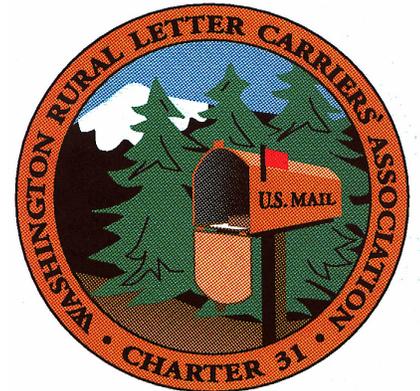


Washington Rural Carrier

Official Publication of the Washington Rural Letter Carriers' Association

Winter 2022



Where Service Begins With a Smile



BREAKING **NEWS**

NRLCA Reaches Tentative Agreement with USPS for 3-Year Contract

**Special Contract Edition available on NRLCA.org and
will be mailed out soon! Check your mailboxes!
Contract Q&A also available on website**

NEW CONTRACT
Summary of Changes Inside

State Convention
In MAY This Year!

New Year
Set Some New Resolutions As
a Carrier and Union Member

Ratification Mtg
Done Via Zoom, Check Page 3

WA Rural Postman
A History of Our State Paper

Western States
WSC Registration Inside

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Calling all prospective local stewards! Are you interested in learning about our contract? Are you willing to work as hard for any rural carrier in your office as you would for your own issue? Do you want to help your fellow rural carriers and make a real difference?

Step up and become a local steward!

Local stewards have a great advantage because they are in the office and are more familiar with management and their fellow rural carriers. Often, the local steward can help diffuse a problem before a grievance is necessary. Local stewards are paid by the Postal Service for all their time while performing their NRLCA representational duties including investigating and processing grievances. Local stewards are the bedrock of our National Steward System and make our dues go farther. The NRLCA compensates local stewards for all necessary training.

Want to join the team? Please contact your District Representative for information on local steward elections.

Sign Up For Email Updates!

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

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

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

4. You will receive a confirmation email.
5. Once your membership is verified, you will receive confirmation from updates@warlca.com



IMPORTANT

The contract ratification meeting will be held via Zoom! The meeting for Washington will be on

SUNDAY FEBRUARY 20, 2022

4:30 p.m. - 5:50 p.m.

You can only access the link for this meeting by logging into NRLCA.org



Are you planning on running for any officer positions open for election on the WARLCA State Board at the 2022 WARLCA State Convention?

If so, please set this date aside,

Wednesday, May 25, 2022

If you are elected there will be a board meeting at the Convention hotel on Wednesday, May 25, 2022, from 8 AM to approximately noon for all elected State Officers. Also, the first full board meeting will be held in July, 2022. The date will be announced later or contact your board for more information.

Opinion pieces and photos may be submitted to the Editor of the *Washington Rural Carrier*. The method of submission is via email to warlcaeditor@outlook.com. The WARLCA Board reserves the right to edit or omit text to keep in compliance with policies and to conform to space restraints. Letters and photos must be accompanied with the author's name, address, and phone number. Letters will only be printed from verified NRLCA members. Submission does not guarantee that the content will be published. If printed, only the author's name will accompany the content. The views and opinions expressed in such letters are those of the author and do not necessarily reflect the views or policies of the Association. **Deadline for next issue: March 1, 2022.**

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Tentative Agreement 2021-2024

- Article 38
 - o 3-Year Contract
 - o May 2021-May 2024
- Article 9.1.A. General Wage Increases
 - o 1.3% November 2021-retroactively applied
 - o 1.3% November 2022
 - o 1.3% November 2023
- Article 9.1.E. COLA
 - o Retain same formula and frequency
 - o July 2021-retroactive (\$1935)
 - o Jan 2022-retroactive (\$811 calculated through 11-30-21)
 - o July 2022
 - o Jan 2023
 - o July 2023
 - o Jan 2024
 - o No rebase
- Article 9.1.F and 9.1.I. ALL RCAs receive 1% increase each year in lieu of COLA
 - o Goes into effect with GWI increases-retroactive
- MOU Non-Career Health Plan for RCAs
 - o Effective Plan Year 2023, the Postal Service will make a bi-weekly contribution equal to 75% of the total premium for any RCA employee who wishes to participate in the USPS Plan for self, self plus one, or family coverage, regardless of years of employment.
- Article 10.5
 - o All RCAs will earn annual leave at 1 hour for every 20 hours worked, regardless of assignment.
 - o Maximum of 4 hours earned per pay period
 - o Designation 74 and 79 will continue to also earn sick leave at the same rate for all hours worked on assigned regular or auxiliary route.
- Article 11
 - o Juneteenth added as 11th paid holiday for regular carriers
 - o PTF rural carrier hourly wage adjusted to reflect the additional paid holiday
 - o Regular carrier required to work on their designated holiday will be able to choose between holiday leave pay for the day or have their annual leave balance credited with one day. Carrier will also receive normal day of pay for the holiday worked (time and a half for Christmas holiday worked).
- *Article 9. Mail Counts
 - o Eliminate all reference to mail counts o Not necessary with implementation of RRECS MOU
- Article 9.2.M
 - o Newly hired RCAs will only be required to work on their assigned route, deliver parcels on other routes and on Sundays and Holidays during first 2 pay periods after completing rural academy and reporting to assigned office for training.
- Article 8.5
 - o Regular carriers with a newly assigned RCA will be bypassed on Relief Day Work List during the RCA's first two pay periods in the office.
- Article 10.2
 - o Leave Replacements are unavailable to cover leave requests if:
 - § Scheduled on a regular rural route
 - § On approved annual leave
 - § During their first 2 pay periods in the office
- Article 10.7 Leave Submission (new)
 - o Leave requests will not be accepted prior to 60 days from date or week of leave requested
 - o Leave Requests for exceptional circumstances may be submitted earlier
 - § Life events such as weddings, graduations etc.
 - § Pre-paid vacations, cruises, packages, travel tickets etc.
 - § Documentation may be requested
 - o Leave requests submitted properly must be returned by management as approved or disapproved within 3 days of submission-if not, the leave is automatically approved.
 - o Seniority will prevail for leave requests submitted on the same date
- Article 25
 - o A regular rural carrier may only be assigned to a higher-level position for 180 days before being required to return to the route for at least 90 days.
- Article 9.5.
 - o Management may only implement the Formula after documenting at least 4 Hiring Lists

created and processed in previous 6 months.

- Article 30.2.A
 - o When management implements the Formula, they are now required to create PTF positions equal to 10% of the number of K routes in the office.
 - o Management will have 60 days from signing to implement in existing offices.
 - o This will create approximately 1900 new PTFs in existing Formula offices.

- o New PTF positions will be posted for all RCAs in the office with one year of continuous service as an RCA.

- o If position is not filled, it will be posted district-wide for all PTFs and RCAs with one year of continuous service as an RCA.

- o If position is not filled with district posting, it will be reposted in assigned office for non-probational RCAs before being filled from the street.

- Article 30.2.D.4. Utilization of RCAs in offices

within the local commuting distance

- o RCAs scheduled to case and carry a regular route will not be utilized in another office on the same day.

- o RCAs from another office may be used before regulars on relief day whether on the RDWL or not.

- MOU Implementation of RRECS

- o First evaluations under RRECS in July 2022

- MOU Task Force to address on-going rural carrier issues including, but not limited to:

- o Leave Replacement Task Force recommendations

- o Scheduling
- o Casing equipment and casing methods

- o Efficiency and use of space
- o Seasonal Routes

- o Vehicle deployment

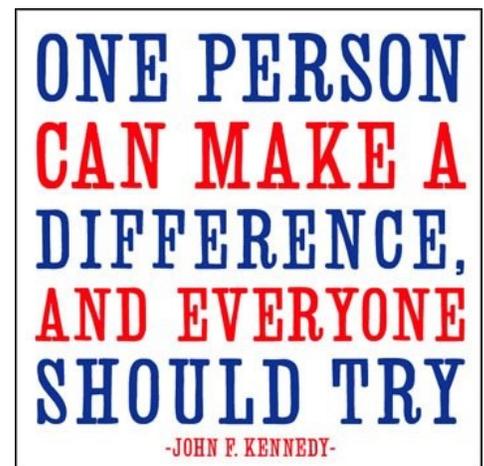
- o Contract Compliance

Why Does This Matter?

What if you didn't have a union? At most jobs, the employees take what management gives them, and that's all they can do. Ask your friends and family who work in non-union jobs what it is like if there is a problem or if they have a complaint. What avenues do they have for resolving those issues? Now imagine just how bad things could be in your office if you didn't have the union behind you. The NRLCA and the USPS have negotiated a tentative National Agreement that the members will vote on. That is why you have a great opportunity right now to exercise perhaps the single greatest advantage of union membership, having a say in the rules that govern your pay and your working conditions. The opportunity, and some might say the obligation, is there to inform

yourself about what is in the tentative Agreement and how the proposed changes will affect you and your fellow rural carriers. You may think some of the changes are great, some may not directly impact you, and there may be other changes that you absolutely do not like. The opportunity and obligation will also be there to vote when you receive the ballot in the mail. Members who don't vote are no different than nonmember rural carriers who can't vote and accordingly have no right to complain about things they don't like. Your union is also giving you the unprecedented chance to ask questions about the changes on the National website (nrlca.org) by posting your questions at contract@nrlca.org. So please, take the time to read what is in the tentative Agreement that is being mailed to

you, talk about it with your fellow carriers, participate in the Washington State Zoom ratification meeting on February 20th, and most important of all, vote and send in the ballot. You pay your dues and you have the right, so take advantage of the opportunity.





A History of Our State Papers

By Kurt Eckrem, President & Historian

Greetings to my fellow rural carriers. As the WARLCA Historian, I have been going through our collection of old state papers, putting them into protective sleeves and then into 3-ring binders, arranged in chronological order. While our collection is nearly complete, at least from 1955 through the present, there are a number of issues we don't have copies of, and I will talk about those and a couple of other things related to our history later in this article.

The first Washington State Association Editor was Claude A. King, who was appointed to the position at the 1935 State Convention. The members in our State were requesting more regular news of what was going on with our union, not only in the State but at the National level as well. Mr. King began producing a newsletter called the *Washington Rural Postman*. Unfortunately, our historical collection does not contain any copies of this early newsletter, but Mr. King served as the State Editor for 20 years. Upon his retirement in 1955, the WRLCA (as it was known then) appointed Art Woods as Editor, and also made a big investment in a mimeograph machine. From 1955 until 1972, the State Association Paper, still known as the

Rural Postman, was printed on long pages which were stapled together and sent out to the members (on the following page is a copy of the article from the front page of that first issue announcing the change). The Association used different colored paper from issue to issue, the color often coinciding with the time of year the paper came out (think orange in the fall, yellow or green in the spring), and the issues were printed four or five times a year, usually about every three months. Beginning in 1972, the *Rural Postman* was printed on regular size paper, newsprint style, but still stapled together. Various colors of paper were still used, but the use of colored ink also gave the *Postman* a more appealing look. Starting with the April 1988 issue, the pages were bound, rather than stapled, which gave it more the appearance of a magazine.

In 1994, the state paper was renamed the *Washington Rural Carrier*. Unfortunately, one of the issues we don't have in our collection is the one which likely explained the reason for the name change, but some of our more "seasoned" members may remember why. Each issue continued to be dated by the particular month in which it was

printed, up until the fall of 2012, when the WRC issues began to be titled the Spring, Summer, Fall, and Winter issues. The format of the paper remained the same, black print on newspaper-style paper, up until 2016 when the State Board authorized the use of color on the front and back covers and more use of color inside. There have also been upgrades in the paper quality and font sizes, the results of which you can see in this paper you are reading. We hope you like the changes that have been made to make the State Paper more appealing.

So, back to what I mentioned in the first paragraph. You may be wondering why I think it is important to take the time to preserve this part of our history. After all, it is just a bunch of old papers with articles written by rural carriers who in many cases are long gone. Of what possible use could those articles be today? What you may not realize is our rural carrier forefathers and foremothers dealt with the same kind of issues we are dealing with today. Although the specifics may be different, the big problems remain the same. Contractual violations by management, bullying and harassment in the workplace, efforts to privatize the Post Office, and a

Congress that seems indifferent to the needs of the dedicated public servants who work for the Postal Service. We can learn a lot from how those rural carriers of the past dealt with the same problems we deal with in the present. To that end, the State Board is working on digitizing these past issues of our state paper and putting them on our website, warlca.com. Unfortunately, the process is time-consuming, and we have many

issues still to do. **If any of you have back issues of either the Washington Rural Postman or the Washington Rural Carrier you are willing to donate to the**

The State Board is also interested in any other historical union-related items you may have that you really don't know what else to do with

ready, but you may have copies of the ones we don't have. The State Board is also interested in any other historical union-related items you may have that you really don't know what else to do with, and we are open to suggestions on how best to make our history more readily available to our membership.

Association, or even loan to us through the digitizing process, please contact me. As I said before, we have a lot of them al-

Stay safe and stay strong. In solidarity, Kurt

WASHINGTON RURAL POSTMAN

VOL. XXI

SEPTEMBER 1955

NO. 1

With this issue there begins a new chapter in the history of the Washington Rural Postman. The July 1954 issue was the last for the printed Postman. This marked twenty years of continuous publication for veteran Editor, Claude A. King of Tacoma. This mimeographed paper will be the first of four issues to be published this association year.

After two years of studying a number of proposals, gathering information as to the wishes of the membership and appraising the need for a regularly published paper, the Postman committee recommended to the convention this year that necessary equipment be purchased to publish this mimeographed paper. The delegates were unanimous in their acceptance of this proposal.

By pro-rating the cost of equipment over the years of its use this mimeographed "Postman" will result in a great savings in dollars to the association.

The success of this paper like that of its predecessor will depend largely upon you the members. It will be an interesting paper if you send in articles, news items, meeting dates, etc.

It is quite likely that the Board will want the next issue published in November. The tentative deadline date will therefore be November 1st. Send all material to me here at Omak as far in advance of that date as possible.

Art Woods, Editor



Union Solidarity

By Lisa Benson, Vice President & Editor

Throughout the years, the need for workers' rights and protections has always been important. Looking back at the battles won to advance rights for the working class, it is clear that strength has always been found in unity. I'm sure you've heard the phrase "divided we beg, united we bargain," but do you really understand the true meaning behind it? If you haven't been in a hole in the ground for the last year or so, you have probably seen on the news the recent struggles made by both employees and employers. The ongoing labor "shortage" is not a true shortage of employees, but rather a lack of people who are willing to work for measly wages in terrible conditions with poor or no benefits. Employees are also attempting to unionize in workplaces that had previously shut the doors to negotiating. Additionally, we are seeing the rise of already-organized workers demanding better terms of employment. Just take a look at what has been happening nationwide these past couple of months in companies like Starbucks, Kellogg's, and even Amazon. After all, it is the working class who keep this country running.

We have been fortunate as rural carriers to have been a labor union for almost 120 years, but we shouldn't take the longevity of our organization for granted. We still need to work together to keep this ship afloat. We may not always see eye to eye, but we ultimately have the same goal in mind: the betterment of working conditions, terms of employment, wages, and benefits of all rural carriers. The paths to reach these lofty destinations are muddy and often riddled with obstacles, but it

The need for union representation has never been more critical

is achievable with negotiation, fresh ideas, and more participation. I truly believe that every one of you can add value to the union other than just your dues money. By working together, we can manifest the strength we need to achieve big things, but of course, it starts small. I know you have probably seen something in your office that didn't seem to be fair or contractual. But did you speak up? Did you step up? If your answer to those questions was "no," ask yourself "why not?" Does your office

have a local steward? If the answer is "no," again ask yourself "why not?" Then ask yourself "why not me?" Approximately 20% of offices nationwide have union representation in them. That's not nearly enough. In 2022, I am issuing you a new challenge. I am asking you to be the strength we need. I am asking you to step up and become a local steward.

The need for union representation has never been more critical. As staffing levels plummet to all time lows, postal management seems to be getting desperate to get the mail delivered. Sometimes that may mean bending the rules to get the job done. This brings into question the conditions of employment. Are you being treated fairly? Does your manager always abide by the contract? Do you even know the answers to these questions? Local stewards are the eyes and ears in the field, the boots on the ground, for the Union. Local stewards can often head off grievances before they blow up and local stewards can be the best possible resource for the district representatives trying to keep all offices under their purview in check.

I know it sounds daunting, especially if you're just beginning your postal career, but trust me, the training is hands-on and in depth. Additionally, our district representatives also provide weekly Zoom touchpoints to keep everyone in the loop. Having myself been a local steward for nearly four years now, I can tell you that it sounds intimidating but is incredibly fulfilling. I know that you have the strength in you and the will to make the USPS a



pleasant workplace. How do I know? You're reading this article, aren't you? Please find it in yourself to make a stand to protect the rights of all the rural carriers in your office. Find the strength to be a representative of the union. To join the ranks of the stewards, contact any of the people listed under the NRLCA Stewards subheading on page 2 of this (and every) issue of the magazine. We are looking forward to having you join us!



What We Need

By Becky Wendlandt, Secretary/Treasurer

Everyone says we need the USPS to hire more reliefs. We do. What we need even MORE is for the position to be one that employees want to stay with. In my 29 years as your secretary/treasurer, I have never seen such a high turnover. From starting out 29 years ago to entering 100 reliefs dues withholding forms a year to now over 1,200 relief dues withholding forms a year and continuing to rise. Considering we have 1,455 regular routes that is almost a complete turnover of relief carriers.

Here is what I think we

need in our next contract to help solve the turnover, AND, this is the best year to negotiate it since everyone is hiring and wages are all higher than ever to encourage new employees to stay. By eliminating the high turnover, the cost savings could be in retaining the new hires. Let me know what you think and we can put some resolutions in for national convention and let our NRLCA officers know what we need. Please Note: I sent this to the editor just one day before the tentative agreement came out. I noticed some things did get into the tentative agreement,

but without the elimination of the lowest tier in wages for new regulars and the elimination of the lowest pay for reliefs, I don't see where the turnover will stop and we will still be short of relief carriers, and new regulars when seeing what they get the first few times will still be quitting. I sure hope I am wrong!

⇒ Elimination of the lowest tier in wages (table two) and step increases every 40 weeks for table one for regular carriers.

⇒ Elimination of the lowest pay for reliefs (currently \$19.06 hour from table four)

and just use table three schedule one \$23.97 hour)

- ⇒ For new hires, anyone on the rolls after six months get \$1.00 more an hour. After one year, \$2.00 more an hour. Make it a financial incentive to stay. Plus, any negotiated cost of living increases.
- ⇒ After one year of service as an RCA, they will earn annual leave of one hour for each unit of 20 hours paid.
- ⇒ After one year of service as an RCA, they will earn a half day of sick leave every four weeks.
- ⇒ Exit interviews with NRLCA DR or ADR and the MPOO when any rural craft employee quits, with recommendations to go to a national USPS committee comprised of NRLCA officials and top USPS management. Find out what is going wrong and in what offices and DO something about it. We know which offices have the highest per capita turnover. Put emphasis on fixing it and more important, no bonus to any manager at ANY level (including the PMG) when the turnover reaches an unacceptable rate.
- ⇒ Put a clause in the RRECS (Rural Route Evaluation System) that we have waited for since 2012. If not finalized and implemented by the end of 2022, those working over evaluation get a monetary bonus. If not finalized and

implemented by the end of 2023, those working over evaluation get a HIGHER (double) monetary bonus. The evaluation system is broken, some are working under and some way, way over. With no mail counts, nothing gets fixed. So, make it cost the USPS to delay implementation any longer. And make it higher each year until it is to the best interest of the USPS to implement it, OR GO HOURLY.

- ⇒ If regular carriers either volunteer (or in many cases were told they had to) for working other routes besides their own, they should re-

We can't give up or the USPS and the PMG wins by dismantling the USPS and what once was a career we were proud of

ceive at a minimum double time and better yet, double overtime!!! It is not safe and certainly not good for carriers' bodies to work so many hours so make it worth their time and at a substantial cost to the USPS so they will hire more and pay the reliefs more to stay.

I am sure you have some ideas too, like EAP counselors to visit an office in person to talk to the employees on the clock when a workplace environment issue is noted. Along with the EAP counselors, have a team of NSS representatives and MPOOs who make their recom-

mendations directly to the District Manager, and if nothing is put in place, then goes to the Area Manager with timelines for an action plan to settle the workplace issues. Or how about holiday pay for relief carriers working holidays?

We can't give up or the USPS and the PMG wins by dismantling the USPS and what once was a career we were proud of and would recommend to our relatives and friends.

From Jeffrey Freund, director of the Office of Labor-Management Standards:

Over the years, dating well before the enactment of the LMRDA (Labor-Management Reporting and Disclosure Act of 1959, the law OLMS enforces), the labor movement has rightfully earned that reputation, and it is only fitting that we at OLMS acknowledge an undeniable fact: virtually every significant piece of modern social safety net legislation, and other laws that strive to make America a just and compassionate society, were enacted with the support – and often the leadership – of organized labor.

From the first workers' compensation and unemployment compensation laws and the 40-hour week, to Social Security, Medicare, the Occupational Safety and Health Act, the Federal Mine Safety and Health Act, the Family and Medical Leave Act and the Affordable Care Act, America's labor movement has been a driving force for progress.

Many of these laws are now

enforced nationwide by the Department of Labor. But before those laws were enacted to provide benefits to workers broadly, unions negotiated similar protections in their collective bargaining agreements on behalf of the workers they represented. The first workplace retirement and health plans, and limitations on the length of the work-

week, were products of collective bargaining and served as models for what later became government-provided benefits many workers enjoy today. Rules to help protect people from work-related injuries and paid leave provisions also were staples of collective bargaining. Oh yes, and Labor Day became a paid holiday for union workers long be-

fore it became a holiday for others.

So, if you have Labor Day off, thank your local union leaders for bringing it to you. And while you are at it, you can thank them for so much more.

United in support of our rural craft,

Becky Wendlandt,
WARLCA Sec/Treas

WA Rural Letter Carriers' Association
Statement of Financial Position
As of December 31, 2021

	Dec 31, 21	Dec 31, 20	% Change
ASSETS			
Current Assets			
Checking/Savings			
1010000 · Chkg - WA Trust Bank	8,229.02	10,996.32	-25.2%
1020000 · Savings - APCU	356,029.29	201,568.56	76.6%
1030000 · Chkg - APCU	104.28	103.17	1.1%
1200000 · CD#74 (APCU) .946% 3/11/23	44,946.25	44,351.23	1.3%
1210000 · CD#75 EmerFund .946% 3/11/2...	44,946.25	44,351.23	1.3%
1220000 · CD#76 Emer Fund 1.3% 4/7/2021	23,296.98	22,962.70	1.5%
1230000 · CD#77 (APCU) .946% 3/11/2023	33,934.47	33,485.23	1.3%
1240000 · CD#78 (APCU) 1.587% 6-24-2022	76,835.14	75,625.42	1.6%
Total Checking/Savings	588,321.68	433,443.86	35.7%
Total Current Assets	588,321.68	433,443.86	35.7%
TOTAL ASSETS	588,321.68	433,443.86	35.7%
LIABILITIES & EQUITY			
Liabilities			
Current Liabilities			
Other Current Liabilities			
2100000 · Payroll Liabilities	288.57	235.89	22.3%
Total Other Current Liabilities	288.57	235.89	22.3%
Total Current Liabilities	288.57	235.89	22.3%
Total Liabilities	288.57	235.89	22.3%
Equity			
3900000 · Net Assets	519,196.00	333,629.45	55.6%
Net Income	68,837.11	99,578.52	-30.9%
Total Equity	588,033.11	433,207.97	35.7%
TOTAL LIABILITIES & EQUITY	588,321.68	433,443.86	35.7%

WA Rural Letter Carriers' Association Statement Of Activities Previous Year Comparison July through December 2021

	Jul - Dec 21	Jul - Dec 20	% Change
Income			
4000000 · National General Insura...	0.00	-212.28	100.0%
4100000 · Interest / Dividends	1,984.59	2,808.40	-29.3%
4200000 · Membership Dues	155,079.02	146,140.17	6.1%
4400000 · Reimbursements	404.84	0.00	100.0%
4600000 · AuxiliaryDuesStatePorti...	0.00	5,096.79	-100.0%
Total Income	157,468.45	153,833.08	2.4%
Expense			
5000000 · Accounting Fees	2,185.00	2,175.00	0.5%
5100000 · Awards & Recognition	6,180.40	4,803.20	28.7%
5300000 · Employee Benefits	2,655.37	2,575.23	3.1%
5400000 · Equipment	3,839.36	0.00	100.0%
5600000 · Lodging	2,688.32	0.00	100.0%
5800000 · Office Expense	1,054.04	1,592.85	-33.8%
5900000 · Payroll Taxes	3,890.12	2,630.13	47.9%
6000000 · Per Capita Dues	767.00	64.00	1,098.4%
6100000 · Postage	3,857.19	1,807.15	113.4%
6200000 · Printing	624.92	432.44	44.5%
6400000 · Rent	0.00	1,584.00	-100.0%
6600000 · Salaries and Wages	41,825.25	28,704.22	45.7%
6700000 · State Meetings	4,706.68	1,315.00	257.9%
6701000 · State Paper	7,362.05	4,326.93	70.1%
6900000 · Telephone & Internet	738.00	714.00	3.4%
7000000 · Travel	5,458.67	1,530.41	256.7%
7100000 · Website Expenses	94.47	0.00	100.0%
7200000 · Western States Confere...	704.50	0.00	100.0%
Total Expense	88,631.34	54,254.56	63.4%
Net Income	68,837.11	99,578.52	-30.9%

WARLCA TRACKING FORM FOR 2021/2022 DUES YEAR														
NAME	July	Aug	Sept	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	June	Total	Total
	2021	2021	2021	2021	2021	2021	2022	2022	2022	2022	2022	2022		For Year
Isabella Lopez	4	0	0	3	0	0							7	
Isa Lost s/l & Anl	0	0	0	0	0	0							0	7
Alicia Peterson	4	1	1	3	1	0							10	
Alicia Lost s/l & Anl	0	0	0	0	0	1.5							1.5	11.5
Becky Wendlandt	11	8	11	9	5	6							50	50
Paige Barrett	5	1	1	4	1	0							12	
Paige Lost s/l & Anl	0	0	0	0	0	1.5							1.5	13.5
Lorrie Crow	6	2	0	3	0	0							11	
Lorrie Lost s/l & Anl	0	1.25	0	0	0	0							1.25	12.25
Kurt Eckrem	7	2	2	4	0	3							18	18
Lisa Benson	5	0	0	3	0	0							8	
Lisa Lost s/l & Anl	0	0	0	0	0	0							0	8
TOTALS	42.00	15.25	15.00	29.00	7.00	12.00	0.00	0.00	0.00	0.00	0.00	0.00	120.25	120.25



TSP Check Up

By Isabella Lopez, Region 1 Committeeperson & Webmaster

Have you looked at your TSP lately? Do you even know what that is? TSP stands for Thrift Savings Plan and is an important part of your retirement and if you don't know what it is you could be missing out. It was once explained to me that our retirement is like a three-legged stool. Retirement consists of Social Security, pension, and TSP.

The majority of your retirement comes from your TSP. All carriers are automatically enrolled in TSP, and the amount automatically invested depends on the year you made regular or PTF. Carriers that made regular or converted to PTF as of October 1, 2020 will automatically have 5% of your basic salary deducted from your paycheck each pay period unless you stop contributions. Those of us hired before that only had 3% invested

automatically if we were hired before August 1, 2010.

This is why it's so important to know what the TSP is about because if you didn't bother to read all the stuff they sent you or you didn't have a great regular carrier mentor to explain it to you when you converted, you probably missed out on the reason why you should have at

The majority of your retirement comes from your TSP

least 5% in contributions.

The Post Office matches dollar for dollar what you put in up to 3%, the additional 2% is matched 50 cents on the dollar. If you are contributing less than 5% in your TSP, you are giving away free money. You can also choose to contribute more than just the 5%.

Since TSP is like a 401k, the money that goes into TSP is invested in certain funds. Some funds are more volatile than others which mean they carry a certain amount of risk. For years, I left my money in the G Fund, which is considered a fairly safe fund, but it's also the slowest way to make interest and it took me attending several

TSP seminars before I understood why moving it would around is beneficial. I chose to invest in a Life Cycle Fund which is diversified over other funds. Of course, you move funds based on your individual situation.

There are certainly more ins and outs to TSP and retirement, which is why I encourage everyone visit the TSP.gov website. Better yet attend our next retirement seminar where you can ask questions and get answers.

Mike Watson & Associates, INC.

Call 503-653-2911 - For information about OWCP claims

Since NRLCA has Mike Watson & Associates, Inc. on retainer to assist the membership with OWCP issues and questions, they are available at no extra cost to the membership to answer questions and offer simple guidance over the phone.

Watson is willing to give out advice over the phone to dues-paying members of retaining locals. With an OWCP claim, it is always better for the injured worker to talk to them as soon as possible. It is extremely important that these people get to Watson early before they do damage that takes a large amount of time to

reverse. For example, sometimes all it takes is advising a member of which form to file to prevent denial after denial, not to mention months and sometimes years of waiting for adjudication.

The FECA is a fairly complicated federal law, and the Postal Service is not anxious to assist in this area since they must pay for the benefits paid out on an accepted claim. It is important that members are aware that the WARLCA has made Watson's service available to its members.



READ IT!

By Alicia Peterson, Region 2 Committeeperson, Assistant District Rep & RCBP Representative

A lot of time and effort goes into writing informative articles in the *Washington Rural Carrier* and the *National Rural Letter Carrier* publications. Those who write those articles have been elected by the members of this association or appointed by those elected. Those articles contain a wealth of information about the collective bargaining agreement between the US Postal Service and the National Rural Letter Carriers' Association.

Want to know about the future of your career? Read about it in those publications. Want to know more about RRECS and how you will eventually be compensated? Read about it in those publications. Want to know about changes in health benefit premiums? Read about it. Want to know if your manager is violating the terms of the negotiated agreement? Again, read about it!

Recently, I watched a rural carrier dues-paying member toss their issue of the *National Rural Letter Carrier* publication directly in the recycling bin

without so much a glance even at the cover. I was shocked, saddened, and frustrated. When I asked about it, the response I got was, "Oh, I never read those". Time and time again I have asked members if they read this or that article that would clearly provide an answer for them to the question they are asking me. I get the same old kinds of answers. Either they say they've been too busy, they lost it, they didn't get

Those articles contain a wealth of information about the collective bargaining agreement

it, or they simply say they never read those. I guess it is because they already know all the answers!

Most managers will violate the collective bargaining agreement at some point, either intentionally for the "needs of service" or "District says I have to" excuse or simply because they are not experienced with the agreement and the unique rural craft. Yes, I am sure there are a

handful out there that really do their best to support the rural craft, but inevitably an issue will present itself such as a relief day work list rotation violation or incorrect payroll adjustment. Will you know how to approach your manager and explain the issue? Will you even know there was a violation within your 14-day window to initiate a grievance?

District Representative Monte Hartshorn always uses the phrase, "Ignorance may be bliss, but it will cost you." I can't think of a better way to say it. Just being a member and paying your dues, is not enough. You have to use

the tools that your membership dues pay for. Read it! Don't lose it. Make sure the State Secretary has your correct address, so you receive it and read it! Make it a resolution for the new year to set aside some time for yourself to be informed and read your publications. I leave you with this Benjamin Franklin quote, "An ounce of prevention is worth a pound of cure."



Happy 2022?

By Lorrie Crow, Region 3 Committeeperson & Legislative Director

Way up here in the North-eastern corner of the Great Northwest, radio reception can be pretty sketchy. Most of the time we can only receive a couple of local radio stations and for that reason, I usually listen to all kinds of podcasts throughout the day. Well, half listen, they are mostly to keep me from talking to myself. Having said that, I think it has been on the CNN "5 Things" podcast that I have heard a blurb about a study done on happiness. The basics of the study was to change the mindset of negative thinking individuals, to a more positive happy one, which showed an improvement in health and productivity. They did this by having the individuals keep a daily journal about at least three positive things that happened during the day, this eventually brought about a change in their perceptions from negative to positive. I would love to tell you exactly who did the study and more

specifics about it, but parcels need to be delivered and icy roads need to be driven, so I only have the basics to share.

I don't think any of us will argue that the past year has been a doozy for negative days. I have made the conscious decision to make this year more positive for myself and those around me that my attitude

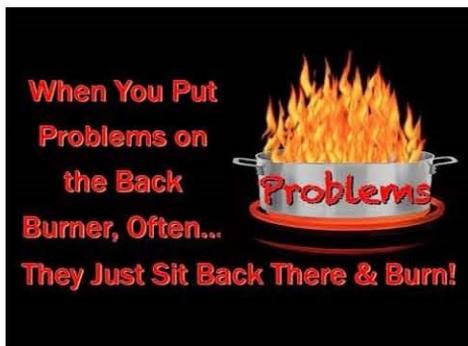
I have made the conscious decision to make this year more positive for myself and those around me

might have an effect on. Probably won't keep a journal but I will be more aware of the good in my life and appreciate those who bring me happiness, that includes you, my fellow WARLCA family member.

I am going to believe that we will positively be able to have county unit meetings and they will have unbelievable turnouts. I am going to believe that we will positively have the best state convention we have had in years and break records of the number of delegates we have in attendance. Then we will go to national convention and get tons of business taken care of. With hard work and reaching out to our communities, we will be able to get all of these routes covered and get enough subs in place that we will once again be able to have a somewhat normal life. Maybe we will even get a new contract that we love. Yes, this may all seem to be a bit farfetched, but not impossible. I am excited about the prospect of seeing everyone again. Keep a look out for your county unit notices coming in the mail and plan on attending. See you soon.

Positively
RCP3 Lorrie Crow





Legislative Update

January-February 2022

Legislative Director: Lorrie Crow

I know that at times it seems that things in DC are beyond hope and there is no way that any legislation is going to make it through both the House and the Senate. It is more important now than ever that we stay vigilant and get these bills back out front and cooking with gusto. You all know what to do.

NOTE: The names listed after each resolution are the Representatives that **have not** yet signed on as a Cosponsor.

HR 695 – The USPS Fairness Act. To amend title 5, United States Code, to repeal the requirement that the United States Postal Service prepay future retirement benefits, and for other purposes. **Up 2 with no new WA Representatives.**

Cosponsors-277 Jaime Herrera Beutler (dist. 3), Dan Newhouse (dist.4), Cathy McMorris Rodgers (dist.5)

S 145 – The USPS Fairness Act. To amend title 5, United States Code, to repeal the requirement that the United States Postal Service prepay future retirement benefits, and for other purposes **No Movement**

Cosponsors 10 Maria Cantwell, Patty Murray

H Res 109 - Expressing the sense of the House of Representatives that the United States Postal Service should take all appropriate measures to ensure the continuation of door delivery for all business and residential customers. **Up 1, with 0 new from WA.**

Cosponsors-154 Suzan DelBene (dist.1), Dan Newhouse (dist.4), Pramila Jayapal (dist.7), Kim Schrier (dist.8), Cathy McMorris Rodgers (dist.5), Rick Larsen (dist.2)

H Res 47 - Expressing the sense of the House of Representatives that Congress should take all appropriate measures to ensure that the United States Postal Service remains an independent establishment of the Federal Government and is not subject to privatization.

Up 7, with 1 new from WA.

Cosponsors-187 Pramila Jayapal (dist.7), Cathy McMorris Rodgers (dist.5), Dan Newhouse (dist.4)

H Res 114 - Expressing the sense of the House of Representatives that the United States Postal Service should take all appropriate measures to ensure the continuation of its 6-day mail delivery service.

Up 3, with 0 new from WA.

Cosponsors- 157 Suzan DelBene (dist.1), Pramila Jayapal (dist.7), Kim Schrier (dist.8)

H Res 119- Expressing the sense on the House of Representatives that the United States Postal Service should take all appropriate measures to restore service standards in effect as of July 1, 2012. **Up 8, 0 new for WA**
Cosponsors-138 Dan Newhouse (dist.4), Kim Schrier (dist.8), Cathy McMorris Rodgers (dist.5), Derek Kilmer (dist.6), Jamie Herrera Beutler (dist.3)

HR 3076 – The Postal Service Reform Act of 2021. To provide stability to and enhance the services of the United States Postal Service, and for other purposes.

Up36, with 0 new from WA.

Cosponsors-66 Suzan DelBene (dist.1), Jamie Herrera Beutler (dist.3), Dan Newhouse (dist.4), Cathy McMorris Rodgers (dist.5), Derek Kilmer (dist.6), Pramila Jayapal (dist.7), Kim Schrier (dist.8), Adam Smith (dist.9).

S 1720 – The Postal Service Reform Act of 2021. To provide stability to and enhance the services of the United States Postal Service, and for other purposes.

Up 2, with neither WA Senator Cosponsoring.

Cosponsors-27 Maria Cantwell, Patty Murray.

HR 3077 – The Postal Service Improvement Act. To require mail-in ballots to use the United States Postal Service barcode service, to provide paid parental leave to officers and employees of the Postal Service, and for other purposes. **No Movement**

Cosponsors-5 0 Washington Representatives and 16 from other states have withdrawn their names as Cosponsors.

HR 4268 - To amend title 5, United States Code, to provide that civilian service in a temporary position after December 31, 1988, may be creditable service under the Federal Employees Retirement System, and for other purposes. **Up 7, with 0 new from WA.**

Cosponsors-26 With 0 Washington Representatives cosponsoring at this time.

January 19, 2022



State Convention 2022

By Paige Barrett, Region 4 Committeeperson & Provident Guild Rep

The 2022 WARLCA State Convention is scheduled to take place at the Red Lion Hotel Columbia Center May 22, 23, 24. Yes, it is in MAY this year, not June as in previous years. This Red Lion is located just blocks away from the Columbia Center Mall. To be considered a delegate, you MUST either (preferably) attend your annual county meeting or notify one of your county officers prior to the county meeting that you wish to be a delegate.

Why should you be a delegate? Only delegates can vote on resolutions and constitution changes that were voted on at your county meetings. What are those? Changes that you would like to see to our contract! If you present them at the county level and they are approved by your fellow county members present, it goes up to the state level, where the delegates debate and decide if it should go up higher. If it does, then it is presented at national convention to the delegates elected for consideration and if it passes at national, it is put into consideration for our next contract. Why else should you be a delegate at state convention? You will have the opportunity in this unprecedented year to vote on ALL the posi-

tions held by your state board. That's right. All seven positions are up for election this year due to our state convention being cancelled the past two years. Another reason is that if you are a delegate, you will be compensated for attending the convention as well as compensation for your travel expenses. Do you need another reason to go to state convention? Good times spent with fellow rural carriers! While we do accomplish quite a bit of work for the union, the board also strives to make it an enjoyable time getting to know

Why should you be a delegate?

your fellow carriers. If you have any questions, reach out to any of the board members (our contact information is at the front of this magazine), and we will answer those questions for you!

We do also have a couple of special seminars offered this year that are open to the whole membership. On Saturday, we are offering a retirement seminar where you can learn what you will need to be in the best financial position when you retire. Who doesn't need this information? It doesn't matter if

you are very near retirement or it is something that seems many years away, this will be a very helpful seminar to attend. Another seminar we have available is OWCP. We are bringing in Mike and Linda Watson from Portland to share with us how OWCP works and how to get it to work for us when we need it. There are also 15-minute appointments available to have a private conversation with both Mike and Linda to answer your specific questions. Fifteen minutes may not seem like much, but they are able to quickly answer your questions, so it is really an ideal amount of time! Again, this is open to the whole membership. You need not be a delegate to sit in on this seminar or to talk with the Watsons.

So, keep your eyes peeled on your mailboxes and also on the WARLCA.com website for information about your upcoming county meeting and go, fill out the registration enclosed in this issue, and mail it in to Becky Wendlandt before April 29, 2022, make your reservations at the Red Lion Inn, and remember to fill out your PS Form 3971 leave slip right away. I look forward to seeing you all in May!

A little more info. The room rates this year are \$109 for sin-

gle/double. (These rooms face out towards the parking lot) \$119 premium two queens (These rooms face in toward the pool) and \$139 for the executive room, (this has a king size bed in a room separate of the "living room" area) These rates are ONLY available for those who are attending convention. The phone number for the Red Lion is 509-783-0611 or online and you must use the group code WASH0522 to get these rates.

PAC (Political Action Committee) Report

If you donated to PAC last year, you should have received a letter with your contribution pin and level pin recently from Paige Barrett, PAC

Chair. If you have not, please let her know at warehouse4paige@gmail.com. Just a quick update on our most recent stats. We currently have 2,074 union members in WA state. We currently have less than 50 contributors to PAC. Those individuals have made an impact on our PAC totals. Year to date, that is August 2021 to the end of November, we have collected a total of \$3,965.46 placing us in 11th total in the US and 7th per capita for the year. This past month alone, we collected \$644.34 which places us at 14th in both total and per capita. It is very easy to begin a donation to PAC. Even a \$5 per pay period donation would make a huge

difference. Please contact Paige Barrett to have her walk you through the process of signing up for automatic payroll deductions on PostalEASE and in doing so you will be entered into a drawing for a prize. There is a quilt that will be raffled off at state convention as well. Another way that you can contribute is a one-time donation at your local county meetings which will be occurring soon. Another way is to donate an item to be auctioned off at the state convention. Most county units are making a basket to be auctioned. At state convention, there will also be some fun opportunities to donate to PAC.



Looking Back

By Monte Hartshorn, WA District Representative

2021

When I look back on 2021, I recall a conversation I had with a carrier not so long ago. We were talking about the parcels and workload, and the carrier told me that: "Peak 2019 just didn't end". The more that I thought about that sentiment, I believed it summed things up very well. In some offices, the parcels just did not lighten up at all. We have had carriers working 60, 70 and, in some cases, well over 80 hours in a week. In other offices, we had carriers working consistently under evaluation. It was just depend-

ent upon where Amazon was delivering parcels.

With the COVID pandemic, there has been a significant cultural change. Going to a department store at the mall has changed for a large percentage of the population to getting online and browsing a store's website. As my wife has informed me, the selection is better and it "magically" shows up at the front door in a few days. Now, to be fair, my wife knows exactly how hard we rural carriers work to deliver those items to our customers. But, be that as it may, I have noticed that she

goes shopping at stores a lot less. With the increase in parcels came a loss of staffing in a lot of offices. We still have not recovered from that. The Postal Service needs to do a much better job in competing for labor. We have to have offices that value employees, not ones that make people feel harassed and taken advantage of.

Current

I recently have received several phone calls where rural carriers have expressed a lot of frustration and have asked what is the value of the Union? Why should I be a Union member? I

would be the first to admit that we are unable to solve everyone's problems. Sometimes, I have to say: "It's not fair, but it is contractual". Our contract is not perfect, but it actually does give us a lot of protections that people in other careers do not have. I believe that one of the most important parts of our contract is found in Article 16.1:

"No employee may be disciplined or discharged except for just cause..."

This seems simple. No one can (not should) be disciplined unless the facts say that they should. But it goes much deeper than that. Just cause is not just about the circumstances. Just cause also deals with "due process". This is saying that every rural carrier (with the exception of removal of a probationary employee) has to get due process. When it comes to "just cause," there are seven questions that most arbitrators accept:

- 1) Is there a rule that was violated and was the employee made aware of the consequences for not following the rule?
- 2) Is the rule reasonable and related to (a) the orderly, efficient, and safe operation of the business and (b) performance that the USPS might properly expect of the employee?
- 3) Did management investigate prior to imposing discipline?
- 4) Was the investigation conducted thoroughly, fairly, and objectively?

- 5) Did the investigation show substantial proof?
- 6) Has management applied the rule, and imposed discipline fairly, consistently, and without discrimination?
- 7) Is the discipline imposed reasonably related to (1) the seriousness of the offense and (2) the employee's length and quality of service, taking into consideration any mitigating circumstances?

I had a relative that worked as a manager for a large company. He told me that if a worker was late too many times, that he was told that he was no longer needed. I asked how many was

too many? His response was: "Whatever I feel like". With no Union, no contract, there was no just cause. Those workers were at management's mercy. We do have a Union that guarantees us just cause. Management has to show that there was a rule, and that it was broken. They have to investigate the circumstances instead of just reacting. And any discipline issued needs to be corrective in nature, and needs to have a reasonable relationship to the offense.

Our contract even goes farther. If a Notice of 7-Day Paper Suspension, Notice of 14-Day Paper Suspension, or a Notice of Removal is issued to a rural carrier,

that discipline must be reviewed and concurred with by a higher postal official before being issued (see Article 16.6). I know of several circumstances where the reviewing official failed to concur and the carrier was issued a lesser discipline than the immediate supervisor first thought to issue.

It is extremely important to me that any carrier who really does not "deserve" just cause receives it. If that is so, then if I find myself in trouble, I can be assured that the Union will insist that I also receive just cause. If I never receive anything else from my union dues, the fact that I am protected by "just cause" is worth every penny.

2022
The New Year is a great opportunity to look forward and to make "resolutions" on what may wish to accomplish this year.

I want to...be more active in my Union. There is a new contract coming out. Only active carriers who are NRLCA members will have the opportunity to vote on the contract. There will be at least one contract ratification meeting in each state. At this time, I am not sure if that meeting will be in person or via Zoom. Every member will have the up-to-date information on any changes from the last contract to this one. I hope that the word gets to the non-members that if they really want to have a voice, they should be a NRLCA member. The last contract was voted on by just 19.85% of the

Any discipline issued needs to be corrective in nature, and needs to have a reasonable relationship to the offense

NRLCA membership, and only 18.65% of the active members in the state of Washington. We must do better and make sure our voices are heard.

I want to... have a local steward in my office. If I currently have a local steward, then I need to thank them for their efforts. If I do not have a local steward in the office, then I need to look at volunteering or encourage someone else to step forward. A local steward is able to resolve many issues at the local level prior to the need for a grievance. If a grievance is necessary, then all the time needed to investigate and adjudicate that grievance is paid by the Postal Service.

I want to...become more informed about my rights and responsibilities as a rural carrier. Our union has a national website (www.nrlca.org) and the WARLCA has one (www.warlca.com). There is a lot of information available on the NRLCA website especially the Steward Reference Guide (found under "Departments" and then "Steward Operations"). The contract, pay charts, EMA charts, information on OWCP and all the postal manuals and handbooks can also be found. Every rural carrier

should be aware of our contract and the PO-603 (*Rural Carriers Duties and Responsibilities*).

I want to...make sure that my route is evaluated correctly. Every rural carrier should look at the most current PS 4241-A to see what the official evaluation of route is. In addition, the volume factor, mileage, the number of regular and centralized mailboxes should be noted. If there is a discrepancy, then it needs to be corrected.

I want to...make sure that my route will be evaluated correctly. Make sure that we travel the route using the correct line of travel. Every day that we travel the route, the scanner is laying down "breadcrumbs". We need to make sure that we begin the scan of every parcel when we are at the place that we are going to deliver that parcel. If we begin the scan while at the mailbox, even if we enter that we left it at the front door, the scanner will show that we were at the mailbox. We need to show that we did the driving, dismount, and took the parcel to the door. In addition, there will eventually be more scans to show the work we are doing. We may be doing scans showing the beginning and finish of loading. There may be a scan to

show multiple trips for parcels to the door. There may be scans to show the number of sets of box holders. All of these scans may be used to adjust our evaluations on a regular basis.

I want to...work like I am on camera. We have had a couple of carriers who were on camera (a Ring doorbell). Management has been given videos of carriers tossing/throwing parcels on the porch. Management has been given videos of vehicles being left running while the carrier was delivering the mail. Management has been given videos of our driving practices, and especially if we are wearing a seat belt or not. We need to just make sure to do our job correctly, each and every time. As a steward, during an investigative interview, it is no fun to hear the manager say: "We have video".

I want to...work in a safe manner. **First, foremost, and always.** I want to go home to my family in the same shape that I came to work. I do not want to cause someone else and injury and I do not want to get hurt myself.

Ignorance May Be Bliss, but it Will Cost You!

Monte Hartshorn

NRLCA District Representative

Did You Know?

The following items can be found on the website, warlca.com

- o Resolution Form
- o County Constitution Form
- o Outstanding Member Application
- o 50 Year Member Application
- o WARLCA Constitution
- o Local Stewards

Save these dates!!

May 22-24, 2022

WARLCA State Convention



Red Lion Columbia Center Hotel

1101 N. Columbia Center Blvd, Kennewick, WA 99336

Hotel Phone Number: 509-783-0611

Group Name: Washington Rural Letter Carriers Association 2022

Group Code: WASH0522

Cutoff Date: April 29, 2022— *please make sure all reservations are made by this date to ensure you get the discounted group! After this date, all unbooked rooms are released back into general inventory and the hotel is no longer obligated to honor the discounted group rate.*

There are two ways to make a reservation:

-Online, by going to our website and following these simple steps:

- Website: <https://www.redlion.com/red-lion-hotels/wa/kennewick/red-lion-hotel-kennewick-columbia-center#hotel-rooms>
- Select your check in and check out dates at the top of the screen.
- Click the drop down arrow next to "Discounts" at the top of the screen.
- Click on "Group Code" and then enter in your Group Code of WASH0522 (must be in all caps). Click "Close" and then click "Update".
- Your group rate and room types will then pull up. Select the room you would like to reserve and enter in your information to book!

-By Phone, by calling the hotel directly at 509-783-0611 and providing your Group Name, Group Code WASH0522 and check in and out dates.

Room Rates: Most rooms are \$109. Prices for upgraded rooms are listed on the website when you follow the instructions above.

WARLCA 2022 STATE CONVENTION REGISTRATION

May 22, 23, 24, 2022

Red Lion Hotel - Columbia Center

1101 North Columbia Center Blvd

Kennewick, Washington 99336

Room rates are \$109 for single/double and free parking. Premium Two Queens is \$119 and Executive \$139. Includes a free breakfast. To make your reservations call 509-783-0611 with Group Code WASH0522. Note: WARLCA room block is open to State Convention attendees only. **Block is available until filled, but no later than April 29th, 2022.**

NAME: _____ 1ST TIME ATTENDING? _____

PHYSICAL STREET ADDRESS: _____ PO BOX # _____

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: _____ 22/23 County Officer? _____ If Yes, What Position? _____

There is a **\$75.00** fee per delegate for registration; however the fee will be **waived if all 3 of the following requirements are met: (1) registration form and payment is received in the office of the State Secretary/Treasurer by April 29, 2022, and (2) purchase one meal function, (not including the meet and greet) and (3) stay at the Red Lion Hotel.** Note: If registration form and payment are received after April 29, 2022, a \$75 registration fee is required and not waived. The purchase of meal functions may not be guaranteed with a late registration.

Saturday, May 21, 2022: Meet and Greet from 6 PM to 8 PM

Cost \$5.00 (under age 4 is free). Snacks and Beverage Service Provided #attending _____ \$ _____

SUNDAY May 22, 2022: FIRST DAY OF CONVENTION STARTS AT 8:30 AM

Sunday, May 22, 2022: First Timers to Convention Meeting at 8am (free) #attending _____

Sunday, May 22, 2022: County Officers Recognition Luncheon at Noon. All are welcome

Check One: Margherita Chicken _____ OR Pan seared cod _____

Free to newly elected and pre-registered 2022/2023 Presidents, Vice Presidents, Sec/Treas, County Liaisons and PAC Chairs. Cost to others \$30.00 #attending free _____ # attending paying _____ \$ _____

Sunday, May 22, 2022: OWCP Seminar with Mike Watson & Associates 6:30 to 8 PM (free) #attending _____

Check here if you want one-on-one meeting with Mike _____
President Kurt will contact you with a time/date/and location in hotel a week before convention starts.

MONDAY May 23, 2022: SECOND DAY OF CONVENTION STARTS AT 8AM

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

Amazing 3 River Buffet: Sliced tri-tip roast, Oven roasted chicken breast, and Seared salmon
Cost \$45.00 #attending _____ \$ _____

TUESDAY May 24, 2022: 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 YOU WOULD BE WILLING TO MENTOR A FIRST TIMER AT THIS CONVENTION: Yes _____ No _____

CHECK HERE IF NEEDING VEGETARIAN OR SPECIAL MEALS: _____
(Please also contact warlca@gmail.com with your request)

Make Checks Payable to: WARLCA and send to 2811 N Chase Rd., 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 May 1st, 2022, until after convention and approved by board since we have to guarantee total number of meals ahead of time.

Notice of 2022 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, May 22, 2022 and adjourn at the close of business on Tuesday, May 24, 2022. The State Convention will be held at Red Lion Columbia Center Hotel, 1101 North Columbia Center Blvd, Kennewick, WA 99336. Business sessions include voting on proposed constitution changes and resolutions, elections of officers, speakers’ presentations, and other business that may be brought forth to the delegates.

The following officers will be elected:

President.....	Two-Year Term
Vice-President.....	One-Year Unexpired-Term*
Secretary/Treasurer.....	Two-Year Term
Region One Committeeperson.....	One-Year Unexpired-Term*
Region Two Committeeperson.....	Two-Year Term
Region Three Committeeperson.....	One-Year Unexpired-Term*
Region Four Committeeperson.....	Two-Year Term

*Note: To continue the election rotation of officers as per our WARLCA Constitution.

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.

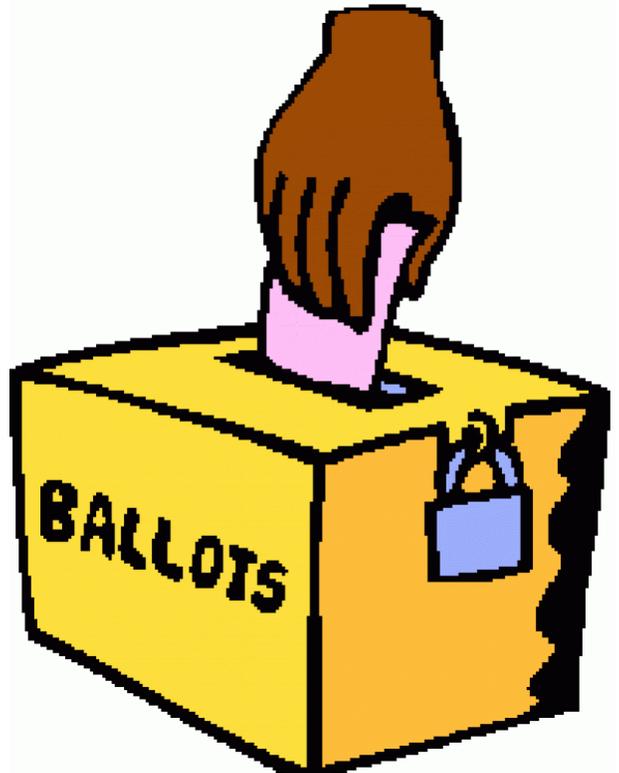
Candidates can find the WARLCA Constitution as well as a summary of the Duties and Responsibilities of all WARLCA elected officers and appointed positions on the website, warlca.com.

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

Notice

The secret election ballot for voting for WARLCA delegates to the 2022 NRLCA National Convention will be mailed between April 3, 2022 and April 27, 2022. Any eligible member (those on the database by April 2, 2022) who has not received a ballot or any member who spoils a ballot may request a new ballot by contacting Election Committee Member Chair Doug Rinehart at (360) 440-0889. If you request and return another ballot only the replacement ballot will be counted.

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



2022 National Delegate Ballot Timeline and Notification

Here is the timeline for those wanting to be on the ballot for delegate to the 2022 National Convention.

- **April 2, 2022:** Nominations must be received at PO Box 293, Liberty Lake, WA 99019-0293. Any nominations received after this date will be sent back as post office box closed. A member of the 2022 Election Committee, with the State Secretary/Treasurer observing, will do the final sweep of the post office box and close the box. Candidates, or their designee, can observe, and will need to contact the State Secretary/Treasurer for the time the final sweep will be done. Nomination forms can be found in the *National Rural Letter Carrier* magazine, in the December, January, February, March, April, and May issues. Nominations must be on this form (or a copy of this form). You can also find the *National Rural Letter Carrier* magazine on line at nrlca.org.
- **April 2, 2022:** A listing of members and labels will be printed from the NRLCA database to be used for the mailing of the ballots.
- **April 3, 2022:** A drawing of names for placement on the ballot will be held at 11 AM at the lobby of the Liberty Lake Post Office, 1423 N Molter Rd, Liberty Lake WA 99019. 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.
- **Week of April 3rd to April 25th, 2022:** The ballots and ballot instructions will be printed by Staples. An independent contractor will pick up the ballots, ballot instructions, and envelopes. They will stuff and seal the ballots and mail them in their entirety at Spokane Valley Post Office, 11712 E Sprague, Spokane Valley, WA 99206. Candidates, or their designee, can observe.
- **April 27, 2022:** The ballot mailing will be completed by this date.
- **The week of May 2, 2022 thru May 6, 2022:** Two members of the 2021 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 Richland Post Office, 639 Cullum Ave., Richland, WA 99352. They will make a determination if a correct address can be found and resend the ballot again in a separate envelope. Candidates, or their designee, can observe.
- **May 21, 2022:** Two or more members of the 2022 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 Richland Post Office, 639 Cullum Ave., Richland, WA 99352 in the morning. Ballots will be tabulated by the 2022 Election Committee as soon as they return from the Richland Post Office, in a meeting room at the 2022 State Convention Hotel at the Red Lion Columbia Center Hotel, 1101 North Columbia Center Blvd., Kennewick, WA 99336. Candidates, or their designee, can observe. All observers must first check with the 2022 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 May 21, 2022 will be returned to sender by the Post Office showing PO Box closed.
- **May 22, 2022:** Election results will be announced on Sunday, May 22, 2022 by the 2022 Election Committee at the 2022 State Convention at the Red Lion Columbia Center Hotel, 1101 North Columbia Center Blvd, Kennewick, WA 99336.

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

RULES FOR OBSERVERS

In the Election of Officers and National Delegates for the WARLCA

1. Each observer should identify himself/herself to the election officials, sign the observer log, and indicate which candidate he or she represents. An observer should notify election officials if he or she is scheduled to be replaced by another observer. A candidate may select themselves or some other person to be their designated observer.
2. While present during the collection of the voted ballots or in the tally area, each observer should wear a badge provided by election officials clearly marked "Observer" if requested to do so.
3. Observers, accompanied by election officials, may inspect the area in which the ballots are to be tabulated prior to the start of the voted ballot verification and tabulation process.
4. Observers must not campaign in the ballot collection or tabulation area in any way. They may not wear buttons or other campaign apparel, distribute campaign material, or engage in conversations with voters about candidates or the election campaign.
5. Observers should remain in the area(s) approved by election officials where they are able to see the voter tabulation process.
6. Observers may not roam around the tabulation area or disrupt the tabulation process in any way. They should direct any questions or report any problems directly to committee chair as soon as possible so that any necessary corrective actions can be taken.
7. Observers may challenge the eligibility of any voter by clearly specifying the basis for the objection to election officials. (For example, "I challenge the eligibility of Voter X because he is a new employee who has not yet paid dues.")
8. During the tally of ballots, observers may challenge the accuracy of the way votes are read from marked ballots and recorded on tally sheets and should state any objection to election officials as soon as possible so that any necessary corrective action can be taken.
9. Observers may not touch or handle ballots at any time or interfere with the tally process.
10. Prior to the start of the ballot verification and tally, the election officials will review the counting procedures with observers including voiding rules.
11. Observers will be requested to sign a Ballot Tally Certification at the end of the ballot tally process.
12. With regard to Rule #3 the election officials will meet with the observers to discuss the verification and tally rules as follows.

Date: May 21, 2022

Location: Red Lion Columbia Center Hotel, 1101 North Columbia Center Blvd, Kennewick, WA 99336 in WARLCA Election Committee Meeting Room.

Time: 10 AM

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. Preferred method of submission is via email to warlcaeditor@outlook.com. Submissions must be received by March 1, 2022 for inclusion in the Spring 2022 issue of the *Washington Rural Carrier*.
3. No appointed or elected officers shall include campaign announcements in their officer reports including the intent to run for re-election or for any other position. The Editor shall be responsible to ensure compliance. Reports are not to include candidate endorsements.
4. The WARLCA Secretary-Treasurer's office will make available to any candidate or candidate's campaign, self-adhesive, pre-printed address labels of all WARLCA State Officers and County Officers for any campaign announcement or mailing desired. The fee for each pre-printed label is 5 cents plus \$10 fee for the labels to be mailed to the requester. Requests must be made in writing and mailed to the WARLCA Secretary-Treasurer. The request must contain a statement that the purpose in obtaining the labels is for the announcement or campaigning related to the individual seeking a state officer position and/or as a delegate to national convention.
5. Due to privacy issues, the membership list is not available as public information. Any state-wide membership campaign mailing must be sent to the Secretary-Treasurer as follows: individually sealed, stamped envelopes with the sender's return address two weeks prior to requested mailing date. Membership labels will be applied by the Secretary-Treasurer or designee for a fee of \$250.00

WARLCA Board Minutes from January 2, 2022 Zoom Meeting

Members In attendance: meeting at 6 PM on Zoom and hours towards an 8-hour day since COVID is still a problem. all members were present. The board reviewed and approved the agenda. The motion was second and passed. It will be on the next board agenda for review.

Kurt Eckrem: President, **Lisa Benson:** Vice President, **Becky Wendlandt:** Secretary/Treasurer, **Isabella Lopez:** Region Committeeperson 1, **Alicia Peterson:** Region Committeeperson 2, **Lorrie Crow:** Region Committeeperson 3, **Paige Barrett:** Region Committeeperson 4.

Approval of Past Board Minutes: The board will review the minutes from the October 18 -20, 2021 board meeting at the next meeting.

Board Policy: Becky moved to suspend board policy on full day of ADOP and allow accrued

Future Meetings: The last day for the counties to have their annual meeting is April 10th. The board discussed the possibility that we might have to cancel in person meetings with COVID still going strong.

President Kurt started the

NRLCA is still not allowing the NSS to meet in person. Kurt has asked NRLCA about requiring or not requiring proof of vaccination at our meetings, if counties cannot meet how can they be delegates to convention, problems if we have to postpone convention such as fees, etc. Also, what are the DOL rules for not having state elections for 3 years. Kurt has not heard back as of now. Kurt reminded the RCPs to take PPE supplies to all county meetings. Also, Kurt asked the RCPs to check with their counties for setting up their annual meeting.

The board cancelled the January zoom meeting scheduled with Monte as no new information and carriers are still working long hours in bad weather conditions. We could have one in February with Monte and one with Patrick.

The board decided to set up a in person board meeting at the end of February. Becky will check on the Hampton Inn at Ellensburg.

WRC:

Winter Issue Deadlines: Article to Board by January 5, 2022 (Wednesday). Lisa will have 1st draft January 12, 2022. Final draft or send to printer by January 19, 2022. Final send to printer no later than January 22, 2022.

Spring Issue Deadline: The spring issue needs to be out to the members by the middle of March, 2022.

2023 State Convention: Kurt reported that the Best Western in Silverdale which both he and Alicia like has promised him to provide a contract but then had the staff issues and he has not gotten anything. We do have a bid from the Red Lion in Port Angeles.

2024 and 2025 State Convention: Isa will contact the Holiday Inn hotel in Bellingham for 2024 and Lorrie is going to contact the Centennial in Spokane for 2025.

Orientations: Lauri Chamberlin will shadow Lorrie on going to orientation on January 11th. Kurt and David are covering Tacoma and Seattle. Some other locations may be Everett, Bellingham, Yakima, Wenatchee, and Vancouver. Kurt has sent all the trainers updated 1187's and supplies. Paige said Dawn Anderson from Benton City is a new trainer and Paige will attend her first training to do the union presentation and give her supplies. Kurt said Mary Hagan is the new trainer in Vancouver and that he has sent supplies to her. The booklets for the academies need to be ordered through the NSS and sent directly to the

academy. Kurt will notify Monte that the booklets need to be sent to Vancouver.

WA Cares Act: The board reached consensus to hold off collecting the WA Cares Act tax from the employees until Governor Inslee and the Washington legislators present the updated information.

WARLCA Website and WARLCA Facebook: Kurt asked that all the board look at the WARLCA website and notify Isa if anything needs to be updated. Alicia suggested putting something on our website and in Facebook about filing FECA claim through OWCP CA-1 for COVID claims.

Next Board Meeting:

The next board meeting will be at the Hampton Inn in Ellensburg.

Travel morning February 28th and meet from 1 PM to 5 PM

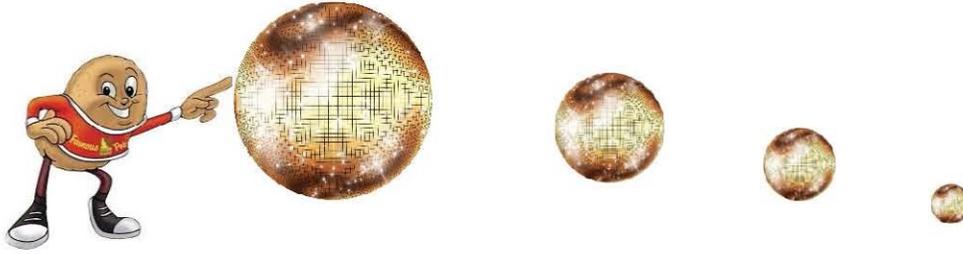
Board meeting March 1st from 8 AM to 5 PM

Board meeting March 2nd from 8 AM to noon and travel in the afternoon.

The zoom meeting adjourned at 7:30 PM.

Respectfully submitted,

Becky Wendlandt,
WARLCA sec/treas



**“Follow the Disco Ball”
Western States Conference 2022
Boise Idaho - April 21st, 22nd and 23rd**

Boise Centre 850 W Front St

Accommodations available at The Grove Hotel – Downtown

245 South Capitol Blvd. Boise, Idaho 83702

Telephone (855) 797-6733

Group Code: Western States Rural Letter Carriers

Rooms available online until March 30th at:

<https://reservations.travelclick.com/76224?groupID=3252933>

Room Rate **\$179.00** plus tax 3 nights before and after conference

Complimentary shuttle from Boise Airport (BOI)

Limited Parking available for an additional fee

WSC REGISTRATION FEES

By	March 25 th	\$ 50.00
After	March 25 th	\$ 55.00

NAME	
NAME	
ADDRESS	
CITY, ST ZIP	
PHONE	
EMAIL	
TOTAL \$\$	

Make Checks payable to **IDRLCA**

c/o Lori Bennett

306 Dakota Ave.

Fruitland, Idaho 83619

Recruiter Name _____ EID/CSA _____

Address _____

City _____ State _____ Zip _____

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
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MAILING ADDRESS	CITY	STATE	ZIP CODE +4
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POSTAL INSTALLATION WHERE EMPLOYED	ZIP CODE OF INSTALLATION	INSTALLATION FINANCE NO.
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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
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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 \$ 30.58 Regular/ \$10.81 Relief per pay period.

LOC #	STATE
	WA
DATE	REMIT #

Rebecca Wendlandt, WARLCA _____, 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 Rd
Liberty Lake WA 99019-5002

WARLCA Membership Statistics



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

Deborah Baccus

Cecil Dunn

Jim Kyllingmark

Michael "Mickey" Mackey

Joanne Ritter

The WARLCA Membership wishes to honor them for their dedication to our Union and the Rural Craft.

Membership Longevity Awards

Last Name	First Name	MI	Award Type	Date Awarded
BROWN	DELMOND	O	60	1/25/2018
JOHNSON	DAVID		60	2/6/2018
KERN	KARL	F	70	3/7/2018
MACKEY	MICHAEL	E	50/60	6/1/2016
MONOHON	MARIE		50	1/6/2020
MUPHRY	CHARLES	O	70	1/25/2018
NORRIS	DOLORES	J	50	1/25/2018
PICKENS	GALE	E	50	12/28/2018
SYREEN	MARY	W	50	3/30/2018
TURK	DWANE	A	50	3/3/2017
TURK	MARJORIE	A	50	5/30/2019
ZIMMERMAN	DONNA	E	50	1/25/2018

Do You Know Someone Who Deserves The Membership Longevity Award?

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

Member Totals by Class		Nonmember Totals by Class	
Regular	1,095	70-5 — ARC	178
PTF	93	71 — Regular	163
Retired	274	74 — RCA VAC RT	6
Associate	2	76 — PTF	18
RCA	518	78 — RCA	272
Retired Associate	1	79 — RCA AUX RT	8
Recently Retired	13	Total	
ARC	46		
Cash-Paid	29		
Total	2,071		

Congratulations Retirees!

BORLECK, PAULA M	ARLINGTON
CHAMBERLIN, LAUREEN A	NEWPORT
DOHERTY, MAUREEN K	PORT ORCHARD
GUSTAFSON, PAULA R	PORT ANGELES
LUEVANO, INGRID N	PASCO
MACHEN, WILLIAM D	KENT
PARKER, CAMPBELL R	FERNDALE
PETERS, DAWN R	KELSO
POSTELL, PAMELA J	YELM
SCHAFFER, MICHEL E	GRANITE FALLS
SITTON, JUDY R	COLFAX
STANDRING, CINDY J	WAITSBURG
STANG, LAURIE J	STANWOOD
BOYD, DAN A	PULLMAN

Please Welcome Our New Members!

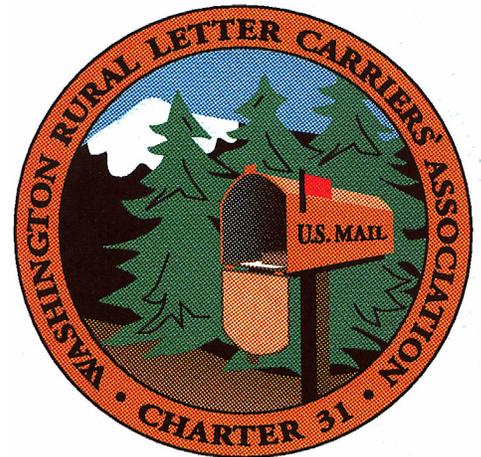
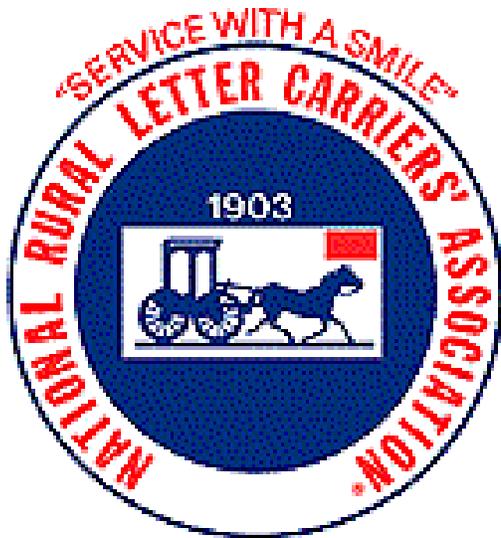
7 - RCA	ANACORTES	BELFIELD III	JAMES	7 - RCA	MOUNT VERNON	MANKA-HEBERT	VICTORIA
4 - Retired	ARLINGTON	BORLECK	PAULA	7 - RCA	MOUNT VERNON	THOMAS	MADISON
7 - RCA	ARLINGTON	BARKER	SAMANTHA	7 - RCA	MOUNT VERNON	HUANGFU	ZHE
7 - RCA	AUBURN	SPARKLIN	RORY	1 - Regular	MOXEE	TAYLOR	LASHANYA
7 - RCA	BELLINGHAM	DURST	DEVON	7 - RCA	NEWPORT	MCCLEARY	SHAWN
7 - RCA	BLAINE	MAYER	DAN	7 - RCA	NORTH BEND	PRATHER	LISA
7 - RCA	BREMERTON	SCHUSTER	ASHLEY	1 - Regular	NORTH BEND	WINES	PATRICIA
4 - Retired	BREMERTON	FONSECA	BERNADETTE	7 - RCA	OAK HARBOR	HERRERA	PABLO
7 - RCA	CAMAS	CONVEY	SIMON	7 - RCA	OAK HARBOR	BULLOCK	MARTINA
7 - RCA	CAMAS	BRINK	MIRANDA	7 - RCA	OAK HARBOR	BUCKLEY	JESSICA
7 - RCA	CATHLAMET	REDDON	KYLE	7 - RCA	OLYMPIA	KIM	JANG
7 - RCA	CENTRALIA	REED	BOBBI	7 - RCA	PALOUSE	GOERTZEN	SHELLEY
7 - RCA	CENTRALIA	LADD	STUART	7 - RCA	PASCO	DALEN	STEPHANIE
C - ARC	CHEHALIS	MAGNUSON	CHRISTINE	7 - RCA	PASCO	HINSLEY	KRYSTIL
7 - RCA	CHEHALIS	PATE	STEPHEN	7 - RCA	PASCO	KULMUS	TASHA
7 - RCA	CHEHALIS	STRATTON	KELLE	7 - RCA	PASCO	INMAN	SPENCER
7 - RCA	CHELAN	RUBIO	JESUS	7 - RCA	PASCO	RICHARDSON	KEITH
7 - RCA	CHENEY	GOATZ	MATTHEW	4 - Retired	PORT ANGELES	WEST	ROGER
7 - RCA	CHENEY	MOMBLOW	GABRIEL	7 - RCA	PORT ANGELES	WEGENER	JONATHAN
7 - RCA	COLVILLE	KELLOGG	VIRGIL	7 - RCA	PORT ANGELES	DOUGLAS	CRYSTAL
7 - RCA	COUPEVILLE	GUBERNATH	JOSHUA	7 - RCA	POULSBO	GORDON	MARY
7 - RCA	COUPEVILLE	ROBLES	DUSTIN	7 - RCA	PUYALLUP	BLACK JR	STEPHEN
7 - RCA	DEER PARK	FIELD	KIMBERLY	7 - RCA	PUYALLUP	LARSON	CINDY
7 - RCA	DUPONT	GILL	JESSICA	7 - RCA	PUYALLUP	KERRIGAN	CHRISTINE
7 - RCA	DUVALL	STACK JR	ROBERT	7 - RCA	PUYALLUP	MUNOZ	JULIO
7 - RCA	ELLENSBURG	PAQUETTE	DANIEL	7 - RCA	RAVENSDALE	BLAKEMAN	HARRY
7 - RCA	ELMA	CUMMINGS	ALISSA	7 - RCA	RAVENSDALE	TURNER	JOHN
7 - RCA	ELMA	WILLIAMS III	THURMAN	7 - RCA	RICHLAND	PUZ	ASHLEY
7 - RCA	ENUMCLAW	POLLARD	CHRISTOPHER	7 - RCA	RICHLAND	KING	DESTINY
7 - RCA	EVERETT	DASTVAN	NATHAN	7 - RCA	RIDGEFIELD	SCHERGER	TRENTON
7 - RCA	EVERETT	SILER	ANTHONY	7 - RCA	ROCHESTER	BROWN	THOMAS
7 - RCA	EVERETT	EPHREM	SAMUEL	7 - RCA	ROCHESTER	COZAR	AMANDA
7 - RCA	FERNDALE	BRING	SLADE	7 - RCA	ROCHESTER	LANGLEY	CARMELA
7 - RCA	FORKS	LEPPELL	WESLEY	7 - RCA	ROY	SALVIG	JEANNIE
4 - Retired	GARFIELD	HEMRICH	JAMES	7 - RCA	ROY	MARTINEZ	BLANCA
7 - RCA	GIG HARBOR	FORGAS	CARRIE	7 - RCA	SEQUIM	STOCKER	CHESTER
7 - RCA	GOLDENDALE	SCHREINER	KIMBERLY	7 - RCA	SEQUIM	JOHNSON	MARKLIN
7 - RCA	GRAHAM	ANDERSON	TERA	7 - RCA	SEQUIM	ENSEY	SHAWN
7 - RCA	GRAHAM	BAKER	NATHAN	7 - RCA	SEQUIM	PITTS	DENISE
7 - RCA	GRANDVIEW	BAUTISTA	JORGE	7 - RCA	SEQUIM	DREYER	RAYMOND
7 - RCA	GREENBANK	PORTER	AIDAN	7 - RCA	SHELTON	STANLEY II	RICHARD
7 - RCA	ISSAQUAH	LIN	CHI HUNG	7 - RCA	SILVERDALE	MERCER	NATASHA
1 - Regular	LAKE STEVENS	MARQUIS-BUSH	MARTINE	7 - RCA	SNOHOMISH	EPPERSON	SHANE
7 - RCA	LAKE STEVENS	ASANTOR	JESSY	7 - RCA	SNOHOMISH	FRAIR	STEPHANIE
7 - RCA	LAKEBAY	ZABEL	LAURIE	7 - RCA	SNOHOMISH	NELSON	GENIE
7 - RCA	LANGLEY	CARLSON	ERIKA	7 - RCA	SNOHOMISH	FELLOWS	BRENDAN
7 - RCA	LANGLEY	MARNOCH	ALEC	7 - RCA	SPOKANE	MEARS	SARAH
7 - RCA	LIBERTY LAKE	HERNANDEZ	MARK	7 - RCA	SPOKANE	MONROY	BRYAN
7 - RCA	LIBERTY LAKE	COY	GREG	7 - RCA	SPOKANE	MARZEK	DONNA
7 - RCA	LONG BEACH	MOCKAITIS	ERIC	7 - RCA	STANWOOD	BOYD	BRIAN
7 - RCA	LOON LAKE	EBEL	APRIL	7 - RCA	SUMNER	BLODGETTE	KATERI
7 - RCA	LOPEZ ISLAND	SVOBODA	CHERYL	4 - Retired	SUNNYSIDE	DOLAN	SHARON
7 - RCA	MANSON	NEWKIRK	KENNETH	7 - RCA	VANCOUVER	ANDERSON	DEVON
7 - RCA	MAPLE VALLEY	TI	DANNY	7 - RCA	VANCOUVER	MCCLUNG	HELEN
7 - RCA	MAPLE VALLEY	CHILDS	MELISSA	7 - RCA	VASHON	DEAN	JASON
7 - RCA	MAPLE VALLEY	MORTENSEN	ELLEN	7 - RCA	WENATCHEE	HAYS	PATTI
7 - RCA	MARYSVILLE	BRAGET	CANDY	7 - RCA	WOODINVILLE	KEITH	TERMAINE
7 - RCA	MARYSVILLE	PARKER	CASUAL	7 - RCA	WOODINVILLE	BAWDON	IAN
7 - RCA	MARYSVILLE	HARRIS	TERRENCE	7 - RCA	YAKIMA	JONES	GREGORY
7 - RCA	MEAD	KRUGER	TERESA	7 - RCA	YAKIMA	WILLIAMS	AUTUMN
7 - RCA	MEDICAL LAKE	STEEN	ANDREW	7 - RCA	YAKIMA	WRIGHT	TARA
7 - RCA	MONTESANO	BALLEW	JUSTINA	7 - RCA	YAKIMA	VALENCIA	DOMINICK
7 - RCA	MOSES LAKE	CLEVELAND	RALPH	C - ARC	YAKIMA	DEAN	DAVID
7 - RCA	MOSES LAKE	BRUCE	MARIE	7 - RCA	YELM	MEYER	SHELLENE
7 - RCA	MOUNT VERNON	SPRAGUE	RYAN	7 - RCA	ZILLAH	BAUTISTA	ARTEMIO

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Address change? Please let your State Secretary-
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Where Service Begins With a Smile

Upcoming Dates to Remember

- Feb 5-11 2022: Relief Carrier Appreciation Week
- Feb 20 2022: Contract Ratification Meeting via Zoom
- Apr 21-23 2022: Western States Conference, Boise ID
- May 21 2022: Retirement Seminar, Kennewick WA
- May 22 2022: OWCP Seminar, Kennewick WA
- May 22-24 2022: State Convention, Kennewick WA
- Sep 6-9 2022: National Convention, Orlando FL



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