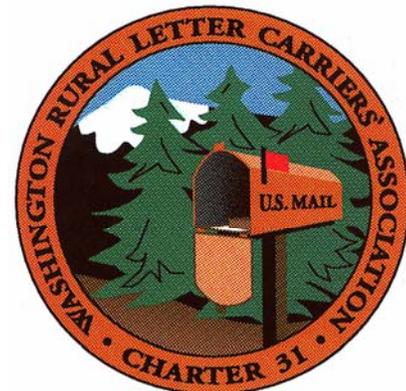


# Washington Rural Carrier

Official Publication of the Washington Rural Letter Carriers' Association

Spring 2018

**At State Convention, You Can Meet**



*Where Service Begins With a Smile*

Clifford D. Dailing of Missouri was re-elected as Secretary-Treasurer of the National Rural Letter Carriers' Association in National Harbor, Maryland, on Friday, August 18, 2017. Currently, the Association represents over 113,000 members and has an annual operating budget of approximately 30 million dollars.

(continue reading on page 4)

**Want to be a  
Trainer?**

See page 8!

**State Convention!  
WSC!**

**Don't Stand Idly  
By**

Your Union needs you!

**Count is Over**

Now what?

**Scheduling Woes?**

You have rights

**Fe-Mail Carriers**

A history of excellence

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**Sign Up For Email Updates!**

Need to know when the next training seminars are? Find out about upcoming political actions. Get news on contests and promotions!

Here's how:

1. Open your email program. Or, scan the QR code below with your smart phone.

2. Send an email to [emailsignup@warlca.com](mailto:emailsignup@warlca.com)

3. Include the following in your email:

- Name
- Office
- Designation (Regular, Relief, Retired)
- County Unit
- Local Steward? (Yes/No)

4. You will receive a confirmation email.

5. Once your membership is verified, you will receive confirmation from

[updates@warlca.com](mailto:updates@warlca.com)

Keep in the loop! Scan this QR code with your smart phone to instantly sign up for WARLCA email updates!



## Notice of 2018 State Convention and Election of Officers:

The annual State Convention of the Washington Rural Letter Carriers' Association (WARLCA) will officially begin Sunday, at 8:30 a.m., June 24, 2018 and adjourn at the close of business on Tuesday, June 26, 2018. The State Convention will be held at Red Lion Hotel, 2525 N 20<sup>th</sup> Ave. Pasco, WA 99301. Business sessions include voting on proposed constitution changes and resolutions, elections of officers, speakers, and other business that may be brought forth to the delegates.

The following officers will be elected:

President	Two-Year Term
Vice President	One-Year Term*
Secretary-Treasurer	Two-Year Term
Region Two Committeeperson	Two-Year Term
Region Four Committeeperson	Two-Year Term

\* Proviso: The election of the Vice President at the 2018 State Convention will be for a one-year term, and thereafter the term of the Vice President shall be a two-year term, beginning with the election at the 2019 State Convention.

There will also be elections to fill vacancies if any of the other positions become vacant during State Convention. A Nominating Committee will nominate at least one candidate for each of the offices. Nominations for any positions may be made from the floor.

This notification fulfills the requirements of pertinent labor laws issued by the Department of Labor, United States Government.

**Are you planning on running for the position of WARLCA President, Vice President, Secretary-Treasurer, Region Two Committeeperson or Region Four Committeeperson at the 2018 State Convention?**

**If so, please set this date aside: Wednesday, June 27, 2018.**

If you are elected, there will be a Board meeting on Wednesday, June 27, 2018 from 8 a.m. to approximately noon for all elected State Officers. The first full board meeting will be in July 2018. The date will be announced later or you can contact your Board for more information.

## Hey Rural Carriers!

Does your post office have a local steward? Do you have an interest in protecting your rights as a worker? Do you know when management is up to their tricks and you don't stand for it? Maybe your coworkers look to you for advice?

Become a local steward! Currently, only about 20% of post offices with rural delivery have a local steward assigned to them. When a local steward is in an office, the Postal Service bears the cost of any grievance activity by compensating the local steward accordingly. If an office does not have a local steward, the cost of all grievance activity, including pre-disciplinary interviews, is borne by the National Rural Letter Carriers' Association.

Make the Postal Service financially responsible for all grievance activity...

**Become a Local Steward!**

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(continued from cover)

Clifford began his Postal Service career at Thompson, Missouri, being hired in 1982 as a Rural Carrier Relief (RCR). He was converted to the status of Rural Carrier Associate (RCA) on April 11, 1987. On June 18, 1988, Clifford was appointed as a regular carrier on Rural Route 3 in Fayette, Missouri, after having been the successful Management Sectional Center (MSC)-wide bidder 31 miles from his home of Centralia, Missouri.

Clifford served the Missouri Rural Letter Carriers' Association in several offices from Local, District and State Secretary-Treasurer, Vice President, plus Local and Assistant State Steward.

Clifford pursued his committed desire to work for the members of the NRLCA by seeking and being elected to the position of Secretary-Treasurer of the National Rural Letter Carriers' Association at the 1996 National Convention in Charleston, West Virginia.

Clifford comes from a Postal family and a rural Missouri community of approximately 4,000. He now resides in Arlington, Virginia, as one of the NRLCA Resident Officers with his wife, Kelley. Clifford and Kelley have 3 sons and a daughter-in-law and one new grandson, Brandon and Chantal and baby Leo live in Geneva, Switzerland, Taylor lives in Centralia, Missouri and Trenton lives in Auburn, California.



## State Convention & WSC

By Paige Barrett, Region 4 Committeeperson & Provident Guild Rep

### Western States Conference

Western States Conference is JUST a few weeks away! April 19-21 in Cheyenne, WY at the Little America Hotel and Resort. You will find a registration form in this issue of WRC. While you have missed the deadline for early registration and a reduced conference registration fee, you CAN still go! The fee is \$85.00.

Why should you go? It's a lot like a national convention, but better in some ways. Most if not all the national officers will be there. But there will be a lot less people so the opportunity to be able to talk to them is far greater. You will have the opportunity to attend breakouts with different national officers conducting a variety of seminars for you to choose from. You will hear from national officers about the state of the union, and where we are at regarding the time study program. And of course, there is the opportunity to reunite with fellow carriers from 10 other

### Washington State Convention

The 2018 Washington State Convention is going to be held June 23-26 in Pasco, WA at the Red Lion Inn. Please be sure to attend your upcoming annual meeting to become a credentialed delegate, entitled to vote and receive reimbursement. There is a **\$75 fee per delegate for registration**; however, the fee will be

states whom you have formed, or will form, friendships with. I look forward to seeing you there!

There are some rules, NOT MANY, for being reimbursed for Western States Conference. They are as follows:

**Each member MUST attend all the business sessions of Western State Conference.**

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

**The President or designee will write an article for email distribution and for the WRC.**

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

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

**waived for the following:**

If the registration form and payment is **received** in the office of the State Secretary-Treasurer by June 1, 2018 **and** purchase one meal function, (NOT including the meet and greet). Please note: if registration form and payment are received after June 1,

2018, a \$75 registration fee is **required** and the purchase of meal functions may **not** be guaranteed.

June 23 is simply going to have a meet and greet time with a dessert auction. If you plan to attend, please bring a scrumptious dessert to be auctioned off with the proceeds to benefit PAC.

June 24 will be the first day of business sessions. We are honored to have NRLCA Secretary-Treasurer Clifford Dailing with us this year throughout the entire convention. We will also welcome Senator Jim Honeyford to the podium as he shares some thoughts about the Postal Service with us. We will have breakout sessions where ALL delegates will be assigned to a committee to review the various business of the association. This is not optional. We need everyone to review and suggest any changes they may see needed on the committee they are assigned to. The assignments will be announced on this day. All are welcome to the county officers' recognition dinner which is free to newly elected and pre-registered 2018/19 presidents, vice presidents, secretary-treasurers, legislative liaisons, and PAC chairs. All others wishing to attend may with cost being \$30 per person. It will be a Smokehouse BBQ Buffet.

## **Standing Rules for State Convention**

1. Each session shall start at the time announced in the convention program.
2. The convention shall proceed using *Robert's Rules of Order, Newly Revised (11th edition)*.
3. Voting on specific issues shall be by use of YEA/NAY cards.
4. Non-delegates may be recognized and allowed to speak at the discretion of the Chair.
5. Only duly elected and seated delegates shall be allowed to vote on any issue before the convention body.
6. The reports of the Officers of the WARLCA shall not be read to the delegation.
7. Before a member can make a motion or address the convention, the member must rise and be recognized by the Chair, state his/her name, whether a delegate or non-delegate, and his/her county affiliation.
8. Resolutions shall be read, and if no objection is voiced, shall be considered passed at the sound of the gavel by the Chair.
9. Any resolution objected to shall be brought before the delegates for consideration after all resolutions have been presented. The delegate who objected to the resolution shall be allowed to present his/her argument or call for clarification at the second reading.

June 25 will be our second day of business. We will begin the process of voting on county-passed constitution changes and resolutions. To end our day, we will enjoy a south of the border buffet and be entertained outdoors by a local steel drum band, Bram Brata. Bring your swimsuit along for this meal as it will be poolside! (Weather permitting) The cost of this meal is \$40.

June 26 will be our third day of convention. We will finish up voting on county-passed constitution changes and resolutions. We will also be electing officers to the positions of WARLCA president, vice president, secretary-treasurer, region 2 committeeperson and region 4 committeeperson. There will be no food functions on this last day.

It had been mentioned in previous promotions for this event that tours of the Hanford site would be an optional entertainment prior to or after the convention. Those tour dates still have not been posted on the website as of April 1. If this is something you are interested in doing, please continue to check back on the website at <https://tours.hanford.gov/historicTours/> for upcoming tour dates and times.

The delegate-at-large for the county unit of origin or a designee shall be allowed to present the first argument for the resolution.

10. During the second reading of resolutions, the time limit for consideration shall not exceed ten minutes, including all amendments to the resolution, unless time is extended by a majority vote of the delegates. Amendments shall be permitted only on binding resolutions.

11. During the consideration of resolutions at the second reading, the con and pro shall alternate, with a two-minute time limit per person.

12. Delegates shall be allowed to speak no more than twice on a the same resolution. If at any time during consideration there is no opposing position presented, the resolution shall be brought to an immediate vote of the delegates.

13. Campaign materials may only be distributed at or near the entrance of the convention floor. There shall be no campaigning, nor distribution of campaign material, on the convention floor, with the exception of campaign speeches made from the podium. For the purposes of this standing rule, the convention floor is defined as any room where convention business is conducted.

14. Once nominations are closed for each officer position, and prior to voting, each candidate shall receive up to four minutes to address the delegation.

15. A maximum of five minutes per candidate per officer position will be allowed for questions by the delegates. Each question shall be limited to one minute. Responses by the candidates shall be limited to

two minutes per question. No delegate may ask a second question while another delegate is waiting in line. No delegate may ask more than two questions per officer position.

16. These rules shall be in force throughout the convention, unless amended by a two-thirds vote of the delegates.

## Western States Conference 2018

Washington

Arizona

Idaho

Nevada

California



Oregon

New Mexico

Utah

Montana

Colorado

### Date: April 19 through April 21, 2018

(Thursday afternoon through Saturday)

Location: Little America Hotel and Resort

2800 West Lincoln Way Cheyenne, Wyoming 82009

Phone # 1-800-235-6396

Room rates: \$93.00 a night if reserved by April 1, 2018

This rate is also available 2 days prior and 2 days after the conference

Ask for group: Western States Conference

Conference Registration                      number                      total

Conference Reservation is \$70.00 X \_\_\_\_\_ \$ \_\_\_\_\_

After April 1, 2018, it goes up to \$85.00,

Make your reservations and registration early.

Please print    total enclosed \_\_\_\_\_

Name \_\_\_\_\_

Address \_\_\_\_\_

City, State, zip \_\_\_\_\_

Phone # \_\_\_\_\_ email \_\_\_\_\_

Enclose Check (payable to Wyoming Rural Letter Carriers) add \$15.00 late fee if mailed after

April 1, 2018 to: WSC 820 Park Ave, Cody, WY 82414

Green Ride Shuttle from DIA to Cheyenne, [www.greenrideco.com](http://www.greenrideco.com) phone # 307-459-4433

Questions: call Greggie Byrd at (307)461-0062 or email [Greggie.byrd@nrlca.org](mailto:Greggie.byrd@nrlca.org)

**WARLCA 2018 STATE CONVENTION REGISTRATION**

**June 24, 25, & 26, 2018**

**Red Lion Hotel Pasco**

**2525 N 20th Ave., Pasco WA 99301**

**Room Rates under Washington Rural Letter Carrier special rate: \$98 single/double and \$108 triple/quad/premium**

**Includes free breakfast buffet for those staying at the Red Lion Hotel Pasco**

**Call (800) 733 5466 or (509) 547-0701 -- ROOM RESERVATION DEADLINE IS JUNE 1, 2018**

NAME: \_\_\_\_\_ 1<sup>ST</sup> TIME ATTENDING? \_\_\_\_\_

PHYSICAL STREET ADDRESS: \_\_\_\_\_

CITY: \_\_\_\_\_ STATE: \_\_\_\_\_ ZIP CODE: \_\_\_\_\_

PHONE: \_\_\_\_\_ Staying at Red Lion Hotel Yes/No? \_\_\_\_\_ # of nights \_\_\_\_\_ Under What Name? \_\_\_\_\_

Post office where you work: \_\_\_\_\_ Will you be using ferry or tolls to drive to convention? Yes/No? \_\_\_\_\_

County Unit you are from: \_\_\_\_\_ 17/18 County Officer? \_\_\_\_\_ If Yes, What Position? \_\_\_\_\_

There is a **\$75.00 fee per delegate for registration**; however the fee will be **waived for the following**:

- 1. If this registration form and payment is **received** in the office of the State Secretary/Treasurer by June 1, 2018, **and** purchase one meal function, (not including the meet and greet)

Note: If registration form and payment are received after June 1, 2018, a \$75 registration **fee is required** and the purchase of meal functions may **not** be guaranteed.

**Saturday, June 23, 2018: Meet and Greet Dessert Auction -7pm to 8:30pm All are Welcome**

**Cost \$5.00 (under age 2 free) Beverage service provided Fun Games-Good Times #attending \_\_\_\_\_ \$ \_\_\_\_\_**

Bring your favorite homemade or store bought dessert to be auctioned off to benefit PAC.  
Dessert donations count towards PAC.

Donating dessert item? YES or NO

**Sunday June 24: FIRST DAY OF CONVENTION STARTS AT 8:30AM**

**1<sup>ST</sup> Timers to Convention Meeting at 8am (free)** #attending \_\_\_\_\_

**County Officers Recognition Dinner 6 PM. All are welcome**

Free to newly elected and pre-registered 2018/2019 Presidents, Vice Presidents, Secretary/Treasurers, and 2018/2019 appointed and pre-registered County Liaisons and PAC Chairs.  
Smokehouse BBQ Buffet

**Cost to others \$30.00 #attending free \_\_\_\_\_ # attending paying \_\_\_\_\_ \$ \_\_\_\_\_**

**Monday June 25: Monday Buffet Dinner 6:30 PM: SECOND DAY OF CONVENTION STARTS AT 8AM**

South of the Border Buffet with Steel Drum Band (Bram Brata). Pool side party weather permitting

**Cost \$40.00 #attending \_\_\_\_\_ \$ \_\_\_\_\_**

**Tuesday June 26: THIRD DAY OF CONVENTION STARTS AT 8AM**

No food functions

**Total Enclosed \$ \_\_\_\_\_**

**CHECK HERE IF NOT ATTENDING FULL CONVENTION** (If checked you will not receive a delegate check) \_\_\_\_\_

**CHECK HERE IF NEEDING VEGETARIAN OR SPECIAL MEALS DUE TO ALLERGIES:** \_\_\_\_\_

(Please also contact warlca@gmail.com with your request)

Make **Checks** Payable to: **WARLCA** and send to **2811 N Chase Ln., Liberty Lake WA 99019-5002**

Note: If you find you are unable to attend, please contact Becky Wendlandt for refund at warlca@gmail.com, however, **no refunds after June 10<sup>th</sup>, 2018**, until after convention and approved by board since we have to guarantee total number of meals ahead of time.



## VACANCY ANNOUNCEMENT

**ISSUE DATE:**

**CLOSING DATE:** Open

**MAIL TO:**

US Postal Service,  
Seattle Processing & Distribution Center  
Attn: Alisa Masunaga, MLDD  
10700 27<sup>th</sup> Ave S  
Seattle, WA 98168 - 1899

**TITLE: RURAL CARRIER CRAFT INSTRUCTOR (AD-HOC), Learning Development & Diversity**

**TOUR:** 2

**NON WORK DAYS:** VARIED

**FINANCE NUMBER:** 54-7621

**PERSONS ELIGIBLE TO APPLY:** Open to all Regular Rural Carriers who have at least one year of experience as a Regular Rural Carrier.

**LOCATION:**

**DUTY STATION:** Seattle Customer Service & Sales District. (Please indicate zip code where you are employed)

**FUNCTIONAL PURPOSE:**

Basic duties and responsibilities of the ad-hoc detail will include the following:

1. Provide CLASSROOM and ON-THE-JOB instruction to new employees on all aspects of the Rural Carrier position.
2. Provide instruction on safety awareness and accident prevention.
3. Maintain accurate training records.
4. Effectively maintain a rural carrier training unit. Instructors must maintain training materials and forms, update case labels, and perform other necessary administrative functions.

**POSITION/PROFICIENCY REQUIREMENTS:** Applicants must have demonstrated to a sufficient degree the following knowledge, skills, and abilities to assure adequate performance in the position:

1. Ability to work effectively without immediate supervision.
2. Ability to interpret instructions, specifications, and regulations.
3. Ability to instruct effectively.
4. Ability to understand readily and comply with written and oral instructions and give readily understandable information in oral and written form.
5. Ability to apply laws, regulations, rulings, and procedures pertinent to the work to be performed.
6. Ability to work well with others.
7. Good customer relations.
8. Excellent safety record.
9. Good personal habits.

**ADDITIONAL INFORMATION:** Regular Rural Carriers acting as instructors are paid the daily evaluated rate for their route, regardless of any instructor assignment, based on their normal evaluated compensation system or mileage system. No EMA mileage is paid to rural carriers acting as instructors.

**SPECIAL CONDITIONS:**

1. Applicants must possess a current valid Washington or Idaho State Driver's License as applicable.
2. Selected instructors must successfully complete Course #10021726, Adult Learning Facilitation – VLR or Adult Training Certification and Job Instructor Training



## Seeking On-the-Job Trainers

By Renee' Pitts, Assistant District Representative

---

Do you know your duties and responsibilities? Are you a person who likes to meet new people and help them succeed? Do you work effectively without immediate supervision? Do you work well with others; have good customer relations, and an excellent safety record?

Then submit your name to be a certified On-the-Job Trainer (OJT).

With the change in 2016 to the new hire process, the need to have certified trainers has increased. My goal would be to have one or two certified trainers in every office. The more trainers we have to assist our new Rural Carrier Associates (RCA), the better it is for us all. Hopefully the retention rate of RCAs will increase which means our membership will grow also. If the Postal Service has a greater retention rate that helps rural carriers by allowing them to have an actual relief day, it keeps down the pressure of exceeding 2,080 actual work hours and you can have some well-needed time off.

To be an OJT you must have one year of service as a regular carrier to train newly hired RCAs. Relief carriers must have one year of service to train newly hired Assistant Rural Carrier (ARC).

If you are interested in becoming an On the Job Trainer you now can submit your name to Renee' Pitts and/or your immediate supervisor for approval by both the NRLCA and Seattle District management representatives. You can reach me at Renee.Pitts@NRLCA.ORG or (360)893-9182.

### **Rural Carrier Academy Instructor**

We have also opened up the application process for Rural Carrier Academy Trainers.

You will need to create an e-Career profile, which will become your application for the selection process.

Here is help to guide you through the process.

First go to [liteblue.usps.gov](http://liteblue.usps.gov), then in the center of the page, click e-Careers. Once you are on the Career page, click on "Go to e-Career Now". Note: e-Career requires you enable JavaScript on your web browser.

Now you are ready to start your profile. To do this you will select Candidate Profile. Once you fill out your basic information then you will click Register.

As you complete each section, you should save the information. The system will lock you out after about 20 minutes. It is helpful to put your summary of accomplishments and special skills on a Word document and then cut and paste onto the profile.

Make sure you address all of the Position/Proficiency Requirements on the Vacancy Announcement. After you complete each section of the profile, a check mark will appear on the tab. When you have completed the profile, review your data overview then, if everything is good to go, print the profile and mail it along with a supervisor recommendation/evaluation to the address listed on the vacancy announcement.

### **MAIL TO:**

US Postal Service,  
Seattle Processing & Distribution Center  
Attn: Alisa Masunaga, MLDD  
10700 27th Ave S  
Seattle, WA 98168-1899

Selected instructors must successfully complete Course #10021726, Adult Learning Facilitation and #21505-00, Job Instructor Training.

**If you are interested in the Rural Carrier Academy Trainer position, please follow the instructions in the attached vacancy announcement.**



## Get Involved!

By Levi Hanson, WARLCA President & Historian

Do you find yourself wanting to make positive change? Do you feel the need to get more involved in the union for the betterment of your fellow carriers? If yes, then please consider applying for an appointed position with the WARLCA.

As listed in our Constitution, the appointed positions within the WARLCA are Editor of the *Washington Rural Carrier* (the official publication of the WARLCA), Provident Guild Director, Political Action Committee (PAC) Director, and Webmaster. In addition, the Board has agreed to appoint members to the following positions: Legislative Director, Historian, and Rural Carrier Benefit Plan (RCBP) Representative.

Each appointee serves a one-year term from the close of state convention until the close of the following year's convention. All appointees are appointed by the President in conjunction with the Board. Appointees are expected to comply with the State and National Constitutions, the State Officers' Resource Manual, WARLCA Board Policy, all applicable rules and laws as set forth by Congress and the Department of Labor and as outlined in the LMRDA Compliance Guide, and abide by state and local laws. Appointees are also required to agree to and sign the WARLCA Social Media Policy, the Confidentiality Statement, Records/Retention Policy, the Written Conflict of Interest Policy, the Equipment Preservation Policy, and any other policies as deemed necessary by the Board. Appointees may be asked to submit articles for publication in the *Washington Rural Carrier*. Appointed positions are unpaid unless the Board determines otherwise, except for the Editor who is compensated on a per issue basis.

If interested in becoming an appointee, please write a letter that includes the position or positions you're interested in, the reason you want to be considered for that position, any experience relevant to the desired position, and explain how your particular

set of skills would benefit the members of the WARLCA, should you be appointed. Letters should arrive no later than June 16, 2018 and be mailed to Levi Hanson, WARLCA President, 8304 N Northview Ct, Spokane, WA 99208 or emailed to warlcapresident@gmail.com.

Following are brief descriptions of the appointed positions, their obligations, and duties. Duties other than those listed here may be required of appointees as determined by the Board.

### Editor

The Editor will be expected to solicit articles from elected/appointed officers; write articles for publication quarterly; be proficient with MS Word, MS Publisher, and Adobe InDesign software; adhere to deadlines; be familiar with copyright and libel laws; communicate with the printing company; respond to emails on a regular basis; attend Board meetings

when requested; actively participate in all other WARLCA sponsored meetings; and attend the Editors' seminar at National Convention if in attendance.

### Auto Insurance Director

The Auto Insurance Director will act as an intermediary between Rural Carriers and the insurance company by promoting insurance policies, assisting members to apply for insurance, communicating with the Insurance Company Plan Director, reviewing reports of program successes, acquiring promotional materials from the insurance company, and participating in a meeting at National Convention if in attendance.

### Provident Guild Director

Participate in the annual meeting at National Convention if in attendance; promote and explain Provident Guild to the membership; submit articles to the WRC; recruit Provident Guild members; keep needed forms readily available; follow up with delinquent members; and assist families in claiming death benefits.

**Do you feel the need to get more involved in the union for the betterment of your fellow carriers?**

### Political Action Committee Director

Be familiar with the NRLCA PAC Handbook; educate members on the purpose of PAC; inform rural carriers of legislative issues of importance and help carriers avoid violation of the Hatch Act; raise funds through raffles, auctions or other means; collect and submit those funds to NRLCA PAC; keep records and provide regular reports to the Board; and attend required meetings including State Convention and the PAC Chairman's meeting at National Convention if in attendance.

### Webmaster

Regularly maintain and update the WARLCA website; manage domains; be familiar with website development and publishing; send email updates to the membership; report website activity to the Board; and attend meetings as required.

### Legislative Director

Keep members informed on legislative issues; provide information for communicating with elected officials; help educate members by attending meet-

ings; coordinate with the NRLCA Director of Governmental Affairs; maintain active communication with county legislative liaisons; and update the Board on legislative issues affecting rural carriers.

### Historian

Work with the WARLCA Secretary to maintain the archives and preserve historical documents for state and county units; collect and preserve interesting articles/stories about rural carriers and rural delivery; interview carriers, retirees, and family members; encourage county units to collect interesting/historical data; and promote public relations.

### Rural Carrier Benefit Plan Representative

Work closely with the NRLCA Health Benefit Director; attend state meetings; inform new regular and relief carriers of available plans; promote those plans; and provide informational materials to members.

Questions regarding appointed positions should be directed to President Levi Hanson at warlcapresident@gmail.com or 509-280-8610.



## What Does it Mean to Belong to A Union?

By Kurt Eckrem, WARLCA Vice President & Legislative Director

When you read the title of this article, did you think about what it means that **YOU** belong to the NRLCA? Is it only that dues are taken out of your paycheck, and nothing else? Is it merely figuring that if something isn't right with your paycheck, or management isn't following the rules, there is someone else who will fix it? Does union membership only mean you get a magazine in the mail every now and then, and that maybe you will read it at some point?

The online Bing dictionary defines the word 'union' as: *a combination so formed, especially an alliance or confederation of people, parties, or political entities for mutual interest or benefit.* Another definition it includes is: *an organized association of workers formed to protect and further their rights and interests; a labor union.* The common thread in virtually every definition of the word 'union' is that participants in a union get some benefit from joining together; that individuals, when united, have an advantage they wouldn't have if they remained separate. There are many references to the power of working together. Aesop, in one of

his fables, wrote "in union, there is strength". An old African proverb says, "Enough spiders, working together, can tie down a lion". In nature, which is more successful, the 'lone wolf', or a pack of wolves working together?

Have you ever stopped to think of all the things workers, mostly through their labor unions, have fought for and accomplished over the decades, things that make your job more bearable? Social Security, minimum wage, the 8-hour work day and the 40-hour week, overtime pay, sick leave, annual leave, seniority, paid holidays, pensions, access to health benefits, the list goes on and on. What about the protections offered by Occupational Safety and Health Administration (OSHA), Office of Workers' Compensation Programs (OWCP), Family Medical Leave Act (FMLA), and the Fair Labor Standards Act (FLSA)? These were not created because of the generosity of employers, but because of the demands of the workers. There are laws against discrimination and harassment in the workplace and child labor laws because

workers saw the need, and united to make it happen. All of us can look at the list and pick out one or two things we think we can do without, but what about another employee who counts on those same items to get by? Not only do all of these past accomplishments benefit just the union worker but have raised the standard of living for other workers as well.

Now, do you just take for granted that all the things I listed in the last paragraph will still be there next month? Next year? The rest of your career? I wouldn't count on it. How would your job be if paid sick leave was eliminated? What if management could award a route to whomever they wanted? What if you misdelivered a package, you were fired, and there was no union to help you keep your job? Make no mistake, unions are under attack. Not just the labor organizations themselves, but your ability to join together and exercise the power that being united can bring. The corporations and the CEOs and the one percent would much prefer a low-paid, disposable workforce, incapable of banding together and creating any kind of pressure to change that. Look around at the laws being passed, the right-to-work laws, the requirements on not paying union dues, the historic low numbers in union membership. If we aren't vigilant, if we don't stand together to assure we maintain the pay and protections we now enjoy, they will be eroded away. Anything we lose now will be doubly hard to get back. This is not a time to be complacent.

So, back to my first question. What does it mean that YOU belong to the NRLCA? Yes, you pay dues.

That money goes to assure that the stewards are adequately trained to help and protect you. It's also used to provide the information you need to know about what your rights and responsibilities are, through the magazines, the websites, and things like count trainings. Your dues are also used to hold meetings where you can get together with fellow rural carriers to discuss issues, ask questions, and vote on any changes you would like to see and on which members you want to represent you. Along with the advantages associated with union membership, there is also, however, an obligation. That obligation is to keep the union strong. It can be as simple as keeping yourself informed on the National Agreement, the PO-603,

*Enough spiders, working together, can tie down a lion.*

what your rights and responsibilities as a rural carrier are, and sharing that information with your coworkers. It means standing up for your coworkers if they are being picked on,

and not turning a blind eye to contractual violations. It means being a good example to non-members, by working to make changes you believe are necessary, and not just complaining and bad-mouthing the union. It means not making up excuses to skip meetings because you think they are inconvenient or boring. It can also mean becoming a local steward, voting when you receive a ballot, showing up at count trainings and contract ratification meetings, and caring about the rural craft that YOU are a part of. A union is at its strongest when all the members do their part. Remember the spiders.



## Secretary-Treasurer's Report for Spring

By Becky Wendlandt, WARLCA Secretary-Treasurer & RCBP Rep

**Want to see changes in our contract?** Do you think "somebody else" will do it? Well if you want changes, then it is up to you. Your county officers and state board can't do it for you; their job is to provide meetings, hold elections, complete the volume of legal requirements from DOL (Department of Labor) and IRS, as well as work on legislative issues.

Your NRLCA stewards can't do it for you; their job is to enforce the contract (whether they agree with it or not). The only officers, who are legally entitled to negotiate with the USPS and are voted into office by your national convention delegates, are the NRLCA officers. If you want changes, you need to let the NRLCA officers know what you want. How, you

ask? By submitting county resolutions, and/or going to state convention and telling your national officer, and/or going to Western States Conference and telling all of the national officers in attendance. Actually this is exciting news, because you have the opportunity to talk in person with the national officers. How many of us actually get to talk in person with our Congressmen or President? YOU have the same opportunity as everyone else to make a difference in YOUR career. You want change? Let them know! Even if you can't attend the complete state convention, come on Sunday and tell your national officer what you think needs to be changed.

**Changes for county units that have funds:** I just got back from National Sec-Treas training and we now need to make some changes to our county units that have funds in order to comply with National's guidelines. Starting July 1, all counties that have funds will now need to make the following changes:

1. The APCU account must have the current President, Vice President, and Secretary-Treasurer listed as signatures on the county APCU account. They must be updated each year if any new officers are elected.

2. The APCU monthly statement must be sent to the County President, who will review it, sign it, and send it to the County Sec-Treas for saving it in the official files.

3. All County Officers must audit the books each year and verify the APCU account, as well as certifying the accuracy of the LM for income and expenditures.

There are no changes in that any expenditure must first be authorized at the county meeting and recorded in the minutes. We will go over this at the county officers' dinner at State Convention.

**Membership slowly increasing!** We now have, as of today, 2,074 members (from 1,998 this time last year). However, at any given day depending on what data report has been generated by USPS, we can go down 20 to 40 members. Increasing membership is like trying to create a wall with shifting sand and no water. While I am still amazed how many dues forms I enter in the database each week (from 10 to 40), I realize that we just don't keep those new hires. And we all know why: routes that don't accurately reflect the amount of time it takes to complete them, LLVs that are not reliable, extreme stress and pressure from management, not enough training or time to

learn the route, and other problems. I have personally called relief carriers to see if they are still employed and I hear the same answers. The system is broken and can't be fixed until the USPS does those exit reviews and finds out where, when, how it is broken and really does something about it. Right now, all they do is just hire more.

As for non-members, we are down to 601, but truthfully out of those 601 are 192 ARCs and NRLCA has found out that the database has not been updating our ARCs for when they are separated. Just out of my calling and mailings to them, I believe we might have only 60 that are still working.

**Want to be a state convention delegate?** Please plan on attending your county's annual meeting to put your name in for state convention delegate at Pasco, WA on June 24-25-26, 2018. You will get a county meeting notice detailing the date and time of your county meeting, and you can also check the warlca.com website for dates, times, locations, etc. All county credentialed delegates receive round trip mileage at IRS rate of \$0.535 per mile (cap at 850

miles) and \$250.00 state convention allowance for attending the entirety of all three days of convention. However, there is a possibility if we go over our \$25,000 cap, then all delegates would be reduced by

the same percentage. Not likely to happen, but I still have to tell you.

**2018/2019 County Officer Dinner:** I hope all 2018/2019 county officers will plan on attending the 2018 state convention county officer dinner. Enjoy eating dinner with other county officers and sharing ideas and suggestions. We have a great bunch of dedicated county officers who work hard on doing the county union business and representing their members. I am very proud of them and enjoy working with each and every one! It takes a team and Washington state has the best! Thank you!

**Have you checked the WARLCA.com website out?** Have any suggestions or ideas please let us know. We want to have information on our website concerning our state, and not repeat what is on NRLCA.org website, so that there is incentive for non-members to sign up to get on NRLCA.org website.

As always, I am an email (warlca@gmail.com) or phone call (509) 710-7840 away. I look forward to hearing from you.

Rebecca (Becky) Wendlandt

***If you want changes, you need to let the NRLCA officers know what you want. How, you ask?***

Washington Rural Carrier — Spring 2018

NAME	Jul-17	Aug-17	Sep-17	Oct-17	Nov-17	Dec-17	18-Jan	18-Feb	18-Mar	18-Apr	May-18	Jun-18	Total	Total For Year
Tara Mohr	0	4	0	3	0	0	0	0	0				7	
<b>Tara Lost s/l annual</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>				<b>0</b>	<b>7</b>
Becky Wendlandt	5	9	4	10	5	3	7	7	10				60	
Levi Hanson	1	4	0	4	1	0	0	2	0				12	
<b>Levi Lost s/l annual</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>				<b>0</b>	<b>12</b>
Lisa Benson	0	0	0	0	0	0	0	0	0				0	
<b>Lisa Lost s/l annual</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>				<b>0</b>	<b>0</b>
Paige Barrett	0	3	0	4	1	0	0	0	0				8	
<b>Paige Lost s/l annual</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1.5</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>				<b>1.5</b>	<b>9.5</b>
Lorrie Crow	0	3	0	4	0	0	0	0	0				7	
<b>Lorrie Lost s/l annual</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>				<b>0</b>	<b>7</b>
Kurt Eckrem	1	4	2	7	1	1	0	1	2				19	
<b>Kurt Lost s/l annual</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>4.5</b>	<b>0</b>	<b>0</b>	<b>0</b>				<b>4.5</b>	<b>23.5</b>
Stella Fazzino	2	4	0	8	2	0	3	3	0				22	
<b>Stella Lost s/l annual</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>				<b>0</b>	<b>22</b>
<b>TOTALS</b>	<b>9.00</b>	<b>31.00</b>	<b>6.00</b>	<b>40.00</b>	<b>11.50</b>	<b>8.50</b>	<b>10.00</b>	<b>13.00</b>	<b>12.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>141.00</b>	<b>81.00</b>

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

<b>Statement of Activities</b>	<b>Jul '17—Mar '18</b>	<b>Budget</b>
<b>Income</b>		
4000000 · National General Ins...	14,877.21	14,000.00
4050000 · Membership RAFT	1,000.00	1,000.00
4100000 · Interest / Dividends	1,736.89	2,400.00
4200000 · Membership Dues	182,526.90	239,050.00
4400000 · Reimbursements	45.32	1,000.00
4500000 · Sales	240.00	4,100.00
<b>Total Income</b>	<b>200,426.32</b>	<b>260,550.00</b>
<b>Expense</b>		
5000000 · Accounting Fees	4,225.00	4,500.00
5100000 · Awards & Recognition	450.00	70.00
5300000 · Employee Benefits	4,083.48	5,000.00
5400000 · Equipment	0.00	1,250.00
5600000 · Lodging	2,918.44	11,800.00
5700000 · National Convention	55,298.96	55,699.00
5800000 · Office Expense	845.55	1,850.00
5900000 · Payroll Taxes	4,588.77	9,000.00
6000000 · Per Capita Dues	896.00	4,350.00
6100000 · Postage	4,894.95	4,475.00
6200000 · Printing	293.09	600.00
6600000 · Salaries and Wages	52,463.52	104,010.00
6700000 · State Meetings	972.24	32,000.00
6701000 · State Paper	5,518.54	7,650.00
6900000 · Telephone & Internet	1,043.00	1,325.00
7000000 · Travel	5,631.61	11,170.00
7100000 · Website Expenses	0.00	0.00
7200000 · Western States Conf	642.50	5,630.00
<b>Total Expense</b>	<b>144,765.65</b>	<b>259,129.00</b>
<b>Net Income</b>	<b>55,660.67</b>	<b>1,421.00</b>

<b>Statement of Financial Position</b>	<b>Mar 31 '18</b>
<b>ASSETS</b>	
Checking/Savings	
1010000 · Chkg - WA Trust Bank	6,436.57
1020000 · Savings - APCU	100,117.53
1030000 · Chkg - APCU	387.25
1041000 · C.D.#75 12mo	41,802.09
1410000 · C.D.#71 APCU 12 mo	0.00
1430000 · C.D.#77 APCU 12 mo	31,590.08
1460000 · C.D.#74 APCU 12mo	41,802.09
1470000 · C.D.#76APCU24mo	21,662.53
<b>Total Checking/Savings</b>	<b>243,798.14</b>
<b>TOTAL ASSETS</b>	<b>243,798.14</b>
<b>LIABILITIES &amp; EQUITY</b>	
Liabilities	
2100000 · Payroll Liabilities	213.15
<b>Total Liabilities</b>	<b>213.15</b>
Equity	
3900000 · Net Assets	187,924.32
Net Income	55,660.67
<b>Total Equity</b>	<b>243,584.99</b>
<b>TOTAL LIABILITIES &amp; EQUITY</b>	<b>243,798.14</b>



## Message of Hope and Thanks

By Tara Mohr, Region 1 Committeeperson & PAC Chair

After my last article on depression, I was approached by a member at the Whatcom county meeting. She asked, "how do I find hope?" To say the least, I was surprised that anyone even reads what I put to paper and gave her a standard lame answer. It took me three days of reflecting on her question before I called her. I will give you the same answer. This story could go back way before the post office, but I will start there.

Many moons ago back when I was an RCA, I was finally able to bid on a route. I was so excited to put my name on paper and put it in the bid box. That week, I was attacked by a customer. I was sent to the hospital and was not allowed to return to work until an investigation was done. When the postal inspectors showed up, I remembered to invoke my Weingarten rights. I then contacted my

*The point is that without that bad thing that happened to me, I would not be where I am today ...*

knight in shining armor, Renee Cowan now Renee Pitts. I was out of work for months and I called everyone I could to get back. Renee Pitts listened to me cry on a daily basis. When she came in to represent me, she was calm, cool, and collected. People listened when she spoke. She got me back to work. At

that point, I wanted to be like her and help people.

That started my union involvement.

The point is that without that bad thing that happened to me, I would not be where I am today or

have the friends that I am forever grateful for. So my answer to this carrier is that we may not always understand the bad things that happen to us at the time, but it might push us to where we need to be in the future.

Taralee Mohr  
425-238-4316

### PAC Update

Our total is \$13,875 and we are running 10th in the nation in aggregate and 6th in per capita. The per capita figures that national has are wrong because our number of members have greatly increased from the 1,881 that is stated in the national paper. Please see your RCP at your meetings. They have one room available for auction for this year's State Convention. State Convention will have a dessert auction and games to help you part with your hard earned cash.

Sad news for King-Snohomish County we have lost a huge sustaining donor to Mutual County. Congrats, Patrick Pitts. Mutual County just might beat King-Snohomish this year in the total and per capita challenge.

Taralee Mohr  
PAC Chair



## Protecting Your Integrity

By Stella Fazzino, Region 2 Committeeperson & EAP DAC Rep

What does integrity mean to you? The Merriam Webster dictionary defines integrity as a firm adher-

ence to a code of especially moral or artistic values: incorruptibility. I can remember always reminding

my children to go out into the world and make good choices. Integrity is making the same choices when no one is watching that you would make in front of people. We work at a place where the public expects absolute dedication and honesty, while behind the scenes our employer wants us to cut every corner yet still make it appear that we don't. How do we still garner integrity in the service we provide to our customers and preserve our own while at the mercy of the USPS? Do you think you're not naïve enough to become subject to any kind of unethical or immoral temptations? Rural carriers are tempted daily on a personal level and by management in the work they do. I'm not perfect but know how important my values are to me.

When thinking of ways of how protect my own integrity in the work place, these are some ideas that remind me of what we all may deal with in a daily struggle of principles.

***My honesty is worth not losing a dissatisfied customer to a post office box.***

Avoid the white lies of a rural carrier. From the massive overburdened results of our last mail count as well as the many 2080 problems many of us have been having, it's easy to say our time constraints are high. Report/sign in your true starting and ending time of work. Report the actual lunch time used each day. When it's the day after a holiday and it's so busy that you want to only leave a notice in the mailbox, make sure you're attempting that certified letter at the door. When you're worried about making the truck at the end of the day, don't speed to make it back on time. The wrath of a manager is tough, but are these shortcuts worth my safety and integrity? Absolutely not.

Adhere to your word and don't make promises you can't keep. I know I always try to go above and beyond for the people on my route. Make sure if you promise to bring that book of stamps, redelivery of an item, or priority box out to them the next day, you remember it. This may really seem like reliability in the eyes of your customers, but it also builds trust and shows that your word is good.

Take responsibility for your actions and own up to your mistakes. This is probably one of the more challenging situations I see for us carriers. We deliver how many pieces of mail each day? But when our customers want to know who misdelivered and suddenly it's the regular's fault, the RCA's fault, or it's nobody's fault. This drives the poor people on our

routes crazy. I truly feel they just want someone to own up to the mistake that was made, apologize, and vow to do better. My honesty is worth not losing a dissatisfied customer to a

post office box.

Have courage and strength to be assertive in defending against misconduct or mistreatment in the workplace among management and your team. This is where your true character comes into play. This is a struggle for many as you must have the confidence to not only make the right choices for yourself but have the courage to standup for others and for what is right. When you see others being treated poorly by management, are you walking away or saying something? This is never easy, but it will demonstrate the ethical point of view you have and your core values.



## **Renewal**

By Lorrie Crow, Region 3 Committeeperson & Auto Insurance Director

Spring, has it finally really arrived? Is winter really over? I hope so! Spring is a time of cleansing and renewal. In nature, the rains come and wash away the last of the winter snow, as the sun warms the earth to prepare it for new growth and vitality. That which has hibernated or gone dormant for the cold

months of winter is now waking up and preparing for the warmth that spring and summer will bring. Babies and hatchlings are in abundance everywhere you look. Trees are budding, flowers are starting to pop their delicate little heads out of the earth. How could you not love spring?

For us, spring is also a time of cleansing and renewal. We become anxious to throw open the doors and windows and let the fresh air sweep away all that becomes stale while closed up during the long frigid months of winter. Our souls ache to sit and bask in the warmth of the sun. There is a renewed spring to our step and a lightness of our mood. I love spring!

We approach all of our “spring cleaning” activities with gusto, whether it be housecleaning or out of doors work, we are happy to be doing it. As an old farmer once told me “everywhere I look, there is at least eight hours’ worth of work to be done”. Whether it is cleaning debris, trimming or pruning trees, mending fences, or simply raking the yard and preparing flower gardens, remember to take it slow and easy. With our jobs we don’t get a lot of strenuous exercise and something as simple as raking the yard can cause injury.

The gophers have completely decimated my favorite blooming bush and most of the lawn in my back yard. I am on a serious mission of getting rid of them this year. The question is how? Both the cat and dog continuously bring me little gopher and mice presents to the front door this time of year. Keeping in mind that for every one they leave for me, they have probably consumed at least one, all efforts of using poisons of any kind have to be carefully thought out. Not to mention all of the wildlife that could be affected by the use of poisons. Hmm, what a dilemma.

Here are a few useful tips I have discovered over the years for those other household pests. Mice for some reason hate mint, so a few drops strategically place around the house will help keep them at bay. If you have ants, find the ant hill and pour some baking soda and vinegar down it and watch it boil. WD40 works fast on wasps and hornets, just don’t stand below the nest when spraying, they drop in seconds. If you use WD40 in a mail box to get rid of wasps it dissipates quickly and the customer isn’t left with the residue of the wasp spray. With the permission of the customer, I have found that one moth ball left in the mail box in the spring will last all season and both spiders and wasps will stay away as well as most of the other pesky little creatures. But they are rather repugnant and some customers take offense if permission isn’t granted first. I keep a supply on hand in

an old water bottle. Last year, I flipped a nasty little spider from a mail box to my leg, and the grumpy little bugger bit me. This tiny little bite later turned into a painful staph infection, so be wary of the insects that we encounter on a daily basis. The customers don’t always collect their mail in the heat of the day and are not aware of the hazards we encounter. I encourage everyone to keep the customers and management informed of bad boxes. The predictions for wasps this year, because we never had a deep hard lasting freeze, is a high population.

For many of us who drive the dirt roads, spring breakup closures are in effect. Those pesky little soft spots in the middle of the road can sometimes become a small sink hole, and how many times have you pulled up to a mail box only to discover that the ground is a big sloppy mess that pulls you right into the box. Just when you thought it was safe to approach without worry! Is it just me or does it seem that the pot holes on paved roads seem to have been multiplying by the hundreds while covered in snow and ice?

**... one moth ball left in the mail box in the spring will last all season and both spiders and wasps will stay away ...**

Hopefully you have read the Vice President’s powerful article about the union and the strength that it carries with it. Remembering that there is strength in numbers while we are in the renewing

mode, let’s renew our commitment to contacting our congress men and women and keep letting them know we want their support. While we are at it, let’s not forget to keep our family and friends educated about what is happening with the Post Office and keep them making those all-important phone calls as well.

Fun Fact: In 1914 a 2-year-old boy was sent via Parcel Post from Oklahoma to Kansas (postage paid: 18 cents) and the service delivered at least two other children before it officially barred the mailing of human beings later that year. (National Postal Museum, S.I.)

Respectfully submitted,  
RCP3 Lorrie Crow



## Live Life, Simply

By Paige Barrett, Region 4 Committeeperson & Provident Guild Rep

There must be a better way to do life. I look around and I see others my age who are doing much better in many ways. But then, I bet they look at me and say I am doing much better than they are in some ways too. I guess it all evens out in the end. But this thought sent me on a quest to figure out, what is the formula for living in these days?

I think a good one to start with, is to STOP blaming other people. I was taught that when I point my finger at someone, to say "You did it... it's all your fault!" I need to look at my hand. Go ahead, point your finger at this article and then look at your hand too. It will work for you.

Hmm... do you see your middle finger, ring finger and pinky finger quietly pointing back at you? I do. You see, if you are going to

blame someone else, chances are, you played a bigger part in the problem and you need to address that first. That leads me to my next point... Admit it when you make a mistake. It is okay. You know, EVERYBODY makes mistakes. Why? Because there isn't a person alive who is perfect! Some do think they are though, don't they?

Live beneath your means. Don't think that just because you have the money in the bank that every single penny MUST be spent before the next pay check comes in. A funny thing happens in life, and I know this is true of rural carriers, because I have seen it happen over the years. We get raises. Yes, we really do. What would happen if we ignored that fact and continued to live on what we made when we first started out? What would happen if we invested those raises over the years? Well, I will tell you, when you reach retirement, you will have a great nest egg to help you live comfortably.

Strive for excellence, not perfection. I already said that there isn't a perfect person alive. If you keep going for perfection, you are always going to come out on the short end. It just won't happen for you. But if

you strive to do the very best YOU can do, you will likely hit your target every time. Not to mention you are going to feel good about yourself. Make it your goal to go an entire day without criticizing anyone. If you will let someone cut ahead of you in line or be kind to unkind people, I guarantee it will change your outlook on life.

Life isn't fair. The sooner you realize and accept that, the simpler life becomes. We often get caught in that vicious circle of wondering, "Why did she get the better deal? Why didn't I get the winning lotto

ticket? What could I have done to make the outcome different?" Sometimes the answer is simply that there isn't any other outcome... Life simply isn't fair. So, that is the time to NOT argue, be humble. And

maybe take time to just get away alone for a while.

Something else that my parents taught me, and most of us are born the same way... I have two ears and one mouth. Dad always said, listen more, and talk less. SAY WHAT??? Well, when you do that, an interesting phenomenon happens. You learn when to keep your mouth shut. You begin to learn from your past and the past of others. You can start making positive plans for your future. You learn to get organized. You also recognize and learn how to cultivate good manners.

Take time to be alone with yourself. Sometimes a good conversation with yourself helps you to see things clearer or in a different light. Take a 30-minute walk. Oxygen intake not only is a healthy benefit, but just stretching out those muscles lifts your spirits! Live in the present and look ahead to the future. Don't sweat the small stuff because you know what? It's ALL small stuff when you take in the bigger picture!

***Strive for excellence, not perfection.***



## FSA Fast Facts

By Lisa Benson, WARLCA Editor

With Tax Day fast approaching, we're all looking for ways to save the money we've worked so hard for. But did you know that the Postal Service offers to its employees a savings account that can save you money on your income taxes?

A flexible spending account, or FSA, is another benefit offered to career employees. An FSA a simple way to pay for expenses which are not covered by insurance. There are three different kinds of FSA accounts: a healthcare account, limited expense account, and a dependent care account. The money contributed into an FSA is **pre-tax** which can actually result in savings on your income taxes. By withdrawing your FSA contributions before taxes are calculated, it lowers your total taxable income.

### How does this account work?

You must sign up at [www.fsafeds.com](http://www.fsafeds.com) for an FSA during either open enrollment or after a qualifying life event. Unlike your health insurance, you must reenroll every year you wish to have an FSA account. At the time of enrollment, you specify your contributions for the year.

That total is divided amongst your paychecks and automatically withdrawn. Spend money on your health care like you would normally, but keep the receipts. To get reimbursed from your FSA account, claims are filed online, or you can set up automatic reimbursement.

### What is a healthcare FSA (HCFSA)?

The healthcare FSA can be used to pay for things which are not covered by medical insurance. These expenses could include copays, prescriptions, and some over-the-counter drugs and medical supplies. You can also claim mileage to and from medical appointments. The maximum you can contribute into the HCFSA is currently set to \$2,650.

### What is a limited expense FSA (LEXFSA)?

If your health insurance plan is a high deductible health plan (HDHP) with a separate health savings account (HSA), you cannot have a health care FSA.

Instead, you may elect to have a LEXFSA, which can be used to cover vision and dental expenses. Like the health care FSA, these contributions are not subject to payroll taxes. Current limit of contributions to a LEXFSA is \$2,650.

### What is a dependent care FSA (DCFSA)?

This type of account can be used to pay for things like preschool, summer day camps, and child and/or adult day care. Currently, the maximum per this account is \$5,000.

### What happens if I don't use all the money?

Per federal law, if you have excess funds in your FSA account at the end of the year, these funds will be forfeited. There is a grace period in which you can claim your expenses and get reimbursements. *The deadline to claim all 2017 eligible expenses is April 30, 2018.* The Affordable Care Act has eased the "use it or lose it" restrictions slightly, allowing you to roll-over up to \$500 if you have enrolled in a 2018 FSA.

#### Let's review:

- 1, FSAs help pay for expenses not covered by health insurance.
- 2, FSAs bring tax relief because contributions to these accounts are **non-taxable**.
- 3, you must reenroll every year if you wish to participate.
- 4, if you have more than \$500 in your FSA account or you're not reenrolling for the next year, excess funds are forfeited.

5, *the deadline to claim your 2017 expenses for your FSA accounts is April 30, 2018!*

*... did you know that the Postal Service offers to its employees a savings account that can save you money on your income taxes?*





## Post-Count Apocalypse

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

The much-anticipated 2018 national count is now over and in the history books. Carriers who did not wish sign the “Certified to be Correct” section should already have their disagreement letters turned in to their postmasters (with a copy to their district representative) and most are probably awaiting a response from district delivery operations. Don’t forget that it is a denial letter from district that begins the 14 days to file a grievance. If you have a disagreement and have not received notification that your disagreements were addressed, please make sure to file a grievance within 14 days after April 28, 2018. For count grievances, the same as all other contractual grievances, the burden of proof lies with the union/carrier. Hopefully we all have been diligent in documenting any disputes.

The Portland District counted almost every route in the district. As of the time of me writing this, the anecdotal information I have is that a vast majority of the routes have had their evaluations increased. Perhaps some managers are just now discovering why we have been working over our evaluations. And the routes have not just gone up a little bit, but a lot of routes have gone up to overburdened 47 K and 48 K evaluations. These new evaluations go into effect on April 28, 2018.

After years of building up the route, contacting customers with Rural Reach and keeping up with the edit book and 4003, we finally have a big route with a nice paycheck. Now, after this count, management says that I have an overburdened route. Does it matter that I am not having 2080/2240 issues? That I am able to regularly make dispatch? That I and my relief have no problems delivering the route? What does the contract say? Article 9.2.C.6 has a table of route classifications. If you look at the bottom, you will find under the K routes that “47 Hours” and “48 Hours” each have an asterisks (\*) after them. Under the line, the asterisk is explained as “Normally, these

categories should only be used as interim classifications pending route adjustments.” This is the contractual justification that requires “overburdened” routes to be adjusted.

The M-38 (Management of Rural Delivery Services), Section 811.b states that the relief of rural routes must be accomplished when the route exceeds 55:47 standard hours (47K). Further, in Section 823, it states that it is desirable to retain heavy duty routes at no lower than 42 hours per week (42H), but that there is no prohibition of going lower if it is impractical to be at 42 hours per week. Thank goodness the M-38 was amended in April 2000.

### “823 Providing Relief

.11 When providing relief to one or more routes in an office, all rural routes in that unit should not be adjusted simultaneously unless it is the best interest of the unit operation to do so.”

And

“.13 Generally it is desirable to adjust evaluated routes to as near 52 standard hours per week as practicable, i.e., the route should be adjusted to the 43K option category. However, in some cases

this may be impractical. There is no prohibition against adjusting a route below 52 hours per week when it is operationally advantageous. However, documentation must be supplied with the route adjustment documentation on as to why it is not practical to adjust the route to 52 hours.”

Most routes can be adjusted to 52 standard hours or more if necessary. It is not an operational necessity to have enough territory to adjust a route below the 52 standard hours, so management may choose to create an auxiliary route. Also note that the M-38 does not allow management to adjust routes that are not overburdened. Management may not adjust all the routes in the office to a 43K to “make it fair for everyone” or to “square up territory”. Exceptions to this may be that if a carrier is consistently in 2080/2240 trouble or missing dispatch.

**Please be aware of the coming change and make any necessary plans. To be forewarned is to be forearmed.**

**General Adjustment calculations (in minutes):**

Regular Mail Box (Non-L route)	2.00 +volume factor.
Regular Mail Box (L route)	1.82 +volume factor.
Centralized Box	1.00 + volume factor.
One mile	12 minutes.
Collection Compartment	1 minute.
Parcel Locker	2 minutes.
Authorized Dismount	6 seconds.
Dismount Distance	0.00429 minutes per foot.

The territory that is adjusted off of the routes will go to create new regular and auxiliary routes. For the past couple of years, there has been some growth to rural delivery. After this count, I expect that growth to be significant. Each new route in the past couple of years has been created as a privately-owned vehicle (POV) route. The reason is that the Postal Service just does not have the vehicles to put on new routes. In one case, we have a grievance because the vehicle assigned to the route was totaled and the Postal Service has refused to replace it. I urge each member, especially RCAs to take note of this vehicle trend. Article 9.2.J.2 states: *“Rural carriers shall furnish all necessary vehicle equipment for prompt handling of the mail unless the vehicle is furnished by the Employer...”*

If the route is a POV route, the regular carrier (or RCA, if an auxiliary route) will be required to furnish a vehicle. In addition, **any other relief in the office** could be required to work that route and furnish a vehicle. It does not matter that all the routes in your office have had government vehicles for several years. It does not matter if management, when you were hired, stated that you did not have to worry about providing a vehicle (unless you have it in writing). By the contract, management may require you

to work a POV route. Article 30.2.D states that a relief can be required to work their matrix, any routes qualified for, and (30.2.D.4) *“If no qualified substitutes, rural carrier associates, or rural carrier relief employees within the delivery unit are available, the Employer may designate another leave replacement in the office prior to selecting a regular rural carrier to work in accordance with Article 8.5”*

For auxiliary routes there is Article 30.2.G.2: *“When an auxiliary route is to be filled, the route will be offered to qualified substitutes, rural carrier associates, and rural carrier relief employees in the order of longest continuous period of service at that office, without regard to classification.”*

We have many offices that for years have had only government owned vehicle routes. Please be aware of the coming change and make any necessary plans. To be forewarned is to be forearmed.

With the new growth in routes, the new time standards anticipated to be released, and the expiration of our contract, this is a time of great change for rural carriers. Just remember,

*Ignorance is Bliss, But It Will Cost You!*

Monte Hartshorn

Portland District Representative, NRLCA



**Let's Be Realistic**

By Patrick Pitts, Seattle/Alaska District Representative

*“Schedules must be realistic, based upon the receipt and availability of mail, route evaluation, and other related service considerations.”* (Handbook PO -603, Rural Carrier Duties and Responsibilities) What follows is information related to rural route schedules and scheduling but it's important to remember everything below is predicated on the first phrase, *“Schedules must be realistic ...”*

In many areas, carriers are experiencing strict enforcement of not only the “Reports” time, the time identified on the route’s PS Form 4240 as the time the carrier is to begin work for the day, but the “Leaves,” “Returns,” and “Ends” time as well. In some offices, this strict enforcement has translated to intimidation, harassment, and badgering.

While there are many managers who are thor-

oughly, or at least somewhat, familiar with USPS rules concerning managing rural carriers, it has become evident there are managers, both at the local and district level, who are not conversant with the provisions of Methods Handbook, Series M-38, Management of Rural Delivery Services. Disconcerting, to say the least, since the Transmittal Letter for the M-38 provides the following: 1) *“The handbook includes guidelines and requirements for standard operating procedures, day-to-day supervision, administration, ... of rural delivery routes.”* 2) *“This handbook provides the basis for the efficient operation of all rural delivery services.”* and 3) *“All managers with responsibility for the supervision or administration of rural delivery service must review this handbook and become thoroughly familiar with its provisions ...”*

The M-38, section 332.32 states, *“Daily schedules shall be established to coincide with the daily evaluation of the route and adjusted periodically as required.”* In too many offices, carriers are being pressured to adhere to a schedule based on the volume of mail and parcels received two to three years ago; schedules that have not been adjusted periodically as required. Even after the recent mail count clearly demonstrated the volume of mail and parcels handled renders the current route schedule invalid, managers continue to apply unreasonable pressure on carriers related to their work hours.

Handbook PO-603, Section 153.3 titled *Earlier Arrivals* states, *“Management may schedule you, or you may request, to report earlier on days when the mail volume is greater than normal in order to maintain regularly scheduled leaving time.”* There are as of yet unconfirmed rumors of a “no early start” policy circulating. I say unconfirmed because the acting District Manager has yet to respond to a request for confirmation of such a policy. If you request to start earlier on days when the mail volume (including parcels) is greater than normal, such as the day after a holiday, and your request is denied, such a denial may be subject to the grievance/arbitration procedure.

There are some managers, when pressuring carriers to maintain “the schedule” who are quick to point out Section 222 of the M-38, specifically section 222.1 which states in part, *“Managers will assure that carriers normally leave to serve their routes no later than 20 minutes after the scheduled departure time.”* What those same managers fail to recognize or

choose to ignore is the word *“normally.”* The mere existence of the word *“normally”* is evidence there will be days when carriers will not leave to serve their routes within 20 minutes of the scheduled departure time. They also fail to take into consideration the parenthetical statement contained in the same section that says *“An exception will be made when preferential mail cannot be cased and strapped out by the end of the 20 minute leeway.”*

If we have one manager out there who is unduly pressuring carriers related to maintaining “the schedule,” even to the point of threatening discipline or other adverse action, we have one too many. Not only should managers recognize the inherent fluctuation in actual workhours versus evaluated hours, but they should also look inward and see if they are doing everything within their power to assist the carriers under their supervision in maintaining their assigned schedule to the extent possible.

Section 228.4 of the M-38 states, in part, *“Managers should level the workload of carriers by utilizing the proper curtailment procedures for non-preferential mail.”* When was the last time, in your office, management used the proper curtailment procedures for non-preferential mail to level your workload? And that, I will leave as an open-ended question.

If your local manager is not utilizing the proper curtailment procedures to level your workload, not allowing you to start early when mail volume is anticipated to be heavier than normal, yet still hammering you on “the schedule,” even to the point of threatening disciplinary action, they are NOT managing efficiently, effectively, and in conformance with regulations and policy guidelines.

Back in the days of QWL/EI (Quality of Work Life/Employee Involvement), the National Joint Steering Committee (NJSC), in their minutes, recognized carriers would not always leave to service the route at the assigned time. This, at the time, was related to some managers trying to negate the carrier’s right to case Delivery Point Sequence mail (DPS), but it holds true today, and I quote, *“The carrier may leave late, but not so significantly as to cause delays in the customer anticipated delivery window.”* While there has been a cessation of QWL/EI, there has been no corresponding cessation of the requirements in handbooks and manuals as they relate to manage-

**Actual time can be expected to vary from daily or weekly evaluations due to cyclical changes in mail volume, changes in mail arrival, etc.**

ment's responsibilities in scheduling.

In a Clarification of Rural Delivery Standardization Procedures (RDSOP) letter dated December 20, 2005, Patrick Conrad, then Manager, Rural Delivery at Postal Service Headquarters stated, "*Actual time can be expected to vary from daily or weekly evaluations due to cyclical changes in mail volume, changes in mail arrival, etc.*"

Rural carriers, both regular and relief, managers, and stewards should be mindful of the following conditions and situations:

**1, Schedules must be realistic** and based on the receipt and availability of mail, as well as the route evaluation and other related service conditions.

2, Schedules should be adjusted periodically as required.

3, Management may schedule you, or you may request, to report earlier on days when the mail volume is greater than normal in order to maintain a regularly scheduled leaving time.

4, Management should not hold you accountable to your scheduled leave, return or end time when they do not allow you to report earlier on heavy mail days.

5, Managers must make an exception to the 20-minute leeway when preferential mail cannot be cased and strapped out (pulled down) within the 20-minute leeway.

6, Managers should level the workload by utilizing the proper curtailment procedures for non-preferential mail.

7, Managers should realize and understand the actual time (Leave, Return, and End Tour) can be expected to vary from day-to-day and week-to-week due to cyclical changes in mail volume, changes in the mail mix, and changes in the dispatch of mail to the office, etc.

8, Managers must not unduly pressure carriers related to maintaining their assigned schedule.

9, Carriers must not allow themselves to be pressured to hurry to the point they become unsafe.

Rural carriers who are subject to improper, incomplete, and/or insufficient management should discuss this issue with their local manager and, if unable to resolve the situation, contact the assigned steward for the office for advice, guidance, and assistance.



**Thank you,  
Local Stewards!**

Laura Aries, Langley  
James Arvin, Cheney  
Dawn Ayers, Sumner  
Paige Barrett, Grandview  
Lisa Benson, Marysville Main  
Amy Bullion, Ferndale  
Kimberly Burress, Bow  
Laureen Chamberlin, Newport  
Angela Cottey, Port Orchard  
Lorrie Crow, Colville  
Tammy Donaghue, Wenatchee  
Paul Dylan, Poulsbo  
Kurt Eckrem, Marysville Annex  
Janice Frymire, Snohomish  
David Hamilton, Blaine  
Elisabeth Havekost, Silverdale  
Karen Hill, Woodinville  
Katrina Hunt, Orting  
Shawn Johnson, Vashon  
Chris Kaufmann, Eastsound

Justin King, Walla Walla  
Tony Lott, Bremerton West Hills  
Derek Merritt Jr., Arlington  
Taralee Mohr, Lake Stevens  
Cassidy Munn, Rockford  
Henry (Quang) Nguyen, Stanwood  
Corina Wietasch, Puyallup South Hill  
Alicia Peterson, Eatonville  
Gabriel Pohl, Buckley  
Tricia Randall, Oak Harbor  
Trina Robinson, Colfax  
Jody Rogers, Shelton  
Bonnie Salzman, Graham  
Elizabeth Selfridge, Port Orchard  
Billie Shinall, Pullman  
Christina Smith, Coupeville  
Jeffrey Taylor, Greenacres  
Debbie Thompson, Chewelah  
Susan (Diane) Way, Mount Vernon  
Aaron Whipple, McCleary

## **2018 National Delegate Ballot Timeline and Notification**

Here is the timeline for those wanting to be on the ballot for 2018 National Convention.

**May 14, 2018:** Nominations must be **received** at PO Box 123, Liberty Lake, WA 99019-0123. Any nominations received after this date will be sent back as post office box closed. A member of the 2018 Election Committee, with the State Secretary-Treasurer observing, will do the final sweep of the post office box and close the box. Candidates, or their designee, can observe, and will need to contact the State Secretary-Treasurer for the time the final sweep will be done. Nomination forms can be found in the *National Rural Letter Carrier* magazine, in the February, March, April, and May issues. Nominations must be on this form (or a copy of this form). You can also find the *National Rural Letter Carrier* magazine on line at nrlca.org.

**May 15, 2018:** A listing of members and labels will be printed from the NRLCA database to be used for the mailing of the ballots. A drawing of names for placement on the ballot will be held at 8 am in the break room of the Greenacres Post Office, 306 N Barker, Greenacres, WA 99016. Two members whose names are not on the ballot will be doing the drawing, with the State Secretary-Treasurer observing. Candidates, or their designee, can observe this drawing.

**May 16-19, 2018:** The ballots and ballot instructions will be printed by Staples. An independent contractor will pick up the ballots, ballot instructions, and envelopes. They will stuff and seal the ballots and mail them in their entirety at Spokane Valley Post Office, 11712 E Sprague, Spokane Valley, WA 99206.

**June 3, 2018:** The ballot mailing must be completed by this date.

**The week of June 11, 2018:** Two members of the 2018 Election Committee, whose names are not on the ballot and have been appointed by the WARLCA President, will check the returned undeliverable ballots at the South Colby Post Office, 9650 SE Southworth Drive, South Colby, WA 98384. They will make a determination if a correct address can be found and resend the ballot again in a separate envelope. Please contact the State Secretary-Treasurer for the exact date if you are interested in observing. Candidates, or their designee, can observe the checking of the returned undeliverable ballot post office box.

**June 22, 2018:** Two members of the 2018 Election Committee, again whose names are not on the ballot and have been appointed by the WARLCA President, will pick up all ballots at South Colby Post Office, 9650 SE Southworth Drive, South Colby, WA 98384 at 10:00 am. Ballots will be tabulated by the 2018 Election Committee as soon as they return from the South Colby Post Office in the meeting room at HiJoy Bowl, 1011 Bethel Ave, Port Orchard, WA. 98366. Candidates, or their designee, can observe the tabulation. All observers must first check with the 2018 Election Committee Chair and read and sign an Observers Rules and Sign in Sheet. Any ballots that arrive after the final sweep of the post office box on June 22, 2018 will be returned to sender by the Post Office showing PO Box closed.

**June 24, 2018:** Election results will be announced on Sunday, June 24, 2018 by the 2018 Election Committee at the 2018 WARLCA State Convention held at Red Lion Hotel Pasco, 2525 N 20<sup>th</sup> Ave. Pasco, WA 99301.

If you have any questions, please contact Becky Wendlandt, WARLCA Secretary-Treasurer at 2811 N Chase Rd, Liberty Lake, WA 99019-5002, or phone at (509)710-7840 or email at warlca@gmail.com.

## **RULES FOR OBSERVERS**

### **In the Election of Officers and National Delegates for the WARLCA**

Each observer should identify himself/herself to the election officials, sign the observer log, and indicate which candidate he or she represents. An observer should notify election officials if he or she is scheduled to be replaced by another observer. A candidate may select themselves or some other person to be their designated observer.

While present during the collection of the voted ballots or in the tally area, each observer should wear a badge provided by election officials clearly marked "Observer" if requested to do so.

Observers, accompanied by election officials, may inspect the area in which the ballots are to be tabulated prior to the start of the voted ballot verification and tabulation process.

Observers must not campaign in the ballot collection or tabulation area in any way. They may not wear buttons or other campaign apparel, distribute campaign material, or engage in conversations with voters about candidates or the election campaign.

Observers should remain in the area(s) approved by election officials where they are able to see the vote tabulation process.

Observers may not roam around the tabulation area or disrupt the tabulation process in any way. They should direct any questions or report any problems directly to committee chair as soon as possible so that any necessary corrective actions can be taken.

Observers may challenge the eligibility of any voter by clearly specifying the basis for the objection to election officials. (For example, "I challenge the eligibility of Voter X because he is a new employee who has not yet paid dues.")

During the tally of ballots, observers may challenge the accuracy of the way votes are read from marked ballots and recorded on tally sheets and should state any objection to election officials as soon as possible so that any necessary corrective action can be taken.

Observers may not touch or handle ballots at any time or interfere with the tally process.

Prior to the start of the ballot verification and tally, the election officials will review the counting procedures with observers including voiding rules.

Observers will be requested to sign a Ballot Tally Certification at the end of the ballot tally process.

With regard to Rule #3 the election officials will meet with the observers to discuss the verification and tally rules as follows.

Date: June 22, 2018

Location: Meeting room at HiJoy Bowl, 1011 Bethel Ave, Port Orchard, WA. 98366.

Time: 9 AM

## Notice

The secret ballot election for the WARLCA delegates to the 2018 NRLCA National Convention will be mailed the 3<sup>rd</sup> and 4<sup>th</sup> week of May 2018. Any eligible member (those on the database by May 15, 2018) who has not received a ballot or any member who spoils a ballot may request a new ballot by contacting Pre-Election Committee Member Jaymie Tiffany at 509-389-1744. If you request and return another ballot only the replacement ballot will be counted.

## Campaigning Rules

1. Campaigning is only allowed in a specific issue of the *Washington Rural Carrier* and at meetings where the meeting notices state "Campaigning will be allowed". However, if a Board member is being reimbursed to be at any meeting, s/he is not allowed to campaign, except at State Convention.
2. Campaigning in the *Washington Rural Carrier* will be unedited, limited to maximum 250 words, text only, and may be modified by the Editor to fit the paper's format, and must be submitted by the member running for the position.
3. No appointed or elected officers shall include campaign announcements in their officer reports including the intent to run for re-election or for any other position. The Editor shall be responsible to ensure compliance. Reports are not to include candidate endorsements.
4. The WARLCA Secretary-Treasurer's office will make available to any candidate or candidate's campaign, self-adhesive, pre-printed address labels of all WARLCA State Officers and County Officers for any campaign announcement or mailing desired. The fee for each pre-printed label is 5 cents plus \$10 fee for the labels to be mailed to the requester. Requests must be made in writing and mailed to the WARLCA Secretary-Treasurer. The request must contain a statement that the purpose in obtaining the labels is for the announcement or campaigning related to the individual seeking a state officer position and/or as a delegate to national convention.
5. Due to privacy issues, the membership list is not available as public information. Any state-wide membership campaign mailing must be sent to the Secretary-Treasurer as follows: individually sealed, stamped envelopes with the sender's return address two weeks prior to requested mailing date. Membership labels will be applied by the Secretary-Treasurer or designee for a fee of \$250.00

# CAMPAIGNING



## Delegates to National Convention



My name is Dawn Ayers and I would like to talk to you about being a delegate to National Convention. Delegates are responsible for representing all rural carriers in our state and voting on issues that will affect our contract. As a delegate, you should have up-to-date knowledge of our current working conditions and rules. I encourage you, the voter, to carefully consider who you choose to represent you. Do you want someone that is aware of the things we are currently facing in every office or do you want to choose someone based on your recognition of their name? Some of the names you see on our ballot for Washington State have been on that ballot for decades and while that may be okay because some of those folks are still working, many of those names haven't been inside the back of a post office for years. Your union dues pay for elected delegates to attend convention. In my opinion it is unwise to send people that won't be affected by much of what we will be voting on. I have been actively involved in this union since 2007 as a local steward, county and state officer, an OJI and assisting with Rural Street Database of the evaluated time study. The future of this union is important to me, which benefits you! Please vote Dawn Ayers when selecting your National Delegates because as a delegate, I am there to represent YOU!



Elect Paige Barrett to be one of your delegates to National Convention! When you want to see a change in our contract, there are steps to take. First, you must submit the proposed change at your county level. If passed, it goes on to your state level. If passed there, it goes on to the National level. Who does the voting on how far it goes up? Delegates. People whom you put your trust in to be your voice to persuade others to understand why this issue was very important to you. Delegates are elected at your county unit to be your voice to State Convention. And delegates are elected by the state body to be your voice at the National Convention. I am asking that you would seriously consider me, Paige Barrett, to be one of your voices at this year's National Convention.



My name is Lisa Benson, and I have been a rural carrier since 2006. I spent a little over four years as an RCA; I've been a regular carrier in the Marysville Post Office for over seven years; I served two years as the Vice President of King-Snohomish Counties; I currently serve as the President of King-Snohomish Counties; I am completing my third appointment as your State Editor; and in November, I was elected by my coworkers to be their Local Steward. In addition, I have been to every State Convention since 2012; attended Western States Conference since 2014; and had the tremendous honor of representing you at three National Conventions. I have loved serving you these last six years and look forward to potentially the next 30 serving you and this Union which works so hard for all of us. Thank you so much for your vote last year, and when you mail in your ballot for 2018, please trust Lisa Benson again to represent YOU at National Convention. Thank you!



# CAMPAIGNING



Hello everyone,

My name is Joanne Dillon (Blackburn). A few years ago at a state convention a new delegate told me that she was told by another delegate not to vote for retirees to the National Convention. I was shocked that anyone would say such a thing. First of all think about the people that have paved the way for the rights you have with the Postal Service, and are still willing to work hard at preserving your rights. Retirees have worked to earn respect and willing to continue working for this association.

I have donated my time and energy to this union for many years.

- > County President - 7 yrs.
- > County Vice President - 4 yrs.
- > Quality of Work Life/Employee Involvement member - 3 yrs.
- > Quality of Work Life/Employee Involvement facilitator - 3 yrs.
- > District Joint Steering Committee for QWL/EI - 4 yrs.
- > Served on QWL/EI Project Fair Committee - 2 yrs.
- > Ad Hoc Trainer - 4 yrs.
- > On the Job Trainer - 4 yrs.
- > District 2 Representative (Regional Committee person) - 5 yrs.
- > Hosted 2 State Conventions
- > Worked on 2 Western State Conferences.
- > Food Drive Committee person with the City Carriers - 1 yr.

I feel I have the knowledge and the history to represent the state Washington. So please checked the box next to my name Joanne Dillon (Blackburn).

Thank you for your consideration,  
Joanne Dillon (Blackburn)



Hello my fellow WARLCA members! My name is Alicia Peterson and I am writing to you today to ask for your vote of confidence in representing each one of you as delegate to the 2018 National Convention. My exposure to the postal service and this association goes back to 1975 when my mother began her career. Eventually I too began a career with the USPS in 1994 and immediately joined this association. I've been an RCR, RCA, and became a regular in 1997. I've been the local steward in my office for over 19 years and an Area Steward for the last year. I've attended the last six State Conventions, the last three Western States Conferences and will be attending both again this year. I attend all mutual counties meetings as well. I am a certified OJI and have recruited many of you to join our association during your new hire orientations! You can feel with certainty that by selecting me to represent you that your voice will be heard. The future and strength of our craft and association is priority. I ask when you receive your ballot that you consider selecting members that represent YOUR voice. Select ALICIA PETERSON as 2018 National Convention Delegate! If you have any questions, contact me. Take the first steps to have your voice heard, complete your ballot and get it mailed in time. Thank you for your consideration.



# CAMPAIGNING



## Candidates for WARLCA Positions



Washington State Secretary/Treasurer

Lorrie Crow?

Rebecca Wendlandt has been our State Sec-Treas for 25 years, she knows the system inside out, forward and backward. Her record keeping is impeccable, she goes above and beyond always. She has been in the past and still remains a huge asset to the WARLCA organization. I do understand, however, that many want a change. With that in mind, I ask that you consider me, Lorrie Crow, as a reasonable alternative. Although it has been several years, I have had some formal education in accounting. Likewise, I have had some practical experience in bookkeeping and accounting. All I ask is that if you are not intending to vote for Rebecca this year at State Convention, that you contemplate me as being one of your alternate options.



Hello fellow WARLCA Rural Carrier members. I am Tony Lott and I am asking for your support and vote for 2018-2019 Vice President of the WARLCA. I have been a rural carrier since 1993 and some of the positions I have held include: Peninsula Counties Vice President and President, QWL-EI Member and Facilitator, Local and Area Steward, State and National Delegate, and RSD Facilitator. If elected as your Vice President, I will work hard to fulfill all of my assigned and appointed tasks and responsibilities to best of my abilities, while working closely with the other members of the WARLCA State Board, the County Unit Officers and all of you, the members of the WARLCA.

Additionally, I ask your support in attaining two major goals for the upcoming year. The first would be to double member participation as all levels of the State Association - this increases not only the knowledge members gain from their meetings, but more importantly, provides twice the members' input and ideas for improving your WARLCA. The second goal will be to double the number of local Offices with Stewards. This creates a much stronger Union presence across the District and provides many benefits to all rural carriers.

In closing, I hope that you choose to become an elected State Convention Delegate this year. It's your time to make a difference, for you and the fellow members you will be representing.

Sincerely,  
Tony Lott







## Membership Longevity Awards

By Kurt Eckrem, WARLCA Vice President & Legislative Director

A few weeks back, I had the opportunity to drive to Bellingham to present Dolores Norris with her 50-year member award from the NRLCA. Included as part of the award were a pin, a certificate of congratulations signed by National President Jeanette Dwyer, and a book on the first 100 years of the rural craft, written by NRLCA Past President Lester F. Miller.

Dolores initially began working for the Post Office in Bellingham in 1958, at which time there were six routes in the office, and she subbed on three of them. It was so amazing, Dolores could still rattle off the names of the other carriers and the routes on which they served. Unfortunately, at one point, she had to take several months off work, and ended up losing a chunk of seniority. After she returned to delivering mail, she didn't go regular until 1982, and retired in 1989. At the time of her retirement, Bellingham had 14 rural routes.

I asked Dolores what she remembered about her route, which was located to the north of Bellingham. She told me she mostly used Chevy station wagons to deliver the route, and she recalled that she had 769 deliveries, many of which were in the residential neighborhoods that were springing up. Her husband was a home builder, and they had lived in several of the houses on her route, moving from house to house as the they were completed. When I asked if the construction of I-5 had created any problems for mail delivery in the area, she recalled that the southbound portion of the freeway was mostly already built, but the traffic along Pacific Highway, which handled most of the northbound freeway traffic, was difficult at times.

When I asked Dolores what were her best memories of her time as a rural carrier, without hesitation she told me of the friendships she developed with her customers. Living in the same neighborhoods that she delivered to, her customers trusted her to hold their packages if they were at work, and to bring them their mail when they returned from vacations. Many of them brought her souvenir spoons from where they traveled to add to her collection. As

we spoke, Dolores said there was something she wanted to show me. She went to her closet and pulled out the beautiful rural carrier jacket she is wearing in the picture that accompanies this article. It is still in mint condition, and the state insignia patch on the back of the jacket is really impressive.

Congratulations, Dolores, on your award. It was an honor and a privilege to spend some time with you. And thank you again for the coffee and the homemade cookies.



Dolores Norris receives the 50-year Membership Longevity award.



Logo on the back of Dolores's jacket.

I recently drove north to the interesting town of La Conner to visit with Donna Zimmerman and to present her with the pin, certificate of congratulations signed by National President Jeanette Dwyer, and a book about the first century of the rural craft by NRLCA Past President Lester F. Miller, all of which are part of the award for 50-year membership in the National Rural Carriers' Association.

I met with Donna at her home, which seemed to me to be right in town. Donna told me that when she and her husband had first moved in, the area behind her house was a large field where peas were grown, and the property across the street was a horse pasture. Donna told me that when she began working at the La Conner Post Office in 1966, there were no delivery routes out of that office. One of her jobs was to

get the La Conner and Shelter Bay mail ready for the Mount Vernon carrier who would come down every day, pick up the mail, and go out and deliver it to the area around the town. As the area grew, it wasn't long before it got to be too much for the Mount Vernon office to handle, and the postmaster asked Donna if she wanted to be a carrier. Donna agreed, and she became the first La Conner mail carrier. Delivering mail was in her blood, anyway. She told me her grandmother Elizabeth had delivered mail from a horse and buggy in Minnesota in the early 1920's.

I asked Donna what it was like for her delivering a route in what was at the time a very rural area. Her favorite delivery vehicle was a 1966 Pontiac, which had lots of room inside and in the trunk. Her husband ran the service station in town, so she was always at the top of the priority list when she needed any repairs. Her route included a hill called Eagles Nest, which didn't have many deliveries, but was treacherous in icy weather. She recalled people asking her if she said her prayers while driving up there to deliver. She would tell them not while she was driving up, but for sure while she was coming back down. Donna retired from delivering mail in 1991.

Donna, it was a pleasure and an honor to meet you and to visit with you and your husband. Congratulations on your 50-year member award. And unfortunately, I didn't find any good postal memorabilia at Nasty Jack's antique store.



Donna Zimmerman pictured with a 50-year Membership Longevity award. Congrats, Donna!

We got a 50 year membership application form back from Robert Power in Shoreline, WA. Unfortunately, some of his previous Postal and US Marines work did not qualify for the NRLCA award for four more years. However, after reading his story, we were so moved by his service that we wanted to spotlight a true hero and fellow carrier. Becky sent Robert a WARLCA letter of appreciation, 100-year history book, and a 100th Anniversary medallion. Robert is now 93 years old. Here is his story:

*Actually, I started in the Post Office a long time before 1972 above. I worked as a sub clerk and carrier part time in 1941 and 1942 while a junior and senior in high school at the Snohomish, WA Post Office. Then WWII came along and they made me a part-time or more like a full time postal employee in the U.S. Marine Corp in my two plus years in the North Pacific Islands ending up on Iwo Jima. Never actually ever handling a letter there, was too busy just trying to stay alive.*

In 1956 Robert started in again as a clerk and became a rural carrier in 1972. Robert now lives in Shoreline, WA. Thank you, Robert, for your service as a clerk, carrier, and Marine!



**WASHINGTON RURAL LETTER CARRIERS' ASSOCIATION  
WARLCA**  
*Where service begins with a smile*  
**WARLCA.COM**

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February 6, 2018

Robert Power

Shoreline WA 98133-4211

Dear Robert,

National Rural Letter Carriers' Association (NRLCA) has informed us that you will qualify for the 50 year membership longevity award in 4 more years. Currently you have 46 years since you started in 1972 as a rural carrier.

We want to thank you for your 46 years of membership and deeply appreciate your many years of service to the rural craft and NRLCA.

Again, thank you and we look forward to meeting you and presenting your certificate. If the next 4 more years goes by as fast as the last 4 years it will be just around the corner.

May God Bless you and your family.

Sincerely,

*Rebecca Wendlandt*

Rebecca Wendlandt  
WARLCA Sec/Treas

*Rebecca, thank you for your nice letter above. Actually, I started in the P.O. a long time before 1972 above. I worked as a sub clerk and carrier part time in 1941 & 1942 while a junior and senior in high school at the Snohomish, WA. P.O. Then WWII came along and they made me a part-time or more like a full-time postal employee in the U.S. Marine Corp in my two plus years in the North Pacific Islands ending up on Iwo Jima. Never actually ever handling a letter there, was too busy just trying to stay alive. I am not sure I can make the four more years you mention above. I would be almost 100 if that is to happen, will try to do my best for that. Thank you for all the work you have done for the Rural Carrier. Best regards, Bob Power*

## Women Mail Carriers

Women have transported mail in the United States since at least the mid-1800s. By 1899, women were also delivering mail – first to rural customers and then, in 1917, to city residents. During the course of the 20th century, the number of women serving as mail carriers grew from less than 100 to more than 84,000. In 2007 there were more than 96,000 women carriers, representing 40 percent of the carrier force.

While early postal records do not list the gender of employees, the following women are known to have served.

### Mail Messengers Since at Least 1845

The first known appointment of a woman to carry mail was on April 3, 1845, when Postmaster General Cave Johnson appointed Sarah Black

*to carry the mail between Charlestown Md P.O. & the Rail Road . . . daily or as often as requisite at \$48 per annum.*<sup>1</sup>

For at least two years Black served as a mail messenger, ferrying the mail between Charlestown's train depot and its Post Office. Postal work apparently ran in the family – from 1824 through 1856 all of Charlestown's postmasters were Blacks, including Constantia F. Black, Charlestown's first woman postmaster, who was appointed in 1848.

### Contract (“Star”) Route Carriers by About 1860

The earliest known woman who carried mail on a contract or “star” route was Mrs. Polly Martin, who drove a mail wagon from about 1860 to 1876 from Attleboro to South Attleboro, Massachusetts. Martin carried the mail as well as express packages, telegraph messages, and up to six passengers.

In the 1800s, when women were popularly regarded as delicate and fragile, women who carried mail were seen as larger-than-life legends in their own time. Carrying mail was not only physically demanding, but carriers, with their regular schedules, were potential targets for thieves. An interview in the May 5, 1884, issue of the *Boston Daily Globe*, subtitled “Brave Polly Martin, Who Used to Drive the Attleboro Mail. How She Horsewhipped Highway Robbers and Silenced Saucy Passengers,” described Martin as a “tall, muscular woman.” Martin told her interviewer that driving the mail wagon

*was pretty tough sometimes, in the winter . . . Many a time I . . . got out and dug the horse out of the drifts.*

She went on to describe how in her 16 years of service, she was accosted by robbers only once. When one of the robbers stepped into the middle of the road and grabbed her horse's reins she “pounded him in the face” with her horsewhip and kept right on going, adding “he had tackled the wrong customer that time.”

In the 1880s, at least two women are known to have carried mail: Miss Susanna A. Brunner in New York and Miss Minnie Westman in Oregon. Brunner carried the mail from Port Washington to Great Neck, Long Island, from 1881 to 1885, while in her early 20s.<sup>2</sup> In 1888, Westman carried mail in Oregon on a 20-mile route from the Siuslaw River over the Coast Range Mountains to the Hale Post Office, about 15 miles west of Eugene. She was 20 years old at the time. Her father and uncle operated a stageline and held the mail contract. The October 21, 1888, issue of *The New York Times* stated that Westman

*carries the mail night and day and fears nothing. She rides horseback and carries a trusty revolver.*

At least 18 women reportedly carried mail on contract routes in the 1890s, including the legendary “Stagecoach” Mary Fields and Sarah M. Burks. Fields, a former slave, is the earliest African-American

woman known to have carried mail. Fields drove the mail wagon from Cascade to St. Peter's Mission, Montana, from 1895 to 1903. She was well known in the town of Cascade for being a cigar-smoking “crack shot” with a heart of gold; the news of her death in December 1914 was carried on the front pages of both local newspapers.

Miss Sarah M. Burks began carrying the mail from St. Johns to Jimtown, Arizona, in June 1898, when her father fell ill and could not fulfill his mail contract. Burks was also known as a skilled markswoman. The July 23, 1899, issue of *The Washington Post* reported that Burks, a “crack shot,” rode the 52-mile route twice a week through the “wild and desolate and God-forsaken” region with a pistol at her waist and a revolver in her saddlebags.

### Rural Mail Carriers by 1899

After the introduction of rural free delivery in October 1896, women soon joined the ranks of carriers delivering mail to customers. In the 1899 *Annual Report of the Postmaster General*, First Assistant Postmaster General Perry S. Heath stated that

*on at least two routes there are girl carriers, and they are as unflagging in their devotion to the service as the men and as efficient.*

At least 11 women are listed as substitute rural carriers in the 1899 *Official Register of the United States*, filling in for husbands or family members when the need arose. In 1900, at least two women served as full-time rural carriers: Miss Emma Fehman of Sun Prairie, Wisconsin, and Miss Ethel May Hill of East Greenwich, Rhode Island. In 1899, Fehman was a substitute rural carrier, filling in as needed for her brother, the regular carrier. By June of 1900, according to the federal census, she was the regular carrier; her brother was listed as a farmer. On August 15, 1900, Hill began serving as the first rural carrier at the East Greenwich, Rhode Island, Post Office. She drove a “horse and covered carriage” and served 539 customers along a 21-mile route. The 1901 *Annual Report of the Postmaster General* shows that by July 1901 she had delivered nearly 35,400 pieces of mail.

In addition to Hill, the 1901 *Official Register of the United States* lists the following full-time rural carriers:

- Mrs. Cora M. Vail; Fullerton, California
- Miss Lizzie C. Fritton; Suffield, Connecticut
- Miss Vesta L. Miller; Milan, Illinois
- Mrs. Bel C. Simkins; Reading, Kansas
- Miss Georgia B. Smith; Liberty, Missouri
- Mrs. Mary E. Newbold; York, Nebraska
- Mrs. Allie M. Merville; Bliss, New York
- Mrs. Clara E. Lane; Brodhead, Wisconsin

In 1902, about 25 women served as rural carriers; in 1904 there were 105 women rural carriers.

On July 15, 1904, Miss Viola Bennett was appointed as the first rural carrier at the Suwanee, Georgia, Post Office. She “won her appointment



Etta Nelson, 1907

*Photo courtesy Brenda Seekins*

From 1903 to 1907, Miss Etta Nelson delivered mail by horse and buggy or sleigh to about 75 families living along Rural Route No. 3, near Pittsfield, Maine. Her father was also a rural carrier. In early 1907, Nelson was named the most efficient rural mail carrier in Maine. She gave up the route when she married in 1907.

### Only Single Women Need Apply

On November 24, 1902, Postmaster General Henry C. Payne ordered that effective December 1<sup>st</sup>:

*a classified woman employe in the postal service who shall change her name by marriage will not be reappointed.*

According to an article in the November 25, 1902, issue of *The Washington Post*, Postmaster General Payne thought that after marriage women “should stay at home and attend to their household duties.”

The policy affected both rural carriers and city carriers; both types of positions were “classified,” meaning they came under Civil Service rules. It also affected village carriers at second-class Post Offices, clerks at large Post Offices, and, beginning in 1908, some small-town postmasters. Although some exceptions were made – notably during World War I – the policy remained in effect until November 1921.

A similar policy was adopted by the federal government during the Great Depression. The Economy Act of 1932 decreed that federally-employed spouses of federal employees would be the first to be dismissed in the event of a reduction in force. This provision was repealed in 1937.

over seven male applicants, practically all of whom possessed superior educational advantages" to "aid her parents, who are in moderate circumstances, in bringing up and educating a large family of girls."<sup>3</sup> In 1906 Bennett had a "narrow escape from death" when her horse spooked at a train and overturned her buggy.<sup>4</sup>

An article in the March 3, 1905, issue of *The [Atlanta] Constitution*, described the near-tragic accident of another rural carrier, Miss Etta E. Bolton of Mobile, Alabama:

*She was driving her mail wagon across a swollen stream over a rickety bridge, when, just as she reached the middle, the structure gave way. . . . With great presence of mind and exceptional pluck she managed to extricate herself from the debris and the struggling horse and gain the shore. The wagon, horse and contents of the vehicle were doing their best to make an end to all, but Miss Bolton plunged again into the torrent and worked like a heroine of old to save the property. Nearly exhausted, she finally gained the bank, having saved every sack and pouch of mail. . . .*

In 1907, three of the four rural carriers at Boise, Idaho, and two of the nine rural carriers at Los Angeles, California, were women. On December 8, 1907, the *Los Angeles Sunday Times* printed an interview with one Los Angeles carrier, Mrs. Sarah George, titled "Life Not All Cake and Ale: Woman Mail Carrier Has Her Share of Trouble." George's greatest complaint was of rough roads. She explained that one road was "so narrow that two [horse] teams cannot pass in safety at any part of it," and another was practically a swamp – "if you once get into that mud hole, all the king's horses and all the king's men can hardly get you out." Despite the challenges, George loved her job, avowing that she owed "her health, if not her life, to her occupation in the open."<sup>5</sup>

### Flying the Mail by 1913

Mail was first carried experimentally by airplane at aviation meets, fairs, and exhibitions nationwide in 1911. The first woman pilot to carry mail at such an event was famed aviatrix Katherine Stinson, who dropped mailbags from her plane at the Montana State Fair in September 1913.

Stinson also was the first woman to carry regular airmail. In the spring of 1918, when regular airmail service began, Stinson flew an airmail trip from Chicago to New York. She had hoped to make the trip in one day, to break the world's nonstop distance record, but a lack of fuel forced her to land near Binghamton, New York, on the evening of May 23<sup>rd</sup>. The field she landed on was so muddy it tripped her plane, toppling it, smashing the propeller, and damaging a wing. Before crash-landing, she had flown 763 miles in about 11 hours, breaking two American records – for distance and for endurance (she had set the latter record herself the previous year). Though Stinson was uninjured, her plane needed repairs; she completed the remainder of the trip on June 1 in about three hours.

The first known woman to regularly fly the mail was Miss Helen Richey, who co-piloted a contract route between Washington, D.C., and Detroit beginning December 31, 1934. Richey, a veteran pilot with 1,000 hours of flying time when she was hired, had competed against eight other pilots for the job, which required her to co-pilot a round trip every other day, including at night.<sup>6</sup>



Katherine Stinson coming in for a landing, May 1916.  
Library of Congress photo

### First City Carriers, 1917

The first women known to have delivered mail in U.S. cities were appointed during World War I, when manpower shortages induced the Post Office Department to test women as city letter carriers.

On November 6, 1917, Mrs. Permelia S. Campbell and Mrs. Nellie M. McGrath began delivering mail to customers in Washington, D.C., in the vicinity of Union Station. Campbell, about 40 years old, was the widow of a letter carrier and had four children to support. McGrath, in her early 30s, had two young sons. McGrath's husband, who had also been a letter carrier, was serving in the military.

Washington's postmaster, Merritt O. Chance, explained:

*This is the first time in the record of the Post Office Department of the United States that women have been used for carrying mail on routes in a city. It must be considered more or less in the nature of an experiment.<sup>6</sup>*

The two women were appointed as temporary substitute letter carriers. Although their service was "highly satisfactory," after about two weeks they were offered "indoor" work in the Post Office.

On November 23, 1917, First Assistant Postmaster General John C. Koons asked the postmasters of eight of the largest U.S. Post Offices to also conduct 15-day tests of women as letter carriers, to prepare for a future possible wartime necessity. Koons chose December as the test month because hundreds of extra carriers were normally employed then anyway, to help with Christmas mail. In December 1917, dozens of women delivered mail experimentally in Chicago, New York, and St. Louis.

In August 1918, twenty-five women took the Civil Service carrier exam in Washington, D.C., with the understanding that they would be offered positions only if no men were available. On September 5, 1918, Miss Irma G. Craig, who had scored the highest, became the first regularly-appointed woman letter carrier in Washington, D.C.

In 1918, women also delivered mail in other cities, including Detroit, Michigan, and Portland, Oregon. Although most of the women gave up their jobs to returning veterans after the war, in at least one city women continued delivering mail. Miss Anna McDonald of Anaconda, Montana, delivered mail for 20 years, from September 1918 to about December 1938. Miss Frances Griffith, also of Anaconda, reportedly delivered mail from 1918 to about 1923.

During World War II, women once again worked as letter carriers in cities such as New York, Chicago, and Los Angeles. But again, after the war, most women left the service or were let go. Through the late 1950s, relatively few women delivered mail. For example, in 1956, there were 95 women city carriers and 332 rural carriers, representing less than one percent of the carrier force.

In March 1959, Postmaster General Arthur E. Summerfield appointed Mrs. Cecil M. Harden, a former congresswoman, as his Special Assistant for Women's Affairs. Harden went on a nationwide speaking tour, promoting the employment of women in



New York City Letter Carriers, 1917

From left to right: Miss Eleanor Regan, Mrs. Josephine Norton, and Mrs. Viva R. Hawley, three of New York City's experimental women carriers in December 1917.

were taken off their routes



World War II-era newspaper headlines, from back to front: *Los Angeles Times*, 11/18/1942; *The New York Times*, 12/23/1942 and 2/26/1943; *Chicago Daily Tribune*, 12/16/1944 and 12/11/1945; *The Wall Street Journal*, 1/22/1946.

Post Offices. In January 1961, she reported that while the number of women rural carriers had increased slightly since her appointment, from 380 to 487, the number of women city carriers — 87 — had remained the same.

### Village Delivery Carriers by 1918

Village delivery was a service similar to city delivery offered in smaller towns from 1912 to about 1960.<sup>6</sup> More than one hundred women are known to have served as village carriers; most were appointed in 1918, 1919, and 1920. The first woman known to have served as a village carrier was Julia McGee, who delivered mail in Clairton, Pennsylvania, from January 1, 1918, to May 31, 1920.

In 1920, about five percent of the nation's 943 village carriers were women, with six towns in Pennsylvania — Clairton, Elizabeth, Gallitzin, Glassport, South Fork, and Saint Clair — served entirely by women village carriers.

As village delivery was gradually phased out in favor of city delivery, most of the remaining women village carriers either resigned or transferred to clerk positions. But a few women village carriers converted to city carriers, including Mary E. Humphreys of Jasonville, Indiana, in 1925; Jessie McCaa of Franklinville, New York, in 1926; and Elizabeth A. Craddick of Osborne, Kansas, in 1930.

### The 1960s: A Decade of Change

*I believe that Federal employment practices should be a showcase ... maintained in every respect without discrimination and with equal opportunity.*<sup>9</sup>

*Statement by President John F. Kennedy on the Establishment of the President's Commission on the Status of Women*

On December 14, 1961, President John F. Kennedy created the President's Commission on the Status of Women to study, among other things, federal employment policies and practices and federal and state labor laws, to determine what needed to be done "to demolish prejudices and outmoded customs which act as barriers to the full partnership of women in our democracy," specifically to their employment.<sup>10</sup> Kennedy thought that the federal government should lead by example: in July 1962 he ordered that federal appointments and promotions be made "without regard to sex."<sup>11</sup>

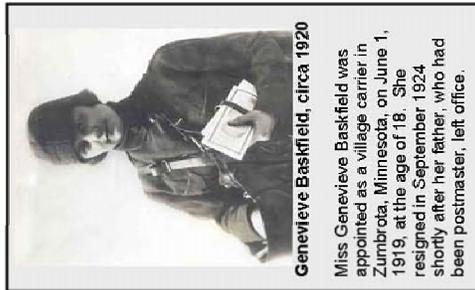
Kennedy's 1962 order opened the door to federal employment for many women. The number of women city carriers jumped from 104 in 1960, to 370 in 1965, to 3,500 in 1968.<sup>12</sup> By 1972, nearly 8,000 women delivered mail in cities, representing about four percent of city carriers. Eleven years later, in 1983, more than 18,000 women were serving as city carriers (about ten percent), and the number continued to grow.

In 2007, about 59,700 women served as city carriers and 36,600 as rural carriers, representing 40 percent of the carrier force.



**Jane Mikesell, 1969**  
Courtesy, Jane Mikesell

Mrs. Jane Mikesell began her 30-year postal career on May 13, 1968, as a letter carrier in Phoenix, Arizona. She was that city's first woman letter carrier.



**Genevieve Baskfield, circa 1920**

Miss Genevieve Baskfield was appointed as a village carrier in Zumbrota, Minnesota, on June 1, 1919, at the age of 18. She resigned in September 1924 shortly after her father, who had been postmaster, left office.



**Evelyn Brown, 1967**

Mrs. Evelyn Craig Brown started delivering mail in Washington, D.C., in 1963. She was the first woman to deliver mail in the city since the World War II era.

<sup>1</sup> *Journal of the Postmaster General*, April 3, 1945, Record Group 28, National Archives and Records Administration.  
<sup>2</sup> W. Edward Baker and Bonnie Baker Soldano, *The Way It Was, An Album of Post Washington Recollections* (Port Washington, New York: Dockside Books, 1989), 68.

<sup>3</sup> "Resolute Georgia Girl Is Rural Mail Carrier," *The [Atlanta] Constitution*, September 13, 1904.

<sup>4</sup> "Woman Mail Carrier Hurt Horse Throws Miss Viola Bennett from Her Buggy," *The [Atlanta] Constitution*, April 29, 1906.

<sup>5</sup> *The Washington Sunday Star*, December 30, 1934, 1.

<sup>6</sup> "Women to Carry Mail Tomorrow; City Post Office to Experiment With Two to Meet War Conditions," *The [Washington] Evening Star*, November 5, 1917, 1.

<sup>7</sup> Letter dated November 23, 1917, from First Assistant Postmaster General J. C. Koons to the postmaster of New York City, in *The Postal Record*, March 1918, 76. Also "Indoor Work for Women Carriers, Mrs. Campbell and Mrs. McGrath on Routes Today for Last Time," *The [Washington] Evening Star*, November 17, 1917, 1. The women's service was cut short partly because some male substitute carriers complained that they had not taken the required Civil Service exam.

<sup>8</sup> Village delivery service was tried experimentally in some small towns beginning in 1891, but the early experiments were abandoned due to the service's perceived small benefit at a large cost. The service was reintroduced on June 30, 1912, and peaked in 1926 when it was offered in 859 towns nationwide. The number of towns with village delivery dropped steeply during World War II, and on November 1, 1949, most of the remaining village carriers were converted to city carriers. Village delivery service was phased out in the 1950s; by 1957 only 10 village carriers remained.

<sup>9</sup> John F. Kennedy, "Statement by the President on the Establishment of the President's Commission on the Status of Women," December 14, 1961. From University of California, *American Presidency Project*.  
<sup>10</sup> <http://www.presidency.ucsb.edu/ws/print.php?doc=8483> (accessed May 30, 2007).

<sup>11</sup> *Ibid.*

<sup>12</sup> John F. Kennedy, "Memorandum on Equal Opportunity for Women in the Federal Service," July 24, 1962. From University of California, *American Presidency Project*. <http://www.presidency.ucsb.edu/ws/print.php?doc=8796> (accessed May 30, 2007). In 1967, President Lyndon Johnson amended the Civil Rights Act of 1964 to prohibit sex discrimination in hiring in the workplace at large.

<sup>13</sup> The Vietnam War, which led to fewer male applicants for postal jobs, also contributed to a rise in the employment of women.

HISTORIAN  
UNITED STATES POSTAL SERVICE  
JUNE 2007

# WARLCA COUNTY CONSTITUTION CHANGE

The following Constitution change was submitted at the (date) \_\_\_\_\_ Meeting of the (County) \_\_\_\_\_ Rural Letter Carriers' Association. **If adopted, the County Secretary/Treasurer will update the County Constitution appropriately, and then send the complete updated County Constitution to the State Secretary/Treasurer.**

The following procedures are suggested for effectively presenting county-adopted Constitution Changes:

- 1) Place only one Constitution per sheet.
- 2) Present in Word document format.
- 3) Formatting instructions:
  - (a) Font - Times New Roman; Font Size - 11
  - (b) New Language **BOLD**; Omitted Language ~~Strike Through~~
  - (c) Article \_\_\_\_\_ Section \_\_\_\_\_ Paragraph \_\_\_\_\_

Explanatory paragraphs should be headed as follows: (If spaces below are inadequate, use additional sheets with the appropriate heading)

## PRESENT LANGUAGE:

## PROPOSED LANGUAGE:

## INTENT OF / REASON FOR CHANGE:

**Adopted?** (circle one)    **Yes**    or    **No**

**Signature** \_\_\_\_\_ **Date** \_\_\_\_\_

County Secretary

This form to be kept for two years by County Secretary/Treasurer

## WARLCA RESOLUTION FORM

### CHECK APPROPRIATE BOX

BINDING

NON-BINDING

The following Resolution was adopted on the (Date) \_\_\_\_\_ Meeting of the (County) \_\_\_\_\_ Rural Letter Carriers' Association. It is hereby submitted to the Resolutions Committee at the (Year) \_\_\_\_\_ State Convention for consideration and appropriate action.

### ISSUES

Check one:

AUTOMATION

BENEFITS

EMA

GRIEVANCE PROCEDURES

LEAVE REPLACEMENTS

MAILCOUNT

RELIEF DAY

RETIREMENT

SALARY

TIME STANDARDS

VEHICLE

WORK RULES

OTHER

WARLCA CONSTITUTION

NRLCA CONSTITUTION

The following procedures are suggested for effectively presenting state – adopted Resolutions:

- 1) Place only one Resolution per sheet.
- 2) Formatting instructions: Font-Times New Roman; Font Size 11;  
New Language **BOLD**; Omitted Language ~~Strikethrough~~
- 3) Indicate if the Resolution is intended to be binding or non-binding (above).
- 4) Indicate the issue this resolution concerns (above).
- 5) Identify any Handbooks, Manuals, or Written Documents to be amended:  
By: (a) Name of Document \_\_\_\_\_

(b) Article \_\_\_\_\_ Section \_\_\_\_\_ Paragraph \_\_\_\_\_

- 6) Explanatory paragraphs should be headed as follows: (If spaces below are inadequate, use additional sheets with the appropriate heading).

### WHEREAS:

### BE IT RESOLVED:

### INTENT OF / REASON FOR CHANGE:

Signature \_\_\_\_\_ (County Secretary)

Date Sent to State Sec/Treas \_\_\_\_\_

## WARLCA Membership Statistics



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

*Christopher Boston  
Richard Cochran  
Clayton Evans  
Henry Groeneveld  
Sharon Karnes  
Shelly Vallejo  
James Webster*

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

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

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

### Membership Longevity Awards

ADAMS	HAROLD	W	50	3/19/1999
ANDERSON	VERN	N	50	8/28/1998
BACCUS	JOHN	W	50	8/28/1998
BELLING	WILLIAM	G	50	3/29/2012
BENNER	HARRY	D	50	3/19/1999
BROWN	DELMOND	O	60	1/25/2018
CLIZER	RALPH	B	50	4/11/2003
COCHRAN	RICHARD		50	2/19/2018
CROFOOT	JAMES	R	50	8/28/1998
EVANS	CLAYTON	M	50	3/29/2012
FEARS	JOSEPH	R	50	4/8/2004
FISHER	GEORGE	E	50	8/28/1998
JOHNSON	DAVID		60	2/6/2018
KERN	KARL	F	70	3/7/2018
LYNN	JOEL	W	50	4/11/2003
MACKEY	MICHAEL	E	50/60	6/1/2016
MATHISON	VICTOR	J	50	8/28/1998
MURPHY	CHARLES	O	70	1/25/2018
NORRIS	DOLORES	J	50	1/25/2018
PATTERSON	HOWARD	W	50	4/8/2004
PETERSON	ALLEN	J	50	8/28/1998
RENTZ	WILLIE	F	50	4/11/2003
ROBINSON	EDWARD	C	50	3/17/2004
SYREEN	MARY	W	50	3/30/2018
TANGUY	WALTER	H	50/60/70	2/26/2008
THOMAS	JEAN	F	50	3/17/2004
TURK	DWANE	A	50	2/21/2017
UKOSKI	EVERETT	P	50	10/8/1998
WALSTON	DALE	L	50	12/4/2013
WAPLES	DARRELL		50	8/28/1998
WODAEGE	MARIE	M	50	4/8/2004
WOODS	ARTHUR	L	50	8/28/1998
ZIMMERMAN	DONNA	E	50	1/25/2018

Member Totals by Class		Nonmember Totals by Class	
Regular	1,021	70-5 — ARC	192
PTF	11	71 — Regular	169
Retired	259	74 — RCA VAC RT	10
Associate	1	76 — PTF	2
RCA	716	78 — RCA	216
Retired Associate	1	79 — RCA AUX RT	12
Recently Retired	13	<b>Total</b>	<b>601</b>
ARC	22		
Cash-Paid	30		
<b>Total</b>	<b>2,074</b>		

### Congratulations Retirees!

CORBIN, LINDA M	SAINT JOHN
KOZAK, ANDREW J	OLYMPIA
ROMAINE, JUDY A	EATONVILLE
SPENCE, TOMMIE R	OLYMPIA
SPENCER, LANELLE R	BRUSH PRAIRIE

**Please Welcome Our New Members!**

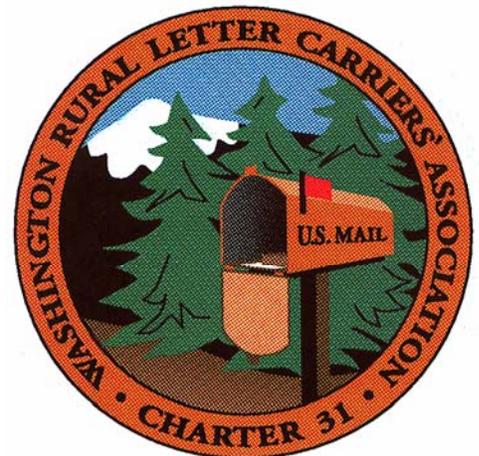
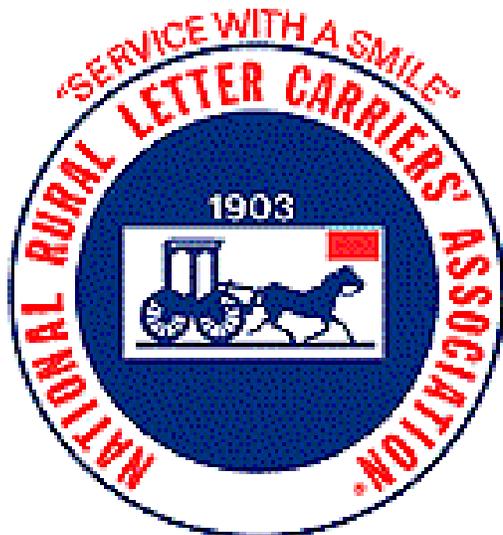
CRISMAN	KERRI	AMBOY	LANE	VINCENT	NORTH BEND	MUZZALL	ADRIAN	STANWOOD
BIDDLECOME II	DAVID	ARLINGTON	STEVENSON	ROBERT	NORTH BEND	MACK	JAMIE	STANWOOD
WHEELER	STEVEN	AUBURN	WHEELER	JASON	OAK HARBOR	COSWELL	KATHERINE	SUMNER
ORSER	RAND	AUBURN	STAMLER	ALICE	OAK HARBOR	LANCASTER	ARTHUR	SUMNER
UPUESE	UPUESE	AUBURN	RILEY	AMBER	OLYMPIA	LAGERSTEDT	CHERYLANN	SUMNER
GLUECKERT	JANE	BATTLE GROUND	NEWSOM	OTTO	OLYMPIA	STENDEL	CHANTELLE	SUMNER
MOORE	JAKOB	BATTLE GROUND	HU	SHI	OLYMPIA	THORNTON	MORGAN	SUMNER
REA	TABETHA	BENTON CITY	MICKELSON	CAREY	OLYMPIA	BAKER	WILLIAM	SUMNER
REA	CARLA	BENTON CITY	DEAN-SNODGRASS	PATRICK	OLYMPIA	GEAUDREAU	GREGORY	SUMNER
MADDOX	FLOYD	BLAINE	MONGKOLPRASITH	PLOBKWUN	OLYMPIA	CHASE	COREY	SUMNER
BOUMA	MEGAN	BLAINE	LASZLO	DENNEL	OLYMPIA	BAKER	KAITLIN	SUMNER
KIRK	MAGGIE	BLAINE	ARCHIE	TIMOTHY	OLYMPIA	MERKEL	JOSEPH	SUMNER
STAMEY	MICHELLE	BLAINE	BARTON	MICHAEL	OLYMPIA	SKAGER	KAREN	SUMNER
GARRETT	KELLY	BREMERTON	MCCREARY	MEGAN	OLYMPIA	MCRAE	SANDRA	SUMNER
OTERO	JASON	BREMERTON	THOMPSON	LEIGH	ORTING	BHATTARAI	SISHIR	TACOMA
MCCLOUD	RACHEL	BUCKLEY	MENDOZA	ANGELICA	PASCO	VANSLYKE	TAYLOR	VANCOUVER
OTIS	MARK	BUCKLEY	SILVA	DORA	PASCO	SCHMIERER	SHAWN	WALLA WALLA
HERRERA	KAELIN	BUCKLEY	RUSSELL	LARRY	PASCO	WORLEY	RACHEL	WASHOUGAL
REPP	CESARIO	CAMAS	SPICER	CHANTELL	PASCO	RIDER	AMBER	WASHOUGAL
HEBERT	CODY	CAMAS	RYNG	VICTORIA	PORT ANGELES	TRAYLOR	ERIC	WAUNA
SEABERG	LINDA	CATHLAMET	ERDMANN JR	LARRY	PORT ORCHARD	SULLIVAN	MICHELLE	WAUNA
PEREDNIA	GRAHAM	CHEHALIS	ROXAS	RONULFO	PORT ORCHARD	CARR	VICKIE	WOODINVILLE
SWANSON	ALEXA	CHEHALIS	LOUSTAUNAU	RUTH	PORT ORCHARD	GOODSON	HENRY	WOODINVILLE
GREENE	ELIZABETH	CHEHALIS	CALVERLEY	VANESSA	PORT ORCHARD	SLEDGIANOWSKI	DEVIN	WOODINVILLE
LANDIS	CHRISTA	CHEHALIS	WINGE	LAURA	PORT ORCHARD	LIN	CHING HUNG	WOODINVILLE
SNYDER	ALEXUS	DAYTON	BENNETT	CYNTHIA	PORT ORCHARD	HARRER	JUSTIN	WOODINVILLE
TAYLOR	DANIEL	ELMA	WELTON	MORGAN	POULSBO	OSTRANDER	CAMILLE	WOODINVILLE
BENNETT	CAROLINE	ELMA	SHEPPERSON	KEITH	PUYALLUP	STAPLETON	MAEGAN	WOODLAND
MORAN	JENNIFER	ELMA	ARNOLD	ANDREW	QUINCY	MANN	SUKHJINDER	WOODLAND
MELLOTT	DANIEL	ELMA	ORESTAD	PAIGE	REPUBLIC	BOYD	TUESDAY	YACOLT
FORTUNE	KIYLEI	ELMA	MILBURN	JENNIFER	RICHLAND			
THOMAS	MAXWELL	EVERETT	ERNSDORFF	BRITTINI	RICHLAND			
MCCORMACK	ANNTIONETTE	EVERETT	NEWBERRY SR	CODY	RICHLAND			
BELT	CHRISTINA	FERNDALE	RILEY	BRIAN	ROCHESTER			
ROBERTS	JENNIE	FORKS	KNOKEY	DAVID	ROCHESTER			
VANCE	BRENDA	GIG HARBOR	JOYCE	JACOB	ROY			
STEPHENS	AMANDA	GIG HARBOR	CORBIN	LINDA	SAINT JOHN			
DILLON	LEO	GRAHAM	PETERSON	ERIK	SEATTLE			
CHAN	JOHNSON	GREENACRES	KATZ	BETH	SEATTLE			
MALIMA	CHRISTINE	GREENBANK	SPRENGER	KEVIN	SELAH			
SHOOSMITH	JOHN	GREENBANK	STUBBS	ERIC	SELAH			
WHITNEY	MARK	GREENBANK	MILLET	DAVID	SEQUIM			
BURKE	MELISSA	ISSAQUAH	RODRIGUEZ	CLIFTON	SEQUIM			
	UMAMAHE-		MORGAN	NELSON	SEQUIM			
PANDURANGAN	SWARI	ISSAQUAH	WHEELER	RYAN	SEQUIM			
CAI	YAJIAN	ISSAQUAH	OVERBAY	RYAN	SEQUIM			
KHALILI	IRAJ	ISSAQUAH	FAIAS	KATHLEEN	SEQUIM			
LUCHTEL	NATALIE	ISSAQUAH	ARNOLD	FRANK	SEQUIM			
PITTS	RON	LACROSSE	RHOADES	LAUREL	SHELTON			
PARK	KI-JUNG	LAKE STEVENS	KUMMER	PAIGE	SNOHOMISH			
DORONIO	KAREN	LAKE STEVENS	DIPASQUALE	JONATHAN	SNOHOMISH			
BOSCH	NICHOLAS	Lake Stevens	GIDNEY	TAMMY	SNOHOMISH			
RUSSELL	TERESSA	LAKE STEVENS	ANDERSON	BRENTON	SNOHOMISH			
BACCUS	DEBORAH	LEAVENWORTH	SINGH	JAGROOP	SNOHOMISH			
MILLER	SARAH	LONG BEACH	BRIGGS	PAULA	SNOHOMISH			
MARTIN	DIANE	MARYSVILLE	MILNE	TARA	SNOHOMISH			
LAMBERT	SHAWNA	MARYSVILLE	VANG	SA	SNOHOMISH			
SHUMATE	PATRICK	MARYSVILLE	ROACH	SEBRINA	SPANAWAY			
PEARSON	AMANDA	MONTESANO	FOSTER	BARRY	SPANAWAY			
SNYDER -JONES	SHELIA	MOSES LAKE	BORJA	KAYLAMARIE	SPANAWAY			
VAUGHAN	JASON	MOSES LAKE	BORJA	JESSICA	SPANAWAY			
DE LONAY	DORINE	MOUNT VERNON	ANDERSON	KIMBERLY	SPOKANE			
FINLAN	ANGELA	MOUNT VERNON	DEZENOBIA	HYACINTH	SPOKANE			
BACON	NELSY	MOUNT VERNON	BIPPES	BRANDY	SPOKANE			
COCKERUM	TONI	MOXEE	WILLIAMS	MICHAEL	SPOKANE			
BEAL	TERRY	NEWPORT	CHRISTIANSSEN	SYBIL	STANWOOD			
NOWATCHIK	MICHAEL	NINE MILE FALLS	KELSEY	DENISE	STANWOOD			

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

Address change? Please let your State Secretary-  
Treasurer know in order to keep your WARLCA and  
NRLCA magazines coming!

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

**Change Service Requested**



*Where Service Begins With a Smile*

### **Upcoming Dates to Remember**

- April 19-21 2018: Western States Conference, Cheyenne WY
- April 28 2018: Count results effective
- April 30 2018: Last day to claim 2017 FSA expenses
- May 12 2018: Letter Carriers' Food Drive
- June 24-26 2018: State Convention, Pasco WA
- Aug 14-17 2018: National Convention, Grand Rapids MI
- Oct 13 2018: New Guarantee Year begins