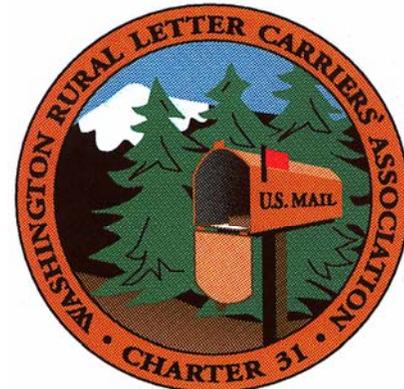


Washington Rural Carrier

Official Publication of the Washington Rural Letter Carriers' Association

Winter 2017



Where Service Begins With a Smile



Knock. Knock.

Who's There?

Opportunity.

Opportunity, Who?

**An opportunity for you,
that's who!**

Western States Conference will be in Seattle this year, at the Doubletree Inn at Southcenter, April 20-22. Every 11 years, we get to host this smaller version of the National Convention. You can attend seminars, talk to the National Officers, and meet with Rural Carriers from 10 other states. There will be auctions and raffles. It's an opportunity to have fun and learn more about your job.

This is your chance! Voice your concerns to the people at the top who have the power to make changes. NRLCA Officers will be in attendance and you can bend their ear.

SEMINARS: Retirement, RCA Duties & Benefits, TSP (for the first time in WA history, we will have a Thrift Savings Plan representative from headquarters to give a presentation on how to save for your future), OWCP

Registration \$65

All WARLCA members who register and attend will have the \$65 registration fee refunded. The \$20 late registration fee is nonrefundable.

After April 1, the \$20 late fee applies.

For more details, visit WARLCA.com

All About WSC

Don't miss it!

**WA Post Offices'
History**

Available at State Convention

**Are You Skilled
With Computers?**

A NEW Opportunity!

**Wounded Warrior
Leave**

Do You Qualify?

**Had Your Annual
Meeting Yet?**

Deadline is May 14!

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Sign up for email updates!

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

1. Open your email program. Or, scan the QR code below with your smart phone.
2. Send an email to emailsignup@warlca.com
3. Include the following in your email:
 - Name
 - Office
 - Designation (Regular, Relief, Retired)
 - County Unit
 - Local Steward? (Yes/No)
4. You will receive a confirmation email.
5. Once your membership is verified, you will receive confirmation from updates@warlca.com

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





**Are You A Wounded Warrior?
Were You Hired On or After November 5,
2016?**

You may be eligible to receive Wounded Warrior Leave as permitted by the Wounded Warrior Leave Act of 2015. This act, which passed in the United States Senate unanimously, helps wounded vets ease back into civilian life by providing additional leave benefits to care for their service-related disabilities.

The following summary was written by the Congressional Research Service and was published on November 6, 2015:



Wounded Warriors Federal Leave Act of 2015

(Sec. 2) Entitles any federal employee who is a veteran with a service-connected disability rated at 30% or more, during the 12-month period beginning on the first day of employment, to up to 104 hours of leave, without loss or reduction in pay, for purposes of undergoing medical treatment for such disability for which sick leave could regularly be used. Requires the forfeiture of any such leave that is not used during such 12-month period.

Requires such employee to submit to the head of the employing agency certification that such employee used such leave for purposes of being furnished treatment for such disability by a health care provider.



For more information, visit
https://about.usps.com/postal-bulletin/2016/pb22454/html/info_009.htm

Or scan this QR code with your smartphone



Contents

President’s Article	4
Vice President’s Article	5
Secretary-Treasurer’s Article	6
RCP 1’s Article	7
RCP 2’s Article	8
RCP 3’s Article	9
RCP 4’s Article	10
Editorial	11
Portland DR’s Article	12
Seattle/Alaska DR’s Article	13
Notice of Convention and Election	14
WSC Info & Registration	16
State Convention	
Registration	19
Campaign Notice	20
National Delegate Ballots	
Timeline	20
Local Steward Recognition	21
Constitution and Resolution	
Change Forms	22
Our History	24
PAC Update	25
Member of the Year Nomination Form	26
Application for Membership	27
Form 1187	28
Membership Stats	30
New Members	31





Let's Talk

By Levi Hanson, WARLCA President

As postal employees, we work for an organization whose primary mission is communication and yet, the Postal Service does not excel at communicating with its employees. There are many times when managers issue an order and have little-to-no details to share and can't answer the simplest questions like, "why?" As Union members, we are also in the business of communicating; like the Board does with you through this magazine, our website, and the various meetings we hold. As humans, we are in the business of communication. Relationships depend on and feed off of communication. Whether it's between management and employees, between members of this Union, between your State Board and you, or between you and your significant other; communication is key. As humans, we are social creatures and as humans in the 21st Century with our social networking, you'd think we would excel at communicating and yet, it's one of those things that many seem to struggle with. Myself included. And so, I'm issuing a challenge to myself, this Union, and to everyone else to make a concerted effort to better our communication. To encourage that effort, I've included a few tips on ways to improve communication.

Listen.

Many of us think we're listening to others when, in fact, we're using that time to think of what we're going to say next. When the other person speaks, hit the pause button on your thoughts and simply listen to what the other person has to say. Don't interrupt and don't get defensive, instead just hear the person out and imagine what it is like to be in their shoes. When it's your turn to talk, reiterate what it is you've heard for confirmation that what you've understood is actually what the other person has said.

Talk with, don't speak to.

Communication is a two-way street. Don't dominate the conversation. Be sure to include others by encouraging them to voice their thoughts. We often think that communication is an opportunity to inform

others, when in fact it's an opportunity to be informed.

Be empathetic.

If you've truly listened to a person and understood their point of view, then you should be empathetic to their situation. Express that empathy. Make sure that they know, that you know.

Fess up.

If you've done someone wrong, then fess up to it. Take responsibility for what's yours. Admitting to wronging someone else is cathartic, will allow the other person's defenses to come down and will open avenues to mutual understanding.

If things get heated, cool off.

Communication breaks down when it's coming from a place of anger or hurt. In times like these, it's a good idea to take a time out. Very little can be resolved when two people aren't coming at a situation with level heads and even tempers.

It's how you say it.

When it comes to communicating, it's often about how you say it and less about what you say. There are many non-verbal cues that might lead someone to perceive something other than what you are saying verbally. Facial expressions such as scowls, smirks, and the rolling of eyes and gesticulations such as pointing and hacking at the air are counter-productive to effective communication. Tone matters too. Watch your tone whether you're communicating verbally or in written form. It is far too easy to lose sight of the above tips, especially when communicating online and while emailing. The same rules apply whether you're face to face or miles apart.

In the end, it pays to remember one thing: Communication is at its best when we communicate. So often, the problem lies not with the way we communicate but with our unwillingness to communicate in the first place. To encourage communication between you and your State Board I would ask that you communicate with us in whatever way you are most

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comfortable; be it via phone, email, mail, or in person. The lines of communication are open, so come on, let's talk.



Are You Waiting for Someone Else to Fix Things?

By Kurt Eckrem, WARLCA Vice President

These are uncertain times. The recent Presidential election proved that; even the so-called "experts" were caught off guard. That same uncertainty can be applied to the Post Office. We had all hoped that by now Congress would have come up with some form of legislation that would have dealt with the pre-funding requirement and the other problems facing our employer. But that hasn't happened, and there is no real end in sight. Amazon deliveries have become a huge part of our jobs. Will that continue to grow, or will drones or other delivery options take that work away from us? We have been assured that new delivery vehicles are coming to replace the old, worn out ones we use now, but that time keeps getting pushed further and further away. The Post Office and the NRLCA are jointly working on an engineered time study that may revolutionize our evaluated pay system, but the issue has proven so complex that it is taking much longer than expected.

The PO 603. How many of you have pulled it out lately and taken the time to reread it?

Questions and more questions. It's easy to feel lost sometimes when surrounded by uncertainty; to lose focus on what your priorities should be. Your job is to deliver the mail as safely and efficiently as you can. Period. Unfortunately, we often deal with postmasters and supervisors who, when faced with uncertainty, don't react very well when the rules keep changing or the pressure from above gets to be too much. Some managers become apathetic while others become bullies. The recent Christmas chaos brought out the worst in a lot of managers.

What can you do when faced with a supervisor who is unresponsive when you need something, or worse yet, believes the best way to get things done is through intimidation and harassment? A lot of you know what the answer is, but are unwilling to make

it happen. The answer is to know, for certain, what your rights and responsibilities are. The answer is not to roll over and take it, and is not to complain and complain but never do anything about it. The answer is not to wait for someone else to fix it.

The place to start should be right there at your case. The PO-603. How many of you have pulled it out lately and taken the time to reread it? You may be surprised at some of the things you have forgotten about how your job should be done. The language in there is considered contractual, and don't let your supervisor tell you otherwise. The next place you should go is the National Agreement itself. Your Union just sent you a copy of it. Did you read it? Did you even keep it? These are the working rules the Post Office has agreed to abide by. It doesn't matter if your Postmaster or Supervisor doesn't like any of the language in the Contract; their bosses agreed to it, and it doesn't hurt to remind them of that fact. But you need to read that Agreement, understand it, and be willing to use it when you need it.

The next place to learn how to deal with issues at work is to become a participant. Go to your Union meetings. You always get a meeting notice at least 15 days in advance, and the information is on the website. The meetings are a great place to associate with fellow members who are most likely experiencing the same kinds of things you are. We always give out the latest information, and you can learn a lot just by being there. But the meetings are not as productive if the same few members are the only ones who show up. Or why not consider becoming a Local Steward in your office if you currently don't have one? There is no better way to learn about the Contract or how the workplace should be run than by taking the step

to help your fellow carriers by being a Steward. The information on how to go about doing that can be found elsewhere in this paper.

The best thing you can do, though, is to care. Care enough to get involved, care enough to learn the

things you need to learn, care enough to put those things you have learned into practice. Don't wait for someone else to fix things. That may never happen.

Get INformed. Get INvolved. Get IN on it.



Secretary's Stats & Treasurer's Tidbits

By Becky Wendlandt, WARLCA Secretary-Treasurer

<u>Statement of Activities</u>	<u>Jul — Dec '16</u>	<u>Budget</u>
Income		
4000000 · National General Insura...	7,624.23	17,500.00
4100000 · Interest / Dividends	1,127.85	2,500.00
4200000 · Membership Dues	116,456.12	240,575.00
4400000 · Reimbursements	802.16	40.00
4500000 · Sales	2,395.00	4,000.00
Total Income	128,405.36	264,615.00
Expense		
5000000 · Accounting Fees	3,820.5	4,800.00
5100000 · Awards & Recognition	75.00	170.00
5300000 · Employee Benefits	3,141.08	3,800.00
5400000 · Equipment	2,545.88	1,250.00
5600000 · Lodging	16,126.82	12,200.00
5700000 · National Convention	48,845.40	54,305.00
5800000 · Office Expense	1,505.11	1,750.00
5900000 · Payroll Taxes	6,044.49	8,000.00
6000000 · Per Capita Dues	1,639.00	4,300.00
6100000 · Postage	1,046.28	5,350.00
6200000 · Printing	587.56	600.00
6600000 · Salaries and Wages	68,400.06	121,475.00
6700000 · State Meetings	12,565.19	31,575.00
6701000 · State Paper	4,872.85	6,300.00
6900000 · Telephone & Internet	635.00	1,440.00
7000000 · Travel	8,726.63	9,610.00
7200000 · Western States Confere...	0.00	630.00
Total Expense	180,576.85	267,555.00
Net Income	-52,171.49	-2,940.00

Did You Know?

The United States Postal Service is looking to get into the drone delivery business. As part of its strategy to challenge Amazon, the USPS is asking contractors to build a combination delivery truck and drone launcher by 2017. Did you know that the Postal Service has more employees and locations than all the McDonald's, Starbucks and

<u>Statement of Financial Position</u>	<u>Dec 31 '16</u>
ASSETS	
Checking/Savings	
1010000 · Chkg - WA Trust Bank	15,025.37
1020000 · Savings - APCU	38,192.57
1030000 · Chkg - APCU	113.57
1041000 · EmergencyFundCD#75-12mo	41,128.33
1410000 · C.D.#71 APCU 12 mo	32,448.96
1430000 · C.D.#73 APCU 12 mo	31,114.39
1460000 · C.D.#74 APCU 12mo	41,128.33
1470000 · C.D.#76APCU24moEmerFund	21,311.72
Total Checking/Savings	220,463.24
TOTAL ASSETS	220,463.24
LIABILITIES & EQUITY	
Liabilities	
2100000 · Payroll Liabilities	297.19
Total Liabilities	297.19
Equity	
3900000 · Net Assets	272,337.54
Net Income	-52,171.49
Total Equity	220,166.05
TOTAL LIABILITIES & EQUITY	220,463.24

Walmarts in our nation combined, according to USPS? That is rather amazing. However, I don't think you will find a McDonald's, Starbucks, or Walmart that was so unprepared for the holiday season and did not provide adequate staffing. Maybe USPS needs to see how other companies operate because they are hurting their carriers; too many days of long hours and deliveries too late at night are taking their toll both physically and mentally.

Membership Growing:

We have however, steadily increased in membership. Right now, we are running near or over 2,000 members! This includes the new ARC position. Last year at this time, we were right at 1,900 members. The increase has come with lots of WARLCA Board members' time being spent at each orientation and recruitment because we have also seen an increase in the turnover. I read an OIG (Office of Inspector General) report that said the USPS had expected a 35% turnover, but the actual USPS turnover rate hit 44%. We certainly have seen that in numbers of dues withholding forms remitted to NRLCA being at an all-time high.

Cutoff Date for County's Annual Meeting:

All counties must hold their annual meeting by May 14, 2017. Remember, our State Convention is June 25-27, 2017 this year. The meeting notice needs to list the meeting and agenda of voting for delegates to State Convention, resolutions, constitution proposed changes, and any other business, and must go out 15 days before the annual meeting. County Officers; if you could send me that information, as well as information for any other meetings, as soon as possible I will list it on the website.

Want to Be On The Ballot for National Convention

As a Delegate?

You must **mail** your nomination form, no emails accepted. As per the instructions in the National Rural Letter Carrier magazine, nominations must be on the official form (or a copy of this form) and **mailed to PO Box 336, Liberty Lake, WA 99019-0336**. 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 form after the post office box has been pulled each week. If you have not received this postcard, or just want to confirm that I got your nomination, please call me at (509) 710 7840 or email me at warlca@gmail.com. Allow time for the nomination to be received before the post office box has closed. The PO box will be pulled the last time on May 14, 2017.

All counties must hold their annual meeting by May 14, 2017.

**If your nomination is not in there by then, you will not be on the ballot. Mail early!
A Chance of a Lifetime (Well Actually, Every 11 Years):**

WARLCA is hosting Western States Conference in Seattle April 20-22, 2017. This is YOUR once in an 11-year chance to attend a mini National Convention. The great thing about the size of this convention is that you get to hear from and speak to the NRLCA officers in person, as well as attending presentations on RCA duties and benefits, retirement, OWCP by Devin Cassidy, insurance, updates on the time study, and a Thrift Savings Representative will be speaking and available for individual help. This is worth YOUR time to attend. Hotel information and registration is available on the WARLCA.com website.

If you have any questions, comments, suggestions, etc. I am only a phone call or email away. The very best to you, as always.



State Convention 2017

By Tara Mohr, Region 1 Committeeperson

The 2017 State convention is just around the corner. Put in your leave slips now.

Hilton Garden Inn in Everett. Convention dates are 6-24-17 through 6-27-17

On Saturday the 24th we will be hosting a meet and greet PAC dessert auction so please bring your treats. The meet and greet times are from 7 PM to 8:30 PM. Sunday the 25th starts the Convention at 8:30

AM there will be a recognition lunch buffet that all members and family are welcome to attend. Don't forget to register! Monday the 26th Convention will start at 8 AM. Lunch is on your own and dinner will be a buffet starting at 6:30 PM. Show up early for the no-host bar starting at 6 PM. Tuesday the 27th we will begin at 8 AM.

Room rates will be \$129 per night and food discount coupons will be made available when you check in.

The hotel offers:

- Great American Grill; a casual restaurant serving American dishes and a children's menu. They will be open for breakfast 6 AM to 10 AM and dinner 5 PM to 10 PM.
- Room service available during limited hours only
- Cozy snack bar and coffee shop serving light fare and drinks
- 24-hour fitness center complete with cardio and strength facilities
- Revitalizing indoor pool and spa tub
- Trendy lounge bar serving soothing drinks and light fare

We will have raffles, auctions, and games throughout the convention.

- Complimentary high-speed wireless internet access
- Complimentary area shuttle service
- Rooms offer WiFi, and in-room fax and printing capability. Your room will also have a hospitality center that includes refrigerator, microwave, and coffee maker. Room upgrades are available.

Local attractions

- Tour the Naval Station Everett
- Learn a lot while at the Future of Flight
 - Explore the Boeing Everett Factory
 - Shop and dine along Everett Mall
 - Traxx Indoor Raceway
 - Seattle premium outlet mall
- Tulalip Casino

Please bring PAC auction baskets and your money :). We will have raffles, auctions, and games throughout the convention.

As always any questions or concerns please contact me or any other Board member for assistance.

A registration form for State Convention can be found on page 19 of this magazine.



You Can Do Anything; Not Everything

By Stella Fazzino, Region 2 Committeeperson

Hard to believe this was my 20th Christmas with the Postal Service and boy, what a year it was. I have to admit, this past year has been both rewarding and completely overwhelming. It has been a year of adventures, learning, and the most challenging last few months. The new excitement of joining the WARLCA Board has been a great experience, but I have also faced some interesting health issues and loss of a family member in the midst of the hardest Christmas ever working for the USPS. These definitely are not the worst things in life, just sometimes more than a person can take care of in a day. As all of you reading have also dealt with these kinds of bumps in the road of life, I just wanted to share as

I had to mentally decide what was urgent, what was important, and what had to wait or be dropped.

a fellow victor some of the things that helped keep me going even though things were tough.

I'm not necessarily the "when life gives you lemons, make lemonade" kind of girl, more like "just keep swimming" because this can't last forever. I had to mentally decide what was urgent, what was important, and what had to wait or be dropped. Sometimes I actually wrote out my lists and sometimes they still were not completely accomplished after working a week of 11- and 12-hour days. It's okay to not be perfect, just good enough until time, workload, life, or health allows. Other times, when the lists were so overwhelming, I just picked the easiest task I could find just to sense

that something was completed. I guess if you get exhausted, you should rest, not quit. I am so thankful for my supportive, understanding and helpful family, friends, and coworkers. Never have I asked for so many favors (don't be afraid to ask for help). Another tool that we as Postal Employees always have available to assist us through our hard times is EAP (Employee Assistance Program, 1-800-EAP-4-YOU), a service dedicated to helping you make things better for yourself.

Now that some time has passed, the workdays are a little shorter, I'm feeling a little better, and the

grief is a little less. Life is a lot more bearable and seeming normal again. To 2016, thank you for all you had to teach me; 2017, I am ready for all your awesomeness and I am wishing you all the same.

Make the Call!

USPS Employee Assistance Program

1-800-327-4968

(1-800-EAP-4-YOU) TTY: 1-877-492-7341

www.EAP4YOU.com



Careful, Far-Sighted Bunch Provident Guild

By Lorrie Crow, Region 3 Committeeperson

You may be asking yourself what a "Careful, Far-Sighted Bunch" has to do with the Provident Guild. I put off writing this article for our last edition of the WRC because I didn't feel I knew or understood what the Provident Guild actually was or did. Oh, we all know the basics, but I thought I should know more in order to ask you to join. The first step in my search was to look up the actual Webster dictionary meaning, then the Thesaurus for more options. Hence the title.

The conception of the Rural Carriers' Provident Guild took place at Mt Vernon, Ohio in July of 1931.

In 1948 the Guild became the official Death Benefit Department of the National Rural Letter Carriers' Association. The stated purpose of the Guild is, "This is a fraternal, death benefit organization in which membership is open to all regular, substitute RCR, RCA, and PTF rural carriers and their spouses, who are under 56 years of age".

I didn't pay much attention to this until now. And oops! I missed that window. I wish I had paid more attention when this information was first presented to me.

The annual payment, which never goes up, varies from \$10 to \$50, depending on your age when signing up, with the final payout amount ranging from \$1,000 to \$5,000. The important thing to remember is that this is a death benefit. You have 30 days to sub-

mit the required forms and a copy of the death certificate in order to receive the benefits.

The death of a loved one under any circumstance is unbelievably difficult. The sudden unexpected loss of a loved one can truly set you on your rump. As we have all been aware of in the past few years, it happens more often that we would like. Speaking from experience in both instances, a little quick cash can sometimes make a big difference. The 30% payout at the time of death may not seem like much right now, but it could be the difference between paying a few bills or not. Life around us always continues on and

the reality of life is that those pesky bills won't wait. There are several other examples I could give you, but I am sure you get the point. The remaining balance is paid out after the next National Convention. Let me reiterate that you have 30 days from the time of death to file the necessary forms.

One thing I learned from my losses is that no matter how well you think you are prepared and have your affairs in order, you probably are not. Put all of the information regarding your banking accounts, life insurance/death benefits, and any other pertinent information on a thumb drive, and put that in a designated spot that family members are aware of. When the need arises, that one little action could be of a great help to your loved ones.

Put all of the ... pertinent information on a thumb drive, and put that in a designated spot that family members are aware of.



Are You A Klutz Like Me?

By Paige Barrett, Region 4 Committeeperson

I admit, I am at the top of the “KLUTZ” list! I need to always be on top of making sure I am making it safe for myself and my family at home to avoid slips, trips, and falls. You know, it may seem as if I don’t pay attention to the safety talks about how to avoid slips, trips, and falls, but to the contrary, I am actually all ears, just waiting to hear something I may have missed before. I am not going to repeat those safety talks to you here. I just want to share a few reminders about how to avoid the hazards around the house.

The other night, I got up and not wanting to wake up the others who were sleeping, I did not turn on the light in the hallway. BAD idea. My yelp when I stepped on a marble woke the entire house up just fine! “Where did that come from?” I wondered! I still am unsure of where it came from to be honest, but I know that had I turned the light on, I probably would not have stepped on it, because I would have seen it and likely I would not have disturbed those who were asleep with the minimal light, either. Poor lighting is a common cause for slips, trips, and falls.

Do you have stairs? Do you find yourself coming up or down the stairs and forget something and think to yourself, “I will just set this here for a moment and then pick it up.” Then you forget to pick it up and it is still there, right now, as you read this? It’s ok. You are not alone. I do that too. But, clutter on stairways and in hallways is a potential hazard that could lead to a slip, trip, or fall. It is a bad habit to get into. Remember to always, always keep your staircases and hallways clutter free!

Is your bathtub or shower safe? Do you have nonskid mats on the floor? Do you have a support bar to hang on to as you get in and out? If not, why not? This is another common place in the home for slips, trips, and falls. The bottom may look like it is clean, but there is usually some sort of soap residue left and when it gets wet again, becomes very slip-

perry. An unsuspecting step could land you in a heap before you know it! It is very easy to avoid by placing nonskid mats or nonskid adhesive stickers to the floor of the tub or shower.

What do you do when you are in the kitchen cooking and you need some water in the pan right away and between the sink and the stove, a bit of water spills on the floor? Do you immediately wipe up that spill or think to yourself, I will get that in a bit as soon as I get the rest of the dishes taken care of? If you are me, the KLUTZ, you think the latter, and then find yourself skating across the kitchen at a demonic speed when you hit that puddle of water with a bowl of Jell-O you took out of the fridge just moments before! Yeah. Wipe it up as soon as it happens! Be kind to yourself!

According to the National Floor Safety Institute:

Falls account for over 8 million hospital emergency room visits, representing the leading cause of visits (21.3%) Half of all accidental deaths in the home are caused by a fall. Most falls happen at ground level rather than at an elevation.

22% of slips/falls results in more than 31 days away from work. (US Dept. of Labor 2002)

Fractures are the most serious consequences of falls and occur in 5% of all people who fall.

Those are some staggering numbers, if you ask me! I would encourage you to go to the web site at www.nfsi.org for more information on home safety as well as work safety. Knowledge is power and in this case, safety!

Would you join with me by making it a goal in 2017 to practice the same safety precautions at home that we hear about nearly weekly in our safety talks? You are just that important. Your family will thank you too.

Would you join with me by making it a goal in 2017 to practice the same safety precautions at home ... ?

From The Desk of The Editor...



Swell The Ranks

By Lisa Benson, WARLCA Editor

The holiday season is finally over and after what felt like countless hours of laborious toils, we can look forward to (hopefully) a break in the onslaught of parcels. All those extra hours worked this year has certainly taken their toll on the carriers and some of us are feeling defeated. Some have even decided to call off their postal careers. Many offices are still left hugely understaffed and overworked.

Despite the fact that our Union membership is continually growing, thanks to efforts made by your State Board to recruit, the total number of rural carriers within our ranks is a constant ebb and flow. How do we stop this unceasing rollercoaster? With turnover rates fast approaching 50%, it's not hard to guess the "how" of this up and

down, but we need to address the "why". Is it because our new hires are feeling incapable? With the new and greatly improved training procedures rolled out back in

These new RCAs are going to become the future of our craft and we can't afford to continually lose and replace them.

October, I can't imagine that lack of training is the reason. Unless management is not following the new training standards. Unfortunately, there are instances of this occurring. Perhaps managers think the new training is excessive and that the new RCA should know the route by now. We all know that there is no such thing as an unreasonable manager, right? Take that carrier aside and tell him or her that they are entitled to proper training.

Are they overwhelmed by the workload? Aren't we all? Maybe they're feeling unsupported. You already know that the rural craft is indeed a family; sometimes a dysfunctional family, sure, but still a family. I'm sure you remember how difficult the job

is when you're brand new, so let's be supportive of our new family members. Suppose you come across a new RCA who's looking downtrodden. Perhaps all that carrier needs is a friendly smile and a "hey, you did it" to make them feel better. Perhaps a carrier has hit the proverbial brick wall and can't seem to continue to improve. Try offering a friendly suggestion, without coming across as patronizing. "Here's what I do, maybe it can work for you too?"

Is management judging the carrier unfairly? Unfortunately, we see this all too often. Certain managers seem to just decide that a carrier isn't going to make the cut and waives them off. We all know that this isn't helping anybody, least of all the Postal Service itself. The company

has already invested time, money, and effort into this employee, so why aren't we nurturing him or her? Some carriers take time to bloom, so instead of rip-

ping the bud out by the root, splash a little water on it instead. Point out successes to management. "Hey, did you know that the new RCA on Route One completed all the casing today without needing assistance?"

These new RCAs are going to become the future of our craft and we can't afford to continually lose and replace them. It's time to swell the ranks and reinforce them with positivity. Support, encouragement, and time will make the difference. So, give some advice, bend your ear, offer praise for successes. In this case, what's good for the goose truly is good for the gander.

Are you planning on running for the position Region Committeeperson One and/or Region Committeeperson Three at the 2017 State Convention?

If so, please set this date aside, Wednesday, June 28, 2017.

If you are elected there will be a Board meeting on Wednesday, June 28, 2017, from 8 AM to approximately noon for all elected State Officers. The first full Board meeting will be in July, 2017. The date will be announced later or you can contact your Board for more information.



It Was The Best of Times, It Was The Worst of Times

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

“It was the best of times, it was the worst of times...” (Charles Dickens, A Tale of Two Cities). This Christmas was definitely from the Dickens novel. The opportunity to celebrate the holidays with family and have a few days off was the best. But the volume of parcels was overwhelming to say the least. We had rural carriers working 60, 70, 80, and 90 hours on a weekly basis. Exhaustion, long hours working in the dark, and multiple trips all made for a difficult holiday delivery season, yet rural carriers definitely delivered for our customers. We all have the right to feel proud of our accomplishment of delivering loads of holiday cheer.

Late last November, we were told that there would not be another Memorandum of Understanding that would allow Regular Rural Carriers to work on Sundays. It wasn't much later that the Postal Service was pleading for a MOU covering December 4th, 11th, and the 18th that would allow Regular Carriers to volunteer to deliver parcels on those days. Headquarters Delivery Operations began their plea with “... due to an unprecedented volume of parcels” and then we saw the parcels, and they are still coming. I think that we all recognize that the parcel level is still above whenever we last counted. This is making it very difficult for rural carrier to make evaluation. It is my hope that we will all remember that we must work in a safe and diligent manner. Please note that “SAFE” comes FIRST. We must not allow pressure to put us in the position of making a choice between two bad options.

It is my hope that we will all remember that we must work in a safe and diligent manner.

Normally right after the holiday season, we would be gearing up for a National Mail Count in February. With the negotiated contract that was ratified by our members this last April, we do not have a count. The first opportunity to count is the last 12 working days in September, and only if the Postal Service opts every route nationwide to be counted. The Postal Service did that in 2011 and 2012. In each case, the overall route evaluations went up.

There is some good news. The Rural Time Study is still moving forward and soon individual rural carriers are going to have the opportunity to directly participate. First will be those offices that have been involved in the delivery portion of the time study. We are in the process of putting rural routes on the Rural Delivery Database. Each route is going to be mapped on a computer database. The carrier will show where the mailboxes are, where they would generally drive to if they had a parcel they had to take to the house, and where the door is to the house where they would deliver the parcel. Hopefully with this data, we will be getting a more equitable time standard for all these parcels we are delivering.

So, what do we need to do in order to prepare for the Rural Data Base?

We need to make sure that our PS 4003 is up to date. We need to make sure that the turn-by-turn directions are absolutely correct. When we are getting ready to put a route on the database, we collect 30 days of “bread crumbs”. The bread crumbs are created every second by the “pinging” of our scanner. After the 30 days, the computer is able to show generally where we are actually travelling in delivering our route. If we are off of our line of travel, it will show up and cause problems.

The PS 4003 needs to be updated for another important reason. Each time the PS 4003 is submitted, the top part which has our mileage, boxes, parcel lockers, and collection compartments may need to be updated. If we are delivering to 18 or so regular boxes and they are not included in our box count, then we are likely being compensated an hour less than we should. If you look at the PS 4241-A from the last time you counted, you can find your box count from that time. At the bottom, it will tell you if you have a “bank”. The “bank” shows in time how much you have accumulated to your next evaluated hour. Please remember that each evaluated hour can mean a difference of \$1,100.00 to \$2,100.00 per year, de-

pending on your Step.

The edit book needs to be gone over line by line to make sure that each and every box is accounted for. We need to verify if it is an active box or vacant. We also need to verify that the boxes are in the correct order. If the boxes are out of order, that will create a problem with the Rural Data Base when we are trying to place mailboxes. Also, boxes out of order create errors in our DPS.

We need to make sure that when we make our first scan of parcels is where we are actually delivering the parcel. The GPS location is determined where we initiate that first scan, and **hopefully** when the evaluations from the time study come in, we will be compensated the time it takes to go up a driveway and dismount to take the parcel to the door. But if the GPS location only shows us in the vehicle at the mailbox, there will be no credit for the extra work.

Finally, the weather these past few weeks in the

Portland District has been challenging, to say the least. Our District Manager, Tyrone Williams, has repeatedly stated that our safety comes first. It is critical to remember that if a situation looks unsafe, that we should not go there. The reason we work is so that we may enjoy a certain lifestyle. If we get hurt, sometimes those injuries may last a lifetime. With all that we have to do, it is sometimes easy to get stressed, but we have to think of keeping ourselves safe first.

I am appreciative of each and every Union member. I hope that every rural carrier is or becomes a member of this Association, and each member becomes actively involved.

Remember: Ignorance may be bliss, but ignorance will cost you!



Your Union Needs You!

By Patrick Pitts, Seattle/Alaska District Representative

Your Union needs YOU! In every office with rural delivery, there exists one person, and quite often there is more than one, who has the skills, drive, and determination necessary to serve as the local steward. You may be just starting in your USPS career, or you may be a tenured carrier looking to spread your wings and become more involved in the rural craft. In either case, your local office and your Union needs you. Exciting challenges and opportunities await you as local steward; now is the time to take that step.

From the NRLCA Constitution, Article IX Section 7.B.1, (emphasis added) *“Any member in a local office or a delivery unit may be elected Local Steward and shall serve until a successor is elected and certified or until he/she resigns. Where a local steward is in place, any member may call for an election in the month of July of every fourth year. An election may also be called for any time the position is vacant, or when two-thirds of the members submit a petition to the District Representative for approval.”*

Local stewards receive training prior to being cer-

tified as a local steward and, once certified, you will have direct contact with an assigned NRLCA representative who will serve as your advisor; who will lead you step-by-step through the grievance procedure. You need not worry about “not knowing what you’re doing” because not only will you have the local steward certification training to get you started, but also direct contact with an NRLCA representative for any questions you may have.

As local steward, you will be compensated by the Postal Service for time spent in grievance handling, including the time necessary for investigation and meetings with management. You will also be compensated by the Postal Service for the time necessary to write a grievance. When we have a local steward in place in a given office, the Postal Service bears the financial burden at Step 1 for any grievances that arise in that office. Without a local steward, the financial burden is borne by the Association.

The process of becoming a local steward is quite simple. A form calling for the election of a local stew-

ard is posted in your office for a minimum of 15 days. During this 15-day period, any Union member can place their name on the form indicating their desire to be considered for the position. At the end of the 15-day period, at the time and place identified on the form, an election is held and the person receiving the majority of votes cast is elected as the local steward. You will then be scheduled for the local steward certification training. The steward election form (Form 10) is available on the NRLCA website. Once you

have logged on to NRLCA.org, navigate to “Steward Operations”, click on “References” and then “NRLCA Forms” and select “Form 10.” You can also obtain a Form 10 by contacting me at patrick.pitts@nrlca.org, or (360) 893-9182 (office) or (509) 280-7444 (cell).

Now is the time. Feel free to contact me with any questions you may have. I look forward to welcoming you to the steward-ranks of the National Rural Letter Carriers’ Association.

Calling All Tech-Savvy Volunteers!

Seeking volunteers for a USPS paid position - If you are comfortable around computers, work well with others and are comfortable with mapping programs such as Google Maps, you have an exciting opportunity to be involved with the last major component of the new Rural Route Evaluated Compensation System (RRECS).

The NRLCA is looking for individuals who have the qualities listed above who will be willing to travel to offices throughout the Seattle District and help Rural Carriers input their route information into the Rural Street Database. Full training will be provided, with your time and travel compensated by the USPS, you will be paired with a management counterpart and you will work in teams helping complete this vital component necessary for the success of the program.

If interested, send an email indicating such to patrick.pitts@nrlca.org.

Notice of 2017 State Convention and Election of Officers:

The Annual State Convention of the Washington Rural Letter Carriers’ Association (WARLCA) will officially begin Sunday, at 8:30 AM, June 25, 2017 and adjourn at the close of business on Tuesday, June 27, 2017. The State Convention will be held at Hilton Garden Inn - North Seattle/Everett, 8401 Paine Field Blvd, Mukilteo WA 98275. 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 – Two-Year Term

*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 Department of Labor, United States Government.

Duties and Responsibilities of Region Committeepersons (Executive Committeemen)

From WARLCA Constitution ARTICLE V

Officers and Appointees

D. Executive Committee

The Executive Committee, or a majority of them, shall act as Trustees of the WARLCA, and in conjunction with the President, have general supervision and control of the WARLCA.

It shall be the duty of the Executive Committee members to aid in keeping carriers in their particular Regions interested in WARLCA work and in keeping up the membership of their Regions. They shall perform such other duties as the WARLCA may, from time to time, direct.

It shall be the duty of the Executive Committee members to search out future Convention sites in their Region and to work with the board on establishing a Convention site contract for said Convention. They are also to enlist Convention committee members to help assist them in holding the Convention in the appropriate Convention year for their Region.

From NRLCA State Officers' Resource Manual

EXECUTIVE COMMITTEE

The Executive Committee shall act as trustees of the Association. They are charged along with the other elected Officers to provide oversight of the Association. Your State Constitution may require additional duties.

Time Commitment: The amount of time will vary depending on the size of your state, time of year, issues you face at any given time, etc.

Obligations:

1. Duty of Fair Representation (DFR) (Reference Appendix B 16.2 & 37.1)
 - Refer all labor relations questions to the appropriate certified representative/steward
2. Compliance with the Department of Labor (Reference: pgs. 14-17)
3. Compliance with the IRS (per diem/mileage/regulations)
4. Comply with Federal/State/Local laws
5. Enforce Constitution (Reference; Appendix B 16.2)
 - National
 - State
 - Local units (Reference: NRLCA Constitution Appendix A)
6. Attend required meetings
 - USPS/NRLCA Mandated trainings
 - Meetings as assigned by State Association
 - Ratification (Reference: NRLCA Constitution Article XI and Appendix B 4.3)
7. Comply with written Board policies (Reference: Appendix B 54.1)
8. Comply with NRLCA Board policies
 - Resolutions (Reference Appendix B 21.1, 22.1 & 23.1 Appendix C pgs. 97,98)
 - Carrier Alert Program (Reference: Appendix B 7.1)
 - American Highway Users' Alliance (Reference Appendix B 7.2)
 - No endorsement of services (Reference Appendix B 6.1 & 6.2)
 - No "sweetheart deals"
9. Be knowledgeable of legal procedures (Reference: Appendix B 16.1 & 16.2)
 - Elections (Reference: Appendix B 20.1 & 20.2)
 - Union Meetings
10. Transfer all files, records and union property to successor in a timely fashion (Reference: Appendix B 10.1 Appendix C pg.131)

Duties and Responsibilities:

1. Assignments as required by President
2. Comply with Constitution/ Board policies for this office (Reference: Appendix B 16.2)
3. Submit reports
 - Annually
 - As required by State Board
4. Write an article for each issue of the state newsletter and supply accurate and pertinent information to the membership (Reference: Appendix B 5.1)

Want A Chance to Stay at Western States Conference For FREE?

The Doubletree Hotel has donated a free stay for us to raffle off! All money raised from sales will go to NRLCA-PAC.

2017 WESTERN STATES CONFERENCE IN SEATTLE, WASHINGTON!



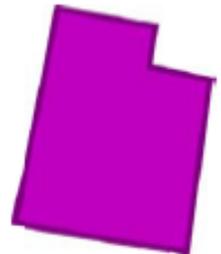
SEATTLE

2017

*Win a room night at the
Doubletree Suites
by Hilton Hotel
Seattle Airport-Southeast*

*Buy your tickets
to win
25 for \$20.00*

**Tickets can be purchased at your county meetings, from any RCP,
from Tara directly, or by sending funds to Tara.**



2017 WESTERN STATES CONFERENCE SEATTLE WASHINGTON

DATE: April 20 -22, 2017 (Thursday afternoon through Saturday)

NOTE: New This Year – We will have an Elected and Appointed State Officers Training provided by NRLCA starting at 2 PM until 5 PM on Thursday, April 20, 2017. All Welcomed!



LOCATION: DoubleTree Suites by Hilton Hotel Seattle Airport - Southcenter
16500 Southcenter Parkway, Seattle, Washington, 98188-3388 (SEA-TAC Airport)

Room Rates: The room rates are \$119.00 nightly, Double Queen or Single King Bed (up to 4 guests per room) if reserved by April 6, 2017. Phone: (206) 777-3389 for Doubletree Hotel Direct Line to Shayna, Group Sales Coordinator, under Group Code WRL. Make your reservations early before block is full.

Rates are good 3 days prior to/after the Conference. These suites have a couch that makes into a bed, coffee makers, refrigerators and free WiFi. Two Complimentary Breakfast Buffet Vouchers with room, additional Vouchers available for purchase at \$12 each (Regular price \$16.95). Free airport shuttle. Free parking for all attendees. Southcenter Mall right across the street and plenty of restaurants and eateries within walking distance.



Conference Registration:

	Number	TOTAL
Registration Fee (Cost is \$85 after April 1) \$65	X _____	\$ _____
Includes all Breaks, Thursday Night Social, Full Lunch Buffet on Friday and all seminars/meetings		

Please Print: TOTAL ENCLOSED \$ _____

Name(s): _____

Address: _____

City/State/Zip: _____

Phone #: _____ E mail: _____

ENCLOSE CHECK (Payable to "WARLCA) Add Late fee of \$20 if mailed after April 1.
MAIL BY APRIL 1ST TO: WARLCA, 2811 N Chase Rd, Liberty Lake, WA 99019-5002.
Questions: Call Becky Wendlandt at (509) 710-7840 or E mail: warlca@gmail.com

More Information at WARLCA.com

Here is what is on the tentative agenda this year (PLEASE NOTE: times/speakers may change)

Thursday - April 20, 2017

12:00 PM	REGISTRATION
2:00 - 5:00 PM	STATE OFFICERS' TRAINING — <i>NRLCA</i>
5:30 - 7:00 PM	RECEPTION
7:00 - 9:00 PM	LABOR RELATIONS SEMINAR — <i>NRLCA</i>
7:00 - 9:00 PM	OWCP SEMINAR — <i>Devin Cassidy, NRLCA Specialist</i>

Friday - April 21, 2017

9:00 AM on	NATIONAL AUXILIARY ADDRESS — <i>President Sheila Reardon-Gilman</i> NRLCA INSURANCE PLANS — <i>Manager Cameron Deml</i> USPS WESTERN AREA SPEAKER APCU ADDRESS NGIC ADDRESS Buffet Lunch
1:15 PM on	LEGISLATIVE ADDRESS — <i>Director of Governmental Affairs Paul Swartz</i> NRLCA PRESIDENTS ADDRESS — <i>NRLCA President Jeanette Dwyer</i> LEGAL COUNSEL ADDRESS — <i>NRLCA Legal Counsel Michael Gan</i> Q & A Session — <i>NRLCA Officers & NRLCA Headquarters Staff</i> Door Prizes

Free Time or Evening Seminars:

7:00 - 9:00 PM	RETIREMENT SEMINAR — <i>NRLCA Vice President Ronnie Stutts</i>
7:00 - 9:00 PM	RCA DUTIES & BENEFITS — <i>Director of Labor Relations Joey Johnson</i>

Saturday April 22, 2017

8:30 AM on	THRIFT SAVINGS PLAN SEMINAR - <i>TSP Representative, Headquarters</i> NRLCA COMMITTEEMAN - <i>Don Maston</i> CANDIDATES FOR NATIONAL OFFICE WSC BUSINESS SESSION
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Get the Latest Updates on WARLCA.COM

It is YOUR future; it is up to YOU to get the answers YOU need.

INVEST IN YOU!

WARLCA 2017 STATE CONVENTION REGISTRATION

June 25, 26 & 27, 2017

Hilton Garden Inn- North Seattle/Everett

8401 Paine Field Blvd, Mukilteo WA 98275

Room Rates under Washington Rural Letter Carrier special rate: \$129

Call 425 423 9000 --- ROOM RESERVATION DEADLINE IS JUNE 2, 2017

NAME: _____ 1ST TIME ATTENDING? _____

PHYSICAL STREET ADDRESS: _____

CITY: _____ STATE: _____ ZIP CODE: _____

PHONE: _____ Staying at Hilton Garden Inn. Yes/No? _____ # of nights _____ Under What Name? _____

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

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

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

1. If staying at the Hilton Garden Inn – North Seattle/Everett for **2 nights**
2. If staying at the Hilton Garden Inn – North Seattle/Everett for **1 night and purchasing** either lunch or dinner.
3. If **purchasing both** lunch and dinner.

Saturday, June 24: 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 25: FIRST DAY OF CONVENTION STARTS AT 8:30AM

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

County Officers Recognition Lunch Buffet Noon to 1:30. All are welcome

Free to newly elected and pre-registered 2017-2018 Presidents, Vice Presidents, Secretary/Treasurers, and 2017-2018 appointed and pre-registered County Liaisons and PAC Chairs.

Cost to others \$20 #attending free _____ # attending paying _____ \$ _____

Monday June 26: Monday Buffet Dinner 6:30 PM: SECOND DAY OF CONVENTION STARTS AT 8AM

Buffet with Entertainment. No host Bar at 6:00 PM -- Buffet starts at 6:30 PM.

Cost \$40.00 #attending _____ \$ _____

Tuesday June 27: THIRD DAY OF CONVENTION STARTS AT 8AM

No food functions

Total Enclosed \$ _____

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

CHECK HERE IF NEEDING VEGETARIAN OR SPECIAL MEALS DUE TO ALLERGIES: _____

(Please also contact Tara Mohr at taralee101@yahoo.com with your request)

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

Payment must be sent with registration **AND MUST BE RECEIVED BY June 2, 2017 TO AVOID ADDITIONAL \$25 LATE FEE.** If you find you are unable to attend, please contact Becky Wendlandt for refund at warlca@gmail.com, however, **no refunds after June 10th, 2017, until after convention and approved by board since we have to guarantee total number of meals ahead of time.**

CAMPAIGNING

A decorative graphic featuring a dark banner with white stars, set against a background of light gray stars and a large, faint star shape. The banner is curved and has a textured, ribbon-like appearance.

Rules

1. The WARLCA Secretary's office will make available to any candidate or candidate's campaign, self-adhesive, pre-printed address labels of all WARLCA State Officers and County Officers for any campaign announcement or mailing desired. The fee for each pre-printed label is 5 cents plus \$10 fee for the labels to be mailed to the requester. Requests must be made in writing and mailed to the WARLCA State Secretary. The request must contain a statement that the purpose in obtaining the labels is for the announcement or campaigning related to the individual seeking a state officer position and/or as a delegate to national convention.
2. Due to privacy issues, the membership list is not available as public information. Any state-wide membership campaign mailing must be sent to the State Secretary as follows: individually sealed, stamped envelopes with the sender's return address two weeks prior to requested mailing date. Membership labels will be applied by the State Secretary or designee for a fee of \$250.00
3. At State Convention, campaign materials may only be distributed outside the entrance of the convention floor. Campaign materials must not violate hotel/ location policies.
4. Campaigning may be done in the Spring issue of the *Washington Rural Carrier*. Articles will be printed as submitted, without any editing. The editor may format to fit space constraints. Articles will be listed in alphabetical order by last name of candidate. Campaign notices must be received by the Editor by March 15, 2017. Email your article to the Editor at warlcaeditor@outlook.com.

2017 National Delegate Ballot Timeline and Notification

Here is the timeline for those wanting to be on the ballot for 2017 National Convention.

May 14, 2017: Nominations must be **received** at PO Box 336, Liberty Lake, WA 99019-0336. Any nominations received after this date will be sent back as post office box closed. A member of the 2017 Election Committee, with the State Secretary-Treasurer observing, will do the final sweep of the post office box and close the box. Candidates, or their designee, can observe, and will need to contact the State Secretary-Treasurer for the time the final sweep will be done. Nomination forms can be found in the *National Rural Letter Carrier* magazine, in the February, March, April, and May issues. Nominations must be on this form (or a copy of this form). You can also find the *National Rural Letter Carrier* magazine on line at nrlca.org.

May 15, 2017: A listing of members and labels will be printed from the NRLCA database to be used for the mailing of the ballots. A drawing of names for order of placement on the ballot will be held at 8 AM in the break room of the Greenacres Post Office, 306 N Barker, Greenacres, WA 99016. Two members whose names are not on the ballot will be doing the drawing, with the State Secretary-Treasurer observing. Candidates, or their designee, can observe this drawing.

May 16-19, 2017: The ballots and ballot instructions will be printed by Staples. An independent contractor will pick up the ballots, ballot instructions, and envelopes. They will stuff and seal the ballots and mail them in their entirety at Spokane Valley Post Office, 11712 E Sprague, Spokane Valley, WA 99206.

June 3, 2017: The ballot mailing must be completed by this date.

The week of June 11, 2017: Two members of the 2017 Election Committee, whose names are not on the ballot and have been appointed by the WARLCA President, will check the returned undeliverable ballots at the Mukilteo Post Office. They will make a determination if a correct address can be found and

resend the ballot again in a separate envelope. Please contact the State Secretary-Treasurer for the exact date if you are interested in observing. Candidates, or their designee, can observe the checking of the returned undeliverable ballots in the post office box.

June 23, 2017: Two members of the 2017 Election Committee, again whose names are not on the ballot and have been appointed by the WARLCA President, will pick up all ballots at the Mukilteo Post Office, 8050 Mukilteo Speedway, Mukilteo, WA 98275 at 10:00 AM. Ballots will be tabulated by the 2017 Election Committee as soon as they return from the Mukilteo Post Office at the 2017 State Convention, Hilton Garden Inn-North Seattle/ Everett, 8401 Paine Field Blvd, Mukilteo WA 98275. Candidates, or their designee, can observe the tabulation. All observers must first check with the 2017 Election Committee Chair and read and sign an Observers Rules and Sign in Sheet. Any ballots that arrive after the final sweep of the post office box on June 23, 2017 will be returned to sender by the Post Office showing PO box closed.

June 25, 2017: Election results will be announced on Sunday, June 25, 2017 by the 2017 Election Committee at the 2017 WARLCA State Convention held at the Hilton Garden Inn-North Seattle/ Everett, 8401 Paine Field Blvd, Mukilteo WA 98275. If you have any questions, please contact Becky Wendlandt, WARLCA Secretary-Treasurer at 2811 N Chase Rd, Liberty Lake, WA 99019-5002, or phone at (509) 710-7840 or email at: warlca@gmail.com.



Local Stewards

Laura Aries, Langley
Dawn Ayers, Sumner
Paige Barrett, Grandview
Kathy Beebe, Vancouver
Hannah Buccheit, Olympia, Lacey
Kimberly Burress, Bow
Lauren Chamberlin, Newport
Lorrie Crow, Colville
Beverly Crow, West Richland
Tammy Donaghue, Wenatchee
Kurt Eckrem, Marysville
James Folk, Yelm
Janice Frymire, Snohomish
Kristian Granish, Olympia
Levi Hanson, Nine Mile Falls
Elisabeth Havekost, Silverdale
Karen Hill, Woodinville
Shawn Johnson, Vashon
Maureen Kamienski, North Bend

**THANK
YOU,
STEWARDS!**

Janelle Mee, Brush Prairie
Taralee Mohr, Lake Stevens
Cassidy Munn, Rockford
Corina O'day, Puyallup, South Hill
Tamara Packard, Bellingham
Joyce Patteson, Yakima
Alicia Peterson, Eatonville
Mary Petry, Coupeville
David Ray, Auburn
Bonnie Salzman, Graham
Dominic Talavera, Oak Harbor
Jeffrey Taylor, Greenacres
Debbie Thompson, Chewelah
Carolyn Triebenbach, Sequim
Trina Vermilyea, Castle Rock
Janie Walla, Marysville, Carrier Annex
Susan (Diane) Way, Mount Vernon
Donna White-McKay, Arlington

*Please note that this list may or may not be complete and/or accurate. The currently active stewards are ever-changing, as new stewards are elected and certified. This list is complete as of print.

May 14th, 2017 is last day to hold your County meeting. County Officers, please contact your Region Committeeperson to set up your annual meeting.

2017 WARLCA RESOLUTION FORM

CHECK APPROPRIATE BOX

- BINDING**
- NON-BINDING**

The following Resolution was adopted at the 2017 Meeting of the (County) _____ Rural Letter Carriers' Association. It is hereby submitted to the Resolutions Committee of the 2017 State Convention in Mukilteo, 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"/> OTHER |
| <input type="checkbox"/> GRIEVANCE PROCEDURES | <input type="checkbox"/> SALARY | <input type="checkbox"/> WARLCA CONSTITUTION |
| <input type="checkbox"/> LEAVE REPLACEMENTS | <input type="checkbox"/> TIME STANDARDS | <input type="checkbox"/> NRLCA CONSTITUTION |

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

- 1) Place only one Resolution per sheet.
- 2) Formatting instructions: Font-Times New Roman; Font Size 11; New Language **BOLD; Omitted** Language ~~Strike through~~
- 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:

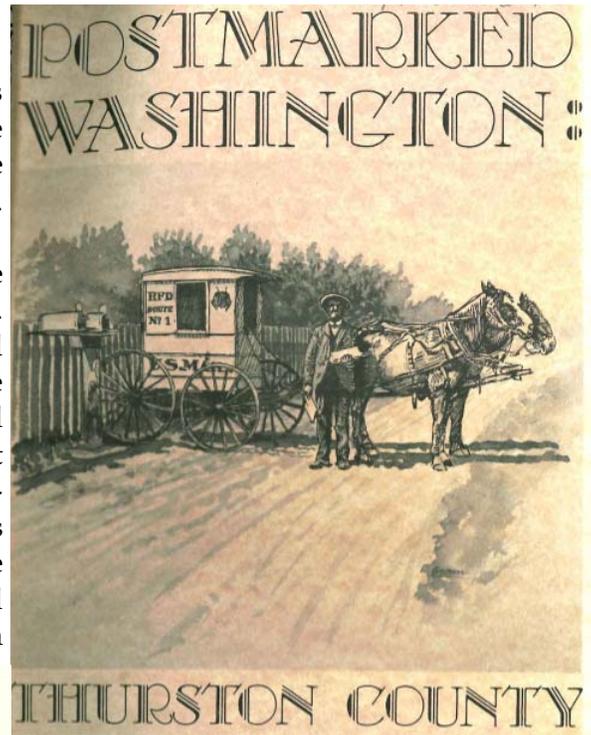
Signature _____ Date Sent to State Sec/Treas _____

County Secretary

Our History in Book Form

Many of you may have wondered what mail delivery was like in the early days of Washington State, and who were those hardy souls who ventured out into the rural areas to deliver the mail back before there were paved roads and even automobiles. Look at the NRLCA logo. That's how we started.

Recently, I ran across the name of Guy Reed Ramsey, the author of a series of books titled Postmarked Washington. Mr. Reed was a travelling salesman, originally from Iowa, who had moved to Washington State in 1944 to sell wood preservative products to farmers and ranchers. He was fascinated with mail delivery in his home state, having even written a book about early post offices in Iowa, so it was only natural for him to collect information and stories about the origins of mail delivery as he visited the small communities around our State. Most of the small towns, especially in eastern Washington, were centered around the Post Office, and often the Post Office was located in the general store. When Mr. Ramsey visited these

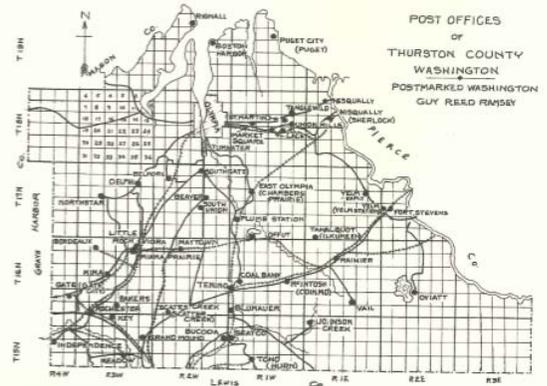


COVER: From a photograph of Mr. John Hopp, Tumwater Washington. Carrier on Rural Route #1, Tumwater 1902-1903 and Rural Route #4, Olympia 1904-1921. Photograph courtesy of Michael Loc, Olympia Postmaster. Drawing by Ken Brown.

INTRODUCTION

Mail came to the Northwest country long before there were post offices. Letters travelled back east from many who ventured to this land when it was known as a wilderness. Yet there were no official mail carriers. Travellers over the westward trails were entrusted at the start of their journey with missives addressed to loved ones who preceded them on the pioneer venture...to fathers, mothers, brothers, sisters, sons, daughters, perhaps to husbands and friends. Letters were tucked into leather packets of trappers as they departed for another season on their trappings. Some such letters were written in the conduct of the fur business, others were strictly personal and were delivered whenever and wherever the unofficial mail carrier met the addressee. Military mail also followed the early trails bearing orders from Washington to remote posts or Indian agents. Military scouts often carried letters of an unofficial nature. Missionaries reported to their eastern headquarters and headquarters sent letters back to those who had gone west to carry the word of God to the tribes of the Pacific Northwest. Letters accompanied those who covered the long distances afoot, by horseback, by horse or oxen-drawn wagons, and by canoes. The earliest letters bore no stamps, were struck with no postmark, nor were they entrusted to any official mail service. Yet they arrived eventually at destination unless fate in the form of a band of Indians, starvation, flood, fire or storm interfered. Later as the trails became more defined and freighting became a business, the freight and express companies took letters to and from the Northwest. Usually such letters bore the name of the express companies as a postmark. These covers, as they come to light from time to time are collectors items bringing lively bidding between those who seek to add them to their historical collections.

All photos this page are excerpts from Post-marked WA: Thurston County



When he retired in 1960, Mr. Ramsey began to put together all of this information and the stories he had recorded into book form. The result was an amazing wealth of information about the earliest postmasters and carriers in various Counties around our State. This series is a record of our early history, the beginnings of Rural Free Delivery, here in Washington.

All of these books are long out of print now. But some can be found in libraries or historical societies. I decided I wanted to collect as many of them as I could find, so I started to go online to buy them. I have been unable to find a couple of the editions he is reported to have written. I donated them to the WARLCA and they will be at the next State Convention, so those of you who attend can take a look at them. Below are the Editions I have found.

- | | |
|--------------------------------------|---|
| Pierce County | Jefferson, Clallam and Mason Counties |
| Okanogan County | Island County and San Juan County |
| Thurston County | Klickitat, Benton and Franklin Counties |
| Lewis and Cowlitz Counties | Chelan, Douglas and Kittitas Counties |
| Lincoln and Adams Counties | Pacific and Wahkiakum Counties |
| Asotin, Spokane and Whitman Counties | |
| *Grant County | *King County |

*I have been unable to find these editions. If you know where I can acquire either of these, please let me know.

Kurt Eckrem WARLCA Vice President



PAC Stats

By Tara Mohr, PAC Chair

Year-to-date total is \$9,581.32. Our total ranking in the nation is 8th place and our per capita is ranked at 5th with \$5.18 donated per member. Way to go, Washington!

I have two room nights for State Convention that are going up for raffle. Tickets will be \$5 each or 5 tickets for \$20. Get your tickets at your county meetings.

Do you want to win \$100? Become a sustaining donor or increase your amount. You will be entered into a drawing for the \$100 Visa card. Just because we value our current sustaining donors, those that are already a donor you get one entry into each drawing I'm doing for PAC.

PAC NEEDS

Our state is hosting Western States Conference we need some high-ticket items that can be raffled off. Those that bring in items will receive gift credit and that will go towards your overall total for the year. Suggested items are gift cards, iPads, Fitbits, and anything else you can think of will be greatly

appreciated.

If you want to become a sustaining donor, please contact me and I will help walk you through the process.

Thank You Current Sustaining Donors!

- | | |
|---------------------|-------------------|
| Ayers, DAWN | Hill, KAREN |
| Barrett, PAIGE | Hill, SUSIE |
| Beaumont, MONYAH | Johnson, SHAWN |
| Benson, LISA | Madison, SHARON |
| Bruns, DAWN | Mohr, TARALEE |
| Chamberlin, LAUREEN | Munn, CASSIDY |
| Eckrem, KURT | Patteson, JOYCE |
| Faulkner, MARIANN | Pitts, PATRICK |
| Fazzino, STELLA | Pitts, RENEE' |
| Folk, JAMES | Ray, DAVID |
| Frymire, JANICE | Randall, TRICIA |
| Gale, LINDA | Smith, CHRISTINA |
| Granish, KRISTIAN | Talavera, DOMINIC |
| Hanson, LEVI | Taylor, JEFFREY |
| Hartshorn, MONTE | Walla, JANIE |
| Hemrich, JAMES | |



Original photograph and artwork by Kurt Howard, Howard Graphics & Design. Published with permission.



Where Service Begins With a Smile

**APPLICATION FORM
FOR MEMBERSHIP IN THE
WASHINGTON RURAL LETTER CARRIERS' AND
NATIONAL RURAL LETTER CARRIERS' ASSOCIATIONS
DUES YEAR 2016/2017**

NAME: _____

ADDRESS: _____

CITY: _____ STATE: _____ ZIP: _____

POST OFFICE WHERE EMPLOYED: _____

HOME/CELL TELEPHONE NUMBER: _____

DUES YEAR RUNS FROM JULY 1, 2016 TO JUNE 30, 2017:

_____ REGULAR CARRIER (71) PTF (76) \$666.00 YEAR / \$25.62 A PAY PERIOD

_____ RELIEF CARRIER *(70-5,73,74,75,78&79) \$235.00 YEAR / \$9.04 A PAY PERIOD

_____ RETIREE \$81.00 YEAR OR \$6.75 A MONTH.

*IF YOU DO NOT WORK IN A PAY PERIOD YOU DO NOT HAVE TO PAY DUES WHEN ON DUES WITHHOLDING.

**COMPLETE THE BACK SIDE OF THIS
FORM, SIGN IT, AND SEND TO:**

WARLCA STATE SECRETARY
2811 N CHASE LN
LIBERTY LAKE WA 99019-5002
Phone: (509) 710 7840
E Mail: WARLCA@Gmail.com



R.A.F.T.

Throw your friend a life preserver!

Recruit A Friend Today!



RECRUIT A REGULAR NON UNION MEMBER AND RECEIVE \$50.00

RECRUIT A NON UNION R.C.A AND RECEIVE \$15.00

THE NEW UNION MEMBER WILL RECEIVE THEIR

FIRST THREE MONTHS OF MEMBERSHIP FREE!

IT IS A WIN, WIN!

New member must complete a Form 1187 Dues Withholding Authorization form and stay on the USPS employment roles for a period of 3 months after the Form 1187 is processed.

The newly recruited member will receive 3 free months of membership before his/her Form 1187 is sent to the USPS for processing.

Contact your Region Committeeperson with any questions.



WARLCA Membership Statistics



Member Totals by Class		Nonmember Totals by Class	
Regular	1,001	70-5 - ARC	29
PTF	7	71 - Regular	199
Retired	254	74 - RCA VAC RT	5
Associate	1	76 - PTF	1
RCA	684	78 - RCA	297
Retired Associate	1	79 - RCA AUX RT	13
Recently Retired	8	Total	544
ARC	7		
Cash-Paid	29		
Total	1,992		

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

William Belling

Donald Emerson

Rosemary Gallagher

Harry Gardner

Raymond Goozey

Raymond Onisko

Margaret Patrick

Janice Riggs

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

Membership Longevity Awards

Congratulations Retirees!

CALHOUN, MICHAEL D	WAPATO
CARPENTER, CAULINE P	EPHRATA
HEIZER, JANICE L	OMAK
OGDON, MICHAEL H	WENATCHEE
PHILIPS, ROSALIE M	CONCRETE
SNIDER, MARY L	CENTRALIA
STRAND, JEAN S	CENTRALIA
SUTTON, MAUREEN I	ARLINGTON
WALKER, JERI J	NACHES

Do You Know Someone Who Deserves The Membership Longevity Award?

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

Last Name	First Name	MI	Award Type	Date Awarded
ADAMS	HAROLD	W	50	3/19/1999
ANDERSON	VERN	N	50	8/28/1998
BACCUS	JOHN	W	50	8/28/1998
BELLING	WILLIAM	G	50	3/29/2012
BENNER	HARRY	D	50	3/19/1999
CLIZER	RALPH	B	50	4/11/2003
CROFOOT	JAMES	R	50	8/28/1998
EVANS	CLAYTON	M	50	3/29/2012
FEARS	JOSEPH	R	50	4/8/2004
FISHER	GEORGE	E	50	8/28/1998
LYNN	JOEL	W	50	4/11/2003
MACKAY	MICHAEL	E	50/60	7/8/2016
MATHISON	VICTOR	J	50	8/28/1998
PATTERSON	HOWARD	W	50	4/8/2004
PETERSON	ALLEN	J	50	8/28/1998
RENTZ	WILLIE	F	50	4/11/2003
ROBINSON	EDWARD	C	50	3/17/2004
TANGUY	WALTER	H	50/60/70	2/26/2008
THOMAS	JEAN	F	50	3/17/2004
UKOSKI	EVERETT	P	50	10/8/1998
WALSTON	DALE	L	50	12/4/2013
WAPLES	DARRELL		50	8/28/1998
WODAEGE	MARIE	M	50	4/8/2004
WOODS	ARTHUR	L	50	8/28/1998

Please Welcome Our New Members!

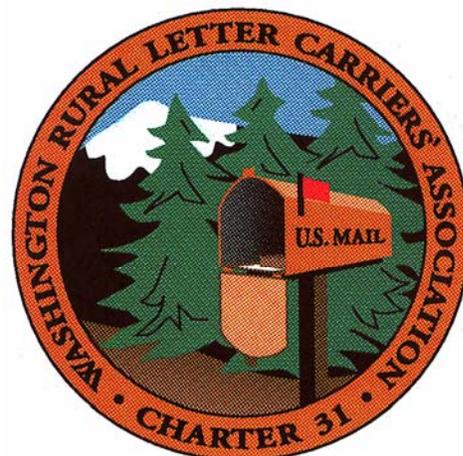
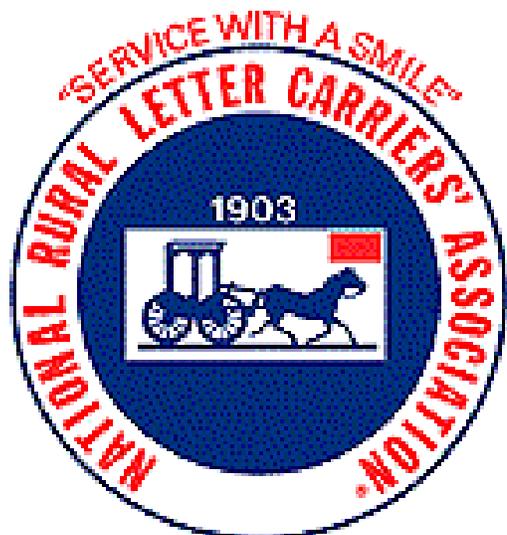
MERRITT JR, DEREK R	ARLINGTON	78 - RCA	MENGELOS, MOLLIE A	PASCO	78 - RCA
GABBERT, GAYLE L	BATTLE GROUND	78 - RCA	FOSTER, CARL W	PASCO	78 - RCA
JACOBSON, CAROL R	BATTLE GROUND	78 - RCA	TURNER, SKYIA D	PASCO	78 - RCA
MATHERS, JERROLD J	BELLINGHAM	78 - RCA	BITTON, TAMARA K	PASCO	78 - RCA
FIGGS, ANDREW H	BELLINGHAM	78 - RCA	STEVENS, ELEANOR C	PORT ORCHARD	78 - RCA
SCOTT, KENNETH R	BLAINE	78 - RCA	GRIESSER, KENDRA M	PORT ORCHARD	78 - RCA
BRAUER, KEVIN J	BRUSH PRAIRIE	78 - RCA	GUZA, MICHAEL P	PORT ORCHARD	70-5 ARC
MARTINEZ CORONA, ALFREDO	BURLINGTON	78 - RCA	COULTER III, JOHN H	PORT ORCHARD	78 - RCA
CAMPBELL, WILLIAM M	CAMAS	78 - RCA	BARNETT, MARION	PUYALLUP	78 - RCA
JOHNSON, DARRELL W	CAMAS	78 - RCA	SANDERS, BRENDA J	PUYALLUP	78 - RCA
LEWIS, ALEJONDRA D	CHEHALIS	78 - RCA	PALACIOS, AMY D	PUYALLUP	78 - RCA
OERMAN, VONI M	CHEHALIS	78 - RCA	MADISON, BENJAMIN E	PUYALLUP	78 - RCA
BARTON, CIERA M	CHENEY	78 - RCA	LUNDGREN, AUTUMN N	RAINIER	78 - RCA
MANZO, GERARDO G	CHENEY	78 - RCA	LYMAN, LILLIE A	RAVENSDALE	78 - RCA
KRUMWIEDE, ELIZABETH D	CHENEY	78 - RCA	BELLAMY, TRAVIS	RICHLAND	78 - RCA
DANIELS, RICCKY L	CHEWELAH	78 - RCA	RASMUSSEN, TAYLOR K	RICHLAND	78 - RCA
BRODRICK, KAYLA D	CHEWELAH	78 - RCA	TAGGART, ARTHUR D	SEATTLE	78 - RCA
MINNICK, ANDREW L	DAVENPORT	78 - RCA	RASMUSSEN, MELISSA E	SEATTLE	78 - RCA
DOYLE III, JOHN A	DAVENPORT	78 - RCA	HENDRICKSON, IRA L	SEATTLE	78 - RCA
BRADSHAW, SIMON A	DUPONT	78 - RCA	LOHRMANN, RAQUEL A	SEQUIM	78 - RCA
TAWES, SHAWNDRAM	FERNDALE	78 - RCA	DENNIS, ANGEL A	SEQUIM	78 - RCA
JANACEK, RICHARD A	FERNDALE	78 - RCA	ROBOTKAY, JASON D	SEQUIM	78 - RCA
ERICKSON, MONICA D	GIFFORD	78 - RCA	CERVANTES, FELIPE A	SHELTON	78 - RCA
KAVAN, DEREK B	GIG HARBOR	78 - RCA	COLBURN, REBECCA L	SNOHOMISH	78 - RCA
CARGILL, JILL D	GOLDENDALE	78 - RCA	RUMBALL-SWANSON, KATELYN M	SNOHOMISH	78 - RCA
STRADER, ANGELA M	GOLDENDALE	78 - RCA	LAZAROVA-WILKIN, MILANA	SNOHOMISH	78 - RCA
BLOOM, STEPHEN J	GRAHAM	78 - RCA	ANDERSEN, DAWN L	SNOHOMISH	78 - RCA
PAULL, STEPHEN B	GRAHAM	70-5 ARC	HOWARD, TEAIRRA J	SPANAWAY	78 - RCA
CASTILLO, KRISTA Y	GRANDVIEW	78 - RCA	LADUKE, CAROLYN A	SPOKANE	78 - RCA
MCCONNELL, CALEB Z	GREENACRES	78 - RCA	GREEN, MARY M	SPOKANE	78 - RCA
NELSON, GARTH R	ISSAQUAH	78 - RCA	LANGBEHN, GINA E	SPOKANE	78 - RCA
GREENING, JACQUELINE M	ISSAQUAH	78 - RCA	HOUSE, TARA A	SPOKANE	78 - RCA
WALKER, DONALD L	ISSAQUAH	78 - RCA	OCHOA, LORRIE M	SPOKANE	78 - RCA
PROSSER, JOSEPH P	ISSAQUAH	78 - RCA	HALL, AUSTIN M	SPOKANE	78 - RCA
PARROTT, LUCAS	ISSAQUAH	78 - RCA	DALLAS, LILLIAN L	SPOKANE	78 - RCA
GEHRING, CAMERON A	KALAMA	78 - RCA	DUNHAM, ROBERT G	SPOKANE	78 - RCA
SELLS, ANGELA R	KELSO	78 - RCA	MAXEY, BRUCE A	SPOKANE	78 - RCA
YOOPAT, RATANAN	LA CENTER	70-5 ARC	KUPSER, ANDREW	STANWOOD	78 - RCA
POWELL, AVERY M	LAKE STEVENS	78 - RCA	ALMEIDA, GIRARD W	STANWOOD	78 - RCA
GREENE, KAMILLE A	LAKE STEVENS	78 - RCA	CLASPER, IAN	STANWOOD	78 - RCA
CARBAJAL, KENNETH W	LAKE STEVENS	78 - RCA	NEWMAN, ANDREA L	STANWOOD	78 - RCA
TRIESCHMANN, JANELLE M	LAKE STEVENS	78 - RCA	CASIANO, JULIE K	SUMNER	78 - RCA
CALDWELL, BUSAYA	LAKE STEVENS	78 - RCA	SERINO, DELAJA L	SUMNER	78 - RCA
WHISENANT, STEPHANIE A	LANGLEY	78 - RCA	APPLETON, ASHLEY N	SUMNER	78 - RCA
EATON, KRISTINE R	LIBERTY LAKE	78 - RCA	FOGG, MARCELLA M	TACOMA	78 - RCA
BRIDGES, LARA D	LYNDEN	78 - RCA	LINDSEY, MICHAEL J	TOLEDO	78 - RCA
SATAR, NANGIALIY N	MAPLE VALLEY	78 - RCA	VERBECK, VICTORIA L	TONASKET	78 - RCA
WAGNER, CAROL A	MARYSVILLE	78 - RCA	ADAMS, JAMI R	TWISP	78 - RCA
MACDONALD, MATTHEW S	MARYSVILLE	78 - RCA	EMERSON, TRANAYA C	VANCOUVER	70-5 ARC
LARSSON, JOSH J	MARYSVILLE	78 - RCA	MONTES, OSVALDO	VANCOUVER	78 - RCA
HUSTON, ROCK A	MARYSVILLE	78 - RCA	BURNS, JULIA C	VANCOUVER	70-5 ARC
TIBBETTS-FREIDA, HONOR M	MEAD	78 - RCA	BRENNAN, NATALIE	VANCOUVER	78 - RCA
PATRICK, CHERYL S	MOSES LAKE	78 - RCA	VERTON, STEVEN A	VANCOUVER	78 - RCA
GREENWELL, ARIEL R	MOUNT VERNON	78 - RCA	SEASHOLTZ, SYMPHONIE C	VANCOUVER	70-5 ARC
BENNETT, BRIAN D	NEWPORT	78 - RCA	MOSBRUCKER, SHELLY L	VANCOUVER	70-5 ARC
GUNDERSEN IV, EMIL A	NORTH BEND	78 - RCA	MACE, BRANDY R	WAITSBURG	78 - RCA
SROUFE, LAURA J	NORTH BEND	78 - RCA	RODRIGUEZ, DAVID F	WAPATO	78 - RCA
VANCE, JOHN	OAK HARBOR	78 - RCA	TAKACH, HALEY C	WASHOUGAL	78 - RCA
FRANKLIN, DARREL	OAK HARBOR	78 - RCA	SMITH, JODY E	WILBUR	78 - RCA
COLEMAN, ANDRE W	OLALLA	78 - RCA	ZHU, WEIJUN	WOODINVILLE	78 - RCA
GREEN, TIMESHA L	OLYMPIA	78 - RCA	GARDEA, LA ANNA B	YELM	78 - RCA
QUEEN HURLEY, JENNIFER K	OLYMPIA	78 - RCA			
RASCHKA, JERRY D	OLYMPIA	78 - RCA			
PATTERSON, CRYSTAL D	OMAK	78 - RCA			
	OTIS ORCHARDS	78 - RCA			

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

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

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

Change Service Requested



Where Service Begins With a Smile

Upcoming Dates to Remember

- March 15 2017: Deadline to Campaign in Spring Issue
- Apr 20-22 2017: Western States Conference, Tukwila WA
- May 13 2017: Stamp Out Hunger Food Drive
- June 25-27 2017: State Convention, Mukilteo WA
- Aug 15-18 2017: National Convention, National Harbor MD
- Oct 14 2017: New Guarantee Year Begins
- Oct 16-22 2017: National Steward Recognition Week