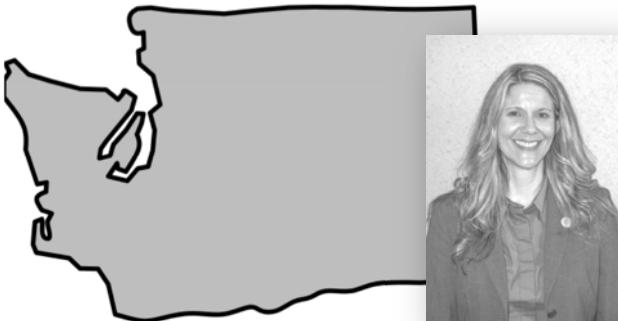


Washington Rural Carrier

Official Publication of the Washington Rural Letter Carriers' Association

Winter 2016



We survived another Christmas season working for the Postal Service, or at least I hope you started the New Year injury-free. I am sure most of you are like me and came out of this season tired, sore and exhausted. My hope is you did take time to enjoy and rejoice in the reason for the season with your family and friends. This year I think we all saw a major increase in parcel volume and more overtime hours than we have worked in years. Parcels are the driving force in the post office now and I foresee more Christmases like this in our future.

You may have heard that in January 2015, the Postal Service began implementation of lower service standards, eliminating overnight local first class mail delivery, and increasing the length of time required to deliver mail to other destinations. It appears that they didn't lower the service standards on parcels though.

Even with this standard change, the US Postal Service achieved a \$280 million operating surplus in November, as revenue increased by 7% over the

same period last year (SPLY). USPS expenses increased by just 3%, yielding a year to date **profit of \$800 million after two months** of the new fiscal year. Those numbers do not include the Postal Accountability and Enhancement Act (pre-funding) required bookkeeping adjustments totaling just over a billion dollars so far this year. (While those adjustments are required by law, no money actually changes hands.)

Total mail vol-



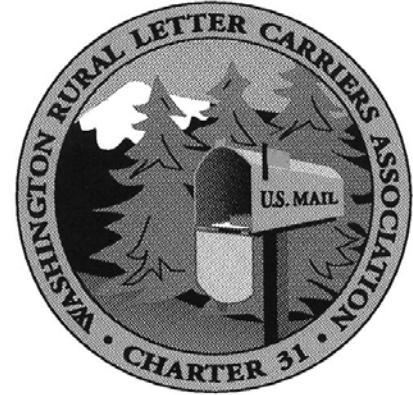
Despite its beauty, snowy roads are a carrier's nightmare (photo credit Charles Alexander)

Contents

Board Meeting Minutes	3
New Year	5
Health Insurance for RCAs	6
Financial Statement	7
On the Job Injuries	8
Attendance	10
State Convention	12

Winter Driving	14
Communication Matters	16
Mail Count	17
Mitigation Award	20
Western States Challenge	23

And more!



Where Service Begins With a Smile

WARLCA State Board Elected and Appointed

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Responsible for all stewards/
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Goldendale and Stevenson)

Sign up for email updates!

Need to know when the next training seminars are? Find out about upcoming political actions. Get news on contests and promotions!

Here's how:

1. Open your email program. Or, scan the QR code below with your smart phone.

2. Send an email to emailsignup@warlca.com

3. Include the following in your email:

Name
Office
Designation (Regular, Relief, Retired)
County Unit
Local Steward? (Yes/No)

4. You will receive a confirmation email.

5. Once your membership is verified, you will receive confirmation from updates@warlca.com

Keep in the loop! Scan this QR code with your smart phone to instantly sign up for WA RLCA email updates!



ume increased by 1.2% in November, driven by increases in standard mail (+4.7%) and shipping and package services (+18.2%). First class mail volume declined by 4%. Total workhours were up 4%, but controllable salaries and benefits increased by just 2.7%, reflecting the continued growth in low paid non-career employees.

Hopefully this information I provided will help you make your decision to opt out or stay in the March 12 thru March 25, 2016 mail count.

In other news:

USPS wants to hear employees' ideas for strengthening postal workplaces. In the USPS news link it was announced that the United States Postal Service is seeking ideas to improve workplaces.

"Our employees spoke loudly and clearly," said Chief Human Resources Officer Jeff Williams. "Our employees told us they wanted a method beyond the survey to communicate their feedback, and these three channels offer them the opportunity."

Beginning January 5, 2016, the Postal Service is offering three channels for employees who want to share recommendations to improve engagement. Em-

ployee engagement describes employees' involvement, enthusiasm, and positive contributions to the organization. I hear from rural carriers all the time that the Postal Service should do this or do that, it would make things so much better. Well here is your opportunity to get involved to better your workplaces.

Telephone: Call 844-303-6424 to record a message describing your idea.

Email: Send your comments to engagement@usps.gov.

Online: Go to LiteBlue to submit your feedback. The suggestion box is on the home page in the upper left-hand corner and is titled "Employee Engagement suggestion box".

All feedback will be considered by the employee engagement team, they will consider the suggestions and seek ways to enact them when appropriate. Some feedback may be forwarded to other parts of the organization for an appropriate response. Anonymity will be honored if you request it, except when the feedback describes condition that warrant notifying other authorities.

October 17-20 2015 Minutes From The WARLCA Board Meeting Doubletree Southcenter, Seattle WA

MEMBERS IN ATTENDANCE: Renee' Pitts, President; Mariann Faulkner, Vice-President; Becky Wendlandt, Secretary-Treasurer; Taralee Mohr, Region 1 Committeeperson; Dawn Ayers, Region 2 Committeeperson; Levi Hanson, Region 3 Committeeperson; and Joyce Patteson, Region 4 Committeeperson. President Renee' called the meeting to order at approximately 3:09 pm on October 17, 2015.

Minutes:

The minutes from the July 26-30, 2015 Board meeting were reviewed and approved.

Fall Meeting Overview:

The fall meeting was reviewed. We had 52 people, representing 30 offices. There were 9 county officers of which 3 were State Board members, and 6 were paid the \$50 reimbursement. We also had 1 legislative liaison.

There were 45 in attendance at the 2014 fall meeting. Brainstorming was done on future meetings with possibly having two sessions in one day (morning/afternoon or afternoon/evening) and/or different seminars. Some feedback was that they get more information at the fall/spring meetings than their local county meetings, and possibly starting the evening meeting later, as 5 pm is too early. Patrick joined the

meeting and discussed the cost of having the DR/ADR attend the county meetings. Some county meetings as well as district/region meetings have had poor attendance. This could possibly be changed with having clear agenda topics on the meeting notice. Tara reported collecting \$545 in donations and gifts for PAC, as well as one new sustaining donor.

PAC:

Tara reported that \$4,413.00 has been received so far this year for PAC. Tara thought we would exceed our goal if we continue at the same rate. Tara has gotten 4 new sustaining donors and one increased their allotment since the beginning of the WARLCA year. Dawn reported that if we continue the pace we will be at \$17,000.

National Trainings/Meetings/Seminars:

Renee' said the legislative seminar is May 22, 23, 24, 25, 2016. Travel is May 21st and 26th. Becky said Clifford Dailing, NRLCA Secretary-Treasurer, has announced that there are no fall trainings scheduled for all the state secretary-treasurers except for new secretaries/presidents and the complete secretaries training will be in the spring of 2016. Renee' said WARLCA might have to hold a ratification meeting.

District Representative Report:

NRLCA Seattle/Alaska District Representative

Patrick Pitts updated the Board on grievance activity, upcoming local steward enhancement training, regional training for stewards in November, and issues of concern in Seattle District. Also discussed were audio alerts, upcoming changes to the edit book, LLVs, 4003 and 4241A, and Seattle District seatbelt policy.

Planning Session:

Mail Count: Mail count dates are March 12th thru 25th, 2016.

Spring Meeting: The Board planned the 2016 spring meeting. It will be Sunday afternoon April 3rd from 2 to 4 pm with question and answer session from 4 to 5 pm. Levi was able to secure the Mirabeau Hotel for the spring meeting before the close of the Board meeting.

Board Meeting: The next Board meeting will meet briefly April 3 before the spring meeting and Renee' will notify the board on the time. Then the board will meet full days April 4, 5, 6, with half day April 7 and travel in the afternoon. The Board will meet at the Mirabeau hotel.

County Officers Training: The Board discussed county officers training normally on Sunday evening with a dinner.

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 15th half day with travel in the afternoon.

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

Western States Conference: April 21-24, 2016 at Salt Lake City, Utah

Secretary-Treasurer:

Becky updated the Board on the following:

Membership: Currently we are at 1932 members. A year ago we had 1898 members so we are up 34 members

Counties: All counties have sent in their LM4. Three counties had to do an amended LM4. Even though 2 were sent in October, we still have met the deadline for the first LM4 by end of September. We have one county without a President (North East) so the Vice President is now acting President.

All of the counties' 990 EZ with IRS have been filed by Becky so they can keep their non-profit status for another year.

Finances: Our review by the new CPA firm is beginning this month. We just got our second quarter d/w payment from National and our budget appears to be correct with regards to income.

Dues: There will not be a dues increase until the rural carriers get a salary increase.

Database: The changeover for the new database will be delayed until after November, 2015. Clifford said he will have extended spring training on it. Becky is trying to keep it updated as much as possible since they will transfer the information on the old database to the new. She did find that the USPS had not been notifying NRLCA in a timely matter on address changes and she has been notifying NRLCA with examples. Quite a few changes came back from our fall meeting mailing and non-member mailing.

Retention: Becky has done a report for one year (October 1, 2014 thru October 1, 2015) and here are the stats: 607 new hires: 101 non-members resigned, 148 members resigned giving a total of 249 resigned. 41% quit/resigned in first year, 237 still members, 121 still not members.

For 6 months (May 1 thru October 1, 2015) here are the stats. 314 new hires: 35 non-members resigned, 46 members resigned giving a total of 81 resigned. 26% quit/resigned first 6 months (but we have not gone through Christmas season yet) 139 still members, 94 still not members.

WRC:

Winter Issue:

Deadline for articles is January 13, 2016.

Spring Issue:

Deadline for articles is April 2, 2016.

2016 State Convention Spokane:

The cap for State Convention delegates is set at \$28,000.00. Goal for number of delegates is 70 and double the first timers so number would be 8.

State Constitution:

The Board discussed proposed changes in the State Constitution.

2017 State Convention Everett:

Tara said she is working on the food events for Everett convention as well as an ROTC drill team. She is also asking Rick Larsen and Suzan DelBene. Tara knows a person in Granite Falls that does entertainment as a DJ, hypnotist, and photo shoot.

2018 State Convention Region 4:

Joyce reported the dates for 2018 State Convention will be June 24, 2018 through June 26, 2018. Joyce is going to check on the Pasco Red Lion and compare food charges and entertainment areas at both Pasco and Richland.

Western States Conference 2017 Seattle:

The Board toured Doubletree South Center for hosting Western States Conference in 2017 and President

Renee' signed the contract. Dates will be April 20, 21, 22, 2017 (Thursday, Friday, Saturday). Room block will be 40 rooms each night on 4/20/17 and 4/21/17 and the hotel will honor the rates 3 days before as well as 3 days after. Free breakfast buffet for up to 2 people per room, additional person is \$12 each. Suites are \$119 per night for up to 4 people. Free airport shuttle and to South Center shopping mall and light rail as well as free WiFi, free parking for all guests, and personalized webpage for guest reservations. Free meeting room rental if \$6,000 is spent in food and beverage, not including 20% gratuity and 9.5% in charges and taxes. The Doubletree will give WARLCA a complimentary room night and two cookie tins for fundraising.

All Regions' County Units Report:

Each RCP reported on past and future meetings for their counties.

County Membership Competition for State Convention:

The Board agreed to a county membership competition for the highest percentage of delegates at the 2016 State Convention and the highest numbers of delegates at the 2016 State Convention. The winners will get a pizza lunch at the 2016 State Convention.

County Units:

Becky updated the Board on the procedures for a County to open a checking account at APCU. The County Unit must first send out notice in their county meeting notice that they are voting on opening a

checking account. At that meeting, the members must vote if they want to open a checking account. If the members vote yes, the County Unit President or Secretary needs to write the Board to notify that they want to start a checking account so they can do their meeting notices, etc. and after approval by the Board they will receive their annual check based on membership and meetings. Once the County Unit receives that check, they are to send it with the signed forms to APCU to open an account with their current President and Secretary-Treasurer as signees. Those Counties that want to authorize funds for printing their meeting notices can either authorize it at the previous meeting and then report the expenditures at the next meeting, or purchase a pre-paid VISA card if they wish to do the meeting notices online. The pre-paid Visa card must be authorized at the previous County meeting and expenditures reported at the next County Unit meeting, with a detailed listing of how much was put on it, how much was spent, and how much is carried over. All of this must be reported on their LM4 at the end of the year and also in the minutes. The secretary-treasurer must give a detailed treasurer's report at each meeting.

Vouchers:

The Board reviewed the July, August, and September 2015 vouchers.

After a meeting critique the Board adjourned at 1:10 PM on October 20, 2015.



Have you made your New Year resolutions yet? I have something about getting fit, staying healthy, playing with the grandbaby more. I have one for all of us, let's make a New Year resolution to attend every one of our County Unit meetings and bring a co-worker with us. Someone who has never attended or has not attended in quite a while. Invite someone to ride with you. Encourage that new RCA to come find out what the Union is all about. Bring your ideas on how to increase membership participation in County Unit meetings, State Convention, Western States Conference and National Convention. Let's see what

Happy New Year!

By Mariann Faulkner, WARLCA Vice President

we can do to get our members involved.

Member of the Year

It's time again to start thinking about who you would like to nominate for member of the year.

Any member of the Association may be nominated as a candidate for the Member of the Year Award. Not sure of a good candidate? Ask at your County Unit meeting if anyone has someone in mind, County Units can nominate a member for consideration too!

The primary consideration of the selection committee shall be:

- a. The service rendered by the candidate to the

NRLCA.

- b. Attendance and participation in local, state and national meetings.
- c. Willingness to accept responsibilities and dedication in performing those duties.
- d. Fraternal attitude to others in the rural carrier craft.

Secondary consideration is other service such as civic and community activities which reflect favora-

bly upon the rural craft and the USPS.

Find the form online at WARLCA.com or ask your District Representative for one.

Send forms to:

Mariann Faulkner
WARLCA Vice President
7702 284th St NW
Stanwood WA 98292



Hello WARLCA Members

By Becky Wendlandt, WARLCA Secretary-Treasurer

Did you survive the holiday season? I worked 10 years as an RCA and now 24 years as a regular carrier and NEVER have I seen regulars asked to work on a Sunday (I worked). I also never worked as many hours as I did this year, either as a regular or an RCA. Whew, I am glad it's over. But is it really? The latest information is that the evaluated time study will not be ready until 2017. That gives us the political mail for the upcoming National elections and another holiday season to deal with. Help your office for the upcoming rush regulars if you don't currently have an RCA. Talk to your local steward and put in a 120-day letter to get an RCA hired for your route. It will make all the difference in the world to have enough RCAs to help share the work load.

RCAs and USPS provided health insurance:

I have been getting calls from RCAs who have worked over 30 hours a week for some time and want to know when the USPS will provide health insurance. Good question. I had to do some research to find out, as many USPS managers don't know for sure. You can call USPS HRSSC in Greensboro, NC. The phone number is: 1-877-477-3273, option 5 to talk to a live person. This is available for any of your postal related questions and if you can stand being on hold, I found the one I spoke with to be very knowledgeable. If you want to see the rules and get the handout you need to go to USPS lite blue at <https://liteblue.usps.gov/> and sign in. Next, click on My HR tab in the upper left and then go to the box called "Browse by Subject" and click on "Benefits". Look for the "Insurance" box and click on "USPS Health Benefit Plans". At the very end of the paragraph under

"Your Share of the Premiums" you will see a link to "Guide to USPS Health Benefit Plans". If you click on that you will come up with "Handbook EL520" which explains in detail about the USPS health insurance for RCAs and other part time employees like CCAs (City Carrier Assistants) and MHAs (Mail Handler Assistants). From what it looks like to me, RCAs with over 30 paid hours per week must meet a Standard Measurement Period test. Here is what it says: The Standard Measurement Period test is used for ongoing employees to determine eligibility for coverage before Open Season each year. This measurement period is twelve (12) months, as follows:

- Start: Day 1 of the Pay Period (PP) starting on or after October 10 in the calendar year before the Open Season.

- End: Day 14, 26 PPs later, in the calendar year of the Open Season.

Once this happens the USPS is supposed to send you a letter and coverage/enrollment information.

If you have questions, please call HR for the answers. Have your EIN (employment identification number) and your password available when talking to HR.

RCAs and YOUR Payroll (and Regulars too):

I have found an increasing problem of RCAs not getting paid correctly. I tell every RCA coming through orientation to write down on a calendar at home every time they work, the hours they worked, the route they worked on, any hours assisting other carriers, whether using a POV or LLV and miles, two trips, deviations, etc. Be accurate, just like the 4240 sign-in sheet. Then every pay period, go on LiteBlue

and check it against what they are paid. What I have heard back is 1 out of 4 is paid incorrectly! In my office, 3 out of 5 RCAs had a mistake made on their checks for the Christmas season.

Think it only happens to RCAs, think again. I have had 4 different times this last year that my check was incorrect. We have many untrained Postmasters who just don't know exactly how to enter the information properly and they are too busy and in a hurry to get it done. It is your check; it is up to YOU to make sure it is correct!

Both RCAs and Regulars should know the evaluated hours of the routes they are working. They also need to know our contract, because most PMs don't, and make sure you get paid accordingly. RCAs, did you know the following?

Newly appointed Subs, RCAs and RCRs will be paid the greater of the actual hours worked or the evaluation of the route (up to 40 hours) for the first five (5) pay periods of employment.

A leave replacement utilized on a route which he/she has not served in the past 12 months will be paid the greater of actual hours worked or the evaluation of the route (up to 40 hours).

How do you keep up on this? Come to your county meetings and ask questions! Want to find out if other offices nearby need RCAs so you could pick up more work or even transfer there if there is a chance you would become regular sooner? Come to your county meetings and ask!

Website:

I try to keep the website updated as soon as I get the information. If you see anything that needs to be changed, please contact me. Also, if you would like something more added please send an email to the Board. This is your website for information! We don't want to repeat what is on the NRLCA.org website as it is password protected so only members can log on, but if we are missing something you think is important please let us know.

Membership:

Membership is staying around the same at 1900 members. It is not because we are not recruiting, because we are! I have never entered more members than this past year; however, we are losing RCAs at the highest rate ever. Maybe because of the lower pay tier, too much or now too little work, or Sunday delivery,

length of time from applying to actually being interviewed for the job, but mainly because the USPS hiring system is not only complicated and lengthy, but broken! If you know someone who wants a part time job, work with them on applying on the USPS website and encourage them to keep looking on the website for openings. The USPS default is to post the job opening for only a week. We have a better chance of keeping a RCA that we encourage and mentor. If you're an RCA you can put a resolution through your county that asks for premium pay for Sunday work, more training time, better wages, you name it! That is how YOU can change the system. Yes, it takes time, but it does work. That is how we acquired the provision for annual and sick leave for RCAs working vacant and auxiliary routes.

Want to be on the ballot for National Convention Delegate?

The rules have changed this year as per 2015 National Convention passed NRLCA constitution change. You still must mail your nomination form but NOT to my address. As per the instructions in the *National Rural Letter Carrier* magazine, nominations must be on the official form (or a copy of this form) and **mailed to PO Box 822, Liberty Lake, WA 99019**, and must be in the PO box by **May 2, 2016**.

Statement of Activities—Compared to Budget		
	Jul – Dec 2015	Budget
Income		
4000000 · National General Insurance	8,347.83	20,000.00
4100000 · Interest / Dividends	1,064.86	2,000.00
4200000 · Membership Dues	115,647.25	233,350.00
4400000 · Reimbursements	688.45	
4500000 · Sales	<u>145.00</u>	<u>2,400.00</u>
Total Income	125,893.39	257,750.00
Expense		
5000000 · Accounting Fees	1,861.00	6,000.00
5100000 · Awards & Recognition	1,474.78	700.00
5300000 · Employee Benefits	3,251.64	6,300.00
5400000 · Equipment	0.00	600.00
5600000 · Lodging	5,407.36	11,800.00
5700000 · National Convention	19,441.44	20,000.00
5800000 · Office Expense	968.81	2,200.00
5900000 · Payroll Taxes	4,591.96	8,200.00
6000000 · Per Capita Dues	1,366.00	4,625.00
6100000 · Postage	1,889.77	6,350.00
6200000 · Printing	36.53	600.00
6600000 · Salaries and Wages	52,541.88	98,725.00
6700000 · State Meetings	2,098.21	40,125.00
6701000 · State Paper	3,316.79	6,300.00
6900000 · Telephone & Internet	899.40	1,300.00
7000000 · Travel	4,487.02	12,280.00
7200000 · Western States Conference	0.00	9,130.00
Total Expense	103,632.59	235,235.00
Net Income	22,260.80	22,515.00

You can also find the *National Rural Letter Carrier* magazine online at nrlca.org. You will receive a post card from me confirming that I have received your nomination. If you have not received this postcard, please call me at (509) 710 7840 or email me at warlca@gmail.com. The PO Box will be pulled the last

time on May 2, 2016. If your nomination is not in there by then, you will not be on the ballot.

If you have any questions, comments, suggestions, etc. I am only a phone call or email away. The very best to you as always.



Due to the increase in package volume and the late nights, some of us may have been injured on the job. Do you know who to call? No, it's not Ghostbusters. We have an Injury Compensation Office in Seattle District.

Claims are handled by employee's last name.
Seattle District Health and Resource Management
Office

Injury Compensation Office
34301 9th AVE S, STE 308-D
Federal Way WA 98003-6721
Lonnie Clark Manager of HRM Office
Phone# (253)214-1712

HRM Specialist	Last Name	Phone #
Leila Laygo	A-E	(253) 214-1717
Unfilled	F-L	(253) 214-1714
Alicia Sanchez	M-Q	(253) 214-1716
Helen Gusse	R-Z	(253) 214-1713

Case Create Specialist Damir Tomsic (253) 214-1715
Fax: (253) 214-1819

Still need answers? The NRLCA has a Director of Injury Compensation.

For any questions or concerns regarding Workers' Compensation claims, Devin Cassidy can be reached at the National Office, Monday through Friday, from 8:30 am to 5:00 pm ET at (703) 684-5545.

Do you need OWCP Forms? You can find them on the NRLCA website; nrlca.org you must be a member to sign in.

The following are ways to contribute to the NRLCA-PAC:

Withholding

Become a supporting member of the NRLCA-PAC by signing up for Withholding or EFT! Both of these donation methods provide an easy way to automatically contribute to PAC each month. Additional-

Were You Injured This Holiday Season?

By Taralee Mohr, Region 1 Committeeperson

ly, by knowing how many contributions are coming in advance, Withholding and EFT donations provide an invaluable guideline for the Governmental Affairs Department when budgeting for campaign donations. You can choose to donate as much as you would like, while continuing to donate at local and state meetings.

Withholding deducts donations from each paycheck, using a payroll allotment through the Post-ease system. This is a bi-weekly contribution and is available to all active NRLCA members.

EFT

EFT uses a checking account to make a once per month donation to the PAC. This option is much like using a debit card at the store and will be deducted from your account on the 5th of each month. All you need to sign up is a voided check (no business or farm account checks can be accepted). EFT is available to all active and retired members.

Credit Card Donations

After National Convention 2015, all PAC Chairs and Vice-Chairs will be able to collect credit card donations. You can also contact the PAC manager at the National Office to make a contribution over the phone.

Please talk to your Region Committeeperson for all PAC incentives this year. Please contact me with any questions on your PAC totals.



PAC
the
Mirabeau Park Hotel



Win a room night
at the Mirabeau!

(There will be two chances to win.)



Room night valued
at \$99.00!

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

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



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



What Is Not Attending Your Local Meetings Costing You?

By Dawn Ayers, Region 2 Committeeperson

In my last article, which I hope you read, I wrote about what not having a local steward was costing you. This time I want to discuss what not attending your local union meetings could cost you. Most of the reasons I hear for not attending a union meeting is that you just don't have the time or "I don't want to waste my Saturday night."

Let's discuss how much time is actually involved. There are 52 Saturdays in a year and in my region, the three County Units I represent typically hold 3 meetings a year. That leaves you with 49 Saturday nights to go to bed early, hit the movies or party down at your local karaoke bar. On those three Saturdays you choose to spend participating at your local union meeting, you will spend on average probably 3 hours. Those 3 hours could be filled with building relationships and friendships with other members of your Union while eating dinner and then learning more about your contract, increasing your knowledge about how Congress affects the USPS, and gaining knowledge to protect your paycheck.

Protecting your paycheck should alone be enough to get you to your meeting. Did you know that during a mail count, losing 1 minute could cost you around \$1600.00? That is a lot of money! You gain knowledge from your meetings and that knowledge will benefit your livelihood.

Once we get more Union members involved, we become a more powerful Union. It is up to you as a member to protect your career. If you are having issues in your office, your local meetings are where you can voice your concerns. You are responsible for knowing when something isn't right. You are the one in charge of making sure your paycheck is protected.

You are the Union. Ray Rogers, an American labor activist, said "The most important resource of a union is its rank and file" and I believe it to be true. A union is only as strong as its weakest member and if we don't have participation from each Union member, we aren't as strong. We know your time is valuable, but isn't your job also valuable?



State Convention 2016 in the Spokane Valley

By Levi Hanson, Region 3 Committeeperson

I hope you've made plans to join rural carriers from all over the state in Spokane Valley, June 12, 13 & 14 for the WARLCA 110th Annual State Convention. Your WARLCA Board has worked hard to provide you with a convention that is informative and enjoyable while accomplishing the business of this Association and doing so in a way that is cost efficient. Some of the highlights of this year's convention include: presentations by an NRLCA National Officer as well as other union, postal, and possibly political leaders with updates on the time standard study,

contract negotiations and legislation; State Officer elections; debate of constitution changes and resolutions; and of course, great food at the County Officers' Recognition Dinner; Mini Food Truck Rally, and Old Fashioned Ice Cream Social. In order to enjoy all that State Convention has to offer, especially voting for Officers and Resolutions, members must become a Delegate at their County's Annual Meeting.

Annual Meetings are typically held in the Spring but must be held at least 40 days prior to State Convention. Members will receive a notice in the mail at

least 15 days prior to the meeting notifying them of County Officer and State Convention Delegate elections as well as voting on constitution changes and resolutions. Members must attend the meeting in person in order to be nominated and elected as a Delegate to convention. In some counties, it is possible to be nominated and elected as a Delegate without being present at the meeting but members should check with their County Officers prior to the meeting as to whether or not this is true in their counties.

No Delegate can be seated at Convention without the proper signed credentials generated at the County's Annual Meeting and must be current in their dues. Delegates must register for convention using the registration form prior to the registration deadline. Properly credentialed Delegates who meet their responsibilities during and after convention will be compensated in two ways. First, Delegates are reimbursed for round trip mileage, up to 850 miles, at 38 cents per mile. Reimbursement for tolls and/or ferry fees is also provided to Delegates. A \$250 State Convention allowance is also provided to each Delegate. Both mileage reimbursement and the allowance are subject to a total dollar cap as set by the State Board.

Delegates are welcome to attend any or all convention sessions but Delegates who wish to receive

compensation must attend all business sessions from the start of convention until adjournment on the third day and participate as a Committee Member as assigned by the State President. The Delegate receiving the most votes at their County's Annual Meeting is considered the Delegate-at-Large and has additional duties as outlined in the WARLCA State Constitution; duties that include submitting an oral report at an upcoming county meeting and while at convention be responsible for voting cards and reporting of the county's delegate strength at any given time. Members are strongly encouraged to become Delegates to convention but it is possible to attend convention without being a Delegate. All members are welcome to attend convention once registered using the registration form. Non-delegates cannot vote but are welcome to attend all business sessions and food functions.

By coming to convention, members play an integral role in the functioning of the Association, renew and preserve the ties that bind rural carriers and help to educate themselves and others. Take an active role in your Union and come to the 2016 WARLCA State Convention. I hope to see you at, what is sure to be, an outstanding convention.

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



WARLCA 2016 STATE CONVENTION REGISTRATION

**June 12, 13 & 14 2016
Mirabeau Park Hotel • 1100 N. Sullivan Rd,
Spokane Valley, WA 99037**

Registration Deadline: May 3, 2016

Book your room NOW by calling 509-924-9000, 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 per room. Rates valid 6/7/16-6/16/16. Room Reservation Deadline is May 10, 2016.

NAME: _____ 1ST TIME ATTENDING? _____

ADDRESS: _____ CITY & ZIP _____

COUNTY UNIT: _____ EMAIL: _____

PHONE: _____ Post Office Where Employed: _____

Registration Fee (Waived with at least 2 night stay at the Mirabeau Park Hotel)

Staying at The Mirabeau Park Hotel? _____ Name on Reservation: _____

WARLCA must meet a room night guarantee and so attendees are encouraged to stay at the site hotel.

Cost \$50 per person #attending_____ \$_____ Waived? _____

Saturday June 11

Ice Cream Social - All Are Welcome, 5:30-7:30 pm

Ice Cream Sundaes, Non-Alcoholic Drinks, Fun & Games

Cost \$5.00 per person (under age 2 free), Non-Alcoholic Drinks Incl. #attending_____ \$_____

Sunday June 12 FIRST DAY OF CONVENTION STARTS AT 8:30AM

1ST Timer to Convention Meeting, 8 am

Cost: Free #attending_____

County Officers' Recognition Dinner – All Are Welcome, 6-8 pm

Great Northwest Feast - Salmon and Sirloin Buffet featuring Sides with Regional Ingredients. Dessert, Coffee & Hot Tea Included.

County Officers Free; Cost to others \$25.00 #attending_____ \$_____

Monday June 29: SECOND DAY OF CONVENTION STARTS AT 8AM

Mini Food Truck Rally at Camp Caro, 6-9 pm

Couple of Chefs Truck featuring Sandwiches, Salads & Non-Alcoholic Drinks. Authentic Tacos from the Tacos Camargo Truck and Locally Made Ice Cream from the Scoop Truck. No-Host Bar w/Beer & Wine, Live Music, Dancing, Fun and Games. Transportation Provided.

Cost \$29 per person; alcoholic drinks extra #attending_____ \$_____

Tuesday June 30: THIRD DAY OF CONVENTION STARTS AT 8AM

No food functions

Total Enclosed \$ _____

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

Checks payable to WARLCA and sent with form to 2811 N Chase Ln., Liberty Lake WA 99019 by May 3, 2016 to avoid \$25 LATE FEE. If you are unable to attend, please contact Becky Wendlandt for a refund; however, no refunds issued after June 5, 2016 and until after Convention and Board approval since we have to guarantee total number of meals ahead of time.

The 110th Annual WARLCA Convention

Spokane Valley, WA

June 12-14, 2016

Mirabeau Park Hotel

Book your Room Now!

Rates as low as \$99 a night!

Call Mirabeau Park Hotel at 509-924-9000 and Reference the Washington Rural Carrier room block.

Convention Highlights

• June 11th •

Ice Cream Social

• June 12th •

Convention Begins

County Officers' Seminar

Northwest Theme Dinner

• June 13th •

Convention Continues

Guest Speakers

"Not your Typical"

Banquet &

Entertainment

• June 14th •

Election of Officers

Convention Ends

To Become a Voting Convention Delegate eligible for up to a \$250 allowance* and mileage reimbursement* from the WARLCA you must be Nominated and Elected at your County's Annual Meeting in the Spring of 2016. Keep an eye on your Mailbox for a Meeting Notice!

In the coming Months you'll be able to Register for Convention. Look for more info in the Washington Rural Carrier magazine, on your Union Bulletin Board and in your Email In box.

*Subject to a dollar/mileage cap.

Top 10 Reasons to Attend Convention

1. Nominate & Elect State Officers
2. Discuss & Vote on Resolutions
3. Discuss & Vote on Constitution Changes
4. Speak with a National Officer
5. Listen to Guest Speakers
6. Learn something new
7. Be a Committee member
8. Greet old friends, meet new friends
9. PAC Raffles & Auctions
10. Eat Great Food

June 11th
Old Fashioned
Ice Cream Social

Mirabeau Park Hotel
Courtyard

Fun &
Games!

Ice Cream Sundaes!

Contact your Region Committeeperson for info. Phone #/email at www.warlca.com.



Safety and the LLV

By Joyce Patteson, Region 4 Committeeperson

Now that our unprecedented Christmas season has come to a close, we're still dealing with winter and the wonderful things Mother Nature chooses to bestow on some of us. Things such as snow, rain, fog, ice, and wind just to name a few - not to mention fewer daylight hours.

Although some of us may be used to driving in winter conditions having done it for years, there are always surprises. Sometimes those surprises are beyond our control because they involve "the other guy" who may be driving too fast or too carelessly for the conditions. That means not only do we have to do our part to drive safely while delivering our route, we have to keep our eyes open for other people on the road. There may be several of those "other guys" we have to watch out for, or just a few, but either way, we always need to be mindful of them.

If you deliver your route in your private vehicle, you already know what you have to do to maximize your safety while on the route. Make sure everything is in tip-top shape such as your tires, windshield wipers, and heater. Being extremely familiar with your vehicle, you usually know where your vehicle is capable of going, i.e., how much snow you'll be able to maneuver through, etc., to get the mail delivered and make it home to your family safe and sound. After all, that is your main goal - getting home safe and sound.

Now I'm going to talk about those of us who deliver a route with an assigned postal vehicle. I remember too many years ago when the Postal Service made the decision to assign vehicles to some of the rural routes. They had very strict criteria in order for a route to qualify, and those routes were low in miles and delivered on relatively flat territory. They also weren't assigning them in offices that didn't have an onsite vehicle maintenance department. That way, if one broke down or had a flat tire, there wouldn't be much down time for the carrier and it would be relatively easy for someone to come to your rescue.

Fast forward to today. Today, they're assigning vehicles to routes where it makes absolutely no

sense, but they have that right. Mileage doesn't seem to be an issue, and certainly terrain does not come into play. The close proximity of a vehicle maintenance department is also no longer a consideration. There are LLVs assigned to routes that travel into mountainous areas where the roads may curve around a mountain on one side, and have a sheer drop-off on the other. These roads may not be reasonably conducive to travel with a LLV in great weather conditions - let alone in winter. The carrier may also be several miles away from anyone who's able to come to their rescue should they have a vehicle breakdown, or get stuck in the snow. This makes it extremely difficult for us, as rural carriers, and we have an arbitrator to thank for this. After all, ever since the arbitrator's decision prior to the September 2012 mail count, management has seemingly been scrambling to find more routes where they can assign a LLV and capture the savings from the lower DPS standard for routes with a government-assigned vehicle. Most of us know that it really wasn't in the Postal Service's best interests to assign vehicles to a number of routes that now have one, but all they could see were dollar signs. Even though the Postal Service seems to be short on vehicles, every time we have a scheduled mail count, more of the well-used high-mileage vehicles come out of the woodwork to be assigned to even more remote locations.

Now we have a problem - several of them actually and I'm going to touch on just a few. One huge problem is that in all the Postal Service's wisdom, they declared that there will no longer be studded tires provided for LLVs. You have a choice of tire chains, or no tire chains. I honestly don't know if this directive came from National, Western Area, or just the Seattle District, but either way we in the Seattle District no longer have studded tires. This creates problems - not the least of which is that you are forced to run on tire chains on clear pavement where you can't safely travel over approximately 30 miles per hour which in itself, creates a potential safety issue. Some of us travel roads with a speed limit of at

least 50 miles per hour. Usually when the road is covered with snow and/or slush or ice, most of the traffic is also travelling at a slower rate of speed. However, if the pavement is relatively clear, you're still running at 30 and the previously mentioned "other guy" has no patience for you. If you drive any faster than that, the LLV begins to wander all over the road (at least mine does), and you run a larger risk of breaking a chain.

Speaking of broken chains, due to the quantity of them that management has been forced to deal with this winter, they've begun asking carriers to give the chain a temporary repair by either wiring it together or using a plastic tie. This is in order to prevent carriers from having to wait an hour, two hours, or even more for someone to get there to either replace the chain or fix it properly. Management wants you to deliver the mail and they want you back in the office by a certain time - not to mention that they don't want to have to contact someone to rescue you. Therefore, they take the easy way out and expect you to take care of it for them. The next time management asks you to make that temporary repair, remember these five words: rural carriers don't fix chains. We don't repair flat tires, replace broken windshield wipers, and we don't fix chains. Period.

Just what are our responsibilities where vehicle maintenance is concerned? Well, I'm glad you asked. The only requirements we have is to clear the windows of snow and ice, and to perform the vehicle safety check each morning. If you're not clear on

what you're supposed to do when performing that inspection, you'll find all the information on Notice 76 - Expanded Vehicle Safety Check. This is a checklist of 24 items performed by each carrier with a postal vehicle assigned to their route. According to Notice 76, the safety check is to be performed on the initial use of the vehicle each day. It's advised that the safety check is done reasonably soon after signing in on your 4240, just in case you need to fill out a Form 4565 - Vehicle Repair Tag, to immediately report a deficiency, body damage, or inoperable item (including a broken tire chain) that needs to be corrected prior to using the vehicle. Everything on your

vehicle needs to be in good working order - not just at this time of year, but at all times. This is your safety at risk and the main goal, each and every day, is to travel home safe and sound at the end of the day.

If there is an area you where you believe it would be unsafe to

deliver whether it's one box, a bank of boxes, or a whole street, you have the right and the obligation to withhold delivery and report to management - especially if you drive a postal owned vehicle. The LLVs were not designed for mountainous roads in the first place and with the added poor weather conditions, they're even worse. The problem is that even though we have the ability to make that judgment call, we're not wired that way! We want to give our customers the best customer service possible every day including delivering all of their mail. We're rural carriers! Unfortunately, the reality is that we need to realize that if we get stuck or break a chain, we may end up



Housed in the National Postal Museum in Washington DC is this 1920's Ford Model T with the snow attachment (photo credit Charles Alexander).

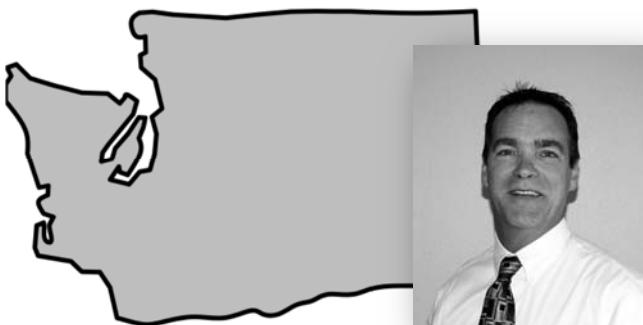
sitting there for a long period of time waiting for someone to come to our rescue. Don't take that chance. Do everything possible to assist yourself with safety where driving the postal vehicle is concerned. Perform the vehicle safety check each morning; report anything that needs to be repaired before using the vehicle; and use good judgment while on the route. Don't take chances.

If you are a regular carrier, annotate any time you spend waiting for vehicle repair in the comments section of your 4240 so you can accrue 'O' time. Once you have accrued 8 hours of 'O' time, you are entitled to a day off. Management is supposed to keep a log, but I would suggest that you keep a log as well with details. Make sure to ask management for a

copy of your completed 4240 every accounting period and keep it in a safe place. Management is required to keep the 4240s for a period of two years and in some offices, you would be lucky to find one from 6 months ago. If you keep yours, you'll have documentation for the existence of your 'O' time.

If you are a RCA, your time should be paid for each occurrence on a PS Form 1234 - Utility card (otherwise known as a green card), and paid via a PS Form 1314A - Auxiliary Rural Carrier Time Certificate, in the same pay period you had the issue.

If you have any questions after reading this article, don't hesitate to contact your assigned steward for assistance. On that note, keep your fingers crossed that spring is on its way and for lots of sun-



The title, "communication matters", can be taken two ways. Communication matters - referring to the importance and impact of communication and how that impact can be positive or negative dependent on first, whether or not there is communication at all, and second, how the communication is delivered. Or, communication matters - information (or matters) related to communication. This article is a bit of both.

The USPS Western Area, headed by Vice President Drew Aliperto, sends out a weekly publication, the *Western Word*. Each week there is a lead article by Mr. Aliperto and additional information, much of which is clearly intended for USPS employees in the Western Area. In meeting with the state boards of the Idaho Rural Letter Carriers' Association (IDRLCA) and Washington Rural Letter Carriers' Association (WARLCA), it became apparent there was a failure to pass this important communication on to the members of the rural craft in many, if not most, local offices.

The *Western Word* often contains timely and important information for postal employees, which includes rural carriers, both regular and relief. In reviewing recent issues, information regarding the importance of safety was presented (did you know the Seattle District experienced a sharp increase in roll-away, run-away incidents in 2015 compared to 2014?

Communication Matters

By Patrick Pitts, DR Seattle/Alaska District

In fact, the Seattle District, of which Northern Idaho is a part, had more roll-away, run-away incidents than any other district in the Western Area). There has been information (communication) on the importance of staying balanced during the busy holiday season, replete with hints and tips on achieving and maintaining a personal balance with an encouragement to tap into the resources available through the Employee Assistance Program (EAP), information on the Thrift Savings Plan (TSP), open season for health benefits, and much more.

The *Western Word* contains information on executive and other appointments, for example, an announcement was made when Don Jacobus was named the District Manager for the Seattle District, and Lisa Shear named the senior plant manager. On occasion, appointments to Postmaster positions are also noted. This weekly publication also highlights accomplishments, feats of courage, or outstanding acts by USPS employees across the area in a feature called "Way to Go Western".

In the March 4, 2015 edition of the *Western Word*, "Taking the pulse of our organization" was the lead article. The article revealed that "in the next two weeks" employees would begin seeing the successor to the familiar Voice of the Employee (VOE) surveys, the new Postal Pulse. Information concerning how,

and how often employees would be receiving the Postal Pulse was included, as well as information about completing the surveys "on the clock". I wonder how many rural craft members received this advance notice. The article was clearly meant for employees - "It's your opportunity to express your opinions about how we're doing and provide our organization with the chance to improve what we do ..." the article read.

"It's time for change" - that was the heading of the lead article in the July 22, 2015 issue of the *Western Word*. In the article, a (USPS) Headquarters initiative on employee engagement was mentioned. The Western Area Vice President was holding a leadership meeting in Seattle and described the meeting as an opportunity to outline the specifics of the initiative, and a chance to demonstrate the critical role employee engagement has in the future of the Postal Service. It is disappointing that there has been no contact, or information provided to the NRLCA at the district level concerning this initiative. All the right things were written into the article - "Employees are the backbone of our organization"; "When employees are engaged, they strengthen our brand and create a positive atmosphere that fosters exceptional customer service"; "We can't deliver on the promise of great service without an engaged workforce"; "We must commit to create a work environment that supports every employee"; "We must connect with employees in a sincere and authentic way"; "We must develop trusting environments for our employees to be the very best they can be" and, the article finishes with "It's time for change ...," and I couldn't agree more.

In the September 30, 2015 edition, a question is asked of managers - "Do you appreciate your employees? Do you tell them about it?" The December 23, 2015 edition's lead article was a "Congratulations on a season well done", a thank you from the Western Area Vice President for the excellent service provided to postal customers during the busy holiday season. Despite the dramatic increase in parcel volume and the challenges of inclement weather, employees truly made a difference in their communities through hard work and dedication to customer service. The article concluded with a special note from Mr. Aliperto - "From my family to yours, I wish you and your loved ones a very happy holiday." Did you receive these congratulations, the pat on the back, and the warm wishes? You should have, you deserve them.

I hearken back to the October 22, 2014 edition of the *Western Word*, with the lead article titled "Communication Matters" which, coincidentally, is the title of this article and interestingly, it was stated "... if managers wait to communicate with employees that something is about to change ... we're essentially dropping the ball." The article continued "Before a major change occurs, tell them (the employees) about the change. When employees aren't kept in the loop, they feel more anxiety ... and that anxiety leads to low morale ..." It was also stated "One-way communication is a thing of the past. Create an environment where your employees feel comfortable not just receiving information, but also sharing information with you." Does this reflect the level of communication in your office? It should.

Communication matters. Pure and simple.



Mail Count, March 12-25

By Charles Brown, DR Portland District
Representing the Members of Lower Columbia

EL 902 Article (9.2.B.3.A.4): Unless the parties agree otherwise in the successor Agreement, in 2016, a national mail count will be conducted for **twelve (12)** working days beginning **March 12, and ending March 25**, 2016. All routes will be counted except those routes which both the regular carrier and management agree in writing not to count. The mail count will be effective at the beginning of the fourth

full pay period following the end of the count period.
PO 603 Rural Carrier Duties and Responsibilities:
531.1 Purpose

These instructions provide standardized and uniform procedures for conducting mail counts on rural routes. An understanding of these instructions by rural carriers and managers helps ensure accuracy of mail count data, and prompt evaluation and correct

classification of rural routes. Postmasters, supervisors, and rural carriers must ensure that mail counts are properly conducted and that data is accurately reported.

531.2 Definition

A count of mail is physically counting and recording, at specified times, the number of pieces of mail delivered, collected, or handled on rural routes. This includes both national and special mail counts. Mail counts are used to assemble data that provides the basis for individual route evaluations. These route statistics indicate:

- a. Volume of mail handled.
- b. Amount of office and route time used by the carrier.
- c. Adequacy of service to rural customers.
- d. Efficiency and performance of the carrier.

531.3 Route Evaluations

The evaluation of a rural route is determined by the mail volume handled, daily miles traveled, the number and type of boxes served, and fixed or variable time allowances, i.e., the types of data that are obtained from mail counts (see Exhibit 531.3, Form 4241-M, Rural Route Evaluation Worksheet).

Pre-Count Conferences:

533.11 Postmasters

Postmasters must hold joint conferences with supervisors and rural carriers to discuss count procedures at least 15 days before the start of the count.

In addition, 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 (see 535.23k). The postmaster is also responsible for including, in writing, any questions or comments raised by the carrier after the count, forwarding Form 4241, Rural Delivery Statistics Report, with the written comments to the Management Sectional Center (MSC), and advising the carrier, in writing, of the MSC's decision. Postmasters must make every effort to immediately resolve disagreements regarding the actual number of pieces counted at the local level.

DISPUTE OR NOT:

533.13 Carriers

If you agree with the count data, your signature is considered verification of the validity of the count data. When you disagree with the count data, you need not sign the form. However, you must promptly submit written comments to the postmaster explaining in detail the reasons for objecting and the exact nature of the supposed errors or omissions.

533.21 General

All classes of mail handled by each rural carrier must be counted daily during the official count period. Before it is cased, mail must be counted at the facility where the carrier cases the mail. The postmaster or supervisor must exercise extreme caution to ensure that all entries on the count forms are correct. Carriers may observe the mail count on their relief days or on days when they are on leave. (Any carrier, who observes the mail count on a relief day, or while on leave, must be in a nonduty status and must not participate in office work activities.)

534.2 Methods of Casing Mail

The carrier chooses the method of handling or casing boxholder mail. Carriers who normally case mail upon return to the office after completing their routes are to continue this practice on the day preceding the count and during the count period. Carriers who do not case mail upon return to the office after completing their routes will not do so on the day preceding the count nor during the count period. All mail must be recorded on Form 4239, Count of Mail (Rural Route) (see Exhibit 534.2), for the day of the count on which it is cased. Therefore, mail cased on the day preceding the count is not included in the count. However, mail cased after the carrier returns from serving the route on the last day of the count is credited on the same Form 4239 used earlier in the day, and is included in the count.

A reminder on the OPT OUT procedures: all routes except those routes which both the regular carrier and management agree in writing not to count. In other words, if both parties do not sign the "Opt Out" form, your route will be counted. Management has the right to not opt out and the same is true for the carrier. Please do not get forced into opting out, if you would like to have your route counted, you have this right.

When management and the regular rural carrier have signed the official Mail Count Option Form during the option period, the decision by either party made on the form cannot be changed without mutual agreement. Either party may unilaterally change the decision on the form only until the other party completes and signs the form.

Mail count schools will be conducted throughout the district, a postcard will be sent to each member (excluding retirees). Please, if you have never counted be sure to attend a count school. We will be going over information that will affect your pay.

Keep updated if not on my email list drop me a note to add you: Charles.Brown@nrlca.org.



National Rural Letter Carriers' Association

MAIL COUNT SEMINARS – SEATTLE DISTRICT

(AS OF JANUARY 26, 2016)

Sunday, February 21, 2016 10:00 AM – 3:00 PM

Best Western Premier Plaza Hotel and Convention Center

620 S Hill Park Dr
Puyallup WA 98373

(Presented by Renee' Pitts, NRLCA Assistant District Representative)

Everett Labor Temple (Everett Trades Building Association)

2810 Lombard Ave
Everett WA 98201
(Presented by Monte Hartshorn, NRLCA Assistant District Representative)

Mirabeau Park Hotel

110 N Sullivan Rd
Spokane Valley 99037
(Presented by Patrick Pitts, NRLCA District Representative)

Sunday, February 21, 2016 11:00 AM – 4:00 PM

Best Western Plus – Lincoln Inn and Suites

211 W Umptanum Rd
Ellensburg WA 98926
(Presented by Joyce Patteson, NRLCA Assistant District Representative)

Saturday, February 20, 2016 5:00 – 9:00 PM (Tentative time, date and location)

Red Lion Hotel – Lewiston

621 21st St
Lewiston ID 83501
(Presented by Patrick Pitts, NRLCA District Representative)

Note: Seminars are open to members of the NRLCA. Membership applications will be available at the door and rural craft members completing the application will be eligible to attend.

Note: The NRLCA mail count guide is being mailed to all members via *The National Rural Letter Carrier* magazine and is available to members on the NRLCA website. Printed copies will not be distributed at the seminar.

Patrick Pitts – District Representative, Seattle/Alaska
P.O. Box 96, Orting WA 98360-0096
Cell: 509.280.7444
Office: 360.893.8182
patrick.pitts@nrca.org

Position Openings on the State Board

Would you like to run for a position on the State Board? Positions up for election this year are President, Vice President, Secretary-Treasurer, Region 2 Committeeperson, and Region 4 Committeeperson. Each of these positions hold a two-year term. Campaigning in the "Washington Rural Carrier" will be unedited, limited to maximum 250 words, text only, and may be modified by the Editor to fit the paper's format, and must be submitted by the member running for the position. Campaign essays may be sent to the editor via email to warlcaeditor@outlook.com. Submissions must be sent **NO LATER THAN APRIL 10**. You may also submit an application for the position of Editor, however this is not a Board position.



Mitigation Agreement Reached

At long last, impacted regular carriers received payment related to management's failure to timely adjust routes as required under the 2012 Mitigation of Time Standard Changes MOU.

NOT ALL CARRIERS WERE IMPACTED, therefore not all carriers received payment. In fact, approximately only 16% of regular carriers were impacted (15% of the regular routes in the district). With that said, the total compensation being paid to those carriers is more than \$453,000.00.

A heartfelt thank you to all Union officers, NRLCA representatives, stewards and members who would not allow the Seattle District to shirk their responsibility to the members of the rural craft, with a special thank you to Monte Hartshorn, NRLCA Assistant District Representative for his hours and hours of work, poring over master-listings, count data, salary charts, etc. identifying the routes entitled to mitigation and determining the amount of compensation due each carrier assigned to those routes.

— Patrick Pitts, NRLCA District Representative

Spring Informational Rally



Hear updated information concerning your job; attend the spring meeting! Be sure to watch your mailbox for your notice to see the topics to be discussed. There will be an hour at the end opened up to Q&A with Seattle/Alaska District Representative, Patrick Pitts. You will also have a chance to meet with your State Board as well as several of Washington's Assistant District Representatives. You won't want to miss out! Join us on Sunday April 3 at the Mirabeau Park Hotel in Spokane from 2-4pm, with a Q&A session from 4-5pm.

County officers, appointed legislative liaisons, and PAC chairs: you may be reimbursed to attend the Spring Rally!

Kounty Korner

Attention King-Snohomish Counties Unit members! Our Annual meeting is coming up on April 9th in Everett, at Evergreen Lanes bowling alley, 5111 Claremont Way at 7 o'clock. Come meet your County Unit officers, and see how the business of YOUR Union is conducted. We usually get there at 6 and have dinner, if you are interested. We will cover the latest news and information that affects your job, we will elect officers for the year, and elect delegates to the State Convention in Spokane. We will also have a District-level Steward present to answer any questions you have on situations in your own office. Please join us. We especially enjoy seeing new members and first timers. There will be door prizes and drawings along with comradery and reports. For further information, please check the WARLCA website.

— Kurt Eckrem, King-Snohomish Counties President

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

Provident Guild Benefits Application Form

PLEASE FILL IN WITH TYPEWRITER OR PRINT LEGIBLY WITH INK

ALL QUESTIONS MUST BE ANSWERED

DEATH BENEFIT DEPARTMENT, National Rural Letter Carriers' Association and its Auxiliary

Date _____

APPLICATION FOR MEMBERSHIP

CIRCLE CLASS DESIRED:

\$10 \$15. \$20.

\$30. \$40. \$50.

For Class: _____

+ Entrance Fee \$2.00

*Amount Enclosed: _____

Mail At Once To

Levi Hanson
WARLCA Provident Guild Rep
1418 S Tacoma St
Spokane, WA 99203

ACTION OF
ADMISSION BOARD
Not to be filled by
Applicant

** Those who submit applications during July, August or September need to pay a full year's dues plus the entrance fee.*

October, November or December submissions need to pay 75% of a full year's dues plus the entrance fee.

January, February or March submissions need to pay 50% of a full year's dues plus the entrance fee.

April, May or June submissions must pay the entrance fee plus 25% of a full year's dues plus the upcoming full year's dues.

Male

Female

Married

Single

Divorced

Widowed

1. Name _____
First _____ Middle _____ Last _____ Phone Number _____

2. A. Home Address _____
Street _____ County _____

City _____ State _____ Zip Code _____

B. If Mailing address is different from residence - Please List:
City _____ State _____ Zip Code _____

3. Date of Birth _____
Month _____ Day _____ Year _____ Age _____ Weight _____ Ft _____ In _____ Height _____

4. Occupation: Regular Carrier Substitute Carrier Retired Carrier Wife/Husband of Carrier
 Widow/Widower of Carrier Wife/Husband of Sub. Carrier Wife/Husband of Ret. Carrier

5. Have you ever been a member of the Provident Guild? _____ Yes No

6. Is your wife (or Husband) a member of the Provident Guild? _____ Yes No

8. 1st Beneficiary _____
(Name) _____ (Address) _____ Phone Number _____

2nd Beneficiary _____
(Name) _____ (Address) _____ Phone Number _____

7. "I agree to the method for distribution of benefits as shall be Provided by the Organic Law as of the date of my death."

9. I hereby declare that I have carefully read each and all of the above questions and answers, and that my answers are true.

(Signature of Applicant)

Recommended By: Guild Representative

Revised 2008

Are You Up To A CHALLENGE?



The Washington membership at Western States Conference in Seaside OR, 2015

WARLCA had 30 members at Western States Conference at Seaside.

Do you think we can beat that at Salt Lake City?

Take on the challenge and book your trip for Salt Lake City.

There is a total budget of \$8,000 CAP for delegates at \$225 each. If we have 36, we would divide the \$8,000 by 36 for a total of \$222.22 each and so forth.

1. The Board will decide at each meeting if a reimbursement for Western States Conference is appropriate and if so, how much.

2. Rules for being reimbursed for Western States Conference are as follows:

Each member must attend all of the business sessions of Western States Conference, but do not have to attend the social or banquet.

Each member must check in with the President or designee at the start of each business session and after breaks.

If a State-paid member does not meet his/her responsibilities, the remainder of the members in attendance at Western States Conference will decide before receiving the reimbursement if that member is to receive all or any of the State-paid funds due to not meeting his/her responsibilities.

The President or designee will write an article for email distribution and for the WRC.

All paid members attending Western States Conference should give an overview of the Conference at their County Unit.

Cutoff Date for Counties' Annual Meeting

All counties must hold their annual meeting by May 1, 2016. Remember, our State Convention is June 12-14, 2016 this year so a little earlier than past conventions. The meeting notice listing the meeting and agenda of voting for delegates to State Convention, resolutions, constitution proposed changes, and any other business must go out 15 days before the annual meeting. County Officers; please send that information, as well as any other meetings, to Becky as soon as possible so as to list it on the website.

COUNTY OFFICERS:

Please bring your WARLCA jump drives to your annual meeting.



April 20th, 21st, and 22nd 2016

Sheraton Hotel
150 West 500 South
Salt Lake City, Utah 84101
801-401-2000

Hotel Rates
Single or Double -\$119.00/night
if reserved by March 21st
Specify for WSC when calling

Fly into Salt Lake City Intl
Take UTA Trax Green Line 704
Exit on the Courthouse station
Sheraton is 1 block West (\$5 roundtrip)

or

contact hotel for free shuttle
every 30 minutes

Map of Public Transportation including free fare zone:
http://www.rideuta.com/uploads/uta_rail_map.pdf

	Register Before 3/21/16	Register after 3/21/16
Conference	\$65	\$75
(Price includes Meet & Greet, 1 breakfast, a luncheon and all breaks!)		
Registration starts at 4pm on Wednesday!		

Name _____

Phone _____ State _____

Make Checks Payable to: UTRLCA
% Western States Conference
Jerry Varney
9819 Pheasant Dr.
Highland, UT 84004-9127

For more info on the agenda or
questions: michelle.tait@nrlca.org

Total \$ Amount Enclosed

\$ _____

WARLCA 2016 COUNTY CONSTITUTION CHANGE

The following Constitution change was submitted at the 2016 Annual Meeting of the (County) Rural Letter Carriers' Association. If adopted, the County Secretary-Treasurer will update the County Constitution appropriately, and then send the complete updated County Constitution to the State Secretary-Treasurer.

The following procedures are suggested for effectively presenting county-adopted Constitution Changes:

- 1) Place only one Constitution per sheet.
- 2) Present in Word document format.
- 3) Formatting instructions:
 - (a) Font - Times New Roman; Font Size - 11
 - (b) New Language **BOLD**; Omitted Language ~~Strike Through~~
 - (c) Article _____ Section _____ Paragraph _____

Explanatory paragraphs should be headed as follows: (If spaces below are inadequate, use additional sheets with the appropriate heading)

PRESENT LANGUAGE:

PROPOSED LANGUAGE:

INTENT OF / REASON FOR CHANGE:

Adopted? (circle one) Yes or No

Signature _____ Date _____
County Secretary

This form to be kept for two years by County Secretary-Treasurer

2016 WARLCA RESOLUTION FORM

CHECK APPROPRIATE BOX

BINDING

NON-BINDING

The following Resolution was adopted at the 2016 Annual Meeting of the (County) _____
Rural Letter Carriers' Association. It is hereby submitted to the Resolutions Committee of the 2016 State Convention in Spokane Valley, WA for consideration and appropriate action.

ISSUES

Check one:

AUTOMATION
 BENEFITS
 EMA
 GRIEVANCE PROCEDURES
 LEAVE REPLACEMENTS

MAILCOUNT
 RELIEF DAY
 RETIREMENT
 SALARY
 TIME STANDARDS

VEHICLE
 WORK RULES
 OTHER
 WARLCA CONSTITUTION
 NRLCA 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 _____ Date Sent to State Sec-Treas _____
County Secretary _____



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.



UNITED STATES POSTAL SERVICE
AUTHORIZATION FOR DEDUCTION OF DUES

<input type="text"/>	OR	<input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/>	<input type="checkbox"/> Regular <input type="checkbox"/> PTF <input type="checkbox"/> Relief	
←SOCIAL SECURITY NUMBER→		(USPS EMPLOYEE ID-NUMBER)		
<input type="text"/>			<input type="text"/>	
LAST NAME			FIRST NAME	MI

MAILING ADDRESS _____ CITY _____ STATE _____ ZIPCODE + 4 _____

CITY

STATE

ZIPCODE + 4

SECTION A - AUTHORIZATION BY EMPLOYEE

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

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

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

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

SIGNATURE OF EMPLOYEE _____ **DATE** _____ **PHONE** _____

DATE

PHONE

SECTION B- FOR USE BY STATE EMPLOYEE ASSOCIATION

R - NATIONAL RURAL LETTER CARRIERS' ASSOCIATION

SIGNATURE OF ACCEPTING UNION OFFICIAL

DATE

I hereby certify that the dues of this organization for the above named member, for the applicable designation, are currently established at \$8.81 Relief/
\$28.00 Regular per pay period

LOC#	STATE <table border="1"><tr><td>W</td><td>A</td></tr></table>	W	A
W	A		
DATE	REMIT #		

STATE SECRETARY

SECTION C- FOR USE BY NATIONAL ORGANIZATION

Date of Delivery to Employer (For National Office use)

ANIVERSARY DATE TO BE USED
AT USPS PERSONNEL OFFICE



Submit One Copy

Send to

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



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

**WANT TO MAKE A DIFFERENCE?
WANT TO HELP EDUCATE
CONGRESS ABOUT THE U.S.P.S. BUT
DON'T KNOW HOW?
WANT A CHANCE TO WIN
A \$100.00 VISA GIFT CARD?**

HOW DO YOU WIN



- HERE IS HOW TO GET ENTRIES:**
- **BECOME A SUSTAINING DONOR WITH AT LEAST
A \$5.00 PER MONTH DONATION**
 - **INCREASE YOUR CURRENT SUSTAINING DO-
NOR AMOUNT BY \$5.00**
 - **RECEIVE AN ENTRY FOR EACH \$5.00 INCREASE**

SIGN UP AT YOUR COUNTY UNIT MEETINGS
OR CONTACT PAC CHAIR, TARALEE MOHR AT (425)238-4316
OR PAC CO-CHAIR, DAWN AYERS AT (253)468-2119

WARLCA Membership

*In fond remembrance of the
following rural carriers who have
left us:*

Congratulations Retirees!

BERG, ADELE	GOLD BAR
COBURN, JEANNE M	COLVILLE
FORSNESS, DENISE D	BENTON CITY
GAGNON, MARIE E	WAITSBURG
HOWARD, GEORGE R	DEER PARK
JACK, PATRICIA L	SNOHOMISH
JOHNSON, DAVID A	VANCOUVER
KALOUS, ROBERT K	MEDICAL LAKE
MCCORD, KAREN L	MOUNT VERNON
PADILLA, LYNNE	GIG HARBOR
PROBST, JOYCE A	SUMNER
ROOD, NANCY K	PORT ANGELES
WALTER, HOWARD	POULSBO

Edna M Leidig

Yvonne I Michil

Barbara L Proszek

*The WARLCA Board wishes to
thank them for their dedication to
our Union and the Rural Craft.*

Do You Know Someone Who Deserves The Membership Longevity Award?

Have you reached the 50 year mark yet? We honor all those members who have reached 50 years and 60 years as a member in the WARLCA/NRLCA. If you think you have or are near please contact Becky Wendlandt, phone (509)710-7840 or email warlca@gmail.com or write to 2811 N Chase, Liberty Lake WA 99019-5002 for the official form. You will receive recognition from NRLCA and an article and picture in a future issue of the WRC

Notes to the Editor

Have a suggestion? Or an idea? Send me a note! Shoot your thoughts over to warlcaeditor@outlook.com.

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

Please Welcome Our New Members!

ARLINGTON	LINDHORST	MATTHEW	78 - RCA	OKANOGAN	DUNCKEL	TAMMY	78 - RCA
AUBURN	WOLF	JAY	78 - RCA	OLALLA	NOVICK	CHRISTINE	78 - RCA
BATTLE GROUND	MOONEY	ANDUIN	78 - RCA	ORTING	MESSATZZIA	MARIE	78 - RCA
BLAINE	KNUTSON	BRENT	78 - RCA	ORTING	ELLIOTT II	RUSSELL	78 - RCA
BLAINE	BENNETT	KATRINA	78 - RCA	PASCO	OAKES	PAM	78 - RCA
BLAINE	BROWN	LORRIE	78 - RCA	PASCO	GARCIA	LUIS	78 - RCA
BLAINE	DECORIA III	HARRY	78 - RCA	PORT ORCHARD	MANONGDO	SUSANA	78 - RCA
BOW	BOTTIN	MARYELLEN	78 - RCA	PORT ORCHARD	HALLMAN	JESSICA	78 - RCA
BREMERTON	DODGE	CHARLES	78 - RCA	POULSBO	HOOD	MCKENNA	78 - RCA
BRUSH PRAIRIE	HYLLA	APRIL	78 - RCA	POULSBO	FELIX	CAROLYN	78 - RCA
BURLINGTON	PETERSON	DANIEL	78 - RCA	POULSBO	NICKERSON	WALTER	78 - RCA
CARNATION	ANDINO	JENNIFER	78 - RCA	PUYALLUP	PATRICK	JEWELL	71 - Regular
CHATTAROY	HART	DONALD	78 - RCA	PUYALLUP	LUTTERMAN	JASH	78 - RCA
COLBERT	BARNEY	ROSETTA	78 - RCA	RICHLAND	GLASFORD	DAVID	78 - RCA
COUPEVILLE	ALLEN	JOHN	78 - RCA	SEATTLE	NORITAKE	LEINETTE	71 - Regular
DEER PARK	THOMPSON	JANELLE	78 - RCA	SEATTLE	MINNIE	LIEZEL	78 - RCA
DUVALL	MATTOX II	ROY	78 - RCA	SEQUIM	GARRETT	FRED	78 - RCA
EVERSON	MCILVENNA	CAROLYN	78 - RCA	SILVERDALE	LAVOIE	LAURA	78 - RCA
FALL CITY	BLECH	MICHELLE	78 - RCA	SPANAWAY	WALKER	COLLEEN	78 - RCA
FRIDAY HARBOR	SADLER	LISA	78 - RCA	SPANWAY	MARTINEZ	ANGELA	78 - RCA
GIG HARBOR	ROSS	LORI	78 - RCA	SPANAWAY	SPONG	BENJAMIN	78 - RCA
GIG HARBOR	MURTHA	JAMES	78 - RCA	SPOKANE	IRISH	JEFFRY	78 - RCA
GRAHAM	HAERTLING	WESTLEY	78 - RCA	SPOKANE	RYLE	DAVID	78 - RCA
GRAHAM	BAIN	NATASCHA	78 - RCA	SPOKANE	HORSMAN	RENEALEE	78 - RCA
GRAHAM	SOBASZEK	JACQUELENE	78 - RCA	SPOKANE	LARSON	CHERYL	78 - RCA
GRAHAM	QUICHOCHO	PAUL	78 - RCA	SPOKANE	STARK	KATHLEEN	78 - RCA
GRAND COULEE	BAKER	COREY	78 - RCA	SPOKANE	CYR	ROSIE	78 - RCA
ISSAQUAH	DENISON	ASPEN	78 - RCA	STANWOOD	SNYDER	SANFORD	78 - RCA
KALAMA	HARRISON	RENAE	78 - RCA	STEVENS	WILLIAMS	MELISSA	78 - RCA
KETTLE FALLS	MORSE	MATTHEW	78 - RCA	TACOMA	JACKSON	TABITHA	78 - RCA
LA CONNER	JONES	KRISTINA	78 - RCA	VANCOUVER	MINNIS	JAMILA	78 - RCA
LAKE STEVENS	LUHRS	NICOLE	78 - RCA	VANCOUVER	ADIBONOU	JEROME	78 - RCA
LANGLEY	DROGHEI JR	JOHN	78 - RCA	VANCOUVER	SOUTO	VICTOR	78 - RCA
LANGLEY	IVERSEN	KARLFINN	78 - RCA	VASHON	MACKENZIE	KRISTEN	78 - RCA
LIBERTY LAKE	EIRLS	RICHARD	78 - RCA	WALLA WALLA	KING	JUSTIN	78 - RCA
LYNDEN	TOLSMA	ALLISON	78 - RCA	WALLA WALLA	SCHMIEDERER	SHANE	78 - RCA
MARYSVILLE	VANDEWERFHORST	JOHN	78 - RCA	WAPATO	STILES	BRET	78 - RCA
MARYSVILLE	LARGE	NATHALIE	78 - RCA	WASHOUGAL	JUSTICE	SAMANTHA	78 - RCA
MARYSVILLE	FISHER	SUSAN	78 - RCA	WAUNA	COLLINS	SHELI	78 - RCA
MARYSVILLE	MIGRALA	TESSA	78 - RCA	WENATCHEE	PAXTON	JAY	78 - RCA
MILTON	DENTON	TERRA	78 - RCA	WOODINVILLE	SCHRADER	BENJAMIN	78 - RCA
MOUNT VERNON	DENBY	SARAH	78 - RCA	WOODINVILLE	RUFF	RENA	78 - RCA
NORTH BEND	LOGAN III	MARK	78 - RCA	YELM	ADAMS	MELANIE	78 - RCA
OAK HARBOR	CLARK III	DAVID	78 - RCA	YELM	GAPAS	DANNY	78 - RCA

Members by Class

<u>Des Code—Title</u>	<u>Total</u>
Associate	1
71—Regular	996
76—PTF	7
RCA	591
Retired	292
TOTAL	1887

Non-Members by Class

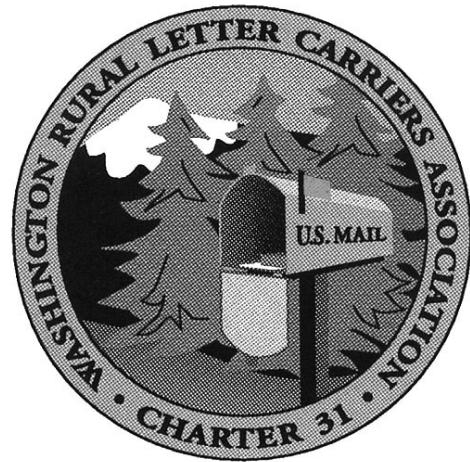
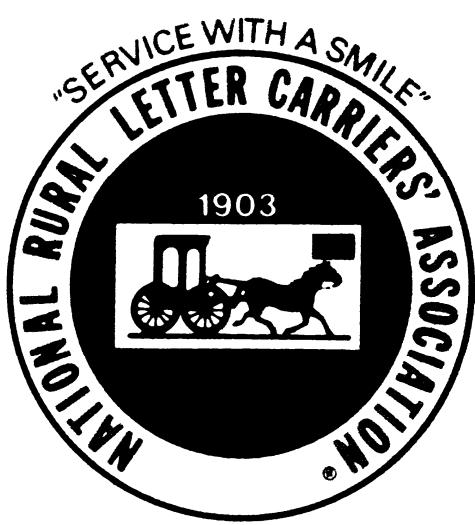
<u>Des Code—Title</u>	<u>Total</u>
71—Regular	187
76—PTF	2
RCA	341
TOTAL	530

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

Address change? Please let your State secretary-treasurer know in order to keep your WARLCA and NRLCA magazines coming!

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

Change Service Requested



Where Service Begins With a Smile

Upcoming Dates to Remember

- Feb 1-29:** Special enrollment for Self + One FEHB
- Mar 12-25:** National Mail Count
- Apr 3:** Spring Rally, Spokane, 2-4pm, Q&A 4-5pm
- Apr 21-23:** Western States Conference, Salt Lake City UT
- June 12-14:** State Convention, Spokane
- Aug 16-19:** National Convention, Nashville TN