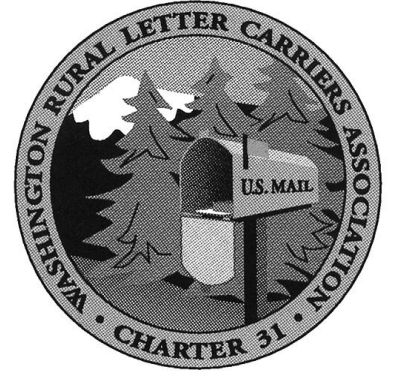


Washington Rural Carrier

Official Publication of the Washington Rural Letter Carriers' Association
Fall 2013



Where Service Begins With a Smile



One Way You Can Help

By Renee' Pitts

Hello Washington Rural Letter Carriers.

As the newly elected President of Washington Rural Letter Carriers' Association I would like to let you know that I am both excited and scared in my new venture. The former Presidents you have elected have left some very big shoes for me to fill. In doing so I am sure there will be some slips, trips and falls but it is my goal to learn and continue to serve you to the best of my ability.

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I am writing this article after returning from a "New Presidents" training conducted by our National Office. The State Boards are continuing to move in new directions now that National has taken over the Steward system. There is a lot to learn but here is some of the information I would like to share with you.

We need you, your family members and friends to write or call their Congressional Representative. With the current government shut down and all of the childish game-playing in Congress I fear our voice is not being heard and when Congress is done playing games the Postal Reform Bills will be what is on their agenda.

I am sure you have all heard on the news that the Postal Service has once again defaulted on their pre-funding obligation imposed by Congress in 2006 but have you heard or was it reported that the Postal Service showed a profit of \$660 MILLION in their third quarter report? Or that the Postal Service has shown a \$330 Million profit year to date according to the GAO report? That the so called Postal Service loss is due to the amount they have defaulted on for the pre-funding and it is an on-paper loss only which the Postal Service has to show the FERS pre-payment as a loss even if they don't pay it?

Has any report gone out that the Postal Service has \$12.9 bil-

lion in FERS surplus right now?

Now is the time to inform our Representatives of these and other facts; make them listen! Don't let them forget that they were elected to represent YOU and another election is right around the corner if they are not willing to represent you now.

Please call your district Congressional Representative and both Senators. You can call anytime; if after hours leave a message. Please use the following as a guide for what to say:

1. I am calling in support of the USPS continuing 6-day delivery.
2. Ask the Representative to cosponsor HR 630 and HR 961 or thank them for already co-sponsoring.
3. When calling the Senators ask them to sponsor 316. Neither one has sponsored the bill.
4. Include a short personal example of why rural carriers are so important (if desired). For example, we deliver much needed medications to the sick and elderly in rural areas.

When calling, leave your name, city and zip code.

You can leave your full address if you want a response.

To find your representative go to <http://www.house.gov/representatives/find/>

Please call now and ask friends and family to do the same!

On another note, for those of you who haven't heard or haven't seen them yet, you will soon be getting the new PS Form 3849, Delivery Notice/Reminder/Receipt. They have been revised to reflect USPS Package Simplification Changes. Modifications include the name change from Express Mail® to Priority Mail Express®. Firm Bill and Delivery Confirmation options have been removed, and an Adult Signature option has been incorporated. Additionally, USPS Tracking augments the heading Article Number.

Do not discard or recycle the old version of the forms. Continue to use current supplies of the old forms; PS Form 3849 dated September 2009, before switching to the revised version. (Or as instructed by your manager)



2013 Washington National Convention Delegation

Front Row (left to right): Monte Hartshorn, Renee' Pitts, Patrick Pitts, Mariann Faulkner, Joyce Patteson, Patricia Alexander. Middle Row (left to right): Janie Walla, Karen Hill, Dawn Ayers, Becky Pike, Joyce Sutherland, Jan Frymire, Charles Alexander. Back Row (left to right): Susie Hill, Doug Rinehart, Kristian Granish, Jeff Taylor, Jim Hemrich, Cheri Freeman, Colleen Headley. Not picture: Joanne Blackburn.



What Are We Doing?

by Mariann Faulkner

One of the first things I did as your new vice president was attend one of Representative Rick Larsen's coffee meetings and I was able to speak with him directly about our concerns on Postal Reform. With only 9 people at this meeting I was able to get our views across and left a couple of fact sheets with one of his aides. I continually ask for community meetings dates from our congressional people so that I might attend another such meeting. I also call Washington almost daily to express our concerns on Postal Reform.

That's just some of what I am doing.

What are you doing?

As a Rural Letter Carrier you no longer have the luxury of leaving everything in the hands of a few. For many years the few could and did take your concerns and work on making the changes you wanted. But with the state of the House and Senate you now need to add your voice to those of your fellow rural carriers. With over 1800 state members there should be 1800+ phone calls daily, 1800 + emails and 1800 + letters. Ask your friends and relatives to join you in the fight to save your job. Now is the time to come together as a team and make our voices heard.

It takes so little and it means so much to each and every one of us. We are no longer fighting to save 6 day delivery; we are now fighting for our jobs. We are fighting for the rural families that we serve. We are fighting to save a government institution that the American people have voted as the most trusted for a number of years. Please add your voice to this fight!

One of my duties is that of being the National General Insurance representative; National General formerly GMAC offers vehicle insurance, home owners insurance etc. to our members and gives a discount for your route vehicle. If you drive an LLV they will still give you the discount on your main

car. Added to that National General gives money back to the state association.

This year they are having a competition, for every quote they get from our state they will give the state \$20. Family and friends can request a quote, they won't get the rural carrier discount, but the quote may save them money also. In every request for a quote you **must** tell the representative our code, **R-59**. If they don't get the code we don't get the credit.

If our state is in the #1 spot at the end of the competition our state will also receive an iPad to use at the board discretion. (You know give away).

So here are two ways you can help your association:

Call Congress daily! www.house.gov/representatives/find/

Call and get a quote from National General Insurance. 1-888-325-7727



Hello, I Am Taralee Mohr

By Taralee Mohr

Hello all, my name is Taralee Mohr; I am your new Region 1 Committee person. I represent the King-Snohomish, Island-Skagit-San Juan and Whatcom County units. Just to introduce myself I am married and a mother of 4 daughters. I have a small farm with 3 horses, 2 dogs and 3 cats. I am a Regular Carrier out of the Lake Stevens Annex. We have 23 routes that I am the local steward of.

This past year I have taken the responsibility of teaching our new hires as the AD-HOC instructor in the rural academy and as an OJI Facilitator. I am very active in our union. I have served and am currently serving in my 4th term as the Vice President of King-Snohomish County. I am very passionate about our union and hope that I can help with any questions that

you may have regarding the state and future of our association. As we move forward it is my hope that with our new responsibilities of legislative, membership and participation we can all grow as an association and fight against harmful legislation that affects our craft. My goal as your Region 1 Committee person is to attend all county unit meetings and help you increase attendance at those meetings. I am also the PAC Co-chair and I have many fund raising ideas that I would love to share.

We as a board are striving to keep you all up to date and as informed as possible, so please contact your Region Committee Person with any changes or ideas for your county meetings or if there is something we can do for you. We are just a call away. You can contact me at 425-238-4316 or by Email Tara-lee101@yahoo.com.

Albuquerque Could Be Fun In April

by Doug Rinehart



Since many of the other contributors in this edition are concentrating on the legislative and membership issues before us (and they are myriad), I have decided to offer a bit different point for consideration. I have therefore put together some information on an event coming up during the early part of 2014.

I am referring to the Western States Conference. The gathering will occur April 24-26, 2014 in Albuquerque, New Mexico. It will be held at the "Sheraton Uptown", Albuquerque, New Mexico. The hotel is situated at 2600 Louisiana Blvd NE Albuquerque, New Mexico 87110. The room reservation phone number is (505) 881-0000. The room rate is the government rate of \$81 per night.

This is ones' opportunity to experience the activities and grandeur usually associated with a National Convention without the cost and days of (very) tiring floor debates and other distractions. Also available, are most, if not all of the national officers. They

are usually much more available for personal interaction since they are not so wrapped up in the running of the event. Now here is the good part. The WARLCA state board has authorized a stipend of up to \$350 to be paid to each attendee with a cap of \$6000.00 who meets all requirements. Those requirements basically consist of attending all the sessions, excluding the social and banquet.

If a person wants to drive, the trek is about 23 hours and 1475 miles. Flights are available from both Spokane and Sea-Tac. According to their website, the hotel provides shuttle service to the airport for a fee. They also provide some shuttle service to local attractions within a limited area. If you are of a mind to garner a lot of information and get some one-on-one interaction with national officers, try this conference on for size. It might just fit.

We Need Your Input



My name is Levi Hanson and I was elected to the position of Region 3 Committee Person at the 2013 State Convention, a position formally known as District 3 Representative. John Lee, your former representative has retired from the postal service and chose not to run for the position. I am sure we are all thankful to John for his service to the WARLCA. In addition to being Region 3 Committee Person, I was also appointed to the position of Provident Guild Representative and Grasstops Co-Chair.

The newly elected board met for the first time in July and identified two important areas that will need our attention over the coming months and years and by extension, we hope that they garner your attention as well.

- **Legislative Issues:** The NRLCA continues to fight on our behalf in Washington DC but help is needed here in the other Washington. The Grasstops program was developed at the National office and is designed to elicit support for our

legislative priorities from political, community and business leaders at the local and state levels. This program has the potential to affect real change by getting support from those members of the community that have a stake in a prosperous future for the Postal Service. Please see the flyer in this issue of the WRC for more information.

- **Membership Recruitment:** Our membership numbers have decreased by 86 in the last two years, 48 since last year alone and the trend looks to continue unless all of us make a real effort to recruit new members. It means talking to non-members in your office and at your meetings; it means approaching newly hired RCAs and encouraging them to join. To entice County units to recruit new members we've created a competition with some really great prizes! Please see the flyer in this issue of the WRC.

In addition to these two priorities our focus has not wavered from ensuring that members are well informed, have ample opportunity to participate at the state and county levels and have the tools that they need to do their job to the best of their ability. Going forward, it is my priority and that of the board's to ensure that we are responsive to your needs. With that in mind, we've created the **Voice of the Member (VOM) Survey** which you will find in this issue of the WRC. Please fill it out and return to the address provided as soon as possible. This is your union and we want to hear from you!

Since joining the board I have contacted every member of my Congressional delegation, taken part in a town hall meeting with Representative Cathy McMorris Rodgers and spoken with Senator Cantwell's Eastern WA Outreach Director regarding our concerns as Rural Carriers. I have also contacted every non-member in Region 3 by mail in an attempt to recruit them. I created the VOM survey, helped organize the County Membership Competition, contacted all of the region's County Officers and by the time this goes to the presses I will have attended two county meetings. When I'm not working as a member of your State Board I can be found doing my duty as Secretary/Treasurer of East Central County, playing with my two boxers, working as an RCA in Nine Mile Falls, collecting memorabilia

from Spokane's Expo 74 and volunteering with local political organizations.

I look forward to seeing you all at upcoming meetings and if, in the meantime, you are interested in becoming a member of the Provident Guild, have questions about the Grasstops program or just have questions and/or comments please feel free to email or call. I am happy to help!

Musings And Reflections

by Joyce Patteson



Well, here we are with Halloween just around the corner; Thanksgiving and Christmas looming fast; and then 2014. Wow!! It seems our parents were right. Time does appear to go by faster with the passing years which reminds me – we have only one life here so why spend it in misery?

A couple of things have happened in my life the past year that give rise to the realization that life is indeed, too short – too short to worry about what may happen tomorrow, or next week, or even next year. All we have in our control is right now. Remember what's important – things such as family and health. Don't lose sight of your priorities.

One of my life-changing events was the birth of my first grandchild in August of 2012. I live to see that smile; hear that giggle; see those arms reaching out for me. It puts things in perspective and has changed my attitude about a lot of things. For instance, you've heard the saying "Don't sweat the small stuff – it's all small stuff." That's true, and if you can just apply that to your life on a daily basis, you'll feel much calmer, happier, and will have a sense of well-being.

You might wonder how you can apply that to your life as a rural carrier when things are in such turmoil with the Postal Service. I'll tell you how you can try. Go to work every day with a smile on your face and in your heart. Do your job to the best of your ability

remembering to not cut any corners, because your main goal is to get home at the end of day safe and sound. If something happens that begins to anger you remember that whatever it is probably isn't the hill you want to die on. You have tools at your disposal to diffuse your anger and frustration.

One of the tools in your toolbox is simply a calm discussion. If the person you're attempting to have that calm discussion with isn't responding in a like manner don't get angry. Instead, feel sympathy for them because they obviously don't have the same grasp of self-control that you do. That's when you have the other tools in your toolbox – people you can contact and the grievance process.

Whatever happens with the future of the Postal Service, one thing is certain and that thing is change. We may not like it, but it will happen regardless so we need to learn to at least adapt and in some cases, embrace the changes, always remembering the main goal – getting home at the end of the day safe and sound.

In closing, fellow carriers, be the bigger person; stand on higher ground; pick your battles; and remember this – don't hand over the power and control over your feelings and emotions to anyone else because they are yours. You control your mind; your mind controls your thoughts; your thoughts control your feelings; therefore – YOU control your feelings. No one can make you feel anything that you don't choose to feel.

I'll leave you with the favorite quote of a very wise woman that was a great friend of mine and I'm confident a lot of you were also fortunate enough to have known her – Judi Peck.

“Dance as though no one is watching you. Love as though you have never been hurt before. Sing as though no one can hear you. Live as though heaven is on earth.” – Unknown



This And That Miscellany

by Rebecca Wendlandt

Salary and Dues Increases:

Did you see a raise in your paycheck? On 9/7/13, the total COLA increase was \$937 per year, which is \$36.04 a pay period based on a 40 hour route, and increased proportionally for routes over 40 for regular carriers. For relief carriers on the rolls prior to August 11, 2012 an amount equal to the COLA paid to full time rural carriers on an hourly basis under the 2010 Agreement will be rolled into RCA/RCR hourly rates during the first full pay period of August 2015.

But that's not all.....Effective November 16, 2013 the basic annual salary for each step will be increased by an amount equal to 1.5% of the appropriate July 3, 2012 salary schedule (Tables One, Two, Three, and Four) for regulars. For RCAs, effective November 16, 2013 the hourly rate (Table Four) shall be increased by 1.0%. All percentage increases are applied to the wage rate in place on August 11, 2012.

The delegates voted a dues increase at the 2013 National Convention, and this time it is based on a percentage of salary. Dues will be \$24.08 a pay period for regulars/PTFs (from \$22.88) and \$8.69 a pay period for reliefs (from \$8.23). Retirees will be \$7.08 a month (from \$6.08).

Mail Count Dates:

Yes, that is coming up and the contract says it will be for 12 working days beginning February 22, 2014 and ending March 7, 2014. All routes will be counted except those routes which both the regular carrier and management agree in writing not to count. The NSS (National Steward System) will be conducting mail count training schools and have all the information so do yourself a favor and plan to attend the training. If you don't know the rules, you probably will not end up with a correct route evaluation. It is your paycheck.

***Make a PAC donation -
it's your job that's
on the line***

Healthcare and You:

The USPS has awarded United Healthcare a contract to provide qualified non-career employees health benefits. You might have had a standup on it. This will be offered beginning January, 2014. Some RCAs and other non-career rural craft employees may be eligible to receive health benefits under the new law but the details are not available yet. Check out NRLCA.org for updates. For current career employees and retirees the PPACA (Patient Protection and Affordable Care Act), known as Obamacare, are not affected. Don't let E-mails, phone calls, and mail scams catch you, stay informed! Also, NRLCA is offering vision, dental, short term disability, health and life insurance for RCAs and you can get all the information on NRLCA.org (under departments, then insurance).

Open season for health insurance is November 11, 2013 to December 9, 2013. Check out the Rural Carrier Benefit Plan (RCBP). It is the only federal plan that offers full cancer coverage. Have you ever used the flex spending account (FSA)? If you have, you know that it saves you money on your income taxes. Check out the October, 2014 National Rural Carrier Magazine for more information.

Our Future:

I went to a National Secretary/Treasurer seminar in DC in September, and also called on District 5 Representative Cathy McMorris Rodgers' aide at her office. One thing the PMG has done very well is constantly saying that going to 5 day delivery will save the post office. This is just not true! Rural letter carriers alone would see job losses totaling upwards of 30,000 jobs. The jobs that would be eliminated are decent middle class jobs, and the losses would affect mainly minorities, women, and veterans.

The USPS did not adequately consider the impact that eliminating Saturday mail delivery would have on rural and remote communities. Delivering mail six days a week remains a critical competitive advantage for the USPS. Providing fewer services and less quality will cause more customers to leave the USPS and seek other options. Less service equals less mail equals the beginning of the end of the Postal Service. Please ask your representative to become a co-sponsor of H. Res. 30 and S.316. Check out the

WARLCA.com and NRLCA.org websites for the listings of WA representatives and senators. It takes all of us as rural carriers to fight for our jobs.

Why is the USPS Financially in Trouble?

The Postal Service's current fiscal problems are a result of a congressionally mandated pre-funding schedule which accounts for roughly 80% of the Postal Service's losses over the last six years. No other federal agency or corporation is required to pre-fund 75 years of future retiree health benefits in just 10 years. **(Note that 75 years of future retiree health benefits means that the USPS has to pay for a future employee that has not even been born yet!)**

The USPS has been unable to make payments in recent years, and it likely will not be able to meet the financial demands in the future, after the payments are re-imposed with amortization costs. The Postal Service would have made a \$660 million profit in the 3rd Quarter of FY 2013 if not for the \$1.4 billion obligation it had to pay to pre-fund.

It takes all of us standing together to protect our job and future. If all of us made one call, wrote one letter to our State Representative, wrote our local newspaper to save 6 day delivery and let the readers know why the USPS is in trouble financially we could save our jobs! **What will you do?**



Jeff Taylor Named New ADR

by Jeff Taylor

Fellow Rural Carriers,
Please allow me to introduce myself. Some of you already know me. My name is Jeff Taylor and I began my illustrious career with the Postal Service in August 2003 as a TRC at the Liberty Lake Post Office in Washington. In December 2003, I transferred to the Greenacres Post Office where I was appointed

as a RCA. I have been serving RR-001 in that capacity ever since.

In 2010, my regular carrier, Becky Wendlandt, WARLCA Secretary/Treasurer, approached me and told me that she thought I should step up and become a Steward. So, I figured I would give it a whirl.

I was certified as a WARLCA Area Steward in October, 2010, and was assigned a half dozen offices around the Spokane area. In January, 2011, I was elected as the Local Steward for the Greenacres Post Office. My mentors in the Steward ranks, retired NRLCA Assistant District Representative Cheri Freeman, former WARLCA Local Steward-Greenacres Cindy Koker, and NRLCA District Representative Patrick Pitts, were invaluable in assisting me in the performance of my Steward duties. Every once in a while, as the need arose, I was assigned more offices in the Eastern Washington area.

In November, 2012, I was assigned as an Area Steward for the National Steward System. This past summer I was assigned more offices in the Northern Idaho and Eastern Washington area. On October 3, 2013, I was certified as a NRLCA Assistant District Representative for the Seattle/Dakotas Districts. I look forward to representing all of the members of my craft in this region, and will do it to the best of my ability.

I am a Spokane native, and other than serving abroad in the United States Marine Corps from 1981-89, I have resided in the gorgeous Pacific Northwest. We truly do live in the best part of the country! Although, our weather can provide challenges to rural carriers, we always adapt and overcome, don't we?

I am married to a wonderful woman named Jan Marie. We attended the same high school and lived ten blocks from each other, but when I was graduating from high school in 1981, she was graduating with a Bachelors from the University of Washington (Go Huskies, sorry Cougar/Vandal fans), and we didn't find each other until 23 years later. We have two cats: a sassy Tuxedo named Dinah and a silly Siamese named Siam.

New Members Since July 2013

AnnaMarie Ritt	Snohomish
Gianna Splitshoser	Buckley
Josh Middleton	Centralia
Johanna Kern	Issaquah
Dawidi Jennings	Marysville
Renee Fritsch	Arlington
Lucy Khuu	Issaquah
Monte Reed	Arlington
Erin Olson	Lake Stevens
Tanja Shelley	Lake Stevens
Serenity Reeder	Castle Rock
Debra Truex-Hilger	Shelton
Adrian Willson	Lake Stevens
Emilly Farmer	Marysville
Taralynn Bates	Seattle
Brooke Young	Richland
David Turner Sr	Lake Stevens
Sheila Calzadillas	Pasco
Barbara Trivett	Pasco
Jeffery Smith	Cheney
Elisabetta O'Shea	Puyallup
Catrina Guzman	Poulsbo
Susan Calloway	Arlington
Amber Milbradt	Marysville
Denise Cullison	Kelso
Ashley Chronister	Lake Stevens
Matthew Thompson	Snohomish
Chianh Jen Narkmon	Issaquah
Donnetta Jones	Battle Ground
Jeffery Daily	Seattle
David Guadalupe	Stanwood
Brandon Lyckamaanijeho	Ferndale
Soo An-Parungao	Snohomish
Taia Powell	Ferndale
Wendell Markley	Issaquah
Frank Peterson Jr	Snohomish
Janette Jackson	Spokane
Shirley Butts	Roy
Alfia Logunova	Ferndale
Justin Blakeslee	Ferndale
Ulysses Wilson	Everson
Albert Mathison	Everson
Kenneth Dods	Issaquah
Penny Ricks	Lynden

Deceased Members since July 2013

Wilmer A. Otterson	7/31/2013
William T. Olsen	8/31/2013

Statement of Activities - Previous Year Comparison
WARLCA
July through September, 2013

	<u>Jul - Sep 13</u>	<u>Jul - Sep 12</u>	<u>% Change</u>
Ordinary Income/Expense			
Income			
400000 · Dues Income	50,810.11	110,896.13	-54.18%
410000 · National General Insurance-GMAC	3,039.10	2,868.26	5.96%
420000 · Reimbursements & Refunds	<u>0.00</u>	<u>6,516.33</u>	<u>-100.0%</u>
Total Income	53,849.21	120,280.72	-55.23%
Expense			
500000 · Per Capita Expenses	1,522.00	454.00	235.24%
520000 · Meetings and Conventions	49,463.65	55,788.10	-11.34%
530000 · Equipment Expense	1,113.37	105.99	950.45%
550000 · Payroll Txns-Acct Fees-Other Exp	5,490.08	15,765.82	-65.18%
610CF · Pres & Past Pres - C. Freeman	1,400.00	921.16	51.98%
610RC · President - Renee Cowan	3,442.72	0.00	100.0%
620MF · Vice President-Mariann Faulkner	1,234.04	0.00	100.0%
620RC · Vice President - Renee' Cowan	0.00	921.16	-100.0%
630RW · Sec/Treas. - R. Wendlandt	10,951.26	11,276.53	-2.88%
640DR · Editor - Doug Rinehart	375.00	16.00	2,243.75%
640SH · Editor/PAC - Susie Hill	0.00	508.61	-100.0%
645000 · Washington Rural Carrier (WRC)	2,318.20	1,580.92	46.64%
650MF · District 1 - M. Faulkner	0.00	1,322.14	-100.0%
650TM · Region 1 - Taralee Mohr	1,628.05	0.00	100.0%
660DR · Region 2 - Doug Rinehart	1,234.04	1,382.11	-10.71%
670JL · District 3 - J. Lee	0.00	1,525.02	-100.0%
670LH · Region 3 - Levi Hanson	1,234.04	0.00	100.0%
680JP · Region 4 - Joyce Patteson	2,148.73	921.16	133.26%
700000 · Steward Training Expenses	0.00	279.20	-100.0%
700PP · Full Time State Stew - P. Pitts	0.00	17,857.86	-100.0%
740MH · Senior Asst Stew - M. Hartshorn	0.00	5,461.66	-100.0%
770JP · Senior Asst Stew - J. Patteson	0.00	6,437.81	-100.0%
791RC · Senior Asst Stew - R. Cowan	0.00	5,794.37	-100.0%
792CF · Senior Asst Stew - C. Freeman	0.00	5,470.93	-100.0%
874JT · Area Steward - J. Taylor	0.00	2,217.86	-100.0%
875JW · Area Steward - J. Walla	0.00	2,380.17	-100.0%
880LS · Local Steward	<u>0.00</u>	<u>74.31</u>	<u>-100.0%</u>
Total Expense	<u>83,555.18</u>	<u>138,462.89</u>	<u>-39.66%</u>
Net Ordinary Income	-29,705.97	-18,182.17	-63.38%

Other Income			
450000 · Interest Income	<u>339.60</u>	<u>393.57</u>	<u>-13.71%</u>
Total Other Income	<u>339.60</u>	<u>393.57</u>	<u>-13.71%</u>
Net Other Income	<u>339.60</u>	<u>393.57</u>	<u>-13.71%</u>
Net Income	<u>-29,366.37</u>	<u>-17,788.60</u>	<u>-65.09%</u>

WARLCA Statement Of Financial Position Compared To Previous Year

	<u>Sep 30, 13</u>	<u>Sep 30, 12</u>
ASSETS		
Current Assets		
Checking/Savings		
101000 · Chkg - WA Trust Bank	2,889.48	7,614.79
102000 · Svgs - APCU	72,279.85	42,240.58
103000 · Chkg - Atlanta Postal Credit Un	20,038.90	5,006.25
104000 · Emergency Fund - APCU	40,430.92	27,189.83
141000 · C.D.#71 APCU 12 mo (8-1-2006)	31,398.93	31,064.99
143000 · C.D.#73 APCU-12 mo (2-8-07)	<u>30,125.64</u>	<u>29,811.66</u>
Total Checking/Savings	<u>197,163.72</u>	<u>142,928.10</u>
Total Current Assets	<u>197,163.72</u>	<u>142,928.10</u>
TOTAL ASSETS	<u>197,163.72</u>	<u>142,928.10</u>
LIABILITIES & EQUITY		
Liabilities		
Current Liabilities		
Other Current Liabilities		
210000 · Payroll Liabilities	<u>-740.79</u>	<u>23,800.23</u>
Total Other Current Liabilities	<u>-740.79</u>	<u>23,800.23</u>
Total Current Liabilities	<u>-740.79</u>	<u>23,800.23</u>
Total Liabilities	<u>-740.79</u>	<u>23,800.23</u>
Equity		
390000 · Net Assets	227,270.88	136,916.47
Net Income	<u>-29,366.37</u>	<u>-17,788.60</u>
Total Equity	<u>197,904.51</u>	<u>119,127.87</u>
TOTAL LIABILITIES & EQUITY	<u>197,163.72</u>	<u>142,928.10</u>



Thank You Cheri - Hello Jeff Taylor

BY PATRICK PITTS
NRLCA DISTRICT REPRESENTATIVE
SEATTLE/ALASKA

Cheri Freeman, who has served the Washington Rural Carriers' Association for many years, and most recently the National Rural Letter Carriers' Association as an Assistant District Representative, has decided to slip fully into retirement. Slipping fully into retirement, however, is not entirely accurate. Although Cheri has stepped down from her position as NRLCA representative she recently spent several days in Washington DC petitioning members of Congress on matters of import to rural carriers and there is no doubt Cheri will remain actively involved in our Association.

Cheri began her employment with the USPS in 1986 as a Rural Carrier Relief (RCR) employee, serving as a relief carrier for 10 years before being appointed as a regular carrier in 1996. Cheri served as a County Unit officer, a member of the WARLCA Executive Board as District 3 Representative, as both Vice President and President of our State Association and is the WARLCA's current Outstanding Member of the Year.

Cheri joined the steward-ranks in 2005 as an apprentice Assistant State Steward and with the implementation of the NRLCA National Steward System in 2012 became one of the first Assistant District Representatives, representing members of the rural craft in the USPS Seattle District.

Those of you who know Cheri know her depth of passion for the rural craft and rural mail delivery, and compassion for those she was called to represent. Her service, in every capacity she has taken on, will be sorely missed.

Please join me in wishing Cheri and her husband Mitch all the best in their future endeavors.

Cheri can be reached at cherirose99109@hotmail.com and via U.S. Mail - 603 West Clay Ave, Chewelah, WA 99109-9113.

Jeff Taylor, who has an introductory article in this publication of the Washington Rural Carrier, is the first local/area steward in Washington State to advance to the position of Assistant District Representative under the NRLCA National Steward System. Jeff, a nominee for the 2013 William B. Peer Local Steward Scholarship Award, has demonstrated a high level of professionalism and depth of steward-knowledge as he has represented members of the rural craft in the capacity of local and area steward and I am confident that Jeff will continue to provide the highest level of service to those rural craft employees in his area (identified below).

Please join me in welcoming Jeff Taylor, NRLCA Assistant District Representative.

Jeff can be reached at Jeffrey.Taylor@nrlca.org and via U.S. Mail – P.O. Box 164, Greenacres, WA 99016 -0164.

NRLCA REPRESENTATIVES – SEATTLE DISTRICT – WASHINGTON ASSIGNMENTS

Patrick Pitts – District Representative: All offices with ZIP codes beginning 982.

(Also responsible for all stewards/representatives in the Seattle District)

Monte Hartshorn – Assistant District Representative: All offices with ZIP codes beginning 980, 981, 984, 985, and 986 (except for Goldendale and Stevenson).

Scott Murahashi – Assistant District Representative: Goldendale and Stevenson, WA

Joyce Patteson – Assistant District Representative: All offices with ZIP codes beginning 988, 989, and 993.

Renee' Pitts – Assistant District Representative: All offices with ZIP codes beginning 983.

Jeff Taylor – Assistant District Representative: All offices with ZIP codes beginning 990, 991, and 992.

Janie Walla – Area Steward: Bellingham, Blaine, Concrete, Custer, Duvall, Eastsound, Everett, Everson, Lopez Island, Maple Falls, and Sumas WA.

NRLCA Representative contact information is included in this issue of the Washington Rural Carrier and is also available at warlca.com.

Procedures for Holiday Pay

by Patrick Pitts
NRLCA District Representative
Seattle/Alaska

Happy Holidays! Thanksgiving is always on a Thursday, and this holiday season Christmas and New Year's Day both fall on a Wednesday. But what if your relief day falls on Wednesday or Thursday? If the holiday falls on the relief day of the route, the preceding work day becomes the designated holiday for the carrier assigned to the route; a carrier's relief day does not change due to a holiday. In certain circumstances a regular carrier may be required to work their designated holiday but a regular carrier required to work their designated Thanksgiving or New Year's Day holiday (or any other holiday except Christmas) will be compensated in accordance with Article 11, Section 2.B of our National Agreement (contract).

The contractual language reads: *When a holiday falls on the relief day of an evaluated carrier, the carrier shall be granted the preceding work day as the designated holiday. When the primary leave replacement is unavailable on the carrier's designated holiday and other leave replacements are unavailable in accordance with Article 30.2.D, the regular carrier may be scheduled to work on the designated holiday. For the purpose of this section, a leave replacement is considered unavailable when he or she is assigned to work on any regular or auxiliary route. A regular carrier required to work on a designated holiday shall receive the daily rate of pay for such day in addition to holiday leave pay to which the employee is entitled. (That's 2 times the daily rate of pay.)*

With that in mind, it's important to note the language in Article 11, Section 2.D which states, *Regular carriers shall not perform auxiliary assistance on any designated holiday or actual holiday.*

Compensation when a regular carrier is required to work their designated Christmas holiday is a little different. Article 11, Section 2.C states, *If a regular carrier is required to work on the designated Christmas holiday, such carrier shall receive one and one-half (1 ½) times the daily rate of pay in addition to the holiday leave pay. (That's 2 ½ times the daily rate of pay.)*

Christmas Pay Procedures

The 2013 Christmas period for rural carriers begins Saturday, December 7, 2013 and ends as specified in the Employer's Christmas Postal Bulletin (Article 9.2.K.1). During this period there are certain time-keeping and pay rules that apply and rural craft employees should become familiar with Article 9.2.K of the 2010-2015 National Agreement.

Regular carriers are paid Christmas overtime under two circumstances. The first is when a regular carrier provides Christmas assistance on their route. If a regular carrier provides assistance on his/her route, on his/her relief day, those hours are entered in the "Xmas Assist Work Hours" block on PS Form 1314 but those hours are not included in the "Actual Weekly Hours" block. The second is when a carrier exceeds the weekly evaluated hours on his/her route. Be mindful that this is specific to the weekly evaluated hours of the route. A carrier may exceed the daily evaluated hours of the route and would not be entitled to overtime compensation. During the Christmas period a regular carrier who exceeds the weekly evaluated hours of the route is paid at the overtime rate for all hours in excess of the weekly evaluation.

The overtime rate for regular carriers (those covered under Section 7(b)(2) of the Fair Labor Standards Act in accordance with Article 9.2.A) is 150% of the carrier's regular rate. Rural Carrier Associates -RCAs (Designation 74, 78, and 79), Rural Carrier Reliefs -RCRs (Designation 75), and Part-time Flexible Rural Carriers -PTFs (Designation 76) are only entitled to FLSA overtime. FLSA overtime is paid for hours worked in excess of 40 in a week.

For those replacement carriers serving any auxiliary route compensation is provided at the hourly rate for actual hours worked during the Christmas period and are not paid based on the evaluation of the route. Overtime is paid only when the carrier exceeds 40 hours for the week.

There is no provision for paying a regular carrier for performing service on a Sunday, an actual holiday, or on a route other than their assigned route. As mentioned earlier, regular carriers can provide auxiliary assistance during the Christmas period but only on their relief day, and only on their own route.

As always, rural craft employees should become familiar with the pay provisions that apply during the Christmas period to ensure they are being compensated correctly. Additional information concerning holiday pay procedures and the Christmas period is normally printed in the December issue of the National Rural Letter Carrier magazine.

Put it in Writing!



by Charlie Brown

NRLCA District Representative
Portland District

How many ways can we say it? **Put it in writing!**

Some of the issues that continue to be a problem: request a relief employee be assigned to your route; being required to do additional work, 8127 pay; route adjustment without correct mileage; Form 50 for RCA serving a vacant route or an auxiliary route. This is the short list of problems that continue to be addressed. I will talk about each issue. I just want to remind you, nothing happens if you **don't put the request in writing**. If nothing occurs within 14 days of your request, it is time to file a grievance. If they agree to the action you have requested, **put it in writing** (You have reached a settlement).

Are you tired of being denied leave due to management not hiring? (Article 30.2.A.2) The Employer shall make every **effort to expeditiously** fill leave replacement vacancies when they occur. **Regular rural carriers shall have the right to require that a leave replacement be assigned to their route.** Additionally, Article 30.2.C.3 states "Not more than one part-time flexible rural carrier, substitute, rural carrier associate, or rural carrier relief employee will be as-

signed for each regular rural route." Yes every route is entitled to a relief employee including an H route. **Put it in writing**, you are not required to use a special form, "I hereby request that a leave replacement be assigned to my route as soon as possible." Please send a copy to me, this gives management a reasonable amount of time, which is 120 days. When a regular rural carrier has requested that a leave replacement be assigned to his or her route and management is unable to obtain an RCA, will management be required to establish a PTF position? If the office in which the regular carrier, who has requested a leave replacement, has only one route, no K routes, or where the PTF would only be assigned one K route, management will not be required to establish a PTF position? Management would continue in its attempt to obtain an RCA.

Are routes being adjusted in your office? I wanted to share part of a recent meeting with a postmaster. The postmaster required the carriers to go through and review the edit books prior to submission. The postmaster believed this was part of normal maintenance. In a letter to NRLCA President Dale Holton, from Andrea B. Wilson, manager contract administration (NRLCA/NPMHU): "Are carriers required to make corrections on edit sheets for changes due to route adjustments? No. Carriers will normally not make edit sheet changes associated with route adjustments. This is a management responsibility. If carriers are required to make route adjustment changes on the edit sheets, appropriate compensation for this type of work must be provided at the time it occurs.

This compensation could be in the form of auxiliary assistance or by utilizing Form 8127." Also during route adjustments, carriers are asked to help draw up maps. "Who is responsible for making changes (and maps) because of a new street on the route? Management is responsible for making these changes. If carriers are required to make map changes, appropriate compensation for this type of work must be provided at the time it occurs. This compensation could be in the form of auxiliary assistance or by utilizing Form 8127."

How long do you wait for the return of your edit book with case labels? From the pre-arbitration settlement Case: HOR-2J-C 2088: "The issue in this grievance is whether management violated the National Agreement

when it delayed the processing of Class labels for rural carriers in this office and failed to compensate the employees for the time required to update the CLASS label edit sheets.” “Normal label maintenance is the responsibility of the carrier. This includes periodically reviewing edit sheets, where used, when the carrier is in need of new labels and putting the labels in the case. However, because label production was not timely, additional reviews of the edit sheets were necessary.” The carriers received additional compensation. If you are having a problem with timely return of edit books, put management on notice in writing. If nothing occurs, it may be time to file a grievance.

When route consolidation or adjustments occur:

You also need to check the accuracy of the new PS 4003 and PS 4241A, mileage, box count and dismounts. In many cases we have found errors. This can be to the detriment of the carrier in either lack of pay or over payment. Overpayment will always be followed by a Letter of Demand. If you find an error, **put it in writing**. If it is not corrected within 14 days, file a grievance.

RCAs are often entitled to earn leave, yet we have found many cases where the RCA works for months or years without this ever happening. (Article 10.5.A.) “Substitutes and rural carrier associates shall earn leave benefits when serving a vacant route, or when serving the route during the extended absence of the regular carrier in excess of 90 days. On the 91st day, the employee shall be credited with annual and sick leave for the first 90 days.”

Before the 91st day, discuss this with your manager, **put it in writing** when the 91st day will occur (calendar days). If you do not receive a new PS Form 50 it would be time for a grievance. The same would be true for an RCA serving an auxiliary route (Article 10.5.B.). Please do not wait years. It makes it very hard to defend not filing a grievance. You must file a grievance within fourteen (14) days of the date on which the employee or the union has learned or may reasonably have been expected to have learned of its cause.

Most of you know I like to resolve issues without a grievance, even when this is the case I like to **get it in writing** that it will be done. If you have any questions please talk to your assigned steward.

2014 Mail Count

A mail count will be conducted for twelve (12) working days beginning February 22, and ending March 7, 2014. All routes will be counted except those routes which both the regular carrier and management agree in writing not to count. Pre-count conferences must be held no later than February 7, 2014. The new route evaluations will be effective April 19, 2014. NRLCA members will be notified via U.S. Mail of available count classes.

Richland Beckons

I’m sure you’ve all heard about our WARLCA State Convention for 2014. Consider this a reminder to be sure to attend your county’s annual meeting and get elected as a delegate so you can attend and be a participating member of your convention. Come and join the festivities!! The plans are coming together as we speak.

Who?

Us – the Washington Rural Letter Carriers’ Assn.

What?

2014 State Convention

When?

June 22nd thru 24th, 2014, with a social get together on the 21st

Where?

*The Red Lion Hanford House in Richland, WA
Single/Double \$97.95—Triple/Quad \$107.95*

Why?

To conduct the business of the association and have fun with your fellow carriers and members

As indicated above, there will be a social get together on Saturday evening. On Sunday, Monday, and Tuesday during the day, we will conduct business and listen to interesting speakers such as our District Representatives; a National Officer; and hopefully Seattle District Manager Yul Melonsen. He was a speaker last year and was very well received.

On Sunday evening, there will be a county officers’ training with dinner. All are invited, but if you aren’t a county officer, there will be a fee for your meal.

On Monday evening, there will be a banquet with a terrific meal and entertainment. The food will be good and this year for your laughing pleasure, the entertainment will be Seattle’s own comedian Chris Alpine! I look forward to seeing you there!!



EFT: An Easy Way to Donate to PAC

by Susie Hill

We've started a new year for PAC (Political Action Committee) donations so please consider either donating for the first time or increasing your current donation level.

An easy way to donate to PAC is to become a supporting member of the NRLCA-PAC by signing up for Withholding or EFT. Both of these donation methods provide an easy way to automatically contribute to PAC each month. Withholding is deducted from your pay check and EFT is a transfer from your checking account once a month. This allows the Governmental Affairs Department to know how many contributions are coming in advance. Withholding and EFT donations provide an invaluable guideline when budgeting for campaign donations. You can always add a little extra at local and state meetings. Remember, this could be your job you help save.

We will again have two \$100 winners drawn from those who have donated throughout the year. You will

receive one entry for every \$20 you donate. One winner will be drawn from contributions made at county or state meetings or mailed directly to the National Office or to me, and one winner will be drawn from those contributing by way of Withholding or EFT. You have a much better chance to win through the second method so sign up for automatic payments today.

Your State president Renee' has written an excellent article detailing the steps needed to contact your Congressional representatives. Please follow through and encourage others to do so. Maintaining 6-day delivery and rural carrier jobs are points that need to be emphasized.

This is my last year as State PAC Chair so we will be holding "Susie's Last Sale" at State Convention. Please clean out a closet or two and donate those unwanted but lovely items for the sale. You will receive a PAC donation credit for the value of your items. You can take your items to a meeting and ask your committee person to take them to convention or (the preferred way), take them yourself to Richland and experience the convention in person. There is always something to be learned and we usually have a little fun too!

Be happy and be safe.



Your 2013-14 WARLCA State Board

Front row: Taralee Mohr (Region 1), Renee' Pitts (President), Mariann Faulkner (Vice-President), Rebecca Wendlandt (Secretary/Treasurer) and Joyce Patteson (Region 4). Back row: Doug Rinehart (Region 2) and Levi Hanson (Region 3).

GRASSTOP CONNECTIONS

Who do you know?

The WARLCA is looking for anyone with contacts to political representatives, big business, or any other influential people in your community that could be helpful in contacting Washington's Senators and Representatives for support in our fight to retain 6-day delivery.

Perhaps your neighbor has a sister that works for Microsoft. Maybe your best friend has an uncle that is the mayor of a town with lots of constituents that will be voting in upcoming elections. If you think about it, I'll bet you know someone whose business could be seriously affected by the loss of 6-day delivery.

These are potential ***Grasstop Connections*** and we need your help in reaching out to these people.

What can I do?

In the upcoming months, the WARLCA will be soliciting ***Grasstop Connections*** information from you. We want you to make contact with anyone that has the potential to help you save your future, and share those connections with us. In the immediate future, feel free to utilize the ***Grasstop Connections*** chart located on the next page and send to either Renee' Cowan, ***Grasstop Coordinator*** and President; or Levi Hanson, ***Grasstop Co-coordinator*** and Region 3 Committeeperson.

For further information or if you have questions, please contact either Renee' or Levi. In addition, your county's Region Committeeperson (RCP) can assist you and will be providing ***Grasstop Connections*** information and charts at your county meetings.

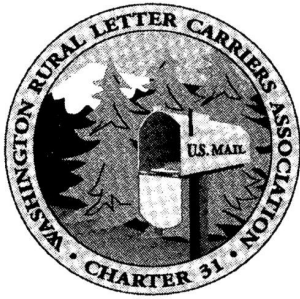
When should I start?

NOW!!

Together, we CAN make a difference!

Grasstop Connections Chart

<p><u>Name of Contact</u> (Name of person you are contacting)</p>	<p><u>Position/Company</u> (Info of person listed previously such as Boeing CEO)</p>	<p><u>Member w/Connection</u> (Your name goes here)</p>	<p><u>Member's Contact Info</u> (Your info goes here)</p>	<p><u>Comments:</u> (Person's reaction when you made contact i.e., enthusiastic, interested in helping, has other contacts, etc.)</p>
			Phone: Email:	
			Phone: Email:	
			Phone: Email:	
			Phone: Email:	
			Phone: Email:	
			Phone: Email:	
			Phone: Email:	
			Phone: Email:	
			Phone: Email:	
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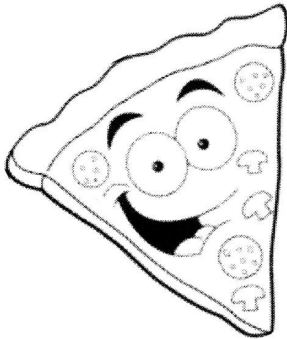


Where Service Begins With a Smile

Think you have what it takes to find New Members??

Compete with other Counties to see which one can recruit the most new members!!

The three counties with the largest net per capita increase in members as of June 1, 2014 will win one of the following prizes:

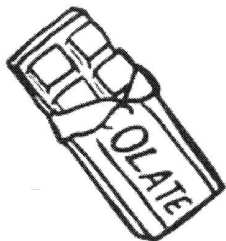


1st Prize

County Delegates will get a Pizza Party & be the first to vote in all elections at the 2014 State Convention in Richland AND a \$5 Starbucks gift card for every member that attends the first 2014/2015 county meeting.

2nd Prize

County Delegates will be the second to vote in all elections at the 2014 State Convention AND get a GIANT Chocolate Bar for every member that attends the first 2014/2015 county meeting.



3rd Prize

County Delegates will be the third to vote in all elections at the 2014 State Convention AND get a Chocolate Bar for every member that attends the first 2014/2015 county meeting.

Membership forms can be found at www.warlca.com, click on Become a Member or can be found in this issue of the Washington Rural Carrier (next page).



Where Service Begins With a Smile

**APPLICATION FORM
FOR MEMBERSHIP IN THE
WASHINGTON RURAL LETTER CARRIERS' AND
NATIONAL RURAL LETTER CARRIERS' ASSOCIATIONS
DUES YEAR 2013/2014**

NAME: _____

ADDRESS: _____

CITY: _____ **STATE:** _____ **ZIP:** _____

POST OFFICE WHERE EMPLOYED: _____

HOME TELEPHONE NUMBER: _____

E MAIL: _____

DUES YEAR RUNS FROM JULY 1, 2013 TO JUNE 30, 2014:

_____ **REGULAR CARRIER (71) PTF (76) \$595.00 YEAR / \$22.88 A PAY PERIOD.**

_____ **RELIEF CARRIER*(73,74,75,78 & 79) \$214.00 YEAR / \$8.23 A PAY PERIOD**

_____ **RETIREE \$73.00 YEAR OR \$6.08 A MONTH.**

***IF YOU DO NOT WORK IN A PAY PERIOD YOU DO NOT HAVE TO PAY DUES WHEN ON DUES WITHHOLDING.**

**COMPLETE THE BACK SIDE OF THIS
FORM, SIGN IT, AND SEND TO:**

**WARLCA STATE SECRETARY
2811 N CHASE LN
LIBERTY LAKE WA 99019-5002**

Phone: (509) 710 7840

Fax: (509) 926-9522

E Mail: WARLCA@Gmail.com

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

RURAL CARRIER CLASSIFICATION		
<input type="checkbox"/> Regular	<input type="checkbox"/> PTF	<input type="checkbox"/> Relief

<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	OR	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>
(SOCIAL SECURITY NUMBER)		(USPS EMPLOYEE ID-NUMBER)

<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>
LAST NAME	FIRST NAME	MI

MAILING ADDRESS	CITY	STATE	ZIPCODE + 4
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POSTAL INSTALLATION WHERE EMPLOYED	ZIP CODE OF INSTALLATION	INSTALLATION FINANCE NO.
------------------------------------	--------------------------	--------------------------

SECTION A - AUTHORIZATION BY EMPLOYEE

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

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

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

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

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

SECTION B- FOR USE BY STATE EMPLOYEE ASSOCIATION

R - NATIONAL RURAL LETTER CARRIERS' ASSOCIATION

SIGNATURE OF ACCEPTING UNION OFFICIAL

DATE

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

LOC#	STATE <input type="checkbox"/> <input type="checkbox"/>
DATE	REMIT #

_____, STATE SECRETARY

SECTION C- FOR USE BY NATIONAL ORGANIZATION

Date of Delivery to Employer (For National Office use)

ANIVERSARY DATE TO BE USED AT USPS PERSONNEL OFFICE



Important!
Be sure to include Postal Finance# Where Indicated.
Submit Original and Copy to NRLCA Membership Dept.

Send to
**REBECCA R WENDLANDT
WARLCA SECRETARY/TREASURER
2811 N CHASE LN
LIBERTY LAKE WA 99019-5002**

VOICE OF THE MEMBER (VOM) SURVEY

The WARLCA Board wants to know what you think so that we can improve the effectiveness of your union so that it may better benefit you. Please be thorough in your responses and answer all the questions. Your participation in the survey is anonymous and your responses confidential. Thank you for your time.

1. Now that the National Steward System is in effect and the responsibility of providing stewards is no longer a state function, what should be the priorities of the WARLCA? Rate from 1-5, with 1 being the most important priority.

- | | |
|---|---|
| <input type="checkbox"/> Legislative Issues | <input type="checkbox"/> Membership Recruitment |
| <input type="checkbox"/> Member Training | <input type="checkbox"/> Member Activities/Events |
| <input type="checkbox"/> PAC Fundraising | |

Other priorities not listed here: _____

2. Do you currently attend your county meeting? YES NO
If yes, why? (Place an X next to the reason/s why)

- | | |
|--|---|
| <input type="checkbox"/> Steward Questions | <input type="checkbox"/> Legislative Updates |
| <input type="checkbox"/> PAC Donations | <input type="checkbox"/> Meeting with Fellow Carriers |
| <input type="checkbox"/> Other _____ | |

If no, why not? _____

3. Do you currently attend any of the following state functions:
(Y or N)

- | | |
|--|--|
| <input type="checkbox"/> Boosters/Rallys | <input type="checkbox"/> Convention |
| <input type="checkbox"/> Legislative Trainings | <input type="checkbox"/> Mail Count Training |

Why or why not? _____

If not currently attending, do you plan to in the future?

- Yes No

4. Do you read the Washington Rural Carrier, our newspaper, on a regular basis? YES NO
Comments: _____

5. Do you often visit the website, www.warlca.com? YES NO

Comments: _____

6. Overall, how satisfied are you with the WARLCA? (Place an X next to your response)

- Very Satisfied
- Satisfied
- Unsatisfied
- Very Unsatisfied

If unsatisfied, why? _____

7. Additional Comments: _____

8. Your title: Regular RCA PTF Retiree Other _____

9. How long have you held the above title: _____

Thank you!
The WARLCA Board

Please complete the survey by May 1, 2014 and mail to:
Levi Hanson
1418 S Tacoma St
Spokane, WA 99203

Kounty Korner

(Disclaimer: Submissions are subject to editing for content and space constraints)

King/Snohomish

by Kurt Ekrem

Our last meeting was held Saturday, July 27, 2013 at the Round Table Pizza restaurant in Woodinville. In attendance were newly elected WARLCA President Renee' Cowan, newly elected WARLCA Vice-President Mariann Faulkner, newly elected Region Committeeperson Taralee Mohr and NRLCA District Representative Patrick Pitts. A great deal of infor-

mation was presented from the recent state convention in Oak Harbor, along with preparations for the upcoming 2013 National Convention in St. Louis.

Our next meeting will be held at Evergreen Lanes Bowling Alley in Everett on Saturday November 2, 2013, dinner at 6 p.m. with the meeting at 7 p.m. The topic for this meeting will be "Legislative Issues". We will be discussing what to expect and what we can do to get our message out to Congress.

Future meetings are tentatively scheduled for early February in Kent and in May in Everett.

Peninsula Counties

by Doug Rinehart

The most recent Peninsula Counties meeting was held October 17, 2013 at the Puerto Vallarta restaurant in Port Orchard. Unfortunately, this coincided with the Seattle Seahawk's Thursday Night Football appearance. Those who were in attendance, received information on the different features of the Form 50 and the possibilities with challenging the quality and quantity of DPS letter mail through the DPS Review process.

Our next meeting will be held January 9 or 16 in Sequim.

Who To Contact

PRESIDENT

Assistant District Representative
Historian
Reneè Pitts
PO Box 1746
Orting, WA 98360-1746
Phone 509-315-7012
Renee.Cowan@nrlca.org

3899 SE Conifer Park Dr
Port Orchard, WA 98366-2236
Phone 360-440-0889
doug_rinehart@hotmail.com

SEATTLE DISTRICT

Assistant District Representative
Also Certified in: Portland
Monte Hartshorn
PO Box 321
Castle Rock WA 98611
Phone 509-315-7670
Monte.Hartshorn@nrlca.org

VICE PRESIDENT

Nat. Gen. Ins. Representative
Mariann Faulkner
7702—284th St NW
Stanwood, WA 98292-9500
Phone 425-308-1163
marifaulkner@wavecable.com

REGION 3 COMMITTEEPERSON
Provident Guild
Levi Hanson
1418 S Tacoma St
Spokane, WA 99203-2258
Phone 509-939-4546
warlcaregion3@gmail.com

SEATTLE DISTRICT

Assistant District Representative
Also Certified in: Dakotas
Jeff Taylor
P.O. Box 164
Greenacres, WA 99016-0164
Phone: (509)342-9387
Jeffery.Taylor@nrlca.org

SECRETARY-TREASURER

Rural Carrier Health Insurance
Rebecca Wendlandt
2811 N Chase Ln
Liberty Lake, WA 99019-5002
Phone 509-710-7840
warlca@gmail.com

REGION 4 COMMITTEEPERSON
Assistant District Representative
Joyce Patteson
385 Tibbling Road
Selah, WA 98942-9253
Phone 509-580-0043
Joyce.Patteson@nrlca.org

SEATTLE DISTRICT

Assistant District Representative
Also Certified in: Portland
Scott Murahashi
PO Box 92
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Phone 541-399-0890
Scott.Murahashi@nrlca.org

REGION 1 COMMITTEEPERSON

PAC Co-Chair
Taralee Mohr
11303 211th Ave NE
Granite Falls, WA 98252-9148
Phone: 425-238-4316
taralee101@yahoo.com

PAC CHAIR
Susie Hill
PO Box 93
Vashon, WA 98070-0093
Phone 206-463-3339
s.k.hill@comcast.net

If you have questions about who to contact, start with the local steward in your office. If they are not available, reference the article by NRLCA Seattle District Representative Patrick Pitts on page 12 of this edition.

REGION 2 COMMITTEEPERSON

Editor
Doug Rinehart

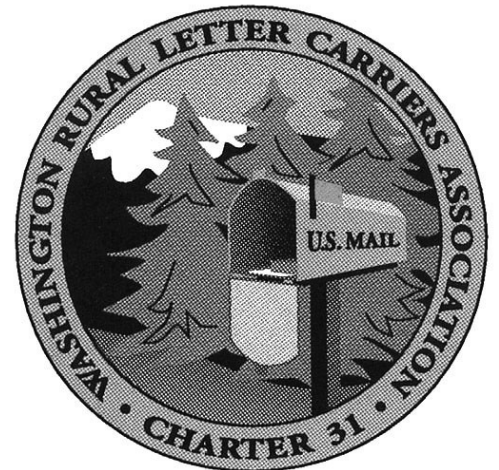
SEATTLE/ALASKA DISTRICT
District Representative
Patrick Pitts
PO Box 96
Orting WA 98360-0096
Phone: cell 509-280-7444
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Patrick.pitts@nrlca.org

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Upcoming Dates to Remember

Where Service Begins With a Smile

FEHB Open Season: November 11, 2013 through
December 9, 2013
Christmas: December 25, 2013
National Mail Count: February 22, 2014 through
March 7, 2014

Western States Conference, Albuquerque, NM: April
24-26, 2014
2014 WARLCA State Convention, Richland, WA:
June 22-24, 2014