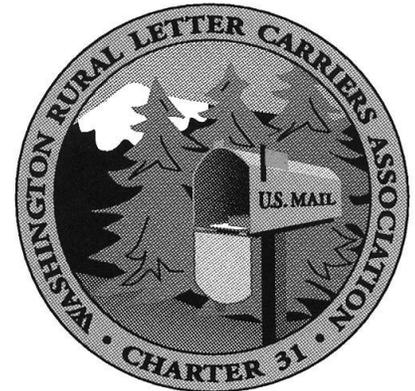


Washington Rural Carrier

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Fall 2015



Where Service Begins With a Smile

The 111th Convention of the NRLCA

By Renee Pitts, WA RLCA President

The 111th Convention of the National Rural Letter Carriers' Association was held August 18-21, 2015, in Reno, Nevada. There were 20 regular delegates and one alternate delegate from Washington State in attendance. I'm pleased to report again this year that we had a non-delegate in attendance and I want to personally thank him for attending Convention without compensation and also for helping to set up the hall for the banquet when asked. Way to go, Kristian Granish!

While the Convention officially began Tuesday, August 18, there were events, meetings, and seminars available to the attendees on Monday, August 17, leading up to Tuesday, and also Tuesday evening as well. Informational seminars were available on: legislative issues, Thrift Savings Plan (TSP), Office of Workers' Compensation Programs (OWCP),



National Convention: where the membership conducts the business of the Union

automobile insurance from National General (NRLCA vehicle insurance), rural carrier academies, health insurance programs, pre- and post-retirement, and retirement financial planning, with the retirement seminars being for both the Federal Employee Retirement System (FERS) and the Civil Service Retirement System (CSRS).

Dr. Ken Mericle, NRLCA panel member for the engineered time study, spoke at the State of the Union update seminar on Monday afternoon and gave information on the time study. Unfortunately, I missed some of that due to my committee assignment, but what I heard was

interesting.

I was appointed by NRLCA President Jeanette Dwyer to be Co-Chair of Tellers 4 and our committee started their work on Monday *(continued on page 3)*

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Local Steward? (Yes/No)

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morning, counting and labeling ballots for all possible elections and votes.

In addition, Chrissy Miller, member of the Pennsylvania RLCA, and I were asked to present the academy seminar this year. I worked several evenings and one day leading up to the Convention creating a PowerPoint presentation and developing handouts. We presented the training on Tuesday evening with over 150 members in attendance.

NRLCA Vice President Ronnie Stutts, in conjunction with President Dwyer, asked Chrissy and I to work with Postal Headquarters on creating new training for the RCA academies. We have been working with Postal Headquarters since July, including a work trip to Phoenix, Arizona, the week of September 21st. I am very honored and excited to be part of this work!

Now back to the Convention. The opening session on Tuesday, August 18, began with the "Parade of States", a moving recognition of all the State Associations comprising the National Rural Letter Carriers' Association. For the first time, Puerto Rico was recognized as its own State Association, previously having

never had a vote at our National Convention. This was followed by the Pledge of Allegiance, our National Anthem, and the invocation. We then heard welcoming comments from postal and governmental dignitaries followed by a response from Association and Auxiliary Officers.

Tuesday afternoon featured the Outstanding Member of the Year and Auxiliary Member of the Year presentations during which our own Doug Rinehart was recognized as Washington State's Outstanding Member of the Year.

The highlight of Tuesday was the presentation by new Postmaster General, Megan Brennan. It was refreshing to her statement "let's join in our similarities and not our differences", a big difference from our previous Postmaster General. She provided us with a lot of information. Did you know that 56% of rural carriers drive postal vehicles, and that the Postal Service has 153 million delivery points, 610,000 employees, and 31,000 post offices? The new Postmaster General made a statement that we bind the nation together, and she is right.

(continued on page 4)



The Washington presence at National Convention 2015

A total of 20 regular delegates, one alternate delegate, and one non-delegate, including three first timers.

Front row: Isabella Lopez, Lisa Benson, Renee' Pitts, Mariann Faulkner, Dawn Ayers, Taralee Mohr, Janie Walla, Shawn Johnson

Middle row: Becky Wendlandt, Patrick Pitts, Joanne Dillon, Karen Hill, Joyce Patteson, Susie Hill, Colleen Headley

Back row: Monte Hartshorn, Kurt Eckrem, Jim Hemrich, Dan Schrup, Doug Rinehart, Kristian Granish, Levi Hanson

The Wednesday session opened with a presentation of membership awards and state publication awards. Wednesday afternoon through Thursday and into Friday morning, the delegates addressed the "nuts and bolts" of the Convention - proposed constitution changes and resolutions, both binding and non-binding.

Friday brought the election of NRLCA Officers. Those officers who were elected at the 111th National Convention are as follows: President, Jeanette Dwyer; Vice President, Ronnie Stutts; Secretary-Treasurer, Clifford Dailing; Director of Labor Relations, Joey Johnson; Director of Steward Operations, David Heather; and Executive Committeeman, Shirley Baffa. For a complete list of our current National Officers,

visit nrlca.org.

Once again, the biennial convention failed.
Total Ballots: 1105 Votes needed to pass: 737
Total Yes: 478 Total No: 627

For a comprehensive report of the National Convention, including a verbatim transcript of the convention proceedings, please refer to the National Rural Carrier magazine. The publishing and mailing of the National Convention issue of the magazine was, if you remember, one of the items addressed in a constitution change last year. New procedures were implemented for those wishing to obtain a hard copy of the Convention issue. Visit the National website, nrlca.org for details.



Fall Informational Rally

Attention rural carriers! Wondering what's coming up in the next couple of months? Come learn! At the Fall Informational Rally, being held in Seattle, listen to speakers and take in the presentations on Saturday, October 17. The rally will be at the DoubleTree Suites by Hilton, 16500 Southcenter Parkway, Seattle WA 98118. The meeting will be from 5pm to 8pm with a Q&A available from 8 to 9PM.

- Seminar topics will include:
- Upcoming Christmas period – pay & procedures
- Update on contract negotiations
- 2016 National Mail Count
- Engineered Time Study
- Letters of Demand
- 2016 State Convention
- PAC updates, raffles, and drawings
- And more!

Don't miss this opportunity. Knowledge is power, so get informed! If you are a County Officer or appointed liaison, you may qualify for reimbursement.

Update for Anyone Interested in Becoming an On the Job Instructor (OJI) and/or an Academy Trainer for the Seattle District:

If you remember in the Spring 2014 issue of the WRC, Renee' wrote an article about becoming a certified trainer for the District. After hearing from several members that they couldn't find the job numbers to submit an application, she did a little digging. Renee' spoke to the Manager of the PEDC and here is the new procedure for submitting your e-career profile:

Interested Rural Carriers need to fill out their e-career profile, print a hard copy and send it along with a supervisory evaluation of your work history from your current supervisor to the following:

US Postal Service, Seattle Processing & Distribution Center
Attn: Mina Varma, H.R. Specialist, LDDC
10700 27th Ave S
Seattle, WA 98168-1899

Once she receives the application, you will be contacted for a phone interview. If you are found to be a suitable candidate, they will offer you the opportunity to get certified locally or through LMS training. You will watch and observe a live classroom with a seasoned instructor and then turn around and teach a class. At that point, you are fully certified to teach a class on your own. View the vacancy announcement on pages 26 and 27.

July 26-30, 2015 Minutes from WA RLCA Board Meeting Hampton Inn, Ellensburg WA

Members in Attendance: Renee' Pitts, President; Mariann Faulkner, Vice President; Becky Wendlandt, Secretary-Treasurer; Taralee Mohr, Region One Committeeperson; Dawn Ayers, Region Two Committeeperson; Levi Hanson, Region Three Committeeperson; and Joyce Patteson, Region Four Committeeperson.

Ground Rules:

The ground rules were read and reviewed.

Minutes and Task List:

The minutes from the July 1, 2015 Board meeting were reviewed and approved. The tasks were read and updated.

2015 State Convention Overview and Totals:

The Board approved the convention overview and Becky will send it to Lisa for the WRC.

Tara gave the final PAC totals which are:

Quilt: \$240 at convention, with total of around \$500

Bank Bags: \$140

Dancing with Joey: \$562

Dinner with Joey: \$120

Poker Night: \$140 1st place and \$88 2nd place

Dessert Auction: \$800

Silent Auction: \$845.75 cash and donations

Total cash received at convention: \$2,436.00

Total gift donations at convention: \$1,840.19

Total cash and gift at convention: \$4,276.19

Total so far would put us at 19th place at National, with per capita at 20th place at \$4.58 per member.

Year to Date: At least \$15,000 of cash and donation, not including sustaining donors.

Total delegates: 54

First Timers: 4, and 1 guest

Retirees: 9

Meet and Greet had 41. Total cost was \$208.13. Delegates paid \$5 each, so our cost was 8¢ each.

County Officers had 38. Total cost was \$1730.06. Delegates paid \$350.00, so our cost was \$36.32 each (county officers for 15/16 year did not have to pay).

Banquet had 46. Total cost was \$2,393.47 for food and \$500.00 for entertainment. Delegates paid \$1,800.00, so our cost was \$23.77 each.

Suggestions for next year:

The registration committee should explain what the dots on back of the delegates badge mean for food functions.

We should have a fillable form for registration and committee reports.

The Board needs more time to review packets and instructions prior to convention.

Officers' Training:

The Board reviewed the State Officers' Resource Manual updated by NRLCA.

New Hire Orientation:

The Board discussed new hire orientation and the need to attend and recruit them if the new hires are not going to an Ad Hoc site that has a trainer who will recruit. The Board agreed to use the new hire packets.

Social Media Policy:

The Board reviewed and signed the social media policy.

Board Policy:

The Board reviewed each item on the board policy.

Changes were:

Under Board Policy: 3. All E mails to have a relevant subject line.

Under Distribution of Expenses: 8. Actual reasonable cost of lodging and a meal allowance of \$30.00 will be reimbursed for each overnight stay **and one travel day** that is required for association business.

Under Board Representation: At County Meetings: 2. Region Committeepersons are encouraged to attend each County meeting in their Region. Region Committeepersons (or their State-level designee) must attend each annual County meeting in their Region. Region Committeepersons are not required to attend any County meetings outside their Region unless designated to do so by the Board. For attending the County meetings in their Region, except for their own County Unit, Region Committeepersons (or their State-level designee) will be reimbursed round trip mileage and will receive \$150.00. If total projected Union time **meets or exceeds** 8 hours, the Region Committeeperson/designee will receive ADOP in lieu of the \$150.00.

Under State Convention: 1. The Vice President will be responsible for developing 'Convention Standing Rules' that will first be reviewed by the Board for approval and then **published in the Spring issue of the WRC.**

2015 National Convention:

The Board had consensus to not put a cap on State-paid 2015 National Convention Delegates. Renee' will bring the flag, banner, and chair backs to National

Convention and is authorized to voucher the expense. Renee' said the SAC officers are asking for Harley Davidson shot glasses, poker chips, and cards for an auction for the Auxiliary. The Board reached consensus to put in a proposed constitution change about having all National Convention delegates write a 250-word report for the Fall issue of the WRC.

2016 State Convention Region 3:

The Board put the cap for State Convention delegates at \$28,000.00. The Board went on and brainstormed speakers, realizing that with five elections there might not be much time. Speakers brainstormed were: Cathy McMorris-Rodgers; Senators Murray and Cantwell; Mayor of Spokane Valley; Location Postmaster, Jim Sykes; Premerton (airmail planes); possibly someone from Western Area on retention; Alexis Delgado, manager of human resources; and David Picard, manager of PEDC. Mariann will be in charge of the memorial. The Saturday ice-cream social is free and provided by the hotel. Levi talked about options for the banquet, with the airmail planes not available for hanger banquet, Rockin' B Ranch, Arbor Crest, and Coeur d'Alene cruise.

The Board discussed the elections procedures and Tellers Committee.

2017 State Convention Region 1:

Tara reported on two bids she got from Best Western Oak Harbor and Holiday Inn at Everett.

2018 State Convention Region 4:

Joyce reported on two bids from Clover Island in Kennewick and Red Lion in Richland and Pasco. The dates will be June 24, 2018 until June 26, 2018.

Website:

Becky presented Google analytics on the website. Consensus that Becky will do updates after first getting approval from Renee'.

Region 1 Committeeperson Report:

Tara reported that Island, Skagit, San Juan will be meeting September 17 in Mt Vernon and Whatcom will be meeting September 24 at Round Table Pizza. King Snohomish officers are meeting to do the LM and to schedule their meetings and already had one meeting July 11 at Kent with \$135 cash collected for PAC and \$25 gift donation.

Region 2 Committeeperson Report:

Dawn said Lower Columbia will be meeting August 6 to do the LM. Peninsula had a barbeque meeting July 12 and will be meeting October 8, January 14 and April 14. Peninsula has already completed their LM. Mutual is meeting in September.

Region 3 Committeeperson Report:

Levi said East Central has not yet set up any meeting

dates and the officers are meeting to do the LM. East Central's first meeting will be in late September or early October, and possibly with a tour of the Spokane plant. Levi said the Vice President of East Central has resigned. North East has two meetings per year normally but he hasn't heard from the officers. North Central has one meeting in the spring. Levi will update the flash drives and write a letter to send to the County Officers not in attendance at the County Officers' training and also to the Board.

Region 4 Committeeperson Report:

Joyce reported that Apple has a meeting scheduled for October 3 in Grandview. Apple meets twice per year. Whitman Asotin sometimes meets in the fall but will probably just have a spring meeting. South East was not at the State Convention and meets one time per year.

VOYA Plan:

The Board decided to keep the same trustees of the WA VOYA plan, Joyce Patteson and Becky Wendlandt. All Board members are currently on the VOYA plan. The Board reviewed the costs and total in the account.

Budget/Planning Dates:

The Board reviewed the budget for 15/16 year and set up meeting dates, as well as holding County Officers' training in the regions after State Convention rather than at State Convention. The Board reached consensus to pay County Officers, appointed legislative liaisons, and PAC chairs \$50 per person to attend the fall and spring meetings, total of up to \$100 each to attend both meetings, with a limit of \$50 per person per meeting if holding two titles. The Board also discussed free lunch for County Officers, giving plaques/awards, and some way of recognizing them.

Fall Meeting: October 17, 2015, Saturday, on the west side (Everett or Seattle area) from 5 PM to 8 PM with Q/A from 8 PM to 9 PM.

Fall Board Meeting: October 17, 2015 from 3 PM to 5 PM (board travel in the morning), October 18 and 19 full day, and October 20, 2015 one half day meeting in the morning and travel in the afternoon.

Spring Meeting: Will be discussed at next Board meeting.

Spring Board Meeting: April 3-7 at the Mirabeau Hotel in Spokane. April 3, 2016 from 2 PM to 5 PM, April 4, 5, 6 full day, and April 7 half day with travel in the afternoon.

Pre and Post-Convention Board Meeting: The pre-Convention Board meeting is June 10, Friday from 3 to 5 PM, and Saturday June 11 all day. The post-Convention meeting is Wednesday June 15 half day

with travel in the afternoon.

2016 State Convention: June 12, 13, 14, 2016

Western States Conference: April 21-24 at Salt Lake City, Utah

Equipment:

The Board reviewed the equipment. Discussion on new sound system and wireless microphones.

Recruitment:

The Board discussed recruitment.

Western States Conference 2017:

The dates for Western States Conference are April 21, 22, 23, 2017. Discussion on Seattle and Spokane area as well as reviewing bids from hotels. The Board narrowed it down to Doubletree in Seattle South Center, Red Lion Renton/Seattle and Red Lion Inn at the Park in Spokane.

District Representative Report:

Patrick Pitts joined the Board and presented the annual reports of the ADRs and DR. Patrick updated the Board on current grievances statistics.

Historian:

Patrick presented to the Board a long partial list of contents in the Historian storage. Patrick has asked that he keep historical items in his possession for one year to get historical articles from them. Patrick would like to complete a book on these articles by next year. Some of the items he has purchased himself.

Meeting with Editor:

The Board met with Lisa Benson, Editor. Consensus that Dawn receives an ADOP day if Lisa needs help on Convention issue and that Lisa receives an ADOP day for the Convention issue, along with \$375 salary for Convention issue since it is her first paper. If Lisa has any suggestions she is to contact Renee'. Consensus that each Board member will send their final article to Lisa and she will contact individually the Board member if something needs to be changed other than spelling or punctuation.

Lisa reviewed her ideas with the Board: Legislative updates from legislative liaisons could be in Kounty Korner, as well as town hall meetings review. Standing block in the paper saying if you do not know who your steward is contact any of the ADRs or DR, and topics for County Unit meetings that Patrick has given out. Lisa said she will be attending the editors' seminar at National Convention.

WRC:

Fall Issue: Deadline for articles: September 24, 2015. Lisa to send paper to board by October 1, 2015, with final approval by October 4, 2015 and send to printer by October 7, 2015.

To be in fall issue paper: New members, deceased members, suggestion box, Kounty Korner, 50-year membership applications, financial report, Board minutes, article from DR, announcement for fall meeting, annual meeting deadline, box to encourage members to sign up for email updates, 2016 Convention information, d/w form and RAFT, with last page having upcoming events and legislative information. All Board members will have articles; Renee': National Convention overview, Levi: Convention and historian information, Tara: PAC, Mariann: article on forming auxiliary/junior program, Dawn: Why should I be a local steward, Joyce: letters of demand and any other hot topics. All appointed Officers should write articles about their duties.

PAC:

Tara reported the final figures for PAC is \$15,760.72 of cash and gift donations with 584 transactions.

Tara said this year's PAC goal is over \$16,760.00 and hopefully \$20,000.00. The Board discussed using John Martin's donation of first day issues and framing them.

Dawn said the lanyards cost \$1.50 each with WA RLCA logo on them. Renee' talked about a possible donation from her of water bottles that can be sold for PAC. Tara said the silent auction with baskets worked really well. Tara reported that the quilt was the biggest fundraiser at around \$560 cash with the Heathman rooms second at \$400 cash.

Levi reported on information he received from three coffee companies that can be used for a fundraiser.

County Units:

The Board discussed the flash drives for County Officers.

Task: Renee' to send Lisa an update for the WRC that all County Officers are to bring jump drives to their County and fall/spring meetings to be updated. This could be in the Kounty Korner.

Discussion on County Units that would like to print their meeting notices online but don't want to use a personal credit card. Suggestions that the County Unit purchase a VISA credit card for this and that the State set up an account online and fund it with rules/restrictions, County to authorize purchase ahead of time, etc.

Unfinished Business:

Levi brought up ideas on how RCAs could get additional work in other offices.

The Board decided to table the cards for first timers to next Board meeting.

After reviewing June vouchers and a meeting critique the Board adjourned at 1:30 PM on July 30, 2015.

What's Old is New Again; Schedules and Scheduling

By Patrick Pitts, DR Seattle/Alaska District



The year was 2007; it was October of that year that the fur began to fly, so-to-speak, in the Seattle District. The district manager had just sent out a 17-page memorandum to all offices with rural delivery. The memorandum contained three separate memoranda, one of which provided information on

the Christmas period, which always starts on the first Saturday in December and ends as identified by the employer though the Postal Bulletin, and one that provided instruction to the local managers regarding schedules and scheduling. Thus started the pressure on rural carriers in the district, related to the Rural Delivery Standard Operation Procedures (RDSOP).

And now, here we are again, closing in on the start of the Christmas period, and once again we are seeing pressure put on carriers related to their schedules. In many areas, we are seeing strict enforcement of "start times," the time identified on the route's PS Form 4240 as the time the carrier is to begin work for the day; and a measure of pressure on the carriers concerning not only their start time, but their leave and return time as well. Now that's all fine and nice (not really as you will see) but as the Postmaster General, Megan Brennan, said while addressing the delegates at the recently held NRLCA National Convention, we are in the business of providing service. That service is not only getting the mail to our customers in a timely manner, but making every effort to maintain a reasonable customer anticipated delivery window. It should be understood that the actual time necessary to perform the daily duties is going to fluctuate from day-to-day and week-to-week as mail volume and mix fluctuates and as there are changes in weather conditions; and the relevant handbooks and manuals recognize this.

Handbook PO-603, Rural Carrier Duties and Responsibilities, in Section 153.3 titled Earlier Arrivals, states, "*Management may schedule you, or you may request, to report earlier on days when the mail volume is greater than normal in order to maintain regularly scheduled leaving time.*" (Emphasis added)

Now there is no dispute that scheduling is the responsibility of management, but many managers are establishing schedules based solely on the availability of the mail, usually the final dispatch of mail to the

local office. Carriers know good and well that there is plenty of mail, including parcels, available to be worked long before that final dispatch of mail to the office. The PO-603 is not silent on this issue; Section 15 deals with schedules, and sub-section 153.3 states, "*Schedules must be realistic, based upon the receipt and availability of mail, route evaluation, and other related service considerations.*" (Emphasis added once again.)

Over the years it has become evident that there are managers who are not conversant with the provisions of Methods Handbook, Series M-38, Management of Rural Delivery Services. Disconcerting, to say the least, since the Transmittal Letter for the M-38, Section 1 titled Explanation, provides the following: 1) "*The handbook includes guidelines and requirements for standard operating procedures, day-to-day supervision, administration ... of rural delivery routes.*" 2) "*This handbook provides the basis for the efficient operation of all rural delivery services.*" And 3) "*All managers with responsibility for the supervision or administration of rural delivery service must review this handbook and become thoroughly familiar with its provisions ...*" (And by now you're familiar with my adding emphasis.)

There are some managers, when pressuring carriers to maintain "the schedule" who are quick to point out Section 222 of the M-38, specifically section 222.1 which states, in part, "*Managers will assure that carriers normally leave to serve their routes no later than 20 minutes after the scheduled departure time.*" What those same managers fail to recognize or choose to ignore is the word "*normally*". The mere existence of the word "*normally*" is evidence that there will be days when carriers will not leave to serve their routes within 20 minutes of the scheduled departure time. They also fail to take into consideration the parenthetical statement contained in that same section that says "*An exception will be made when preferential mail cannot be cased and strapped out by the end of the 20 minute leeway.*"

If we have one manager out there who is unduly pressuring carriers related to maintaining "the schedule," even to the point of threatening discipline or other adverse action, we have one too many. Not only should managers recognize the inherent fluctuation in actual workhours vs "evaluated" hours, but they should also look inward and see if they are doing everything within their power to assist the carriers under

their supervision in maintaining their assigned schedule to the extent possible.

Section 228.4 of the M-38 states, in part, *“Managers should level the workload of carriers by utilizing the proper curtailment procedures for non-preferential mail.”* When was the last time, in your office, that management used the proper curtailment procedures for non-preferential mail to level your workload? And that, I will leave as an open-ended question.

If your local manager is not utilizing the proper curtailment procedures to level your workload, not allowing you to start early when mail volume is anticipated to be heavier than normal, yet still hammering you on “the schedule”, even to the point of threatening disciplinary action, they are NOT managing efficiently, effectively, and in conformance with regulations and policy guidelines.

Back in the days of QWL/EI (Quality of Work Life/Employee Involvement) the National Joint Steering Committee (NJSC), in their minutes, recognized that carriers would not always leave to service the route at the assigned time. This, at the time, was related to some managers trying to negate the carrier’s right to case Delivery Point Sequence mail (DPS), but it holds true today, and I quote, *“The carrier may leave late, but not so significantly as to cause delays in the customer anticipated delivery window.”* While there has been a cessation of QWL/EI, there has been no corresponding cessation of the requirements in handbooks and manuals as they relate to management’s responsibilities in scheduling.

In a Clarification of Rural Delivery Standardization Procedures (RDSOP) letter dated December 20, 2005, Patrick Conrad, then Manager, Rural Delivery at Postal Service Headquarters, stated, *“Actual time can be expected to vary from daily or weekly evaluations due to cyclical changes in mail volume, changes in mail arrival, etc.”* (Once again, emphasis has been added)

Do you know a non Union member? Maybe no one has ever explained to them what the benefits of membership are. Or maybe they have never had the opportunity to join. Why not invite them to join? It would be mutually beneficial! If he/she joins the Union, they have their first three months of membership for FREE! If you recruit a non Union regular carrier, you receive \$50! If your recruit is an RCA, you will receive \$15! Please go to page 31 for more details and reasons to thank a union. For a copy of the 1187, flip to page 21.

What’s old, undue pressure on carriers related to maintaining the assigned schedule, is new again. And now, as I did then, I recommend rural carriers and stewards be mindful of the following conditions and situations:

1. Schedules **must** be realistic and based on the receipt and availability of mail, as well as the route evaluation and other related service conditions.
2. Management may schedule you, or you may request, to report earlier on days when the mail volume is greater than normal in order to maintain a regularly scheduled leaving time.
3. Management **should not** hold you accountable to your scheduled leave time when they do not allow you to report earlier on heavy mail days.
4. Managers **must** make an exception to the 20 -minute leeway when preferential mail cannot be cased and strapped out (pulled down) within the 20-minute leeway.
5. Managers **should** level the workload by utilizing the proper curtailment procedures for non-preferential mail.
6. Managers **should** realize and understand that the actual time (Leave, Return, and End Tour) can be expected to vary from day-to-day and week-to-week due to cyclical changes in mail volume, changes in the mail mix, and changes in the dispatch of mail to the office, etc.
7. Managers must not unduly pressure carriers related to maintaining their assigned schedule.
8. Carriers must not allow themselves to be pressured to hurry to the point that they become unsafe.

Rural Carriers who are subject to improper, incomplete, and/or insufficient management should discuss this issue with their local manager and, if unable to resolve the situation, contact the assigned steward for the office for advice, guidance, and assistance.

Have a suggestion? Is there something you’d like to see in your magazine? Send an email with your ideas to warlcaeditor@outlook.com!

PAC
the
Mirabeau Park Hotel



Win a room night
at the Mirabeau!
(There will be two chances to win.)



1 entry for \$10.00
Or
3 entries for \$20.00

Drawing to be held on
April 6th, 2016.
Need not be
present to win.
Must be used in
conjunction with
State Convention.



TRUCK BANK RAFFLE
Win this old fashioned
post office box made into a
truck bank.

1 entry for \$5.00
Or
3 entries for \$10.00

Drawing to be held at the
2016 State Convention



Mail Box Styled
Lunch Box Raffle
(Drawing to be held at the 2016 State Convention)

1 entry for \$5.00
Or
3 entries for \$10.00

Win
this
Collectable Lunch Box



Contact your RCP to enter:
TARALEE MOHR @ 425-238-4316 DAWN AYERS @ 253-468-2119
LEVI HANSON @ 509-280-8610 JOYCE PATTESON @ 509-949-2510

National Convention and PAC Update

By Taralee Mohr, Region 1 Committeeperson



National Convention this year was held in Reno Nevada. I was able to attend several seminars prior to the start of Convention. I attended the legislative seminar. The seminar described legislative issues that impact federal employees. This seminar also showed the

inactivity of this congressional body. The outlook is even less activity for next year, due to the elections.

The next seminar I attended was the PAC seminar. This seminar told the state PAC chairs of the new laws and rules which need to be enforced. One of the new rules that must be followed includes when writing a check, you must put NRLCA-PAC or your check will be returned. You must provide PAC a receipt if the item you are donating is over \$200.

I also attended the legal seminar. This seminar talked about how your personal life can impact your postal career. The most famous example is the carrier who landed his gyro-copter with the postal logo on the White House lawn.

On Tuesday morning, Convention started. The speakers were amazing; Megan Brennan spoke of the changes the Postal Service is undergoing. She also spoke to the rollout of the new postal fleet which will

start in 2018 and will be completed by 2024.

Tuesday I attended a seminar that was put on by our very own State President, Renee Pitts. She spoke about the new changes to the new hire academies such as going from a three day class to a four day class and an instructor for every 3 to 4 new employees. The facilitators of this seminar provided hand outs of improvements to the current training guide, games to help the carriers remember classes of mail, and services.

Pac update:

At National Convention, we had 22 WA RLCA members attend. Of those, 20 members donated at Convention. We raised a total of \$2,055. Year to date total is \$2,629.50.

This year we have some new items for PAC. First is an entry for a \$100 gift card for becoming a sustaining donor or increasing your donation by five dollars.

Second, we have a raffle for 2 nights at the Mirabeau Park Hotel \$10 dollars a ticket or 3 for \$20.

Third raffle is for a collectable Mr Zip postal lunch box with thermos \$5 dollars a ticket or 5 for \$20.

Fourth we have a raffle for a postal truck piggy bank also \$5 each or 5 for \$20.

At State Convention we will be having a silent auction so bring your items. You will get PAC credit for the item you donate and for what you buy.

And just a reminder that PAC receipts must have full legal name and be made out to NRLCA-PAC on checks.

The most exiting item is that we now take credit and debit cards.

Want to make a difference?

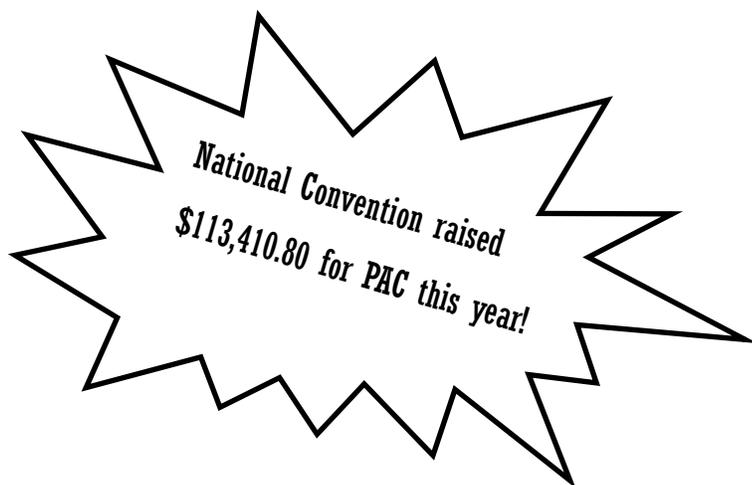
Want to help educate Congress about the USPS but don't know how?

Want a chance to win a \$100 Visa gift card?



**How to get entries into the drawing:
Become a Sustaining Donor of at least \$5/month
Increase your Sustaining Donor amount by \$5
Receive an entry for each \$5 increase**

**Sign up at your County Unit meetings or contact PAC
Chair Taralee Mohr (425)238-4316
or PAC Co-Chair Dawn Ayers (253)468-2119**



Come for Convention, Stay for Vacation

By Levi Hanson, Region 3 Committeeperson



Mark your calendars, fill out your leave slips, and pack your bags because come June 11-14, 2016 you're going to want to be in Spokane Valley for the 110th Annual WA RLCA State Convention!

The Convention will be held at the Mirabeau Park Hotel located at 1100 N Sullivan Park Rd. Conveniently located, the hotel is just 16 minutes from beautiful Riverfront Park in Downtown Spokane and 26 minutes from charming Coeur d'Alene, Idaho. For those of you planning on driving to the Convention; it will take a little over 2 hours

from Tri-Cities, slightly more than 4 hours from Seattle, and 5 1/2 hours from either Bellingham or Vancouver. The Spokane Airport will be ready to receive those who are flying and is only 22 minutes from the hotel. An airport shuttle is available by appointment from Mirabeau for \$30 round trip.

Once at the hotel, you'll check into your newly renovated Executive level room starting at only \$99 per night. Every room includes free wireless internet, coffeemaker, microwave, refrigerator, hair dryer, iron and ironing board, and complimentary newspaper. A lucky few who book early will find themselves staying in a limited number of kitchenette suites that sleep up to six!

Book your room NOW by calling (509)924-9000 and reference the Washington Rural Letter Carriers' Association room block.

Executive Room - \$99

2 Queen/1 King; Sleeps up to 4

Executive Kitchenette Suites - \$139*

2 Queen/1 King + 1 Double Hide-A-Bed; Sleeps up to 6

***\$99 more and add an adjoining room with 2 Queen beds or 1 King plus an additional bathroom.**

No additional charge for up to 4 people for room

Rates valid 6/7/16-6/16/16

More info: www.mirabeauparkhotel.com



When you're not relaxing in your luxurious room after a long day on the Convention floor, or you decide to come before the start of Convention or stay after, there are many activities to keep you busy in the Spokane Valley area. Maybe you like to shop. If so, there's the Spokane Valley Mall within walking distance from the hotel. A short drive away is downtown Spokane with stores like Anthropologie, Apple, Sephora, Nordstrom's, Williams Sonoma, and Pottery Barn among other national and local retailers. When you've worked up an appetite, there are plenty of truly outstanding restaurants to choose from; like Santé owned by Jeremy Hansen, recent James Beard Foundation Semifinalist for Best Chef Northwest. After dinner, catch a show at the downtown AMC Multiplex, a play at the Bing Crosby Theater, the symphony at the Fox Theater, a Broadway production at the INB Performing Arts Center, a concert at the Knitting Factory, or a game at the Spokane Arena.

If shopping is not your thing then hit the Centen-

nial Trail and bike, walk or run the 37 paved miles from Riverside State Park, past the Mirabeau Park Hotel to the Idaho/Washington border. Biking and hiking is at its peak on the Hiawatha Trail on the Idaho/Montana border; a 15-mile long former railway with 10 train tunnels and seven sky high trestles and just a little over an hour from the Convention site. And as long as you're in Idaho, why not take a day to visit Silverwood Theme Park? With over 70 rides and attractions, it's the largest amusement park in the Inland Northwest.

It's no coincidence that Spokane's official motto is "Near Nature, Near Perfect" because with 87 public parks in Spokane alone, 76 regional lakes, 33 golf courses, 5 disc golf courses, and 8 state parks, the label fits.

So, maybe you'll attend the 2016 WA RLCA Convention because you know how important it is that we conduct the business of the Association by voting on resolutions, constitution changes, and electing officers to the State Board. Maybe, you plan on attend-

ing because you know how much you'll learn from the National Officer present at Convention or you're looking forward to hearing from special guests: political, postal, and otherwise. And perhaps, you're looking forward to reconnecting with fellow carriers, seeing old friends, and making some new friends. And as long as you're at it, maybe you'll take this opportunity to explore all that the Spokane area has to offer and turn our Convention into your vacation.

So, whatever brings you to Convention next year; the WA RLCA Board looks forward to welcoming you to Spokane Valley!

Convention Highlights

- June 11, Evening
Ice Cream Social
- June 12
Convention Begins
County Officers' Seminar
Northwest Theme Dinner
- June 13
Convention Continues
Non-traditional Banquet
- June 14
Election of Officers
Convention Ends

Share Your Love of The Union With Your Family

By Mariann Faulkner, WA RLCA Vice President



Are you interested in attending State Convention and don't know what to do with your spouse or children? You don't want to leave them home, it's hard to give up that family time. All conventions are held in interesting cities with lots of activities for children and interesting places to see. One way to

take care of our spouses and children is the Auxiliary. What is the Auxiliary you ask? The Auxiliary of the National Rural Letter Carriers' Association is made up of our spouses. *"The purpose of the Auxiliary shall be to unite fraternally its members, to help create a greater interest in rural mail service and association work and to cooperate with the National Rural Letter Carriers' Association to seek beneficial legislation."*

The Auxiliary also oversees the Junior Program, this program teaches our children how to productive adults, it's not just field trips and babysitting. The kids (Juniors) learn how to elect officers, hold meetings, and plan activities. At State and National Conventions, they have their own meetings to elect officers, write or amend their own constitutions, plan their days, some even put on a show or skit for the State Association. At National Convention, there is a Junior

Talent Show followed by the National Auxiliary Auction.

The National Auxiliary had seven scholarships last year, these scholarships are for the Juniors going on to postsecondary education, open to all juniors whose parent or grandparent is a member in good standing. The member may be active, retired, regular, PTF, or RCA. Each year, the President of the National Auxiliary picks a humanitarian project, last year it was Alzheimer Research and all year long they raise money to donate to this cause.

To get started, someone needs to step forward and get the ball rolling, and 14 more spouses need to join that go-getter. I am in contact with the National Auxiliary President, Helen Schuster, who is checking on the status of Washington's Auxiliary Charter. Money to fund the Auxiliary and Junior Program in the past came from our dues, when we last had a State Auxiliary and Junior Program, \$8 per member per year was all it cost. We can make that happen again with a constitutional amendment or the new auxiliary can fund themselves with donations.

Are you interested in forming an Auxiliary and Junior Program for your spouse, children, or grandchildren? If so contact me, (425)308-1163 or marifaulkner@wavecable.com

What Is Not Having A Local Steward Costing You?

By Dawn Ayers, Region 2 Committeeperson



Did you know we have approximately 36 local stewards in our State? Sounds like a good number, doesn't it? Do you know how many offices with rural delivery are in Washington State? There are 187 offices with rural routes in them with anywhere from 1 to

39 rural routes per office. How do those 36 local stewards look now?

There are many reasons why it is important to have a local steward in your office. Having a local steward in your office gives you and all of the rural carriers you work with a valuable resource. Many of the issues that occur due to management not knowing the Contract can be addressed before they escalate into larger issues. Management typically tends to be more careful about not violating the Contract when they have someone watching out for the craft.

So what does it cost you when you don't have a local steward in your office? The answer to that question is money. It costs our Association on a National level money in the form of dues. When there is no steward assigned to an office with rural routes and a craft member needs representation, the National Rural Letter Carriers' Association has to send an Assistant District Representative in order to fulfill our Duty of Fair Representation, meaning if someone requests a steward, someone has to respond. When a carrier needs a steward and there is a local in the office, the USPS bears the cost of any steward activity in the office. If there is no local and a higher level steward has to go, the Union has to pay all costs asso-

ciated with any representation. That cost then has to be passed down to the membership in the form of dues.

In addition to the monetary burden placed on our Association, not having a steward could be costing you money in the form of pay issues that go unresolved and contractual issues that get swept under the rug because people feel like it's too much trouble to push the issue. Management loves we when do not push the issue.

Wondering how you can help? The more local stewards we can get into our rural offices, the less of a burden we put on the Association in regards to costs for our steward system. Any rural carrier who is a Union member can become a local steward. That means as a regular carrier or RCA, you can post a Form 10 in your office which starts the election process for local stewards. Once a local steward is elected in an office, they are scheduled for a certification class. Either the District Representative or an Assistant District Representative will teach the all-day class where you will begin to learn how to be a local steward. Each year, all local stewards are required to attend an enhancement training to maintain their certification as a local steward. Compensation is provided for each required training a local steward attends.

The more people we have fighting the good fight, the better off our Union will be. If you think you might be interested in becoming a local steward or know someone in your office whom you would like to have representing your office, please don't hesitate to call any of our National Level Representatives and they would be happy to get you on the path to stewardship.

Kounty Korner

King-Snohomish Counties was very well represented at the recent NRLCA National Convention in Reno, Nevada in August. Our County Unit sent eleven members to Reno, which was half of the total delegation from Washington State. Lisa Benson, Isabella Lopez, and myself were all first timers to National, and what an eye-opening experience that was.

County Members: The next K-S meeting will be in Everett, November 7th. Watch for a different looking meeting reminder notice, or check the WA RLCA website for details. We are going to offer some topics that will enable you to do your job better, and to make sure you are getting properly paid. See you there.

— Kurt Eckrem, King-Snohomish Counties President

Have an article you'd like to publish here? Submit yours through your Region Committeeperson! Articles are subject to Board approval and may be edited for content and space constraints.

Application for Steward Certification NATIONAL RURAL LETTER CARRIERS' ASSOCIATION



Date _____ Post Office (MAIN) _____
 Station or Branch _____ Finance Number _____
 Postmaster/Station Manager's Name (LFM) _____
 Mailing Address of Post Office _____ State _____ Zip Code _____
 Number of Rural Routes at this Office _____ PO Phone _____ PO Fax _____
 Name of Rural Carrier Steward (LFM) _____
 Employee ID Number _____ Home Phone _____
 Steward Phone _____ Cell Phone _____ Fax _____
 Mailing Address _____
 City _____ State _____ Zip Code _____
 e-mail _____

This is to certify that the above named rural carrier has been elected as the RURAL CARRIER STEWARD to represent the rural letter carrier craft of employees in labor-management relations at the above named Post Office. It is understood that this representative upon successful completion of the NRLCA Training Course will be certified in accordance with Article IX Section 4.B.3 and 4 of the NRLCA Constitution. This representative will serve until; the next called election, the position becomes vacant, the incumbent Local Steward retires, or when two-thirds of the members submit a petition to conduct a steward election to the District Representative for approval in accordance with Article IX Section 7.B.1 of the NRLCA Constitution.

Signatures of those appearing below confirm the selection of the above named rural carrier as Local Steward for the rural carrier craft. ONLY DUES PAYING MEMBERS IN GOOD STANDING ARE ELIGIBLE TO SIGN BELOW OR BE SELECTED AS STEWARD.

Signatures of Rural Carriers ¹

Route No. ²	REGULAR	LEAVE REPLACEMENT
1	_____	_____
2	_____	_____
3	_____	_____
4	_____	_____
5	_____	_____
6	_____	_____
7	_____	_____
8	_____	_____
9	_____	_____
10	_____	_____

¹ If additional space for signatures is needed, attach a separate sheet.
² Indicate Vacant Routes.

I accept the responsibilities of the position of steward for the rural carrier craft for the above Post Office.

Signature of Steward

Print Name of Steward

District Representative Use Only - Do Not Write In This Space	
Date Trained / Certified	_____
Date PM / Steward Notified	_____
_____ Signature of District Representative The affixing of the signature of the District Representative will serve to validate this document	

NATIONAL RURAL LETTER CARRIERS' ASSOCIATION



Local Steward Election Call

A Local Steward Election is called for the _____ Post Office.

**This election will be held on _____
at _____**

Location _____

**THIS NOTICE MUST BE POSTED AT LEAST 15 DAYS
PRIOR TO THE ELECTION DATE**

Date of Posting _____

In accordance with the Constitution of the National Rural Letter Carriers' Association Article IX, Section 7, this notice hereby constitutes written notification to all NRLCA members that an election shall be held for the position of a Local Steward in their office. Failure of members to exercise this right will result in the local office being assigned representation in accordance with the Constitution of the National Rural Letter Carriers' Association.

The selection of a Local Steward should be in accordance with democratic procedures. To become a steward, a rural carrier must be a member of the National Rural Letter Carriers' Association. Local Steward Elections will be conducted in the month of July of every fourth year (i.e.; 2008, 2012, 2016 etc.) unless the incumbent Local Steward is unopposed. The Steward shall serve until a successor is elected and certified or until he or she resigns. An election may be called any time the position is vacant, or when two-thirds of the members submit a petition to the District Representative for approval a Local Steward may be re-elected to the position. Written notification to all NRLCA members shall be given at least 15 days before the date of the election. A majority vote of those NRLCA members voting is required for an election. When there is more than one (1) Local Steward at an installation, including stations and/or branches, a Chief Steward will be elected by the NRLCA members of said office.

Re: Article IX Sections 7.B.1, 2, & 3 of the NRLCA Constitution

Nominations will be accepted at the time of election and any dues paying members of the National Rural Letter Carriers' Association can announce his/her intention to be a candidate by signing below:

1. _____

1. _____

2. _____

2. _____

3. _____

3. _____

(Print name)

(Sign name)

Steward Recognition Week

Is October 19-25

Being a steward is sometimes a thankless job. They work so hard to keep the harmony and oftentimes they're not given the recognition they so richly deserve. Please take a moment to just say "thank you" to the steward in your office. If your office is not listed below, it means there is no steward on record for your office. Won't you consider taking the job? The office, the Union, and your coworkers will be much better off if you take the initiative! Remember...

Divided We Beg, United We Bargain

Washington Stewards

Seattle District

Donna White-McKay; Arlington
David Ray; Auburn
Kimberly Burress; Bow
Jamie Matthews; Centralia
Debbie Thompson; Chewelah
Lorrie Crow; Colville
May Petry; Coupeville
Alicia Peterson; Eatonville
Zachary Oswald; Gig Harbor
Paige Barrett; Grandview
Jeffrey Taylor; Greenacres
Taralee Mohr; Lake Stevens
Kurt Eckrem; Marysville-Main
Janie Walla; Marysville-Annex

Janella Herron; Milton
Susan (Diane) Way; Mount Vernon
Laureen Chamberlin; Newport
Levi Hanson; Nine Mile Falls
Maureen Kamienski; North Bend
Dominic Talavera; Oak Harbor
Kristian Granish; Olympia
Steven Vocke; Olympia
Beverly Crow; Richland
Cassidy Munn; Rockford
Rebecca Fenner; Seattle
David Scott; Selah
Carolyn Triebenbach; Sequim
Sherrie Flansburgh; Shelton
Janice Frymire; Snohomish

Mariann Faulkner; Stanwood
Dawn Ayers; Sumner
Stephen Higgins; Walla Walla
Tammy Donaghue; Wenatchee
Karen Hill; Woodinville
Joyce Patteson; Yakima
James Folk; Yelm

Portland District

Janelle Mee; Brush Prairie
Monte Hartshorn; Castle Rock
Trina Vermilyea; Castle Rock
Oksana Tropets; Gresham/Camas
Sherry Holcomb; Ridgefield
Kathleen Beebe; Vancouver
Victoria Santos; Woodland

Letters of Demand

By Joyce Patteson, Region 4 Committeeperson



Have you ever received an invoice in the mail from your employer saying that you owe them money? Has management ever given you a Letter of Demand for a debt you allegedly owe the Postal Service? If the answer is 'yes' to either question, you have an issue that is not going to go away without

some kind of action.

If you received a Letter of Demand from management, you definitely need to contact your NRLCA representative, as you have only 14 days to file a grievance. Filing a grievance may not resolve the issue - you may still owe the money to the Postal Service, but it will delay them from taking any action to recover their loss. If you do not file a grievance, then

they will begin the process of collecting the funds from your paycheck, as should be explained in the letter.

The Letter of Demand usually has a copy of the original invoice attached and even though both the invoice and the Letter of Demand are supposed to provide an explanation of the debt, it is usually brief and unclear. The only part that's clear is the amount they say you owe. That is only one reason why you should file a grievance for a Letter of Demand.

Another reason is because the amount the Postal Service claims they are due is often incorrect. Filing a grievance gives the Union and you an opportunity to investigate by poring over pay documents, such as your paystubs, in an attempt to determine the correct amount, if any. In addition, as long as there is a live grievance on the Letter of Demand, the Postal Service cannot begin the process of collecting the funds giv-

ing you plenty of time to file a PS Form 3074 - Request for Waiver of Claim for Erroneous Payment of Pay, and for your steward to investigate.

The PS Form 3074 is a two-page, three-part form that is filled out in triplicate. There is a section for you (the claimant) to fill out, a section for local management, and a section for the Manager of Human Resources at the District. Once it has been completed, the original is sent to the office of Accounting Services in Eagan MN, with a copy to be kept by local management, and a copy to be kept by the Manager of Human Resources. Please be sure to request a copy of the completed form for yourself. Once the people in Eagan make their determination, you can go from there. It's rare that they make the decision to forgive the debt, but it does happen.

There are many reasons you might receive a Letter of Demand from the Postal Service. Some of them include situations where a route adjustment was done on your route and everything was processed but the necessary pay documents. If you were adjusted because your route was overburdened for instance, and you went from a 47K to a 43K and management failed to process the necessary documents to generate the correct pay, you would continue to be paid at the 47K rate. Once the Postal Service realizes this and corrects the documents, you will receive a Letter of Demand.

Another example would be where you were in a protected pay status due to an on-the-job injury. When you're released to completely return to work, your protected pay status is supposed to be rescinded at which time your pay would then be the current evaluation of your route. If your route was evaluated

at a 45K at the time of your injury, that is the amount at which your pay would be protected, regardless of changes that may occur in your route's evaluation. When you return to work, if the correct paperwork isn't processed to remove you from the protected pay status, you will likely not be paid correctly. If your route has lost evaluation, then you are being overpaid.

The bottom line is that mistakes are being made in our pay system every day. If you're being overpaid for any reason and you know it, don't just take the attitude that it's free money and wait for the Postal Service to catch their error. Be proactive, bring it to management's attention, and contact your Union representative for guidance just as you would if you thought you were being underpaid. It might be years before the Postal Service catches the mistake, and in the meantime, the debt is growing. Once the Postal Service realizes the error, if you've documented your attempts to bring the overpayment to management's attention, it's usually easier to get at least a portion of the debt forgiven. If you choose to ignore it, the debt will eventually catch up with you and the Postal Service will demand their money - hence the name for the letter you will receive.

Educate yourself on how to read and understand the documents that generate your pay such as the PS Form 4003 and PS Form 4241A for your route, and your PS Form 50 along with your paystubs. Know what you're supposed to be paid, and pay attention to the documents. It's your money!

Saving For Your Future: Money, Taxes, Retirement, Benefits

By Becky Wendlandt, WA RLCA Secretary-Treasurer



My dad said it is not the amount of money you MAKE but what you KEEP that is the most important! How about finding ways to keep more for YOU!

Your retirement is up to you so pay yourself first, especially now when you are healthy and working. Do you want to enjoy your retirement or instead have to work 'til you drop? The key to having a great retirement is the Thrift Savings Plan (TSP) for all FERS employees. With Congress trying to take away the FERS annuity and no one really sure if Social Security will be

around, the third leg in the FERS retirement is the Thrift Savings Plan. However, it is only as good as you make it. If you are not at least doing the match (5%) you are missing free money from the USPS. USPS will match up to 5% of your contribution and what is really important is that what you put into a Thrift Savings Plan account (but not a Roth account) is tax deferred! That means that if you make \$40,000 from USPS and you put \$10,000 into Thrift, you only show \$30,000 as income on your tax return. This means that you will pay taxes on this money ONLY when you withdraw it. The Thrift Savings Plan program is now offering Roth plans, so if you put your money into a TSP Roth, you will pay taxes now, but not when you withdraw it. I have been reading from

NARFE and Google updates that the military is really trying to educate its armed services that putting into Thrift will take care of them later. Will you really miss that extra 5% now if you have it taken out first, and will you be willing to cut back on Starbucks to enjoy a savings account later on? Some tricks are: whenever you get a step or COLA increase, add another percentage to take out for Thrift, or try increasing your percentage by 1% more each year. Current financial planners are saying you need at least \$500,000 in Thrift or 401Ks to be able to retire at 70% of what you are making now, and that is including Social Security and an annuity, which might not be there for you when you retire. Start your 2016 year out right and take another 5% out for your retirement. You can increase or decrease your Thrift deductions at any time so start paying yourself first! For more information, go to: www.tsp.gov

Are you losing money on your route because you are not keeping track of your box and/or mileage increases? If you are like me, you keep submitting your edit book and getting it back with no updated 4003 or 4241A showing anything in the bank. If that is the case, talk to your steward immediately! I have an hour increase that goes back to May 30 that I have a grievance in for and still no results, thanks to three Postmasters/OICs that have no clue on how to submit the edit book and 4003, but tell me they are on top of it! Do you check your paystub online and make sure you are paid correctly; especially the RCAs working different routes? In my office, we have had PMs come and go but the one thing that seems to be the same is that they have short paid all the RCAs at one point in time in the last year, especially those with green cards and splitting routes. It is up to you to make sure you get every bit you have coming. Write down each route you worked on and the number of hours worked each day on a calendar and check it against each pay stub online.

Pay Less in Taxes with FSAs:

Every regular and PTF rural letter carrier is eligible to enroll in a program sponsored by the U.S. Postal Service that legally allows him or her to pay less in taxes every payday. By participating in the Postal Service Flexible Spending Account (FSA) Program, a carrier can legitimately reduce the amount of federal taxes withheld from his or her paycheck.

How much can you save in taxes? Just multiply your total tax rate by your annual FSA contribution amount to figure the amount of taxes that you can legally avoid each year.

For example, let's say you decide to contribute

\$1,000 to your Health Care FSA and you are covered by the FERS retirement system. You would save \$276.50 in taxes next year ($\$1,000 \times 27.65\%$). If you are covered by the CSRS retirement system, you would save \$314.50 in taxes ($\$1,000 \times 31.45\%$). These examples are based on the salary of a rural carrier who is enrolled in the FSA Program. So what's an FSA, and how does it work? A flexible spending account is an Internal Revenue Service (IRS) authorized account that allows you to cover eligible health care expenses (not covered by insurance) and dependent care expenses with tax-free money that you contribute from your paycheck throughout the year. The money that you contribute to the FSA isn't subject to federal income tax, Medicare tax or the Social Security tax and when you withdraw the money it's tax-free too. With a tax break every payday, it's cheaper to pay for your health care and dependent care expenses through an FSA instead of using your checkbook or a credit card that doesn't give you a tax break. There are two types of FSAs offered in the Postal Service Program: Health Care FSA (maximum is \$2,500) and Dependent Care FSA (maximum is \$5,000). Go to lite blue to find out more information: https://liteblue.usps.gov/humanresources/benefits/accounts/benefits_accounts_flexiblespendingaccount.shtml

How about a working vacation?

Do you and your family/friends want to have some fun and get partially reimbursed at the same time? How about being a delegate to State Convention and bring your family/friends. As a delegate, you are reimbursed \$250 and round trip mileage. While you are being a delegate, the family/friends can enjoy the wonderful pool and nearby parks, not to mention the great shopping mall right down the street. A must see is Cabela's at the State Line (just 10 miles - 12 minutes from the Mirabeau Hotel). Cabela's is not just an interesting store, but has the neatest display of real stuffed animals and you can watch them feed the fish. They serve elk burgers, and the exciting thing is you can get free tokens at the door for the shooting gallery where you can laser shoot animals, snakes, and even a mail box! If you are bringing younger kids and need a sitter, you can check out the nearby YWCA. Better yet, bring a friend, grandma, or older teenager to have fun with the kids while you are at the Convention. The downside is they will have fun while you are working, however you can extend your working vacation before or after Convention at the hotel with the same great room rates, and explore Spokane and the surrounding area with the family and friends. In the

past, we have had carriers find other carriers who also have kids and share "grandma or a teenager" so they could bring their family and attend Convention. Everyone is welcomed at the Saturday ice cream social and banquet! Once you do it, your family will always want to come and have fun while you work!

Open Season and Rural Carrier Benefit Plan

The 2015 FEHB Open Season will run from Monday, November 9, 2015 through Monday, December 14, 2015. Now is the time to review your health insurance plan. Take time to compare it with RCBP (Rural Carrier Benefit Plan). In all the federal health care plans, RCBP is the only plan that covers cancer 100%. Even the most expensive treatments are covered.

Did you recently move? Your address for the National Rural Carrier Magazine and Washington Rural Carrier Magazine, as well as County, Region, and State meeting notices do not automatically change just because you sent in a COA (change of address) to the USPS. You have to contact me and let me know your current address or you will miss out on everything! E-mail me at warlca@gmail.com or call (509) 710 7840.

Thinking about retiring? You will need to send in an 1187R to keep your dues current. Dues for retirees are only \$85.00 a year (\$6.75 a month). As a retiree you can cancel your dues anytime, however, after six months of retirement, it takes a letter to NRLCA to reinstate dues and they review it on a case by case basis. To have (RCBP) Rural Carrier Benefit Plan Insurance, you must be a member. If you want to switch later to RCBP or at least have that option, you need to remain a member. Are you even wondering how much your annuity would be if you retire? Go to lite blue and check out the retirement information at e-retire. You can even get printouts on what you would receive for any month/year you think you would like to retire. Other worthwhile websites to get retirement information are:

<http://www.opm.gov/retirement-services/calculators/federal-ball-park-estimator/>

<http://www.ssa.gov/planners/retire/>

I believe information is the key to our future. We have many decisions to make in life and those based on having updated and correct information are usually the best. Don't rely on social network, fellow co-workers, family, and friends to have the correct information. Seek it out yourself. Come to the Union meetings and ask the stewards. Go to the USPS, OPM, SSA, NRLCA, and WA RLCA websites. It is your future; it is up to you!

Financial Statements

Activity Compared to Budget

Income	Jul – Aug	Budget
4000000 · National General Insura...	4,795.29	20,000.00
4100000 · Interest / Dividends	26.23	2,000.00
4200000 · Membership Dues	53,948.86	233,350.00
4400000 · Reimbursements	72.00	
4500000 · Sales	145.00	2,400.00
Total Income	58,987.38	257,750.00
Expense		
5000000 · Accounting Fees	227.00	6,000.00
5100000 · Awards & Recognition	0.00	700.00
5300000 · Employee Benefits	1,745.69	6,300.00
5400000 · Equipment	0.00	600.00
5600000 · Lodging	2,556.40	11,800.00
5700000 · National Convention	19,441.44	20,000.00
5800000 · Office Expense	302.34	2,200.00
5900000 · Payroll Taxes	1,814.87	8,200.00
6000000 · Per Capita Dues	108.00	4,625.00
6100000 · Postage	274.34	6,350.00
6200000 · Printing	36.53	600.00
6600000 · Salaries and Wages	23,724.56	98,725.00
6700000 · State Meetings	1,321.16	40,125.00
6701000 · State Paper	1,685.65	6,300.00
6900000 · Telephone & Internet	659.40	1,300.00
7000000 · Travel	2,050.08	12,280.00
7200000 · Western States Confere...	0.00	9,130.00
Total Expense	55,947.46	235,235.00
Net Income	3,039.92	22,515.00

Financial Position

ASSETS	August 31
1010000 · Checking - WA Trust Bank	6,697.14
1020000 · Savings - APCU	81,314.16
1030000 · Checking - APCU	109.78
1041000 · EmergencyFundCD#75-12mo(3-1...	40,497.58
1410000 · C.D.#71 APCU 12 mo (8-1-06) 3	1,948.10
1430000 · C.D.#73 APCU 12 mo (2-8-07)	30,633.25
1460000 · C.D.#74 APCU 12mo (3-11-14)	40,497.58
1470000 · C.D.#76APCU24moEmerFund(4-2...	20,932.02
Total Checking/Savings	252,629.61
TOTAL ASSETS	252,629.61
LIABILITIES & EQUITY	
3900000 · Net Assets	249,589.69
Net Income	3,039.92
Total Equity	252,629.61
TOTAL LIABILITIES & EQUITY	252,629.61



Where Service Begins With a Smile

**APPLICATION FORM
FOR MEMBERSHIP IN THE
WASHINGTON RURAL LETTER CARRIERS' AND
NATIONAL RURAL LETTER CARRIERS' ASSOCIATIONS
DUES YEAR 2015/2016**

NAME: _____

ADDRESS: _____

CITY: _____ STATE: _____ ZIP: _____

POST OFFICE WHERE EMPLOYED: _____

HOME/CELL TELEPHONE NUMBER: _____

DUES YEAR RUNS FROM JULY 1, 2015 TO JUNE 30, 2016:

_____ REGULAR CARRIER (71) PTF (76) \$650.00 YEAR / \$25.00 A PAY PERIOD.

_____ RELIEF CARRIER*(73,74,75,78 & 79) \$229.00 YEAR / \$8.81 A PAY PERIOD

_____ RETIREE \$81.00 YEAR OR \$6.75 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
E Mail: WARLCA@Gmail.com**

Please Welcome Our New Members!

ADDY	LORI MARTIN	78 - RCA	PORT ORCHARD	DONALD LIVING- STONE	78 - RCA
ARLINGTON	DIANA COLBURN	78 - RCA			
BELLINGHAM	JESSICA ALEX	78 - RCA	PORT ORCHARD	CAREN WHITNEY	78 - RCA
BLAINE	RANBIR SINGH	78 - RCA	POULSBO	PAUL DYLAN	78 - RCA
CASTLE ROCK	DEBRAH CURTIS	78 - RCA	PUYALLUP	TARIK BURINI	78 - RCA
CHATTAROY	ELIZABETH CULVER	78 - RCA	PUYALLUP	DEA HAERTLING	78 - RCA
CHATTAROY	DONALD HART	78 - RCA	RIDGEFIELD	SAMUEL WEEKS JR	78 - RCA
GIG HARBOR	PAUL EDLAND	78 - RCA	ROCHESTER	RACHEL WALKER	78 - RCA
GIG HARBOR	MARK LESHLEY	78 - RCA	SEQUIM	PAUL BANITCH	78 - RCA
GIG HARBOR	CHRISTOPHER LEVIN	78 - RCA	SPANAWAY	CORISSA BELLUCCI	78 - RCA
GOLDENDALE	JEFFREY ARNIERI	78 - RCA	SPANAWAY	MARCOS DE LA MORA	78 - RCA
LOON LAKE	MINDY LYONS	78 - RCA	SPOKANE	PAUL HUGHES	78 - RCA
MALAGA	ROBERT BARBER SR	78 - RCA	SPOKANE	LYNNETTE JAMME	78 - RCA
MOSES LAKE	CAROL KEITH	00 - Retired	TEKOA	KATHY GREGORY	79 - RCA AUX RT
ORTING	SHARON STICKLES	78 - RCA			
PASCO	PATRICIA ANDERSON	78 - RCA	TONASKET	JOHN COWDREY	78 - RCA
PASCO	BILLIE DAVIS	78 - RCA	WALLA WALLA	DEBRA CONWELL	78 - RCA
	LOVEWELL		WINLOCK	STEPHANIE SMALL	78 - RCA
PORT ANGELES	GREGG WAGGONER	78 - RCA	VANCOUVER	LYNELLE BURKHEAD	78 - RCA
PORT ORCHARD	SHAINA CARLSON	78 - RCA	VANCOUVER	CHRISTOPHER WIL- LIAMS	78 - RCA

Congratulations Retirees!

ABERDEEN	KATHY METZGER
COLBERT	HOLLY MAYR
DEER PARK	JAMES PEASE
FERNDALE	JIM KYLLINGMARK
FERNDALE	SUSAN POWELL
GOLDENDALE	PATRICIA NICHOLS
MOSES LAKE	CAROL KEITH
OAKVILLE	DIANE AUSTIN
PASCO	SHARON GROSS
WOODLAND	PEGGY SCHUTT

Membership Longevity Awards are given to recipients who have maintained their membership in good standing for 50, 60, or 70 years. To the right is a complete list of all the Washington recipients of this prestigious award. For a list of all eligibility requirements along with instructions on how to apply and an application form, please see the following pages.

Do You Know Someone Who Deserves The Membership Longevity Award?

Last Name	First Name	MI	Award Type	Date Awarded
ADAMS	HAROLD	W	50	3/19/1999
ANDERSON	VERN	N	50	8/28/1998
BACCUS	JOHN	W	50	8/28/1998
BELLING	WILLIAM	G	50	3/29/2012
BENNER	HARRY	D	50	3/19/1999
CLIZER	RALPH	B	50	4/11/2003
CROFOOT	JAMES	R	50	8/28/1998
EVANS	CLAYTON	M	50	3/29/2012
FEARS	JOSEPH	R	50	4/8/2004
FISHER	GEORGE	E	50	8/28/1998
LYNN	JOEL	W	50	4/11/2003
MACKEY	MICHAEL	E	50	3/30/2012
MATHISON	VICTOR	J	50	8/28/1998
PATTERSON	HOWARD	W	50	4/8/2004
PETERSON	ALLEN	J	50	8/28/1998
RENTZ	WILLIE	F	50	4/11/2003
ROBINSON	EDWARD	C	50	3/17/2004
TANGUY	WALTER	H	50/60/70	2/26/2008
THOMAS	JEAN	F	50	3/17/2004
UKOSKI	EVERETT	P	50	10/8/1998
WALSTON	DALE	L	50	12/4/2013
WAPLES	DARRELL		50	8/28/1998
WODAEGE	MARIE	M	50	4/8/2004
WOODS	ARTHUR	L	50	8/28/1998

INSTRUCTIONS

ELIGIBILITY

Applicant must be a current member of the National Rural Letter Carriers' Association and must have been a member for all or the major portion of the 50/60/70 years.

Applicant must have completed:

50, 60, or 70 years of service as a rural letter carrier; **OR**
A combination of 50, 60, or 70 years as a rural letter carrier and a retired carrier.

Application must be submitted using the official form or a reasonable facsimile.

APPLICANT STATEMENT

If the proposed recipient of the longevity award cannot complete the Applicant Statement section of the application, the State Secretary may complete it on the member's behalf. At the State Secretary's discretion, another state or local official or responsible member may complete the statement on the member's behalf.

The appropriate years of membership upon which the award is based must be checked.

The Applicant Statement should be signed where indicated by either the applicant or by the person who is signing for the applicant.

After completion of the Applicant Statement, the form must be forwarded to the State Secretary for verification and certification.

STATE SECRETARY STATEMENT

Upon receipt of the application, the State Secretary will verify the information provided based on available state records. By signing the application, the State Secretary certifies that the member is eligible to receive the specified membership longevity award.

The State Secretary will check the appropriate box indicating where the National Office should send the longevity award. If the "Other" box is checked, a name and address should be provided where indicated.

Upon completion of the State Secretary's section, the State Secretary should forward the application for final processing to the National Office at:

NRLCA
Attn: Assistant to the Secretary-Treasurer
1630 Duke Street
Alexandria, VA 22314-3467

THE NATIONAL RURAL LETTER CARRIERS' ASSOCIATION
APPLICATION FOR MEMBERSHIP LONGEVITY AWARD

50

YEARS OF MEMBERSHIP

60

70

APPLICANT STATEMENT

NAME: _____
DATE OF RURAL CARRIER APPOINTMENT: _____
DATE OF RETIREMENT (IF RETIRED): _____
MAILING ADDRESS: _____

PHONE NUMBER: _____
APPLICANT SIGNATURE: _____

By signing, applicant certifies that the above information is correct and that eligibility is in accordance with established guidelines.

SIGNING FOR APPLICANT: _____
Name and Title

If the applicant cannot complete this statement, a state or local officer, or other responsible member may complete it at the discretion of the State Secretary.

STATE SECRETARY STATEMENT

This is to certify that insofar as a search of records is concerned, and insofar as it can be ascertained, the above applicant is eligible for receipt of the specified membership longevity award.

Send Award To: MEMBER ST SEC OTHER
Other Name: _____
Other Address: _____

STATE SECRETARY SIGNATURE: _____

FOR NATIONAL USE ONLY

AWARD APPROVED: _____ AWARD DENIED: _____
Date Date
NATIONAL OFFICER SIGNATURE: _____

Title



VACANCY ANNOUNCEMENT

MAIL TO:

US Postal Service,
Seattle Processing & Distribution Center
Attn: Mina Varma, H.R. Specialist, LDDC
10700 27th Ave S
Seattle, WA 98168 - 1899

ISSUE DATE:

CLOSING DATE: Open

TITLE: RURAL CARRIER CRAFT INSTRUCTOR (AD-HOC), Learning Development & Diversity

TOUR: 2

NON WORK DAYS: VARIED

FINANCE NUMBER: 54-7621

PERSONS ELIGIBLE TO APPLY: Open to all Regular Rural Carriers who have at least one year of experience as a Regular Rural Carrier.

LOCATION:

DUTY STATION: Seattle Customer Service & Sales District. (Please indicate zip code where you are employed)

FUNCTIONAL PURPOSE:

Basic duties and responsibilities of the ad-hoc detail will include the following:

1. Provide CLASSROOM and ON-THE-JOB instruction to new employees on all aspects of the Rural Carrier position.
2. Provide instruction on safety awareness and accident prevention.
3. Maintain accurate training records.
4. Effectively maintain a rural carrier training unit. Instructors must maintain training materials and forms, update case labels, and perform other necessary administrative functions.

POSITION/PROFICIENCY REQUIREMENTS: Applicants must have demonstrated to a sufficient degree the following knowledge, skills, and abilities to assure adequate performance in the position:

1. Ability to work effectively without immediate supervision.
2. Ability to interpret instructions, specifications, and regulations.
3. Ability to instruct effectively.
4. Ability to understand readily and comply with written and oral instructions and give readily understandable information in oral and written form.
5. Ability to apply laws, regulations, rulings, and procedures pertinent to the work to be performed.
6. Ability to work well with others.
7. Good customer relations.
8. Excellent safety record.
9. Good personal habits.

ADDITIONAL INFORMATION: Regular Rural Carriers acting as instructors are paid the daily evaluated rate for their route, regardless of any instructor assignment, based on their normal evaluated compensation system or mileage system. No EMA mileage is paid to rural carriers acting as instructors.

SPECIAL CONDITIONS:

1. Applicants must possess a current valid Washinton or Idaho State Driver's License as applicable.
2. Selected instructors must successfully complete Course #10021726, Adult Learning Facilitation – VLR or Adult Training Certification and Job Instructor Training

HOW TO APPLY:

You must print/mail your eCareer profile; addressing the requirements in the vacancy announcement. Profiles mailed to the application mailing address must be postmarked on or before the vacancy announcement closing date. Employees are encouraged to include the ZIP + 4 in their mailing address.

The employee's immediate supervisor/manager should attach a brief evaluation of the employee's work history, then forward under "CONFIDENTIAL" cover for receipt to the address listed above.

THE UNITED STATES POSTAL SERVICE IS AN EQUAL EMPLOYMENT OPPORTUNITY EMPLOYER. THE UNITED STATES POSTAL SERVICE PROVIDES REASONABLE ACCOMODATION TO QUALIFIED INDIVIDUALS WITH DISABILITIES. IF YOU NEED A REASONABLE ACCOMODATION FOR ANY PART OF THE APPLICATION, INTERVIEW, AND/OR SELECTION PROCESS, PLEASE CONTACT THE OFFICE IDENTIFIED ON THIS ANNOUNCEMENT. THE DECISION ON GRANTING REASONABLE ACCOMODATION WILL BE ON A CASE-BY-CASE BASIS.

Guarantee Year & The Relief Day Work List

By Charles Brown, DR Portland District

Guarantee Year:

The new guarantee year begins on October 17th. This is one of the occasions when you, as a regular carrier, have an opportunity to go to High Option, provided you have a minimum of ten (10) years from your retirement computation date prior to the beginning of the new guarantee year. Your retirement comp date is on line 17 of your PS Form 50, if the date entered is October 16, 2005 or earlier, you can select High Option. You must notify your manager early in October so the paperwork can be submitted no later than the 13th of October. At any point in the year you can select Low Option.

Question: What is High/Low option?

Answer: A route's standard weekly hours are 49:48; the carrier will have a choice of low option at a 42K or high option as a 46J. A 42K carrier will work only ten days per pay period, earning less salary versus 46J working 11 days a pay period earning higher salary. Salary from table one, Step 1, 42K=\$55,124 and 46J=\$62,812, a difference of \$7, 688.

Article 9.2.C.7:

1. Any rural carrier whose route may be classified in more than one evaluated classification may elect the higher classification if the following conditions are met:

a. It must be demonstrated that the rural carrier's work hours will not exceed 2080 during the guarantee period. Christmas overtime hours, if any, will increase this benchmark, provided that the hours in excess of 2080 occur in the last pay period of the guarantee period. Such determination should be based on,

but not limited to, the rural carrier's performance during the previous year.

b. The rural carrier agrees in writing to use sufficient leave to assure that the total actual hours worked, with the appropriate consideration of Christmas overtime, will not exceed the 2080 annual guarantee.

c. The rural carrier must have a minimum of ten years from the retirement computation date.

2. Reviews

a. National Count, Interim Adjustment, or Special Count

At the time of the national count, interim adjustment, special count, or just prior to the beginning of the guarantee period the postmaster must arrange a meeting with each eligible rural carrier to discuss requirements for election of a higher classification for which the rural carrier may qualify. The commitment to use sufficient annual leave in order to qualify for a higher classification must be made in writing to give the postmaster assurance that the actual work hours will not exceed 2080 hours during the guarantee period. The written commitment must be submitted with the appropriate forms at the time of a national count, interim adjustment, special count, or high option election.

A carrier in high option may elect a change to low option at any time. They will need to notify their postmaster in writing. This change must be effective at a beginning of a pay option.

Relief Day Work List:

Article 8.5.A

The relief day work list at each delivery unit shall be established twice during each guarantee period. The relief day work list will be posted for a two-week period. Each time the new relief day work list is established it shall supersede the previous list. **All regular carriers, regardless of route classification, desiring to work their relief days shall place their names on the relief day work list.** The first opportunity to sign the relief day work list will be three weeks prior to the beginning of the new guarantee period (September 26, 2015) and will be effective at the beginning of the new guarantee period. The second opportunity to sign the relief day work list will be three weeks prior to the beginning of the first full pay period in May and will be effective the first full pay period in May.

Question: You have sent out information that my route may be entitled to an hour increase, where did this information come from?

Answer: I'll try to be as simple as possible, AMS (who prints labels) (Address Management Systems). They have your active deliveries as shown on the summary page from your edit book. AMS takes this information and compares it to your 4241A if there is a different I get a report showing the plus or minus

time. Many times local management will receive this and change the 4003 which in turn changes the 4241A which changes your pay.

Management has been known to do this without any notification to the carrier, many times in error.

NOTE: In the example below, management reduced the route by 23 central boxes and added 2 regular boxes. This reduced the carrier salary without any warning.

Article 9.2.C 10. Substantial Service Changes When substantial service changes occur, an increase or decrease of one (1) full hour (60 minutes) in the evaluation of a rural route's hours as determined by the formula in this paragraph, which indicate possible eligibility for, or adjustment of evaluated compensation, the Employer shall promptly adjust the route evaluation and shall make a prompt adjustment in the compensation. Such interim adjustment shall be made by application of a formula based upon (1) the appropriate box allowance added to the volume factor multiplied by the boxes added to or subtracted from the route since the last evaluation and (2) the change in miles multiplied by the appropriate factor.

If you are new regular carrier, come to a district meeting and I will have a hand out explaining the edit book. While it is basic, many RCAs did not learn the edit book and management fails to train new regular carriers on the edit book.



Provident Guild FAQs

What is the Provident Guild?

A fraternal non-profit death benefit plan by rural carriers for rural carriers and their spouses. The Guild provides an amount of READY CASH for those days when routine procedures of the courts and legal action tie up our estates after death.

Who is eligible to join the Provident Guild?

All regular, substitute, RCR, RCA, and PTF rural carriers and their spouses who are under 56 years of age.

How much does it cost?

\$10-\$50 per year depending on the benefit amount desired.

What is the maximum benefit available and immediate relief payment amount per class?

Annual Dues	Maximum Benefit	Immediate Relief Payment	Available if you are
\$10	\$1,000	\$300	Under 56
\$15	\$1,500	\$450	Under 50
\$20	\$2,000	\$600	Under 45
\$30	\$3,000	\$900	Under 40
\$40	\$4,000	\$1200	Under 35
\$50	\$5,000	\$1500	Under 35

The OPM Data Security Breach

By Lisa Benson, Editor WA Rural Carrier

In April of this year, the Office of Personnel Management (OPM) discovered that there had been a breach in the security of employee data. Then in June, a second and likely related cybersecurity breach had been discovered. It was then learned that names, addresses, social security numbers, financial information, and other data may have been compromised in this attack. Up to 4 million past, present, and perhaps prospective employees may have been affected in the initial breach, however it is believed that with the second hack, that number has climbed to as many as 22 million. To date, this is the largest and most significant breach in OPM data securities.

OPM has partnered with the Federal Bureau of Investigation (FBI) and the US Homeland Security's Computer Emergency Readiness Team (US-CERT) to investigate the incident and learn the scope of impact to federal employees. These agencies now believe that the threat has been contained. As a direct result of this attack, the OPM is engineering new ways to improve their cyber defenses. OPM has devised 15 new steps to take to implement better defenses and modernize its systems. In addition, a new and comprehensive review of the IT systems to assess and identify threats has been set up.

Because sensitive information about employees and their records was stolen, the OPM is offering services, free of charge, to those affected in order to monitor their credit and catch and potential damages. ID Experts has paired up with OPM to offer 3-year credit monitoring, identity monitoring, as well as identity theft insurance, and identity theft restoration. If your data may have been compromised, you will receive a notice within 12 weeks offering you these services under the brand, MyIDCare. The OPM has begun notifying employees and mailing these notices as of September 30th. Please note that these services are different from the credit monitoring services that were offered after the initial breach. If you were affected by both breaches, you will be eligible for services offered for both incidents.

Be watching your mailbox for the notice from OPM, if you were affected, and be sure to take steps to protect yourself. Neither the OPM nor ID Experts will contact you asking you to verify personal information. If you are contacted and asked to verify such information regarding either incident, do not provide it. For more information, please visit www.opm.gov or www.federaltimes.com/section/OPM-Cyber-Report/

36 Reasons You Should Thank A Union

Weekends
All breaks at work, including your lunch breaks
Paid vacation
FMLA
Sick Leave
Social Security
Minimum Wage
Civil Rights Act/Title VII (Prohibits Employer Discrimination)
8-Hour Work Day
Overtime Pay
Child Labor Laws
Occupational Safety & Health Act (OSHA)
40 Hour Work Week
Worker's Compensation (Worker's Comp)
Unemployment Insurance
Pensions
Workplace Safety Standards and Regulations
Employer Health Care Insurance
Collective Bargaining Rights for Employees
Wrongful Termination Laws

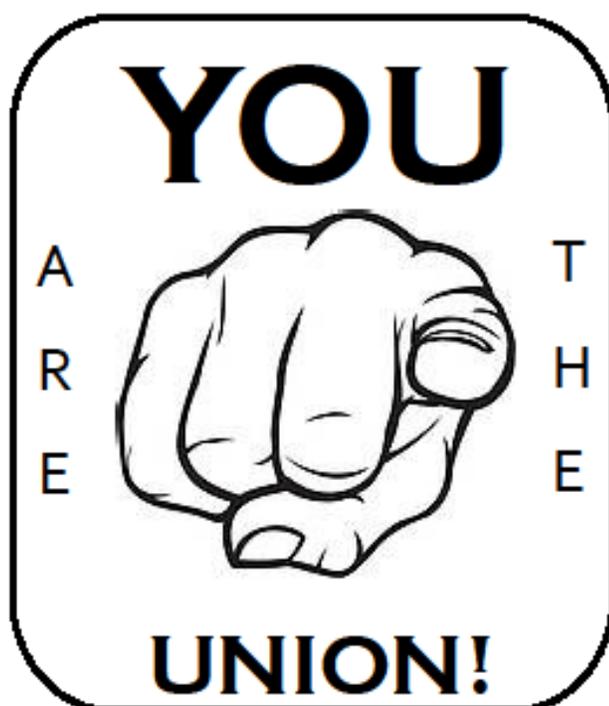
Age Discrimination in Employment Act of 1967
Whistleblower Protection Laws
Employee Polygraph Protect Act (Prohibits Employer from using a lie detector test on an employee)
Veteran's Employment and Training Services (VETS)
Compensation increases and Evaluations (Raises)
Sexual Harassment Laws
Americans With Disabilities Act (ADA)
Holiday Pay
Employer Dental, Life, and Vision Insurance
Privacy Rights
Pregnancy and Parental Leave
Military Leave
The Right to Strike
Public Education for Children
Equal Pay Acts of 1963 & 2011 (Requires employers pay men and women equally for the same amount of work)
Laws Ending Sweatshops in the United States



R.A.F.T.

Throw your friend a life preserver!

Recruit A Friend Today!



RECRUIT A REGULAR NON UNION MEMBER AND RECEIVE \$50.00

RECRUIT A NON UNION R.C.A AND RECEIVE \$15.00

THE NEW UNION MEMBER WILL RECEIVE THEIR

FIRST THREE MONTHS OF MEMBERSHIP FREE!

IT IS A WIN, WIN!

New member must complete a Form 1187 Dues Withholding Authorization form and stay on the USPS employment roles for a period of 3 months after the Form 1187 is processed.

The newly recruited member will receive 3 free months of membership before his/her Form 1187 is sent to the USPS for processing.

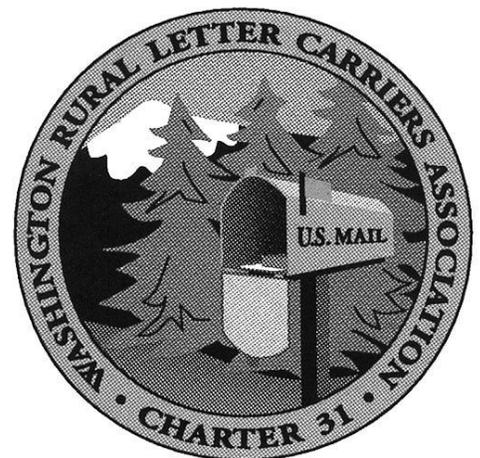
Contact your Region Committeeperson with any questions.



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

NonProfit Org.
U.S. Postage Paid
Lynden, WA
Permit #20

Change Service Requested



Where Service Begins With a Smile

Upcoming Dates to Remember

- Oct 16 2015: '14-'15 Guarantee Year ends
- Oct 17 2015: Fall Informational, Seattle, 5-8, Q&A 8-9
- Oct 19-25 2015: Steward Recognition Week
- Dec 5-25 2015: Christmas Period
- Mar 12-25 2016: National Mail Count
- Apr 21-23 2016: Western States Conference, Salt Lake City UT
- June 12-14 2016: State Convention, Spokane
- Aug 16-19 2016: National Convention, Nashville TN