

Washington Rural Carrier

Official Publication of the Washington Rural Letter Carriers' Association

Fall 2023



Washington Rural Carriers at National Convention

Front Row: Estee Javiniar, Isa Lopez, Kurt Eckrem, Alicia Peterson, Lorrie Crow, Delsey Reed, Brian Poage
Second Row: Becky Pike, Tara Hill, Dawn Ayers, Lisa Benson, Renee Pitts, Patrick Pitts
Third Row: Charles Alexander, Becky Wendlandt, James Folk, Christiana Lee, Susie Hill
Back Row: Monte Hartshorn, Jeffrey Taylor, Levi Hanson, Kristian Granish, Kris Skewis, Jim Hemrich

RRECS Disputes

READ THIS IMMEDIATELY!

National Convention

What Did You Miss?

Open Season

Don't Miss Your Chance

Scanner Hack

WA Heroes

Legislative Update

You Should Reach Out to Your Rep ...NOW!

Try These Tips

Hats Off To These Fellas

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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.

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



Steward Recognition Week is

October 15-21!



Thank you, Washington Stewards! Pictured here are the stewards in attendance at the State Convention in June.



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 Report 2023

By Kurt Eckrem, President & Historian

Hello WARLCA members. This past August, I had the honor of representing our State as an elected delegate to the 2023 NRLCA National Convention in Grand Rapids, Michigan, and as Association President, to serve as the Delegate-at-Large. Our State was allowed to send 21 paid delegates this year, based on our membership numbers on June 30th, the end of the Union year. With only 21 names on this year's ballot, that meant every member who was nominated was entitled to attend. I would first off like to commend and thank the elected delegates from the Washington Association for their diligence and dedication in the performance of their duties at the convention this year. The WARLCA was once again represented by a great group of members. We also had four members of our Association make the trip on their own and who sat with the Washington delegation throughout the Convention. Kudos to Kristian Granish, Brian Poage, Christiana Lee, and David Hamilton for making that effort.

The Convention business sessions were held at the DeVos Place Convention Center in downtown Grand Rapids, with the delegates staying in several hotels in the nearby vicinity. As has become the typical agenda for the Convention, things got rolling on Monday with a number of seminars on topics such as Legislative, PAC, Thrift Savings Plan, and a State Editors seminar. Monday evening saw seminars on OWCP, Legal, and one especially for First Timers to the Convention. One of my duties as the Delegate-at-Large is to assign at least one WARLCA delegate to attend each of the seminars. Monday's main attraction was the State of the Union address, during which NRLCA President Ronnie Stutts updated the delegation on RRECS and the upcoming contract negotiations, as well as the declining mail volumes and the cost of maintaining our headquarters office building in Alexandria. Ronnie introduced Dr. Ken Mericle, the NRLCA's engineer on the panel that developed the RRECS program. Dr. Mericle spoke on how the program was set up, why it took so long, and how the USPS and the NRLCA are dealing with the inevitable issues that have come up with the imple-

mentation of RRECS. Vice President Maston then filled us in on what is going on with the rural academies.

Tuesday's morning session started off with a bit of pageantry, with each State's President walking up to the stage and presenting their state flag. Following the presentation of the US flag by a military honor guard, the morning session was highlighted by an address from USPS Postmaster General Louis DeJoy. The PMG spoke about his 10-year plan, *Delivering for America*. He referred to the problems the USPS was having evolving when he took office, and how many changes will be happening. He acknowledged there will be "lots of mistakes", but that is to be expected with wholesale changes. The PMG concluded his remarks by saying the current focus is on mail transport, but all aspects of the business will be looked at. The morning session concluded with the delegation hearing from Robert G. Taub of the Postal Regulatory Commission. After the lunch break, the agenda included hearing from several guest speakers, including Lesa Routh-Holcomb from the NRLCA Auxiliary, Blake Graham from APCU, Linda Foran from NGIC, the NRLCA's Parliamentarian Jim Slaughter, NRLCA Director of Governmental Affairs Paul Swartz, the new NRLCA Director of Health Insurance Programs Lynne Paller, and Doug Bodecker, the long-time CPA for the union. Most of the rest of the day was given over to awards, including those for state members of the year, state membership, state publications, and NRLCA PAC. On a special note, every year each National Executive Committeeman selects one rural carrier hero from their area. Patrick Pitts presented Marcus Beck out of the Vancouver office with the Hero award for the West/Pac area. Not only that, a panel of judges decided he was also the overall winner of the Rural Carrier Hero award. You can read about what Marcus did elsewhere in this paper. Tuesday evening seminars covering retirement, insurance, and a training for academy instructors were presented.

Wednesday's session saw in earnest the beginning of the business of the Association, with commit-

tee reports and other business of the Association bring transacted. Constitution changes were introduced and voted on, mostly having to do with the financial impact inflation is having on the union, and the cost of holding annual conventions. One of the highlights of the afternoon session was that our District Representative Monte Hartshorn received an award for his work on the National Steward Task Force. On Wednesday evening the convention banquet was held, with this year's theme being "Wednesday Evening Banquet". There was great food served buffet style, along with music and dancing. I had forgotten to purchase a banquet ticket ahead of time, but I was fortunate enough to pick up an extra ticket from a Massachusetts delegate and sat with her and her state's group at the dinner. That is one of the most enjoyable parts of the National Convention, being able to visit with rural carriers from around the country, compare notes, and find out how other Associations deal with issues.

Thursday's business sessions dealt almost exclusively with resolutions which had been passed at the state conventions and sent up to the National Convention for consideration. This year, the delegation had nearly 350 resolutions dealing with a myriad of topics ranging from RRECS, relief carriers, benefits, EMA, and work rules, all the way to whether the National office should provide the state flags for convention and whether we should continue the annual golf tournament. On an interesting note, all seven of the resolutions sent up by Washington State passed at the National Convention. Thursday evening was reserved for caucuses, during which the delegation is broken up by geographical area to meet in groups. Those members who have announced their candidacies or have been nominated for national officer positions have the opportunity to walk from meeting room to meeting room and spend 15 minutes at each giving a short speech and answering questions. The highlight of this year's caucus night for me and for several other delegates from Washington, Oregon, and Idaho was that we accompanied our own Patrick Pitts as he made the rounds in his campaign for NRLCA Vice President.

Friday, the business continued with the elections

of national officers. First up was the election for President, which was won by Don Maston on a first ballot vote. Following that came the election for Vice President. By a substantial margin, Patrick Pitts was elected on the first ballot. Way to go, Patrick! In the next two elections, Secretary-Treasurer Tommy Turner and Director of Labor Relations Bridget Boseak ran unopposed for their positions and were each declared the winner by unanimous consent. In the election for Director of Steward Operations, Shirley Baffa retained her position on a first ballot vote. Next up was the four-year Executive Committeeman position, for which several members were nominated. After multiple ballots, Kirby Ricketts from Missouri was elected to that position. All that remained was the one-year Executive Committeeman term left open when Patrick was elected VP. I had the honor of nominating Washington District Representative Monte Hartshorn for the position, but after a couple of ballots, Nicky Phillips from Georgia was elected to fill out that term.

Dr. Mericle spoke on how [RRECS] was set up, why it took so long, and how the USPS and the NRLCA are dealing with the inevitable issues

During the times while the Tellers Committee was tabulating the votes for the elections, the delegation finished up working on the remaining resolutions, and dealt with a few appeals.

Just prior to the newly elected officers being sworn in, a rather emotional presentation was made in honor of retiring NRLCA President Ronnie Stutts, who had served 20 years on the National Board in several officer positions. The Convention was adjourned, and the delegates said their good-byes to each other with a little sadness, but with the promise of another National Convention next year. I would encourage each one of you reading this to make sure you get your name added to the ballot next year for National Convention delegate. It truly is an unforgettable experience.

Submitted in solidarity, Kurt

Note: for those who want a printed copy of the 2023 NRLCA National Convention proceedings, an order form can be found on page 6 of the October National magazine.

From National Convention



Top left: WA DR Monte Hartshorn; Top right: NRLCA President Don Maston shakes hands with newly-elected Vice President Patrick Pitts, also pictured NRLCA Secretary-Treasurer Tommy Turner.

Middle left: Monte Hartshorn, Kurt Eckrem, and Renee Pitts spotted in a seminar; Middle right: WA rural carriers shaking their stuff on the dance floor.

Bottom left: Alicia Peterson and Jim Hemrich in business session; Bottom right: WA's sign with our delegation.

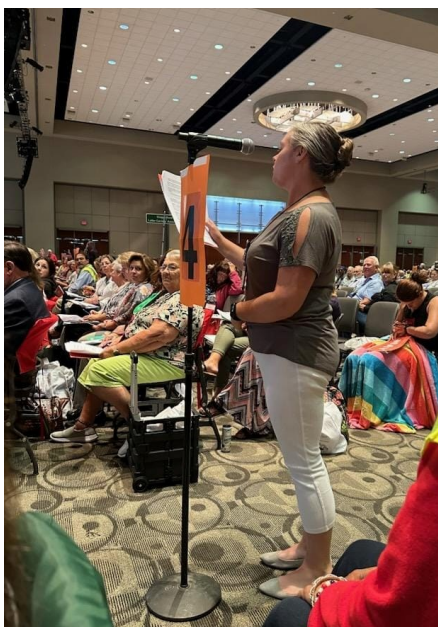


Left: WARLCA President Kurt Eckrem addresses the delegation.

Below: Rural carriers at banquet night on Wednesday evening.

Bottom left: Lisa Benson asks a question on a proposed resolution.

Bottom right: Charles Alexander, Becky Wendlandt, Brian Poage, and Washington's delegates.



Dear Representative [Name]:

I am writing as a rural carrier and constituent of your district to voice my strong support for the United States Postal Service Shipping Equity Act. I urge you to cosponsor H.R. 3721, a bipartisan bill introduced by Rep. Dan Newhouse and Rep. Jennifer Wexton. H.R. 3721 would amend the current United States Code to all the U.S. Postal Service to deliver alcoholic beverages.

It is estimated that private carriers make over \$3 billion for the shipping of beer, wine and liquor alone. But this is a revenue source that is denied to the United States Postal Service (USPS). By co-sponsoring H.R. 3721, you would support legislation that would end an archaic Prohibition-era ban that prevents the Postal Service from delivering alcoholic beverages to consumers over the age of 21. Economists at the Distilled Spirits Council of the United States estimate that allowing the Postal Service to ship and deliver alcoholic beverages could result in \$180 million in new revenue.

The Postal Service is consistently rated as one of the most trusted government agencies. Currently, the Postal Service has safeguards in place for certain classes of mail that require adult signatures over the age of 21. As rural letter carriers, we understand the importance of getting the proper signatures when delivering mail and packages. In addition, the *USPS Shipping Equity Act* does not supersede state and local regulations. If a state or locality currently prohibits the shipment of alcoholic beverages, the Postal Service will not be allowed to deliver to that area.

Please support H.R. 3721, the USPS Shipping Equity Act. Current competitors of the Postal Service are allowed to deliver alcoholic beverages to consumers, but the Postal Service is denied this revenue source. It is a fairness issue. H.R. 3721 gives the potential for a new source of revenue to the Postal Service to help keep it financially viable for the future. Once again, I ask that you consider becoming a co-sponsor of H.R. 3721.

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]



How To Be Part of The Solution

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

I waited until the last minute to write this article in the hopes that I would be sharing with you that the Federal Retirement Fairness Act had been re-introduced in the 118th Congress and to get busy contacting your representatives urging them to support it. Unfortunately, that is not the case. A government shutdown was narrowly averted on September 30th by a last-minute bill to extend funding to the government until November 17th, 2023. So, the wait continues on the important topic for rural carriers to have the option to “buy back” their time as a non-career employee and be credited with all their years of service upon retirement. Getting credit for years spent as an RCA after 1989 would create an incentive for RCAs to continue their career with the United States Postal Service. Retention of these RCAs would benefit the Postal Service by reducing overtime payments to RCAs and regular carriers caused by the lack of staffing. I ask you to continue to pay

If you have noticed at all a theme to this, it is that it takes all of us to be part of the solution

attention to this legislation when introduced through the NRLCA.ORG website, the WARLCA.COM website, email updates, and on Facebook at WASHINGTONRNLCA. It will take all of us to reach out to our Representatives to be part of the solution.

H.R. 3721 USPS Shipping Equity Act was introduced on May 25, 2023, by Representative Dan Newhouse (R-WA-4) and Representative Jennifer Wexton (D-VA-10). This legislation currently has 18 cosponsors including Adam Smith (D-WA-9). This would allow alcoholic beverages to be considered mailable from licensed producers and retailers to ship directly to consumers over the age of 21, in compliance with state and local laws at the delivery location. The US Postal Service already has Adult Signature service available and we have been using it for quite some time. It is estimated this bill could generate over \$180 million in revenue for the US Postal Service. If your representative hasn't yet cosponsored this legislation, then consider using the template letter as a guide when you write, call, and email them. Again, it will take all of us reaching out to our Representatives to be part of the solution to help the USPS continue to be the most trusted government agency that reaches out to every home in the country.

H.R. 82 Social Security Fairness Act was introduced on January 9, 2023, by Representatives Graves (R-LA-6) and Spanberger (D-VA-7). This legislation would repeal provisions that reduce Social Security benefits for rural letter carriers who receive other benefits such as a state or local government pension. It would repeal the WEP (Windfall Elimination Provision) and the GPO (Government Pension Offset). The WEP can reduce a retiree's benefits by as much as \$512 per month. The GPO reduces most, and sometimes all, a spouse's or widow's benefits for retirees who also receive a pension for non-Social Security work. Currently there are 296 cosponsors on H.R. 82., eight of those cosponsors are from Washington



NRLCA Director of Governmental Affairs Paul Swartz at National Convention.

state. The two Representatives that have not cosponsored are Adam Smith (D-WA-9) and Marie Gluesenkamp-Perez (D-WA-3). At this time, there are enough cosponsors to bring this to the floor of the House, so watch the consensus calendar for when a vote may happen.

S.597 is the Senate bill version of H.R. 82 and was introduced on March 1, 2023. The bill currently has 46 cosponsors. Senator Patty Murray (D-WA) has cosponsored this bill, but Senator Maria Cantwell (D-WA) has not. This bill also repeals provisions that reduce Social Security benefits for individuals who receive other benefits, such as a pension from a state or local government. It eliminates the WEP and the GPO. These changes are effective for benefits payable after December 2023. I ask that you be part of the solution and reach out to Senator Cantwell and urge her to also cosponsor this legislation to ensure the dedicated and hard-working men and women of the

US Postal Service will receive the retirement benefits they have earned.

If you have noticed at all a theme to this, it is that it takes all of us to be part of the solution. Whether you are trying to make a difference in positive postal legislation that benefits the rural carrier craft, or you are wanting changes in wages, benefits, and working conditions for the rural craft, we must all do our part in making our voices heard. Be informed, read your magazines that this amazing organization offers, visit the websites for the newest updates, mentor someone new, attend your meetings at the local, state, area, and national level. Knowledge is power and knowledge leads to being part of the solution.

In solidarity my Union Brothers and Sisters,
Alicia



From The Desk of the Sec-Treas

By Lorrie Crow, Secretary-Treasurer

There doesn't seem to be a day that passes anymore where I am not getting unable to forward mail in my DPS, sometimes it is everything that I sent to be forwarded the day before. But more and more often it seems to be mail that I had never seen, and it was sent to a good deliverable address. Or how many times have you had a customer inquire as to why their mail was returned as undeliverable, when you know you didn't send it back. Only recently I had a package that I mailed on June 2, 2023, returned to me with a label dated September 12, 2023, as UTF. Where the heck has it been all this time? Yes of course sometimes we have new inexperienced relief carriers running our route, or in my case, management. But that is a whole different topic. It isn't fair or realistic to say all the mistakes are theirs, especially if you haven't had a day off for weeks at a time.

So, here's the thing and the reason I am writing this. It isn't unusual for me to get a few meeting no-

tices or papers back with every mailing I do, but recently I have been getting reports that some are either not getting them at all or they are showing up late. With the last mailing done for Mutual Counties fall meeting, I received 12 back for various reasons, NSN, IA, UTF, and that amount is concerning. Often the address I have is correct. Other times not so

If you or someone you know has not been receiving the meeting notices or the State Paper, please send me an email

much. I think we can all agree that there seems to be some serious issues with the mail lately, not of our making.

I am asking for your help on this matter. If you or someone you know has not been receiving the meeting notices or the State Paper, please send me an email stating so with both your name and current address, even if you have moved and put in a forward it doesn't always transfer over to us. Thank you for your help.

Now for all of the important information that you are looking for.

WA Rural Letter Carriers' Association
Statement of Activities - Compared to Budget
July through September 2023

	Jul - Sep 23	Budget	% of Budget
Income			
4100000 · Interest / Dividends	26.23	2,900.00	0.9%
4200000 · Membership Dues	69,209.72	294,595.00	23.5%
4400000 · Reimbursements	123.42	0.00	100.0%
4500000 · Sales	0.00	4,000.00	0.0%
4600000 · AuxiliaryDuesStatePortion	1,858.15	1,700.00	109.3%
Total Income	71,217.52	303,195.00	23.5%
Gross Profit	71,217.52	303,195.00	23.5%
Expense			
5000000 · Accounting and Banking Fees	3,148.00	3,500.00	89.9%
5100000 · Awards & Recognition	1,073.24	9,300.00	11.5%
5300000 · Employee Benefits	2,302.02	7,000.00	32.9%
5400000 · Equipment	828.36	5,900.00	14.0%
5600000 · Lodging	6,299.86	15,000.00	42.0%
5700000 · National Convention	50,419.95	55,000.00	91.7%
5800000 · Office Expense	2,718.84	2,850.00	95.4%
5900000 · Payroll Taxes	1,655.76	10,000.00	16.6%
6000000 · Per Capita Dues	980.00	3,200.00	30.6%
6100000 · Postage	1,512.61	6,200.00	24.4%
6200000 · Printing	1,640.43	1,500.00	109.4%
6400000 · Rent	0.00	3,000.00	0.0%
6600000 · Salaries and Wages	27,845.80	137,900.00	20.2%
66900 · Reconciliation Discrepancies	0.00	0.00	0.0%
6700000 · State Meetings	9,506.75	26,400.00	36.0%
6701000 · State Paper	4,481.31	12,600.00	35.6%
6900000 · Telephone & Internet	516.39	1,400.00	36.9%
7000000 · Travel	5,263.02	11,420.00	46.1%
7100000 · Website Expenses	0.00	550.00	0.0%
7200000 · Western States Conference	0.00	155,450.00	0.0%
Total Expense	120,192.34	468,170.00	25.7%
Net Income	-48,974.82	-164,975.00	29.7%

WA Rural Letter Carriers' Association
Statement of Financial Position
As of September 30, 2023

	<u>Sep 30, 23</u>	<u>Sep 30, 22</u>	<u>% Change</u>
ASSETS			
Current Assets			
Checking/Savings			
1010000 · Chkg - WA Trust Bank	12,545.81	10,729.79	16.9%
1015000 · Savings - WA Trust Bank	110,110.55	0.00	100.0%
1020000 · Savings - APCU	145,983.55	309,138.46	-52.8%
1030000 · Chkg - APCU	3,673.35	107.59	3,314.2%
1200000 · CD#74 (APCU) .946% 3/11/23	0.00	45,179.76	-100.0%
1210000 · CD#75 EmerFund .946% 3/11/2023	0.00	45,298.92	-100.0%
1220000 · CD#76 Emer Fund 4.879% 4/7/2025	24,182.90	23,479.78	3.0%
1230000 · CD#77 (APCU) .946% 3/11/2023	0.00	34,200.73	-100.0%
1240000 · CD#78 (APCU) 1.587% 6-24-2024	78,798.74	77,711.04	1.4%
1250000 · CD #79 (APCU) 4.6% 3-16-2024	128,549.82	0.00	100.0%
Total Checking/Savings	<u>503,844.72</u>	<u>545,846.07</u>	-7.7%
Other Current Assets			
1500000 · Advance	0.00	157.14	-100.0%
Total Other Current Assets	<u>0.00</u>	<u>157.14</u>	-100.0%
Total Current Assets	<u>503,844.72</u>	<u>546,003.21</u>	-7.7%
TOTAL ASSETS	<u>503,844.72</u>	<u>546,003.21</u>	<u>-7.7%</u>
LIABILITIES & EQUITY			
Liabilities			
Current Liabilities			
Credit Cards			
2000000 · Credit Card	409.20	0.00	100.0%
Total Credit Cards	<u>409.20</u>	<u>0.00</u>	100.0%
Other Current Liabilities			
2100000 · Payroll Liabilities	1,223.88	508.90	140.5%
2500000 · Retirement Plan Payable	30.00	95.17	-68.5%
Total Other Current Liabilities	<u>1,253.88</u>	<u>604.07</u>	107.6%
Total Current Liabilities	<u>1,663.08</u>	<u>604.07</u>	175.3%
Total Liabilities	<u>1,663.08</u>	<u>604.07</u>	175.3%
Equity			
3900000 · Net Assets	550,527.20	598,939.65	-8.1%
Net Income	-48,345.56	-53,540.51	9.7%
Total Equity	<u>502,181.64</u>	<u>545,399.14</u>	-7.9%
TOTAL LIABILITIES & EQUITY	<u>503,844.72</u>	<u>546,003.21</u>	<u>-7.7%</u>



Operation Santa

By Isabella Lopez, Region 1 Committeeperson & Webmaster

Every year around Christmas, I'm sure each of you have come across Santa letters. Many offices have volunteers who take the time to write letters on behalf of Santa. But did you know that there is a national program that is approximately 111 years old that does that and more?

Santa Letters addressed to:

Santa Claus,
123 Elf Road,
North Pole 88888

When a person sends a letter to this address, it is uploaded to a database. Volunteers can adopt a letter writer and send a letter and gifts to the recipients

anonymously. Operation Santa is not a guarantee that the Santa letter writers will receive gifts since it solely relies on the generosity of those who sign up for the program to donate. The program begins November 20th and letters must be postmarked by December 11th. Letters must have a return name and address and must be legible. They must also have a first-class postage stamp, but senders can include more than one letter in an envelope. To find out more details about the program or to volunteer to be Santa, visit:

<https://www.uspsoperationsanta.com/>



Homegrown Heroes

By Estee Javinari, Region 2 Committeeperson

According to dictionary.com:

- 1 *noun, plural he roes; for 6 also he ros.*
- 2 *a person noted for courageous acts or nobility of character: He became a local hero when he saved the drowning child.: Compare heroine (def. 1).*
a person who, in the opinion of others, has special achievements, abilities, or personal qualities and is regarded as a role model or ideal: My older sister is my hero. Entrepreneurs are our modern heroes.: Compare heroine (def. 2).

Way to go, Washington State! Way to go Lower Columbia County! Way to go East-Vancouver Post Office! What is all this cheering about? Well, Washington's very own Patrick Pitts, National Executive Committeemen is now Vice President of the National Rural Letter Carriers' Association. District Representative of Washington State Monte Hartshorn was recognized for his work on the NRLCA Task Force and appreciation and dedication to the NRLCA. Melvin Walker, better known to Lower Columbia as Mel,

is Washington Rural Letter Carriers' Member of the Year for 2023. And Marcus Beck from East-Vancouver Delivery Unit is WestPac Area and Overall Hero of the Year for 2023.

I have not worked with the first three men directly and only through the being active in with this Association have I been able to. What a great privilege it was walking with the collection of green shirts at the National Convention during caucus night, in support for Patrick Pitts. I have known Monte and Mel from my very first union meeting. Monte, with his vast knowledge of USPS handbooks and manuals, makes me want to learn more every day. Mel always had kind words and although being retired from my first meeting, he still attends. Be sure to read the previous issue of WRC about Mel.

Let us talk about Marcus Beck, who selflessly and without any thought jumped into 2-3 feet of water to aid a woman who had flipped her car upside down

into it. Making sure she was okay, he called 911 and waited with her until emergency personnel arrived. He then called the supervisor, explained that he needed to go home for a quick change of clothes before finishing his route. Other carriers including myself did not know of this until the day he was recognized by the postmaster. Not only receiving the Hero of the Year award from our NRLCA, but was also recognized in the PMG Heroes program in the HEROES' Corner of liteblue. You can read more about it at usps.link/heroes with the date May 26, 2023 as well as other stories from the USPS. The PMG Heroes program has been around for 20 years, and it

features over 5,500 postal employees.

Being awarded a prize for dedication for what you believe in or saving someone from a life-or-death situation are two completely different views of being a hero. But they all carry the same traits of being a hero. They are kind, helpful, courageous, and selfless. There is no doubt that Patrick Pitts and Monte Hartshorn will continue to be WARLCA's frontline heroes. With their continued dedication to educating the members of our Association. Mel and Marcus, well let's just say they are the heroes I get to stand next to every day.

Way to go, Washington State! Way to go Lower Columbia County! Way to go East-Vancouver Post Office!



WASHINGTON'S HEROES

Top left: WARLCA Vice President Alicia Peterson accepts the Outstanding Member of the Year Award for Mel Walker who could not attend convention.

Top right: Patrick Pitts and Don Maston present Hero of The Year Awards to WARLCA Member, Marcus Beck (center). Marcus won Overall Hero in addition to Wes/Pac Hero.

Bottom left: Patrick Pitts (center) being sworn in as the new NRLCA Vice President.

Bottom right: WA District Representative Monte Hartshorn is presented an award by President Ronnie Stutts and Director of Steward Operations Shirley Baffa for his dedication to the rural craft on Task Force 1.



Meet Delsey!

By Delsey Reed, Region 3 Committeeperson

Hello! I work out of the Liberty Lake, Washington Post Office. I was a stay-at-home mom until my husband went back to school in 2000 and I became an RCA to help supplement our income. My intention was to work 3-4 days/week so I could still be available to my four children. Little did I know, I would work full-time for the next five years, at which time I became a regular carrier. During that time, our fifth child was born. Once I went regular, I joined the union. I spent the next years relying on others to answer my questions or find out information for me.

I was born in Idaho but have been lucky enough to live in Arizona, California, Washington, Tennessee, and Kentucky. I love to visit new places, I always jump at the opportunity to visit states I haven't visited before. My parents lived in Liberty Lake, and my mother worked for the Liberty Lake Post Office. When she was physically unable to work any longer, she brought the position to my attention thinking it would be a job that I would do well with.

I've seen several new postmasters in our office and been through the transition of going from using my own vehicle to an LLV, also all of the different scanners, to delivering Amazon. I had been content to stay in my own corner and rely on others to get the answers to my questions. A couple of years ago, I realized I needed to start getting serious about being in charge of my future, that no one would make sure I was getting the information but myself. In 2022, I went to State convention without being a delegate because I didn't get to go to our county meeting to get elected. I really wanted to go because they also offered a retirement seminar. It sure didn't take me long to realize how little I knew! That same year I also went to National Convention and realized I liked being able to vote on the resolutions and constitution changes.

When I was approached about being the Region 3 committeeperson, I thought "no way!" I was way too

busy with our farm where we raise chickens, pigs, and Scottish Highland cattle, let alone my children and six grandchildren. But we all are busy and what changed my mind is I've always stayed in my corner and just waited for the trickle down of information. Learning new things and growing as a person can't happen without getting a little uncomfortable so I decided to get out of my comfort zone and possibly inspire others to get involved in this Union. I love being a delegate and getting to vote and being a part of the decision making. I am looking forward to meeting new people and getting involved in the

county meetings. I look forward to meeting you, please don't hesitate to introduce yourself to me. Sincerely submitted, Delsey Reed

Learning new things and growing as a person can't happen without getting a little uncomfortable



If I fits, I sits. Photo submission by Jaymi Brampton in Marysville.



RRECS & The Union

By Brian Poage, Region 4 Committeeperson

With the implementation of RRECS, there are many rumors and feelings about the Union and why they didn't do more to make sure RRECS wasn't more thoroughly tested before rolling out. Well, anyone that has worked for the USPS for any amount of time should know there are always glitches on the rollout of a new system. I, for one, am not surprised how screwed up it was. I always hope that USPS breaks that tradition of not implementing anything before it's ready.

The Union had done its best to make sure we all had the necessary information to make sure all the figures were implemented correctly and that we had fair evaluations for every rural route. RRECS is one of the most, if not THE most, complicated endeavor the USPS has undertaken. Mostly every rural carrier had been wanting to get fairly paid for all the extra work and was properly compensated for all that work. This project started over 10 years ago to make this happen. Failure of training, inaccurate figures, and scans give all of us some crazy evaluations.

Fast forward to the present day, we are finding out all the glitches of implementation. Now, many carriers think "Why they didn't do more to prevent this?" One thing you must remember, the RRECS system had been sitting for over 10 years waiting to be used. After all the investment and time, it was

time to put all that work into the field. The USPS made that decision to throw it out there and see what happens. The Union did its best to prepare all of us for what might happen. Much time and effort was put in to make sure all rural carriers were prepared as much as possible.

Like with anything, there are many issues to work out and will continue to be worked out in the coming months. We all must be diligent and make sure we are keeping track of everything on our routes and fight for anything we don't think is correct. This is an ambitious endeavor to make sure that we all get paid for all the extra work we are doing. I don't believe any carrier thought

Like with anything, there are many issues to work out and will continue to be worked out in the coming months

how much the route evaluations could change so much.

The State Association and the Union are trying their best to get that information

out to everyone so we are as prepared as we can to make sure we catch everything we deserve and we get paid properly. This is part of our future now and we must make this work. Keep track of all the figures, make sure all edit books and mapping are done, and done correctly, and keep management accountable for anything that looks wrong. Stewards are there to help with any disputes that come up. Please utilize all the resources at your disposal to make sure you get all the right information to proceed.

Region Committee Person 4, Brian Poage





Scanner Tips & Tricks

By Lisa Benson, Editor

By now, likely every office is using the new cell-phone-sized scanners. Supposedly the Zebra scanners were going to be an upgrade to the Honeywell scanners we had been using. While, yes, there are some nice features to them, they were not the fix-all we hoped they would be. That said, in recent months, the Postal Service has rolled out some firmware updates that have added some helpful features. Here are a couple of scanner functions you may not know about.

First, let's take a look at the COA Update. We all know how frustrating it is to have a customer move out and submit a forward, with no PARS label received. In fact, sometimes the only way we find out there is a forward is if the customer complains that they're not receiving any forwarded mail. Sometimes, we end up having to ask the manager to look up a forward on the COARS system. Now, there is a better way. You have the ability to look up active forwards from your scanner. From the main menu, scroll down to COA Update, or hit C for the shortcut. This will bring up the search bar. From here, you can either scan the IMI barcode on a piece of mail to view all forwards from that address, or you can type in an address or a forward code (first four letters of last name and last three digits of house number, or zeroes in place of digits and hyphens in place of letters, e.g., "BENS792" if I did a forward from my POB). If a forward is active at the address, you can select it to view or edit it, as needed. If there is no forward on file, you can easily submit an employee generated forward, or 3575-Z, via the scanner. Simply return to the main menu and scroll down to Moved Left No Address, or hit N for the shortcut. A search bar pops up and you can either scan the barcode on the letter or type in the address. Once the address is populated, the scanner will ask you if the mail has been held for the required 10 days, and if so, you can submit a MLNA as either an individual, family, or business. Hit enter and you're done! A day or

Here are a couple of scanner functions you may not know about

two later, a PARS label will be generated for the electronically filed 3575-Z.

Another new function of the scanner is the ability to scan QR codes. Have you seen QR codes appearing on/near the address or tracking barcode? These are in fact the tracking number. If the barcode is mangled or missing, simply hit the scanner's laser over the QR code and the tracking number is entered. These codes have been appearing on all retail tracking labels, most Amazon packages, and an increasing number of labels from other shippers. No more hand typing the tracking numbers! Please note that the FedEx Parcel Select and UPS Mail Innovations labels do not yet have these codes on them, even if some do have a QR code present.

If you're unsure which QR codes will work, just try it. The scanner will tell you if it's an invalid code.

We hope the Postal Service will continue to rollout helpful scanner functionality, like for example, upgrades to how the RRECS activity entries are made. Keep an eye out for updates via our website, the NRLCA website, and our Facebook pages as well.





2024 Let's Go For More!

By Dawn Ayers, PAC Chair

Who wants to run a marathon with PAC?

The 2023 PAC year ended quite successfully as we raised \$21,261.26. I would like to thank each and every one of you that donated this past year! That's a huge increase from last year's total of \$8,725.

Who wants to run a marathon with me this year? Ok, not a physical marathon, no one wants to do that. This year's goal is \$26,219.00 which happens to be the distance of a marathon (26.219 miles) and in an effort to do that I have the following contest set up. Once we reach the goal of \$26,219.00, I will have a drawing for either a year's worth of massages or a massage chair. The winner gets to choose! (Not to exceed \$1,000.00). How do you get entered you might ask? Every \$50.00 you contribute to PAC gets you an entry into the drawing and sustaining donations count towards this goal. We must however reach the goal of \$26,219.00 in order to have the drawing for either option.

Second challenge is to increase our Sustaining

Donor Society (SDS). Members of our SDS contribute monthly or biweekly via EFT or payroll withholding. Sustaining donors are an excellent way to gather a steady stream of PAC donations which benefits us all! I challenge Washington State members to increase that number to 100 donors per month! Currently we have 42 members of the Sustaining Donor Society (SDS). Once we reach that goal, all current SDS members and new SDS members will be entered into a drawing for a Pulse massager valued at over \$300.00. You will find the forms to assist you in enrolling in the SDS in this paper. You can always

contact me as well if you need assistance.

Additionally, I will be coming up with a tracking program to keep track of individual donations. By doing this, each person will be able to know where they stand in regards to earning their pins.

Let's complete this marathon and reach \$26,219 this PAC year.

Let's do this!

Every \$50.00 you contribute to PAC gets you an entry into the drawing and sustaining donations count towards this goal

Pin Type	Donation Amount	Withholding	EFT Monthly
Contributor	\$100-\$499.99	\$4	\$9
Ruby	\$500-\$999.99	\$20	\$42
Diamond	\$1,000-\$1499.99	\$40	\$85
Emerald	\$1,500-\$1,999.99	\$60	\$125
Sapphire	\$2,000-\$2,999.99	\$80	\$175
Capitol Sapphire	\$3,000+	\$116	\$250

All In The Family

We all work so that our families can have a better life. Those of us that are involved our union do it so we can improve our work-life. Did you know there is a way to involve your families with the union through the NRLCA Auxiliary and Juniors Program. In 1924 the initial Auxiliary was established by the

spouses of Rural carriers and 27 states joined the charter with Washington being one of those 27 states. They established their motto in 1927 which was and still is "Cooperation Means Success". In 1935 the Juniors Program was introduced by the Auxiliary with their motto being "We Help to Serve".

The Auxiliary is made up from the spouses of NRLCA members. They sponsor the Juniors Program and work with them during conventions as well. The Juniors are the children and grandchildren of NRLCA members in good standing and their spouses. The Juniors participate by having their own board, practicing Parliamentary procedure and working on projects while their parents are in meetings.

In 2018, our state reestablished The Family Plan with a vote to change our constitution by the membership present at that state convention. The Family Plan is the Auxiliary and Juniors program and is partially financed through our dues. We each pay \$8.00

per year to help fund the Family Plan. The Auxiliary board consists of a President, Vice President and a Secretary-Treasurer. At minimum we need those three positions filled in order to operate in our state. We are looking for spouses of Rural Carriers to help make up the Auxiliary so we can turn our conventions into a family friendly experience and help teach our Juniors about the parliamentary procedures and how to serve the community while having fun! Please contact me, Dawn Ayers, either by phone at 253-468-2119 or by email at WAFamilyPlan@gmail.com. I look forward to hearing from you!



Signing up for Withholding

Active carriers may elect to use one of their three payroll allotments to donate every two weeks. You must sign up for withholding exclusively through PostalEase.

Have readily available your **8-digit Employee ID Number** (on your paycheck stub) and your **4-digit USPS PIN or password**. If you don't have your USPS PIN, you will need to call PostalEase at: 877-477-3273. Press #1 for PostalEase. When prompted, enter your employee identification number. When prompted for your pin, pause, and then press #2. Your PIN will be mailed to your address on the next business day.

Steps for signing up online:

1. Add your Employee I.D. number to the end of the 9-digit NRLCA-PAC account (**163055555**) to create your PostalEase account number.
2. Now you are ready to log into: **liteblue.usps.gov**.
3. Enter your employee I.D. number and password, then click "log on."
4. Click on "PostalEase."
5. Click on "I Agree."
6. Enter your Employee I.D. and password again and log in.
7. Click on "Allotments/Payroll NTB."
8. Click on "Continue."
9. Click on "Allotments."
10. Enter the following Financial Institution routing number: **051400549**.

11. Enter your NRLCA account number: **163055555_ _ _ _ _ _ _ _**, followed by your Employee I.D. (No hyphens, No breaks, 17 digits total).
12. Enter account type as "Checking."
13. Enter the amount you want to be taken out **every two [2] weeks** – not the amount you want to give yearly.
14. Click on "Validate."
15. Click on "Submit."
16. Click on "print page" to see and print your confirmation number for your records.

Steps for signing up by phone:

1. Dial 1-877-477-3273 (1-877-4PS-EASE).
2. Press "1" for PostalEase.
3. When prompted, enter your Employee ID Number.
4. When prompted, enter your USPS Pin Number.
5. When prompted, choose option #2 to select Payroll Allotments.
6. When prompted, choose option #1 to select type of Allotment. When prompted, press "2" to continue.
7. When prompted, press "3" to continue to 'ADD' the allotment.
8. When prompted, add routing number: 051400549.
9. When prompted, add the NRLCA-PAC account # followed by your Employee ID Number. It should look like: 163055555_ _ _ _ _ _ _ . No hyphens, 17 digits total.
10. If correct, Press "1." When prompted, press "1" for checking.



RRECS Disputes

By Monte Hartshorn, District Representative



I started to write this article on September 30th which is the day that most routes should have received their new PS Form 4241-As. Management is supposed to print three copies of the PS 4241-A: One goes in management’s files, one goes in the route book, and the one with the regular’s salary is to be handed to the regular carrier. The PS 4241-A has the route’s standard hours and the route’s official evaluation. In addition to the PS 4241-A, the carrier should request a copy of the PS 4241-M. The PS 4241-M is a three-page document that shows the daily time credit for each of the RRECS time standards. The first step to determine if the RRECS evaluation of the route is correct is that the PS 4241-M must be reviewed line by line. (Note: The Safety/Service line will be a “0”. The time credit for Safety/Service talks will be in the miscellaneous time.)

Rural route disputes must be submitted by October 20th, 2023

All Washington District routes will have a RRECS evaluation effective October 7, 2023. We will no longer have any “frozen” routes. To dispute the RRECS evaluation, the first step is to fill out the Rural Route Evaluation Dispute Form (September 2023 version). Fill out the top informational part first. Make sure to

use a separate dispute form for **each** dispute you may have. Each carrier needs to do their own dispute form(s), there are no “class” disputes. The Rural Route Evaluation Dispute Form is to be filled out jointly by the rural carrier and the postmaster/designee. The carrier needs to fill out what filed on the 4241-A is being disputed and then writes a reason for the dispute. The postmaster then writes a response to the dispute. We had several disputes where the carrier and manager had agreed, there was no documentation. Just a statement from the carrier saying that something was wrong (example: “My dismounts are wrong”) and management’s agreement. We could not correct the error because the dispute did not tell us what was credited and what should have been credited. **It is important to make sure that you prove what you are disputing.**

All disputes must have attached a PS Form 4241-A, a PS Form 4241-M, and the LTM Data Page at a minimum. Rural route disputes must be submitted by October 20th, 2023. Some examples of items that may be disputed and the information needed:

Mini Mail Survey

- | | |
|----------------------|--|
| PARS Labels | Mini Mail Survey (MMS) Summary Page; Carrier documentation. |
| Random Letters | MMS Summary Page; Carrier Documentation |
| Random Flats | MMS Summary Page; Carrier Documentation |
| Miscellaneous Time | MMS Summary Page; Carrier Documentation with explanation of exactly what is missing. |
| Office Walk Distance | Office Walking Distance Sheet; Carrier documentation showing exactly what was missing. |

4241-A Disputes

- | | |
|---------------------------|---|
| Box Count | DPM/LTM Summary Page; Edit Book Summary Page (Box Count taken at end of MMS). |
| WSS Letters (Office Time) | MDD Scan Report for previous 52 weeks; Carrier documentation |
| WSS Flats (Office Time) | Same as WSS Letters |
| Boxholder Letters | Same as WSS Letters |
| Boxholder Flats | Same as WSS Letters |
| DPS Letters (Office Time) | EOR or RADAR reports. (Note: Only for routes with less than 400 pieces |

Carrier Route Flats (Office Time)	of DPS in a day or two runs of DPS on the same day)
Carrier Pick Up Forms (Office Time)	RADAR Report; Carrier Documentation
Postage Dues (Office Time)	MDD Scan Report (52 weeks); Carrier documentation
Load Time	Same as Carrier Pick-up.
Collection Compartments	MDD Scan Report (52 Weeks)
Daily Dismounts	DPM Dismount Worksheet/LTM Summary Sheet
Daily Dismount Distance	DPM Dismount Worksheet/LTM Summary Sheet
Blue Collection Box	DPM Dismount Worksheet/LTM Summary Sheet
Service Inter Unit	LTM Data Page
Traffic Control Points	LTM Data Page
Fuel	LTM Data Page
USPS Provided Vehicle	PS 4241-A
Rural Reach	Same as Carrier Pickup

Route Length: The carrier should make sure that both the DPM/LTM is correct. The route is measured from parking place at the Post Office back to the parking place. The distance is measured along the normal lane of travel; no distance “zigging” to mailboxes or going up driveways. If the route distance is still in dispute, then the carrier may require (in writing) per Article 30.1.E.

Mark-Ups: There is no specific time for mark-ups. The credit given is based on mail volume.

Drive Speed: Based upon the increments created by the DPM/LTM mapping.

The route evaluation major components come from the Edit Book, the DMP/LTM mapping, and the rural carrier’s use of the MDD scanner. We have postal policy requiring that each route submit their edit book on a monthly basis. Once the edit book is returned, the rural carrier is to update the DPM/LTM mapping each month. Both the edit book and the mapping is to be done during the End-of-Shift (EOS) duties. The EOS begins when the carrier re-

turns to the Post Office and enters “Return2DU” and ends when the carrier enters “Clock Out” or “PM Casing”. Both the edit book and the DPM/LTM mapping thus become part of our evaluations.

Local Stewards:

We currently only have local stewards in 34 of approximately 200 offices/branches that have rural delivery. The local steward is paid by the Postal Service for the investigation and adjudication of grievances. If the Postal Service is going to continue to violate our contract, we need to make sure that they pay for processing the grievances in addition to paying the carrier for the violation. Some of the needed traits for a local steward is the ability to communicate in a professional manner, a desire to learn more about our contract, and integrity. The local steward is the foundation of our NSS Steward System. If you are interested in becoming a local steward, please reach out to any of the District Representatives.

Ignorance May Be Bliss, But It Will Cost You!!!

Thank You, Local Stewards!

Erica Aguilera-Quintero, Sequim	Amber Mandy Comstock, Newport	Steward
Dawn Anderson, Benton City; Area Steward	Carl Denser Jr., Spokane (Northpointe)	Laura Martin, Colville
Jennifer Ansorge, Walla Walla	Susan Durgan, Port Angeles	Tina McCay, Wapato
Laura Aries, Langley	Cynthia Hanson, Sumner (Bonney Lake)	Kristen Kristy McKee, Chehalis
James Arvin, Cheney	Sophia Hoppe, Vashon	Katre Milliron, Chelan
Dawn Ayers, Sumner (main)	Stacie Jackman, Greenacres	Julia Nast, Spokane (Sunset Hill)
Lisa Benson, Marysville	Kristina Jones, Burlington	Alicia Peterson, Eatonville; ADR
David Blackmer, Monroe	Chris Kaufmann, Eastsound	Thomas Petrie, Olympia
Andrea Brown, Gig Harbor	Alexis Laine, Poulsbo	Renee Pitts, ADR
Crystal Carrasco, Arlington	Christiana Lee, Roy	Bryan Potter, Oak Harbor
Shelby Christensen, Shelton	Isa Lopez, Lake Stevens; Area	David Scott, Selah
Wa Chu, Yakima		Jeffrey Taylor, ADR
		Irene Yalung, Woodinville

RURAL ROUTE EVALUATION DISPUTE FORM

USE SEPARATE SHEET FOR EACH DISPUTED ITEM

DATE: _____

Carrier Name: _____

Route #: _____

Management Official: _____

Title: _____

Carrier Phone: _____

Office Phone: _____

Installation: _____

Finance Number: _____

Effective Date of Evaluation: _____

Zip Code: _____

Instructions: When the assigned carrier has identified potential errors on PS Form 4241-A, the below information will be completed by the carrier and a local management representative. Upon completion, forward this form with all relevant documents for District review.

1. In Dispute (PS Form 4241-A Field): _____

2. Carrier's Reason For Dispute:

3. Management's Response To Dispute:

4. Supporting Documentation (List and Attach Copies):

Carrier Initials and Date:

Manager Initials and Date:

NOTE: THE ABOVE INFORMATION IS TO BE COMPLETED BY THE CARRIER AND INSTALLATION HEAD OR DESIGNEE. THIS FORM AND APPROPRIATE DOCUMENTATION ARE TO BE FORWARDED TO THE DISTRICT MANAGER LABOR RELATIONS AND THE NRLCA DISTRICT REPRESENTATIVE NO LATER THAN OCTOBER 20, 2023. ELECTRONIC SUBMISSIONS ARE ACCEPTABLE.



Editor's Note: In the previous issue, I unknowingly cut off the last few lines, so here it is again in its entirety. Sorry Jeff!

Annual Report

By Jeffrey Taylor, Assistant District Representative

NRLCA P/T ASSISTANT DISTRICT REP ANNUAL REPORT

JEFF TAYLOR

WA and ID-MT-OR DISTRICTS

JULY 1, 2021 – JUNE 30, 2022

I served as a P/T ADR from July 1, 2022 – June 30, 2023.

Over the past year, I have experienced an overwhelming increase in grievance activity. The number of grievances increased from 155 to 202. A great majority of the grievances resulted from poor staffing, whether it was the hiring and retention of leave replacements, the resignations of both leave replacements and regular rural carriers, and, of course, the regular carriers who were able to retire! In a nutshell, here is my main activity report for the past year:

LWOP taken: 123

Total grievances: 202

33 Class Action contractual

164 individual contractual

5 disciplinary (0 Letters of Warning, 0 Probationary Terminations, 1 Emergency Procedures/Placements,

1 Seven Day Suspensions, 1 Fourteen Day Suspensions, 1 Proposed Notice of Removal, 1 Notice of Removal

196 of the aforementioned grievances were settled at Step 1 with monetary payments totaling \$161,259.95

1 of them was appealed and settled at Step 2 with monetary payments totaling \$567.64

Total monetary payments: \$161,827.59, LODs accounting for \$48,676.85 of that total

There are currently 5 contractual grievances being held in abeyance at Step 2, 16 in the RCEDP and 2 contractual grievances open at Step 1

Step 1 Discussions: 14

Step 1 Meetings: 130

Step 2 Meetings: 6

Investigative Interviews: 51

Day of Reflection Meetings: 0

Labor Management Meetings: 19

2022 NRLCA National Convention delegate: (chose not to attend due to COVID issues in Florida at the time)

2022 Local Steward Enhancement Training: 2

New Local Steward Certifications: 0

2023 WARLCA State Convention delegate

County Meetings Attended: 6

ID District Meeting Attended: 2

NRLCA RRECS Zoom Meetings/Classes: 6

USPS Job Fairs: 5

Miles Driven: 4411 POV miles, 478 rental car miles

Phone Calls Logged: 1532

I would like to thank the NRLCA NSS for allowing me to act in this Steward capacity for the Washington and Idaho-Montana-Oregon Districts. I would like to thank Executive Committeeman Patrick Pitts, District Representative Monte Hartshorn (WA District) and Hershel Howard (ID-MT-OR District), along with all of my fellow ADRs, Renee' Pitts, Alicia Peterson, Oksana Tropets, Linda Halbur, and Patrick Lewis in the two districts to which I'm assigned. Of course, I must not leave out all of the Local and Area Stewards of which there are too many to list! I want to personally thank all the Regular Rural Carriers, Rural Carrier Associates, and Assistant Rural Carriers who work so hard to get the mail and parcels delivered during these unusual times. Most of my thanks needs to go to my precious Jan Marie, who has been an inspiration to me and supporting me in every way possible.

Respectfully Submitted,

Jeffrey L Taylor

OPEN SEASON 2024

WHEN

Nov. 13 – Dec. 11

WHO & WHERE

Active carriers:

- > PostalEase
- > HRSSC 877-477-3273 *select option 5

Retired carriers/ Annuitants:

- > OPM 877-767-6738
- > <https://retireefehb.opm.gov/Annuitant/Home/Default>

Brought to you-by-you neighborhood Rural Carrier Benefit Plan, RCBP representative. Being a rural carrier gives you the obvious reason why you can sign up for this plan. But sign up for the wonderful benefits and reward incentives to be added to your PayFlex debit card to be used for eligible medical expense.

Preventive Care In-network \$NOTHING
Labs done through Quest Diagnostic or LabCorp \$NOTHING
Maternity Care In-network \$NOTHING
Chiropractic In-network \$NOTHING

CUSTOMER SERVICE:

800-638-8432

INFO USEFUL LINKS:

RCBPHEALTH.COM

NRLCA.ORG/CONTENT/INSURANCEDETALS

OPM.GOV/HEALTHCARE-INSURANCE

PAYFLEX REWARDS

EARN \$25:

- SELECT A PCP
- GET YOUR FLU SHOT

EARN \$50:

- BREAST CANCER SCREENING
- CERVICAL CANCER SCREENING
- COLORECTAL CANCER SCREENING

EARN \$75:

- COMPLETE 6 HEALTH COACHING SESSIONS OVER THE PHONE

18 AND OLDER

- Take an HRA \$100
- Biometric Screening through Quest Diagnostics \$100

PARTNERS

- ABLE TO
- ACCORDANT
- AETNA
- CVS CAREMARK
- HINGE HEALTH
- LABCORP
- PINNACLE CARE
- QUEST DIAGNOSTICS
- SLEEPIO
- TRESTLE TREE

**APRIL
3-5**

**Historic and
charming
mining town
in the heart of
the Colorado
Rockies. Hosted
at a brand
new hotel and
casino!**



Registration is \$75 per person *(no refunds)*.
Make checks payable to NRLCA-COWSC.
Mail to **Tammy Smith**
33954 St Hwy 167
Fowler, CO 81039

WESTERN STATES CONFERENCE 2024

**CHAMONIX CASINO HOTEL
CRIPPLE CREEK, CO.**

Name _____

Address _____

Phone _____

Number of people _____ @ \$75 per person _____

WASHINGTON RURAL LETTER CARRIERS 116TH STATE CONVENTION JUNE 3,4,5 2024



The Centennial

303 West North River Drive

Spokane, Washington 99201

Rooms \$124/night

Become a delegate at your county's annual meeting to participate and be eligible for a \$250 allowance and mileage reimbursement

Easy walking distance to Riverfront park and several restaurants

Heated outdoor pool

Espresso café, bar and onsite restaurant

More information: warlca.com

The Centennial

Washington PAC Challenge

This year my goal for our States PAC contributions will be a record for our state.

\$26,000.00

When we make this goal (August-July 15th, 2024) we will have a drawing for year's worth of massages or a massage chair! Winner gets to choose!
(Not to exceed \$800.00)

How do you get entered?

Every \$50.00 you contribute gets you an entry into the drawing
Sustaining donations count towards this goal.

We must meet the goal of **\$26,000.00** in order to have the drawing for either option. Last year we contributed over \$21,000 which is amazing so I know we can do this.
If every member donated \$16.00 we would exceed that goal.

LET'S DO THIS!



Or



(Sample picture only)

Minutes From July 24-27, 2023, Board Meeting Hampton Inn Ellensburg

Monday July 24, 2023: In attendance: President Kurt Eckrem, Vice President Alicia Peterson, Secretary-Treasurer Lorrie Crow, RCP1 Isa Lopez, RCP2 Estee Javinjar, RCP3 Delsey Reed, due to an injury RCP4 was not in attendance. Meeting was called to order at 1:35 PM.

The ground rules were reviewed and Kurt Eckrem read the mission statement. The ground rules were approved without any changes. The Pre and Post Convention Board Minutes were reviewed and approved.

Teleconference with DR Monte Hartshorn; He spoke on RRECS and the total number of disputes that have been filed district wide. The next mini mail survey will go from August 25 through September 8. Monte is willing to do two Zoom meetings pertaining to the mini mail survey and a review of the scanner. It was agreed that the Zoom meeting would take place on August 20 from 3:00 to 5:00 PM and August 24 from 6:30 to 8:30. Discussed having another Zoom meeting in October about reading the 4241-Ms and how to file a dispute. There is a new "acting general manager" Don Kravos out of Las Vegas. The majority of the routes have not had their mapping updated for three months or more. Alicia asked permission to post on the website the color-coded time schedule pertaining to the edit books and mapping, Monte was agreeable.

The Board Policy was reviewed and accepted without change. We have been asked to support Patrick Pitts as the Washington Board. We don't have unanimous support but agreed to support his bid for national officer by consensus.

Officer reports were made, with a few concerns that need to be dealt with. The county president for East Central has stepped down. All counties in region 1 have scheduled their summer meetings. Everyone was reminded to have the county officers send the secretary-treasurer their meeting notice information.

There is currently a dispute on the final bill with Best Western Plus Silverdale Hotel, Kurt Eckrem and Lorrie Crow are working on settling the matter. The hotel didn't charge the attendees of the Convention for many of their rooms and are attempting to charge the association. We don't feel that we should have to shoulder the financial responsibility. Meeting adjourned 5:21 PM

Tuesday July 25, 2023 Meeting called to order at 8:09 AM, with all in attendance, including RCP4 Brian Poage.

Kurt explained the difference between unanimous vs consensus to make an informed decision on the question of how we will be supporting Patrick Pitts candidacy in the upcoming elections. It was asked and agreed that the board would support Patrick's bid for VP with Board consensus.

The budget for the 2023-2024 year was decided, including ADOP estimates for each position. Budgets for WSC, state and national conventions were discussed and will be revisited at a later date.

It was discussed and agreed that in order to receive the \$500 allowance for Western States all attendees will be

required to complete and turn in to the President a survey in order to get their check.

In August the WARLCA will host two Zoom meetings in conjunction with the NSS, Monte will present information on RRECS and scanning. Lorrie will draft postcards to announce the meetings and us Click2Print for mailing.

Because of the outdated equipment that the association owns and much of it is no longer reliable, it was agreed by consensus that the Secretary-Treasurer purchase two HP laptops at Costco not to exceed \$300.

Kurt will contact WTB to set up online access for him, Alicia suggested that the VP be put on all bank accounts in case of an emergency. Lorrie will check into this. Lorrie will update all vouchers to include a line for attending county meetings and the Washington Cares Act Tax line. Broke for Lunch at 12:00PM. Called to order at 1:11 PM

Sara Duke sent email officially resigning as the East Central County President. How to persuade her to stay on at least until the next meeting was discussed as well as asking Jeff Taylor to counsel her on the matter. It was agreed that she resigned and that it would not be ethical to try to persuade her to change her mind.

It was agreed that RCPs should encourage the counties to start scheduling their meetings and encourage those that only have one or two a year to have more. They should also have specific topics in mind and should ask their NSS representatives if there are any hot topics they want to discuss.

Using different sized postcard stock was discussed as well as using different colored stock. It was also suggested that Lorrie add something to the address side of the post card.

Katie Peterson requested that the Association provide Apple Valley with a computer and printer to carry out their respective duties as county officials. After a lengthy discussion it was decided that it would not be a good idea to start that practice.

It was also decided that to save money we would try having two separate County Officer Trainings, one on either side of the state. RCP1 and RCP2 with the VP will handle the one on the West side of the state. And RCP3, RCP4 with the S/T will handle the one on the East side of the state. It was also agreed that the LM4 training would be done last. A few counties have already completed their LM4s, but the East side of the state has several new officers.

RCP duties and responsibilities: They are there to support the county officers not to run the meeting. As back up they should have any forms the county officer may need. Kurt went over what forms the RCPs should have on hand; many will be handed out as examples at the upcoming officers' training. It is also the duty of the RCPs to swear in the newly elected county officers. Kurt will send out an updated list of the handouts that the RCPs should

have with them at county meetings. Brian suggested that we hand out a sheet with QR codes for the social media sites.

Isa asked that we put something on the website that states that most of the Board are not Stewards and cannot answer contractual questions. Alicia suggested that we ask Monte how he would like the notice to be worded. Many of the board Members get phone calls from carriers with their grievances.

Meeting adjourned at 5:00PM. Wednesday July 26, 2023, Meeting called to order at 8:05 AM. In attendance: President Eckrem, S/T Crow, RCP1 Lopez, RCP2 Javinari, RCP3 Reed, VP Peterson and RCP4 Poage absent due to personal emergencies.

Updated equipment list and discussed the purchase of new equipment. It was by unanimous consent that Lorrie purchases a desk top document scanner.

It was agreed by consensus that the board will take a full day during the next board meeting at the storage unit going through old tubs and preparing them for a scheduled shredding, providing a receipt for the shredding. We will also review the equipment and decide what needs to be destroyed, and what needs to be kept.

Meeting called to order at 8:05 AM. In attendance: President Eckrem, S/T Crow, RCP1 Lopez, RCP2 Javinari, RCP3 Reed, VP Peterson and RCP4 Poage absent due to personal emergencies.

Briefly revisited the Budget.

Membership and Correspondence - It was agreed that if a board member or appointed official sends any correspondence out on the WARLCA letterhead a copy of the letter needs to be sent to the Secretary-Treasurer. Always use the most current version. If receiving correspondence from a member it should also be shared with the board. Anything contractual needs to be referred to Monte Harts-horn or another NSS official.

Non-Member Recruitment - We periodically send out recruitment letters, Kurt works on recruiting PTFs. Lorrie works on nonmember RCAs and regulars. Nonmember regulars will get a \$100 check for joining and the recruiter will get \$50. Kurt asked for any suggestions on recruitment ideas. The S/T is required to do statewide nonmember recruitment annually.

RAFT- It was agreed that we continue with the program. If nonmembers come to a meeting, they must join the union in order to attend. The person bringing them would be eligible to receive the raft program.

There must be three or more at orientation in order for us to do the presentation as a board member. Academy instructors are catching a lot of new hires at training. Delsey and Lorrie will go to an orientation together so Delsey can get training. Kurt was wondering if Dawn Boyer might be interested in doing some orientations. We are looking for someone in the Vancouver area to be a recruiter. Isa explained how and when the academy instructors do the union presentation. Kurt would like to know who is instructing and where, only because he would like to be able to send them supplies for new members, i.e. bank bags,

pens, lanyards, calendars, 1187s, and stamped envelopes.

Kurt updated board on the current legislation. Not much has happened with this Congress and there probably won't be any movement on bills. RCPs should have fact sheets with them at the county meeting. The buy back bill is a hot topic but has not been reintroduced. Broke for lunch 12:00 PM- returned at 1:08 PM. Brian was able to return to the meeting during the lunch break.

PAC - Dawn asked that we post the sustaining donor contest on both the webpage and Facebook.

WRC - Reviewed the first draft of the WRC, the extra convention issues will be mailed directly to Lorrie. The deadline for articles to the board is September 30th. We will continue to include Alaska Carriers on our mailing list.

It was agreed that we should start recognizing rural carriers for their postal related achievements and post it on both Facebook and the webpage. There hasn't been a lot of things to send out on the email updates, it was agreed that it should be used for important information only.

Spent the afternoon reviewing the Officers Training Power Point and handouts. Put the officers' training manual together along with miscellaneous handouts. Meeting adjourned at 5:00 PM. Thursday July 27, 2023 called to order at 8:05 AM

Auxiliary - There has not been any interest from membership spouses in getting started up again. The state dues portion are coming back to the state, national has suspended the state Auxiliary due to lack of officers.

Digitizing the past copies of the paper proved to be extremely expensive and was stopped for the time being. The possibility of Brian doing it in conjunction with an orientation was discussed and it was decided to have Brian give it a try and see how long it takes.

The next Board Meeting will be held at the Centennial Hotel in Spokane on October 16-19 2023 and will include a visit to storage unit.

Winter Zoom Meeting? Will be decided at next meeting.

Winter Board Meeting - East side could fly over to the west side for meeting. Tabled until the next meeting.

Finished putting the county training packets together.

Reviewed with Brian what he missed.

It was agreed that we would start putting lanyards, pens, and strap cutters in bank bag for new members.

Brian will be compensated for one full day and two half days. Brian asked which was preferred the 4240 or 1314 to be submitted with vouchers, it was verified that the Board Policy states either is acceptable.

It was agreed that Lorrie would upgrade the McAfee subscription to a family plan and provide the members with a union computer for the information. If Lorrie can find a good deal on Microsoft Surface Pros (under \$300) purchase two.

Kurt received a message from Paige Barrett, she found Apple Valley Meeting Minutes dating back to April 2006. Paige will send them on the 1st of August. Meeting adjourned at 10:00 AM

WARLCA Membership Statistics



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

Sharrah Dennis

Joe Carey

Iola Olsen

Laura Orton

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

Membership Longevity Awards

Last Name	First Name	MI	Award Type	Date Awarded
BROWN	DELMOND	O	60	1/25/2018
JOHNSON	DAVID		60	2/6/2018
KERN	KARL	F	70	3/7/2018
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

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.

Member Totals by Class		Nonmember Totals by Class	
Regular	1,104	70-5 — ARC	223
PTF	92	71 — Regular	176
Retired	260	74 — RCA VAC RT	2
Associate	2	76 — PTF	21
RCA	439	78 — RCA	241
Retired Associate	1	79 — RCA AUX RT	12
Recently Retired	14	Total	675
ARC	39		
Cash-Paid	27		
Total	1,978		

Congratulations Retirees!

Marcie K Diamond, Wapato
 Verlene K Groves, Prosser
 Paul L Hamilton Jr., Mead
 Melissa A Jackson, Forks
 Trina I Jury, Bremerton
 Jeralyn Y Mahlum, Centralia
 Daniel L Martin, Gig Harbor
 Bonnita M McLaury, Duvall
 Theresa A Navarrette, Vancouver
 Vanhda Ngonevolalath, Seattle
 Kathleen L Pedersen, Stanwood
 Dino A Romanelli, Greenacres
 Marilyn R Watts, Ocean Park

Revised 2/2023
NRLCA Form 1187

UNITED STATES POSTAL SERVICE AUTHORIZATION FOR DEDUCTION OF DUES

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

(USPS EMPLOYEE I.D. NUMBER)

LASTNAME FIRSTNAME MI

MAILINGADDRESS — INCLUDING APT# IF APPLICABLE CITY STATE ZIP CODE +4

EMAIL ADDRESS

POSTAL INSTALLATION WHERE EMPLOYED ZIP CODE OF INSTALLATION INSTALLATION FINANCE NO.

SECTION A - AUTHORIZATION BY EMPLOYEE

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

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

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

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

EMPLOYEE SIGNATURE DATE PHONE EMAIL ADDRESS

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 \$ _____ per pay period.

\$31.88 for Regulars and PTF \$11.38 for Relief and ARC

LOC #	STATE
	WA
DATE	REMIT #

Lorrie Crow 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:

LORRIE S. CROW
WARLCA STATE SECRETARY-TREASURER
1208A SLIDE CREEK RD
COLVILLE, WA 99114

Recruiter EIN:
Name:
Address:

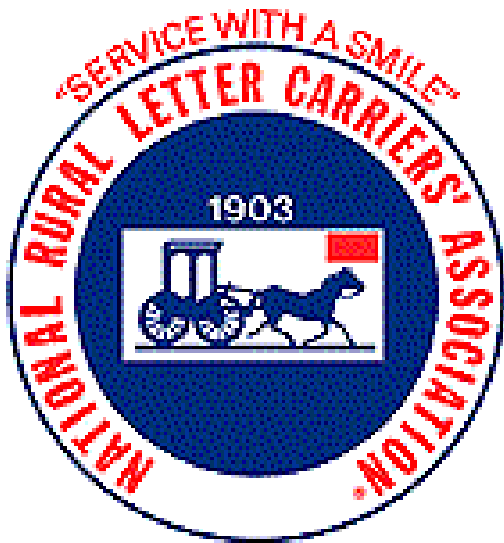
Washington Rural Carrier
1208A Slide Creek Rd
Colville WA 99114-8766

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

TIME SENSITIVE



Upcoming Dates to Remember

- Oct 15-21 2023: Steward Appreciation Week
- Oct 20 2023: Deadline for RRECS Disputes
- Dec 2 2023: Christmas OT Period Begins
- Jan 13 2024: New Leave Year Begins
- Feb 3-9 2024: Relief Carrier Appreciation Week
- Feb 4 2024: National Thank A Mail Carrier Day
- Apr 3-5 2024: Western States Conference, Cripple Creek CO
- Jun 3-5 2024: State Convention, Spokane WA
- Aug 27-30 2024: National Convention, Reno NV
- Sep 15 2024: Rural Carrier Remembrance Day



www.warlca.com



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