

Washington Rural Carrier

Official Publication of the Washington Rural Letter Carriers' Association

Fall 2022



Your delegates to National Convention

Front row (L to R): Patrick Pitts, Renee Pitts, Monte Hartshorn, Brian Poage, Isa Lopez, Lorrie Crow, Kurt Eckrem, Alicia Peterson, Dawn Ayers, Joyce Patteson

Back row: Delsey Reed, Todd Greer, Jack Stewart Jr., Kristian Granish, Philip Bergman, Jim Hemrich, Susie Hill, Dan Schrup, Kris Skewis, Becky Pike, Becky Wendlandt

National Convention

All together again!

Winter Driving

Stay safe and keep these helpful tips in mind

Kindness

Why it matters, especially now

Becky's Sendoff

A thank you from Becky Wendlandt

Open Season

It's here again, time to make your FEHB, FEVIP, and FSA elections

District Update

Some reminders and notices

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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 webmaster@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.



A BIG THANK YOU from Becky Wendlandt



Thank you ALL for the wonderful send off and money gift. I am saving it for a bucket list trip, hopefully with Cheri Freeman, Becky Pike, and Susie Hill. So many good trips in the past!!!

After 35 years as a rural carrier (10 were as a relief) and 29 years as your State Secretary Treasurer I did worry a little if I could adjust. I had thought rural for so long.....however, I am pleased to report that I am beyond happy and busy with family and friends. I have jet skied, fished, pretended to be a shark and scare the kids on the tubes at the river, and 4 wheeled all over the mountains. Spending time with the grandkids is precious, and not having deadlines and due dates is so less stress. I have to admit, I loved what I did, loved the database, loved my rural carrier family, and will still be around to visit you all when I can. Miles, my grandson age 5, is missing helping me stamp letters but loves the adventures I now have time to take him on. Things like when he asked who was going to dive down and release the plug in the river so the water would go down, I got the chance to take him to the dam and explain how it all works. We were at the local airport going through planes and helicopters, took a day following garbage trucks and see them dump, went on a tour of the local sewer company after I had dug up my septic tank with the tractor and he saw where the smelly stuff went. Hung out at a construction site where they were placing huge rocks and followed the elk on a long hike up the mountains. Life is so good.

Thank you all for blessing me with your friendship, ideas, travels together, meetings, dancing at the banquets, and many memories of laughter and work that I was proud to do. I wish you all the joy of retirement and the health to enjoy it.

With love, Becky

Content such as photos and opinion pieces may be submitted to the Editor. The method of submission is via email to warlcaeditor@outlook.com. The WARCLA Board reserves the right to edit or omit text to keep in compliance with policies and to conform to space restraints. Letters and content must be accompanied with the author's name, address, and phone number. Content 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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National Convention Delegate-At-Large Report

By Kurt Eckrem, President & Historian

Hello WARLCA members. I was once again privileged to serve as the WARLCA Delegate-at-Large to the 2022 NRLCA National Convention which was held September 6-9 in Orlando, Florida. I flew in on the Sunday before Convention, and the last hour of my flight was pretty spectacular. The Orlando area is known for its lightning storms in September, and I got to see what one of those look like from above the thunderheads. Upon landing, my plane was held on the tarmac for a period of time because of lightning strikes in the area, and those storms persisted throughout the rest of the week. The Convention site was the Rosen Shingle Creek Hotel, a large, beautiful hotel that bills Shingle Creek as being the head of the Everglades. My cab driver told me that Harris Rosen, the owner of the Shingle Creek Hotel, also owns several other large resort properties in the area, and that he built them all paying cash. The cab driver also told me Mr. Rosen is a renowned philanthropist who donates millions to local charities and is known to frequent local businesses and shake hands with the employees.

Ronnie Stutts filled us in on the recent developments on RRECS and the reasons why the implementation of the new system has yet again been put on hold

While the business sessions of the National Convention traditionally start on Tuesday morning, the Monday before is filled with seminars. This year, Monday was Labor Day, which added a special emphasis to our union business. The WARLCA was entitled to send 20 delegates to the National Convention this year, and each of them was assigned a seminar to attend as part of their delegate obligations. Seminars included Legal, Legislative, Editors, PAC, Retirement, OWCP, Insurance, Academy, Provident Guild, and a special seminar for First Timers, to let them know what to expect. I would like to acknowledge our Association's four first time delegates this year; Philip Bergman, Jack Stewart Jr., Todd Greer, and Delsey Reed. Each State delegate is expected to give a report at their next County Unit meeting, so be sure to attend to hear what they have to say. Of special note was the Legal Seminar, which

was presented by NRLCA Legal Counsel Michael Gan and Mark Gisler, featuring a documentary on the 2021 steelworkers strike in Pennsylvania and the impact the strike had on everyone involved. The film was titled "Local 1196: A Steelworkers Strike", and the filmmaker, Sam George, was on hand to add his insight. Monday also featured the State of the Union update, during which the NRLCA National Officers bring the delegation up to date on what has happened over the past year. We heard from the Finance Committee, who told us that the NRLCA has 7,489 fewer members than when the pandemic started, and that 5,456 of those member losses have occurred in the last year alone. NRLCA President Ronnie Stutts filled us in on the recent developments on RRECS and the reasons why the implementation of the new system has yet again been put on hold; that being the USPS is unable or unwilling to provide the union

with verifiable data from the scanners. Without that, our leaders feel that moving ahead now would end up being a disaster.

Tuesday's opening session traditionally begins with a bit of pageantry, and this year was no different. It starts off with the Parade of States, during which each State Association President carries their own State flag in procession up onto the stage and puts it into a stand along with all the other State flags. This was followed by the Advancement of Colors (this year by the Orlando County Fire Rescue Honor Guard), the National Anthem and Pledge of Allegiance, an invocation, and a military presentation recognizing our veterans. The next portion of Tuesday's morning session featured guest speakers. Giving a welcome speech was Orlando County Mayor Jerry Demings, whose wife, U.S. Representative Val Demings, addressed the NRLCA National Convention a few years ago. We also heard from U.S. Representative Darren Soto from Florida and Timothy Costello, USPS Vice President of Retail and Delivery Operations for the Southern Area. The one speaker eve-

ryone wanted to hear from, however, was USPS Postmaster General Louis DeJoy. Despite facing an obviously hostile crowd, he maintained his presence, even joking at one point that he had spent his entire first year as PMG “trying to stay out of jail”. When he spoke briefly about his 10-year plan, and mentioned reducing the USPS workforce by 50,000 employees, a few boos were heard in the room. To his credit, he even agreed to take a few questions from the delegation. Following the guest speakers came the introductions of the National Auxiliary and National Juniors officers. After this, NRLCA President Ronnie Stutts was presented the ceremonial gavel, and he called the business of the National Association to order. The

National Officers were introduced, followed by the presentation of various awards, starting with the Outstanding Member Award winners. It was great seeing our own Kris Skeewis cross the stage, accept her award, and shake hands with all the National Officers.

Tuesday’s afternoon session was filled with reports, including the Credentials Committee, which reported there were 1,124 delegates in attendance this year. Paul Swartz, the NRLCA Legislative Director, reported that the current legislative focus is on H.R. 4268, the Federal Retirement Fairness Act, commonly known as the buy-back bill. We also heard reports from the NRLCA Secretary/Treasurer Clifford Dailing on the finances of the union and from the Director of Health Insurance Programs, Cameron Deml. Tuesday’s afternoon session wrapped up with awards for the National Steward System and for the State publications. This year our *Washington Rural*

Carrier State paper took home the General Excellence Award in our category. Unfortunately, our State Editor Lisa Benson was unable to be present to accept the award, so WARLCA VP Alicia Peterson accepted on her behalf.

Wednesday morning’s business session was highlighted by NRLCA Legal Counsel Michael Gan, who spoke about the two and a half years of challenges faced by the Postal Service and by the union in dealing with the pandemic. Gan and President Stutts then presented the William Peer Scholarship Awards, given to the outstanding steward in each region. The remainder of the morning consisted of committee reports, including the Nominating Committee report-

ing on those members who had indicated they would be running for national officer positions. The afternoon session was devoted entirely to constitution changes and resolutions, a daunting task due to having

gone two years without a convention. The delegation was tasked with discussing and voting pass or fail on 21 constitution changes and 183 resolutions.

Wednesday evening was the annual convention banquet. This year’s theme was more or less the theme of the entire Convention- Together Again! It has seemed like such a long time, and the delegates this year really enjoyed the meal, the comradery, and the music, and the dance floor was crowded with delegates all evening.

Thursday’s entire business session was taken up by continuing to work on resolutions. As each resolution is brought to the sea floor by a motion of the Resolution Committee, any member can object to it. If no



WARLCA President Kurt Eckrem carries the Washington flag in the Parade of States during opening session.

objection is heard, the resolution is passed by a drop of the gavel. After all the resolutions are gone through, those which were objected to are brought back up in order. The delegate who objected to each resolution is allowed to speak first in debate, followed by the maker of the resolution (or someone else designated to speak in favor). Further debate follows, with delegates pro and con alternating, until debate on the resolution is ended and a vote taken. As you can imagine, some contentious issues can take a substantial amount of time to deal with.

Thursday evening is devoted to the caucuses. Our National Association is divided into areas, much like the USPS. Washington State is part of the Western States Area, consisting of the 11 westernmost States in the contiguous United States. The candidates for national office rotate through each of the area caucuses, having a maximum of 15 minutes at each to make their campaign pitch. It is often a long evening, and this year was exceptionally so due to a large number of candidates, but it is the best opportunity to find out more about those who want to run our union for the next year.

Friday, the final day of convention, is mostly about the election of our officers. Starting with the position of president, ballots are voted until one candidate receives a majority. This year, with all nine officer positions up for election and several candidates running for each position, often the voting took multiple ballots to finally determine a winner for each position. While the votes on each ballot were being tabulated, the delegation dealt with appeals which had been brought to the national level. Interestingly, one aggrieved member had 51 appeals filed against the national officers, some involving charges against individual officers and some against the National Board as a whole, as well as several against the Appeals Committee itself. This caused a lot of consternation and anger amongst the delegation, not only for the time it took to investigate each charge with the due diligence required, but also the reportedly huge cost to the Association to do so. Eventually, all nine national officer positions were filled (four of the positions by members new to the National Board), and the convention ended with the swearing-in of the officers and tributes to those national officers who are retiring. We are now looking forward to the 2023 NRLCA National Convention in Grand Rapids, Michigan. For further information on the 2022 National Convention proceedings, as well as a listing of the new National Board Officers, please go to nrlca.org.

I will conclude my report with my personal notes on the convention. As I said earlier, I participated in the Parade of States, at which I had the honor of carrying the Washington State flag as the representative of our State Association. I was also assigned to a committee at the convention; this year I was one of the Chairs of the Sergeant-at-Arms Committee, with the Wednesday sessions being the day I was in charge. I attended my assigned seminar, which originally was to be the State Editors seminar, but my duties on the Sergeant-at-Arms Committee precluded that and I attended the Academy Trainers seminar instead. The format of that seminar was set up to go through the four days of academy curriculum one day at a time, with the academy instructors present providing input good and bad about each day of the training in turn. This was followed by a roundtable discussion about the new scanners. Thursday evening, during the caucuses, I had the honor of accompanying our own Patrick Pitts on the rounds of the campaigning. Patrick was running for reelection to the Executive Committeeman position he has held for the last four years and was accompanied by his wife Renee and several members of his family, along with Washington District Representative Monte Hartsorn, Oregon State President Scott Murahashi, and several other delegates from both Washington and Oregon who handed out Patrick's campaign material at each caucus. During the elections on Friday, as Delegate-at-Large, I was responsible for receiving the ballots from the Tellers Committee, distributing one to each of Washington's delegates, collecting the voted ballots, and returning the ballots to the Tellers Committee. As an added wrinkle this year, one of our delegates became ill and left the Convention Thursday evening; therefore, we had to decide what to do with the extra ballot. Our delegation came together and decided we would conduct our own private secret ballot, with the majority deciding for which candidate the extra ballot would be voted. I have to thank WARLCA Vice President Alicia Peterson and our PAC Chair Dawn Ayers for handling the extra ballot voting while I dealt with the regular ballots. On that note I would like to commend our entire 20-member delegation at the convention for their diligence, conscientiousness, and respect for each other and for the process of conducting the business of our Association at the highest level. Every WARLCA member should be proud of the delegates we elected to this year's National Convention.

Respectfully submitted,
Kurt Eckrem, WARLCA President

Right: NRLCA President Ronnie Stutts presents WARLCA Outstanding Member of the Year with her award.
Below: Postmaster General Louis DeJoy addresses the delegation.



Next Generation Delivery Vehicle		Long Life Vehicle	
NGDV DIMENSIONS:		LLV DIMENSIONS:	
Cargo space	263 cubic feet	Cargo space	121 cubic feet
Length	235.8 inches	Length	175.5 inches
Width	85.5 inches	Width	76 inches
Height	111 inches	Height	85 inches

Above: NRLCA Director of Governmental Affairs Paul Swartz and Renee Pitts.
Right three: Unveiling the Next Generation Delivery Vehicle at Convention.



Above: Past WARLCA Secretary-Treasurer Becky Wendlandt is recognized for nearly three decades of service.

Below: NRLCA WA District Representative Monte Hartshorn.



Above: WARLCA and ORLCA members support WA's Patrick Pitts's NRLCA Executive Committeeman campaign. (Left to right): Scott Murahashi, Joyce Patteson, Renee Pitts, Kristian Granish, Patrick Pitts, Christopher Viner, Kris Skewis, Isa Lopez, Oksana Tropets, Kurt Eckrem, Dawn Ayers, and Alicia Peterson.
Below: Patrick Pitts is reelected to serve as an NRLA Executive Committeeman.



Legislative Update

By Alicia Peterson, Vice President, Legislative Director, & Assistant District Representative

WARLCA LEGISLATIVE UPDATE - October 2022



Alicia Peterson - Vice President & Legislative Director

The 117th Congress

The 117th Congress is ending on January 3, 2023. Although there has been success with The Postal Service Reform Act of 2022, there is still a long way to go in passing legislation that improves the lives of rural carriers. The mid-term elections are upon us and historically, the President's party loses seats in the mid-term elections. The current composition of the 117th Congress includes 435 seats in the House of Representatives, with 220 being Democrats, 211 Republicans, and four vacancies; 218 votes are needed for a majority in the House. The Senate is comprised of 48 Democrats, two Independents, and 50 Republicans and requires 51 votes for a majority. In order to get current postal legislation signed into law, we need to flood our legislators with letters, emails, and calls now! Anything not signed into law now will need to be reintroduced to the 118th Congress. I urge you, your family, and your neighbors to contact their legislators and tell them you are their constituent and ask them to support the issues that matter to rural carriers.

H.R. 4268 Federal Retirement Fairness Act

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.

Cosponsors - 89

Derek Kilmer (D-WA-6), Rick Larsen (D-WA-2), Marilyn Strickland (D-WA-10), Kim Schrier (D-WA-8), Adam Smith (D-WA-9)

Not yet WA Cosponsors - 5

Suzan DelBene (D-WA-1), Jaime Herrera Beutler (R-WA-3), Dan Newhouse (R-WA-4), Cathy McMorris Rodgers (R-WA-5), Pramila Jayapal (D-WA-7)

H.R. 3287/S. 1663 United States Postal Service Shipping Equity Act

To amend title 18, United States Code and title 39, United States Code, to provide the United States Postal Service the authority to mail alcoholic beverages, and for other purposes.

H.R.3287 Cosponsors -47

Dan Newhouse (R-WA-4)

Not yet WA Cosponsors - 9

Suzan DelBene (D-WA-1), Rick Larsen (D-WA-2), Jaime Herrera Beutler (R-WA-3), Cathy McMorris Rodgers (R-WA-5), Derek Kilmer (D-WA-6), Pramila Jayapal (D-WA-7), Kim Schrier (D-WA-8), Adam Smith (D-WA-9), Marilyn Strickland (D-WA-10)

S.1663 Cosponsor - Patty Murray (D-WA)

Not yet a Cosponsor - Maria Cantwell (D-WA)

Congressional boundaries have recently changed so be sure you know who your representative is in the House. When writing your legislators remember to personalize your letter. Keep your letter simple and "ask" for something. Most importantly, remember to vote in the 2022 general election on November 8th!

For more legislative information and to send a direct email to your member of congress in support of H.R. 3287/S. 1663, go to NRLCA.ORG and click the Legislative tab.

Dear Representative [Name]:

I am writing as a rural carrier and constituent of your district to voice my strong support for the Federal Employees Retirement Fairness Act. I urge you to cosponsor H.R. 4268, a bipartisan bill introduced by Rep. Derek Kilmer and Rep. Tom Cole “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.”

Many federal employees, including Rural Carriers, start their careers as temporary employees. The Postal Service has a classification of Rural Letter Carriers called Rural Carrier Associates (RCAs). RCAs are part-time carriers who do not receive retirement benefits until they acquire full time career status. Rural Carriers start out as an RCA and on average it takes about six years for them to become a Regular Carrier, but it is not uncommon for it to take 10-plus years to become a regular career employee. The current retention rate of RCAs is extremely low, with approximately 60% leaving the Postal Service. This results in the Postal Service spending millions of dollars for the training/hiring process. Retention of RCAs would benefit the Postal Service by reducing overtime payments to RCAs and Regular Carriers attributed to the lack of RCAs.

Under this act, federal employees that gave their time and effort for years before achieving permanent status would be able to make catch-up retirement contributions so they may retire on time. This is not a new idea. Before the Federal Government changed to a new employee retirement system in 1989, temporary employees could make catch-up payments.

Please support H.R. 4268 so that the Federal Government can return to a fair retirement benefits system for all employees. We need your support to end the penalization of temporary employees who bring so much value to organizations such as the Postal Service. By cosponsoring this legislation, you will help ensure that the government can attract and retain quality talent as well as ensure that our valued employees are not still struggling to achieve normal retirements.

Thank you for your continued dedication and attention to this issue. Please feel free to contact me if you have any questions or concerns about my request.

Sincerely,

[Your Name]



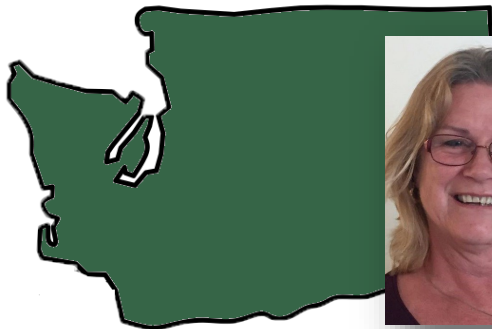
WA Rural Letter Carriers' Association
Statement of Activities - Compared to Budget
July 1, 2021 through June 22, 2022

	Jul 1, '21 - Jun 22, 22	Budget	% of Budget
Income			
4000000 · National General Insurance	0.00	0.00	0.0%
4050000 · Membership Incentive Prog--RAFT	0.00	0.00	0.0%
4100000 · Interest / Dividends	3,015.89	2,800.00	107.7%
4200000 · Membership Dues	305,448.84	295,295.00	103.4%
4300000 · Miscellaneous	0.00	0.00	0.0%
4400000 · Reimbursements	653.61	0.00	100.0%
4500000 · Sales	3,485.00	4,200.00	83.0%
4600000 · AuxiliaryDuesStatePortion	1,716.80	0.00	100.0%
Total Income	314,320.14	302,295.00	104.0%
Cost of Goods Sold			
50000 · Cost of Goods Sold	0.00	0.00	0.0%
Total COGS	0.00	0.00	0.0%
Gross Profit	314,320.14	302,295.00	104.0%
Expense			
5000000 · Accounting Fees	3,005.00	5,500.00	54.6%
5100000 · Awards & Recognition	9,267.41	9,500.00	97.6%
5200000 · Education & Training	0.00	0.00	0.0%
5300000 · Employee Benefits	6,218.17	7,000.00	88.8%
5400000 · Equipment	4,588.73	3,900.00	117.7%
5500000 · Equipment Rental	0.00	0.00	0.0%
5600000 · Lodging	8,443.61	15,000.00	56.3%
5700000 · National Convention	0.00	0.00	0.0%
5800000 · Office Expense	4,438.75	4,700.00	94.4%
5900000 · Payroll Taxes	8,433.63	10,000.00	84.3%
6000000 · Per Capita Dues	2,111.00	3,000.00	70.4%
6100000 · Postage	7,208.62	8,375.00	86.1%
6200000 · Printing	1,688.03	1,400.00	120.6%
6400000 · Rent	2,956.97	1,000.00	295.7%
6500000 · Repairs / Maintenance	0.00	0.00	0.0%
6600000 · Salaries and Wages	94,884.42	130,450.00	72.7%
66900 · Reconciliation Discrepancies	-0.10	0.00	100.0%
6700000 · State Meetings	47,492.37	58,250.00	81.5%
6701000 · State Paper	12,461.52	11,600.00	107.4%
6900000 · Telephone & Internet	1,423.00	1,428.00	99.6%
7000000 · Travel	11,523.23	12,290.00	93.8%
7100000 · Website Expenses	557.85	500.00	111.6%
7200000 · Western States Conference	7,409.00	15,650.00	47.3%
Total Expense	234,111.21	299,543.00	78.2%
Net Income	80,208.93	2,752.00	2,914.6%

WA Rural Letter Carriers' Association Statement of Financial Position

As of June 30, 2022

	Jun 30, 22	Jun 30, 21	% Chan...
ASSETS			
Current Assets			
Checking/Savings			
1010000 · Chkg - WA Trust Bank	13,043.31	15,407.29	-15.3%
1020000 · Savings - APCU	361,226.17	281,390.41	28.4%
1030000 · Chkg - APCU	105.24	103.72	1.5%
1200000 · CD#74 (APCU) .946% 3/11/23	45,179.76	44,710.10	1.1%
1210000 · CD#75 EmerFund .946% 3/11/2023	45,179.76	44,710.10	1.1%
1220000 · CD#76 Emer Fund 1.3% 4/7/2021	23,418.02	23,174.58	1.1%
1230000 · CD#77 (APCU) .946% 3/11/2023	34,110.77	33,756.18	1.1%
1240000 · CD#78 (APCU) 1.587% 6-24-2022	77,439.26	76,222.91	1.6%
Total Checking/Savings	599,702.29	519,475.29	15.4%
Total Current Assets	599,702.29	519,475.29	15.4%
TOTAL ASSETS	599,702.29	519,475.29	15.4%
LIABILITIES & EQUITY			
Liabilities			
Current Liabilities			
Other Current Liabilities			
2100000 · Payroll Liabilities			
2101000 · 941 Employee FICA Tax W/H	53.37	0.00	100.0%
2104000 · 940 (FUTA) Federal Unemployment	102.11	52.22	95.5%
2105000 · State Unemployment Tax	72.38	37.20	94.6%
2106000 · Labor and Industries Tax	276.69	148.90	85.8%
2107000 · State Pd Family & Medical Leave	138.26	40.97	237.5%
Total 2100000 · Payroll Liabilities	642.81	279.29	130.2%
2500000 · Retirement Plan Payable			
2510000 · 401K Employer's Portion	119.83	0.00	100.0%
Total 2500000 · Retirement Plan Payable	119.83	0.00	100.0%
Total Other Current Liabilities	762.64	279.29	173.1%
Total Current Liabilities	762.64	279.29	173.1%
Total Liabilities	762.64	279.29	173.1%
Equity			
3900000 · Net Assets	519,196.00	333,629.45	55.6%
Net Income	79,743.65	185,566.55	-57.0%
Total Equity	598,939.65	519,196.00	15.4%
TOTAL LIABILITIES & EQUITY	599,702.29	519,475.29	15.4%



What Did I Do?

By Lorrie Crow, Secretary-Treasurer

What did I do? How did I get here? These are questions I have asked myself almost on a daily basis the past few months. Not because I have had doubts about my decision to run for this position, but because of a mistake I may have made, or because I couldn't remember the steps that are needed to get to a specific report or program.

I don't have any topic offhand to write about, so I thought I would catch you up on the happenings in my office here at home. It is starting to look like the clean up crew has arrived after a devastating natural disaster, and things are starting to find their place.

Or should I say I am starting to find a place for them. I can even see the top of my desk, sometimes.

I am not going to lie; at times it has been a bit overwhelming and I have had to step away from my desk and take a breather. My dog is a great sounding board and waits patiently while I talk out my quandary. In all seriousness though, Becky has been a

champ and thankfully is only a phone call away and the members of the Board have been very patient while I have been figuring things out. I think the most difficult part has been getting everything switched over to my name and out of Becky's, it is like changing your name after getting married. But the mountain has become a molehill leaving me time to do some of the more creative aspects of this position, like drafting letter for recruitment and developing new flyers.

Although I sometimes question my sanity and may be concerned about some hair loss, I can say that I am finally at a point

where I feel comfortable enough to take back at least most of my Sundays and get some much-needed work done around the ol' homestead.

Respectfully,
Lorrie Crow
Secretary-Treasurer

But the mountain has become a molehill leaving me time to do some of the more creative aspects of this position



Union Strong

By Isabella Lopez, Region 1 Committeeperson & Webmaster

So, what is a Union? The simplest explanation is that a union is made up of workers who unite to try to create better working conditions, wages, and benefits. Our own union, the NRLCA, has been around since 1903, the NALC 1889, NPMHU 1912, and the APWU 1971. These four postal unions only gained the collective bargaining rights in the last 50 years or so. All this was brought on by a strike led by New York City postal workers who were fed up with low wages and poor working conditions. The carriers

were outraged that their own pay increased a mere 5.4% while Congress raised their own wages by 41%. So, on March 17, 1970, workers in New York City voted to go on strike which spread to 30 other cities like Chicago and Los Angeles. Some 152,000 workers went on strike. President Nixon and even postal union presidents at the time pleaded with workers to go back to work without success. Then on March 23, 1970, Nixon called in the National Guard to move the mail and sort but stopped short of the actual deliv-

ery. Just after eight days, the strike ended with postal workers getting a 6% pay increase that would be retroactive to 1969 as well as some other concessions. The Postal Reorganization Act that was later passed in April of 1970 was credited in giving our unions collective bargaining rights.

Though we do not have the power to strike due to the no strike clause all of us agree upon when being hired, we are given something that has value in itself. Interest arbitration happens when our union cannot come to an agreement with the Postal Service. Both the Postal Service and Union present their case to arbitrator(s) who then decides what both parties get, which is not subject to further negotiations. Many of us have had to live with the results of what arbitrator(s) decided, case in point the 2010 National Agreement that was finally decided in 2012. This is where the RRECS was created and why we don't have a choice but to continue with it for better or worse. But the value in interest arbitration is that we don't strike as a union. That we don't have to

worry about stopping work, we won't stand on the picket line and watch as scabs cross that line, and the silver lining, not having to decide between striking to get better benefits and wages and not getting a paycheck at all.

The fledgling unions created by Amazon and Starbucks workers have yet to negotiate with their employers and they have a long and difficult road ahead of them that may very well end in strikes, wish

them the best of luck, and remember "United we bargain, divided we beg."

Respectfully submitted,
Isa Lopez

Sources:

The Postal Reorganization Act of 1970 | US House of Representatives: History, Art & Archives

The Postal Strike of 1970 | USPS Office of Inspector General (uspsoig.gov)

U.S. postal strike of 1970 - Wikipedia

NRLCA comprehensive guide to the Rural Evaluated Compensation System

The Postal Reorganization Act that was later passed in April of 1970 was credited in giving our unions collective bargaining rights



Open Season 2023

By Estee Javinari, Region 2 Committeeperson

It's that time of the year. Open season will begin Monday November 14, 2022, and go through December 12, 2022. Open season coverage will go into effect January 14, 2023 for active carriers and coverage will be effective on January 1, 2023 for retirees.

Making changes to your FEHB coverage:

- * Active carriers can log on to PostalEase or call HR Shared Service Center (HRSSC) at 877-477-3273; when prompted select option 5.

* Retired carriers and annuitants make changes the Office of Personal Management (OPM) at 877-767-6738 or online at <https://retirefehbm.opm.gov/Annuitant/Home/Default>.

Make your insurance pay you with incentives

Make your insurance pay you with incentives. With the Rural Carrier Benefits Plan (RCBP), you can earn rewards to be deposited to a PayFlex debit card and use that money to pay co-pays, deductibles or even eligible medical expenses. Simple tasks as selecting a primary care physician, getting a flu shot or

COVID-19 vaccination. Make health and wellness a family affair and work one-on-one with a health coach with Trestle Tree. You and your covered dependents can speak with a health coach about weight

management, tobacco/e-cigarette cessation, nutrition, and stress management to name a few.

For premium updates and to compare coverage, please visit OPM website at www.opm.gov



Winter is Coming!

By Lauri Chamberlin, Region 3 Committeeperson

Some things change after you retire, but some things don't! Winter driving! Here are some tips that might save your day.

- ⇒ If your manager doesn't supply you with snow melt for your slippery CBUs, carry a can of sand with you! The one year I carried ash in a shaker bottle, was the year my manager provides us with snow melt! Be part of the change that happens! FYI, make sure the snow melt is in a bottle, not a bag!
- ⇒ I carried a few asphalt shingles with me, just in case I got stuck in front of a box. I even carried tire zip ties! I always bought my tires in the fall with studs, then popped them out in the spring! Worked like a charm!
- ⇒ I took the time to WD-40 my hinges on my CBUs as well as the lips of my parcel lockers. I also did icy lock in my key holes. Some of you carriers have maintenance, but some do not. I knew if I did it, it was done!
- ⇒ The first day of snow, I sent out remind-

Here are some tips that might save your day.

ers to my customers, what an obstruction to a mailbox looks like, reminding them that they had three days to remove obstructions, and then I would hold the mail. This one tip was a huge headache saver to both my clerks, my RCA, and my manager!

- ⇒ I also carried jumper cables, ice scraper, tow rope, oversized coat (to lay on, or if I came across an accident), extra hat, gloves, food, and water.
 - ⇒ I attached a headlamp to my visor, so I could read the mail. I also bought one of those lights that look like a flip switch and threw it in my tub. Just in case!
 - ⇒ The last two items that I hated using but did so to stay safe were my cleats or yak tracks and my orange vest.
- I, and the rest of your Washington State Board, wish you a safe winter season.
Thanks for doing this very tough job.
Lauri Chamberlin



Kindness To Our Fellow Neighbor

By Brian Poage, Region 4 Committeeperson

This article I'm writing is going to be something I care very deeply about.

Over the recent years, we have been subjected to many things that make all of us upset. The news, politics, workplace conditions, money, COVID-19, etc. are all contributors to daily pressure we don't always

want but it's still there to remind us of everything going on in the world today. All of this builds up in our system and takes an emotional and physical toll on our being. Some people are built to handle pressure better than others. In the end, we all end up suffering and start taking our issues out on people,

coworkers, family, and anyone else within earshot. I'm sure most of us have seen and experienced this phenomenon happen frequently. At the end of the day, I believe we regret most of this but never really deal with it. We go to sleep and dread the next day, little by little.

Why do I mention this? Well, folks, our job is not immune from this sort of behavior. We have one of the most tortuous jobs out there. Especially, when we come into pallets and pallets of parcels we have to sort through and organize day after day. All the systems in place, in whichever office you work in, have its own set of unique challenges. Getting time off is difficult to next to impossible for a good portion of us due to lack of staffing. Rural carriers bear a good brunt of this pressure. But all postal employees also face this same kind of pressure. Not enough clerks to sort mail, some management staff who are overworked and trying their best to get the mail out, then lack of subs (plus new employees) to get routes covered to get that mail delivered in the best way possible. It's just a huge recipe for disaster that somehow we get through another day, hopefully unscathed.

We work in an organization where everything has to line up like interconnecting gears in a piece of machinery. If one cog isn't there or isn't working up to efficiency, we all suffer in one form or another.

Human beings need release from this kind of pressure before we do something we may end up regretting. Whether it's vacation, change of scenery, therapy, or some other method of self-care, we definitely need a means to unwind and relax from the rigors of daily life. I realize some of us don't have the luxury of taking time off when we need to. Or, don't have the money to go somewhere to get away from your problems for a weekend or (even a week).

One thing we have to remember in all of this, no one person is at fault for this and we should not be inflicting any of that pressure on others. Your coworkers are working just as hard as you and they

don't need to be yelled at or talked about like it's something they can fix or blame. We should never take it out on the customers, EVER. Many of them don't know the struggles we truly deal with on a daily basis.

We have this in-borne need to be appreciated in anything we do. Some of us don't like to admit it but it goes a long way to helping you deal with issues sometimes. Positivity and kindness need to be spread just as much as all the pressures we all deal with daily. I'm thankful for friends I have that have an ear to complain to. I'm thankful for customers that come out and say Hello and wave at you. Believe it or not, sometimes that is all you need to get through a day. Getting that friendly "Hello" or wave can make you really feel good about yourself. Trust me when I say that if you take care of your customers, they will always take care of you.

I've been on the same route for many, many years and know most of them by name and some of the significant things that happen. Customers remember that kindness and most of them remember to give that kindness back to you.

A bottle of water on a hot day, a check in with you if your vehicle is broken down, or a simple thank you for the service that you do for them.

Kindness and positivity do go a long way to helping you cope with your day. We need to take care of ourselves and each other every day in this job. When new hires see that we actually care for each other and our jobs, that good feeling eventually spreads and helps all of us in the end.

Now with Christmas a few short weeks away, once again our limits will be tested and tempers will rise and depression will set in, wondering if the long days will ever end. There is no easy fix to this. We

just have to wake up every morning with a new attitude and help get through another hectic day of delivering Amazon and mail without too much trouble.

Please, be kind to another. Say hello. Be well.

Kindness and positivity do go a long way to helping you cope with your day





General Excellence

By Lisa Benson, Editor

Each year ahead of the NRLCA National Convention, State Editors are given an opportunity to enter their State Association's publication into a competition for general excellence. Each editor is allowed to submit two issues of their magazine from the preceding year to NRLCA Managing Editor Melissa Ray who then submits them to independent judges with design and editing backgrounds to be reviewed for quality and content. The judges then select a winner based on their criteria as well as a runner up. Winners and runners up receive General Excellence and Honorable Mention awards, respectively. The criteria used to choose a winner are content (appropriate and original articles, useful information for rural carriers), style (clear writing, correct spelling and grammar, effective headlines, good story placement), and overall design (readability, attractiveness, use of photos and art).

I am proud to announce that for the first time ever, Washington got to bring home the State Publication General Excellence Award from National Convention this year held in Orlando FL. Our state publication had previously been named an Honorable Mention in 2017 and again in 2018. Prior to 2017, we had never brought home any awards for our magazine. You may recall that in recent years, your board has made some huge improvements to our publication. Let's take a look at the timeline of upgrades.

When I was appointed

as the editor beginning with the Convention 2015 issue, I overhauled the general layout and created a template with dedicated fonts and design elements. In the Winter 2016 issue, I introduced the headline artwork of our state outline with the author's photo. With the Spring 2016 issue, the board upgraded the paper used for printing our magazine. The Convention 2016 issue again got a design update as well as another paper upgrade and color! In this issue, the board included a full signature of color which became a much-welcomed upgrade. For the Fall 2016 issue, I began including pull quotes to articles to help draw the reader in. The board elected to allow for photo submissions, letters to the editor, and classifieds for mutual transfers and delivery vehicle sales in 2017, though only a few members have taken advantage of these sections. The addition of one signature of color also became a permanent fixture this

year. When one signature was simply just not enough, we decided to try the Convention 2019 issue in full color. Unfortunately, it came with a hefty price tag so we went back to one signature of color. Then, beginning with the Fall 2021 issue, we made the permanent switch to the highest quality paper offered by our printing company. With this issue, we also gave full color another try and my sincere hope is that future boards decide that full color magazines are worth the expense. The two issues I chose to enter into the NRLCA publication competition were

I am proud to announce that for the first time ever, Washington got to bring home the State Publication General Excellence Award from National Convention



the Fall 2021 and Winter 2022 issues. I felt that these two issues had a wide and pleasant range of article topics as well as info and graphics. It seems that the judges agreed, as they had a couple of thoughts on our submissions:

You have a great deal of good content. It's great that your contributors vary their topics to keep things interesting. The judges particularly appreciated Kurt Eckrem's history of the newsletter, complete with a discussion of layout and the image from 1955 – but any discussion of history in a newsletter is a great idea that may both interest and educate readers about their union and their jobs.

The only problem with having lots of good text is it can overwhelm the reader without a visual break. You use some illustrations and photos well, but it can't hurt to find more. Those can be hard to find, we know, but ask your contributors and you may find they can include a photo or two that fits with their columns, or even as freestanding photos. Since you print in color, it can add a great deal of appeal. The postcards from Lorrie Crow, for instance, really jazzed things up.

This is where your editor needs your help! If

you read the entirety of this article, you'll note that the board had agreed to accept photo submissions from members. I would LOVE to see photos from your route, photos of your delivery vehicle, interesting mailboxes, or anything else you think is worth sharing with the members. I also have another favor to ask of you: let me know your thoughts! I am always looking for ways to add interest and new content ideas. My inbox is always open and I love hearing from you. Serving as your editor is both my passion and my greatest honor.

Humbly,
Lisa Benson



Editor Lisa Benson holding the Publication Competition General Excellence award.



District Update

By Monte Hartshorn, District Representative

End of the Guarantee Year and 2240

The 2021-2022 guarantee year ended on October 7th, 2022 and it was an absolutely strange/different year. Several years ago, if management allowed a rural carrier to work over 2,080 hours (straight time hours) or 2,240 (straight time hours plus overtime hours), it was a "career decision" and some managers were actually demoted or removed. Things have definitely changed! Last year, we had almost 70 regular rural carriers go over 2240 hours for that guarantee year. This year, we will have over 170 carriers who have worked over 2240 hours, with a couple of regular rural carriers working almost 3,400 hours.

What happens when a regular rural carrier exceeds 2,240 hours in the guarantee year? Article 9.2.A.1.m states that:

"No regular rural carrier compensated pursuant to FLSA Section 7(b)2 may actually work in excess of 2,240 hours within the fifty-two (52) consecutive week guarantee period. In the event any such carrier actually works more than 2,240 hours within the guarantee period, the Agreement under FLSA Section 7(b)2 will be considered void, and such carrier shall be compensated for all hours actually worked during the guarantee period in accordance with FLSA Section (7)a."

Each regular rural carrier that exceeded 2,240 shall have each week reviewed by postal accounting. It is important to note that FLSA Section 7(b)2 is our evaluated system. FLSA Section 7(a) is the carrier being paid hourly. Each week will be changed as if the carrier worked on an hourly basis (40 hours straight

time, any hours over 40 paid at the overtime rate) and the carrier will be paid for any hours not compensated or the carrier billed for any hours paid, but not worked. Last year, around the middle of February, about half of the 70 carriers over 2,240 received money and about half received Letters of Demand. I am expecting about the same this February.

If a carrier receives a Letter of Demand, they should immediately have a discussion with their immediate supervisor and then file a grievance. The carrier should immediately also contact their local steward or the Representative that covers their office. There is a Step 4 grievance settlement (R. Nason Issaquah, Washington E95R-4E-C 01267089 dated 9/22/2005) that states scheduling is the responsibility of management, not that of the carrier. Because of the Step 4, the Union through the grievance process is able to get any Letter of Demand issued because of 2,240 rescinded and the carrier would have no further responsibility for it. Last year, over \$210,000 in Letters of Demand were cancelled.

PS Form 4015-D

There has been some confusion when an RCA or PTF makes regular. Upon making regular, management will offer the carrier PS Form 4015-D *Rural Carrier Agreement to Terminate Guarantee*. If the rural carrier signs the form, they will immediately be paid via the evaluated system. If the carrier does not sign the form, then they will be paid hourly until the beginning of the next guarantee year. A carrier being paid hourly will not be paid at the evaluated hourly rate of the route but will be paid at the rate of a 40K (step attained) and any hours worked over 40 at the overtime rate.

Again, it is important that we have carriers file grievances in each instance where these violations occur

“X” Day Reminder

Just a reminder that any “X” days earned on or before October 7th will now be in “suspended animation” and cannot be used until after the Christmas Overtime Period ends. It is anticipated that the Christmas Overtime Period will be between December 3rd -23rd inclusive. Also, a reminder that when a carrier works their relief day between October 8th to December 23rd and earns an “X” day, that the “X” day must be given by management within that same pay period. If it is not, then the manager must give the carrier a DACA 5 (the day paid at 150%).

August 8th, 2022 MOU and Article 30.1.P

A Memorandum of Understanding was reached between the USPS and the NRLCA that allowed regular rural carriers to **volunteer** to work on Sundays or serve all or part of any rural route **in the office**. This MOU was entered into with **GOOD FAITH** by both parties. As of this writing, the MOU has been violated by local and district management several times. It should be noted that the second paragraph of the MOU is clear:

*“No regular rural carrier **will be required** to work on Sunday or serve all or part of any rural route other than the assigned route. For the purposes of the work outlined in this MOU, regular rural carriers must **volunteer** to perform these additional duties.”*

Note that the bold in the quote is original text. The parties, when they signed the MOU, meant to emphasize that regular carriers may volunteer, but not be required. In any office where this MOU is violated, it is critical that any rural carrier who is required to work on another route or on Sunday should immediately file a grievance.

Several of the MPOOs (Manager Post Office Operations) have made it clear that they believe their most important obligation is to get the mail delivered. If they believe that the only way to get that done is to violate our contract, then so be it. The Union does not agree and we have consistently been advocating for contractual compliance and a cease of the abusive hours many rural carriers are being required to work.

RCAs, PTFs, and ARCs

ELM 432.32 states that:
“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 1 service day. In addition, the total hours of daily service, including scheduled work hours, overtime and mealtime, may not be extended over a period of 12 consecutive hours.”

We continue to see this provision violated in many offices across the district. Again, it is important that we have carriers file grievances in each instance where these violations occur. We have seen circumstances where the hours that management is requiring of PTFs, RCAs, and ARCs can only be called abu-

sive. For example, we have had one RCA in a seven-day time period worked 100 hours and 40 minutes. How can any other term fit except for “abusive”.

RRECS

By now every rural carrier should have learned that the RRECS has been postponed again until a target of February 2023. The reason for this latest delay is that the Union is not able to validate the volume data. In our “old” style mail counts, we could see and validate every time factor, every amount of mail. The RRECS so far has not given us the ability to validate any of the volumes the Postal Service is claiming. If we had gone forward with RRECS, every rural carrier across the nation would have had to take on faith their new evaluation.

A problem that we have now is that with this latest delay, we have many rural carriers who believe that the 24 scans (hotkeys) are no longer important. While RRECS has been delayed, it is just as sure that the RRECS will be implemented sometime in the future. When it is, the volume data will be taken from a fifty-two (52) week period before that date. If we are not telling the system about the extra work we are doing, we will not get the credit for our new evaluations. It is critical that every rural carrier continue with the scans as they will be a part of our evaluations.

Safety

I am asking that every member log on to the www.nrlca.org website and read the document entitled: **Position of the NRLCA National Board Regarding Continuing Violations –Requiring Regular Carriers to Work Other Routes and Requiring RCAs to Work More Than 12 Hours in a Day.** This position paper had important information that every rural carrier must be aware of for their own safety. It is of critical importance and will be even more so as we enter the peak season. We may be going into this Christmas season with 200 fewer rural carriers than we had last year.

Local Stewards

I have written several times encouraging members to consider volunteering to be local stewards in their offices. With the higher number of grievances concerning the grievances mentioned above, it is critical that we recruit, train, and certify more local stewards. As of this writing, we have 32 local stewards for almost 200 offices and branches in the Washington District. I am asking that all consider stepping forward and consider representing their office and fellow rural carriers in these difficult times. As a Union, we are strongest when we all stand together.

Ignorance May Be Bliss, but It Will Cost You!

Monte Hartshorn

District Representative, NRLCA

Thank You, Stewards!

Dawn Anderson, Benton City
Jennifer Ansorge, Walla Walla
Laura Aries, Langley
James Arvin, Cheney
Dawn Ayers, Sumner
Dusti Beane, Gold Bar
Lisa Benson, Marysville
David Blackmer, Monroe
Jordan Brown, Wenatchee
Crystal Carrasco, Arlington
Rosemary Carrizales, Woodinville
Wa Chu, Yakima
Amber "Mandy" Comstock, Newport
Lorrie Crow, Colville
Susan Durgan, Port Angeles
Karen Haukenberry, Enumclaw
Stacie Jackman, Greenacres

Kristy Jones, Burlington
Chris Kaufmann, Eastsound
Alexis Laine, Poulsbo
Thai Le, Vashon
Isabella Lopez, Lake Stevens
Tina McCay, Wapato
Kristy McKee, Chehalis
Katre Milliron, Chelan
Julia Nast, Spokane (Vista)
Thomas Petrie, Olympia (Lacey)
Bryan Potter, Oak Harbor
Jody Rogers, Shelton
David Scott, Selah
Billie Shinall, Pullman
Alicia Peterson, ADR
Renee Pitts, ADR
Jeffrey Taylor, ADR



CALIFORNIA RURAL LETTER CARRIERS' ASSOCIATION 2023 Western State Conference

REGISTRATION FORM

INFORMATION

Date: April 13-15, 2023 (Thursday afternoon through Saturday)

Location: The Handlery Hotel | 950 Hotel Circle, North San Diego, CA 92108

Room Rates: The room rate is \$139 per night plus tax. Parking is \$8 per night

Reservations: visit <https://reservations.travelclick.com/98118?groupID=3518118> or call 619-298-0511 | 800-576-6567 to make a reservation

Notes: For The Handlery Hotel use group code California Rural Letter Carrier's Association. These rates are good three days before and three days after the conference. Cancellations must be 24 hours in advance.

CONFERENCE REGISTRATION

Registration Fee is \$75.00 (Cost is \$85.00 after March 10th)	X	NUMBER _____	TOTAL \$ _____
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Includes Meet & Greet on Thursday, Breaks, Lunch on Friday, Seminars

TOTAL ENCLOSED: \$ _____

PLEASE PRINT:

Name(s): _____

Address: _____

City/State/Zip: _____ Phone#: _____

Email: _____

Enclose check payable to: "CaRLCA" for total amount.
Add late fee of \$10.00 after March 10th.
Mail to CARLCA PO Box 2217, Oakdale, CA, 95361

For questions please call Tammi Headrick at 760-859-0282
or email tammi.headrick@nrlca.org

WARLCA 2023 State Convention June 4th - June 6th



3073 NW Bucklin Hill Rd
Silverdale, WA 98383



- Room rates starting at \$109
- Pet friendly (2 pet maximum) w/ extra fee
- Free parking for registered hotel guests
- Restaurant and Cocktail Bar with the view of Dyes Inlet
- Heated Pool and Sauna and Fitness Center
- Fire Pit Available



Become a delegate at your County's Annual Meeting and be eligible for \$250 allowance and mileage reimbursement



More information visit

<https://warlca.com/StateConventions>

Or scan code to the right



WARLCA Membership Statistics



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

A. Richard Martin

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	1,069	70-5 — ARC	134
PTF	70	71 — Regular	173
Retired	268	74 — RCA VAC RT	4
Associate	2	76 — PTF	10
RCA	430	78 — RCA	181
Retired Associate	1	79 — RCA AUX RT	10
Recently Retired	11	Total	512
ARC	33		
Ineligible/OWCP	27		
Cash-Paid	26		
Total	1,937		

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
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

Congratulations Retirees!

REBECCA	L	CANNON	CHENEY
JOSEPHINE	R	CARINO	COUPEVILLE
KAREN	J	COTTERMAN	RAVENSDALE
CONNY	L	GREENWALT	REARDAN
SYLVIA	L	HAHN	GIG HARBOR
DEBRA	S	LOTZE	ADDY
CARLOS	E	MENA	SUMNER
DANILO	A	QUIRONG	OLYMPIA
RICHARD	C	SCHAUBLE	SAINT JOHN
WENDY	L	SMITH	STANWOOD
SUSAN	C	SNIDER	SUMNER
KRISTAN	K	WILKE	ISSAQUAH

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 the State Secretary-Treasurer 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!

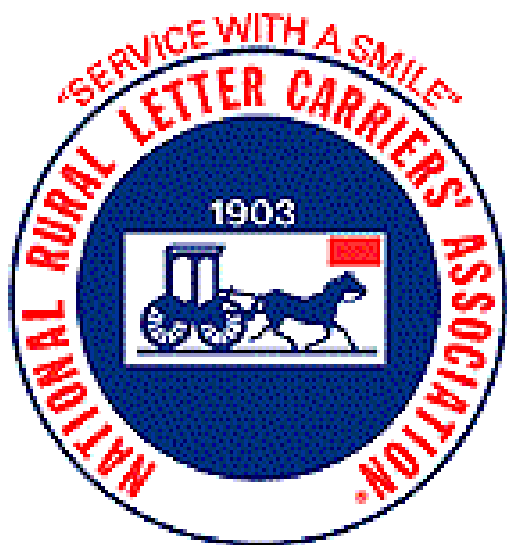
7 - RCA	ADDY	GIFFORD	APRIL
7 - RCA	AMBOY	SEXTON	CIERRA
7 - RCA	BELLINGHAM	MALLAHAN	JOSEPH
7 - RCA	BREMERTON	YEARY	ZACHARY
7 - RCA	BRUSH PRAIRIE	AKIN	TYSON
7 - RCA	BURLINGTON	ELLIS	EMILY
7 - RCA	BURLINGTON	BRADFORD JR	ROBERT
7 - RCA	CAMAS	SPIES	MIKE
7 - RCA	CASTLE ROCK	TURNER	SARA
7 - RCA	CHATTAROY	PRIEST	RAMONA
7 - RCA	COLVILLE	CANADAY	LISA
7 - RCA	COUPEVILLE	BRITTON	DARRIN
7 - RCA	DAVENPORT	OLSON	GARY
7 - RCA	ELMA	DEFLYER	TIMOTHY
7 - RCA	FERNDALE	KELLER	JAMES
7 - RCA	FRIDAY HARBOR	HALL	ROBERT
7 - RCA	GOLDENDALE	NATHER	JOAN
7 - RCA	GRAHAM	GALLOP	SUEANN
7 - RCA	GRANITE FALLS	O'DONNELL	PAULA
7 - RCA	GREENACRES	SANDERS	NANCY
7 - RCA	LAKE STEVENS	SPARKS	CYNTHIA
7 - RCA	LANGLEY	HALLORAN	EDWARD
7 - RCA	LANGLEY	WILLIAMSON	KRISTA
7 - RCA	LONG BEACH	PASTOR	JANELLE
7 - RCA	LYNDEN	MAYER	DAN
7 - RCA	LYNDEN	TAYLOR	MEGAN
7 - RCA	LYNDEN	GROVES	CASEY
7 - RCA	MOSES LAKE	GOMEZ	ANITA
7 - RCA	NACHES	RODELO JR	DANIEL
7 - RCA	NEWMAN LAKE	MACMILLAN	WESTON
7 - RCA	NEWPORT	FULTON	ALECIA
7 - RCA	OLYMPIA	HALLECK	LACEY
7 - RCA	OLYMPIA	KANDOLL	AARON
7 - RCA	OTIS ORCHARDS	COOK	JENNIFER
7 - RCA	OTIS ORCHARDS	MCCAFFERY	KELLY
7 - RCA	POMEROY	JENTZ	DAWN
7 - RCA	PORT ANGELES	JOHNSON	NATHAN
7 - RCA	PORT ANGELES	PARKER	KYLE
7 - RCA	PORT ORCHARD	CALDWELL	CHRISTINA
7 - RCA	PUYALLUP	KIM	DERRICK
7 - RCA	SPOKANE	YOUNG	SANDRA
7 - RCA	SPOKANE	BIRDZELL	JACOB
7 - RCA	STANWOOD	EASTMAN	RYAN
7 - RCA	STANWOOD	DIGUE	ANDRE
7 - RCA	STANWOOD	SULLIVAN	STEVEN
7 - RCA	STANWOOD	CASTANEDA	HENRY
7 - RCA	STANWOOD	HALL	JOSHUA
7 - RCA	SUMNER	GORMLEY	MARY
7 - RCA	VANCOUVER	LINCOLN	ALYSSA
7 - RCA	VASHON	MARSHALL	JOURDAN
7 - RCA	WASHOUGAL	REMPLE	STEPHEN
7 - RCA	WOODINVILLE	MILLANES	JOY

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Upcoming Dates to Remember

- Nov 3 2022-Dec 7 2023: NRLCA Zoom Trainings for Stewards
- Nov 14-Dec 12 2022: Open Season Benefits Enrollment
- Dec 3 2022: Christmas OT Period Begins
- Jan 14 2023: New Leave Year Begins
- Apr 13-15 2023: Western States Conference, San Diego CA
- May 13 2023: Letter Carriers' Food Drive
- Jun 4-6 2023: State Convention, Silverdale WA
- Aug 14-18 2023: National Convention, Grand Rapids MI



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