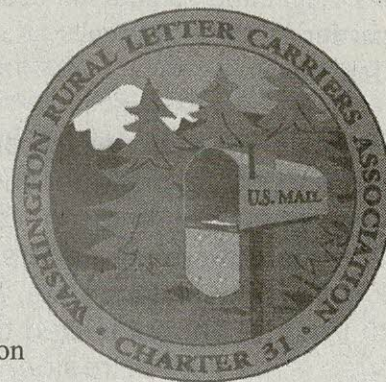


WASHINGTON RURAL CARRIER



Official Publication of the Washington Rural Letter Carriers' Association

April 2006

Where Service Begins With a Smile

STATE CONVENTION INFORMATION

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WELCOME TO OUR CONVENTION GUEST,
RONNIE W. STUTTS, DIRECTOR OF STEWARD
OPERATIONS

NATIONAL RURAL LETTER CARRIERS' ASSOCIATION

Elected at the National Rural Letter Carriers' Associations' 101st National Convention in Minneapolis, Minnesota as Director of Steward Operations, Ronnie W. Stutts also serves as Co-Chair of the Eastern Area Joint Steering Committee for the Quality of Work Life/Employee Involvement Process. Involved in the QWL/EI process since 1988, Ronnie served at all levels of the QWL/EI process to include DJSC Co-Chair and member of the Southern Area Joint Steering Committee. Ronnie is no stranger to the national arena. He served on the 1993 DPS study, Chairman of the Appeals Process Review Committee and a Member of Steward Task Force One.



After graduation, Ronnie attended the Newbern Tennessee Tech Vocational School where he earned a degree in Electrical Engineering. He was employed by the Marrimont Cooperation, as an electrical technician until he began his Postal Career in April of 1977. Ronnie was hired at the Dyersburg, TN Post Office as

a Designation 73 sub and became a regular rural carrier in 1981 on rural route one in Dyersburg, Tennessee.

Ronnie has a proven record of 28 years of diligent service and experience. He has carried numerous rural routes in his Dyersburg office and served in many leadership positions from local, county, district, state, and national levels to include, but not limited to Board member, Vice President, President, and 12 years as Tennessee State Steward representing the nation's largest rural district. Prior to his election as NRLCA Director of Steward Operations Ronnie served as Executive Committeeman for the National Rural Letter Carriers Association. He also believes we should continue to support the Auxiliary's position and their family plan to improve our organization and the lives of others.

Ronnie feels strong that we contribute our time and talents to our obligations. In addition to serving our craft, he served 35 years in the United States Army/National Guard where he negotiated and implemented contracts and earned the rank of Command Sergeant Major. He is a lifetime member of the Palestine Methodist Church and supported the Boy Scout Troop 168 for 18 years where his son earned the Eagle Scout award. Ronnie's wife of 25 years is supportive of his love and devotion to his career, family, and community. Ronnie is equally dedicated to the National Association by saying, "I am committed to serve all rural carriers of this nation and *I will never forget, "I am a rural carrier!"*"

REGISTER FOR STATE
CONVENTION BY
JUNE 1!

COME CELEBRATE OUR 100 YEAR ANNIVERSARY AT THE STATE CONVENTION IN VANCOUVER ON JUNE 25-28, 2006

District 2 Representative Joanne Blackburn and her committee are working very hard to make our State Convention a true celebration this year. Joanne has promised surprises



and fun, and if I were you, I would not take a chance on missing the festivities. Of course, those of you who have attended a previous State Convention will realize that a State Convention is not all fun and games. Delegates are often on committees, and committee members work hard, but what better way to make new friends or get reacquainted with old friends? Please try your best to attend.

THE POSTAL INSPECTORS AND YOU

I recently had a surprise when a postmaster asked me to come to his office for an Investigative Interview. When I arrived at the office, I noticed two men that I had not seen before, and the postmaster introduced them to me as Postal Inspectors. Like would happen to most of you, hearing the words "Postal Inspectors" sends a shiver down my spine, even though I try not to do anything against the Postal Service rules and regulations, but this incident turned out to be a pleasant surprise. Of course, I cannot tell you all the details of the interview, but you will be pleased to hear that these two Postal Inspectors really did appear to want to help the rural carrier during the interview.

We have all read the advice on the orange cards that have been handed out at Union meetings: If questioned by a U.S. Postal Inspector about your conduct, even if you believe you are not guilty of any wrong-doing, it is suggested you do the following:

1. Remain calm;
2. Correctly identify yourself, if requested to do so;

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

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

Most of the time, Postal Inspectors will not advise you of your right to Union representation or an attorney. You will have to ask for Union representation, and you should never sign away your rights. You have everything to lose by waiving your rights, and nothing to gain.

The above said, I must tell you that the two Postal Inspectors requested that the postmaster have me present to be with the rural carrier while they were questioning her. Both she and I were completely surprised that this meeting was going to take place, and because she was calm and focused, we have hope that the issue will have ended without discipline. In fact, the two Postal Inspectors were sympathetic to the rural carrier and said that they would try to help. There was none of the "Good Cop, Bad Cop" that we often hear about. These Postal Inspectors were perfect gentlemen and not threatening at all.

I tell you about this so that if you are ever approached by Postal Inspectors, it is very

important that you ask for Union representation or your attorney. In most cases, when a Postal Inspector wants to interview a person, there are allegations that a crime has been committed, and the above-mentioned Postal Inspectors said that throwing away mail is still one of the more prevalent crimes that they must investigate. On that note, be sure to go through your route vehicle daily to be sure that no mail has inadvertently dropped between the seats or on the floor. We all try to be very careful with the mail, but Postal Inspectors pounce on the sanctity of the mail issue, and besides that, we don't want to let our customers down by missing some of their mail.

All Postal Inspector stories do not end badly for the employee, but I would imagine that the majority of the investigations lead to charges and/or discipline. Try to treat the Postal Inspectors with dignity and respect, as you would want them to treat you. I know I have been called Pollyanna for believing that things really can turn out for the best, but it could happen that the Postal Inspectors have gotten some incorrect information and that you can straighten out the problem. Most of all, though, be sure to ask for your Union representative and/or your attorney when Postal Inspectors start asking you questions.

President Patricia Alexander

IN REMEMBRANCE

THOMAS BROWN
SAMUEL COLWELL
GEORGE CRUM
INGRID DRAWHORN
WILLARD DYRLAND
JOANNE ESTES
HARRY FRIES
GEORGINE HELDE
JOHN JACOBS
VAUGHAN PILKEY
ROLAND PLUMMER
JIMMY RIDER
ORVA THOMPSON

LEAVENWORTH
SPOKANE VALLEY
ORTING
WOODINVILLE
LONGVIEW
MCCLEARY
COLFAX
YAKIMA
LONGVIEW
BELLINGHAM
LOPEZ ISLAND
GRANDVIEW
YAKIMA

What's Next?

Thank goodness the count is over. The Postal Service had hoped to realize a net savings of two hours per route, and except in a few instances, our route evaluations either stayed the same or went up. I think that we are glad that we weathered that storm. So, what is next?



Our contract expires in November of this year. Negotiations will begin in earnest in the summer. So, how can you get **your** voice heard? There are several opportunities and I hope that you will take advantage of them.

- Your state officers are meeting with the state officers from the western United States and 3 National Officers in mid April. There will be discussions concerning negotiations and what is really important to us as a craft. While this meeting might be over by the time you read this, your state officers are your representatives. Call and ask what happened at this regional meeting, and give your input.
- Probably the most important is your spring county meetings. This is where ALL resolutions and constitution/by-law changes are started. It is also where you can be elected to attend the state convention (in Vancouver, June 26-28) as a voting member. This county meeting is the "gateway" for any changes and involvement that you might want.
- State Convention. I urge all who are interested to become elected delegates and attend. This is a wonderful opportunity to see how our state does its business, spends your dues money, and represents your interests.

The best way to represent your thoughts is to be there, and share what is important to you. We will be voting on the resolutions that come from the county units and elect next year's state officers. Also remember, this is our 100th state convention and should be a tremendous amount of fun.

- Election of National delegates. You will receive a ballot in the mail asking you to vote for people to represent our state at the National Convention. In the past several years, only 15-20% of our members have bothered to return their ballot. It is important that you vote, and you vote for those who will represent your interests.

Every member in our state has the opportunity to be heard during the above meetings. It is unfortunate that so many are silent and their voices are not heard. Will it is difficult to attend the meetings, they are important: Even more so with negotiations coming up. If you are not heard, you have only yourself to blame.

Monte Hartshorn
Vice President

Safety is Your Job

Everyday we go to work with the expectation of returning home to family, friends and pets. We never consider the possibility of that freak accident that



changes life, as we know it, forever. 8 Rural Carriers lost their lives last year. From 2002 -2005 79% of rural carrier fatalities were the carrier's first accident! Spokane County has had three serious accidents in the last few weeks. We were extremely lucky we didn't lose anyone. But I can say from personal experience, that our fellow carriers will not be the same for quite some time. So what can we do? Accidents happen, right?

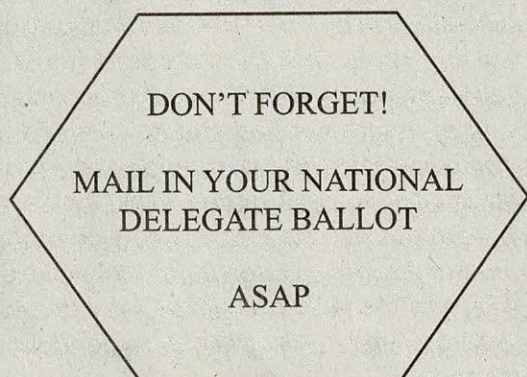
State Secretary–Treasurer's Report

Please, make safety a priority in your job.

- Are you taking shortcuts? Wear your seat belt. The leading cause of fatalities in vehicle accidents is being ejected. Getting tossed around inside doesn't do us much good either. Remember, flesh and blood doesn't win against glass and steel!
- Are you becoming complacent? Vigilance in seeing potential dangers is necessary every minute of everyday. We travel the same roads, over and over, and the tendency is to see it the same, not as it really is. A frequent statement from the parties involved at the scene of an accident, is they never saw the other car coming even when they looked right at it.
- Are you visible to the other drivers on the road? Do you have a strobe? Magnetic signs warning those behind you of frequent stops? Are your headlights, break lights, and turn signals working and free of grime? Are you using them – all the time?
- Are you rested and healthy? We need an adequate nights sleep to drive safely. Tired drivers are as dangerous as drunk drivers! If you're sick, stay home. Our job is hard work. If you're sick you can't keep your attention on your driving and your coworkers don't want to catch it from you anyway!

Remember – The life you save may be your own! Your Family, Friends, and pets (who can forget Lucy – Becky's Lab) will love for you for it.

Cheri Freeman
District 3 Representative



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



- **C o u n t y Meetings** must be held by May 16
- 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 have sent packets out to your county secretary so 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. Here are your duties as a credentialed county delegate to State Convention:

- Specific assignments to a committee as notified by the State President.
- 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! YOUR chance to make known YOUR concerns, ideas, and suggestions.

National Convention Delegates: The National Convention delegate nomination form will be in the February Issue thru the May Issue of the National paper. If you want to be a National Convention Delegate then complete the 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.

Merged County Units: Two County Units have voted to merge. They are:

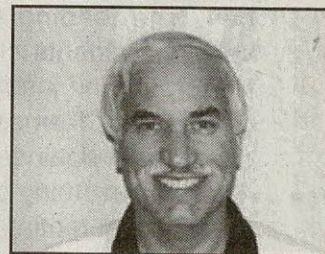
- Okanogan County RLC have merged with Chelan Douglas RLC
- Clallam Jefferson County RLC have merged with Kitsap RLC

There has been some discussion about Lincoln Grant Adams merging with the other local units that they get their mail processed at. This would mean Grant County would merge with Chelan Douglas (mail processed at Wenatchee plant), Lincoln County with Spokane (mail processed at Spokane plant), and Adams County with Yakima (mail processed at Pasco plant). This would make sense for those members wanting to meet with other members who have the same concerns on their mail processing as well as their respective USPS District (Grant is Seattle USPS District and Lincoln/Adams is Spokane USPS District). Since LGA only meets once a year, this will be decided at their annual county meeting. A plus for the members is that Spokane, Yakima and Chelan Douglas meet more than once a year, giving the LGA members a chance to meet more often and with a bigger group than 3 or 4 who have attended in the past. No matter what happens, we ALWAYS need to make sure we are meeting the DOL guidelines as it comes to local units, LM4, county checking account, and annual meetings, and a **BIG THANKS to ALL the COUNTY OFFICERS** who ensure that we do.

Membership: Thanks to the NRLCA (NOT USPS BUT OUR NRLCA) coming out with Health Insurance for RCA's we have gotten quite a few new relief members. I am hoping it will give us another delegate for National Convention, as we are right on the border of going over 1850 members. With all of your help, we can hit a new membership goal! The drawback is that the turnover of RCA's is higher than it has ever been, so we need to keep recruiting those new RCA's that are coming into our offices. Let me know if you want any forms, or you can download them from www.nrlca.org

Best to you,
Becky Wendlandt

THE THREE "Rs" OF ROUTE ADJUSTMENTS



As inevitably as night following day, mail counts that favor rural carriers will often result in a fair number of overburdened

(47K/48K) routes. In a similar fashion, overburdened routes inevitably lead to route adjustments. Every carrier facing the prospect of a route adjustment needs to understand the three basic "Rs" (**RULES, RIGHTS, AND RESPONSIBILITIES**) of the process.

RULES

As for the rules, the question is often asked: Why does my 47K or 48K route have to be adjusted? After all, the reasoning goes, neither I nor my relief carrier are having difficulty meeting leaving time, dispatch, or 2080, so why can't I just keep my overburdened route as is? Why does it have to be adjusted down to as close as possible to a 43K? The short answer to the above questions is: Because those are the rules. The long answer is the following:

A route may be adjusted if it grows into an overburdened status. With the signing of the 1976 National Agreement, compensation for rural carriers was based on Fair Labor Standards Act (FLSA) Section 7(b) (2). This section of FLSA provides the legal basis upon which our contract language is based.

The contract in Article 9.2.C.6 outlines route classifications. The chart of classifications clearly shows any route that the standard hours have exceeded 55 hours and 47 minutes is considered to be in an overburdened status. (See Page 26) The route is considered overburdened even if the carrier is able to stay under 2,080 hours, meet dispatch and is not causing any service problems. The contract further states in Article 9.2.C.6 that the 47K and the 48K classifications "should only be used as interim classifications pending route adjustments."

It was necessary to make the 47K and 48K classifications subject to adjustment in order to meet the legal requirements of FLSA 7(b)(2), which only allows an employee to work a maximum of 2,080 hours in a year without receiving additional compensation. Should an employee work in excess of 2,080 hours in a year, the employee shall receive overtime compensation for all hours actually worked in excess of 2,080 hours in one year, 56 hours in one week, or 12 hours in one day. With the 47K and 48K classification, if the carrier worked just 47 or 48 hours each week, it would not be possible to avoid going over the 2,080 hour limit. This necessitated the requirement that the 47K and 48K classification be adjusted to prevent exceeding 2,080 hours.

RIGHTS AND RESPONSIBILITIES

So, given that it is usually not possible to avoid having your overburdened route adjusted, what are your rights and responsibilities in the process?

Article 30.1.J of the USPS/NRLCA National Agreement provides that, "the rural carrier assigned to a route shall be notified in advance of any adjustments and afforded the opportunity to submit comments in writing." **It is imperative that all carrier comments are put in writing and a copy retained.** The contract further states, "The comments will be considered as a factor when such adjustments are under consideration and before any decision is made."

It is important to emphasize that management has an obligation to accept and consider written comments from the affected carrier(s) in route adjustments; however, management is under no obligation to implement the changes proposed in the written comments submitted by the carrier(s).

Article 30.1.J further states, "Substantial route adjustments must be approved at a level higher than the installation and, if requested in writing, will be reviewed at the district level, except for adjustments to avoid actual work hours in excess of 2,080 during the guarantee period."

The following list of suggestions is provided to aid in preparing written comments to

management concerning route adjustments. These recommendations apply generally to route adjustments, but not all of them will be applicable to every proposed adjustment.

1. Amount of relief necessary - Is management's proposed adjustment in accordance with National/District guidelines (the rules) listed above?
2. High/low volume considerations for area proposed to be removed - Does the proposed adjustment take into consideration the average mail volume per box for the route and the resulting likelihood of a substantial mail volume increase or decrease at the next mail count?
3. Number of boxes and/or miles to be added or removed - What are the actual number and type of boxes and/or miles that will constitute the new proposed adjustment?
4. Amount of proposed scheme changes - Do the proposed changes minimize the number of scheme changes that will have to be learned by clerks and relief employees?
5. "Squaring" of route boundaries - Does the proposed adjustment create clear-cut route boundaries in order to eliminate co-mingling?
6. Establishing boundaries for city/rural and multiple zip codes - Do the proposed changes establish definite boundaries between city, rural, and HCR routes, where practicable, to facilitate distribution and maintain an orderly delivery area? Note: The State Stewards **must** be contacted on all boundary issues involving HCR and/or city delivery.
7. Safety issues - Are all safety issues being addressed (e.g., minimize backing, left turns across traffic, hazardous road conditions, blind spots, etc.)?

8. Avoiding disparate treatment - Do the proposed changes avoid the appearance of unfairness regarding the type of boxes, stability of growth, type of roads, etc.?
9. Changing "Non-L" to "L" status - Has the additional loss of time for routes that become "L" routes been taken into consideration?
10. Maintaining/establishing comfort stops - Will the adjustment do away with established comfort stops?
11. Potential increase or decline of boxes for route and/or area targeted for adjustment - Has consideration been given to the future impact to the adjusted evaluations of routes because of significant potential changes in the number of boxes on the route?
12. Not based on goal of equalizing routes - Adjustments should not be based on the concept of making all route evaluations the same. Additionally, **"Blanket adjustments solely for the purpose of involving all routes in an office should not be made."**
13. Likely to stabilize route growth - Do the proposed changes attempt to stabilize built-up areas on existing routes?
14. Not simply a "Band-Aid adjustment." - Are the proposed adjustments projected to last for an extended period or just a short period?
15. Consideration given for 55-years old and/or 25-years of service - Is management taking into consideration the special allowances specified in PO-603 151.2?
16. Dispatch considerations - Do the proposed changes take into account the carrier being able to make dispatch?
17. Service standards considerations for business deliveries - Do the proposed changes enable business customers to receive delivery early rather than late on the route?
18. Temporary detours on route - Does the adjustment take into account the inevitable loss of time from a base-hour change after the discontinuance of a temporary detour that has been on the route in excess of 30-days?
19. Questions concerning cost effectiveness of the adjustment - Has a PS Form 3993 (cost analysis) been done on the proposed changes?
20. Consideration of office space constraints - Does the office have enough floor space to accommodate the equipment necessary for the new route(s)?

Failure of any rural carrier to exercise his/her contractual right to submit written comments would greatly diminish the likelihood of prevailing in the grievance process. Management's failure to involve the carrier(s) in the adjustment procedure is a violation of the National Agreement, Article 30.1.J, and is a grievable issue. The likelihood of prevailing in a route adjustment grievance would depend largely on how closely the established route adjustment guidelines were followed.

A carrier who is considering filing a grievance concerning a route adjustment should be prepared to furnish documentation. The following items are essential for any route adjustment grievance:

- Route adjustment worksheets for all routes involved
- Written comments submitted by the carrier
- PS Form 4241-A for the time period immediately prior to the adjustment (If growth is a factor, include PS Form(s) 4241-A for the previous 12 months)
- PS Form 4241-A for the time period immediately after the adjustment
- Color-coded maps indicating the location of route(s) being adjusted as well as the adjacent and/or surrounding routes
- PS forms 4240 (Trip Sheets) for the 12

months prior to the adjustment in order to establish whether or not the carrier consistently met dispatch and/or stayed under 2,080 work-hours for the guarantee year

- Transportation schedule to show dispatch times
- Pertinent references such as USPS Headquarters letters, Step 4s, etc.
- Section 823.1 of the M-38

If a carrier feels the potential for a grievance exists, he/she should contact either the local, area, assistant, or state steward for assistance.

Good luck with your route adjustments. It is always difficult to receive locked boxes with a credit of one minute a box, rather than the regular box credit of 1.82 or 2 minutes, but sometimes this happens when territory must be passed through routes. It is also unpleasant when non-L routes become L routes, although the difference in regular box credit on L routes was increased in the 2002 National Agreement from 1.64 to 1.82 minutes, only .12 minutes per box less than for regular boxes on non-L routes. Locked boxes, such as CBU's and NDCBU's, receive one minute credit for each box, and if there are parcel lockers, these receive two minutes a week credit per locker. Each route receives 12 minutes credit for each mile, so miles are a quick way to rapidly increase or decrease route evaluations.

Most of all, be sure to put your route adjustment ideas in writing. If your presentation seems best for saving the Postal Service money by squaring up the routes, eliminating duplication of travel, and/or getting the mail to businesses early in the day, then management might take the easy way out and do what you propose. We do need to realize, however, that the District has the final say in route adjustments, so even if your manager and you agree to the adjustment, the District can alter the plan.

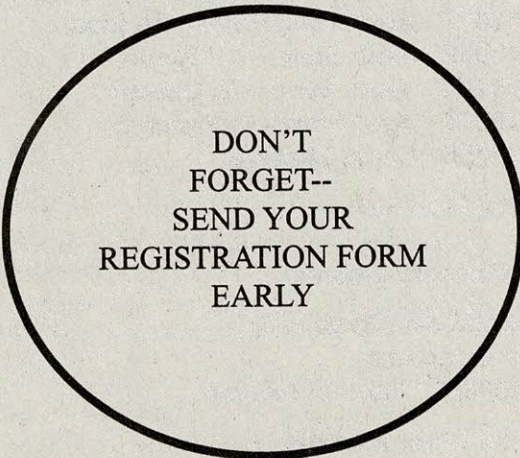
Charles Alexander
WARLCA State Steward

CAMPAIGN NOTICES

I, Carol Halverson, will be attending the 2006 National Convention and would like to represent you as a delegate. This will be an important convention with our leadership preparing for contract negotiations. I truly want to bring the concerns of the Washington State carriers to the convention floor. I was a delegate at three National Conventions and have served since 2000 at our State Conventions. I have been in the Rural Craft for 16 years (9 as an RCA) and have served as local steward for almost 8 years. I am a trainer at the Rural Academy. I attend K-S County meetings, District meetings and Steward's trainings to keep current on what our union is doing. I am always available for your questions or comments. Feel free to contact me at carolhalverson@juno.com or 360-793-1674. Thank you for the opportunity to represent you.

I will be attending the National Convention in Charleston, SC this year and would like your support. We will be listening to and voting on many important issues and candidates for national office, which will affect our work. My decisions will be made on what you, the Washington union members, say are important to you. Please give me your support by voting for me when the ballot arrives in your mailbox.

Thank you, Becky Pike



DON'T
FORGET--
SEND YOUR
REGISTRATION FORM
EARLY

Washington Rural Letter Carriers Association **Previous Year Comparison Statement of Activities**

July 2005 through March 2006

	Jul '05 - Mar 06	Jul '04 - Mar 05	% Change
Ordinary Income/Expense			
Income			
400000 · Dues Income	307,006.93	295,841.14	3.8%
410000 · National General Insurance	23,125.71	23,527.00	-1.7%
420000 · Reimbursements & Refunds	7,968.34	9,889.82	-19.4%
Total Income	338,100.98	329,257.96	2.7%
Expense			
500000 · Per Capita Expenses	11,276.10	10,814.08	4.3%
520000 · Meetings and Conventions	40,964.21	37,150.44	10.3%
530000 · Equipment Fund	12,351.71	6,786.90	82.0%
550000 · Other Expenses	25,106.55	27,951.17	-10.2%
610PA · President - P. Alexander	1,201.42	1,755.88	-31.6%
620MH · Vice President - M. Hartshorn	1,201.42	1,755.88	-31.6%
630RW · Sec/Treas. - R. Wendlandt	28,205.18	27,951.03	0.9%
640SH · Editor - Susie Hill	2,424.12	3,417.15	-29.1%
645000 · Washington Rural Carrier (W...	4,089.35	4,139.84	-1.2%
650RP · District 1 - R. Pike	1,735.05	2,390.80	-27.4%
660JB · District 2 - J. Blackburn	1,234.86	2,198.88	-43.8%
670CF · District 3 - C. Freeman	1,018.32	2,023.85	-49.7%
680DR · District 4 - D. Reppe	2,003.44	2,253.40	-11.1%
691LW · Ret/Car PAC - L. Walker	0.00	45.00	-100.0%
700CA · State Steward - C. Alexander	26,328.36	29,494.17	-10.7%
705000 · Steward Training Expenses	12,693.80	14,349.16	-11.5%
710JP · Senior Asst. Stew. - J. Peck	16,482.50	17,696.23	-6.9%
730SJ · Asst. Stew. - S. Johnson	0.00	10,607.74	-100.0%
740MH · Senior Asst. Stew - M. Hartsh...	7,250.53	6,897.12	5.1%
750PA · Senior Asst. Stew - P. Alexander	20,846.57	22,413.49	-7.0%
770JP · Senior Asst Stew - J. Patteson	23,867.64	24,215.31	-1.4%
780PP · Senior Asst Stew - P. Pitts	26,358.43	20,518.37	28.5%
790JF · Asst. Stew - J. Frymire	9,726.24	1,218.98	697.9%
791RC · Asst. Stew - R. Cowan	13,345.29	432.90	2,982.8%
792CF · Asst Stew - C. Freeman	8,921.39	248.03	3,496.9%
880LS · Local Steward	93.76	331.68	-71.7%
Total Expense	298,726.24	279,057.48	7.1%
Net Ordinary Income	39,374.74	50,200.48	-21.6%
Other Income/Expense			
Other Income			
450000 · Interest Income	1,761.65	1,145.30	53.8%
Total Other Income	1,761.65	1,145.30	53.8%
Net Other Income	1,761.65	1,145.30	53.8%
Net Income	41,136.39	51,345.78	-19.9%

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550000 · Other Expenses	25,106.55	27,951.17	-10.2%
610PA · President - P. Alexander	1,201.42	1,755.88	-31.6%
620MH · Vice President - M. Hartshorn	1,201.42	1,755.88	-31.6%
630RW · Sec/Treas. - R. Wendlandt	28,205.18	27,951.03	0.9%
640SH · Editor - Susie Hill	2,424.12	3,417.15	-29.1%
645000 · Washington Rural Carrier (W...	4,089.35	4,139.84	-1.2%
650RP · District 1 - R. Pike	1,735.05	2,390.80	-27.4%
660JB · District 2 - J. Blackburn	1,234.86	2,198.88	-43.8%
670CF · District 3 - C. Freeman	1,018.32	2,023.85	-49.7%
680DR · District 4 - D. Reppe	2,003.44	2,253.40	-11.1%
691LW · Ret/Car PAC - L. Walker	0.00	45.00	-100.0%
700CA · State Steward - C. Alexander	26,328.36	29,494.17	-10.7%
705000 · Steward Training Expenses	12,693.80	14,349.16	-11.5%
710JP · Senior Asst. Stew. - J. Peck	16,482.50	17,696.23	-6.9%
730SJ · Asst. Stew. - S. Johnson	0.00	10,607.74	-100.0%
740MH · Senior Asst. Stew - M. Hartsh...	7,250.53	6,897.12	5.1%
750PA · Senior Asst. Stew - P. Alexander	20,846.57	22,413.49	-7.0%
770JP · Senior Asst Stew - J. Patteson	23,867.64	24,215.31	-1.4%
780PP · Senior Asst Stew - P. Pitts	26,358.43	20,518.37	28.5%
790JF · Asst. Stew - J. Frymire	9,726.24	1,218.98	697.9%
791RC · Asst. Stew - R. Cowan	13,345.29	432.90	2,982.8%
792CF · Asst Stew - C. Freeman	8,921.39	248.03	3,496.9%
880LS · Local Steward	93.76	331.68	-71.7%
Total Expense	298,726.24	279,057.48	7.1%
Net Ordinary Income	39,374.74	50,200.48	-21.6%
Other Income/Expense			
Other Income			
450000 · Interest Income	1,761.65	1,145.30	53.8%
Total Other Income	1,761.65	1,145.30	53.8%
Net Other Income	1,761.65	1,145.30	53.8%
Net Income	41,136.39	51,345.78	-19.9%

WARLCA STATE CONVENTION REGISTRATION**Red Lion Inn at the Quay - JUNE 26 - 28, 2006**

100 Columbia Street, Vancouver, WA. 98660

(Reservation Phone: 1-360-694-8341 or 1-800-Red Lion)

(Room Rates: Single/ Double \$75.00, Triple/Quad \$85.00, Riverview Upgrade \$10.00)

NAME _____ 1st time attending _____

ADDRESS _____ Phone _____

Regular _____ RCA _____ PTF _____ Retired and number of years of service. _____

Please circle if you are currently: Ad Hoc Trainer DJSC Member Faciliator State Officer County Officer

SUNDAY, JUNE 25 Rural Delivery Issues/Enhancement Training 10 a.m. - 4 p.m.

All local stewards will receive \$100 to attend their first (required) Enhancement Training or \$25 to attend their 2nd Enhancement Training for the 05/06 year. A complimentary lunch will be provided for all certified local stewards on Sunday if pre-registered by June 1. For all others who attend the full day session lunch will be partially subsidized by the Association and cost \$7. Non-stewards welcome - no reimbursement

attending _____ \$ _____

Registration 12:00 to 5:00 Fee: \$30 fee per delegate for registration. Fee will be waived if a banquet meal or two buffet lunches are purchased. A late fee of \$20 will be added if the registration is not postmarked by June 1st for delegates.

Social Mixer- 6:00 p.m. to 9:00 p.m. \$5.00 per person or \$10.00 per family. # attending _____ \$ _____

MONDAY, JUNE 26

1st Timers Meeting 8:00 a.m. (All welcome - no cost) # attending _____

Armed Forces Breakfast 7:00a.m. All welcome, meet in Hotel Lobby

Lunch Buffet \$16.00 each # attending _____ \$ _____

County Officers Training Dinner

(Free to newly elected and pre-registered 2006/2007 Presidents, V.P.s and Secretary/Treasurers)

All welcome - cost to non 06/07 County Officers \$20.00 each. # attending _____ \$ _____

TUESDAY, JUNE 27

Lunch Buffet \$16.00 each # attending _____ \$ _____

Tuesday Evening Banquet Honoring Our Retirees 6:00pm-Midnight
Enjoy Dinner and Casino Night \$30.00 each

Choice of:

Sesame Chicken Half # attending _____ \$ _____

Or

Chef's Vegetarian Plate # attending _____ \$ _____

Wednesday, June 28

Lunch Buffet \$16.00 each # attending _____ \$ _____

Total amount \$ _____

Make Checks payable to WARLCA Convention

Send to: Joanne Blackburn, 7415 201st Street Ct. E., Spanaway, WA. 98387-5763

PLEASE complete your registration so that Joanne will receive it no later than June 5, 2006

WELCOME TO OUR NEW MEMBERS

WILLIAM A FLEMING	AMBOY	PEGGY L SEGUIN	RICHLAND
TERRY E PRIEST	ARLINGTON	STEPHEN B BARTON	RIDGEFIELD
KIMBERLY A LONG	AUBURN	JULIE A CENTER	RIDGEFIELD
MAI T NGUYEN	AUBURN	JUAN C MUNOZ	RIDGEFIELD
SUSAN E RENNIE	AUBURN	DIANE K KOPPEL	ROSALIA
MARY B LINDEMAN	BELLINGHAM	KJRSTEN A FORTNEY	SILVERDALE
SCOTT E VOSS	BELLINGHAM	AMANDA S BECRAFT	SNOHOMISH
ROXANNE SHORTWAY	BREMERTON	DANIEL M CARLBERG	SNOHOMISH
DIANE M ARMITAGE	CHEHALIS	PENNY L CLEMETSON	SNOHOMISH
SHELLY M KLECKER	CLATSKANIE	ERMINA MUSABEGOVIC	SNOHOMISH
RICKY H TALLMAN	COLVILLE	JOSEPH A BERGMAN	SPOKANE
STEVE E TUCKER	DUVALL	DORETTA M KNESS	SPOKANE
EDWARD G SNYDER	ELLENSBURG	DIANE S COOK	SPRAGUE
KIET M MA	EVERETT	JENNIFER A JOHNSON	STANWOOD
DENIS L JAMES	FERNDAL	MELISSA L CEBE	SUMNER
CHANEL L DAVENPORT	GIG HARBOR	DENISE L SENTINO	SUMNER
DONNA P LEMON	GIG HARBOR	NEENA K VIRDI	VANCOUVER
CONSTANCE L ARTHUR	GOLDENDALE	CHUAN XU	VANCOUVER
KRISTI L OVERMAN	GRAHAM	RAYLENE H BAIRD	WALLA WALLA
RICHARD H JONES JR	ISSAQUAH	SHANNAN M BINN	WASHOUGAL
EDDIE H LOVE III	ISSAQUAH	MARK E MASTICK	WASHOUGAL
CHUNG L SHIAO	ISSAQUAH	NGUYEN T DO	WOODINVILLE
MI H SONG	ISSAQUAH	LINDA K L'HEUREUX	WOODLAND
EMILY WEISENBURGER	MAPLE VALLEY	DEVIN CABEL	YELM
KAREN T WASHBURN	MARYSVILLE	TONY M LEE	YELM
KATHY S DOMAS	MEAD	KELLON M RUSSELL	YELM
JOEY A PAULSON	MEAD	EMILY B HURLBURT	ZILLAH
ETTA M RIOS	MONTESANO		
AARON BERFORD	MOUNT VERNON		
GIICHI KAWAUCHI	MOUNT VERNON		
LEVI L HANSON	NINE MILE FALLS		
VALERIO R FABICO	NORTH BEND		
TENG VANG	NORTH BEND		
MARY F PETRY	OAK HARBOR		
MARTHA L BRACKETT	OLYMPIA		
CINDY L MC CLAFLIN	OLYMPIA		
JODY L ROGERS	OLYMPIA		
CAMILLE D LOOMIS	PALOUSE		
DENISE D RACE	PASCO		
ROBERT K LAMPERT	PORT ANGELES		
BENJAMIN F ANCOCK	PROSSER		
ALLISYN J SKEEN	PUYALLUP		

PAC

Donate now-

Donate often!

Send your check to
Judi today.

2005-2006 Auxiliary Officers

JUNIORS CONVENTION ACTIVITIES

Plans are set for fun-filled days at the State Convention in Vancouver.

Sunday evening begins with a get-acquainted mixer with the Association.

Monday, June 26 will be spent at the Oregon Coast Aquarium and Science Center.

Tuesday will begin with a trip to Fort Vancouver Museum and Aquatic Park. The evening will end with the Juniors Banquet and music with a DJ.

Wednesday will include a wild time at Bullwinkles Family Fun Center.

There was no other information received by the time this issue was sent to the printer. For more details on activities and registration please contact any of the Auxiliary officers listed.



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Patricia Alexander
Monte Hartshorn
see officers' listing for
information

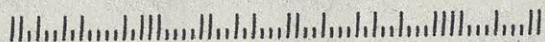
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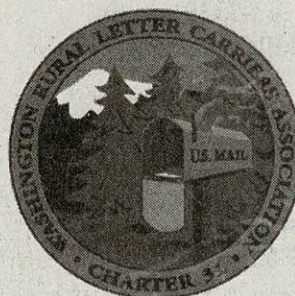


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WASHINGTON
RURAL CARRIER



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