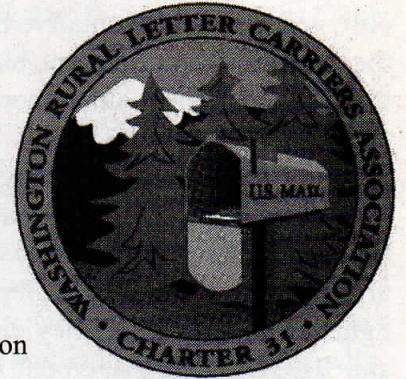


# WASHINGTON RURAL CARRIER



Official Publication of the Washington Rural Letter Carriers' Association

November 2006

*Where Service Begins With a Smile*

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## COUNTY OFFICERS INFORMATION

### **Stand United**

Patrick Pitts

WARLCA Vice President



Imagine for a moment if you will your representative, whether it be a Local Steward, an Assistant State Steward, one of the Senior Assistant State Stewards, or the State Steward. Perhaps that representative is one of your County Officers, or a District Representative, or your State President or Vice-President, approaching Postal Service management with an issue or concern held by members of the Rural Craft. Now imagine that your representative, one of those identified above, is standing alone, trying to convince management to do the right thing, to treat you in a proper, right and just manner.

An Association representative (YOUR representative), standing alone will be judged only on the merits of their argument, or perhaps, as happens all too often, dismissed out of hand.

Now imagine that same representative, not standing alone but with a group of 5 or 10 members of the Rural Craft standing behind them. Imagine them fighting for your rights with a group of 50,



or 100, or 500 standing behind them. Now, not only will your representative be judged based on the merits of their argument, but on the strength of the group standing behind them.

THAT is the impact you can have as a member of this Association. By attendance at your County, District or State meetings you become part of that group standing behind your representative as they fight for you rights, as they encourage, convince and REQUIRE management to treat you in the manner you deserve to be treated. This principle was well demonstrated at last springs District Meeting/Mail Count Training held in Everett when well over 100 of you STOOD UNITED behind your representatives by being in attendance. The Postal Service managers who were present at that meeting took notice of your strength and your unity and we saw a positive impact in the way the National Mail Count was conducted.

I have attended every County Meeting conducted across this State from the end of our State Convention to the time of this writing. I'll be honest with you, and you be honest with yourself, there is room for improvement in the attendance level at your County Meetings. Those of you in attendance at those meetings are to be commended and I encourage you to continue. To those of you who did not take the opportunity to attend, I CHALLENGE YOU to commit to attending your next County Meeting. Not only will you enjoy the fellowship of those who share your cares and concerns, not only will you have access to the latest information that impacts your day-to-day Worklife, not only will you have the opportunity to make your representatives aware of the issues that concern you but you will become part of that group standing behind your representative as they fight on your behalf.

At each of the County Meetings I attended since our last State Convention I presented a challenge to the members in attendance and to your County Officers. That challenge was twofold. First, have more members in attendance at your next County Meeting than are in attendance at the present

meeting. And second, have more delegates attend our next State Convention than attended the most recent. And now it is up to you. Help them rise to the challenge.

My brothers and sisters, the Postal Service continues to grow and change and we must grow and change as well. Not only must we adapt to the changing Postal Service, we must continue the fight to ensure we are properly compensated for the work we are required to do. We must link arms and with one voice DEMAND that we be treated not only justly and fairly but with dignity and respect. The only way we will be successful in that fight is to STAND UNITED.

## **SUCCESS BUILT ON DIGNITY, TRUST, AND RESPECT**

Patricia Alexander  
WARLCA President

The National Quality of Worklife/Employee Involvement meeting was held in Atlanta, Georgia, on October 17-20,



2006, with the National Joint Steering Committee in attendance, along with all six Area Joint Steering Committees and Coordinators, the Area Trainers, the Co-Chairs of the District Joint Steering Committees, the Atlanta District Manager, and Vice President Labor Relations Doug Tolino. Postmaster General Jack Potter gave the keynote address, reiterating his support for the QWL/EI process and praising Postal employees for seven straight years of improved productivity. He mentioned the contract negotiations that are now being held, saying that he is hoping for a negotiated contract, with each side giving a little, rather than an arbitrated contract, where one side usually wins,



and the other side loses, or in some cases, both sides lose.

Mr. Potter then toured the 12 booths set up by DJSCs and workteams, stopping to have his photograph taken at every booth with the participants, and he had his staff take handouts from each booth. The booths were excellent, with videos, photos, and CDs for those who walked by. The 12 projects had been chosen earlier in the year by the NJSC as the "Best of the Best" projects and included Accident Prevention, Revenue Generation, Workteam Participation Ideas, Net Post for Customers, and RCA Hiring and Retention.

Greg Gray, a motivational speaker from Atlanta, spoke to the group about our customers. He said that it is not enough to have "satisfied" customers; we need to have customers who are thrilled about our service. We all thought of times we were especially pleased with someone's good service, such as the taxi driver who gently places the luggage in the trunk, rather than slamming it down, and he inspired us to be this kind of rural carrier, where our customers get special service that makes them want to stay as Postal Service customers. We all know that there are other companies lurking in the wings, just waiting to lure our customers away.

Paul Vitale from Little Rock, Arkansas, spoke to us on the topic "Live Life Like You Mean It," saying that it is our choice to either be a positive person or a negative person. Paul's life has been inspirational, as he was born with difficulty in hearing vowels and consonants the way we do, so all through school, he had a tutor to help him distinguish words. Now he is an enthusiastic, inspirational speaker, encouraging others to "Dare to Dream Courageously" by envisioning and imagining what can be done to help others at home and at work.

There were around 300 people at this National meeting, and this was the first time that rural QWL/EI has had a meeting on this scale. Washington rural carriers were represented by Western AJSC

member Joyce Patteson, Seattle DJSC Co-Chair Patrick Pitts, Spokane DJSC Co-Chair Cheri Freeman, and me.

For those of you with QWL/EI workteams in your office, THANK YOU. I hope other offices will have workteams soon, for there is no better way to improve the workplace environment than by having rural carriers and management jointly look at a problem, situation, or issue and then work through the six-step method to achieve a mutually-beneficial resolution/conclusion.

### **LIFTING THE FOG**

Soon every rural route will have a copy of a new Safety Manual, "Lifting the Fog." This book was a QWL/EI project by a workteam, and now this project is being distributed Nationally throughout the Postal Service. I hope you will read the stories and look at the photographs of rural accidents. As you probably know, there were five rural carrier fatalities last year. Your manager may choose to use some of these stories in the weekly Safety Talk. I certainly hope so.

### **IN MEMORY OF**

Trudy Lee Ingram, wife of RCA David Ingram, Camas, WA., peacefully passed away on September 28, 2006, at her home in Washougal, WA., after battling cancer. Born in North Carolina, on January 5, 1971, she was raised in the Vancouver, WA., area.

Surviving members of her family include a son, Joshua, mother, father, step father and a brother.



**State Secretary – Treasurer's Report**

Becky Wendlandt

**Regular Carriers: What happens to your income if you are disable or sick?** What would you do after you run out of sick leave and annual to replace your income if you are hurt off the route or sick? Check into the Rural Carrier Long Term Disability Plan. This plan has two choices, Option 1, which replaces up to 50% of our monthly rate of basic salary tax-free after 60 days of disability, or Option 2, which replaces up to 60% of your monthly rate of basic salary tax-free after 90 days of disability. This covers you 24 hours a day, 7 days a week, no matter if it is accident or sickness! Open season is coming up.



**Want the best health insurance coverage for Cancer? Check out Rural Carrier Benefit Plan (RCBP) during open season.** The RCBP plan lets you choose your doctor, encourages second opinions, and pays for treatments that you and your doctor decides would be the best for you. Compare it with your current plan, you will be amazed. I can tell you first hand that RCBP paid for all treatments that my mom had without question, and let us choose which doctor we wanted. Ask Dave Reppe, District Four Representative, and he can tell you first hand too how great the coverage is.

**CHANGE OF ADDRESSES:** Please be sure your employer, the Post Office, has your correct mailing address on file for this is where we get our address information AND where the Post Offices sends out information to you. Ask your Postmaster or Supervisor to update your address on the Postal Computer (Intranet) in Your Office. Just putting in a change of address like what we receive on our routes will NOT update your address.

**ATTENTION NEW AND SOON TO BE RETIREES:** Congratulations to all new retirees and to those who may be thinking of retiring soon! Remember when you retire your status changes with the postal service and with the Association. You need to contact me and let me know you have retired so that the proper paperwork can be completed to keep your membership in good standing. You must complete an 1187-R for retirement if you wish to go on dues withholding. If you want to keep involved, informed anive your state paper and national magazine, keep your membership in good status. Our lobbyist in Washington continues to advocate for you whenever important matters come before Congress which might affect such things as the Rural Carrier Health Benefit coverage, your annuity and other specific related retirement issues!

**MEMBERSHIP:** We are close to going over 1900 members, a first for the WARLCA. Thanks to all of you who have talked to the non members in your office we will continue to grow. And we should, because how else can they get representation, let their voice be heard by voting and expressing their concerns, and get wage increases without OUR union? Do you really think the USPS would just give us raises? If so, why didn't the USPS give us more EMA? In this issue are a few articles to give to non members in your office, as well as a dues withholding form. Help keep your dues down by getting others to join and do their part too. Offer to mail



it for them or give them a stamped addressed envelope. Thank you!

**APPLICATION FOR 50 or 60 YEAR AWARDS**

To qualify for a 50 or 60-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 or 60 years as a rural letter carrier, OR a combination of 50 or 60 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



**The next time a non member asks you “What has the Union done for Me?” please give them this, along with a 1187 Dues Form for them to sign. (See page 28)**

## **WHAT HAS THE UNION DONE FOR YOU?**

**All regular and relief carriers will be receiving a salary increase September 2, 2006 (PP19-2006). For regulars this represents a COLA increase of \$812 per annum, approximately \$31.23 per pay period; 39 cents per hour for a 40-hour route. This is the fourth and final COLA under the Extension of the 2000-2004 National Agreement. The TOTAL COLA earned during the two-year extension equals \$2,205 per annum for a 40-hour route.**

**The amount equal to the COLA paid to full-time rural carriers on an hourly basis under the 2004 Contract Extension will be rolled into RCA/RCR hourly rates, also effective September 2, 2006. Schedule 1 will be \$17.51 and Schedule 2 will be \$20.84. This represents \$1.06 hour increase for reliefs. Also, the Leave Replacement Health Plan open season has an open season from September 1 through September 31.**

**How many of your friends get that kind of raise? Only the NRLCA can negotiate with the USPS for salary increases, working conditions, etc. Our Contract Expires November, 2006. You need to become a member to support these negotiations that give you these pay increases. Do you think the USPS would give them to you without a union? Check out what Highway Contract Carriers get, they make less than half, no benefits, because they don't have a union. The Postmasters do not get a cost of living adjustment. Step up to the plate, sign the dues withholding form, and support what the NRLCA is doing for YOU!**

**Once you do, you will get the State and National magazines, as well as access to the State Steward E mail updates, NRLCA web page, and be able to VOTE on any proposed contract.**

**Please take the time to sign up today and make our Union stronger!!**



## Washington Rural Letter Carriers' Association Previous Year Comparison Statement of Activities

July through September 2006

	Jul - Sep 06	Jul - Sep 05	% Change
<b>Ordinary Income/Expense</b>			
<b>Income</b>			
400000 · Dues Income	96,312.41	104,601.93	-7.9%
410000 · National General Insurance-GM...	7,581.09	7,914.71	-4.2%
420000 · Reimbursements & Refunds	8,883.50	7,124.16	24.7%
<b>Total Income</b>	<b>112,777.00</b>	<b>119,640.80</b>	<b>-5.7%</b>
<b>Expense</b>			
500000 · Per Capita Expenses	3,994.28	3,654.17	9.3%
520000 · Meetings and Conventions	50,052.25	30,237.60	65.5%
530000 · Equipment Fund	1,040.62	2,211.93	-53.0%
550000 · Other Expenses	7,552.96	9,297.18	-18.8%
610PA · President - P. Alexander	1,276.80	793.28	61.0%
620MH · Vice President - M. Hartshorn	0.00	793.28	-100.0%
620PP · Vice President P Pitts	824.40	0.00	100.0%
630RW · Sec/Treas. - R. Wendlandt	10,658.65	9,983.23	6.8%
640SH · Editor - Susie Hill	1,247.84	1,215.96	2.6%
645000 · Washington Rural Carrier (WRC)	0.00	568.37	-100.0%
650RP · District 1 - R. Pike	712.30	834.08	-14.6%
660JB · District 2 - J. Blackburn	851.20	658.05	29.4%
670CF · District 3 - C. Freeman	824.40	976.61	-15.6%
680DR · District 4 - D. Reppe	899.40	991.60	-9.3%
700CA · State Steward - C. Alexander	6,965.90	10,449.60	-33.3%
705000 · Steward Training Expenses	1,278.96	750.00	70.5%
710JP · Senior Asst. Stew. - J. Peck	1,813.86	6,356.10	-71.5%
740MH · Senior Asst. Stew - M. Hartshorn	1,328.49	1,883.64	-29.5%
750PA · Senior Asst. Stew - P. Alexander	3,733.99	8,579.15	-56.5%
770JP · Senior Asst Stew - J. Patteson	6,216.20	8,401.59	-26.0%
780PP · Senior Asst Stew - P. Pitts	6,804.07	7,804.44	-12.8%
790JF · Asst. Stew - J. Frymire	2,968.49	1,798.27	65.1%
791RC · Asst. Stew - R. Cowan	4,321.05	3,550.73	21.7%
792CF · Asst Stew - C. Freeman	3,435.46	2,184.37	57.3%
880LS · Local Steward	85.10	0.00	100.0%
<b>Total Expense</b>	<b>118,886.67</b>	<b>113,973.23</b>	<b>4.3%</b>
<b>Net Ordinary Income</b>	<b>-6,109.67</b>	<b>5,667.57</b>	<b>-207.8%</b>
<b>Other Income/Expense</b>			
<b>Other Income</b>			
450000 · Interest Income	968.38	440.51	119.8%
<b>Total Other Income</b>	<b>968.38</b>	<b>440.51</b>	<b>119.8%</b>
<b>Net Other Income</b>	<b>968.38</b>	<b>440.51</b>	<b>119.8%</b>
<b>Net Income</b>	<b><u>-5,141.29</u></b>	<b><u>6,108.08</u></b>	<b><u>-184.2%</u></b>



**Washington Rural Letter Carriers' Association  
Statement of Financial Position  
As of September 30, 2006**

	Sep 30, 06	Sep 30, 05	% Change
<b>ASSETS</b>			
<b>Current Assets</b>			
<b>Checking/Savings</b>			
101000 · Chkg - WA Trust Bank	23,267.72	7,657.15	203.9%
102000 · Svgs - APCU	14,738.24	59,774.96	-75.3%
103000 · Chkg - Atlanta Postal Credit Un	1,286.43	1,236.00	4.1%
140000 · C.D.#1 - APCU 12 mo (5-15-2...	25,496.57	0.00	100.0%
141000 · C.D.#2 - APCU 12 mo (8-1-20...	25,234.67	0.00	100.0%
<b>Total Checking/Savings</b>	<b>90,023.63</b>	<b>68,668.11</b>	<b>31.1%</b>
<b>Total Current Assets</b>	<b>90,023.63</b>	<b>68,668.11</b>	<b>31.1%</b>
<b>TOTAL ASSETS</b>	<b>90,023.63</b>	<b>68,668.11</b>	<b>31.1%</b>
<b>LIABILITIES &amp; EQUITY</b>			
<b>Liabilities</b>			
<b>Current Liabilities</b>			
<b>Other Current Liabilities</b>			
210000 · Payroll Tax Liabilities	687.11	1,112.08	-38.2%
<b>Total Other Current Liabilities</b>	<b>687.11</b>	<b>1,112.08</b>	<b>-38.2%</b>
<b>Total Current Liabilities</b>	<b>687.11</b>	<b>1,112.08</b>	<b>-38.2%</b>
<b>Total Liabilities</b>	<b>687.11</b>	<b>1,112.08</b>	<b>-38.2%</b>
<b>Equity</b>			
390000 · Net Assets	94,477.81	61,447.95	53.8%
Net Income	-5,141.29	6,108.08	-184.2%
<b>Total Equity</b>	<b>89,336.52</b>	<b>67,556.03</b>	<b>32.2%</b>
<b>TOTAL LIABILITIES &amp; EQUITY</b>	<b>90,023.63</b>	<b>68,668.11</b>	<b>31.1%</b>

XXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXX

**HEALTH INSURANCE OPEN SEASON**

**What is the ONLY Federal Health Insurance Plan (out of 285 plans) that will pay 100% of the plan allowance for services and supplies normally covered by the plan for treatment of an illness diagnosed as cancer, with NO CAP?**

**Rural Carrier Benefit Plan – RCBP**  
**Open Season November 13 thru December 11, 2006**



## Where's the Meeting?

Becky Pike, District 1

Planning for meetings and conventions must be done quite some time in advance of the actual date. I've been calling on sites for our Spring, March 11 2007,



District 1 meeting at which we hope to have a national officer. This has become quite a challenge to find affordable meeting space in a convenient location. The best answer to the question "What does the room rent for?" of course is "It's FREE." Free always comes with attachments and the most common one is the proviso that no one may be excluded from the meeting. Your union dues help pay for the room rent so of course you'd want everyone in attendance to help pay the costs. Libraries are the most accessible and offer their rooms free but we don't use them because we want all those in attendance to be union members. If you know of a group or organization that offers their room for a reasonable rent, I would appreciate this information. The hotels and restaurants that I have been in contact with charge at least \$250 with a portion of that cost waived if the group orders food.

We have been working on securing a site for the 2008 State Convention and are in the final negotiations with Homestead Farms in Lynden. You'll love the views of the Canadian mountains and Mt Baker while you're eating or golfing. It's close enough to downtown Lynden for a healthy walk or stop in at the City Park for a swing. As always, we'll need a lot of committee workers so think about where your interests are and plan on being a big part of our convention.

It's not too early to let your district representatives know you're willing to help with meetings or conventions. The 2007 and 2009 State Conventions will be in Spokane so we can do a trial run on

the site for National Convention in 2010. How exciting is that to have it in our own back yard! Get involved and watch the fun begin. Then sit back and learn about your job rights and responsibilities as you listen to our officers.

## Take Time to Relax

Joanne Blackburn, District 2

At the end of any hectic day do you have a twinge in your back, a knot in your stomach, or a pounding headache? With Christmas just around the corner the stress of carrying the heavy volume of



mail and trying to keep up with family Christmas traditions can cause a lot of the problems you are experiencing. Here are a few steps to help relieve your stress and help you to cope.

1. Soothe yourself through music-  
30 minutes of classical music produces calming effects.
2. Breathe through your belly-  
Do 10 breaths and let each exhale relax your body.
3. Let your muscles go-  
Start with 3 to 5 shoulder shrugs, neck circles, and maybe even a few back stretches.
4. Laugh-  
Your facial muscles get a natural workout that relaxes them; how about a funny movie?
5. Put on a happy face-  
Smiling sends a message to the brain that you are happy.

I hope that these tips help you have a Merry Christmas and a Happy New Year.



## A New Way for DPS

Cheri Freeman

The Spokane DJSC is working on a project to train RCA's on how to carry DPS to the street. Now before you start crying foul understand that this is to train them to be able to take DPS to the street, not to force them to take it to the street. The current practice is for management requiring a carrier to take DPS to the street if they are not making their leaving time within a reasonable margin in accordance with the PO 603 sec.150. As a result, the poor carrier throws up his arms in frustration because he/she has no idea how to take DPS to the street. Our aim is to give them the tools to be able function, even in a LHD POV. The following is a rough outline of what is being taught to the Ad Hoc Trainers and the managers in the Spokane District.



### Spokane DJSC – Best Project

Spokane District (Idaho & Eastern Washington)

**TASK:** How can you safely and efficiently load and deliver multiple bundles (e.g. residual letters, flats, DPS, and box holders) out of a LHD POV.

Task assignment was given to three work teams. Two teams came up with proposals; Meridian, ID; & Pasco WA. The following are some of the highlights of both proposals (presented originally in video format).

#### Vehicle: Qualities of a Usable LHD

- Automatic
- four door
- Bench seat or seats without console & no head rests
- Four doors
- Power windows

**Equipment:** Necessities for taking DPS to the

#### Street

- Hard plastic tray
- 12" slough tray (with dividers if possible)
- Specially designed wooden box ( see below)

#### DPS: Good product reduces frustration

- Edit Book correct
- Station Inputs (Forwards, Holds, etc.)
- Breaker cards (CBU's, Apt. complexes, dangerous roads)

#### Mentors: Use knowledgeable, personable OJI's in the office to continue New Hire Training & Support

- Use an Ad Hoc Trainer if already in your office
- Use a 'Natural' teacher – trainer in local office
- Borrow an Ad Hoc Trainer or 'Natural' trainer from nearby office

#### Route Carrier:

- All information requested by Ad Hoc Trainers should be provided
- Labels on case must be up to date
- All Boxes should be properly identified
- All Boxes should be at correct height

#### Management: Must be involved and supportive

- Provide Seat Belt Extenders (or provide information of where to obtain them)
- Check in with New Hire & OJI daily
- Schedule the 24 hours of IOT over 6-8 days for best possible learning experience
- Manage the mail to provide PM mail for New Hire to practice casing with
- Secure equipment necessary for the successful deployment of DPS to the Street

#### Dimensions for Multiple Bundle Delivery Box

Over all length - 20"

Over all width -10"

Base for residual mail -10" wide, 13" long

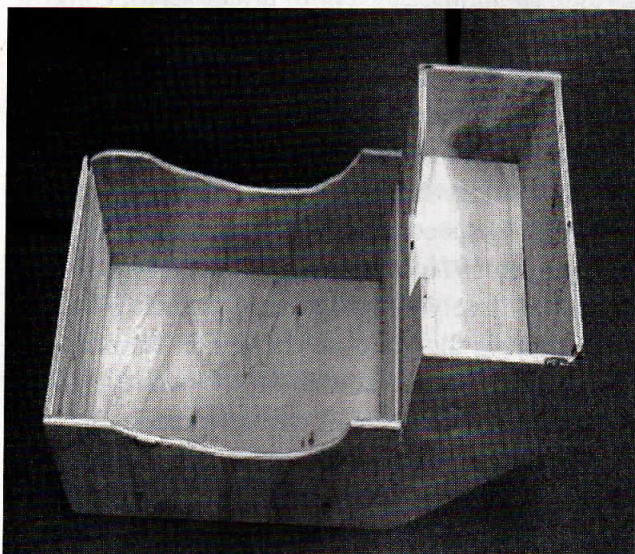


Top for DPS - 10" wide, 6" deep

Height of base - 7"

Height of top - 4"

(Can be modified to fit particular needs; ie:  
Base can be made to fit a standard tub.)



### **Sending All Carriers Greetings from District 4:**

Hopefully all regular carriers in Washington State are aware of and are taking full advantage of one of your primary employment benefits with USPS and that, of course, is YOUR retirement plan, Thrift Savings Plan.



By being an aware carrier, you would of course know that you **MUST** contribute at least 5% of your gross pay in order to receive a 100% match from

your employer. But with TSP pushing participants to not receive quarterly statements through the mail but instead check their account online at [www.tsp.gov](http://www.tsp.gov) perhaps you are not aware of new policy and new product lines.

No longer is there a percentage limit of the amount that you can contribute, but instead the limit is the IRS elective deferral limit of \$15,000.00. For those carriers age 50 and over, you can elect to contribute an additional \$5000.00 per year "catch-up" for a total of \$20,000.00 per year. The one concept that you need to be aware of when trying to maximize your contribution at \$20,000.00 per year is that you need to carefully calculate the monthly amount so that you will have contributions each pay period in order to get the matching contribution from USPS.

At this year's national convention, the TSP director presented a seminar on the TSP program. He was promoting the new Life Funds, funds designed to do all of the management of an individual's retirement fund based on the time period that you think you will need to begin taking funds out in retirement. Based on the time horizon, TSP allocates your contributions into each of the old standby TSP funds, G, F, C, S, & I.

Your contributions are periodically adjusted to maintain the established percentages for each fund. As of August 31, federal employees have invested \$13.2 billion in the L funds. While the US Department of Commerce estimates that Americans are saving at minus 1.5% in 2006, Federal Employees are savings at an ever increasing rate, saving for their future retirement years.

As always, **PAY YOURSELF FIRST!** It is your future.

Be safe,

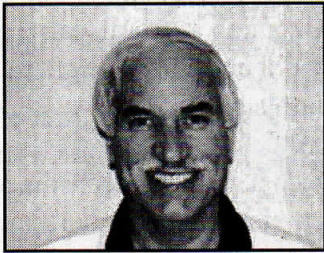
District 4 Rep Dave Reppe



## STARTING TIME, LEAVING TIME, AND DPS TO THE STREET

Charles Alexander, State Steward

Historically, one of the most treasured and envied benefits of being a rural carrier working under the evaluated system has been the right to sign out and leave the post



office once the day's work has been completed. This benefit, however, is not without limitations. Management has the right to establish starting times, which in turn have a direct correlation to when carriers finish their work. Knowing the criteria which management is required to use when establishing schedules can help prevent arbitrary, capricious, or even punitive behavior from eroding our treasured benefit of completing our work duties as early as possible each day.

Article 30.1.G lays out management's basic right to establish schedules. That language is as follows:

### **Scheduling**

*Scheduling is the responsibility of the Employer. Schedules shall be realistic, based upon the receipt and availability of the mail, the route evaluation, and other related service considerations. The rural carrier will receive reasonable advance notice when the schedule is to be changed.*

In this article, management is clearly given the right to set rural carrier schedules, but at the same time, those schedules need to be **realistic** and based upon **receipt and availability of the mail**, and the **route evaluation** as determined by the most recent mail count or interim adjustment. Clearly, it is not realistic to expect to be able to start work before the mail arrives at your post office. Nor is it reasonable for management to set your starting time an hour or more after the clerks have finished the sorting process.

Since the advent of the relatively recent Rural Delivery Standard Operating Procedures (RDSOP),

there has been a renewed interest by management at the highest level of the Postal Service to require local managers to calculate starting times and leaving times for each individual rural route in their respective offices. The obvious irritation to higher level management is our negotiated but limited right to case DPS. The third word in RDSOP gives a pretty obvious clue that Postal Service Headquarters would prefer all procedures related to rural delivery to be standardized. Some of us casing DPS, some of us taking DPS to the street, and some of us combining casing DPS and taking it to the street hardly fits the mold of standardization. Add individual differences related to the casing speed of rural carriers to the mix, and management is faced with a fairly complex solution for the relatively simple goal of ensuring that no mail is left in the hot case each day. To meet this goal, schedules are set with the objective in mind that all carrier-cased mail will be in each carrier's case at roughly the same time on any given day, so all of the day's hot case mail will be available to all of the carriers (rural and city) before any of them leave for their routes.

To make this task even more difficult to accomplish, headquarters management has chosen to consider missorted (intended for another route in the office) DPS mail as delayed when cased in the office, but not delayed when the carrier takes DPS to the street. Thus if some carriers actually choose to take DPS to the street, and local management insists that nothing be left in the hot case, the "take-it-to-the-street" carriers will have start later in order to not wait for the "case-it" carriers to finish casing. News flash to management: starting later is not an incentive to take DPS to the street! The only incentives for taking DPS to the street include getting out earlier on the route and not creating quite so much wear and tear on your hands, arm, and shoulder. At least for carriers who have to furnish their own route vehicles, the extra time on the street, the increased exposure to accidents, and the extra uncompensated gasoline and wear and tear on the vehicle clearly qualify as disincentives.



Not surprisingly, management has chosen to leave their own irrational and inconsistent definition of delayed hot case mail intact and instead go after the carriers who choose to case their DPS. As I referenced above, the right to case DPS is not without limits. As referenced in the April 26, 1999, National Joint Steering Committee minutes, *"The NJSC still supports the carrier's right to case DPS mail in accordance with Part 150 of Handbook PO-603. The carrier may leave late, but not so significantly as to cause delays in the customer anticipated delivery window. In addition, carriers who cannot return to the office as scheduled or cannot, on a consistent basis, meet the overall evaluation of the route may be required to take their DPS directly to the street without casing."* Also, the November 26, 2003, letter from William P. Galligan, Acting Vice President Delivery and Retail (at USPS Headquarters) stipulated that, *"The carrier may be required to take DPS directly to the street if it is anticipated that they will be unable to meet the overall evaluation of the route for the week."* But the best language of all also found in the Galligan letter states, *"The decision to carry DPS directly to the street should be made on a case-by-case basis and may not minimize total actual work hours if the carrier normally cases the DPS mail and will not perform efficiently on the street."*

With all of the above in mind, what is management's authority to schedule starting and leaving times and what are the rules and regulations pertaining to that authority? These questions are easily answered by Article 8, Section 2 of our Contract, which states, *"Daily schedules shall be established to coincide with the daily evaluation of the route and adjusted periodically as required. 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."* The important phrase for rural carriers in this language is, *"The carrier's work day may vary above or below the daily evaluation of the route..."* Also, as mentioned earlier, Article 30.1.G states in part that, *"Schedules shall be realistic, based upon the receipt and availability of the mail,*

*the route evaluation, and other related service considerations."* Management likes to use the city delivery criteria of 80% of the mail having to be worked before mail is considered available. We do not have anywhere I have been able to locate the 80% language in our handbooks and manuals pertaining to rural delivery, but I suspect that it would be an uphill fight to challenge management on this standard.

Once it has been determined the earliest any carrier can start, management attempts to calculate the starting and leaving times for all carriers in the office. The primary goal regarding leaving time, as I'm sure you will recall, is to arrange the schedules so no mail is left in the hot case. The leaving time needs to be calculated using the data from the most recent mail count. The route book for each route should contain a PS Form 4241-A from the last time the route was counted. On the 4241-A, there will be a total listed for office time and route time. The times listed are weekly hours for each of the categories. If, for instance, the time indicated for route time was 18 hours, then the evaluation for that route would assume three hours a day as the delivery time the rural carrier should spend on the route. (18 divided by 6 = 3 hours a day) In a similar fashion, if the office time is listed as 24 hours on the 4241-A, it would be assumed that the total morning and afternoon office time should be four hours a day. (24 divided by 6 = 4)

What needs to be checked is how much of the daily allotted office time is credited for the morning and how much is credited for the afternoon. The morning/afternoon breakdown should be realistically based on the percentage of office time utilized in the morning, versus the percentage used in the afternoon. If, for instance, a review of a rural carrier's trip sheets (PS Forms 4240) shows that over a reasonable period of time, the rural carrier has been using 90% of the office time in the morning, and 10% in the afternoon, then those same percentages need to be applied to the daily office time as calculated above from the most recent 4241-A.



To continue the example above, 90% of the four hours of daily office time would mean that the rural carrier would have 3.6 hours of morning office time to complete the morning duties before leaving on the route. (3 hours 36 minutes) So if the rural carrier in this example is scheduled to begin work at 7:00 a.m., then the calculated leaving time would be 10:36 a.m. To partially make up for the irregularity in mail flow, an additional 20 minute leeway is allowed, so theoretically the rural carrier would need to leave by 10:56 a.m. to be in compliance with the calculated leaving time.

Remember that before management can require a rural carrier to take DPS to the street, it has to be shown that the rural carrier has been exceeding the **weekly**, not the daily, evaluation of the route. Therefore, management is not permitted, on the day after a holiday, for instance, to require a carrier to take DPS directly to the street simply because that rural carrier will exceed the calculated leaving time or the daily evaluation.

Once your schedule has been set, it is important to bear in mind the following stipulations from Handbook PO-603, Rural Carriers' Duties and Responsibilities:

### **152.2 Leaving Schedule**

*Maintain the schedule for leaving established on Form 4240. A maximum of 20 minutes' delay in leaving time is permitted if approved by your postmaster or supervisor. An exception is made only when preferential mail cannot be cased and tied out within the 20 minutes' leeway or as provided in 153.3.*

### **153.3 Earlier Arrivals**

*Management may schedule you, or you may request, to report earlier on days when the mail volume is greater than normal in order to maintain regularly scheduled leaving time.*

A worthwhile reminder has to do with working off the clock. Some carriers decide that the best way to get home early and/or avoid being forced to take DPS directly to the street is to start working

before their scheduled starting times and misreport the time they started working. Still others come in on holidays or the Sundays before holidays, and do not report their time worked. Either way, such reckless behavior risks discipline up to and including removal for the falsification of official documents. Even if management doesn't catch the offenders working off the clock and/or looks the other way, the rural craft suffers from the artificial reporting of their work time, which when considered as a whole for all such offenders gives the impression to the Postal Service that the rural craft works more under our cumulative evaluations than is actually the fact. It's extremely difficult for your National officers to negotiate a contract beneficial to our craft when it looks like we are able to complete our work duties in less time than was actually expended.

Using all of the references provided above, common sense, and accurate time reporting, we will preserve the benefit of being able to sign out and leave the post office once the day's work has been completed.

## **PAC Update**

Judith Peck,

Retired Carrier Representative/ PAC Chair

The most current PAC totals show the WARLCA at \$1835.00 donations. Most of these donations are from those who attended National Convention. Personally, I don't feel that amount is sufficient. WE ALL have either been a rural carrier OR are currently a rural carrier. Kevin Talley, Government Affairs Assistant for the NRLCA shared the name of those who have made donations so far this year. There are 16, SIXTEEN, people on the list. PAC helps ALL of us, shouldn't we ALL help PAC.

Do you know what PAC does for you? Have you EVER visited the Legislative update on the NRLCA website?? I challenge each and everyone of you to visit this Legislative update at: <http://www.nrlca.org/legisupdates.html> . Find out what



is happening that can/could affect your job as a rural carrier.

I would like to commend and personally thank each of the following people. I would also like to challenge each and everyone of you to make a donation to PAC, let's make this OUR BEST YEAR EVER! I would be proud to see our GREAT Washington State higher on the PAC totals list than the current standing of #46!

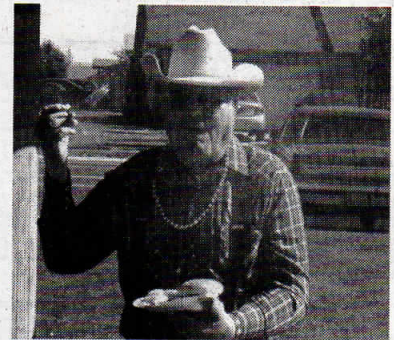
Thank you to:

Patricia Alexander Joanne Blackburn Renee Cowan Lillian Edenhalm Marianne Faulkner  
Cheryl Freeman Carol Halvorson Monte Hartshorn James Hemrich Susie Hill Shawn Johnson  
Joyce Patteson Becky Pike Patrick Pitts Dave Reppe Becky Wendlandt

### The End of Summer in Eastern Washington



East Central County members enjoy an end of summer picnic,



Neil Buchanan enjoys the retired life.



## WELCOME TO OUR NEW MEMBERS

AARON L BLACKMER

ALMAZ S GAFUROV

ANGIE C THOMPSON

BARBARA J LORANGE

BARBARA K LUNA LINDSEY

BENJAMIN A BONSON

BETINA L ROSSINE

BEVERLEE J CLAEYS

BOBBY BATTERS

BONIFACIO P GARCIA

BREE E NELSON

BRIAN D PHAM

BRITTANY E BRESE

BRYTA E PROUTY

CARLOS J GUTIERREZ

CAROL T NEUENSCHWANDER

CHARLES F JOY

CHERIE BEVERS

CHRISTIE B BROWN

CHRISTINA A DIETRICH

CHRISTOPHER E SUTHERLAND

CHRISTOPHER R HARVEY

COREY M COSSETTE

CRYSTAL A CARRASCO

DAVID J HAMILTON

DAWN R MORGAN

DENISE N THOMPSON

DONALD W SEARS

DONNA R SCHRECK

ELAINE M RILEY

ERYCA L CAPP

ESTELLA H GETTY

FAN KUO SUI

FUKANG FARN

GAIL S RICHARSON

GREGORY A ARTRY

HUY C HO

ISABELLA LOPEZ

IVONNE M WALLINGFORD

JAMES F WOTHERSPOON

JANE M EVOSEVICH

JANET G ELOPRE

JANICE L GILL

JEFFREY C FOOTE

JOAN M EVENSON

JOANNE UNDERWOOD

JULIE A JONES

KAREN M FARNUM

KAREY L KEEL STIDHAM

KARLA J MASON

KATIE L PETERSEN

KENDRA N MCCARTNEY

LAURA M BELONGIA

LEANNE AARDAL

LINDA H SLAMP

LISA M FOSTER

LORA L NEEDHAM

LYUDMILA V NAPELENOK

MARIA P JOHNSON

MARIE E HOLERT

MARISA R CUARON

MARK A TABAKA

MARKHAM L JOHNSTON III

MARTHA J CATTIN

MARY L CABE

MARYANN CORNWELL

MELINDA R HARA

MICHAEL G MITCHELL

MICHELLE R WILSON

NGHIA V DOAN

NOLA TWO FEATHERS

PAMELA E COLINS

PAMELA E ISOM

PAMELA S WEDEKIND

PEARL L LIANG

PENNY Y GARCIA

RAYMOND A LUCENA



RAYMOND L JOHNSON
ROBERT L WALSTON
ROBERTA A WADE-EARL
RONALD H BISHOP
RONDA K CREEL
ROSEMARIE K IRWIN
SABINE E GREEDY
SCOTT E BRETT
SENGPHET A SRINOUANPRACHAN
SHANA M SOLOMON
SHANNON M STRAUSS
SHEILA A JACKSON
SHELLY C BONNEVILLE
SHERRI L CHRISTENBERRY
SILVER S MALAFA
STACI T PATTERSON
STEPHEN J EASTON
STEPHEN L LEW
TAM T NGUYEN MAI
TAMMY L NELSON
TERESA A LIEBICH
TERESA C GRANGER
THINH VAN
TRINA L VERMILYEA
TUI S MASANIAI
VANHDA NGONEVOLALATH
VIRGILIO D ESPINO
WENDI J ALEXANDER

## IN MEMORY OF OUR DEPARTED MEMBERS

THOMAS G BROWN	LEAVENWORTH
VERNON S CAMPBELL	YAKIMA
SAMUEL V COLWELL	SPOKANE VALLEY
BETTE J DAVIS	GRESHAM
INGRID DRAWHORN	WOODINVILLE
WILBURN W GODWIN	WASHOUGAL
GEORGINE V HELDE	YAKIMA
JOHN C JACOBS	LONGVIEW
VAUGHAN A PILKEY	BELLINGHAM
DANIEL B PITTIS	GIG HARBOR
ROLAND B PLUMMER	LOPEZ ISLAND
JIMMY RIDER	GRANDVIEW
ALICE A SIMMONDS	OLYMPIA
ORVA C THOMPSON	YAKIMA
E P USKOSKI	BRUSH PRAIRIE
ALTON D WOODWORTH	MOSES LAKE



# Bargaining Unit Rural Leave Replacement Benefit Summary

## 2000 - 2004 National Agreement with Two-Year Extension to November 20, 2006

§ RCAs and RCRs receive negotiated pay raises, as per the following schedules:

<u>Effective Date</u>	<u>Schedule 1</u>	<u>Schedule 2</u>	<u>Previous Contract 1995-1999</u>	
5/18/02	\$14.84/hr	\$17.99/hr	1995	\$10.54/hr - \$13.71/hr
11/16/02	\$15.05/hr	\$18.24/hr	1996	\$11.55/hr - \$14.86/hr
11/15/03	\$15.23/hr	\$18.64/hr	1997	\$11.70/hr - \$15.05/hr
11/27/04	\$15.42/hr	\$18.71/hr	<u>Note:</u>	
2/5/05	\$16.24/hr	\$19.53/hr	Schedule 1: RCA hired after 8/24/91	
11/26/05	\$16.45/hr	\$19.78/hr	Schedule 2: RCA hired before 8/24/91	
09/02/06	\$17.51/hr	\$20.54/hr		

- § Subs, RCAs and RCRs are entitled to work and receive pay for at least the evaluated pay hours of the route each week when working a full week when on their primary assignments, provided the actual work hours do not exceed 40 hours in a work week. Hours worked in excess of 40 hours per work week are paid at straight time for the 40 hours, plus overtime for hours in excess of 40 at your attained hourly rate.
- § When serving an entire work week, Subs, RCAs and RCRs are entitled to relief days on J and K routes if requested and approved by local management, or required by local management. Also established Sunday desired work list for Subs, RCAs and RCRs.
- § Subs and RCAs assigned to auxiliary routes, or to regular routes where the regular carrier is absent over 90 days, earn annual and sick leave.
- § Subs and RCAs who have earned sick leave can use it to care for or attend to a family member in certain specific situations.
- § Subs, RCAs and RCRs who have a predetermined regular schedule may qualify, under the Federal Employees Health Benefits Program (FEHBP), to enroll in the Rural Carrier Benefit Plan by paying the entire premium cost, thereby saving substantial tax dollars. Subs, RCAs and RCRs who qualify for FEHBP insurance may have pre-tax dollars set aside for the entire premium.
- § Subs, RCAs and RCRs are entitled to apply for the Leave Replacement Health Benefit Plan through TRANSAMERICA (you may be eligible for the RCBP Health Insurance through Mutual of Omaha) the Automobile/ Homeowners Insurance (with GMAC), Ameritas Group Dental Benefits and Vision Plan. Relief members will also receive the Caremark Prescription Drug Discount Card.
- § Subs, RCAs and RCRs are covered by the Federal Employees' Compensation Act (provided illness or injury is job related) and Tort Claims.
- § RCAs have bidding rights for regular rural carrier positions after one year of continuous service as an RCA. Over 50,000 RCAs have seniority rights for regular carrier positions.
- § RCAs and RCRs have preference for selection off a register of eligible's as RCAs and Regular carrier positions once they qualify according to the Postal Service testing procedures. This does not supersede Veterans' Preference considerations.
- § Subs, RCAs and RCRs have bidding rights on leave replacement vacancies. Change from RCR to RCA will not require a new probationary period.
- § Subs, RCAs and RCRs have the right to merge their office seniority with the seniority in a new office when they transfer with the route to a new office and finance number.
- § Except in formula offices, Subs, RCAs and RCRs who are offered and accept an auxiliary route may choose to serve the auxiliary route and their primary route only, or they may choose to serve only the auxiliary route. Subs, RCAs and RCRs assigned to auxiliary routes are not to be considered for, nor required, to work on any other routes.
- § To allow a relief carrier a day off, an exception to the relief day worked provisions, allows a regular carrier to voluntarily work their relief day.
- § Subs, RCAs, and RCRs have the protection of the NRLCA Agreement. The NRLCA has the exclusive right to negotiate labor agreements for all rural craft employees, including salaries. Only NRLCA can represent rural carriers in the Grievance-Arbitration process, including providing protection in disciplinary actions, with the U.S. Postal Service. Subs, RCAs and RCRs are provided representation before the U.S. Congress on legislative matters.
- As NRLCA members, Subs, RCAs and RCRs are entitled to vote, be an officer, a steward, a QWL/EI team member, or a delegate to conventions. As NRLCA members, Subs, RCAs and RCRs receive the NRLCA's monthly magazine to keep informed of job-related issues. NRLCA is the only Postal Service employee organization publishing a monthly magazine for its members.



§ USPS will provide 3,000 right hand drive vehicles on rural routes each year for a 5-year period from calendar years 2004 through 2008 (total of 15,000 postal vehicles). These are in addition to replacement of existing postal vehicles (10,804).

## **Attention Fellow Rural Carriers!**

### **YOUR UNION TOOK ON THE USPS AND ACHIEVED A GREAT VICTORY!**

Your Union, the National Rural Letter Carriers' Association, filed a class action grievance for all rural carriers against the unfair treatment that carriers received during the 2002 Mail Count. **On the afternoon of May 18, 2006, the NRLCA received a very favorable arbitration award regarding the 2002 national mail count. The National Board and NRLCA General Counsel's office are in the process of fully reviewing and analyzing the award issued by National Arbitrator Dana Eischen.** Arbitrator Eischen has maintained jurisdiction over any disputes that might arise over the interpretation of the award, so the Postal Service will be prevented from unilaterally declaring their own spin on the award as the final word.

**Make no mistake; this is a significant victory for us all.** Without question, the future of our route evaluations was riding on the outcome of this arbitration. **We have in essence obtained terrific language condemning the Postal Service's behavior during the 2002 National Mail Count.**

**Rural Letter Carriers need to never again ask what the Union has done for the rural craft.** This great Union of ours has worked long and hard at all levels of the organization to gather the data necessary to prove our case that the Postal Service did us wrong. **We utilized all of our resources, including our second-to-none attorneys, to prove our case that the Postal Service had launched a core attack against our evaluated system during the 2002 National Mail Count.** Without question, the playing field has been leveled. **Know that this victory came at a cost, a cost that was borne by Union members of the NRLCA.**

We need to continue on this positive road of success in negotiations with our employer. **With your help,** we can continue to make strides towards a better working environment for all rural craft. This drive towards the future can only be continued with your help. **Please join us with our cause and become a Union Member!** Sign the dues withholding form and return it to the State Sec/Tres.  
In Solidarity,

*WARLCA Board*



**WRLCA COUNTY OFFICERS LIST  
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**004 Lincoln Grant Adams – Lincoln merged with Spokane (now East Central Washington). Grant merged with Chelan Douglas (now North Central Washington), and Adams with Yakima on 6/30/06**

**5 LOWER COLUMBIA COUNTY**

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**007 OKANOGAN COUNTY – Merged with Chelan Douglas (now North Central Washington) on 6/30/06**

**008 NONE**



**009 NONE (WAS ALASKA)****010 ISLAND, SKAGIT, SAN JUAN COUNTY****DISTRICT 1****PRESIDENT:**

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E Mail: thebarrettfamily@hotmail.com

**VICE-PRESIDENT:**

New 06/07

Karin Taylor  
1170 Lower County Line Rd  
Prosser, WA 99350  
Phone: (509) 786-2819  
E Mail: ktaylor2001@earthlink.net

**SECRETARY/TREASURER:**

Beverly Crow  
6307 Desert View Dr  
West Richland, WA 99353  
Phone: (509) 967-2787  
E Mail: Twynky@msn.com

**DATES TO REMEMBER****District 1 meeting**

March 11, 2007

**District 2 meeting**

February 25, 2007

**Districts 3 and 4**

April 15, 2007

Red Lion Inn at the Park  
Spokane 10 am-5 pm

**Western States Conference**

April 26-28, 2007

Reno/Sparks, NV

**State Convention**

June 14-16, 2007

**Note: Thurs. to Sat.**

Spokane, WA



**WARLCA 2005-2006 Auxiliary Vice President's Report  
Ruth Ryan**

Greetings to the Officers, Members and National Auxiliary Guest,

Thank you for allowing me the opportunity to serve this organization. It has been an eventful and educational journey over the past 26 years. My first State Convention was in 1980 and I was pregnant with Pati Sue. David was born while Convention was being held in Pullman in 1985. Dale spent part of the time at convention, came home for David's birth and then went back to convention. David and I were confined to the hospital for many days so that is why Dale could go back and forth.) Our children grew up with the Association and Auxiliary meetings since this was a family oriented organization. Both of the children have also worked short time periods for the Post Office. My father, mother, brother, sister and brother-in-law have worked for the USPS. Looks like a genetic connection, maybe?

This year I have attended county meetings for Spokane, Chelan-Douglas-Okanogan (now NCW), Northwest, District 3 meeting and Auxiliary Board meetings for Fall and Spring. I have presented the National Auxiliary "Program for the Heart" and collected \$146 in donations for pins, magnetic picture frames and key clips.

Also, I have asked for a spouse to volunteer to take the District 3 rep. position. No one can ever replace Donna Walker, but there must be a spouse who would be able to learn the few responsibilities needed.

I want to make the following recommendations:  
1-Keep trying to get a copy of the National Junior Convention/Bylaws so the Juniors in our state can work on building their own document.

2-Designate an Auxiliary Board Officer to thoroughly research the process for this Auxiliary to become a qualified 501(c)(3) organization. National Auxiliary President Diane Allman finally got us an answer to the question of which

organizational "umbrella" we are under and it is mostly the State Association. (as per phone call on 4/9/06) Since the Association is a 501 (c)(5) Labor Union organization (per e-mail from Becky Wendlandt last year 4/2/05, it looks like we need to have paperwork that clarifies our status as a different type of organization.

3-Even with a clear 501(c)(3) status we cannot legally conduct raffles until there are 15 or more Auxiliary members willing to actively participate and vote on our board of officers at each State Convention. (see brochure on Raffles) Need to increase participation,

4-Support the National Auxiliary in passing a dues increase so the 2010 National Convention in Spokane won't bankrupt the Auxiliary. Dale and I are proposing a Constitution and Bylaws change for the State Association to consider at Convention this year. Our Auxiliary Constitution and Bylaws is already worded to allow a National Auxiliary dues increase.

Respectfully submitted,  
Ruth Ryan

**Junior Officers**

**President**

Nicole Cowen  
PO Box 1746  
Orting, WA 98360  
360-893-221

**Vice President**

Tiffany Walla  
27208 - 104th Dr NW  
Stanwood, WA 98292  
360-629-5036

**Secretary**

Chris Pitts  
7351 Ashridge Av SW  
Port Orchard, WA 98367  
360-769-8453



## AUXILIARY OFFICERS 2006-2007

**JUNIOR SCHOLARSHIPS**

I received the first of several National Scholarship applications to be awarded to the Juniors in 2007. It probably seems like you just started back to school and it's too early to be filling these out, but we want you high school juniors and seniors out there to know about these. This extra added money to go on to college or tech school would be great! **The deadline date for the National Scholarship is March 1, 2007.**

We really want you, our Washington Juniors, to get a chance to receive one of these scholarships so let's start now! There will be several other National Scholarships coming up so why not apply for more than one. We, the Washington Auxiliary, are proud of our Juniors and want you to have some of this extra money toward your future education.

There will be information on the "State Scholarships" coming up soon so please watch for that. **The deadline for the State scholarships is May 1, 2007.** You could receive one of each!

I may be new this year in this position but I really want to work with and help each of you succeed.

Please feel free to contact me with any questions. I hope to have e-mail soon but you can always contact me by phone or mail.

Thanks for reading this and "Go for it Juniors"!

Donna Felgenhauer  
Auxiliary Secretary-Treasurer

Don't forget to check the  
Juniors website.  
<http://jwarlca411.tripod.com>

President:  
Joe Harlacher  
41810 S. Atterbury Rd  
Tekoa, WA 99033  
(509) 286-3771

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

Secretary-Treasurer:  
Donna Felgenhauer  
209 N. 6<sup>th</sup> St.  
Oakesdale, WA 99158  
(509) 285-5272

District 1  
Andy Edenholm  
236 David St.  
Camano Island, WA 98282  
(360) 387-0410

District 2  
Fred Cavazos  
See above

District 3  
Myrtle Buchanan  
41255 Sunset Hwy Rd E  
Davenport, WA 99122-8680  
(509) 725-0435

District 4  
Donna Felgenhauer  
See above

Immediate Past President  
Steve Roake  
301 N Montana Ct.  
Kennewick, WA 99336-1030  
(509) 783-2044



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"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
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(SOCIAL SECURITY NUMBER)

LAST										FIRST										MIDDLE			
STREET AND NUMBER										CITY										STATE		ZIP CODE +	

POSTAL INSTALLATION	ZIP CODE	INSTALLATION FINANCE NO.
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**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
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**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	REMIT NO.
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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

50012

Submit Original to **WRLCA** State Secretary



Send to:  
WARLCA Sec/Tres  
4210 S Sunderland Dr  
Spokane WA 99206-9674



**Olga Smith Scholarship**  
**Sponsored By the**  
**Auxiliary of the NRLCA**  
**Guidelines**

Steven R. Smith has placed in trust a \$1,000 Scholarship to be awarded annually to a High School graduate or a student already pursuing higher education. It shall be called the "*Olga Smith Scholarship*". This scholarship, established in 1992 shall be for 30 years, lasting until the year 2021. The National Auxiliary Board shall be the general caretaker of the Olga Smith Scholarship.

**Applicants must meet the following guidelines, complete the application in full, and attach all required documents before mailing. Failure to do so may result in disqualification.**

1. Applicant has not reached age 21 by August 1, 2007, and is not married.
2. Applicant must be a child or grandchild of a Rural Carrier, regular, retired, or substitute, who is a member in good standing of the NRLCA and whose spouse is a member of the NRLCA Auxiliary. Membership will be verified.
3. All eligible applicant names will be placed in a container and (two names will be drawn at National Convention. The first named recipient will be notified of the \$1,000 Scholarship Award. If the first named recipient is unable to attend school or is disqualified that year for any reason, the second named recipient will be notified.
4. If the student leaves school, without completing the school year, the money must be returned to the National Rural Letter Carriers' Auxiliary. The National Auxiliary Officers will review such cases and will make the decision concerning the return of the money. In the case of sickness or death, the family will not be required to return the funds.
5. The Secretary of the National Rural Carriers' Auxiliary shall draw for and handle the *Olga Smith Scholarship*.
6. If the individual whose name is drawn has already received a scholarship award from the National Rural Carriers Auxiliary (for the same award period), another name will be drawn from the pool of eligible names.
7. A check will be issued to the recipient when the National Auxiliary Secretary receives verification of enrollment in the chosen college, university, or Technical/vocational School.

**APPLICATIONS MUST BE POSTMARKED BY NO LATER THAN MARCH 1, 2007**

***Caretaker for 2007***

Joyce Newman  
2935 - 150<sup>th</sup> ST  
Clarinda, IA 51632



**Olga Smith Scholarship  
Application for 2007**  
(Please read guidelines before completing application)

Name \_\_\_\_\_ Age as of 8/01/07 \_\_\_\_\_

Birthdate \_\_\_\_\_ Phone number (\_\_\_\_) \_\_\_\_\_ - \_\_\_\_\_

Address \_\_\_\_\_  
Street/Route/Box City State Zip+4

Rural Carrier Parent/Grandparent \_\_\_\_\_

Address \_\_\_\_\_  
Street/Route/Box City State Zip+4

Circle all that apply: Regular Retired RCA/RCR/PTF Parent Grandparent.

Are parents/grandparents members of both the NRLC Association and Auxiliary? \_\_\_\_\_  
If not, explain why. \_\_\_\_\_

What Collage, University, Technical/Vocational School, do you attend or plan to attend?  
Course of Study \_\_\_\_\_

-----  
**Note: This section must also be filled in to qualify.**

Name \_\_\_\_\_ Birthdate \_\_\_\_\_

Address \_\_\_\_\_  
Street/Route/Box City State Zip+4

Rural Carrier Parent/Grandparent \_\_\_\_\_

Address \_\_\_\_\_  
Street/Route/Box City State Zip+4

State in which parent/grandparent dues. \_\_\_\_\_

**APPLICATIONS MUST BE POSTMARKED BY NO LATER THAN MARCH 1, 2007**  
(There are no exceptions )

**Mail to: Joyce Newman, Secretary of the Auxiliary of the NRLCA**  
2935 - 150<sup>th</sup> ST  
Clarinda, IA 51632

**This form may be duplicated or copied, but must be in the exact format  
NO EXCEPTIONS!!!!!!!**



## 2006-2007 STATE OFFICERS

### PRESIDENT

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Sr. Assistant State Steward  
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### SECRETARY-TREASURER

Rural Carriers HealthInsurance  
Representative  
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### EDITOR

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#### REPRESENTATIVE

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### DISTRICT 2

#### REPRESENTATIVE

Joanne Blackburn  
7415 - 201st. St. Ct. E..  
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Jojort06@comcast.net

### DISTRICT 3

#### REPRESENTATIVE

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### DISTRICT 4

#### REPRESENTATIVE

GMAC Auto Representative  
Dave Reppe  
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### STATE STEWARD

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### SENIOR ASSISTANT STATE STEWARDS

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Patricia Alexander  
Patrick Pitts  
see Officers listing

### ASSISTANT STATE STEWARDS

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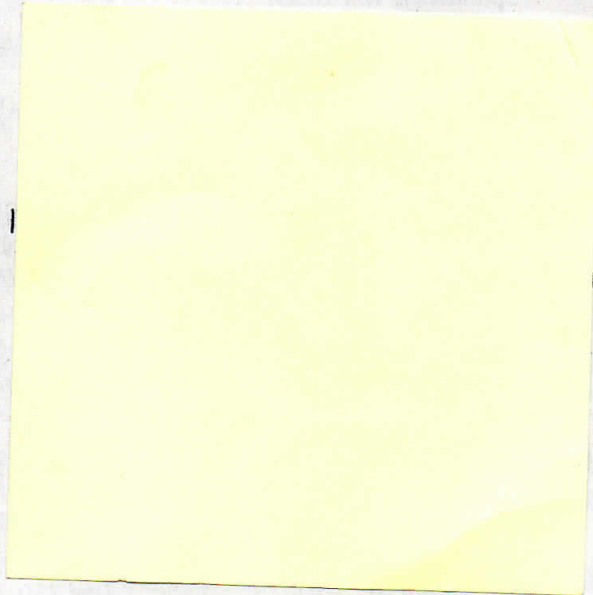
Jan Frymire  
15105 OK Mill Road  
Snohomish, WA 98290-4504  
425-377-2020 phone and Fax

Cheri Freeman  
see Officers listing



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

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WASHINGTON  
RURAL CARRIER



*Where Service Begins With a Smile*