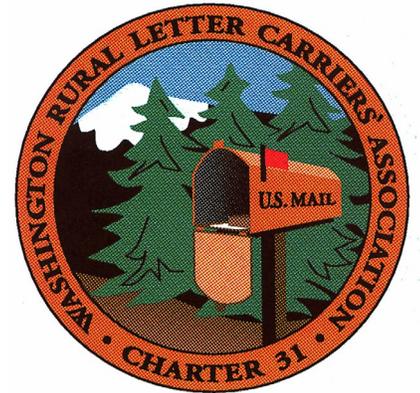


# Washington Rural Carrier

Official Publication of the Washington Rural Letter Carriers' Association

Fall 2019



*Where Service Begins With a Smile*



Washington attendees at National Convention in Grapevine Texas

Front row, left to right: Isa Lopez, Dawn Ayers, Patrick Pitts, Renee Pitts, Monte Hartshorn, Joanne Dillon, Leo Dillon, Jim Hemrich

Middle row: Kris Skewis, Paige Barrett, Estee Javinar, Lorrie Crow, Jeffrey Taylor, Becky Wendlandt, Lisa Benson, Jeffrey Foote

Back row: Alicia Peterson, Susie Hill, Kurt Eckrem, Levi Hanson, Kristian Granish, James Folk, Joyce Patteson, Becky Pike

## Wondering what the draw is?

There's a reason that carriers go to convention year after year, come find out what it is for yourself. Attend National Convention in your own backyard next year! The 2020 National Convention will be held in Spokane WA from August 18-21! Join us and find yourself immersed in training seminars, State of the Union address, or even come help run convention! See inside for details.

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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 to the right with your smart phone.
2. Send an email to [emailsignup@warlca.com](mailto: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](mailto:updates@warlca.com)





## Thank You, Vets!

With a huge debt of gratitude and thanks to our veterans, active military, and the families who support and love them, we thank each and every one for our freedoms, liberties, and for their sacrifices. We can never repay what you have given us but we vow we will never forget.

Did you know that the United States Postal Service employs more than 100,000 veterans? USPS is proud to be one of the largest employers of vets.



## Happy Veterans' Day!

### **SAVE THE DATE: Sunday, March 29, 2020, OWCP & Retirement Seminars**

Joni Montroy, Retirement Specialist, is coming from New York to present all you need to know about retirement. Joni has presented these classes at our national conventions and many area conferences and states. She is highly recommended by NRLCA as the expert in our USPS retirement. So set aside Sunday, March 29, 2020. The seminar will be at a hotel near the Sea-Tac airport from 1 pm to 3 pm with time for Q&A. More details will be coming soon. Joni was last in Washington in 2015 with two seminars that were packed!

Mike and Linda Watson from Mike Watson and Associates, an Oregon firm that specializes in Workers' Compensation issues and that works closely with the NRLCA, will be presenting a seminar on OWCP and rural carriers the same day from 10 am to noon.

Attend one or both seminars. For more information or to pre-register, please contact WARLCA President Kurt Eckrem at (425) 760-6879, or warlcapresidenteckrem@gmail.com.

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## 2019 National Convention

By Kurt Eckrem, WARLCA President & Historian

The 115<sup>th</sup> NRLCA National Convention was held this year at the Gaylord Texan Resort and Convention Center in Grapevine, Texas. I have to admit, the prospect of spending a week in Texas in the middle of August did not sound appealing, but the hotel was beautiful, the convention rooms were well air-conditioned, and it really wasn't all that bad outside. For short periods of time, anyway.

This year, unfortunately, our state membership totals dropped (2048 members as of June 30<sup>th</sup>, three more members would have gotten us an additional delegate), and Washington State was only able to send 21 regular delegates and one paid alternate delegate to convention. I am happy to report each member of the Washington delegation performed their duties in a professional manner by attending every business session, as well as their assigned seminar and the Western States caucus. Delegates are also required to give a report on the seminar to which they were assigned, so make a note to attend your next county unit meeting and get a first-hand convention report. I would also like to recognize Estee Javiniar from the Lower Columbia County Unit for attending the entire convention as an unpaid alternate delegate.

Although the business of the convention traditionally starts on Tuesday morning with the Procession of States (each state president

carries their state flag down the aisle and places it in a stand on the stage), things really get started on Monday with committee meetings and seminars, with the main draw being the State of the Union Address. The NRLCA President, along with most of the national officers, gives an overview of where we stand as a union, and covers the issues that are important to us as an association. This year President Ronnie Stutts explained to the delegates the long process of getting the new National Agreement from the initial negotiations to the final version. We were also updated about the rural

***We are looking for about a dozen members from the Spokane area who do not intend to be delegates from our state to serve on a committee to help***

route evaluated compensation system (RRECS), the National Steward System, the Rural Reach Program, legislation, and provided information on membership and rural route statistics. Most of the delegates make a point of arriving a day or two early, in order to take advantage of the many seminars offered and to attend the State of the Union address.

The highlight of this year's convention was the signing of the new National Agreement in front of the delegates by USPS Postmaster General Megan Brennan and NRLCA President Ronnie Stutts. The proposed Agreement had

been presented to the members in June, ratification meetings were held in every state in July, and the members overwhelmingly voted to accept the Agreement. After PMG Brennan spoke to the delegates on topics such as how the USPS is facing the challenges of present business competition and positioning the Postal Service for the future, a table was set up at the front of the assembly, and, flanked by the NRLCA national officers and representatives of USPS administration, PMG Brennan and President Stutts both signed the new National Agreement, to the cheers of the delegation.

Besides PMG Brennan, guest speakers at the convention included Shaun Mossman, USPS Vice President of Area Operations for the Southern Area, Congressman Raja Krishnamoorthi from Illinois, President and CEO Charles Head of the Atlanta Postal Credit Union, and Paul Swartz, NRLCA Director of Governmental Affairs.

This year, as State President, I was once again the WARLCA delegate-at-large, which meant I was responsible for the state delegation. It also meant I was assigned to a committee at the convention. My assignment was the tellers committee, which counts the votes during elections. This year the ballots were on paper the same size as dollar bills, and the tellers were provided with two bill counting machines to speed up the vote

counting. Instead of counting more than a thousand ballots by hand, that change made a significant difference in the overall time required to conduct the elections. At convention this year, all of the incumbent national officers retained their positions: Ronnie Stutts, President; Don Maston, Vice President; Clifford Dailing, Secretary-Treasurer; David Heather, Director of Labor Relations; Susan Knapp, Director of Steward Operations; and Shirley Baffa, Executive Committeeman.

One of the better benefits of NRLCA membership is having an OWCP specialist available if you are injured on the job and need someone to help, and our union has NRLCA Director of Workers' Compensation Devin Cassidy. I attended the OWCP seminar at Convention, hoping to get some good information on the process. There was a hand-out provided, Devin spoke for about a half hour, then spent the remainder of the seminar answering delegates' questions about their own personal situations. I was also able to attend both of the retirement seminars put on by Joni Montroy, a former USPS HR employee who now has her own retirement solutions company. One seminar was on the *ABC's of Benefits/Retirement/Paystub*, and the other on *Understanding Your CSRS/FERS Retirement and Postal Benefits*. Your State Board is in the process of setting

up an in-state retirement seminar with Joni next spring on Sunday, March 29<sup>th</sup>, at the Interurban Hotel in Tukwila. More details will be released soon. Other seminar topics at convention included legislative, legal, Thrift Savings Plan, insurance, and academies, as well as meetings for State Editors, State PAC Chairs, Provident Guild Representatives, and even a special meeting for first time delegates. For any member interested in reading about the full proceedings of the 115<sup>th</sup> National Convention, including which resolutions and constitution changes were passed, fill out and mail in the form on page 299 of the September issue of the *National Rural Letter Carrier* magazine.

An all-time high dollar total was raised for PAC at the 2019 National Convention, over \$100,000.00. PAC donations, of course, are used to help convince Congress of the necessity of legislation favorable to the Post Office. You are all familiar with the requirement that the Postal Service prefund retiree healthcare benefits 75 years into the future. That mandate, and the ever-present threat of privatization, are the reasons the NRLCA and the other postal unions need to continually lobby Congress. We also need to continue to push for the RCA buy-back time in Representative Kilmer's bill, H.R. 2478. To see what the year-end PAC donation totals

were for our state, see the PAC Chair's report elsewhere in this paper.

An unexpected note of excitement was provided on the third day of convention by a fire alarm, which meant the evacuation of the hotel as we were in the middle of a business session. My "escape route" was through the kitchens, down three flights of stairs, and out into the loading dock area in the hot August afternoon sun. Along with 1,100 other delegates, I was very glad it quickly turned out to be a false alarm, and we were allowed back into the coolness of the building.

Next year's National Convention will be held right here in Washington State, in Spokane, August 18<sup>th</sup>-21<sup>st</sup>. What a great opportunity this will be for WARLCA members to see what the national convention is all about, even if you're not a delegate and even if just for a day. Although our state is hosting the convention, our involvement in the preparation and the running of the convention is minimal. We are, however, looking for about a dozen members from the Spokane area who do not intend to be delegates from our state to serve on a committee to help with things like ditty bags, the golf tournament, set up of the banquet and the seminars, etc. If you are interested, please contact me for further details.

The WARLCA State Board is looking for 8-10 members who do not intend to be on the ballot for National Convention delegate, to be on select committees helping to prepare for and participate in the running of the NRLCA National Convention in Spokane in August 2020. Select committees include ditty bags, golf tournament, banquet set-up and banquet ticket sales, flag and banner room, and headquarter assistants. There will be compensation for those days worked, and hotel rooms may be available to members from outside the Spokane area. Interested members should contact WARLCA President Kurt Eckrem for more details. (425) 760-6879 or warlcapresidenteckrem@gmail.com



## Evolution of the Delivery Vehicle

By Lisa Benson, WARLCA Vice President & Editor

Since before the birth of the United States of America, people in this country have needed mail service. After all, it is through the correspondence of the people and sale and distribution of goods that binds us together. But what are the vehicles that deliver the mail?

In the early days, the Postal Service had humble beginnings with couriers on horseback. The famed Pony Express was operated by private company Central Overland California and Pike's Peak Express Company. The route ran from Missouri to California, a span of over 1,950 miles, and took only 10 days via a relay of horseback riders. The Pony Express was but one private venture to deliver mail and existed for a mere 18 months from 1860 to 1861, but it set an important precedent that transcontinental mail service is a vital driving force for the American people.

The United States Post Office Department was formally founded February 20, 1792 with the signing of the Postal Service Act by George Washington and was replaced with the current United States Postal Service on July 1, 1971. Since the inception of the Post Office, carriers have been using a myriad of delivery vehicles over the years to efficiently deliver the mail. Of course, even our own logo depicts the earliest form of delivery vehicle: the horse and buggy, which remained a staple until the 19<sup>th</sup> century. The earliest models of

horseless wagons were first spied in Cleveland in the late 1800s. These Winton Motorcars proved to be far more efficient than horse-and-buggy carriages, being capable to deliver about three times faster.

As technology continued to improve, sadly the fleet of the Postal Service did not. In 1920, a mix of WWI vehicles were turned over to

*It seems that the road to newer, safer, and more capable delivery vehicles has proven to be long and arduous*

the Post Office Department for the purpose of adding to the aging fleet. In all, the Post Office ended up with 43 different kinds of makes and models, including motorcycles, from 23 manufacturers. This mix proved to be too cumbersome to maintain. It became apparent that a standard needed to be set and vehicles needed to be uniform, lightweight, easily maneuverable and maintainable. However, the Great Depression of the late 20s and early 30s put this task on the backburner. Followed promptly by WWII, purchase of a new fleet was a low priority which meant that vehi-

cles in the fleet in the 20s and 30s would have to remain in service much longer than expected. At the conclusion of the war, a strong contender for the next delivery vehicle was identified: the Jeep DJ, and during the early 50s, the Post Office Department tested many vehicles, including the curious three-wheeled Mailster car. The Jeep was the ultimate winner and

a fleet of new delivery vehicles was purchased. These Jeeps were used in service for more than two decades. In some places, these Jeeps are still on the job.

In the 1980s, the Postal Service commissioned a vehicle to be built to their own specifications. The prototype awarded the contract was the Grumman Long Life Vehicle, or LLV. LLVs began rolling off the assembly lines in 1986. These trucks were lightweight but sturdy and rigorously tested to ensure they would live up to their name. The last LLV was manufac-



The 1905 light RFD mail runner on display at the 2018 National Convention in Grand Rapids MI.

tured in 1994 and these vehicles had an expected lifespan of 24 years. In 2009, the Postal Service reevaluated the fleet and deemed their liveliness to extend to 30 years. However, by 2002 a newer model of delivery vehicle had been launched into the fleet: the Ford Flex Fuel Vehicle (FFV), originally named the Carrier Route Vehicle (CRV). While the CRV/FFV had many valuable upgrades and were more fuel and oil efficient, they would prove to not be the long-term solution.

Enter the Next Generation Delivery Vehicle (NGDV). In early 2015, the Postal Service began the process of acquiring a new fleet by requesting 15 companies to develop prototypes. Over the course of the next four years, the process would prove to be far more tedious than the original proposed acquisition plan allotted for. Here we are, late 2019 and still no contract awarded, while the original timeline projected the deployment to be January of 2018. Of the original 15 manufacturers requested, five

The odd, three-wheeled Mailster of the 1950s. These strange delivery trucks were a famous flop. This one was restored and displayed at the 2015 National Convention in Reno NV.



prototypes remain in the selection phase. While we don't know which prototype the Postal Service may be leaning towards, we do believe that a contract worth \$6.3 billion will be awarded in 2020.

By looking at history, we can see that the Postal Service has been continually saddled with vehicle woes, from being unable to main-

tain existing vehicles to being unable to replace an aging fleet. It seems that the road to newer, safer, and more capable delivery vehicles has proven to be long and arduous. And so, we continue to wait it out in our Long [after] Life Vehicles and our poorly-situated Carrier Route Vehicles.



## Thinking of Retirement?

By Becky Wendlandt, WARLCA Secretary-Treasurer & Webmaster

A **MUST DO** the day before you retire (or sooner)! I will admit, the post office is not known for getting things done right or on time when it comes to OWCP, pay adjustments (and sometimes even pay), and the post office changes the work duties every time a new officer-in-charge, postmaster, or district manager is hired. BUT, the one thing the post office does 100% on

time is take you off liteblue the very next day after you retire. What does that mean to you? Want

***So take care of yourself and download your E/OPF file before you leave***

to find your past form 50s or time served? You have no access any-

more. From day one of your retirement, you have to contact OPM because the post office now shows you are no longer a postal employee. And OPM does not have your E/OPF file either. So take care of yourself and download your E/OPF file before you leave. You can bet if you don't, there will be some dates you will need in your retirement and you will no longer

have access to that information.

### SAVE THE DATE:

**March 29, 2020,**

### Retirement Seminar

Joni Montroy, Retirement Specialist, is coming from New York to present all you need to know about retirement. Joni has presented these classes at our national conventions and many area confer-

ences and states. She is highly recommended by NRLCA as the expert in our USPS retirement. So set aside Sunday, March 29, 2020. The seminar will be at a hotel near the Sea-Tac airport from 1 pm to 3 pm with time for Q&A. More details will be coming soon. Joni was last in Washington in 2015 with two seminars that were packed! So make sure to sign up as soon as

the information is available.

As winter approaches, it is time to think about safety. One of the most important safety tips is to be aware of your surroundings. Don't be a distracted driver or even a distracted parent, friend, and co-worker. Slow down, live in the now, and release the stress.



## Safety Depends on Me

By Isabella Lopez, Region 1 Committeeperson & New Hire Liaison

Most of us have probably heard the Postal Service's slogan, "Safety depends on me", and if you have ever taken the time to think about it, it is true. It's not just about making our evaluation but about getting home safely at the end of the day to the people who care about us most. So what can we do?

Report all unsafe acts, hazards, or practices. Did you know a PS Form 1767 report of a hazard, unsafe condition or practice allows you to do just that? It is a form that comes with four carbon copies, white, pink, yellow, and blue and each one of these copies will go to the appropriate personnel once you have filled this out. As the carrier reporting the hazard or unsafe act, you can also suggest how the problem can be fixed. This is a form that can be found in every single office and should be easily accessible to

all employees. It is also a form that can be filed anonymously so it should not be a hidden document that you would have to ask for in order to get.

So what happens when you fill this out? Someone should investigate and have a response to you by the end of tour. The supervisor would give you a signed copy and

### **Report all unsafe acts, hazards, or practices**

forward along the remaining copies to the appropriate personnel. One of three things can happen once you have submitted your form.

- 1) A work order is submitted
- 2) It is determined that no hazard exists in which case you will be notified in writing within 15

- calendar days
- 3) The hazard is abated and you will be notified in writing and your original 1767 will be sent to the safety department

It is your supervisor's job to keep track of this. If it has not been abated after seven calendar days, then they must verbally let you know the abatement status at the end of each seven-day interval. If you would like to learn more about safety procedures in regards to the 1767 or more you can visit [https://about.usps.com/manuals/elm/html/elmc8\\_013.htm](https://about.usps.com/manuals/elm/html/elmc8_013.htm).

Never assume management knows about an unsafe act, hazard, or practice even if it is something that has been going on for years. Remember the first step in fixing a problem is to let someone know about it.

Respectfully submitted,  
Isa Lopez RCP1





## Meet Alicia!

By Alicia Peterson, Region 2 Committeeperson & Rural Carrier Benefit Plan Representative

Many of you may already know a little about me as an Area Steward but for those who don't, my name is Alicia Peterson. I am your newly elected Region 2 Committeeperson and your Rural Carrier Benefit Plan Representative. I first started my United States Postal Service career as an RCR in May of 1994 in the Eatonville, Washington office at the young age of 19. Three months later I was converted to an RCA and in January 1997, I became a regular carrier. But even before my own postal career began I was learning all about the postal service from my mom who also was a rural letter carrier from July 1975 until retiring in August 2005. A lot has changed over the last 25 years within the Postal Service and our association. My little office in Eatonville has grown from three

routes to six since 1994. Edit books, scanners, DPS, SPMs, RRECS, academy, OJIs, and Amazon either didn't exist or were just beginning to be implemented. First, we had an auxiliary, then we didn't, then we did, now we don't know; we had a state steward system, now we have the NSS. We had district 1 through 4 representatives and now we have region committeepersons. We have come a long way and technology surely will create even more changes. I have been a proud union member since my first day. Although in my earlier years of service, I really only was active at the local level such as being local steward since 1995, being involved in the QWL/EI process, local food drive coordinator, and attending mail count seminars, I have always valued the importance of our asso-

ciation and the job security we gain when we stand united.

As your Region 2 Committeeperson, I bring new ideas and a new passion for this association. Without increasing our membership, encouraging active participation, and adequately informing our members, our strength will slowly decline. It is in the interest of every single one of us to mentor a new hire, sign up a new member, and to use our best efforts to become knowledgeable on our National Agreement. Make your voice be heard!

I am dedicated to this association. Reach out to me at any time if you have questions, suggestions, or concerns. I look forward to seeing new faces and listening to your ideas. United We Bargain!

## COUNTDOWN TO OPEN SEASON!

Open season begins November 11th until 11:59 pm December 9th, 2019. The Rural Carrier Benefit Plan is an excellent choice! To enroll you must be a member of the NRLCA in good standing. The plan has competitive premiums with \$20 copays for doctors and specialists. The RCBP plan has long-term partnerships with Aetna, CVS Pharmacy, Trestle Tree telephonic health coaching, and Pinnacle Care health advisory, giving peace of mind and guidance when a significant diagnosis is received. The Transform Diabetes Program through Livongo is a diabetes management program powered by a connected glucometer that empowers those with diabetes to live a better life including providing unlimited blood glucose test strips and lancets, glucose meter and real-time interventions by a certified diabetes educator for members with dangerous blood sugar levels. Don't forget if you are already a plan member to take the opportunity to earn your wellness incentives! Members can earn up to \$250 in Wellness Incentive Fund account credit every calendar year to help pay for qualified medical expenses of any covered family member. Of course, the RCBP always has 100% cancer coverage!

Active rural letter carriers can make changes on PostalEase or by calling Human Resources Shared Services Center (HRSSC) at 1-877-477-3273 and select option 5 when prompted. Retirees and annuitants can contact Office of Personnel Management toll free at 1-888-767-6738. If you have more questions you can contact the NRLCA Insurance Department at 703-684-5552. Don't delay! The busy season is upon us. Make time now to be prepared with the plan that works best for you and your family.



## The Good, The Bad, and The Ugly

By Lorrie Crow, Region 3 Committeeperson & Legislative Director

A person can hardly turn on the TV, the radio or get on the computer these days without being bombarded with news of what is happening in Washington DC right now. On one hand that is good news for us because everything else is most likely being put on the back burner and the push by some to privatize the Postal Service isn't as pressing a matter. On the other hand, it again means that the much-needed changes to keep the Postal Service afloat are once again not happening.

HR 2382 is probably one of the most important aspects of helping to bring the Postal Service solvent once again. When the prefunding \$5.56 billion a year was mandated by Congress in 2006, there apparently was money in the coffers and it was believed that the prefunding would not cause a financial burden for the USPS. I know this may be hard to believe, especially for the younger carriers, whose lives have always included the internet, but it was when the internet became such an integral part of our daily lives that things started to go sideways. Who would have guessed that email or now Snapchat and Twitter or any of the other means of communication via the internet would cause such a downward spiral in mail volume. When I first started with the Post Office it wasn't unusual for there to be as many as 9 or 10 trays of DPS daily on my little J route. Now on a heavy day I

may have 5 or 6 trays, and am now a 45 K. The decline of first class mail has certainly been a large factor in the financial situation of the USPS.

As of this morning there are 269 cosponsors of HR 2382, on September 25th Republican Representative Dan Newhouse signed on as a cosponsor, leaving only Jamie Herrera Beutler of our Washington Representatives that has not signed on. For those of you in her district, make those calls and let her know how important this is to her constituents.

You may or may not be surprised at how many folks still

***HR 2382 is probably one of the most important aspects of helping to bring the Postal Service solvent once again***

think that the post office is funded by taxes. Just this last weekend at a friend's birthday party, I was able to talk to a few friends about the post office and again was surprised at how many still thought their taxes pay our wages. It has almost become a game for me to see who out there needs to be educated on all things postal and ask that they help to support the cause.

I was playing around with some numbers trying to figure out the best way to explain why it is in our best interest to support and promote HR 2478. This is the buyback bill. For some reason this particular bill isn't getting much atten-

tion, currently it has 46 Cosponsors, 4 of these are from Washington.

Keep in mind that I really don't know exactly how this will work if passed, but here is some food for thought. If the buyback is based on an hourly rate of work done, and let's say as an RCA, for eight years you worked on an aux route evaluated at 20 hours a week. Let's also say that you remained as the primary relief on another route, giving you and additional eight hours a week. Without working any additional hours and no overtime, that would be 1,456 hours worked yearly. Or roughly 36.4 weeks a year, which would allow you to buy back approximately 5.6 years towards your retirement. I don't know about you, but an additional 5 years onto my retirement would make a huge difference.

Of course, a person would want to know what it would cost to buy back the eight years of working as an RCA. I was able to find a pretty good reference looking up USPS Casual Buyback Plan 1976. And again, the actual computations are left up to those in know. This is just a very basic breakdown, and not an actual reflection of what it could cost in the future, just food for thought.

Looking back, the buyback amount was based on the amount of the basic salary earned over the period of time worked as a "casual" and calculated at an aver-

age of 1.3% yearly. So, if we used the same scenario as before, and used an hourly wage of \$18.10, your yearly wage would be about \$26,350. Over an eight-year period your basic salary would be about \$210,800, 1.3% of that would be \$2,740. So, in this scenario it would cost a person approximately \$2,740 to buy back the eight years worked as an RCA and apply it towards your retirement. Is it worth it? Well that is something you would have to determine on your own. But if we don't continue to apply pressure on both the House and the Senate we may never find out.

When I first started attending my county unit meetings in 2007 or 2008, Cheri Freeman was our county president. She was so passionate about six-day delivery and how important it was to maintain it. She lit the ember that now fuels my passion for our craft. At that time, it was PMG Donahoe that wanted to go to five-day delivery. We seem to have come full circle, now with PMG Brennan talking five-day delivery.

Many offices across the nation are running parcels on Sunday, year around. I can't speak for other offices, but I know in my office

here in Colville, we only run parcels on Sundays during the holiday season. Mondays are a bear, and my sub is buried. On the rare occasion that I have had to work my day off, Monday, I have not even come close to making my evaluated time. As a matter of fact, the last time I worked on a Monday I was given aux assistance and still didn't get back until 7 pm, that was after giving an hour away. If we were to go to five-day delivery it would take three RCAs instead of two to deliver many more than just my route on a Monday.

Thankfully our Washington State Representatives understand the folly of five-day delivery and all 10 have cosponsored H Res 54. At this point in time we have a total of 284 cosponsors for this resolution, with only six to go for a super majority.

Did you know that it costs about \$6,000 for an RCA to be trained? How many of those don't even make it through their probation period? Of those that do, how many are we losing before they hit the one-year mark? Retention has become one of the largest problems we are facing right now. When a person thinks they are being hired

on as a part time employee, and that is all that some want, then they are worked upwards to 60 hours a week, its no wonder we keep losing them. Quite often they are leaving for jobs that pay less but offer benefits and they are not required to provide their own vehicle. I know with the new contract there were a few changes made that will hopefully induce more RCAs to stay.

It is a fact that the USPS is losing hundreds of millions of dollars a year on training carriers who leave the employment of the USPS in record time. It is up to us to help out in this area. Although we don't have the first class volumes we used to, we do have the parcel volumes. We need to remember that although we have had the time to transition into the new delivery standards, they have not. Be patient, be supportive, keep your case and records up to date. We should not only want, but we need our fellow carriers to succeed.

Respectfully:

Lorrie Crow RCP3

Fun Fact: The world's largest post office is not one of brick and mortar, it is in fact, USPS.com.



Contact your representatives to urge them to support postal reform.



## Legislative Update

November 2019 - Legislative Director: Lorrie Crow

With all that is happening on the Hill these days, I know how easy it is to get discouraged and begin to think that our legislators just simply don't have time to consider what is happening with the Postal Service. The truth of the matter is, they have aides and advisors that keep them up to date with what their constituents want, what is important to them. It is up to us to keep the issue of Postal Reform up front and center for them. As we all know by now the only way to do that is to continue contacting their offices to let them know that we would like them to cosponsor all of the resolutions. The number of cosponsors on the resolutions has been climbing throughout the year, I would like to think that all of us as rural carriers have had at least a small part in the decisions that our legislators have made to cosponsor so many of these resolutions. So, keep up the good work and continue writing those letters and making those phone calls.

**Note:** The names listed after each of the following resolutions are those who have not cosponsored that resolution.

HR 2478 – To amend title 5 and provide the ability to buy back time spent as a part time (RCA) or temporary employee.

47 Cosponsors.

Jamie Herrera Beutler (R-WA-3), Suzane DelBene (D-WA-1), Pramila Jayapal (D-WA-7), Cathy McMorris Rodgers (R-WA-5), Adam Smith (D-WA-9).

HR 2382 – To repeal the requirement that the United States Postal Service prepay future retirement benefits, and for other purposes.

272 Cosponsors.

Jamie Herrera Beutler (R-WA-3)

H.Res.54 – To take all appropriate measures to ensure the continuation of 6-day delivery. 284 Cosponsors. The possibility of a supermajority is so close. All 10 of Washington States Representatives have cosponsored.

H.Res.60 – To take all appropriate measures to restore service standards in effect as of July 1, 2012.

200 Cosponsors

Jamie Herrera Beutler (R-WA-3), Cathy McMorris Rodgers (R-WA-5), Kim Schrier (D-WA-8), Dan Newhouse (R-WA-4).

H.Res.33 – To ensure that the United States Postal Service is not subject to privatization.

265 Cosponsors

Cathy McMorris Rodgers (R-WA-5)

H.Res.23 – To ensure door to door delivery for business and residential customers.

250 Cosponsors.

Cathy McMorris Rodgers (R-WA-5), Dan Newhouse (R-WA-4), Kim Schrier (D-WA-).

S.Res.99 – A resolution expressing the sense of the Senate that Congress should take all appropriate measures to ensure that the United States Postal Service remains an independent establishment of the Federal Government and is not subject to privatization.

53 Cosponsors

Both Senators have cosponsored.

Please visit the [warlca.com](http://warlca.com) webpage to find the name and contact information of your representative, just click the local legislative tab.

October 31, 2019



## Who Funds the Post Office?

By Paige Barrett, Region 4 Committeeperson & Provident Guild Rep

You have probably heard it from a customer or two. “Well, you are a government employee and my taxes are paying your wages. That means you need to listen to me and do what I say because I pay my taxes every year!” Are they right? Do our taxes fund our jobs or is the Postal Service a self-sustaining company? Do we receive any funds at all from the government? Read on and I will provide answers for you based on research I have done.

The Post Office has its roots in 1775 when Benjamin Franklin was appointed the first postmaster general. He created the Post Office Department in 1792. In 1872, the Post Office Department was elevated to a cabinet-level department. The Postal Reorganization Act of 1970 signed by President Richard Nixon transformed it by replacing the cabinet-level Post Office Department with a new federal agency, the United States Postal Service. This new federal agency went into effect July 1, 1971.

In 2006, the Postal Accountability and Enhancement Act was introduced. It OBLIGATES the USPS to prefund retirement for the employee who actually hasn’t even been born yet! No company does that except for the Postal Service. Private businesses in the United States are not LEGALLY obligated to fund retirement costs at promise-time rather than retirement-time, however, about a quarter of them

do.

Why people often mistake the USPS for a government-owned corporation is because it is run like a business. But it is an “establishment of the executive branch of the Government of the United States” because it is controlled by presidential appointees and the postmaster general. So, while the Post Office is privileged under U.S. law (for example, it has a monopoly on the delivery of first class mail) it isn’t technically run by the government nor is it funded by taxpayers. Since the early 1980s, many of the direct tax subsidies to the Post Office, with the exception

***The Postal Service receives no tax dollars for operating expenses and relies on the sale of postage, products, and services to fund its operations***

of subsidies for costs associated with the disabled and overseas voters, have been reduced or eliminated in favor of indirect subsidies, in addition to the advantages associated with a government-enforced monopoly on the delivery of first-class mail.

There is a Board of Governors of the USPS that sets the policies, postal rates, procedures, and has a role that is similar to a corporate board of directors. Of the 10 members of the board, nine are appointed by the President and confirmed by the U.S Senate. Those nine appointed members select the Postmaster General who is then the 10<sup>th</sup>

member. The Postmaster General oversees the day-to-day activities of the service as the chief executive officer. Then, the 10 board members select a deputy postmaster general who acts as a chief operating officer. This completes the 11 members of the board.

Congress still has authority over the U.S. Postal Service. The Postal Service receives no tax dollars for operating expenses and relies on the sale of postage, products, and services to fund its operations. But while Congress doesn't fund the post office, they do continue to control the purse strings. By this I am talking about the political mail that is “franked”

or signed by way of endorsement and not subject to buying postage for that mail piece. In addition, there are services offered to the blind and the military that exempts the requirement of postage. If you live in an area that does not get street delivery, all those customers are eligible for free mailboxes at the post office. By law, the U.S. Postal Service can't raise the price of stamps more than the rate of inflation without Congressional approval.

As you all know, as of January of 2019, a first class stamp is 55 cents. The forever stamp was introduced April 12, 2007 and cost 41 cents. There has been a rate increase nearly every year since with an exception of nearly three years between 2009 and 2012 and a time frame between April 10, 2016 and

January 22, 2017 when the cost actually went down 2 cents from 49 cents to 47 cents due to the urgent need for an increase expiring. It again went back up to 49 cents January 22, 2017.

Interestingly a lawsuit was filed against the USPS alleging that

the 10% price increase of the last increase in 2019 wasn't justified. On September 13, 2019, a federal appeals court sided with the plaintiff and ruled against the USPS. It may be that there is a decrease in the cost of a first class stamp in the future due to this ruling. Time will

tell on the outcome of this ruling.

Hopefully, this gives you some useful information to combat the argument next time you are faced with the challenge that the Postal Service is funded by tax dollars.



## Insurance for Your Job?

By Dawn Ayers, PAC Chair

You have car, homeowner's, or renter's insurance, right? How about health and life insurance? Of course, you have those too. Well what if I told you donating to PAC (the NRLCA Political Action Committee) was like job insurance? If you think about what our PAC does for our careers at the USPS, it is. Money donated to PAC is used to educate our legislators in Washington D.C. about postal legislation that is vital to the success of the Postal Service. Without a government-run Postal Service we would all most likely be out of a job or working for close to minimum wage with little to no benefits. In the past, PAC contributions successfully aided in the defeat of efforts to restrict collective bargaining, made sure single piece parcels remained in the market dominant category, and scuttled anti-labor amendments.

To ensure that our voices are heard from now through the next election, NRLCA-PAC must begin preparing now. If you are already a PAC member, thank you for your contribution and please keep contributing. If you are not yet a PAC

member and would like to be, or would like more information on PAC, please feel free to contact me. Currently Washington state has approximately 45 sustaining donors. My goal this year is to increase our sustaining donors to 75. **The Sustaining Donor Society (SDS)** is a circle recognizing carriers who donate to PAC through withholding or EFT. State PAC Chairs award each member a brand new SDS pin available only

***To ensure that our voices are heard from now through the next election, NRLCA-PAC must begin preparing now***

to those who participate. Automatic PAC contributions give NRLCA-PAC a predictable income. A predictable income helps the legislative department strategize in advance for upcoming postal legislation.

**CONTESTS THIS YEAR:** Become a member of the Sustaining Donor Society (SDS) or increase your current contribution and you will be entered in a drawing for a transcutaneous electrical nerve

stimulation unit or more commonly referred to as a TENS Unit. (See flyer in this issue for a description.) Additionally, when we reach the goal of 75 sustaining donor members, I will hold a raffle for a \$100.00 gift card for all members of the SDS. You can sign up either through payroll deduction on POSTALEASE or through an EFT from your checking account monthly. Those forms will be available in this magazine.

**PAC THE CENTENNIAL:** Raffle tickets are being sold at your county unit meetings for a chance to win one paid night of your State Convention stay. The prize is worth over \$100.00. Winner will be drawn at the 2020 State Convention in Spokane and it must be used in conjunction with the 2020 State Convention. Tickets are one for \$5.00 or five for \$20.00.

**GENERAL RAFFLE:** Enter for your chance to win either a Seattle Mariners themed quilt OR an Apple iWatch! The first ticket drawn will have their choice of either prize and the second ticket drawn will win the remaining item. Tickets are also being sold at your

county unit meetings and will be drawn at the 2020 State Convention. Prices are one ticket for \$5.00 or five tickets for \$20.00. Winner need not be present convention,

but we would love to see you there! Remember, this is your career. Donating to PAC helps ensure the future of the Postal Service which

in turn benefits you! If you have any questions about PAC, please don't hesitate to contact me and I'd be glad to assist in any way that I can.

**2019 PAC Recap**

We had a record-breaking year for PAC in our state for 2018-19 year. **We raised \$28,368.79 for NRLCA-PAC, our state's largest total to date and it's all thanks to you!** Washington came in 9<sup>th</sup> overall for total donations and 4<sup>th</sup> per capita. The goal for this year is to raise \$30,000.00 and to increase our sustaining donors to 75 members. PAC is so important to our careers and with our commitment to PAC we can accomplish these goals. Thank you for continued support to PAC!

**Support NRLCA-PAC**

**Sign up for Electronic Fund Transfer**

A monthly deduction from your checking account on the 5<sup>th</sup> of each month



Questions? Please contact Chana Ryan, Assistant to the Director of Governmental Affairs  
[cryan@nrca.org](mailto:cryan@nrca.org)  
-or-  
(703) 797-8415

I hereby authorize my bank to deduct from my checking account the monthly sum of:

\$45 \$25 \$20 \$15 \$10 Other: \$ \_\_\_\_\_

Signature: \_\_\_\_\_ Date: \_\_\_\_\_

Name (print): \_\_\_\_\_

Employee ID Number: \_\_\_\_\_

State: \_\_\_\_\_

Zip Code: \_\_\_\_\_

Phone Number: \_\_\_\_\_

**Please attach a voided check**

**Send to NRLCA-PAC**

1630 Duke St, Floor 2  
Alexandria, VA 22314

By making a NRLCA-PAC Electronic Fund Transfer Authorization, you are doing so voluntarily with the understanding that your monthly contribution is not a condition of membership in the National Rural Letter Carriers' Association or employment by the Postal Service nor part of union dues and that NRLCA-PAC will use the money it receives to contribute to candidates for federal office as permitted by the law. You are also making this Electronic Fund Transfer authorization understanding that the NRLCA-PAC contributions are not tax deductible and your selection shall remain in full force and effect until you cancel by notifying the NRLCA-PAC in writing.

Work got you tense?



Worried about the



Got achy muscles?

future of the USPS?

# \$5.00 CAN GET YOU TENS!

Become a sustaining donor to PAC for \$5.00 per pay period and you could win a TENS Machine with foot massager.

(Transcutaneous Electrical Nerve Stimulation is a noninvasive method for relieving pain. People who experience pain relief from TENS may be able to reduce their intake of pain medications, some of which can be addictive or cause adverse side effects.)

Valued at over \$250.00

One entry into the drawing for new sustaining donors. One entry for every \$5.00 increment in sustaining donor amount.

Drawing to be held at the end of the 2020 State Convention.



# PAC the Centennial



**1 entry for \$5.00**  
**Or**  
**5 entries for \$20.00**  
 Contact your Region Committeeperson  
 or attend your next  
 local county unit meeting!

**Win one room night at the Centennial Hotel Valued at \$99.00!**

**Hotel Amenities:**  
 • A Riverside Pool • Steps From The Centennial Trail • On The Spokane River Bank • On-Site Restaurant •

• 50% off Happy Hour Cocktails Daily 4-6 pm • Dog Friendly •

**Room Amenities:**  
 55-inch tv / Wireless internet / Hardwood floors  
 Bottled water / Work desk and chair  
 Alarm clock/radio with USB charger  
 Iron & ironing board / Hair dryer  
 Refrigerator / Microwave  
 Bath amenities

**PAC Raffle**

Enter to win one of two great items!  
 Apple Watch or a Mariner's themed Quilt

Prices are \$5 for 1 ticket or \$20 for 5 tickets.

(First ticket drawn will get their choice of either item. Second ticket drawn will get the remaining item.)

Please put name and phone number on each ticket. Winner will be drawn at the 2020 State Convention in Spokane.

Win an Apple Watch  
 (prize valued at over \$300.00)



Win a Mariner's Quilt  
 (prize valued at over \$200.00)



Pictures shown are not actual items but are only used as examples.



## Ignorance May Be Bliss, but It Will Cost You

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

For the past several years, each of these columns has ended with the same tag line. The tag line was designed to challenge and warn us all about the dangers of not knowing what our job requires, of not being involved in our union. The National Rural Letter Carriers' Association spends an overwhelming percentage of time and money on two things: representation and education. Every meeting has stewards in attendance to answer questions. Every magazine has information in it designed to make sure that we are paid for the work we do. And yet, we continue to hear the complaint: "No one ever told me that". Yet, the information has been there all the time.

One of the best sources of information about our jobs can be found at our union's national website ([www.nrlca.org](http://www.nrlca.org)). The steward reference guide is there for every member to use. In addition, the "Steward Operations" tab has a tab for all the USPS manuals and handbooks. The opportunity for finding out if something is right or wrong is fairly easy with some curiosity and research.

One of the primary handbooks that every rural carrier (regular, PTF, and RCA) should be aware of is the PO-603. The PO-603 is entitled "*Rural Carrier Duties and Responsibilities*". The PO-603 is required to be in the route book found at each rural carrier's case. The route book is the notebook that should be in the slot under the lip of each center case. In addition to

the PO-603, each route book should include the current PS 4241-A, current PS 4003, and a current route map. Unfortunately, when I go into an office, most route books are sadly out of date.

The PO-603 is made up of five chapters. They are:

*Chapter 1 General Information*

*Chapter 2 Office Work of Rural Carriers*

*Chapter 3 Carrier Performance on Route*

*Chapter 4 Office Work After Return From Route*

*Chapter 5 Inspection, Count and Adjustment of Rural Routes*

I would like to cite a few examples from the PO-603 that we should all be aware of.

### **Section 120 and 171.**

Section 12 Basic Carrier Responsibilities

a) Reporting to work promptly, as scheduled.

b) Presenting a neat, clean and professional appearance reflecting a positive postal image.

e) Providing and maintain a vehicle (if a USPS owned/leased vehicle is not provided) of adequate size, equipped with necessary equipment (chains or snow tires, warning lights or signs, etc.), free of extraneous matter, that reflects a professional and positive image of the USPS, to serve the route safely and efficiently and in accordance with federal, state, and local motor vehicle laws and regulations.

Management often conducts investigative interviews over attendance, and one of the main subjects is tardiness. Almost at the front of the PO-603 is the requirement that we report to work as scheduled, ready to start work at the report time. Section 12.b states that we are required to maintain a professional appearance. The term "professional appearance" is not defined. The only place that states what may or may not be worn is the EL-814 which states that type of footwear that may be worn. Section e talks about vehicles. National President Jeanette Dwyer at the 2017 Western States Conference stated that at the national level there was agreement that unless a vehicle was a compact or subcompact that it was adequate. With the increase in quantity and size of parcels, it is impossible for some carriers to get a vehicle big enough to handle all the parcels on their route. A critical part of this section is that vehicles are to be in accordance with all federal, state, and local motor vehicle laws. This is not just for the privately-owned vehicles (POVs) but also the postal vehicles (LLVs and FFVs for example). If the headlights on a vehicle do not work, it is NOT to be used on a rural route. If someone tries to require such a vehicle be used, the district representative and the district safety office should be notified immediately.

Section 171.51 deals with the requirement of wearing seat belts while on the route. The require-

ment to wear a seat belt in a right-hand drive vehicle any time it is in motion is in section 171.51.b. The shoulder belt may be disengaged only in those situations where the shoulder belt prevents the ability to deliver or collect mail from curbside mailboxes. (Note: Step 4 E06R-4E-C 09288606) which can be found under "seat belts" in the steward reference guide on nrlca.org.

**Section 223.21 and 225.61**

Lately, management has been focusing on the time that rural carriers leave for the route. A couple of years ago, the Portland District tried to mandate that any rural carrier that did not leave by their office leaving time had to take DPS to the street.

Lately, management has been trying to restrict what rural carriers can case in the morning. Most rural carriers use the one bundle casing system (the casing of flats and letters together in the same slots). The PO-603, Section 223.21 starts with: **"When the one-bundle system is used, case both letter and flat mail into the letter case separations."** The mail items in question were Advos, a weekly full coverage mailing. These particular Advos were addressed, so they were flats. What would happen if they were box-holders, items that are not specifically addressed? Section 225.61: **"Normally, you deliver one piece to each box (or one for each family). At your option, you may handle this type of mail as a separate bundle or case it with other mail."** Of course, we want to make sure that we are get-

ting out of the office early enough that we can be successful on the street.

**Section 331.21**

*"If a parcel is too large for the box, make a reasonable effort to attract the customer to the box to receive the parcel. Do this by sounding the horn or by hailing the customer. If unsuccessful, you must deliver parcels to any residence or business that is on the line of travel, or within one-half mile of the route and has a passable road leading to it. You are required to dismount to effect delivery if there is no response to your efforts to have the customer come to the vehicle, or if the customer requests that you do so."* There has been some confusion of how far up a driveway we have to go. It is

***The opportunity for finding out if something is right or wrong is fairly easy with some curiosity and research***

clear here, that we will go a half mile in and a half mile back from the closest point of our line of travel. A lot of rural carriers are looking forward to the implementation of RRECS (time study) so we finally get paid for this time.

**Section 431.4 PS Form 3821**

*"Complete PS Form 3821, Clearance Receipt, showing the number of receipts and undeliverable articles returned for clearance. If the form is properly completed, the clearing employee signs and returns it to you. This relieves you of further responsibility for the items".* There are a lot of rural carriers and managers who believe that the clearance receipt (PS 3821) is optional. According to

the PO-603, it is not. It should be noted that under the present count system, the clearance slip is worth two minutes per day. It is the best insurance a rural carrier can get and get paid for doing it.

**Section 521 (Route Inspections)**

*"The inspection of a rural route is the physical inspection of a route and route conditions made by the postmaster or a designee while accompanying the carrier on the route."* This is clear that the route inspection is to be done while the carrier is delivering the mail. It is not to be done by us just driving a manager around the route. One of the most important aspects is to have a fresh set of eyes

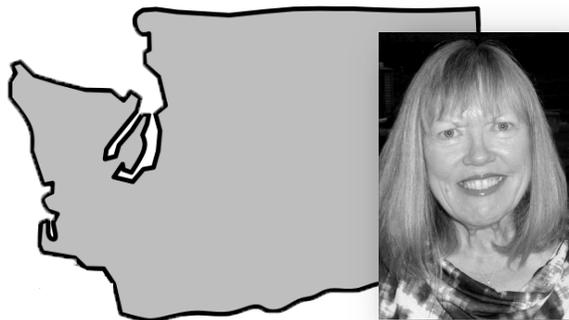
looking for hazards that we might have become accustomed to. And just as important is for us to point out hazards that we have been unable to get resolved. Our mileage must NOT be changed because of a route inspection. The route mileage may only be changed in accordance with Article 30.1.E.

The above citations are only just a "taste" of what the PO-603 tells us about our jobs. Hopefully this "taste" will inspire us to take a look at the manual for more answers. Either way, we are held accountable to what it says.

*Ignorance May be Bliss, But it Will Cost You!*

Monte Hartshorn

Portland District Representative, NRLCA



## Working Off the Clock

By Joyce Patteson, Seattle District Representative

If you attended either the Idaho or Washington state conventions, you've already heard my position on this issue so I may sound like a broken record - (scratch)... working off the clock, (scratch)... working off the clock, (scratch)... working off the clock. I think you get the idea! Anyway, there have been more than a few carriers who contacted me and requested that I write an article on the subject because neither the other carriers nor management in their offices are complying.

Working off the clock is a serious issue. While it may not seem like that big of a deal, it is and could create serious problems for those who participate. The most serious problem would be that the guilty party (the carrier) could be removed from their position with the Postal Service for falsifying their PS Form 4240. Unfortunately, management would also be a guilty party even though they may claim plausible deniability - they didn't know it was happening. Seriously?? I doubt that. Management is the one who enters the time from the PS Forms 4240 into the system. If a carrier is falsifying the time, management is as well. You can't make me believe that they don't 'see' carriers working prior to the time they are supposed to report because that's when most 'working off the clock' takes place.

You're also working off the clock when you claim to take a

break that you aren't really taking. I'm aware that in some offices, carriers have actually been instructed to write down that they took a break whether they take one or not. This is blatant falsification of time and if push comes to shove, management will not have your back. Once again, they will deny any knowledge of what's actually happening. If this is happening in your office, please don't hesitate to contact me.

There are other reasons you shouldn't work off the clock, but I'm not going to go into too much detail at this time. I will tell you this - if there are carriers working

***Another problem that results from carriers working off the clock is that it has a tendency to create a hostile work environment***

off the clock in your office, please talk to management and let them know that it's not acceptable and if a grievance is filed, it will be against them for allowing it to happen. We have letters and policy statements from postal management both at the area and national levels instructing them that carriers are not to work off the clock.

If you've spoken to management and haven't seen any changes or if you're uncomfortable discussing this with management, then please talk to the steward who represents your office because it needs to stop and it needs to stop now. If it turns out to be as common a

practice as I believe it to be, I will bring it up at the district level, but we need to hear about it first.

Another problem that results from carriers working off the clock is that it has a tendency to create a hostile work environment for the carriers who don't work off the clock. Those carriers come to work when they're supposed to; write down the exact time they begin work, leave for the route, return from the route, leave for the day, and annotate time for any breaks they may have taken; and likely catch a bit of heat from management because they don't get done as fast as their neighbor. Unfortunately,

it's not just management on your back, it's also the carriers who engage in the practice for two reasons: one, because you're not a participant; and two, because you're doing the right thing by attempting to stop them from potentially losing their job.

The Postal Service typically isn't the reasonably pleasant atmosphere we used to work in anymore. Some of you don't even know that it used to be that way! Those of us who remember still have faith that it could be that way again. It would be nice if things would turn around to make the job more satisfying, but it will take work, and it will take all of us working together for a common goal. We are each responsible for our own actions. Let's each just do our job to the best of our ability

and try to always do the right thing whether anyone else is or not. If you do that, at the end of the day, you'll be able to look at yourself in the mirror and see yourself for what you are - a good person with a kind heart and your integri-

ty intact. If we would all just do this, it would be easier to turn things around and make our workplace more enjoyable.

Someone who goes by the name of Gandhi once said, "You must be the change you wish to see

in the world." By the same token, you must be the change you wish to see in the Postal Service. Let's each be that change.

**Local Stewards**

Thank you, stewards, for all the work you do!

- Dawn Anderson, Benton City
- Laura Aries, Langley
- James Arvin, Cheney
- Dawn Ayers, Sumner
- Paige Barrett, Grandview
- Lisa Benson, Marysville Main
- Dawn Boyer, Battle Ground
- David Blackmer, Monroe
- Amy Bullion, Ferndale
- Josephine Carino, Coupeville
- Crystal Carrasco, Arlington & Smokey Point
- Rosemary Carrizales, Woodinville
- Lauri Chamberlin, Newport
- Lorrie Crow, Colville
- Tammy Donaghue, Wenatchee
- Susan Durgan, Port Angeles
- Kurt Eckrem, Marysville Carrier Annex
- Nick Hafer, Vancouver
- David Hamilton, Blaine

- Karen Haukenberry, Enumclaw
- Chris Kaufmann, Eastsound
- Justin King, Walla Walla
- Thai Le, Vashon
- Isabella Lopez, Lake Stevens
- Jennie Murdock, Moses Lake
- Henry (Quang) Nguyen, Stanwood
- Alicia Peterson, Eatonville
- Gabrielle Pohl, Buckley
- Jemini Rogers, Rainier
- Jody Rogers, Shelton
- Bonnie Salzman, Graham
- Billie Shinall, Pullman
- Darin Stone, Gig Harbor
- Jeffrey Taylor, Greenacres
- Janie Walla, North Bend
- Jena Welch, Sequim
- Corina Wietasch, Puyallup
- Rena Wise, Mount Vernon

Calling all prospective stewards! Are you knowledgeable about the contract? Are you an experienced rural carrier, either regular or relief? Do you like helping people?

***Step up and become a local steward!***

Local stewards have the best advantage because they have knowledge of the office's operations and management. Local stewards can help to diffuse a problem before it becomes a grievance. Did you know? The time you spend doing your duties as a local steward is paid for by the Postal Service instead of union dues!

**Put the burden of grievances where it belongs: on management who violates the contract.**

PAID TRAINING! Interested? Contact your district representative or assistant district representative for instructions on how to join the steward ranks.

## RCA Corner

Provided by Washington’s district representatives and assistant district representatives

**Q:** I am the relief carrier on R001 and I work every Wednesday. There is no one assigned as the primary relief on R002. It is my secondary assignment on the matrix and it has a Saturday relief day so I am scheduled to work. If the regular on R002 agrees to work for me can I take leave?

**A:** Yes, provided all the relief carriers in the office are already working. (Ref: Art 9.2.C.5.i) In the 2000-2004 National Agreement, the parties agreed that management can allow a regular rural carrier, regardless of whether or not they are on the relief day work list, to work their relief day in exchange for an “X” day to allow the relief carrier scheduled to serve the route to have the day off. There is no requirement for the route to be the primary assignment for the relief carrier. The requirements are that the relief carrier be scheduled to serve the route, submit a PS Form 3971, and both the regular carrier and the manager must agree that the compensation for the regular carrier will only be an “X” day. The regular carrier must sign the PS Form 3971 indicating their agreement. (Ref: Art 9.2.C.5.j)

**Q:** I worked five (5) days on my primary route. My primary is a 43K, 8.6 hours per day. My total hours for those five days was 38.5 hours. On one day during that week, management sent me out to help another RCA. I worked 2.5 hours on that route. I expected to be paid the 43 hours plus another 2.5 hours for giving assistance. Instead, I was only paid for 40 hours and one hour of overtime. What happened?

**A:** You were paid correctly. Any time the total work hours for an RCA go over 40 hours in a week, then the RCA is paid straight time for the 40 hours and overtime for the hours over 40. (Ref: Article 9.2.I.1)

### ADOP Tracking

<b>WARLCA TRACKING FORM FOR 2019/2020 DUES YEAR</b>														
NAME	Jul-19	Aug-19	Sep-19	Oct-19	Nov-19	Dec-19	20-Jan	20-Feb	20-Mar	20-Apr	20-May	20-Jun	Total	Total
														For Year
Isabella Lopez	0	4	0										4	
Isa Lost s/l & Anl	0	0	0										0	4
Alicia Peterson	2	4	0										6	
Alicia Lost s/l & Anl	0	0	0										0	6
Becky Wendlandt	8	10	8										26	26
Doug Rinehart	0	0	0										0	0
Paige Barrett	0	4	1										5	
Paige Lost s/l & Anl	1.5	0	0										1.5	6.5
Lorrie Crow	0	5	0										5	
Lorrie Lost s/l & Anl	0	0	0										0	5
Kurt Eckrem	0	6	2										8	
Kurt Lost s/l & Anl	0	0	0										0	8
Lisa Benson	1	4	0										5	
Lisa Lost s/l & Anl	0	0	0										0	5
Tony Lott	0	0	0										0	0
Dawn Ayers	0	0	0										0	0
<b>TOTALS</b>	<b>12.50</b>	<b>37.00</b>	<b>11.00</b>	<b>0.00</b>	<b>60.50</b>	<b>60.50</b>								

Note: This form shows the amount of ADOP taken for union business and the amount of ADOP paid for Lost Annual and Sick Leave. The "Total For Year" shows the total amount of both ADOP for union business and lost sick leave and annual added together.

## Financial Statements

<u>Statement of Activities</u>		<u>Jul - Sep '19</u>	<u>Budget</u>	<u>%/Budget</u>
<b>Income</b>				
National General Ins	3,271.09	16,000.00	20.4%	
RAFT Incentive	1,320.00	3,000.00	44.0%	
Interest/Dividends	1,076.45	3,100.00	34.7%	
Membership Dues	72,292.85	258,175.00	28.0%	
Reimbursements	0.00	800.00	0.0%	
Sales	0.00	4,200.00	0.0%	
<b>Total Income</b>	<b>77,960.39</b>	<b>285,275.00</b>	<b>27.3%</b>	
<b>Expense</b>				
Accounting Fees	880.00	5,500.00	16.0%	
Awards & Recognition	325.00	3,700.00	8.8%	
Employee Benefits	1,388.74	6,000.00	23.1%	
Equipment	0.00	1,050.00	0.0%	
Lodging	2,177.28	15,000.00	14.5%	
National Convention	47,995.98	47,900.00	100.2%	
Office Expense	459.10	1,800.00	25.5%	
Payroll Taxes	1,860.88	10,000.00	18.6%	
Per Capita Dues	996.40	6,000.00	16.6%	
Postage	406.82	6,300.00	6.5%	
Printing	297.42	1,400.00	21.2%	
Rent	0.00	1,200.00	0.0%	
Salaries and Wages	21,087.60	110,345.00	19.1%	
State Meetings	1,899.00	39,425.00	4.8%	
State Paper	3,845.25	9,100.00	42.3%	
Telephone & Internet	357.00	1,400.00	25.5%	
Travel	2,249.48	10,930.00	20.6%	
Western States Conf	0.00	5,650.00	0.0%	
<b>Total Expense</b>	<b>86,225.95</b>	<b>282,700.00</b>	<b>30.5%</b>	
<b>Net Income</b>	<b>-8,265.56</b>	<b>2,575.00</b>	<b>-321.0%</b>	

<u>Statement of Financial Position</u>		<u>Sep 30, 19</u>	<u>Sep 30, 18</u>	<u>% Change</u>
<b>ASSETS</b>				
Checking/Savings		14,559.62	9,712.87	49.9
Chkg—WA Trust Bank		58,215.90	27,076.96	115.0
Savings—APCU		100.50	291.04	-65.5
Chkg—APCU		42,945.46	42,084.08	2.1
CD #74 (APCU)		42,945.46	42,084.08	2.1
CD #75 (EmerFund)		22,234.87	21,808.66	2.0
CD #76 (EmerFund)		32,423.88	31,787.40	2.0
CD #77 (APCU)		213,425.69	174,845.09	22.1
Total Checking/Savings		<b>213,425.69</b>	<b>174,845.09</b>	<b>22.1</b>
<b>LIABILITIES &amp; EQUITY</b>				
<b>Liabilities</b>				
Payroll Liabilities		273.00	369.11	-26.0
Total Liabilities		273.00	369.11	-26.0
<b>Equity</b>				
Net Assets		221,418.25	213,302.90	3.8
Net Income		-8,265.56	-38,826.92	78.8
Total Equity		213,152.69	174,475.98	22.2
<b>TOTAL LIABILITIES &amp; EQUITY</b>		<b>213,425.69</b>	<b>174,845.09</b>	<b>22.1</b>

Right and below: "Boots & Bandanas" banquet night at national convention.  
Bottom right: As the District Representative for the Seattle and Alaska postal districts, Joyce Patteson carries the Alaska flag in the "Parade of States".  
Bottom left: The grandeur of the National Convention hall; come see it for yourself in Spokane!



Right: Vendors galore! National Convention always has vendors to assist carriers.  
Bottom right: All the state associations' flags represented on the wall. Come see it for yourself!

Below: Commemorative t-shirt design





Left: History being made at the 115th NRLCA National Convention as Postmaster General Megan Brennan and NRLCA President Ronnie Stutts sign the contract ratified in July.  
Below: WARLCA members at Convention.  
Below left: WARLCA's own Patrick Pitts who holds the position of NRLCA Executive Committeeman.



Left: Fun at banquet night!  
Above: Monte Hartshorn (left) and friend.  
Above left: WARLCA ladies (left to right) Dawn Ayers, Joyce Patteson, and Kris Skewis pictured with Greggie Byrd of Wyoming.

# 2020

Break out your glitz and glitter



## Make Your Membership Count

Join your fellow Members at the WARLCA State Convention

It is going to be the Roaring 20s in Spokane, Washington

When? June 14 -16, 2020

Where? The Centennial Hotel

303 West North River Drive Spokane, Washington

How Much? \$108 a night. Prices good from June 12-18

Includes parking

For reservations call 1-844-215-4199 by 05/29/2020

Use code 2006wrlca2 when making reservation.



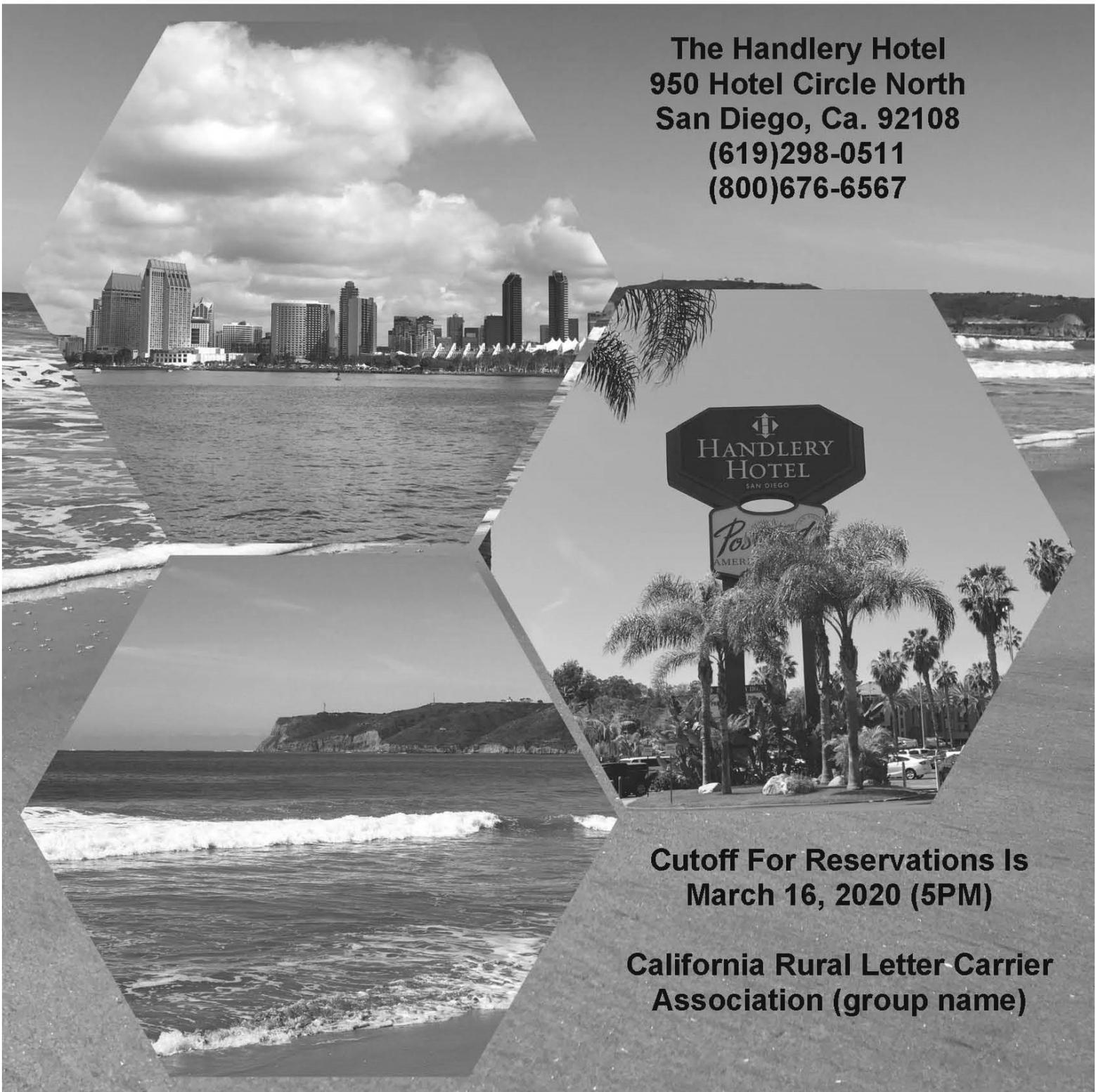
Meet and Greet Saturday June 13, 2020

Business Session June 14-16, 2020

Check the warlca.com webpage for more information

# California Awaits You!!!

## Western States Conference April 16th-18th 2020



The Handlery Hotel  
950 Hotel Circle North  
San Diego, Ca. 92108  
(619)298-0511  
(800)676-6567

**Cutoff For Reservations Is  
March 16, 2020 (5PM)**

**California Rural Letter Carrier  
Association (group name)**

**\$139 A Night, includes breakfast. Overnight parking is \$7.00 Per night. These rates are good 3 days before and 3 days after the Conference. Cancellations must be done 24 hours in advance.**



## The Hatch Act And Federal Employees

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### Permitted and Prohibited Activities for Employees Who May Engage in Partisan Activity

- May be candidates for public office in nonpartisan elections
- May register and vote as they choose
- May assist in voter registration drives
- May express opinions about candidates and issues
- May contribute money to political organizations
- May attend political fundraising functions
- May attend and be active at political rallies and meetings
- May join and be an active member of a political party or club
- May sign nominating petitions
- May campaign for or against referendum questions, constitutional amendments, municipal ordinances
- May campaign for or against candidates in partisan elections
- May make campaign speeches for candidates in partisan elections
- May distribute campaign literature in partisan elections
- May hold office in political clubs or parties including serving as a delegate to a convention
- May not use their official authority or influence to interfere with an election
- May not solicit, accept or receive political contributions unless both individuals are members of the same federal labor organization or employee organization and the one solicited is not a subordinate employee
- May not knowingly solicit or discourage the political activity of any person who has business before the agency
- May not engage in political activity while on duty
- May not engage in political activity in any government office
- May not engage in political activity while wearing an official uniform
- May not engage in political activity while using a government vehicle
- May not be candidates for public office in partisan elections
- May not wear political buttons on duty

For additional questions, contact:

U.S. Office of Special Counsel  
1730 M Street N.W. Suite 201 · Washington DC 20036-4505  
Phone: 1-800-85-HATCH · Web Site: [www.osc.gov](http://www.osc.gov)

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This list does not apply to federal employees in the following agencies, divisions or positions: Federal Election Commission; Federal Bureau of Investigations; Secret Service; Central Intelligence Agency; National Security Agency; National Security Council; Defense Intelligence Agency; National Imagery and Mapping Agency; Merit Systems Protection Board; Office of Special Counsel; Office of Criminal Investigations of the IRS; Office of Investigative Programs of the U.S. Customs Service; Office of Law Enforcement of the Bureau of Alcohol, Tobacco, and Firearms; Criminal Division of the Department of Justice; Career members of the Senior Executive Staff; Administrative Law Judges; Contract appeals board members.

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		FIRST NAME	MI
----------	--	------------	----

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

**SECTION A - AUTHORIZATION BY EMPLOYEE**

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

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

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

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

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 \$28.54 Regular/ \$10.12 Relief per pay period.

LOC #	STATE
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:*

*Jamie Matthews*

*Sarah Turk*

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

### Membership Longevity Awards

Last Name	First Name	MI	Award Type	Date Awarded
BROWN	DELMOND	o	60	1/25/2018
JOHNSON	DAVID		60	2/6/2018
KERN	KARL	F	70	3/7/2018
MACKEY	MICHAEL	E	50/60	7/8/2016
MONOHON	MARIE	L	50	9/24/2019
MUPHRY	CHARLES	O	70	1/25/2018
NORRIS	DOLORES	J	50	1/25/2018
PETERSON	ALLEN	J	50	8/28/1998
PICKENS	GALE	E	50	12/28/2018
SYREEN	MARY	W	50	3/30/2018
TURK	DWANE	A	50	3/3/2017
ZIMMERMAN	DONNA	E	50	1/25/2018

### Do You Know Someone Who Deserves The Membership Longevity Award?

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

Member Totals by Class		Nonmember Totals by Class	
Regular	1,076	70-5 — ARC	138
PTF	75	71 — Regular	167
Retired	271	74 — RCA VAC RT	7
Associate	4	76 — PTF	9
RCA	560	78 — RCA	245
ARC	36	79 — RCA AUX RT	13
Cash-Paid	34		
<b>Total</b>	<b>2,056</b>	<b>Total</b>	<b>579</b>

### Congratulations Retirees!

AHOLA, CATHERINE R	SPANAWAY
CHRISTY, DEBORAH J	YAKIMA
CRUZ, RONALD S	FRIDAY HARBOR
GILLAND, DENICE M	OTHELLO
HOLLENBECK, JAN R	CARNATION
L'HEUREUX, LINDA K	WOODLAND
LEE, CARLA J	SILVERDALE
MCMAHAN, STEPHANIE G	ELLENSBURG
MECK, RUSSELL T	WALLA WALLA
NELSON, ERIC L	CHENEY
PECKHAM, PATRICIA J	SHELTON
SCAROLA, KEN F	GOLDENDALE
SHAVER, SCOTT V	WASHOUGAL

**Please Welcome Our New Members!**

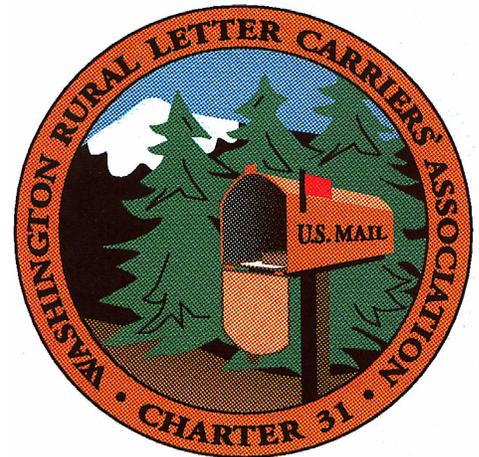
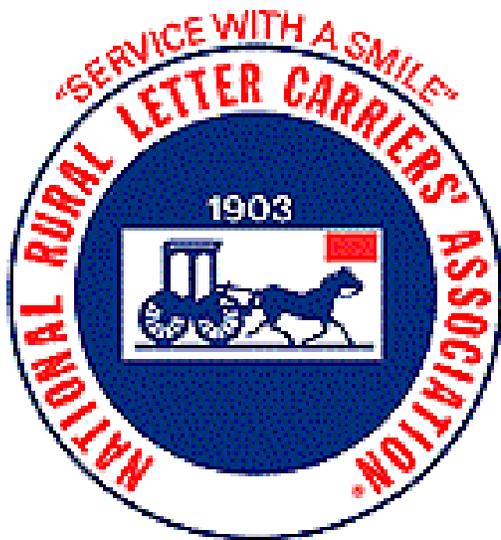
7 - RCA	ADDY	PILLEN	MARISSA	7 - RCA	RAVENSDALE	ROBERTS	MA ELIZABETH
7 - RCA	BATTLE GROUND	MOEUNG	SALINY	7 - RCA	REPUBLIC	JAGER	KIRSTIN
7 - RCA	BELLINGHAM	DAWLEY	AMANDA	C - ARC	RICHLAND	WADSWORTH	CODY
7 - RCA	BELLINGHAM	CRAMER	BETHANY	7 - RCA	RICHLAND	PHIPPS	SUZAN
7 - RCA	BELLINGHAM	CISSELL	DUSTIN	7 - RCA	ROCHESTER	CHRISTENSEN	JENNIFER
7 - RCA	BLAINE	LABUFF	RYAN	7 - RCA	ROCHESTER	PATTERSON	KRISTEN
7 - RCA	BLAINE	DUNN	LAUREN	C - ARC	ROCHESTER	RANDALL	LEAH
7 - RCA	BLAINE	SCHOLER	LAURA	1 - Regular	SEATTLE	ARNBERG	CHRISTINA
7 - RCA	BREMERTON	VALDEZ	IRENE	7 - RCA	SEQUIM	KELLEN	CRYSANIA
7 - RCA	BURLINGTON	FREIER	JACKSON	7 - RCA	SHELTON	SHAW I	WILLIAM
7 - RCA	CASTLE ROCK	BOWEN	MARK	7 - RCA	SHELTON	CLARK-RUSSO	ANNA
7 - RCA	CHEHALIS	ELLIS	MIKAYLA	1 - Regular	SHELTON	ROSENAU	MATTHEW
7 - RCA	CHEWELAH	RAY	LINDSAY	7 - RCA	SHELTON	SAPEL	CAROL
7 - RCA	COUPEVILLE	KIMSEY	AMY	7 - RCA	SNOHOMISH	SAVAS	CHRISTOPHER
7 - RCA	DUVALL	SINGH	AMRIT PAL	7 - RCA	SNOHOMISH	ELLENBROOK II	STEVEN
7 - RCA	EATONVILLE	O'GORMAN MORALES	COLIN	7 - RCA	SPANAWAY	GROH	CAPRICE
4 - Retired	ELLENSBURG	MCMAHAN	STEPHANIE	7 - RCA	SPOKANE	NIX	GREGORY
7 - RCA	GIG HARBOR	ROBLES	GENEVA	C - ARC	SPOKANE	TAYLOR	JAMES
7 - RCA	GIG HARBOR	SHOUSE	SARAH	7 - RCA	STANWOOD	PLESHA	MISCHA
7 - RCA	GRAHAM	MARTINEZ	SYDNEY	7 - RCA	SUMNER	RICHARDS	CLINTON
7 - RCA	GRAND COULEE	ETHRINGTON	CHERYL	7 - RCA	SUMNER	MCGLOTHLEN	TYLER
4 - Retired	GRANDVIEW	VELOZ	LISA	7 - RCA	SUMNER	MARTINEZ	XAVIER
7 - RCA	ISSAQUAH	BRAUN	VICTOR	7 - RCA	SUMNER	BECKETT	KAYLA
7 - RCA	KALAMA	CARLSON	BRIDGETTE	C - ARC	SUMNER	CLARK	LINDA
7 - RCA	LAKE STEVENS	SYMONDS	COREY	7 - RCA	SUNNYSIDE	TREVINO	MADISON
7 - RCA	LAKE STEVENS	SCOVELL	PAIGE	7 - RCA	VANCOUVER	RIVADA	ANTHONY
7 - RCA	LONGVIEW	ANDERSON	JAMES	7 - RCA	VANCOUVER	SUNDIN	SAMANTHA
7 - RCA	MAPLE VALLEY	EWING JR	RICHARD	7 - RCA	VANCOUVER	BOYLE	SCOTT
7 - RCA	MAPLE VALLEY	SMITH	KEVIN	7 - RCA	VANCOUVER	WOODALL	MELISSA
7 - RCA	MAPLE VALLEY	JOHNSON	MAXIM	7 - RCA	VANCOUVER	HERBSTER	JESSE
7 - RCA	MCCLEARY	HODGES	ELIZA	4 - Retired	VASHON	RAY	DAVID
7 - RCA	MONROE	JAMES	DELLA	7 - RCA	VASHON	MULLINS	JOHN
7 - RCA	MOSES LAKE	BATES	TIFFANY	4 - Retired	WALLA WALLA	MECK	RUSSELL
4 - Retired	NEWPORT	HOISINGTON	RACHEL	4 - Retired	WASHOUGAL	SHAVER	SCOTT
7 - RCA	NORTH BEND	KRIEHN	PATRICIA	7 - RCA	WASHOUGAL	PERRY	ANDREA
7 - RCA	NORTH BEND	KLINE	JANE	7 - RCA	WASHOUGAL	STEPHENS	JORDAN
7 - RCA	OAK HARBOR	JONES	EUGENIA	7 - RCA	WAUNA	LEE	FRANK
7 - RCA	OAK HARBOR	GUNKEL	STEPHANIE	4 - Retired	WOODLAND	L'HEUREUX	LINDA
7 - RCA	OLYMPIA	STEWART	CHRISTOPHER	7 - RCA	YELM	MARTINEZ	TINA
7 - RCA	OLYMPIA	KELLEY	CODY	7 - RCA	YELM	KELLY	ERIN
C - ARC	OLYMPIA	BALLANTYNE	MATTHEW	C - ARC	YELM	REED JR	EUGENE
7 - RCA	OMAK	BEACH	CJ	7 - RCA	ZILLAH	MCCAFFERTY	VALERIE
4 - Retired	OTHELLO	GILLAND	DENICE				
7 - RCA	PASCO	BOWDEN	TAUREY				
7 - RCA	PASCO	SUSS	TROY				
7 - RCA	PASCO	GUERRETTE	DANIEL				
C - ARC	PORT ANGELES	EASTWOOD	JOHN				
C - ARC	PORT ANGELES	WILSON	ANDREW				
7 - RCA	PORT ANGELES	BANNER	BROOKLYNN				
7 - RCA	PORT ANGELES	JACKSON	SCOTT				
7 - RCA	PORT ANGELES	NEWMAN	LACY				
7 - RCA	PORT ORCHARD	BECERRA JR	JOHN				
7 - RCA	PORT ORCHARD	CHURCHILL	CHRISTINA				
7 - RCA	PORT ORCHARD	BOYCE	JENNIFER				
7 - RCA	PORT ORCHARD	RENWICK	CHANCIE				
7 - RCA	PUYALLUP	WALKER	MAURICE				
7 - RCA	PUYALLUP	HENLEY	KIMBERLY				
7 - RCA	PUYALLUP	TURNER	NATALIE				
4 - Retired	RAINIER	JONES	KENNETH				

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 11-Dec 9 2019: OPM Open Season
- Dec 7 2019: Christmas Overtime Begins
- Jan 4 2020: Annual Leave Year Begins
- Mar 29 2020: Retirement & OWCP Seminars, Tukwila WA
- Apr 16-18 2020: Western States Conference, San Diego CA
- Jun 14-16 2020: State Convention, Spokane WA
- Aug 18-21 2020: National Convention, Spokane WA