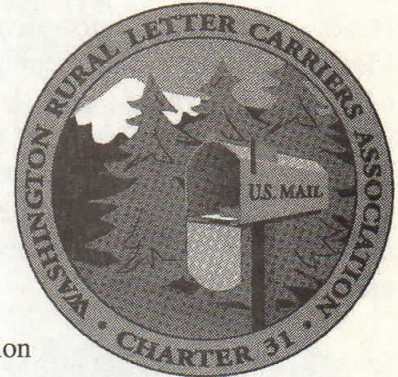


WASHINGTON RURAL CARRIER



Official Publication of the Washington Rural Letter Carriers' Association

March 2005

Where Service Begins With a Smile

DISTRICT MEETINGS INFORMATION

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This will be your **ONLY** notice of the upcoming district meetings. See page 2 for locations and directions.

District 1 and 2	Tukwila	April 3	1-5 pm
District 3	Spokane	April 10	1-5 pm
District 4	Richland	April 17	1-5 pm

We are pleased to announce Jeanette Dwyer as our guest speaker at the District 1 and 2 joint meeting April 3. She will bring the latest information from the National Office and answer your questions. All meetings will also include the election of District 1 & 3's choice for Dist. representative, campaigning for offices and delegate positions, and door prizes.



**JEANETTE P. DWYER,
COMMITTEEMAN**

NATIONAL RURAL LETTER CARRIERS' ASSOCIATION

Jeanette P. Dwyer, of Lake Waccamaw, North Carolina, was elected Executive Committeeman of the National Rural Letter Carriers' Association at the 98th National Convention in Portland, Maine, on August 9, 2002. She currently represents rural carriers in the Great Lakes Area and a portion of the Western Area.

Jeanette P. Dwyer serves as Co-Chair on the Central Area Joint Steering

Committee. In addition to trips to NRLCA Headquarters for administrative duties and Board Meetings, she stays busy keeping in touch with state officers, stewards and key management representatives to effectively represent the rural craft. She visits offices and stays in touch with rural carriers at all levels so she can continue to be informed about the daily issues that confront our craft.

Jeanette began her postal career in 1981 as a Designation 73 substitute and became a regular carrier in 1987. She has been in the rural carrier craft for 21 years. She has served this Association as both Local Steward and State Steward, representing 3,548 routes in the State of North Carolina.

She continues to have the strong support of Larry, her husband of 32 years. They have one son, Andy. Andy and his wife, Caroline, made Jeanette and Larry first-time grandparents, giving birth to "Bobby" just after the 2002 National Convention.

Jeanette will continue to work to represent the interest of all rural carriers with the dedication to improve our lot and the resolve to stand up for the true value of rural delivery by the best work force in the Postal Service. *September 2002*

Districts 1 & 2 Location and Directions

Red Lion Tukwila 11244 Tukwila Intl. Natl Blvd

S on I-5 take exit 158 toward E Marginal Way .2 mi., R on S Boeing Access Rd .4 mi., L on Tukwila Int'l Blvd .4 mi.

N on I-5 exit 156 towards W Marginal Way/ Tukwila, onto WA-599 North 1.8 mi., take Tukwila Int'l Blvd North 1.3 mi., continue on Tukwila Int'l Blvd .2 mi.

District 3 Location and Directions

Oxford Suites, Spokane Valley 15015 E Indiana Ave (Across from Spokane Valley Mall)

Directions: Eastbound on Interstate 90, take exit 291A.

Turn left onto Evergreen Rd and then right on Indiana Ave.

Westbound on Interstate 90, take exit 291B. Stay to the far right.

Go straight through the stoplight at Sullivan Rd.

District 4 Location and Directions

Richland Shilo Inn

From I-182 take exit 5B. Go North to George Washington Way. Hotel is visible from exit. Cross street is Comstock

Campaign Announcements

I will be attending our National Convention in August, and would like your vote as a delegate. It is a privilege to attend and I will represent your interests as I vote on issues that affect our job. Thank you for your consideration.

Becky Pike

I would appreciate your vote for delegate to the National Convention 2005. We need to work toward getting the count back in September, as it used to be, and we should also always have a four week count with a holiday, as that is representative of our workload. Thank you, Patricia Alexander

WHY CAN'T WE JUST GET ALONG?**Patricia Alexander, President****Vote Daniel N. Schrup for Delegate to the National Convention**

I would like to ask for your vote as a delegate to our National Convention. I have had the honor of representing you at the National Convention for the past 12 years and would like the opportunity to represent you this year in Minneapolis. As your representative I would be empowered by you to vote for our National Officers, to vote for changes to our National Constitution and By-Laws and to discuss proposed resolutions. This is extremely important business and work that I do not take lightly. You – the membership of the WRLCA – need an experienced, committed representative as a delegate. I believe that I am that representative and I would appreciate your vote.

A major issue that I am sure will be presented again is the idea of biennial National Conventions versus annual conventions – this would of course necessitate changes in the terms of our elected officers as well. As I have done in the past when I have asked for your support for National Convention Delegate I would like to ask for your comments, suggestions and thoughts on the issues before us as well as your thoughts on the wide and varied slate of announced candidates for National Office. Call or email me at anytime with your thoughts and/or questions on my stand on the issues before us this year.

Take the time to vote and please vote for Daniel N. Schrup for National Convention Delegate.

Thank you,
Daniel N. Schrup
509-325-0282
mxsykes@icehouse.net

First of all, I would like to wish those of you whose routes were counted in the February-March 2005 Rural Mail Count "Good Luck."



This mail count is likely our best chance for a fair mail count, since we have four weeks with a holiday, and our mail usually falls within a four-week period, as we get magazines, utility bills, and most other mail on a monthly basis. We should have a true sample of the mail that comes to our routes, and this is what we ask for in a count. We just hope for a fair count that reflects what we do each day, no more, and certainly, no less.

The State Steward will receive a copy of the route evaluations after the mail count is over, and then we can all see whether this mail count is reflective of our duties.

Joint Mail Count Training was conducted in both the Spokane and Portland Districts. Assistant State Steward Monte Hartshorn conducted the Portland District Mail Counts, along with a management representative, and Assistant State Steward Joyce Patteson was a guest participant with Spokane Senior Analyst John Scinto at four Management Count Training schools in Spokane. Joyce and John are scheduled as of this writing to jointly teach one more Mail Count Training in Spokane and two more in Pasco. However, the Seattle District was a different story.

For several years, the Seattle District has limited rural attendance at their Management Count Training to one steward and one training, and only the State Steward or an Assistant State Steward could attend this training. This year, the State Steward was not notified of the dates, times, and places of the Management Count Training classes, and he would not even have known that the

Management Count Training classes were going on if one of the clerks in our office had not mentioned to one of the rural carriers being counted that all pill bottles were to be counted as flats.

Immediately, the State Steward sent an email to Manager, Operations Programs Support Bob Nelson, requesting the dates of all future Management Count Training classes, along with any make up classes, and he received an email back from Joyce Fernandez who works in Bob Nelson's office that all the Management Count Training classes and make-up classes had been completed. I find it very interesting that Seattle management chose to be distinguished by being the only one of the three Washington Districts not to have Joint Mail Count Training. Even more remarkable is that Operations Programs Support seemingly went out of their way to prevent a Union observer from attending their Management-only Count training.

Assistant State Steward Joyce Patteson attended the first ever Area Joint Mail Count Training in Denver on January 12 and 13, 2005, and at that meeting, USPS Manager Pat Conrad said that if State Stewards were being limited to attendance at one Management Joint Training class, then that State Steward should contact the District Manager, as there should be a rural representative at all Management Count Training classes, not just one. Joyce Patteson's notes from the Western Area Joint Mail Count Training can be found in the State Steward's report in this paper.

This year, not only was there no Joint Count Training in the Seattle District, but further, the State Steward was not notified of the dates and times, so all Management Count Training classes were conducted with no steward present. Why would the Seattle District want to conduct Management Count Training classes without a steward present? I think the answer is self-evident.

It is obvious that we have much work to do in the Seattle District, especially with Operations Programs Support. This is the first year that Operations Programs Support has not at least

provided a list of Management Count Training classes to the State Steward so that either he or an Assistant State Steward could be present. We have been assured that this will not happen again.

WESTERN STATES CONFERENCE 2005

It is Washington State's great privilege to have the Western States Conference held in our state at the Sheraton Hotel in Tacoma this year. Speakers will be National President Dale Holton, National Committeeman Bill Gordon, Vice President of Governmental Affairs Ken Parmelee, Manager of Health Programs Larry Waligora, Rural Carrier Auto and Homeowners Insurance Plans Representative Shirley Corno, and Atlanta Postal Credit Union Representative Wilbur Wood. NRLCA Legal Counsel Michael Gan will conduct a training on Friday afternoon, and National Director of Steward Operations Don Cantriel will conduct a Steward Training on Saturday after the end of the Western States Conference, so please plan to stay at least until 3:00 p.m. on Saturday.

There will be an opportunity for Questions and Answers at the end of Friday's session. If you have some issues or questions you would like to discuss with a National officer, this is your chance.

We have also invited some National and Western Area USPS managers to speak, so the conference should be a wealth of information for us. Seattle District EAP Consultant Jeanie Campbell will also speak.

As you probably know, rural carriers who are running for National office will be in attendance, so you will get a chance to know them better. There are at least four rural carriers running for Executive Committeeman: Paul Katzer from South Dakota, Brian Draper from Idaho, Brad Shirley from Mississippi, and Bob Picklesheimer from Illinois, and I expect these people will also attend the conference.

You probably have already heard that Donnie Pitts is running for President, Don Cantriel is running for Vice President, and Ronnie Stutts is running for Director of Steward Operations. We are expecting that these candidates will also attend. Of course, Don Cantriel is conducting a Steward Training on Saturday, so we know he will be there.

The Western States Conference rotates among the 11 Western States, so Washington hosts the conference every 11 years. Western States is very much like a mini-National Convention, with lots of information and handouts, and best of all, no committee work!

Thursday night is our Social with light refreshment, speeches are all day on Friday with a banquet Friday night and entertainment by Little Bill and the Blue Notes, a mix of jazz, blues, and fun dancing-listening music, and Saturday morning is Western States Conference business with Don Cantriel's Steward Training immediately afterward.

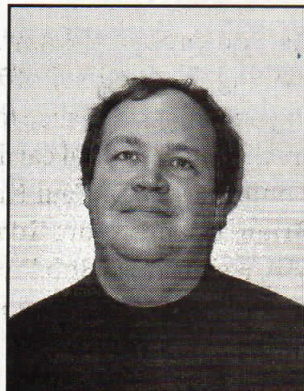
There is complete information elsewhere in the "Washington Rural Carrier" about the Western States Conference, and if you should have any questions, please contact me at 360-733-9201 or Editor Susie Hill at 206-463-3339.

Respectfully submitted,
President Patricia Alexander

As I See It

Monte Hartshorn, Vice President

Mail Count: It is no big secret that when management and carriers are trained in a joint format, with both being assured that the other was hearing the same information, the same instructions, that the number of grievances is



significantly less. It is with a great weariness that I see the Seattle District again eschewed the joint training that both the Spokane and Portland districts used. Not only did the Seattle District again reject joint training, but it is my opinion that they purposely excluded any Union observation. Unfortunately Seattle's decision will add to the distrust of rural carriers in receiving a fair mail count.

I was told by a management official that the plan, at this time, is to count all the routes during the National Mail Count in 2006. This will be a two week count without a holiday. It is also possible that it will be just after the Postal Service institutes a rate increase. I also believe that PARS will be fully implemented and there will be a change in "Change of Address" credit. After the 2006 count, will there be an evaluated pay system? Only time will tell, but I am grateful that I and our state voted against the 2004 contract extension.

Safety: My RCA was recently involved in an accident while on the route. I was relieved to see that she is okay. She was in no way at fault, doing nothing wrong. She was also in a right-hand drive vehicle. I saw first-hand that she would have been more seriously injured in a left-hand drive vehicle. I am now advocating that we must force the Postal Service to have all rural carriers in right-hand drive vehicles. There can be no legitimate excuse to have rural carrier employees at such risk.

I continue to also see rural carriers trying to save those three or four seconds by cutting corners. Sooner or later, those "corners" could cost us. It is my understanding that since September, 2004 there have been four (4) fatalities among rural carriers while on the route. We are the professional defensive drivers, we must take those extra few seconds to be safe.

Membership: We have received several new members due to the mail count schools. It is my belief that the count schools are worth the price of membership; remember one minute lost could cost a Step 12 regular carrier over \$1600 per year in

salary. We are stronger as a Union, where we have a strong voice in requiring management to follow the contract. It is a shame that we have so many carriers who have no voice; much less those who want to give up their voice (membership) because of various reasons. Ever think of having to negotiate with your manager by yourself for your salary?

Unfortunately, Washington State continues to be among the most expensive for regular carrier dues. The best way to improve that is to make sure that every rural carrier is a member of this Association. It is only together that we are strongest.

Labor Relations: I continue to receive a lot of calls regarding the formula. The questions pertain mainly to re-calculation and number of relief days. I have likened that to asking for crumbs. What we really want is to require management to fulfill their responsibility in hiring. It is only by a diligent effort to hire that we can roll the formula back and allow rural carriers to have the relief day of their choice. With being required to do more mail for less evaluation, it is a necessity to have two days off together.

I have recently had a grievance that did not go forward because the carrier did not file the grievance in the 14 day time period. Remember, the Union urges that you grieve all discipline, but it is the responsibility of the grievant to file the grievance. In a disciplinary case, the Union can not file the grievance unless the carrier is incapacitated.

As the spring wears along and we approach summer, there will be our normal county and district meetings. The district meetings are important because there will be elections, campaign announcements and an opportunity to ask questions of your state stewards. The county meetings are important because there is normally a state steward in attendance for questions. Also, it is at the county meetings that the state convention delegates are elected and any Constitution changes or Resolutions are introduced. This year is important

because of the continued changes facing our craft. Make sure your voice is heard, your opinions expressed!

Respectfully submitted,
Monte Hartshorn

State Secretary – Treasurer's Report

Yippee – Time for Spring and Time for your County's Annual Meeting. Some things to remember:



- ④ County Meetings must be held by May 17
- ④ Meeting Notices must be sent 15 days prior to the Meeting
- ④ Meeting Notice must state: Agenda includes: Election of County Officers, Voting for Delegates to the 2005 State Convention, and Voting on Proposed Constitution and By Law Changes
- ④ Please have your resolutions written out to take to the meeting, as your county secretary has to submit them in the EXACT wording that is passed. (See Resolution Form in Paper)

I will be sending packets out to your county secretary that will have all the information and forms.

State Convention: WHAT IS YOUR VOTE WORTH? Priceless - the same as each and every one of your fellow county members! Thanks to the delegates voting that each credentialed delegate gets paid the same rate for mileage (\$.33 per mile) and same convention allowance (\$250), up to the cap, which has been set at \$25,000 for 2005. Last year the total delegates pay was \$19,800 for the 65 delegates. Here are your duties as a credentialed county delegate to State Convention:

- ④ Specific assignments to a committee as notified by the State President.

- ④ Be in attendance at all business sessions of the State Convention beginning with the opening session and not leaving until the Convention has been adjourned.

So, if you can attend all 3 days of State Convention, then make sure you attend your county meeting and ask to have your name on the ballot for State Convention delegate!

National Convention Delegates: The National Convention delegate nomination form will be in the February Issue thru the May Issue of the National paper. All you need to have your name on the ballot is to complete this nomination form and mail it to the State Secretary. I will acknowledge the receipt of your nomination form with a returned postcard. **If you have not gotten a return postcard from me by 2 weeks after you sent me your nomination form, please call to verify if I have received it. Otherwise your name might not be on the ballot.**

Best to you,
Rebecca (Becky) Wendlandt

DISTRICT 1

Plan on attending the combined District 1 and 2 meeting on Sunday, April 3.



We'll be meeting from 1-5 at the Red Lion Inn in Tukwila. Look for the directions in this issue and save them because this will be your only notification. Remember your union dues pay for our meetings, so encourage the non-members in your office to come and join. Learn what future developments such as DPS flats and Delivery Point Packaging means and the impact it may have on our job.

Jeanette Dwyer, Executive Committeeman, will be here from the National Office to speak and answer our questions. You may have met her when she visited Washington a couple of years

ago. If you didn't get to talk to her then, come and meet her and let her know what is on your mind. She's very knowledgeable and will listen to your concerns.

What are you doing April 28, 29 and 30th? Mark your calendars now for an exciting three days in Tacoma at the Sheraton. Washington is part of an eleven state group that hosts the Western States Conference each year. Look for the registration on another page in this issue. It has been 10 years since Washington hosted this conference and we are excited with the lineup of speakers and information they will bring to us. This is like an informal mini national convention where you can meet those candidates that have announced their intention of running for the several positions that will be open for election this year.

Thursday evening will be a time to socialize and have a light snack while you get to know those attending the conference. Bring your pencil and paper for Friday's information packed day and an appetite for the dinner that evening. Then relax after dinner while listening and/or dancing to Little Bill and the Blue Notes. Saturday morning will be a business session. We'll convene close to noon, but please stay for Don Cantriel, Director of Steward Operations, and his training for stewards that all are welcome to attend. Question and answer time will follow.

Have you seen our t-shirts with the eleven states' WSC logo on it? We're selling them for \$15.00 in several colors to raise funds to help cover the costs of hosting this conference.

Can you help at the registration table or help fill the hospitality bags we'll be giving to those attending? If you're willing to help with the many tasks at this conference, please call or email any of your board members listed in this issue of the paper.

Respectfully,
Becky Pike, District 1 Representative

Washington Rural Letter Carriers Association
Previous Year Comparison Statement of Activities

July 2004 through January 2005

	<u>Jul '04 - Jan '05</u>	<u>Jul '03 - Jan '04</u>	<u>\$ Change</u>	<u>% Change</u>
Ordinary Income/Expense				
Income				
400000 · Dues Income	293,170.53	244,280.50	48,890.03	20.0%
410000 · National General Insurance	23,527.00	23,229.00	298.00	1.3%
420000 · Reimbursements & Refunds	9,889.82	11,750.67	-1,860.85	-15.8%
Total Income	<u>326,587.35</u>	<u>279,260.17</u>	<u>47,327.18</u>	<u>17.0%</u>
Expense				
500000 · Per Capita Expenses	10,814.08	11,027.66	-213.58	-1.9%
520000 · Meetings and Conventions	30,278.07	25,551.93	4,726.14	18.5%
530000 · Equipment Fund	4,587.20	547.29	4,039.91	738.2%
550000 · Other Expenses	22,697.94	20,155.35	2,542.59	12.6%
610PA · President - P. Alexander	1,163.68	753.02	410.66	54.5%
620MH · Vice President - M. Hartshorn	1,163.68	757.58	406.10	53.6%
630RW · Sec/Treas. - R. Wendlandt	21,444.55	15,540.02	5,904.53	38.0%
640SH · Editor - Susie Hill	2,324.95	1,723.07	601.88	34.9%
645000 · Washington Rural Carrier (WRC)	2,958.75	2,787.05	171.70	6.2%
650RP · District 1 - R. Pike	1,661.71	1,037.42	624.29	60.2%
660AL · District 2 - A. Lamm	0.00	1,223.48	-1,223.48	-100.0%
660JB · District 2 - J. Blackburn	1,542.48	0.00	1,542.48	100.0%
670CF · District 3 - C. Freeman	1,431.65	757.58	674.07	89.0%
680DR · District 4 - D. Reppe	1,439.20	757.58	681.62	90.0%
691LW · Ret/Car PAC - L. Walker	45.00	0.00	45.00	100.0%
700CA · State Steward - C. Alexander	23,592.43	22,580.81	1,011.62	4.5%
705000 · Steward Training Expenses	12,807.42	7,090.10	5,717.32	80.6%
710JP · Asst. Stew. - J. Peck	13,162.15	20,022.15	-6,860.00	-34.3%
730SJ · Asst. Stew. - S. Johnson	10,365.03	18,654.89	-8,289.86	-44.4%
740MH · Asst. Stew. - M. Hartshorn	6,147.12	6,391.28	-244.16	-3.8%
750PA · Asst. Stew. - P. Alexander	18,195.26	15,242.39	2,952.87	19.4%
770JP · Asst Stew - J. Patteson	16,979.08	17,343.86	-364.78	-2.1%
780PP · Asst Stew - P. Pitts	14,829.09	15,771.73	-942.64	-6.0%
880LS · Local Steward	321.69	245.33	76.36	31.1%
Total Expense	<u>219,952.21</u>	<u>205,961.57</u>	<u>13,990.64</u>	<u>6.8%</u>
Net Ordinary Income	106,635.14	73,298.60	33,336.54	45.5%
Other Income/Expense				
Other Income				
450000 · Interest Income	740.00	354.81	385.19	108.6%
Total Other Income	<u>740.00</u>	<u>354.81</u>	<u>385.19</u>	<u>108.6%</u>
Net Other Income	<u>740.00</u>	<u>354.81</u>	<u>385.19</u>	<u>108.6%</u>
Net Income	<u><u>107,375.14</u></u>	<u><u>73,653.41</u></u>	<u><u>33,721.73</u></u>	<u><u>45.8%</u></u>

Washington Rural Letter Carriers Association
Statement of Financial Position
As of January 31, 2005

	Jan 31, '05
ASSETS	
Current Assets	
Checking/Savings	
101000 · Chkg - WA Trust Bank	20,802.24
102000 · Svgs - APCU	111,153.66
103000 · Chkg - Atlanta Postal Credit Un	1,184.80
Total Checking/Savings	133,140.70
Total Current Assets	133,140.70
TOTAL ASSETS	133,140.70
LIABILITIES & EQUITY	
Liabilities	
Current Liabilities	
Other Current Liabilities	
250000 · Retirement Plan Payable	
251000 · 401K Employer's Portion	455.30
252000 · 401K Employee's Portion	1,447.12
Total 250000 · Retirement Plan Payable	1,902.42
Total Other Current Liabilities	1,902.42
Total Current Liabilities	1,902.42
Total Liabilities	1,902.42
Equity	
390000 · Unrestricted Net Assets	23,863.14
Net Income	107,375.14
Total Equity	131,238.28
TOTAL LIABILITIES & EQUITY	133,140.70

District 2

So many Rural Carriers do not realize how important the local county meetings can be. The county unit is the keystone of the State and National



organization. At your county meetings there are guest speakers that range from stewards to board members. Not only are there speakers, there's a lot of exchanging of ideas and on to regular gripe sessions. The annual county meeting consists of the election of county officers, state convention delegates, passing resolutions, and constitution and by law changes.

If you have an idea for a resolution or a constitution and by law change, please attend your Annual county meeting. Don't be afraid of running for a county office and State delegate. This is the best way to have some input, build on others' ideas, and be able to vote on the issues.

You never know, your resolution could pass the county meeting, state convention, and then national.

Please become active in your county meetings, let your voice be heard. It takes all of us working together to let the USPS know that we are a strong union, from the County units on up.

Joanne Blackburn

%%%%%%%%%

Have you sent you PAC donation to Lynn yet?

%%%%%%%%%

Many Diverse Benefits for Union Membership

We have just experienced the tensest relationship we have with Management - Count. Our Union gave us Count Schools in several areas



of the state to prepare us for this stressful encounter. The knowledge we gained through this process hopefully kept our disagreements with our managers out of personal attacks and based on demonstrable facts. Facts that we could agree on or if not - grieve. This year my office finally received DPS and at the same time we got a brand new Postmaster 2 weeks before Count started. Although traditionally the 4-week count is good for our craft, for our office this was the year we took the big hit. But by having the training we came out at best we could. Do we see this as a huge benefit to our members? I do.

I was fortunate enough to attend the QWL facilitator training in Salt Lake City given by a balanced team of management and craft. It was an intense week and WA Sate was well represented. We now have new facilitators and new DJSC members to infuse the QWL/EI process with new enthusiasm. All union members can become team members and advance the communication between management and craft. A potential benefit to any member and a tremendous benefit to me personally. We work for the same Company - the USPS. If we are to avoid feeling like victims as the changes in our business keep coming down the pike, we not only have to understand the driving forces but we must have a voice in the solutions. I am excited to attend my first DJSC meeting and begin the conversation.

District meetings are right around the corner in April with special speakers full of information. Western States Conference follows at the end of

April with more National Officers and candidates for National office. Western States is like a mini-National Convention and it is right here in our State! We will soon be electing delegates not only to State Convention but also to National Convention. Both are wonderful opportunities to get to know each other and learn of concerns that we might not hear about in our local offices. I encourage you to take advantage of these events, as they are benefits that are available to us all.

We are a Union. United we have a powerful voice to affect change and to oversee our interests. Our strength is not only in our numbers, but our willingness to learn, to be educated, and to participate. Take advantage of your membership and utilize the benefits offered this spring and summer.

Respectively Submitted:
Cheryl (Cheri) Freeman
District 3 Representative

Choose a view of either the Columbia River or the pool and courtyard. Start your day off with a complimentary breakfast buffet and a USA Today paper. Rooms include ample desk space, two-line phones with data ports, and free local phone calls.

The hotel offers an outdoor heated pool and spa, while youngsters can work out their energy in the wading pool.

Special room rates for the convention are available by asking for the WARLCA room block when making your reservations using the following phone numbers. 1-800-222-2244 or local number 1-509-946-4661 The room block includes ADA rooms. Make your reservations as early as possible, but no later than May 24, 2005, to get the special rates.

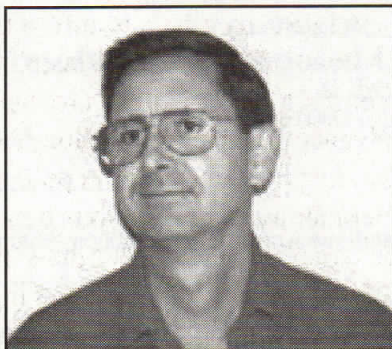
- 1 King Bed, 1-2 guests per room, \$89.00, plus tax.
- 2 Queen Beds, 1-4 guests per room, \$89.00, plus tax.
- 1 Queen Bed, 1-2 guests per room, \$79.00, plus tax.

A registration form for convention functions is available in this issue of the Washington Rural Carrier magazine. Again, please fill out and return your registration as early as possible and do notice that there will only be one evening banquet to attend this convention as the Retiree's Dinner and Tuesday evening banquet will be combined together.

Dave Reppe, District 4 Representative

INVITATION TO ATTEND WARLCA 2005 CONVENTION

The convention site for the 2005 WARLCA Convention will be the Richland, Washington, Shilo Inn. The Shilo is located in the heart of Washington's wine country at 50 Comstock, which is off George Washington Way overlooking the majestic Columbia River.



All guest rooms and suites, including those with hot tubs, feature a microwave oven, refrigerator, wet bar, coffee maker, video player and iron and ironing board.

Campaign Announcements

I would appreciate your vote for delegate to the National Convention 2005. We need to work toward getting the count back in September, as it used to be, and we should also always have a four week count with a holiday, as that is representative of our workload.

Thank you, Patricia Alexander

Hello to all WARLCA members. You will be receiving your ballot for National Convention delegates in the near future and I would appreciate your consideration in electing me as one of your Washington delegates. I am sure the issue of holding a biannual convention will again be discussed. This would save an amazing amount of money. Please let your preferences known on this or any other issue to any person who is elected as a delegate. Even if you don't choose to be actively involved in the WARLCA send in your ballot and share your concerns. Thank you. Susie Hill

WARLCA CONVENTION 2005

Shilo Inn Richland, Washington
1-800-222-2244 or local number 1-509-946-4661

Name _____ 1st time attending _____
Address _____ Phone _____
Regular _____ RCA _____ PTF _____ Retired and number of year's service _____
Also, please check any positions you are currently serving:
Ad Hoc Trainer _____ DJSC Member _____ AJSC Trainer/Member _____ Facilitator _____
State Officer _____ County Officer _____

SATURDAY JUNE 25

GOLF TOURNAMENT: If anyone wants to play golf on Saturday, send an email to Assistant State Steward Joyce Patteson, jodopat@elltel.net

SUNDAY JUNE 26

Labor Relations Training/Enhancement 10:00am – 4:00pm

(All local stewards will receive \$100.00 for attending if it is the first enhancement training for the year, \$25.00 if you have had previous enhancement training and \$125.00 for new, untrained stewards). Buffet Lunch provided for all stewards if pre-registered by June 10, all others welcome \$15.00 each #attending _____ \$ _____
Non-stewards welcome – no reimbursement

Registration 12:00 – 5:00pm

Sunday Social —6:00pm – 8:00pm (free) # attending _____

MONDAY JUNE 27

1st Timers Meeting 8:00am

(All welcome-no cost) # attending _____

Armed Forces Breakfast 7:00 am

All are welcome, meet in the restaurant area of the hotel.

Lunch Buffet Service (No fast food within walking distance)

\$15.00 each # attending _____ \$ _____

County President, Vice-President & Secretaries Training Dinner

(free to newly elected and pre-registered 2005/2006 Presidents, V.P.s and Secretaries)

All welcome - cost to non 05/06 County Officers \$20.00 each # attending _____ \$ _____

(Place a zero in \$ _____ if an officer)

TUESDAY JUNE 28

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

Lunch-Buffer Service \$15.00 each # attending _____ \$ _____

Tuesday Evening Buffet Honoring Retirees and our Armed Forces 6:00pm-9:00pm

Italian Riviera Buffet \$25.00 each # attending _____ \$ _____

WEDNESDAY JUNE 29 Get-away-day

Working Lunch Period with Deli Buffet Lunch each \$15.00 #attending _____ \$ _____

TOTAL AMOUNT REMITTED \$ _____

Make all checks payable to WARLCA Convention

Send to: Dave Reppe, 48 Walnut Street, Touchet, WA 99360

**Please complete your registration so that Dave will receive it no later than
June 10, 2005.**

RESOLUTION

Please submit one resolution per page. Please type or print it, then submit it to your county secretary at the county annual meeting. If passed at your county meeting, it will be sent by the county secretary to the state secretary to be presented at the 2005 State Convention.

The following resolution was adopted at the _____ (date) meeting of the _____ Rural Letter Carriers' Association. It is hereby submitted to the Resolutions Committee at the 2005 State Convention, Richland, WA., for consideration and appropriate action.

Currently found in: PO 603 _____ USPS/NRLCA CONTRACT _____
ELM _____ SAFETY HANDBOOK _____
OTHER: (NAME) _____

CONSTITUTION AND BY LAWS: _____ NATIONAL? ___ STATE? ___
Article: _____ Section: _____ Paragraph: _____

Binding: _____ or Non Binding: _____ (Must Select One)

If this is binding, state to whom: _____

Whereas OR Present Language:

Therefore be it resolved OR Proposed Language:

Intent And Reason of Change:

Signed: _____ Date: ___/___/___
Secretary of: _____ County
Sent to State Secretary on: ___/___/___ (Date)

MEMBER OF THE YEAR NOMINATION

Eligibility:

1. Any member of the Association may be nominated as a candidate for the Member of the Year Award.
 2. State Association Officers should not be arbitrarily selected for the Award, not should they be prohibited from consideration. Officers have been chosen to lead and serve, but it is frequently demonstrated that their services go far beyond the routine duties of the office, and thus, may be worthy of selection.
 3. Nominations may be made directly from the membership.
 4. Local, county, or district units may select candidates.
-

Method of Selection:

1. Selection Committee will be all Board members not nominated for the Member of the Year Award.
 2. Nominations for Member of the Year should be postmarked no later than 14 days prior to the opening of State Convention but received no later than the beginning of the Board meeting preceding State Convention.
 3. Nominations must be sent to the Vice-President of the Association.
 4. Decision is to be made at the Board meeting prior to State Convention.
 5. Recipient must receive more than 50% majority of votes cast.
-

Criteria for Selection:

1. The primary consideration of the selection committee shall be:
 - a. The service rendered by the candidate to the NRLCA.
 - b. Attendance and participation in local, state and national meetings.
 - c. Willingness to accept responsibilities and dedication in performing those duties.
 - d. Fraternal attitude to others in the rural carrier craft.
2. The Selection Committee should consider, as a secondary matter, other service such as civic and community activities which reflect favorably upon the rural craft and the USPS.

**MEMBER OF THE YEAR
NOMINATION FORM**

NAME: _____

PLEASE GIVE A RESUME OF THE ACCOMPLISHMENTS OF THE ABOVE NAMED
NOMINEE:

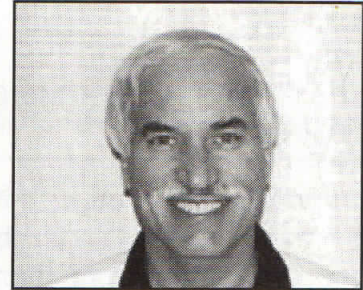
PLEASE DESCRIBE ANY OTHER SERVICE, SUCH AS CIVIC AND COMMUNITY
ACTIVITIES THE ABOVE NAMED NOMINEE PARTICIPATES IN WHICH REFLECT
FAVORABLY UPON THE RURAL CRAFT AND THE USPS.

***PLEASE SUBMIT THIS FORM TO THE VICE-PRESIDENT NO LATER ***
THAN FOURTEEN (14) DAYS PRIOR TO THE CONVENING OF THE STATE CONVENTION.
(Monte Hartshorn 141 Alder St. NE Castle Rock, WA 98611-9040 by June 10, 2005)

STATE STEWARD UPDATE – WINTER 2005

Charles Alexander, State Steward

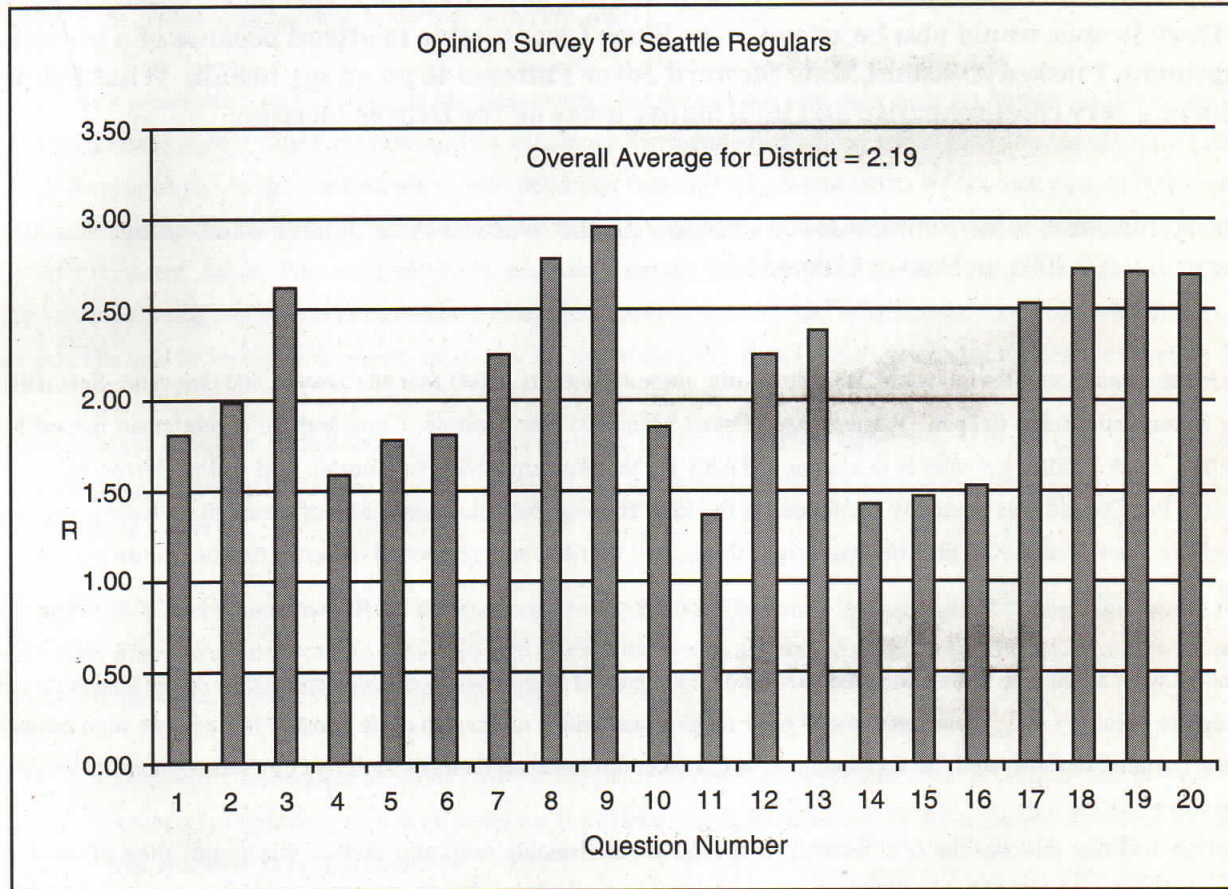
Less Than Significant Results From Survey



The response received from the “Relevant Employee Opinion Survey” that appeared in last month’s issue of the WRC was disappointing to say the least. Having said that, I completely understand why more surveys were not turned in. Clear communication is not always easy to achieve. When I originally submitted the survey to our Editor, I sent it with an explanation of why having our own survey with questions relevant to rural carrier concerns would be a useful tool to help improve our collective workplace environment. Unfortunately, I chose to slightly modify the original copy of the survey that I submitted. When I turned in the revised survey, I didn’t resubmit the cover page, which contained the rationale for the survey, along with instructions on where to send completed surveys, and the cut-off date for submission. Since the Editor cannot read my mind, the revised survey made it into the WRC, but the cover page did not. Consequently, only the rural carriers and leave replacements who are on my email update list (that can be you, too, if you send me an email to charleska@nas.com) received both the survey and the instructions/explanation that I wrote to accompany the survey.

Of the approximately 240 members that received the survey plus explanation, 60 (25%) filled it out and returned it to me by the specified January 15 cut-off date. Now, a 25% return on any survey is normally not too shabby, some would even say GREAT, but by using the State Paper, I was hoping to reach all of the approximately 1,450 active craft members in our State. The 60 completed and returned surveys only represent 4% of the active craft members, and that simply is not enough to be considered statistically significant, especially since no random sampling techniques were employed. I plan to request of the Board that State funds be utilized to mail surveys directly to all active rural carrier craft in Washington. Should the Board approve such a mailing, I hope you will take the time to complete the survey and return it by the specified date. As I said in the explanation that didn’t make it into last month’s WRC, “Most of us have received Voice of the Employee Surveys. The VOE postcard that announces that you have been chosen to receive the survey states: “By telling us what works about the Postal Service and what you think needs to be improved, we can work together to make changes happen.” The introductory letter by Postmaster General Potter that accompanies the official Postal Service Employee Opinion Survey makes a statement that I think we should all take seriously. Mr. Potter states: “Every employee deserves a chance to be heard—a chance to voice his or her opinions about their work environment.” Unfortunately, the official surveys rate our supervisors and our office, but often it is the District that can either make life pleasant for us or cause us grief.” With a strong, significant response to a survey containing questions relevant to rural craft concerns, your Union representatives have a good chance of making your voice heard by managers at a high enough level to initiate positive changes to help our collective workplace environment. Again, if the opportunity arises, I hope I can count on you to participate.

To give you an idea of how the carriers from my email update group responded, I have copied below a graph of the collective responses from the largest group to fill out the survey, mainly 36 regular carriers from the Seattle District.



As you probably recall, each of the 20 questions on the survey offered the respondents five choices ranging from 5 points for “Strongly Agree” down to 1 point for “Strongly Disagree”. In other words, if all respondents rated all 20 questions as “Strongly Agree”, then the average response for all 20 questions would be 5. In such a scenario, the overall average of 5 times the number of questions (20) would yield an overall “satisfaction score” of 100%. In the above limited response, the overall average was 2.19, and 2.19 multiplied by the number of questions (20) yields a lackluster 43.8%. As I implied earlier, 36 regular carriers are not enough to be considered significant. Even so, the results are an interesting predictor of significant results to come, should a direct mailing be employed to mail out the survey to all active craft in the State. In case you were trying to remember what was question 11, the question on the above graph with the lowest rating, it was, “Managers at the District level trust and respect rural craft employees.” Enough said!

Joint Mail Count Seminar/Training at the Area Level

On December 18, 2004, I was notified by National Officer Bill Gordon that for the first time ever "Western Area is planning on holding a Joint USPS/NRLCA Rural Mail Count Training session beginning at 1:00 PM on January 12 and ending at Noon on January 13th in Denver." Bill went on to say that two management designees from each District, the State Steward or designee, along with himself, fellow National Officer Jeanette Dwyer, and Grievance Specialists Kurtis Buttars and Terry Leeper would also be attendance. Since I was unable to attend because of a previous engagement, I tasked Assistant State Steward Joyce Patteson to go on my behalf. What follows are Joyce's very comprehensive and informative notes on the Denver meeting:

Notes by Assistant State Steward Joyce Patteson on the Western Area JOINT Mail Count Training January 12 & 13, 2005, in Denver, Colorado

Those in attendance were the following: State Stewards, some Assistants, NRO Jeanette Dwyer, and Grievance Specialists Kurtis Buttars and Terry Leeper. Western Area Postal Managers Ken DeHate, Chris Jordan, a gentleman named Pat whose last name I didn't get who is in charge of PARS for the Western Area, Pat Conrad, and Cathy Perron were the speakers. Pat Conrad was basically the leader of the Joint Training, but I understand a lot of the credit for having it goes to Ken DeHate. Jeanette says Ken likes to do the right thing. Bill Gordon was supposed to be there, but couldn't attend, as he was ill.

Pat Conrad went around the room and asked every individual present if there was something specific he or she wanted to talk about before training's end. There were lots of good suggestions written on the flip chart. Most of these issues were covered during the count slideshow itself, but there were some that were discussed separately at different times throughout the training.

Pat Conrad said that this was the first Western Area Joint Count Training ever, and that at this point, they planned to continue. They want to promote working together, but without "sweetheart deals."

Cathy Perron from USPS Headquarters told the meeting participants that the Postal Service hopes to have the **Delivery Confirmation scans** out of Column R by September of 2005. They intend to utilize Column S for the scans, when the bugs are worked out. She said they are also working on computer-based count forms, but they are still in the beginning stages.

Cathy told the managers that **before they redline** anything, they need to call the office and find out what happened. Get the details of the time. Ask questions - for instance, were the questioned allowances timed and/or measured by management? If it's correct and legitimate, don't redline it.

She advised the CSAs to be in touch with the plants to find out which offices were going to have **flats processed on the UFSM 1000s**. Her instructions for counting these flats were specific. When counting these flats, put them back in the same tub, and don't pull the tags. The carriers need to be able to visualize. Circle the number of UFSM flats on the 4239. This will save the confusion as to which numbers to use for calculation. It's essential to have good communication and to set boundaries/rules in the Pre-count Conference. The State Steward should receive a list every day of offices that receive flats sorted with UFSM 1000, and if there is something unusual, this should be brought to management's attention.

There was much discussion on the **Edit Book and compensation for same**. It's an important document that the Postal Service wants kept up. There was a brainstorming session on items that were compensable in the Edit Book process. Some of these items were the following: flipping through the pages to find where to put a new entry, flipping through the pages to do a monthly review, transferring information from the maintenance worksheet to the Edit Book upon its return, retrieval of the Edit Book if at a location other than the carrier case (although it was noted that it should be kept at the carrier case), no stats, including the code that goes with it, cell sizes, taking the book to a specific location after the monthly review, filling out the back sheet, signature, etc. These things need to be defined at the Pre-count Conference.

There was a presentation by Chris Jordan on some recent **Step 4 decisions that may have an impact on this count**. These included the extra scanner time for reviewing data, withdrawal for intermediate offices, making sure that parcels are not curtailed for the purpose of preventing a second trip to load, helicopter flats, making sure the plants are not running mail upside down in DPS, returning the loading conveyance to a designated location, and **safety/service talks**. He commented on each of these items to clarify the intent. Some of his comments to the attendees about the safety/service issue were that it was imperative that safety talks continue during count in the same manner as they are done the rest of the year. Whatever they are, that's what they are. They shouldn't be held to 5 minutes during count and not the rest of the year. They should reflect what happens on a weekly basis.

Someone asked about the Yakima loading grievance decision, and wasn't that the same thing as the 18 minutes for **reloading/unloading** that we just received from the contract extension. Chris answered that the Yakima decision had absolutely nothing to do with the 18 minutes.

Although the Western Area PowerPoint presentation was the heart of the Joint Count Training, it wasn't discussed until the second day of the meeting. The items contained in the PowerPoint presentations are mostly self-explanatory as they are written, but some require additional clarification as noted below.

1. **Pre-count Conference** shouldn't be limited to 20 minutes. It should take about 20 minutes, but in some offices, especially larger ones with more attendees, it will take longer. If it goes over 30 minutes, the attendees will be paid for whatever is over 30 minutes.
2. **Mail is counted the day it is cased**. Boxholders are a notable exception, as they are credited for the day they are delivered.
3. If management requires the use of 1-inch cells, then 1 inch will be the **determining factor for parcels fitting in the case**. Otherwise, 2-inch separations will be utilized/assumed.
4. Mail with the endorsement of **Do Not Bend or Fold**, etc., should be counted based on how the carrier actually handles these pieces of mail the rest of the year. If the carrier actually carries and delivers these pieces as parcels, then they should get parcel credit. However, if it is non-preferential mail (bulk), unless you specifically know how the carrier treats that mail, the mail should be counted as flats. The Postal Service doesn't care to honor the endorsement, as the mail piece wasn't prepared properly according to the DMM. Count them as flats. On the other hand, if it is Grandma's picture (a First Class mail piece), we don't know what is in there, Grandma doesn't know the DMM regulations, and we don't want the carriers damaging the mail piece. Count them as parcels.

5. **Other mail** is other mail. Not one piece, not two postcards. Then again, it's not the customer's mail for that day either. It is a reasonable amount of mail.
6. Make sure you have good **documentation on disputed items**. If there are any disputes, talk to the CSAs, and the CSAs can discuss the issues with Pat Conrad. Be reasonable, and don't damage any customer's mail. (They were talking about shoving items in the case, such as pill bottles.)
7. **Detached address labels** can now be run in DPS. Jeanette let everyone know that there has been a Step 4 filed on this issue.
8. When PARS is instituted, there will be three **additional individual mark-ups**. They are **ILL** for Illegible, **NSS** for No Such Street, and **IA** for Insufficient Address. **UTF** for Unable to Forward is replacing **UAA** for Undeliverable as Addressed. These mark-ups are already listed in DMM 4.1, but until now we didn't use them.
9. When a carrier verifies a 3575 (change of address form), it should be a mark-up. Filing **COAs** should be in Column R. Pat said that carriers shouldn't be filing them though, as this is a clerk function.
10. **No mail receptacle** is no mail receptacle, and should be based on carrier knowledge. If the carrier doesn't know whether or not the customer has a PO box, and there is a house that the carrier would deliver to if the customer had a box, then it is a valid, legitimate no mail receptacle. This was stated by Cathy Perron after I brought up the issue in Zillah. I even explained that the carrier went above and beyond, and handed all the mail that could potentially go to the box section to the clerks. The clerks would deliver what mail they could to the box section, and then return the rest to the carrier for him to handle. At that point, they would then be no mail receptacle. Yes, the carrier did have a lot of no mail receptacle mark-ups, but that was after he got the mail back from the clerks. At that point, obviously the customer had no local PO box, and should be a no mail receptacle. The addresses should be no-stats in the Edit Book. As far as I'm concerned, that doesn't change the fact that they should still be no mail receptacle mark-ups.
11. For **letters and flats collected**, if managers are requiring carriers to break down bundles for separation, they need actual time.
12. **Carrier pick-ups** are not a part of the mail count and are not included anywhere on the 4239.
13. If there is a **second safety talk** for leave replacements, there will be a second safety talk built in to the route. The Western Area wants management to rotate the safety talks the same way it is suggested in the Step 4. If the replacement carriers are required to read the safety talks, that is the same thing as having a safety talk, and should be built in to the evaluation.
14. All carriers get **riffling time** whether they case their mail or not. A carrier could choose at any time to take their DPS to the street, or they could be required to take their DPS to the street, and they need the riffling time built in to their route.
15. If carriers are required to answer **customer phone calls**, then management is required to pay. However, management should not be requiring a carrier to take customer phone calls. Management should be handling them.
16. Carriers need to carry **stamp stock** whether it is their own or management issued stamp stock. Management needs to make sure that carriers have stamps sufficient for the needs of the route. The customers shouldn't have to wait until the next day

to get their stamps unless it is an extremely large order. As an aside, during the management count training, I suggested to the managers present that they order the orange envelopes and have the carriers deliver them 4 times a year as a boxholder, and give the carriers an orange envelope boxholder during mail count. John Scinto from Spokane had absolutely no problem with this.

- 17. At a **dismount location**, the carrier's parking should be accessible 90% of the time and should be in a legal parking area, not a fire lane, etc.
- 18. All **route inspections** must be done while the carrier is delivering mail.
- 19. There is no procedure for the rural carriers as of yet for **Stamps by Fax**. Cathy Perron will follow up on this issue.
- 20. "**Fletters**" (letters mixed in with tubs of flats) are a pending Step 4, and when counting the tubs of flats, a letter is a letter, and a flat is a flat. There is no agreement for using the end of run for flats.
- 21. Carriers do have the ability/authority to **record disputes on the 4239 (daily count sheets)**.
- 22. Failure to meet the "leave the office" time is not a condition to require a carrier to take **DPS to the street**. We don't care if carriers case DPS or take it to the street as long as they are making their evaluation.
- 23. There should be no problem with the **Union's attendance at count trainings**. If the Union is only allowed to attend one count training in the District, the State Steward needs to be in communication with the District Manager.

There was one more presentation given on **PARS** by a gentleman named Dean (I didn't catch his last name.) Dean is the Western Area contact person

for delivery on PARS. He said that currently there are 7 plants in the Western Area on PARS; Seattle is one of them. Beginning the end of January, carriers will receive address changes in a different manner, but will still get the credit. He will put out information to the Districts as to what units will be deployed and when. If something is incorrect on the 3982 label, it is imperative that a 3546 (3-way **change of address form**) is prepared. There will be no changes in the way a carrier handles mail. If carriers are required to make 13 separations on the throwback case, management will pay. Educate carriers on the proper procedures for handling 3575's (change of address forms) and 3546's. Purge all old forms when the new ones come out to replace them.

Respectfully submitted,

Joyce Patteson

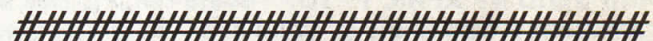
Assistant State Steward



WSC April 28-30

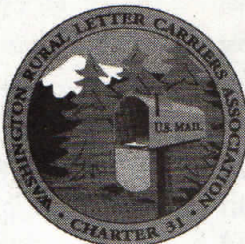
Remember these dates and send in your registration for the Western States Conference in Tacoma, hosted by Washington. Let's show everyone from the 10 other states a warm welcome to Western Washington. Meet some of you national officers and join in discussions and question and answer sessions.

Please contact your District Representative if you would like to volunteer for a committee. We would appreciate your help. Hope to see you there.



2005 WESTERN STATES CONFERENCE

TACOMA



WASHINGTON

Where Service Begins With a Smile

DATE: April 28-30, 2005 (Thursday evening through Saturday)

LOCATION: Sheraton Tacoma
1320 Broadway Plaza
Tacoma, WA 98402

Phone: (253) 591 - 4142 or 1-800-845-9466

Room Rates:	<u>Single</u>	<u>Double</u>	<u>Additional Person</u>
Traditional	\$ 99	\$109	\$10
Mini Suite	\$179	\$189	\$10
King Suite	\$225	\$225	\$10

Room Rates Also available 3 days prior and 3 days after meeting
Meeting Room Block Under "Washington Rural Letter Carriers"

Nearest Airport: Seattle-Tacoma (SeaTac)

Room Block Held Until April 1

Conference Registration:

Number TOTAL

Registration Fee (Cost is \$25 after April 1) \$15 X _____ \$ _____
Includes Meeting and Social Thursday Night (included in Full Deal package)

Full Deal: (Cost is \$40 after April 1) \$30 X _____ \$ _____
Includes Meeting and Social Thursday Night

Also Includes Friday Night Banquet and Entertainment

Choice of Dinner: (Pick One Per Person)

Vegetarian- Fettuccine Pasta Tossed w/ Olive Oil, Tomatoes, & Black Olives

Beef – 8 oz Prime Rib of Beef Au Jus slow roasted w/ Horseradish Cream

Seafood – Baked King Salmon Fillet, baked in Lemon Cream Sauce

Please Print: TOTAL ENCLOSED \$ _____

Name: _____

Address: _____

ENCLOSE CHECK (Payable to "Western States Conference 2005")
AND SEND BY APRIL 1ST TO: Susie Hill, PO Box 93, Vashon, WA 98070-0093
Questions? Call Susie at (206) 463 - 3339 OR E mail: s.k.hill@comcast.net

**SHUTTLE INFORMATION FROM SEA-TAC AIRPORT TO
WESTERN STATES CONFERENCE
SHERATON TACOMA HOTEL
1320 BROADWAY PLAZA
TACOMA, WA**

Service Provided by: Capital Aeroporter-Airport Shuttle at www.capair.com

Each participant can make their reservation via our website or call us at the following numbers:

Website: www.capair.com
E-mail: customerservice@capair.com
Phone numbers: Olympia 360-754-7113
Tacoma 253-927-6179
Outside Western Washington 1-800-962-3579

- ④ We have setup a **profile number (#25507)** for your conference. Each person who calls or books their reservation online should give this number and:
- ④ **THEY MUST STATE THEY ARE MAKING A RESERVATION FOR THE Western State Conference/WA Rural Letter Carriers AT THE BEGINNING OF THE CALL (if calling in)**
- ④ FOR YOUR CONFERENCE WE CAN PROVIDE YOU WITH OUR CONFERENCE RATE OF **\$40.00 PER PERSON** FOR A ROUND TRIP TICKET WHICH IS NON-REFUNDABLE. (This does not include any fuel surcharge that may be in effect)
- ④ WE ADVISE THAT EACH PARTICIPANT BOOK A ROUND TRIP RESERVATION TO ENSURE A SEAT. IF ONE IS NOT ABLE TO BOOK THEIR RETURN AT THE TIME OF BOOKING THEIR ARRIVAL INTO SEA-TAC, THEY SHOULD CALL BY THE FIRST DAY OF YOUR CONFERENCE TO BOOK IT WITH OUR OFFICE.
- ④ PLEASE ASK YOUR PARTICIPANTS TO **RESERVE THEIR SEATS TWO WEEKS IN ADVANCE** OF THE CONFERENCE.
- ④ PAYMENTS CAN BE DONE BY CREDIT CARD – WE HIGHLY SUGGEST THIS METHOD. CASH IS ALSO ACCEPTED.

WELCOME TO 2005 WESTERN STATES CONFERENCE

THE WASHINGTON RURAL CARRIERS' LETTER ASSOCIATION WARMLY WELCOMES YOU TO THE APRIL 28-30, 2005 WESTERN STATES CONFERENCE HELD IN TACOMA, WASHINGTON AT THE SHERATON HOTEL

Besides an award winning hotel that provides excellent service and a breathtaking view of Mount Rainier and Mount St. Helens (if it is still here by then), you can visit within WALKING distance (very close):

- ④ **The Washington State History Museum**
- ④ **Museum Of Glass** (International Center for Contemporary Art)
- ④ **Chihuly Bridge of Glass** – across Interstate 705.
- ④ **Union Station** – Historic station now filled with unique shops and food
- ④ **Trolley** - linking all of downtown together with a fun ride.
- ④ **Tacoma Art Museum**
- ④ **Antique Row**

Plan to take some time and visit nearby:

- ④ **Point Defiance Park** – 698 acres with specialty gardens
- ④ **Washington State Ferry** dock for Vashon Island
- ④ **Point Defiance Zoo and Aquarium** – 5,000 animals in natural habitats, plus separate aquariums for sharks, whales, sea otters
- ④ **Fort Nisqually** – historic restored Hudson Bay Company fur trading post recreating life circa 1855
- ④ **Camp 6** – open air exhibit on Washington's history of steam logging from 1880 to 1950.
- ④ **Tacoma Nature Center** – 54 acre wooded wildlife preserve
- ④ **W.W. Seymour Botanical Conservatory** – one of only 3 Victorian-style conservatories on the West Coast.
- ④ **Children's Museum of Tacoma**
- ④ **Working Waterfront Museum**
- ④ **Shanaman Sports Museum**
- ④ **Tacoma Dome** – Check for concerts and games scheduled at www.traveltacoma.com

DON'T MISS OUT ON THE FRIDAY EVENING BANQUET FEATURING "LITTLE BILL and the BLUE NOTES", A MASTERFUL MIX OF BLUES, JAZZ AND FUN DANCING-LISTENING MUSIC.

NEWS FROM THE AUXILIARY

Hello all,

Another convention is about to come upon us and plans are being made. The Richland area has a lot of fun things for the junior program to do this year.

We really do need to know if your junior is attending the convention this year. It really helps with planning the exciting things we have.

This year our registration fee will be \$25 and the T-shirts are \$10. This is a small raise from previous years, but goes along with the times and activities we are planning. Please send your name, address and t-shirt size to Myrtle Buchanan (address in Auxiliary listing).

If there are suggestions, we would like to hear them as soon as possible. We are always open to changes. We can have a very successful convention with the efforts of all of us – The Association, The Auxiliary and the Juniors. I am looking forward to it and to working with all of you.

Thanks for your time,
Joe Horlacher, President
Johnna_horlacher@msn.com

District I and Sunshine

I'm so happy to be back and with our Auxiliary again.

Sunshine is special to me and I like to send cards for those in need. I will need the name, address and reason for a message. Let me know this information as soon as possible. Please be my helper. We will all work together to let our members know we care.

Thank you, Delores Robb

AUXILIARY SCHOLARSHIP INFORMATION

Time is marching on and by the time this is published it will be too late for the National scholarships as their deadline is March 1, 2005. The Washington State Scholarship has a deadline of May 15, 2005 so there's time to request an application for that one. Also, the Gene DelPolito scholarship has the same deadline (May 15, 2005) and it also is sent to me. Anyone wanting these two (2) scholarships please get in touch with me. My address is: Myrtle Buchanan 41255 Sunset Hwy. Rd. E, Davenport, WA 99122 and my phone number is (509) 725-0435.

State convention will be upon us before we know it so start thinking of items for the Country Store. The monies from the Country Store help with the scholarship fund.

Hope to see you all at the convention in the Tri-Cities.

Myrtle Buchanan, Scholarship Chair

CALLING FOR DONATIONS FOR THE COUNTRY STORE

I want to encourage everyone to bring or send something to donate to the Country Store — handcrafts and whatnots. Some items will be designated for the silent auctions and others will be tagged for a set donation price. The money is collected for our college student scholarships (see related article from Myrtle). Time for shopping at the Store at Convention is before and after sessions and during breaks. I will try to get things set up on Sunday afternoon or evening.

Questions? contact Ruth Ryan Auxiliary Vice-President
darupada@choicenet1.com 509 448
9363 1409 W. Paradise Rd. Spokane,
WA 99224

A WORD FROM THE JUNIORS

Hello, my name is Nicole Cowan, the daughter of Renee' Cowan. Things are going well at our house. My brother, Lee Kesterson, and I are receiving complaints about our rooms and our homework.

At school, things are also going well. I'm doing the best that I can at everything I do. This year there were new kids at school, as there are every year. Helping them adjust and learn about our school gives me a great deal of pleasure because you get to see what kind of person they are before they become, what some kids would say, "popular". They think being popular means being able to get anyone they want, but, it really means you're a good friend and you try to help your friends when they need your help the most

This year I am President of the Juniors and I am realizing how hard the job can be. The last couple of years, our past president Hillary did the best job anyone has ever seen. I wish to follow in her footsteps. As I learn, I am sure there will be bumps in the road to the convention for me. Hillary and Joe have been wonderful at helping me.

Joe tells me what I need to look up and what kind of stuff is needed for convention. He has been motivation me and cheering me on this whole time. I am not sure if he is as nervous as I am but I know Joe, Hillary, the Auxiliary, the Association and my family will be supporting me all the way.

At convention this year we, the Juniors, are going to have lots of fun. We are looking at several activities that I hope everyone will enjoy. Just as in previous years, to make our job easier, we are asking you to please give us a count of how many juniors will be attending. We will need to know how many t-shirts to purchase.

I look forward to seeing all of you at this year's convention. Feel free to email me at: Baseballchickydo@yahoo.com.

Thank you,
Nicole Cowen

2004-2005 Auxiliary Officers

PRESIDENT

Joe Horlacher
41810 S. Atterbury Road
Tekoa, WA 99033
(509) 286-3771

VICE PRESIDENT

Ruth Ryan
W 1409 Paradise Road
Spokane, WA 99224
(509) 4489363

SECRETARY-TREASURER

Myrtle Buchanan
41255 Sunset Hwy. Rd. E
Davenport WA 99122
(509) 725-0435

DISTRICT 1

Delores Robb
6213 - 208th St. NE
Arlington, WA 98223
(360) 435-2223

DISTRICT 2

Fred Cavazos
408 S. Parkway Av.
Battleground, WA 98604
(360) 666-8206

DISTRICT 3

Vacant

DISTRICT 4

Donna Felgenhauer
209 N. 6th St.
Oakesdale, WA 99158
(509) 285-5272

IMMEDIATE PAST PRESIDENT

Steve Roakes
301 N. Montana Ct.
Kennewick, WA 99336-1030
(509) 783-2044

Welcome New Members

KAREN	COTTERMAN	71	NORTH BEND
WENDY	FLETCHER	71	ARLINGTON
GAIL	HERMANSEN	71	GIG HARBOR
ANTHONY	LOTT	71	BREMERTON
DANIEL	SHERRON	71	LYNDEN
BRENDA	SIZEMORE	71	GIG HARBOR
NGU	TRAN	71	ORTING
RENEE	BLACK	74	SPANAWAY
MINH	TA	74	DUVALL
RICHARD	ATKINSON	78	GIG HARBOR
LEE	AVILES	78	PASCO
CRAIG	BATES	78	VERADALE
KIRK	BAUMGARTNER	78	WENATCHEE
CHRISSIE	BENNETT	78	STANWOOD
JANELLE	BROWN	78	VANCOUVER
DOUGLAS	CALVIN	78	AUBURN
LISA	CARBERY	78	SPOKANE
WA	CHU	78	YAKIMA
TEENA	CORNELIUS	78	FERNDALE
KIMBERLY	CUNNINGHAM	78	YAKIMA
LUCY	DEIBERT	78	SEDRO WOOLLEY
KIMBERLY	DEIBERT	78	ARLINGTON
CHARMAINE	DESPAIN	78	LACROSSE
MARCIE	DIAMOND	78	WAPATO
SHERI	DICKMAN	78	BELLINGHAM
LORI	DOTY	78	PASCO
TRACI	FAIRWEATHER	78	MILTON
KERRI	FELCH	78	BUCKLEY
JULIA	FIFER	78	PORT ANGELES
URSULA	FLOREN	78	NINE MILE FALLS
PAM	FRISBY	78	BATTLE GROUND
PRESCILA	FUSCHER	78	HOQUIAM
MELONI	GREEN	78	COLVILLE
MANDI	GRIEGO	78	PORT ORCHARD
JUANITA	GUMM	78	KELSO
BONNIE	GUTHRIE	78	GRAHAM
RAINA	HARMELL-MCBRIDE	78	CENTRALIA
QUANG	HOANG	78	CAMAS
ROSEMARIE	HOLDWAY	78	VERADALE
HSIU-MING	HUANG	78	ISSAQUAH
SHARIE	HURPHY	78	WOODINVILLE
BILL	HURST	78	ARLINGTON
DEREK	JOHNSON	78	CHEHALIS
LINNETH	JOSEPH	78	VANCOUVER
ANGELINA	KERR	78	BLAINE
SARAH	KINGSBURY	78	POULSBO

SHEILA	KOLER	78	CHEWELAH
BARRY	LARSON	78	VERADALE
TRACY	LEACH	78	PORT ANGELES
GERALDINE	MCDONALD	78	KALAMA
CHERYL	MCPHILLIPS	78	PUYALLUP
REBECCA	MORALES	78	OCEAN PARK
GERI	NEWBERG	78	KALAMA
CYNDEE	NGUYEN	78	EVERETT
RODNEY	OLIN	78	ISSAQUAH
DAWN	PETERS	78	LONGVIEW
ALFRED	PETROVICH	78	MEAD
ADMIRA	RAMIC	78	BATTLE GROUND
JACK	RETFERFORD	78	CHEWELAH
MICHELLE	RICE	78	PORT ORCHARD
Barbara	ROUSSEAU-OSBORN	78	GRANITE FALLS
MARK	RYAN	78	SPOKANE
CHANTHANOM	SCHNEBLY	78	PASCO
LORI	SHERMER-SMITH	78	LA CENTER
LYNDA	SMITH	78	OLYMPIA
JIM	SOMERS	78	PORT ANGELES
GEOFF	STONE	78	PASCO
DENICE	STRAWN	78	RICHLAND
ESTHER	STUART	78	SILVERDALE
SHAWNA	SWANSON	78	SEATTLE
TRENA	TARR	78	NINE MILE FALLS
JEFFREY	TAYLOR	78	GREENACRES
TREESE	THOMPSON	78	SEATTLE
DAVID	TOLES	78	BELLINGHAM
MELINDA	TRAIL	78	SUMNER
SHARON	TURNER	78	FERNDALE
TIMNA	VALORE-SCHULZE	78	SNOHOMISH
TAMMY	VANDERWAL	78	BURLINGTON
RACHEL	WAGNER	78	MOUNT VERNON
CAROLYNE	WALSH	78	ELLENSBURG
JOHN	WANGELIN	78	ARLINGTON
DENNIS	WELLS	78	SUQUAMISH
JOHN	WILKINSON	78	ANACORTES
KENNETH	WILSON	78	ARLINGTON
LINDA	ANDERSON	79	COLVILLE
ROBERT	HOLDER	79	REDMOND
BETHANY	KUHN	79	MEDICAL LAKE
KIMBERLY	OTTO	79	LA CONNER

Congratulations New Retirees

RANDY	FLINK	ELMA
JANNA	NELSEN	SAINT JOHN
JUDITH	PECK	EVERETT
ROBERT	ATHEARN	MOUNT VERNON

IN REMEMBRANCE

DOROTHY M BERGER	754 GLENACRE LN	CAMANO ISLAND	WA 98282
BUD J CULBERTSON	P O BOX 2597	SILVERDALE	WA 98383
MELVILLE W CUMMINS	191 CUMMINS RD	TOUCHET	WA 99360
JOANNE R ESTES	778 ELMA MCCLEARY RD	MCCLEARY	WA 98557
HARRY O FRIES	SOUTH 708 'F' STREET	COLFAX	WA 99111
VICTOR J MATHISON	121 PINE AVE	SNOHOMISH	WA 98290
HARRY J MEALY	155 GRANDVIEW TER	LONGVIEW	WA 98632
DONALD L SKIDMORE	PO BOX 559	COLVILLE	WA 99114
HAROLD F VANHORNE	12912 E DESMET AVE	SPOKANE	WA 99216

MUTUAL TRANSFER REQUEST

Regular route rural carrier would like to do a mutual transfer coming from Riverside County Sunshine California. My office is in Corona. I'm wanting to move to Battleground, Washington, Vancouver area, or anywhere around that area. My route is a 44K, DPS, all routes have LLV's. I am 25 miles from Anaheim and Disneyland, 35 minutes to the beautiful beaches and 1 hour from the mountain resorts. My office has 47 routes within 2 offices and still new growth. There is a possible 3-way transfer including Sebastopol, CA, near the Bay area. I would love to hear from ya. My phone number is 951-858-0909 and e-mail is pigloo2002@yahoo.com.

Thanks for taking the time to read this.
Brandy Riggio

STEWARDS

STATE STEWARD

Charles Alexander
2201 - 30th St.
Bellingham, WA 98226-8209
FAX (360) 650-0803
charleska@nas.com

ASST. STATE STEWARDS

Judith Peck
12332 - 51st. Ave. SE
Everett, WA 98208-9671
(425)337-4998 phone and FAX
Judith.Peck@verizon.net

Joyce Patteson
385 Tibbling Rd.
Selah, WA 98942-9253
(509) 698-6308
FAX (509) 698-3089

Patrick Pitts
7505 Kentridge Pl. SE
Port Orchard, WA 98367-9042
(360) 769-8461 phone and FAX
McCormickMailman@aol.com

Patricia Alexander see Officers' address page
Monte Hartshorn for information

CREATIVE MAILBOX CONTEST

District 2 would like to announce a mailbox contest as a fundraiser for State Convention 2006. Paint or design a regular size mailbox and bring it to State Convention in Richland. The boxes will be displayed in the Country Store. Peoples' Choice vote will choose the best box and the designer will be awarded \$50.00. Boxes will be sold by silent auction the last day of convention.

Junior Officers 2004-2005

PRESIDENT

Nicole Cowen
PO Box 1746
Orting, WA 98360
(360) 893-5221

VICE PRESIDENT

Jessee Keele
140 Diamond Drive
Castle Rock, WA 98611
(360) 274-8124

SECRETARY

Julia Halverson
41106 Dorman Road
Gold Bar, WA 98251
(360) 793-1674

PAC TIME

Your PAC dollars are needed to help influence our legislators toward our causes. One item that always seems to be on the agenda is privatization. We all know this would not be good for us and would not be beneficial to our customers.

Send your check to Lynn Walker, 2485 Highline Rd. Chewelah, WA 99109 or ask him for the new payroll deduction form. Please do your share. If each member sent \$1.00 twice a year, that would be nearly \$2000. Imagine the total if the amount was \$5 or \$10. We can do so much if we all help. Thank you.

WRLCA OFFICERS FOR 2004-2005

PRESIDENT

Assistant State Steward
 Patricia Alexander
 2201 30th St.
 Bellingham, WA 98225-8209
 360-733-9201
 Fax 360-650-0803
 e-mail: patriciaka@nas.com

VICE PRESIDENT

Assistant State Steward
 Monte Hartshorn
 141 Alder St. NE
 Castle Rock, WA 98611-9040
 360-274-4676
 Fax 360-274-5813
 e-mail: postalmhbear1@msn.com

SECRETARY-TREASURER

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

EDITOR

Susie Hill
 PO Box 93
 Vashon, WA 98070-0093
 206-463-3339
 e-mail: s.k.hill@comcast.net

DISTRICT NO. 1 REPRESENTATIVE

Provident Guild Representative
 Rebecca Pike
 100 Bender Rd.
 Lynden, WA 98264-1665
 360-354-3386
 e-mail: rpikes@comcast.net

DISTRICT NO. 2 REPRESENTATIVE

Joanne Blackburn
 7415 - 201st. St. Ct. E..
 Spanaway, WA 98387
 253-846-3778
 e-mail:Joanne.Blackburn@worldnet.att.net

DISTRICT NO. 3 REPRESENTATIVE

Cheri Freeman
 603 W. Clay Ave.
 Chewelah, WA 99109
 509-935-6681
 e-mail: cherirose99109@lycos.com

DISTRICT NO. 4 REPRESENTATIVE

GMAC Auto Representative
 Dave Reppe
 48 Walnut St.
 Touchet, WA 99360-9696
 509-394-2972
 e-mail: dis4dave@hscis.net

RETIRED CARRIER REP. & PAC

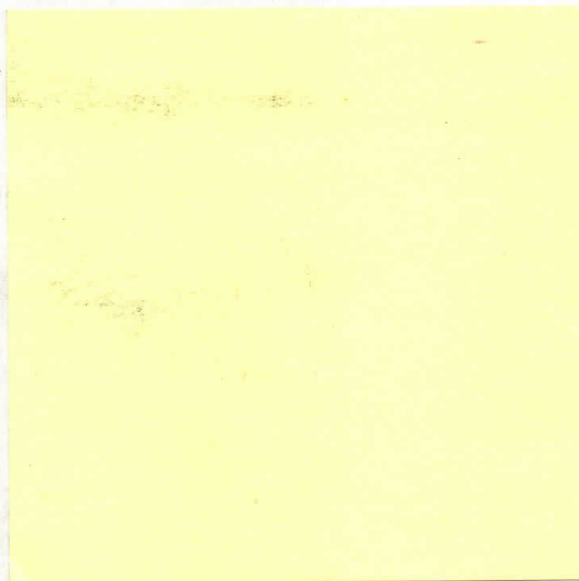
Lynn Walker
 2485 Highline Rd.
 Chewelah, WA 99109-9626
 509-935-8356



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

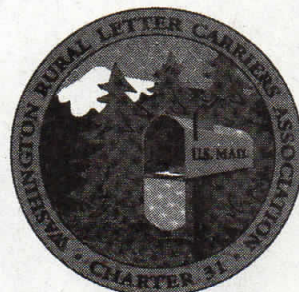
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**WASHINGTON
RURAL CARRIER**



Where Service Begins With a Smile