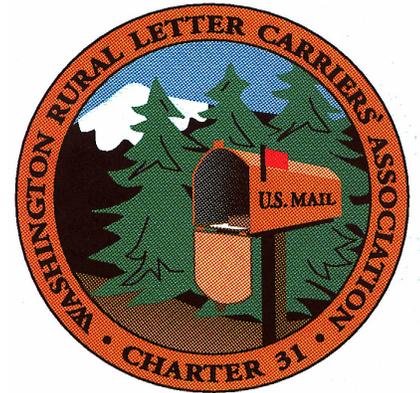


Washington Rural Carrier

Official Publication of the Washington Rural Letter Carriers' Association

Fall 2021



Where Service Begins With a Smile

HISPANIC HERITAGE MONTH

* NRLCA MEMBER SPOTLIGHT *



ISABELLA LOPEZ

*Regular Rural Carrier
Lake Stevens Post Office, Washington State*

Isa has served as the local steward in her Post Office for several years and is also the Secretary-Treasurer of her County unit. She was elected to the WRLCA State Board in 2018 as the Region 1 Committeeperson, a position she continues to hold. She has been the State Association's webmaster for the last two years and recently completed a comprehensive update of the website to make it much more user friendly. Isa was also the Seattle District NRLCA Master Trainer when the rural Academy overhaul was done several years ago and was instrumental in getting many of our current Academy trainers up to speed on the new program.

IN CASE YOU MISSED IT: Our very own Isa Lopez was featured this last month on the NRLCA's & WARLCA's respective Facebook pages. If you haven't yet, make sure to like and follow both pages for regular updates!



washingtonrlca

nrcaofficial

More Benefits!

Are you missing out?

Italy Post

A journey in pictures

Who's Watching?

Smile, you're on camera!

Safety First

Even on the long days

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Calling all prospective local stewards! Are you interested in learning about our contract? Are you willing to work as hard for any rural carrier in your office as you would for your own issue? Do you want to help your fellow rural carriers and make a real difference?

Step up and become a local steward!

Local stewards have a great advantage because they are in the office and are more familiar with management and their fellow rural carriers. Often, the local steward can help diffuse a problem before a grievance is necessary. Local stewards are paid by the Postal Service for all their time while performing their NRLCA representational duties including investigating and processing grievances. Local stewards are the bedrock of our National Steward System and make our dues go farther. The NRLCA compensates local stewards for all necessary training.

Want to join the team? Please contact your District Representative for information on local steward elections.

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
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





For all the latest information, announcements, and flyers, make sure to visit warlca.com! View the list of stewards, flyer for Western States Conference, county officers list, and more online.

Are you interested in an appointed position with the WARLCA?

Now accepting applications for the following positions:

- Rural Carrier Benefit Plan Representative
- Retiree Representative
- Provident Guild Representative

If any of these positions are of interest to you, you can view the duties and responsibilities on our website. Applications may be submitted the WARLCA President Kurt Eckrem.

**Reminder: Please bring your PAC donations to State Convention in Kennewick!
See you there!**

Opinion pieces may be submitted to the Editor of the *Washington Rural Carrier*. The method of submission is via email to warlcaeditor@outlook.com. Deadline for next issue is January 5, 2022. The WARCLA Board reserves the right to edit or omit text to keep in compliance with policies and to conform to space restraints. Letters must be accompanied with the author's name, address, and phone number. Letters will only be printed from verified NRLCA members. Submission does not guarantee that the content will be published. If printed, only the author's name will accompany the content. The views and opinions expressed in such letters are those of the author and do not necessarily reflect the views or policies of the Association.

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How Do We Get Started Again?

By Kurt Eckrem, President & Historian

I have read the average adult changes careers five to seven times in their lifetimes. I guess I am at the lower end of that statistic because I have really only had two jobs in my life, one working for a couple of different grocery store chains and the other as a rural carrier. Both offered the opportunity to belong to a union, the first with the Teamsters and the second with the NRLCA. The thought of having a job without union representation is as foreign to me as it would be to someone who had only worked in a non-union environment getting hired in a place where there is someone willing to help them and fight for them if necessary. It has always been a comfort knowing that someone had my back, but is that still the case for the rural carriers?

The COVID pandemic has changed so many things in our society that we may not recognize if and when we do return to some semblance of normalcy. We are not too far from the second anniversary of the first confirmed COVID case in the United States, which was right here in Washington State. The Post Office is not immune to changes, either. Many of you

are probably feeling like this isn't the same job you had two years ago, and you are not far wrong. Postal management has often bulled ahead with changes that make little or no sense to the rank-and-file workers, and the unions have had to play catch-up more often than not. Contract negotiations pretty much always take months and months, and grievances seem to take forever to resolve. How many of you remember the original timelines by which we were supposed to see the

We get started by being involved and by taking action

RRECS implemented? Or new delivery vehicles?

It's easy to be angry with the union, to say that it's our fault that so many things have gone wrong. But is it fair to lay all the blame at the feet of the NRLCA? As with any issue that has to be negotiated, "it takes two to tango" as the saying goes. Differences must be worked out, and the farther apart the parties are to begin with, the longer it is going to take. Throw in the fact that in-person meetings have been

nearly impossible for two years, and that Postal management still has their backs against the wall financially due to the failure of Congress to do anything about the problem they created with the prefunding mandate, and you have a recipe for disaster. Given all the obstacles that have been thrown out there, the fact that rural carriers are still providing service to their customers is nothing short of amazing.

If you think I'm saying the past couple of years have been an exemplary performance by our union, I'm not. There are many things I think should and could have been done differently, and in retrospect, I believe our national officers would agree. But who knew? We pushed hard to get management to provide equipment and supplies to protect the rural carriers in the workplace when the pandemic started, COVID-related MOUs have been extended over and over again, and you all know how many rules have been "bent" in order to get the mail delivered. Both management and the union have had to make tough decisions just to keep the business going. Where we go from here is anybody's

guess but go we must.

A lot of you have seemingly lost faith in the ability of the union to get things done, but as I said before, negotiations take time. If higher-level Postal management was more agreeable, many of the things that we have been working for years to achieve would already be in place. A prime example of that is the hiring/retention issue that has plagued the rural craft for the last decade or more. Wouldn't you think that someone at Postal Headquarters with common sense could recognize how expensive it is to hire thousands of new employees only to drive them away, year after year after year? But that is the mentality our union leadership is dealing with whenever something needs to get done.

So, how do we get started

again? We get started by being involved and by taking action. In the workplace, we make sure management follows the rules, and when they don't, we file grievances. We contact our Congressional Representatives and demand they make the changes we want. We use every opportunity to talk about how bad things have gotten at the Post Office, and what it will take to fix it. This means getting the word out to friends, family, the news media, social media, anybody who will listen. The USPS is a public service, and it needs to remain a public service. Those who want to destroy the Postal Service need to be stopped. If you think these problems will just go away by themselves, you are very wrong.

We also must hold our union leadership to their promise

to represent us to the best of their abilities. We need to educate ourselves about the rules we work under and attend meetings and file resolutions to make the changes we want. We need to support each other in the tough times, and not let the problems caused by management divide us. We all need to be firm in our conviction that having a union and being part of it is the only way we are going to get through this. In many ways we are facing the same kind of strife our union forefathers faced when terrible working conditions and overbearing management necessitated coming together in a united front and demanding changes. It worked before, and it will work again. In solidarity, Kurt



Postal Perks

By Lisa Benson, Vice President & Editor

I'm sure you're already aware of your primary benefits working for the Postal Service such as your TSP, FERS/CSRS, FSA, FEGLI, FEHB, FEDVIP, FLTCIP, etc. (and if you don't know what that alphabet soup means, you've got some homework to do!), but are you aware of the other job perks available to you? If not, you may be missing

out on useful savings and programs to help you get the most out of your postal employment.

You may be missing out on useful savings and programs to help you get the most out of your postal employment

Most of the information regarding your benefits can be found by logging into liteblue, scroll-

ing down to "My HR", and then browsing subjects in this section.

Commuter Benefit Program:

For example, the USPS offers a commuter program to assist with the costs associated with public transportation. The Commuter

Benefit Program can help you save up to 40% of your commuting expenses on things like

parking, buses, trains, and ferries. This program works by allowing you to use tax-free money to pay for qualifying expenses which in turn saves you money each month on your income taxes. To sign up with this program, go to www.commutercheckdirect.com and complete the form. For more information about Commuter Benefit Program, visit <https://liteblue.usps.gov/humanresources/benefits/accounts/commuter.shtml>? Please note that this program is only available to career employees. If you had previously signed up for the benefit program, please be aware that the USPS changed vendors effective June 1, 2021.

Employee Assistance Program: I hope you are aware of another benefit program available to employees called EAP, or Employee Assistance Program. The EAP is a free

counseling and other services available not only to employees, but also to their family and immediate household. The counseling services can assist with a wide array of personal problems including but not limited to financial crisis, depression and anxiety, facing retirement, coping with grief and loss, and so much more. EAP is a free service which allows up to 20 hours of counseling. Fur-

ther counseling options may also be available at a cost. For more information about EAP, call 1-800-EAP-4YOU or visit www.eap4you.com. EAP is available 24/7/365.

USPS Wellness: The USPS Wellness program offers many resources, challenges, and opportunities for learning about and engaging with things regarding not only healthy eating and exercise but overall wellness including interpersonal relationships and community involvement. Working with



Your benefits package includes a lot more than just your paycheck!

Wellness Partners, you can learn how to care for the whole you! Currently offered are a wealth of webinars, videos, a wellness toolkit, and even Zoom meditation classes.

USPS Link: USPS Link is a news service for postal employees. Keep up to date on news, promotions, feel-good stories, and a plethora of other information and videos by signing up for the USPS Link newslet-

ter. Or view stories and archives online at <https://link.usps.com/>

NARFE: Also available to all active and retired federal employees is NARFE, the National Association of Active and Retired Federal Employees. NARFE requires membership dues but also comes with discount perks for many everyday things as well as engagement opportunities and a monthly news magazine. While not directly affiliated with the USPS or NRLCA, NARFE may be another helpful resource to help you navigate the ins and outs of federal employment and retirement.

PERF: The Postal Employee Relief Fund is a nonprofit charity which provides assistance to employees and retirees whose homes have been destroyed or rendered uninhabitable by fire or natural disaster. The PERF fund gives

grants to qualifying applicants and can also be donated to via the Combined Federal Campaign (CFC) fundraiser event which runs September 1, 2021 through January 15, 2022. To receive grants from PERF, an application must be submitted within six months of the incident. For more information, visit <http://www.postalrelief.com/>

HERO: USPS offers free self

development and learning opportunities through Blue or LiteBlue. Read the article by Region 1 Committeeperson Isa Lopez for more information!

Deals & Discounts: Did you know that your employee ID badge also comes with perks? Being an employee of the USPS can earn some sweet deals with third party vendors and services. You can save money on things you use regularly like phone bills, HP products and services, pet insurance, gym and club memberships, and self-development courses at colleges and universities all over the country. The list of available deals and discounts can be found at <https://liteblue.usps.gov/news/deals/welcome.htm>

NRLCA Perks: There are

also discount programs and resources available only to members! If you have never fully delved into the bonuses that come with your union membership, now is a good time. In addition to your WALRCA and NRLCA magazines, you also have resources at the NRLCA office to help you navigate federal programs such as FEHB and OWCP for example. Cameron Deml, NRLCA Director of Insurance Programs, is available to assist members with all things insurance. Devin Cassidy, NRLCA Director of Workers' Compensation, is a valuable asset to assist with the OWCP claims process. Paul Swartz, NRLCA Director of Governmental Affairs, has an entire subheading on the NRLCA website. In addition to

informational resources, the NRLCA also offers some benefits exclusively for its members such as the RCBP, various voluntary insurance plans, and even discounts and deals! Visit <https://nrlca.benefithub.com/app/multiproduct> to view all available extras included in union membership.

As you can see, your employment at the Postal Service is more than just a job, it's a whole world of perks. With a little deeper research into the many things I've listed here, I hope that you're able to find at least a few ways to enrich your life and save money while doing it. Until we are able to see each other again in person, I wish you good health and wellness.



I'm Ashamed And I Hate It

By Becky Wendlandt, Secretary/Treasurer

I used to feel pride seeing the commercials on TV for the USPS with the LLV delivering out in the country. Do you remember those ads last Christmas season? Now all I see is the Postmaster General deliberately slowing down the mail as part of his plan to destroy the USPS. I see Congress looking into his questionable ethics with a vendor of the USPS that the PMG is receiving big money from. I see reporters saying "don't blame your carrier for the slow ser-

vice", so very true. I am ashamed! I was so proud of working as a rural carrier. Even have the license plate frames saying "Proud Rural Carrier" and "Rural Carrier, Delivery at its Best". I plan to take them off. Not because I am ashamed of the employees, quite the contrary, I feel pride and compassion for them. But I am ashamed of the PMG, ashamed that we as a union don't release statements denouncing the PMG's plan to slow down the mail. I call my

Senators and Representatives strongly encouraging them to get rid of the PMG and take back our service standards. I have read that "snail mail" is now called "slug mail". I hear customers say they will only use UPS or FedEx now. I feel it is the end of what I supported and believed in during my 35 years of service as a rural carrier. I am ashamed, and I hate it.

On a trip back from Yellowstone, I went through the drive thru of a local McDonalds in

Livingston, MT and in my sack was a flyer announcing now hiring and starting at \$20 an hour. When I got home, I had a letter waiting for me saying I could work as a retired rural carrier for \$19.06 an hour. I receive calls from new regular carriers saying they are quitting because they made more as an RCA and found a better paying job with definite schedules and days off. I understand. If we want to hire and keep employees, we need to pay them more and provide an encouraging work environment, not a stressful "get the job done no matter what" ethic. Again, we are approaching another holiday season unprepared and understaffed. So, I am asking you to contact your Senators and Representatives and ask them to bring back the service standards and to pay the starting employees more. You can also write your union at NRLCA, 1630 Duke Street, Alexandria, VA 22314-3467 and tell them what you feel is needed for you to continue your career and what is happening in your office. NRLCA is negotiating for our contract now, tell them what you want.

I have been busy adding members to our database and finally it has paid off! **This year, WA State got the award for highest percentage of regular rural carrier membership at 77.28%.** This is thanks to the hard work of many members, starting with the orientation recruiters, academy trainers, let-

ters from Kurt for PTFs, and my constant encouragement letters asking them to join. It also helped that WARLCA has offered a \$100 rebate for new PTF and regular carrier members. But the most important part of recruitment is getting them to join right at orientation and/or the academy. Now PTFs are regulars in six months, and in one office near me, a regular carrier was hired from the street, as no carriers put in a bid in the district wide bidding.

This year, WA State got the award for highest percentage of regular rural carrier membership at 77.28%

Never in my 28 years as secretary-treasurer have I seen that! Now if wages were higher and work environment was better, we could retain these carriers. I waited 10 years to be a regular carrier, working six days a week most of the time. I hate to say it, but I don't see anyone doing that anymore, and if it was me, I probably wouldn't either with the current environment. I saw a future with the USPS, but that is not what I am hearing from the new hires/regulars

now.

To all of you hanging in there and doing your finest for your customers, I sincerely thank you. I am proud of you. You are appreciated, even though you probably don't feel it. I know doing the right thing pays off, not always where you see it, but in your heart and mind you know you give it your best. While it is a struggle each day to continue doing what is right for you and your family, I commend you and support you. You are the silent majority that continues doing the job, doing what is right for your customers as much as you can. You are appreciated!

In support of the rural craft,
Becky Wendlandt, Sec/
Treas



**WA Rural Letter Carriers' Association
Statement of Financial Position
As of September 30, 2021**

	Sep 30, 21	Sep 30, 20	% Change
ASSETS			
Current Assets			
Checking/Savings			
1010000 · Chkg - WA Trust Bank	1,788.75	9,910.63	-82.0%
1020000 · Savings - APCU	327,203.95	161,856.62	102.2%
1030000 · Chkg - APCU	103.89	102.76	1.1%
1200000 · CD#74 (APCU) .946% 3/11/23	44,828.02	44,065.20	1.7%
1210000 · CD#75 EmerFund .946% 3/11/2...	44,828.02	44,065.20	1.7%
1220000 · CD#76 Emer Fund 1.3% 4/7/2021	23,235.70	22,814.61	1.9%
1230000 · CD#77 (APCU) .946% 3/11/2023	33,845.21	33,269.28	1.7%
1240000 · CD#78 (APCU) 1.587% 6-24-2022	76,528.41	75,323.52	1.6%
Total Checking/Savings	552,361.95	391,407.82	41.1%
Total Current Assets	552,361.95	391,407.82	41.1%
TOTAL ASSETS	552,361.95	391,407.82	41.1%
LIABILITIES & EQUITY			
Liabilities			
Current Liabilities			
Other Current Liabilities			
2100000 · Payroll Liabilities	401.88	198.38	102.6%
Total Other Current Liabilities	401.88	198.38	102.6%
Total Current Liabilities	401.88	198.38	102.6%
Total Liabilities	401.88	198.38	102.6%
Equity			
3900000 · Net Assets	519,196.00	333,629.45	55.6%
Net Income	32,764.07	57,579.99	-43.1%
Total Equity	551,960.07	391,209.44	41.1%
TOTAL LIABILITIES & EQUITY	552,361.95	391,407.82	41.1%

WARLCA TRACKING FORM FOR 2021/2022 DUES YEAR														
NAME	July 2021	Aug 2021	Sept 2021	Oct 2021	Nov 2021	Dec 2021	Jan 2022	Feb 2022	Mar 2022	Apr 2022	May 2022	June 2022	Total	Total For Year
Isabella Lopez	4	0	0										4	
Isa Lost s/l & Anl	0	0	0										0	4
Alicia Peterson	4	1	1										6	
Alicia Lost s/l & Anl	0	0	0										0	6
Becky Wendlandt	11	8	11										30	30
Paige Barrett	5	1	1										7	
Paige Lost s/l & Anl	0	0	0										0	7
Lorrie Crow	6	2	0										8	
Lorrie Lost s/l & Anl	0	1.25	0										1.25	9.25
Kurt Eckrem	7	2	2										11	11
Lisa Benson	5	0	0										5	
Lisa Lost s/l & Anl	0	0	0										0	5
TOTALS	42.00	15.25	15.00	0.00	72.25	72.25								
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.														

WA Rural Letter Carriers' Association
Statement of Activities - Compared to Budget
July through September 2021

	Jul - Sep 21	Budget	% of Budget
Income			
4000000 · National General Insura...	0.00	0.00	0.0%
4100000 · Interest / Dividends	979.35	5,100.00	19.2%
4200000 · Membership Dues	83,381.76	295,295.00	28.2%
4400000 · Reimbursements	376.61		
4500000 · Sales	0.00	4,860.00	0.0%
Total Income	84,737.72	305,255.00	27.8%
Expense			
5000000 · Accounting Fees	930.00	5,500.00	16.9%
5100000 · Awards & Recognition	3,785.40	6,300.00	60.1%
5300000 · Employee Benefits	1,774.24	7,000.00	25.3%
5400000 · Equipment	889.36	2,000.00	44.5%
5600000 · Lodging	1,482.46	15,000.00	9.9%
5800000 · Office Expense	608.19	4,500.00	13.5%
5900000 · Payroll Taxes	2,253.48	10,000.00	22.5%
6000000 · Per Capita Dues	767.00	3,000.00	25.6%
6100000 · Postage	3,382.73	8,375.00	40.4%
6200000 · Printing	329.36	1,400.00	23.5%
6400000 · Rent	0.00	1,200.00	0.0%
6600000 · Salaries and Wages	24,203.51	130,375.00	18.6%
6700000 · State Meetings	2,987.45	62,000.00	4.8%
6701000 · State Paper	5,109.76	10,500.00	48.7%
6900000 · Telephone & Internet	363.00	1,428.00	25.4%
7000000 · Travel	3,013.24	13,390.00	22.5%
7100000 · Website Expenses	94.47	500.00	18.9%
7200000 · Western States Confer...	0.00	15,650.00	0.0%
Total Expense	51,973.65	298,118.00	17.4%
Net Income	32,764.07	7,137.00	459.1%

WA Rural Letter Carriers' Association
Statement Of Activities Previous Year Comparison
July through September 2021

	Jul - Sep 21	Jul - Sep 20	% Change
Income			
4000000 · National General Insura...	0.00	-212.28	100.0%
4100000 · Interest / Dividends	979.35	1,388.86	-29.5%
4200000 · Membership Dues	83,381.76	78,444.98	6.3%
4400000 · Reimbursements	376.61	0.00	100.0%
4600000 · Auxiliary/DuesStatePortl...	0.00	2,143.88	-100.0%
Total Income	84,737.72	81,765.44	3.6%
Expense			
5000000 · Accounting Fees	930.00	920.00	1.1%
5100000 · Awards & Recognition	3,785.40	1,438.55	163.1%
5300000 · Employee Benefits	1,774.24	1,197.35	48.2%
5400000 · Equipment	889.36	0.00	100.0%
5600000 · Lodging	1,482.46	0.00	100.0%
5800000 · Office Expense	608.19	747.30	-18.6%
5900000 · Payroll Taxes	2,253.48	1,191.85	89.1%
6000000 · Per Capita Dues	767.00	64.00	1,098.4%
6100000 · Postage	3,382.73	223.53	1,413.3%
6200000 · Printing	329.36	120.49	173.4%
6400000 · Rent	0.00	1,584.00	-100.0%
6600000 · Salaries and Wages	24,203.51	12,988.81	86.4%
6700000 · State Meetings	2,987.45	475.00	528.9%
6701000 · State Paper	5,109.76	2,439.74	109.4%
6900000 · Telephone & Internet	363.00	357.00	1.7%
7000000 · Travel	3,013.24	439.83	585.1%
7100000 · Website Expenses	94.47	0.00	100.0%
Total Expense	51,973.65	24,185.45	114.9%
Net Income	32,764.07	57,579.99	-43.1%



Self Improvement Just A Click Away

By Isabella Lopez, Region 1 Committeeperson & Webmaster

Did you know that November is Career Development Month? Most of us don't think much about advancing our careers when we find a job we like, but the best thing about gaining knowledge and building up your resume is that even if you don't use the things you learn right away, they may come in handy in the future.

The Postal Service offers opportunities for advancement not only in your career but in your personal development through a program available

through the Blue page as well as through LiteBlue using a program called HERO.

HERO offers approximately 3,200 learning courses on various subjects from web develop-

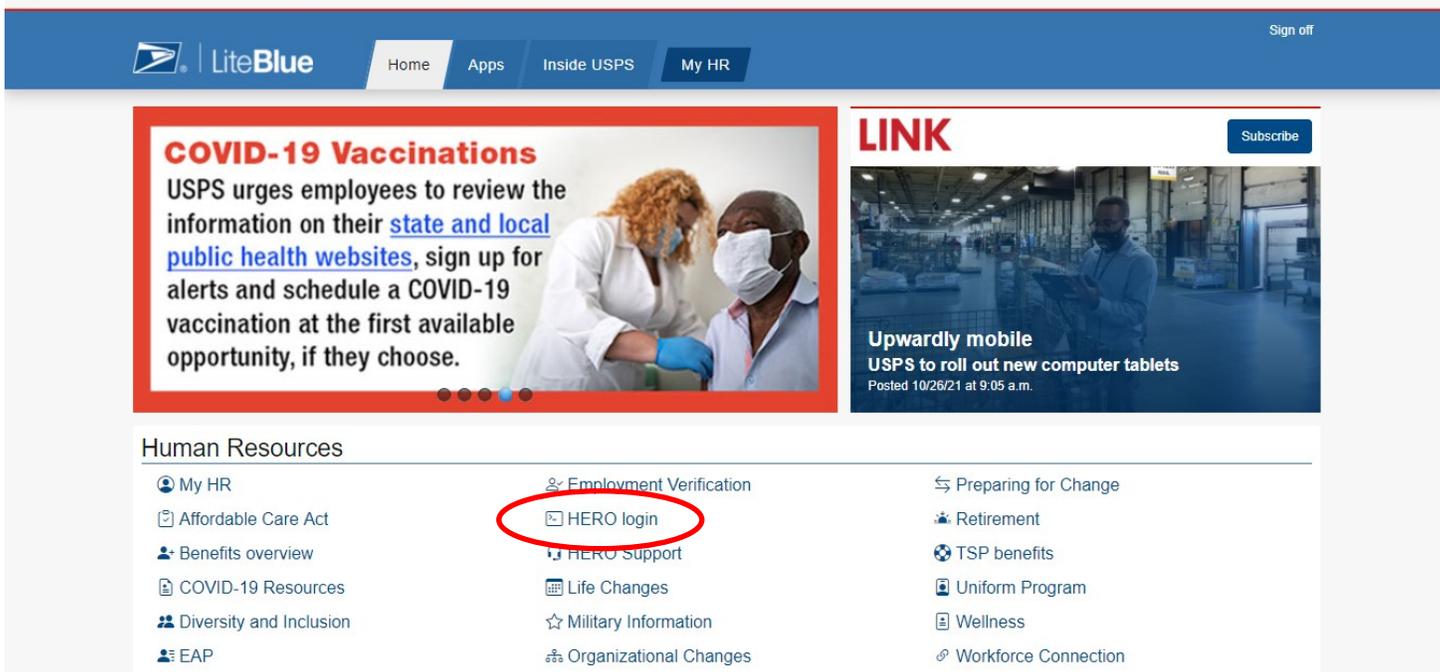
The Postal Service offers opportunities for advancement not only in your career but in your personal development

ment to finances to accounting. You can earn badges and set goals that you can keep track of. Management can view your profile, skills, and experience.

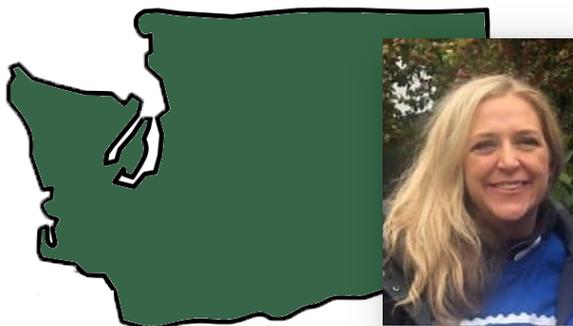
The best part about these courses is the cost. There is none. Free learning and self-improvement rolled into one.

If you have access to a computer at work, you can use your ACE login to access the Blue page. If you'd rather learn from the comfort of your home, just login to liteblue.usps.gov. Select the HERO login and you are on your way to a better you.

Respectfully submitted,
Isa Lopez
RCP1



The HERO dashboard can be easily accessed via the LiteBlue homepage.



The Camera Is Always Watching

By Alicia Peterson, Region 2 Committeeperson, Assistant District Rep & RCBP Representative

It is nothing new that just about every home we deliver to today has some kind of camera or security system recording every event that occurs on or near the property. We all see the signs meant to deter the dreaded criminal or local porch pirates from intruding. We've watched the videos on various social media platforms showing time and time again of the disgruntled competitors throwing temper tantrums because of the holiday décor, slipping and tripping and throwing a package to save a few steps. But what happens when that customer takes their recording into their local Post Office and shares that information with the employer?

So here you are, finally done within your evaluation for the day. You have a million things you are excited to be able to take care of when you get home, even though there is a big possibility you will hit the kitchen first and then the pillow. You walk in with a smile on your face and a stack of empty trays. Just a few more minutes of cleaning up and you're outta there! Then out comes that pesky supervisor from behind his podium and he says, "I need to do an II on you

tomorrow morning."

Your first reaction is, "What are you talking about??" You just had a great day, didn't bring back any parcels, waved at all the customers to show how much you love delivering their mail and you made evaluation! So, you call your assigned steward right away and explain you want them there with you. You tell your steward you have no idea what this is all about because you just had a great day.

The next morning you and

Take the time to do things right and save yourself the humiliation of getting caught violating a safety rule or the guilt of hurting someone

the steward head into the Postmaster's office where the supervisor is waiting. The supervisor begins by stating a bunch of stuff you've never heard of about ELM 665.3 and corrective action up to and including removal and something about following instructions and something about EL 814 and only moving your vehicle when you are absolutely certain it is safe to do so. You answer yes to the questions and agree that you understand what the rules and regulations are. You then are

asked if you made a parcel delivery at 123 Park Lane on the previous day. You respond with yes again. The supervisor then asks, "Do you recall backing into that customer's flowerpot?" You pause, thinking, then to yourself you start to remember that bump and cracking sound. The supervisor then turns his computer monitor around towards you and the steward and taps a key and a video starts to play. Sure enough, there is a video of you pulling up in the driveway, sliding open the LLV door, you jumping out and setting a parcel on the porch. The video continues on with you getting back in the LLV, reversing, and driving off. It's a short video, a 30 second clip, but plenty of time for the supervisor to see you didn't turn off the engine, you didn't curb the wheels, you didn't set the e-brake, you didn't check your surroundings before backing, you didn't put your seatbelt on and never had it on when you pulled in. The customer came in to complain about a broken flowerpot that you damaged when you backed up. Now management has a video of you committing multiple safety violations and break-

ing their precious flowerpot!

More often than not, discipline will be issued and it may even include that word management so often uses, Removal! This whole situation could have been avoided by following the safety rules we have

been instructed to follow. 1-2-3 Take the Key, is not a new rule. Wearing a seatbelt, is not a new rule. Look before backing, is not a new rule. Nearly every customer has a camera and it is always watching. Take the time to do things right and save

yourself the humiliation of getting caught violating a safety rule or the guilt of hurting someone. We all have a long season ahead of us, let's do it safely.

RCBP & Open Season

The 2021 Open Season begins Monday, November 8, 2021 through Monday, December 13, 2021. Remember to review the 2022 Plan brochure for a full listing of all benefits and detailed coverage information.

To make changes in your FEHB coverage:

*Active rural letter carriers can make changes through PostalEase or can call HR Shared Services Center (HRSSC) at 877-477-3273; select option 5 when prompted.

*Retired carriers and annuitants make changes through the Office of Personnel Management (OPM) at 888-767-6738 or online at <http://retireefehb.opm.gov/annuitant/home/default>.

The Rural Carrier Benefit Plan continues to provide excellent benefits and in many cases can save you a lot of money! Some of the improvements to 2022 include: increase Wellness Incentive maximum-up to \$400 per member, enhanced Wellness Incentive program with PayFlex Debit card - much simpler to use Wellness Funds, added coverages for premium lenses following cataract surgery and an updated and expanded Transform Diabetes program. Along with the continued benefits of 100% cancer care coverage, massage and acupuncture, hearing aid discounts through TruHearing, and telephonic health coaching through TrestleTree, you might just find that the RCBP is the plan for you and your family!

Remember that RCBP members 18 years and older who have received the COVID-19 vaccine during 2021 are eligible to earn a \$50 incentive payment toward your Wellness Fund. Just submit documentation of being fully vaccinated and RCBP will review it to verify the member is fully vaccinated and will deposit \$50 into your Wellness Fund account! Visit <http://rcbphhealth.com/covid> to learn more.





Post Cards

By Lorrie Crow, Region 3 Committeeperson & Legislative Director

My daughter and I recently took a 3 week trip to Italy and although I could go on forever about how wonderful it was, I think you may find my postal journey entertaining.

We had a few days in Milan before the actual tour began. Knowing that it would take some time for post cards to get delivered to the States, I made sure to purchase a few while we were doing a whirlwind self tour in Milan. I did find a POSTE box to mail my cards, but no stamps.



The official start of our tour was in the little town of Lecco in the Lake Como region. There we met the other members of our tour. One of the couples in our group have two kids that

work for USPS in Hawaii. They were on the hunt for stamps from the different regions. Before too long, it became a group effort to find the Poste Offices, everyone was on the lookout. But it still wasn't until we got to Verona that we had a glimmer of hope.

This time it was a yellow Poste box we found, and the store it was in sold stamps. Score, so we thought.



But alas, foiled again. You see there are two different mail systems in Italy, and never shall the two meet. You have to purchase the right stamps for the right box. If you have stamped a piece of mail with a stamp for the yellow box and put it in the red box, it will be destroyed, end of story. And of course,

same goes for the other. The yellow Poste is only for items mailed within Italy.



It is Monday and we are now in Venice, I finally find an actual office, hooray. It is closed. All offices are closed on Sunday and Monday. Will I ever get these post cards mailed? Unlike here, in Italy there is nothing really indicating where the Poste Offices are located. By now it is a kind of scavenger hunt, not only to find a Poste Office but to find a postal worker, they are like fairies, never seen.

From Venice we had a couple of hours in Ferrara to explore. Lo and behold, there it is as big as day, an honest to God open Poste-E-Telegrafi office. I run over and get in line right

away. After about 20 minutes they usher everyone out; closing for lunch.



Finally, the other couple, Lori and Kai, are able to procure some stamps for both of us. And the first post card is sent.



By now it is serious business and everyone is still on the hunt for Poste-E-Telegrafi Offices, calling out when one is found. Here are just a couple of the hidden places.

This one was found in Florence.



In Siena we see that they also have those customers, that just won't pick up their mail. The office here was almost missed, sneaky little devil.



The next one was found in the ancient city of Certaldo, population of about six thousand. I found an English-speaking clerk here and he was able to give me a bit of assistance. I needed to buy more stamps and wanted to see if I could get a picture of him. Absolutely no pictures of the help are allowed. In Italy, you are able to pay your bills at the Poste, I think at least your utility bills. But the lines to do so are very long. Luckily my new friend pointed me to another room where the purchase of stamps is all they take care of.



One of my favorite offices was found in Assisi. My favorite only because it was hidden in plain sight, up on the side of a hill with the only access from the main road coming into town was up a steep set of stairs. As it turns out, those were only the first of about six miles worth of stairs I would be climbing that day.



Hope your parcel can fit in the little box.



Talk about 24-hour access to your box.



It was really hard to find any of the carriers and the few we did manage to see, were adamant that we could not take their picture. But one very nice gal did allow me to take a picture of her delivery vehicle.



I wasn't able to get pictures of some of the other means of transport, one was a kind of metal box on wheels. And the other was a small three-wheeled vehicle, I did find a personal one like it though, without the Poste emblems.



I didn't have a local bank card, if I had this is where I would have been able to purchase stamps.



And of course, last but not least, the Vatican Poste box.



This box is right outside the Vatican gift store where you can get the items you purchased blessed, then delivered the next day to your hotel. We had twin sisters celebrating their 55th birthdays in Italy, they asked if they could have the shot glasses they had purchased at the gift store blessed. Our poor guide just shook his head in disbelief.



The day before we were scheduled to leave for home,

we had to get a COVID test in order to enter the United States. Like the Poste Offices, the other thing you just never see are gas stations anywhere in the city proper. Right outside the pharmacy where we were being tested was an actual fueling station.

We had a fantastic trip and I would be more than happy to



share pictures of the many cathedrals we visited. I had a lot of fun trying to find these pictures to share with you. It was almost as hard to find them amongst the thousands of other pictures I took on my journey.

Respectfully:
Lorrie Crow RCP3



You Can Be A Hero!

By Paige Barrett, Region 4 Committeeperson & Provident Guild Rep

As rural carriers, we are giving our all, every day, for many hours. You may be saying to yourself, I already AM a hero! And you would be absolutely correct. What I want to bring to your attention is yet another way that you can be a hero. How is this you may be wondering? Every two seconds, someone in the U.S. needs blood. Blood is essential to help patients survive surgeries, cancer treatment, chronic illnesses, and traumatic injuries. This lifesaving care starts with one person making a generous donation. The need for blood is constant and you happen to be walking around with about a pint to spare right now!

donating blood because of your fear of needles, consider bringing a friend with you for support or distract yourself with music during the donation process. It's also a good idea to hydrate before your appointment to make the process as easy as possible.

The need for blood is constant and you happen to be walking around with about a pint to spare right now!

one while others may only go to that specific blood type. Let's explore these different types.

The most common donation is that of whole blood donation where all of the blood is used. This is typically given to those in a trauma situation or those in surgery. Giving whole blood takes about an hour to complete and is what the mobile blood drives collect. All blood types are able to give whole blood. You can donate every 56 days.

During a Power Red Donation, you give a concentrated dose of red cells, the part of your blood used every day for those needing transfusions as part of their care. This type of donation uses an automated

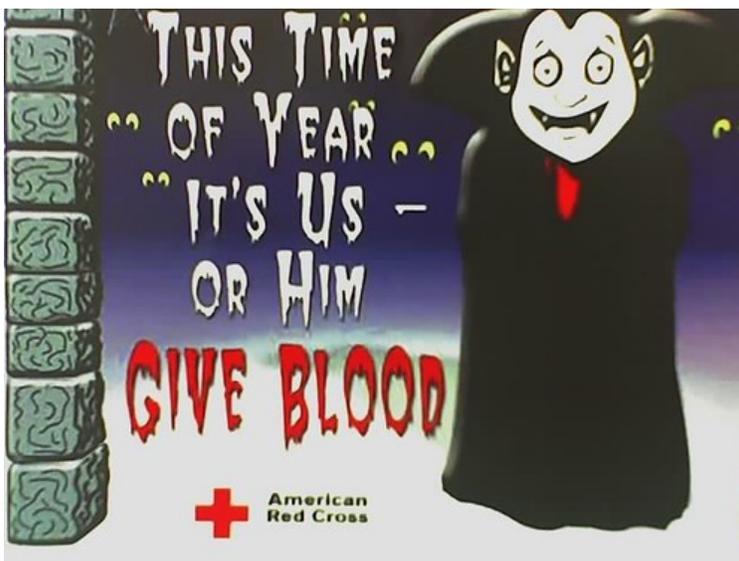
If you're concerned about

process that separates your red blood cells from the other blood components, and then safely and comfortably returns your plasma and platelets to you. It takes typically about an hour and a half to complete a Power Red Donation and there are specific blood types that are best for this, O-, O+, A- and B-. You can donate this way every 112 days or about three times a year. There are also a few specific requirements associated with this. Males must be at least 17 years old in most states, 5'1", and weigh at least 130 lbs. Females must be at least 19 years old, at least 5'5", and weigh at least 150 lbs.

Platelets are a vital element of cancer treatments and organ transplant procedures, as well as other surgical procedures. Platelets are tiny cells in your blood that form clots and stop bleeding. Platelets are most often used by cancer patients and others facing life-threatening illnesses and injuries. In a platelet donation, an apheresis machine collects your platelets along with some plasma, returning your red cells and most of the plasma back to you. A single donation of platelets can yield several transfusable units, whereas it takes about five whole blood donations to make up a single transfusable unit of platelets. Platelets are collected at Red Cross donation centers only and are not collect-

ed at blood drives. It takes about 2 ½- 3 hours to give platelets and you may donate them every 7 days! The ideal blood types are A+, A-, B+, O+, AB+ and AB-.

The last one called plasma donation is for a very small group of people. During an AB elite donation, you give plasma, a part of your blood used to treat patients in emergency situations. AB plasma can be given to anyone regardless of their blood type. Plasma is collected through an automated process



that separates plasma from other blood components, then safely and comfortably returns your red blood cells and platelets to you. AB elite maximizes your donation and takes just a few minutes longer than donating blood. This type of donation can only be collected at select Red Cross donation centers. This process takes about an hour and 15 minutes to complete and the best blood types to give are AB+ and AB-. You may give plasma every 28 days.

The Red Cross greatly appreciates everyone who is willing to donate, but there are some reasons why a person can not donate. Let's take a look at those reasons.

1. You have a recent piercing or tattoo. If you've recently had a tattoo, piercing, semi-permanent make-up -any treatment that pierces the skin -- you will need to wait at least four months before being eligible to donate. The primary reason is to prevent transferring the hepatitis virus. Cosmetic tattoos applied in a licensed establishment in a regulated state using sterile needles and ink that is not reused are acceptable.

2. You have a bad cold or the flu. If you have a fever or a productive cough, or generally feel unwell on the day of donation, you should wait and come back when you feel better. The Red Cross follows this policy as a precaution to prevent the spread of flu during blood drives.

3. You were recently treated with antibiotics. Those who have completed a course of antibiotics within the last seven days, or have had any type of infection within the last two weeks, are not allowed to give blood. This is because some infections are transmissible in blood. A donor with an acute bacterial infection should not donate, so the reasons why

you're taking antibiotics must be evaluated as well.

4. You don't weigh enough. Donors need to weigh at least 110 pounds and be in generally good health. Donors under the age of 18 also have to meet specific weight and height requirements. If you are underweight (or have low iron in your blood) you may faint or become dangerously weakened after they take your blood.

5. You have a new sexual partner. Gay men who have had anal or oral sex with another man must wait 12 months before giving blood. Females whose male partners have slept with other men are ineligible for 12 months as well. Donors of any gender who have slept

with a sex worker are also required to wait 12 months before they can give blood. While federal guidelines have been revised in recent years, the waiting period is felt to reduce the risk of human immunodeficiency virus (HIV) transmission.

Any time is the perfect time to give the gift of life, through the simple act of donating blood. Blood donation appointments can be made by applying at redcrossblood.org or calling 1-800-RED-CROSS (1-800-733-2767). Blood donors need to be 17 or older and must have a blood donor card or driver's license, or two other forms of identification. To save time at check-in, donors can fill out the necessary forms at [\[crossblood.org/RapidPass\]\(http://crossblood.org/RapidPass\) and follow the instructions on the website.](http://red-</p></div>
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*sources:

- RedCrossblood.org
- Providence.org
- Colorado.edu



American Red Cross

Together, we can save a life



Safety First, No Matter What

By Monte Hartshorn, WA District Representative

Article 14 Safety and Health

"It is the responsibility of management to provide safe working conditions in all present and future installations and to develop a safe working force. The Union will cooperate with and assist management to live up to this responsibility."

ELM 665.15

"Employees are expected to discharge their assigned duties conscientiously and effectively."

EL-814 Postal Employee's

Guide to Safety

Section 1. A.

"Keep your work area in a safe and healthful condition through proper maintenance of property and equipment. Immediately report safety hazards and unsafe working conditions to your supervisor."

As we head into "peak season" even more short-handed than a year ago, these citations become even more important. We have worked through almost two years of the COVID-19 pandemic as front line, essential workers. We are deliver-

ing more parcels than ever before and looking at how our society is changing, the number of parcels is likely to increase. Rural carriers have been working long hours, many consistently going over twelve hours in any given day. We are more tired than ever and honestly see no respite on the horizon. With all of those factors, we need to be ever mindful of our safety.

Employer Provided Vehicles.

If you are driving a vehicle provided by the Postal Service,

it is incredibly important that you daily conduct a vehicle inspection using the USPS Notice 76. We still have a lot of LLVs (Long Life Vehicles) being used on rural routes. These vehicles were manufactured and placed in service between 1987 to 1994 (Did you know that the first number of the LLV shows the last digit of the year it was manufactured? A “3” indicates 1993 for example); and were expected to have a life span of between 25-30 years. As most any rural carrier can attest, these vehicles are worn out. The only safety device that they have is the lap and shoulder belt. It is important when checking a postal service vehicle that we check:

- The tires. Especially with the fall and winter here, our delivery vehicles are prone to sliding on wet pavement or even more so where we may be driving on wet leaves. Unless we have good tread, it becomes extremely dangerous. Carriers should be inspecting the tire tread often. A useful practice sug-

gested by a fellow rural carrier is to turn the wheels one way so that you can actually see the tire tread all the way across. You may have an inch or so of good tread on the outside of the tire and be bald on the inside.

- Check to make sure that the emergency brake holds when the vehicle is in both reverse and forward.
- Make sure all the signal lights are working and visible.
- Make sure that the mirrors are adjusted for you.
- Make sure that the brake pedal is not “squishy”.
- Make sure that the headlights are working well, both on high and low beams.

A postal vehicle is required to be in compliance with state law. That means that it must be operational, the same as your vehicle. If the windshield wipers are not working, that vehicle is NOT safe, even if no rain is expected that day. If you find that the vehicle you are expected to drive is deficient, then you:

⇒ Must write up the deficiency via Postal Service Form 4567. Make sure to keep a copy for yourself and place the repair tag in the place designated by management.

⇒ Please double check with management about the repair status of the vehicle. If the vehicle is patently unsafe or illegal, that vehicle does not move. Unfortunately, we are short of vehicles the same as we are short of rural carriers. It is NOT acceptable to be told by management that the vehicle “will make it” or that the carrier should “take it because we don’t have a spare”. If after an attempt to get local management to get the vehicle fixed and they will not, then you should report the vehicle to any of your district representatives. We will need your name, office, the vehicle number, your route number, and the general nature of the issue. We will call the District Safety Office and make sure that the vehicle is fixed before it is used again. We are not going to play games with this.

We recently had a vehicle that has been driven by a rural carrier for several months without a back bumper. While this was a violation of state law, I am very grateful that this carrier was not hit while out on the route. If he/she had been hit in the rear, there was no protection, no



crumple zone at all. The carrier could have been seriously hurt. The local office was well aware of the vehicle and the deficiency but did not make any effort to get it fixed until required by the District Safety Office.

Privately Owned Vehicles

The PO-603 Rural Carrier Duties and Responsibilities makes it clear that as rural carriers we have no special driving privileges on public streets and roads. That would mean that we need to furnish a vehicle that is in compliance with all state laws. It may be that we get used to our vehicle, but we should be doing the same inspection on our own vehicle that the Postal Service does on their vehicles.

I would expect that any RCA or PTF that is required to work over the twelve hours have a discussion with their immediate manager to see that the practice stops

Reliefs Working Over Twelve Hours

ELM 432.32 Maximum Hours Allowed

Except as designated in labor agreements for bargaining unit employees or in emergency situations as determined by the Postmaster General (or designee), employees may not be required to work more than 12 hours in one service day.

Regular rural carriers per our contract may work over 12 hours in a day and will be paid FLSA overtime for those hours over 12. RCAs and PTFs should not be required by management to work over 12 hours in a ser-

vice day. Management may claim that these are emergency situations, but Article 3.f in our contract defines an emergency as: "...an unforeseen circumstance or a combination of circumstances which calls for immediate action in a situation which is not expected to be of a recurring nature." I am sure that most rural carriers realize that reliefs working over 12 hours in a day IS happening on a reoccurring basis and hence is not an emergency. With the increased hours for all employees, we have to be careful of accidents caused by fa-

tigue.

I would expect that any RCA or PTF that is required to work over the twelve hours have a discussion with their immediate manager to see that the practice stops. If management is unwilling or unable to agree, then a grievance should be filed.

Out after 8:00 p.m.

The NRLCA and the Postal Service at a national level have an understanding that they want all rural carriers to be off the street by 8:00 p.m. Howev-

er, this understanding is verbal and cannot be enforced until we are able to get something in writing. As of this writing, I cannot think of a day when we have not had some rural carrier out delivering after 8:00 p.m.

The stress on the Postal Service is at an all-time high. That stress is being passed on to all of us. We are encouraged to make do with less; with fewer resources, with less staffing, and with less support. It seems that the only thing that we have more of is parcels to be delivered. Even with all the stress, every rural carrier must keep foremost in their mind the need to take the time to work in a safe manner. I have represented rural carriers in many investigative interviews where the carrier was just plain exhausted. However many hours that the carrier had worked, management has never excused an accident on that basis. Please keep in mind your loved ones at home and work safely so you can return to them.

Remember, Ignorance May be Bliss, but it Will Cost You

Monte Hartshorn
District Representative,
NRLCA

If you know of carriers delivering past 8 o'clock and/or relief carriers being required to work 12 or more hours in a day, CONTACT YOUR STEWARD.



Legislative Update

October-November 2021 - Legislative Director: Lorrie Crow

I know by now it sounds like a broken record or a never-ending bad voicemail, but the fact is, the only way we have any chance at all to see change at the Postal Service is if we are our own best advocates. And yes, the best way to get our voices heard is to write letters, send emails, and make phone calls. All of the information you need to do any one or all of these is on the WARLCA website under the “Legislative” tab.

NOTE: The names listed after each resolution are the Representatives that **have not** yet signed on as a Cosponsor.

HR 695 – The USPS Fairness Act. To amend title 5, United States Code, to repeal the requirement that the United States Postal Service prepay future retirement benefits, and for other purposes. **No Movement**

Cosponsors-275 Jamie Herrera Beutler (dist. 3), Dan Newhouse (dist.4), Cathy McMorris Rodgers (dist.5).

S 145 – The USPS Fairness Act. To amend title 5, United States Code, to repeal the requirement that the United States Postal Service prepay future retirement benefits, and for other purposes **No Movement**

Cosponsors 10 Maria Cantwell, Patty Murray.

H Res 109 - Expressing the sense of the House of Representatives that the United States Postal Service should take all appropriate measures to ensure the continuation of door delivery for all business and residential customers. **Up 5, with 0 new from WA.**

Cosponsors-153 Suzan DelBene (dist.1), Dan Newhouse (dist.4), Pramila Jayapal (dist.7), Kim Schrier (dist.8), Cathy McMorris Rodgers (dist.5), Rick Larsen (dist.2)

H Res 47 - Expressing the sense of the House of Representatives 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.

Up 6, with 0 new from WA.

Cosponsors-180 Pramila Jayapal (dist.7), Cathy McMorris Rodgers (dist.5), Rick Larsen (dist.2), Dan Newhouse (dist.4).

H Res 114 - Expressing the sense of the House of Representatives that the United States Postal Service should take all appropriate measures to ensure the continuation of its 6-day mail delivery service.

Up 3, with 0 new from WA.

Cosponsors- 154 Suzan DelBene (dist.1), Pramila Jayapal (dist.7), Kim Schrier (dist.8)

H Res 119- Expressing the sense on the House of Representatives that the United States Postal Service should take all appropriate measures to restore service standards in effect as of July 1, 2012. **Up 9, 0 new for WA.**

Cosponsors-130 Dan Newhouse (dist.4), Pramila Jayapal (dist.7), Kim Schrier (dist.8), Cathy McMorris Rodgers (dist.5), Derek Kilmer (dist.6), Jamie Herrera Beutler (dist.3)

HR 3076 – The Postal Service Reform Act of 2021. To provide stability to and enhance the services of the United States Postal Service, and for other purposes.

Up 22, with 0 new from WA.

Cosponsors-66 Suzan DelBene (dist.1), Jamie Herrera Beutler (dist.3), Dan Newhouse (dist.4), Cathy McMorris Rodgers (dist.5), Derek Kilmer (dist.6), Pramila Jayapal (dist.7), Kim Schrier (dist.8), Adam Smith (dist.9).

S 1720 – The Postal Service Reform Act of 2021. To provide stability to and enhance the services of the United States Postal Service, and for other purposes.

Up 2, with neither WA Senator Cosponsoring.

Cosponsors-25 Maria Cantwell, Patty Murray.

HR 3077 – The Postal Service Improvement Act. To require mail-in ballots to use the United States Postal Service barcode service, to provide paid parental leave to officers and employees of the Postal Service, and for other purposes. **No Movement**

Cosponsors-5 0 Washington Representatives and 16 from other states have withdrawn their names as Cosponsors.

HR 4268 - To amend title 5, United States Code, to provide that civilian service in a temporary position after December 31, 1988, may be creditable service under the Federal Employees Retirement System, and for other purposes. **Up 9, with 0 new from WA.**

Cosponsors-19 With 0 Washington Representatives cosponsoring at this time.

October 25, 2021

Save these dates!!

May 22-24, 2022

WARLCA State Convention



Red Lion Columbia Center Hotel

1101 N. Columbia Center Blvd, Kennewick, WA 99336

Hotel Phone Number: 509-783-0611

Group Name: Washington Rural Letter Carriers Association 2022

Group Code: WASH0522

Cutoff Date: April 29, 2022— *please make sure all reservations are made by this date to ensure you get the discounted group! After this date, all unbooked rooms are released back into general inventory and the hotel is no longer obligated to honor the discounted group rate.*

There are two ways to make a reservation:

-Online, by going to our website and following these simple steps:

- Website: <https://www.redlion.com/red-lion-hotels/wa/kennewick/red-lion-hotel-kennewick-columbia-center#hotel-rooms>
- Select your check in and check out dates at the top of the screen.
- Click the drop down arrow next to "Discounts" at the top of the screen.
- Click on "Group Code" and then enter in your Group Code of WASH0522 (must be in all caps). Click "Close" and then click "Update".
- Your group rate and room types will then pull up. Select the room you would like to reserve and enter in your information to book!

-By Phone, by calling the hotel directly at 509-783-0611 and providing your Group Name, Group Code WASH0522 and check in and out dates.

Room Rates: Most rooms are \$109. Prices for upgraded rooms are listed on the website when you follow the instructions above.

THANK YOU



COUNTY OFFICERS



County Corner

Our county unit officers have been mostly on standby since the COVID pandemic struck, unable to hold meetings. Most of them have been willing to stick it out with us while we waited for the State to open up again. Some of you were able to squeeze in meetings before the Delta variant struck and we thank you. It is with immense gratitude and appreciation to you all that we dedicate the preceding two pages to formally recognize you for everything you do for your county unit members and the State Association as a whole. Your Board hopes to see you at State Convention in Kennewick to join us for the County Officers' Appreciation Lunch

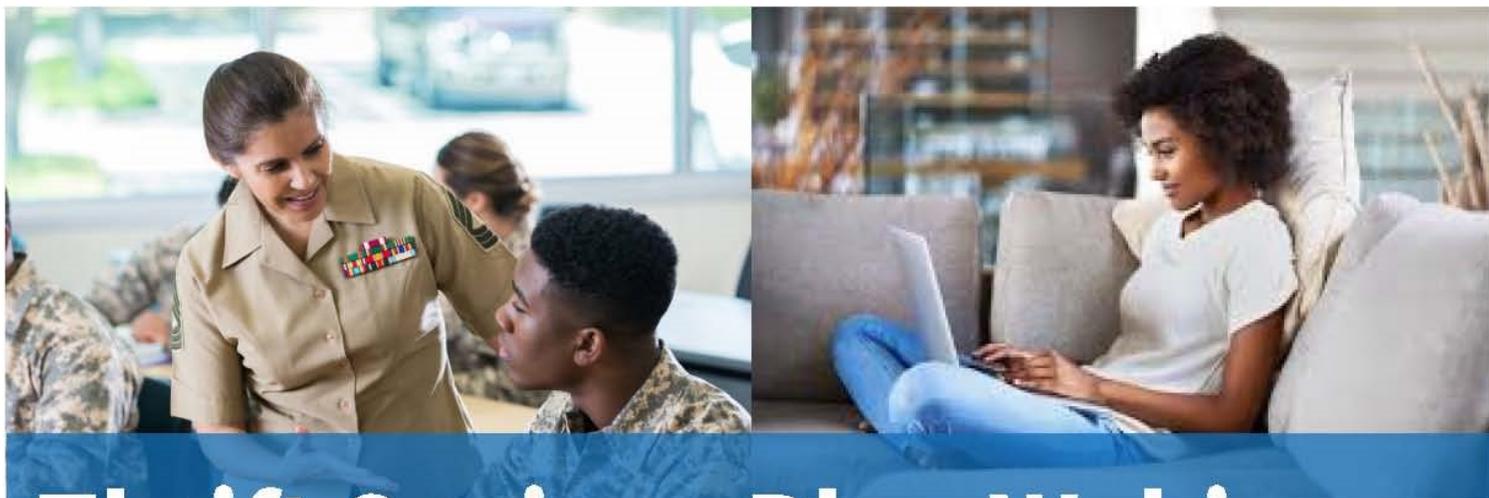
Reminder: Because convention will be held in May 2022, the final deadline to hold County Unit annual meetings is April 10! Want to join us at Convention? Attend your annual meeting and become a delegate to State Convention!

PAC RAFFLE!

THIS DOUBLE QUEEN ROOM IS VALUED AT \$425 FOR 3 NIGHTS AT THIS YEAR'S STATE CONVENTION. RAFFLE TICKETS ARE AVAILABLE NOW FROM ANY RCP OR BOARD MEMBER FOR YOUR CHANCE TO WIN. WINNER SELECTED ON FRIDAY, MAY 20 AND WILL BE NOTIFIED.



**\$5 EACH OR
5 FOR \$20**



Thrift Savings Plan Webinars

Learn from work, home, or on-the-go!

November 2021 FREE WEBINARS

Join the TSP Training and Liaison Specialists from the Federal Retirement Thrift Investment Board for engaging presentations on the TSP topics that matter most to you.

Ideal for all federal employees, uniformed service members, agency/service representatives, military financial educators, and anyone else who is interested in learning about the TSP. All times listed are Eastern Standard Time.

Introduction to TSP (1-Hr)
Nov 2 - 10:00 am
Nov 9 - 1:00 pm

TSP Pre-Separation (2.5-Hr)
Nov 10 - 9:00 am
Nov 29 - 11:00 am

TSP Contributions (1-Hr)
Nov 4 - 1:00 pm

TSP Post-Service Withdrawals (1-Hr)
Nov 3 - 10:00 am & 1:00 pm
Nov 16 - 10:00 am & 1:00 pm

TSP Investment Funds (1-Hr)
Nov 2 - 1:00 pm
Nov 17 - 10:00 am & 1:00 pm

TSP Death Benefits (1-Hr)
Nov 19 - 1:00 pm

TSP Early to Mid-Career (2.5-Hr)
Nov 9 - 9:00 am
Nov 18 - 9:00 am

TSP to Retirement & Beyond (4-Hr)
Nov 8 - 12:00 pm

TSP In-Service Withdrawals (1-Hr)
Nov 5 - 10:00 am

TSP A to Z (4-Hr)
Nov 15 - 12:00 pm

TSP Loans (1-Hr)
Nov 4 - 10:00 am



Register under online learning at tsp.gov/webinars
Registration Password: TSPweb
View our videos on YouTube: [TSP4gov](https://www.youtube.com/TSP4gov)

WANT TO RECEIVE \$\$\$\$\$?
Recruit a Non-Member Regular and/or PTF
and receive \$50

Recruit a Non-Member RCA and/or ARC
and receive \$15

(NO NRLCA members are excluded from promotion 😊)

Here are the details:

Recruit a non-member by having them complete and sign the 1187 dues form (available at warlca.com website). Send the signed 1187 to:

WARLCA Sec/Treas
2811 N Chase Rd.
Liberty Lake WA 99019-5002

Make sure you include your name, complete address, and EIN or CSA number printed legibly on the top right front of the 1187. Without that, you won't get any funds.



Reasons to Join the NRLCA:

1. The New Member will receive the **first 3 months of membership** from NRLCA **for FREE!**
2. **ATTEND** a county, district, state, and/or national meeting. Attending meetings is the best way to get YOUR question asked and answered and pick-up information you will need for your career.
3. **RECEIVE** the National Rural Carrier Magazine Monthly and the Washington Rural Carrier Quarterly to keep up-to-date on all the changes affecting your career!
4. Want to **VOTE** on the next contract? Our current contract expired in 2021. Only members can attend informational meetings and vote on the proposed contract!
5. Want to ask someone about your **OWCP** claim? Only members can contact Devin at the NRLCA office to assist with your claim.
6. Want to be a County/State **OFFICER** or Local **STEWARD**? Only members can run for County/State officer positions or be trained to be a local steward.

Check out the WARLCA.com website for more information.

Recruiter Name _____ EID/CSA _____

Address _____

City _____ State _____ Zip _____

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 \$ 30.58 Regular/ \$10.81 Relief per pay period.

LOC #	STATE
	WA
DATE	REMIT #

Rebecca Wendlandt, WARLCA _____, 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 Rd
Liberty Lake WA 99019-5002

WARLCA Membership Statistics



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

*Barbara Bartels
Patricia Dretke
Joan Hamrick*

The WARLCA Membership wishes to honor them for their dedication to our Union and the Rural Craft.

Member Totals by Class		Nonmember Totals by Class	
Regular	1,110	70-5 — ARC	146
PTF	103	71 — Regular	160
Retired	272	74 — RCA VAC RT	6
Associate	2	76 — PTF	22
RCA	514	78 — RCA	218
Retired Associate	1	79 — RCA AUX RT	9
Recently Retired	18	Total	561
ARC	50		
Cash-Paid	29		
Total	2,099		

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	6/1/2016
MONOHON	MARIE		50	1/6/2020
MUPHRY	CHARLES	O	70	1/25/2018
NORRIS	DOLORES	J	50	1/25/2018
PICKENS	GALE	E	50	12/28/2018
SYREEN	MARY	W	50	3/30/2018
TURK	DWANE	A	50	3/3/2017
TURK	MARJORIE	A	50	5/30/2019
ZIMMERMAN	DONNA	E	50	1/25/2018

Congratulations Retirees!

ALLEN, TAMMY	EVERETT
BEEMAN, DAWN E	GOLD BAR
BRUNNER, JERI L	PASCO
COTTERILL, TRACY L	SULTAN
DOLAN, SHARON M	SUNNYSIDE
FONSECA, BERNADETTE M	BREMERTON
HEMRICH, JAMES R	GARFIELD
KUHNHENN, ADAM B	EVERETT
MAAS, MARY K	SULTAN
MACHEN, WILLIAM D	KENT
MILLER, BOBBI J	LAKE STEVENS
MOLLAN, LINDA M	ARLINGTON
OLSON, TERRI J	GOLDENDALE
PARKER, CAMPBELL R	FERNDAL
RINEHART, KATHLEEN E	PORT ORCHARD
SCHAFFER, MICHEL E	GRANITE FALLS
SCHNEIDER, ANNA L	YAKIMA
SMITH, LAWRENCE M	ISSAQUAH
STANDRING, CINDY J	WAITSBURG
RODRIGUEZ JR, PRIMO M	BURLINGTON
WEST, ROGER D	PORT ANGELES

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.

Please Welcome Our New Members!

7 - RCA	ANACORTES	BERTCH	BENJAMIN	7 - RCA	SELAH	RAYMOND	COREY
7 - RCA	ANACORTES	OGLE	JOSEPH	1 - Regular	SELAH	LOCKBEAM	TERESA
7 - RCA	ARLINGTON	FORREST	SERENA	7 - RCA	SELAH	MAYBEE	SCOTT
7 - RCA	ARLINGTON	KOEDEL	KENNETH	7 - RCA	SILVERDALE	LAIRD	RANDAL
4 - Retired	ARLINGTON	MOLLAN	LINDA	7 - RCA	SNOHOMISH	PAGE	DERRICK
7 - RCA	AUBURN	DALLMANN	CRAIG	7 - RCA	SPANAWAY	SAN NICOLAS	JENNIFER
7 - RCA	AUBURN	WANG	CHAO	7 - RCA	SPOKANE	ROGERS	RAENELL
7 - RCA	BENTON CITY	HUNT	DRINA	4 - Retired	SULTAN	COTTERILL	TRACY
7 - RCA	BLAINE	DAY	AARON	7 - RCA	SUMNER	CASEY	AUSTIN
7 - RCA	BLAINE	OSBURN	JENNIFER	7 - RCA	SUMNER	LACHANCE	ANASTASIA
7 - RCA	BREMERTON	MADICLUM	JESSIE	7 - RCA	SUMNER	SYROTENKO	OKSANA
7 - RCA	BURLINGTON	ROBERTS	MATTHEW	7 - RCA	SUMNER	RICHARDSON	HEATHER
7 - RCA	BURLINGTON	PIPPIN	NICOLE	7 - RCA	VANCOUVER	STETSON	DAVID
7 - RCA	BURLINGTON	FOX	KYLE	7 - RCA	VERADALE	MENDEZ	HANNAH
7 - RCA	CATHLAMET	REDDON	KYLE	7 - RCA	WALLA WALLA	MARSHALL	JENNIFER
C - ARC	CENTRALIA	WOOD	GRACE	7 - RCA	WINTHROP	SARAZIN	KORINN
2 - PTF	CHENEY	WHITE	LYNDEE	7 - RCA	WOODINVILLE	KEITH	TERMAINE
7 - RCA	COLVILLE	MACK	DAVID	C - ARC	YAKIMA	STILLWAUGH	JODY
7 - RCA	DEER PARK	GIBSON JR	ROBERT	7 - RCA	YELM	HARRISON	DERON
7 - RCA	ELLENSBURG	DAWSON	TAYLOR	7 - RCA	YELM	COMSTOCK	JASON
2 - PTF	ENUMCLAS	GONZOL	ANTHONY				
7 - RCA	EVERETT	QUISPE	GABRIELA				
7 - RCA	EVERETT	WHITE	ELIJAH				
7 - RCA	FALL CITY	HOGGATT	TYLER				
C - ARC	FERNDALE	WYNGAERT	LESLIE				
4 - Retired	GARFIELD	HEMRICH	JAMES				
1 - Regular	GIG HARBOR	CHANDLER	LARRY				
7 - RCA	GOLD BAR	STENTZ	BILLIE				
7 - RCA	GRAHAM	SCHACTLER	ALLISON				
7 - RCA	GRAHAM	LOVE	ALLEN				
7 - RCA	GREENACRES	WILSON	DANIEL				
7 - RCA	ISSAQUAH	GUNTHER	GREGG				
7 - RCA	KENT	JARVIS	SARAH				
C - ARC	LONGVIEW	MIRUKA	IZAIAH				
7 - RCA	LYNDEN	SMITH	ZACHARY				
7 - RCA	MARYSVILLE	FELDER	KAITLYN				
7 - RCA	MONROE	LAMP	DWIGHT				
7 - RCA	OAK HARBOR	OLMSTEAD	SAMUEL				
1 - Regular	OLYMPIA	FITZSIMMONS	JOHN				
7 - RCA	OLYMPIA	FLANDERS	NATIKA				
7 - RCA	OLYMPIA	STEVENS	FREDERICK				
7 - RCA	OLYMPIA	MILLER	BLYTHE				
7 - RCA	PASCO	SCHRADER	RICHARD				
7 - RCA	PASCO	MOLINA	JOSUE				
7 - RCA	PASCO	SOTO	VIANEY				
7 - RCA	PASCO	HOOVER	JOHN				
7 - RCA	PASCO	GUNN	KARSON				
7 - RCA	PASCO	VALENCIA	GUSTAVO				
4 - Retired	POMEROY	STARIN	TAMMY				
4 - Retired	PORT ORCHARD	JARRETT	AUDREY				
7 - RCA	POULSBO	GORDON	MARY				
7 - RCA	PUYALLUP	GARIBAY	MANNY				
7 - RCA	PUYALLUP	ATIVALU	ALELUIA				
1 - Regular	RAVENSDALE	REAGAN	RHONDA				
1 - Regular	REPUBLIC	WILSON	MAUREEN				
7 - RCA	RICHLAND	ERNSDORFF	BRITTINI				
7 - RCA	RICHLAND	MILLS	ASHLEY				
1 - Regular	RICHLAND	STROUD	KAELIN				
7 - RCA	RICHLAND	TIKKA	TAMARA				
C - ARC	RICHLAND	PUZ	ASHLEY				

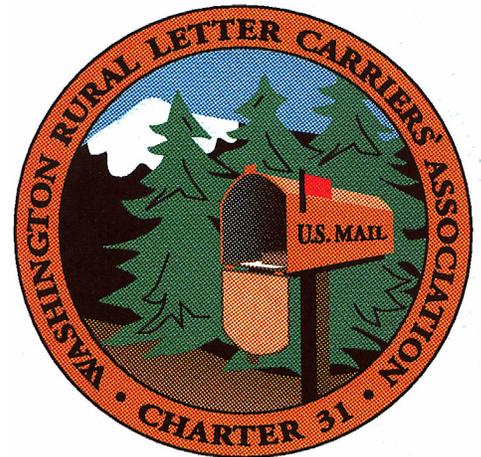
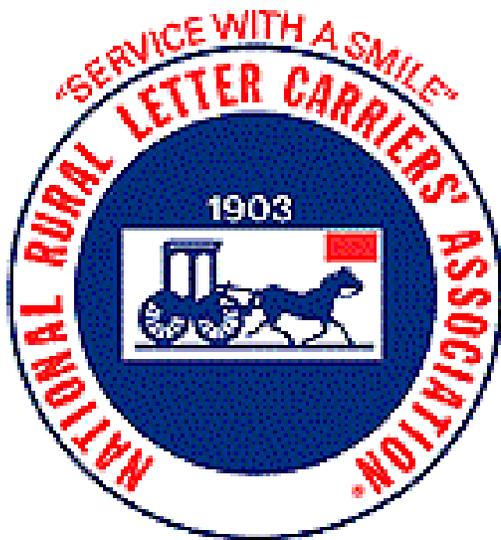


Washington Rural Carrier
2811 N Chase Lane
Liberty Lake, WA 99019-5002

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 8-Dec 13 2021: OPM Open Season
- Dec 4-24 2021: Christmas Overtime Period
- Jan 16 2022: Tentative Zoom Meeting with DR Monte Hartshorn
- Apr 21-23 2022: Western States Conference, Boise ID
- May 21 2022: Retirement Seminar, Kennewick WA
- May 22-24 2022: State Convention, Kennewick WA
- Sep 6-9 2022: National Convention, Orlando FL



www.warlca.com



[washingtonrlca](https://www.facebook.com/washingtonrlca)