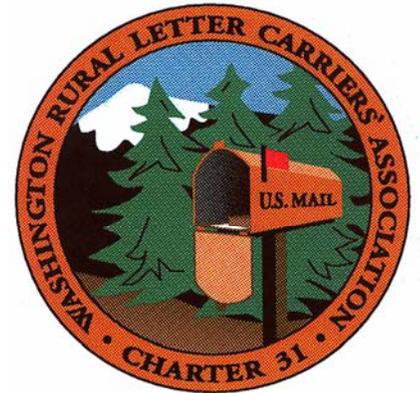


Washington Rural Carrier

Official Publication of the Washington Rural Letter Carriers' Association

Fall 2017



Where Service Begins With a Smile



Washington NRLCA National Convention National Harbor, MD 2017

Front row (left to right): Patrick Pitts, Renee Pitts, Taralee Mohr, Lisa Benson, Cassidy Munn, Joyce Patteson, Peta Barrett, Paige Barrett, Dawn Ayers, Mariann Faulkner, Monte Hartshorn

Middle Row: David Ray, Shawn Johnson, Janie Walla, Kurt Eckrem, Isabella Lopez, Lorrie Crow, Stella Fazzino, Joanne Dillon, Becky Wendlandt, Becky Pike, Susie Hill

Standing: Jim Hemrich, Levi Hanson, Kristian Granish, James Folk, Dan Schrup

National Convention!

Christmas Overtime

For regulars & RCAs

About to Retire?

What Is A Letter Worth?

What to do with your TSP

Mail Count in Feb/Mar

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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 WARLCA email updates!

Recently Retired?

Congratulations! You will need to complete, sign, and send the 1187-R in order to be a retired member in good standing. Remember, you must be a member if you have Rural Carrier Benefit Plan Health Insurance. Find the 1187-R on page 28.



There was an error printed in the Convention Issue in the WARLCA Constitution. For the full and correct version of our Constitution, please visit the website, www.warlca.com

Thank You Local Stewards!

Laura Aries, Langley	Derek Merritt Jr., Arlington
James Arvin, Cheney	Taralee Mohr, Lake Stevens
Dawn Ayers, Sumner	Cassidy Munn, Rockford
Paige Barrett, Grandview	Henry (Quang) Nguyen, Stanwood
Hannah Buccheit, Olympia Lacey	Corina O'Day, Puyallup South Hill
Amy Bullion, Ferndale	Kelly O'Neill, Camas
Kimberly Burress, Bow	Alicia Peterson, Eatonville
Laureen Chamberlin, Newport	Katie Peterson, Selah
Beverly Crow, West Richland	Trina Robinson, Colfax
Lorrie Crow, Colville	Bonnie Salzman, Graham
Tammy Donaghue, Wenatchee	Victoria Santos, Woodland
Kurt Eckrem, Marysville	Billie Shinall, Pullman
Janice Frymire, Snohomish	Christina Smith, Coupeville
David Hamilton, Blaine	Dominic Talavera, Oak Harbor
Elisabeth Havekost, Silverdale	Jeffrey Taylor, Greenacres
Karen Hill, Woodinville	Debbie Thompson, Chewelah
Kerr Howell, Nine Mile Falls	Trina Vermilyea, Castle Rock
Shawn Johnson, Vashon	Janie Walla, Marysville
Chris Kaufmann, Eastsound	Susan (Diane) Way, Mount Vernon
Justin King, Walla Walla	
Tony Lott, Bremerton West Hills	
Janelle Mee, Brush Prairie	

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Happy Holidays!

Did you know that there are over 30 holidays between Thanksgiving and New Year's Day? The WARLCA Board sends you and your loved ones warm holiday wishes during this busy season!





National Convention

By Levi Hanson, WARLCA President

Another national convention has come and gone and those who attended came away richer for the experience. Of the 25 members of the WARLCA in attendance, 21 were regular delegates and four were alternates. Of the alternates, only one was paid to attend and three paid their own way; Paige Barrett, David Ray, and Cassidy Munn. I want to thank these three individuals for their dedication to this union and I want to express my appreciation to all the delegates for their hard work in representing the rural carriers of Washington. As your delegate at large, it is my constitutional duty to issue this report on National Convention. As delegate at large, I was paid by National to attend convention but also to serve on the Credentials/Mileage and Per Diem Committee which took up much of my time leading up to and during convention.

The 113th NRLCA National Convention took place at the Gaylord Resort in National Harbor, Maryland just outside of Washington D.C and across the river from Alexandria, Virginia; home of our national headquarters. Convention officially began on Tuesday, August 15th but was preceded by a variety of activities beginning on Saturday with a wreath laying at the Tomb of the Unknown Soldier at Arlington National Cemetery. The wreath laying was done in honor of the Nation's Gold Star families by members of our national board as well as rural carriers and Gold Star parents Kelly and Donna Bagwell. Gold Star parents are those that have lost a child in service to our country.

Monday, August 14th was a busy day and opportunities to learn something new were in abundance especially at the State of the Union presentation. The presentation touched on a variety of subjects, but the Engineered Time Standards Study was the one topic that those in attendance were most eager to hear about. Dr. Ken Mericle, the Union's representative on the engineering panel, spoke regarding the study, detailing the progress of the study thus far and assuring those present that the vast majority of the study was complete and would be presented for review to both the Union and the Postal Service on October 31st

of this year. The two parties will then have a month to review the study's findings and provide comments. At the end of February 2018, the engineering panel Chair will provide the parties with his final determinations regarding the new standards. The Rural Street Database remains incomplete but is ongoing in some capacity. In addition to the State of the Union, there were many seminars on Monday for delegates to take part in. Each delegate was assigned to attend at least one seminar during convention, but many chose to attend multiple. I attended the OWCP seminar with the NRLCA Director of Workers' Compensation, Devin Cassidy, during which he spoke about the process for filing a claim with the Office of Workers' Compensation. He offered tips on how to best file a claim so that it is approved in a timely manner, stressing all the while that he is always available to speak to should a problem arise. Other seminars attended by WA delegates on Monday included Legislative, State Editors', Political Action Committee (PAC), Thrift Savings Plan, First Timers', and Legal.

Tuesday, August 15th began with a memorial service followed by the call to order by LuAnne Moreland, Convention Chair from the Maryland RLCA. Afterward there was the presentation of colors, national anthem, Pledge of Allegiance, and a multimedia presentation honoring our military; prepared by the media committee which was headed by Washington's own Patrick Pitts. The rest of the morning consisted of presentations by various speakers; of special note were Postmaster General Megan Brennan, NALC President Fredric Rolondo, APWU President Mark Dimindstein, and NPMHU (Mail handlers) President Paul Hogrogian. This is the first time in recent memory that Presidents from the other three postal unions have all been present at the NRLCA National Convention. All three expressed their solidarity with members of our union and discussed issues important to all postal employees. PMG Brennan offered a postal status report detailing a mixed bag of statistics: Rural delivery makes up 60% of new delivery points nationwide, total mail volume is down 29% since 2007 including a 59% reduction in

First Class and 1.8% in marketing mail. Marketing mail represents 10-12% of the \$46 billion in advertising spending annually in the US. Growth in Parcel Select is up 16%, much of which is made up of Amazon parcels; part of a 13% increase year over year in e-commerce. That growth level is five times that which has been experienced by brick and mortar retail commerce. Amazon continues to be our largest customer but is looking for ways to deliver their own parcels. Fortunately, many retailers are looking to take advantage of direct delivery of their goods. Competition in the “last mile” delivery arena is fierce between UPS, FedEx, regional carriers, Uber, and other methods of crowd source delivery. The PMG concluded her talk by asking for questions from the audience; many of which were pointed including that of our very own Monte Hartshorn who expressed his concerns regarding the Portland District.

Tuesday afternoon included recognition by the National Board of the Outstanding Members of the Year as identified by the State Associations including 2017 WARLCA Member of the Year James Hemrich. Also included was recognition of State PAC Chairs and donations by States to the NRLCA PAC. Our very own State PAC Chair Tara-lee Mohr accepted the Group 4 awards for highest aggregate (\$26,846.55) and per capita (\$13.28) totals on behalf of the members of the WARLCA. Later that afternoon, Patrick Pitts was awarded for his involvement in the labor relations special assignment committee. In addition, Lisa Benson received an honorable mention award for Category 3 in recognition for her job as the Editor of the *Washington Rural Carrier*. I want to issue a special thank you on behalf of the WARLCA Board to all those members who received recognition for their service to the state and national associations. The day concluded with more seminars attended by members of our delegation; those seminars were the Academy Trainers’, Retirement, and Insurance Programs and Benefits.

Wednesday, August 16th included various presentations including recognition of Rural Carrier Heroes of the Year. These carriers who went above and beyond in the line of duty were presented with plaques and given an opportunity to speak to the delegation. Wednesday afternoon was consumed by constitution changes with a total of 15 having been presented to the Constitution Committee which was

chaired by Portland District Representative Monte Hartshorn. Of the nine changes considered, only two were adopted. Of the two adopted, one is of particular interest to every member because it concerns dues increases. As passed, the dues increases are as follows: 1.3% for regular, PTF, and associate members and an increase of 0.45% for leave replacements. Both increases are determined by calculating the percentage of the annual salary at 40 hours, Step 1 on Table 2. A \$2 increase for retired and retired associate members was also adopted as part of the same constitution change. Consideration of the remaining constitution changes was continued Thursday morning. Wednesday evening was spent by many enjoying the Golden Oldies Banquet and entertainment.

Thursday dawned bright and early with a continuation of the Constitution Committee’s report. There were seven constitution changes still under consideration by the delegates; six failed and one was adopted having to do with NSS employees’ use of annual leave during national convention. Following the conclusion of the Constitution Committee’s report, the

The Engineered Time Standards Study was the one topic that those in attendance were most eager to hear about

Resolutions Committee was brought to the podium and presented the delegates with 16 binding and 279 non-binding resolutions. Three of the binding resolutions were made non-binding and of the

remaining 13, only four passed. Of those that failed, it is my opinion that it was very shameful that the delegates failed to pass a resolution requiring that the National Board make arrangements to host our conventions with venues that staff with union workers, unlike many of the Gaylord properties. When it came time to consider the non-binding resolutions, as has been the case in prior years’ conventions, all 81 resolutions having to do with RCAs were passed as a block. In doing so, the body made clear to the National Board that every effort ought to be made to improve the working conditions of RCAs. All but 89 non-binding resolutions were passed before adjournment, leaving the remaining for consideration on Friday following elections. Thursday evening was taken up by Western States Caucus which all WARLCA delegates were required to attend as per our state constitution. During Caucus, all nominees for National Office spoke to the group and answered questions from those in attendance. The upcoming Western States Conference in Cheyenne, WY on April 19, 20, and 21st was also discussed as well as the 2019

Conference in Arizona.

Friday, August 18th began with the election of National Officers. President Jeanette Dwyer, Vice-President Ronnie Stutts, Secretary-Treasurer Clifford Dailing, and Director of Labor Relations Joey Johnson were all re-elected without opposition. In the contest for Director of Steward Operations, David Heather was re-elected despite stiff competition from former District Representative Delbert Hutchisson from Ohio. For the position of four-year executive committeeman, incumbent Dennis Conley was challenged by both Nicky Phillips of Georgia and Johnny Miller of Alabama. A second ballot saw Mr. Miller elected to the position in a vote of 650 to 520 making him the newest member of our National Board. Following the election, resolutions were once again considered but in the interest of time, all remaining resolutions beyond number 250 were referred to the National Board for their consideration.

Only one appeal was presented to the delegates, that of Charles W. Brown vs. NRLCA National Board in the matter of Mr. Brown's decertification as a local steward. The convention delegates adopted the report of the committee and by doing so upheld the decision of the Appeals Committee in that Mr. Brown's appeal was without merit. The 113th National Convention adjourned shortly thereafter.

After adjournment, a meeting of the WARLCA regular delegates was called during which they discussed the, approximately one hour, absence of a Washington delegate during the Friday morning session. It was the decision of the delegates present that the delegate in question would receive \$400 less compensation.

This concludes my report of the 2017 NRLCA National Convention as your Delegate at Large.



Hoping and Coping

By Kurt Eckrem, WARLCA Vice President

This year has certainly been an up and down year for our Association. The WARLCA hosted a phenomenal Western States Conference in April in Tukwila. We sweated our way through a "HOT" State Convention in June in Everett, and several of us had the honor of representing our State Association at the NRLCA National Convention in National Harbor, Maryland in August. At the National Convention, I attended the Legislative seminar, the Academy Trainers seminar, the Legal seminar, the State of the Union Address by our National President Jeanette Dwyer, as well as all the required business sessions. With that, here is my final report of 2017.

In January, legislation was introduced in the House of Representatives that seemed to promise a breakthrough in the financial woes suffered by the Post Office since the enactment of the Postal Accountability and Enhancement Act (PAEA) in 2006. You all know about the burdensome requirement that the Postal Service prefund retiree health benefits. H.R. 756 was crafted by a bipartisan Committee headed by Rep. Jason Chaffetz (R-Utah), and would, among other things, restructure the prefunding obli-

gation, transition Postal retirees into Medicare, revise the standards the Postal Regulatory Commission uses to determine rates on various classes of mail, and tighten the rules on post office closures. It was supported by all the major players; Postal management, the four Unions, the OIG, and the mailing industry. Rarely has a piece of legislation of this scope enjoyed such support. It seemed like a homerun. H.R. 756 was referred to the House Ways and Means Committee because of the Medicare provision, but, at the time, it seemed like a done deal. Unfortunately, as we have seen so many times in the past, postal reform has been pushed to the back burner by other legislation, including the budget and tax reform, just to name a couple. So many other issues were deemed more important by Congress. When I attended the Legislative seminar at National Convention, I heard over and over "All we need is one day". The National Officers who conducted the seminar believed if we could just have one day when a vote could be taken, with the backing the legislation has, we could see H.R. 756 enacted. There was still optimism, but it was beginning to wane.

2017 also seemed to be the year we would see the long-anticipated Engineered Time Study move into the implementation stage. Like most of you, I have complained nearly every day about the increase in Amazon parcels, and the fact there was no count scheduled in the National Agreement for this year. Had we counted, I believe we would be getting compensated for all the parcels we are delivering for free. We heard from the National Officers at Western States Conference, at our State Convention, and at National Convention that both sides believed the Engineered Time Study would have been done by this year. Dr. Ken Mericle, the engineer chosen by the NRLCA for the panel, told us at National Convention that the intricacies of the rural carriers' job are far more involved than originally thought, and that a study of this magnitude will yield far better results if done correctly, rather than just done quickly.

At the beginning of this year, we were also full-on into a new National training program for new hires, co-authored by our own Renee Pitts. New RCAs would be given much more training, with specific guidelines, than had been done before. Academies were expanded, additional equipment was brought in, and more instructors were being trained. There would be more in-office training, as well, provided by OJIs (on the job instructors), and there was the promise of follow-up with the new hires as they settled into their jobs. All of this with the stated goal of increasing the retention of new RCAs.

I compare how we were feeling at the start of the year to spring training in baseball. All the enthusiasm and excitement that "this will be our year". There was so much hope. However, as we trudge into the toughest time of the year for mail delivery, we look back on the promises of "spring training" and see that little of what we hoped for has come to pass. H.R. 756 is still stuck in the House Ways and Means Committee, with seemingly little chance of

movement this Congressional year. The Engineered Time Study still hasn't been implemented. The new training regimen hasn't resulted in any higher level of retention than before. There are other disappointments as well, such as the arrival of new delivery vehicles constantly being pushed into the future, and the attacks on the pay and benefits of Federal employees. As the mail volume picks up, the weather gets bad, and it gets dark earlier each day, hoping has given way to just coping.

Looking forward, next year may yet bring many of the things we had hoped would happen this year. We have a count scheduled, starting February 24th. Although we can only guess what Amazon and the other shippers will be doing by then, I personally believe a count will favor us. Our National Officers will begin negotiating a new National Agreement, and for the first time in a long while, we won't be piggy-

I compare how we were feeling at the start of the year to spring training in baseball

backing on another Union's negotiations, which bodes well for us. By the time you read this, some timelines on the implementation of the Engineered Time Study may have been announced. I

would like to think that sometime, somewhere, someone in the higher levels of Postal management will realize the huge cost to the Post Office of not adhering to the new training guidelines. The provisions in H.R. 756 will likely be brought back in some form in 2018, with hopefully a similar level of support. Meanwhile, I know my fellow rural carriers will cope as you always do. You will do your jobs the best you can. You will help each other, and encourage each other. Contribute to PAC. Keep calling and writing your legislators. Attend your county unit meetings. Attend count trainings. Stick together. And make sure to take some time for your friends and family, and for yourself, around the upcoming holidays. Remember, spring training is just around the corner.

In solidarity, Kurt.

Without unions, workers will lose many of the protections against abusive employers. Wages for all will be depressed, even as corporate profits soar. The American dream will be destroyed for millions. And we will have a government of the corporations, by the already powerful, for the wealthy.
-Kenneth Bernstein



Clockwise from top left: WARLCA Member of the Year Jim Hemrich pictured with NRLCA President Jeanette Dwyer.



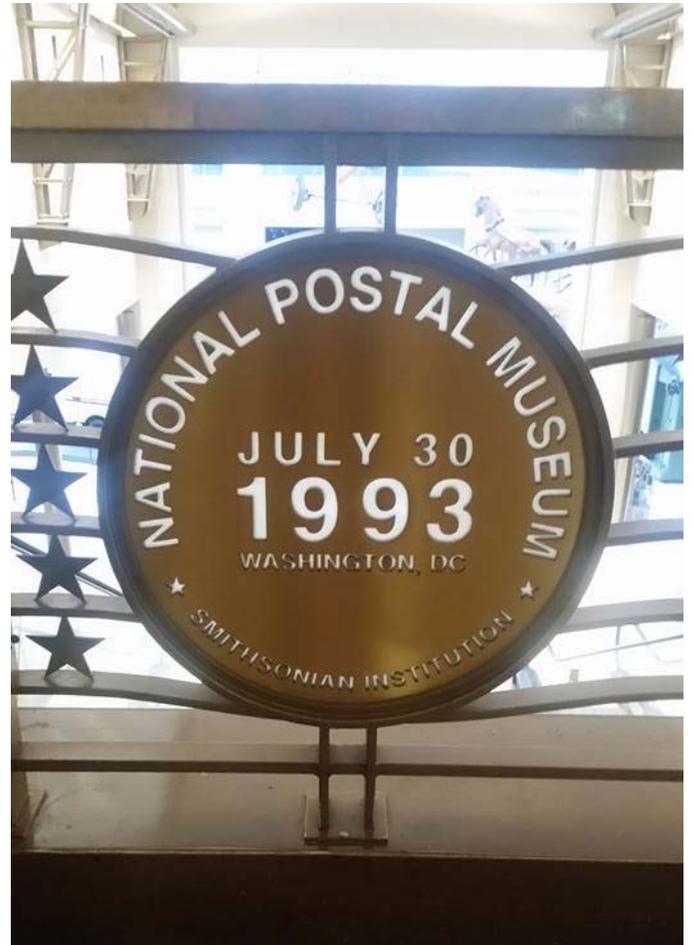
Top right: PAC Chair Taralee Mohr received awards for top aggregate and per capita in Group 4.



Middle right: Provident Guild Representative Paige Barrett received recognition for her recruiting efforts to Provident Guild.

Bottom right: Of the many Smithsonian Museums and many historical monuments in Washington DC, the National Postal Museum is one of the more popular tourism spots for rural Carriers.

Above: *National Rural Carrier* Managing Editor Melissa Ray (left) and WARLCA Editor Lisa Benson (right) with the Honorable Mention in Category 3 for the *Washington Rural Carrier* magazine.



Right: Portland District Representative Monte Hartshorn chairs the Constitution Committee.



Far right: Delegates get down at the Golden Oldies banquet.



Middle right: WA delegates at banquet night.



Above: WARLCA President Levi Hanson carries our flag down the aisle during the Parade of States.

Right: Seattle District Representative Patrick Pitts (right) received an award for his work in labor relations. Also pictured is Director of Labor Relations Joey Johnson (left).





Secretary's Stats & Treasurer's Tidbits

By Becky Wendlandt, WARLCA Secretary-Treasurer

Auxiliary

For those who attended the 2017 State Convention, you will remember a constitution change that was amended and passed to say:

Article III, Section 5, New Paragraph E.

The Auxiliary of the WARLCA shall be funded through an annual assessment of \$4.00 in addition to the National Auxiliary per capita dues for all members, excluding associate and retired members.

When I tried to input the dues assessment on NLRCA's official form, I was notified by Clifford Dailing, NRLCA Secretary-Treasurer, that the passed constitutional change was illegal according to the NRLCA Association and Auxiliary contract because it excluded retired members. In order for the "family plan", as the Auxiliary is known, to exist, it has to cover all members excluding associate only. Dues can

In order to be an auxiliary officer, you must be a married spouse of a rural carrier member in good standing

be different amounts for each designation but must include all. Also, National sent the contract between the Association and Auxiliary that must be signed by the State Association before allocating funds to the auxiliary in order to show separation between the association and the auxiliary for legal purposes, which was created by the NRLCA Lawyers. All this information was then sent out in WARLCA email updates. At National Convention, those Washington delegates who were interested in the auxiliary met with Clifford Dailing and Julie Houston, NRLCA Auxiliary President, for a question and answer period. I have contacted Julie for more information for those who were not able to attend the meeting and sent this article to her to make sure it was correct.

First of all, if you have any questions about the auxiliary, please contact Julie Houston at shoelady63@aol.com and you will find in her a wealth of information and support! Here are some of the questions and answers from that meeting at National Convention and my email conversation with Julie.

1. Washington had an auxiliary until 2010 when due to lack of carriers' spouses wanting to be officers of the auxiliary, it was no longer funded. The auxiliary president at that time did not return the funds to the NRLCA auxiliary and it is unclear as to where they might be. It would be up to any new WARLCA auxiliary to check on them and try to collect the funds if possible.

2. NRLCA Auxiliary needs to know who would be interested in becoming and performing the duties as auxiliary officers. In order to be an auxiliary officer, you must be a married spouse of a rural carrier member in good standing. The duties are about the same as association officers' duties and you can obtain them from Julie Houston. Once enough future officers show interest, the NRLCA Auxiliary will appoint interim officers until the next state

convention, and a new charter will be assigned for a fee of \$25.00. There must be at least three officers to appoint.

3. The WARLCA State Board and WARLCA Auxiliary State Board will need to sign the 2009 Model State Auxiliary Affiliation and necessary State Constitution language will need to be passed to the WARLCA constitution. Basically, any expense for the auxiliary and/or juniors is the responsibility of the Auxiliary, including but not limited to pages in the WRC and meeting rooms at convention.

4. The funding for the auxiliary is on top of National auxiliary dues (currently \$4 per member) and can be a different amount or the same amount for each designation. NRLCA will collect the dues and pay the NRLCA auxiliary every quarter. The NRLCA Auxiliary will then pay the State Auxiliary every quarter. The WARLCA does not handle any money for the auxiliary other than those who pay yearly cash dues and those funds are sent to NRLCA. If a member does not want to pay auxiliary dues, they have to contact the NRLCA every year for a refund.

The auxiliary and juniors can also host fundraisers and auctions to help support them.

5. The auxiliary oversees the juniors, age 6 to 20. A junior refers to children and/or grandchildren by birth, adoption, or legal guardianship of members of the National Rural Letter Carriers' Association (NRLCA) or the Auxiliary of the National Rural Letter Carriers' Association (Auxiliary). Juniors may not bring guests. The junior may not be married or have a child. Only children, great-grandchildren, and great-great-grandchildren of members in attendance at state convention may be a part of the junior programs. Each state can make their own rules and guidelines for juniors. NRLCA Auxiliary recommends that only auxiliary members chaperone the juniors at the state conventions. NRLCA Auxiliary can provide any suggested guidelines and rules for the juniors to ensure the safety of the juniors.

So please, let's all start off right and get hold of Julie Houston at shoelady63@aol.com, or mail to her at 1140 Campion Lane, Florissant, Missouri 63031, or by phone (314) 239-1519. All we need is three spouses to take on the duties of the auxiliary office and be excited about starting a junior program that will ensure the safety of our juniors while the delegates are in session at State Convention. This could help us get more delegates to attend State Convention when their spouses and children have meetings to go to as well.

Open Season November 13 to December 11

During open season, employees may enroll in the FEHB if not already enrolled, and those already enrolled, including retirees, may change plans or

change types of coverage—for example, between self-only and family coverage—without restriction. Both employees and retirees further may newly enroll or change existing enrollments in the FEDVIP vision-dental insurance program. Also, active employees may enroll in the flexible spending account program, choosing either health care accounts, dependent care accounts, or both.

Participants will find specific federal benefits open season information -- including 2018 FEHB health plan brochures -- on its website, <http://www.opm.gov/insure>.

The OPM website provides a detailed breakdown on FEHB Program Premium Rates (Health Plans):

<https://www.opm.gov/healthcare-insurance/healthcare/plan-information/premiums/>

You can find information for FEDVIP (dental and vision) at:

<https://www.opm.gov/healthcare-insurance/dental-vision/plan-information/#url=Premiums>

Rural Carrier Benefit Plan (RCBP) - check it out!

I went to the RCBP health insurance seminar at 2017 National Convention and did you know that RCBP is the ONLY Federal Health Plan that covers cancer 100%! This means if your doctor wants you to have a \$20,000 shot as part of your treatment, it is covered! When you have cancer the last thing you need is to find out that there is a treatment that could help you recover but your insurance will not pay for it. Also, don't forget that RCBP covers massage therapy, has a smoking cessation plan, weight loss programs, acupuncture, chiropractor, and much more!

The 2018 Rural Carrier Health Benefit Plan Premiums are:

Coverage	Bi-Weekly-Active Employees	Monthly Postal Premiums-Retirees & Annuitants
Self	\$80.85	\$188.98
Self Plus One	\$136.68	\$325.44
Family	\$139.42	\$331.94

Salary Increase starting PP 25-2017

You got a raise starting November 25! For RCAs and ARCs hired on or after August 12, 2012 you just got a raise from \$17.40 an hour to \$17.78 an hour, thanks to YOUR union! For RCAs hired between August 24, 1991 and August 10, 2012 you will be paid \$21.81. Regular carriers can see what their increase is on the NRLCA.org salary chart based on your route evaluation and step, either on Table One or Table Two. If your goal is to retire with enough income to live on, please think about putting this increase into your Thrift Savings Plan account. Your check will

remain the same and you will be very happy you did when you retire. It is never too early to invest into YOU!

Membership - Can you help?

We now have 152 non-member ARCs. Do you have any ARCs in your office? Please take a moment to talk to them about becoming a member. Information and forms can be found at your website: WARLCA.com and also in the *Washington Rural Carrier*. The more members we have means the fewer dues we need to pay. Do them and you a favor and encourage them to join. Any former ARC members

that now just became RCAs? If so, they need to sign another 1187 to remain a member. Any of you regulars thinking about retiring? If so, you will need to sign a 1187R to remain a member.

What really is a zip code?

You see ZIP Codes every day, but what do you know about them? The following is thanks to my fellow State Secretary-Treasurer Nancy Caples from Nebraska who researched just what a zip code is.

1. "ZIP" stands for "Zoning Improvement Plan." The five-digit codes were introduced in 1963 and assigned to every address in the nation to better sort and deliver mail.

2. Mr. ZIP helped promote the codes. During the

1960s, the popular cartoon figure appeared in advertisements encouraging customers to use ZIP Codes on mail. (I remember him!)

3. ZIP+4 was launched in 1983. The extra four digits help identify carrier routes and address blocks.

4. There are almost 42,000 ZIP Codes. You can use *ZIP Code Lookup*, an online tool, to search codes by address or city and state.

5. ZIP Codes go high and low. Ketchikan, AK has the highest ZIP Code: 99950. The lowest code, used for the Internal Revenue Service in Holtsville, NY, is 00501.

6. At least one ZIP Code floats. The JW Westcott II, a 45-foot Detroit River mail boat that delivers to passing ships, has its own ZIP Code: 48222.

7. General Electric has the nation's easiest to remember ZIP Code. The code for the company's location in Schenectady, NY is 12345.



<u>Statement of Activities</u>	<u>Jul - Oct 2017</u>	<u>Budget</u>
Income		
4000000 · National General Ins...	8,817.74	14,00.00
4100000 · Interest / Dividends	572.29	2,400.00
4200000 · Membership Dues	118,015.71	239,050.00
4400000 · Reimbursements	45.32	1,000.00
4500000 · Sales	0.00	4,100.00
Total Income	127,451.06	260,550.00
Expense		
5000000 · Accounting Fees	1,650.00	4,500.00
5100000 · Awards & Recognition	50.00	70.00
5300000 · Employee Benefits	1,986.87	5,000.00
5400000 · Equipment	0.00	1,250.00
5600000 · Lodging	2,918.44	11,800.00
5700000 · National Convention	55,298.96	55,699.00
5800000 · Office Expense	267.32	1,850.00
5900000 · Payroll Taxes	2,401.78	9,000.00
6000000 · Per Capita Dues	222.00	4,350.00
6100000 · Postage	918.95	4,475.00
6200000 · Printing	167.81	600.00
6600000 · Salaries and Wages	29,221.26	104,010.00
6700000 · State Meetings	747.24	32,000.00
6701000 · State Paper	2,136.18	7,650.00
6900000 · Telephone & Internet	460.00	1,325.00
7000000 · Travel	4,433.50	11,170.00
7100000 · Website Expenses	0.00	0.00
7200000 · Western States Conf	0.00	5,630.00
Total Expense	102,880.31	259,129.00
Net Income	24,570.75	1,421.00

<u>Statement of Financial Position</u>	<u>Oct 31 2017</u>
ASSETS	
Checking/Savings	
1010000 · Chkg - WA Trust Bank	11,082.61
1020000 · Savings - APCU	65,066.05
1030000 · Chkg - APCU	386.17
1041000 · C.D.#75 12mo	41,523.51
1410000 · C.D.#71 APCU 12 mo	0.00
1430000 · C.D.#77 APCU 12 mo	31,395.05
1460000 · C.D.#74 APCU 12mo	41,523.51
1470000 · C.D.#76APCU24mo	21,518.17
Total Checking/Savings	212,495.07
TOTAL ASSETS	212,495.07
LIABILITIES & EQUITY	
Equity	
3900000 · Net Assets	187,924.32
Net Income	24,570.75
Total Equity	212,495.07
TOTAL LIABILITIES & EQUITY	212,495.07

AFFILIATION AGREEMENT BETWEEN [STATE] RURAL LETTER CARRIERS' ASSOCIATION AND AUXILIARY OF [STATE]

THIS AGREEMENT (the "Agreement") is made and effective this [] day of [], 2009, by and between [state] Association, with its principal place of business at [address] "[] RLCA", and Auxiliary of [state] ("AUXILIARY"), with its principal place of business at [address]. [] RLCA and AUXILIARY are collectively referred to hereinafter as the "Parties" and individually as a "Party").

WHEREAS, [] RLCA and AUXILIARY, while separate, distinct and independent entities, have certain common goals and interests in advancing and improving the well being of their membership, such goals and interests which are in furtherance of the tax-exempt purposes of both [] RLCA and AUXILIARY;

WHEREAS, in furtherance of such common goals and interests, [] RLCA and AUXILIARY may desire to coordinate certain complementary activities; and

WHEREAS, given such common goals and interests, the mutual desire of the Parties to maximize the opportunities available to them, and the mutual desire of the Parties to minimize their administrative expenses, the Parties desire to enter into this Agreement, under which [] RLCA may provide, and AUXILIARY may request and/or accept, certain staffing and other administrative support and services, and under which [] RLCA may license, and AUXILIARY may accept, certain intellectual property.

NOW THEREFORE, in consideration of the premises set forth above and the promises set forth below, the sufficiency and receipt of which are hereby acknowledged, the Parties hereby agree as follows:

1. Term and Termination.

This Agreement shall be effective as of the date and year first written above and shall remain in full force and effect for a period of ten (10) years from such date and year. Thereafter, this Agreement shall automatically renew for successive ten (10) year terms without any further action by either Party. Notwithstanding the foregoing, this Agreement may be terminated by either Party for any reason upon written notice provided by either Party to the other Party no less than ninety (90) calendar days prior to the effective date of any such termination. In the event of a material breach of this Agreement, including but not limited to any actions contrary to the mission and goals of either party hereto, this Agreement may be terminated by the non-breaching Party immediately upon written notice to the other Party, such termination which shall be contingent upon the breaching Party failing to cure such breach within (60) calendar days of its receipt of such written notice from the non-breaching Party.

2. Coordinated Activities.

In the event that [] RLCA and AUXILIARY mutually determine to coordinate certain activities, the Parties shall ensure that the separateness and independence of the Parties is respected at all

require the payment of costs and expenses by the liable Party as they are incurred. The Party seeking reimbursement or indemnity under this Section shall promptly notify the liable (other) Party upon receipt of any claim or legal action referenced in this Section. The indemnified Party shall not at any time admit liability or otherwise attempt to settle or compromise said claim action or demand, except upon the express prior written instructions of the indemnifying Party or upon the repudiation or denial of indemnification by the indemnifying Party. For purposes of this Section, a repudiation or denial of indemnification shall be deemed to occur if the Party seeking indemnification does not receive written confirmation of indemnification from the Party from whom indemnification is sought within thirty (30) calendar days of notice of the claim, action or demand by the Party seeking indemnification. The Party seeking indemnification shall make all reasonable efforts to provide the Party from whom reimbursement is sought with all information that may be useful in determining whether indemnification is proper. The provisions of this Section shall survive any termination or expiration of this Agreement.

7. Warranties.

Each Party covenants, warrants and represents that it shall comply with all laws and regulations applicable to this Agreement, and that it shall exercise due care and act in good faith at all times in performance of its obligations under this Agreement. The provisions of this Section shall survive any termination or expiration of this Agreement.

8. Waiver.

Either Party's waiver of, or failure to exercise, any right provided for in this Agreement shall not be deemed a waiver of that or any further or future right under this Agreement.

9. Governing Law and Jurisdiction for Dispute Resolution.

All questions with respect to the construction of this Agreement or the rights and liabilities of the Parties hereunder shall be determined in accordance with the laws of [state]. Any legal action taken or to be taken by either Party regarding this Agreement or the rights and liabilities of Parties hereunder shall be brought only before a federal, state or local court of competent jurisdiction located within [state]. Each Party hereby consents to the jurisdiction of the federal, state and local courts located within [state].

10. Headings.

The headings of the various paragraphs herein are intended solely for the convenience of reference and are not intended for any purpose whatsoever to explain, modify or place any construction upon any of the provisions of this Agreement.

11. Assignment.

Except as otherwise provided herein, this Agreement may not be assigned, or the rights granted herein transferred or sublicensed, by either Party without the express prior written consent of the other Party. Any attempted assignment in contravention of this Section shall be of no force or

times with respect to finances, marketing, assets, and in all other respects. The Parties also shall ensure that there is full accountability for the use by one Party of the services and assets of the other Party. In addition to the listed expenses set forth in Appendix A hereto, AUXILIARY agrees to reimburse [] RLCA for any other direct or indirect expenses incurred by [] RLCA for the benefit of AUXILIARY. [] RLCA agrees to provide AUXILIARY with advance written notice of all expenses.

3. Separate Entities.

The Parties further agree that they are, and shall remain, separate entities and that no partnership, joint venture or agency relationship shall be actually or constructively created under this Agreement.

4. Payments under this Agreement

[] RLCA bills to AUXILIARY pursuant to this Agreement will be invoiced on a quarterly basis. Payment shall be made within thirty (30) days of the date of such invoices. Requests for extensions will not be unreasonably denied.

5. Confidential Information.

The Parties shall maintain the confidentiality of all of the confidential and proprietary information and data ("Confidential Information") of the other Party. The Parties also shall take all reasonable steps to ensure that no use, by themselves or by any third parties, shall be made of the other Party's Confidential Information without such other Party's consent. Each Party's Confidential Information shall remain the property of that Party and shall be considered to be furnished in confidence to the other Party when necessary under the terms of this Agreement. Upon the termination or expiration of this Agreement, each Party shall: (i) deliver immediately to the other Party all Confidential information of the other Party, including but not limited to all written and electronic documentation of all Confidential Information, and all copies thereof; (ii) make no further use of it; and (iii) make reasonable efforts to ensure that no further use of it is made by either that Party or its officers, directors, employees, agents, contractors, or any other person or third party. Each Party's confidentiality obligations under this Section shall survive any termination or expiration of this Agreement.

6. Indemnification.

Each Party hereby agrees to indemnify, save and hold harmless the other Party and the other Party's subsidiaries, affiliates, related entities, partners, agents, officers, directors, employees, attorneys, successors, and assigns, and each of them, from and against any and all claims, actions, demands, losses, damages, judgments, settlements, costs and expenses (including reasonable attorneys' fees and expenses), and liabilities of every kind and character whatsoever, which may arise by reason of: (i) any act or omission of the Party or any of its officers, directors, employees, or agents in their capacity as officers, directors, employees, or agents of the Party; and/or (ii) the inaccuracy of any information or breach of any of the covenants, representations or warranties made by either Party under this Agreement. The indemnity under this Section shall

effect and shall not act to relieve either Party of any responsibility or liability under this Agreement. Any attempted assignment in contravention of this Section shall not act to convey, transfer or assign any rights to any third party and no such rights shall inure to the benefit of any such third party.

12. Successors and Assigns.

This Agreement shall be binding upon and inure to the benefit of each Party, its subsidiaries, affiliates, related entities, partners, agents, officers, directors, employees, successors, and assigns, without regard to whether it is expressly acknowledged in any instrument of succession or assignment.

13. Severability.

All provisions of this Agreement are severable. If any provision or portion hereof is determined to be unenforceable by a court of competent jurisdiction, then the remaining portion of the Agreement shall remain in full force and effect.

14. Entire Agreement.

This Agreement: (i) constitutes the entire agreement between the Parties with respect to the subject matter hereof; (ii) supersedes and replaces all prior agreements, oral and written, between the Parties relating to the subject matter hereof; and (iii) may be amended only by a written instrument clearly setting forth the amendment(s) and executed by both Parties.

15. Force Majeure.

Neither Party shall be liable for failure to perform its obligations under this Agreement due to events beyond that Party's reasonable control, including, but not limited to, strikes, riots, wars, fire, acts of God, and acts in compliance with any applicable law, regulation or order (whether valid or invalid) of any governmental body.

16. Counterparts.

This Agreement may be executed in one (1) or more counterparts, each of which shall be deemed an original and all of which taken together shall constitute one (1) and the same instrument.

17. Notice.

All notices and demands of any kind or nature that either Party may be required or may desire to serve upon the other in connection with this Agreement shall be in writing and may be served personally, by telecopier, by certified mail, or by overnight courier - to [] RLCA: President [address of the then-current President]; and to AUXILIARY: [President or Secretary/Treasurer at address of the then-current appropriate officer], with constructive receipt deemed to have occurred on the date of the mailing, sending or faxing of such notice.

IN WITNESS WHEREOF, the Parties hereto have caused duplicate originals of this Agreement to be executed by their respective duly authorized representatives as of the date and year first above written.

RURAL LETTER CARRIERS' ASSOCIATION

By:

President

RLCA AUXILIARY

By:

President

APPENDIX A

Allocation of Costs to AUXILIARY

RLCA provides the following administrative services to AUXILIARY.

1. Provision of space in [The State Magazine].
2. Provision of general support services at the annual convention/other state meetings.

At the end of each calendar quarter, RLCA shall submit an invoice to AUXILIARY for AUXILIARY'S share of the above costs. In addition, should RLCA incur any costs for the direct benefit of AUXILIARY, these costs shall be included on the quarterly invoice.

Provision of Space in [The State Magazine]

The sum of expenses incurred by the RLCA for producing the magazine shall be multiplied by the ratio of the number of magazine pages (or portions thereof) utilized by AUXILIARY over the total number of pages in the magazine. The product resulting from this calculation shall be deemed AUXILIARY'S share of magazine costs.

The costs incurred by the RLCA for producing the magazine shall include items such as: printing & production, postage, and magazine editor salary & overhead costs.

Provision of general support services at the annual convention

During the calendar quarter following the annual convention, a total of "general convention costs" will be calculated. General convention costs shall be defined as those costs that are not directly attributable to the convention activities of either the RLCA or AUXILIARY. Examples of general convention costs would be items such as: shuttle bus services, convention rigging & loading, convention security & medical services, and hall rental charges related to "common areas".

Delegate transportation, lodging, and meal costs shall be specifically excluded from the definition of "general convention costs".

The total general convention costs will be multiplied by the ratio of the number of delegates attending AUXILIARY'S Convention over the total combined number of RLCA convention delegates and AUXILIARY delegates. The product resulting from this calculation shall be deemed AUXILIARY'S share of general support services at the annual convention.

-5-

-6-

State Association Standardized Dues Formatted Language

The language provided below is standardized dues format language for State Associations. Obviously, amounts are left to each state's discretion. The following language should be adopted at the 2009 State Convention. The Dues section below must replace the existing Dues section. A new section, entitled Family Plan, defines the Family Plan dues structure -- which supports the Auxiliary -- and must also be adopted by participating State Associations.

Section (?) Dues.

- A. Annual State Per Capita dues shall be defined as follows per membership classification plus the National per capita dues as defined in the National Constitution.
- B. Regular Rural Carriers; (NOTE: Insert state amount (example; \$250.00 which shall consist of \$200.00 for state; and \$50.00 for district; or the appropriate existing language of: 1% of the current annual salary of a 40 hour route at Step 1 rounded to the nearest whole dollar, here. **DO NOT** include any referenced language to the State and or National Auxiliary dues in this section.)
- C. Part-Time Flexible Rural Carriers; (NOTE: Insert state amount or appropriate existing language here (Use the example given for Regular Rural Carriers). **DO NOT** include any referenced language to the State and or National Auxiliary dues in this section.)
- D. Substitute Rural Carriers; (NOTE: Insert state amount or appropriate existing language here (Use the example given for Regular Rural Carriers). **DO NOT** include any referenced language to the State and or National Auxiliary dues in this section.)
- E. Rural Carrier Associates; (NOTE: Insert state amount or appropriate existing language here (Use the example given for Regular Rural Carriers). **DO NOT** include any referenced language to the State and or National Auxiliary dues in this section.)
- F. Rural Carrier Reliefs; (NOTE: Insert state amount or appropriate existing language here (Use the example given for Regular Rural Carriers). **DO NOT** include any referenced language to the State and or National Auxiliary dues in this section.)
- G. Auxiliary Rural Carriers; (NOTE: Insert state amount or appropriate existing language here (Use the example given for Regular Rural Carriers). **DO NOT** include any referenced language to the State and or National Auxiliary dues in this section.)
- H. Retired Rural Carriers; (NOTE: Insert state amount or appropriate existing language here (Use the example given for Regular Rural Carriers). **DO NOT** include any referenced language to the State and or National Auxiliary dues in this section.)
- I. Associate Member; (NOTE: Insert state amount or appropriate existing language here (Use the example given for Regular Rural Carriers). **DO NOT** include any referenced language to the State and or National Auxiliary dues in this section.)
- J. Retired Associate Member; (NOTE: Insert state amount or appropriate existing language here (Use the example given for Regular Rural Carriers). **DO NOT** include any referenced language to the State and or National Auxiliary dues in this section.)

State Association Standardized Family Plan Dues Formatted Language

The following is a new section that should immediately follow the new Dues language above. This section is for State Associations to adopt that already have or desire to have a family dues structure in support of the Auxiliary at the state or national levels or both. The model language must be adopted as written with the State Associations to determine what the dollar amount will be for the State Auxiliary portion. Should a State Association determine that there is limited interest in supporting a State Auxiliary, but that there is an interest in supporting the National Auxiliary and being a member of such, the State Association has the option of adopting the language provided and by doing so they will commit to the currently defined National Auxiliary dues amount of \$4.00 for each membership classification and enter \$0.00 for the state dues amount.

Section (?) Family Plan

- A. In addition to the above defined amounts, annual State Auxiliary Per Capita dues shall be designated as follows, plus the National Auxiliary per capita dues as defined in the National Auxiliary Constitution.
- B. Regular Rural Carriers; _____
- C. Part-Time Flexible Rural Carriers; _____
- D. Substitute Rural Carriers; _____
- E. Rural Carrier Associates; _____
- F. Rural Carrier Reliefs; _____
- G. Auxiliary Rural Carriers; _____
- H. Retired Rural Carriers; _____

Those members who have signed an authorization for deduction of dues form 1187 and those that have paid by cash shall have the above amounts deducted pro-rata from the total defined dues amounts by the NRLCA and remitted to the National Auxiliary quarterly.

Those NRLCA members who have signed an authorization for deduction of dues form 1187 or have paid by cash and do not wish to participate in the Family Plan may request a refund of Auxiliary dues. Such refund request must be made in writing to the NRLCA Secretary-Treasurer not more than twenty (20) days and not less than ten (10) days prior to the beginning of the NRLCA fiscal year. This refund request will stay in effect each year until the member notifies the NRLCA Secretary-Treasurer otherwise.



Have You Been Injured On the Job?

By Tara Mohr, Region 1 Committeeperson

Every year, I watch my coworkers fall, get bitten by dogs, or get in accidents. Even worse, I see repetitive injuries like tennis elbow or carpal tunnel. I get questions regularly on what do I do and what forms do I need. Keep in mind, I am not a specialist, just someone who has had to jump through the OWCP hoops.

First and foremost, I want you to know what kind of injury you have. Is your injury something that happened at a specific time and place? If so, you're going to need a CA-1. If your injury has come over a course of time, like tennis elbow, you will need a CA-2. If your injury has come back, yet another form a CA-2A.

First and foremost, I want you to know what kind of injury you have

These forms are just to start your claim. You will be required to fill out additional forms depending on the nature of your injury. A CA-7 and a CA-7A are compensation forms. This is how you get paid while you are off work. If you have to go to the doctor, a CA-17 is required every time. You may claim mileage, parking, and tolls with form **OWCP-957***. This form must be accompanied with the CA-17 to receive the reimbursement.

Also, do you know that your medical provider

SEATTLE DISTRICT
HEALTH & RESOURCE MANAGEMENT OFFICE
INJURY COMPENSATION OFFICE
34301 9TH AVE S, STE 308-D
FEDERAL WAY WA 98003-6721
FAX # (253)214-1819

LONNIE CLARK, MANAGER, HRM OFFICE
PHONE # (253) 214-1712

PAC UPDATE

Our state total is sitting at \$7,690.50. That puts our state in 10th place in the nation and 7th place in per-capita with a total of \$4.15. This year I have set a lofty goal of \$30,000. I know that our state can reach

might have an OWCP doctor on staff? If you have the option in your location to utilize this resource, they know exactly what words to use to help your claim be accepted.

And just when you thought I was done. You have an OWCP case worker. You can contact your case worker by calling (206)470-3100 between 8:30 a.m. to 11:30 a.m. and 12:30 p.m. to 3:30 p.m. You will need to enter in your case number and then you will be directed to the proper case worker.

We have one more person that can help you in figuring out the ins and outs of OWCP. His name is Devin Cassidy he is on staff with the NRLCA and it is his job to help all of us injured

people. He can see where your claim is at in the process of things. You can contact him at (703) 684-5545. Keep in mind, he works on the east coast so he is three hours ahead of us.

Now last bit of info: all forms must be sent into the injury compensation office. You can fax or email them in, FAX # (253)214-1819.

Hope this helps.

Any questions or concerns please contact me, Taralee Mohr

Claims are handled by employee's last name:

HRM SPECIALIST LAST NAME AND PHONE #		
LEILA LAYGO	A - E	(253) 214-1717
ADRIENA HEDSTROM	F - L	(253) 214-1715
HELEN GUSSE	M - R	(253) 214-1716
GLORIA KAWACHI	S - Z	(253) 214-1713
DAMIR TOMSIC	Case Create	(253)214-1714

this goal.

We have a room raffle for this year's state convention. One free room night will be raffled before convention. Tickets will be available from your RCPs or by contacting me. Tickets will be \$5 each or five

tickets for \$20.

Now I would like to know is your job worth \$5 per pay period? That is only a coffee a week. Sustaining donors help the National Office know how much money they will have to lobby for postal issues. If

you have your liteblue password I would love to help walk you through setting up a deduction through your payroll.

I want to give a special Thank you to Washington's Sustaining donors.

Ayers, Dawn
Barrett, Paige
Beaumont, Monyah
Benson, Lisa
Boyer, Dawn
Crow, Lorrie
Chamberlin, Lauren
Eckrem, Kurt
Faulkner, Mariann
Fazzino, Stella
Folk, James

Frymire, Janice
Granish, Kristian
Hanson, Levi
Hartshorn, Monte
Hemrich, James
Hill, Karen
Johnson, Shawn
Madison, Sharon
Mohr, Taralee
Munn, Cassidy
Patteson, Joyce

Pitts, Patrick
Pitts, Renee'
Randall, Tricia
Ray, David
Robinson, Trina
Skewis, Kristine
Smith, Christina
Talavera, Dominic
Taylor, Dionne
Taylor, Jeffrey
Walla, Janie



National Convention First Timer at Last

By Stella Fazzino, Region 2 Committeeperson

To some it may seem strange, but going to National Convention has been a bucket list item for me for quite some time. This past August it became a reality and I got to check it off. National Harbor, Maryland did not disappoint either. I was fortunate enough to spend some time before the convention visiting some of our National Treasures in Washington DC like the White House, Washington Monument, Lincoln Memorial, and Vietnam Memorial. The Smithsonian Postal History Museum was likely my favorite as it is something dear in a rural carrier's heart. Once the preconvention seminars and convention begin, you are wrapped up in trying to learn everything the NRLCA can provide. I attended PAC (Political Action Committee), TSP (Thrift Savings Plan), and First Timer's Orientation seminars as well as joined the Lady Carriers Club.

The PAC seminar I attended with our State PAC chair Taralee Mohr was detailed information on accountability, recordkeeping, and rules upon rules of fundraising. Your funds turn into political support for legislation that betters the lives of all rural carriers. Thanks to all of you who have given to PAC.

The TSP seminar is something I wish everyone of you could attend. This retirement savings plan help is invaluable, and I pick up a little more knowledge and understanding every time I attend one at State Convention too. I received great information on contributions, investing in which funds, loans, withdrawals, refunds, and death benefits. TSP can be tricky and confusing but worth learning about as I know you all want to retire one day. TSP is what will help. Please visit tsp.gov.

The best was that deep feeling of family and solidarity

The First Timers Orientation was incredibly helpful to learn the ins and outs of how the Convention runs. What I found to be most helpful was to be

prepared for how quickly you will go through the nearly 300 resolutions on the convention floor.

I also got to join the Lady Carriers Club. In 1946, this club started with just six lady carriers but now consists of both men and women. The focus of this club is to sponsor the only NRLCA scholarship for graduate school, in honor of Georgiana Peet-Miller. The most amazing news was that they are going from awarding only two \$1,000 scholarships to three \$1,500 scholarships at next year's National Conven-

tion.

Attending the convention, seminars, joining clubs, and sightseeing were not the only things that benefited me as a first timer. The opening ceremony with the Advancement of Colors by the Armed Forces Veterans' and Joint Armed Forces Color Guard

with the Parade of States was emotionally moving. Hearing speeches from our NRLCA Hero of the Year recipients provoked a strong awareness of pride in my craft. The best was that deep feeling of family and solidarity; and I can't wait to go again.



Just Another Perspective

By Lorrie Crow, Region 3 Committeeperson

Here it is early November and the first real snow fall has already happened. With the longer work days, I can only look around at all of the fall chores that never got done. The hoses that never got drained, the plants that never got cut back, and all the dog toys buried under the snow. And now, scrambling to dig out my winter boots, jackets, gloves, scarfs and hats and checking to make sure there are no little six-legged critters living in them. With the knowledge of all of the different ways of having that dreaded weather-related accident, the one thing I did get done early was upgrading my auto insurance. After talking with Linda Foran from National General at the WA State Convention and with a better understanding of the importance of

having an insurance company that really does specialize in rural carrier coverage, I switched. My savings were really pretty minimal, but peace of mind is priceless. With that in mind, I hope that if you haven't done so yet, you will give National General Insurance a call at 1-888-325-7727 and let them give you a quote. They also offer coverage on all of your other toys and home owners' insurance, plus you will get a \$10 Visa card just for making the call.

My savings were really pretty minimal, but peace of mind is priceless ... I hope ... you will give National General Insurance Co a call at 1-888-325-7727

This past year seems to have passed in a blur. With Washington hosting Western States Conference and having such a wonderful turnout, I believe we had one of the highest number of attendees in quite some time. Then all of the first timers at our State Convention, WOW. I know that with the unfortunate lack of AC it seemed to have a negative effect on all of us, and emotions and tensions were running a bit high. But hey that is what happens in any family, and

in the end, I like to believe that that is what we are: one great big family looking out for one another and trying to do what is in the best interest of all of us.

I had the honor of attending the National Convention this year as a first-timer, along with Stella Fazzino, and many more. We also had Paige Barrett, David Ray, and Cassidy Munn attend as non-paid delegates. I love to travel and explore museums and historic sites, DC was by far, not disappointing in that regard. I hope to someday get back there and spend weeks exploring everything. I think you need to dedicate one day for each site, the museums alone would take a day each. I was able to do a quick tour of a lot of them, but wasn't able to dedicate enough time to any one of them. Maybe a winter visit when

the tourists are at a minimum. Of course, the tour of the NRLCA National Offices was a must. It is refreshing to see how each individual personalizes their space. It kind of helps as a reminder that the National Board are all rural carriers themselves. I for a long time thought that the State Conventions have almost too much information to be able to retain any of it. Then I went to National, thankfully I at least understood the basics of what would transpire. At this level there is a whole new understanding of what is happening not only in our region but nationwide, kind of puts a new perspective on things. For me it was a reinforcement of the need for our Union and the importance of being active in the process of protecting our craft. As always, I urge any one of you that is not active to become so, it takes all of us to stand strong. Attend your county meetings, that is where the changes start.

There were so many speakers at the National

Convention, including the Union Presidents of the other crafts. But I was very impressed with the PMG Megan Brennan, she did the complete unexpected and took questions from the floor. Although she didn't have all of the answers, she left you with the feeling that she truly was invested in finding the answers and addressing some of our concerns. Like our own President Jeanette Dwyer, they only know what we share with them. And of course, that is most often through the grievance process, or reaching out to your local, area, and district level stewards. I have had the pleasure of attending functions where Jeanette Dwyer was a guest speaker. Watching her officiate over the National Convention was a confirmation, for me, that we have made the correct decision in re-electing her as our National President.

My friend Lauri Chamberlin always says that when you really learn the most is after the close of business each day while socializing with fellow delegates. I think she may be right. Not only do you make lots of wonderful friends, but sharing experiences and solutions is always another chance to increase your knowledge of our craft. Knowledge is power after all.

I am looking forward to attending Western States Conference in Cheyenne Wyoming, and our State Convention in Pasco Washington this year. I hope to see all of last year's first timers again and maybe another record breaking year for first timers at State Convention. So please remember to make it to your spring county meetings and become a delegate. Hopefully I will see you all at National as well.



Don't Let This Happen to Your Family. Prepare Now!

By Paige Barrett, Region 4 Committeeperson

Imagine this: you and your spouse are enjoying a good life. You do everything together. You are both looking at the future of seeing your kids grown, getting married, and giving you grandkids. Maybe you plan to travel and see foreign lands? And then your spouse's worst nightmare; you are killed on your way home from getting the groceries for dinner.

Understandable shock and grief will be prevalent, but wait, it gets worse! Imagine this next scenario: your grieving spouse tries to use the debit card and it is denied. But your spouse KNOWS there is money in the account. Every attempt comes back denied. A different debit card is pulled out for another bank. Again, denied. Why is this happening? Because your death has caused the banks to freeze your assets until your estate goes through probate. How long will that take? Often, months.

You have Provident Guild on your side! WHAT

is the Provident Guild? I would not be surprised that you may be thinking that. It is a Fraternal NON-PROFIT Death Benefit Plan. It is open to all regular, substitute, RCR, RCA, PTF, and ARC rural carriers as well as their spouses, who are under 56 years of age. It was established because this was a real story.

I have the stats for WA state only. As of this writing, we have 2,026 members in the union. There are roughly 280 retired carriers and approximately 20% of the remaining are over the age of 57. That leaves an approximate total of 1,316 eligible for the Provident Guild. Of the 2,026 members, only 48 are contributing into the Provident Guild. This is a percentage of 0.3.

Your choice of benefit classes ranges from \$10 to \$50 per year. The available classes depend on your age at the time of application.

Available if you are	Annual Dues Class	Maximum Benefit	Immediate Relief Payment 30% Max.
Under 56	\$10	\$1,000	\$300
Under 50	\$15	\$1,500	\$450
Under 45	\$20	\$2,000	\$600
Under 40	\$30	\$3,000	\$900
Under 35	\$40 or	\$4,000	\$1,200
	\$50	\$5,000	\$1,500

Your benefits do not decrease as you grow older. The class you choose remains in effect as long as you pay your annual dues.

There IS a \$2 entrance fee which I will pay for the first 50 people to return the application to me, (not to Diana Hausfeld as listed on the application) by Jan. 1, 2018. Send application on the previous page to me at:

Paige Barrett - Provident Guild Representative
30 Robinson Rd.
Grandview, WA 98930-9016

State Convention 2018

Mark your calendars if you haven't already! In just a few blinks of the eye, it will be time to travel to the center of our state for our yearly State Convention. June 24-26, 2018, we will meet at the Pasco Red Lion Inn located at 2525 N. 20th Ave. Pasco WA 99301.

We will again have our meet and greet dessert auction to benefit PAC on June 23, so find the most delicious dessert to tempt those bank accounts! The cost to attend the meet and greet auction is only \$5.

Speaking of PAC, we will be more than happy to accept donations for PAC. Watch for some exciting offerings on those tables. Tara will be more than happy to help you out with your receipts.

On Sunday, June 24, we will officially kick off our

State Convention. We have a great line up of speakers for you with a wealth of information. There will be a County Officer's recognition dinner featuring a Smokehouse BBQ buffet. It is free to newly elected and pre-registered county officers, county liaisons, and PAC chairs. To all others, the cost is \$30.00

Monday, June 25, bring your swim suits along because... we are having a pool party! (weather permitting) We will also enjoy the local steel drum band called "Bram Brata" for our entertainment. The dinner buffet is South of the Border. The cost is \$40.00

The room reservation deadline is June 1, 2018.

Make your reservations under Washington Rural Letter Carriers to get the special rate of \$98 single/double and \$108 triple/quad/premium. Included with your room rate is a free breakfast buffet for

those staying at the Red Lion.

There is a \$75.00 fee per delegate for registration, however it will be waived for the following: if your registration form and payment is received in the office of the Secretary-Treasurer by June 1, 2018 AND purchase one of the banquet meals. Please note: If the registration and payment is received after June 1, 2018, the \$75.00 registration fee is required, and the purchase of a meal function may not be guaranteed.

The State Board is looking forward to seeing as many of you as we can. Let's make this year the big-

The State Board is looking forward to seeing as many of you as we can

MAKE PLANS NOW TO ATTEND WSC

Western States Conference will be held in Cheyenne, WY April 19-21 at the Little America Hotel & Resort. The State Board is offering a \$250 compensation to attendees with a cap of \$5,000 this year that will be paid within 10 days of WSC. However, there are duties that **MUST** be fulfilled to receive this compensation:

Each member must attend all the business sessions of Western States Conference.

Each member must sign the attendance sheet with the President (or designee) once each day (total 2 days)

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

Bring an item to be raffled for PAC, as well as lots of money to support PAC! Pretty easy, huh? Have fun! See you there!

Greetings everyone from the base of the Big Horn Mountains in Sheridan Wyoming. It is WY-RLCA's pleasure to invite all of you to next year's Western States Conference at the Little America Hotel & Resort in Cheyenne Wyoming. The days of the conference are April 19-21, 2018.

For those of you who have never been to a WSC, you might ask, "why should I try and attend an Area Conference like this?" Well, I think Monte Hartshorn in his prayer at last year's Western States Conference alluded to it best when he called for us to come together with a "fraternal spirit of unity". As we come

together, we have the opportunity to learn and grow in the craft in which we earn our living. You will have an opportunity to meet and visit with our vendors from the Atlantic Postal Credit Union, National General Insurance Co., the Manager of Insurance Program Cameron Deml, and maybe someone from CVS Caremark. We will have a legal seminar with the NRLCA's legal counsel team and our five National Officers. Not only will they address the whole assembly, but you will get a chance to meet and speak with them on a personal level. And don't worry, I didn't forget that our NRO Don Maston will be there

to greet and speak with you about what is going on in the Western Area of the postal world.

Now just a bit of general information. The room rates at Little America will be \$93.00 per night. Please let them know you are with the Western States Conference group so you can get this rate. If you are flying into Denver (DIA), there is a shuttle company called Green Ride that will shuttle people from Denver to Cheyenne nine times a day. Please call them at 307-459-4433 for reservations. Please let them know

you are going to Little America in Cheyenne for the Western States Conference so you can receive the discounted rate they are giving us. If you are interested in touring the area, you can go to <https://www.cheyenne.org/things-to-do/attractions/>

For more information about our WSC, please look for our registration form in one of the upcoming National Magazines.

Greggie Byrd
WYRLCA Vice President



Hatch A Plan to Finalize Your Nest Egg

By Lisa Benson, WARLCA Editor

Your Thrift Savings Plan account, or TSP, is the most substantial portion of the money you receive in retirement. You will also receive an annuity and a Social Security payment, but those payments alone are relatively small in comparison to the potential of the TSP. The TSP program is an extremely low-cost retirement savings plan with an average payout of over 10%, which can result in huge gains for the investor. Because of TSP's low administration costs, you keep more of what you save. With 10 funds to choose from, the diversification possibilities are endless, and you can change your investment mix at any time with inter-fund transfers. TSP also offers Roth accounts to further meet your retirement needs.

Because of TSP's low administration costs, you keep more of what you save

Let's assume that you've spent your postal career investing wisely in your TSP and you've got a sizeable nest egg. You're now looking to separate from the Postal Service and there are steps you need to take to ensure that you'll receive your money the way you want to. The TSP withdrawal options are varied to suit your needs.

At age 59 1/2, you may have the option to take a one-time lump sum withdrawal while you are still in service (see form TSP-75). The minimum withdrawal for this option is \$1,000 and the maximum is the account balance. Funds taken at this time may be transferred to an IRA or an employer-eligible plan. However, this in-service option comes with its own costs.

Any taxable amount not transferred to another retirement account will be taxed as income in the year that the lump sum is taken.

After separation from the Postal Service if you did not take the above-mentioned in-service lump sum payment, you have the option to take a partial withdrawal. Again, the minimum withdrawal is \$1,000, see form TSP-77. This option also allows for direct transfer to another retirement account type, or the funds can be received as a lump. If considering transferring, keep in mind the costs of account management.

For most people, leaving money in the TSP is the most cost-effective retirement growth option. Another payment choice is a full withdrawal (form TSP-70). This can be taken in several ways: A, single payment, B, life annuity, or C, TSP monthly payments. The single payment option is pretty self-explanatory and is transferrable to an eligible retirement account. Any taxable portion of this lump sum will be taxed as income for the year it is withdrawn in. Let's take a closer look at the other two options.

With the TSP life annuity option, income is assured for **life**, even if your account runs out of money. This annuity option is managed by MetLife and the benefits are "locked in" permanently when the request is processed; there is no backing out. This option is useful if you expect that you might outlive your savings. On the other hand, if you die prema-

turely, the payments stop and any unpaid funds are then lost to MetLife; there is no refund paid to your estate.

The third option is a monthly payment. This payment may be taken in one of two ways: fixed-dollar amount, or based on life expectancy. If you choose a fixed payment, the minimum withdrawal is \$25 and you can change this monthly withdrawal only once per calendar year. If you choose your payment to be based on your life expectancy, the TSP will calculate this monthly payment for you. Every year, the payment is automatically recalculated.

If none of those options best suit you, you may also do a mix of them. This mixed withdrawal is split into percentages of your account, and the total must equal 100%. For example, you may take 10% as a single-payment, 20% as a life annuity (as long as this percentage equals at least \$3,500), and 70% as a monthly payment. A mixed withdrawal is the most flexible, since you can choose exactly how you want to receive your savings.

There are some other considerations you should take into account when preparing for retirement.

Your RMD, or required minimum distribution, is based on age and is recalculated every year. If you are separated and age 70 ½, you are **required** by law to take TSP withdrawals. If you've done nothing to set it up, TSP will send you money automatically.

Whether you're looking at retiring soon or not, you should also look at your beneficiaries. If you've not set up your spouse beneficiaries, consider doing so. If you've never filed a form TSP-3 or TSP-17, your TSP account will not have any instruction on what happens to it after the participant dies. Further, a will has no bearing on how the funds are dispersed. If there is no TSP-3 on file, benefits will be paid in the statutory order of precedence. That also includes your current and ex-spouses. If you've remarried but not updated your spouse beneficiary on the TSP-3, your money will go to the ex-spouse, regardless.

If you are planning on retiring soon, congratulations! You've worked hard and paid in and now it's time to reap the benefits. If you're in need of more information, visit the TSP website at www.tsp.gov to find retirement calculators, publications, TSP forms, and a vast array of resources.



Overtime??

By Monte Hartshorn, Portland District Representative
(Representing the members of Lower Columbia)

By the time that you read this, we should be in the middle of the time period from the beginning of the start of the new guarantee year to the start of the Christmas overtime period. At the end of September, each office was required to post the new relief day work list for regulars and the new Sunday work list for reliefs. The new guarantee year began on October 14th and any "X" days that were earned before then and not taken were put in "suspended animation" until December 23rd. From October 14th through December 22nd, if you earned an "X" day (regular carrier who works their relief day for a DACA 3 or on the relief day work list and chooses the "R" for an "X" to be named by mutual agreement with management), you must get it within the same pay period. If you do not get the "X" day in the same pay period, management will have no choice but to give you a DACA 5 (150% pay for the day with NO "X" day) for the relief day worked. The Christmas overtime period is from December 2nd to December 22nd inclusive. What are

some of the procedures we need to be aware of? What are some of the differences from the rest of the year?

Regular Rural Carriers: We know that we earn overtime throughout the year if we work over 12 hours in a day or 56 hours in the week. Christmas overtime is paid during the Christmas overtime period when the regular rural carrier works over their weekly evaluated hours. If a carrier is assigned to a 44K or a 44H route, the weekly evaluated hours is 44. Any weekly hours worked over 44 for these routes would be at the Christmas overtime rate. The "J" route is slightly different. To determine the weekly evaluated hours, you would take the J hours (44) and divide by 5.5, then multiply by 5. For example, a 44J would be: 44 divided by 5.5 equals 8.0, then multiplied by 5 would equal 40. The evaluated hours for the 44J for the Christmas overtime period would be 40. Any hours worked over 40 would be at the Christmas overtime rate.

Management may choose to use auxiliary assistance rather than pay Christmas overtime. This is often given when reliefs are available. A regular rural carrier may come in and case their route as management determines. Then, the regular gets to go home (and hopefully enjoy the day) while the relief(s) deliver the route. If management tries to change the regular rural carrier's start time, the carrier should immediately contact their local steward or assigned representative. Management may, under no circumstances, require a regular rural carrier to take leave without pay (LWOP). The rules for sick leave and annual leave do not change for the Christmas overtime period.

Hours for annual or sick leave are accumulated for the week as if the carrier worked their evaluation. So, if a rural carrier is assigned to a 43K and works four (4) days at 38 hours and then takes a day of annual leave, is that carrier entitled to any Christmas overtime? Evaluated hours for the week are 43 hours. They worked 38 and the day of annual leave counts as 8.6 (43/5); 38 hours plus 8.6 equals 46.6, so the rural carrier would be paid for 3.6 hours of Christmas overtime that week. If the carrier had taken LWOP, then the work hours for the week would have been 38 and no Christmas overtime would have been earned.

Let's assume that we have the same carrier, same week. The daily evaluation is 8.6 hours per day. On Monday, the carrier worked 10.6 hours for the day, and on Thursday they worked 9.1 hours. Since they worked over their daily evaluation a total of 2.5 hours, how much Christmas overtime are they entitled to? The answer is zero because they did not work over their **weekly** evaluated hours. Management may tell a regular rural carrier to "not come in" on a particular day. The rural carrier should make it clear that they are not requesting leave, document that they are not requesting leave, and that they are NOT requesting LWOP. If management does not want the rural carrier to report for the entire day, then it would likely be administrative leave. Since administrative leave is the same as annual or sick leave, the hours would accumulate, and the carrier would get 3.6 hour of Christmas overtime without working.

There are other ways that regular rural carriers may earn Christmas overtime. A regular rural carrier may be asked by management to work some hours

either casing or delivering part of their route on their relief day. The carrier is paid actual hours at the Christmas overtime rate. Also, for each of the last two years, a Memorandum of Understanding has been signed that allows regular rural carriers to volunteer to work delivering parcels on some Sundays. Again, actual hours are paid at the Christmas Overtime rate.

Relief Carriers: The rules for overtime remain the same for the Christmas time period as they are for the rest of the year. Any time a relief carrier works over 40 hours in a week, whether it is as the relief on a rural route, Sunday work, giving assistance, collection runs, Express Mail Delivery, or anything else, all the work hours are totaled together. The 40 hours are paid at the straight time rate, anything over the 40 hours is paid at the overtime rate.

There is one important difference for reliefs working an auxiliary route during the Christmas overtime period. All auxiliary routes are paid at actual hours worked; there are no "evaluations".

Calling all Rural Carriers!!!

Thank you for your Union membership. Without each and every member, we could not do the representation or training that is

What are some of the procedures we need to be aware of? What are some of the differences from the rest of the year?

necessary for a vibrant steward system. But, with the changes that we are seeing, it is critical that each and every member also becomes involved in our Union. Have you attended your local county or district meeting? Attended State Convention? Is your office represented by a local steward? There are about 160 offices or branches in the Portland District that have rural routes. We only have 41 local stewards. Did you know that local stewards are paid by the Postal Service for their time acting as local stewards? Local stewards are in a unique position to be able to represent carriers quickly and to utilize their specific knowledge of the office. Local stewards make our Union dollars go farther in defending and upholding our contract. Most importantly, the local steward is a direct representative of the carriers in their office, being democratically elected by their fellow Union members. I hope that all carriers in any office that does not have a local steward immediately get together and see who might want to step forward. We must be actively involved in our Union to know our rights and responsibilities, but even more critically, to hold management accountable for following our contract.



What Is A Letter Worth?

By Patrick Pitts, Seattle/Alaska District Representative

What is a letter worth? A magazine or newspaper; is one worth more than the other? A parcel; the scan you perform when you deliver a barcoded item; the distance you walk from your vehicle to a required dismount delivery point; what is the value of each of the varied and sometimes overwhelming work functions you perform each and every day? Would you be surprised if I told you any one of these, individually, could be worth more than \$2,000.00?

If you are required to put your floormat on the desk at the end of the day or week so the floors can be swept, does the time it takes you to do that become part of your yearly salary? What about scraping the ice and snow off your windows so you can safely drive, is that, too, something that should be added? How do you know? **I cannot stress enough** the importance of knowing all of the individual elements that comprise a mail count. A mail count is used to establish your rural route evaluation, your pay, and a National Mail Count is coming!

Unless there is implementation of an alternate method for evaluating routes, or the parties agree otherwise, a national mail count will be conducted for twelve (12) working days beginning February 24, and ending March 9, 2018. **All routes will be counted except those routes which both the regular rural carrier or the rural carrier associate (Designation Code 79), as appropriate, 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 (April 28, 2018). (See Article 9.2.C.3.) Rural carriers, both regular and relief, should understand the importance of a properly conducted mail count.

A mail count is the physical counting and recording, at specific times, the number of pieces of mail delivered, collected, or handled on rural routes. Mail counts are used to assemble data that provides the basis for individual 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.

Prior to conducting a mail count, a joint conference between rural carriers and managers must be conducted. This conference, commonly referred to as the pre-count conference, must be held at least 15 days prior to the beginning of the mail count. For the upcoming February/March mail count, the conference must be held by February 9, 2018.

The pre-count conference is an important event as it's management's last opportunity to introduce administrative changes in carrier procedures. Once the conference is completed, procedures are locked in throughout the count. There can be no changes in carrier work methods, casing equipment, or office procedures between the date of the local conference and the mail count unless the changes were specifically discussed at the conference. Keep in mind it is not necessary that the carriers agree to the proposed changes; it is only necessary that the proposed changes do not violate Postal Service policy or the USPS-NRLCA National Agreement.

During the conference, it is important to discuss count procedures so that any potential areas of disagreement can be identified and resolved prior to the start of the mail count. Rural carriers are well advised to take a pre-count conference checklist with them to the conference and take good notes. A pre-count conference checklist and a list of possible items for discussion is traditionally provided in the NRLCA Count Guide.

The mail count is of such importance to rural craft employees that the NRLCA will be offering mail count seminars across the Seattle District, which includes Northern Idaho, the latter part of January, and/or the first part of February 2018. NRLCA members will receive notice of the count classes via U.S.

Would you be surprised if I told you any one of these, individually, could be worth more than \$2,000.00?

Mail. I strongly encourage all carriers, both regular and relief, take advantage of the opportunity to attend.

How much is a letter worth? You decide.



If time is money, then what is the value of a letter? A properly conducted mail count can help you determine its value. (photos taken and provided by Patrick Pitts)

OCTOBER 18, 19, 20, 2017 MINUTES FROM WARLCA BOARD MEETING, RED LION HOTEL, PASCO, WA

MEMBERS IN ATTENDANCE: Levi Hanson, President; Kurt Eckrem, Vice President; Becky Wendlandt, Secretary-Treasurer; Taralee Mohr, Region One Committeeperson; Stella Fazzino, Region Two Committeeperson; Lorrie Crow, Region Three Committeeperson; and Paige Barrett, Region Four Committeeperson. President Hanson called the meeting to order October 18, 2017 at 1:15 p.m.

Ground Rules: The reading of the ground rules was waived by consensus.

Approval of Prior Meeting Minutes: Board minutes were read in advance of the meeting. The Board approved the minutes from July 31-August 2, 2017.

NSS Recommendations: The Board sent the following recommendations to Don Maston:

Seattle District: DR Patrick Pitts, ADRs Renee Pitts and Janie Walla for west side of Washington, ADRs Joyce Paterson and Lorrie Crow for east side of Washington

Portland District: DR Monte Hartshorn

Unfinished Business: Becky proposed that the state secretary-treasurer's salary, which includes office rent, utilities, and storage be dropped in the future so that the Board can rent climate controlled storage (hers is currently 10 X 12). The historical objects could be stored there (currently at President Hanson's) and she would then be able to use that room in her home that is currently holding 24 tubs as well as sound equipment for her own use. Prices range \$125 to \$175 a month. Becky will put a proposed constitu-

tion change in for 2018 convention.

Levi reported he has heard nothing back from Holiday Inn Everett as well as Hilton Garden Inn in Everett. Consensus to leave it as is unless we hear back from the hotels.

2018 State Convention:

County Officers Recognition will be decided at the April Board meeting.

The Board worked on the registration.

Election committee was discussed. It can be held off site.

Committee/Chairs coming in early will be decided at the April Board meeting.

Color Guard: Paige is working on getting a color guard.

Ditty Bags: Gifts are encouraged for ditty bags

The Senator speaker is available for Sunday. It was decided to have EAP too.

The Board went on a site tour at Red Lion for convention.

The board adjourned at 5 p.m. and reconvened at 8:15 a.m. on October 19, 2017 with all present.

Correspondence: Reviewed the correspondence concerning a National Delegate. The Board reached consensus that the Board does not have the authority to overturn the decision of the regular credentialed delegates at National Convention.

Reviewed correspondence from a member regarding Facebook. The Board discussed it and reviewed the social media policy.

Anonymous letter concerning a steward was forwarded to Patrick Pitts by President Hanson.

Correspondence was received from member who has cre-

ated a Go Fund Me page for an RCA in her office whose husband was in a serious accident. The Board decided that because of privacy issues for WARLCA email and the WARLCA website, it can't be posted on the website or sent by email but encouraged the member to send it out on Facebook.

Task Reports: Each member read their task reports and updated on status.

Proposed Constitution Changes: Reviewed four proposed constitution changes from Paige, Kurt, Levi, and Becky concerning national/state delegate pay/attendance. The board did not reach consensus that any one proposed constitution change was what everyone could agree on and suggested ideas and changes. Any Board member can present their own proposed change at their county meeting.

Reviewed the proposed change for seating of state convention delegates if a member has changed routes and going into another county after being voted as a delegate in the previous county.

Joyce Patteson joined the board at 11:45 a.m. and stayed for the lunch break. The Board reconvened at 1:15 p.m.

PAC Update: Tara reported the current total \$7,622 for PAC. We started with \$1,400 from last year because National PAC returned the remit and it was too late to go on last year. Tara reported an income of \$419 from each pay period as well as \$110 a month from direct deposit from sustaining donors. Paige is working on getting a free room at Red Lion Pasco that can be used for a PAC raffle. Tara is working on getting funds from two meetings ago from Island Skagit San Juan and from Mutual from the Sept 10th meeting.

RCP's Updates: Each RCP updated the Board on their counties. Note: All RCPs send an email update to the Board after each meeting. Discussed that some of the counties don't have the county officers' timeline to work with for scheduling their meetings. The Board discussed the county meeting notice procedure listed in the county officers' timeline. The county officers will get a draft of their meeting notice and once approved, it will be printed and sent. All RCPs to remind their county officers if they want to vote on proposed constitution and resolutions that it needs to be on the meeting notice. Those that just have annual meetings need to have voting on delegates to state convention, election of county officers, voting on proposed constitution and resolutions on their annual meeting notice.

Equipment: The Board discussed using some of the equipment at Western States Conference in Wyoming and decided not to.

WRC: For Fall Issue: consensus that the next issue of the WRC (fall) needs to have a Correction notice for the WARLCA Constitution. Final drafts of all articles are due to Lisa by November 7th and fall issue needs to go to printer by November 15th. Fall issue will have recap of National Convention and delegates picture, articles from each board member and the seminar they attended, articles from both DRs, registration for State Convention and information,

information on WSC as well as Board minutes, financial statements, membership stats, non-member stats, listing of new members and recent retirees, deceased members, and upcoming dates.

For Winter Issue: Final articles to Lisa by January 2, 2018 and deadline to be sent to printer by January 10, 2018.

Budget/Financial Review: RAFT Funds: The Board will not designate RAFT funds towards any expenditure until further review.

CD#71 was cashed in with no penalty for early withdrawal and still receiving interest to the date it was cashed to cover payroll and other expenses due to \$55,000 paid for national convention delegates.

Western States Conference will be funded for a total of \$5,000 with a \$250 cap per each member, except for those stewards being reimbursed by National, and attending all of the business sessions.

Tara asked if having two signatures on the checks is a requirement by DOL. It is recommended but not required, especially if other checks/balances are in place. It would be cost prohibitive for Becky and Levi to meet every other week to sign checks, and it is illegal for checks to be signed ahead of time by one officer. The checks and balances are: entire Board seeing vouchers every other week by email, all Board getting financial statements each month, all Board reviewing all income/expenses and vouchers every Board meeting as well as bank statements, accountant reviewing the books every month, audit committee at State Convention, and review by CPA once a year.

Discussion that some of the county officers do not deposit their \$25 check for their county meeting timely and some have been lost, then had to be replaced.

Becky reported that our finances are looking much better compared to last year. We are now \$30,000 income over expenses (black) and same time last year we were \$23,000 of expenses over income (red). The CPA will start 2016-2017 review next week.

Discussion on county officers training, list of duties being available to all county officers each year, how to develop an agenda, having a mock meeting possibly at county officers recognition at State Convention, goal of every other year complete training on west side since more county officers are on the west side to save mileage costs, what needs to be on the minutes, and elections. Also discussed that during the county officers training offering breakouts that county officers could choose to attend based on what information they feel they need.

Board Policy:

The Board policy was updated for Western States Conference as follows:

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.

Each member must sign the attendance sheet with the President (or designee) once each day (total 2

days)

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.

Reimbursement will be capped at \$5,000 with \$250 limit per person that will be paid no later than 10 days after WSC adjourns.

The Board policy was updated for Orientations as follows:

1. If there are only RCAs stationed in neighboring states scheduled to attend a WA orientation, then the President will request that a member or designee from that neighboring State's Board attend instead.
2. Board members shall have the option of attending new hire orientations as part of a full eight hour ADOP or may voucher for \$75 plus mileage for each orientation attended if not on sick leave.
3. Academies for newly hired ARCs will not be attended.
4. NSS stewards will be asked to attend at least one orientation a month.

There was a correction on WRC to change wording as follows:

8. The Board will review the WRC before it goes to print with final authorization by the President or designee.

The board updated the listing of what is signed by officers every year as follows:

7. Each Appointed and Elected Officer shall sign a Written Conflict of Interest, and a Confidentiality Statement, WARLCA Equipment Preservation Policy, In Case of Emergency (ICE), Retention Policy, as well as the Social Media policy.

Membership: Becky reported that membership at State Convention was 2,007 and we are now running around 2,023. September/October saw more regulars retire than any other months, for a total of 36. All will be sent two recruitment letters before they are marked as retired-

nonmember. Becky reported that most of the counties' constitutions still have wording for State Steward and it needs to be changed to District Representative.

Orientation/Retention: Kurt talked about retention and that management is not finding out why the new hires are quitting. Kurt said there are also problems in the Orientation, AD Hoc Training, and follow up.

The board adjourned at 5:20 p.m. and reconvened at 8:15 a.m. on October 20, 2017 with Jim Hemrich joining the meeting at 9:30 a.m.

Future Board Meetings:

April 2018 Board Meeting: April 7, travel in morning and meet from 1 p.m. to 5 p.m. April 8, meet from 8 a.m. to 5 p.m., April 9, meet from 8 a.m. to noon and travel in the afternoon. This meeting will be at the Hampton Inn, Ellensburg WA.

Pre-Convention Board Meeting: The President and Sec-Treas will arrive at the Red Lion Pasco June 21 to be able to meet with election committee on June 22. Rest of Board will travel June 22 in the morning and meet 1 p.m. to 5 p.m. Meeting June 23 from 8 a.m. to 2 p.m. then setup and registration from 2 p.m. to 7 p.m.

Post-Convention Board Meeting: Meet June 26 after convention ends for load out, and from 8 a.m. to noon on June 27.

First Full Board Meeting for 18/19 year: July 24, travel in morning and meeting 1 to 5 p.m., July 25, from 8 to 5, July 26, from 8 to 5, and July 27 from 8 to noon and travel in the afternoon. To be held in the Ellensburg area.

Vouchers: Reviewed August and September 2017 vouchers.

After a meeting critique, the Board adjourned at 12:16 p.m.
Respectfully Submitted,
Rebecca Wendlandt

WARLCA TRACKING FORM FOR 2017/2018 DUES YEAR													
NAME	Jul-17	Aug-17	Sep-17	Oct-17	Nov-17	Dec-17	18-Jan	18-Feb	18-Mar	18-Apr	May-18	Jun-18	Total
Tara Mohr	0	4	0	3									7
Tara Lost s/l annual	0	0	0	0									0
Becky Wendlandt	5	9	4	10									28
Levi Hanson	1	4	0	4									9
Levi Lost s/l annual	0	0	0	0									0
Lisa Benson	0	0	0	0									0
Lisa Lost s/l annual	0	0	0	0									0
Paige Barrett	0	3	0	4									7
Paige Lost s/l annual	0	0	0	0									0
Lorrie Crow	0	3	0	4									7
Lorrie Lost s/l annual	0	0	0	0									0
Kurt Eckrem	1	4	2	7									14
Kurt Lost s/l annual	0	0	0	0									0
Stella Fazzino	2	4	0	8									14
Stella Lost s/l annual	0	0	0	0									0
TOTALS	9.00	31.00	6.00	40.00	0.00	86.00							

Revised
NRLCA Form 1187-R
2015

REQUEST AND AUTHORIZATION FOR VOLUNTARY ALLOTMENT OF COMPENSATION FOR PAYMENT OF ORGANIZATION DUES

(CIVIL SERVICE ANNUITY NUMBER)							
LAST			FIRST			MIDDLE	
STREET AND NUMBER			CITY	STATE	ZIP CODE +4		
DATE OF BIRTH:		MONTH	DAY	YEAR	DATE OF RETIREMENT:		YEAR

SECTION A - AUTHORIZATION BY RETIREE

The United States Office of Personnel Management is authorized to make an appropriate deduction from my annuity payments, not to exceed the amount certified by the National Rural Letter Carriers' Association as the amount of dues for which I am annually obligated, and to pay the deducted sum to the National Rural Letter Carriers' Association. This authorization shall also apply to any and all dues changes certified by the NATIONAL RURAL LETTER CARRIERS' ASSOCIATION.

This authorization shall be valid until the National Rural Letter Carriers' Association receives and processes my written notice of cancellation in accordance with its agreement with the Office of Personnel Management. Any disputes regarding this allotment authorization shall be a matter between the Association and myself and I hold the Office of Personnel Management harmless for any erroneous deductions.

I also authorize the Office of Personnel Management to disclose any information necessary to execute this request. 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 RETIRED CARRIER	DATE	PHONE
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SECTION B - FOR USE BY STATE ASSOCIATION

NATIONAL RURAL LETTER CARRIERS' ASSOCIATION	LOCATION NO.	STATE
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I hereby certify that the retired dues of this organization of the above named member are currently established at
\$ 6.92 per mo.

SIGNATURE OF , State Secretary	DATE	REMIT NO.
--	------	-----------

SECTION C - FOR USE BY NATIONAL ASSOCIATION

For Office Use Only

Date Received at NRLCA:

Be sure to include your CSA number. Send to: WARLCA Secretary/Treasurer
2811 N Chase Rd
Liberty Lake, WA 99019

Revised
NRLCA Form 1187
2017

UNITED STATES POSTAL SERVICE
AUTHORIZATION FOR DEDUCTION OF DUES

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

(USPS EMPLOYEE I.D. NUMBER)

LASTNAME	FIRSTNAME	MI
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MAILING ADDRESS	CITY	STATE	ZIP CODE +4
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POSTAL INSTALLATION WHERE EMPLOYED	ZIP CODE OF INSTALLATION	INSTALLATION FINANCE NO.
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SECTION A - AUTHORIZATION BY EMPLOYEE

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

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

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

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

EMPLOYEE SIGNATURE	DATE	PHONE	EMAIL ADDRESS
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SECTION B- FOR USE BY STATE 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 **\$27.88 Reg/PTF** per pay period.
\$9.69 Relief/ARC

LOC #	STATE
	WA
DATE	REMIT #

REBECCA WENDLANDT, STATE SECRETARY

SECTION C- FOR USE BY NATIONAL ASSOCIATION

Date of Delivery to Employer (For National Office use)

ANNIVERSARY DATE TO BE USED AT USPS PERSONNEL OFFICE _____

Send to: REBECCA WENDLANDT
WARLCA STATE SECRETARY-TREASURER
2811 N CHASE LANE
LIBERTY LAKE, WA 99019-5002

WARLCA Membership Statistics



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

*Paula Kenck
Lenard Simpson
Lorraine Zehm*

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

Member Totals by Class		Nonmember Totals by Class	
Regular	1,006	70-5 — ARC	152
PTF	7	71 — Regular	189
Retired	258	74 — RCA VAC RT	6
Associate	1	76 — PTF	1
RCA	687	78 — RCA	333
Retired Associate	1	79 — RCA AUX RT	14
Recently Retired	14	Total	695
ARC	22		
Cash-Paid	30		
Total	2,026		

Congratulations Retirees!

ALLMAN, CATHERINE G	ROCHESTER
BRANDT, HARRIETT E	SUMNER
BROWN, JEFFERSON C	SEATTLE
BUCK, LINDA S	COLBERT
CABE, MARY L	BURLINGTON
CARR, VICKIE L	WOODINVILLE
COOK, MARGARET A	ISSAQUAH
DOLL, CYNTHIA E	FERNDALE
EBERT, SYLVIA M	SHELTON
ECKSTROM, VIVIEN D	POULSBO
EIDSNESS, GAIL E	POULSBO
EISENBARTH, NICK F	VERADALE
FLANSBURGH, SHERRIE A	SHELTON
GOODIN, CAROLYN M	OAK HARBOR
GREENFIELD, MARILYN K	LYNDEN
HARRIS, DONA L	WENATCHEE
HEAWARD, ANNETTE C	WASHOUGAL
HOUCK, HELEN M	SNOHOMISH
JENSEN, DORIS J	BATTLE GROUND
JOSEPH, LAURIE M	GIG HARBOR
KNIGHTON, KIRK B	SEATTLE
KUKES, WANETA B	ELLENSBURG
LOPEZ, MARVIN A	PORT ORCHARD
MINER, PATRICIA A	ISSAQUAH
MONROE, MITCHELL D	GREENBANK
NOBLE, LINDA K	YACOLT
POWELL, SUSAN K	BATTLE GROUND
RIPLEY, MARILYN E	VASHON
SCOTT, DEANNA L	SUMNER
SEABERG, LINDA R	CATHLAMET
SEED, MARILYN C	OLYMPIA
SHANNON-RUX, MARGERAT A	MEDICAL LAKE
SHEPHERD, SHELLEY G	CONCRETE
SURYAN, LAUREL M	WOODINVILLE
THOMAS, DEBORAH K	LANGLEY
TRIEBENBACH, CAROLYN D	SEQUIM
WITTMAN JR, LAUREL E	LAKE STEVENS

Membership Longevity Awards

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	50/60	7/8/2016
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
TURK	DWANE	A	50	3/3/2017
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!

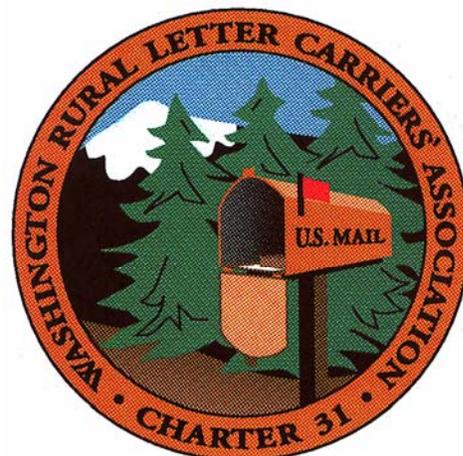
4 - Retired	WHITE	DONNA	ARLINGTON	7 - RCA	SARTWELL	JERALYN	POMEROY
7 - RCA	SNYDER	THOMAS	ARLINGTON	7 - RCA	WILKERSON	OLIVIA	PORT ORCHARD
7 - RCA	MUNOZ	NAYIB	ARLINGTON	7 - RCA	ORECHOVESKY	NICOLE	PORT ORCHARD
7 - RCA	VANDUKER	KATHLEEN	BATTLE GROUND	7 - RCA	TARBAUX	ANDREW	PORT ORCHARD
7 - RCA	LEE	SUNAH	BELLEVUE	7 - RCA	HEWITT SR	TRISTAN	POULSBO
7 - RCA	LUKE	BRANDY	BELLINGHAM	7 - RCA	CAMPBELL	CHRISTOPHER	PULLMAN
7 - RCA	STRONSKY	STEPHANIE	BELLINGHAM	C - ARC	DALE	KENDRA	PUYALLUP
7 - RCA	DHILLON	HARPAL	BELLINGHAM	7 - RCA	LUXEM	GIKA	PUYALLUP
1 - Regular	CHALLA	TANYA	BELLINGHAM	7 - RCA	BUHANGHANG	MATTHEW	PUYALLUP
7 - RCA	DURKEE	MATTHEW	BELLINGHAM	7 - RCA	WHEELER I	BRENNA	PUYALLUP
7 - RCA	HECK	CHRISTOPHER	BOW	7 - RCA	TYUS	NYKHITA	PUYALLUP
7 - RCA	WHALEY	JACOB	BREMERTON	7 - RCA	TRUAX	AURELIA	QUINCY
7 - RCA	CAMACHO	ROBERT	BREMERTON	C - ARC	FELTS	LORA	RICHLAND
7 - RCA	THOMPSON	RONDA	BREMERTON	7 - RCA	HUSS	RHONDA	RIDGEFIELD
7 - RCA	RAMIREZ MORALES	SERGIO	BRUSH PRAIRIE	7 - RCA	DAVIS	JAMES	RIDGEFIELD
7 - RCA	ROBERTS	BRIAN	BRUSH PRAIRIE	7 - RCA	SWAN	PAMELA	SEATTLE
7 - RCA	LAND	ASHLEE	CAMAS	7 - RCA	SHANNON III	CHARLES	SEATTLE
7 - RCA	LEHMAN	MELISSA	CAMAS	7 - RCA	KAUTZMAN	SHADRICK	SELAH
7 - RCA	MCBRIDE	JOSH	CARNATION	7 - RCA	FREITAG	BRIAN	SEQUIM
7 - RCA	MEMMOTT	SHANELLE	CENTRALIA	4 - Retired	TRIEBENBACH	CAROLYN	SEQUIM
7 - RCA	LAFRANCESCA	NICK	COLBERT	7 - RCA	REINERTSEN	LAURA	SHELTON
7 - RCA	ISAACS	DORENE	COLVILLE	7 - RCA	COSTELLO	KELLEN	SILVERDALE
7 - RCA	SORENSEN	MARJORIE	CONCRETE	7 - RCA	OMONDI	SAMUEL	SNOHOMISH
7 - RCA	VANCE	TAYLOR	DUPONT	7 - RCA	TUREK	ALEXANDRA	SNOHOMISH
7 - RCA	BAUTER	BRITTANY	DUPONT	7 - RCA	KERSHAW	HARLEY	SNOHOMISH
7 - RCA	LEETH	ANTHONY	EATONVILLE	7 - RCA	STARR	CORY	SNOHOMISH
7 - RCA	KIM	CHRISTINA MY	EVERETT	7 - RCA	THOMASSON	DUSTIN	SNOHOMISH
7 - RCA	MEYER	DANIEL	EVERETT	7 - RCA	HUYNH	STEVIE	SNOHOMISH
7 - RCA	SANDE	JACKI	EVERSON	7 - RCA	ALMEROL	JENESIA	SPANAWAY
C - ARC	FROLAND	TRACY	FALL CITY	7 - RCA	ADAMS	MARGARET	SPOKANE
7 - RCA	SHEPHERD	AUSTIN	FERNDALE	7 - RCA	GLENN	ROBERT	STANWOOD
7 - RCA	REPPART	BARBARA	FERNDALE	7 - RCA	DANIELS	ANDREA	STANWOOD
C - ARC	MERCADO SEGURA	JESSICA	GIG HARBOR	7 - RCA	WEINERT	YVONNE	STANWOOD
7 - RCA	MCGEE	NAKITA	GIG HARBOR	C - ARC	GECKLE	STEVEN	STANWOOD
7 - RCA	CALLICOATT	COLE	GIG HARBOR	7 - RCA	BIDDLECOME	DONNITA	STANWOOD
C - ARC	WILLIAMS	WENDY	GIG HARBOR	7 - RCA	ROJAS AVILES	JOSE	SUMNER
7 - RCA	WILKERSON	CALEB	GIG HARBOR	7 - RCA	THIBAUDEAU	STEVE	SUMNER
7 - RCA	STREETER	SHELBIE	ISSAQUAH	7 - RCA	KUDLA	JASON	SUMNER
7 - RCA	GROSS	ANDREW	ISSAQUAH	7 - RCA	BARKIS	MATTHEW	SUMNER
7 - RCA	STEELE	MICHAEL	LAKE STEVENS	7 - RCA	TAYLOR	BROOK	SUMNER
7 - RCA	BARNFATHER	CHAZ	LAKE STEVENS	7 - RCA	VLAD	ISABELLA	VANCOUVER
7 - RCA	GONZALEZ	CHRISTIAN	LANGLEY	7 - RCA	FAHMY	MICHELLE	VASHON
7 - RCA	SAENZ	MARIO	LANGLEY	7 - RCA	PETRY	TARA	WASHOUGAL
7 - RCA	KRUEGER	SHAWN	LANGLEY	C - ARC	KILTON	CHRISTINA	WASHOUGAL
7 - RCA	JOHNSON	HEIDI	LIBERTY LAKE	7 - RCA	RISTOW	JOHN	WASHOUGAL
7 - RCA	CLARK	CHRISTIE	LONGVIEW	7 - RCA	HAWKINS	CHRISTOPHER	WAUNA
7 - RCA	WHITE	JENNIFER	LONGVIEW	7 - RCA	MCFARLAND	BRYAN	WENATCHEE
7 - RCA	ARANEZ	EXEKIEL	MARYSVILLE	7 - RCA	TURNER	ASHLEY	WENATCHEE
7 - RCA	STAFFORD	HOLLY	MARYSVILLE	7 - RCA	MORALES	AROONSAWAT	YACOLT
C - ARC	SHANNON	STACI	MARYSVILLE	C - ARC	TRIEZENBERG	DAVID	YAKIMA
7 - RCA	SCOTT	SEAN	MARYSVILLE	7 - RCA	VANBENTHUYSEN	MARY	YELM
C - ARC	EVERNHAM	JOANNE	MARYSVILLE				
7 - RCA	CORLEY	KAYLA	MARYSVILLE				
7 - RCA	GUERRERO	CONNIE	MARYSVILLE				
C - ARC	DOUGLAS	STEVEN	MARYSVILLE				
7 - RCA	BERNS	AMEE	NEWPORT				
4 - Retired	TRZEBIATOWSKI	BARBARA	NORTH BEND				
7 - RCA	BROWN	BETH	NORTH BEND				
7 - RCA	CONWAY	AARON	NORTH BEND				
7 - RCA	SCHIMELPFENIG	RICHARD	OCEAN PARK				
7 - RCA	KITSON	MICHAEL	OLYMPIA				
7 - RCA	BROWN	J	OLYMPIA				
7 - RCA	NAYLOR	REBECCA	ORTING				
C - ARC	ENRIQUEZ	ANDREW	PASCO				
7 - RCA	CUSHMAN	TAMMY	PASCO				

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!

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

Change Service Requested



Where Service Begins With a Smile

Upcoming Dates to Remember

- Nov 13-Dec 11 2017: Open Season
- Dec 2-22 2017: Christmas OT Period
- Feb 9 2018: Last day for pre-count conference
- Feb 24-Mar 9 2018: National Mail Count
- April 19-21 2018: Western States Conference, Cheyenne WY
- April 28 2018: Results from National Mail Count effective
- May 12 2018: Letter Carriers' Food Drive
- June 24-26 2018: State Convention, Pasco WA
- Aug 14-17 2018: National Convention, Grand Rapids MI