.5%
820JS · Area Stew. - J. Sisley	1,342.83	2,630.00	51.1%
870DS · Area Stew - Dan Schrup	474.58	1,660.00	28.6%
880LS · Local Steward	224.43	350.00	64.1%
Total Expense	180,011.76	269,215.00	66.9%
Net Ordinary Income	28,615.93	3,870.00	739.4%
Other Income/Expense			
Other Income			
450000 · Interest Income	1,168.68	1,850.00	63.2%
Total Other Income	1,168.68	1,850.00	63.2%
Net Other Income	1,168.68	1,850.00	63.2%
Net Income	29,784.61	5,720.00	520.7%

NAME	WRLCA TRACKING FORM FOR LWOP FOR 2001/2002 YEAR												Total	Total for year	
	Jul-01	Aug-01	Sep-01	Oct-01	Nov-01	Dec-01	Jan-02	Feb-02	Mar-02	Apr-02	May-02	June-02			
Dan Schrup	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Patricia Alexander	2	0	3	2	7	3	1	7	8	0	0	0	0	33	
Patricia Lost s/l annual	0	0	0	0	3	0	0	0	1	0	0	0	0	4	37
Becky Wendlandt	6	10	6	8	0	9	7	9	10	0	0	0	0	65	
Becky Lost s/l annual	0	1	0	2	0	3	1	0	1	0	0	0	0	8	73
Becky Pike	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Ann Lamm	1	0	0	0	0	0	0	0	0	0	0	0	0	1	1
Steve Brewster	1	0	0	0	0	0	0	0	0	0	0	0	0	1	1
Dave Reppe	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Charles Alexander	8	5	9	10	7	8	5	8	17	0	0	0	0	77	
Charles lost s/l annual	0	3	0	2	2	1	0	2	2	0	0	0	0	12	89
Judith Peck	3	8	11	0	21	0	14	15	0	0	0	0	0	72	
Judl lost s/l annual	0	0	3	0	4	0	1	2	0	0	0	0	0	10	82
Marc McIntosh	5	2	2	2	2	4	2	0	1	0	0	0	0	20	
Marc Lost s/l annual	0	0	0	0	0	0	0	0	0	0	0	0	0	0	20
Monte Hartshorn	0	0	0	3	2	1	1	0	3	0	0	0	0	10	
Monte lost s/l annual	0	0	0	0	0	1	0	0	0	0	0	0	0	1	11
Shawn Johnson	5	5	0	10	10	0	0	3	15	0	0	0	0	48	
Shawn lost s/l annual	0	0	0	0	1	0	0	0	0	0	0	0	0	1	49
Janice Sisley	0	0	0	0	1	1	0	0	1	0	0	0	0	3	3
Joyce Patteson	0	2	2	1	1	0	3	1	5	0	0	0	0	15	
Joyce lost s/l annual	0	0	0	0	0	0	0	0	0	0	0	0	0	0	15
TOTALS	31	36	36	40	61	31	35	47	64	0	0	0	0	381	381

Note: This form shows the amount of LWOP taken for union business and the amount of LWOP taken for Lost Annual and Sick Leave.
The Total For Year shows the total amount of both LWOP for union business and lost sick leave and annual added together.

**W.R.L.C.A. STATE CONVENTION REGISTRATION
WESTCOAST SILVERDALE HOTEL - JUNE 24 - 26 2002**

3073 N.W. Bucklin Hill Road, Silverdale, Wa. 98383
(Reservation Phone: 1-360-698-1000 - 1-800-544-9799)
(Room Rates: Single bed \$80.00, Double bed \$80.00, Two beds \$90.00)

PLEASE PRINT:

NAME _____ COUNTY DELEGATE: () YES () NO
ADDRESS _____

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

I will attend the following functions:

SUNDAY, JUNE 23

STEWARD ENHANCEMENT TRAINING 10 a.m. - 4 p.m. () YES () NO
(Everyone welcome, Steward or not)

SOCIAL MIXER 6:00 p.m. FREE () YES () NO

MONDAY, JUNE 24

FIRST TIME CONVENTION ATTENDEES MEETING 7 a.m. () YES () NO

COUNTY PRESIDENTS AND SEC./TREAS. LUNCHEON () YES () NO

(Free for newly elected and immediate past president, secretary/ treasurer)

Express Deli Sandwiches with Caesar Salad, soda and bottled water.

Number of Guest attending: _____ (\$14.00 EA.) \$ _____

RETIREES BANQUET - \$25.00 EA., 6 p.m. () YES () NO

The Rainer Barbecue Buffet

Chicken and Broil Tri Tip, coffee and tea..

Number attending: _____ \$ _____

TUESDAY, JUNE 25

Lunch on the Run- 13.50 EA. () YES () NO

Sandwich Buffet Service. Vegetarian available.

Number attending: _____ \$ _____

ANNUAL BANQUET - \$35.00 EA., 7 p.m. () YES () NO

Hurricane Ridge Buffet

Prime Rib, Baked Halibut stuffed with crab & scallops, Vegetarian Pasta Salad

Number attending: _____ \$ _____

WEDNESDAY, JUNE 26

Box lunches (no lunch break schedule) Number of lunches at \$13.50 EA. \$ _____

Assorted deli meats on rolls, chips, fruit cookies and soda

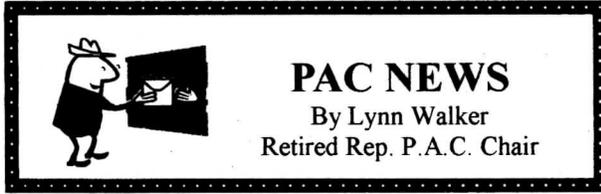
TOTAL : \$ _____

BANQUET TICKETS PURCHASED AT CONVENTION WILL BE AN ADDITIONAL \$5.00 PER MEAL.

MAKE CHECKS PAYABLE TO: "W.R.L.C.A. CONVENTION". SEND COMPLETED REGISTRATION FORM &

CHECK TO: Karen Crombie, 6108 150th St. S.W. Lakewood, Wa 98439-2021

RETURN REGISTRATION FORM BY JUNE 10, 2002



Hi WRLC members,

This will be the pre convention issue of our state paper and we are looking forward to our state convention. As your retired rep. let me invite all you members at the convention to attend the retirees banquet on Monday night. We don't discuss politics, contracts, religion or anything that requires concentration, deep thought or dissention. We do discuss jokes, humor, love laughter, good nature chiding and anything you would like to contribute. The chow will be good, the company better, so come join us and have a relaxing informal dinner and hopefully a good time.

I updated the county totals but know that there are some contributions that have yet to be turned in at this writing. I received an update from the national office dating back to July 1, 2001 and picked up the member contributions and credited them to your county unit.

The totals are as of April 15:

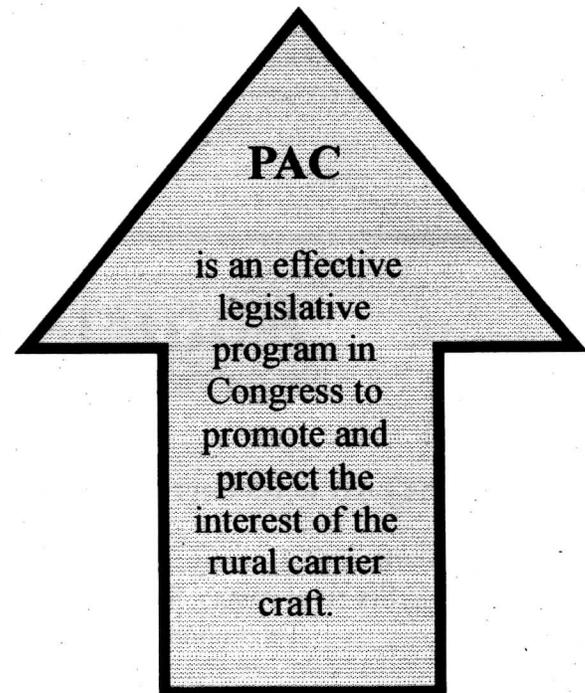
KISS County	\$536
Mutual County	\$340
Lower Columbia	\$465
SE County	\$155
Yakima County	\$ 92
Chelan Douglas	\$490
Clelam Jefferson	\$20
NE County	\$95
Okanogan County	\$50
Whatcom County	\$70
San Juan County	\$75
Whitman County	0
Total:	\$2392.

Money needed for
P - Political
A - Action
C - Committee



Our competition between units is never intended to make any one member or unit feel that they are being pressured in anyway. We all do the best we can with our individual circumstances. Its intent is to give some special recognition to those who are able to help us all by their contributions. At sometime during the convention as your PAC chair I will give a token of appreciation to the unit with the largest per member contribution. I will be taking donations through the last day of the convention. I would like to thank the unit and state officers the have brought the PAC message to the county meetings. Together we can make the difference.

These are certainly troubled times in our craft and for the postal service in general. We need all the legislative support we can get. There are many united forces just as in the past that would like rural delivery as well as the postal service as we know it to just go away to be absorbed by private and other inanities in the communication industry. The only recourse we have, regardless of our political persuasion, is to stay on top of legislation. That means it takes funding and support of political action. As I understand campaign finance reform as was passed, it won't affect our PAC activities. We contribute to individual congressmen of both parties directly, not to a political national committee which was the target of the so-called soft money. Hope to see many of you at the convention.



Nominate a Carrier of the Year (Continued from Page 1)

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 you would like to nominate.

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.

Nomination Forms on Page 24 & 25

I believe that this 2002 National Convention in Portland Maine will be crucial to all of us as Members of the NRLCA. The recent arbitration settlement in conjunction with fact that the National Mail Count concluded in March seriously impacted the majority of us in a negative manner makes it imperative that those elected as delegates to the National Convention be well prepared to assist our National Officers in preparing this Union in dealing with the USPS.

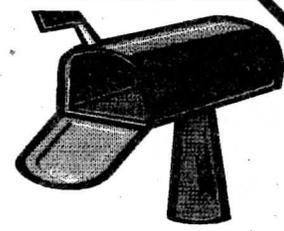
Delegates to the National Officers, passing changes that will help all prepared to counter the received issue of fiscal solvency realize that there are still 3 must send a strong message to convention that we are a united and strong organization prepared to assist our National Officers in developing strategies to make the USPS more responsive to our needs.



tional Convention will have the task of electing resolutions and Constitution and By Law of us as Members of the NRLCA to be pre-USPS as it continues to try to remedy it's pervency off the backs of the Rural Carriers. I years left on this Arbitrated Settlement, but we the USPS through the actions we take at this Con-

My name is Daniel N. Schrup, and I am asking you for your support, **your vote** for me to represent you - the membership of the Washington Rural Letter Carrier's Association - as a delegate to the 2002 National Convention. I have been actively involved in the WRLCA for the past 10 years serving as a county officer, as a District Representative, as a facilitator, as an Ad-Hoc trainer, as a member and CO Chair of the Spokane DJSC, as Vice President and as President of the WRLCA. I am an informed and involved member of the NRLCA, and I will do my best to represent your concerns and present your ideas at the National convention. Your vote will be appreciated.

MUTUAL TRANSFER



SELAH to I-5 Corridor Area, (Everett to Olympia).

Selah, a beautiful, sunny, small town. I am a 40K or 44J in a small, friendly, office. Six rural routes, four city routes. We have an RCA for every route. Telephone: 509-697-3003 or email- Bzya@aol.com

**2001-2002
AUXILIARY
OFFICERS**

Auxiliary President

Steve Roakes
301 N. Montana Ct
Kennewick, WA 99336-1030
Home: (509)783-2044
Cell (509)948-2044
Walleyg@aol.com

Auxiliary Vice President

Mike Peck
12332 51ST AVE SE
Everett, WA 98208-9671
(206) 337-4998
mike.peck@attws.com

**Auxiliary Secretary / Treasurer
Scholarship Committee**

Chairperson
Myrtle Buchanan
2030 Steinmetz RD
Chewelah, WA 99109-9511
(509) 935-8883 NMBu-
chanan@theofficenet.com

**Auxiliary District I
Representative
Sunshine Committee Chairperson**

Delores Robb
6213 - 208TH STREET N.E.
Arlington, WA 98223-8214
(360) 435-2223

**Auxiliary District II
Representative
2002 Junior Convention Sponsor**

George Sisley
283 SARGENT RD
Winlock, WA 98596-9612
(360) 785-4892
L48corvette@cs.com

**Auxiliary District III
Representative**

Mike Crow
6307 Desert View Dr
West Richland, WA 99353
(509) 967-2827
crowlnder@aol.com

**Auxiliary District IV
Representative**

Donna Walker
2485 Highline Rd.
Chewelah, WA 99109-9626
(509) 935-8356

Greetings from your
Third District Auxiliary Representative.
Donna Walker

Hello again. We are still waiting for spring to arrive here in Eastern Washington. While I am waiting for those sunshine days that are made to laze around, I'm doing a bit of cleaning out. Could this be called 'spring cleaning'? Whatever, my brain is all fuzzed up with what to keep and what's to go!! Which leaps me to my point. Some of what's to go will be headed to the 'Country Store' at Convention. We are in need of help from all of you also as you start your spring-cleaning. Nic-Nacs, plants, books, this and that, whatever you think we could use. Please donate. We discarded most of what we had left as you had seen it and seen it. So off to the Goodwill it went and we are starting over.

This year our scholarship money needs a lot of help. We were short funded for the Jr. program due to the dues increase not taking effect in the current year. We choose not to cut from our Jr. program as we feel this is an important part of the Auxiliary program. Just as important to us as off is another's treasure. We are scholarships for the graduating high school students. We have been able to give these for the last two years. But we are looking at one only this year unless our Country Store does overly well. We think it can with the help from all of you! So clean the house, attic, garage and bring us your goodies. We love to get jelly, onions, baked goods, hand made items and we even take green back donations!

Now don't say those Auxiliary folks are always wanting or selling something. Gosh, you are 'right', but what a better deal can we give you then helping find a cure for dreaded diseases, taking care of our youth or helping someone buy their books for college. There is nothing better to do with our time and resources. Because of you, our Association, we have been able to do this and we do appreciate and thank you.

Another moneymaker for the Auxiliary is raffles. If you have anything for this project we would love it. Baskets are good, pictures, afghans....whatever.

Lets make this year something special for our youth and projects. With the kind of folks who are our Rural Carriers, how can we miss. Better get back to my spring fling! See you at convention. God bless each of you for any help you can give and for being special friends in our special Rural Carrier family!!

CARRIER OF THE YEAR

Nomination Form

Eligibility:

- * Any member of the Association may be nominated as a candidate for the Carrier of the Year Award.
- * State Association Officers should not be arbitrarily selected for the award, nor should they be prohibited from consideration. Officers have 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.
- * Nominations may be made directly from the membership.
- * Candidates may be selected by local, county, or district units.

Method of Selection:

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

Criteria for Selection:

- * The primary consideration of the selection committee shall be:
 - The service rendered by the candidate to the NRLCA.
 - Attendance and participation in local, state, and national meeting.
 - Willingness to accept responsibilities and dedication in performing those duties.
 - Fraternal attitude to others in the Rural Carrier Craft.
- * 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 USPS.

**Send to: Patricia Alexander, WA-RLCA Vice President
2201 30th St.
Bellingham, WA 98225-8209**

Carrier of the Year Nomination Form

Name: _____

Please give a resume of the accomplishments of the above named nominee:

Please describe any other service, such as civic and community activities the above named nominee participates in which reflect favorably upon the Rural Craft and the USPS.

*****Please submit this form to the Vice President no later than fourteen (14) days prior to the Convening of the State Convention.**



**APPLICATION FORM
FOR MEMBERSHIP IN THE**

**WASHINGTON RURAL LETTER CARRIERS' AND
NATIONAL RURAL LETTER CARRIERS' ASSOCIATIONS**

DUES YEAR 2002/2003

NAME: _____

ADDRESS: _____

CITY: _____ **STATE:** _____ **ZIP:** _____

SOCIAL SECURITY NUMBER: _____

POST OFFICE WHERE EMPLOYED: _____

POST OFFICE TELEPHONE NUMBER: _____

HOME TELEPHONE NUMBER: _____

SIGNATURE: _____ **DATE:** _____

DUES YEAR RUNS FROM JULY 1, 2002 TO JUNE 30, 2003:

_____ **REGULAR CARRIER (71) PTF (76) \$378.00 YEAR / \$14.54 A PAY PERIOD.**

_____ **RELIEF CARRIER (73,74,75,78 & 79) \$100.00 YEAR / \$3.85 A PAY PERIOD.**

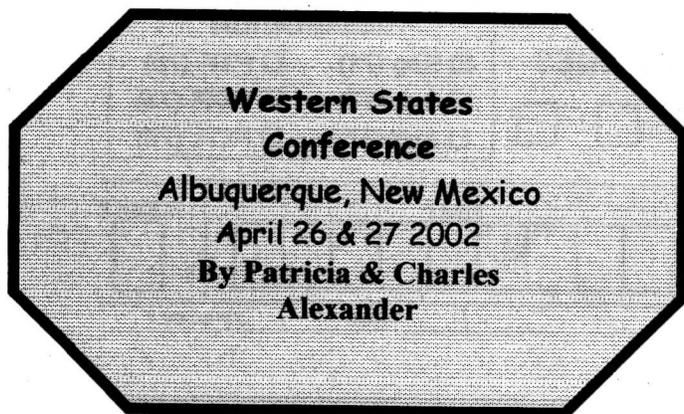
_____ **RETIREE \$54.00 YEAR OR \$4.50 A MONTH.**

NOTE: IF YOU WANT TO HAVE YOUR DUES DEDUCTED EACH PAY PERIOD YOU MUST COMPLETE A DUES WITHHOLDING FORM (COPY ON BACK OF THIS APPLICATION) AND RETURN IT WITH THIS APPLICATION FORM TO THE STATE SECRETARY.

SEND THIS APPLICATION, EITHER WITH A CHECK, OR A DUES WITHHOLDING FORM TO:

**WRLCA STATE SECRETARY
4210 S. SUNDERLAND DRIVE
SPOKANE, WA 99206-9674
(509) 926-9522**

YOU MUST BE A MEMBER TO BE ELIGIBLE FOR NATIONAL GENERAL INSURANCE, RURAL CARRIER BENEFIT PLAN INSURANCE, AND TO BE ON A QWL/EI WORKTEAM.



QUESTIONS AND ANSWERS FROM WESTERN STATES CONFERENCE 2002

On Saturday, April 27, 2002, a panel consisting of President Gus Baffa, NRO Bill Gordon, Attorney Michael Gan, Health Insurance Rep Larry Wali-gora, Vice President for Governmental Affairs Ken Parmelee, and OWCP/Retired Expert Megan Lew. The following questions were written on the rip chart, and questions were also accepted from the audience.

What are the benefits for rural carriers for QWL/EI?

Gus: At local levels, rural carriers should see benefits. Bill: Arizona example of rebuilds to routes almost finished.

Gus: If we felt rural craft were not getting any benefits, we would pull out.

How will retired carriers benefit from this contract?

Retirees who were on the rolls between November 2000 and February 3, 2002 will receive retroactive pay for the days worked, and the check should be received by July 2002.

Who hurt us the most, Bob West or the National magazine?

Only the arbitrator can answer this. Bob West said that 20 pieces a minute was not a fair standard. Bob West said that 18 was fair. Both Bob West and articles in the National magazine hurt. The articles were taken out of context.

Will we become HCR or city carriers at the rate we are going?

Gus: No. There will be no conversion of rural delivery to HCR and/or city carriers.

Why are parcels not counted correctly?

Craft must make decisions on parcels during count. There are standards that should

be followed. The debatable ones are at Step 4. Parcel standards should be clear, except CDs in magazines, for example.

What about Signature Confirmation? Signature Confirmation is not on the count sheet. The scan is counted in Column R, and the Signature Confirmation should be recorded separately. We are still in negotiations with the Postal Service on this.

Will you let us know how much the Postal Service saved on this count? Gus: This information will be in our National magazine as soon as we know.

Who will do the analysis? Gus: It won't be just one individual. We will have two people working on the Analysis, and the Postal Service will also have two people.

Who will get the 15,000 vehicles? Gus: Probably the routes on the stop chart, those routes under 30 miles, will get the Postal vehicles. We don't know how the allocation will work. Rural carriers can request a vehicle from their postmasters, but it may be too early to request. Distribution of these vehicles may be done by the Districts, leaving the postmasters out of the loop. Rural carriers will not be able to decline one of the Postal vehicles. There is no more OEMA (Optional Equipment Maintenance Allowance). The National Joint Steering Committee will talk about the distribution, and QWL/EI may be involved.

Would a rural carrier on OWCP receive the \$499 lump sum? Gus: That depends. If the rural carrier was on limited duty and paid by the Postal Service, the answer would be Yes.

What does "on the active rolls as of February 3, 2000" mean? Gus: This would just about cover everybody, except someone on AWOL.

What about the COLA for RCAs? This is done the same as in the previous contract. The COLA for RCAs is rolled in on February 2005 of the contract. There would be back pay for RCAs based on days worked.

Why did the NRLCA representative let the arbitrator not finish riding the route?

Didn't they tell him a rural carrier would be removed if he abandoned the route? The arbitrator makes the decision. We got him on the route on a Monday. The mail was light for a Monday, and everyone in the office told the arbitrator that the reason the mail was light was that he was there! The arbitrator made \$5,000 a day, \$2,500 from us and \$2,500 from the Postal Service. The USPS utilizes more arbitrators than any other business. This arbitration cost the association approximately \$1 million.

Can the arbitrator's decision be appealed if he was biased? The presumption is that the arbitrator is not biased. We cannot appeal a decision or vacate a decision just because we don't like the award. The success rate of decisions appealed is probably less than 5%.

Is Headquarters holding up manager's bonuses? There is a rumor that Headquarters is holding up pay for managers' bonuses. No one should receive a bonus when the company is losing money. There is an analogy to Enron. Bonuses are now called Pay for Performance. Most managers would rather have COLA and pay raises.

Can we drop Mr. Wells a note? Michael: This might not be in the best interest of rural carriers, but you could do so.

What is the Postal Service's rebuild policy? If a route drops below the 40 hour guarantee, then the route should be rebuilt to the guarantee. Other than that, there is no National policy. Districts may do rebuilds as they wish. However, if a route changes more than 4 hours, either up or down, after the count (not because of the count), then that route will be counted the last 12 working days in September. Pay period 17 (July 27, 2002) triggers the four-hour change on the route, either up or down. If the route has not acquired a four-hour change by July 27, then the route will not be counted. After May 4, the one-hour pay change takes effect. The National magazine will have an example of how to figure the one-hour change. Be sure to look at the chart of pay hours, as in some cases, the

route may need a few more boxes to go to the next hour.

Why didn't the Inspection Service get involved in looking for hidden mail during the count? Inspectors do look for unreported delayed mail.

How do we know that routes have a five-hour bump? Gus will request this broken down by District. There are 69,000 plus rural routes. We need to see who is working off the clock. City carriers get ½ hour a day for breaks. Bill Gordon explained this to the arbitrator, as this would equate to three hours a week for city carriers. The city carrier does not work 8 hours. Gus is hoping that because of the adverse affect of the count, the bump numbers will change. Non-productive hours are coffee break, steward duty hours, sick leave, and so forth. The city craft had 9% unproductive hours; rural craft had 3%.

What about the Relief Day Work List? The Relief Day Work List starts at the guarantee period. This was not changed by the arbitration.

Why were we counted at this time period? The decision for the two weeks count time came from the arbitrator. The USPS argued that volume was down 6% nationally since September 11.

Why couldn't we negotiate a contract? We negotiated with the Postal Service for two years. The USPS is happy with the count results and the changes in standards, but they wanted us to pay more for health insurance. They also wanted to do away with the COLA increase.

Was there excessive pressure from the membership to arbitrate? The USPS was offering us an insult. We had no choice but to go to arbitration.

Why do we ask for more than we can expect? **Do we cut our own throats?** This gives us room for negotiations.

What about the Transformation Plan? Ken: I sense sarcasm from the audience in the description of the Transformation Plan. We are not pleased with the entire plan.

It is anti-labor, giving us the right to strike and management the right to lock us out. One of our sister unions is saying that this is not bad, but this is not our position. The Postal Service does not expect to get this. The closure of small post offices and asking for five day delivery gets Congress' attention. The Postal Service wants to get rid of OWCP and let the states handle this instead. Mainly, the Postal Service wants to maximize revenue and minimize expenses. Michael: The Postal Employment law is a hybrid of the National Labor Relations Act, which covers unfair labor charges, and the Federal Labor Relations Management Statute that covers most postal employees. These acts do have some characteristics of the Railway Labor Act. The Postal Reorganization Act governs labor disputes.

Can we trust the Postal Service? Michael:

The Postal Service is now more Mr. Hyde than Dr. Jeckyl. We have seen a marked change in the way the Postal Service deals with our unions. We can trust the Postal Service, with caution.

Will the union participate in the discussion of the Transformation Plan?

The union has participated, in that the Postal Service discussed different aspects of things it was considering. The issue of privatization came up. Postmaster General Potter is anti-privatization, but he does not preclude outsourcing.

Should we write our legislators to stop the Transformation Plan?

No, we should write about appropriations.

What about the Step 3 changes?

Since 1992, we have met with Roy Shirkey in one location. Roy has been promoted. Now we will be hearing grievances in 9 different sites nationwide, and we will be dealing with new people. The NROs will hear some of the cases, more than in the past. We predict the number of grievances will continue to climb. We should still send Step 3 appeals to Terry Leeper and appeal to the Labor Relations Department in our area.

How far can they cut our routes?

Routes can be cut to 43K when they are overburdened. This would be 53 to 55 standard hours.

How much do RCAs receive in increases?

They will receive either \$16.89 or \$14.84, depending upon their hiring date.

Can standards be changed back?

Yes, but not until the next negotiations, unless both parties mutually agree. Realistically, the Postal Service will not give us anything back unless we win grievances.

What about the statement from the arbitrator that our mail count was antiquated?

We are to work with a third party to see if some other method can be found.

How long does it take Congress to receive mail?

Ken: Because of irradiation of the mail, it may take 90 days to get mail to Congress. It is best to use the telephone or E-mail when contacting your congress person.

When will we be swiping a time card instead of using the Form 4240?

The only requirement to swipe the time card will be when we enter and leave the building. There will be a pilot site in June 2002 in Tennessee, looking at compensation for this function. The swiping of time cards won't happen in the near future nationwide. We will still need to use the Form 4240 for remarks, and the remarks column could be expanded. Timekeeping will probably be done in the District office. Timekeepers will be eliminated in most instances. The swiping of the time card will probably be targeted at post offices with 10 or more employees.

Will rural carriers have to wear uniforms?

Will all carriers be on the evaluated system? Gus: I don't believe so.

When will the count disagreement forms be addressed? As soon as possible. Some Districts have sent this out already.

What happens to the primary leave replacement when a route goes from K to J or H? The route does not have to be put up for rebidding for RCAs. The route the RCA is assigned to remains the same.

What are the most common injuries for rural carriers? Megan: Carpal tunnel and degenerative disk disease are the most common. Larry: We need to be pro-active. Mutual of Omaha could get involved in prevention.

What about the 800 # for sick leave? Rural carriers are required to call an 800 number, not their post office. This is already in place in some areas. Only the rural carrier can call the 800 number. This is inhumane. **How will the route get covered?** This is management's problem.

When is the open enrollment for vision?

Larry: There is none. **When is the open enrollment for dental?** Larry: This parallels the open season for health insurance. There have been problems with the vision plan. This is being looked into.

Will there be an early out? No, this rumor is not true.

For those routes going to J, May 11 will be the first Saturday to work. This is the Food Drive date. The Food Drive is for the needy, not the NALC or NRLCA.

What about vacant routes with no RCAs?

There is a provision in the new contract that allows for rebidding if there is a substantial change in the route.

What if rural carriers cannot meet their new evaluations?

There is no difference from the past. There will be many more carriers who cannot make their evaluations, especially when/if the volume comes back. Management cannot hold rural carriers to the daily evaluation. This should be looked at on a case-by-case basis.

Are the new Edit Books (Red Books) going to be electronic? The Postal Service has not approached the NRLCA about this.

When can the regular rural carrier work for the RCA? The regular could volunteer to work for the leave replacement when the leave replacement wants off. However, we must still comply with the rest of the provisions, including the Relief Day Work List and the Optional Qualified List. Volunteering to work is close to the bottom.

What happens when the RCA gets a DUI?

If the RCA's license is lost, management could give the RCA a non-rural position, but there is no provision that this is required. If the RCA is unavailable for work, then the RCA usually receives discipline.

Raffle for PAC

Hand painted mailbox with a rural mail wagon and horse scene. Donated by Susie Hill. Tickets are \$1 or 6 for \$5. Drawing will be held at the State Convention. Send your check by June 15, made out to NRLCA-PAC to:

*Susie Hill
P.O. Box 93
Vashon, WA 98070-0093*

Please make sure your phone # is on your check. Any questions contact 206-463-3339



**SAY THANKS TO
YOUR STEWARDS,
THEY WORK HARD
FOR YOU.**

**Is it time to put the evaluated system into the dust bin of history
and get a fair day's pay for a fair day's work, like everyone else?
Should rural carriers be paid hourly?**

Paraphrased from Connecticut State Steward John Dziubek's latest Newsletter.

**WASHINGTON
RURAL CARRIER**



** Where Service Begins With a Smile*

**Washington Rural Carrier
91 Sinclair Lane
Selah, WA. 98942**

**Non-Profit Organization
U.S. Postage Paid
Blaine, WA 98262
Permit NO. 106**

Address Service Requested