

Where Service Begins with a Smile

# Washington Rural Carrier

Spring 2015 Edition

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## Meet Joey Johnson, Director of Labor Relations at the 2015 WARLCA Convention

Joey C. Johnson was elected in 2014 to the position of Director of Labor Relations of the National Rural Letter Carriers' Association at the 110th National Convention in Grapevine, TX. Joey was first elected to this position in Lexington, Kentucky, on August 8, 2008. Joey is serving his 7th consecutive term.



Joey previously served you as an NRLCA Executive Committeeman from 2005-2008 with oversight of the Great Lakes, Western, Eastern, Northeast, and New York Metro Areas. In 2012, Joey was appointed to serve on the 2010-2015 Arbitration panel in which Joey wrote the sole dissenting opinion.

Currently, in addition to the duties of his elected position, Joey is serving as Project Manager for the NRLCA on the Engineering Study that will determine the new evaluated compensation system.

Joey began his Postal Service career in Wiscasset, Maine, at a small four rural route office in 1986. He was hired as an RCR in the town he grew up in. In 1987, Joey was converted to an RCA and in 1989, Joey became a regular rural carrier. In 1996, Joey completed a three-way mutual transfer to Norristown, Pennsylvania. Joey moved from one four rural route office to another four rural route office plus 153 city routes.

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Joey has been an active member of this Association on the state level serving both as Officer and as Steward. In 1989, Joey was elected State Secretary-Treasurer for the State of Maine, less than six months after becoming a regular rural carrier. In 1997, after attending his first Pennsylvania State Convention, Joey was elected to the Pennsylvania State Board as an Executive Committeeman. Joey served as State Vice President in both Maine and Pennsylvania.

Joey has served in every capacity in the steward system throughout his career to include: Local Steward, Area Steward, Assistant State Steward, Senior Assistant State Steward, Pennsylvania full-time State Steward, NRLCA Executive Committeeman, and now the NRLCA Director of Labor Relations.

Joey has also served in many other capacities, such as Delegate to 18 State Conventions and 25 National Conventions starting in Little Rock, Arkansas in 1990. Joey served as an Officer for the Eastern States Conference and attended many Area and National Officer and Steward Meetings. Joey has attended 73 state conventions as a delegate or as the assigned National Officer.

Throughout his postal career, Joey has been a voice for the rural carriers across this country. The Postal Service continues to push the rural craft and the evaluated system to the edge, but Joey continues to push back, by holding

management accountable for its continued violations of the collective bargaining agreement through the grievance arbitration process.

Joey appreciates the constant and continued support of his friends and extended family; his fellow rural carriers. Every thank you, every pat on the back, and every handshake is what keeps Joey fighting for every dollar and every second of the evaluated system. Joey knows what is important. You are! What you want is what Joey has been elected to fight for. Joey continues to do what he believes is best for you and for his own job as a rural letter carrier.

Joey's very active life would not be possible without the full support of Deb, their children, and their families. Joey's parents still reside in Maine. Joey's oldest daughter, Kimberley, lives in Maine. Erica lives in Nebraska. Alexa lives in Georgia. Aj lives in Virginia. Cullan lives in Nebraska. Justin lives in Pennsylvania. 6 adult children living in 5 different states, 4 in college, and 2 engagements and all 6 are gainfully employed. Joey feels very blessed.

Joey takes the responsibilities of being an Officer very seriously and is honored and humbled to represent the Rural Carrier Craft at the National level.

### **Notice of Dues DECREASING!**

Yes, you read it right! WARLCA Dues will be going down \$8.00 per year for Active Craft Members (Regulars, PTFs, and Reliefs) and \$4.00 per year for Retired Members due to obtaining \$60,000 in the emergency fund as per our WARLCA constitution.

New dues will begin as soon as the USPS can make the changes (possibly May/June, 2015). The dues will be:

Regulars/PTFs: \$25.00 a pay period, \$650.00 a year

Reliefs: \$8.81 a pay period, \$229.00 a year

Retirees: \$6.75 a month, \$81.00 a year

# Free Saturday Provisions

By WARLCA President, Renee' Pitts

Now that we know the results of the February 7-February 28, 2015, rural mail count, some of you will find that your new evaluations will be J or H routes without options to be K routes. For regular rural carriers; with 10 years or more of career service, the high option may be available, and you can choose to be an H or J route for the higher pay and more days worked.

Carriers in the J and H route categories may avail themselves of the Free Saturday Provisions that were enacted by Congress in 1947. These provisions allow J and H rural carriers to take leave for a week or more without being charged for the absence on Saturdays. The basic concept of Free Saturdays is that all rural carriers wishing to take off for an entire week will be charged the same amount of leave. Hence, rural carriers serving K routes can take off an entire week by just using 5 days of annual leave or 4 days in a week with a holiday, Congress in 1947 wanted to ensure that J and H route rural carriers who normally work 11 and 12 days in a pay period would not be charged with more leave than would be charged to the K route rural carriers who normally work 10 days in a pay period. The adjective "Free" was thus coined to describe the extra day or extra two days in a pay period (for J and H routes respectively) that would not have to be taken as leave when the qualifying J and H route rural carriers requested leave for an entire week. In other words, the J and H rural carriers will be paid for the Free Saturdays and not have to use annual or sick leave to get the same amount of leave that a K route rural carrier would get when J and H route rural carriers take a week off.

One important criterion to remember is that which is most often misunderstood. You have to apply for the amount of leave you desire including the Free Saturdays, and you have to have the same amount of leave available to you. In other words, if you are an H route, and you wish to take a full week of leave taking advantage of the two Free Saturdays, you need to have a balance of 7 days and apply for the same. For a J route, the number is 6.

In our National Agreement, under Article 10, Section 4. Saturday Leave:

A. The approved absence on a Saturday of a regular

rural carrier, substitute, or rural carrier associate in a leave earning capacity, which occurs within or at the beginning or end of a period of annual or sick leave, shall be **without charge to such leave or loss of compensation provided the appropriate leave balance on the Form 1223 (Earnings Statement) reflects at least 6 days of leave and the following conditions are met:**



1. There are more than 5 days of annual or sick leave within the period; or

2. There are more than 4 days of annual or sick leave plus a holiday (see Article 11) within the period. If a holiday falls on Saturday, which is a scheduled work day, absence on the preceding Friday shall be without charge to leave. If the leave period is 4 days or less, absence on Friday shall be charged to leave.

3. Interruption during the approved period of annual or sick leave by court leave due to circumstances beyond the employee's control shall not disqualify the carrier for coverage as provided in 1. Or 2. Above.

The maximum Free Saturdays within a pay period include the following:

- 6-day H routes may receive 2 free Saturdays within the pay period.
- 5.5 day J routes receive only 1 free Saturday per pay period.
- 5-day K routes do not receive free Saturdays. Since the K route rural carrier is a 5-day a week employee, one day of leave is charged for each day of leave taken. Therefore, the Free Saturday provisions are not applicable to K routes.

For the J route rural carrier with a Saturday relief day, the application is basically the same as for the 6-day a week carrier when the leave period is Saturday through Saturday. Regardless of whether the leave starts on the relief day or the non-relief day, five days of leave are charged. The non-relief Saturday is free, meaning that the rural carrier will be paid for this Saturday and not have to use annual or sick leave. The same principles still apply when J route rural carriers have mutually agreed with

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management to have non-Saturday relief days.

### HOW PAYROLL DACA CODES AFFECT FREE SATURDAYS

Until February 2004, payroll DACA codes O and X would not cause rural carriers to lose free Saturdays. That is no longer the case. From February 2004 through the present, **the only DACA codes that will not cause the loss of free Saturdays are the following:**

- **DACA code A for Annual Leave**
- **DACA code S for Sick Leave**

- **DACA code D for Donated Leave**
- **DACA code 6 for Court Leave**
- **DACA code H for Holiday Leave**

All other DACA codes will result in annual leave being charged for the Saturday(s) that otherwise would have been “free.”

If you need additional information, please refer to Handbook F-21, Time and Attendance, Part. 581.15. Thanks go to NRLCA Vice President Ronnie Stutts and WARLCA Past President Patricia Alexander for much of the information shared in this article.

## Spring Informational Recap

By WARLCA Vice President,  
Mariann Faulkner

The Spring Informational meeting was held on Sunday, March 15, in Spokane, Washington. President Renee’ Pitts opened the meeting with introductions of state officers.

Our first speaker was Jonathan Weaver, Spokane Plant Manager. Highlights of Jonathan’s presentation included how some equipment is being reduced to make room for more package sorting equipment, and how the plant tries to advance 3-day delivery expectations to 2-day whenever possible. He also informed us that Christmas parcels were up 18% over last year’s with the peak day being December 22, when 28 million parcels were delivered, making it a single day best.



Amazon has currently made us their choice shipper, but remember – they are always looking for a cheaper way to ship. How can you help? Scanning is extremely critical to our success. Customers are depending on the information that accurate scanning provides. Many of you have the new scanners that give real-time information to both the sender and recipient. Therefore, it is extremely important that we scan as the event occurs – not in the vehicle when we deliver to the door; not before we get to the box; and not after the delivery is made, but at the actual point of delivery whether it be at the door, at the box, or any other delivery point. Our customers are checking all the time to see when their packages arrive so they can retrieve them as soon as possible. There is no Sunday delivery of Priority mail at this time, but the USPS is

soliciting more customers for Sunday delivery.

He also told us about a new product called Amazon Fresh. This is a 7 day a week delivery of fresh groceries in metropolitan areas. These deliveries are being made by the CCAs either before or after the regular mail delivery.

President Renee’ Pitts and District Representative Patrick Pitts spoke to us about the Rural Street Database, (RSD). The driving study is ongoing and the part where each rural carrier will add the stops and delivery points has been on hold for quite a while. We should be resuming the carrier input soon. The hardest part of the inputting is recognizing your route in satellite view.

Taralee Mohr spoke to us about PAC and provided information about two raffles. One is for a one-night stay at the Heathman Lodge which must be used at state convention, and the other is for a beautiful quilt that was made and donated by Susie Hill. Contact your Region Committeeperson for tickets.

Dawn Ayers invited everyone to come to the State Convention in Vancouver, Washington, on June 28, 29, and 30. She presented a slide show of the convention site and local attractions. If you want to come as a paid delegate please attend your annual county unit meeting.

John Scinto was our other speaker. John is in US

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Postal Service Rural Delivery Operations at the headquarters level. He has worked on the Rural Route Evaluation Compensation System (RRECS) which currently tracks 42 standards. He created the Rural Work Hour Tracker Web Application, which is an electronic 4240 and will streamline payroll for managers. It is designed to make the payroll process easier for management and will hopefully prevent payroll errors for carriers. He did tell us though, that the Tracker provides access to management to look at anybody's work hours at any time and can even be used by the OIG to investigate without the manager's knowledge.

Features of the Rural Work Hour Tracker (RWHT) include:

- Set Route schedules
- Validate/modify carrier assignments
- 4240 data entry
- Additional carrier assignments
- Vacant route coverage
- Split routes
- Miscellaneous (Ad Hoc activity etc.)

The Tracker can generate Rural time Certificates such as a PS Form 1314 for regular carriers; 1314-A for auxiliary and ad hoc hours; and 1314-F for FLMA hours. It can also interface with Time and Attendance

(TACS) at the end of the pay period and produce a "one click" submission for payroll which eliminates redundant data entry.

Both of the speakers were very informative and took many questions from the audience.

Joyce Patteson, Region 4 Committeeperson, gave a short presentation on how to look for errors on your



*WARLCA Members listen intently at The Spring Informational.*

PS Form 4241A which is the document you receive in conjunction with the effective date of the mail count in comparison to the PS Form 4241M, the document you may have received at the end of count when management presented your final count papers (4241s) for certification purposes.

All in all, it was an extremely worthwhile day and if you weren't there, I'm sorry you missed it!

**Notice of Election of 2015 State Convention and Election of Officers:**

The Annual State Convention of the Washington Rural Letter Carriers' Association (WARLCA) will officially begin at 8:30 AM, June 28, 2015 and adjourn at the close of business on June 30, 2015. The State Convention will be held at the Heathman Lodge, 7801 NE Greenwood Drive, Vancouver WA 98662. Business sessions include voting on proposed constitution changes and resolutions, elections of officers, speakers, and other business that may be brought forth to the delegates.

The following officers will be elected:

Region Committeeperson One and Region Committeeperson Three -----> 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 United States Government.

# Campaign Notices

Greetings WARLCA members. I am Colleen Headley and I am asking you to consider my name as you vote for your delegates to the 2015 NRLCA National Convention.

I started as an RCR in 1986, becoming a regular carrier in 1991. I was active in QWL-EI and have been active at the county level for several years, currently serving as Secretary/Treasurer for King-Snohomish Counties.

We have wonderful active people serving you in this state. I hope you will include me as one of them as you send our delegation to national convention this year. Thank you.

Hi, I'm Shawn Johnson and I'm asking for your consideration when you get your 2015 National Convention ballot. I've been a proud Rural Carrier and WARLCA member for 26 years. I've seen many changes, and know bigger ones are on the way. Our member dues pays 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, which have just begun. I do plan to retire in three

years, provided I continue on a six day route for that time. We have a long tradition of sending retired carriers as delegates to National Convention, but I promise you I will not ask to represent working carriers at National Convention once I am no longer on the work room floor. At the same time, 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.

My name is Doug Rinehart and I have requested to have my name on the ballot for Delegate to the 2015 NRLCA national convention in Reno, NV. It would be an honor and a privilege to represent the WRLCA and the State of Washington in Reno. I will share any information garnered at the convention with anyone who requests it of me. This is my pledge.

I would sincerely appreciate your vote.

Taralee Mohr

I ask for your vote for delegate to national convention.

I am a thirty four year old mother of four. I have been a regular carrier for seven years and intend to retire from the postal service. I am committed to representing the rural carriers of Washington.

As the Region 1 Committee Person I feel that I could represent the concerns of my Region and State. As a delegate to National Convention my voice will represent you.

My name is Kristian Granish, I have been an RCA for seven years, and a local steward for five years. I am the Vice President of Mutual County and have been a delegate to Washington State Convention for the last five years. I was the first alternate delegate for the Savannah Georgia National Convention, and was an unpaid alternate delegate at the St. Louis and Grapevine National Conventions. I appreciate the support of all those who have voted for me as a delegate, and I hope you will do so also. It is an extreme honor to be a delegate and it is a very important duty. Thank you for your support.

## PAC

Donate today, tomorrow or monthly. Your donation helps us educate our lawmakers! Contact Taralee Mohr, PAC Chair.

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

*Neil M. Buchanan  
Lyllis K. Cormier  
Willard J. Dalebout  
Susan F. Gillespie  
Joel W. Lynn  
William S. McGee*

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

### **Ideas and Suggestions, Please!**

If any of you have any ideas for ways to encourage participation in the WARLCA at any level including county unit meetings, conventions, and/or special meetings, please submit your ideas to your assigned Region Committeeperson or any other WARLCA State Board member. We would appreciate any and all ideas any of you may have even if they are suggestions on speakers or other information you believe would be valuable. Consider this a brain-storming session if you will and remember that no idea and/or suggestion is out of line. We will take all under advisement. We are a Union and even though we have over 1800 members in the state, there is only a small percentage that is active. In order to remain a viable association, we need you! If you are one that normally doesn't participate for whatever reason, tell us why. What would encourage you to become an active member? We would of course, prefer that these suggestions are not anonymous because we can't personally reach out to you if we don't know who you are, but if you're not comfortable adding your name, at least let us know what county unit you are associated with, or the name of the town where you live. We would like this information as soon as possible, but will gladly accept it any time. Thank you.

Respectfully,

Joyce Patteson  
Region Committeeperson 4

## **Equal Employment Opportunity Redress**

By WARLCA Region 1 Committeeperson,  
Taralee Mohr

Due to my back surgery I have been on a limited duty assignment and have been lucky enough to take some postal online training courses on the LMS website. I found this to be interesting information. The postal workforce is 30% of the total federal workforce. Fifty percent of all EEO complaints were from postal employees.

EEO complaints consist of race, color, national origin, age of 40 +, religion, sex, disability (mental and physical), genetic information, and retaliation from prior EEOs. You must file within 45 days of the incident or when you reasonably should have known / or effective date of personal action.

There are two phases of the Redress process. The first is the pre-complaint or informal where a mediator works with both parties. If no resolution is reached a formal complaint is issued. This must happen 15 days from the mailed Notice of Right to File. By choosing the Redress process the counselee does not lose any rights. If the Redress process does not settle the complaint it is returned to the informal

process and a formal complaint can be filed.

Redress cannot help you with workers comp /D.O.L. Retirement/O.P.M. or criminal conduct, law enforcement, or the postal inspection service.

The counselee may be represented during mediation. Mediation is held on the clock in a neutral location, NOT in management's office. The mediator will not say who is right or wrong. They will not give legal advice or render a decision. Mediators will facilitate discussion and assist parties in exploring options for resolving issues.



Redress is not always about discrimination, it is about communication

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and workplace improvement.

## CONCERNS

1. Settlements must be in writing and they can't violate collective bargaining agreements. Tips when settling is to put who will do what by when. Make language clear and define the language.

2. Some concerns regarding EEO Redress are noncompliance by management, poorly written settlements, and supervisors who say they don't have the authority to settle the complaint. Management must have the Authority to settle prior to mediation.

3. Reinstatement of the complaint.

There are 2 forms used to settle complaints, age discrimination and all other. The forms cannot be altered. Settlements are protected by the privacy act. The USPS must share the necessary information with those that have to implement the terms. Failure to do so can result in a breach of the agreement.

If a breach happens you must notify a Regional EEO Manager within 30 days. Two things can happen, the settlement will be enforced or reinstatement of the claim for processing.

To find out more visit [www.usps.com/redress](http://www.usps.com/redress).



## Vancouver, here we come!

Convention is just around the corner and most of you have had your annual meetings. With that being said, I hope you all found the time to attend your meeting so that you could be elected as a convention delegate. As a delegate you have the privilege of representing your fellow carriers, in a paid status, as we vote on important issues that we want our National Officers to address.

Scared to attend because you have no idea what to do? Don't worry about that because there is a first-timers meeting prior to the start of the first day. There you will get a crash course in how things work at convention. If just a crash course worries you, don't be worried. Your fellow county members will be there to guide you with anything you need

answered and if they can't help you, one of the State Board members can assist you.

The Heathman Lodge is a beautiful facility that truly represents the best of what Washington State has to offer. Our first event of Convention is an easy task. It is the Saturday evening Meet and Greet which is actually a dessert auction! You can join in the fun from 7:00pm to 8:30pm for a \$5.00 fee per person. Bring your favorite homemade or store bought dessert to be auctioned off. Your item will count as a PAC donation and all proceeds will benefit PAC. The item that sells for the most will receive a prize, too! Beverage service will be provided.

Convention starts Sunday morning at 8:00am for first timers where they will be briefed on how the whole thing works. From there we start Convention proceedings promptly at 8:30am. Our very own Director of Labor Relations, Joey Johnson will be one of our guest speakers. Sunday evening we hold our County Officers training dinner at 6:00pm. All are welcome to join us for dinner for \$25.00. Newly appointed county officers get to attend at no cost and will receive training for their new positions. Monday and Tuesdays business session start at 8:00am.

Monday evening will mark our annual banquet at a cost of \$40.00. Dinner will be buffet style and dare I

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**WARLCA 2015 STATE CONVENTION REGISTRATION**

June 28, 29, & 30 2015

**The Heathman Lodge**

**7801 NE Greenwood Drive, Vancouver WA 98662**

Room Rates under Washington Rural Letter Carrier special rate:

Single or Double Queen \$95.00 (add \$10.00 for additional person)

Business Level rooms \$105.00 (add \$10.00 for additional person)

Call (360)254-3100 **ROOM RESERVATION DEADLINE IS JUNE 5, 2015**

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

ADDRESS: \_\_\_\_\_

PHONE: \_\_\_\_\_ Staying at The Heathman Lodge? \_\_\_\_\_ (we have to meet room night guarantee)

Post office where you work: \_\_\_\_\_

There is a \$50.00 fee per delegate for registration; however the fee will be waived for any one of the following:

1. If staying at The Heathman Lodge for a minimum of 2 nights. (only 1 person can use the room #); OR
2. If purchasing one banquet ticket.

**Saturday, June 27: Meet and Greet Dessert Auction -7pm to 8:30pm All are Welcome**

Cost \$5.00 (under 2 free) Beverage service provided #attending \_\_\_\_\_ \$ \_\_\_\_\_  
 Bring your favorite homemade or store bought dessert to be auctioned off to benefit PAC.  
 Dessert donations count towards PAC. Donating dessert item? YES or NO

**Sunday June 28: FIRST DAY OF CONVENTION STARTS AT 8:30AM**

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

**County Officers Training/Dinner 6pm Sunday Evening All are welcome**

Free to newly elected and pre-registered 2015-2016 Presidents, Vice Presidents and Sec/Tres  
 Grilled Flat Iron Steak with roasted fingerling potatoes, grilled onions, bacon pieces and braising greens  
 Hudson's Classic Caesar  
 Dessert: Chocolate Truffle Delight or Crème Brule Cheesecake

Cost to others \$25.00 #attending \_\_\_\_\_ \$ \_\_\_\_\_

**Monday June 29: SECOND DAY OF CONVENTION STARTS AT 8AM**

**MONDAY Evening Banquet:**

Dinner Buffet with dancing. Music provided by DJ Jazz-It Up.  
 Roasted Pork Loin with Caramelized Pears, Bleu Cheese and Port Wine Sauce and Teriyaki Glazed Chicken with Sesame seeds.  
 Salad selections: Baby lettuce salad with candied walnuts, gorgonzola crumbles and cabernet vinaigrette dressing and Caesar salad.  
 Roasted Tri-color Potatoes, Roasted Zucchini and Squash with Cherry Tomatoes and Mushrooms  
 Dessert: Chocolate Ganache Torte or Lemon Bars  
 No Host Bar available

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

**Tuesday June 30: THIRD DAY OF CONVENTION STARTS AT 8AM**

No food functions

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

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

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

Payment must be sent with registration **AND MUST BE RECEIVED BY May 31, 2015 TO AVOID \$25 LATE FEE.** If you find you are unable to attend, please contact Becky Wendlandt for refund, however, **no refunds after June 10<sup>th</sup>, 2015,** until after convention and approved by board since we have to guarantee total number of meals ahead of time.

If you require a vegetarian or special meal due to allergies,

Please email Dawn Ayers at [WARLCAregion2@gmail.com](mailto:WARLCAregion2@gmail.com) so that she can make arrangements with the chef.

say, delicious! For the entrée we will serve Roasted Pork Loin with Caramelized Pears, Bleu Cheese and Port Wine Sauce and Teriyaki Glazed Chicken with Sesame seeds. Salad selections include Baby lettuce salad with candied walnuts, gorgonzola crumbles and cabernet vinaigrette dressing and Caesar salad Roasted Tri-color Potatoes, Roasted Zucchini and Squash with Cherry Tomatoes and Mushrooms finish off the menu. Of course dinner wouldn't be complete without a dessert of Chocolate Ganache Torte or Lemon Bars. After dinner I invite you all to let loose on the dance floor while Jazz It-Up Productions DJ's for us. For some added fun there will be a photo booth with props available. If this all doesn't sound

like a grand ole time, then I don't know what does!

Registration forms for Convention will be available at your annual meeting or on the WARLCA.org website. Register early to avoid any late fees. I look forward to seeing you all in Vancouver for Convention June 28<sup>th</sup>-30<sup>th</sup>, 2015.



By WARLCA Region 2 Committeeperson,  
Dawn Ayers

Welcome to Our  
New Members

Eddie Owens	Battle Ground	Luz Diaz	Marysville	Naiomi Rosario	Silverdale
Ryan Stockham	Bow	Galen Swogger	Marysville	Oksana Yavorska	Snohomish
Olivia Muzzy	Bremerton	Harvey Neri	Monroe	Amanda Rode	Snohomish
Robert Turner	Bremerton	Yanmei Hollan	Monroe	Cierra Walker-Smith	Spanaway
Chet Dedmore	Camas	Criselda Manuel	Mount Vernon	Sephiroth Pierce	Spanaway
Andrew Portukalian	Camas	Dale West Jr	Mount Vernon	Kammy Lott	Spanaway
Scott Dean	Camas	Rithy Thany	Mount Vernon	Sandra Moritz	Spokane
Ashley Ginter	Centralia	Renato Barretto Jr	Mount Vernon	Teresa Allen	Spokane
Andrew Johnson	Chattaroy	Michael Holland	Olalla	Jamie Farr	Stanwood
Randy Collins	Chewelah	Shannen Hansen	Olympia	David Ray	Stevenson
Vickie Foster	Deer Park	Jeffrey Galegher	Olympia	Michael Montefusco	Sumner
Ann Bingham	Deer Park	Brandi Stahl	Olympia	Adrienne Gerard	Sumner
Ambrial Wall	Duvall	Kyrie Jaspersen Bear	Olympia	Anthony Dillon	Sumner
Rasheal Padgett	Gig Harbor	Abby Gardner	Omak	Harriett Brandt	Sumner
Brenda Regan	Gig Harbor	Angela Larson	Oroville	Derek Van Arkens	Vancouver
Stephan Doty	Goldendale	Curtis Cook	Otis Orchards	Marcus Beck	Vancouver
Cassandra Schneider	Graham	Steve Valencia	Pasco	Hollie Nestle	Vancouver
Rocio Barrera	Grandview	Beth Doyle	Pasco	Megan Robin	Vancouver
Colleen Hayes	Issaquah	Tiffany Doyle	Pasco	Tyler Page	Vashon
David Soister	Issaquah	Kelli Mazzoncini	Port Angeles	Rial Cummings	Vashon
Stephan McKinstry	Issaquah	Meghan Spencer	Port Orchard	Bret Campbell	Vashon
Barbara Camarata	Kelso	Matthew Miller	Port Orchard	Amelia Rebelukag	Walla Walla
Okhee Cameron	Kent	Yvonne Lozano	Port Orchard	Erin Robinson	Wauna
Abigail Morrison	Lake Stevens	Peter Carlson	Poulsbo	Amber Townshend	Wauna
Michael McDermott	Lake Stevens	Brian Hattan	Pullman	David Blackmer	Woodinville
Jennifer Castillo	Lake Stevens	Jung Cha	Puyallup	Timothy Mandapat	Woodinville
Lisa Livingstone	Langley	Dillion Porter	Puyallup	Arielle Gale	Woodinville
Robert Harris	Langley	Raymond Clayton	Richland	Christopher Schultz	Woodinville
Richard Waldvogel	Langley	D'Lana Roohr	Richland	Khanh Nguyen	Woodinville
Dawn Dibble	Malaga	Pandy Gibson	Rochester	Candice Dalpiaz	Woodland
Fe Ellaine Batalla	Maple Valley	Jessica Bagley	Roy		
Rebecca Wall	Marysville	Shannon Noland	Seattle		
Alexander Bismore	Marysville	Melissa Holland	Selah		
Chanmonila Kong	Marysville	Rebecca Berneking	Sequim		
Autumn Owens	Marysville	Rafael Roman	Sequim		

# How a bill becomes a law...or something along those lines.

By WARLCA Region 3 Committeeperson,  
Levi Hanson

Looking for a way to affect change within your union? As a member of the NRLCA, you have available to you an avenue for change. Want to improve working conditions in your office? As a member of the WARLCA, you have a say in your workplace. Tired of complaining about the same old things and feeling helpless to better your situation? As a union member you possess the power to help yourself and your fellow rural carriers. That power comes in several forms; as a member you vote for county officers, state convention delegates, national delegates and contract ratification. As a delegate you have the right to vote for state and national officers. Perhaps the greatest power afforded to union members is the ability to directly affect the governance of our union and the content of our contract through resolutions and county constitution changes.

Resolutions represent the wishes of the membership and are expressed on the resolutions form which states an existing problem and the proposed solution. Communicated to the state board or national board on a yearly basis at convention, those resolutions start with the individual member when presented at a county's annual meeting or at the state convention. If adopted by the members present at an annual county meeting the resolution is then presented for a vote by the delegates at state convention. Assuming it is adopted, the resolution then goes to the state board for action or on to national convention for discussion and an up or down vote by the delegates. An up vote means that it goes to the national board for discussion and possible action on their part. The national board has two courses of actions available to it depending on whether the resolution is binding or non-binding.

A binding resolution concerns an issue that is fully within the power of either the state or national board to address, such as a change to our state or national



constitution. A non-binding resolution addresses an issue that requires involvement from the national board but is also dependent on involvement from other parties such as the Postal Service as in contract negotiations. For example, if a member wishes to see the association move from an annual convention to a biannual convention; as this is a constitutional issue, he or she would submit a binding resolution. If, however, a member would like RCAs to receive additional compensation for Sunday work; as this is a contractual issue, he or she would submit a non-binding resolution.

The other avenue for change that is available to members in addition to resolutions is the county constitution change. County constitution changes when submitted and adopted at the county level change the county constitution. If a member desires a change to the state or national constitutions he or she must submit a resolution, as mentioned previously. A recent example of a change to the WARLCA constitution came about when delegates at state convention voted to extend the term for state officers from one to two years.

In order for a member to submit a resolution or county constitution change he or she must complete the forms, include existing language in the case of a constitution change and submit them for consideration at their annual county meeting. An alternative is to have the resolution submitted by a delegate at the state convention assuming the delegation votes to accept resolutions from the floor on the first day of convention. Copies of these forms are included in this issue of the Washington Rural Carrier.

The process starts easily enough but members should be prepared to defend their point of view and

*(Continued on page 14)*

**2015 WARLCA RESOLUTION FORM**

**CHECK APPROPRIATE BOX**

- BINDING
- NON-BINDING

The following Resolution was adopted at the 2015 Annual Meeting of the (County) \_\_\_\_\_ Rural Letter Carriers' Association. It is hereby submitted to the Resolutions Committee of the 2015 State Convention in Vancouver, WA 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"/> GRIEVANCE PROCEDURES | <input type="checkbox"/> SALARY         | <input type="checkbox"/> OTHER              |
| <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 \_\_\_\_\_ Date Sent to State Sec/Treas \_\_\_\_\_  
County Secretary

## WARLCA 2015 COUNTY CONSTITUTION CHANGE

The following Constitution change was submitted at the 2015 Annual 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

discuss the reason for the change. The time it takes for a resolution to go from idea to reality is often a long one and as in most things there are no guarantees. However, if it's an important issue and members persevere there are very few things that are as empowering as an individual making a difference in the lives of a hundred thousand of their fellow rural carriers. One example of the power that individuals have through the resolutions process is the change to

our contract that guaranteed pay for actual time worked by RCAs during their first five weeks on the job. The resolution that led to that change in our contract got its start right here in Washington state.

Resolutions and county constitution changes do matter; they provide guidance to your elected union leaders. They represent the needs of the membership and ultimately make for a better workplace for you and me. Never doubt that you have a voice and never forget to make it heard.

### **Member of the Year? Why Not!**

By WARLCA Region 4 Committeeperson,  
Joyce Patteson

Do you know a fellow rural carrier member that goes above and beyond and could possibly deserve some extra recognition? This carrier could be one that volunteers in his/her community, church, or other service venues; or one that just goes out of his/her way to be extra helpful and friendly at work. Either way, if you appreciate that carrier, nominate him/her for WARLCA Member of the Year. It will only take a few minutes of your time, and will cost you a mere 49 cents for a stamp. The nomination can even be anonymous if you desire.

If you're interested, simply locate the nomination form in this issue of the WRC and fill it out listing the accomplishments and any other service activities that reflect favorably upon the rural craft and the USPS of the person you wish to nominate. It's just that easy! Once this is finished, stick it in a stamped envelope and mail it to the following:

WARLCA Vice President  
Mariann Faulkner  
7702 284th St SW  
Stanwood WA 98292-9500

The nomination should be postmarked no later than 14 days prior to the convening of the State Convention. This year, that date would be June 14 as convention begins on the 28<sup>th</sup>. Don't forget – the Postal Service no longer processes mail at night and



there is no longer such a thing as overnight service! The nomination has to be received by the WARLCA prior to the beginning of the pre-convention board meeting which starts the Friday before convention. All of this means you shouldn't wait until the last minute to get your nomination in the mail stream or it might not arrive in time.

Something you may not realize is that even though your nominee may not be the one selected this year, anyone nominated but not selected receives a letter from the WARLCA President letting them know of the nomination without divulging any other information such as the name of the person that nominated them. That, in itself, is recognition that would otherwise not be received and makes a person feel good just knowing that someone took the time to nominate them. Just because

they've been nominated once, doesn't mean that they can't be nominated again so if they aren't selected, keep trying.

If you have any questions, don't hesitate to contact any of the WARLCA Board members for assistance. I look forward to seeing you in Vancouver.



**Membership Increasing!** It is a relief to be able to report that our membership is on a rise after having a decline for the last couple of years. We are now at 1858 members. It has been a record year for sending in new dues withholding forms but also a record year on the number of relief carriers that have quit. Our retention rate has gone from 80% to less than 50%. You still have time to participate in the NRLCA RAFT II (recruit a friend today) program. The new member receives 3 months of free membership and you, the recruiter, receive \$15 for relief members and \$50 for regular members who sign a Form 1187. You will then return the form to me with your name on a sticky note as recruiter. The only stipulation is that they must remain a member for 3 months for you to receive your recruitment bonus. The program ends June 30, 2015 so send those forms right away.



**Planning on running for an Elected State Office Position? Set these dates aside!** If you are planning on running for an elected state office position please set the following dates aside for the first 2015/2016 board meeting of the year, just in case you are elected. Offices open for election are region committee person one and region committee person two. We will be meeting in Ellensburg, July 26<sup>th</sup> through July 30<sup>th</sup>, 2015. Travel will be the morning of July 26<sup>th</sup> with a half day meeting, full day meeting July 27<sup>th</sup>, 28<sup>th</sup>, 29<sup>th</sup>, and half day meeting July 30<sup>th</sup> with travel in the afternoon. If you are interested in the duties of any position please contact any current State Officer for that list.

**Want to be a National Convention Delegate?** Nominations must be **received** by the State Secretary-Treasurer by May 19<sup>th</sup>, 2015 by mail. Any nominations received after this date will not be valid. Nomination forms can be found in the *National Rural Letter Carrier* magazine, in the February, March, April, and May issues. Nominations must be on this form (or a copy of this form). You can also find the *National Rural Letter Carrier* magazine online at nrlca.org. You will receive a post card from me confirming that I have received your nomination. If you have not received this postcard please call me at (509) 710 7840 or E mail me at [warlca@gmail.com](mailto:warlca@gmail.com). If I don't receive your nomination in the mail by May 19<sup>th</sup>, you will not be on the ballot. **Please allow 3 to 5 days when**

**mailing your nomination to be received! Send them early, with the plant closures and delayed processing of mail, it has taken up to 5 days to go from the west side to the east side of Washington.**

**Notice of Election of 2015 State Convention and Election of Officers:** The State Convention of the WARLCA (Washington Rural Letter Carriers' Association) will officially begin at 8:30 AM, Sunday, June 28, 2015, at the **Heathman Lodge**, 7801 NE Greenwood Drive, Vancouver WA 98662.

The following officers will be elected:

Region Committeeperson One and  
Region Committeeperson Three  
-----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.

**State Secretary-Treasurer Training:** I attended a NRLCA regional State Secretary-Treasurer training March 2<sup>nd</sup> and 3<sup>rd</sup>, 2015. As with any training, there is always something new to learn and lots of interaction with other State Secretary-Treasurers. I have reviewed our constitution to be in compliance with NRLCA, DOL, and IRS and will have a couple of constitution changes to bring to State Convention. I am proud to say that all county units have completed their LM on time and they are on the DOL website. Thank you county officers!

**2015/2016 County Officer Dinner and Training:** I hope all 2015/2016 county officers will plan on attending the 2015 state convention county officer training. I am here to be your resource so feel free to call or E-mail anytime. We have a great bunch of dedicated county officers who work hard on doing the 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!

By WARLCA Secretary/Treasurer,  
Becky Wendtlandt

MARCH 29 – APRIL 2, 2015 MINUTES FROM WARLCA  
BOARD MEETING  
HEATHMAN LODGE, VANCOUVER, WA

**MEMBERS IN ATTENDANCE:** Renee' Pitts, President; Mariann Faulkner, Vice-President; Becky Wendlandt, Secretary/Treasurer; Taralee Mohr, Region One Committeeperson; Dawn Ayers, Region Two Committeeperson; Levi Hanson, Region Three Committeeperson; and Joyce Patteson, Region Four Committeeperson. President Renee' called the meeting to order at approximately 3:18 PM on March 29, 2015. After a positive go-around the agenda was reviewed.

**President's Remarks:**

President Renee' informed the board that the Marysville Office seat belt grievance has been settled.

**Ground Rules:**

The reading of the ground rules was waived upon consensus.

**Minutes:**

The minutes from the November 2 – 4, 2014 board meeting were read with corrections on two titles. The board minutes were then approved.

**Correspondence:**

Correspondence was identified and moved to the appropriate place on the agenda.

**Tasks:**

Each board members task assignments were read and reported out.

**Washington Rural Carrier:**

The board was notified by Doug Rinehart that he has resigned. The board appointed Dawn Ayers to complete the Spring Issue of the WRC. Editor's appointment will be made by the President in conjunction with the board at the first board meeting of the 15/16 year. The board reviewed past costs:

Cost of Convention Issue: (64 pages)

Postage: \$567.83

Printing: \$936.61

Total: \$1,504.44

Cost of Fall Issue: (24 pages)

Postage: \$568.70

Printing: \$641.64

Total \$1,210.34

Consensus to have 32 pages since it did not cost much more than 24 pages to produce and mail and to give Dawn one day ADOP plus salary to complete the paper. New editor will have E-mail of WRCEditor@hotmail or Gmail that can be transferable.

**Region 2 Committeeperson Report:**

Dawn said Mutual is meeting April 11, Lower Columbia May 16, and there are working on a date with Peninsula that she and the District Representative could attend.

**2015 State Convention:**

Dawn reported that the entertainment will be Jazz It Up Productions and Renee' has signed the contract. Cost is \$500.

Discussion on the cost to the WARLCA for the county officers training: Cost for food with tax and gratuity is \$40 and charge is \$25, waived for 15/16 county officers, NRLCA District Representatives (Seattle and Portland), and National Guest.

Discussion on the cost to WARLCA for the banquet: Cost for food with tax and gratuity is \$51 not including entertainment, and charge is \$40, waived for National Guest.

Dawn said she is still working on getting lunches through the restaurant or get a discount at the nearby mall and food court. Dawn is also asking local bakeries for donations for the social and dessert auction. The \$5 charge for the social is for a beverage.

Discussion on speakers: Suggestions to invite Portland manager. Joey Johnson is our National representative. Monte is following up with Jaime Herrera Beutler.

The board reviewed the suggested state constitution changes on emergency fund, salaries, daily rate of pay for retired and relief carrier, and committees. The board reached consensus to put these suggestions through as board approved at the East Central WA County meeting. Proposed was to eliminate emergency fund language, suggest salaries be \$150 for all but secretary/treasurer who will be at \$500 and includes storage and office rent as part of salary plus \$50 increase for all but secretary/treasurer, same daily rate for all board members including retired and relief, and that all committees can be authorized to come in early if needed.

Consensus to give board representative a day of ADOP ahead of convention to do the advanced work for mileage/per diem and media committee.

The board then set up the county officers training agenda:

Discussion on phone banks and table in separate room for state convention, closing out bill and master billing at end of convention, lunch menu on pre-orders, history table in front of podium, refrigerator at back of podium, color guard, blocking a 4<sup>th</sup> floor room for Joey, more tables in breakfast area, tables for EAP, NGIC, NARFE, APCU at convention, and approval for packaged items as campaign gifts. The county officers training video completed ahead of time was tabled however discussion on digital recording of county officers training at convention. Discussion on giving thumb drives to county officers as a resource with information pre-loaded.

The board then went on a convention site tour.

### **PAC:**

Tara spoke about PAC and doing reconciliation with NRLCA every two months. The goal for this year is \$20,000 and currently at \$7,000. Last year the convention brought in \$4,429.00 and last year's total was \$12,772.21, with gifts of \$1,667.50. Tara said she had increased the sustaining donors from 6 to 15. Discussion on costumes for state convention: Levi will donate a French Maid outfit and has masks, Dawn has a mad hatter costume, Renee' has a dollar jacket and hat that all will bring to state convention. Discussion on legislative ideas at the state convention.

### **Board Policy:**

The board reviewed portions of board policy that address upcoming events. It was decided that the reimbursement and rules for State paid attendees to Western States be in the board policy and not the constitution. The board discussed using ADOP for attending a county meeting and combining it with writing representatives on legislative issues and/or membership recruitment.

### **CPA Review:**

The board examined the CPA review for 13/14 year compared to 12/13 year. The review costs up to \$4,000. The board discussed using an audit committee for a day to do a review other than a CPA review. Becky re-

ported she has asked National for a dollar/assets amount to when an audit committee made up of state delegates, compared to a CPA review, and a CPA audit should be done. The CPA review does not look at any vouchers, just reviews the correctness of the posting to be in compliance with generally accepted accounting procedures. We also have an independent CPA review the books each month, as well as the board review the vouchers each pay period and again each quarter.

### **Budget:**

The board reviewed the statement of activities line by line as well as the statement of position. The board decided to leave the cap at \$25,000 for state convention delegates and at \$8,000 with \$225 paid to each state paid delegate that meets the requirements.

The board adopted and signed the WARLCA record retention and destruction policy on 3/28/15.

The board discussed the reimbursement for this meeting. It is as follows:

All Board members will have ADOP for Sunday, Monday, Tuesday, Wednesday and Thursday. The hotel will be paid by direct bill for Sunday, Monday, Tuesday, and Wednesday. Each board member will have 4 food per diems. Mileage will be paid to Renee', Mariann, Joyce, and Levi. Dawn, Becky, and Tara rode with Renee', Levi, and Mariann.

The board discussed the reimbursement for the next meeting, June 26<sup>th</sup>, at state convention from 3 PM to 6 PM and June 27<sup>th</sup> from 8 AM to 5 PM. It is as follows:

All board members paid ADOP for Friday, Saturday, and Wednesday (July 1 from 8 AM to Noon)

All board members reimbursed for hotel for Friday, Saturday, and Tuesday.

All board members receive 3 days food per diem.

No mileage is to be paid to board members since all get convention pay.

### **Retirement Seminar:**

Becky reported that currently 98 have registered for the retirement seminar and the morning session is full but the afternoon session is open. There has been lots of interest in this seminar with people attending from California, Idaho and Oregon. The board decided a PAC table will be outside the room for Tara to monitor. All board members will attend and help on the first session and take notes on the 2<sup>nd</sup> session to be used at county meetings. The following is the breakdown on reimbursement:

Renee', Dawn: No hotel, 1 day ADOP

Mariann and Tara: Driving together, 1 day ADOP, no hotel

Joyce, Levi, and Becky: 2 day ADOP and 1 hotel and per diem, along with mileage/airfare (whichever is cheapest)

All board members are to pay retirement seminar registration fee for the 2<sup>nd</sup> session.

### **Secretary/Treasurer Report:**

Becky gave the secretary/treasurer report as follows:

Membership: At our November, 2014 board meeting we had 1858 members (up 113 members SPLY).

Currently we have 1858! How weird is that! Right now we have 475 non-members but down to 192 regular carriers (first time fewer than 200 in such a long, long time).

Sent in 208 new members since September 1, 2014 (6 ½ months) when 2<sup>nd</sup> raft began. Record High! Have 32 more new members holding till they appear on database. (From December 2013 to June 2014 (7 months) sent in 193 from 1<sup>st</sup> raft program) Also losing them at a substantial percentage. On February 17, 2014 said we had a 20% separated rate, now close to 50%. I have never processed so many members since I have been secretary/treasurer and our numbers are not increasing!

I have done all the paperwork needed for FORM 5500 for our ING-VOYA account and paid the \$360.00 annual fee. All account holders have received an annual statement from the WARLCA.

Dues decrease starting after PP8/2015 (or as soon as USPS can initiate it). We no longer are taking out \$8 for regular/relief carriers and \$4 for retired carriers for emergency fund as we have obtained our \$60,000 balance in the emergency fund. Consensus to put the balance of the emergency fund savings into an APCU certificate.

Postage due account at Liberty Lake Post Office has been helpful to keep the database updated with current changes from the WRC mailings.

I just attended the NRLCA Regional Secretary/Treasurers Meeting and have reviewed the State Constitution to be in compliance with IRS, DOL, and National.

Reviewed the secretary/treasurer equipment for printing/scanning/copying. Currently I have:

11 year old Brother MFC9700 black/white used for printing. Rollers not working for scanning.

9 year old Ricoh black/white used for copying. Software will not recognize it for scanning. Had serviced and using parts from one tray to fix 2<sup>nd</sup> tray. Parts no longer available from Ricoh.

8 year old Brother MFC9420 color used for letterhead. Puts line down paper and OPC belt is needed - costs \$300 to replace.

4 year old HP office pro inkjet color used for meeting notices. Has missing spring and will not duplex. This is the only machine that can run heavier paper for meeting notices.

The board discussed replacing the equipment and getting one used copier/printer/scanner that can do it all, and other ideas.

The board discussed the software needed for the editor (Adobe InDesign) and laptop to be used just for Editor Duties and state convention.

### **Recruitment:**

The board discussed recruitment. Kurt Eckrem sent out a recruitment letter to all non-member regulars and so far none have joined, but got 2 responses. Tara asked for the rules for new RCAs to get health benefits and the 30 hour qualification and it was decided to ask this question at Western States Conference since Larry Waligora did not know. Tara will get more booklets from Mariann. Bank Bags were given to those on the West side for recruitment. Becky will check with Monte if he needs booklets or bank bags. Renee' will decide who to send to each orientation on the west side.

### **Website:**

The board reviewed the website. There was correspondence asking if we have webcasts.

Consensus that all E-mail updates, except for RHD and meeting notice, must be sent to Renee' or Mariann first for approval and they will send it back to Becky to be sent out on the E-mail list. Discussion on NARFE and the legislative updates they have sent out.

### **DAC Committee:**

Mariann said the DAC committee that she is a representative of is not meeting in Seattle. DAC committee is part of EAP Committee. Monte is meeting with them in Portland.

### **District Representative Report:**

Patrick joined the board meeting and updated the board on current issues and grievance statistics.

### **Western States Conference:**

The board decided to leave the cap at \$8,000 with \$225 paid to each state paid delegate that meets the requirements. The board also agreed that the delegates to Western States do not have to attend Friday's Retirement Seminar at 1 PM by Ronnie Stutts to receive delegate pay. The board discussed when WA will be hosting WSC and possibly extending it for training seminars. For example, 2 full days of meetings, or possible 2 ½ days of meetings. Suggested dates would be week of April 24, 2017.

### **Legislative Updates:**

Mariann reported there are no legislative updates.

Becky reported that Chris Smith and Mary Petry attended Rick Larson's town hall meeting and were able to ask questions as well as handed him a letter.

### **Region 3 Committeeperson Report:**

Levi reported that he attended North Central WA meeting with 2 members and 3 officers present. They had no resolutions or constitution changes, no PAC donations, and 3 delegates for state convention. They have one meeting a year. Levi said East Central WA will be meeting April 11 and North East WA will be meeting April 18<sup>th</sup>.

### **2016 State Convention:**

Levi reported the 2016 State Convention will be at the Mirabeau Hotel in Spokane Valley, WA on June 12-14, 2016 (Sunday, Monday, and Tuesday). The hotel has given us a free Sunday social and use of podium in the contract. We have 105 nights sleeping room block and the meeting space will cost us \$600 for 75 or more rooms used or \$1,200 for 74 or less rooms used. Rooms cost \$99 to \$139 a night. Levi has been scouting out a location for a banquet and found a large covered pavilion near the river that a catered meal could be brought in. He is working on having a live band. Levi will also be talking to the hotel about providing lunches.

### **Region 1 Committeeperson Report:**

Tara gave a copy to the board of correspondence she received from Clayton Evans concerning past state conventions. The board enjoyed reading the letters and wishes to thank Clayton for writing.

Tara gave the following dates to the board:

King Snohomish meeting April 18

Island Skagit San Juan meeting April 30

Whatcom meeting May 7

### **2017 State Convention:**

Tara advised the board that her Everett location has not responded back to her, however Oak Harbor is very interested in having the 2017 State Convention.

### **Region 4 Committeeperson Report:**

Joyce reported that South East WA met on March 8 with 3 officers and 2 members present. No resolutions or constitutions or PAC donations. They have 3 delegates to State Convention.

Joyce went on to report that Apple met on March 21 with 9 members present and a \$50 PAC donation. The next meeting will be October 17 with Paige looking for a location in Grandview. Nine delegates were elected

to State Convention.

The Whitman Asotin meeting is April 3 at Colfax.

### **2018 State Convention:**

Joyce reported she is looking outside the Tri-cities area for a convention site. The dates for the 2018 convention will be June 24, 25, and 26<sup>th</sup>.

### **Convention Checklist:**

The board modified the convention checklist that Becky had sent.

### **Historian**

Renee' reported that there is lots of stuff stored for historian. Becky reported on the article she read in the Spokesman Review on digitalizing historical items and called for information. Some museums could use the items relating to their area. We don't have a list yet of the items and need pictures and history of these items for the website. The board decided to put historian and ideas on first board meeting agenda.

### **Member Recognition:**

The board reviewed Idaho's distinguished service award for county/district/state level and brainstormed on how it could be used in Washington and if it was needed. Consensus to have Joyce ask the county officers if this is something they would be interested in at the county officers training.

### **July 15/16 Board Meeting**

The board decided to have the July 15/16 meeting on Sunday, July 26<sup>th</sup> from 3 PM to 5 PM, Monday July 27<sup>th</sup> from 8 AM to 6 PM, Tuesday, July 28<sup>th</sup> from 8 AM to 6 PM, Wednesday, July 29<sup>th</sup> from 8 AM to 6 PM, and Thursday, July 30<sup>th</sup> from 8 AM to Noon in Ellensburg, WA.

### **Voucher Review:**

The board reviewed November and December, 2014 vouchers and January, February, and March 2014 vouchers. The board decided that Tara and Mariann will be paid for Thursday ADOP since they had to go home for emergency the night before and it was over 12 hours that day. Also their Wednesday night hotel will be paid. (Note: The hotel did not bill the WARLCA for Wednesday night hotel for Tara or Mariann)

### **National General Insurance:**

Dawn said the new contest with National General Insurance for 2015 is still using the VISA card. There is a two part challenge to win. First is for representative only based in their regional conference and the seconded is for the state by increasing quotes by 5 over last year. Any over 5 from the previous year will return \$20 back to the State.

### **Provident Guild:**

Levi reported that we had 2 claims on Provident guild and no new members.

### **Spring Informational Meeting Recap:**

The board reviewed the spring informational meeting recap. There were 41 in attendance and the speakers were a big hit. We had Jonathan Weaver, Spokane Plant Manager, and John Scinto, USPS Rural Delivery Specialist. Compared to 47 in attendance at the Fall meeting on the West side, where the majority of members live, it was a success!

**Editor Contract:**

The board completed the contract for the editor. It was decided that the E mail would be used for editor only, and be transferrable. Also, the laptop and external hard drive back up will be used for editor business only (and possibly state convention), with an automatic virus scanner.

After a meeting critique the board adjourned at approximately noon on April 2, 2015.

Respectfully Submitted to the Board,  
*Becky Wendlandt*

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**Stay informed  
by signing up  
for email updates  
from the WARLCA.**

1. Open your email program. (Whatever program you normally use to send and receive email.)
2. Send an email to [emailsignup@warlca.com](mailto:emailsignup@warlca.com)  
(You can use the "copy" and "paste" function to ensure you have the correct email address.)
3. Please include the following:  
**Name:**  
**Office:**  
**Designation:** (Regular, Relief, or Retired)  
**County Unit:**  
**Local Steward?** (Yes or No)
4. You will receive a confirmation email from [emailsignup@warlca.com](mailto:emailsignup@warlca.com).
5. Once your union membership is verified you will receive confirmation from [updates@warlca.com](mailto:updates@warlca.com).

6:19 PM  
 04/08/15  
 Cash Basis

**WA Rural Letter Carriers' Association**  
**Statement of Activities - Compared to Budget**  
 July 2014 through March 2015

	Jul '14 - Mar 15	Budget
<b>Income</b>		
4000000 - National General Insura...	15,892.88	13,435.00
4100000 - Interest / Dividends	1,402.71	1,539.00
4200000 - Membership Dues	165,178.86	232,367.00
4400000 - Reimbursements	2,155.14	127.00
4500000 - Sales	0.00	2,900.00
<b>Total Income</b>	<b>184,629.59</b>	<b>250,368.00</b>
<b>Expense</b>		
5000000 - Accounting Fees	5,446.50	5,997.00
5100000 - Awards & Recognition	1,619.26	500.00
5300000 - Employee Benefits	4,071.61	5,850.00
5400000 - Equipment	465.33	
5600000 - Lodging	3,731.33	11,975.00
5700000 - National Convention	43,987.46	43,987.46
5800000 - Office Expense	946.29	1,800.00
5900000 - Payroll Taxes	4,765.11	8,000.00
6000000 - Per Capita Dues	2,365.00	5,050.00
6100000 - Postage	4,798.59	4,569.00
6200000 - Printing	719.97	600.00
6400000 - Rent	3,375.00	4,500.00
6600000 - Salaries and Wages	53,122.92	101,012.50
6700000 - State Meetings	937.88	32,700.00
6701000 - State Paper	4,219.83	6,250.00
6900000 - Telephone & Internet	1,008.07	1,500.00
7000000 - Travel	5,954.44	10,180.00
7200000 - Western States Confere...	622.00	5,631.00
<b>Total Expense</b>	<b>142,156.59</b>	<b>250,101.96</b>
<b>Net Income</b>	<b>42,473.00</b>	<b>266.04</b>

6:25 PM  
04/08/15  
Cash Basis

WA Rural Letter Carriers' Association  
**Statement of Financial Position**  
As of March 31, 2015

	<u>Mar 31, 15</u>
<b>ASSETS</b>	
Current Assets	
Checking/Savings	
1010000 - Chkg - WA Trust Bank	13,157.34
1020000 - Savings - APCU	98,669.02
1030000 - Chkg - APCU	108.45
1040000 - Emergency Fund - APCU	20,873.95
1041000 - EmergencyFundCD#75-12mo(3-1...	40,402.18
1410000 - C.D.#71 APCU 12 mo (8-1-06)	31,847.24
1430000 - C.D.#73 APCU 12 mo (2-8-07)	30,561.09
1460000 - C.D.#74 APCU 12mo (3-11-14)	40,402.18
<b>Total Checking/Savings</b>	<u>276,021.45</u>
<b>Total Current Assets</b>	<u>276,021.45</u>
<b>TOTAL ASSETS</b>	<u><b>276,021.45</b></u>
<b>LIABILITIES &amp; EQUITY</b>	
Liabilities	
Current Liabilities	
Other Current Liabilities	
2100000 - Payroll Liabilities	252.07
<b>Total Other Current Liabilities</b>	<u>252.07</u>
<b>Total Current Liabilities</b>	<u>252.07</u>
<b>Total Liabilities</b>	252.07
Equity	
3900000 - Net Assets	233,296.38
Net Income	42,473.00
<b>Total Equity</b>	<u>275,769.38</u>
<b>TOTAL LIABILITIES &amp; EQUITY</b>	<u><b>276,021.45</b></u>

## RAFT (Recruit a Friend Today) Incentive

National has an incentive program to recruit new members. It continues September 1, 2014 and goes through June 30, 2015. **In order to qualify you must send the 1187 with a note attached “recruited by your name”.** Individual recruiters will receive an incentive payment of \$15 for each Relief Carrier recruited and \$50 for each Regular/PTF Carrier recruited. The only stipulation to receive this payment is that the recruited individual must sign an 1187 dues withholding authorization form and stay on the USPS employment roles for a period of 3 months after the State Secretary or National Office processes the form 1187. The newly recruited member will receive 3 free months of membership before his/her Form 1187 is sent to the USPS for processing. You can find the 1187 on line at [NRLCA.org](http://NRLCA.org) or [WARLCA.com](http://WARLCA.com). and in this issue of the WRC.



**UNITED WE STAND  
DIVIDED WE BEG**

## \$\$\$PAC News\$\$\$

So the year is coming to an end. We are only at \$7000 of OUR \$20,000 goal.

I would like to give you a reminder why we donate to PAC. PAC stands for Political Action Committee. This committee distributes funds to help those in the political arena who support rural carriers like you. The committee also distributes funds to those that are in favor of privatizing the postal service. I know what you must be thinking, but the ability to sit in on meetings where you can hear what plans are being made is priceless. So every dollar we collect helps keep us informed and on the offense instead of just the defense. We all want to be able to retire from the postal service and the challenges that we face are ever increasing. Please help in any way you can by donating as often as possible. You can even donate monthly by signing up for a payroll deduction to PAC or an automatic withdrawal from your checking account.

PAC the Heathman tickets are on sale until May 3<sup>rd</sup> and are one ticket for \$5.00 each or three tickets for



\$10.00. Quilt tickets are still being sold for \$5.00 each or three for \$20.00. Contact your Region Committeeperson or PAC Chair, Taralee Mohr to enter.

For our PAC fundraising at State Convention, I am asking that baskets are assembled for a silent auction that will be held during convention. Any theme of basket is welcome. Make your own or have your county unit put one together. All items donated to those baskets can be claimed as a PAC gift donation. Please come ready to have some fun and spend a few bucks to help PAC!

# UNITED STATES POSTAL SERVICE AUTHORIZATION FOR DEDUCTION OF DUES

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

<input type="checkbox"/>	OR	<input type="checkbox"/>
(SOCIAL SECURITY NUMBER)		(USPS EMPLOYEE ID-NUMBER)

<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
LAST NAME	FIRST NAME	MI

MAILING ADDRESS	CITY	STATE	ZIPCODE + 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.

SIGNATURE OF EMPLOYEE	DATE	PHONE
-----------------------	------	-------

### SECTION B- FOR USE BY STATE EMPLOYEE ASSOCIATION

## R - NATIONAL RURAL LETTER CARRIERS' ASSOCIATION

SIGNATURE OF ACCEPTING UNION OFFICIAL	DATE				
I hereby certify that the dues of this organization for the above named member, for the applicable designation, are currently established at _____ per pay period					
_____, STATE SECRETARY	<table border="1"> <tr> <td>LOC#</td> <td>STATE</td> </tr> <tr> <td>DATE</td> <td>REMIT #</td> </tr> </table>	LOC#	STATE	DATE	REMIT #
LOC#	STATE				
DATE	REMIT #				

### SECTION C- FOR USE BY NATIONAL ORGANIZATION

Date of Delivery to Employer (For National Office use)

ANNIVERSARY DATE TO BE USED AT USPS PERSONNEL OFFICE →

**Important!**  
Be sure to include Postal Finance# Where Indicated.  
Submit Original and Copy to NRLCA Membership Dept.

Send to  
REBECCA R WENDLANDT  
WARLCA SECRETARY/TREASURER  
2811 N CHASE LN  
LIBERTY LAKE WA 99015-5002

# SAVE SIX-DAY DELIVERY!

## Support NRLCA-PAC

### Sign up for Electronic Fund Transfer

A monthly deduction from your checking account on the  
5<sup>th</sup> of each month



Questions? Please contact PAC  
Manager **Margaret Boehm**

[mboehm@nrca.org](mailto:mboehm@nrca.org)

(703) 797-8412

-----  
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): \_\_\_\_\_

Social Security Number: \_\_\_\_\_

Employee ID Number: \_\_\_\_\_

State: \_\_\_\_\_

Zip Code: \_\_\_\_\_

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.

**Please attach a voided check and send to NRLCA-PAC**

1630 Duke St, Floor 2

Alexandria, VA 22314

Organized labor has fought for the rights of every child, woman and man in this country. While the rich have gotten richer the Unions have worked to achieve a fair day's pay for a fair day's work. If you enjoy any of the following benefits thank the Unions.

End child labor.

Establish the legal right of workers to form unions and collectively bargain for wages, benefits and working conditions.

Establish the 8 hour work day and paid overtime.

Win workers' comp benefits for workers injured on the job.

Secure unemployment insurance for workers who lose their jobs.

Secure a guaranteed minimum wage.

Improve workplace safety and reduce on the job fatalities.

Win pensions for workers.

Win health care insurance for workers.

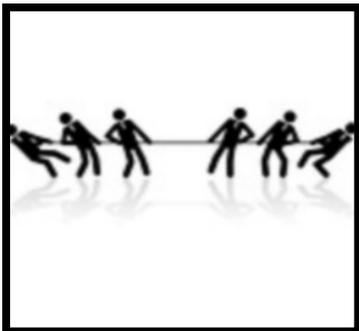
Win paid sick leave, vacations, and holidays as standard benefits for most workers.

Win the right for public sector workers to collectively bargain.

Win passage of the Civil Right Acts and Title VII which outlaws job discrimination based on race, color, religion, sex or national origin.

Win passage of the Occupational Safety and Health Act.

Win passage of the Family Medical Leave Act.



Think all those benefits are safe?  
Those in Congress that are working for you  
aren't doing everything that is in your best  
interest.

United we stand, divided we beg.

When we work together as a union our voice is louder

Than when just one speaks for all of us.

Participation in YOUR union is key.

Get involved. Come to a meeting. Call your legislator.

Make YOUR union work for you by working for YOUR union!

# How Do We Save Ourselves?

By President Renee' Pitts

As I sit here and write this article it amazes me how many legislative articles I have written over the past two years with Congress still not taking action to preserve the Postal Service standards.

Once again resolutions have been introduced for which I am asking that you contact your representative for support.

Rep. Sam Graves (R-MO) and Rep. Gerry Connolly (D-VA) have introduced **H. Res 12** to the 114th Congress. The resolution is similar to one that was introduced last Congress that received 228 bipartisan co-sponsors. The resolution advocates for the continuation of six-day mail delivery and for the House of Representatives to take all appropriate measures to ensure that it is protected. The NRLCA endorses this resolution and highly encourages union members to voice their support for this resolution to their members of Congress.

As of my writing this article the following Washington Representatives have signed on as co-sponsors:

Suzan DelBene, Dereck Kilmer, Rick Larsen, Jamie Herrera Beutler and Jim McDermott.

**H. Res 54** expresses the sense of the House of Representatives that the United States Postal Service should take all appropriate measures to restore service standards in effect as of July 1, 2012.

As of my writing this article the following Washington Representatives have signed on as co-sponsors:

Suzan DelBene, Dereck Kilmer, Denny Heck, Jim McDermott and Rick Larsen.

Please contact your representative for support of these bills! If they are already co-sponsors, then contact them to express your thanks.

## UNIONS STILL MATTER:

I was reading an article by Laura Reyes of the Huffingtonpost.com which I found interesting and

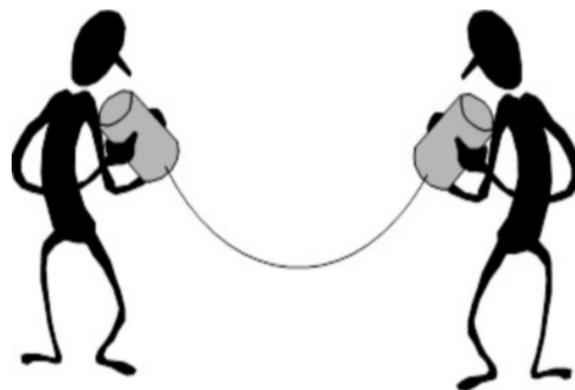
realized that portions of it are still relevant today, and want to remind people what unions have done for all of us.

Did you know that March 25 marked the 104<sup>th</sup> anniversary of the Triangle Shirtwaist Factory fire, where 146 souls perished, including 123 young women, most between the ages of 16 and 23? Two were 14 years old, pressed into labor to help feed their families near the turn of the 20<sup>th</sup> century in New York's Garment District. The factory owners locked the doors from the outside to keep the workers from leaving.

That 1911 fire galvanized sentiments for labor reforms, including laws for workplace safety and prohibitions against child labor.

In the article it states that Rose Schneiderman, a union activist, rallied New Yorkers at the Metropolitan Opera just a week after the Triangle Shirtwaist Factory fire, decrying the condition that led to the deaths of so many young women. Rose Schneiderman said "I know from my experience it is up to the working people to save themselves. The only way they can save themselves is by a strong working-class movement."

So here we are now 104 years later, and the fight for fair working wages along with the assault of unions is still rearing its ugly head. Ms. Schneiderman was right. The only way to save ourselves is to stand strong together and let our voices be heard.



Call Your Congressman  
or Representative Today!

# Washington State Senators

**Maria Cantwell, (D-WA)**

WASHINGTON D.C. OFFICE  
511 Hart Senate Office Building  
WASHINGTON D.C. 20510  
Phone:(202) 224-3441  
Fax: (202) 228-0514

SEATTLE OFFICE  
915 2nd Ave.,#3206  
Seattle, WA 98174  
Phone:(206) 220-6400  
Fax: (206) 220-6404

TACOMA OFFICE  
950 Pacific Ave., #615  
Tacoma 98402  
Phone:(253) 572-2281  
Fax: (253) 572-5879

EVERETT OFFICE  
2930 Wetmore Ave., #9B  
Everett, WA 98201  
Phone:(425) 303-0114  
Fax:(425) 303-8351

VANCOUVER OFFICE  
1313 Officers Row  
Vancouver, WA 98661  
Phone:(360) 696-7838  
Fax:(360) 696-7844

RICHLAND OFFICE  
825 Jadwin Ave., #206  
Richland, WA 99352  
Phone:(509) 946-8106  
Fax:(509) 946-6937

SPOKANE OFFICE  
W. 920 Riverside #697  
Spokane, WA 99201  
Phone:(509) 353-2507  
Fax:(509) 353-2547

**Patty Murray, (D-WA)**

WASHINGTON D.C. OFFICE  
154 Russell Senate Office Building  
WASHINGTON DC 20510  
Phone:(202)224-2621  
Fax:(202)224-0238  
Toll Free:(866) 481-9186

EVERETT OFFICE  
2930 Wetmore Avenue Ste. 903  
Everett, Washington 98201  
Phone:(425)259-6515  
Fax:(425)259-7152

VANCOUVER OFFICE  
The Marshall House  
1323 Officer's Row  
Vancouver, Washington 98661  
Phone:(360)696-7797  
Fax:(360)696-7798

YAKIMA OFFICE  
402 E. Yakima Ave, Suite 420  
Yakima, Washington 98901  
Phone:(509) 453-7462  
Fax:(509) 453-7731

SEATTLE OFFICE  
2988 Jackson Federal Building  
915 2nd Avenue  
Seattle, Washington 98174  
Phone:(206) 553-5545  
Fax:(206) 553-0891  
Toll Free:(866) 481-9186

SPOKANE OFFICE  
10 North Post Street, Suite 600  
Spokane, Washington 99201  
Phone:(509) 624-9515  
Fax:(509) 624-9561

TACOMA OFFICE  
950 Pacific Avenue, Ste. 650  
Tacoma, Washington 98402  
Phone:(253) 572-3636  
Fax:(253) 572-9488

Thinking of running for National Delegate?

Your ballot must be received at the WARLCA State Secretary office

By May 19, 2015.

Please allow a few extra days for mailing to Eastern Washington.

# Washington State Representatives

## **Susan DelBene**

*District One*

### Washington D.C. Office

318 Cannon House Office Building  
Washington, DC 20515  
Phone: (202) 225-6311  
Fax: (202) 226-1606

### Bothell District Office

Canyon Park Business Center,  
22121 17th Ave SE, Building E  
Suite 220  
Bothell, WA 98021  
Phone: (425) 485-0085  
Fax: (425) 485-0083

### Mount Vernon Office

204 W. Montgomery Street  
Mount Vernon, WA 98273  
Phone: (360) 416-7879  
Fax: (425) 485-0083

## **Rick Larsen**

*District Two*

### Washington D.C. Office

2113 Rayburn House Office  
Building  
Washington, DC 20515  
Phone: (202) 225-2605  
Fax: (202) 225-4420

### Bellingham Office

119 North Commercial Street  
Suite 1350  
Bellingham, WA 98225  
Phone: 360-733-4500;  
Toll Free: 800-562-1385  
Fax: 360-733-5144

### Everett Office

Wall Street Building, 2930  
Wetmore Avenue, Suite 9F  
Everett, WA 98201  
Phone: (425) 252-3188  
Toll Free: (800) 562-1385  
Fax: (425) 252-6606

Donate to PAC so the  
NRLCA can gain access to  
our legislators. You can  
do a one time donation,  
payroll deduction or a  
monthly EFT.

## **Jamie Herrera Beutler**

*District Three*

### Washington, D.C. Office

1130 Longworth HOB  
Washington, DC 20515  
Phone: (202) 225-3536  
Fax: (202) 225-3478

### Vancouver Office

O.O. Howard House  
(Officers' Row)  
750 Anderson Street, Suite B  
Vancouver, WA 98661  
Phone: (360) 695-6292  
Fax: (360) 695-6197

### Chehalis Office

Chehalis City Hall Building  
350 N. Market Blvd

Chehalis, WA 98532

Hours: Tuesdays from  
11:00am - 2:00pm

## **Dan Newhouse**

*District Four*

### Washington D.C. Office

1641 Longworth House Office  
Building  
Washington, DC 20515  
Phone: (202) 225-5816  
Fax: (202) 225-3251

### Yakima Office

402 E. Yakima Ave  
Suite #445  
Yakima, WA 98901  
Phone: (509) 452-3243  
Fax: (509) 452-3438

### Tri-Cities Office

3100 George Washington Way  
#135  
Richland, WA 99354  
Phone: (509) 713-7374  
Fax: (509) 713-7377

## **Cathy McMorris Rodgers**

*District Five*

### Washington, D.C. Office

203 Cannon House Office  
Building  
Washington, D.C. 20515  
Phone: (202) 225-2006  
Fax: (202) 225-3392

(Continued on page 33)

(Continued from page 32)

Colville Office

555 South Main Street  
Colville, WA 99114  
Phone: 509-684-3481  
Fax: 509-353-2412

Spokane Office

10 North Post Street, Suite 625  
Spokane, WA 99201  
Phone: (509) 353-2374  
Fax: (509) 353-2412

Walla Walla Office

26 E. Main Street, Suite 2  
Walla Walla, WA 99362  
Phone: (509) 529-9358  
Fax: (509) 353-2412

**Derek Kilmer**

*District Six*

Washington D.C. Office

1520 Longworth House Office  
Building  
Washington, DC 20515  
Phone: (202) 225-5916

Tacoma Office

950 Pacific Avenue  
Suite 1230  
Tacoma, WA 98402  
Phone: (253) 272-3515  
Hours: 9:00am - 5:00pm M-F

Bremerton Office

345 6th Street  
Suite 500  
Bremerton, WA 98337  
(360) 373-9725  
Hours: 9:00am - 5:00pm M-F

Port Angeles Office

332 E 5th St  
Port Angeles, WA 98632  
(360) 797-3623  
Hours:  
Tues: 9am-Noon  
Wed-Thurs: 1pm-4pm

**Jim McDermott**

*District Seven*

Washington, DC Office

1035 Longworth House Office  
Building  
Washington D.C. 20515  
Phone: (202) 225-3106  
Fax: (202)225-6197

Seattle Office

1809 7th Ave, Ste. 1212  
Seattle WA 98101-1399  
Phone: (206) 553-7170  
Fax: (206) 553-7175

**Dave Reichert**

*District Eight*

Washington, D.C. Office

1127 Longworth House Office  
Building  
Washington, DC 20515  
Phone: (202) 225-7761  
Fax: (202) 225-4282

Issaquah Office

22605 SE 56th Street Suite 130  
Issaquah, WA 98029  
Phone: (425) 677-7414  
Toll Free: (877) 920-9208  
Fax: (425) 270-3589

Wenatchee Office

5 South Wenatchee Ave, Suite 315  
Wenatchee, WA 98801  
Phone: (509)885-6615

**Adam Smith**

*District Nine*

Washington, DC Office

2264 Rayburn House Office  
Building  
Washington, DC 20515  
Phone: (202) 225-8901

District Office Location

101 Evergreen Building  
15 S. Grady Way  
Renton, WA 98057  
Phone: (425) 793-5180  
Fax: (425) 793-5181

**Dennis Heck**

*District Ten*

Washington, DC Office

425 Cannon House Office Building  
Washington, DC 20515  
Phone: (202) 225-9740  
Fax: (202) 225-0129  
Hours: M-F 9-6:00pm

Pierce County Office

1423 E 29th St  
Ste. 203  
Tacoma, WA 98404  
Phone: (253) 722-5860  
Hours: M-F 8:30am-5:00pm

Thurston and Mason County Office

420 College Street SE  
Lacey, WA 98503  
Phone: (360) 459-8514  
Hours: M-F 8-5:00pm

Protect Your  
Livelihood!

Call, write, and email  
your  
representatives today.  
Let them know how vi-  
tal the USPS is to  
America.

# Seatbelts Save Lives

Patrick Pitts – NRLCA District Representative, Seattle/Alaska



That should be all I need to say. You know it, I know it, everyone knows it, seatbelts save lives. When a traffic accident occurs there are actually two collisions. The first is the initial collision between the vehicle

and whatever it hits (or hits it). The second collision occurs inside the vehicle when the occupant is thrown, often violently, against the steering wheel, dashboard, or windshield. According to the National Safety Council in a recent reporting year, more than half of those killed in traffic accidents were not wearing seatbelts.

we can all attest there are some crazy drivers out there, but you most certainly can avoid or minimize the second collision, you colliding with the interior of the vehicle, by properly wearing your seatbelt. The belt and shoulder harness gives you the greatest level of protection by spreading the force of the collision evenly throughout your upper body.

We all know, or should know the requirements for seatbelt usage while on the route, spelled out pretty clearly in Handbook PO-603 *Rural Carrier Duties and Responsibilities* (section 171.51 if you're interested in reading the specific requirements in detail). Seat belts must be worn at all times when operating a Postal Service owned or leased vehicle. If a privately owned right-hand drive (RHD) vehicle is used on the route, seat belts must be worn at all times. Carriers driving RHD vehicles equipped with both shoulder and lap belts may disengage the shoulder belt only in those situations when the shoulder belt prevents their ability to deliver or collect mail from curbside mailboxes. It's that last sentence that I would like to focus on for just a moment.

At issue is disengaging the shoulder harness, and when it's appropriate for a carrier to do so. For more than 20 years most managers understood that rural carriers had a great deal of common sense and knew when it was safe to unfasten the shoulder harness in those situations where the harness



The carriers in the Long Life Vehicles (LLV) shown above survived, in large part because they were wearing their seatbelt.

While you may not be able to avoid or prevent the first collision, you drive a lot of miles each day, week, month and year, at times delivering on very dangerous roadways in all weather conditions and

adversely impacted their ability to deliver and collect the mail. However, back in June, 2009 a manager in a local office decided rural carriers had to have the shoulder harness fastened any time the

(Continued from page 34)

LLV was in motion. Meaning the carrier pulled up to a box and, after coming to a complete stop, could disengage the shoulder harness if it prevented their ability to service the box but must refasten the shoulder harness before proceeding to the next box regardless of the distance traveled.

Now there is language in Handbook EL-801, *Supervisor's Safety Handbook*, specifically section 3-5.8 that says when driving a long-life vehicle they (the Postal Service drivers) must wear the lap belt and shoulder belt whenever their vehicles are in motion, but the section also provides an exception, that is, when shoulder belts prevent drivers from reaching to deliver to or collect from curbside mailboxes, they may unfasten the shoulder belt, but never the lap belt. The strict interpretation of the language, creating an office policy that the shoulder belt must be worn whenever the vehicle is in motion without due regard to the exception, was challenged in the grievance/arbitration procedure and we now have guiding language on the question.

At Step 4 of the grievance procedure the parties agreed, in writing, that *"rural carriers are not expected to continually unfasten and fasten the*

*shoulder belt when traveling between mailboxes in situations when the shoulder belt prevents their ability to deliver or collect mail."* The Step 4 agreement identifies that *"In these situations (where the shoulder harness prevents the carriers ability to deliver or collect mail), the safety conditions listed below should be considered before making a determination to leave the shoulder belt disengaged."* And those safety conditions listed are: distance between stops; traffic density and weather conditions; road design characteristics, such as number of intersections traversed, road shoulder width, and surface conditions; and other factors affecting safety such as the speed limit.

If your office policy regarding seatbelt usage is not in line with the Step 4 agreement mentioned above, and available in its entirety on the "What's New" page of the NRLCA website, please contact the NRLCA representative for your office so we can assist your manager in correcting the policy.

Now there's a reason I began this article with "Seatbelts save lives," it's because they do. There is nothing more important than safety. Rural carriers in the Seattle District drive nearly 50,000 miles every day. That's 300,000 miles each week – more than 15 million miles each year. Please drive them safely.



**Are you planning on running for the position of Region Committeeperson One or Three at the 2015 State Convention?**

**If so, please set these dates aside.**

If you are elected there will be a board meeting on Wednesday, July 1, from 8 AM to approximately noon.

The first full board meeting for the 15/16 WARLCA board will be in the Ellensburg, WA area on:

- July 26, from 3 PM to 5 PM
- July 27 from 8 AM to 5 PM
- July 28 from 8 AM to 5 PM
- July 29, from 8 AM to 5 PM
- July 30 from 8 AM to Noon.

# WARLCA State Officers

## PRESIDENT

**Renee' Pitts**  
 Assistant District Representative  
 Historian  
 PO Box 1746  
 Orting, WA 98360-1746  
 Phone 509-315-7012  
 Renee.Cowan@nrlca.org

## VICE PRESIDENT

**Mariann Faulkner**  
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## SECRETARY/TREASURER

**Rebecca Wendlandt**  
 Rural Carrier Health Insurance  
 2811 N Chase Lane  
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 Phone: 509-710-7840  
 warlca@gmail.com

## REGION ONE COMMITTEEPERSON

**Taralee Mohr**  
 PAC Chair  
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 Granite Falls, WA 98252-9148  
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 taralee101@yahoo.com

## REGION TWO COMMITTEEPERSON

**Dawn Ayers**  
 National General Insurance Representative  
 Interim Editor  
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 Puyallup, WA 98373-4379  
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 warlcaregion2@gmail.com

## REGION FOUR COMMITTEEPERSON

**Joyce Patteson**  
 Assistant District Representative  
 385 Tibbling Road  
 Selah, WA 98942-9253  
 Phone: 509-949-2510  
 jp.0401@hotmail.com

## REGION THREE COMMITTEEPERSON

**Levi Hanson**  
 Provident Guild Representative  
 PAC Co-Chair  
 1418 S Tacoma St  
 Spokane, WA 99203-2258  
 Phone: 509-280-8610  
 warlcaregion3@gmail.com

# Seattle District Stewards

## District Representative Seattle/Alaska District

**Patrick Pitts**  
 P.O. Box 96  
 Orting WA 98360-0096  
 Office: 360-893-9182  
 Cell: 509-280-7444  
 patrick.pitts@nrlca.org  
 Area of Assignment: 982  
 Also responsible for all stewards/  
 representatives in the Seattle District

## Assistant District Representative

**Renee' Pitts**  
 P.O. Box 1795  
 Orting WA 98360-1795  
 509-315-7012  
 renee.cowan@nrlca.org  
 Area of Assignment: 983

## Assistant District Representative

**Jeff Taylor**  
 P.O. Box 164  
 Greenacres WA 99016-0164  
 509-342-9387  
 jeffrey.taylor@nrlca.org  
 Area of Assignment:  
 838, 990, 991, 992

## Assistant District Representative

**Monte Hartshorn**  
 P.O. Box 321  
 Castle Rock WA 98611  
 509-315-7670  
 monte.hartshorn@nrlca.org  
 Area of Assignment:  
 980, 981, 984,  
 985, and 986

## Assistant District Representative

**Joyce Patteson**  
 P.O. Box 1005  
 Selah WA 98942  
 509-580-0043  
 joyce.patteson@nrlca.org  
 Area of Assignment:  
 835, 988, 989, 993

## Area Steward

**Janie Walla**  
 PO Box 1763  
 Marysville WA, 98270-1763  
 Phone 425-308-7305  
 thewallas@juno.com

## WARLCA Editor Requirements and Application Procedures

- This is not a board position
- Must be a WARLCA/NRLCA craft union member
- Appointment is for one association year. Appointment can be rescinded by either party with notice at any time.
- How many papers: Currently 3 issues (Post Convention is large, Winter and Spring Issues)
- Reimbursement: Will be established at the State Convention (currently \$375 per issue)
- Know the current NRLCA/WARLCA policy concerning the paper.
- Procedure: WARLCA board provides the articles and information to be in the paper. Editor's job is proofread, contact author if problems, formatting, sending proofed paper to board for approval. The president or designee will OK to send to printer.
- Editor may be requested to attend occasional board meeting for a day
- Board will set the print dates and confirm with editor.
- Computer Program: Adobe In Design Software is used. WARLCA will provide the software unless they have their own.
- WARLCA will provide the All in One Used Copier, Scanner, and Printer
- Editor will need to provide: computer that can run Adobe In Design Software (Intel pen. 4, and Athlon 64, windows XP service pack 2 or newer version, 2 GB ram, etc.) and some type of photo shop.
- Time Possibly Spent: Depending on skill level, may be 12 or more hours per issue, however for more detail please contact current Editor.

(Hours used depend on computer abilities, how large the issue is, articles received, photos used, etc.)

### To apply provide the following:

- Name
- Address
- City, State, Zip
- Phone Number
- E mail Address
- Please identify why you are seeking this position including the skills you bring to this appointment, in 500 words or less.
- Send the information to Renee' Pitts, WARLCA President at P.O. Box 1746, Orting, WA 98360-1746
- Deadline: June 15, 2015



## INSTRUCTIONS

### ELIGIBILITY

1. Applicant must be a current member of the National Rural Letter Carriers' Association and must have been a member for all or the major portion of the 50/60/70 years.
2. Applicant must have completed:
  - (a) 50, 60, or 70 years of service as a rural letter carrier; **OR**
  - (b) A combination of 50, 60, or 70 years as a rural letter carrier and a retired carrier.
3. Application must be submitted using the official form or a reasonable facsimile.

### APPLICANT STATEMENT

1. If the proposed recipient of the longevity award cannot complete the Applicant Statement section of the application, the State Secretary may complete it on the member's behalf. At the State Secretary's discretion, another state or local official or responsible member may complete the statement on the member's behalf.
2. The appropriate years of membership upon which the award is based must be checked.
3. The Applicant Statement should be signed where indicated by either the applicant or by the person who is signing for the applicant.
4. After completion of the Applicant Statement, the form must be forwarded to the State Secretary for verification and certification.

### STATE SECRETARY STATEMENT

1. Upon receipt of the application, the State Secretary will verify the information provided based on available state records. By signing the application, the State Secretary certifies that the member is eligible to receive the specified membership longevity award.
2. The State Secretary will check the appropriate box indicating where the National Office should send the longevity award. If the "Other" box is checked, a name and address should be provided where indicated.
3. Upon completion of the State Secretary's section, the State Secretary should forward the application for final processing to the National Office at:

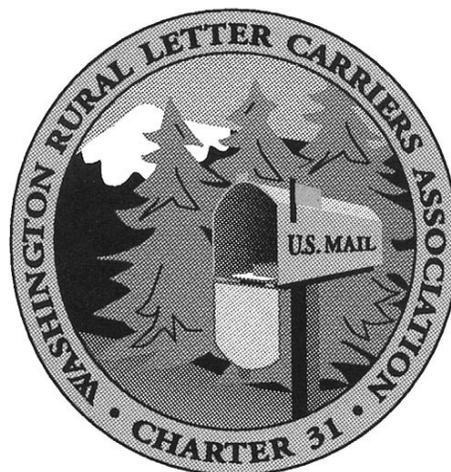
NRLCA  
Attn: Assistant to the Secretary-Treasurer  
1630 Duke Street  
Alexandria, VA 22314-3467

Revised 2/2011

Washington Rural Carrier  
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Liberty Lake, WA 99019-5002

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## Washington Rural Carrier

### Upcoming Dates To Remember

Donate to PAC or Sign Up for Automatic Payroll Deduction	Today!
Retirement Seminar	May 3rd, 2015
Last Date for Annual County Meetings	May 19th, 2015
WARLCA State Convention in Vancouver	June 28th-30th, 2015
National Convention in Reno, NV	August 12th-18th, 2015