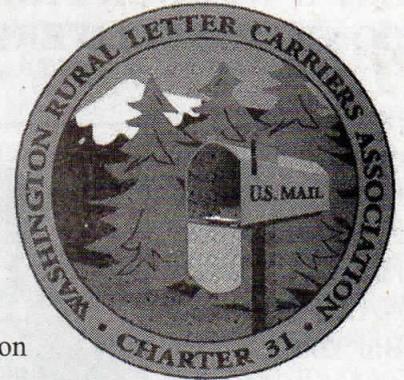


# WASHINGTON RURAL CARRIER



Official Publication of the Washington Rural Letter Carriers' Association

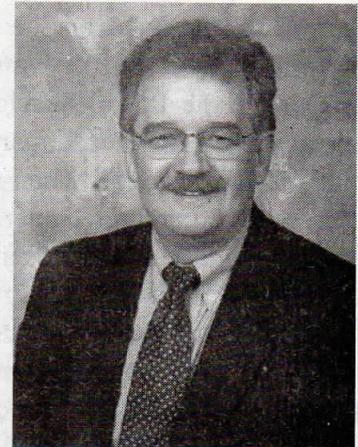
May 2007

*Where Service Begins With a Smile*

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### TIME FOR STATE CONVENTION

Come to Spokane June 14, 15 and 16 for this year's State Convention and hear the latest from the National Office. We are pleased to have with us Joey Johnson, a member of the National Executive Committee and Larry Waligora, Manager of the Health Insurance Programs. Right now we need to be more informed than ever before and this is a great chance to gather that information.

## LET'S WIN OUR FIGHT AGAINST CONTRACT DELIVERY "SERVICE"

By the time you read this, NRLCA President Donnie Pitts will have joined with NALC President Bill Young for an unprecedented demonstration



against Contract Delivery Service. The two Presidents were joined by members of Congress who have listened to our letters protesting Contract Delivery Service. This demonstration took place on April 16, 2007, and both Presidents delivered messages to Postmaster General Jack Potter demanding a halt to the practice of Contract Delivery. You may read more about this at the NRLCA Website.

Right now, the Postal Service is planning to contract out all new delivery, and if this is not stopped, and if the Postal Service is successful with this new ploy, then Headquarters may decide to go further. For instance, when a route becomes vacant, it could be contracted out rather than being posted. Our loyal leave replacements would be left without a future, as all new growth would be privatized. It is no secret that this big push for contract delivery is a way to eliminate benefits for Postal employees, and there is a consequence for our veterans, too, as there would be no Veterans Preference when the routes were awarded to private companies and individuals.

The day following the informational picket, President Donnie Pitts testified before the House Government Reform Committee in an oversight hearing regarding the Postal Service's misguided initiative to privatize all new delivery. When the State Presidents and Vice Presidents, along with some State Stewards, including ours, go to Washington, D.C., in May for the Legislative Seminar, Contract Delivery Service will be the central focus of our lobbying of Congress. Contract

Delivery must be stopped.

At the end of this article, you will find a list of the in-State offices for our two Senators and nine representatives. The reason it is essential to mail the letters to the in-State offices is that all mail sent directly to Congress at Washington, D.C., addresses continues to be irradiated to kill pathogens such as anthrax. This process not only burns a significant portion of the mail, but it also delays receipt by an average of two weeks. Mail sent to the in-State offices is first read and then placed in a special mail stream that goes directly to Congress without having to be irradiated.

Be sure to sign your letter and clearly print your name and address so it can be verified that you are a constituent of your representative.

Many thanks to those who have already written to your representatives in Congress, and I know how difficult it is sometimes to put thoughts on paper. I have listed below some excerpts from letters I have written to Congress. Of course, it is much better to use your own words, but if you get stuck, please feel free to use some of my phrases.

### Veterans Preference:

(To Senator Patty Murray): I read in the March 29, 2007, issue of "The Washington Post" that your father was a World War II veteran, and many rural and city carriers in the Postal Service are veterans. In fact, our servicemen and women receive veterans' preference when they apply for jobs with the Postal Service. If the Postal Service is allowed to contract out mail routes, then there will be no more veterans' preference, as the routes will be awarded to the lowest bidder. In many cases, the routes are then sub-contracted to workers who are then paid less than minimum wage and who receive no benefits.

Our veterans deserve the chance to have good paying jobs with benefits, and the Postal Service should not be allowed to contract out mail routes that have traditionally been served by rural and city carriers. In the past, contract delivery was for those routes with fewer than one box per mile, and this was called Highway Contract Service (HCR), but because the Postal Service now wants to convert all delivery to contract delivery, the new name is Contract Delivery Service (CDS), thereby taking the word "Highway" out of the equation. The Postal Service is even contracting out high rise deliveries in the middle of large cities, traditionally delivered by city carriers.

### **Sanctity of the Mail:**

The United State Postal Service is planning to contract out all new delivery. Routes that would have been awarded to full-time Postal Service employees will now go to the lowest bidder outside the USPS. These low-paying part-time jobs (the routes need only to be four hours per day) will not provide health insurance or any other benefits, and the bidder can also contract out the routes, leaving no oversight over the hiring and investigating of employees.

There have already been incidents of mishandling of mail by these contract employees. In fact, in Aspen, Colorado, a contract carrier was fired from her contract job after Postal Inspectors determined that from December 29, 2005, to June 22, 2006, she had tossed 1,436 items of mail, including 91 First Class mailings.

In Wise, Virginia, former contract carrier diverted absentee ballots from voters. There have also been incidents of identity theft, and a contract carrier in Lancaster County, Pennsylvania, walked off the job and dumped 200 pieces of mail at a car wash. This particular contract carrier had previous brushes with the law, including arrests in 2002 and 2003 for drug paraphernalia possession, disorderly conduct, and driving under the influence. What was he doing delivering the mail? His past should have been investigated before he was hired.

There is no oversight with contract carriers who are awarded routes by having the lowest bid.

### **Health Benefits and Life Insurance:**

It is hard to encourage small employers to offer affordable health coverage to their employees when an agency of the Federal Government is openly cutting costs by contracting work out to avoid paying benefits. A letter carrier's job provides stability to his/her family, and with the high cost of health insurance, it is imperative that workers continue to have health benefits. In Washington State, Governor Christine Gregoire is working hard to provide health insurance for all children, and if the Postal Service is allowed to contract out delivery of mail, then there will be many more children in our state and across the Nation who do not have health insurance, and we cannot allow this to happen in America.

The United States Postal Service is the most efficient postal service in the world.

### **Privatization:**

I hope that you can help us end this privatization of the Postal Service. One manager told me that the goal of the Postal Service is to have all delivery done by contract carriers, thus saving the Postal Service the cost of paying benefits, including retirement and health insurance. In the short run, this may look like a cost-saving measure, but in the long run, we will have employees making less money and having no health or life insurance.

We have heard it said that the middle class is disappearing in America. If the Postal Service continues to award new territory to contract delivery, then rural and city route carriers will be without jobs, and what a loss this would be for our country. We appreciate your help in stopping the privatization of our Postal Service.

Apparently, the Postal Board of Governors is pushing privatization and the awarding of all new territory to Contract Delivery Service. When the Postal Board of Governors speaks, then the Postal Service has to listen. However, if we write enough letters to Congress, then Congress can push back for us, and we can get this insidious Contract Delivery Service stopped. Our future is at stake, and our Union members, working together, can push the Postal Service back on the right track.

Below are the addresses for our representatives in Congress. When writing the letter, you should start by writing The Honorable Senator Patty Murray, for example, and then you state: Dear Senator Murray.

Senator Patty Murray  
2988 Jackson Federal Building  
915 2nd Ave  
Seattle Washington 98174

Senator Maria Cantwell  
U.S. Federal Courthouse  
W 920 Riverside STE 697  
Spokane WA 99201

Representative Dave Reichert  
2737 78th Ave SE STE 202  
Mercer Island WA 98040

Representative Norm Dicks  
332 E 5th St  
Port Angeles WA 98362-3207

Representative Rick Larsen  
2930 Wetmore Ave STE 9F  
Everett WA 98201

Representative Doc Hastings  
302 E Chestnut  
Yakima WA 98901

Representative Jay Inslee  
17791 Fjord Dr NE  
Door 112  
Poulsbo WA 98370-8481

Representative Jim McDermott  
1809 7th Avenue STE 1212  
Seattle WA 98101-1399

Representative Cathy McMorris Rodgers  
10 North Post 6th Floor  
Spokane WA 99201

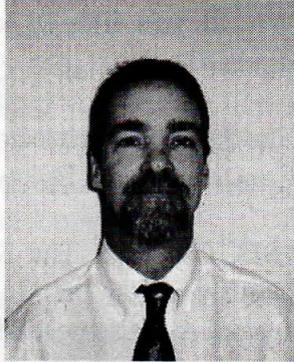
Representative Adam Smith  
3600 Port of Tacoma Rd STE 106  
Tacoma WA 98424

Representative Brian Baird  
120 Union Ave STE 105  
Olympia WA 98501

Patricia Alexander  
President, WARLCA

## Your Workplace Environment

We all spend a lot of time at work. As much as a third of our time is spent in the workplace. Over the years, those we work with come to be somewhat like family. Now we all know, according to the Joint Statement on Violence and Behavior in the Workplace, we are to be treated with dignity, respect and fairness. We also know there is no excuse for and will be no tolerance of intimidation, harassment or bullying by anyone. Most times we view this in light of our interaction with management but it also applies to our fellow-workers, be they other carriers (regular, relief or city), or someone from the clerk craft.



So what do you do when you feel someone you work with is creating an improper workplace environment?

Stewards on occasion receive calls from carriers regarding workplace environment. Many times the carrier describes what Joe or Jane Carrier is doing to create an improper workplace environment and wants to file a grievance against Joe or Jane. As frustrating as it is, there is no avenue for filing a grievance against a craft employee. This brings us back to "what do you do?"

Any employee who feels they are being subjected to an improper workplace environment has a responsibility to discuss the matter with management. Management then has a responsibility to investigate, and if necessary correct the situation. Should management be unwilling or fail to correct the improper situation the employee would then have access to the Grievance/Arbitration procedure against management for knowing of an improper situation and failing to correct it.

This, as you can understand, creates a very difficult

situation for your Steward. Imagine you have informed management that a co-worker is causing or creating an improper workplace environment. Management investigates and decides that some disciplinary action is necessary against the employee causing the improper environment. The Steward is then required (if a grievance is properly initiated) to represent the disciplined carrier to ensure their contractual rights are protected. Some employees then feel that the Steward is taking sides and failing to fight for their contractual right to a proper workplace environment. Let me assure you that such is not the case.

Stewards at every level are sworn to a Duty of Fair Representation. One aspect of this duty, simply stated, means every member represented by the steward will be treated fairly and equally. If you feel you are subject to an improper workplace environment, if you have informed management and they have failed to correct the situation it is time to contact your Local, Assistant or Senior Assistant State Steward if you have not already done so. Your steward will fight to ensure you are not subjected to an improper environment.

This, by no means, is all-inclusive information or advice. If you feel you are subject to an improper workplace environment contact your local steward for guidance and more complete information. Should your office not have a local steward contact the Assistant or Senior Assistant State Steward assigned to your area.

You have a **CONTRACTUAL RIGHT** to a proper workplace environment.

Patrick Pitts  
Vice-President  
WARLCA

**P A C**

donations the easy way

Sign up for an Electronic Fund Transfer  
see page 30 for info

## Chance of a Lifetime!

Ever want to ask questions to the Administrator of our Insurance Program in person? This would include **Rural Carrier Benefit Plan Health Insurance, Long Term Disability Plan, RCA Health Insurance Plan, and Dental and Vision Plan.** Well you can at our 2007 State Convention. No other union that I know of sends the Plan administrator to a State Convention (only to National Convention) to answer questions and give updates! Take this opportunity to hear Larry Waligora speak on Thursday, June 14. No one knows more about health care than him! Also he can help those future retirees on the rules for health insurance when retiring. Liz Jenkins, from Spokane District Human Resources will be speaking on Thursday, June 14 on **"Shared Services and Retirement"**. Bob West, from USPS National Headquarters is tentatively scheduled to speak too on **Rural Delivery**. Following Bob with "the Rural side of the story" will be our **National Officer**. Being able to hear all these speakers is a chance of a lifetime! Even if you can't come to the entire convention, plan on attending **Thursday, June 14<sup>th</sup>**.



### Open Season for RCA's for Health Insurance April 1 through May 15<sup>th</sup>!

Check out the NRLCA website on the details of Relief Carriers Health Insurance. If you do not have internet access, call Greater Insurance Service Corporation toll-free at 1-800-747-4472 and request an enrollment kit. For questions regarding health insurance benefits, call 1-866-867-6883. Open season means no medical exams and no denial of getting coverage and it is a group plan. This is provided by your union, not the Postal Service! Remember your County or State submitting resolutions to National asking for benefits for relief carriers? Those resolutions passed at National too and your National Officers

followed up and got health insurance! Your union is working for you!

### Would you like to know how are dues are figured?

The dues are set based on the following WARLCA Constitution and Bylaw:

"SECTION 3: The State shall underwrite the County units, the Convention Fund, and any special funds as needed. The State per capita dues for regular carriers, part time flexible carriers, and associate members shall be 1% of the yearly salary of a 40-hour route at Step A on the salary schedule as of January 15 of each year. The State per capita dues for relief carriers shall be 35% of the regular carriers' State per capita dues as calculated above. The State per capita dues for retirees shall be a set rate of \$27.00. The annual dues will be the total of the State per capita dues in addition to the National per capita dues. All per capita dues described in this article shall be rounded up to the nearest whole dollar and become effective July 1 of each year. The portion of the State per capita dues to be distributed to the County Units, Convention Fund, and other special funds shall be decided at each State Convention. The membership and fiscal year shall begin July 1 and end June 30.

SECTION 4 The Auxiliary of the WARLCA shall be funded through an annual assessment of \$4.00 in addition to the National Auxiliary per capita dues for all members, excluding associate members, as long as the auxiliary is responsible for, funds, and administers the Junior Program at State Convention, the Scholarship Program, and provides a financial statement at the beginning of State Convention to the WRLCA. If the Auxiliary is unable to be responsible for, administer, and fund the Junior Program and Scholarship Program, then a \$3.00 assessment per member, replacing the State and National Auxiliary assessment per member, excluding associate members, will be set aside to fund the Junior Program and Scholarship Program. Said assessment shall be in addition to the current per capita dues of the members of the Association.

In the event the auxiliary ceases to be active, the State Board shall oversee the Junior Program and Scholarship Program.

SECTION 4A: The Scholarship Program will consist of (2) two \$1,000.00 scholarships to be given annually. The current eligibility requirements will remain the same. Scholarships will be awarded at the State Convention.

SECTION 4B: The Junior Program shall be funded with the remainder of the assessment funds. The Junior Program will consist of three days of activities, a junior banquet, an "Americanism" Program, and at least one paid chaperone age 21 or over. If there are any remaining funds, the State Board may approve helping a Junior Officer to National Convention. Such help may not exceed \$400.00. The State Board may also hold any unspent funds in a savings account. Such savings account may not exceed \$300.00. If there are still any remaining funds, they shall be returned to the Associations general fund.

SECTION 5: The 2010 National Convention shall be funded through an annual assessment of \$26.00 for all members, excluding retired members. The annual assessment will start July 1, 2006 and will cease June 30, 2010. The annual assessment will be deposited into the 2010 National Convention Account at Atlanta Postal Credit Union (APCU) each quarter. This annual assessment shall be in addition to the current per capita dues of the members of the Association.

This Constitution and Bylaw was voted in by the delegates at the June, 2006 State Convention, and will be reviewed by the delegates at the June, 2007 State Convention. Since it is based on our USPS salary January 15, 2007, and we do not have a contract raising our USPS salary yet (last increase was September, 2006), we will have a small dues increase (50 cents a pay period for regulars and 15 cents a pay period for reliefs) starting July, 2007 (PP14-07). Saying all of this, basically our dues are based on the same percentage out of our USPS salary and only increases when our salary

increases. So the breakdown for 07/08 starting July 1, 2007 beginning PP 14-2007 are:

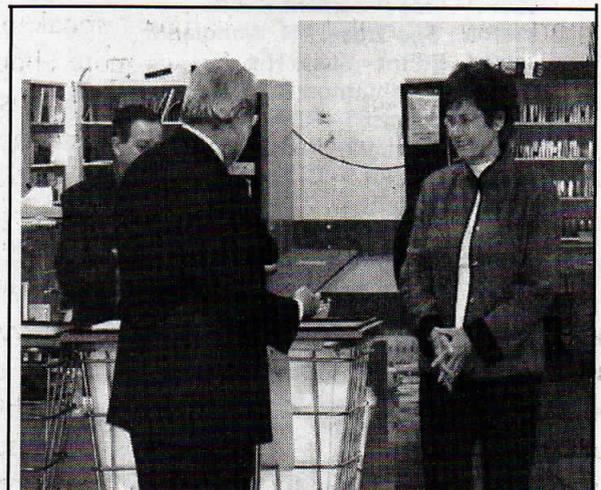
**Nat Dues State Dues Total By Pay Period**

**Includes Aux**

Regulars: \$129 \$339 \$552 \$21.23 per pay period  
 Reliefs: \$ 50 \$162 \$212 \$8.15 per pay period  
 Retirees: \$ 30 \$ 35 \$ 65 \$5.42 per pay period

Best to you and yours, and if you have any questions or comments you can reach me at (509) 710 7840 cell phone and/or [rebeccawen@icehouse.net](mailto:rebeccawen@icehouse.net)

Becky Wendlandt  
 WA Secretary/Treasurer



Rita Hansen, a rural carrier at the Northpointe Station in Spokane, retired March 28, 2007 after 18 years of service with the U.S. Postal Service. She is pictured here with Ed Schierberl, Spokane Postmaster.

Call for your room reservation  
 for State Convention now  
 Red Lion Hotel at the Park  
 1-800-Red Lion  
 1-800-733-5466  
 303 W. North River Drive  
 Spokane

**Washington Rural Letter Carriers' Association**  
**Previous Year Comparison Statement of Activities**  
 July 2006 through March 2007

	Jul '06 - Mar 07	Jul '05 - Mar 06	% Change
<b>Ordinary Income/Expense</b>			
<b>Income</b>			
400000 · Dues Income	327,891.16	307,006.93	6.8%
410000 · National General Insurance-GM...	22,542.56	23,125.71	-2.5%
420000 · Reimbursements & Refunds	13,728.57	7,968.34	72.3%
<b>Total Income</b>	364,162.29	338,100.98	7.7%
<b>Expense</b>			
500000 · Per Capita Expenses	25,296.06	11,276.10	124.3%
520000 · Meetings and Conventions	63,673.97	40,964.21	55.4%
530000 · Equipment Fund	2,770.89	12,351.71	-77.6%
550000 · Other Expenses	27,479.30	28,054.00	-2.1%
610PA · President - P. Alexander	2,575.86	1,201.42	114.4%
620MH · Vice President - M. Hartshorn	0.00	1,201.42	-100.0%
620PP · Vice President P Pitts	1,872.85	0.00	100.0%
630RW · Sec/Treas. - R. Wendlandt	30,012.60	28,205.18	6.4%
640SH · Editor - Susie Hill	3,601.06	2,424.12	48.6%
645000 · Washington Rural Carrier (WRC)	5,524.77	4,089.35	35.1%
650RP · District 1 - R. Pike	2,017.30	1,735.05	16.3%
660JB · District 2 - J. Blackburn	2,142.95	1,234.86	73.5%
670CF · District 3 - C. Freeman	2,595.97	1,834.60	41.5%
680DR · District 4 - D. Reppe	3,022.22	2,003.44	50.9%
700CA · State Steward - C. Alexander	27,990.12	26,328.36	6.3%
705000 · Steward Training Expenses	13,861.62	12,618.80	9.9%
710JP · Senior Asst. Stew. - J. Peck	1,813.86	16,482.50	-89.0%
740MH · Senior Asst. Stew - M. Hartshorn	8,183.54	7,250.53	12.9%
750PA · Senior Asst. Stew - P. Alexander	15,922.06	20,846.57	-23.6%
770JP · Senior Asst Stew - J. Patteson	25,792.19	23,867.64	8.1%
780PP · Senior Asst Stew - P. Pitts	25,626.98	26,358.43	-2.8%
790JF · Asst. Stew - J. Frymire	11,139.30	9,726.24	14.5%
791RC · Asst. Stew - R. Cowan	16,103.90	13,345.29	20.7%
792CF · Asst Stew - C. Freeman	19,356.11	8,105.11	138.8%
880LS · Local Steward	386.70	93.76	312.4%
<b>Total Expense</b>	338,762.18	301,598.69	12.3%
<b>Net Ordinary Income</b>	25,400.11	36,502.29	-30.4%
<b>Other Income/Expense</b>			
<b>Other Income</b>			
450000 · Interest Income	3,910.99	1,761.65	122.0%
<b>Total Other Income</b>	3,910.99	1,761.65	122.0%
<b>Net Other Income</b>	3,910.99	1,761.65	122.0%
<b>Net Income</b>	<b>29,311.10</b>	<b>38,263.94</b>	<b>-23.4%</b>

**Washington Rural Letter Carriers' Association**  
**Statement of Financial Position**  
 As of March 31, 2007

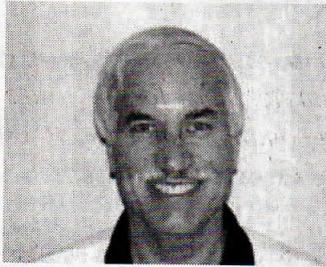
	Mar 31, 07	Mar 31, 06	% Change
<b>ASSETS</b>			
<b>Current Assets</b>			
<b>Checking/Savings</b>			
101000 · Chkg - WA Trust Bank	15,984.50	18,337.61	-12.8%
102000 · Svgs - APCU	4,711.18	81,274.04	-94.2%
103000 · Chkg - Atlanta Postal Credit Un	1,309.33	1,261.82	3.8%
140000 · C.D.#1 - APCU 12 mo (5-15-2...	26,161.70	0.00	100.0%
141000 · C.D.#2 - APCU 12 mo (8-1-20...	25,948.02	0.00	100.0%
142000 · C.D.#3 - APCU-12 mo (11-7-06)	25,565.36	0.00	100.0%
143000 · C.D.#4 - APCU-12 mo (2-8-07)	25,199.91	0.00	100.0%
<b>Total Checking/Savings</b>	<b>124,880.00</b>	<b>100,873.47</b>	<b>23.8%</b>
<b>Total Current Assets</b>	<b>124,880.00</b>	<b>100,873.47</b>	<b>23.8%</b>
<b>TOTAL ASSETS</b>	<b>124,880.00</b>	<b>100,873.47</b>	<b>23.8%</b>
<b>LIABILITIES &amp; EQUITY</b>			
<b>Liabilities</b>			
<b>Current Liabilities</b>			
<b>Other Current Liabilities</b>			
210000 · Payroll Tax Liabilities	1,091.09	1,161.58	-6.1%
<b>Total Other Current Liabilities</b>	<b>1,091.09</b>	<b>1,161.58</b>	<b>-6.1%</b>
<b>Total Current Liabilities</b>	<b>1,091.09</b>	<b>1,161.58</b>	<b>-6.1%</b>
<b>Total Liabilities</b>	<b>1,091.09</b>	<b>1,161.58</b>	<b>-6.1%</b>
<b>Equity</b>			
390000 · Net Assets	94,477.81	61,447.95	53.8%
Net Income	29,311.10	38,263.94	-23.4%
<b>Total Equity</b>	<b>123,788.91</b>	<b>99,711.89</b>	<b>24.2%</b>
<b>TOTAL LIABILITIES &amp; EQUITY</b>	<b>124,880.00</b>	<b>100,873.47</b>	<b>23.8%</b>

### Identity Theft-One More Tip

It was mentioned in a recent AARP newsletter that even in death you aren't safe from identity theft. One gentleman had 6 credit card applications submitted 2 weeks after his death. It is common practice to list date of birth in a funeral announcement. This gives thieves one more piece of information. It was suggested that just a year of birth be given. What next? The thieves seem to stay one step ahead on new scams.

## WHAT IS ALL OF THE FUSS OVER 2080/2240 PROJECTIONS?

Some of you may have already been approached by your managers regarding potential 2080 and/or 2240 problems. Like clockwork every April, the Districts send postmasters printouts titled "Rural Carrier Projected Annual Work Hours Report." These reports use a simple mathematical formula which basically divides the number of hours worked since the beginning of the guarantee year (which currently started on October 28, 2006, and ends on October 27, 2007) by the number of days worked during the same time period. The result of the division is then projected for the remaining days in the guarantee year (supposedly, less already paid overtime and under the assumption that all remaining days of annual leave will be taken. The number 2080 comes from multiplying 40 hours per week times the 52 weeks in a year, and it came about with the passage of the Fair Labor Standards Act (FLSA) in 1976. Basically, the rural craft was given leeway to exceed 40 hours in a week, provided overtime was paid on the evaluated hours beyond 40 and additional overtime was paid for exceeding 12 hours in a day or 56 hours in a week, and 2080 hours in a guarantee year. Managers watch closely to ensure that regular carriers do not exceed the 12, 56, or 2080 hour thresholds described above. There is one additional benchmark known as 2240 annual work hours. This benchmark, and the consequences for exceeding it, will be described more fully later in this article.



make it during the review with management, but they cannot be required to do so. However, management is very determined to prevent any rural carrier from exceeding 2080, so there are dire, contractually-permitted consequences for doing so, including changing high option to low option, and even worse, having the route adjusted to a lower evaluation.

It should be remembered that not every rural carrier who signed the leave commitment found on the PS Form 4241 did indeed fall in the optional range. That commitment began, "In the event," and that is easily interpreted to mean that everyone who signed the commitment in advance of the actual tabulation of the route evaluation was not going to fall in the optional range, and these rural carriers could not be held obligated to a leave commitment if the option did not materialize.

If you are facing 2,080 problems, the reason may be out of your control. Is there a leave replacement for your route so that you can have your K or J day off? Have you been denied annual leave? Is your route overburdened, and has management failed to adjust it? All of these situations put the 2,080 problem back in management's hands, as you can assure management that if you had a leave replacement, you would not be working your scheduled days off. Management will often tell us when we call to see what is going on in an office that the rural carriers like working their K and J days so they can receive DACA 3 and 5, thereby trying to place the blame for 2,080 problems on the rural carrier. However, it is management's requirement to hire, and often managers are too busy, have too little time, or best excuse of all, don't want to have a leave replacement for every route. This latter excuse is rationalized by the distorted logic that the senior RCAs wouldn't get as much work as they want if a leave replacement was hired for every route. In extreme cases, these senior RCAs have sometimes been known to threaten to quit if management continues to work toward the contractual requirement in Article 30.2.A.2 that, "*Regular rural carriers shall have the right to require that a leave replacement be assigned to*

In most cases, the rural carrier's commitment to use annual leave to keep the work hours under 2,080 during the guarantee period is sufficient. For those rural carriers who have chosen the high option, such commitment was already made when the high option was selected. Rural carriers who did not make this commitment alternatively may

*their route."*

There are some situations where it may be justified to allow a rural carrier to exceed 2,080 hours during the guarantee period:

1. When there is no practical way to provide relief.
2. When there has been route growth which is not reflected in the route evaluation.
3. When permanent or long-standing route conditions beyond the control of the rural carrier cause the rural carrier to exceed the evaluation of the route.
4. When unusual circumstances prevailed on the route for part of the year, such as extended detours or other conditions of a temporary nature beyond the control of the rural carrier.

For further clarification, I have quoted below from the "Rural Carrier Projected Annual Work Hours Report":

**"2080:** FLSA B carriers must be paid overtime for any actual hours that exceed 2080 for the guarantee year. Since Xmas Overtime, FLSA overtime, and DACA Code 5 hours are paid at the overtime rate (technically, DACA 5 is not overtime, but rather premium pay paid at 1 and ½ times the daily rate of pay) in the pay period in which they are worked, these hours are not included in the calculation toward 2080. For example, if a carrier works 2090 hours in a guarantee year, but he/she worked 12 hours of Christmas overtime in December, the carrier's total hours toward the 2080 limit would be 2078.

*If a regular rural carrier exceeds 2080, all hours worked in excess of 2080 must be paid at the overtime rate.*

**2240:** Regular rural carriers who are FLSA Code B are paid evaluated hours for working their route. All actual hours worked, regardless of the rate at which they are paid, are counted toward the 2240 limit. Any carrier who works in excess of 2240

hours in a guarantee year is no longer under the evaluated system and must convert retroactively to FLSA Code A (hourly rate) for the entire guarantee year.

*If a regular carrier exceeds 2240, all of the carrier's pay for the entire guarantee year must be recomputed and paid on an hourly basis, instead of an evaluated basis."*

It is possible for a regular rural carrier to be projected to exceed 2240 hours, but not exceed 2080 hours. There are different criteria that apply to each work hour limit. For example, if a regular rural carrier on the Relief Day Work List chooses Option 3, DACA 5 (works a relief day and receives 150% times the daily rate of pay with no day off), all of those hours count toward 2240, but none of them count toward 2080.

The Postal Service used to take the position that it was possible to end up owing money if you go over 2240, because, they argued, that for every week you work under the evaluation, you will have to pay back the amount between the evaluation and the time you worked under the evaluation. On the other hand, for every week that your work hours exceed the evaluation, the USPS will owe you the difference. In rare instances in the past, it was thus possible that you could exceed 2240, and still owe the USPS money, especially if your route has a relatively high evaluation and you worked the route significantly under the evaluation for a majority of the weeks in the guarantee year.

In 2005, a grievance from Washington State concerning 2240 was finally resolved at Step 4 of the grievance process, and the parties agreed that in the future the following would apply:

*"In accordance with Section 214.3 of the M-38 Methods Handbook, managers are responsible for assuring that rural carrier workhours are projected and reviewed periodically throughout the guarantee period and for taking corrective action to avoid allowing rural carriers to exceed 2,240 actual work hours in the guarantee period.*

*Therefore, the parties agree that if a rural carrier's actual work hours exceed 2,240 in the guarantee period as a result of management's failure to take corrective action in accordance with Section 214.3 of the M-38 Methods Handbook, the rural carrier will not be responsible for an indebtedness resulting from the FLSA Section 7(a) recalculation."*

Projection reports for 2080/2240 that are run early in the guarantee year will be less accurate because there are fewer weeks on which to base the estimates and because most rural carriers will have used little or no leave. Also, reports that are run early in the guarantee year include November through January, which is arguably the time of year with the greatest mail volumes. These reports do not include the summer months, which traditionally have less mail and fewer work hours.

At the end of each count, every rural carrier has the opportunity to sign on the Form 4241 that sufficient leave will be taken to keep from exceeding 2080. Annual leave should be taken into consideration, and if 2080 danger occurs toward the end of the year, then leave without pay is an option, but this option cannot be forced by management.

Everyone should ensure that his/her Form 4240-Trip Sheet is completely filled out at all times, listing the number of hours used by the regular rural carrier and the number of hours used by the leave replacement. These figures should help us keep track of our hours, especially if baselines are provided for each Accounting Period (AP). As I have often said to managers, rural carriers are usually more than willing to help monitor their own work hours if they are provided with the necessary data. Far too often, when I visit a rural office, I find that the top of the Form 4240 is either completely blank or will only have the name and route number of the rural carrier.

The Portland DJSC recently put out a series of suggestions to help carriers ensure that they stay under the 2080 benchmark. If your manager is insisting on an action plan from you detailing how you plan to reduce your workhours during

the remainder of the guarantee year, I suggest that you assure him/her that you will use all of your annual leave necessary to stay under, and then point out that the lighter mail-volume months are yet to come, and with a leave replacement assigned and available to work your relief days, staying under 2080 shouldn't be a problem. If management wants even more specific commitments, try suggesting some of the following (if relevant) from the Portland DJSC's list:

- ü Ensure that you are accurately recording your lunches and breaks each day. (If you are taking more lunch / break time than you are writing down, this is inflating your actual work hours.
- ü Ensure that you accurately record your Begin and End Tour entries.
- ü Do not sign in until you are ready to go to work. (If you are going to put your coat away, get coffee, make a personal phone call, etc., do not sign in until you are ready to go to work.)
- ü Once you have completed your work, sign out. Don't take extra time in the afternoon talking to coworkers. If you want / need to talk to co-workers in the afternoon about non-Postal issues, simply sign-out first.
- ü Ensure that if you have personal conversations, either on the floor or on the phone, record that time as break or lunch time. The basic rule of thumb is, if you are not performing authorized work duties, it is not authorized work time.
- ü Be aware of and avoid time-wasting practices. (Avoid leaving your case to talk to others. Avoid excess trips away from your case for any reason. Stay on task, do not allow yourself to become distracted.)
- ü Make sure your manager, supervisor or Postmaster keeps your 4240, *Cumulative Annual Work Hours* current and up-to-date. You should

know where you are at all times.

- ü Calculate your actual hours worked per day. Determine what your hours worked per day needs to be to stay under 2080 for the number of work days you have left in the guarantee period. Work to stay under your required minimum.
- ü If you have to wait for mail or work at less than optimum on some days, consider a later start time to enable you to work more efficiently.
- ü Make sure you are as organized as you can be in your vehicle. (Avoid the need to search for mail, parcels, accountable items, etc.)
- ü Avoid lengthy conversations with customers.
- ü Establish a "routine" in your vehicle and stick with it. Establish a pace and work to maintain it.
- ü If there are operational obstacles, either in the office or on the route, that are detrimental to your efficiency, discuss them with your supervisor, manager or Postmaster.

Some uninformed managers think that they have the right to require rural carriers to schedule their annual leave early in the year or at any time the often Christmas-weighted projections indicate a potential problem. **Rural carriers cannot be forced to use leave without pay or forced to pre-schedule their annual leave far in advance of any certainty of being in 2080 trouble.**

What are the potential consequences of going over 2080 or 2240? One of the first options the manager has is to adjust the route, and most of us would not want this to happen. Managers may also give auxiliary assistance, but with the present budget problems, it is difficult to believe that managers will use this option. Managers may also require that we use sufficient annual leave to stay under 2080, but they cannot force us to use annual leave early in the year just in case 2080 may become a problem. **You also do not have to give**

**management leave slips to indicate on which days you will use annual leave to prevent 2,080.** It should be sufficient that you let management know that you will use enough annual leave to stay under 2,080.

Good luck in staying under 2080 and 2240. As you can see, this is extremely important to your manager, and in the long run, important to us as rural carriers, since most of us do not wish to have our routes adjusted downward.

Charles Alexander  
WARLCA State Steward

## ROLLAWAY/RUNAWAY = THROW AWAY .....YOUR CAREER!!!

The following article was written to convey management's position and arguments on rollaway/runaway accidents. The intent is to portray the difficulty of defense when a carrier has a rollaway/runaway. This article is for your information only; therefore, please do not share this article with anyone in management at any level. This is not intended to represent the Union's position in any grievance file—past, present, or future.

How many of you know what happens when you have a rollaway/runaway vehicle accident? To make the distinction, an accident is considered to be a "rollaway" when the vehicle's engine is *not* running, and it's considered to be a "runaway" when the engine *is* running. According to the Postal Service, rollaway/runaway vehicle accidents are always preventable and are always the result of a carrier not following correct procedures. The Postal Service argues that the carrier made a choice, when in fact no carrier makes a conscious decision to have their vehicle rollaway or runaway. When a carrier has a rollaway/runaway accident, the consequence in today's postal environment is

almost certainly removal. Of course, the USPS will go through the motion of performing their investigation, etc., but in the opinion of this Steward, it is management's unwritten policy to remove the carrier no matter what circumstances surround the accident.

The cause for a rollaway/runaway accident is always the same—the carrier didn't follow procedure. Some of the common reasons the carrier may have are that the transmission failed to remain in park, or the emergency brake failed to hold, or "I was only going to be out of the vehicle for a minute," but these are just excuses. The fact remains that proper procedures weren't followed.

Even though management has the burden of proof in a disciplinary action, it's not easy to defend a carrier who has a rollaway/runaway accident. Sometimes management doesn't meet all of the elements of just cause when issuing disciplinary action. Do you really want to risk your career, house, car and/or livelihood on the chance that management will make a procedural error? Usually we have to resort to extenuating circumstances to justify the carrier's behavior, but the bottom line is that even when the carrier has a long history with no prior discipline or other problems, he/she is usually removed. Once you've been removed from the Postal Service, the grievance procedure is your only option for the possibility of getting your job back. Although the Union will represent you to the best of their ability, there are never any guarantees in the grievance process. In the meantime, you're off work and unless you've obtained other employment, without an income, frequently up to a year or longer.

The best defense for a rollaway/runaway is unwavering strict adherence to required procedures. Always follow procedures whenever leaving your vehicle. First of all, it must be parked. The proper procedures for parking your vehicle are as follows:

- 1) Apply the foot brake and place automatic transmissions in the *park* position. Place

manual transmissions in gear.

- 2) Turn the vehicle's front wheels toward the curb if you are on a flat surface or when the vehicle is facing downhill. If the vehicle is parked facing uphill, turn the front wheels away from the curb. Remember: "Uphill—Out" and "Downhill—In."
- 3) Set the hand parking/emergency brake.
- 4) Turn off the engine and remove the key.
- 5) Lock any sliding doors between the truck body and cab if driving an LLV.
- 6) Lock the doors if you will be out of direct sight of the vehicle.

These procedures must be followed in **any circumstance** when you are going to dismount from your vehicle.

In addition, anytime your "seat leaves the seat" always follow 1 thru 4 of the parking procedures. In other words, if you are doing anything where you could be in a situation where you're not in complete control of your vehicle, such as replenishing mail—follow procedure. If you don't, and your vehicle rolls away, you place yourself in a position where you could be not only seriously injured, but removed from your position with the Postal Service. No one is impervious, and exceptions are rare.

In short—don't take chances and always follow procedure. The job you save may be your own.

Joyce Patteson  
Senior Assistant State Steward

The deadline for the next issue  
is August 20, 2007

## GUESS WHAT CARRIERS!

The Postal Service is coming after our jobs in a big way. If you have been attending your local and state meetings in the past few weeks, you've heard about the CDS routes being created



where new businesses or housing is going in.

These routes will be given to the lowest bidder. There will be no benefits or opportunity to become a regular carrier for the USPS. Let's not think it won't affect the carriers that have a route now. Remember how little things get bigger if we don't stop them at the starting gate? Think of a snowball going down hill. With just a little nudge it starts rolling and keeps adding to its size until it's so big nothing will stop it. That's just what the Postal Service hopes they can do with CDS routes. They're starting small and if we take our focus off of them, they will continue to increase the number of these routes.

Once this becomes a way of doing business for the Postal Service, what will stop them from picking a little more at our established routes and turning them over to CDS routes? Seems like they play the game of "It's my house, and I'll change the rules if I want".

Protect your job and write to your Representatives and Senators today asking them for their help in stopping the privatization of mail delivery. Outsourcing is not the answer to customer service.

District 1 Representative,  
Becky Pike

Visit  
the WA Juniors website  
<http://Jwarlca411.tripod.com>

## WHAT IS THAT IN MY REARVIEW MIRROR?

You are driving down the road to the store, to work, on the route, or coming home from a meeting, and suddenly in your rear view mirror flashing and rotating BLUE lights!



The ominous sound of a siren blaring loudly behind you, grabbing your attention will probably get your heart pumping a little faster. Oh, no, what could be happening?

Pulling to the side of the road, you wait for the approach of the law enforcement officer to your vehicle. You will be asked to provide:

1. May I see your driver's license please?
2. I also need to see your vehicle registration.
3. And a copy of your proof of liability insurance coverage.

All three of the above items are required to be in your possession while operating a motorized vehicle of any kind in the state of Washington. Yes, that does include your route vehicle. And yes, it does include the vehicle you use on your route that you leave parked in the parking lot at the office.

While the federal tort laws do provide liability for damages caused to another person's property while serving your route, state law also requires that you carry a liability coverage policy on any vehicle that you drive. You do not want to be without proof of insurance coverage on any vehicle that you are driving.

As you should certainly know, mail delivery is considered business use of the vehicle, and as such insurance companies will charge a higher premium to provide insurance coverage for business use. Your insurance provider **must** be informed that you are using your vehicle to deliver mail. The problem with using a vehicle to deliver the mail is that many insurance companies refuse to sell you insurance, at any cost. They do not want to accept the liability for such endeavors.

The solution lies close at hand, with NRLCA sponsored GMAC Insurance Company. It is really as simple as the TV ad for one insurance company says, call the GMAC number at 1-800-847-2886 and a friendly agent for GMAC will walk you through the process. If you have your current coverage amounts, vehicle identification number, and driver's license number on hand, it will not take a long time to get a quote with GMAC. GMAC will provide insurance policies on all of your vehicles, not just your route car. You can also call GMAC at 1-800-847-7233 to get a quote on your homeowners' insurance needs. The more policies that you have in force then the more discounts that you will get on your insurance premiums for having multiple policies. When talking with an agent at GMAC you will want to make certain that they understand that you are a rural carrier so that you will qualify for preferential rate treatment.

District 4 Representative,  
Dave Reppe

## **MARCH 12 – 13, 2007 MINUTES FROM WARLCA BOARD MEETING**

**Hampton Inn Seattle-Southcenter,  
Tukwila, WA**

**MEMBERS IN ATTENDANCE:** Patricia Alexander, President; Patrick Pitts, Vice President; Becky Wendlandt, Secretary/Treasurer; Susie Hill, Editor; Becky Pike, District One; Joanne Blackburn, District Two; Cheri Freeman, District Three; Dave Reppe, District Four; and Charles Alexander, State Steward. Ed Koschalk, Retired Carrier, was not in attendance.

### **AGENDA:**

- **Positive Go Around - Review Agenda – President's Remarks**
- **Ground Rules**
- **Minutes**

- **Board Policy**
- **Correspondence**
- **State Convention 2007 in Spokane**
- **State Convention 2008 in Lynden**
- **State Convention 2009/2010 in Spokane**
- **Secretary/Treasurer's Update**
- **Washington Rural Carrier**
- **Steward Program Update**
- **National Convention 2007 in Grand Rapids, MI**
- **National Convention 2010 in Spokane**
- **DJSC Reports**
- **Next Board Meeting Date and Place**
- **Meeting Evaluation**

At 8:30 AM the board meeting was called to order by President Patricia. The board did a positive go around and reviewed the agenda.

### **PRESIDENT'S OPENING REMARKS:**

President Patricia reported on the National Constitution and Bylaws Review Committee and on the NJSC.

Patricia has asked Shawn Johnson to continue on the Seattle District EAP committee, and Patrick has attended when Shawn was unable to. Patrick's EAP report was included in our board packets and was extremely detailed and interesting.

Patrick also updated the board on SB 5719: Directing the Attorney General to establish and maintain a Do Not Mail Registry listing consumers who do not wish to receive unsolicited direct mail marketing. Nationwide there are 12 States that it is being introduced in and all 12 have been defeated. Besides the USPS and the unions, the mailing organizations are also fighting this initiative. Patrick went on line and learned he could submit written testimony, which he also did.

Because Patricia will be in DC, Monte will attend the Portland Safety Conference on March 20 through March 22.

Charles and Patricia went through all the vouchers

for this year, as well as Patrick and at least one District Representative.

### **GROUND RULES:**

The reading of the ground rules was waived by consensus.

### **MINUTES:**

The minutes from October 31-November 1, 2006 were reviewed with each task being read and the results reported.

### **BOARD POLICY:**

The board policy was reviewed for the appropriate issues on upcoming events and updated as follows:

Under "WASHINGTON RURAL CARRIER" PAPER"

Replace Number 3 with: **The WRC will not include "Letters to the Editor"**.

### **CORRESPONDENCE:**

The board reviewed a letter from a member inquiring about a local steward election.

Becky reported that she responded to a member asking how the dues are calculated.

Patricia and Cheri reported on their reply to a member who thought he did not need to work the afternoon mail.

Patricia said she got an E mail from Auxiliary President Joe Horlacher saying that Nicole Cowan is running for a National office. Discussion if we could use State funds, which we can not, but all wanted to personally donate to her campaign.

### **STATE CONVENTION 2007 SPOKANE:**

The contract has been signed for the Red Lion in Spokane.

The dates are: Board Meeting, Wednesday, June 13, 2007

State Convention starts at 8:30 AM on Thursday, June 14, 2007, with county training scheduled for

Thursday evening. Friday evening would be the banquet on the River Queen boat in Post Falls. Per diem lunches to be scheduled for Thursday, Friday, and Saturday. State Convention ends on Saturday, June 16, 2007. Under new business would be time set for 2010 National Convention update, tour of facilities, and setting up committees.

Total of 100 sleeping rooms have been blocked. Meeting room rentals are based upon Hotel's realization of 80% of the overnight guest room block and food and beverage revenues placed to the master account. Based on our tentative agenda, meeting room rental charges will be \$200, plus applicable tax. Food and Beverage Minimums are based on WARLCA having a minimum of \$3200 in food and beverage revenue. If less than \$3200, the difference in the amount spent and \$3200 will be charged in meeting room rental.

Labor Enhancement Training will be Sunday, June 17, 2007 from 9 AM to 3 PM with a buffet lunch, free to local stewards.

Charles reported that National's labor enhancement training is general information that all members would be interested in.

### **STATE CONVENTION 2008 DISTRICT ONE:**

The board has toured Homestead Farms Golf Resort and Convention Center in Lynden, WA and Patricia has signed the contract. They have 30 rooms in the hotel, plus 6 Great Links Lodge condos, so we would be their only guest during this time. Cost is \$74 single/double farmhouse std and \$89 single/double farmhouse deluxe. The Great Links Lodge Condos are \$129 single/double. All have \$2 resort fees per night. Dates are:

Friday 6/20/08: 5 rooms held in Great Links

Saturday 6/21/08: 14 rooms held. Board meeting all day

Sunday 6/22/08: 36 rooms held. Steward Training all day

Monday 6/23/08: 36 rooms held. Convention Starts, Officers Training in Evening

Tuesday 6/24/08: 36 rooms held. Convention 2<sup>nd</sup> day, Association Banquet in Evening

Wednesday 6/25/08: no rooms held. Last day of convention..

Room reservation deadline is 5/23/08. We need to meet 50% of the rooms blocked (minimum 60 rooms). If juniors are eating at the hotel for their banquet, they need a head count ahead of time. Joe and Becky Pike will need to coordinate junior functions at the hotel. Overflow hotel is the Windmill in downtown Lynden.

### **STATE CONVENTION 2009 AND 2010 IN SPOKANE:**

A contract proposal was given by the Red Lion Inn at the Park in Spokane for 2009 and 2010. The delegates at the 2007 State Convention will vote on accepting the change in locations.

### **SECRETARY-TREASURER'S UPDATE:**

#### Membership:

Currently membership is at 1915, the highest we have ever been at thanks to the health insurance for RCAs. Open season for RCA health insurance is April 1. We got 3 new regular members for the \$100 rebate if 1187 was returned before Christmas. Discussion on membership recruitment and the board decided to have a \$100 rebate to all new regular carriers if they return their 1187 within 30 days of receiving the WARLCA letter. This recruitment will run until June 30, 2007.

#### Equipment:

The board reviewed future needs for equipment and software. Discussion on picking up a new laptop at Office Max that is on sale (\$699). Charles said that next dues year we will need additional LCD's for the assistants to do training. Also Becky will need a new all in one when the older Canon copier quits. All the Assistants need to purchase and use a heavy duty shredder for paper and CDs (Costco has a good one).

### Budget for 06/07 Year:

Cheri and Joyce budget for ADOP and mileage was adjusted based on their current work load. Becky will be attending a State Secretary/Treasurers' seminar in April. National will pay for travel, hotel and food per diem.

### Ad Hoc Academies:

The board is developing "Adopt an Ad Hoc Site" program. This will have a member be responsible for checking on supplies for the ad hoc site, as well as checking with trainers on membership recruitment. So far the following "adoptions" have been suggested:

Pasco: Brenda Hayes Ogden

Post Falls: Becky Wendlandt

Lynden: Becky Pike

Puyallup: Joanne Blackburn

Wenatchee: Tammy Donaghue

Ellensburg, Yakima, and Moses Lake: Joyce Patteson

Mount Vernon: Paula Kenck

Sumner: Renee' Cowan

Chehalis: John Martin

Bremerton: Ann Lamm

### FUTURE MEETING DATES:

#### County Annual Meetings:

Peninsula: April 10 Joanne and Patrick will attend. Charles and Patricia are speakers.

King Snohomish: April 21 Susie and Becky will attend

Lower Columbia: April 21 Joanne will attend

Mutual: April 14 Joanne and Susie will attend

North East Washington: April 7 Cheri will attend

North Central Washington: April 22 Cheri will attend

East Central Washington: March 17 Joyce and Becky to attend

Yakima: March 24 Joyce and Dave will attend

Whitman Asotin: ?

South East Washington: ?

Island Skagit San Juan: ?

Whatcom: ?

**Steward Training - Local:** Reimbursement for new local steward is \$150, first enhancement is \$100, and 2<sup>nd</sup> enhancement is \$35. Charles will set up dates and training places as well as trainers. Training will be just for certified local stewards. Anyone is welcome to audit a new local steward training. If they have observed a new local steward training they can then observe enhancement training, no reimbursement for either. Charles said two enhancement trainings will be held April 22<sup>nd</sup> at Yakima and Puyallup. Final enhancement training will be Sunday June 17<sup>th</sup> after State Convention. Charles will be sending out letter to all stewards who need enhancement training with the training sites, location, and times.

**Steward Training – Assistants:**

National Steward Training Seminar 2007: Renee' goes with Charles in March 22, 23, and 24<sup>th</sup>, 2007 at NRLCA in DC for National Steward Training.

**District Meetings:**

**District One:** March 11, 2007 from 1 to 4, at Doubletree South Center, Seattle. Meeting had 28 members present.

**District Two:** February 25, 2007 from 1 to 4, at Best Western in Puyallup. Meeting had 17 members present.

**District Three and Four:** April 15, 2007 from 11 to 3 at the Red Lion Inn at the Park in Spokane.

**Convention Board Meeting:** Last board meeting just before State Convention will be in Spokane on Wednesday, June 13, 2007, from 8:00 AM to 3:30 PM. The board will meet at 4 PM with Group Coordinators to check out their tours for the 2010 National Convention. Those meeting are: Charles, Patricia, Susie, Becky Pike, Becky W, Cheri, Patrick, Joanne, Cindy Koker, and John Lee.

**First Board Meeting for 07/08:** First board meeting for 07/08 will be July 10 starting at 8:30 AM and ending July 12 at 5 PM. Tour will be scheduled for July 9<sup>th</sup>. So far Cheri, Becky, Becky Pike-maybe, Patricia, Charles, and Patrick have decided to go on the tour.

**WASHINGTON RURAL CARRIER:**

The board set up the date for the upcoming paper:

**5<sup>th</sup> paper:** To printer by end of April, articles to Susie April 15. Included will be State Convention Registration. Note: Last day to have county meeting is May 4, 2007.

**STEWARD PROGRAM UPDATE:**

- ü Charles updated the board on grievances and the dynamics in the different Districts, as well as 3 success stories (one in each District). Charles said Postal Inspectors handle mail fraud and theft. OIG (Office of Inspector General) handles all internal action of employees (craft and management) like OWCP.
- ü Charles updated the board on CDS (Contract Delivery Service). It is a new name but same as HCR (Highway Contract Routes). HCRs were on sparsely populated highways. Postal Service needed to change the name so they could change the rules. CDS is a way to create employees without benefits, without union, without health insurance, cola's, etc. This is an assault to the rural carriers, especially where there is land boom, like new developments building in open area with thousands of homes close together. Charles suggested that a letter go out to all craft members asking them to write their congressman on CDS. Susie suggested that this could be brought up at the county meetings by the District Representatives.
- ü Charles said National may have a new Assistant State Steward training at the National office. Charles has submitted Renee', Jan, and Cheri's names. No dates have been given yet.
- ü The board discussed ordering elite pins with our logo on them.
- ü Charles discussed the steward assigned areas: Jan covers everything North of

I 90 in King County and Renee' covers everything South of I 90. The assigned areas are on the NRLCA web page and printed in the WRC. Thanks to Beth Klein we can now filter for each assistant's area for labels. Charles recommends that the assistants do at least one mailing a year to members and non members in their area.

- ü Charles will see that every local steward gets a letter telling them who to send the Step 2 appeal to and will send them the appropriate expense form with instructions.
- ü Charles updated the board on cell phone family plan. He has added on Joyce and Jan to his Verizon plan (along with Patricia) and expects the bill to be under \$200 for all of them. Also Charles explained the data card he got from Verizon that allows him to have high speed internet where he goes. Suggestion that Becky check into it for her new home.

#### **NATIONAL CONVENTION 2007 IN GRAND RAPIDS, MI:**

#### **NATIONAL CONVENTION 2010 IN SPOKANE:**

The board discussed fund raisers for 2010 National Convention. Susie reported that we have \$16,445.01 in the 2010 National Account held separately at APCU.

Becky and Cheri updated the board on tours and also the Alaska cruise, also the Travel Lodge Contract for convention committees.

#### **DJSC REPORTS:**

Portland DJSC: Charlie Brown, co chair of the Portland DJSC, said they are working on a ergonomics committee and would like Washington names. Patricia asked for names at the Lower Columbia meeting.

Seattle DJSC: Becky Pike said they have 20 work teams meeting. Becky had a couple of names for ad hoc trainers, which the board agreed to. Last

meeting was working on team projects.

Spokane DJSC: Cheri reported on Spokane's left hand drive project. USPS nation wide is reviewing it. Brenda Hayes-Ogden and Deb Hurd will work with the National headquarters on this project. John Lee is the newest facilitator and will be trained this month.

#### **NEXT BOARD MEETING DATE AND PLACE:**

Last Board Meeting: The last board meeting of 06/07 will be June 13, from 8 AM to 3:30 PM at State Convention.

The board meeting closed with a go around for evaluations and ended at 2 PM

Respectfully Submitted:

*Rebecca Wendlandt*

WARLCA Secretary/Treasurer

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#### **LONG TERM DISABILITY INSURANCE**

Open season for the NRLCA Long Term Disability Insurance runs from May 1 through June 15 for the Western Area. This provides coverage if you are injured off the job. Plan information and enrollment options are available online at nrlca.org. On the home page, click on the link to the "new" NRLCA Long Term Disability Plan Information.

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Have you  
mailed your ballot to choose  
your delegates to the  
National Convention?



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## MEMBER OF THE YEAR NOMINATION

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### Eligibility:

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

### Method of Selection:

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

### Criteria for Selection:

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

**WARLCA 2007 STATE CONVENTION REGISTRATION**

**Red Lion Hotel at the Park**

**303 W. North River Drive, Spokane, WA 99201**

**Room Rate: \$92.95 single/double - \$102.95 double/triple**

**Reservation Phone: 1-800-Red Lion (1-800-733-5466)**

**Please Note Change for This Year: Convention starts Thursday, June 14, 2007 at 8:30 AM with full day sessions through Saturday, June 16, 2007**

**Rural Delivery Issues Training will be Sunday, June 17, 2007 from 9 AM to 3 PM.**

**Name: \_\_\_\_\_ 1<sup>st</sup> time Attending? \_\_\_\_\_**

**Address: \_\_\_\_\_**

**Phone: \_\_\_\_\_ Date Arriving? \_\_\_\_\_**

**There is a \$30 fee per delegate for registration. Fee will be waived if one banquet meal or two lunches (Thursday/Friday/Saturday) are purchased. A late fee of \$20 will be added if the registration is not RECEIVED by May 21 in the State Sec/Treas Office.**

**Thursday, June 14: Convention Starts at 8:30AM**

**1<sup>st</sup> Timers to State Convention Meeting: 8:00 a.m.**

**All welcome – no cost - but need to know if you are coming # attending \_\_\_\_\_**

**Thursday Buffet Lunch \$15 # attending \_\_\_\_\_ \$ \_\_\_\_\_**

**County Officers Training Thursday Evening**

**(Free to newly elected and pre-registered 2007/2008 County Presidents, Vice Presidents, and Secretary/Treasurer)**

**All welcome – cost to non 07/08 County Officers \$25.00 each. # attending \_\_\_\_\_ \$ \_\_\_\_\_**

**Friday, June 15:**

**Friday Buffet Lunch \$15 # attending \_\_\_\_\_ \$ \_\_\_\_\_**

**Friday Evening**

**2 hour boat cruise on Spokane River with full chicken dinner**

**\$30 for dinner and cruise # attending \_\_\_\_\_ \$ \_\_\_\_\_**

**Saturday, June 16:**

**Saturday Buffet Lunch \$15 # attending \_\_\_\_\_ \$ \_\_\_\_\_**

**Sunday, June 17: Rural Delivery Issues Training from 9 AM to 3 PM:**

**Free buffet lunch to local stewards – All others \$15 # attending \_\_\_\_\_ \$ \_\_\_\_\_**

**Total Enclosed \$ \_\_\_\_\_**

**Make Checks Payable to WARLCA and send to 2811 N Chase Ln, Liberty Lake, WA 99019-5002. Payment must be sent with registration.**

**If you find you are unable to attend, please contact Becky Wendlandt for refund. However, no refunds after June 7<sup>th</sup> until after convention and approved by board since we have to guarantee total number of meals ahead of time.**

The following article is reprinted with permission from California editor, Mariann Estes. Mary Bence is a member of the California State Board.

## Retirement Seminar on LiteBlue

By Mary Bence

During the retirement seminar at the 2006 National Convention, it was announced that a retirement seminar would be offered shortly on LiteBlue. It is now available! It took me a little time to find it, but you can do it too.

To access the retirement seminar you will need your Employee ID number and your USPS PIN number. To find the retirement seminar follow these steps:

1. On the web use a search engine like "Google" and type in <http://liteblue.usps.gov>. This will take you to LiteBlue. You will be asked for your Employee ID number. You can find your ID number on your paycheck stub in the upper right corner. If you do not know your USPS PIN number, you can get one by calling 877-477-3273 and following the steps. A new PIN will be mailed to you.
2. Once you have successfully logged on to LiteBlue, the home page will open up giving you three choices across the top: Home, My Life, and Inside USPS. Click on the My Life tab.
3. My Life will give you three more choices: My Money, My Benefits, and Calendars. Under My Benefits look for Retirement Seminar Online, right above the picture of PostalPeople.
4. Click on Retirement Seminar Online. The next screen that pops up will notify you that you are leaving United States Postal Service LiteBlue. Click on the blue web address line in the middle.
5. The next screen that pops up will say United States Postal Service USPS Retirement Video Website. Click on the word Continue.
6. The next page entitled "Retirement Seminar Presentations" will ask you to choose your

retirement system. If you were hired as a regular employee prior to 1984, you are a CSRS employee. If you went regular after 1984, you are a FERS employee. The three choices are: Civil Service Retirement System (CSRS), Federal Employees Retirement System (FERS) and other Benefit Information.

7. Once you choose the system, you will be asked to click on the type of internet system (your connection speed) you have: Hi-Speed users, Dial-up users or Closed Captioned. Click on the type under your retirement system. To access these webcasts requires that you have Microsoft Windows Media Player installed. If your computer does not have the Windows Media Player, the computer will download it for you.
8. Once you have clicked on your retirement system, another menu will appear with a list of Section Titles to choose from.
9. Under FERS the videos run from four to 19 minutes and include the following titles: Introduction & Eligibility, Credit for Civilian Service, Basic Computations, Survivor Benefits, Military, Retirement Process, Transfer, MRA + 10, Disability Benefits, Law Enforcement Officer (LEO), Part-time Service, Special Supplement, and Reemployment.
10. Under CSRS the videos run from four to 25 minutes long and include the following titles: Introduction & Eligibility, Computations, Survivor Benefits, Retirement Process, Credit for Military Service, Redeposit for Refunded Service, Deposits, LEO, Disability, Offset, Voluntary Contributions, Part-time Service, Court Orders, and Reemployment.

Take the time to study the videos as you prepare for retirement. It's worth it!

Register for  
State Convention  
Deadline is May 21, 2007

## Carrying FEHB into Retirement

By Reg Jones

With every passing year, being covered by health insurance has become increasingly important. That's because the cost of health care has increased faster than income – much faster. While this is a significant fact for employees, it's even more so for retirees, whose income is often much lower. The purpose of this article is to help you make sure that you will be able to carry your coverage into retirement. To do that, you need to understand the rules.

By law (5 U.S. Code 8905(b)), you can continue your coverage under the Federal Employees Health Benefits program in retirement if you have been enrolled continuously in the program for either the five years immediately preceding retirement *or* since your first opportunity to enroll in it. Note: You don't have to be enrolled in a specific plan for that period of time. In fact, you could change plans every year and still meet the "five year or first opportunity" requirement.

Originally, this was the only way you could be sure that you'd be able to carry your health benefits coverage into retirement. Then OPM was given the authority to grant waivers of the five-year requirement to individuals who applied for one. However, the criteria imposed by the Congress were so narrow that few waivers were ever granted.

Then, when early outs and buyouts became the order of the day, OPM was granted additional authority to grant waivers. That's because the Congress realized that one of the major impediments to downsizing was the large number of employees who wouldn't leave government because they didn't meet the five-year requirement and would lose their health insurance coverage.

As a result of that additional authority, OPM can now grant pre-approved waivers of the five-year requirement to any employee who has been:

- covered under the FEHB program continuously since the start date of either his agency's latest statutory buyout authority *or* an OPM-approved early retirement or buyout authority; and
- receives a buyout, takes early optional retirement, or takes discontinued service retirement when faced with involuntary separation resulting from a RIF, directed reassignment, reclassification to a lower grade or abolishment of position.

If you don't meet the criteria in the law and your retirement opportunity fits the above criteria, you won't have to write OPM and request a waiver. Under the new rules, your agency will have to attach a memorandum to your retirement papers stating that your retirement meets the requirements for a pre-approved waiver.

Just remember, these waivers only apply in the circumstances described above. So, if you decide to retire, don't meet the requirements in law and don't meet the pre-approved waiver criteria, the odds are that you'll be out of luck. As I mentioned above, OPM rarely grants individual waivers.

## JUNIORS FUNDRAISING= HOME INTERIORS PRODUCTS

Again this year Caryn Sweitzer, representing the Home Interiors Fundraising program, will be at our State Convention selling scented products for your home. She was at the Convention in Vancouver last year where the Juniors received \$270.00 from that sale.

The Juniors will earn 50% from the sale of these items. Some of the products offered this year include candle jars for \$12, home style candle jars for \$7, scented lotions at \$9, scented shower gels for \$9 and air fresheners selling for \$10.

The monies raised from this sale will be used for various Juniors programs. Stock up on those gifts you'll need and support the Juniors at the same time.

**THANKS FOR JOINING**

Marilyn Carnes  
 Gregory Edwards  
 Maricel Pearson  
 Scott VanSlate  
 Corey Bilow  
 Karen Pope  
 Kenneth Merrick  
 Rebekah Bizak  
 Jeanette Fofoa-Coates  
 Lyudmila Kovalenko  
 Leslie DuPrie  
 Gary Delzer  
 Margaret Shannon-Rux  
 Douglas Hall  
 Eltie Nott  
 Fagalima Paleafei  
 Loni Smith  
 Adam Halverson  
 Sarah Armstrong  
 Fidel Solorio  
 Lisa Roberson  
 Edward Morgan  
 Kevin Valentine  
 Toshiko Grenier  
 Francisca Mason  
 David Wood  
 Deana Bell  
 Jennifer Yates  
 Volodymyr Kraynyk  
 Kody Weisbeck  
 Maureen Benson  
 Peaches Brady  
 Karen Dempsey  
 Tomas Ponce  
 Paul Hermansen, Jr.

Andrea Goebel  
 Kirsten Olin  
 Kimberly Hilley  
 Ashley Kilts  
 Chris Howe  
 Patrick Magana  
 Edie Rocha  
 Joshua Anderson  
 Steve Huang  
 Ronald Mikkelsen  
 Linda Husby

**GOODBYE FRIEND**

Vern Anderson	Cheney
Bernard Bode	Lynden
Vernon Campbell	Yakima
William Copeland	Selah
Delbert Highley	Walla Walla
Clarence Johnson	Spokane
Rudolph Kangas	Kalama
Adeline Kennedy Hall	Yakima
George Kimmel	Vashon
Roberta Ostrom	Sedro Woolley
Allan Pipes	Spokane
Willie Rentz	Ellensburg
Marion Stone	Darrington
Clyde Sundstrom	Friday Harbor
Francis Trondson	Stanwood
Robert Whipple	Stanwood

## A FEW NOTES & REMINDERS FROM THE AUXILIARY

**SCHOLARSHIPS:** Just a reminder there is still time to apply for the last 2 (two) scholarships for the year 2006-2007. The WARLCA Auxiliary Scholarship application (the State Scholarship) needs to be back to me by May 15, 2007. Normally there is money given out to 2 (two) Juniors so the Auxiliary is really hoping to hear back from as many Juniors as possible. Sometimes we don't get too many completed Scholarship applications back so you have a good chance to get some extra money for your future education!!

You can also still apply for the Gene Del Polito Honorary Scholarship which needs to come back to me postmarked by June 1, 2007 or you could send it back with your State Scholarship. This Scholarship is for \$2,000.00 for those who qualify. Please give me a call to get your scholarship application and take the time to apply for these. There are a lot of Juniors in Washington and we are sure the extra money would come in handy.

**CONVENTION ACTIVITIES:** Again this year, we are going to be crossing a STATE LINE, from Washington into Idaho for some of our activities. We want everyone to be aware of this, especially parents, before the convention. This will also be addressed on the registration form which parents will be required to sign for their child/children to go to the events in Idaho. This year is going to be a lot of fun again with: Day 1 going to Silverwood Theme Park which will include a BBQ lunch; Day 2 will include going to Fairchild Air Force Base Survival School and possibly going on a K 13 Refueler plane after which everyone will have lunch and be off to the outdoor Cat Tails Zoological Park to see many different wild cats and possibly be able to feed a tiger kitten. Day 2 will also include the evening banquet pool party with music and lots of food at the hotel. Day 3 will be at Riverfront Park which includes the Imax Theater and many other activities with a BBQ or a lunch surprise!! We hope to see as many Juniors as possible there!!!

**REGISTRATION FEES:** It has been many years since the Auxiliary has had to raise the cost of registration but the time has finally come. With the rising cost of gas, motel rooms, food, and many other things, the Auxiliary has had to RAISE the REGISTRATION FEE for each child to \$50.00, which includes their POLO shirt, activities, and meals for their 3 day stay. If a FRIEND comes with your Junior, their cost would be \$100.00 (double), as it has always been. We hope this won't discourage any Juniors from being able to come. The Auxiliary is trying to get donations to help with costs also so if any parent or Junior knows of anyone who would like to donate, please let me know.

### FUNDRAISERS FOR JUNIORS:

The Auxiliary is fortunate again this year to have Caryn Sweitzer with Home Interiors to be present at the State Convention in Spokane. Please see information in the State Newsletter regarding her products and look for her when you come to convention. Also, if you would like one of her product brochures BEFORE convention, you may e-mail her at [carynsweitzer@earthlink.net](mailto:carynsweitzer@earthlink.net) or call her at 1-509-443-0280 and she will be glad to send you out a brochure or answer any of your questions. The Auxiliary has a few other fundraisers also planned for this year so please help us help the Juniors!!

### JUNIOR OFFICER FOR NATIONAL ELECTION:

This year our Juniors President, Nicole Cowan, has really stepped up and been a big part in keeping the Juniors and the Auxiliary informed of what the Juniors would really like to do or have while at Convention. Nicole has set up a website for the Juniors to contact her so she can pass information on to the Auxiliary. Her website is: [trickii\\_nikkii@yahoo.com](mailto:trickii_nikkii@yahoo.com). She has also set up a National Website with some auction items that everyone can go to where she is trying to raise money for the Humanitarian project this year. Those websites are: <http://nationalauction.tripod.com/> or <http://jwarlca411.tripod.com/>. Please feel free

to go in & see if there is anything that you can't resist or would make a nice gift. The Juniors and Auxiliary are also doing various fundraisers to help Nicole get back to the National Convention to become a Junior National Officer!!

#### BACKGROUND CHECKS:

It has been discussed several times at our State Auxiliary Meetings that we feel it would be a good idea to have background checks on those who are helping with the Juniors. Auxiliary President Joe Horlacher is checking into this and by 2008 would like to have this implemented in the Auxiliary Constitution & By-Laws. We would also like to see it then go to the State level and on up to National. We want our Juniors to be well taken care of when they are entrusted to us!!

We look forward to seeing as many Juniors as possible at State Convention in Spokane this year. We are going to have a lot of fun and a GREAT time. Also we are still encouraging all interested Auxiliary members to come join us and see what the State Convention is all about. See you there!!

Donna Felgenhauer

Auxiliary Secretary-Treasurer/District #4 Rep.  
209 N. 6<sup>th</sup> St.

Oakesdale, WA 99158

PHONE: 509-285-5272

E-mail: [donnafelgenhauer@firststepinternet.com](mailto:donnafelgenhauer@firststepinternet.com)

### **Fairchild Air Force Base Tour-- STRICT SECURITY!!!**

**WARNING FROM THE FAIRCHILD  
CO-ORDINATOR!!**

We have gotten approval for the Juniors to tour Fairchild Air Force Base just out of Spokane, WA. They will be touring the Nation's only Survival School for Military Pilots on how to survive when you go down and may also tour a K C 135 Refueler plane.

We were VERY fortunate to be able to do this because it is a time of WAR and security is SO strict. But it is something we feel all the Juniors will enjoy.

### IMPORTANT INFORMATION ON BASE!!!

Before we even get in to tour Fairchild, it may take 20 minutes at least to get through the security gate as there will be an AIR FORCE SNIFFING DOG who will be coming on the bus before we are able to get off to sniff for anything that is not allowed on base such as knives, drugs, cigarettes, cell phones, fingernail clippers, and we really aren't sure what all is not allowed so BE SURE to check before you get ON the bus at the hotel, that you have NOTHING that could keep you from going on this tour. IF SOMETHING IS FOUND ON SOMEONE, THEY MAY NOT BE PERMITTED TO GO ON THE TOUR; THEIR PARENTS WILL HAVE TO COME PICK THEM UP AT THE GATE.

ALSO if there is any inappropriate behavior while on the base and one of the Juniors gets reprimanded by a base official, there is NOTHING that the Auxiliary can do to get them out. This would be a VERY serious matter and it would then be up to your parents to talk with Fairchild Air Force Base to see how your parents can get on base to get you off base—THAT'S HOW STRICT & SERIOUS THIS COULD BE!! But if everyone abides by the rules, it will be a GREAT experience that you will all enjoy and may never be able to do again.

TAKING PICTURES ON BASE: We are not sure if or where you can take pictures while on base, so PLEASE LISTEN & ASK if you have any questions.

We know we have a GREAT group of Juniors and that is why we were granted permission during WAR TIME to tour so just follow the rules and have an awesome time!!

Thank you!!

Junior Auxiliary Convention Committee

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**To Contribute to NRLCA-PAC through PostalEase**

*(Employees are currently limited to two payroll allotments)*

Follow the instructions below:

1. Add your Employee ID number to the 9-digit COPA account number (163055555) in line 11 on this form. This 17-digit number (no hyphens) will enable the NRLCA to identify this contribution as having come from you.
2. Dial 1-877-477-3273 (1-877-4PS-EASE).
3. Press #1 for PostalEase.
4. When prompted, enter your employee identification number.
5. When prompted again, enter your USPS PIN number. (If you do not have a USPS PIN or cannot remember your PIN, follow the instructions on this form, under "Don't Have Your USPS PIN?").
6. When prompted, choose option #2 (to select payroll allotments).
7. When prompted, choose option #1 (to select type of allotment).
8. When prompted, press #2 to continue.
9. When prompted, press #3 to "add" the allotment.
10. When prompted, add routing number: 051400549.
11. When prompted, enter the NRLCA account number: 163055555 \_\_\_\_\_, followed by your Employee ID (no hyphens, 17 digits total). Press #1 if correct.
12. When prompted, press #1 for checking.
13. When prompted for the dollar amount of the allotment, enter \$\_\_\_\_\_.00, your choice for a biweekly allotment. Press #1 if correct.
14. When prompted, press #1 to process.  
At this point, you'll be provided with a confirmation number and the start date of the allotment. Record the confirmation number \_\_\_\_\_ and start date \_\_\_\_\_.
15. Press #1 to repeat, or press #9 to end the call.  
Retain this form for your records.

## Automatic Payroll Deduction to PAC for active members

This NRLCA-PAC solicitation is paid for by the National Rural Letter Carriers' Assoc, 1630 Duke Street, 2nd Floor, Alexandria, VA 22314. (703) 684-5545; it is not authorized by any candidate or candidate's committee. Contributions or gifts to NRLCA-PAC are not deductible as charitable contributions for federal income tax purposes. NRLCA-PAC will use the contributions it receives for political purposes, including making contributions to candidates for federal, state and local offices, and addressing political issues of public importance. Contributions to NRLCA-PAC are voluntary. More or less than the suggested amount may be given, and the amount given or the refusal to give will not benefit or disadvantage the person being solicited. Federal law requires political action committees to report the name, mailing address, occupation, and employer for each individual whose contributions aggregate in excess of \$200 in a calendar year.

**Don't Have Your USPS PIN?**

To obtain your PIN: Call PostalEase at 1-877-477-3273. Press #1 for PostalEase. When prompted, enter your employee identification number. When prompted for your PIN, pause, then press #2. Your PIN will be mailed to your address on record the next business day.



An Electronic Fund Transfer, or EFT, is a monthly deduction from your checking account, without the hassle!

We can cut the paper work when you sign up today!

The deduction will occur on the 5th of each month.

Support NRLCA-PAC!

# Contribute to **NRLCA-PAC** monthly from your bank account via **Electronic Fund Transfer**

## NRLCA-PAC

### NRLCA-PAC

1630 Duke Street  
2nd Floor  
Alexandria, VA  
22314-3465

Phone: (703) 684-5545  
Fax: (703) 548-8735  
E-mail: ktalley@nrlca.org

By making a NRLCA-PAC Electronic Fund Transfer authorization, you are doing so voluntarily with the understanding that your monthly contribution is not a condition of membership in the National Rural Letter Carriers' Association or employment by the Postal Service nor a part of union dues and that NRLCA-PAC will use the money it receives to contribute to candidates for federal office as permitted by law.

You are also making this Electronic Fund Transfer authorization with the understanding that NRLCA-PAC contributions are not tax deductible and that your selection shall remain in full force and effect until you cancel by notifying the NRLCA-PAC in writing.

I hereby authorize my bank to deduct from my checking account **monthly** the sum of:

\$25  \$20  \$15  \$10  \$5  Other: \$ \_\_\_\_\_

and forward that amount to the NRLCA-PAC.

I make this authorization voluntarily and may revoke it at any time by notifying the NRLCA-PAC in writing.

Signature: \_\_\_\_\_ Date: \_\_\_\_\_

Name (please print): \_\_\_\_\_

Social Security Number: \_\_\_\_\_

**OR** Postal Record number: \_\_\_\_\_

Address: \_\_\_\_\_

City: \_\_\_\_\_

State: \_\_\_\_\_ Zip Code: \_\_\_\_\_

Please attach a voided check or deposit slip and mail to NRLCA-PAC.

## 2006-2007 State Officers and Stewards

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# WASHINGTON RURAL CARRIER



*Where Service Begins With a Smile*

## UPCOMING DATES TO REMEMBER

State Convention  
June 14-15-16  
Thursday, Friday, Saturday

National Convention  
August 7-10