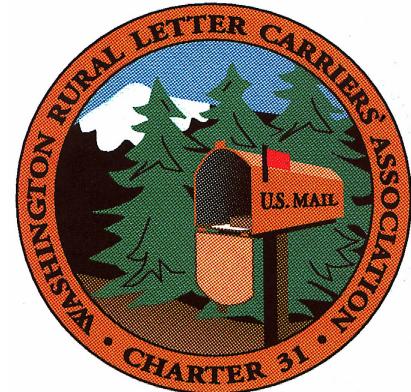


Washington Rural Carrier

Official Publication of the Washington Rural Letter Carriers' Association

Spring 2019



Where Service Begins With a Smile

Spring Thaw

Buried in Snow!

Knowledge Is Power

Are You Taking Advantage?

A Postal Odyssey

Conclusion to This Epic Tale

We Need You!

Calling Ad Hoc Trainers!

Article 30

Know Your Contract!

NRLCA To Go

New Mobile App Released



Jim Hemrich's delivery Jeep in Garfield WA

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Sign Up For Email Updates!

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

1. Open your email program. Or, scan the QR code to the right with your smart phone.
2. Send an email to emailsignup@warlca.com
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



Notice of 2019 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 23, 2019 and adjourn at the close of business on Tuesday, June 25, 2019. The State Convention will be held at Great Wolf Lodge, 20500 Old Highway 99 SW, Centralia WA 98531. Business sessions include voting on proposed constitution changes and resolutions, elections of officers, speakers' presentations, and other business that may be brought forth to the delegates.

The following officers will be elected:

Vice President	Two-Year Term
Region One Committeeperson	Two-Year Term
Region Two Committeeperson	One-Year Unexpired Term
Region Three Committeeperson	Two-Year Term

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.

If you're interested in any of the positions on the WARLCA board, you can read more information about the positions and the required duties on the website at:

[https://warlca.com/documents/
ElectedOfficersandappointedpositionsduties12-2018.pdf](https://warlca.com/documents/ElectedOfficersandappointedpositionsduties12-2018.pdf)

Are you planning on running for any officer positions open for election on the WARLCA State Board at the 2019 WARLCA State Convention?

**If so, please set this date aside Wednesday,
June 26, 2019.**

If you are elected there will be a board meeting on Wednesday, June 26, 2019, from 8 a.m. to approximately noon for all elected state officers. The first full board meeting will be in July 2019. The date will be announced later or contact your board for more information.

Special Election Notice

All WARLCA members in good standing who desire to be considered for a 2019 national convention delegate position representing the WARLCA, please refer to the NRLCA *National Rural Letter Carrier* magazine starting with the November/December issue for the nominating form and mailing instructions. This information will continue to be printed in the NRLCA *National Rural Letter Carrier* magazine up to and including the May 2019 issue. This information can also be found by accessing the NRLCA website and clicking on the "Magazine" tab for the applicable current issue.

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Welcome Home, Patrick!

Patrick Pitts was elected to the National Board of the National Rural Letter Carriers' Association at the 114th National Convention in Grand Rapids, Michigan on August 17, 2018 to serve a four-year term as Executive Committeeman.

Patrick began his Postal career in 1984 as a Designation 75, Rural Carrier Relief (RCR) in Port Orchard, Washington. Patrick became a Designation 78, Rural Carrier Association (RCA) in 1985 and converted to Designation 71, Regular Carrier in December, 1989. Patrick has represented rural craft employees as a local and area steward, assistant and senior assistant state steward, as state steward for Washington state and as the NRLCA District Representative for the Seattle and Alaska postal districts.

Patrick has served as a county unit vice president and president and has served the Washington Rural Letter Carriers' Association (WARLCA) as both vice pres-

ident and president. Patrick has served the NRLCA as a member of the Labor Relations Special Assignment Committee, including four years of service on Steward Task Force 1.

Patrick comes from a rural carrier family and has the full support of his rural carrier wife, Renee'. Patrick and Renee' have six grown children and recently celebrated the birth of their sixth grandchild.

Everything Patrick has done throughout more than 30 years with the Postal Service has been in service to the rural craft. It was once said "The Purpose of this Association is to protect and defend the rights of Rural Carriers and to further their interests." Patrick believes this to be true and pledges his efforts to this purpose.

Join us in welcoming Patrick back to Washington at our annual State Convention at the Great Wolf Lodge!



2019 National Delegate Ballot Timeline and Notification

Here is the timeline for those wanting to be on the ballot for 2019 National Convention.

May 4, 2019: Nominations must be received at PO Box 59, Liberty Lake, WA 99019-0059. Any nominations received after this date will be sent back as post office box closed. A member of the 2019 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 December, January, 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.

Also, a listing of members and labels will be printed from the NRLCA database to be used for the mailing of the ballots.

May 14, 2019: A drawing of names for placement on the ballot will be held at 8 a.m. 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.

May 16-19, 2019: 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. Candidates, or their designee, can observe.

May 29, 2019: The ballot mailing will be completed by this date.

The week of June 10, 2019: Two members of the 2019 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 Galvin Post Office, 4810 Galvin Rd, Galvin WA 98544. They will make a determination if a correct address can be found and resend the ballot again in a separate envelope. Candidates, or their designee, can observe.

June 22, 2019: Two or more members of the 2019 Election Committee, again whose names are not on the ballot and have been appointed by the WARLCA President, will pick up all ballots at the Galvin Post Office, 4810 Galvin Rd, Galvin WA 98544 in the morning. Ballots will be tabulated by the 2019 Election Committee as soon as they return from the Galvin Post Office in a meeting room at the 2019 State Convention at Great Wolf Lodge, 20500 Old Highway 99 SW, Centralia WA 98531. Candidates, or their designee, can observe. All observers must first check with the 2019 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, 2019 will be returned to sender by the Post Office showing PO Box closed.

June 23, 2019: Election results will be announced on Sunday, June 23, 2019 by the 2019 Election Committee at the 2019 State Convention at Great Wolf Lodge, 20500 Old Highway 99 SW, Centralia, WA 98531. 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.

Notice:

The secret election ballot for voting for WARLCA delegates to the 2019 NRLCA National Convention will be mailed between May 18th and 29th, 2019. Any eligible member (those on the database by May 4, 2019) who has not received a ballot or any member who spoils a ballot may request a new ballot by contacting Pre-Election Committee Member Chair Jaymie Tiffany at (509)389-1744. If you request and return another ballot only the replacement ballot will be counted.

Please note revised instructions this year concerning mailing your ballot: In order for your ballot to be validated, **you MUST include your name and return address information as requested on the return ballot envelope. Your name and return address information on the return ballot envelope should be legible and match the information on the mailing label of the ballot packet you have received.** This will identify you as an eligible voter.

Rules for Observers

In the Election of Officers and National Delegates for the WARLCA

1. 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.
2. 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.
3. 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.
4. 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.
5. Observers should remain in the area(s) approved by election officials where they are able to see the voter tabulation process.
6. 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.

7. 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.")
8. 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.
9. Observers may not touch or handle ballots at any time or interfere with the tally process.
10. Prior to the start of the ballot verification and tally, the election officials will review the counting procedures with observers including voiding rules.
11. Observers will be requested to sign a Ballot Tally Certification at the end of the ballot tally process.
12. 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, 2019

Location: Great Wolf Lodge, 20500 Old Highway 99 SW, Centralia WA 98531

Time: 9 a.m.

Local Stewards

Dawn Anderson, Benton City
Laura Aries, Langley
James Arvin, Cheney
Dawn Ayers, Sumner
Paige Barrett, Grandview
Lisa Benson, Marysville Main
Dawn Boyer, Battle Ground
Amy Bullion, Ferndale
Crystal Carrasco, Arlington
Laureen Chamberlin, Newport
Lorrie Crow, Colville
Tammy Donaghue, Wenatchee
Susan Durgan, Port Angeles
Paul Dylan, Poulsbo
Kurt Eckrem, Marysville Annex
Janice Frymire, Snohomish
David Hamilton, Blaine
Ira Hendrickson, Bainbridge Island
Katrina Hunt, Orting
Chris Kaufmann, Eastsound
Justin King, Walla Walla
Isabella Lopez, Lake Stevens

Cassidy Munn, Rockford
Quang Nguyen, Stanwood
Kelly O'Neill, Camas
Tamara Packard, Bellingham
Alicia Peterson, Eatonville
Gabrielle Pohl, Buckley
Tricia Randall, Oak Harbor
Trina Robinson, Colfax
Jemini Rogers, Rainier
Jody Rogers, Shelton
Bonnie Salzman, Graham
Victoria Santos, Woodland
Billie Shinall, Pullman
Jeffrey Taylor, Greenacres
Debbie Thompson, Chewelah
Trina Vermilyea, Castle Rock
Janie Walla, North Bend
Jena Welch, Sequim
Aaron Whipple Jr., McCleary
Corina Wietasch, Puyallup
Rena Wise, Mount Vernon

Is your office not represented here? Join our ranks! The local steward is an invaluable piece of the union puzzle, and WE NEED YOU! It's easy to get started. Contact Renee' Pitts, Jeffrey Taylor, or Joyce Patteson for more information!

Letters to the Editor

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





Is Our Union Doing Its Job?

By Kurt Eckrem, WARLCA President & Historian

That's kind of a provocative question, isn't it? What is our union's "job" anyway? As a basic mission, a union should provide a service to its members who pay dues in exchange for that service. No one should pay a fee and expect to get nothing in return, yet I feel that a lot of our members feel exactly that way, and many nonmember rural carriers don't join because that's precisely what they think will happen. Let's take a look at these questions and see if we can come up with any answers.

The first number one job of any union is to represent its members. That means having properly trained personnel available for a member who needs that representation. It also means having a system in place to make those members aware of that representation. The second number one job of any union is to provide information to its members to assist those members in getting properly paid for their work, that they are safe in their workplace, and that they are kept informed of any changes. Unfortunately, all the information in the world won't help a person who isn't willing to take that first step and reach out and grab that information. Finally, the third number one job of any union (yes, there are more than one number one jobs) is to advocate for its members. This advocacy can take several forms. Stepping in when things go wrong for a member and helping to the best of its abilities to set things right. Working with the powers that set the rules to make sure those rules are reasonable and protect and provide for its members. And assuring that its members are adequately paid and their jobs are secure. Three number one jobs, and all three are more often than not intertwined in every situation involving the members.

The NRLCA, along with the other postal unions, is a little different than private sector unions because of the duty of fair representation (DFR). We are obligated to represent all rural carriers to the best of our ability, whether they are dues-paying members or

not. However, that isn't the issue, as I see it. I do believe our union follows the DFR and does represent all rural carriers equally, irrespective of membership. The issue is how does our union know when that representation is needed. The NRLCA has a structured steward system, the NSS (National Steward System) that is a hierarchy of who represents every rural carrier, from the national director of steward operations down to the local steward in the individual office. That's right, every carrier has a representative. But do those carriers utilize that representative? Sadly, in many, if not most cases, they don't. They don't, because a very large portion of rural carriers won't take the time to learn the rules under which they work and are compensated for that work. They don't read the National Agreement (EL-902) or the PO-603 (both of which are readily available), and just assume that everything management tells them is

accurate (which is foolhardy) or that the manager is on the carrier's side and is just trying to help (which is dangerous). So many issues go unreported, or our union finds out

too late to do anything. Not to say that all managers are bad, but even the good ones are often put in an impossible position by their demanding superiors, and when their own jobs are at risk, on which side of the fence will they likely come down? A large percentage of under-prepared rural carriers mixed with a group of good managers under unrelenting pressure/bad managers with an agenda is a recipe for disaster.

Which brings up the second point, that being "Do we do a good job at getting that information to our members?" The NRLCA sends out a monthly magazine, many state associations send out a magazine or newsletter on a regular basis, national and state websites are provided, and meetings and trainings are scheduled. But again, it is incumbent on the individual rural carriers themselves to take advantage of the information out there that is made available to them.

Back to that again. Often, a member will only make themselves aware of the rules and regulations when there is trouble, and only regarding that specific problem. So much time and effort could be saved with a little foreknowledge and preparation. It's called being proactive, and that is exactly what our union needs to be with its third number one job: advocacy. In a grievance situation, it would serve no purpose to train each steward only at the time the grievance came up. Our union trains its stewards continually, because they never know when any part of that training might be needed. Our union's national officers have prepared and continue to negotiate a new National Agreement, which could possibly be put out for a ratification vote at almost any time. And in the all-important area of legislation, our union is tireless in its efforts to work with our nation's Sena-

tors and Congressmen and our fellow postal unions to get positive legislation passed that will benefit not only the USPS as our employer, but us as rural carriers and our families.

Lest you think I believe our union can do no wrong, you are far from the truth. Our union, MY union, has horribly disappointed me not once, but twice in the last few years. My friends in the union know what I am talking about, and many of them share those sentiments. Both times, I questioned my commitment to the NRLCA. But I stayed, and vowed to work harder to make the changes I think need to be made. You can't be an advocate for change if you just stand outside and shout criticisms. You can only be a part of creating positive changes if you are inside and take a seat at the table.

Respectfully submitted, Kurt



Making That Contact is Important

By Lorrie Crow, Vice President, Region 3 Committeeperson & NGIC Rep

A few weeks ago, I was able to spend the day playing with my 2-year-old grandson. After a lazy morning and not wanting to be cooped up in the house all day, we went on an excursion. Part of this included a trip to the local trampoline park. We spent about an hour and a half bouncing, rolling, crawling, and climbing. Nothing too strenuous or difficult. Later, at about 2 a.m., I rolled over in bed and was immediately in excruciating pain. At one point I was convinced that I had somehow managed to get a compression fracture, back was broken for sure.

After what seemed like hours and serious contemplation of calling an ambulance, I made my way to the kitchen and was able to take some pain relievers. After a bit, I was able to move without too much discomfort, and of course, it wasn't a broken back. The next day I saw not only my massage therapist but the chiropractor. Sadly, they both told me pretty much the same thing.

Although we think are active most of the day (standing while casing mail, lifting, bending, twisting, and getting in and out of our vehicle to deliver packages), we still spend a great deal of time sitting. It seems that the sitting for hours on end on a daily basis is the culprit. Not only are we not doing any-

thing to strengthen our backs, we are causing them to become weak. I know sounds crazy to me as well, but apparently long-haul truck drivers and cab drivers suffer the same problem.

After a couple of hours of getting adjusted, massaged, and soaking in a hot tub I felt great. Thinking that I am in relatively good shape and try to get to the gym on a regular basis, surely they must be wrong. Then spring fever hit, and I had to spend a couple of hours working outside. OOPS! Maybe they were right. If possible, try to get out of your vehicle a couple times a day and do some stretches and maybe walk around a bit. **Please listen to your bodies when spring fever hits, and don't overdo it.**

By now I am sure most everyone has seen the video either on Facebook or Twitter about the privatization of the Post Office. if you haven't seen it; I was able to find it and the following excerpt of an article by Jory Heckman at [www://federalnewsnetwork.com](http://federalnewsnetwork.com). I think the video is a must watch.

Insight by Carahsoft: DHS, NASA, and Interior Department address the evolution of CDM to meet new challenges and provide new capabilities in this free webinar.

"Since 2001, first-class mail, one of the Postal Service's most profitable products, has declined by 40 percent.

"The agency has posted net losses for the last 11 fiscal years, and posted a \$1.3 billion loss in the second quarter of fiscal 2018 — more than double the loss from the same period last year.

"However, USPS continues to see rapid growth in its package and shipping business. Ten years ago, USPS took in about \$1.5 billion in parcel revenue. In recent years, it's been earning more than \$20 billion in packages.

"Rep. Elijah Cummings (D-MD.), the committee's ranking member, expressed concern with the administration's decision to go right to selling off the Postal Service, instead of looking to reform it.

"The Trump administration announced its intention to ultimately privatize the Postal Service before the White House's postal task force was scheduled to release its recommendations for the agency in August.

"Instead of working with us, President [Donald] Trump unilaterally appointed a task force to come up with its own ideas about the Postal Service. Then, without even waiting for his own task force's results, President Trump rushed in this proposal to eliminate it entirely," Cummings said. "Like so many other ideas that come out of this White House, President's Trump's proposal to privatize the Postal Service is disorganized, unilateral and frankly incompetent. I do not think this plan is a serious one."

"Last year, the committee passed a bipartisan postal reform bill that Cummings said would put USPS on 'more solid financial footing,' but the legislation never received a full House vote.

"Weichert explained the administration would first need to get USPS on a more stable financial trajectory before selling it to the private sector.

"Privatization is definitely a vision for the longer term and a framework that could be looked at," she said. "The near-term has to be about economic improvement in the Postal

Service. You couldn't privatize an entity that has the level of liabilities and economic challenge that the existing Postal Service does."

"USPS has more than \$100 billion in unfunded liabilities, and owes another \$15 billion to the Treasury Department's Federal Financing Bank.

"For more than a decade, USPS has had to prefund health benefits for future postal retirees, and has defaulted on several scheduled payments to the fund.

"Most of the recent reform bills proposed in House and Senate would require postal retirees to enroll in Medicare parts A, B, and D, and would eliminate most of its prefunding burden.

"Rep. Gerry Connolly (D-VA.) told Weichert that the Trump administration should have first addressed the 'onerous' prefunding mandate before seeking to privatize the Postal Service

"I would love the administration to at least acknowledge that that's a major problem," Connolly said."

Luckily there are a great many legislators that are backing the House Resolutions protecting the USPS. But as we have seen on so many occasions, this Administration is not always likely to follow protocol and seems determined to end the USPS as we know it today. Now more than ever it is important that we take the time to not only educate ourselves but educate those who say "What's the big deal? Why would it matter if the post office is privatized?" These conversations could very well fall under the guidelines of the Hatch Act, so maybe not while working. While we are at it, we might want to give them the information to contact their respective legislator and let them know how important the post offices' services are to them, or to thank them for understanding the importance of the services that USPS provides.

If you go to the warlca.com webpage and click on the local legislative tab, all the information you need can be found there. I realize that sometimes a person is not comfortable making the call. But you can always send an email, or what I did for some time was call when the offices aren't open and leave a message. The important thing is that we continue to contact our Legislators.

The important thing is that we continue to contact our Legislators

Fun Fact: Abraham Lincoln was a local postmaster. As a postmaster in New Salem, Illinois from 1833 until 1836, Lincoln would occasionally deliver the mail by stashing it inside his hat.

July 26, 2018 by NCC Staff

Respectfully Submitted,
Lorrie Crow, Vice President



Secretary Stats & Treasurer Tidbits

By Becky Wendlandt, WARLCA Secretary-Treasurer & Webmaster

What happens if you are told you have cancer?
In December my doctor told me I had cancer. After the shock, I prepared myself for what I would need to do. I had lots of questions for the doctor and surgeons, but there was one question that I did not have to ask or worry about. I knew my health insurance has 100% cancer coverage! Do you think yours does? Well I am pretty sure the answer is no unless you have Rural Carrier Benefit Plan insurance. The reason why that is the Rural Carrier Benefit Plan (RCBP) health insurance is the ONLY federal plan that covers cancer costs 100%. You can pick your own doctor and hospital, you can get second opinions, your chemo, radiation, treatment, and drugs: all paid in full.

RCBP plan is managed by NRLCA and only members can have RCBP.

What that means to you as a member is that not only do you have 100% cancer coverage, but say you have a question or were denied a procedure because it was coded wrong, you now have someone to call who works at our national office. Not the insurance company, not some call center from India, but our own Cameron Deml, Director of Insurance Plans, at our NRLCA office. He can be your advocate between you and the insurance companies to make sure your questions are answered and you get the coverage you paid for.

As it turned out, the surgeon got all the cancer. I am very lucky. I strongly recommend not putting off those mammograms and other tests your doctor tells you to do. I can attest that they save lives. The bills are coming in, all with a zero balance. I know other members' stories praising the RCBP health insurance with their cancer struggles. Cancer is a big enough worry without wondering if it is going to take all

your money to pay for. So yes, besides all the other benefits that I have as a member, to me our RCBP is reason alone to be a member.

Want to see changes in our contract with USPS?
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 volumes 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 in 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 (June 23-25, 2019 in Centralia, WA) and telling your national officer, and/or going to Western States Conference (April 24-26, 2019 in Tempe, AZ) 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 congressman 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.

Membership totals are frustrating! We now have, as of today, 2,033 members (down from 2,074

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 (131 in the last 3 months), 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. The system is broken but can be fixed! The next time you hear your manager complain about relief carriers leaving ask them why Seattle District does not do the same as Suncoast District in Florida that has 95% retention rate! Maybe it will get back to the USPS! There is a fix, but only districts that care will do it.

Finances: The board is making every possible effort to attend all new hire orientations. WARLCA President Kurt Eckem even changed his K day to Tuesday so he would not be denied LWOP to attend orientations. But it is at a cost. Not only for a day of pay, but a very long day with another orientation location added at Everett on the same day as Tacoma and Seattle. This happens every week. Then we have orientation every other week in Spokane. Ronnie Stutts, NRLCA President, is working with the USPS

to get the union presentation back at the ad hoc sites and some states are already doing that. Let's hope we can too. Speaking of ad hoc sites, we are so low of trainers that I know two trainers who are training almost every week. I hope you will read the notice in this paper and apply. We need you!

2019/2020 County Officer Dinner: I hope all 2019/2020 county officers will plan on attending the 2019 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 an incentive for non-members to sign up to get on NRLCA.org website.

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

United in support of our rural craft,
Rebecca (Becky) Wendlandt

NAME	WARLCA TRACKING FORM FOR 2018/2019 DUES YEAR													Total For Year
	Jul-18	Aug-18	Sep-18	Oct-18	Nov-18	Dec-18	19-Jan	19-Feb	19-Mar	19-Apr	19-May	19-Jun	Total	
Isabella Lopez	1	5	1	4	0	1	0	4	0					16
Isa Lost s/l annual	0	0	0	0	0	0	0	0	0					0
Tony Lott	1	5	2	6	1	0	0	0	0					15
Tony Lost s/l annual	0	0	0	0	0	0	0	0	0					0
Becky Wendlandt	11	14	7	8	3	6	6	9	5					69
Lisa Benson	0	0	0	0	0	0	0	0	0					0
Paige Barrett	2	5	2	5	2	0	0	5	0					21
Paige Lost s/l annual	0	0	1.5	0	0	0	0	0	0					1.5
Lorrie Crow	1	9	2	5	2	0	0	7	1					27
Lorrie Lost s/l annual	0	2	0	0	0	1.13	0	0	0					3.13
Kurt Eckrem	4	7	7	5	1	2	4	6	2					38
Kurt Lost s/l annual	0	0	0	0	0	1.5	0	0	0					1.5
Stella Fazzino	2	6	0	0	0	0	0	0	0					8
Stella Lost s/l annual	0	0	0	0	0	0	0	0	0					0
Levi Lost s/l annual	0	0.75	0	0	0	0	0	0	0					0.75
Doug Rinehart	0	0	0	0	0	0	0	3	0					3
Dawn Ayers	0	0	0	0	0	0	0	1	0					1
TOTALS	22.00	53.75	22.50	33.00	9.00	11.63	10.00	35.00	8.00	0.00	0.00	0.00	204.88	204.88

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

Financial Statements

Statement of Activities	Jul '18 - Mar '19	Budget	%/Budget
Income			
Interest/Dividends	1,863.40	2,550.00	73.1
Membership Dues	194,961.18	253,739.00	76.8
RAFT Incentive	4,735.00	6,570.00	72.1
National General Ins	16,091.74	21,000	76.6
Reimbursements	697.29	500.00	139.5
Sales	45.00	4,200.00	1.1
Total Income	218,393.61	288,559.00	75.7
Expense			
Accounting Fees	2,361.00	4,900.00	48.2
Awards & Recognition	1,695.24	1,795.00	94.4
Employee Benefits	3,844.75	6,000.00	64.1
Equipment	282.42		
Lodging	12,534.51	19,118.00	65.6
National Convention	47,946.16	47,946.16	100.0
Office Expense	1,483.71	1,638.33	90.6
Payroll Taxes	6,236.69	9,000.00	69.3
Per Capita Dues	3,409.25	3,842.00	88.7
Postage	3,074.21	6,140.74	50.1
Printing	621.06	1,000.00	62.1
Salaries and Wages	69,960.80	114,540.12	61.1
State Meetings	14,385.53	46,607.81	30.9
State Paper	5,801.26	8,500.00	68.3
Telephone & Internet	1,071.00	1,400.00	76.5
Travel	10,426.39	11,475.48	90.9
Website Expenses	444.38		
Western States Conf	656.50	4,650.00	14.1
Total Expense	186,234.86	288,553.64	64.5
Net Income	32,158.75	599,976.7	0.8

	Statement of Financial Position	Mar 31 '19	Mar 31 '18	% Change
	ASSETS			
	Checking/Savings			
	CD#74 (APCU)	42,396.31	41,802.09	1.4
	CD#77 (APCU)	32,009.26	31,590.08	1.3
	CD#75 (EmerFund)	42,396.31	41,802.09	1.4
	CD#76 (EmerFund)	21,954.97	21,662.53	1.4
	Chkg—APCU	292.28	387.25	-24.5
	Chkg—WA Trust Bank	3,422.33	6,436.57	-46.8
	Savings—APCU	103,286.84	100,117.53	3.2
	Total Checking/Savings	245,758.30	243,798.14	0.8
	TOTAL ASSETS	245,758.30	243,798.14	0.8
	LIABILITIES & EQUITY			
	Liabilities			
	Payroll Liabilities			
	Total Liabilities	296.65	213.15	39.2
	Equity			
	Net Assets			
	Net Income			
	Total Equity	245,461.65	243,584.99	0.8
	TOTAL LIABILITIES & EQUITY	245,758.30	243,798.14	0.8



Do You Have What It Takes?

By Isabella Lopez, Region 1 Committeeperson & New Hire Liaison

Ever wonder what is involved with bringing on our new hires? It's more than just showing up to class and reading out of a book all day. Three years ago, the post office recrafted its academy program with the goal of standardizing the material. A new training program was put together with the help of our union and created a new way to train RCAs with the hope our retention rates would increase. Four academies are scattered throughout the Seattle District with similar layouts. The academies consists of a four-day class that teaches using PowerPoint along with hands-on training. Each class has mock cases, letter and flat hot cases, and a throwback case so they can learn what to do with their mail. Perhaps the most valuable tool available to each academy is a mock delivery course. This gives the new RCA a chance to practice delivering mail in a closed environment and really enforces the lessons we try to teach them in class.

One of the biggest challenges I found when I first started teaching, using this new program, was the PowerPoint. I had to figure out how to use the PowerPoint but at the same time expand on the topic provided on the slide. If I get a quiet class that doesn't ask a lot of questions then I have to find a way to engage them. The chapters are laid out with a lot of information and our first day feels like it takes the longest. We talk about the things that are required of them, how they get paid, vehicle inspections, classes of mail, and how the carriers' case is set up. The next day we spend on the scanners, accountable items, and the different forms we may be using to do our jobs with a little bit of casing thrown in. The third day is spent talking about what they do with their mail when they finish casing it, collection, and delivery, as well as hazards they may encounter along the way. The last day of the course is probably the most important for us. We talk about the different ways

Bring your experience, most RCAs really appreciate being taught by someone who has been there done that

we can mark our parcels, pull the mail down, and they take turns delivering the mail, if we have time we can do the course more than once. With a little bit of clean up, we finish up the day talking about what we do when we get back to the office and accidents procedures.

So what does it really take to do this job? You have to apply on Lite Blue using e-career to fill out an application, don't forget to fill everything out. Then you will be scheduled to take the on-the-job course and the facilitators class; these classes train you how to run a class. When you finally get through all this, we have the train-the-trainer course that takes three days; here you will be certified to do RCA and ARC classes. At this class, we go over what material you will be using in your academy, the subjects that we cover, and how to open up the applications. Finally

you should be scheduled to shadow another instructor, this should give you a better idea of how to use the presentation to aid you in giving instruction.

What else do you need?

You have to be patient and understand that everyone learns at a different pace. Computer skills are really helpful since you have to be able to open up the presentation and run the projector. Be prepared for the weather, we will be outside rain or shine when we do the driving course, most of us don't have any place to take cover so umbrellas are advised. You have to teach this brand new person the right way to do things even if their carrier does not. ***Bring your experience***, most RCAs really appreciate being taught by someone who has been there done that because it gives them a better idea of what they can expect. Most important of all ***bring your love for our craft***, they are going to want to know why they should stick with it for the long haul.

VACANCY ANNOUNCEMENT

MAIL TO:

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

ISSUE DATE: Open

CLOSING DATE: Open

TITLE: RURAL CARRIER CRAFT CLASSROOM 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 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 Facilitator Skills Training (FST).

HOW TO APPLY:

You must print/mail your eCareer profile; addressing the requirements in the vacancy announcement. Profiles mailed to the application mailing address must be postmarked on or before the vacancy announcement closing date. Employees are encouraged to include the ZIP + 4 in their mailing address.

The employee's immediate supervisor/manager should attach a brief evaluation of the employee's work history, then forward under "CONFIDENTIAL" cover for receipt to the address listed above.

THE UNITED STATES POSTAL SERVICE IS AN EQUAL EMPLOYMENT OPPORTUNITY EMPLOYER. THE UNITED STATES POSTAL SERVICE PROVIDES REASONABLE ACCOMODATION TO QUALIFIED INDIVIDUALS WITH DISABILITIES. IF YOU NEED A REASONABLE ACCOMODATION FOR ANY PART OF THE APPLICATION, INTERVIEW, AND/OR SELECTION PROCESS, PLEASE CONTACT THE OFFICE IDENTIFIED ON THIS ANNOUNCEMENT. THE DECISION ON GRANTING REASONABLE ACCOMODATION WILL BE ON A CASE-BY-CASE BASIS.



“Houston, We Have A Problem”

By Doug Rinehart, Region 2 Committeeperson

Yes, I really am quoting a line from a movie. Why? Because we, as a union, have a problem, a big problem. What is that problem? Short answer – apathy. A question can easily be asked, “Why does a retiree care?” But the question can also be asked, “Why shouldn’t I care?”

I have spent a good portion of my postal career working for this association. I was first elected as the secretary-treasurer of Kitsap County (later to become Peninsula Counties after a merger with Clallam-Jefferson County) in 1991. I still carry that title proudly. In the mid-1990s, I was elected to the executive board of the Washington Rural Letter Carriers’ Association. That first year, which coincided with the first year for our current WARLCA secretary-treasurer Becky Wendlandt, was almost scary for us newbies. As a lot of people would NOT believe, I said very little. I listened and learned. I served under some really good presidents – Ed Koschalk, Charles Alexander, Patricia Alexander, Judith Peck, Cheri Freeman, etc.

Some of the luminaries from those early boards included Jack Spangler, Lynn Walker, Jim Hemrich, Donna Roakes, Dave Reppe, and Harley Robb just to mention a few. Later, I also served as the editor of this very publication and another term as the Region 2 Committeeperson. I served at the state level for a total of 13 years.

Those boards worked together. They argued their points of view, but when all was said and done, they came together to get the job done. And THAT is the point. There is still a job to do. With all of the changes that have come down the pike with the Postal Service, the union organization has changed also. The steward system is now controlled at the national level whereas the states used to have full control of it, including funding and the naming of stewards at the area and state levels. Those days are gone.

At the local level (the county units), things have changed also. When I started, the county secretary-

treasurer job could be a real bear. These folks were in charge of collecting dues for their units, remitting the national portion to the national office, and sending the state portion to the state. We no longer do this. The dues are taken care of for us (whew). But we can still have control over funds allocated to us from the state. All we have to do is meet the requirements for the monies and ask.

A couple of other jobs for the secretary-treasurer include maintaining meeting minutes and producing meeting notices, unless you have the state secretary-treasurer do it (the other option). The county president presides over the county meetings. Usually this includes setting up the time and place for the meeting. This could be anywhere from one to four meetings per year. The vice president takes over for the president when he/she is not available. A lot of the time, they also act as a legislative liaison, someone

who might keep up on bills before Congress and what they mean to the rural craft.

The next question I can hear is “Why in the heck is he telling us all this stuff?” Here is where the problem resides. Many of us old-timers have retired or are going to real soon. Heck, I am almost 70. Who will replace us? Remember my short answer – apathy? I don’t know a county unit that currently has 10% of their membership attend meetings. In some instances, the ONLY members in attendance are the current officers.

For the past couple of years, some county units have had an extremely hard time getting people to fill their officer positions. Over the years, there have been several (three) consolidations of county units throughout the state for just this reason. Today, there are several more county units in this possible situation, including mine. One of the real downers of not having people step up to the plate to be officers is the fact that if you do not have a full slate of officers at the county unit level, your county can be completely shut out of participation at the state convention. So

What is that problem? Short answer – apathy

some decisions have to be made.

Do we, as a union, just do away with the county units? Do we just go to a regional concept? I will say that this option is not a prime one. With the county unit meetings, a NRLCA level steward is usually in attendance to answer any questions the members might have. You also have dissemination of information that can be taken back to the local offices. A couple of county units have been able to get U.S.

Representatives to attend their meetings as guest speakers. These are all pluses. With a regional concept, one of the main objections will be travel since the meetings will undoubtedly be further away.

So, what will it be? Will you be one to step up to the plate or will we watch as this association shrivels up due to apathy?

Doug Rinehart
Region 2 Committeeperson



HELP! I Need to Talk!!

By Paige Barrett, Region 4 Committeeperson & Provident Guild Rep

What do you do when you are facing a situation that is bigger than your capacity to process in your brain? When you have tried and tried to rationalize the situation but to no avail. You find yourself in an abusive relationship and are trying to work up the courage to get out of it. You just can not handle the stress of the job and turn to drugs or alcohol to take the edge off and pretty soon, you realize that you are addicted to them. You find yourself getting angry over the smallest of details, something that wouldn't normally trigger you and you wonder, "where did THAT come from?" Do you feel anxious about going to work and struggling to get the job done in the posted evaluated time?

Divorce has come knocking at your door and you deal with all the emotions of betrayal, hurt, and anger. Maybe you learn that your teenager has been bullied at school and has become rebellious as a result. They are now making some poor decisions, ones that lead to self-harm, eating disorders, and possibly suicidal thoughts. Maybe it is when you realize that you now need to take care of your parents and all the aging issues that come with providing the safest home for them. Whatever you are facing, I want to assure you that there IS a place you can turn to for a listening ear. That place is the Employee Assistance Program, also known as EAP. EAP is available to every mail carrier, and extended friends and family 24/7. You will need the employee's name and EIN.

Whatever you are facing, I want to assure you that there IS a place you can turn to for a listening ear

From the link.usps.com website, as of April 1, New Directions Behavioral Health has taken over the EAP contract. If you are already involved with EAP, do not worry about losing services. They are still available. The good thing is that there are additional services that will be available. The updated EAP4YOU.com website will offer more counseling options as well as a live chat feature now. There will also soon be an EAP mobile app for smartphones and tablets.

You may wonder what types of counseling are available:

Face to face counseling where employees can make an appointment with their district clinician to talk about any current concerns.

Telephone counseling where employees can speak with a counselor by calling 800-EAP-4YOU (800-327-4968). The TTY number is 877-492-7341.

Video therapy where employees can speak to a clinician or consultant through a video link.

Text therapy where by using Talkspace, employees can contact a clinician from anywhere at any time. The clinician will respond within a certain amount of time.

Online therapy through myStrength where therapy modules are available for depression, stress, chronic pain, anxiety, substance use, and insomnia.

The post office will also allow for you to take time off for the first appointment you have with EAP. This is a really great thing that they are doing as it usually takes a while on the first appointment to get everything taken care of. I personally have sought out the services of EAP about five to six times over that past 10 years or so. Each time I have found the whole process to be quick and painless, and most importantly, confidential. Typically, you will see a counselor 6-10 times. When you call in the first time and discuss your reason for calling, the counselor on the other side of the phone is able to put you in contact with the most qualified individual for the problem. Some-

times, just talking to the first responder is all you really need. Just to get it off your chest!

Oftentimes, the issues listed above are not the primary or root condition, but rather a response to a different issue entirely. One of the abilities that these people have been trained to do is teach a person how to identify what the stress factor is, respond to the stress factors in a healthy way, and to eliminate it if possible.

I want to leave you with this: there is no shame in seeking counseling. You will become a stronger person for it. You will become a better person. Call today 1-800-EAP-4YOU.

The Great Wolf Lodge in Grand Mound WA

June 22-25, 2019

Have you been to your County Unit annual meeting yet? If you have not and you want to join us at the Great Wolf Lodge for our annual State Convention, you need to go! That is the ONLY way you can secure your spot as a delegate to the 2019 Convention. We have an exciting lineup of events that we have put together for you.

Friday, June 21, the board will be drawing the winner of the three-night room in the luxurious Bear Suite raffle ticket and will be notifying them. This guest suite has one king bed in a room of its own, and two additional queen beds plus a pull-out full-size sofa as well. There is a breakfast bar for seating of six as well as a mini-refrigerator, microwave, and coffee maker available. Get your ticket at your county meeting or contact your RCP! They are \$5 each or \$20 for five. That's a mighty good deal for a package that totals over \$900!

Saturday, June 22, Harassed? Bullied? What do you do? Come find out at the presentation by our District Representatives, Joyce Patteson and Monte Hartshorn from 1-4 p.m. A Q & A will be included within this time frame.

From 7 - 8:30 p.m., we will have our famous meet and greet with all those delicious desserts that are made by fellow members and auctioned off for PAC. If you are lucky, the winner will share the treat with the rest at the table they are sitting at! We will have a no host bar available as well. The cost is \$5 per person.

Sunday, June 23 is our first day of the convention. At 7:45 a.m., there will be a short memorial service. Everyone is welcome to come.

If you are a first-time attendee, we will have a special meeting just for you at 8 a.m. At this time,

you will get an overview of the convention, some insight as to what to expect, and a fun opportunity to get a chance to mingle with the other delegates to earn a prize.

At 8:30 a.m., we will start the day off hearing from one or more of our special speakers. We are honored to have our own Patrick Pitts as our National Representative this year to share with us what is happening in our union at the National level.

Join us at 6 p.m. for the County Officers Recognition Dinner. This is free to all newly elected and pre-registered 2019-2020 Presidents, Vice Presidents, Secretary-Treasurers and 2019/2020 appointed and pre-registered County Liaisons and PAC Chairs. The cost to all others is \$30. The menu includes traditional American roast beef and sage stuffed chicken buffet.

Monday, June 24 is our second day in which we will be starting at 8 a.m. We will be privileged to welcome Portland District Manager William Schwartz and tentatively we have a State Representative who will also be able to speak with us. This day will also be one of reviewing and possibly begin voting on the resolutions that were passed at the local county meetings. We will have break out committee sessions in the afternoon. Each person who attends the state convention WILL be assigned to a committee and a State Board Representative will be on hand to oversee these. Assignments will be announced at the State Convention.

At the end of this busy afternoon, we will meet again at 6:30 p.m. for a delicious meal of barbecue buffet with fall-off-the-bone pork ribs and smoked turkey for \$40.00. We are going to "Howl at the Moon" with our karaoke jockey (KJ) Ellie and listen to some karaoke! So, practice up on those favorite

songs of yours. Ellie has a wide variety of songs and has assured us that if by chance she doesn't, she can get it in just minutes online.

Tuesday, June 25 is our final day of convention. We will start at 8 a.m. On this day, we will wrap up with any business we have with voting on our resolutions and we will also be electing officers for the coming terms. Positions open are:

Vice-President	Two-year term
Region 1 Committeeperson	Two-year term
Region 2 Committeeperson	One-year unexpired term
Region 3 Committeeperson	Two-year term

There will be NO food functions on this day.

The room rates are \$119 for a family suite, with the resort fee of \$19.99 waived, for up to four per room. Additional occupants above four are an additional \$50 per night each. One water pass is included with each registered guest. To make your reservations, call, 1-866-941-9653 and use our code "1906WARLCA" PLEASE NOTE: The WARLCA room block is open to state convention attendees only. We will be monitoring this closely. Please also note that the first night fee must be paid in advance.

The total is \$163.89 with all taxes and fees added. The remainder of the balance is due when you CHECK IN! The room reservation deadline is May 21, 2019 or until the block is filled. The Great Wolf Lodge is always busy in the summer, so please do not wait until the last minute to make your reservation or you likely will not be able to stay there at the lodge.

You can get your registration for State Convention at your annual meeting or by going to www.WARLCA.com and clicking on upcoming meetings, and then on 2019 State Convention Great Wolf Lodge. The registration form is also on page 17. There is a \$75.00 fee per delegate for registration, however the fee will be **waived for the following:** The registration form and payment must be received in the office of the State Secretary-Treasurer by June 1, 2019 AND purchase one meal function, not including the meet and greet.

Just as a reminder, check out of rooms is at 11 a.m., however, your wrist bands to the water park are good until closing. So, when we wrap up the convention, you can go enjoy the rest of the day in the water! We are looking forward to seeing you and your family at this year's state convention.



Digitizing into The Future

By Lisa Benson, WARLCA Editor

When I work on this magazine, I try to think of ways to make the information relevant and accessible to you. I believe in the importance of keeping things fresh, and as such, am always looking for ways to innovate in a digital age. As our cell phones become more important to our daily functioning, it seems to me that your union should keep up. You may already be aware that the NRLCA has now launched a mobile app for smartphones. This is a big leap forward! Hopefully, you've already downloaded it and find it to be helpful to you. But how can your union become more digitized at the local level?

I hope that you are already aware of the WARLCA's website, www.warlca.com, and I hope that you are also signed up for email updates. However, as the times continue to change, even email seems to be phasing out, being replaced by the instantaneous option of texting. Perhaps we could look

at text alerts as another mode of communication.

Despite its obvious flaws, social media use seems to dominate the daily life of most people. More and more people are getting their news from Facebook, Twitter, Reddit, or another form of social media rather than from more traditional sources like a newspaper, magazine, or on television or radio. I am frequently asked how it is we can draw in participation from the younger crowd and my answer is always the same: reach out to them in their preferred methods of communication. Yes, that includes Facebook and Twitter.

But there is something else we could possibly look into as well. As you are aware, this publication costs money to produce; your dues, YOUR money, not only the time in creating it, but in printing and mailing as well. In fact, many previously hardcopy-only publications are switching to digital formats ex-

clusively. What would be your thoughts on a digital subscription to this magazine? Of course, you currently have constant and immediate access to every issue of the *Washington Rural Carrier* magazine on our website, but a digital subscription could be delivered via a link in a text message or via email instead of or in addition to receiving a paper copy in the mail. This option may be a double-edged sword, however. As we are mail carriers, we always try to advocate for MORE mail, which equals profit for the Postal Service. It follows that if our employer is suc-

cessful, so can we be. Sometimes progress comes at a cost. Just some food for thought.

In the age of technology and information, instantaneous is not fast enough. Smart phones rule the

world and social media seems to know all. Perhaps it's time we tap into these tech giants as a way to reach out in more modern ways. In the meantime, use your NRLCA mobile app, visit warlca.com, check

your email for updates from the board, and read your union magazines.

More people are getting their news from Facebook, Twitter, Reddit, or another form of social media than traditional sources



Your Future Is Calling!

By Dawn Ayers, PAC Chair

Did you know that your donations to PAC aid in helping to secure your future with the Postal Service? Whether you donate \$2.00 one time or large amounts monthly, every donation received helps us with connecting with our legislators so we can keep them informed of postal issues that need attention. I want to thank each and every one of you that have supported PAC.

Soon we will be at the Great Wolf Lodge for our 2019 State Convention and I hope to see lots of familiar faces as well as many new ones. You could have your room accommodations paid for by entering in our PAC the Great Wolf Lodge room drawing. For

\$5.00 you receive one entry into the drawing or for \$20.00 you get five entries. The winner will receive a three-night stay in the Majestic Bear Suite! (Good for the 2019 State Convention dates only) That is a huge prize, but you can't win if you don't enter. Attend your annual county unit meeting for a chance to enter the drawing. This drawing will be held on June 21st and the winner will be contacted immediately. The Great Wolf Lodge is going to waive the cancellation fee for the winner of this drawing. Good luck to all who enter!

If you become a new sustaining donor or up your current sustaining contribution you will receive an entry into a drawing for a TENS unit

While at convention, will be doing the usual silent auctions to raise money for PAC. Feel free to put a fun basket together with your county unit or bring something on your own. Please bring new or gently used items for the auction. Anything you donate towards the auction will be considered a gift donation and will be credited towards PAC. I will be planning some other fun ways for you to spend your money as well. I'll have a list of things at State Convention!

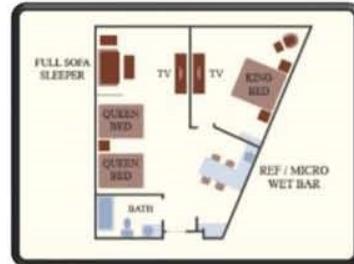
Contact me if you have any questions.

Lastly, please consider becoming a sustaining donor for PAC. Currently we have upwards of 40 sustaining donors in our state.

If you become a new sustaining donor or up your current sustaining contribution you will receive an entry into a drawing for a TENS unit. This TENS unit is worth over \$299.00 and will change your life as a rural carrier! This machine will help alleviate pain we inflict on our bodies with the tough job that we do. See the flyer in this paper for more information on the TENS unit. The drawing will be held on June 21st.

Thank you again for supporting NRLCA PAC. Every donation gives us the opportunity to secure our future with the USPS.

PAC the Great Wolf Lodge



Win 3 room nights in the
Majestic Bear Suite!
Valued at \$299.00 per night!

1 entry for \$5.00
or
5 entries for \$20.00

Contact your Region Committeeperson
or attend your next
local county unit meeting!



Drawing to be held on June 21st, 2019. Room night must be used at the 2019 Convention in Grand Mound.

Need not be present to win. Convention dates are June 23rd, 24th and 25th, 2019.

\$5.00 CAN GET YOU TENS!

Work got you tense?



Worried about the



future of the USPS?

Become a sustaining donor to PAC for \$5.00
per pay period and you could win a
TENS Machine with foot massager.
(Transcutaneous electrical nerve stimulation)

Valued at over \$250.00

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

Drawing to be held June 21st, 2019.



2019 WARLCA STATE CONVENTION

GREAT WOLF LODGE- GRAND MOUND

**20500 OLD HWY 99 SW
CENTRALIA, WA 98531**

JUNE 22 MEET AND GREET 7 - 8:30 PM

BUSINESS SESSIONS JUNE 23 - 25

FOR RESERVATIONS CALL 1-866-941-9653

USE CODE 1906WARLCA *RATE FOR STATE CONVENTION ATTENDEES ONLY

FAMILY SUITE \$119 PER NIGHT - UP TO 4 PER SUITE

\$50 PER NIGHT FOR EACH ADDITIONAL PERSON



**COME EARLY AND STAY LATE
MAKE IT A FAMILY VACATION**

**WATER PARK PASSES ARE INCLUDED FOR
ALL REGISTERED GUESTS**

**KEEP IN MIND THAT ALL MINORS REQUIRE ADULT
SUPERVISION WHILE ENJOYING THE PARK.**

For more information visit our secure website at <https://warlca.com>

WARLCA 2019 STATE CONVENTION REGISTRATION

June 23-24-25, 2019

**Great Wolf Lodge -- Grand Mound
20500 Old Highway 99, SW
Centralia, WA 98531**

Room rates are \$119 for family suite, with resort fee of \$19.99 waived, for up to 4 per room. Additional occupants above Four are an additional \$50 per night each. One water pass is included with each registered guest. To make your reservations call 1-866-941-9653 and use our code "1906WARLCA". Note: WARLCA room block is open to State Convention attendees only. ROOM RESERVATION DEADLINE IS MAY 21, 2019 or until block is filled.

NAME: _____ 1ST TIME ATTENDING? _____

PHYSICAL STREET ADDRESS: _____ PO BOX # _____

CITY: _____ STATE: _____ ZIP CODE: _____

PHONE: _____ Staying at Great Wolf Lodge 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: _____ 19/20 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, 2019, **and** purchase one meal function, (not including the meet and greet)

Note: If registration form and payment are received **after** June 1, 2019, a \$75 registration fee is required and the purchase of meal functions may **not** be guaranteed.

Saturday, June 22, 2019: Meet and Greet Dessert Auction -7pm to 8:30pm All are Welcome

Cost \$5.00 (under age 2 free) Snacks & Beverage service provided

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

#attending _____ \$ _____

Donating dessert item? YES or NO

Sunday June 23, 2019: FIRST DAY OF CONVENTION STARTS AT 8:30AM

1ST Timers to Convention Meeting at 8am (free)

#attending _____

County Officers Recognition Dinner 6 PM. All are welcome

Free to newly elected and pre-registered 2019/2020 Presidents, Vice Presidents, Secretary/Treasurers, and 2019/2020 appointed and pre-registered County Liaisons and PAC Chairs.

Traditional American Roast Beef and Sage Stuffed Chicken Buffet

Cost to others \$30.00 #attending free _____ # attending paying _____ \$ _____

Monday June 24, 2019: SECOND DAY OF CONVENTION STARTS AT 8AM

Main Banquet Buffet Dinner 6:30 PM. All are welcome

Barbeque Buffet with Fall-off-the-Bone Pork Ribs and Smoked Turkey (Includes Entertainment)

Cost \$40.00

#attending _____ \$ _____

Total Enclosed \$ _____

Tuesday June 25, 2019: THIRD DAY OF CONVENTION STARTS AT 8AM

No food functions

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 10th, 2019, until after convention and approved by board since we have to guarantee total number of meals ahead of time.*

Convention Standing Rules

GENERAL

Rule 1. Each session shall start at the time announced in the Convention program. The President may make changes to the order of business as may be necessary to expedite proceedings or accommodate guest speaker(s).

Rule 2. The Convention shall proceed using Robert's Rules of Order, Newly Revised (11th edition).

Rule 3. Before a member can make a motion or address the Convention, the member must rise and be recognized by the Chair, state their name, whether they are a Delegate or a Non-Delegate, and their County affiliation. Non-Delegates may be recognized and allowed to speak at the discretion of the Chair. Only seated Delegates shall be allowed to make motions, vote on issues before the assembly and object to unanimous consent.

Rule 4. There shall be no talking on cell phones, unless expressly authorized. Unauthorized videotaping, recording, or transmission of the Convention proceedings is prohibited. Cell phones shall be turned off or to vibrate.

Rule 5. The reports of the Officers of the WARLCA shall not be read to the delegation.

VOTING

Rule 6. Voting on specific issues shall be by using YEA and NAY cards.

Rule 7. Voting on the election of officers shall be by ballot and, in no case, by acclamation, except by unanimous consent.

DEBATE

Rule 8. No Delegate shall speak in debate more than twice on the same motion.

Rule 9. No Delegate shall speak in debate longer than two (2) minutes on any motion.

Rule 10. The Chair shall attempt to let the floor alternate, as far as possible, between those favoring and those opposing any motion.

Rule 11. Total time on any resolution and pending secondary motions, including amendments, shall not exceed ten (10) minutes.

Rule 12. If during consideration of a resolution, there is no opposing position presented, the resolution shall be brought to an immediate vote.

Rule 13. The limit on total time may be extended on any resolution by a majority vote.

Rule 14. No Delegate while speaking in debate to a motion may move the Previous Question.

RESOLUTIONS

Rule 15. Resolutions will be segregated as advisory in nature or binding on the State or National Board. (A binding resolution is defined as the State or National Board having the full authority to implement.) Resolutions shall be read and be adopted at the sound of the gavel, unless there is an objection by a Delegate. The Delegate objecting to the resolution shall state their name and County affiliation.

Rule 16. All resolutions 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 their argument or call for clarification at the second reading. The Delegate-at-Large for the County of origin or a designee shall be allowed to present the first arguments for the resolution.

Rule 17. Amendments shall only be permitted on binding resolutions.

CAMPAIGNING

Rule 18. Campaign materials may be distributed outside and near the entrance to the Convention floor. Any campaigning including distribution of campaign material shall not be disruptive to the conduct of the business of the Association. Members of the Tellers and Sergeant-at-Arms Committees, while on duty during election, shall not wear campaign materials.

Rule 19. After nominations are closed for each officer position, and prior to voting, each candidate shall receive up to four (4) minutes at the podium to address the Delegates.

Rule 20. Five (5) minutes per candidate per officer position will be allowed for questions by the Delegates. Each question shall be limited to one minute. Responses by candidates shall be limited to two minutes per question. No Delegate may ask a second question while other Delegates are waiting in line. No Delegate may ask more than two questions per candidate per officer position.

RULES

Rule 21. These standing rules shall be in effect throughout the Convention unless suspended or amended by a two-thirds vote of the Delegates.

Signing up for Withholding

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

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

Steps for signing up Online:

1. Add your Employee I.D. number to the end of the 9-digit NRLCA-PAC Account (**163055555**) to create your PostalEase account number.
2. Now you are ready to log into: **liteblue.usps.gov**.
3. Enter your employee I.D. number and password, then click "log on."
4. Click on "PostalEase."
5. Click on "I Agree."
6. Enter your Employee I.D. and password again and log in.
7. Click on "Allotments/Payroll NTB."
8. Click on "Continue."
9. Click on "Allotments."
10. Enter the following Financial Institution routing number: **051400549**
11. Enter your NRLCA account number: **163055555** _____ followed by your Employee I.D. (No hyphens, No breaks, 17 digits total).
12. Enter account type as "Checking."
13. Enter the amount you want to be taken out **every two [2] weeks** — not the amount you want to give yearly.
14. Click on "Validate."
15. Click on "Submit."
16. Click on "print page" to see and print your confirmation number for your records.

Steps for signing up by Phone:

1. Dial 1-877-477-3273 (1-877-4PS-EASE).
2. Press "1" for PostalEase.
3. When prompted, enter your Employee ID Number.
4. When prompted, enter your USPS Pin Number.
5. When prompted, choose option #2 to select Payroll Allotments.
6. When prompted, choose option #1 to select type of Allotment. When prompted, press "2" to continue.
7. When prompted, press "3" to continue to 'ADD' the allotment.
8. When prompted, add routing number: **051400549**.
9. When prompted, add the NRLCA-PAC account # followed by your Employee ID Number. It should look like: **163055555** _____. No hyphens, 17 digits total. If correct, Press "1."
10. When prompted, press "1" for checking.
11. When prompted for the dollar amount of the allotment, enter the amount of your choice to be deducted bi-weekly (per pay period) using the \$__ 00 format. Press "1" if correct.
12. When prompted, press "1" to process.
13. Record the confirmation number given for your records and note the date the first allotment will take place. Press "1" to repeat, or press "9" to hang up.

SAVE SIX-DAY DELIVERY!

Support NRLCA-PAC

Sign up for Electronic Fund Transfer

A monthly deduction from your checking account on the 5th of each month



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

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

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

Signature: _____ Date: _____

Name (print): _____

Employee ID Number: _____

State: _____

Zip Code: _____

Phone Number: _____

Please attach a voided check

Send to NRLCA-PAC

1630 Duke St, Floor 2
Alexandria, VA 22314

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



The Contract Says...

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

There are two handbooks that each and every rural carrier should be aware of. The first is the PO-603, entitled "Rural Carrier Duties and Responsibilities" and the second is the EL-902, otherwise known as "the contract". It is becoming more and more critical that each and every rural carrier knows what their rights and responsibilities are under the contract. And it is becoming more critical that every rural carrier knows what management's rights and limitations are under that same contract. For this column, I would like to focus on some highlights of Article 30.2. While most of this pertains to reliefs, it can affect regular rural carriers also. Violations of our contract affect us all.

30.2.A: This section mainly deals with the appointment of reliefs. However, Section 2 is incredibly important to all rural carriers. It states that:

"The Employer shall make every effort to expeditiously fill leave replacement vacancies when they occur. Regular rural carriers shall have the right to require that a leave replacement be assigned to their route".

Please note a few key words. "Shall" means that management (The Employer) must make every effort to fill leave replacement vacancies when they occur. It does not say that management will make a "reasonable" effort to hire. **Every effort.** The contract means what it says. Sections 2 and 3 then follow up with the regular carrier's responsibility; the 120-day letter. It is up to the regular carrier assigned to each route to enforce Section 2. This is done by the 120-day letter. If management, after receipt of the 120-day letter does not assign a relief (either RCA or PTF) to a route, then they will be required to create a new PTF position (provided that there are two or more "K" routes and at least another leave replacement vacancy in the office).

30.2.B: This section (and Article 12) deals with an RCA's probationary period. We all know that a newly hired rural carrier associate shall have a probationary period of the lesser of: one (1) calendar year from date of hire or ninety (90) work days. During that period, the RCA shall not have access to the grievance period if they are removed. Please note that this is

only for removals, that they may access the grievance process for other issues. Also, this section shows that changing from one classification to another shall not require a new probationary period.

30.2.D: This section is critically important for all reliefs. This is the section which determines the "pecking" order for who should be allowed to fill a route when the regular carrier is not working. Section 1 requires that a "matrix" be established in each office. Does your office have a matrix posted where every rural carrier can see it? This is an important document in helping to determine who should be working.

RCA assigned to the route via Form 50.

Management may assign a PTF to work the route.

Please note that if the PTF is assigned to the route as part of their "string", that management may still utilize them on another route. The PTF is only guaranteed the number of hours of the evaluated hours of their string.

The RCA who is the second leave replacement on the matrix.

The RCA who is the third leave replacement on the matrix.

RCAs in the delivery unit (branch, main, or DCU) who are qualified on the route in order of office seniority. "Qualified" is defined as having been trained on or been utilized on the route.

Management may utilize any leave replacement in the office (whether trained or untrained on the route) **or**

Split the route or

Select a regular rural carrier to work their relief day in accordance with Article 8.5.

7) In an emergency, use any other qualified employee (including management, CCAs, etc.).

30.2.E: This section shows when management must offer a primary leave replacement vacancy to all the leave replacements in the office in order of office seniority. When there is first a leave replacement vacancy, it must immediately be offered to the RCAs. If it is not taken, then that vacancy is closed and to be used for hiring purposes. The vacancy may only be

opened under the following circumstances:

Change in evaluation of the route.

Change in the route's relief day.

Change in whether it has a vehicle assigned to it

The regular carrier assigned to the route has been

on an extended absence for more than 30 calendar days.

If any of the above occur, then management is obligated to again offer the primary leave vacancy to the RCAs in the office. Please note that there is no bumping of primary leave replacement assignments.

30.2.G: This section deals mainly with the assignment of auxiliary routes. Section 2 states that when an auxiliary route needs to be filled, that it shall be offered to reliefs in order of office seniority. Note that the contract states it shall be offered, not "bid" out. Section 1 covers the assignment to an auxiliary route if in a formula office or not. Section 5 is new to the 2015-18 contract. It clears up whether a relief assigned to an auxiliary route may be required to do other assignments. However, the major change is that the leave replacement does the other work after they have completed their auxiliary route.

30.2.H: This section states that if a relief is serving a route in the absence of a regular rural carrier or on a vacant route, they may request or management may require that they take a relief day (provided the route is a "J" or "K").

30.2.M: This section is specific to discipline for reliefs. Article 16 requires that any discipline issued by management be for "Just Cause". This section defines "just cause" for reliefs to include: repeated unavailability for work, failure to maintain the regular schedule within reasonable limits, delay of mail, and failure to perform satisfactorily in the office.

30.2.O: This section guarantees the primary leave replacement the ability to work at least the evaluated hours on a vacant route or when the regular rural carrier is on extended leave (the week or more). Note that this guarantee is still governed by Article 30.2.H. Also, be aware that a relief working more than one route in a week is not protected under this provision. A relief working multiple routes may be "cut off" by management at 40 hours provided a rural leave replacement is available.

30.2.P: This section requires that a Sunday de-

sired work list be created and posted. As with the relief day work list, the relief Sunday list must be offered by management twice a year (See Article 8.5). Each relief has the opportunity to sign whether they desire to work Sunday or not.

In addition, there is a 2015 MOU in the NRLCA Steward Reference Guide for Sunday work for the delivering of Amazon. In an office or offices (hub and spokes), management is required to use the Sunday lists. Management is to select in rotating order (alphabetically by last name) reliefs on the "yes" list to work. If more are needed, then they use the "no" list in a rotating order (alphabetically by last name) to fill the need. RCAs, designation 74, may be held by management to be last.

30.2.Q: Additional Duties. The title says it all. This was designed to be rural work, not other crafts. It has long been past practice that management, per the contract, may assign additional rural duties to reliefs. In addition, it has been long past practice that rural reliefs may volunteer or agree to management's

request to do duties in other crafts. If there is a grievance, it would belong to the craft losing the work. However, management has begun to require rural reliefs to "help" in other

crafts. There are grievances against this practice at Step 4 (the National Level). At this time, any such new grievances are to be held at Step 2 (the District Level) pending outcome of the National grievances. The instant concern is to make sure that the relief is paid accurately for the required work.

The above is just a run through of highlights from Article 30.2. There is a lot more that affects each and every rural carrier. And this is just one section. Please do take the time to look at your contract between the NRLCA and the USPS. I would suggest that Articles 8.5, 9.2, 10.2, 16.1, 29.4, and all of 30 are looked at. Also, MOUs 3, 6, 7, 16, and 21 be looked at. After reading, if you have any questions, please contact your local steward or any of your representatives. This is your contract, please remember...

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

Monte Hartshorn

Portland District Representative



From Seasons to Reasons

By Joyce Patteson, Seattle District Representative

After the hard, late winter a lot of us lived this year, I think spring has finally sprung and it happened so quickly! When I'm out and about, I'm noticing all the children outside playing; all the people working in their yards; and all the animals running around loose. Everyone was cooped up tight due to all of the snow, and then suddenly, it was gone and it was business as usual. I know when I'm out and about, it's easy to be distracted and lulled by the beauty and warmth of the spring. I'm sure it is for all of you as well, so this is a gentle reminder to be safe out there!

Speaking of animals, there have been approximately 21 incidents/accidents reported so far this year where carriers have been bitten by a dog, and two-thirds of those happened in March! Anyone who knows me knows that I love dogs, but I also have a lot of respect for them. When I see a dog on the street, in a yard, anywhere – I never assume they are friendly. Dogs respond to what they have learned along with the fact that they have certain instincts that make them wary of some people. In addition, dogs have bad days just as we do and sometimes wish to be left alone. Be careful out there, and be mindful that there could be a dog anywhere. Watch out for them; please don't feed them; and don't forget to take your dog spray with you each time you dismount your vehicle. Don't get me wrong – I'm not advocating its use, but just in case you need it – you don't want to be without it.

I've noticed there seem to be even more distracted drivers out there as well now that the weather has turned. Even though I'm no longer delivering mail, I spend a considerable amount of time on the road and constantly have to watch out for the other guy. When you're driving a postal vehicle, whether it is a personal vehicle or government owned, being mindful of the other drivers out there is just one of your many responsibilities and definitely not one that you can neglect. People just don't seem to pay attention like

they should and they don't anticipate what another driver might do. That's where we have to be extremely diligent – watching our mirrors, paying attention to our surroundings, and anticipating someone else's moves. While management may be on your back to 'hurry' and 'work the route in evaluation', please remember that safety trumps all. **NEVER** compromise your safety or the safety of others in order to serve your route under false expectations. The most reasonable expectation any of us have is that you go home safely to your family every night.

Now for something a bit more sobering – a fellow rural family member lost his life on March 15th on his way home. His name was Howard Woods, and he was a RCA in Wapato, WA. He left work at 4:45 p.m. on that day and was killed five minutes later. His accident was not the result of inattention or distraction on his part. His accident was the result of someone

While management may be on your back to 'hurry' and 'work the route in evaluation', please remember that safety trumps all

running a stop sign at a very high rate of speed. I didn't know Howard, but I wish I had because from what people tell me, he was a wonderful person.

Please keep his family in your thoughts and prayers as he is one rural family member who did not make it home. This is but one reminder just how short life really is, and how it can be over in an instant.

When you get home from work, don't bring your work problems home with you. Whatever amount of time you get to spend at home should be time that's spent enjoying your family and friends. I realize in a lot of cases, between the work load and the lack of leave replacements, the time available is shorter than ever. Because of that, the time is much more valuable.

Always remember the following – "Attitude is a choice. Happiness is a choice. Optimism is a choice. Kindness is a choice. Giving is a choice. Respect is a choice. Whatever choice you make, makes you. Choose wisely." – Roy T. Bennett

If you're having a difficult time making the right choices or failing to allow your home life to take

precedence over your work life, perhaps it's time to take advantage of a little-used resource and make that call to EAP, 1-800-EAP-4-YOU. Someone there can help you remember the important things in your

life, and that you matter.

Respectfully,
Joyce Patteson

CAMPAINING

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. Preferred method of submission is via email to warlcaeditor@outlook.com. Submissions must be received by March 31, 2019 for inclusion in the Spring 2019 issue of the *Washington Rural Carrier*.
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



My name is Dawn Ayers and I would like to talk to you about being a National Delegate. Delegates are responsible for representing rural carriers in our state and voting on issues that will affect our contract. As a delegate, you should have knowledge of our current working conditions and rules. I encourage you, the voter, to carefully consider who you choose to represent you. Delegates should have firsthand knowledge of the things we are **currently** facing in every office. Name recognition isn't always the best way to vote. 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. I am a local steward and an On the Job Instructor. I have been a county and state officer and I've been involved with the Rural Street Database for the new 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!



Hi, I'm Paige Barrett and I'm asking for your consideration when you get your 2019 National Convention ballot. I've been a proud Rural Carrier and WARLCA member for 29 years as well as a state board member for 3 years. I have seen many changes through the years, and know bigger ones are on the way. Our member dues pay for our delegation to go to National Convention and represent you and your interests. Delegates vote for our National Board members, vote on changes to our Constitution and give the Board guidance on how to prioritize our interests in Contract negotiations. The changes that are ahead for Rural Carriers will require an informed and involved membership. I have tried to help carriers become more involved in the Union, and better informed about their workplace rights and benefits during my years as a carrier. The best way to accomplish this is to be involved. Come to a meeting, attend State Convention, submit your name for National Convention, encourage your co-workers to come to a meeting. And be sure to send your ballot in when you get it. As always, it really matters who will represent you. Thank you.

County Corner

Deep Freeze: Is Spring Coming?

Here are some pictures I took March 15 on the mail route in Garfield WA demonstrating the adversarial conditions in which I am forced to work. I will not go into specific detail of each one, but it should be noted that my Jeep is about 6 feet tall and the previously blocking snow drifts extend 4 to 5 feet above it as the photos show.

Days earlier, these roads were completely impassable, I was forced to detour as best I could to effect delivery, and yet still criticized by management for not meeting my daily evaluated time standards!

Thank God for the road-grader operator with the V-blade plow and hydraulic blade extension shown in the last photo. On numerous occasions I followed that machine at about 5-10 mph for several miles so that I could deliver my customer's mail that day. On normal days, it is safe to travel those roads at 50 mph.

The results of my extra efforts?:

Postal Management: "You MUST deliver every single mail piece to every single box every single day and NEVER exceed your evaluated time!" My response: "Huh???"

-Jim Hemrich



The Odyssey: A Goodwill Tour Concluded

By Philip Bergman

This tour is something I hope to do every year that I am elected to county office. As I look to the future, I think about not just the dedication and personal weirdness to have such a goal and accomplish it, but also that for my county specifically, it's a lot easier. It has become something of a joke in our county, and also with the state board, of Whatcom County's unofficial slogan of "TOCUTIOC" — The Only County Unit That Is One County. We're the only county unit of WARLCA comprised of only one county. I have since found out that in other states, especially in North Carolina, there are several county units that are comprised of only one county. But for Washington, Whatcom is the sole stalwart of solitary solidarity. With that comes the windfall of not having to travel nearly as many miles as I would if I were in King-Snohomish, Apple Valley, Whitman-Southeast, or any other unit. This is further helped by the fact that the Mount Baker-Snoqualmie National Forest comprises the eastern half of Whatcom County's land area. I don't know if I'd be able to do this if I didn't have those factors in my favor. Sure, you waste a lot of time waiting in line for the ferry to Lummi Island, and at the border crossings just to get to Point Roberts, and it's a lot of miles to get to the company towns and back. But for the most part, having just one county to deal with made it much easier than it could have been.

I also look back and worry about Whatcom County losing itself and becoming absorbed into a neighboring unit, most likely Island-Skagit-San Juan. Don't get me wrong, the officers there are really fun people, but it's always a sad thing for absorption to happen. If it did, I would still willingly serve there, but it would make the goodwill tour a much more hectic endeavor. It'd most likely necessitate removing CPUs and VPOs from the tour, and it would also probably take a week's annual leave just to visit all the offices on the San Juan Islands. And that trip out to Newhalem and Diablo? It'd then also have to include Lyman, Hamilton, and Concrete, which are along Highway 20 between Sedro Woolley and Rockport. Nevertheless, I would still make the effort. Because I'm that big a nerd and have that little of a social life.

Which brings me to other thoughts concerning the future. The first thought is one I extend to other county officers in Washington. I don't want to actually put forth the challenge to other presidents (or vice presidents or secretary-treasurers for that matter) to do what I have done. You handle affairs for multiple counties, and thus the onus on you would be greater. You almost certainly would not want to include VPOs and CPUs as I have done. And I did my entire tour using days off over a period of a few months in the late spring to the early autumn. But for larger counties, and those with more than one island to visit, this is something that would take more planning than I ever put into this. It would likely require using your hard-earned annual leave just to visit offices that have the rural

craft, let alone ones that don't. And most of you are also married and/or have children. By contrast, I am painfully single, have no kids, have no family in this entire time zone, and have very few friends outside of work. The point I'm trying to make here is, this is something I could do because of who and where I am. You other county officers are who and where you are, and while doing what I did might be insane for you, I do extend the challenge and encourage you to find your own way to show your concern and dedication to the entireties of the counties which you serve. I've heard of some of the things that others do, and I think they're terrific. We have ways of showing our dedication to the WARLCA offices we hold and those we serve. If you haven't found something yet, hopefully I've planted a seed that will help spark your creativity.

I also think about the future of the post office, as an entity. We have endured many threats to our stability and livelihood from Capitol Hill before, but to my knowledge, this is the first time that the threat has originated from the Oval Office itself. I wonder what President Trump would say if he were to ever read about this goodwill tour. Maybe he'd point to those offices with shortened hours and call them examples of gross inefficiency. Certainly the fact that my total time spent in lines was less than I spent at even one border crossing for the Point Roberts leg could be construed that way, supply far exceeding demand perhaps, but having driven the miles, seeing the sights I saw, and meeting the people I met, I'd say that's the wrong way to look at it. When you walk into the branches of Maple Falls, Rockport, Custer, or anywhere else, you are part of the community as far as we're concerned. We work to give the best service possible. Those offices located in towns that are so far out, you'd swear they give guided tours of the world's edge, are there because the people use them and need them. Bellingham has three stations because it needs three. Acme needs its office, as does Sumas. And sure, there are offices with shorter hours than others, but that means we already do a darn good job of trimming the fat. USPS already runs as efficiently as any business could be expected to, all while still maintaining a commitment to universal service seen nowhere else in this country since the breakup of AT&T in the early '80s. Privatization would not only hurt the post office, but it could ostensibly hurt the local economies of the border towns of Point Roberts, Blaine, Lynden, and Sumas, where P.O. boxes and CMRAs are a huge staple of the commerce, due to Canadians who want to pay cheaper shipping rates. My county has a lot to lose if the post office is privatized. So does your county. Write our senators and representatives to do all they can to protect USPS. We are like the nervous system, sending messages to every part of the national body, and pinched nerves are extremely painful. Fight against the pinch of privatization.

When I first started this goodwill tour, I never really

intended it for anything other than satisfying my own curiosity. Maybe just having the knowledge of where to find a nearby branch would prove useful one day. If nothing else, it'd be an interesting story to share at a county unit meeting. When I was asked to write this article, I thought it'd be a nifty idea to share my story with all my WARLCA family. When I was first elected president of my chapter, I wanted to make a greater effort to involve members from all the offices with the craft, something that every county officer sincerely desires, I suspect. Well, Whatcom County, now you know that you have a president who makes household visitations. The confines of the office don't permit me to do much more than that, but if nothing else, I want my county to know that I care about what's going on in all our offices within our craft, and with things that may indirectly affect our craft. I support all of our offices, even if it's just 35 or 50 cents at a time, and if this goodwill tour can in any way encourage greater participation in my own county, then it will have accomplished even more than I originally intended, which would be awesome. And for those of you who are reading this and are not county officers, and maybe even not that involved with the union, I urge you to become involved. Meetings can be a little boring at times; so is sitting in the examination room waiting for the doctor come in to look you over. But you do it because it's part of tending to your health. And your union is critical for tending to your financial health, and even your physical health, indirectly. Be a part of it. Keep it healthy. I would love to see county units divorce themselves in the future because participation became so great, that the needs of counties necessitated the recreation of more, smaller county units. I'd love to change "TOCUTIOC" to

"TLSCUCOOOC": The Longest Standing County Unit Comprised of Only One County. I have no idea how you'd pronounce that, but it'd be fun to find out. Maybe "Tils-cuckoo-ock." But that can't happen without you. United, we bargain; divided, we beg. Your union cares about you, and we hope you will care about your union.

As for me, I show I care by doing this. I'm already thinking about next year. I want to do this again and again. Every year that I'm a county officer or serving in some capacity. To avoid questions and allay concerns of fiduciary responsibility, I believe I should also disclose that all costs incurred for this goodwill tour--gas, ferry passage, postcards, and postage--were mine alone. I received no funding from our union at the national, state, or county levels. This was entirely out of my own pocket. I did this because I wanted to. And I'd like to make you part of it. If you want to receive something personally from me in the mail as a part of next year's tour, most likely a postcard, I'd love to send it out to you. Maybe you can even request which stop on my goodwill tour you'd like me to send it from. I'd be more than happy to do it! Just go to the WARLCA page and look for me under the Whatcom County officers. You'll be able to contact me, and I'll gladly make you a recipient and part of my efforts to spread the postal fraternity and goodwill.

But next time, I'm making darn sure I visit Point Roberts on a sunny day in June or July.

Signed,

Philip Bergman

President of the Whatcom County chapter of WARLCA
TOCUTIOC

January 27, 28, 29, 30, 2019 WARLCA Board Meeting Minutes

Great Wolf Lodge, Centralia, WA

Members In attendance: Kurt Eckrem, President; Rebecca Wendlandt, Secretary-Treasurer; Isabella Lopez, Region Committeeperson 1; Doug Rinehart: Region Committeeperson 2; Appointed, Lorrie Crow, Region Committeeperson 3; Paige Barrett, Region Committeeperson 4. Note: Stella Fazzino, Region Committeeperson 2 resigned 12/30/18, Tony Lott, Vice President resigned 1-5-2019.

President Eckrem called the meeting to order at 11:30 a.m. on Sunday, January 27, 2019, with Kurt, Becky, Isa, Lorrie, and Paige in attendance. Monte Hartshorn and Joyce Patteson joined the board meeting.

Meeting with Seattle DR Joyce Patteson and Portland DR Monte Hartshorn: Joyce spoke on the cost to send a NSS representative to each county meeting and hopes the county officers can encourage more members to attend. Monte has committed to have an NSS representative at each meeting because it is not worth having a meeting if no one can answer the members' questions. Joyce and Monte discussed the urgent need for RCAs and problems with hiring. Both Monte and Joyce agreed to put on a presentation on Saturday, June 22, 2019, from 1 p.m. to 4

p.m. with time for Q and A at the end. It will be on harassment, how to write a witness statement, how to file a grievance, and resources on the NRLCA website. The presentation topic will be something like: *Harassed? Bullied? What do you do? Come find out at this presentation!* Followed with Q/A with your DRs. The meeting ended with discussion on other topics including route adjustment paperwork, career conversion classes, getting a correct OJI and Ad Hoc instructor list, needing more trainers, and orientations.

Meeting with PAC Chair Dawn Ayers: Dawn reported that WA is ranked #12 overall in PAC and #5 for per capita at \$5.10. From August 1, 2018 to January 18, 2019 we have \$10,468.29 total collected for PAC.

The board reconvened at 8 a.m., Monday, January 28, 2019, with all board members present.

Previous Board Meeting Minutes: The board approved October 20-24, 2018 board minutes.

Ground Rules: The ground rules were read and approved as-is.

Board Policy: The board reached consensus to pay a

temporary salary for Dawn as PAC chair of \$75 a month starting February 1, 2019 and ending June 30, 2019.

Board and Task Reports: The board updated the task reports and reported out what has happened since the last board meeting.

2019 State Convention Great Wolf Lodge: Stella suggested, and the board agreed, having a Karaoke DJ and call it "Howling at the Moon Night" for the banquet. Stella will check if the Tenino Fire Department can present the flags at the opening ceremony. The board agreed on the standing rules. The board also toured the facilities and agreed to have the hotel provide screens and LCDs for \$500 for the entire convention. We will still provide the sound system and use our microphones.

Budget/Financial Report: The board reviewed the proposed budget report and made some changes. Each line item was reviewed, including ADOP, to make sure we are able to stay on budget.

Equipment: The board reviewed the equipment list.

Vice President Appointee: After discussion the president, in conjunction with the board, appointed Lorrie Crow to serve as vice president until State Convention. She will also serve as RCP3 since the duties don't have a conflict with each other. Lorrie will receive the VP salary but not the RCP salary.

The board reconvened at 8:15 a.m., Tuesday, January 29, 2019, with all board members present and no guests.

County Constitutions Update: The RCPs will check their counties constitutions and will send a letter to the county officers if anything needs to be updated.

Correspondence: All board members talked about occasional emails and calls they get and the procedures that must be followed if it is a complaint. The board reached consensus to submit Isa's name in for the Revamping the Academies Task Force to NRLCA.

Review Vouchers: The board reviewed the vouchers

for October, November, and December 2018 and approved them.

Conference Call with Lisa on WRC: Lisa joined the board at 4:07 p.m. with a conference call. The board had reviewed other newspapers. Judges for State papers at National said we need more pictures and more white space.

WRC Spring Paper Dates: The spring issue is to go to printer by April 15th, 2019. All articles to Lisa by April 1st, and Lisa to have draft copy to board by April 10th.

The board adjourned at 5:20 p.m. on January 29, 2019.

The board reconvened at 8 a.m., Wednesday, January 29, 2019, with all board members present. The board then made a correction to a previous email announcement on board positions and Becky sent it.

Debit/Credit Cards County and State Level: The board reviewed the use of debit/credit cards at the county and state level. The board decided that the State will not be using debit/credit cards and suggest that the counties do not either.

Non-Member RCA and ARC recruitment mailing: The board decided on a folded three- or four-pages legal-size paper that can be used for recruiting non-member regulars and PTFs. One designed for RCAs and ARCs will also be sent to all non-members.

Next Board Meeting: The next board meeting was changed from April to:

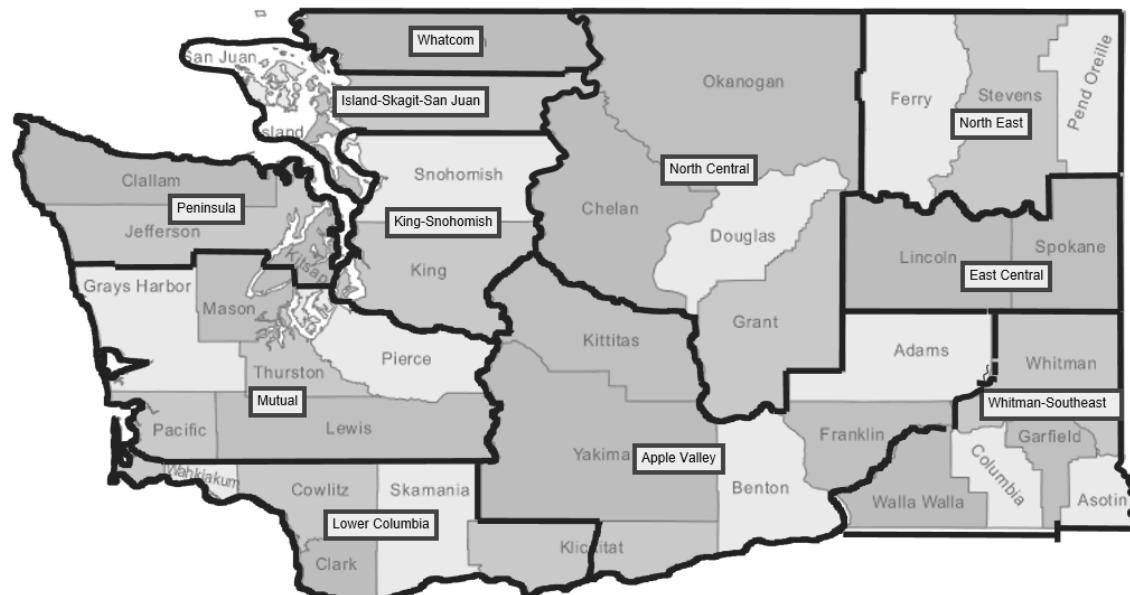
Location: Hampton Inn at Ellensburg, 205 Triple L Loop, Ellensburg, WA

Date and Time: May 1, 2019, Wednesday, travel in morning and meeting from 2 p.m. to 6 p.m.

May 2, 2019, Thursday, meeting from 8 a.m. to 5 p.m.

May 3, 2019, Friday, meeting from 8 a.m. to noon and travel in the afternoon.

After a meeting critique, the board adjourned at 10:34 a.m. on Wednesday, January 29th and travelled home. Respectfully submitted by Becky Wendlandt.



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:

- | | | |
|---|---|--|
| <input type="checkbox"/> AUTOMATION | <input type="checkbox"/> MAILCOUNT | <input type="checkbox"/> VEHICLE |
| <input type="checkbox"/> BENEFITS | <input type="checkbox"/> RELIEF DAY | <input type="checkbox"/> WORK RULES |
| <input type="checkbox"/> EMA | <input type="checkbox"/> RETIREMENT | <input type="checkbox"/> OTHER |
| <input type="checkbox"/> GRIEVANCE PROCEDURES | <input type="checkbox"/> SALARY | <input type="checkbox"/> WARLCA CONSTITUTION |
| <input type="checkbox"/> LEAVE REPLACEMENTS | <input type="checkbox"/> TIME STANDARDS | <input type="checkbox"/> 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 _____

MEMBER OF THE YEAR NOMINATION FORM

NAME: _____

PLEASE GIVE A RESUME OF THE ACCOMPLISHMENTS OF THE ABOVE NAMED NOMINEE (you can continue on the back side if you need more space): _____

PLEASE DESCRIBE ANY OTHER SERVICE, SUCH AS CIVIC AND COMMUNITY ACTIVITIES THE ABOVE NAMED NOMINEE PARTICIPATES IN WHICH REFLECT FAVORABLY UPON THE RURAL CRAFT AND THE USPS.

*****PLEASE SUBMIT THIS FORM TO
VICE PRESIDENT LORRIE CROW, 1208A SLIDE CREEK RD, COLVILLE, WA 99114
NO LATER THAN 14 DAYS PRIOR TO THE CONVENING OF THE STATE CONVENTION*****

Eligibility:

1. Any member of the Association may be nominated as a candidate for the Member of the Year Award.
 2. State Association Officers should not be arbitrarily selected for the Award, nor should they be prohibited from consideration. Officers have been chosen to lead and serve, but it is frequently demonstrated that their services go far beyond the routine duties of the office, and thus, may be worthy of selection.
 3. Nominations may be made directly from the membership.
 4. Local, county, or district units may select candidates.
-

Method of Selection:

1. Selection Committee will be all Board members not nominated for the Member of the Year Award.
 2. Nominations for Member of the Year should be postmarked no later than 14 days prior to the opening of State Convention but received no later than the beginning of the Board meeting preceding State Convention.
 3. Nominations must be sent to the Vice-President of the Association
 4. Decision is to be made at the Board meeting prior to State Convention.
 5. Recipient must receive more than 50% majority of votes cast.
-

Criteria for Selection:

1. The primary consideration of the selection committee shall be:
 - a. The service rendered by the candidate to the NRLCA.
 - b. Attendance and participation in local, state and national meetings.
 - c. Willingness to accept responsibilities and dedication in performing those duties.
 - d. Fraternal attitude to others in the rural carrier craft.
2. The Selection Committee should consider, as a secondary matter, other service such as civic and community activities which reflect favorably upon the rural craft and the USPS.

Revised
NRLCA Form 1187
2017

UNITED STATES POSTAL SERVICE
AUTHORIZATION FOR DEDUCTION OF DUES

RURAL CARRIER
CLASSIFICATION

Regular PTF Relief ARC

(USPS EMPLOYEE I.D. NUMBER)

LASTNAME

FIRSTNAME

MI

MAILING ADDRESS

CITY

STATE

ZIP CODE+4

POSTAL INSTALLATION WHERE EMPLOYED

ZIP CODE OF INSTALLATION

INSTALLATION FINANCE NO.

SECTION A - AUTHORIZATION BY EMPLOYEE

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

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

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

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

EMPLOYEE SIGNATURE

DATE

PHONE

EMAIL ADDRESS

SECTION B- FOR USE BY STATE ASSOCIATION

R - NATIONAL RURAL LETTER CARRIERS' ASSOCIATION

SIGNATURE OF ACCEPTING UNION OFFICIAL

DATE

LOC #	STATE
DATE	REMIT #

I hereby certify that the dues of this organization for the above named member, for the applicable designation, are currently established at \$28.54 Regular / \$10.12 Relief per pay period.

REBECCA WENDLANDT, STATE SECRETARY

SECTION C- FOR USE BY NATIONAL ASSOCIATION

Date of Delivery to Employer (For National Office use)

ANNIVERSARY DATE TO BE USED
AT USPS PERSONNEL OFFICE

Send to:

REBECCA WENDLANDT

WARLCA STATE SECRETARY-TREASURER
2811 N CHASE LANE
LIBERTY LAKE, WA 99019-5002

WARLCA Membership Statistics



Member Totals by Class

	Regular	PTF	Retired	Associate	RCA	Retired Associate	Recently Retired	ARC	Cash-Paid	Total
Class	1,081	78	259	3	526	1	12	39	34	2,033

Nonmember Totals by Class

70-5 — ARC	114
71 — Regular	169
74 — RCA VAC RT	4
76 — PTF	10
78 — RCA	217
79 — RCA AUX RT	16
Total	530

Congratulations Retirees!

ATWOOD, BARBARA A	BLAINE
BURNETT, DARRELL R	SPOKANE
DRURY, SHARON L	YAKIMA
GARDNER, RON R	EPHRATA
HASTINGS, STEVEN G	USK
KING, RENEE J	COLVILLE
LEW, STEPHEN L	MONROE
SCHOESSLER, TERI D	SEQUIM
SPURRIER, MELANIE A	LAKE STEVENS
THAYER, PAMELA G	DEER PARK
TRAN, NGU	ORTING
WARD, TERRY A	KALAMA

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

Katherine Brown

Karen Dempsey

Stephanie Groves

Ethel McGee

Janet Larson

Howard Woods

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

Membership Longevity Awards

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

Do You Know Someone Who Deserves The Membership Longevity Award?

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

Please Welcome Our New Members!

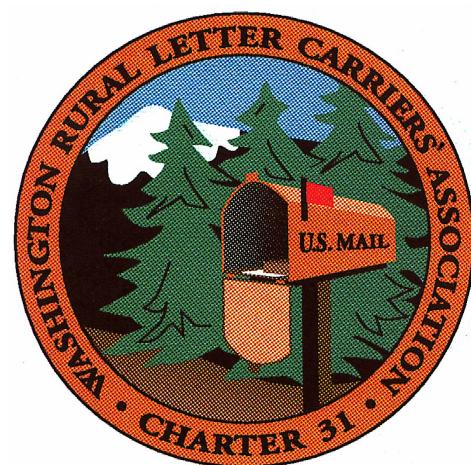
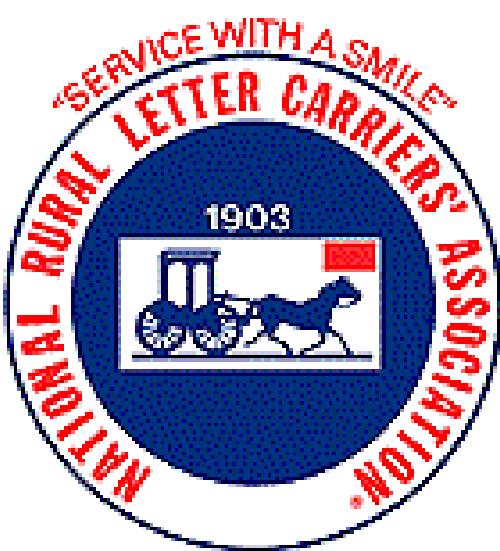
7-RCA	ADDY	SCHAFFROTH	JOSHUA	7-RCA	NEWPORT	VOSS	CARRI
7-RCA	ARLINGTON	CHRISTY	JO ANNA	7-RCA	NINE MILE FALLS	JACOBS	SAUNDRA
C-ARC	ARLINGTON	ERICKSON	DAVID	7-RCA	OAK HARBOR	PERSONS	TANYA
7-RCA	ARLINGTON	PRIEST	TANE	7-RCA	OLALLA	ALMEIDA	MARK
7-RCA	BATTLE GROUND	ANDERSON	SAWYER	7-RCA	OLYMPIA	FREETO	DOUGLAS
7-RCA	BATTLE GROUND	GROTHEN	JENNIFER	1- Regular	OLYMPIA	KING	TIFFANY
7-RCA	BATTLE GROUND	THORNTON JR	HAROLD	7-RCA	OLYMPIA	RAYMOND	DANIEL
7-RCA	BATTLE GROUND	ESTELLE	LISA	7-RCA	OLYMPIA	RUSSELL	LENNY
7-RCA	BATTLE GROUND	LEDESMA	GILBERT	C-ARC	OLYMPIA	WALL	MICHAEL
7-RCA	BELLINGHAM	LEFLER	CONNIE	C-ARC	OLYMPIA	LOVERME	MARIA
7-RCA	BELLINGHAM	LEECH	LORI	C-ARC	OLYMPIA	PAYNE	BRITTANY
7-RCA	BLAINE	LOYA JR	JOSE	7-RCA	OROVILLE	SANCHEZ GARCIA	JOSUE
7-RCA	BLAINE	SWAN	DANIEL	7-RCA	OTIS ORCHARDS	PAVLYUK	SERGE
C-ARC	BREMERTON	WALTER	LESLEY	7-RCA	PASCO	CALDERON	NAOMI
7-RCA	BREMERTON	HARRIS	LARISA	C-ARC	PASCO	AKHRIMOVICH	JESSICA
C-ARC	BUCKLEY	KAPALCZYNSKI	JEFFREY	7-RCA	PORT ANGELES	FIRESTONE	SHEILA
7-RCA	BURLINGTON	LONGORIA	KRISTINA	7-RCA	PORT ANGELES	PRITCHETT	DEANA
7-RCA	CAMAS	MCKINLEY	HALEY	7-RCA	PORT ORCHARD	COLLINSWOLAYER	WILLIAM
7-RCA	CARNATION	ROREM	BRADLEY	7-RCA	PORT ORCHARD	WOODARD	BRANDY
7-RCA	CASTLE ROCK	MCCONNELL	NANCY	7-RCA	PORT ORCHARD	BURLEW	ZAKRY
7-RCA	CENTRALIA	SWEENEY	MARY	7-RCA	PORT ORCHARD	WHEELER	LOGAN
7-RCA	CENTRALIA	PRICE	BARBARA	7-RCA	PORT ORCHARD	MCCRARY	KATHARINE
7-RCA	CHEHALIS	KELLER II	KARL	C-ARC	PORT ORCHARD	PEREZ-MARTIN	FIDENCIO
7-RCA	CHENEY	LINDSEY	HEATHER	7-RCA	PUYALLUP	MEREDITH	SERENE
7-RCA	CHENEY	BRIGHT	KAINOA	7-RCA	QUINCY	BELTRAN	SANDRA
7-RCA	CHEWELAH	VANRAAM	MARGARET	7-RCA	RAVENDALE	HEBRANK	KAY
4-Retired	COLLEGE PLACE	SANSOM	DARRELL	7-RCA	RICHLAND	HAMBY	KRISTINA
7-RCA	DAYTON	WANG	JODI	7-RCA	ROY	HASKELL	CHAD
7-RCA	DAYTON	ORTEGA	GINGER	7-RCA	SEATTLE	CRANNEY	DEANNA
7-RCA	DEER PARK	KUBAT JR	RICHARD	7-RCA	SEATTLE	CHILTON PERALTA	TRICIA
7-RCA	DEER PARK	JANSSEN	MIRANDA	7-RCA	SEATTLE	WEISEL	JACOB
7-RCA	DUVALL	HOLBROOK	TANNER	7-RCA	SEATTLE	VOKOLED	ANGELA
2-PTF	ELLENSBURG	MONTGOMERY	KALYN	7-RCA	SEATTLE	ROCHON	JARON
7-RCA	ELMA	CONNER	JENNIFER	7-RCA	SELAH	ANDREW	APRIL
7-RCA	ENUMCLAW	CHAU	SHUHUNG	4-Retired	SEQUIM	WITCZAK	JAMIE
7-RCA	ENUMCLAW	DUCHSHERER	MARY	7-RCA	SEQUIM	KING	SCOTT
7-RCA	ENUMCLAW	HARWELL	LESLIE	7-RCA	SEQUIM	NEILL	MICHAEL
7-RCA	ENUMCLAW	TAYLOR	PAUL	7-RCA	SHELTON	JORGENSEN	KAREN
7-RCA	ENUMCLAW	COTTRELL	JUSTIN	7-RCA	SHELTON	WHEELER	MARK
7-RCA	EVERSON	MCCOY	ANDREW	7-RCA	SILVERDALE	GUERRERO	JUAN
C-ARC	FERNDALE	SCOTT	SARAH	7-RCA	SNOHOMISH	KIBBEY	BENJAMIN
7-RCA	FERNDALE	PAULI CRUIKSHAN	TERRI	C-ARC	SNOHOMISH	HAYS JR	PAUL
7-RCA	FERNDALE	GOULD	MANDRA	7-RCA	SPANAWAY	TACKENBERG	KATHERINE
7-RCA	FERNDALE	DOWNARD	ANGELA	7-RCA	SPANAWAY	SHOEMAKER	JENNIFER
7-RCA	FRIDAY HARBOR	TUCKER	AARON	C-ARC	SPOKANE	TRUJILLO	ROBERT
7-RCA	GIFFORD	GIFFORD	APRIL	7-RCA	SPOKANE	MCMILLAN	DIANE
7-RCA	GIG HARBOR	MILLS	CALLA	7-RCA	STANWOOD	BEALS	ELIZEBETH
7-RCA	GIG HARBOR	LOUCH	MAMI	7-RCA	STANWOOD	JENSEN	REED
7-RCA	GIG HARBOR	WAKEFIELD	MINERVA	2-PTF	STANWOOD	DARSCH	KIMBERLY
C-ARC	GOLD BAR	FORTIER	FRANK	2-PTF	STANWOOD	LEWMAN III	GARY
C-ARC	GOLD BAR	MORENO	FRANK	7-RCA	SUMNER	ALEX	BRYAN
7-RCA	GOLD BAR	STAMPER	WENDY	7-RCA	SUMNER	STOVALL	SHAYLAUNA
4-Retired	ISSAQUAH	BROWN	BRENDA	7-RCA	SUMNER	BRYANT	CHRIS
7-RCA	ISSAQUAH	MIXICH	ALINA	7-RCA	VALLEYFORD	HARRYMAN	MICHAEL
C-ARC	LA CENTER	KILTON	CHRISTINA	7-RCA	VANCOUVER	NIKULIN	RAMAN
7-RCA	LAKE STEVENS	EVERNHAM	JOANNE	7-RCA	VANCOUVER	LINDHOLME	JOHN
7-RCA	LANGLEY	FAHNESTOCK	NIK	7-RCA	VANCOUVER	LAUCH	COREY
7-RCA	LIBERTY LAKE	JONES	MICHAEL	7-RCA	VASHON	BONEFIELD	RANDY
7-RCA	LIBERTY LAKE	GIGLIO	BRADIN	7-RCA	VASHON	ROSWOLD	LUKE
7-RCA	MARYSVILLE	CORLEY	KAYLA	7-RCA	WAUNA	REEVES	NATHANIEL
C-ARC	MARYSVILLE	PHUNG SR	EDDIE	C-ARC	WENATCHEE	LAUSENG	JOSEPH
7-RCA	MARYSVILLE	FIESER	MATT	7-RCA	WENATCHEE	CUEVAS	GABRIEL
7-RCA	MEDICAL LAKE	STATHERS	RONALD	7-RCA	WOODINVILLE	PANGANIBAN	JULIUS
7-RCA	MONROE	SINGLETON	DAVID	7-RCA	YACOLT	RINDT	RANDY
7-RCA	MOUNT VERNON	RODERMUND	MICHAEL	7-RCA	YELM	ULRICH	DEVIN

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Where Service Begins With a Smile

Upcoming Dates to Remember

- Apr 24-26 2019:** Western States Conference, Tempe AZ
- May 11 2019:** Letter Carriers' Food Drive
- June 23-25 2019:** State Convention, Grand Mound WA
- Aug 13-16 2019:** National Convention, Grapevine TX
- Sep 15 2019:** Rural Carrier Remembrance Day
- Oct 12 2019:** New Guarantee Year Begins
- Oct 14-20 2019:** Steward Appreciation Week
- Nov 11-Dec 9 2019:** OPM Open Season
- Dec 7 2019:** Christmas Overtime Begins