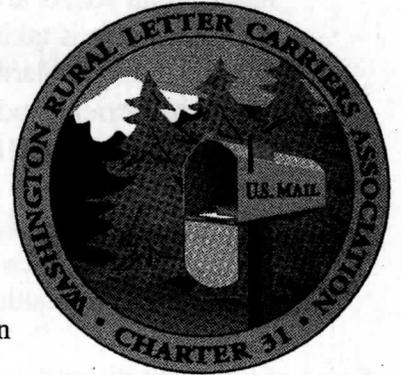


# WASHINGTON RURAL CARRIER



Official Publication of the Washington Rural Letter Carriers' Association

January 2004

*Where Service Begins With a Smile*

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## PRESIDENT AND ASSISTANT STATE STEWARD REPORT

Patrica Alexander



### AREA OFFICERS' MEETING:

On March 27-28, 2004, your State Board and State Steward will meet with officers from other Western States for training and to also give input to our National officers regarding exactly the items we consider most important for

our next contract. Negotiations will begin in Fall 2004, and of course, the National officers have hundreds of resolutions that have been passed at National Conventions. However, we have been asked to let the National officers know what is most important to those of us in the field. This is our opportunity to have our wishes be heard, and I am asking that you either E-mail me at [patriciaka@nas.com](mailto:patriciaka@nas.com) or telephone at 360-733-9201, or send me a letter, letting me know what you would like to have negotiated into our next contract. For instance, these are the items I think are most important:

1. No give backs, including keeping our no layoff clause. Right now, we have this in our contract, but we are also seeing many of our vacant and auxiliary routes absorbed into the remaining routes in the office, taking the high H and J routes into the low K range. With so many of the aluminum plants and huge companies like Georgia Pacific closing down, we have seen the damage losing one's job can do to a

- family. Our RCAs are counting on having routes when regular rural carriers retire, and sometimes this is taking longer because of route consolidations.
2. Our previous standards for raw letters and flats. City carriers presently have better standards than rural carriers, and we are essentially doing the same work, only rural carriers handle even more mail. We work harder and more efficiently, and we should be paid the same or better for our efforts.
  3. Benefits for RCAs. Leave replacements often work 20 hours a week or more. A sliding scale for the Postal Service to pay for partial premiums in proportion to hours worked would help the RCAs have health insurance premiums most RCAs could afford.

Some of the count disputes are currently being corrected, such as redlining of legitimate items, and there is a National arbitration on helicopter flats, so items like this will be settled outside of contract negotiations. However, I am sure that you have thought of things that you would like to see corrected or enhanced in our contract, and now is the time to have your voice heard.

Please contact me before the middle of March, or sooner, if possible. Usually a rip chart is provided for the attendees to write their suggestions on, and then the suggestions are rated and given to the National officers. I promise to bring all your suggestions to the Area Officers' Meeting, and then it will be up to our National officers to try to negotiate the best contract ever.

I would venture to say that most of us lost three to seven hours or more from the change in standards that we received in the Interest Arbitration. If the L routes had not had their box factor changed from 1.64 to 1.82 minutes for each regular box, then the L routes would have suffered even more. I have confidence that our present National officers will do a fine job for us during the contract negotiations next Fall.

## **MEMBERSHIP**

Do you ever feel that you are paying dues for others? Have you ever thought about the possibility of our Union being able to reduce the amount of our dues if everyone were a member and paid their fair share? I would urge all of you to talk with the non-members in your office and encourage them to join with our great Association in shouldering the costs of running our Steward Program.

As an Assistant State Steward, I see many rural carriers mistreated by management, and as you know, mistreatment is very difficult to correct. On the other hand, there have been several removals of rural carriers and RCAs for mistreatment/discarding of mail, and I would encourage you to please ask your supervisor if you have any question about the proper handling of mail. For example, Advo cards should go out the same day as the Advo marriage mail advertising inserts. Ask your supervisor what to do if the Advo cards come in late; please do not simply deliver the Advo marriage mail advertising inserts and throw the Advo cards away because they came in late. Let a manager make all the decisions.

If you leave your vehicle, please put the vehicle in park, set the parking brake, and turn off the engine. If the vehicle is going to be out of your sight, lock the vehicle and take the key with you. We are seeing removals for not following these procedures.

If there are mandatory return times in your office, don't take it upon yourself to curtail mail so that you can make it back to the office by the mandatory return time. Don't take this responsibility upon yourself. Let your manager know so that management can make the decision about curtailing mail.

If management tells you to do something, and this is not against the law or injurious to your health, do it, and then you can grieve this later. Remember, we work for the Postal Service. The routes belong to the Postal Service. I know that we get protective of our customers and our mail, but management runs the show. Don't stick your neck out. It often takes a year or more to get a removed rural carrier's grievance to Arbitration, and there is much heartbreak when no money is coming in to pay for the house payment or rent, not to mention food for the children.

Play it smart. Don't be the one to get into trouble. If you have any question about handling a piece of mail, ask a supervisor. If the supervisor's answer concerns you, ask him/her to give you the answer in writing, just so you can protect yourself.

As we all know, being a rural carrier is the best job in the Postal Service. Mistakes happen to all of us, but don't take shortcuts, and be sure to follow the rules. If you are uncertain, please ask a supervisor.

I hope all of you had a wonderful Christmas with family and friends.

Respectfully submitted,

Patricia Alexander

## SAVE THE DATE!

### Upcoming District Meetings

- |            |                         |                          |
|------------|-------------------------|--------------------------|
| District 1 | Sunday, March 14 1-4 pm | location to be announced |
| District 2 | Sunday, March 14 1-4 pm | location to be announced |
| District 3 | Sunday, March 14 2-5 pm | Spokane Oxford Suites    |
| District 4 | Sunday, March 21 1-4 pm | location to be announced |

Watch your mailbox for details.

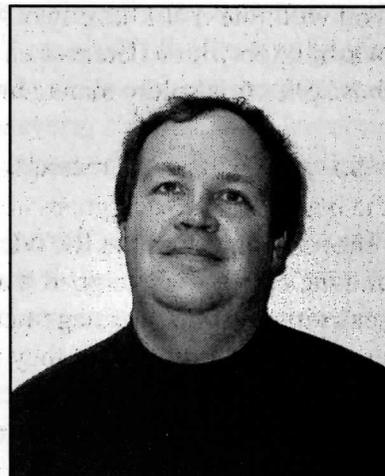
## Vice President's Report

Monte Hartshorn

### So, who gets to work?

Now that we no longer have a majority of "K" routes, the question of who gets to work when the primary relief and the regular carrier are both unavailable is a much more common question. Gone are the days when the relief carriers were overwhelmed with days to work. Now, we are seeing more interest from relief and regular carriers on when can they can get some extra hours.

The majority of citations used for this article are from the contract; Articles 30.2.D (reliefs) and 8.5 (regulars). I urge all rural employees to review these citations and be very familiar with them. I also need to remind us all that we do not schedule for our routes, it is a management duty. Often we get ourselves in trouble by doing the scheduling for management and are rewarded by hurt feelings and misunderstandings. Regular carriers need to be in contact with their reliefs to know if they are available when the carrier wants a day off (Article 10.2.A), but also must submit a PS 3971 and let management schedule.



So, if the regular carrier is off and the primary assigned relief is unavailable, who gets to work the route?

1. A PTF.
2. The relief carrier that is the second leave replacement on the matrix.
3. The relief carrier that is the third leave replacement on the matrix.
4. To "qualified" substitutes (Des. 72 and 73), RCAs or RCRs in order of longest continuous service in the unit. Qualified means having received training or been utilized on the route. An interesting distinction that must be made clear is that the matrix is set up on an office (main office and branches) basis, while this section is set on a unit (single office under a station manager or postmaster) basis.
5. Any other leave replacement in the office. Even though the contract does not state it, it is recommended that this be done in order of seniority.
6. A TRC in the office.
7. If the primary leave replacement needs to be unavailable on the regular carrier's relief day, Article 9.2.C.5.i may be utilized by management. It requires that the leave replacement submits a leave request and that the regular carrier sign off on it. If the regular carrier refuses, then management may refuse the relief's request or continue with the following (the #8s) steps. If the regular carrier and management approve the relief's request, the regular carrier will work his/her relief day and receive an "X" day within 12 weeks that is mutually agreed upon with management. (I would suggest that relief employees only utilize this for very special occasions.)
8. The route may be split among working reliefs or
8. The Relief Day Work List (RDWL) may be utilized (management's option).

9. In an emergency, when there are no reliefs or regular carriers available (not working, on annual leave or sick leave) then another qualified employee may be designated. Usually another RCA from a neighboring office. The Union's position is that "qualified employee" means an employee in the rural craft.

You will note that I have two #8s. A couple of years ago, there was a Step 4 out of Woodland, Washington which determined that we could not force utilization of the RDWL before a regular route was split. It is solely management's discretion.

So, what happens if management decides to utilize the RDWL? Remember that 15 days prior to the beginning of each guarantee year (this one started November 1<sup>st</sup>), regular carriers that have a relief day may sign the RDWL. At the start of each guarantee year, the new RDWL goes into effect and the carriers who signed it are listed by relief day and on each relief day the carriers are listed by seniority. So when management needs to utilize the RDWL, they go to the first carrier on the day needed and tell them that they need to work their relief day. The carrier is required to work it unless they are already scheduled for annual or sick leave. If the first carrier is unavailable, they are passed over and management goes to the next carrier on the list. The next time that management needs to utilize the RDWL, they first go to the carrier listed immediately after the person they utilized the last time. There are no "make-ups" or going back until the bottom of the list is reached and then they go back to the top.

If there is no one on the RDWL, or no one is available, then management may take volunteers from other carriers who have the relief day needed. There is no contractual language on which rural carrier they must use, it is up to management.

If there are no volunteers, then management may require regular carriers who have the needed relief day to work by *juniority*. Remember that those not on the RDWL may only receive the extra 50% and an "X" day assigned by management.

So, by following these steps, you can always know who gets to work and management can avoid grievances of having the wrong person work. Perhaps the most important part is that a matrix must be up to date and posted where all can see it (1995 analysis Art. 30.2. D).

I hope that you found this article to be informative and helpful. I would ask that you show it to any carriers in your office and tell them that information is one of the benefits of Union membership. One extra day's work for an RCA pays most of the year's union dues. We can no longer just do our job and then go home. We must be knowledgeable. Union membership, involvement and knowledge pay.

Monte Hartshorn  
Vice President  
Assistant State Steward

## Secretary-Treasurer's Report

Becky Wendlandt

### LET'S SIGN THEM UP

(The following is part of an article that Norma Kryzanowski, CTRLCA State Secretary/Treasurer, wrote recently, and I felt it most eloquently expressed what we all feel)

We need your help. As most of you know, union membership is not a prerequisite for being employed as a rural letter carrier. Here in Washington, we currently claim 1749 dues-paying members. Eighty-two percent (82%) of our regular carriers are members while only fifty (50%) of our relief force carries a union card. Two Hundred, Fifteen (215) regular carriers and Four Hundred, Eleven (492) relief carriers are not paying their fair share towards the cause, while enjoying all the benefits that come with union membership. This fact remains my greatest frustration as a strong supporter of unionism

How do we convince these 707 non-members that joining their union is the right thing to do? Don't they know how the NRLCA helps them and their families? Let's talk money...it's a solid fact that union workers bring home considerably larger paychecks than workers who don't belong to unions for doing the same kind of work. Just imagine what your paycheck would look like if our employer had sole control of setting your wages and benefits! Scary thought isn't it?!!

Our union, the NRLCA, holds exclusive recognition to represent the rural craft with the U.S. Postal



Service (USPS). It negotiates all Labor Agreements for our craft, including salaries, health and medical plans and employer-paid pensions. **Did you know that our National Officers were the ones who negotiated the additional increases to the flex spending plan? It was not the USPS idea to "give" this to us, we had to negotiate for it!** And let's not forget our paid vacation, sick and holiday leave that allow us more time to spend with our loved ones. In dollar terms, the price tag on the value of these additional benefits is almost double what non-union workers enjoy. These benefits mean a whole lot to rural carriers and their families.

And because of the NRLCA, all the above *belongs* to us. We have a legal right to these things because they are spelled out in a written

contract signed by both the USPS and our union. They can't be taken away from us by any whim of management. We are legally protected. I cannot begin to imagine how miserable it would be to work for the USPS without these protections. Without our union, we would be powerless.

As State Secretary/Treasurer, I correspond with Washington's non-members on a regular basis and attempt to convince them how important it is for them to join up. But letters alone won't get them to join. It's going to take a one-on-one convicted approach to persuade our people to join with us.

Contained in this issue is a dues withholding form. Here in Washington, Regular Carrier dues are \$17.69 per pay period. The enclosed dues withholding form authorizes automatic payment from carriers' paychecks. This is the most painless method of payment, allowing carriers to spread the annual dues rate of \$460.00 over twenty-six (26) payments. Relief carrier dues are just \$6.31 per pay period. Carriers are never billed for any pay period that they don't work in. You don't work...you don't pay, but your membership will continue uninterrupted.

Please take the time to sign up your non-member coworkers. Put the enclosed form in front of them and share with them the positive reasons why they need to belong. If you don't know who the non-members are in your office, give me a call at (509) 926-9522. I'd be happy to let you know who they are. Once you've gotten them to sign on, send the form to me.

Union dues are a worker's best investment. We buy car insurance, fire insurance and health insurance. All expensive, but well worth the protection and peace of mind they give us. Our dues money is **job insurance**: we get a negotiated contract which makes it illegal for the USPS to undercut our wages, benefits and working conditions. Help us build a stronger union that can be even more effective on all our behalves. Get them to join!



Where Service Begins With a Smile

**APPLICATION FORM  
FOR MEMBERSHIP IN THE  
WASHINGTON RURAL LETTER CARRIERS' AND  
NATIONAL RURAL LETTER CARRIERS' ASSOCIATIONS  
DUES YEAR 2003/2004**

**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, 2003 TO JUNE 30, 2004:**

\_\_\_\_\_ **REGULAR CARRIER (71) PTF (76) \$460.00 YEAR / \$17.69 A PAY PERIOD.**

\_\_\_\_\_ **RELIEF CARRIER (73,74,75,78 & 79) \$164.00 YEAR / \$6.31 A PAY PERIOD.**

\_\_\_\_\_ **RETIREE \$74.00 YEAR OR \$6.17 A MONTH.**

**NOTE: IF YOU WANT TO HAVE YOUR DUES DEDUCTED EACH PAY PERIOD YOU MUST COMPLETE A DUES WITHHOLDING FORM AND RETURN IT WITH THIS APPLICATION FORM TO THE STATE SECRETARY.  
IF YOU DO NOT WORK IN A PAY PERIOD YOU DO NOT HAVE TO PAY DUES WHEN ON DUES WITHHOLDING.**

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

**WRLCA STATE SECRETARY  
4210 S. SUNDERLAND DRIVE  
SPOKANE, WA 99206-9674**

**Phone: (509) 926-9522**

**Fax: (509) 892-3044**

**E Mail: rebeccawen@icehouse.net**

Revised  
NRLCA Form 1187  
2000

**UNITED STATES POSTAL SERVICE**  
**AUTHORIZATION FOR DEDUCTION OF DUES**

DESIGNATION	
<input type="checkbox"/> Reg (71)	<input type="checkbox"/> PTF (76)
<input type="checkbox"/> Sub (73)	<input type="checkbox"/> RCR (75)
<input type="checkbox"/> Aux (77)	<input type="checkbox"/> RCA (78)

<input type="checkbox"/>							
--------------------------	--------------------------	--------------------------	--------------------------	--------------------------	--------------------------	--------------------------	--------------------------

(SOCIAL SECURITY NUMBER)

LAST										FIRST					MIDDLE	
STREET AND NUMBER										CITY					STATE	ZIP CODE +

POSTAL INSTALLATION	(ZIP CODE)	INSTALLATION FINANCE NO.
---------------------	------------	--------------------------

**SECTION A - AUTHORIZATION BY EMPLOYEE**

I hereby assign to the **NATIONAL RURAL LETTER CARRIERS' ASSOCIATION**, from any salary or wages earned by me as your employee (in my present or any future employment by you) such regular and periodic membership dues as the union may certify as due and owing from me, as may be established from time to time by said Union. I authorize and direct you to deduct such amounts from my pay and to remit same to said Union at such times and in such manner as may be agreed upon between you and the Union at any time while this authorization is in effect.

This assignment, authorization and direction shall be irrevocable for a period of one (1) year from the date of delivery hereof to you, and I agree and direct that this assignment, authorization and direction shall be automatically renewed, and shall be irrevocable for successive periods of one (1) year, unless written notice is given by me to you and the Union not more than twenty (20) days and not less than ten (10) days prior to the expiration of each period of one year.

This assignment is freely made pursuant to the provisions of the Postal Reorganization Act and is not contingent upon the existence of any agreement between you and my Union.

Contributions or gifts (including dues) to the NRLCA are not tax deductible as charitable contributions. However, they may be deductible under other provisions of the Internal Revenue Code.

SIGNATURE OF EMPLOYEE	DATE	PHONE
-----------------------	------	-------

**SECTION B - FOR USE BY EMPLOYEE ASSOCIATION**

<b>R - NATIONAL RURAL LETTER CARRIERS' ASSOCIATION</b>	CONGRESSIONAL DISTRICT	LOCATION NO.	STATE

I hereby certify that the dues of this organization for the above named member, for the applicable designation, are currently established at \$ \_\_\_\_\_ per pay period.

SIGNATURE OF _____, State Secretary	DATE	REMT NO.
-------------------------------------	------	----------

Date of Delivery to Employer (For National Office use)

**Important!**  
**Be Sure To Include**  
 Postal Installation ZIP CODE Where Indicated.

Original - NRLCA  
 Copy 2 - State Copy  
 Copy 3 - Member's Copy

Original - NRLCA

Submit Original to **WRLCA** State Secretary

50012



**Washington Rural Letter Carriers Association**  
**Statement of Activities**  
 July through November 2003

	<u>Jul - Nov '03</u>	<u>Budget</u>	<u>% of Budget</u>
<b>Ordinary Income/Expense</b>			
<b>Income</b>			
400000 · Dues Income	149,958.96	320,000.00	46.9%
410000 · National General Insurance	15,935.00	30,000.00	53.1%
420000 · Reimbursements & Refunds	7,214.25	12,020.00	60.0%
<b>Total Income</b>	<u>173,108.21</u>	<u>362,020.00</u>	<u>47.8%</u>
<b>Expense</b>			
500000 · Per Capita Expenses	8,083.90	20,500.00	39.4%
520000 · Meetings and Conventions	22,326.11	57,500.00	38.8%
550000 · Other Expenses	12,166.31	29,100.00	41.8%
610PA · President - P. Alexander	0.00	3,420.00	0.0%
620MH · Vice President - M. Hartshorn	0.00	1,100.00	0.0%
630RW · Sec/Treas. - R. Wendlandt	11,234.10	33,100.00	33.9%
640SH · Editor - Susie Hill	807.42	2,600.00	31.1%
645000 · Washington Rural Carrier (WRC)	1,536.14	4,450.00	34.5%
650RP · District 1 - R. Pike	533.02	1,900.00	28.1%
660AL · District 2 - A. Lamm	656.80	2,050.00	32.0%
670CF · District 3 - C. Freeman	375.22	1,900.00	19.7%
680DR · District 4 - D. Reppe	375.22	1,750.00	21.4%
691LW · Ret/Car PAC - L. Walker	0.00	200.00	0.0%
700CA · State Steward - C. Alexander	13,760.18	41,800.00	32.9%
705000 · Steward Training Expenses	2,279.83	23,400.00	9.7%
710JP · Senior Asst. Stew. - J. Peck	15,001.37	30,500.00	49.2%
730SJ · Asst. Stew. - S. Johnson	15,275.85	24,750.00	61.7%
740MH · Asst. Stew. - M. Hartshorn	4,100.91	10,600.00	38.7%
750PA · Asst. Stew. - P. Alexander	8,890.62	28,110.00	31.6%
770JP · Asst Stew - J. Patteson	6,157.48	24,600.00	25.0%
780PP · Asst Stew - P. Pitts	8,352.38	17,150.00	48.7%
880LS · Local Steward	245.33	1,000.00	24.5%
<b>Total Expense</b>	<u>132,158.19</u>	<u>361,480.00</u>	<u>36.6%</u>
<b>Net Ordinary Income</b>	40,950.02	540.00	7,583.3%
<b>Other Income/Expense</b>			
<b>Other Income</b>			
450000 · Interest Income	167.55	600.00	27.9%
<b>Total Other Income</b>	<u>167.55</u>	<u>600.00</u>	<u>27.9%</u>
<b>Net Other Income</b>	167.55	600.00	27.9%
<b>Net Income</b>	<u><u>41,117.57</u></u>	<u><u>1,140.00</u></u>	<u><u>3,606.8%</u></u>

**Washington Rural Letter Carriers Association**  
**P&L Previous Year Comparison**  
 July through November 2003

	<u>Jul - Nov '03</u>	<u>Jul - Nov '02</u>	<u>\$ Change</u>	<u>% Change</u>
<b>Ordinary Income/Expense</b>				
<b>Income</b>				
400000 · Dues Income	149,958.96	131,229.10	18,729.86	14.3%
410000 · National General Insurance	15,935.00	15,823.00	112.00	0.7%
420000 · Reimbursements & Refunds	7,214.25	9,254.83	-2,040.58	-22.1%
<b>Total Income</b>	<u>173,108.21</u>	<u>156,306.93</u>	<u>16,801.28</u>	<u>10.8%</u>
<b>Expense</b>				
500000 · Per Capita Expenses	8,083.90	6,745.17	1,338.73	19.9%
520000 · Meetings and Conventions	22,326.11	28,552.85	-6,226.74	-21.8%
530000 · Equipment Fund	0.00	818.93	-818.93	-100.0%
550000 · Other Expenses	12,166.31	11,287.09	879.22	7.8%
630RW · Sec/Treas. - R. Wendlandt	11,234.10	14,162.42	-2,928.32	-20.7%
640MH · Editor - Margene Horrell	0.00	693.89	-693.89	-100.0%
640SH · Editor - Susie Hill	807.42	0.00	807.42	100.0%
645000 · Washington Rural Carrier (WRC)	1,536.14	2,086.71	-550.57	-26.4%
650RP · District 1 - R. Pike	533.02	773.12	-240.10	-31.1%
660AL · District 2 - A. Lamm	656.80	412.52	244.28	59.2%
670CF · District 3 - C. Freeman	375.22	0.00	375.22	100.0%
670NS · District 3 - N. Stritzke	0.00	384.51	-384.51	-100.0%
680DR · District 4 - D. Reppe	375.22	232.10	143.12	61.7%
700CA · State Steward - C. Alexander	13,760.18	14,901.08	-1,140.90	-7.7%
705000 · Steward Training Expenses	2,279.83	7,075.23	-4,795.40	-67.8%
710JP · Senior Asst. Stew. - J. Peck	15,001.37	12,670.30	2,331.07	18.4%
720MM · Asst. Stew. - M. McIntosh	0.00	3,817.32	-3,817.32	-100.0%
730SJ · Asst. Stew. - S. Johnson	15,275.85	9,062.04	6,213.81	68.6%
740MH · Asst. Stew. - M. Hartshorn	4,100.91	2,753.02	1,347.89	49.0%
750PA · Asst. Stew. - P. Alexander	8,890.62	8,594.18	296.44	3.5%
760RG · Asst. Stew. - R. Gerke	0.00	659.82	-659.82	-100.0%
770JP · Asst Stew - J. Patteson	6,157.48	6,246.75	-89.27	-1.4%
780PP · Asst Stew - P. Pitts	8,352.38	0.00	8,352.38	100.0%
820JS · Area Stew. - J. Sisley	0.00	1,542.96	-1,542.96	-100.0%
870DS · Area Stew - Dan Schrup	0.00	1,242.17	-1,242.17	-100.0%
871PP · Area Steward - Patrick Pitts	0.00	723.51	-723.51	-100.0%
880LS · Local Steward	245.33	530.87	-285.54	-53.8%
<b>Total Expense</b>	<u>132,158.19</u>	<u>135,968.56</u>	<u>-3,810.37</u>	<u>-2.8%</u>
<b>Net Ordinary Income</b>	40,950.02	20,338.37	20,611.65	101.3%
<b>Other Income/Expense</b>				
<b>Other Income</b>				
450000 · Interest Income	167.55	548.68	-381.13	-69.5%
<b>Total Other Income</b>	<u>167.55</u>	<u>548.68</u>	<u>-381.13</u>	<u>-69.5%</u>
<b>Net Other Income</b>	<u>167.55</u>	<u>548.68</u>	<u>-381.13</u>	<u>-69.5%</u>
<b>Net Income</b>	<u><u>41,117.57</u></u>	<u><u>20,887.05</u></u>	<u><u>20,230.52</u></u>	<u><u>96.9%</u></u>

**Washington Rural Letter Carriers Association**  
**Statement of Financial Position**  
 As of November 30, 2003

	Nov 30, '03
<b>ASSETS</b>	
<b>Current Assets</b>	
<b>Checking/Savings</b>	
101000 · Chkg - WA Trust Bank	2,721.31
102000 · Svgs - APCU	43,946.44
103000 · Chkg - Atlanta Postal Credit Un	1,115.15
<b>Total Checking/Savings</b>	47,782.90
<b>Total Current Assets</b>	47,782.90
<b>Fixed Assets</b>	
150000 · Fixed Assets	
151000 · Office Equipment	18,451.19
159000 · Less Accum. Depr.	-14,273.00
<b>Total 150000 · Fixed Assets</b>	4,178.19
<b>Total Fixed Assets</b>	4,178.19
<b>TOTAL ASSETS</b>	<b>51,961.09</b>
<b>LIABILITIES &amp; EQUITY</b>	
<b>Liabilities</b>	
<b>Current Liabilities</b>	
<b>Other Current Liabilities</b>	
210000 · Payroll Tax Liabilities	
210100 · 941 Employee Withholding Taxes	2,414.13
<b>Total 210000 · Payroll Tax Liabilities</b>	2,414.13
250000 · Retirement Plan Payable	
251000 · 401K Employer's Portion	450.25
252000 · 401K Employee's Portion	1,350.74
<b>Total 250000 · Retirement Plan Payable</b>	1,800.99
<b>Total Other Current Liabilities</b>	4,215.12
<b>Total Current Liabilities</b>	4,215.12
<b>Total Liabilities</b>	4,215.12
<b>Equity</b>	
390000 · Unrestricted Net Assets	6,628.40
Net Income	41,117.57
<b>Total Equity</b>	47,745.97
<b>TOTAL LIABILITIES &amp; EQUITY</b>	<b>51,961.09</b>

**DECEMBER 29-30, 2003 MINUTES FROM WRLCA BOARD MEETING**

**Sheraton, Tacoma, Washington**

**MEMBERS IN ATTENDANCE:** Patricia Alexander, President; Monte Hartshorn, Vice President; Becky Wendlandt, Secretary/Treasurer; Susie Hill, Editor; Becky Pike, District One; Ann Lamm, District Two; Cheri Freeman, District Three; Dave Reppe, District Four; and Charles Alexander, State Steward. Absent: Lynn Walker, Retired Carrier.

**AGENDA:**

- Positive Go Around & Review Agenda**
- Ground Rules**
- Minutes**
- Board Policy**
- Secretary's Update & Budget Review**
- Correspondence**
- State Conventions: 2003, 2004, 2005, 2006, and 2007**
- Western States Conference**
- Steward Program Update**
- Future Meeting Dates and Details**
- WRC**
- DJSC Updates**
- Next Board Meeting Date**
- Evaluation**

After a positive go around and reviewing the agenda, the meeting started at 11:30 AM.

**GROUND RULES:**

The ground rules were waived by consensus.

**MINUTES:**

**The minutes from the July 13-14-15, 2003 board meetings were corrected concerning the district and enhancement meetings for 2004.**

**BOARD POLICY:**

The board reviewed the board policy and made the following changes:

Under ADOP (Association Day of Pay):

Add new number 7: "Any ADOP taken on Sunday or Holidays must have prior approval from the State Steward if they are in the steward program or State President if they are on the board."

Under Lost Sick Leave and Annual Leave:

Change to read: #2. "Lost sick leave and annual days will be paid at the time they are lost. Each employee is responsible to track his/her lost sick leave and annual and submit a voucher for reimbursement. Only LWOP days used at the Post Office are eligible to be used for lost sick leave

and annual. Unscheduled days, relief days, annual days, sick leave days, F or P days, and holidays at the Post Office are not added to the lost sick leave and annual days tracked total. A copy of the USPS pay stub before and after the lost needs to be submitted with the lost sick leave and annual voucher. Voucher can reflect full days and ° or ½ of a full day loss.”

Under Reimbursement of Lodging and Meals Allowance:

Change to read: #1. “Actual reasonable cost of lodging and a meal allowance of \$30.00 will be reimbursed for each overnight stay that is required for association business.”

Under Reimbursement of Expenses:

Add new number 10: “WRLCA will pay \$50 a month, excluding July, to the Assistant State Stewards, Senior Assistant State Steward, State Steward, and Secretary Treasurer for personal office and equipment usage. The Editor shall receive \$50 per WRC issue for personal office and equipment usage.”

Under WRLCA Equipment:

Add new number 3: “Any WRLCA computer and/or hard drive that are sold or destroyed shall have all union data irretrievably erased.”

Add new number 4: “Any union data on personal computers must be irretrievably erased after file data transfer when an officer/steward vacates their position.”

Under Carrier of the Year: Change to Read “Member of the Year”.

#### SECRETARY'S UPDATE AND BUDGET REVIEW:

**Becky reported on membership. The mail count meeting notice was sent to regular carriers non members inviting them to bring a completed 1187 to the mail count training and receive a \$50 check membership promotional allowance. Becky has also sent a dues withholding form ready to be signed for each non member to the District Representatives to follow up with, as well as sent out one to each non member. The 707 Non Membership Totals at this time are:**

**Regulars – 215**

**RCA on Vacant Routes – 10**

**PTF's – 4**

**RCA's – 445**

**RCA Assigned to Aux Routes – 33**

**Becky gave each board member National's booklet on transferring crafts. The board reviewed it.**

**The board reviewed how to figure lost LWOP. Discussion on the vouchers forms.**

**Discussion on the office rent, ADOP usage, and meals per diem, and the board policy was updated reflecting consensus of the board. Discussion on the cost of the Fall Booster and consensus that the donation bucket for coffee/cookies was not successful, however the 50/50 jar was very successful. The board reviewed cell phone usage and billing, as well as land line phone bills. The equipment list was reviewed and discussion on future equipment needs, as well as the need to use a “window washer” program to erase union files on union computers that are sold or destroyed. The board reached consensus to sell Charles State Steward Dell Computer for best offer over \$200, with preference for local stewards first. Next was discussion on former Assistant State Stewards and/or area stewards union equipment and**

consensus that any WRLCA equipment/files of former area and/or assistant state stewards needs to be turned over to the WRLCA or may be purchased if board decides to offer it for sale.

Becky reported that National sent a total of \$640.75 (their cost basis) of left over items from the 2003 National Convention on consignment. The board reached consensus to sell these items at future meetings at the price National suggested and once the \$640.75 is reached, send a check to National. Becky Pike, Susie, Dave, and Ann took some items back with them for upcoming meetings.

Next was discussion on the changes of payment of state convention delegates and the need to have the counties check to make sure their county Constitution and Bylaws is not in conflict with the State. State Convention delegate pay was capped at \$20,000.00 for 2004 year.

The board then reviewed the budget and financial statements. Local Steward Elections will start in July and after elections the board will need to set up trainings. Since this will not be until the next budget year, the 2004-2005 board will decide the arrangements.

*Consensus reached on the following:*

1. *No paid enhancement training at State Convention. There will be a Labor Relations training available to all members but no local stewards will be paid to attend.*
2. *No paid enhancement training at District Meetings. The District Representatives will decide who will speak at their district meetings, open to all members.*
3. *Suggest that a paid steward training be held in conjunction with the 2004 Fall Booster, to be decided by the 2004-2005 State Board.*

**The budget was reviewed and updated to reflect the following:**

**Drop steward training expenses budget to \$4,500.00**

**Add 25 days to Judi Peck ADOP, for a total of 140.**

**Add 25 days to Shawn Johnson ADOP, for a total of 115.**

**Add 4 days to Monte Hartshorn ADOP, for a total of 24**

**Add 10 days to Joyce Patteson ADOP, for a total of 85.**

**Add 25 days to Patrick Pitts ADOP, for a total of 75.**

## **CORRESPONDENCE:**

Patricia reported on the following correspondence she received and/or initiated:

National Delinquent LM Report – Thankfully Washington State has no counties on it.

LaConnor Hotel would like us to come back for another State Convention.

Brian Beard thanked National for the \$1,000 PAC donation.

Letter from Shelia Marquiss thanking the WRLCA for the 2004 Pocket Calendar sent as a thank you to all local stewards and county officers.

Letter about rules concerning PAC and we are not in violation.

APWU representative will come to our 2004 State Convention.

NALC representative was invited to 2004 State Convention.

VP Black was invited to 2004 State Convention and might be coming. Patricia will follow up.

Letter to National asking Donnie Pitts to be our National representative at State Convention.

Eastern States Conference will be March 12-14.

Letter from facilitator concerning appointment.

Letter from Ken Parmelee with overview from the NRLCA State Presidents' Committee meeting held in October 2003. The committee members are Nathan Gilotti, CT; Sabra Moore, IL; Cindy Chatneuff, VA; Jan Bartow, NY; and Heidi Taylor, CA.

#### STATE CONVENTIONS:

**2003:** The board reviewed the financial statement that Cheri provided from Bill Allen on the financial closure of the 2003 State Convention. Compliments to Noretta and helpers for an excellent convention that was able to return \$1,567.67 back to the WRLCA. The following is the financial statement received:

Receipts total \$6,473.23: Expenses total \$4,905.56: Balance returned to WRLCA \$1,567.67

**2004:** **Becky Pike** said **Best Western Lakeway Inn** guest room rates are **\$89 single and double**. For pool suite it is **\$139** and poolside double is **\$119**. Phone number is **(360) 671-1011**. Once we reach **50 rooms** we get some meeting rooms complimentary, until then it is sliding scale depending on rooms used. They also have a complimentary breakfast. Room block will be held until **May 24**. **Becky** reported on committees and has asked for volunteers at the county meetings.

#### Consensus items for 2004 State Convention and Labor Relations Seminar:

- 1) *Have a separate mailing (postcard) to invite members to the labor relation's seminar on Sunday. (This increased attendance at 2003 convention)*
- 2) *Get group picture of County Presidents, Secretary/Treasurers, First Timers, Retirees, Juniors, Carrier of the Year, Auxiliary Board and Association Board for Convention Issue of the WRC.*
- 3) *Use 2 stop watches for resolutions and constitution and bylaws. One for each speaker's time and one for total debate time.*
- 4) *President should instruct delegates that they must state their name and county before speaking.*
- 5) *Add in standing rules how many times a delegate can speak to the same issue.*
- 6) *Auxiliary and Pac drawings can be done earlier and posted in the country store.*
- 7) *For the question and answer sessions, delegates must put their question and their name on a 3 X 5 card (cards handed out earlier) and at the microphone they should state their name, county, and then ask their question. The card should then be given to the steno so that the question is clear in the minutes.*
- 8) *The use of the 2 Sergeant of Arms (the 2 district rep's not running for election) was real helpful. Suggest a written duties for the Sergeant of Arms that would include keeping sidebars down, making sure attendees outside of meeting room are aware when convention is back in session, handling any announcements and notes for the President/Secretary, etc.*
- 9) *Have a short 2 minute presentation on Tuesday for those nominated for office then a regular presentation on Wednesday for those running for office.*
- 10) *Need more room in classroom setting to get up and get to microphones and to move around.*
- 11) *LCD Projector was well liked but needs to be in bigger font to be seen better.*
- 12) *PAC Auctions and yard sale well received.*
- 13) *Monte to hold silent auction for WRLCA equipment to be sold.*
- 14) *Juniors will have their own function and not be at the WRLCA banquet.*

**2005:** Dave reported that the contract has been signed for the 2005 State Convention in Richland. The dates are June 27, 28, 29, 2005. We will be at the Shilo Suites. Prices are \$89 for 1 King or 2 Queen beds, or \$79 for 1 Queen only. The block will be held till 5/24/05. Cost for board meeting

room on Saturday is \$50. All other meeting room fees (except microphones) are waived as long as food and beverage are at least \$4,200 from Sunday through Wednesday. Charges for 2 wireless microphones each day are currently at \$45.00

**2006:** Ann has a signed contract for 2006 in Vancouver with Red Lion Inn at the Quay. Room rates are \$55 single, \$65 double, \$75 triple, and \$85 quad (or prevailing government rates) with upgrades available for river view costing \$15. Dates are June 26-27-28, 2006. Meeting room charges based on number of sleeping rooms used and food and beverage purchased.

**2007:** Consensus to hold getting a contract for the 2007 State Convention until after the 2004 State Convention to have current total of attendees.

### **WESTERN STATES CONFERENCE APRIL 2005:**

It is Washington's turn to host Western States Conference for April 28, 29, 30<sup>th</sup>, 2005. Thursday the 28<sup>th</sup> is an evening social with meetings on Friday and Saturday. The banquet is Friday evening. Patricia signed a contract with Sheraton Tacoma Hotel in Tacoma for the conference. Room rates are:

Traditional: \$99 single, \$109 double, \$10 per additional person

Mini-Suite: \$179 single, \$189 double, \$10 per additional person

King Suite: \$225 single, \$225 double, \$10 per additional person

We will get one complimentary guestroom for every 50 occupied, one upgrade for a mini-suite at the Traditional price, and one king suite for two nights. The board decided to raffle the king suite for two nights as a fund raiser (\$1.00 each 6/\$5). The block will be held until April 7, 2005. The rates and complimentary items are based on a \$1,800 minimum of food and beverage and usage of at least 80% of room block of 50 rooms for Thursday and Friday each for this event. Also there is a \$200 set up fees for both Friday and Saturday's general session. Discussion on Chair for Western States Conference since Ann was not able to do it. This will be discussed at next board meeting. Susie reported that currently there is \$796 in checking and more coming in from sales.

### **STEWARD PROGRAM UPDATE:**

Charles updated the board on the latest steward activities and arbitrations. All the assistants are dealing with removal cases. Discussion concerning Judi Peck possibly retiring in June 2004 and Charles gave a proposal about it. Charles then read a letter about PM requirements in returning the opt out form to carriers, followed by discussion on mail count. Portland has 41% counting, Seattle has 60%, and Spokane has 85%. Charles will be working with the districts' on getting with the CSA on redlining before it is sent back to the carrier. Charles suggested that during the pre-count conference the carriers ask the manager to demonstrate how they want DPS trays riffled, as well as how edit books should be updated, while timing them. Discussion on average pay for rural carriers is \$18.50 per hour, city carriers is \$22.00 per hour as they are level 6 and rural carriers are level 5.

**FUTURE MEETING DATES AND DETAILS:****Area Officers' Meeting:**

The elected boards and State Steward of Washington, Idaho, Montana, Oregon, and Wyoming will be meeting at Oxford Suites, Spokane, Saturday, March 27, 2004 from 8 AM to 5 PM and Sunday, March 28, 2004 from 8 AM to noon, with National Secretary/Treasurer Clifford Dailing. The meeting is to discuss what items we want to negotiate for and against for the upcoming contract. The board decided to E mail each other with our top 6 items, as well as the feedback we get from the mail count schools and district meetings.

**State and Assistant State Steward Training:**

- State Steward and 1 Assistant State Steward will attend the National Steward Training in March, 2004. The board reached consensus that Patrick Pitts would go with Charles Alexander.

**New Local Steward Training, Steward Enhancement Training, and Labor Relations Training:**

The board reached consensus to reimburse the local stewards \$150 for new local steward training. All members are invited to attend local steward and enhancement training but will not receive reimbursement unless they are a certified local steward.

- **New Local Steward Training:** There will be new local steward training as needed on an ongoing basis.
- **Enhancement Training:** There will be NO enhancement training until next WRLCA year 04/05 since local steward elections start in July, 2004.
- **State Convention Labor Relations Training:** June 20, 2004, from 10 AM to 4 PM. Everyone is invited but no local steward will be paid to attend.

**Mail Count Training:**

Only members can attend the mail count training. Applications for membership will be available at the door. The board decided to have one trainer for each mail count school except Everett. Joyce will cover Spokane and Pasco, Charles will cover Wenatchee, Patrick will cover Gig Harbor, Monte will cover Longview, and Shawn or Patricia and Judi will cover Everett.

**District Meetings for 2004:** The board decided to have 4 separate district meetings. They are:

**District 1 Meeting:** March 14, 2004 from 1 PM to 4 PM. Charles to be guest steward speaker.

**District 2 Meeting:** March 14, 2004 from 1 PM to 4 PM. Monte to be guest steward speaker.

**District 3 Meeting:** March 14, 2004 from 2 PM to 5 PM. Joyce to be guest steward speaker.

**District 4 Meeting:** March 21, 2004 from 1 PM to 4 PM. Joyce to be guest steward speaker.

**Consensus: All board members/stewards not paid to attend their own district meeting. Joyce will be paid to be the guest speaker at the District 3 meeting.**

**Board Meetings:** The following dates are the board meetings for 03-04 year.

- March 28, 2004 after Area Officers Meeting in Spokane at Oxford Suites. Sunday, March 28, 2004 from 1 PM to 6 PM and Monday, March 29, 2004 from 8 AM to 2 PM. Board to come in Friday, March 26, and have dinner with Clifford at Becky's house.
- June 19, 2004 at State Convention in Bellingham. Saturday, June 19, 2004 from 9 AM to 5 PM.

#### **WASHINGTON RURAL CARRIER:**

The Board set the following date for the Washington Rural Carrier as per Constitution and Bylaws:

Winter Issue: Paper to printer by January 10, 2004

Spring Issue: Paper to printer by April 1, 2004, articles to Susie by March 15.

The board discussed the cost for Becky W to send out meeting notices and that if the paper came out more often, the paper could be the meeting notice.

#### **DJSC UPDATES:**

Seattle: Ann rotates off in March, 2004 and Shawn in April, 2004. The board decided to have Becky Pike and Patrick Pitts replace Ann and Shawn on the DJSC when they rotate off.

Spokane: Becky and Dave gave the Spokane DJSC Update. Next meeting is January 7-8, 2004 in Spokane.

Portland: Monte updated the board on the Portland DJSC. They will host a joint count school training for mail count.

#### **NEXT BOARD MEETING:**

- March 28, 2004 after Area Officers Meeting in Spokane at Oxford Suites. Sunday, March 28, 2004 from 1 PM to 6 PM and Monday, March 29, 2004 from 8 AM to 2 PM. Board to come in Friday, March 26, and have dinner with Clifford at Becky's house.

**Respectfully Submitted:**

**Rebecca Wendlandt, WRLCA Secretary / Treasurer**

## State Steward's Report

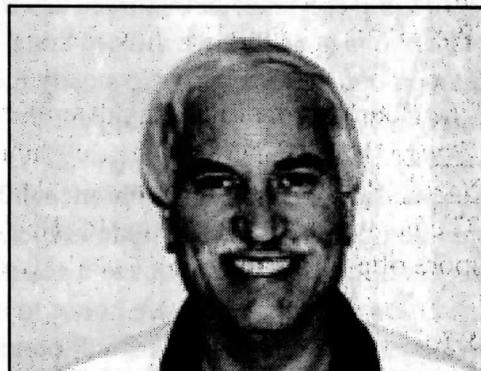
Charles Alexander

### UTILIZING ALL AVAILABLE RESOURCES

Have you ever had a perfect day, where you awake rested, get in the car without leaving your lunch, your cell phone, or your I.D. badge in the house, and arrive at work at precisely the correct time, not too early, not too late, a perfect Goldilocks? All this is hard enough to achieve, and you haven't even started work yet.

Everyday there are thousands of ways to make mistakes, to take unauthorized shortcuts, to lose your concentration, to break the ever-increasing list of rules, to forget to do something, and to make unwarranted assumptions.

It is not as though rural carriers are on the clock and can take all the time they want to assure a near-perfect completion of all their assigned tasks and duties. No matter who you are or how well you do your job, there will always be room for improvement. That's what makes our job such a challenge and frees us from the burden of repetitious simplicity that turns others in lesser occupations into clock watchers and work dreaders.



Unfortunately, the challenges of our job are also the risks of injury, discipline, or worse. We all are going to need help from time to time. The question is not whether you will need help, but rather, when you will need it.

#### **Being the best you can be is a three-step process.**

- **The first and most important step is to educate yourself so you are aware of all the rules and regulations pertaining to your job, as well as all the things you can do to prevent calamities from happening and ensure the successful completion of your duties. Boy Scouts have encompassed this step in their motto, "Be prepared."**
- **The second step is knowing what to do and doing it when something inevitably goes wrong.**
- **The third step is knowing where to turn for help when the second step isn't enough to get you back on track.**

Let's look at all three steps, one by one, so that maybe one day, before you retire, you will be able to lie in bed just before you fall asleep and say to yourself, "I had a perfect day."

**You are your own greatest resource.** You have the ability to learn your job by reading the PO 603, the National Agreement, the National magazine, the Washington Rural Carrier state paper, attending

meetings, receiving answers to your questions through letters, telephone calls, and E-mail, and yes, even paying attention to Safety Talks and Stand Ups at work. If you are a WRLCA member, you may also be on my E-mail list, by emailing me at charleska@nas.com. The reason a rural carrier must be an Association member to be on my E-mail list is that dues pay for the time I spend researching information and sending it out via E-mail. In short, there are a myriad of ways to learn about your job and to stay informed of changes and new procedures that affect your work rules and benefits.

But even the rural carrier who learns everything there is to know about the job and stays informed about new developments still has to make the choice to avoid shortcuts and risky violations of known rules and regulations. There are days when stress takes our minds off our work, and times when we have an appointment to attend after work. Worries about health or money can distract us as we deliver the mail. Sometimes driving becomes automatic, and we can become startled by seeing a car drive past us that we did not know was nearby. Children play near mailboxes, and old folks often lean on our route vehicles to steady themselves when they are retrieving their mail. There are so many ways for disaster to happen.

**If you should get in an accident** while out on the route, whether the accident is just a bumped mailbox or a bent license plate holder, you should follow the rules and immediately contact your supervisor. If you do not have a cell phone, or if your cell phone coverage is not working in that area, you should seek a safe house to ask to use the telephone. Do not move your route vehicle, as management will want to take photographs and measurements at the accident. For doing all the right things and calling in about your accident, you will likely receive discipline if it is in any way possible to deduce that you are responsible for causing the accident. If you don't call in and management discovers that you failed to report an accident, discipline is all but assured.

What if the accident is just a little one and there is no one around to see? Should you try to get away with not notifying management? As much as we might feel this is the best solution, especially if we have had other accidents, even "industrial" ones like tendonitis, please don't take a chance. Follow the rules. Report all accidents, even though you know discipline is likely if management can make a case for the accident being your fault. Stewards can help get discipline reduced or removed from the record, but if you have not reported an accident, management will call this failure to follow instructions, and add this charge to whatever allegation they level at you for not preventing the accident.

If you are removed and file a grievance on the removal, the Association will try our best to get your job back, but there are no guarantees. If the grievance has to go to arbitration, it is likely that you will be off work for a year or even longer, and sometimes the Postal Service testifies at your Unemployment Hearing, trying to say that you purposely disobeyed the rules and should not be awarded unemployment. Rural carriers have lost their homes and their families when they were removed.

If Postal Inspectors ever contact you about your job performance, remember they are not your friends. The Postal Inspectors are not required to let you know that you may have a steward present when they are questioning you. You have to ask for a steward. Even for Investigative Interviews, management is not required to notify you that you can have a steward present.

**If questioned by a U. S. Postal Inspector about your conduct, even if you believe you are not guilty of any wrong doing, it is suggested that you do the following:**

1. Remain calm.
2. Correctly identify yourself, if requested to do so.
3. Do not physically resist an arrest or search of your person or property.
4. Read aloud to the Postal Inspectors: "I request the presence of my Union representative. If I am a suspect in a criminal matter, please so advise me. If so, I wish to contact my attorney. If I am under arrest, I request you to advise me and to inform me of the reason or reasons. I will not resist arrest. I do not consent to a search of my person or property. However, I will not physically resist or obstruct such a search. If you have a search warrant, I request to see it at this time. I will cooperate with you fully, but I do not waive any of my rights, including the right to remain silent. I will not sign a waiver-of-rights form, nor admit nor deny any allegations, nor make any written or oral statement unless my attorney and/or Union representative are personally present and so advise me."
5. Remain silent until you have consulted with your Union representative or attorney, as appropriate.

This is not complete advice. Always consult with a lawyer.

Stewards often see the results of rural carriers meeting with Postal Inspectors without an attorney or Union representative. Just like on television police shows, there are usually two Postal Inspectors, one who is "your friend," and the other who is the tough one. There is never a reason to waive your rights, even if you are promised that you can go home right after you make a statement. Do not make a statement without your attorney or a Union representative there with you.

**DISCUSSIONS:** Management has the right to talk with rural carriers about their performance. However, if management asks you to step into the office, do so, and then ask, "Could this lead to discipline?" If the answer is "Yes," then ask to have a Union steward present. If the manager says that he/she just wants to talk with you, then you do not have the right to Union representation, although some postmasters will allow Union representation at discussions.

**INVESTIGATIVE INTERVIEWS:** If a manager wants to have an Investigative Interview with you, then be sure to have a Union steward present. An Investigative Interview is your chance to tell your side of the story. Try not to be angry, even though you may be completely innocent. Listen to the questions from the manager and answer as completely and thoroughly as possible, although you do not have to incriminate yourself. Again, just like on television, answer the question and don't keep talking after the question is answered. At the end of the list of questions, your manager will ask if you wish to add anything, and this is your chance to explain how the accident, for example, happened and could not have been avoided.

**DISCIPLINE:** Even after you have put your best foot forward and answered questions truthfully and to the best of your ability, sometimes managers will issue a Letter of Warning, a 7-day paper suspension, a 14-day paper suspension, or Heaven forbid, a removal. You have 14 days to file a Step 1 Joint Grievance Form, and you should not wait until day 13 or 14 to do this, as your immediate supervisor may not be available, and you need to meet with your immediate supervisor to try to settle this grievance at the lowest possible level. If your supervisor will not settle your grievance to your satisfaction, then you should give the original of the Step 1 to your Local Steward or Assistant State Steward who will handle your grievance for you from now on.

## WHOM SHOULD I CONTACT?

**There are six Assistant State Stewards in Washington**, and each Assistant oversees a different part of the State, although any Assistant is able to go into any office without a Local Steward.

**Monte Hartshorn, 360-274-4676 postalbear@toledo.com**, handles offices in the Portland District in Washington State. If you work in a post office which has "986" as the first three digits of its Zip code, Monte is your representative. Monte also helps out in the southwestern portion of the Seattle District, roughly Toledo north to Olympia and most of the offices in between.

**Joyce Patteson, 509-698-6308 jodopat@elltel.net**, handles all offices with a 509 area code, which includes the Seattle District offices east of the Cascades, and all of the Spokane District offices in Washington State.

**Patrick Pitts, 360-769-8461 McCormickMailman@aol.com**, handles offices on the Kitsap and Olympic peninsulas, roughly from Shelton, Lakebay, and Gig Harbor north.

**Patricia Alexander, 360-733-9201 patriciaka@nas.com**, handles the Seattle District on the West side of the Cascade Mountains and north of Marysville, including the San Juan Islands.

**Judith Peck, 425-337-4998 Judith.Peck@Verizon.net**, handles offices in the southern half of Snohomish County and northern third of King County, roughly Marysville south to Woodinville.

**Shawn Johnson, 360-825-6599 shawnhj@gte.net**, handles offices in southern King County and most of Pierce County.

Shawn's and Judi's territories overlap somewhat, so don't be surprised to learn that Shawn represents carriers in Duvall and Carnation, while Judi represents carriers in Woodinville.

**IF YOU ARE HURT ON THE JOB:** Stewards are not trained to help with OWCP (Office of Workmen's Compensation) questions, and if you are hurt on the job, you should contact Megan Lew, the Union's Workers' Comp and Retirement Specialist. Before Megan can advise you, you will need to complete a Form 30 Release Form. You may receive the Form 30 from any steward or by calling Megan at the National Office, telephone 703-684-5545. Megan also helps with retirement questions.

**PERSONAL PROBLEMS:** Suppose you are having family problems, or money problems, or emotional problems because of a poor workplace environment. There is help for you through **1-800-EAP 4 YOU**. The Employee Assistance Program is administered by a private company contracted out by the Postal Service, and any contact is supposed to be private. Many rural carriers in desperate need or dire straits have contacted EAP for help with good results. You are not alone. There is help for you.

I hope that all of you have many perfect days, but just in case you have a bad day, perhaps the people listed above can help get things back on track for you.

## **FULL DAY OF RELIEF**

Lately there has been a lot of emphasis by management on "managing the mail." While it is admirable that your manager wants to even out the work load, often times some carriers and/or RCAs end up doing more work than they should when they follow whoever worked the route the day before. The article copied below is from the NRLCA Library CD. Note: If you are not a Steward and would like your own copy of the NRLCA Library CD, they are available from the National Office for \$10. The Full Day of Relief article was last updated in 1998, but the information is still true for many current-day issues regarding left mail.

The evaluated system for rural carriers provides for compensation to rural carriers based on the weekly workload of the route as determined by a mail count. For example, a 45K route ranges from 53:24 standard hours to 54:35 standard hours of work for a six-day week. The regular carrier will work 5 days and be paid for 45 hours. The sixth day will be a relief day, which will be worked by a leave replacement, thereby providing the regular carrier with relief in the form of a K-day. The evaluation of the route (45 K) equals 9 hours of work per day.

Under the evaluated system, the regular carrier is paid for performing 9 hours of work daily. If the regular carrier performs the day's work in 8 hours, he/she still receives pay for the full 9 hours even though he/she leaves work early. This is the incentive for the rural carrier provided by the evaluated system.

The evaluated system sometimes cuts both ways. Article 8.2 of the National Agreement states the "carrier's work day may vary above or below the daily evaluation of the route as mail volume fluctuates and road and weather conditions change."

Whether the workday varies above the daily evaluation or below it, under normal conditions the carrier performs the work for the day and receives pay for the daily evaluation of the route. This includes casing all available mail in the afternoon in offices which are covered under Expedited Preferential Mail procedures unless otherwise directed by the Postmaster or Supervisor (PO 603 part 461). The idea is that during the year (guarantee period), the carrier will, on average, work the evaluated hours of the route on a weekly basis.

## **COMPENSATION FOR LEAVE REPLACEMENTS**

Article 9.2.E.I of the National Agreement states that "Compensation for substitute rural carriers, except for those covered under subsection F, shall be based on the evaluation or mileage of the route, whichever is appropriate, when they are not required to actually work in excess of forty hours in a work week...."

Article 9.2.H.I of the National Agreement states that "Compensation for rural carrier associates and rural carrier relief employees shall be based on the evaluation of the regular or auxiliary route served when they do not work in excess of forty hours per week." These two articles provide the basis for leave replacements to be compensated for the full daily evaluation of the route regardless of the amount of time required to work the route.

The incentive for leave replacements to receive the full pay for the daily evaluation of the route cuts both ways. Just as for the regular carrier, Article 8.2 also applies to the leave replacement. Leave replacements are compensated for the full day's evaluation even if they work a portion of the hours. Sometimes leave replacements, as well as regulars, forget about the incentive when they are required to work over the evaluation of the route due to high mail volume or other conditions.

Problems arise when "the carrier's work day varies above the daily evaluation..." If the mail volume fluctuates above the average, leave replacements in some instances may not perform the same work that the regular carrier would have performed if the regular carrier had been working. Managers will sometimes allow curtailing of mail for a variety of reasons or may instruct leave replacements to leave the office after working the evaluated time for the route. These actions cause work to be left unperformed, even though the leave replacement is receiving pay for performing the work. This causes additional work for the regular carrier on his/her next scheduled day. The regular carrier should not be required to perform work that should have been performed by the leave replacement.

This situation, although not specifically referred to in the contract in black and white, gave rise to enough concern from enough regular carriers that it became an issue.

## **GRIEVANCES AND DECISIONS**

Leave replacements being allowed to leave mail on the relief day that the regular carrier had to case and deliver on his/her next scheduled day caused enough problems that grievances were filed. The regular carriers felt that they were not being given a full day of relief when they had to perform work that was left over from their relief day. The reasoning was that had the regular carriers worked on this day themselves, they would have completed the work. The feeling was that the leave replacements were receiving pay for the daily evaluation of the route and yet not performing all of the work. This resulted in the regular carriers performing the remainder of the work on their next scheduled workday along with their own day's work without additional compensation. In other words, the regular carriers were doing work that someone else had been paid to do and were not being compensated for it.

Eventually, one of these many grievances made its way to Step 4 of the Grievance/ Arbitration Procedure. On April 15, 1988, a grievance filed by A. Szyperski of Sanford, MI, was discussed and the following decision was rendered.

Re: A. Szyperski  
Sanford, MI 48657  
H4R-4M-C 39280

*"...During our discussion, we mutually agreed the replacement for the relief day is compensated for full-day evaluation for the relief day. Accordingly, the substitute should perform the normal duties on the relief day the same as the regular carrier on any other day. This includes casing all mail..."*

## **STEP 4 DECISION IS A TOOL TO USE**

This Step 4 decision has become a tool to use in a variety of ways in many "Full Day of Relief" grievances. Eventually the "Full Day of Relief" issue expanded to include not only relief days, but also any time that the regular carrier was on leave.

Some Step 3 decisions went a step further to prescribe remedies for carriers who were left work from their "day off." Some of these include pay for the additional work, an additional day off, and auxiliary assistance. Auxiliary assistance provided by the leave replacement to complete the work that was left from the "day off" is probably the most common remedy.

Although most of the above is addressing the situation of a leave replacement's not completing the full day's work and leaving this work for the regular carrier, the reverse is equally true. Regular carriers should not fail to complete the day's work and expect the relief to take care of it the next day.

## **A WORD OF CAUTION**

Carriers and Stewards should be cautious when initiating a "full day's relief" grievance. The Step 4 decision states "... the substitute should perform the normal duties of the regular carrier on any other day." There may be instances due to exceptionally heavy mail volume, adverse weather conditions, etc., where some mail may be curtailed for operational or service reasons.

Time records may show that leave replacement worked longer hours than the respective route's evaluation due to these mitigating factors. This would show that the leave replacement has fulfilled the requirement of "normal duties." This would indicate that the leave replacement has rendered a fair day's work for a fair day's pay as per Article 34.1 of the National Agreement.

A rule of thumb may be, "If the regular carrier had been working under the same conditions, would he/she have stayed until completion, or would he/she have been allowed to leave some of the work for the next day?"

When there is any question of a carrier receiving a "full day of relief," the issue can best be resolved by using the Grievance/Arbitration process.

- Did the regular carrier work on the day following the leave replacement's failure to perform the work?
- Did other regular carriers work on the day when the mail was curtailed by the leave replacement(s)?
- If other regular carriers worked on the day in question, did they all perform the work as part of their normal day's activity, or did they also have to curtail mail?
- Did the 4240's show that the leave replacement(s) who failed to perform all the work put in more than or less than the daily evaluated hours for the route?
- What mitigating factors prompted the leave replacement's failure to perform all of the work for the route?

- Did the regular carrier case all mail on the day preceding his/her day off?
- Was the RCA instructed by management not to case the afternoon mail?
- Was the RCA required to work other routes on the day in question?
- How long did it take the carrier to case the mail left from the relief day?
- How much mail was left? (DUVRS as well as piece count)
- Did the grievant ask management for auxiliary assistance and what was the reply?

To answer these questions the local steward must investigate the specifics by requesting the following information:

- PS Form 4240 for the route and dates in question
- PS Form 4241-A for the route
- PS Form 50 for the grievant
- Copy of the DUVRS report for the dates in question
- 4240's for other routes, if necessary

Respectfully submitted,

Charles Alexander  
WA-RLCA State Steward

## Congratulations Retired Carriers!

Pamela Andrews-Zebley  
Melvin Barnett  
William Bowron  
Judith Dilley  
Marge Due  
Ely R.F. Golden  
Maureen Kamienski

Robert Ozmer  
Melissa Perry  
Edward Presnell  
Debra Riccetti  
Margo Souza  
Jean Thomas  
Hazel Westmoreland

## **YOU MAY NOT HAVE TO COUNT IF MANAGEMENT DIDN'T FOLLOW INSTRUCTIONS**

If you chose to opt out of the 2004 National Mail Count and management failed to return the Option Out Election Form before the close of business on December 26, 2003, then your wish not to be counted will have to be honored. If you were not at work when management returned the Option Out Election Form and you did not return to work until after the close of business on December 26, then management was **REQUIRED** to round date the Form and place it near your Trip Sheet or give you the Form as soon as practical after you return or returned. Since the instructions that the Seattle District sent to the field did not highlight the USPS Headquarter's requirement regarding the required round dating, it is unlikely that anyone absent from work the week of Christmas had their Form round dated.

If either of the two above-described scenarios applies to you, and you returned your Form to management before the December 5, 2003, deadline, and you signed the Form so as to request to opt out of the 2004 National Mail Count, then your wish will be granted if you file a timely grievance. The incident date for the 14 days you have to file a grievance will either be December 26 (in the case where the Form was not returned in time) or whenever you return or returned to work to discover that your Form had not been round dated. Seattle District carriers who missed the above deadlines might still be okay because of an email I received today from Bob Nelson, Manager, Operations Programs Support. Bob's short and to the point message was the following:

"Charles:

I am following up on your feedback. We will not include rural carriers in the count that did not receive their option forms back per HQ instructions.

Bob"

Based on Bob's email to me, even if a grievance was not filed within 14 days of December 27, or within 14 days of when you learned on your return from leave after December 26 that your Option Out Form had not been round dated, you still have the right to expect that Bob Nelson's email to me covered you. No grievance should be necessary unless Bob changes his mind, and if he does, you would have the date you learned, or could be reasonably expected to have known, that he changed his mind as the new incident date. You would then have 14 days from the new incident date to file a timely grievance on management's failure to comply with the requirements set forth for management in the October 06, 2003, letter from Michael F. Spates concerning the return to carriers of the Option Out Form.

The critical language in the October 06, 2003, memo from Michael F. Spates (USPS Headquarters) is as follows:

"Mail count option out election procedures must be explained to every regular rural carrier. During

the period from November 15 through December 5, 2003, any regular rural carrier wishing to exercise their option out election must request a copy of the attached form from their manager. Each regular carrier may request the form at any time during the option out election period, but must complete the form and present it to the manager no later than close of business December 5, 2003. Once the form is submitted by the regular carrier, management will review each request for option out and annotate their agreement or disagreement with the carrier's election. Upon completion of the form by management, the original should be placed in the route file and a copy will be provided to the carrier. Management may complete the form immediately upon receipt from the carrier or at any time thereafter, however the form must be completed and a copy presented to the carrier no later than close of business December 26, 2003. Failure by management to present a completed copy of the form to the regular rural carrier by December 26, 2003, except as provided below, will result in granting the carrier's request to option out of the mail count. If for any reason the carrier is out of the office and unavailable to receive the copy of the option out election form, management will round date the form. Once the form is round dated, management will place the form in the same location as the Form 4240, Rural Carrier Trip Report, or present the form to the carrier at the next availability opportunity. Only those routes that management mutually agrees to option out will be excluded from the national mail count.

Carriers who are on leave during the option out election period will be provided information on the election procedures and the form, if requested, immediately upon their return to duty. The carrier must present the form to management within five days of receipt or by December 15, 2003, whichever is first. Management must present a copy of the completed form to the carrier no later than December 26, 2003."

Check to see if management failed to meet any of the requirements for returning your Option Out Form, and if they did and you would still like to opt out of the 2004 National Mail Count, notify your Postmaster immediately, along with whichever Steward represents your office.

Charles Alexander  
WA-RLCA State Steward

## **WANT TO DO SOMETHING DIFFERENT?**

Spokane District Joint Steering Committee will be holding a 16 hour work team training for interested members who would like to be on, or start, a QWL/EI work team in their office. Also, there are openings for craft facilitators. Just let Dave Reppe (509) 394-2972 or Becky Wendlandt (509) 926-9522 know you are interested.

## District One Report

### Becky Pike

#### STATE CONVENTION JUNE 21-23, 2004



Our state convention this year will be in Bellingham at the Best Western Lakeway Inn 714 Lakeway Drive, Bellingham Wa. 98226. Reservations only number is 888 671 1011 and the direct line to the hotel is 360 671 1011. To make your reservations ask for the "Washington Rural Letter Carriers" block which will be held until May 24, 2004. The rates are \$84 for a double, king or king deluxe; \$119 for poolside double; \$129 for a suite and \$139 for poolside suite. We have a couple handicap rooms reserved also, so if you need these, call soon.

I'll need lots of help getting things ready for this convention. Please give me a call at 360 354 3386 or e-mail me at [rpikes@comcast.net](mailto:rpikes@comcast.net) if you'd like to work on making this a great convention. I do have some volunteers, but will need more to get everything done. Our committees and their basic functions are:

**Registration Committee:** Pre registration and at convention, register people, give out nametags, goodie bags and banquet tickets.

**Room Set Up Committee:** Using hotel contact person to check on room set up, water, flag, podium, microphones and other needed equipment. Make sure break out rooms are ready and have committee signs for their doors.

**Speakers Committee:** Attend to speakers needs, pick them up and/or meet at airport, make sure they know the convention schedule and escort them to convention. Check on welcome gift for their room.

**Sunday Social Committee:** Help plan and organize social for Sunday. Be there to welcome people, especially first timers.

**Goodie Bag Committee:** Organize the solicitation of freebies and then assemble goodie bags. We have some contacts and you would ask local chamber of commerce, businesses, credit unions etc. for promotional goodies~~usually pens, tablets, coupons, etc.

**Hospitality Room Committee:** Organize hospitality room refreshments and have someone welcoming people in hospitality room at breaks. Purchase supplies and keep drinks and munchies in stock.

We're looking forward to seeing many of you at this year's convention .

Becky Pike  
District 1 Representative

## District Two Report

Ann Lamm

### OUR BUSY LIVES

WOW! How do we do it? First we have Thanksgiving, then an increase in mail and parcel volumes and now comes Christmas! We are busy at work and at home trying to get thru the day and get as much accomplished as we can. Did we stop to consider what still lies ahead? We have the count just around the corner. Our stewards are gearing up for the count schools and any grievances that may follow. We have District 3 & 4 meeting in March and District 1 & 2 meeting is being planned in the near future. In April are the Western State Conference in Utah and the State Convention in June at Lakeway Inn in Bellingham. Somewhere in there we have to make time for our families and ourselves. Be sure to take the time. Our families and friends and our own bodies will not last forever. We need to take care of them as well. Be happy, healthy and safe. I hope everyone enjoyed their holiday season.



Respectfully Submitted,  
Ann Lamm  
District 2 Representative

## District Three Report

Cheri Freeman

### Strength in Membership



We're in the middle of the Holiday Season. Snow is on the ground, roads are iffy at best, and Christmas catalogues and box holder flyers are adding to load daily, and yet the words of Randy Anderson, at the Fall Booster, still ring in my ears. To paraphrase, he said "Even with the hits we took at arbitration and the last mail count, we still have the best jobs in the Postal Service." I for one believe him. And yet I also hear the many voices from you, the membership that we feel under attack. "We just want to be paid fairly for the job that we do" is the line I remember most vividly from our last convention. And isn't that the mantra of all workers? The working poor making minimum wage certainly feel the same. So why do we deserve to get our benefit package, Thrift Savings accounts, Cola increases, etc.? What is the difference between us and other blue-collar workers? The most obvious answer is the Union and the collective bargaining

process. When workers unite with one voice we have power and with that power we've gotten the wage scale we now enjoy, with the benefits that are the real difference between us and the working poor.

But now the climate is changing. When reading the Postal Commission's Report the first thing that jumped out at me was recommendations to change the relationship between management and its work force. The recommendations were to: 1) improve the pay and benefit package of upper level management to put their pay scale inline with private sector managers and 2) at the same time readdress the workforces' pay and benefits – to also realign our income to better match the private sector. This is the political climate in which we must now work as a Union. Middle Class blue-collar jobs are disappearing as fast as the typewriter. We are entering a service economy that pays workers as little as possible. If you don't like the pay there's always someone else that will do the job. Workers are commodities that can always be replaced.

So what can we do to keep what we have from eroding? As individual Union members I believe that how we live our daily lives can and does influence the rest of our world. Pac is one method to put our interests in front of our political friends. But we need to have the support of our customers – the American people – to stand behind us in our fight for fair compensation. And if we want that support then we need to fight for fair wages for other workers too. We need to support businesses that have union work forces. We need to avoid businesses (such as Wal-Mart, Target, etc.) that have refused to let unions organize their workers. And we need to let these businesses and our politicians know why we are boycotting businesses with unfair labor practices. If investing, we need to invest in worker friendly businesses, firms that have family friendly policies, fair wages, and environmentally safe practices. Stocks or funds of such firms are often known as "Socially Responsible" Stocks or Funds. Where we spend our money, our time, and our energies is what defines us as individuals. Unions are nothing but a group of individuals working for common goals. I hope that as a Union member I live my daily life in balance with those goals for the good of all workers in God's World.

Respectively submitted:  
Cheri Freeman, District 3

## District Four Report

Dave Reppe

### WHAT KIND OF RETIREMENT DO YOU WANT?

Over the last few months I have visited with several rural carriers that do not seem to understand the postal service retirement program, FERS.

Under FERS (Federal Employee Retirement System), a carrier has a retirement plan consisting of three legs;

1. Your basic postal service annuity
2. Your Social Security benefit
3. Your Thrift Savings Plan account, the purpose of TSP is to provide retirement income



One common piece of advice given by professional money advisors is to "PAY YOURSELF FIRST"! This is where your Thrift Savings Plan comes in. We all receive information in the mail from the postal service ahead of open season periods, there are articles in the national magazine about TSP and open season, and we probably tend to put off actually reading the material and determining what actions that we as an individual should take for our future.

All of the money that you contribute to your TSP account from your basic pay is pre-tax money. You do not pay income tax on this money until you withdraw it from your account during your retirement. You can elect to contribute up to 14% of your basic pay each pay period, up to the IRS limit of \$13,000 for 2004.

If you are a newly appointed regular carrier, you are eligible to make contributions from your basic pay immediately, but you must let one open season pass you by before you are eligible for **Agency Contributions**.

**Agency Contributions** refers to the money the postal service will pay into your retirement account. Once you are eligible, your employer will pay 1% of your basic pay each pay period into your TSP account. In addition, for the first 3% of your basic pay that you contribute, the postal service will match your contribution dollar for dollar. For the 4<sup>th</sup> % and 5<sup>th</sup> % that you contribute, the matching contribution is 50 cents on the dollar.

If you elect to contribute 5% of your basic pay every pay period, the postal service will match your entire contribution. You receive an automatic 100% return on your contribution. It amazes me to talk to carriers who are not even contributing the 5% of basic pay to get the 100% immediate return on their contribution for their own future.

What kind of retirement do you want for yourself? The more money that you can contribute to your TSP account and the longer the period that you are saving will play a huge part in determining the kind of retirement that you will end up with for yourself.

If you are not contributing to at least the 5% level, you are losing out on the employer contribution to your TSP account that is free to you. Every carrier really needs to strive to get to the maximum 14% level for their best retirement interest. You can change the level of your contribution during each of the semi-annual open season periods available to employees. It might be a stretch to jump up to 14% if you have been contributing at say a 5% or 6% level, but why not consider jumping up a per cent or two the first open season after we receive a contractual increase or a COLA in our basic pay.

Respectfully,  
District 4 Rep Dave Reppe

### Western States Conference Fundraising

Look for t-shirts and notepads at your next county or district meeting. T-shirts are \$15.00 (two designs) and notepads are \$1.00. Raffle tickets are also available for a free stay at the Tacoma Sheraton. Tickets on a chance for the mini-King suite during Western States 2005 are \$1.00 each or 6 for \$5.00.

## New Members 03/04

Arlington	Helen Blacken	71	Mount Vernon	Nola Two Feathers	71
Battle Ground	Patti Faulkner	78	Newport	Wendy Leslie	
Battle Ground	Leanora Thomas	71	Okanogan	Scott Martin	78
Bremerton	Ricardo Cabiling	78	Olympia	Danilo Quirong	78
Bremerton	Arnold Lozano	78	Pasco	Jeri Brunner	78
Bremerton	Rizalito Santos	78	Pasco	Edward Ogdon	78
Brewster	Rachel Hall	78	Pasco	Eulalia Solano	78
Cashmere	Thomas Blaisdell	78	Port Angeles	Steven Godwin	71
Colfax	Judy Sitton	71	Port Angeles	Roger West	78
Deer Park	Shirley Dismuke	78	Port Orchard	Steve Childers	
Duvall	Karen Sutter	78	Port Orchard	Raygen Lipp	78
Eastsound	Chris Kaufmann	71	Port Orchard	Gladys Mccoy	71
Eastsound	Teresa Savell	71	Poulsbo	Asofausia Faamuli	78
Eatonville	Mayra Jensen	78	Poulsbo	Jeffery Wise	78
Ellensburg	Hubert Tallman	78	Roy	Cheryl Mcguire	78
Everett	Yuriy Utkin	78	Roy	Janis Sheetz	71
Everson	Ronald Bishop	71	Seattle	Todd Miller	78
Fairfield	Kami Christman	78	Seattle	David Niemy	78
Fall City	Cory Huskinson	78	Seattle	Holly Perry	78
Ferndale	Dina Bliznyuk	78	Sedro Woolley	Jeff Chester	78
Garfield	Dana Stern	71	Sedro Woolley	Maryann Cornwell	71
Goldendale	Yvonda Rogers	78	Sequim	James Bouse	78
Grandview	Diane Wyatt	78	Sequim	Ted Diperna	78
Issaquah	Sherra Eng	78	Sequim	Terry Engel	71
Kelso	Janel Higgins	78	Sequim	Linda Salley	78
Kent	Danilo Bermudez	78	Shelton	Roberta Davis	78
Kettle Falls	Roy Fosback		Shelton	Tracy Young	78
Langley	Joyce Oates	78	Snohomish	Grace Kwok	78
Liberty Lake	Glenna Gade	78	Stanwood	Dana Arentzen	78
Liberty Lake	Delsey Reed	74	Stanwood	Deanna Pedersen	78
Malaga	Melissa Jacot	78	Sumner	Lisa Cass	78
Maple Valley	Howard Meziere	78	Sunnyside	Stephanie Emery	78
Marysville	Luisa Cook	78	Toppenish	Laurene Griswold	71
Monroe	Debra Higgins	78	Vashon	Janis Mcwhirter	78
Monroe	Felix Velasco	78	Vashon	Leah Richardson	78
Moses Lake	Melisha Cook	78	Vashon	Amy Schmitzinsky	78
Mount Vernon	Robert Athearn	71	Walla Walla	Patricia Fliege	78
Mount Vernon	Pamela Baughn	78	Wenatchee	Donald Weddle	78

**A NOTE FOR THE 50 YEAR MEMBERS**

We have been honoring our 50-Year Members since 1999 and want to continue this honor for all of our 50 Plus Year Members. Please complete this form and return it, so we can request your 50 year pin from National. It is a honor to us to have you as a member!

**APPLICATION FOR 50-YEAR AWARDS**

To qualify for a 50-Year Award you must presently be a member of the NRLCA and have been a member for all or the major portion of 50 years. Applicant may have served 50 years as a rural letter carrier, OR a combination of fifty years as a rural carrier and a retired carrier.

NAME OF PERSON PROPOSED FOR AWARD:

\_\_\_\_\_

DATE OF APPOINTMENT AS A RURAL CARRIER: \_\_\_\_\_

DATE OF RETIREMENT: \_\_\_\_\_

PRESENT ADDRESS:

\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

PRESENT PHONE: \_\_\_\_\_

COMMENTS: \_\_\_\_\_  
\_\_\_\_\_

(The applicant may submit this application or someone designated to complete the application for the applicant. Please sign below to certify the above information to be correct\*)

\_\_\_\_\_  
(Signature)

Return this form to the State Secretary below:

WRLCA Secretary/Treasurer  
4210 S Sunderland Dr  
Spokane, WA 99206-9674

# WRLCA COUNTY OFFICERS LIST

2003 / 2004 DUES YEAR

## 001 CHELAN, DOUGLAS COUNTY

### DISTRICT 3

#### **PRESIDENT:**

Tammy Donaghue  
21 S Viewdale St  
Wenatchee, WA 98801  
Phone: (509) 662-3032  
E Mail: donagh@crcwnet.com

#### **VICE-PRESIDENT:**

Kathy Brannon  
8774 Colockum Rd  
Malaga, WA 98828  
Phone: (509) 663-6400  
E Mail: tbrannon@crcwnet.com

#### **SECRETARY/TREASURER:**

Mike Cammack  
P. O. Box 521  
Entiat, WA 98822-0521  
Phone: (509) 784-1548  
E Mail: macamma@msn.com

## 002 CLALLAM, JEFFERSON COUNTY

### DISTRICT 2

#### **PRESIDENT:**

New 03/04

Lacy Hennessey  
504 Rose St  
Port Angeles, WA 98362  
Phone: (360) 457-0577  
E Mail: flamingo@olypen.com

#### **VICE-PRESIDENT:**

New 03/04

Sally Williams  
82 Washington Harbor Rd  
Sequim, WA 98382-8546  
Phone: (360) 681-7332  
E Mail: mustang@olypen.com

#### **SECRETARY/TREASURER:**

New 03/04

Carolyn Triebenbach  
191 Hodis Ln  
Sequim, WA 98382  
Phone: (360) 681-8194  
E Mail: landbarron32@juno.com

## 003 KITSAP COUNTY

### DISTRICT 2

#### **PRESIDENT:**

New 03/04

Patrick Pitts  
7505 Kentridge Pl SE  
Port Orchard, WA 98367  
Phone: (360) 769-8453  
E Mail: McCormickMailman@aol.com

**003 KITSAP COUNTY CONTINUED:****VICE-PRESIDENT:**

New 03/04

Royella Jaynes  
20398 Big Rock LN NE  
Poulsbo, WA 98370  
Phone: (360) 598-4872  
E Mail: Royella@worldnet.att.net

**SECRETARY/TREASURER:**

Doug Rinehart  
3899 SE Conifer Park Dr  
Port Orchard, WA 98366-2236  
Phone: (360) 769-2575  
E Mail: dugeditor@hotmail.com

**004 LINCOLN, GRANT, ADAMS COUNTY****DISTRICT 3****PRESIDENT:**

Kay Smith  
1417 Lee Street  
Moses Lake, WA 98837  
Phone: (509) 765-4918

**VICE-PRESIDENT:**

New 03/04

James Clough  
8087 Valley Rd  
Moses Lake, WA 98837  
Phone: (509) 765-8635

**SECRETARY/TREASURER:**

Shirlee DeMoss  
P. O. Box 1621  
Moses Lake, WA 98837  
Phone: (509) 787-7231  
E Mail: sdemoss@qosi.net

**005 LOWER COLUMBIA COUNTY****DISTRICT 2****PRESIDENT:**

New 03/04

Polly Nugen  
PO Box 801  
Woodland WA 98674-0801  
Phone:  
E Mail: polly@sapphirerain.com

**VICE-PRESIDENT:**

Roxanne Cavazos  
408 S Parkway Ave  
Battle Ground, WA 98604  
Phone: (360) 666-8206  
E Mail: lownslow48@aol.com

**SECRETARY/TREASURER:**

Carrie Smith  
823 4<sup>th</sup> Ave SW  
Castle Rock, WA 98611  
Phone (360) 274-6957  
E Mail: carriems@pacifier.com

**006 MUTUAL COUNTY****DISTRICT 2****PRESIDENT:**  
New 03/04Joanne Blackburn  
27806 52<sup>nd</sup> Ave  
Spanaway WA 98387  
Phone: (253) 846-3778  
E Mail: joanne.blackburn@worldnet.att.net**VICE-PRESIDENT:**  
New 03/04Marlene Hagedorn  
917 Violet Meadow  
Tacoma WA 98444  
Phone: (253) 537-8533**SECRETARY/TREASURER:**Karen Crombie  
6108 150<sup>th</sup> St. SW  
Lakewood, WA 98439-2120  
Phone: (253) 588-8321**007 OKANOGAN COUNTY****DISTRICT 3****PRESIDENT:**David Chambers  
986 N. 4<sup>th</sup>  
Omak, WA 98841  
Phone: (509) 422-4460**VICE-PRESIDENT:**

None

**SECRETARY/TREASURER:**Scott Martin  
PO Box 3271  
Omak, WA 98841  
Phone: (509) 826-1351  
E Mail: scottm@ncidata.com**008 NONE****009 NONE (WAS ALASKA)****010 ISLAND, SKAGIT, SAN JUAN COUNTY****DISTRICT 1****PRESIDENT:**  
New 03/04Carrie Holmes  
13435 Eagle St  
Anacortes, WA 98221  
Phone: (360) 293-7220**VICE-PRESIDENT:**  
New 03/04Judy Suta  
14032 Beaver Marsh Rd  
Mt. Vernon, WA 98273**SECRETARY/TREASURER:**  
New 03/04Joycelyn Laddusire  
3003 W 2<sup>nd</sup> St  
Anacortes, WA 98221  
Phone: (360) 588-8277  
E Mail: laddusire@attbi.com

## 2003 / 2004 DUES YEAR

**011 KING, SNOHOMISH (KS) COUNTY DISTRICT 1****PRESIDENT:**

New 03/04

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## In Remembrance

Elma Anderson	Kennewick
Bernice Ayers	Ephrata
Don Bartlett	Spokane
Terry Batchelor	Port Angeles
Winifred Bauer	Otis Orchards
Lester Bulyar	Bremerton
Ralph Clizer	Davenport
Glain Cook	Spokane
Robert Denton	Washougal
Marjorie Erickson	Marysville
Alice Erwin	Battle Ground
Melvin Frice	Skamania
Lorayne Guptill	Colfax
Joseph Halleck	Kelso
Sharon Hankforth	Spanaway
James Harburg	Bellingham
Norman Harris	Elma
Wayne Hawley	Lake Stevens
Melvin Helde	Burlington
Leo Don Henry	Buckley
Christian Hirni	Yakima
Vance Holland	Arlington
Patricia Hurlbert	Bellingham
Ray King	Independence, MO
Roscoe Knatcal	Snohomish
Robert Lange	Lynden
Melvin Lenz	Spokane
Paul Lorenz	Spokane
Carl Maddox	Centralia
Ruth Mathews	Boise
Emil Matson	Shelton
William McKibbin	Snohomish
Dexter Nesmoe	Yuma, AZ
John Nunn	Spokane
Alton Patton	Shelton
Ethel Peak	Davenport
Allen Peterson	Spokane
Lloyd Phipps	Warren, PA
Arnold Raber	Bainbridge Island
Francis Redenbaugh	Edmonds
Laver Root	Snohomish
Beverly Roush	Kent
Joseph Rudy	Ferndale
Leslie Smead	Washougal
Harold Soine	Mount Vernon
Ida Stephens	Woodland
Grace Stratton	Newport
Carl Taylor	Langley
Howard Thompson	Veradale
Virginia Young	Kennewick

# News From the Auxiliary

## **AUXILIARY PROJECT 2003 –2004**

### **A PROGRAM OF HOPE**

Psychiatric disorders take an enormous toll in terms of personal suffering and health care costs. Twenty-five percent of all hospital beds are filled by psychiatrically ill patients – filling more beds than for patients with heart disease, cancer and respiratory ailments combined.

Recent scientific discoveries have brought real hope that one day the devastating brain disorders will be conquered.

This year we will be working with the National Alliance for Research on Schizophrenia and Depression (NARSAD) for the humanitarian project. We hope to make people more aware of mental illness. Treatments are available for some; we need to find a cure for all, so that they may have a better life.

A pin is this year's fundraiser. It is a mailbox with an anchor in front of the box for a \$10 donation. The anchor is the symbol of the Program of Hope. A sun catcher with the NRLCA 100<sup>th</sup> anniversary logo is also available for a \$10 donation.

I ask that each of you participate and support the Auxiliary Program of Hope.

Thanks for your support  
Joe Horlacher, President  
WSRLC Auxiliary

## **DISTRICT 1 and SUNSHINE REPORT**

Greetings to our Rural Carrier Family. It is time for me to send some "Sunshine" and I'm glad to do it.

I need your help with addresses and information of those who are ill and need cards. My address is in the Washington Rural Carrier.

Our Rural Carrier Family is a special group of people and sending "Sunshine" is special for me. I love to do this and this makes my life better; so be good helpers.

I trust your Thanksgiving was a Blessed one-Harley's and mine was.

Delores Robb

## Auxiliary Constitution and By-Laws changes for 2003

### Constitution —

Article III, Section 2 was deleted.

Section 3 was adjusted to read \$8.00 and renumbered to Section 2.

Article V Section 1, Section 1 (a) and Section 2 were deleted and new Section 1 was written:

“Spouses of current WRLCA members attending the State Meetings will have the opportunity to participate as a voting delegate. Voting delegates are expected to attend the entire session of the State Meeting.”

Section 2 (a) was renumbered Section 2.

Section 3 and 4 were deleted and Section 5 was renumbered as Section 3.

### By-Laws—

Article I Section 2 (a) wording “be responsible for the response to the welcome at the State Convention;” was deleted.

Section 3 (b) was deleted.

Section 4 (a) 9. was changed to 8. (o).

Section 4 (a) 10 and 11 were renumbered to 9 and 10.

Article III changed to \$4.00.

Article VI National Auxiliary governs. “Constitution and By-Laws of the WRLCA” was deleted and Auxiliary Board was inserted.

Article VII “(6) Appoint delegates from the members attending.” was inserted and 6 through 17 were renumbered to 7 through 18.

Article IX was deleted and Articles X, XI and XII were renumbered to IX, X and XI.

Article X was discussed because the Assoc. is considering doing away with “per diem”. We voted to leave our wording as is and:

- 1) use the current per diem amount until the Assoc. has a chance to use their new system for a while. They may change back to a per diem amount again later. Also, we do not have the same financial structure that the Assoc. is going to use to calculate “Convention Expense”. (Amount used for the 2003 Convention per diem - \$70)

or consider their new Officer allowances which are—

- 2) use the new Assoc. State Officer Expense Art VI sec 2 “...All elected and appointed WRLCA State Officers will be reimbursed mileage at the IRS allowable rate for authorized business of the WRLCA. All elected and appointed State Officers will be reimbursed actual hotel expenses if an overnight stay is required. All elected and appointed State Officers will be reimbursed \$30 food per diem while on travel status and an overnight stay is required. “

We will decide this at our Fall Board Meeting.

Article XII Section 6, 3. was changed to put the Vice-President’s duties into a new Section 7.

Respectfully submitted Ruth Ryan June 2003

Con/By Laws changes at Fall Board Meeting in October 2003

Article IX (Mileage and Per Diem) wording changes:

Section 1 Mileage, at Sixty Six Cents (.66) per mile one way, and per diem, at Seventy Five Dollars per day (\$75.00), .....(delete: in an amount in accordance with the WRLCA).....spouse receiving mileage and/or per diem.....meeting.

Section 2 (no changes)

Section 3 The President....(delete: in an amount in accordance with the WRLCA rate).....spouse who has mileage and/or per diem expenses paid.

Section 4 The District.....(delete: in an amount in accordance with the WRLCA rate).....spouse who has mileage and/or per diem .....trip.

Thank you to the members of the Board for helping make these very in depth changes to the document. New copies of the Auxiliary Constitution and By Laws will be sent to the any member who requests one.

Respectfully submitted Ruth Ryan

### COUNTRY STORE REPORT FOR CONVENTION 2003

Once again, a very big THANK YOU to everyone for helping to make the Country Store (and the scholarship) a successful venture. We collected \$666.50 and will put the excess into reserve for next year. Hopefully that will allow us to award two scholarships, as we have done in the past.

Remember to be thinking now for items to donate at Convention '04 in Bellingham.

Ruth Ryan

### WA Junior President Hillary at National Convention

This year I was very lucky to be able to attend my very first National Convention in Chicago, IL. I'd have to say it was a very exciting and interesting experience.

Convention was a lot of fun. There are tours offered so Mom and I went on a couple. Our first one was on Sunday; we went to the Brookfield Zoo in one of Chicago's many suburbs. It was one of the prettiest zoos I have ever been to. Even though we got caught in a thunderstorm while we were there, it was a lot of fun.

On Monday Mom & I got to go shopping, I think over the week we probably walked up and down The Magnificent Mile at least 4 times. Monday afternoon I had Talent Show practice and Monday evening I played piano in the Junior Talent Show. Despite some technical difficulties with the lights while I was playing, I managed to play my song without any mistakes, I was very relieved.

Convention started on Tuesday with our trip to the Shedd Aquarium. We got to see a dolphin show and wander around the aquarium. On Wednesday the Juniors had a meeting. We got reports from all of the states about their conventions. The National Junior officers gave their reports, committees were assigned, state delegates were seated, and nominations began. On Thursday we went on our other Junior tour to the Museum of Science and Industry. I'd have to say that the Museum of Science and Industry is one of the coolest museums ever. The coal mining exhibit was especially fun. Thursday night we had Junior caucuses and on Friday we had our final meeting. We

elected new officers and heard reports from the committees. With the end of the meeting was the end of my convention.

Mom & I went on our other tour Friday evening, it was a Roarin' 20's dinner and show that was a lot of fun. We spent Saturday shopping and doing some more sightseeing and that night we headed home.

All in all I had a great time in Chicago and am very grateful to have been given the opportunity to attend. I could never have gone without the support of my state. I feel very fortunate to be part of such a generous association; you are truly a family. In closing I'd like to say that we are working on a great convention and I have some new fundraisers up my sleeve. I cannot wait until convention in June.

Thank you again,  
Hillary Faulkner  
2003-2004 Junior President

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WRLCA JUNIOR OFFICERS for 2003-2004

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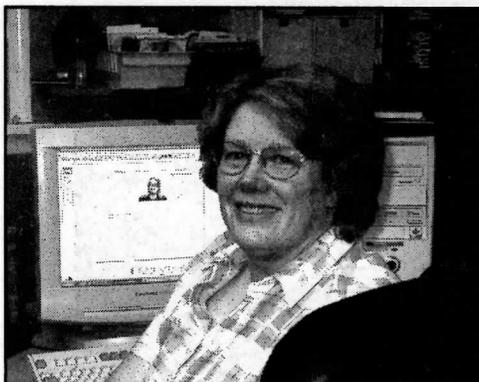
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Vashon carrier dealing with a power outage

**Editor's Note**



This has certainly been a learning experience. The more I learn the more there is to learn. It has been an interesting challenge and my husband Loren deserves a large thanks and credit for much of the computer work.

Please send any comments, positive and negative, to me at my e-mail address listed in the back of this issue. Any suggestions you have would be appreciated.

Susie Hill

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NRLCA Officer Randy Anderson with Prez Patricia at the Fall Booster Meeting in Tacoma

Washington Rural Carrier  
PO Box 93  
Vashon, WA 98070-0093

NonProfit Org  
U.S. Postage Paid  
Blaine, WA  
Permit # 106

Change Service Requested



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RURAL CARRIER**



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