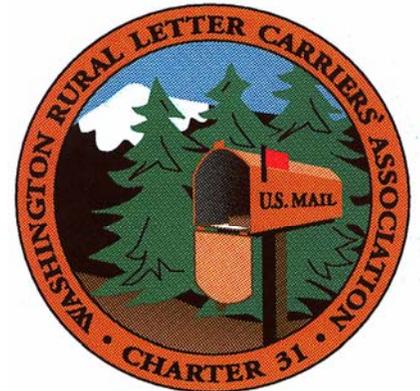


Washington Rural Carrier

Official Publication of the Washington Rural Letter Carriers' Association

Winter 2018



Where Service Begins With a Smile



SNOHOMISH COUNTY SHERIFF'S OFFICE

Snohomish Police Department

230 Maple Ave

Snohomish, WA 98290

360.568.0888



MISSING PERSON

Still missing as of 12/18/2017 - please check your property!

December 11, 2017

Bulletin Number:

Case: 2017-11641

Prepared by:

Henry John Groeneveld



Henry Groeneveld was last seen in Snohomish around 9:30am on Monday, December 11, 2017. Mr. Groeneveld is 63 years old, 5'7" tall, 150 pounds and has hunched posture. He has grey hair, blue eyes and may have facial hair now. Last seen wearing a hat, brown pullover shirt and blue US Postal Service pants. Henry is not dangerous - if found, please reassure him that he is not in trouble.

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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!



Rural Carrier Missing

On December 11th, around 10 o'clock in the morning, our friend and fellow rural carrier Henry John Groeneveld disappeared. No one knows why or where he is. His family is still looking for him. Please include all of them, and Henry, in your thoughts and prayers.



Are You A Rural Carrier Benefit Plan Member?

Rural Carrier Benefit Plan (RCBP) members received new RCBP (Health Plan) ID Cards for 2018. All existing RCBP members should have received their ID cards in mid-December. Additionally, all existing RCBP (members in 2017) would have received RCBP Guide to Migration that speaks to the changes and new RCBP ID cards for 2018.

The Customer Service number for RCBP is 800-638-8432.

Additionally, www.rcbphealth.com was redesigned in the fall and has many resources for RCBP members.

**NATIONAL MAIL COUNT IS
FEBRUARY 24—MARCH 9
COUNT TRAINING SEMINARS ARE NOW
SCHEDULED!**

**For a complete list of all the training
seminars in Portland and Seattle Postal
Districts, see page 22!**

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New Year, New You

By Levi Hanson, WARLCA President & Historian

A new year is upon us and as is tradition, we have made our resolutions; resolutions that we'll keep all year, or at least until February. Resolutions to change the way we look or feel are common but perhaps less common are resolutions dealing with how we act and react as wives and husbands, mothers and fathers, daughters and sons, sisters and brothers, workers and coworkers, members and non-members, friends and strangers. I have challenged myself and I would challenge all of you to take the time to think back on 2017; examine the way that you treated others and the way that others treated you. Consider whether or not you treated others with kindness, respect, patience, gentleness, fairness, and sympathy and whether or not you were treated the same. Are you content with this treatment? When treated poorly, what have you done? Have you fought back or shied away from confrontation? What if that treatment was directed at someone other than you; a co-worker, your spouse, or child? What was your reaction then? My point in asking these questions is to spark some introspection on your part in the hopes that you will make a whole-hearted effort to treat others in the same way that you would like to be treated.

As postal workers, we expect to be treated with respect by our co-workers, customers, and management. We expect and deserve this respect and should settle for nothing less. Reality, however, isn't always what we would expect. I am sure that many of you can think back to an incident while working during which either you or someone else wasn't treated with the respect deserved. Consider how you reacted then. If you had to do it all over again, would you react the same way or differently? When considering my actions and those of others I often think of the ABC reality TV show, "What Would You Do?" Many of you have seen this show but for those who haven't, the premise is this: people are presented with a situation staged by actors and their reaction to this situation is

filmed. Afterwards, they're asked by the host why they reacted the way that they did. These situations often involve theft, physical or verbal abuse, or incidents of neglect, among other things. As an example, let's imagine that you are at work casing your mail and you overhear an interaction on the workroom floor between a manager and a fellow carrier. Voices are raised and things are getting heated. The manager calls the carrier "a lazy, no-good bum" and criticizes him or her for having gotten back from the route late the day before. How would you react? Would you interrupt and defend the carrier? Would you talk with the carrier afterwards and encourage him or her to take action? Would you speak with the manager? Would you do nothing? What if this was a common occurrence; the kind of thing that happens everyday between this manager and carrier? How does this sort of interaction affect you and the rest of

It takes all of us together to make the change we want to see.

the office? Does it make for a hostile workplace?

The unfortunate truth is that this sort of situation happens more often than we realize at postal workplaces across the country

including right here in our own state. While this isn't exactly a newsflash for many, too often abuse such as this is swept under the rug or becomes so commonplace that people don't pay it the attention it deserves. Any abuse, violence, bullying, or harassment needs our undivided attention and it is your responsibility and mine to shine a spotlight on actions of this kind.

So, my challenge to you in the new year is this:

Resolve to take constructive action against abuse of any kind towards yourself or others. Be proactive to prevent abuse in the first place.

Resolve to be courageous in the face of intimidation.

Resolve to say something if you see something.

And remember: No one in this union is alone and no one person is this union. It takes all of us together to make the change we want to see.



Not In My Office... Or Is It?

By Kurt Eckrem, WARLCA Vice President & Legislative Director

Most rural carriers are familiar with the kind of repetitive motion injuries that come with the casing and delivery of mail: sore shoulders, aching knees, carpal tunnel syndrome, etc. They can wear you down, and often become bad enough that you visit the doctor, take sick leave, and even need to get physical therapy. But there is another kind of injury that many rural carriers suffer from, one that is repetitive in nature, but isn't as obvious. I am talking about stress.

Stress can come from any number of sources. Money problems, family issues, and health concerns are among the most common. This article is about the kind of stress that is day in, day out, the pressure to do our jobs faster and never make a mistake. You've all seen the T-shirt that says "It's all fun and games until someone misses a scan". Our jobs are difficult enough without the added pressure from postmasters and supervisors who don't care about us as human beings and who only see us as a "business expense". Management will often do whatever it takes to get the mail delivered,

Harassment, intimidation, and bullying are all about power ... The only way to stop it is to take the power away by empowering yourself.

which many times crosses the line into intimidation, harassment, and bullying. We have just come through arguably the toughest time of the year, when increased mail volume, bad weather, and early darkness make our jobs much more difficult. Throw in Christmas overtime, and it brings out the worst in a lot of managers. We have all witnessed or heard stories about carriers who have been mistreated. Perhaps you have experienced it yourself. Your job should not be like that, and postal management at the highest levels has agreed. How many of you have seen the JOINT STATEMENT ON VIOLENCE AND BEHAVIOR IN THE WORKPLACE, which is required to be posted in every office? Have any of you read the POSTAL SERVICE POLICY ON WORKPLACE HARASSMENT? The language in these two documents does not exclude management. On the contrary, it actually holds managers to a higher

standard of behavior. Both documents are included in this issue of the WRC.

What do you do if this is going on in your office? Unfortunately, far too many carriers shrug it off as normal or do nothing and hope it never happens again. Or if they see it happening to someone else, they think "it's none of my business". Is any of that going to stop a bad manager from mistreating the employees? No, it's not. Harassment, intimidation, and bullying are all about power. Who has it, and who doesn't. The only way to stop it is to take the power away by empowering yourself. Here are two things you can do.

First, **STAND UP FOR YOURSELF!** Learn the rules, practice the rules, and lead by example. Convince yourself that bad behavior in the workplace is not acceptable by anyone. Don't let yourself be a victim, and if it happens to you, document and report it.

And keep reporting it. If you see it happening to someone else, step up and let them know what you saw and that you intend to report it. Are you risking retaliation? Absolutely! If you are retaliated against, document and report that as well. If enough people stand up together in a harassment or bullying situation, the power will be shifted.

Second, **MAKE THE CALL!** As a local steward who has sat in on dozens of investigative interviews with carriers, I am always surprised by the number of carriers who, when asked, don't know what EAP is. The Employee Assistance Program is a counseling and referral service that assists USPS employees and their eligible family members with personal, job, or family problems. It isn't just about workplace issues. So many of us bottle up our problems, when what we really need is just someone to talk to. The EAP flyer is also included in this edition of the WRC. Make the call.

MEGAN J. EFFEY
POSTMASTER GENERAL, CEO



March 10, 2015

Postal Service Policy on Workplace Harassment

The United States Postal Service® (Postal Service™) is committed to providing a work environment free of harassment based upon race, color, religion, sex (including gender identity and gender stereotypes), national origin, age, mental or physical disability, sexual orientation, genetic information, uniformed (military) service, or in reprisal for an employee's or applicant's complaint about or opposition to discrimination or participation in any process or proceeding designed to remedy discrimination. The Postal Service's workplace must be one in which all employees are treated with dignity and respect by supervisors, subordinates, and coworkers. Supervisors and managers will take prompt action to prevent, address, and remedy workplace conduct that is contrary to this policy.

Prohibited Activities

Harassment is unwelcome verbal or physical conduct, which is so severe or pervasive that it interferes with or changes the conditions of one's employment by creating a hostile, intimidating, or abusive working environment. Examples may include, but are not limited to, making offensive or derogatory comments or engaging in physically threatening, intimidating or humiliating behavior based upon race, color, religion, sex (including gender identity and gender stereotypes), national origin, age, mental or physical disability, sexual orientation, genetic information, past, present, or future uniformed (military) service, or in reprisal for an employee's or applicant's complaint about or opposition to discrimination or participation in any process or proceeding designed to remedy discrimination. These activities are prohibited by Postal Service policy and may amount to harassment in violation of federal anti-discrimination laws. Violation of this policy may result in disciplinary action up to and including termination. The Postal Service is committed to providing its employees a safe, productive, and inclusive workplace and will tolerate nothing less.

Sexual harassment is defined as unwelcome sexual advances, requests for sexual favors or other verbal or physical conduct of a sexual nature such as, but not limited to: making or threatening to make employment decisions based on an employee's submission to, or rejection of, sexual advances or requests for sexual favors; deliberate or repeated unsolicited remarks with a sexual connotation or physical contact of a sexual nature that is unwelcome to the recipient; or behavior that creates a sustained hostile or abusive work environment so severe or pervasive that it unreasonably interferes with or changes the conditions of one's employment.

Although not every instance of inappropriate behavior may fit the legal definition of harassment, such behavior in the workplace undermines morale and violates the Postal Service's standards of conduct. Disciplinary action may result even if the conduct does not constitute harassment under the law.

Management Responsibility

All managers and supervisors are responsible for preventing harassment and inappropriate behavior that could lead to illegal harassment, and must respond promptly when they learn of any such conduct. Any manager or supervisor who receives a complaint must see that a prompt and thorough investigation is conducted. Investigations of all forms of harassment must be done in accordance with the "Initial Management Inquiry Process (IMIP)." Materials are available in Publication 552, *Manager's Guide to Understanding, Investigating, and Preventing Harassment*. When harassment or inappropriate conduct is found, managers must take prompt and effective corrective action.

475 L'Enfant Plaza SW
Washington DC 20020-0310
www.usps.com

Employees' Rights and Responsibilities

Postal Service employees who believe that they are the victims of harassment prohibited under this policy (i.e., harassment based on race, color, religion, sex (including gender identity or gender stereotypes), national origin, age, mental or physical disability, sexual orientation, genetic information, uniformed (military) service, or in reprisal for an employee or applicant's complaint about or opposition to discrimination or participation in any process or proceeding designed to remedy discrimination) or who have witnessed such harassment or inappropriate conduct, which could lead to illegal harassment, should bring the situation to the attention of a supervisor, a manager, or the manager of Human Resources to address most forms of harassment described above. Refer to Publication 553, *Employee's Guide to Understanding, Preventing, and Reporting Harassment* for further information. In accordance with this policy, supervisors, managers, managers of Human Resources, or the next higher level manager (HQ and HQ field units) are responsible for ensuring that direct and prompt action is taken to investigate and, where appropriate, remedy such misconduct when brought to their attention. The Postal Service will protect the confidentiality of harassment complainants to the extent possible.

Federal law requires the Postal Service to prevent discrimination against employees and applicants for employment based on race, color, religion, national origin, sex, age (40+), physical or mental disability, and genetic identification. Employment discrimination or reprisal for engaging in an EEO-protected activity is prohibited. Employees pursuing an EEO complaint should contact the Postal Service's EEO centralized intake center within 45 days of the conduct giving rise to the claim in order to preserve their rights under federal law. Employees making a complaint can call toll-free 1-888-EEO-USPS (1-888-336-8777). Deaf and Hard of Hearing employees can call 1-888-325-2914 (Federal Relay Service). In addition, bargaining unit employees may seek relief through the grievance-arbitration procedures, and if applicable, non-bargaining unit employees may use the grievance procedures described in Section 652.4, *Employee and Labor Relations Manual*.

Allegations involving any possible criminal misconduct should be reported to the appropriate law enforcement authorities as follows: any physical misconduct relating to workplace harassment (i.e., any physical assault, threat of a physical assault, or stalking) should be reported to the Postal Inspection Service; use of any electronic device, computer, or internet to transmit threatening or harassing communications, obscene or indecent images and materials, should be reported to the Office of Inspector General (OIG).

Reprisal against employees who raise a claim of harassment, report inappropriate conduct, or provide evidence in any investigation is illegal and can result in disciplinary action, and should be referred to the Inspection Service or OIG as appropriate.

The Postal Service will not tolerate any type of harassment, inappropriate conduct, or reprisal in the workplace.


Megan J. Brennan



JOINT STATEMENT ON VIOLENCE AND BEHAVIOR IN THE WORKPLACE

We all grieve for the Royal Oak victims, and we sympathize with their families, as we have grieved and sympathized all too often before in similar horrifying circumstances. But grief and sympathy are not enough. Neither are ritualistic expressions of grave concern or the initiation of investigations, studies, or research projects.

The United States Postal Service as an institution and all of us who serve that institution must firmly and unequivocally commit to do everything within our power to prevent further incidents of work-related violence.

This is a time for a candid appraisal of our flaws and not a time for scapegoating, fingerpointing, or procrastination. It is a time for reaffirming the basic right of all employees to a safe and humane working environment. *It is also the time to take action to show that we mean what we say.*

We openly acknowledge that in some places or units there is an unacceptable level of stress in the workplace; that there is no excuse for and will be no tolerance of violence or any threats of violence by anyone at any level of the Postal Service; and that there is no excuse for and will be no tolerance of harassment, intimidation, threats, or bullying by anyone.

We also affirm that every employee at every level of the Postal Service should be treated at all times with dignity, respect, and fairness. The need for the USPS to serve the public efficiently and productively, and the need for all employees to be committed to giving a fair day's work for a fair day's pay, does not justify actions that are abusive or intolerant. *"Making the numbers" is not an excuse for the abuse of anyone.* Those who do not treat others with dignity and respect will not be rewarded or promoted. Those whose unacceptable behavior continues will be removed from their positions.

We obviously cannot ensure that however seriously intentioned our words may be, they will not be treated with winks and nods, or skepticism, by some of our over 700,000 employees. But let there be no mistake that we mean what we say and we will enforce our commitment to a workplace where dignity, respect, and fairness are basic human rights, and where those who do not respect those rights are not tolerated.

Our intention is to make the workroom floor a safer, more harmonious, as well as a more productive workplace. We pledge our efforts to these objectives.

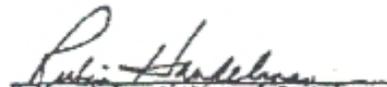

E.C. Nurses Association

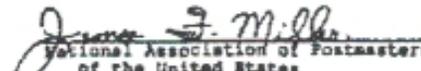

Federation of Postal Police Officers


National Association of Letter Carriers


National Postal Mail Handlers Union


United States Postal Service


National Association of Postal Supervisors


National Association of Postmasters of the United States


National League of Postmasters of the United States


National Rural Letter Carriers' Association

Dated: February 14, 1992

PLEASE POST ON BULLETIN BOARDS IN ALL INSTALLATIONS

USPS EAP: The Facts

- ◆ The EAP is a brief counseling and referral service that assists USPS employees and their eligible family members with personal, job, or family problems. Coaching and consultation services are also available
- ◆ Some of the most common problems addressed by the EAP include: work and personal stress, alcohol and drug dependencies, emotional problems, grief issues, marital/family/parenting issues, and a wide array of other issues.
- ◆ Services are provided by local, licensed, mental health professionals who are not postal employees.
- ◆ EAP services are free: there is no cost for services provided directly by the EAP. If additional, outside treatment or professional services are needed, the costs are your responsibility if not covered by your insurance. If needed, the EAP counselor will work with you to identify the best available treatment suited to your budget and clinical needs.
- ◆ The EAP is confidential. Your privacy is protected by professional ethical standards in addition to strict federal and state confidentiality laws and regulations. Information you share may not be disclosed without your prior consent except as required by law.
- ◆ Participation in the EAP is voluntary.
- ◆ Your initial EAP appointment may be on-the-clock. First, please clear the appointment time with your supervisor to minimize any negative impact on work/productivity. All subsequent appointments will be off-the-clock.
- ◆ The EAP provides additional information and services online at www.EAP4YOU.com.
- ◆ Help is only a phone call away. You may access EAP services by calling 800-327-4968 (TTY: 877-492-7341) 24 hours a day, 7 days a week. You will gain immediate telephone access to a professional who can assist you in arranging for in-person EAP services. If you are calling about an urgent matter, a licensed EAP counselor can speak with you on the phone.
- ◆ The EAP is endorsed on a national level by the APWU and NALC as part of their bargaining unit agreements.

USPS EMPLOYEE ASSISTANCE PROGRAM
A Program You Can Trust



800-327-4968

(800-EAP-4-YOU) TTY: 877-492-7341
www.EAP4YOU.com

Remember: The EAP is available 24 hours a day, 7 days a week and a professional is always available to assist you.



Secretary's Stats & Treasurer's Tidbits

By Becky Wendlandt, WARLCA Secretary-Treasurer & RCBP Rep

How are your New Year's resolutions going?
How would you like to have one resolution that you could cross out and say completed? It is never

too late to help your financial goals by increasing your Thrift Savings deduction by 1% or more. Remember you just got a raise November 25, 2017 so

Statement of Activities					
Previous Year Comparison	Jul - Dec '17	Jul - Dec '16	\$ Change	% Change	Budget
Income					
4000000 · National General Ins...	\$8,817.74	\$7,624.23	\$1,193.51	15.7%	\$14,00.00
4100000 · Interest / Dividends	\$1,125.83	\$1,127.85	-\$2.02	-0.2%	\$2,400.00
4200000 · Membership Dues	\$118,347.71	\$116,456.12	\$1,891.59	1.6%	\$239,050.00
4400000 · Reimbursements	\$45.32	\$802.16	-\$756.84	-94.4%	\$1,000.00
4500000 · Sales	\$0.00	\$2,395.00	-\$2,395.00	-100.0%	\$4,100.00
Total Income	\$128,336.60	\$128,405.36	-\$68.76	-0.1%	\$260,550.00
Expense					
5000000 · Accounting Fees	\$3,800.00	\$3,820.50	-\$20.50	-0.5%	\$4,500.00
5100000 · Awards & Recognition	\$50.00	\$75.00	-\$25.00	-33.3%	\$70.00
5300000 · Employee Benefits	\$2,998.80	\$3,141.80	-\$142.28	-4.5%	\$5,000.00
5400000 · Equipment	\$0.00	\$2,2545.88	-\$2,545.88	-100.0%	\$0.00
5600000 · Lodging	\$2,918.44	\$16,126.82	-\$13,208.38	-81.9%	\$11,800.00
5700000 · National Convention	\$55,298.96	\$48,845.40	\$6,453.56	13.2%	\$55,699.00
5800000 · Office Expense	\$320.06	\$1,505.11	-\$1,153.05	-76.6%	\$1,850.00
5900000 · Payroll Taxes	\$3,272.66	\$6,044.49	-\$2,771.83	-45.9%	\$9,000.00
6000000 · Per Capita Dues	\$446.00	\$1,639.00	-\$1,193.00	-72.8%	\$4,350.00
6100000 · Postage	\$1,040.83	\$1,046.28	-\$5.45	-0.5%	\$4,475.00
6200000 · Printing	\$248.59	\$587.56	-\$338.97	-57.7%	\$600.00
6600000 · Salaries and Wages	\$38,044.89	\$68,400.06	-\$30,355.17	-44.4%	\$104,010.00
6700000 · State Meetings	\$772.24	\$12,565.19	-\$11,792.95	-93.9%	\$32,000.00
6701000 · State Paper	\$3,824.50	\$4,872.85	-\$1,048.35	-21.5%	\$7,650.00
6900000 · Telephone & Internet	\$690.00	\$635.00	\$55.00	8.7%	\$1,325.00
7100000 · Website Expenses	\$0.00	\$0.00	\$0.00	0.0%	\$11,170.00
7000000 · Travel	\$4,896.23	\$8,726.63	-\$3,830.40	-43.9%	\$0.00
7200000 · Western States Conf	\$0.00	\$0.00	\$0.00	0.0%	\$5,630.00
Total Expense	\$118,654.20	\$180,576.85	-\$61,922.65	-34.3%	\$259,129.00
Net Income	\$9,682.40	-\$52,171.49	\$61,853.89	118.6%	\$1,421.00

Statement of Financial Position	Dec 31 '17	Dec 31 '16	\$ Change
ASSETS			
Checking/Savings			
1010000 · Chkg - WA Trust Bank	\$2,061.94	\$15,025.37	-\$12,963.43
1020000 · Savings - APCU	\$58,941.56	\$38,192.57	\$20,748.99
1030000 · Chkg - APCU	\$386.43	\$113.57	\$272.86
1041000 · C.D.#75 12mo	\$41,664.10	\$41,128.33	\$535.77
1410000 · C.D.#71 APCU 12 mo	\$0.00	\$32,448.96	-\$32,448.96
1430000 · C.D.#77 APCU 12 mo	\$31,493.49	\$31,114.39	\$379.10
1460000 · C.D.#74 APCU 12mo	\$41,664.10	\$41,128.33	\$535.77
1470000 · C.D.#76APCU24mo	\$21,591.02	\$21,311.72	\$279.30
Total Checking/Savings	\$197,802.64	\$220,463.24	-\$22,660.60
TOTAL ASSETS	\$197,802.64	\$220,463.24	-\$22,660.60
LIABILITIES & EQUITY			
Liabilities			
2100000 · Payroll Liabilities	\$195.92	\$297.19	-\$101.27
Total Liabilities	\$195.92	\$297.19	-\$101.27
Equity			
3900000 · Net Assets	\$187,924.32	\$272,337.54	-\$84,413.22
Net Income	\$9,682.40	-\$52,171.49	\$61,853.89
Total Equity	\$197,606.72	\$220,166.05	-\$22,559.33
TOTAL LIABILITIES & EQUITY	\$197,802.64	\$220,463.24	-\$22,660.60

how about taking some of that and put it towards your retirement. You will be so glad you did someday and it will come sooner than you think. You can go on Lite Blue/Postal Ease and change your Thrift Savings deduction any time. You don't have to wait until open season, so go now and invest in YOU!

Memberships growing slowly but turnovers are at an all-time high!

Right now, we are running over 2,020 members, up about 32 members from this time last year. Although I input in the database from 40 to 50 new members a month, the USPS separates about the same amount. We have also had a higher percentage of regulars retiring compared to last year at this time. It saddens me to say almost all of them say their body is worn out, they are sick of the environment at work, too much stress from management, and/or have seen more parcels

NAME	WARLCA TRACKING FORM FOR YEAR 2017 FOR LOST ANNUAL AND SICK LEAVE												Total
	Jan.17	Feb.17	Mar.17	Apr.17	May.17	Jun.17	Jul.17	Aug.17	Sept.17	Oct.17	Nov.17	Dec.17	
Becky Wendlandt Total ADOP	10	16	13	9	21	19	5	9	4	10	5	3	124
Tara Mohr Total ADOP	0	6	2	0	14	5	0	4	0	3	0	0	34
Tara LWOP Days Used	0	1	0	0	0	0	0	0	0	3	0	0	4
Tara lost s/l annual taken	0	0	0	0	0	0	0	0	0	0	0	0	0
Levi Hanson Total ADOP	2	5	3	2	14	7	1	4	0	4	1	0	43
Levi LWOP Days Used	2	4	3	2	10	5	1	3	0	4	1	0	35
Levi lost s/l annual taken	0	0	0	0	1.25	1.25	0	0	0	0	0	0	2.5
Lisa Benson Total ADOP	0	0	0	0	3	0	0	0	0	0	0	0	3
Lisa LWOP Days Used	0	0	0	0	0	0	0	0	0	0	0	0	0
Paige Barrett Total ADOP	0	5	1	3	9	4	0	3	0	4	1	0	30
Paige LWOP Days Used	0	4	0	1	7	3	0	3	0	4	0	0	22
Paige Lost s/l annual taken	0	0	0	0	1.5	0	0	0	0	0	1.5	0	3
Lorrie Crow Total ADOP	0	6	0	0	10	5	0	3	0	4	0	0	28
Lorrie LWOP Days Used	0	4	0	0	4	5	0	2	0	4	0	0	19
Lorrie Lost s/l annual taken	0	0	0	0	0	0.5	0	0	0	0	0	0	0.5
Kurt Eckrem Total ADOP	2	6	1	3	15	5	1	4	2	7	1	1	48
Kurt LWOP Days Used	2	6	1	2	11	4	1	4	2	7	1	1	42
Kurt Lost s/l annual taken	0	0	0	1.5	0	0	0	0	0	0	0	4.5	6
Stella Fazzino Total ADOP	3	7	1	2	9	3	2	4	0	8	2	0	41
Stella LWOP Days Used	3	6	1	2	7	3	2	3	0	8	2	0	37
Stella Lost s/l annual taken	0	0	0	0	0	0	0	0	0	0	0	0	0
James Folk Total ADOP	0	0	0	0	3	0	0	0	0	0	0	0	3
2017 TOTAL ADOP DAYS PAID MONTHLY	17	51	21	20.5	100.75	49.75	9	31	6	40	11.5	8.5	366

in the last three years than in their first 15 years total of working. So look again at your financial goals and just in case you want/have to retire before you plan to, start adding to your Thrift Savings.

Finances:

We are currently not exceeding budget and are financially way better than last year's report for the six-month period. With the Board not having to meet for constitutionally mandated meetings in the last six months, we have been able to stay within budget.

Cutoff Date for County's Annual Meeting:

All counties must hold their annual meeting by May 12, 2018. Remember our State Convention is June 24-26 this year. The meeting notice listing the meeting and agenda of voting for delegates to State Convention, resolutions, constitution proposed changes, and any other business 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.

We are currently not exceeding budget and are financially way better than last year's report for the six-month period.

Want to Be on The Ballot for National Convention 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 123, Liberty Lake, WA 99019-0123**. 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 every other 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 13, 2018. **If your nomination is not in there by then, you will not be on the ballot. Mail early!**

2018 State Convention Officer Positions up for Election and Appointed Positions Information:

The 2018 State Convention, held at the Red Lion in Pasco WA on June 24-26 2018, will have the President, Vice President, Secretary-Treasurer, Region 2 and Region 4 Committeeperson positions up for election as well as any that are vacant at the time. If you are interested in running for any of these positions, you can get a list of duties and responsibilities by contacting the State Secretary-Treasurer and/or the officer in the position currently. Also, if you are interested in any appointed positions (PAC Chair, Editor, Webmaster, RCBP Representative, National General Auto Insurance Representative, Provident Guild Representative, Historian, and Legislative Director), please contact the State Secretary-Treasurer for the list of duties and responsibilities or contact the State President with your name and position you are interested in.

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



Did You Suffer From the Christmas Blues?

By Tara Mohr, Region 1 Committeeperson & PAC Chair

I was feeling completely down and depressed during the holiday season. I decided to research holiday depression. I wanted those who also suffered to have an idea of what was common to feel and know that there is help if you need or want it. I may not always be happy-go-lucky, but in November and December, I felt extremely exhausted, lonely, and depressed.

I found while researching holiday depression that it can be brought on by unrealistic expectations, like making the truck or returning by 8 p.m. Financial pressures, like working so much you can't shop for Christmas, or just spreading yourself too thin. I found that they have a term for people who may feel depressed around the holidays. They call it seasonal affective disorder (SAD), sometimes referred to as

seasonal depression. Some symptoms include headaches, excessive drinking, overeating, and insomnia.

The websites that I read said increased socialization can help with these symptoms. I understand that this year time for friends, at least for me, was hard to come by. If you have access to a counselor or support groups, that might help.

While reading on holiday depression I found that according to www.healthline.com, "*social isolation is one of the biggest predictors of depression. Some people may have a small social circle or a lack of opportunity for socialization. People who have feelings of disconnectedness often avoid social interactions around the holiday time. Unfortunately, withdrawing often makes the feelings of loneliness and symptoms of depression worse. These individuals may see other people spending time with friends and family, and ask themselves, 'Why can't that be me?' or 'Why is everyone else so much happier than I am?'*" I know I often felt this way when delivering packages day in and day out. If you have any questions, reach out to me. I ended up doing a Google search of holiday depression and read everything I could on the subject to better understand what I was going through. I encourage you to do the same if you've had the same issues I have.

This Christmas was a struggle for me as I'm sure it was for a lot of you. I worked so much that I only saw my family before I went to work and when I came home to go to bed. I was constantly pushed at work to meet unrealistic time frames. To meet these demands, I felt like there was no time to eat or use the restroom. On the route and in the office, all I got was "why are you so late?" I ended up

having the same conversation with every customer I met on the route. "Yes, the weather is cold," "yes, I'm running late," "yeah only three more weeks to go." I somehow did all of this with a smile on my face and the whole time, I was suffering from depression.

My daughter who just had a baby moved in and is dealing with an abusive relationship. My youngest daughter suffers from anxiety and has panic attacks on a regular basis. My relationship with my husband severely suffered from my long hours. During this holiday season, my daughters friend at school hung himself and a friend of mine shot himself. I decided to reach out to EAP (Employee Assistance Program). I found myself even more frustrated

because I had to call five times because no counselor in my area was available during November or December. That is even if the counselor called me back at all. I eventually called my insurance to obtain services. The point I'm trying to make is that I was aware of how in need I was. I needed to be able to cope and deal with how I felt.

I'm only explaining this because for those who suffered and survived though this holiday season, I understand what you go through. I want you to know that you're not alone and to please reach out to friends, family, or me. EAP does have a counselor that you can talk to on the phone and they will try to connect you to a counselor in your area for long term care. You can contact EAP at 1-800- EAP-4-YOU. If you are in crisis, the care crisis line is available to you 24 hours a day 1-866-4-CRISIS.

I want you to know that you're not alone and to please reach out to friends, family, or me.



A New Year in Focus

By Stella Fazzino, Region 2 Committeeperson & EAP DAC Rep

Happy New Year and congratulations for making it through another record-breaking holiday season working hard (and it was hard) for the United States Postal Service. It's been a crazy year. We have overcome the challenges of Amazon parcels, long hours,

the same rickety LLVs, and the high demands of management. High five to us all for sticking it out together.

As the weight of 2017 is left behind, it's fun to focus on the possibilities of what the new year holds.

The idea or tradition of a New Year's Resolution is believed to go back as far as 4,000 years. The ancient Babylonians would make promises to pay debts and return borrowed items to please their gods. The Romans would begin the year with promises to the God Janus, for whom the month January is named after. Even though resolutions have morphed from their more holy beginnings, millions of people this year and every year will vow these improvements upon themselves and their lives.

Personally, and as rural carrier there are so many things we can do to enhance ourselves, our lives, and our workplace environment. This quest for excellence in our workplace community can be achieved through our goals. This year with a new fresh start, I thought I would share some of my rural carrier resolutions.

Health and Safety... I will continue to try to get my health into a better place. Longevity with the Postal Service is an obvious goal for me and most of us as I know we want to last till retirement. It is important to follow safe work practices to achieve this goal. OWCP is never what anyone plans for but can happen to any of us. If currently on OWCP, there are contacts through our National office to help us with any problems or questions. Listen to the safety stand ups and take them to heart. Also make sure to keep up with your annual doctor visits. You can perform better and safer if you are healthier.

Attitude and Assertiveness... I will try to stay positive and be responsible for my happiness. Just

because there is so much negativity in the workplace such as work practices, long days, and poor management, it doesn't mean that we must have a negative attitude or feel powerless. I will attend my local union meetings and stay in the know of the contract and upcoming rural mail count, so I can make sure to follow proper procedures. I will know when it's time to stand up for myself to management or when it's time to contact my steward. Knowledge is the power that fuels a confident, affirmative attitude.

Family and Friends... I will enjoy my home life and work life. It is important to have a balanced work and home life. Make sure to save your leave so you can spend or make time for family and friends. If you are having stress at home, it can carry over into the job. EAP is a tool I have used in the past to help and it is available to every postal employee and their family members. Create and/or keep those bonds with coworkers as well, they are family too. We spend enough time with them that it is equally important to have healthy relationships at work too.

Finance and Future... I will secure my financial future. Use liteblue to set up allotments or increase amounts going into your Atlanta Postal Credit Union savings account. I will check out my Thrift Savings Plan and make sure I'm investing as much money as possible to ensure my future retirement. I will check out the funds my TSP is invested in and make adjustments if needed.

May you all enjoy 2018 to its fullest. The best is yet to come.

This year with a new fresh start, I thought I would share some of my rural carrier resolutions.



Safety, Safety, Safety

By Lorrie Crow, Region 3 Committeeperson & NGIC Rep

Roll away, run away, slips, trips, falls, collisions, personal injury, at-fault, not-at-fault; there hardly seems to be a week that goes by that we don't hear of another accident these days. Most may be only minor, unfortunately major accidents do happen as well. Let's face it, our job is not only hard on the good ol' body, it is dangerous.

We are continuously told that our safety is the first priority, and yet are just as often pushed to get done faster. It is our responsibility to do our job in the safest, most accurate way possible. Emphases on safest. But sometimes no matter how well we practice safety procedures, accidents still happen. I know it has with me. My first was coming up to one of those

poorly placed boxes. It was lightly snowing with a sheer layer of ice under it that I of course did not see. This particular box is on a slight decline with a metal pole filled with concrete. Oops, slid into the pole, missing the box itself and only left paint on the pole, it didn't budge one little bit. But left a large wrinkle in the fender of my Jeep. When I called the post office to report it, both the postmaster and supervisor were out of the office. So, I continued on with the route until they caught up with me later on. I was so shaken and worried about losing my job when they pulled up, I put my car in park, set the e-brake, and jumped out with the vehicle still running. Right there in front of the postmaster! Other than the accident, that was the second mistake made that day. I should have waited at the scene when I called in the accident, and should have never gotten out of the vehicle with it running. I was of course instructed to return to the post office to unload my vehicle so another RCA could finish the route.

Most recently I had another similar incident. Only this time when approaching the mailbox, I decided it was too risky too late. The snow was fresh and only about eight inches' worth but, oops, it sucked me into the box and when attempting to get out, I ended up in the ditch and stuck. I had to borrow the homeowner's shovel, it took me about 45 minutes to get free. No damage done. Both of these would probably be considered minor. But what if it is a major accident requiring the police to be called?

You're on the downhill side of icy mountain roads with two blind corners with a distance of about 75 feet between them. On your side of the road, you have a 15 to 20 foot drop off, the other side of the road in straight up hill. You are about 30 feet from the second blind corner when a two-wheel drive sedan is being goosed around the corner on your side of the road, there is nowhere to go to miss the vehicle and the brakes do absolutely nothing. Bam! Just had a collision. Luckily there are no injuries. Now you find out that the person driving the sedan is uninsured, what a great day. The police, postmaster, supervisor, and another RCA all are called to the accident site. The RCA takes the remaining mail and continues delivering. Now there are accident reports and

statements to be taken. You have been found to be not at fault. The damage to your POV is minimal and does not hinder its drivability.

By now you must be wondering where I am going with all of this. Insurance of course. At the time of this accident I had been paying premium prices for what I thought was good coverage. With a \$500 deductible to be paid and no relief from the other party, I opted to not have my vehicle fixed. Even with uninsured driver coverage, I would have had to pay the deductible and of course because the accident was reported, the only thing that happened was that my rates increased. But wasn't I on the job when this occurred? Good question! And no, USPS was of no help. Here is the thing, most of us that are driving our personal vehicles are sadly not properly insured and fall through the gaps. Partly because our insurer isn't familiar with the ins and outs of the Federal TORT Claims Act. Could this have turned out differently for me if I had the right insurance company? I

... most of us that are driving our personal vehicles are sadly not properly insured and fall through the gaps.

don't know the answer to that question. But I do know where to go to get the right insurance. **National General Insurance.** They not only specialize in rural carrier insurance, they can also cover all of

your other insurance needs. Friends and family are also welcome to give them a call and get a quote. Seriously what have you got to lose, take a few minutes and call 1-888-325-7727, get a quote and receive a free \$10 visa reward card.

Snow days, rain days, questionable delivery days: Wouldn't it be nice to take these days off? Well, we can't! So please, above all, be diligent about your safety.

Just for fun: **Most Subterranean Facility** — Stamp Fulfillment Services, located in Kansas City MO, is located in a limestone cave 150 feet underground. It is the Postal Service's only facility located in such an underground environment. The consistent, year-round temperatures and humidity levels in the caves allow the stamps to be maintained in mint-quality condition. The underground facility also keeps the inventory and employees safe from snow, flooding, winds and tornadic activity common in the Midwest.



A Play on Words

By Paige Barrett, Region 4 Committeeperson & Provident Guild Rep

That's Not My Job. This is a story about four people named Everybody, Somebody, Anybody, and Nobody. There was an important job to be done and Everybody was sure that Somebody would do it. Anybody could have done it, but Nobody did it. Somebody got angry about that, because it was Everybody's job. Everybody thought Anybody could do it, but Nobody realized that Everybody wouldn't do it. It ended up that Everybody blamed Somebody when Nobody did what Anybody could have.

I am sure you have probably read this story before. It has been around for many years. But it recalls the arguments that I have encountered often when I ask, "Are you planning to attend State Convention this year?" "No, I don't have time." "No, my voice doesn't really matter, no one listens to me. They are just going to do what they want to anyway." "No, I don't have the money to go."

May I suggest that this year be the year that you ignore those negative excuses for not attending and just do it. You ARE important to your union. You DO have a voice. You also WILL be paid a bit for attending the State Convention!

There are a few preliminary steps you MUST take to attend though. The first one is to attend your local spring union meeting. If you are not sure when that will be, please go to www.warlca.com and click on the "upcoming meetings" box on the left-hand side. There, you will find the dates, location, and time of all upcoming meetings. You also will receive a postcard in the mail about 15 days prior to the meeting with all this information as well. Why do you have to go? You will be elected to be a delegate at your spring meeting! Once that happens, you have your ticket to State Convention! Your second step is to let management know that you plan to be gone June 23-26! Third, book your hotel stay at www.RedLion.com be sure to mention that you are with the WARLCA

May I suggest that this year be the year that you ignore those negative excuses for not attending and just do it.

State Convention to receive the discounted room rates. The \$98 rooms open to the parking lot and 2nd and 3rd floor rooms and the \$108 rooms open to the grassy lawn and pool area. Your next step is to pack your bags! Be sure to bring a swimsuit along! We will be having a pool party! OH... lastly, you WILL go home with a check in your pocket if you attended all the Convention!! As of the printing of this edition of WRC, the 2018 schedule of tour dates has not been released. Please check on

<http://manhattanprojectbreactor.hanford.gov/> to see when the tours are scheduled. You will want to take advantage of this if you have time!

So, no more excuses! I expect to see you there!

The **IMPORTANT** Documents You Need Before You Die

I will be the first to say that death, especially MY death, is not a subject I enjoy talking about. But I also

can say from experience that if you are one of the survivors, the easier it has been made for you to locate your loved ones' important documents, the less stress you will have. I have had both a good and

a bad time with this. The following is a neat guideline that I want to share with you that will hopefully make it easy for you to prepare your documents for your family. If you put it all in a file that is easily accessible, this will make a world of difference in a time of grieving. THEY WILL THANK YOU!

MARRIAGE AND DIVORCE

Marriage license, divorce papers

LIFE INSURANCE AND RETIREMENT

Life Insurance policies, individual retirement accounts, pension documents, annuity contracts, 401(K) accounts

HEALTH CARE CONFIDENTIAL

Personal and family medical history, durable healthcare/power of attorney, living will, authorization to release healthcare information,

do-not-resuscitate order

BANK ACCOUNTS

List of bank and credit accounts, list of all usernames and passwords, list of safe-deposit boxes

PROOF OF OWNERSHIP

Housing, land, and cemetery deeds, escrow mortgage accounts, proof of loans made and debts owed, vehicle titles, stock certificates, savings bonds, and brokerage accounts, tax returns, partnership and corporate operating agreements

THE ESSENTIALS

Will, letter of instruction, trust documents, "What to do When an Active/Retired Carrier Dies" publication found in the Jan 2017 issue of *National Rural Carrier*

IN ORGANIZING YOUR PERSONAL FILES...

DON'T FORGET TO INCLUDE THE PROVIDENT GUILD DEATH BENEFIT FUND!

Do it for your family and yourself, be a member of The Provident Guild



H.R. 3031 Brings Postal Retirement Into the Future

By Lisa Benson, WARLCA Editor

You may have read my article in the last issue of the *Washington Rural Carrier* or in the October issue of *The National Rural Letter Carrier* about how to take disbursements from your Thrift Savings Plan (TSP) upon your retirement. This article was written before H.R. 3031, or the TSP Modernization Act of 2017, was signed into law on November 17, 2017 with bipartisan support. This law makes possible even more options for withdrawal and relaxes a few of the regulations imposed upon the TSP. One of the goals of this bill is to keep participants invested in the TSP through the duration of their retirement.

In 2015, the Federal Retirement Thrift Investment Board (FRTIB) conducted a study and discovered that due to withdrawal restrictions, participants were withdrawing their retirement savings in entirety and reinvesting elsewhere. In 2013 alone, federal employees transferred over \$9 billion out of the TSP program. Many claimed that the reasons for transfer were the need for more flexibility and to have necessary funds to tackle life events. As I stated in my previous article, **because of the TSP's low administration costs, you keep more of what you save.** It was concluded that transferring funds out of the TSP to other financial institutions had an overall adverse effect on the retirees' long-term retirement savings. These negatively impacting factors included higher

This law makes possible even more options for withdrawal and relaxes a few of the regulations imposed upon the TSP.

administration costs elsewhere and accountant maintenance fees. The FRTIB cited the need to model withdrawal options after private sector retirement accounts in order to maintain account retention upon separation.

Under previous law, participants could make only one in-service withdrawal (also called an age-based withdrawal). If an age-based withdrawal was taken while still in service, partial post-separation withdrawals were not an option. However, this new law enables the participant to make multiple age-

based and post-separation partial withdrawals. Please be advised that any applicable taxes will still be due if a withdrawal is made. Another limitation of previous law was that the separated participant could not stop periodic payments of their full withdrawal option unless the entirety of the remaining balance was then immediately withdrawn. Furthermore, once already separated, a participant could not elect to purchase the lifetime annuity offered via MetLife. If the participant did not select this option upon retirement, there was no going back.

The TSP Modernization Act of 2017 addressed these problems by allowing multiple partial withdrawals, allowing a participant to stop payments from their full withdrawal, and offered an opportunity to purchase an annuity payment option after sepa-

ration. Also changed in this law is the elimination of the deadline to elect withdrawal options at age 70 ½. Additionally, it also eliminates the requirement that the FRTIB purchase an annuity for the participant who has not made the aforementioned election by the deadline.

With the passage of the TSP Modernization Act, it is hoped that you will consider keeping your money

in the TSP and that you find the new withdrawal options more suited to your personal needs. If you missed my article in the last issue, or you wish to view any previous issues, they can be viewed online at www.warlca.com/pages/wrc. I can be reached at WARLCAeditor@outlook.com if you have any questions about the TSP program. Happy investing to you!



Change is the Only Constant

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

Nothing is as consistent as change. We definitely saw that in 2017 and can expect more changes in the Postal Service coming in the new year. We know that the much-awaited 2018 National Mail Count will begin on February 24th and go through March 9th. This will be our last count using the mail standards we have had for many years. The much-awaited “time study” (Revised Rural Route Evaluated Compensation System) panel delivered the new standards to both parties on October 31, 2017. Both the Union and the Postal Service agreed to extend the 30-day period to review and evaluate for comment to February 1st, 2018. Once the engineering panel receives those comments, the Chairperson will issue a final determination within 90 days. Those new standards would then be binding and implemented for the next mail count. The 2018 National Mail Count is an “opt out” mail count meaning that ALL routes will be counted unless both the carrier and management agree, in writing, to not count the route. This “opt out” time period is from January 22, 2018 to February 2, 2018. Management must complete their portion and return a copy to the carrier as soon as practicable, but no later than COB (close of business) February 9th. Please note that RCAs serving an Auxiliary Route will also have an option.

The pre-count conference must be completed by February 9th, 2018. The pre-count meeting is conducted by management and should cover who and how the count is going to be conducted. If management is going to introduce any administrative changes to carrier procedures, they must be introduced at or before this meeting. Management may NOT make changes between the pre-count meeting and the end of the

mail count. These changes include carrier work methods, casing equipment, or office procedures. So, it becomes vitally important that each rural carrier who attends a pre-count conference (both regular and relief) take notes of what was discussed. All too often, there is a dispute in the middle of the count. Management states that the change was discussed at the pre-count conference and has notes saying so. The carriers state that it was never mentioned, but have no notes from the conference. Since the grievance would be contractual, the Union would have the burden of proof. Without any notes, it is likely that we would not prevail.

The pre-count conference covers when carriers report to work, when and how the mail will be prepared before and after counting, where the mail count work sheets will be kept, how to discuss issues and errors. The conference should also include what loading time looks like, what is included in Column 17, how mark-ups are handled, what riffling time looks like, etc. Each topic directly affects our work or our compensation for at least the next six months. The count establishes our standard work hours. It is the standard hours that then establishes what our evaluation will be. Please note that one (1) minute could be the difference between a day off (“H”, “J”, or “K” route) or an hour’s pay (for example 43 or 44).

Even with the count coming, we are still seeing route adjustment conducted by management and some interim adjustments requested by carriers. These both are very important as they directly affect our evaluation. Usually, there are two issues that come up for both kinds of adjustments: mileage and box count.

Route mileage: Any time that a carrier believes the mileage on the route is wrong (as noted on PS 4241-A), we have the right to request an official re-measurement. Article 30.1.E states: *Rural Routes shall be remeasured upon request of the rural carrier or when the Employer determines it necessary. The rural carrier assigned to the route has the right to be present in a non-duty status at the remeasurement.* It is our right to make sure that the mileage on our route is correct. We also may request a calibrated vehicle or agree with management that a certain vehicle is correct. Please note that using a LLV or FFV is never acceptable. The re-measurement is done by driving the route as normal, without swerving into and out of the boxes. We drive straight down the line of travel of the road we are following. Right now, the time standard is 12 minutes per week per mile.

Route boxes: We need to have an accurate count of both regular and centralized boxes. Every rural carrier who counts should give management, in writing, on the last day of count a note listing the number of regular mailboxes, and the number of centralized boxes. The carrier should keep a copy of this note and verify that the numbers on the PS 4241-A from the mail count match up. The note should be considered the same as a pay document, so must be totally accurate. Don't forget that any box that has been vacant for more than 90 days is not to be counted. For interim adjustments we need to write the same note to management stating how many regular and how many central boxes we have. The note again needs to be signed and dated so that if management does not update the PS 4003 in a timely manner, we have documentation of what should have been credited to the route and when. Too many times we have had carriers say that they have carried these extra boxes for several months, but without documentation management will not backdate an adjustment.

By looking at your PS 4241-A, towards the bottom left corner, you will find a box labelled "Volume Factor". Each new box you add is worth:
Regular Box, Non-L route: 2.00 minutes plus the Volume Factor.
Regular Box, L route: 1.82 minutes plus the Volume Factor.
Centralized Box, All routes: 1.00 minutes plus the Volume Factor.

To get an interim adjustment, you must have six-

ty (60) minutes' worth of new deliveries. Any interim adjustments of less than 60 minutes of boxes will be put in the "bank". Make sure to note that the box totals are cumulative. That means that any boxes are subtracted.

8127 Time: By now, all the SPMs scans preformed between September 2016 to September 2017 should have been paid via PS 8127. Each rural carrier doing the SPM scans (A=attempted, not at box, past box, etc. C= scan at a collection box. D= scan at a customer's box) must be noted on the PS 4240 (time sheet) in the comment section to get paid for them. Each "A" is worth 18 seconds, each "D" is worth 35 seconds and each "C" is worth 70. The SPMs should be paid each pay period. Also, management should be paying carriers for the "Safety Huddles" conducted each morning. Most carriers were only paid five minutes on Column 17 for "Safety and Service". With the advent of the daily safety huddle, most offices are going well above the five minutes. Rural carriers should be getting paid proportionally by how many times a relief worked the route and how many times the regular worked the route for

the time above the five minutes. The time for the daily safety huddle should also be annotated in the comment section of the PS 4240. With several different things going in each pay period on 8127 time, it is difficult to keep track of whether you were paid for everything. Each regular carrier should be keeping track of their time and know approximately how many minutes they are owed. One way to determine whether you are being paid correctly is to take your yearly salary and divide by 52, then divide by the number of evaluated hours you have (example: 43K Step 7 Table 1: $(\$62,693/52)/43 = \28.04 per hour). This is a very rough guideline, but should be helpful in determining whether the amount seems correct or not. While management ought to be doing payroll correctly, it is the rural carrier who is doing the work. It is our responsibility to make sure that we are indeed being paid for the work that we do. I am amazed at how many carriers do not even look at their pay stub.

Mail Count Trivia: How much time is a 3821 clearance slip worth?

*Ignorance is Bliss, but it Will Cost You!
Please attend your nearest Count Class!*

We know that the much-awaited 2018 National Mail Count will begin on February 24th and go through March 9th.



Workplace Environment

By Patrick Pitts, Seattle/Alaska District Representative

"We openly acknowledge that in some places or units there is an unacceptable level of stress in the workplace ..." a phrase with meaning imbedded in the Joint Statement on Violence and Behavior in the Workplace; a statement crafted and signed February 14, 1992 by multiple postal entities including the United States Postal Service and the National Rural Letter Carriers' Association. The intention of the Joint Statement was *"to make the workroom floor a safer, more harmonious, as well as a more productive workplace."* The time has come to reaffirm that commitment; not only reaffirm, but jointly take proactive steps to identify those offices where the level of stress has risen to unacceptable levels and take affirmative action to correct the workplace environment.

There was a high level of stress associated with this past peak season but in too many offices, whether the stress was due to a shortage of leave replacements or an unrealistic expectation of the time necessary to deliver the record number of parcels, the result of the stress was the same: an unacceptable workplace environment. This was not lost on the parties 26 years ago when they signed the Joint Statement and it should not be lost on the parties today. *"The need for the USPS to serve the public efficiently and productively, and the need for all employees to be committed to giving a fair day's work for a fair day's pay, does not justify actions that are abusive or intolerant. 'Making the numbers' is not an excuse for the abuse of anyone."*

When looking at a workplace environment, it's easy to imagine the extremes; an improper workplace where the employees are locked in a hot, windowless room for hours on end, toiling while some taskmaster trolls the room with a club looking for anyone who might dare whisper something to their coworker or stop for a moment of rest. It is equally easy to imagine a proper workplace where differences are recognized and valued; where the employee and employer build on the strengths of each other. Where diversity is valued and embraced and everyone takes individual responsibility for their actions and words and strives to build a work environment that is healthy and successful. But for many, providing a

definitive statement as to what constitutes a proper workplace environment would be something of a challenge. There is a substantial gray area that exists between the extremes; and just where the line is drawn between what is proper and what is not is subject to variance depending on who you're talking to.

"Let there be no mistake that we mean what we say ..." now that's a definitive statement, and that phrase is contained in the Joint Statement, a statement National Arbitrator Carlton J. Snow, in a decision rendered August 16, 1996, identified as a contractually enforceable agreement between the parties. In that same decision, Arbitrator Snow stated *"... the Union shall have access to the negotiated grievance procedure ... to resolve disputes arising under the Joint Statement."* Why do I bring this up, you ask - because the Joint Statement begins to draw clear lines between proper and improper workplace environments. *"We will enforce our commitment to a workplace where dignity, respect, and fairness are basic human rights."* Yes, that's a quote from the Joint Statement. Preface that with *"Let there be no mistake that we mean what we say ..."* and you have quite a strong statement; but the Joint Statement has more to say. *"Those who do not treat others with dignity and respect will not be rewarded or promoted ..."* and *"Those whose unacceptable behavior continues will be removed from their position."*

"Let there be no mistake that we mean what we say ... There is no excuse for and will be no tolerance of harassment, intimidation, threats, or bullying by anyone." But the Joint Statement is not the only place we find language aimed at establishing a proper workplace environment. Methods Handbook, M-38, Management of Rural Delivery Services (section 229 if you want to read it) states *"Managers can accomplish their mission only through the effective use of people"* and *"How successful a manager is in working with people will, to a great measure, determine whether or not the goals of the Postal Service are attained."* That same management handbook states *"The delivery manager must make a reasonable effort to correct a situation before resorting to disciplinary measures ..."* Yelling at an employee, or using

intimidation, threats of disciplinary action, harassing or verbally bullying an employee cannot and should not be considered a reasonable effort. Section 229 concludes with "... it is the front-line manager who controls management's attempt to maintain an atmosphere between employer and employee which assures mutual respect of each other's rights and responsibilities."

Arbitrator Bernice L. Fields, in a decision rendered November 1, 2000, stated "Because the relationship between supervisor and employee is inherently unequal, an employee confronted by a supervisor with behavior that a reasonable person would find offensive ... is the victim of workplace intimidation and bullying ..." Arbitrator Fields went on, "... behavior ... such as yelling, name-calling, profane, sarcastic, belittling, or other inappropriate language ... Such behaviors constitute threats to an employee even if no direct

threatening language is used ... The threat is implied in the nature of the relationship ..." "Let there be no mistake that we mean what we say ..." from the Joint

We each have a right to a proper workplace environment as well as a responsibility to treat others in a manner that we ourselves expect.

Statement coupled with Arbitrator Fields' statement that "Angry shouting, abusive or other inappropriate language demeans and humiliates an employee, and has no place on the workroom floor" creates a pretty strong statement.

In a February 1998 letter signed by then-Postmaster General Marvin Runyon states "... renewed emphasis must be placed on treating all employees with dignity and respect. Each of us knows how we wish to be treated. We must provide that same treatment to our employees ..." The letter goes on to state "To the extent that any manager or supervisor cannot treat employees consistent with this philosophy, appropriate counseling should be conducted, followed by relevant training as necessary. If the manager or supervisor does not accept the

training or is not successful, other appropriate corrective action should be considered."

The USPS needs someone who will show up for work, on time, each and every scheduled workday. Someone who will give their very best effort to wade through the mountain of mail presented to them and ensure the safe, accurate, and timely delivery of each and every piece. There are generations of rural craft employees who have dedicated themselves to bringing the highest level of service to their postal customers and today's rural craft employees, with that same level of dedication, have agreed to be those the USPS relies on today. But that agreement has stipulations, codified in our National Agreement and, via Article 19, the Joint Statement. Rural craft employees have

the contractual right to demand they be treated properly in the workplace. How are you treated in your workplace? How do you treat others? We each have a right to a proper workplace environment as

well as a responsibility to treat others in a manner that we ourselves expect. If you have questions concerning the propriety of your workplace, contact your local steward. If your office doesn't have a local steward, consider becoming one; and in the interim, contact the area steward or NRLCA representative assigned to your local office.

"Let there be no mistake that we mean what we say ..." It doesn't get much stronger than that.

Currently out on OWCP?

If so, your Union dues are not being deducted. You will need to contact the State Secretary-Treasurer to pay your dues in order to remain a member in good standing. You must be a member in good standing to enjoy the benefits of union membership!

Count Training Schedules

Portland District

Sunday, January 21 2018

Red Lion
304 SE Nye Ave.
Pendleton, OR 97801
10 a.m. - 4 p.m.

Sunday, January 28 2018

La Quinta
243 NE Morgan Ln.
Grants Pass, OR 97526
10 a.m. - 4 p.m.

Sunday, February 4 2018

Quality Inn
30800 SW Parkway
Wilsonville, Oregon 97070
10 a.m. - 4 p.m.

Wednesday, February 7 2018

Red Lion
510 S. Kelso Dr.
Kelso, Washington 98626
5:30-9:00 p.m.

Sunday, February 11 2018
Campbell Community Center

154 High St.
Eugene, Oregon 97401
12:30-5:00 p.m.

Sunday February 18 2018

Comfort Suites
2243 SW Yew Ave.
Redmond, Oregon 97756
10 a.m. - 4 p.m.

Seattle District

Sunday, January 28 2018

Everett Labor Temple
2810 Lombard Ave
Everett WA 98201
11 a.m. - 3 p.m.

The Inn at Gig Harbor

3211 56th St NW
Gig Harbor WA 98335
11 a.m. - 3 p.m.

Round Table Pizza

1435 George Washington Way
Richland WA 99354
11 a.m. - 3 p.m.

Friday, February 2 2018

La Quinta Inn & Suites
333 W Ironwood Dr.
Coeur d'Alene ID 83814
6 - 10 p.m.

Saturday, February 3 2018

Red Lion Hotel
621 21st Street
Lewiston ID 83501
6 - 10 p.m.

Mark Your Calendar!



CAMPAIGNING

Rules

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

36 Reasons Why You Should Thank a Union

- | | |
|--|---|
| Weekends | Collective Bargaining Rights for Employees |
| Breaks | Wrongful Termination Laws |
| Paid Vacation | Age Discrimination in Employment Act of 1967 |
| Family Medical Leave Act (FMLA) | Whistleblower Protection Laws |
| Sick Leave | Employee Polygraph Protect |
| Social Security | Veteran's Employment & Training Services (VETS) |
| Minimum Wage | Compensation increases and Evaluations (Raises) |
| Civil Rights Act/Title VII | Sexual Harassment Laws |
| 8-Hour Work Day | Americans With Disabilities Act (ADA) |
| Overtime Pay | Holiday Pay |
| Child Labor Laws | Employer Dental, Life, and Vision Insurance |
| Occupational Safety & Health Act (OSHA) | Privacy Rights |
| 40 Hour Work Week | Pregnancy and Parental Leave |
| Worker's Compensation (OWCP) | Military Leave |
| Unemployment Insurance | The Right to Strike |
| Pensions | Public Education for Children |
| Workplace Safety Standards and Regulations | Equal Pay Acts of 1963 & 2011 |
| Employer Health Care Insurance | Laws Ending Sweatshops in the United States |

WANT TO RECEIVE \$100?????

Recruit a Non-Member Regular and/or Non-Member PTF and receive **\$100**

(WARLCA Elected Board Members excluded from promotion)

Here are the details:



Recruit a non-member Regular carrier and/or non-member PTF carrier by having them complete and sign the 1187 dues form (available at warlca.com website).

Send the signed 1187 by June 30, 2018 to:

WARLCA Secretary-Treasurer

2811 N Chase Rd.

Liberty Lake WA 99019-5002

Make sure you include your name and address as recruiter with the signed 1187 to receive \$100.

The new member receives 3 months of free membership valued at \$167.28 (\$27.88 a pay period).

Reasons to Join the NRLCA:

1. **ATTEND** a NRLCA mail count school. Do you really think you know everything about mail count? Are you counting on your PM to make sure he/she knows? It is your check – one-minute loss of time could drop you an hour's pay, worth up to \$2,000.
2. **RECEIVE** the *National Rural Carrier* magazine monthly and the *Washington Rural Carrier* quarterly to keep up-to-date on all the changes affecting your career!
3. Want to **VOTE** on the next contract? Our current contract expires in 2018. Only members can attend informational meetings and vote on the proposed contract!
4. Want to ask someone about your **OWCP** claim? Only members can contact Devin Cassidy at the NRLCA office to assist with your claim.
5. Want to be a County/State **OFFICER** or Local **STEWARD**? Only members can run for County/State officer positions or be trained to be a local steward.

Check out the WARLCA.com website for more information.

Western States Conference 2018

Washington

Arizona

Idaho

Montana

Nevada

California

Oregon

New Mexico

Utah

Colorado



Date: April 19 through April 21, 2018

(Thursday afternoon through Saturday)

Location: Little America Hotel and Resort

2800 West Lincoln Way Cheyenne, Wyoming 82009

Phone # 1-800-235-6396

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

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

Ask for group: Western States Conference

Conference Registration number total

Conference Reservation is \$70.00 X _____ \$ _____

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

Make your reservations and registration early.

Please print total enclosed _____

Name _____

Address _____

City, State, zip _____

Phone # _____ email _____

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

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

Green Ride Shuttle from DIA to Cheyenne, www.greenrideco.com phone # 307-459-4433

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

WARLCA COUNTY CONSTITUTION CHANGE

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

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

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

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

PRESENT LANGUAGE:

PROPOSED LANGUAGE:

INTENT OF / REASON FOR CHANGE:

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

Signature _____ **Date** _____

County Secretary

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

WARLCA RESOLUTION FORM

CHECK APPROPRIATE BOX

- BINDING**
- NON-BINDING**

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

ISSUES

Check one:

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

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

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

Date Sent to State Sec/Treas _____

WARLCA 2018 STATE CONVENTION REGISTRATION

June 24, 25, & 26, 2018

Red Lion Hotel Pasco

2525 N 20th Ave., Pasco WA 99301

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

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

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

NAME: _____ 1ST TIME ATTENDING? _____

PHYSICAL STREET ADDRESS: _____

CITY: _____ STATE: _____ ZIP CODE: _____

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

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

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

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

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

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

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

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

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

Donating dessert item? YES or NO

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

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

County Officers Recognition Dinner 6 PM. All are welcome

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

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

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

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

Cost \$40.00 #attending _____ \$ _____

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

No food functions

Total Enclosed \$ _____

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

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

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

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

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

Revised
NRLCA Form 1187
2017

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"/> ARC

(USPS EMPLOYEE I.D. NUMBER)

LASTNAME	FIRSTNAME	MI
----------	-----------	----

MAILING ADDRESS	CITY	STATE	ZIP CODE +4
-----------------	------	-------	-------------

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

SECTION A - AUTHORIZATION BY EMPLOYEE

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

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

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

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

EMPLOYEE SIGNATURE	DATE	PHONE	EMAIL ADDRESS
--------------------	------	-------	---------------

SECTION B- FOR USE BY STATE ASSOCIATION

R - NATIONAL RURAL LETTER CARRIERS' ASSOCIATION

SIGNATURE OF ACCEPTING UNION OFFICIAL _____

DATE _____

I hereby certify that the dues of this organization for the above named member, for the applicable designation, are currently established at **\$27.88 Reg/PTF** per pay period.
\$9.69 Relief/ARC

LOC #	STATE
	WA
DATE	REMIT #

REBECCA WENDLANDT, STATE SECRETARY

SECTION C- FOR USE BY NATIONAL ASSOCIATION

Date of Delivery to Employer (For National Office use)

ANNIVERSARY DATE TO BE USED AT USPS PERSONNEL OFFICE _____

Send to: REBECCA WENDLANDT
WARLCA STATE SECRETARY-TREASURER
2811 N CHASE LANE
LIBERTY LAKE, WA 99019-5002

WARLCA Membership Statistics



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

William Allen

Patricia Barney

Lee Fleischman

Robert Gibson

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

Member Totals by Class		Nonmember Totals by Class	
Regular	1,000	70-5 — ARC	186
PTF	7	71 — Regular	181
Retired	258	74 — RCA VAC RT	8
Associate	1	76 — PTF	1
RCA	685	78 — RCA	358
Retired Associate	1	79 — RCA AUX RT	14
Recently Retired	17	Total	748
ARC	21		
Cash-Paid	30		
Total	2,020		

Congratulations Retirees!

BACCUS, DEBORAH D	LEAVENWORTH
BICANDI, MITCHELL A	MEAD
BRANDT, HARRIETT E	SUMNER
CROW, BEVERLY I	RICHLAND
CURRY, BEVERLY A	GIG HARBOR
DEVINE, STEVEN C	SEQUIM
ESTILETTE, LINDA C	VANCOUVER
FARRINGTON, CYNTHIA A	MEDICAL LAKE
GIES, MARY E	SPOKANE
GRIFFIN, KAREN M	BUCKLEY
HEIKES, BONITA R	OLYMPIA
HIRAI, PHYLLIS M	MOSES LAKE
HOLMES, DEBORAH A	AMBOY
JENSEN, DORIS J	BATTLE GROUND
KELSEY, DENISE A	STANWOOD
LOUSTAUNAU, RUTH B	PORT ORCHARD
MINER, PATRICIA A	ISSAQUAH
REYNOLDS, MAUREEN L	PORT ANGELES
RUSSELL, TERESSA L	LAKE STEVENS
RUTT, MARILYN K	KENT
STARK, JAMIE A	NEWPORT
ULBRICHT, RICHARD J	LONG BEACH

How long have you been a member of the NRLCA?

Not sure? Do you remember the year you were hired by the Post Office (even if you started as a clerk and then went to rural carrier)? Well if it has been 50 years or more since your first day at the Post Office, we want to HONOR YOU!

Please write or call Becky Wendlandt at (509)710-7840 or warlca@gmail.com or 2811 N Chase Rd, Liberty Lake WA 99019.

We would like to present to you the 50 year Membership Longevity Award and put your name, picture, and article in our paper. Still not sure of the exact date but know the year that will work too!

Please Welcome Our New Members!

4 - Retired	ARLINGTON	WHITE	DONNA	7 - RCA	OAK HARBOR	GATES JR	STEPHEN
7 - RCA	ARLINGTON	COLFELT	RAY	7 - RCA	OCEAN PARK	SCHIMELPFENIG	RICHARD
7 - RCA	BATTLE GROUND	ATANASIO	DANIEL	7 - RCA	OLYMPIA	JEFFERSON IV	JESSIE
7 - RCA	BATTLE GROUND	GANOUNG	CHRISTINE	7 - RCA	OLYMPIA	TONG	STEPHEN
7 - RCA	BELLINGHAM	THORNBRUE	BRETT	7 - RCA	OLYMPIA	TORRES	ALEXANDRA
7 - RCA	BELLINGHAM	DHILLON	HARPAL	7 - RCA	ORTING	NAYLOR	REBECCA
7 - RCA	BELLINGHAM	WHITE	BRITTANIE	7 - RCA	PASCO	CUSHMAN	TAMMY
7 - RCA	BLAINE	DAY	MOLLY	7 - RCA	PASCO	ROBLES BIRRUETA	LUIS
7 - RCA	BREMERTON	CAMACHO	ROBERT	7 - RCA	PASCO	FERNANDEZ	NONY
7 - RCA	BREMERTON	ADAPON	ELIZABETH	7 - RCA	PASCO	COPELAND	VALERIE
4 - Retired	BUCKLEY	GRIFFIN	KAREN	7 - RCA	PORT ORCHARD	WHEELER	JASON
7 - RCA	CAMAS	LAND	ASHLEE	7 - RCA	PORT ORCHARD	WILKERSON	OLIVIA
7 - RCA	CARNATION	RILEY	TODD	7 - RCA	PORT ORCHARD	TARBAUX	ANDREW
7 - RCA	CARNATION	DEMETRIO	ZEUS	7 - RCA	PORT ORCHARD	ORECHOVESKY	NICOLE
7 - RCA	CATHLAMET	TOMLINSON	TRACY	7 - RCA	POULSBO	HART	ERIC
7 - RCA	CENTRALIA	MORALES	ELLALOU	7 - RCA	PULLMAN	CAMPBELL	CHRISTOPHER
7 - RCA	CHELAN	SCOTT	ANDREW	7 - RCA	PUYALLUP	LUXEM	GIKA
7 - RCA	CHENEY	ALVEY	TERRA	7 - RCA	PUYALLUP	TYUS	NYKHITA
7 - RCA	CHEWELAH	SLIGER	JEFFREY	7 - RCA	PUYALLUP	BENSON	KEVIN
7 - RCA	COLBERT	LAFRANCESCA	NICK	7 - RCA	RAINIER	CONWELL	BRIAN
7 - RCA	COLVILLE	OSBORNE	RANDY	C - ARC	RICHLAND	HALL	AMANDA
7 - RCA	COUPEVILLE	CASEY	LANCE	7 - RCA	RICHLAND	NIX	MICHAEL
7 - RCA	DUVALL	HOLSING	KEVEN	7 - RCA	SEATTLE	SWAN	PAMELA
0 - Blank	ELMA	PHIMMASONE	BOUAVONE	7 - RCA	SEATTLE	SHANNON III	CHARLES
7 - RCA	EVERETT	KIM	CHRISTINA MY	7 - RCA	SEQUIM	CEFFALO	JULIA
7 - RCA	EVERSON	SANDE	JACKI	4 - Retired	SHELTON	EBERT	SYLVIA
7 - RCA	FALL CITY	CROFTON	SARAH	7 - RCA	SNOHOMISH	MOORE	JOSEPH
7 - RCA	FERNDALE	SHEPHERD	AUSTIN	7 - RCA	SPANAWAY	TESTON	INGRID
7 - RCA	FERNDALE	REPPART	BARBARA	7 - RCA	SPOKANE	VANGUNDY	ZACKERY
1 - Regular	FERNDALE	NEWLAND	ALLYSON	7 - RCA	SPOKANE	JORDAN	CARRIE
7 - RCA	FERNDALE	DURA	DARCIE	7 - RCA	SPOKANE	ADAMS	MARGARET
7 - RCA	FERNDALE	WEYL	WESTON	7 - RCA	STANWOOD	SHABO-KUNKEL	ANESHA
7 - RCA	FERNDALE	MIELKE	BHONA	C - ARC	STANWOOD	FERNANDES	JAMES
7 - RCA	FERNDALE	DEFRIES	BRIAN	7 - RCA	STANWOOD	GLENN	ROBERT
7 - RCA	FERNDALE	GRAY	YVONNE	7 - RCA	STANWOOD	MESTER	TRISTAN
C - ARC	GIG HARBOR	WILLIAMS	WENDY	7 - RCA	SUMNER	FRALEY	DANIELLE
7 - RCA	GIG HARBOR	WILKERSON	CALEB	7 - RCA	SUMNER	KUDLA	JASON
7 - RCA	GIG HARBOR	CALLICOATT	COLE	7 - RCA	SUMNER	BARKIS	MATTHEW
7 - RCA	GOLD BAR	IACOBAZZI	ALEXANDER	7 - RCA	SUMNER	TAYLOR	BROOK
7 - RCA	GRAHAM	WEDGEWORTH	RICHELLE	7 - RCA	SUMNER	DEWITT	SCOTT
7 - RCA	GRAHAM	SABURO	OMSANGEL	7 - RCA	SUMNER	THIBAUDEAU	STEVE
7 - RCA	ISSAQUAH	PHAM	TU	7 - RCA	VANCOUVER	VLAD	ISABELLA
7 - RCA	ISSAQUAH	STREETER	SHELBIE	7 - RCA	VANCOUVER	RUSSELL	DAMION
7 - RCA	KENT	HENRIKSON	BRENDA	7 - RCA	VANCOUVER	MONTANO	MARK
7 - RCA	LA CENTER	CRYBLSKEY	DEBORAH	7 - RCA	VASHON	BERGMAN	ALLISON
7 - RCA	LAKE STEVENS	BARNFATHER	CHAZ	7 - RCA	VASHON	FAHMY	MICHELLE
7 - RCA	LANGLEY	GONZALEZ	CHRISTIAN	7 - RCA	VERADALE	DENADEL I	ALLEN
7 - RCA	LANGLEY	SAENZ	MARIO	7 - RCA	WASHOUGAL	ROHR	TRACY
7 - RCA	LIBERTY LAKE	JOHNSON	HEIDI	7 - RCA	WASHOUGAL	LAMKIN	CHRISTINA
C - ARC	MAPLE VALLEY	RODRIGUEZ RAMIR	ANGEL	7 - RCA	WENATCHEE	GONGIA	JENNIFER
7 - RCA	MARYSVILLE	GUERRERO	CONNIE	7 - RCA	WENATCHEE	TURNER	ASHLEY
C - ARC	MARYSVILLE	DOUGLAS	STEVEN	7 - RCA	WINLOCK	ANDERSON	ASHLI
7 - RCA	MILTON	POLO	TEMUKISA	7 - RCA	WOODINVILLE	CEN	DAWANG
7 - RCA	MOSES LAKE	RODRIGUEZ	ETELVINA	7 - RCA	WOODLAND	MAYNARD	TERESA
7 - RCA	NEWMAN LAKE	ZUCKER	GINGER	7 - RCA	YAKIMA	MCCLASKEY	BLAKE
7 - RCA	NEWPORT	HAHN	AMERON	7 - RCA	YAKIMA	TRIEZENBERG	DAVID
7 - RCA	NEWPORT	HANSEN	HEIDIMARIE				
7 - RCA	NEWPORT	BERNS	AMEE				

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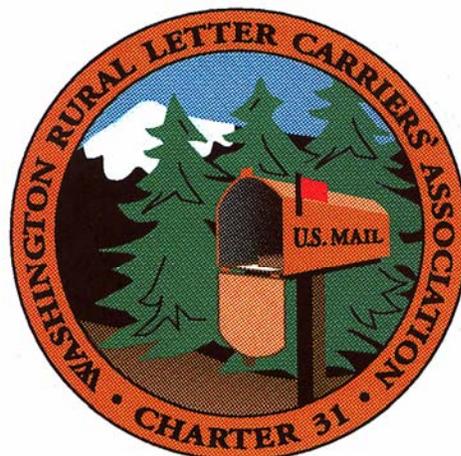
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Upcoming Dates to Remember

- Feb 2 2018: Last day to opt out of Count
- Feb 9 2018: Last day for pre-count conference
- Feb 24-Mar 9 2018: National Mail Count
- April 19-21 2018: Western States Conference, Cheyenne WY
- April 28 2018: Results from National Mail Count effective
- May 12 2018: Letter Carriers' Food Drive
- June 24-26 2018: State Convention, Pasco WA
- Aug 14-17 2018: National Convention, Grand Rapids MI