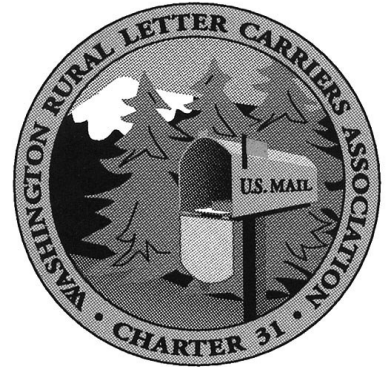


Washington Rural Carrier

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



Where Service Begins With a Smile



Rural Letter Carriers' New Years' Resolutions:

By WARLCA President Cheri Freeman

- 1.) Be informed about my job!
 - a. Study the new contract
 - b. Read *The National Rural Letter Carrier*, my monthly magazine
 - c. Attend my County Unit Meetings
 - d. Bring my questions for the steward to answer
 - e. Prepare Resolutions on issues that I want addressed concerning the contract
 - f. Attend State Convention!

- 2.) Be ready for Count:
 - a. Attend Mail Count School
 - b. Go online to the NRLCA website and review the Mail Count Guide
 - c. Bring my questions to mail count school
 - d. Bring questions and concerns to Pre-Count Conference
 - e. Be prepared to document all disputes **daily**
 - f. Call my steward immediately with issues that arise (& not wait until the end of count).

- 3.) Know who my steward is:
 - a. What is my steward's phone number (found in Special Edition of the *The National Rural Letter Carrier*, Dec. 2012.
 - b. Know my rights in the grievance procedure
 - c. Contact my steward immediately when I think management violated my rights or the contract.
 - d. File my grievance within 14 days from the day of incident

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- 4.) Know what legislation concerning the Post Office is being discussed in Congress:
- a. Check the What's New page on the NRLCA & the WARLCA websites
 - b. Get on the WARLCA Updates email list
 - c. Call or write your Congressman/woman & Senators and ask for their support in saving the Postal Service

5.) Who is my Congress person?

- Dist. 1: Suzan DelBene (new*)
- Dist. 2: Rick Larsen (202) 225-2605
- Dist. 3: Jaime Herrera Beutler (202) 225-3536
- Dist. 4.: Doc Hastings (202) 225-5816
- Dist. 5: Cathy McMorris Rodgers (202) 225-2006
- Dist. 6: Derek Kilmer (new*)
- Dist. 7: Jim McDermott (202) 225-3106
- Dist. 8: Dave Reichert (202) 225-7761
- Dist. 9: Adam Smith (202) 225-8901
- Dist. 10.:Denny Heck (new*)

*New Congressmen/women have not published their DC phone numbers yet

6.) Who are my Senators?

- Patty Murray: (202) 224-2621
- Maria Cantwell: (202) 224-3441

Happy New Year!

With the transition to the National Steward System and the state of the Postal Service still waiting on Congress, now more than ever is time to get the non-members in your office to become informed and join the union.

We have seen our membership in the Seattle District, slowing decrease in numbers, due to members retiring and new RCAs not being recruited.

I want to challenge the members in Washington State to recruit members. Remind regular carriers and relief carriers that we will be going through a three (3) week mail count in February and all carriers should be attending Mail Count Class provided by their Union. Every relief carrier working should be reminded that the route evaluation is how they are paid, that every second counts for all of the routes they work. (Only members can attend these Union paid functions.)

Carriers need to stop relying on management to provide them with contractual information, when most of the managers and supervisors contact Seattle District Operation Support for their contractual advice, not the Seattle District Labor Representative. Most of the carriers in Washington can attest to the inaccurate information provided by OPS.

So help your fellow carriers by encouraging them to know their rights, get information to better assist them with what is required in the handbooks and manuals concerning their jobs. Encourage them to find out what they are paid for and what they should receive additional compensation for.

When a non-member asks you a question concerning their rights or their pay check, encourage them to JOIN and come to a meeting and obtain handouts to help assist them better!!!



The State of Transition

By WARLCA Vice President
Renee Cowan

Hello Members,

As we complete one of our most stress filled times as rural carriers, I want to remind carriers that EAP is a confidential counseling and referral service that can help you and your family successfully deal with life's challenges. EAP services are available to you at no cost, as the USPS has prepaid these services. Confidential help with work, family, and personal matters is available 24 hours a day, seven days a week. Counselors are available to provide assistance at 800-327-4968 (800-EAP-4YOU) TTY: 877-492-7341.

**Check the
NRLCA.org web-
site for the latest
mail count guide.**

Come One and Come All to YOUR State Convention in Oak Harbor, Washington

By Mariann Faulkner
District One Representative



District 1 is hosting the state convention this year! The convention will be held in the lovely city of Oak Harbor, and yes this writer will attest to the fact that I think Oak Harbor is lovely. We will be staying at the BEST WESTERN PLUS Harbor Plaza and Conference Center. The room rates are \$99 for a double queen and \$99 for a deluxe king, there is a \$10 charge for third person sharing double room. Each room has a microwave and refrigerator and the hotel's outdoor pool and hot tub will be open. Exercise room and business center are also available for guests. There are many activities in and around Oak Harbor; the two notable ones are the Naval Air Station Whidbey Island and Deception Pass. There are numerous state parks in the area along with wineries, bird watching, country farms, boating and fishing.

Saturday night's meet and greet will not start until 7 pm; this will give more people time to arrive and have a bite to eat first. Dessert only is the food theme for our meet and greet. I hope you can all attend and get to know your fellow carriers from around the state.

Monday night's banquet will be held at the Whidbey Island State Park where we will have an All American BBQ. If you choose you can add a boat tour around Deception Pass. Discover the Bridge as you have never seen it before... by water! Enjoy the sights, smells and sounds while traveling through the whirlpools of Deception Pass aboard the Island Whaler. The Deception Pass tour boat holds 34 seated passengers and 2 standing. We have rented the boat for one hour for their sunset cruise. The boat will make two trips so the first 72 people who register and pay will get to go. I have taken

this trip and thoroughly enjoyed myself. Remember to bring your camera and a coat.

We (your state board and I) would like to invite any member who can't attend the full convention to consider coming to the Saturday night meet and greet: desserts and beverages will be served and you will have an opportunity to meet and learn more about your fellow carriers from around the state.

The Sunday night County Officer training and dinner is free to newly elected and pre-registered 2013-2014 Presidents, V. Presidents and Sec/Treasurers. If you are a county officer and can not attend the full convention, please try and make it to this training and dinner.

Monday, June 24 is the banquet/tour. This is also open to members who can not come to the convention. Boat tour seating will be first filled by delegates and their guests; any seats still available would be filled by non-delegates and their guests by first registered and paid. Refunds will be made if not enough seats are available for registrations received.

See the registration in this paper for prices and deadlines.

We have a lot of work to do; with two mail counts and implementation of the National Steward program since our last convention, I imagine quite a few resolutions will be brought before us. Make sure you attend your county unit's annual meeting so you can come and be a part of your state convention.

I look forward to seeing you in Oak Harbor!

Join The Union? Why Should You?

By Rebecca Wendlandt,
WARLCA Secretary/Treasurer



Do you get asked, "Why join the union?" I do, and it always amazes me that non-members and even many members think that the USPS would pay the same hourly pay if we did not have a union negotiating for those wages and benefits. Of course the USPS would not pay us the same; in fact, they would

like to contract us out just like HCR routes at minimum wages and no benefits. If we think things are bad now, look at what non-union delivery people make, like the person who delivers your paper. It seems to be the norm now to blame the unions if a company goes out of business, like the Hostess Twinkies, but did anyone check to see what management was making? Have you checked what top management makes at the USPS? In 2011 there were 13 employees (PMG and VP's) that made over \$225,000 a year. What always amazes me is that those managers saw the USPS going in the red year after year yet did nothing but take their bonus and retire and were never held accountable. Does the captain or the cabin workers steer the ship? Does anyone check to see if the number of managers has decreased in proportion to the number of craft workers? All I see are mandates coming down from above that make no common sense, like no overtime and no auxiliary help for all rural routes at Christmas yet we had more parcels this year than ever. And yet, how many clerks receive overtime all year long? Maybe some of the routes can keep to their evaluated hours but those routes that receive the majority of parcels can't. Why not let the postmasters decide, based on what they see on a daily basis? We no longer have postmasters, we have management puppets. Be proud that you are a member of a union that believes in livable wages and benefits. Yes, we are in the fight of our life to keep what we have, but it still beats minimum wage!

National Convention Delegates: The National Convention delegate nomination form will be in the February issue through the May issue of the National paper. All you need to have your name on the ballot is to complete this nomination form and mail it to the State Secretary. I will acknowledge the receipt of your nomination form by mail. **If you have not gotten a return postcard from me 7 days after you sent me your nomination form, please call (509) 710 7840 to verify that I received it. Otherwise your name might not be on the ballot.**

State Convention: Time to register for state convention! You will see the form in the paper and on our website, WARLCA.com. Make sure you go to your county meeting and ask to be a delegate to state convention, even if you are not sure yet if you are going. You can always not go, but if you decide later to go and are not a county delegate you won't get paid.

County Meetings: Don't think you have time to attend a county meeting where a national steward will be speaking? Who do you want to get answers from, a co-worker, a well-meaning but uniformed manager, or a national steward? It is up to you to know your rights and responsibilities. What better way than at a county meeting. That co-worker is not going to represent you if you get a letter of warning and just saying, "I didn't know the rules" is not going to keep you employed. You can also submit resolutions for changes you want to see on your next contract.

I hope to see many of you at Western States Conference. None of us get paid to attend, but I have gotten more information from these meetings than at National Convention, so I feel it is worth my time and money.

Thank you for those who have recruited a non-member and thank you all county officers for stepping up to serve your fellow members. I hope everyone has a peaceful and healthy 2013!

NEW MEMBERS	
Erik Swanson	Poulsbo
Steven Watkins	Kelso
Duane Johnson	Arlington
Laureen Chamberlin	Newport
Deanna Sanderson	Marysville
Ronald Davis	Sequim
Nancy Hillegeist	Malaga
Yelena Antonova	Marysville
Christine Cricchio	Lynden
Wilfredo Cruz	Seattle
Zenaida Purganan	Kent
Tabetha Darrow	Oak Harbor
Susan Massie	Yacolt
Lisa Lasley	Quincy
Duane Gauthier	Clayton
Katherine Stively	Liberty Lake
Trung Nguyen	Vancouver
Jessica Rogers	Marysville
Todd Ingram	Spokane
Raul Garcia	Mabton
Valerie Smith	Toledo
DECEASED MEMBERS	
Elinor Armstead, Benhart Brynildsen, Estel Healy, Robert McDonald, Faye Voie, Roger Koontz.	

History Being Made Without Fanfare

By Seattle District Representative Patrick Pitts



There are times when historical events are recognized with pomp and circumstance, with parades replete with dignitaries and marching bands, with fanfare and confetti. But there are also times when history is made with little more than a whisper. As most of you are aware, the transition from a steward system administered by the state association to one administered by the National Rural Letter Carriers' Association went into effect on November 17, 2012. The delegates to the 2011 National Convention held in Savannah, Georgia, whether they knew it or not, made history by approving the transition to a National Steward System. It was 1971 when the NRLCA changed from a "lobbying organization" to a "bargaining organization." Prior to that time, salaries, most fringe benefits and working conditions were determined by Acts of Congress, rather than collective bargaining. 1971 and the early part of 1972 was devoted to establishing the foundation of the Steward System, a system of steward representation administered by the individual state associations. It was blazing a new trail, quietly making history, and much time and thought by our National Board went into developing the new system. With excellent training being provided by the National Office, the steward system matured into a sophisticated system that served rural carriers well for 40 years.

And now, once again, history is made without fanfare. No fireworks in the sky, or celebration at midnight greeted this new day in the history of the National Rural Letter Carriers' Association and perhaps that can be viewed as a good thing. One major goal in the transition to the new system was to limit disruption to the membership as much as possible; a goal that was accomplished with flying colors. Will there be bumps in this new road we travel? Rest assured there will be; but also know that our National Board is well-prepared to confront any challenge that lie around the bend and stand ready to smooth the road we are now called to travel.

It was well said by James P. Blaisdell, the chief spokesman of the Postal Service at the first contract negotiations in January, 1971, and can be applied to our historical transition to a National Steward System, "*We're building a new road, not repairing or making changes in an old one.*"

And now, it is proper and right that we recognize those stewards and representatives who history will show as the first to hold those positions in the Seattle District under the National Steward System; and to identify who you should contact with questions that may arise on a day-to-day basis.

If you work in one of the Seattle District offices listed below, your local steward is identified. My heartfelt thanks to each of these stewards for the service they provide the members of the rural craft in their office, as well as the service they provide the National Rural Letter Carriers' Association.

Local Stewards

First Name	Last Name	Office
Donna	McKay	Arlington
David	Ray	Auburn
Dan	Marshall	Bainbridge Island
Shawn	Johnson	Bellevue
Shirley	Smith-Oswald	Bellingham
Randy	King	Bow
Tony	Lott	Bremerton

Jamie	Matthewas	Centralia
Tony	LeBlanc	Coeur D'Alene
Susan (Lorrie)	Crayne	Colville
Alicia	Peterson	Eatonville
Patti	Dixon	Ellensburg
Beverly	Adams	Ferndale
Carol	Halverson	Gold Bar
Jeffery	Taylor	Greenacres
Kevin	Krommenhoek	Issaquah
Robert	Nason	Issaquah
Christine	Hunter	Kooskia
Taralee	Mohr	Lake Stevens
Kurt	Ekrem	Marysville
Janie	Walla	Marysville
Toad	Brandt	Moscow
Diane	Way	Mount Vernon
Levi	Hanson	Nine Mile Falls
Maureen	Kamienski	North Bend
Dominic	Talavera	Oak Harbor
Kristian	Granish	Olympia
Steven	Vocke	Olympia-Lacey
David	Wood	Port Angeles
Peter	Hynos	Post Falls
Christine	Arndt	Priest River
Joseph	Solce	Sagle
Sherrie	Flansburgh	Shelton
Jan	Frymire	Snohomish
Mary Kay	York	Sprague
Mariann	Faulkner	Stanwood
Dawn	Ayers	Sumner
Jimmy	Sullins	Troy
Steve	Higgins	Walla Walla
Tammy	Donaghue	Wenatchee
Beverly	Crow	West Richland

Karen	Hill	Woodinville
Christine	Hodgson	Worley
Joyce	Patteson	Yakima
James	Folk	Yelm

AREA STEWARDS

We also have two Area Stewards; stewards who serve as the representative in specifically assigned offices. These Area Stewards bring a high level of professionalism to their assigned position and are to be commended for the service they provide those members of the rural craft they are called to represent. Each of the Area Stewards are identified below, followed by their assigned office.

Jeff Taylor

20923 E Trent Ave

Otis Orchards WA 99027-8201

(509) 993-0188

Jltsgtusmc1@msn.com

Assigned offices: Chattaroy, Colbert, Liberty Lake, Newman Lake, Otis Orchards, Rockford, Spokane Valley, Tekoa, Valleyford, and Veradale.

Janie Walla

27208 104th Dr NW

Stanwood WA 98292-8049

(425) 308-7305

thewallas@juno.com

Assigned offices: Blaine, Duvall, Eastsound, Everett, Everson, and Lopez Island

If yours is not one of the offices listed above, contact the District Representative or Assistant District Representative (formerly called State Steward or Senior Assistant State Steward) listed below. Simply find the first three digits of your office ZIP code to identify your contact person .

SEATTLE DISTRICT REPRESENTATIVES

Patrick Pitts

District Representative

Seattle/Alaska District

P.O. Box 96

Orting WA 98360-0096

509.280.7444

patrick.pitts@nrlca.org

Zip Codes beginning 982

Monte Hartshorn

Assistant District Representative

P.O. Box 321

Castle Rock WA 98611

509.315.7670

monte.hartshorn@nrlca.org

ZIP Codes beginning: 980, 981, 984, 985

Renee' Cowan

Assistant District Representative

P.O. Box 1795

Orting WA 98360-1795

509.315.7012

renee.cowan@nrlca.org

ZIP Codes beginning 983

Scott Murahashi

Assistant District Representative
P.O. Box 92
Odell OR 97044-0092
541.399.0890
scott.murahashi@nrlca.org

Cheryl Freeman

Assistant District Representative
P.O. Box 1022
Chewelah WA 99109-1022
509.675.1842
cheryl.freeman@nrlca.org
ZIP Codes beginning: 990, 991, 992

Anthony LeBlanc

Assistant District Representative
P.O. Box 71
Cataldo ID 83810
208.755.9098
anthony.leblanc@nrlca.org
ZIP Codes beginning: 835, 838

Joyce Patteson

Assistant District Representative
P.O. Box 1005
Selah WA 98942
509.580.0043
joyce.patteson@nrlca.org
ZIP Codes beginning: 988, 989, 993

Those stewards and representatives shown above will quietly enter the pages of history as the first in their respective positions. Join me in thanking each of them for answering the call to serve.

NOTE: Historical information obtained from *The National Rural Letter Carriers' Association: A Centennial Portrait* by Lester F. Miller.

You Can Win An iPad With Contributions

By WARLCA PAC Chair Susie Hill



Thanks to your State board, you have a chance to win an iPad when you donate to PAC. For each \$25 you donate (must be in increments of \$25, i.e. 5-\$5 donations will not qualify) you will receive an entry in the drawing. A donation of \$100 will equal 5 entries. If you are on an automatic payment to PAC you will receive tickets for your total donation.

Now might be a good time to sign up for a payroll deduction or bank transfer. You can donate at any county meeting or send a check to me at PO Box 93 Vashon, WA 98070-0093. Make your check out to NRLCA-PAC. The drawing will be held at the State Convention in June, 2013. A cash award of \$500 can be chosen instead of the iPad.

The second win is the benefit PAC has toward the fight for 6-day delivery. Congress will convene with new members that must be educated about the rural craft and the Postal Service in gen-

eral. Our legislative team at the National office needs your help, both financially and with letter writing. Your donation is vital for continuing the battle. Don't count on someone else to do it for you. If each one of us pays a little it will add up to a large contribution.

Write a letter to Congress-send a check to PAC. Two simple ways you can help. You can find a sample letter on the NRLCA.org website; click on Departments, then Gov't/PAC and then Grassroots.

Once again we will have our Yard Sale tables set up at State convention. Is it time to clean out a closet or two? Anything gently used can be a part of your PAC donation. Take the items to your next county meeting and give them to your district representative. If you also give them a list of what you donated I can give you a PAC receipt.

My best to all of you for 2013 and thank you for your help.



Washington Rural Letter Carriers' Association
Statement of Activities - Previous Year Comparison
 July through December 2012

	Jul - Dec 12	Jul - Dec 11	% Change
Ordinary Income/Expense			
Income			
400000 - Dues Income	239,827.05	245,177.83	-2.2%
410000 - National General Insurance-GMAC	6,238.00	8,787.37	-29.0%
420000 - Reimbursements & Refunds	8,017.33	7,806.00	2.7%
Total Income	254,082.38	261,771.20	-2.9%
Expense			
500000 - Per Capita Expenses	824.88	414.16	99.1%
520000 - Meetings and Conventions	60,039.83	62,460.23	-3.9%
530000 - Equipment Expense	301.64	783.66	-61.5%
550000 - Payroll Txs-Acct Fees-Other Exp	35,286.76	31,228.73	13.0%
610CF - President - Cheri Freeman	2,271.16	2,302.90	-1.4%
620MH - Vice President - M. Hartshorn	0.00	1,381.74	-100.0%
620RC - Vice President - Renee' Cowan	1,762.03	0.00	100.0%
620RP - Vice President - R. Pike	0.00	20.00	-100.0%
630RW - Sec/Treas. - R. Wendlandt	26,408.14	23,268.60	13.5%
640DR - Editor - Doug Rinehart	391.00	0.00	100.0%
640SH - Editor - Susie Hill	508.61	1,264.81	-59.8%
645000 - Washington Rural Carrier (WRC)	2,831.00	2,068.16	36.9%
650MF - District 1 - M. Faulkner	2,650.82	1,836.06	44.4%
660DR - District 2 - D. Rinehart	2,576.17	0.00	100.0%
660RC - District 2 - R Cowan	0.00	1,538.25	-100.0%
670CK - District 3 - C. Koker	0.00	134.82	-100.0%
670JL - District 3 - J. Lee	3,227.89	2,684.22	20.3%
680EO - District 4 - E. Ogdon	0.00	2,442.32	-100.0%
680JP - District 4 - Joyce Patteson	1,992.32	0.00	100.0%
700000 - Steward Training Expenses	3,324.20	6,020.30	-44.8%
700PP - Full Time State Stew - P. Pitts	31,290.69	37,014.14	-15.5%
740MH - Senior Asst Stew - M. Hartshorn	8,795.36	9,389.72	-6.3%
770JP - Senior Asst Stew - J. Patteson	12,104.93	10,626.08	13.9%
791RC - Senior Asst Stew - R. Cowan	12,472.55	19,021.56	-34.4%
792CF - Senior Asst Stew - C. Freeman	12,576.31	15,201.01	-17.3%
873MF - Area Steward - M. Faulkner	0.00	858.17	-100.0%
874JT - Area Steward - J. Taylor	3,602.38	2,154.10	67.2%
875JW - Area Steward - J. Walla	3,899.09	3,211.00	21.4%
880LS - Local Steward	131.96	33.95	288.7%
Total Expense	229,269.52	237,358.69	-3.4%
Net Ordinary Income	24,812.86	24,412.51	1.6%
Other Income/Expense			
Other Income			
450000 - Interest Income	781.70	935.75	-16.5%
Total Other Income	781.70	935.75	-16.5%
Net Other Income	781.70	935.75	-16.5%
Net Income	25,594.56	25,348.26	1.0%

Washington Rural Letter Carriers' Association
Statement of Financial Position - Compared to Previous Year
As of December 31, 2012

	<u>Dec 31, 12</u>	<u>Dec 31, 11</u>
ASSETS		
Current Assets		
Checking/Savings		
101000 - Chkg - WA Trust Bank	20,685.87	220.37
102000 - Svgs - APCU	52,039.92	86,100.40
103000 - Chkg - Atlanta Postal Credit Un	14.87	1,009.29
104000 - Emergency Fund - APCU	30,577.79	17,043.29
141000 - C.D.#71 APCU 12 mo (8-1-2006)	31,150.77	30,775.34
143000 - C.D.#73 APCU-12 mo (2-8-07)	29,897.67	29,549.37
Total Checking/Savings	<u>164,366.89</u>	<u>164,698.06</u>
Total Current Assets	<u>164,366.89</u>	<u>164,698.06</u>
TOTAL ASSETS	<u>164,366.89</u>	<u>164,698.06</u>
LIABILITIES & EQUITY		
Liabilities		
Current Liabilities		
Other Current Liabilities		
210000 - Payroll Liabilities		
210100 - 941 Employee FICA Tax WH	-3,274.84	-4,079.95
210400 - 940 (FUTA) Federal Unemployment	35.66	96.84
210500 - State Unemployment Tax	49.88	167.29
210600 - Labor and Industries Tax	465.27	577.21
220000 - Full Time Employee Liabilities		
220100 - Full Time Life Insurance	76.70	107.85
220200 - Full Time FERS Liability	1,528.89	2,108.65
220300 - Full Time Health Insurance	2,974.30	3,991.61
220500 - Full Time Accrued Annual & S/L		
220502 - Patrick Pitts Accrued A/SL	0.00	14,838.79
Total 220500 - Full Time Accrued Annual & S/L	<u>0.00</u>	<u>14,838.79</u>
Total 220000 - Full Time Employee Liabilities	<u>4,579.89</u>	<u>21,046.90</u>
Total 210000 - Payroll Liabilities	<u>1,855.86</u>	<u>17,808.29</u>
Total Other Current Liabilities	<u>1,855.86</u>	<u>17,808.29</u>
Total Current Liabilities	<u>1,855.86</u>	<u>17,808.29</u>
Total Liabilities	<u>1,855.86</u>	<u>17,808.29</u>
Equity		
390000 - Net Assets	136,916.47	121,541.51
Net Income	25,594.56	25,348.26
Total Equity	<u>162,511.03</u>	<u>146,889.77</u>
TOTAL LIABILITIES & EQUITY	<u>164,366.89</u>	<u>164,698.06</u>

WARLCA 2013 STATE CONVENTION REGISTRATION

June 23, 24, & 25, 2013 (Sunday-Monday-Tuesday)

BEST WESTERN PLUS Harbor Plaza and Conference Center

33175 State Route 20, Oak Harbor, W A 98277

Room rates are under Washington Rural Letter Carrier special rate:

Deluxe Double Queen \$99, Deluxe King \$99 (plus current taxes)

\$10 charge for third person sharing double room

Call 360/679-4567 or 800-927-5478 Room Reservations Deadline is June 1, 2013

Name: _____ 1st time Attending? _____

Address: _____

Phone: _____ Staying at Best Western? _____ (we have to meet room night guarantee)

There is a \$50 fee per delegate for registration; however Fee will be **waived** for any **one** of the following:

1. If staying at the Best Western for a minimum of 2 nights (only 1 person can use the room number) OR
2. If purchasing one banquet ticket.

Saturday, June 22: Meet and Greet 7PM to 8PM All Welcome

Cost \$5 Dessert Only (under 2 free) #attending _____ \$ _____

SUNDAY JUNE 23: FIRST DAY OF CONVENTION STARTS AT 8:30 AM

1ST Timers to Convention Meeting at 8 AM (free) #attending _____

County Officers Training/Dinner 6 PM Sunday Evening All Welcome

Free to newly elected and pre-registered 2013-2014 Presidents, V. Presidents and Sec/Treas

Cost to others \$25 #attending _____ \$ _____

Buffet: Hearty Favorites: Mixed Wild Green Salad, Garlic Bread, Chicken Pasta Alfredo and Carrot Cake.

Vegetarian option available #vegetarian _____

MONDAY JUNE 24: SECOND DAY OF CONVENTION STARTS AT 8 AM

MONDAY Evening Banquet: PICNIC AT THE PARK at 5 PM

Buffet Dinner: All American BBQ

Mixed Wild Green Salad, Old Fashioned Potato Salad, BBQ Beef Hamburgers,

Beef Hot Dogs, Cookie & Brownie Medley, soda and water.

Cruise: ½ hour cruise around Deception Pass. Boat holds total 36 passengers with 2 standing,

Two cruises – 6:00 and 6:30pm. Passengers limited to the FIRST 72 registered and paid

Special Note: Discover Pass or pay at site for parking.

Dinner and Cruise Cost \$35 #attending _____ \$ _____

Dinner only Cost \$25 #attending _____ \$ _____

Vegetarian option (Veggie Burger) #vegetarian _____

TUESDAY JUNE 25: THIRD DAY OF CONVENTION STARTS AT 8 AM

No food functions.

Total Enclosed \$ _____

CHECK HERE IF NOT ATTENDING FULL CONVENTION (If checked you will not receive a delegate check) _____

Make Checks Payable to WARLCA and send to 2811 N Chase Ln., Liberty Lake WA 99019.

Payment must be sent with registration **AND MUST BE RECEIVED BY May 31, 2013 TO AVOID \$25 LATE FEE.** If you find you are unable to attend, please contact Becky Wendlandt for refund, however, no refunds after June 10, 2013 until after convention and approved by board since we have to guarantee total number of meals ahead of time.

RESOLUTION

CHECK APPROPRIATE BOX

SAVE FILE AS COUNTY, # AND SEND
TO ST SEC BY E-MAIL

- BINDING
 NON-BINDING

The following Resolution was adopted at the 2013 Annual Convention of the (County) _____ Rural Letter Carriers' Association. It is hereby submitted to the Resolutions Committee of the 2013 State Convention in Oak Harbor, WA, for consideration and appropriate action.

ISSUES

Check one:

- | | | |
|---|---|---------------------------------------|
| <input type="checkbox"/> AUTOMATION | <input type="checkbox"/> MAILCOUNT | <input type="checkbox"/> VEHICLE |
| <input type="checkbox"/> BENEFITS | <input type="checkbox"/> RELIEF DAY | <input type="checkbox"/> WORK RULES |
| <input type="checkbox"/> EMA | <input type="checkbox"/> RETIREMENT | |
| <input type="checkbox"/> GRIEVANCE PROCEDURES | <input type="checkbox"/> SALARY | <input type="checkbox"/> OTHER |
| <input type="checkbox"/> LEAVE REPLACEMENTS | <input type="checkbox"/> TIME STANDARDS | <input type="checkbox"/> CONSTITUTION |

The following procedures are suggested for effectively presenting state – adopted Resolutions:

- 1) Place only one Resolution per sheet.
- 2) Formatting instructions: Font-Times New Roman; Font Size 11;
New Language **BOLD**; Omitted Language ~~Strikethrough~~
- 3) Indicate if the Resolution is intended to be binding or non-binding (above).
- 4) Indicate the issue this resolution concerns (above).
- 5) Identify any Handbooks, Manuals, or Written Documents to be amended:
By: (a) Name of Document _____
(b) Article _____ Section _____ Paragraph _____
- 6) Explanatory paragraphs should be headed as follows: (If spaces below are inadequate, use additional sheets with the appropriate heading).

WHEREAS:

BE IT RESOLVED:

INTENT OF / REASON FOR CHANGE:

Signature _____
County Secretary

Date _____

Instructions:
1. Send signed original with cover to Becky by mail.
2. Send word document by E mail to Becky.

2013 Western States Conference Henderson Nevada



April 25-27 (Wednesday evening through Friday)
 Sunset Station Hotel Casino
 1301 W. Sunset Rd.
 Henderson, NV. 89014
 (702) 547-7777 or (888) 786-7389
 Room Rates are \$65.00 plus tax & ammenity fee

Room Rates Available Monday through Saturday
 Meeting Room Block Under
 "Nevada Rural Letter Carriers/Western States Conference"
 Code: SCINR04
Room Block Held Until March 29

Nearest Airport: Las Vegas (LAS)
 Shuttles Available: Arrival Wednesday April 24 on the hour from 12pm-7pm
 Departures Friday April 26 on the hour from 1pm-6pm
 Starfleet Shuttle Service...Level 0 at Terminal 1

Don't miss the retirement seminar Friday at the end of business meeting!

CONFERENCE REGISTRATION:	Number	TOTAL
<div style="display: flex; align-items: center;"> <div> <p>Four of a Kind: Before March 29 \$20 After March 29 \$30 X _____ \$ _____ Includes Meeting and Wednesday Night Reception (Reception at 6:00 P.M.)</p> </div> </div>		
<div style="display: flex; align-items: center;"> <div> <p>Royal Flush: Before March 29 \$65 After March 29 \$75 X _____ \$ _____ Includes Meeting and Wednesday Night Reception Also Includes Thursday Night Banquet</p> </div> </div>		
Please Print	TOTAL ENCLOSED	\$ _____
Name: _____		
Address: _____		

ENCLOSE CHECK (Payable to "Western States Conference 2013") SEND BY APRIL 10 TO: Joan Reynolds 1110 E. Crystal Canyon Ct. Reno, NV. 89508		
QUESTIONS? Call Jim at (702) 636-1622 or email lasvegasdomez@yahoo.com		

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Also Certified in: Dakotas
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AREA STEWARD

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Phone 509-993-0188
JLTSGTUSMC1@msn.com

If you have questions about who to contact, start with the local steward in your office. If your steward is not working the day you need to talk with him/her, leave a note on his/her case for them to talk with you as soon as possible. Leave your phone number.

Need (or want) a copy of your county Constitution and your county Secretary/Treasurer does not have a hard copy available? E-mail Rebecca Wendlandt, your state Secretary/Treasurer and she will send you one (electronically or hard copy). Also, they are posted on the WARLCA website.

Washington Rural Carrier
2811 N Chase Lane
Liberty Lake, WA 99019-5002

NonProfit Org.
U.S. Postage Paid
Blaine, WA
Permit #106

Change Service Requested

Washington Rural Carrier

Upcoming Dates to Remember

County Meetings

Island, Skagit, San Juan	1-28-13
East Central	1-26-13
King-Snohomish	1-26-13
Mutual	1-26-13

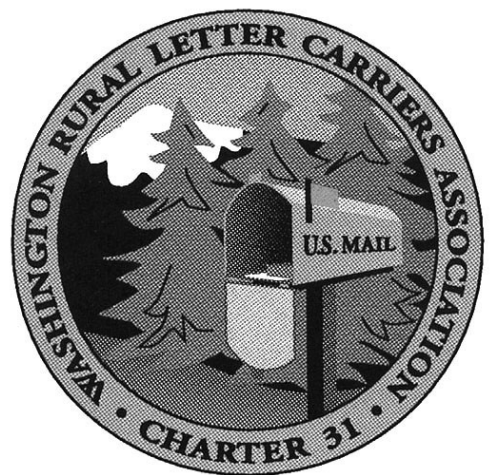
Mail Count

February 9, 2013 through March 2, 2013

Spring Informational Meeting

Spokane, April 7 2013 1-4 pm

Q&A 4-5 pm



Where Service Begins With a Smile