

# Washington Rural Carrier

Official Publication of the Washington Rural Letter Carriers' Association

Winter 2023



## RRECS:

**A Long Time  
Coming**

**... And It's  
Finally Here**

### **Mini Mail Survey**

What You Need to Know

### **Survive Big Changes**

Just Change Your Outlook

### **Is This True?**

Finding Reputable Sources

### **State Convention 2023**

In Silverdale at the Beach!

### **WSC 2023**

Western States Conference

### **Auxiliary Update**

Letter From Cyndy Keyes

### **WARLCA State Board And Appointed Officers**

#### **President & Historian**

Kurt Eckrem  
1003 9<sup>th</sup> St  
Mukilteo WA 98275-2007  
(425) 760-6879  
president.warlca@outlook.com

#### **Vice President & Legislative Director**

Alicia Peterson  
PO Box 1971  
Eatonville WA 98328-1971  
(253) 229-0620  
vp.warlca@outlook.com

#### **Secretary-Treasurer**

Lorrie Crow  
1208A Slide Creek Rd  
Colville WA 99114-8766  
(509) 675-0397  
sec-treas.warlca@outlook.com

#### **Region 1 Committeeperson & Webmaster**

Isabella Lopez  
PO Box 63  
Lake Stevens WA 98528-0063  
(425) 417-2700  
rcp1.warlca@hotmail.com

#### **Region 2 Committeeperson & RCBP Rep**

Estee Javinari  
5305 NE 48th Ave  
Vancouver WA 98661-7801  
(808) 554-3065  
rcp2.warlca@outlook.com

#### **Region 3 Committeeperson & Retiree Liaison**

Lauri Chamberlin  
1371 N Willms Rd  
Elk WA 99009-9552  
(509) 939-4493  
rcp3.warlca@outlook.com

#### **Region 4 Committeeperson**

Brian Poage  
224 N 33rd Ave #1  
Yakima WA 98902-2373  
(509) 969-0375  
rcp4.warlca@outlook.com

#### **Editor**

Lisa Benson  
PO Box 792  
Marysville WA 98270-0792  
(425) 359-2462  
warlcaeditor@outlook.com

#### **PAC Chair**

Dawn Ayers  
PO Box 6  
Sumner WA 98390-0006  
(253) 468-2119  
dawnayersunionmember@gmail.com

### **NRLCA Stewards**

#### **District Representative**

Monte Hartshorn  
PO Box 321  
Castle Rock WA 98611-0321  
(509) 315-7670  
monte.hartshorn@nrlca.org

Jeffrey Taylor  
PO Box 703  
Greenacres WA 99016-0703  
(509) 690-0126  
jeffrey.taylor@nrlca.org

#### **Assistant District Representatives**

Alicia Peterson  
PO Box 471  
Graham WA 98338-0471  
(253) 208-3344  
alicia.peterson@nrlca.org

#### **Area Stewards**

Isa Lopez  
PO Box 63  
Lake Stevens WA 98258-0063  
(425) 417-2700  
isabell.lopez@nrcla.org

Renee' Pitts  
PO Box 1795  
Orting WA 98360-1795  
(509) 315-7012  
renee.pitts@nrlca.org

Dawn Anderson  
(509) 551-7323  
dawn.anderson@nrlca.org

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 [webmaster@warlca.com](mailto:webmaster@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](mailto:updates@warlca.com)



## Attention WARLCA members:

As a reminder, the Congressional District boundaries here in Washington State changed in early January. This means you may now live in a different Congressional District, and that your Representative in Congress may be a different person than you have had the last few years. Those of you in the 3<sup>rd</sup> Congressional District have a new Representative- Marie Gluesenkamp Perez has replaced Jaime Herrera Beutler. If you want to check who your Representative is, go to [www.house.gov/representatives/find-your-representative](http://www.house.gov/representatives/find-your-representative). Some cities and zip codes overlap into multiple Districts, so you may need to enter the plus-4 of your zip code and/or your actual street address.



Content such as photos and opinion pieces may be submitted to the Editor. The method of submission is via email to [warlcaeditor@outlook.com](mailto: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 content must be accompanied with the author's name, address, and phone number. Content 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.

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## Change

By Kurt Eckrem, President & Historian

We have all heard various witty sayings on the topic of change. “Change is inevitable”. “Change can be painful”. The whole idea that death and taxes are the only certainties. Many of those sayings seem to refer to change in a less-than-positive tone. Most of us get in a comfort zone, and anything that alters or threatens that comfort must be avoided. There are times, however, when changes are forced upon us, and rural carriers are facing one of those times in our jobs with the post office right now. How we deal with these changes will determine whether or not we can find a new comfort zone.

You are all aware the new RRECS system is nearing implementation. You are likely in the middle of the mini mail surveys as you read this article. We have been promised these changes for several years now, and by the information I have heard and read, most rural carriers will benefit from the new en-

*Keep an open mind and look at the positive side that many changes bring*

gineered time standards. Many route evaluations will go up, which in the short term will mean more pay for a whole bunch of carriers, and which in the long term may lead to the creation of more rural routes and career positions for our over-burdened and under-appreciated relief carriers. However, this implementation comes with changes in technology and work methods. Much of what determines the new route evaluations will be based on what data the carrier inputs into the scanner. This new generation of scanner can do so much more, but that means having to learn how to correctly input all that information. That is a big change, but laziness and taking short cuts will inevitably cost a carrier in the long run. Making sure the edit book and the 4003 are accu-

rate will be necessary now more than ever, but unfortunately in some cases, that too will mean a change for some of our carriers.

You have also heard that Postmaster General Louis DeJoy has embarked on the initial stages of his 10-year plan to overhaul the way the USPS does business. Time will tell if he is on the right track, or if he is leading us down the path to privatization. He has seemingly made the cost of transporting mail from point A to point B his first priority. A big part of this will be the creation of Sorting and Delivery Centers (S&DCs), which will be huge centrally located mega-facilities in which mail processing and sorting takes place, and from which a multitude of delivery routes will originate. This will save costs

by not having to transport mail and packages to several local offices in an area, but will also mean clerks and carriers may have to drive further to their assigned work locations.

In many cases rural routes will have additional miles added to the evaluation, which could trigger new lines-of-travel and further route adjustments, another change rural carriers could be facing.

A third change we are facing has been ongoing for many years but will continue to have an impact on how rural carriers do their jobs. By that, I am referring to the transition from delivering mostly letters and flats to the delivery of parcels. Any of you who have been rural carriers since before 2020 can attest to the fact that the job is different now. Where once getting out of your vehicle to deliver a package to a door was a relative rarity on many routes, that is a much bigger part of almost every delivery route these days.



As the mail mix increasingly changes from light-weight envelopes and magazines to larger and heavier boxes, rural carriers will have to change how they go about making their deliveries. Your manager may disagree, but your safety and physical well-being should always be first and foremost in your mind as you perform your daily duties. Making that change to your mindset will help keep you from getting hurt and sick and will undoubtedly prolong your career. Also finding ways to deal with workplace stress will pay significant dividends.

Change may indeed be inevitable, but it doesn't necessarily have to be painful. Preparation is the key. Take the time to learn all you can about any changes you can't avoid. Keep an open mind and look at the positive side that many changes bring. Don't dwell on how difficult a change *could* be, focus on how much better it *will* be. Try to always look at any change as an adventure. It works.

Respectfully submitted and in solidarity,  
Kurt



## Legislative Update & What to Do If You've Been Issued Discipline

By Alicia Peterson, Vice President, Legislative Director, & Assistant District Representative

As many already know, there is a new Congressional session that started in January. The 118<sup>th</sup> Congress consists of a Republican majority in the House of Representatives and Democrats remain in control of the Senate. Representative Kevin McCarthy (R-CA) was elected Speaker of the House. Representative Hakeem Jefferies (D-NY) was elected Minority Leader. The Senate retains Senator Chuck Schumer (D-NY) as Majority Leader and Senator Mitch McConnell (R-KY) as Minority Leader. Previous legislation supported by rural carriers will have to be re-introduced to the new congress. Issues such as the Federal Retirement Fairness Act and the United States Postal Service Shipping Equity Act, if re-introduced, will be identified with new numbers and we will need to write our legislators again and tell them you are their constituent and ask them to support the issues that matter to rural carriers. Keep an eye out for future legislative updates and be sure to know who your representatives are in your district.

Without a lot of new legislative information

available now, I wanted to write about another important topic: what to do if you have been issued discipline. Management must conduct a thorough investigation prior to issuing discipline.

**WEINGARTEN RIGHTS**  
"If this discussion could in any way lead to my being disciplined or terminated, or affect my personal working conditions, I respectfully request the presence of my union representation. Until my representative arrives, I choose to not participate in this discussion."

You must have been the subject of an investigative interview and should have had your assigned steward represent you during that interview. Remember that only the Union determines who the appropriate representative is at the investigative interview and it is your responsibility to enforce your Weingarten rights to have a steward.

Often after an investigative interview, several days and weeks may go by and then all of the sudden, the supervisor calls you into the office and says, "Hey, you need to sign this." It could be a letter of warning, a 7-day paper suspension, a 14-day paper suspension, or worse yet, a notice of removal. The employee has only **14** calendar days to initiate a step 1 discussion with their immediate supervisor and to try and settle the issue. **DO NOT WAIT UNTIL DAY 14!** It never fails that something comes up or the office is

down several routes and management is out delivering and doesn't have time to talk. You can have a step 1 discussion right there on the spot when being issued the discipline. Article 15.3 specifically states, "Any employee who feels aggrieved must discuss the grievance with the employee's immediate supervisor within fourteen (14) days of the date on which the employee or the Union has learned or may have reasonably been expected to have learned of its cause."

If the supervisor and the carrier come to an agreement, immediately document the agreement in writing. Don't just trust that Supervisor Joe Blow promises to not put the discipline in your file or promises to throw out that letter of warning in six months. I'm recalling Monte's golden rule, "If it's not in writing, it didn't exist".

If the supervisor and the carrier cannot come to an agreement, ask for PS Form 8191, the grievance form, and fill out lines 1-3 only and enter the incident date with the date the discipline was received. Have your supervisor initial in box 3b, agreeing that you did actually discuss the issue with them on that date. You have not filed a grievance just because you filled out the form partially and handed it to your assigned steward. You must make an effort to have a step 1 discussion with the immediate supervisor. Provide the original PS Form 8191 to your assigned steward immediately. Sometimes that means putting it in an envelope with a stamp on it and mailing it which may take a few days for the steward to receive. Sending the steward a text picture of a grievance form is not sufficient. The steward has 10 days to meet with the installation head unless time limits have been mutually agreed to extend. Don't forget that the steward has several things to do to prepare for that meeting including requesting information

**Any employee who feels aggrieved must discuss the grievance with the employee's immediate supervisor within fourteen (14) days**

from management, interviewing possible witnesses, and investigating to build the best possible arguments to support the issue. The steward will ask for a few more things from you such as a copy of the discipline you were issued, a signed and dated grievant statement, authorization and release of information form, and a PS Form 50. Get these documents to the steward immediately. Make sure that you let your steward know if you have been issued discipline previously and whether or not that discipline was grieved and expunged or if you thought that letter of warning was no big deal and now you are in a panic because management has issued you a 7-day paper suspension. Communicate with your steward. The steward needs to know the good, the bad, and the ugly. Keep in mind the stewards

are often delivering their own routes or handling multiple offices, so if you don't get a response in 24 hours, excluding weekends and holidays, make another attempt to get in touch with yours.

If your office doesn't have a local steward already, I urge you to consider representing your fellow carriers. If you have a member in your office that seems to show a desire to make the employer be held accountable to follow the USPS/NRLCA Collective Bargaining Agreement and has the ability to support all rural carriers in the office, suggest they consider being a local steward in your office. A simple local steward election call posted with a NRLCA Form 10 for a minimum of 15 days is all it takes to get your future steward elected, trained, and certified.

In solidarity,  
Alicia



## Little Bits of Useful Information

By Isabella Lopez, Region 1 Committeeperson & Webmaster

Enterprise Leave Request Application (eLRA) is the application you use when you want to submit unscheduled leave to for things like illness or injury, but did you also know that it can now also be used request future leave? Just remember submitting leave this way is not a guaranteed approval, management will determine if it is approved or not.

If you are signed up for the Rural Carrier Benefit Plan, you can go to RCBP.com and under wellness resources click on the wellness rewards. Among the rewards available to members, you can earn \$100 for simply taking a health assess-

ment questionnaire. Other ways to earn money include taking a biometric screening, flu shots, and signing up for telephonic health coaching. Members can earn up to \$400 in rewards, visit myactivehealth.com if you are an RCBP member.

*Did you know that on some shipping labels the QR code ... can be used if you aren't able to scan the normal barcode?*

Did you know that on some shipping labels the QR code to the left of the address and another located on the bottom of the right corner of the label can be used if you

aren't able to scan the normal barcode. This is particularly helpful for those labels that are hard to scan on pill bottles or clothing.



## What's For Lunch?

By Estee Javiniar, Region 2 Committeeperson

Two scoops rice, one scoop mac salad, and some teriyaki chicken on a bed of finely chopped cabbage. Foot long Subway sandwich with thinly sliced ham, salami, and turkey on a toasted wheat bread. With the works of course. Mayo, lettuce, tomato, red onions, and pickles. Either lunch is great and somehow always tastes better when someone else makes it. And taking the time to enjoy my lunch break is something that I often overlook.

*For those next 20-30 minutes, it's me, my salad, and my peace of mind knowing I did something great today*

Nonetheless, buying lunch takes time out of my precious day. And I find that if I did not properly prepare my lunch, I find myself at some fast food establishments getting onion rings. But when I am prepared, I not only enjoy my lunch but my breakfast too because lunch is done. And what's for lunch? I like store bought bag salad. Yup! The one with all the toppings and dressing in the bag. I toss one whole bag in my salad box. I will also add some

kind of protein. Chicken strips, two or three hard boiled eggs, or baked salmon. There are some days that a peanut butter and jelly will do.

Other items you'll find in my lunch bag will be yogurt with granola, some nuts, and cheese. A granola bar or two. A banana and maybe some leftover candy from Halloween or Christmas. And always WATER!

Let's enjoy lunch and enjoy having lunch. I will sit in my vehicle and eat my lunch. If possible, I face the road so that the scenery changes. Besides clocking out at the end of the workday, enjoying my lunch is one of my favorite parts of my day. For those next 20-30 minutes, it's me, my salad, and my peace of mind knowing I did something great today: I enjoyed my lunch break.



## Orientation and the Power of Good Press

By Lauri Chamberlin, Region 3 Committeeperson

Yes! It is a sunny day here in Eastern Washington! I am ready for Spring!

One of the fun parts of this job, RCP-3, is doing Orientation. I come to the "Union Hour", dressed as I would delivering mail, with a bundle full of goodies and several good stories. I have a script I must share, the Rural Carrier Benefit Plan, legislation, Atlanta Postal Credit Union, the three-legged stool, and of course, my own experiences.

My favorite part is doing my demo on the different magazines we get as a USPS employee and Union member. I like to show my issue of the Postal Service's January 2022 National Update. Which is all they will get if they do not join the union.

Then I like to show my copy of the WRC, *Washington Rural Carrier*, Fall of 2022, an award winning magazine, I remind them... I say these people are my friends, and I

know how hard they have worked for me as a letter carrier. Then I show the WRC, Convention Issue, and tell of Janie Walla, Carrier of the Year Award, and the seatbelt grievance. I say, "she worked for me".

Then I show them my issue of *The National Rural Letter Carrier*, April 2022, Vol.121, No.3. I show them the 17 pages of scanner usage, YOUR PAYCHECK! I hold the magazines in my hands up high and

say, union member or non-union member, it is your choice, your job. Choose wisely.

I have very few walk away from Orientation without joining, I had one young man say to me as he was leaving to go on break, "Wow, you really swung that out of the park". But truly, it is the physical evidence being held high, the power of the press, that keeps us informed, they work for us.

This is the part of the job that I love.

*But truly, it is the physical evidence being held high, the power of the press, that keeps us informed, they work for us*







## Friends, Rumors, & Social Media

By Brian Poage, Region 4 Committeeperson

Hello all! Hope all had a good Christmas and New Year!

It is easy to go to a friend for advice on how to deal with an issue you may not know the answers to. Plus, most of us have heard of social media. Its uses are intended to share your personal experiences, pictures, and stories with others. It can be addicting at times to see what is going on in others' lives and interact with those people and perhaps share some of your own. Lately, however, social media on the whole has changed over the years. It has been used to share information and personal views. Over time, people begin to start trusting everything they see and read online (including social media). In this day and age, information is easily accessible. We use search engines, social media, friends, coworkers, and rumor to help to get to the bottom of the issue you are looking for. While we all have our own sources

*There is so much disinformation floating around on the world wide web*

and means to look for information and wish it to be accurate, we have to be careful with any of these methods. There is so much disinformation floating around on the world wide web. We should not rely on one method or unverified sources for our information before we can assume any of it is accurate.

In our job, communication between management and employee is usually hit and miss. Some of us aren't sure if what we are told is consistent with our job, contract, or job responsibilities. It is easy to go to a friend, hear a rumor, or go on social media to try to find those "off the book" answers to resolve your questions. One thing that tends to happen is rumors and opinion tend to get thrown in and, after a while, the

message and information we receive tends to get lost and leaves us with more questions and uncertainty. This creates anger, frustration, and more questions.

There are many official resources to help get you those answers you need. We have the PO-603, our contract EL-902 (available on the national website), MOUs, state website (WARLCA.com), and stewards both local and statewide. If you have any questions, consult one of those sources to help answer your questions. You have to be patient however, because all of our hardworking stewards have a monumental job trying to help their fellow carriers. It can be frustrating, but don't think they are ignoring you. They are there to help you.

There are SOME states that use social media to pass information to their members as well. We have to be careful about member-created groups on social media that offer to help carriers. I'm aware that many of those groups try to help carriers, however, interpretation tends to creep in and change that focus. We have to remember that there are many offices throughout this country who have their own way of doing their jobs, but remember every office is different and their advice may not work for you or your office.

Be very careful of what you share with new hires. Bad or inaccurate information you share with them can lead to many things going wrong pretty quickly. Experienced carriers need to help the new carriers and point them to the sources they will need to find the necessary information. Make sure we don't sway them with our opinion and rumors, there is nothing more frustrating

than getting fed the wrong information right from the start.

We cannot rely on unverified or singular-sourced information to proceed in how we do our jobs. Do your research and make absolutely sure that your information is current and accurate. Sometimes advice is good as long as it's taken with a grain of salt. Don't be afraid to open your mind and do the research on your own. This is the best way to make those decisions which are best for you and our craft. Be wary of information you get from friends, rumors, gossip, and unverified or unofficial groups on social media or websites. This lays the necessary

groundwork to further yourself not only in your craft but in life itself.

Get more involved in your union and help to make the changes we all want. There is some great talent in our ranks with the potential of moving up to become stewards or officers, all because someone taught them the correct means of verifying information rather than relying on rumor. Verify, re-verify, and verify again. Make sure everything you are hearing is true no matter who or where you hear it from.

Take care!

Brian Poage

Region 4 Committeeperson



## Changes To Benefits?

By Lisa Benson, Editor

We've missed open season, but did you know that there are certain things that can allow you to make changes to your Postal benefits? These triggering events are called "qualifying life events" (QLE). Examples of possible QLEs include birth of a child, marriage or divorce, or death.

Finding myself recently engaged after the holiday season, one of the things that crossed my mind after the initial joy and excitement was adding my future husband as a beneficiary to my benefits after we wed. There are many things to consider when you're looking at changing your benefits. As a member of the Rural Carrier Benefit Plan (RCBP) health insurance, I know my health benefits are among the best offered anywhere and his current health insurance doesn't even begin to compare. Obviously, it would be

more beneficial for us to add him to my plan. I'll also be adding him as a beneficiary to my FERS pension as well as my TSP accounts. Some other benefits you may consider changing include any other FEHB plan, FEDVIP, FSAFEDS, FEGLI, and FLTCIP. The specific steps required to make changes to these individual programs may vary

and you should refer to their websites for guidance on how to add or remove a beneficiary. Some basic information on QLEs can be found at [www.opm.gov/healthcare-insurance/](http://www.opm.gov/healthcare-insurance/)

**Keep in mind that there are often time limits for changing your benefits after a QLE**

life-events

Keep in mind that there are often time limits for changing your benefits after a QLE. If you miss the window, you'll have to wait until the next open season!



## Rural Route Evaluated Compensation System (RRECS)

By Monte Hartshorn, District Representative

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*Can it really be happening???*

We first heard that RRECS would be happening about a year ago and since then there were a string of postponements and cancellations. Each delay caused much frustration and led to a belief that RRECS was either fatally flawed or would never happen in their career. Then, just after Christmas, RRECS began moving at “warp” speed. At the time of this writing, the mini mail survey is scheduled for February 25<sup>th</sup> through March 10<sup>th</sup> with new RRECS evaluations to be effective March 25<sup>th</sup>.

### The 94%-95% of our evaluations: Technology

Under the old mail count system, there were 42 time standards and under the new RRECS system, there are 181 (the very best comparison and explanation between the two that I have seen is found on the national website, [www.nrlca.org](http://www.nrlca.org), under the RRECS Resources tab. Look at the *NRLCA Comprehensive Guide to RRECS*. Driving standards are found on page 53 and the standard comparison after). It will become very important that every rural carrier understands the new standards and what the work that each encompasses.

A major difference between the old and new system is that under RRECS, each of the time standards have been measured by time engineers and have fatigue factors built in. The old system was based on standards that were negotiated between the parties and after time really had no basis of fact in relation to the work that we rural carriers were actually doing (especially the parcel time standard!). Good news is that the RRECS time standards are not going to be part of any future contract negotiations. Rural carriers always felt that after each contract negotiations that the evaluations became harder to make each time.

RRECS is going to be a volume driven system. I cannot recall a mail count that when once it ended, there weren't several complaints about the mail flow. *“The city water bills always come on the 10<sup>th</sup> of each month, but this time because of count, they came on the 12<sup>th</sup> and were not counted”*. At several National Conventions, there have been calls for recording volume year-round so that the rural carrier would not miss important mailings. There is a new report out that your manager can find and I am suggesting that rural carriers request that management print on a daily basis. The RADAR report is a composite showing the day's volume of DPS, cased letters (non-linear mail NLM), flats sorted directly to the route in the AFSM 100 tubs, and the number of flats in the shrink wrap bundles that do directly to the route. Since we now have a 52-week mail count, it is hoped that management will be transparent concerning the mail volume. Please remember that the RADAR report will be showing the volume from the day before.

The other major component of the technology section is our use of the MDD hotkeys (scanning). These scans are critical to our time-keeping and also letting Solver (the computer program) know when the rural carrier is doing extra work that needs to be credited. The time-keeping hotkeys include the CLOCKIN, DEPART2ROUTE, RETURN2DU, CLOCKOUT, OUTLUNCH, and RETURNLUNCH. Right now, the PS 4240 is the official timekeeping document, but I believe that may change in the future. It is critically important that if a carrier is signing on the PS 4240 that they do the six required scans (CLOCKIN, STARTLOADVEH, ENDLOADVEH, DEPART2ROUTE, RETURN2DU, and CLOCKOUT). There may be more than one STARTLOADVEH and ENDLOADVEH based upon what the carrier is actually doing. There

must only be one CLOCKIN, DEPART2ROUTE, RETURN2DU, and CLOCKOUT or some of the data for that day will be lost. It has already been brought to the Postal Service’s attention that the scanners are too sensitive and some erroneous scans are occurring.

The RETURN2DU is an incredibly important hot key. It should be used when the carrier returns to the post office and parks in their assigned space. Once the vehicle is turned off, put in park and the E-brake is on, then the RETURN2DU hotkey must be done. This will start a clock timing our actual duties in the afternoon. Bathroom and cleanup are not deducted from this time. The proper way to stop the clock is the PMCASING hotkey. This might be used for casing mail in the PM or if we are sent out on a second trip, helping on another route, etc.

It is important that we are using all 24 hot keys correctly on a daily basis. Make sure to refer to the one-page sheet that explains each of the hot keys. The correct current version is dated 4/27/2022 in the upper right corner. Please remember that we are taking an average of the volume and the work we are doing during a 52-week time period. If we are putting bad data in and shorting ourselves, it is going to take a full year to get that data out of the system. We are very concerned that local management has not on a consistent basis been entering the safety/service talk time into the RMSS system. If this time is not entered there, it will not be credited into our RRECS evaluations. Make sure that your manager is aware of and knows how to enter the time for each safety/service talk. Remember that this time is going to be averaged over the 52-week time period and part of our evaluations.

The Postal Service is coming out with a program to update our box counts and line of travel. Each month, days 1-10 are for the rural carrier to go through and update their edit book. This should be done in the afternoon after we use the RETURN2DU so the time is captured and included

in our evaluations. No more having to determine a time for picking up the edit book and making certain marks; the entire time needed to get the edit book right is going to be part of our afternoon duties average. **Day 11** is when local management completes a PS 4003 transaction and sends our edit books to district Address Management Systems (AMS). AMS is to have the edit books returned to the delivery unit by **day 21**. Then from days **23-30** local management with the assigned carrier update the DPM (Delivery Point Manager) and LTM (Line of Travel Manager) on mapping the route. If this is followed, we should be keeping the routes updated, the evaluations correct, and rural carriers paid correctly.

### The 4-5% of our evaluations: The Mini-Mail Survey

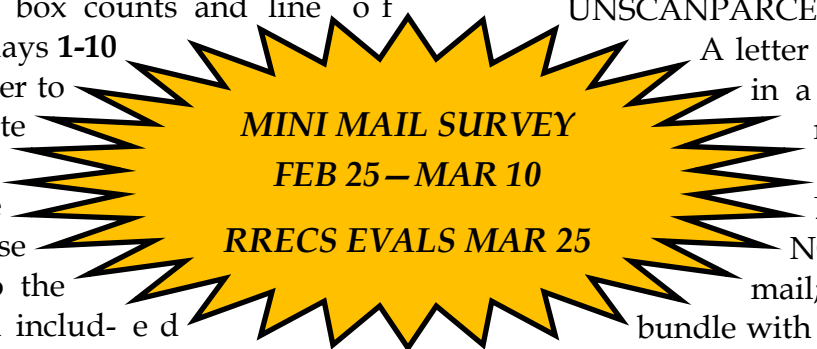
There will be only four (4) items counted during the mini mail survey which will be conducted February 25th-March 10th:

**PARS labels:** If a label is counted on the day it is received, or it is counted on the day that it becomes effective, it does not matter as long as it is done consistently through the mini mail survey.

#### Random Sort Letters:

- \* Letters sorted by clerks to the routes.
- \* Any letters taken out of the DPS that are not deliverable (UBBM, forwards, wrong city, out of order, etc.).
- \* A random sort letter credit for every four letters in DPS that are upside down
- \* For a business that may be closed on a delivery day, if there are seven or less letters in the DPS, these will be credited as random sort letters on the day that they are delivered (eight or more letters in the DPS are bundled and on the day of delivery, the carrier uses the hotkey UNSCANPARCEL when delivered.

A letter is defined as coming in a letter tray. There is no measuring needed. Letter mail that is NOT counted: DPS mail; NLM (the small 999 bundle with DPS), walk sequence





saturation mailings, and letter boxholders.

**Random Flats:**

\* Flats that are sorted by clerks manually into a distribution case.

Flats that are NOT counted: Any carrier routed bundles , such as walk sequence high-density (WSH) or enhanced carrier route line of travel (ECRLLOT), walk sequence saturation mail/sets, boxholders, ASFM 100 carrier-routed flats (in the flat tubs), and bundles dropped at the DDU. In general, if the tubs have a specific route or the bundle of flats has a specific route number on it, these items have already been counted by the machinery and this volume should show on the next days' RADAR report.

**Miscellaneous Activities:** These are activities that are required by management; are repetitive in nature, whether daily, weekly, or monthly; and are not already covered by one of the 181 time standards already covered by RRECS. A few examples may be that the route has a ferry that is travelled each day, the carrier has to use a key to open a box to open a gate to enter a gated community or the carrier uses an elevator in a business that they deliver to each day. The pre-loaded miscellaneous activities include if we have to go to the window or phone in the office, electronic or Amazon parcel lockers, reloading a satchel at a dismount, and servicing Non-Personnel Units. For any other entries than those four, they must be pre-approved by the District Rural DSS. Local management WILL NOT be able to enter the time unless pre-approved. If you think that you have a required, repetitive miscellaneous activity on your route, please immediately speak with your local manager. You may also need to reach out to one of the District Representative.

*It is going to be up to each carrier to be informed and knowledgeable concerning all of the RRECS standards*

by February 24<sup>th</sup>. Once entered, the trips should not be changed substantially. All trips are measured (preferably using a wheel measuring device) from where the carrier stands to case mail roundtrip to the location mentioned. If multiple trips are made, then each trip should be credited. If, due to volume some days have more trips, then total the number of trips for the week, divide by six and round up.

- \* To retrieve the scanner.
- \* To gather the raw letters or raw flats (only if have withdrawal)
- \* To gather the DPS (only if have withdrawal)
- \* To get the parcel hampers
- \* To the typical location for inspection of the assigned government route assigned vehicle
- \* To the CFS/markup/centralized hold mail case

- \* To retrieve accountables in the morning if necessary
- \* To the hot case
- \* To retrieve a conveyance for loading mail if necessary
- \* To the storage area to

place excess tubs or trays

- \* To the location of the Safety/Service talk.

This article is NOT a complete explanation of the RRECS evaluated system. I have been a rural carrier for over 35 years and have never seen such a major change as this. It is going to be up to each carrier to be informed and knowledgeable concerning all of the RRECS standards. If a carrier is not informed or doesn't care, then their evaluation will suffer and the result will be money out of the carrier's pocket.

I have, for several years, used the same quote at the end of my articles. It has never been truer than right now: *Ignorance May Be Bliss, but it Will Cost You!*

Monte Hartshorn  
NRLCA District Representative

**The 1% of our evaluations: The Office Walk Distances**

The following is a list of distances that may be measured at any time. Management may begin "pre-loading" the measurements into the system on February 11<sup>th</sup> and must have them in

**RRECS ACTIVITY GUIDE – SCAN (Key Stroke) TYPES** 4/27/2022

TYPE	HOT KEY	SCAN (Key Stroke) TYPE	WHEN SCAN (Key Stroke) TYPE USED
REQUIRED BASIC DAILY	1	CLOCKIN	Must select <b>CLOCKIN</b> upon arriving at work, immediately retrieve and login to the MDD. The <b>CLOCKIN</b> selection records the start of the workday for the carrier.
	6	STARTLOADVEH	Must select <b>STARTLOADVEH</b> when moving loaded conveyance from work area to begin loading vehicle for delivery. Carriers may have multiple <b>STARTLOADVEH</b> selections in a day if additional trips to load are required. Ensure this keystroke is followed by <b>ENDLOADVEH</b> once loading is complete. There is no change to previously established loading procedures.
	7	ENDLOADVEH	Must select <b>ENDLOADVEH</b> when returning empty conveyance to designated location after vehicle loading is complete. Carrier may have multiple <b>ENDLOADVEH</b> selections in a day, if additional trips to load are required.
	8	DEPART2ROUTE	Must select <b>DEPART2ROUTE</b> when starting the vehicle to depart delivery unit, to service route. The <b>DEPART2ROUTE</b> selection begins the route delivery time.
	J	RETURN2DU	Must select <b>RETURN2DU</b> after returning to the office, stopping the vehicle by turning off the key, after all route delivery is complete. This begins timing of End-of-Shift duties.
	L	CLOCKOUT	Must select <b>CLOCKOUT</b> upon returning scanner to the cradle and departing the delivery unit for the day (after all work activities are complete).
ADDITIONAL	D	OUTLUNCH	Upon beginning any discretionary break. Carrier may have multiple <b>OUTLUNCH</b> selections. <b>OUTLUNCH</b> selection can occur in office or on route. Ensure this keystroke is followed by <b>RETURNLUNCH</b> . Does NOT include restroom breaks.
	E	RETURNLUNCH	Upon returning from any discretionary break. Carrier may have multiple <b>RETURNLUNCH</b> selections. Selection can occur in office or on route.
	F	STARTDEVIATION	Upon leaving the official line of travel to deliver <b>Priority Mail Express ONLY</b> . No other types of deviations are covered under this selection.
	G	ENDDEVIATION	Upon returning to the official line of travel from delivering <b>Priority Mail Express ONLY</b> . No other types of deviations are covered under this selection.
	K	PMCASING	Use after completion of all other End-of-Shift duties <b>before</b> beginning to case mail for the next delivery day. May also be used if directed to perform additional trips after completion of all other End-of-Shift activities. (Record second trip as done today on Form 4240)
SATURATION	2	FLATSWSS	If a flat saturation mailing identified as walk sequence (WSS) <b>has an address and has NOT been processed on automation equipment</b> , use this keystroke <b>ONCE</b> to record each set. Select either 1-Residence Only or 2-All Deliveries. If cased, the afternoon before the delivery day, record on the delivery day. A set delivered over several days should be recorded only once, on <b>FIRST day of delivery</b> .
	3	LETTERSWSS	If a letter saturation mailing identified as walk sequence (WSS) <b>has an address and has NOT been processed on automation equipment</b> , use this keystroke <b>ONCE</b> to record each set. Select either 1-Residence Only or 2-All Deliveries. If cased, the afternoon before the delivery day, record on the delivery day. A set delivered over several days should be recorded only once, on the <b>FIRST day of delivery</b> .
	4	FLATSBXHOLDERS	If a flat saturation mailing <b>does NOT have an address</b> , use this keystroke <b>ONCE</b> to record each set of boxholders. Select either 1-Residence Only or 2-All Deliveries. If cased the afternoon before the delivery day, record on the delivery day. A set delivered over several days should be recorded only once, on the <b>FIRST day of delivery</b> .
	5	LETTERSBOXHOLDERS	If a letter saturation mailing <b>does NOT have an address</b> , use this keystroke <b>ONCE</b> to record each set of boxholders. Select either 1-Residence Only or 2-All Deliveries. If cased the afternoon before the delivery day, record on the delivery day. A set delivered over several days should be recorded only once, on the <b>FIRST day of delivery</b> .
DELIVERY	9	TRIP2DOOR	Use <b>TRIP2DOOR</b> when additional trips <b>beyond single trip</b> are required to deliver or collect items to/from customer. <b>Enter the total number of trips (initial trip + number of additional trips)</b> to the delivery location. This does NOT include authorized dismount locations.
	A	DOORMISC	Use <b>DOORMISC</b> after completing trip to door where there is no item available for scanning or parcel for delivery. <b>Example: Hold Mail Delivery (letters and flats)</b>
	B	AUTHDISMOUNT	Use <b>AUTHDISMOUNT</b> if an authorized dismount location requires additional trip(s), beyond initial trip, to complete delivery. Only applies to authorized dismount locations which are typically a business, school, etc. <b>Enter total number of trips (initial trip + number of additional trips) required</b> at the authorized dismount location.
	C	UNSCANPARCEL	Use <b>UNSCANPARCEL</b> when an obvious parcel (not a letter or flat) is delivered and has no barcode or the label is missing or completely unreadable. Includes small parcels delivered to the mailbox and parcel lockers. <b>DO NOT USE</b> if barcode is manually entered when delivered.
	O	CARRIERPU	Use <b>CARRIERPU</b> when performing a carrier pickup or accepting a <b>prepaid parcel over 2 lbs</b> . Enter the total number of parcels / containers picked up. Up to 5 parcels may be scanned accepted under Hot Key "O" for prepaid acceptance scan. If a Manifest 5630 / MYPO pickup form is present or directed to scan all items "accepted", scan the barcode(s) using "Prepaid Acceptance" from the "On Street" menu.
SALES	H	POSTAGEDUECUSTOMS	When collecting or attempting to collect funds for <b>Customs Duty / Tax</b> from the customer.
	I	POSTAGEDUESHORTPD	When collecting or attempting to collect funds for postage due / short paid mail, from customer. (This is <b>NOT Customs Duty / Tax collection</b> ).
	M	RURALREACHCUSTR	When engaging a customer to generate a lead for the "Rural Reach" program.
	N	STAMPSTOCKSALES	When completing a sale of stamps, while servicing the route.

From the desk of the Secretary-Treasurer...

**WA Rural Letter Carriers' Association**  
**Statement of Financial Position**  
As of January 31, 2023

	Jan 31, 23	Jan 31, 22	% Change
<b>ASSETS</b>			
<b>Current Assets</b>			
<b>Checking/Savings</b>			
1010000 · Chkg - WA Trust Bank	18,585.63	26,649.70	-30.3%
1020000 · Savings - APCU	371,906.04	409,271.62	-9.1%
1030000 · Chkg - APCU	2,912.22	104.43	2,688.7%
1200000 · CD#74 (APCU) .946% 3/11/23	45,418.39	44,946.25	1.1%
1210000 · CD#75 EmerFund .946% 3/11/2023	45,418.39	44,946.25	1.1%
1220000 · CD#76 Emer Fund 1.3% 4/7/2021	23,541.71	23,296.98	1.1%
1230000 · CD#77 (APCU) .946% 3/11/2023	34,290.93	33,934.47	1.1%
1240000 · CD#78 (APCU) 1.587% 6-24-2022	77,983.78	76,835.14	1.5%
<b>Total Checking/Savings</b>	620,057.09	659,984.84	-6.1%
<b>Total Current Assets</b>	620,057.09	659,984.84	-6.1%
<b>TOTAL ASSETS</b>	<b>620,057.09</b>	<b>659,984.84</b>	<b>-6.1%</b>
<b>LIABILITIES &amp; EQUITY</b>			
<b>Liabilities</b>			
<b>Current Liabilities</b>			
<b>Credit Cards</b>			
2000000 · Credit Card			
2000001 · PresidentEckrem	-259.22	0.00	-100.0%
2000002 · Sec./TreasCrow	1,333.16	0.00	100.0%
<b>Total 2000000 · Credit Card</b>	1,073.94	0.00	100.0%
<b>Total Credit Cards</b>	1,073.94	0.00	100.0%
<b>Other Current Liabilities</b>			
2100000 · Payroll Liabilities			
2101000 · 941 Employee FICA Tax W/H	-1,687.78	0.00	-100.0%
2102000 · 941 Employer FICA Tax	326.32	0.00	100.0%
2103000 · 941 Employee FIT W/H	456.56	0.00	100.0%
<b>Total 2100000 · Payroll Liabilities</b>	-904.90	0.00	-100.0%
2500000 · Retirement Plan Payable			
2510000 · 401K Employer's Portion	-186.93	0.00	-100.0%
2520000 · 401K Employee's Portion	426.56	0.00	100.0%
<b>Total 2500000 · Retirement Plan Payable</b>	239.63	0.00	100.0%
<b>Total Other Current Liabilities</b>	-665.27	0.00	-100.0%
<b>Total Current Liabilities</b>	408.67	0.00	100.0%
<b>Total Liabilities</b>	408.67	0.00	100.0%
<b>Equity</b>			
3900000 · Net Assets	598,939.65	519,196.00	15.4%
Net Income	20,708.77	140,788.84	-85.3%
<b>Total Equity</b>	619,648.42	659,984.84	-6.1%
<b>TOTAL LIABILITIES &amp; EQUITY</b>	<b>620,057.09</b>	<b>659,984.84</b>	<b>-6.1%</b>

**WA Rural Letter Carriers' Association**  
**Statement Of Activities Previous Year Comparison**  
**July 2022 through January 2023**

	Jul '22 - Jan 23	Jul '21 - Jan 22	% Change
<b>Income</b>			
4100000 · Interest / Dividends	2,023.55	1,984.74	2.0%
4200000 · Membership Dues	208,103.33	236,140.20	-11.9%
4400000 · Reimbursements	2,045.65	404.84	405.3%
4500000 · Sales	60.00	0.00	100.0%
4600000 · AuxiliaryDuesStatePortion	440.00	0.00	100.0%
<b>Total Income</b>	<b>212,672.53</b>	<b>238,529.78</b>	<b>-10.8%</b>
<b>Gross Profit</b>	<b>212,672.53</b>	<b>238,529.78</b>	<b>-10.8%</b>
<b>Expense</b>			
5000000 · Accounting Fees	5,325.00	2,685.00	98.3%
5100000 · Awards & Recognition	700.00	8,667.41	-91.9%
5300000 · Employee Benefits	3,589.11	2,838.47	26.5%
5400000 · Equipment	95.22	3,839.36	-97.5%
5600000 · Lodging	7,192.11	2,688.32	167.5%
5700000 · National Convention	62,555.55	0.00	100.0%
5800000 · Office Expense	2,634.58	1,054.04	150.0%
5900000 · Payroll Taxes	5,683.24	4,170.26	36.3%
6000000 · Per Capita Dues	1,359.50	767.00	77.3%
6100000 · Postage	3,037.33	3,949.47	-23.1%
6200000 · Printing	382.04	624.92	-38.9%
6400000 · Rent	0.00	625.00	-100.0%
6600000 · Salaries and Wages	64,651.25	45,487.15	42.1%
66900 · Reconciliation Discrepancies	-0.01	0.00	-100.0%
6700000 · State Meetings	12,646.86	5,494.68	130.2%
6701000 · State Paper	7,031.55	7,362.05	-4.5%
6900000 · Telephone & Internet	793.30	898.00	-11.7%
7000000 · Travel	13,441.73	5,790.84	132.1%
7100000 · Website Expenses	0.00	94.47	-100.0%
7200000 · Western States Conference	845.40	704.50	20.0%
<b>Total Expense</b>	<b>191,963.76</b>	<b>97,740.94</b>	<b>96.4%</b>
<b>Net Income</b>	<b>20,708.77</b>	<b>140,788.84</b>	<b>-85.3%</b>

WARLCA TRACKING FORM FOR 2022-2023 DUES YEAR														
NAME	July 2022	Aug 2022	Sept 2022	Oct 2022	Nov 2022	Dec 2022	Jan 2023	Feb 2023	Mar 2023	Apr 2023	May 2023	June 2023	Total	Total For Year
Isabella Lopez	3	1.5		4									8.5	
Isa Lost s/l & Anl													0	8.5
Alicia Peterson	5.5	2		4									11.5	
Alicia Lost s/l & Anl													0	11.5
Becky Wendlandt													0	0
Lorrie Crow	18.25	22.25	9	15	9	11	8						92.5	
Lorrie Lost s/l & Anl													0	92.5
Kurt Eckrem	3	5	1	6									15	15
Lisa Benson		1				1							2	
Lisa Lost s/l & Anl													0	2
Lauri Chamberlin	4	3	1	8		1	1						18	18
Estee Javiniar	3	3		5									11	
Estee Lost S/L & A													0	11
Brian Poage		2.5		5									7.5	
Brian Lost S/L & A													0	7.5
<b>TOTALS</b>	<b>36.75</b>	<b>40.25</b>	<b>11.00</b>	<b>47.00</b>	<b>9.00</b>	<b>13.00</b>	<b>9.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>166.00</b>	<b>166.00</b>



## **October 2022 Board Meeting Minutes**

### **Best Western Plus Silverdale Beach Resort**

### **3073 NW Bucklin Hill Rd. Silverdale, WA 98383**

In attendance: President: Kurt Eckrem, Vice President: Alicia Peterson, Secretary Treasurer: Lorrie Crow, RCP1: Isa Lopez, RCP2: Estee Javinari, RCP3: Lauri Chamberlin, RCP4: Brian Poage.

Meeting was called to order at 8:10 a.m.

Lauri Chamberlin agreed to be the timekeeper.

There were no changes or additions made to the agenda.

Minutes from July meeting were approved.

Board Policy was updated with new language regarding extra ballots at National Convention and how they will be handled. It was also agreed that Roman numerals would be used to indicate the different chapters, along with the chapter headings.

By consensus the ground rules were not read aloud, and approved as is.

We still need a Provident Guild Rep. Kurt plans on talking to Kristian Granish about it, it has been difficult to find someone that will agree to it.

2023 State Convention: Estee and Brian will work on the 2023 convention flyer and will check with Krystal to see if an airport shuttle is available. Alicia will contact Al Cortez about assisting in getting information and/or stuff from local businesses. Pam Cook the Seattle District Manager has agreed to be the guest speaker.

2022 National Convention Recap: Two delegates reported back to Kurt that they had come down with COVID after attending the Convention. We had three of our delegates that were not able to attend part of the convention due to illness, only one was due to COVID. Two were voting delegates and were compensated only part of their expense allowance.

Retirement/OWCP Seminar: The OWCP portion was canceled due to low enrollment. The attendees thought the information was helpful. With no advance notice, the Interurban Hotel would not take a check during check out, mak-

ing it necessary for Kurt to use his personal credit card for payment. There were issues with getting the meeting room set up, Kurt pitched in and assisted in the clean up from a function from the previous day. The question of what types of seminars or meetings we might want to have in the future will have to be put out to the members.

The budget was reviewed and updated. Western States will be capped at \$20,000 with a max allowance of \$500 each. Because of the difficulties of using checks, it was agreed that we would apply for two credit cards, one for President and one for the Secretary-Treasurer. These need to be paid in full every month. APCU has changed their format for businesses, making it more difficult to do online transfers. It was unreasonably difficult to open a new checking account so WA Trust Bank will remain the local bank.

October 4<sup>th</sup>

Meeting called to order at 8 a.m.

Spent morning on Officers' Resource Manual.

Lauri will probably be the only one attending orientations because of the difficulties and time frames on the west side of the state. Having these via Zoom was discussed and agreed that it would probably be too problematic. Kurt may try to attend some orientations.

It was agreed that we will continue with the RAFT program including incentive payments to both regular and PTFs. The state will pay \$100 to regulars and PTFs if they join. National is paying the recruiter \$50 for regulars and \$15 for RCAs and PTFs.

Auxiliary: A Zoom meeting was discussed for interested spouses, is that something Dawn might want to do. We agreed to help to generate interest and would be willing to assist by doing an announcement on Facebook and do an email update.

WRC: Fall deadline for articles is October 15<sup>th</sup>

and reviewed by the Board no later than the 20<sup>th</sup>. To Lisa by the 21<sup>st</sup>, and to print by the 26<sup>th</sup>. National Auxiliary has sent an article to Kurt for publishing in the upcoming edition. Kurt has Becky's letter and will get it to Lisa for publishing with a picture of her on the jet ski. We will continue to send the WRC to Alaska carriers.

### **Next Board meeting to be via Zoom, on Wednesday January 11<sup>th</sup>**

PAC: Kurt had turned over everything he received from Paige to Dawn including the suitcase he was given by the Auxiliary. It was discussed that Dawn's quarterly salary be increased to \$100. It was also brought up that none of the other appointed positions are getting paid, and Lauri Chamberlin is only getting paid \$75 for attending orientations which takes about 4 hours of her day including travel time. Should we also increase that pay to \$100? A vote was taken on increasing Dawn's quarterly salary to \$100. Isa Lopez and Lorrie Crow abstained from voting, leaving the matter unresolved.

Meeting adjourned at 5:01 p.m.

October 5<sup>th</sup>

Called to order 8 a.m.

WARLCA website: Isa gave a short tutorial on how she programs new information on the webpage and the many steps that it included. The board members should be visiting both the webpage and FB regularly and make suggestions as needed. The subject of have a back-up webmaster was discussed. Alicia thought that have too many people making changes on the site could cause problems and it was generally agreed. Kurt would like to have Brian up to date on the functionality of the website and have him as a back-up in the case of an emergency.

Apple Valley agreed to change the location of their meeting to Round Table Pizza, and Brian will voucher for the expenses of purchasing pizza and non-alcohol beverages. With Monte's approval, Alicia will be attending the meeting as the NSS rep.

Meeting Adjourned at 12 p.m.

Kurt and Lorrie waited for final billing to be straightened out and Lorrie put it on her personal CC since the hotel would not accept a check. Both left at about 1:00.

## **January 29, 2023 Zoom Board Meeting Minutes**

Members in attendance: President: Kurt Eckrem, VP: Alicia Peterson, S/T: Lorrie Crow, RCP1: Isabelle Lopez, RCP2: Estee Javinari, RCP3: Lauri Chamberlin, RCP4: Brian Poage

Meeting called to order 6:05 p.m.

October meeting minutes were approved.

It was voted on and approved to postpone the review of Board Policy, Ground Rules, and to forgo officer reports until March board meeting.

Registration form was updated to include the following price changes. Luncheon will be \$20 and banquet will be \$35, the late registration fee will remain at \$75.

Rod Cook will be the entertainment for the banquet night. It was agreed to budget \$600 for entertainment.

Lauri Chamberlin will go to Lorrie Crow's house to count and verify the envelopes to be used for ballots.

All required PO boxes have been rented and

the information passed on to the national office.

Two carriers out of the Colville Post Office will be sweeping the nominations post office box, Brian Dechenne and Laura Martin. Possibly have two outside sources to stuff and mail ballots, waiting for conformation.

It was agreed that we request Bridget Boseak or Don Maston to be out guest speaker at State Convention.

Pam Cook the Seattle District Manager is willing to speak at the 2023 Convention. It was also agreed that we ask Wendy from EAP to come as a speaker and invite the local NARF liaison. The president of the Auxiliary has also shown an interest in attending.

Annual Meeting deadline is April 24, 2023.

Will be sending invitations to the mini mail survey Zoom meeting to all Board members, attendance is optional. Kurt will not be available on the 19<sup>th</sup>, either Alicia or Lorrie will have to do

the introductions. Kurt had a member ask if another member could sit in with her for the meeting, after Kurt spoke with Monte and he didn't have an issue with it, it was agreed that as long as they are members it should not be a problem. It was agreed that we could open the meeting to both Idaho and Oregon members provided we haven't met our participant limits. Monte can verify members from Alaska, and meeting should be about one and a half and two hours long, with only a few questions at the end. It was recommended that all participants be muted when meeting starts.

WRC Winter articles to board by January 31<sup>st</sup>, final draft by the 8<sup>th</sup>.

It was agreed to postpone the budget review until the in-person board meeting in March.

Lauri Chamberlin voiced her concerns about holding 2024 State Convention in the Downtown Spokane area, due to the crime associated with Hope Village. She is in contact with Maribeau Hotel in the Valley, room rate would be around \$114.

Spring board meeting set for March 27<sup>th</sup> to March 30<sup>th</sup> in Ellensburg, Hampton Inn.

There was an error on the W2s, the accountant is aware of it and is sending corrected ones out ASAP.

Meeting adjourned at 8:40 p.m.

# 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, they are 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](mailto:warlcaeditor@outlook.com). Submissions must be received by March 31, 2023 for inclusion in the Spring 2023 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

## Notice of 2023 State Convention and Election of Officers

The Annual State Convention of the Washington Rural Letter Carriers' Association (WARLCA) will officially begin Sunday June 4, 2023 at 8:30 a.m., and will adjourn at the close of business on Tuesday June 6, 2023. The State Convention will be held at the Best Western Plus Silverdale Beach Hotel, 3073 NW Bucklin Hill Rd, Silverdale WA 98383. Business sessions include voting on proposed constitution changes and resolutions, elections of officers, speakers' presentations, and other business that may be brought forth from the floor to the delegates.

The following officers will be elected:

Vice-President ..... Two-Year Term

Region One Committeeperson ..... Two-Year Term

Region Three Committeeperson ..... Two-Year Term

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

There will also be elections to fill any vacancies for positions that become vacant during State Convention. A Nominating Committee will nominate at least one candidate for each of the officers' positions open. Nominations for any open position 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 warlca.com web site.

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

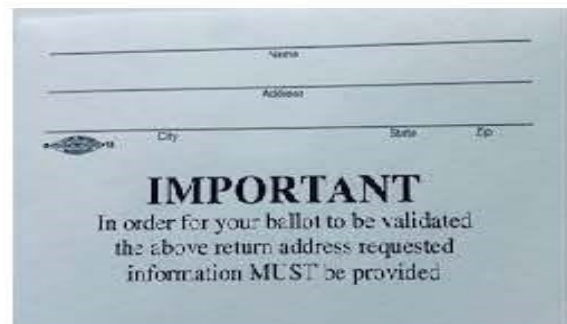


### NOTICE

The secret election ballot for voting for WARLCA delegates to the 2023 NRLCA National Convention will be mailed between April 16, 2023 and May 10, 2023. Any eligible member (those on the data base by April 15, 2023) who has not received a ballot or any member who spoils a ballot may request a new ballot by contacting the Election Committee Member Chair. If you request and return another ballot only the replacement ballot will be counted.

***Please note and follow the instructions 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 must 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.***





## 2023 National Delegate Ballot Timeline and Notification

Timeline for those wanting to be on the ballot for delegate to the 2023 National Convention

- April 15, 2023: Nominations must be received at PO Box 13, Colville WA 99114. Any nominations received after this date will be returned as post office box closed. A member of the 2023 Election Committee, with the State Secretary-Treasurer or other member of the WARLCA Board 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 through May Issues. Nominations must be on this form or a copy of this form. Copies of the *National Rural Carrier* magazine can be found online at [nrlca.org](http://nrlca.org)
- April 15, 2023: A listing of members and labels will be printed from the NRLCA database to be used for the mailing of the ballots.
- April 16, 2023: The location and time have yet to be determined. 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.
- April 17, 2023 to April 23, 2023: 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 the Colville Post Office, 204 S Oak St, Colville WA 99114. Candidates or their designee can observe.
- May 10, 2023: The mailing of ballots will be completed by this date.
- May 15, 2023 to May 19, 2023: Two or more members of the 2023 Elections Committee, whose names are not on the ballot and have been appointed by the WARLCA President, will check the returned undeliverable ballots at the Silverdale Post Office, 10855 Silverdale Way NW, Silverdale WA 98383. They will make the determination of being able to find a correct address and resend them in a separate envelope. Candidates or their designee can observe.
- June 3, 2023: In the morning, two or more members of the 2023 Election Committee, whose names are not on the ballot and have been appointed by the WARLCA President, will pick up all ballots at the Silverdale Post Office, 10855 Silverdale Way NW, Silverdale WA 98383 and close the PO boxes. Upon the return of the members of the 2023 Election Committee from the Silverdale Post Office, the ballots will be tabulated in a designated meeting room at the Best Western Plus Silverdale Beach Hotel, 3073 NW Bucklin Hill Rd, Silverdale WA 98383. Candidates or their designee can observe. All observers must first check with the 2023 Election Committee Chair and must read and sign the Observers Rules and Sign in Sheet. All ballots received after the final sweep of the PO box on June 3, 2023 will be returned to sender as PO box closed.
- June 4, 2023: Election results will be announced at the 2023 State Convention in Silverdale WA on Sunday June 4, 2023 by the 2023 Election Committee.

For any questions, please contact Lorrie Crow WARLCA Secretary-Treasurer at 1208A Slide Creek Rd, Colville WA 99114 or by phone at (509) 685-9624 or email [sec-treas.warlca@outlook.com](mailto:sec-treas.warlca@outlook.com)

## **RULES FOR OBSERVERS**

### **IN THE ELECTION OF OFFICERS AND National Delegates for the WARLCA**

1. Each observer must identify themselves to the election officials, sign the observer log sheet, and indicate which candidate they are representing. An observer should notify election officials if they are scheduled to be replaced by another observer. A candidate may select themselves, or select another person, to be their designated observer.
2. In mail-in ballot elections, election officials must allow candidates to have observers present during any visits to the post office to pick up and re-mail ballot packages which were returned undelivered. Observers must also be allowed to accompany election officials when the returned ballots are picked up from the post office, transported to the tally location, reviewed for eligibility, and counted.
3. While present during the collection of the voted ballots or in the tally area, each observer must wear a badge provided by the election officials clearly marked as “OBSERVER” if requested to do so.
4. Observers do not have the right to interfere with or disrupt the conduct of the election. Their role is limited to observing the election process, asking procedural questions, challenging the eligibility of any individual voter, and lodging protests with election officials as appropriate.
5. An observer is not required to be a member of the union unless the union's constitution requires an observer to be a member. Likewise, a candidate may serve as his or her own observer unless prohibited by the union’s constitution and bylaws, election rules, or past practice.
6. Observers should be allowed to adequately monitor the election process but not compromise, or give the appearance of compromising, the secrecy of the ballot.
7. Observers may not wear campaign buttons, stickers, or other campaign apparel, distribute literature, or engage in campaign activities inside the polling place, including conversations about candidates or the election campaign.
8. Observers do not have the right to count or handle the ballots in any way but must be allowed to observe the counting closely enough to verify the accuracy of the tally.
9. Prior to the start of the ballot verification and tally, the election officials will review the counting procedure and voiding rules with observers.
10. Observers may be requested to sign a Ballot Tally Certification at the end of the ballot tally process.

Date: June 3, 2023

Location: Best Western Plus Silverdale Beach Hotel  
3073 NW Bucklin Hill Rd, Silverdale WA 98383





# CALIFORNIA RURAL LETTER CARRIERS' ASSOCIATION 2023 Western State Conference

## REGISTRATION FORM

### INFORMATION

**Date:** April 13-15, 2023 (Thursday afternoon through Saturday)

**Location:** The Handlery Hotel | 950 Hotel Circle, North San Diego, CA 92108

**Room Rates:** The room rate is \$139 per night plus tax. Parking is \$8 per night

**Reservations:** visit <https://reservations.travelclick.com/98118?groupID=3518118> or call 619-298-0511 | 800- 676-6567 to make a reservation

**Notes:** For The Handlery Hotel use group code California Rural Letter Carrier's Association. These rates are good three days before and three days after the conference. Cancellations must be 24 hours in advance.

### CONFERENCE REGISTRATION

	NUMBER	TOTAL
Registration Fee is \$75.00 (Cost is \$85.00 after March 10th) X	_____	\$ _____

Includes Meet & Greet on Thursday, Breaks, Lunch on Friday, Seminars

**TOTAL ENCLOSED:** \$ \_\_\_\_\_

**PLEASE PRINT:**

Name(s): \_\_\_\_\_

Address: \_\_\_\_\_

City/State/Zip: \_\_\_\_\_ Phone#: \_\_\_\_\_

Email: \_\_\_\_\_

Enclose check payable to: "CARLCA" for total amount.  
 Add late fee of \$10.00 after March 10th.  
 Mail to CARLCA PO Box 2217, Oakdale, CA, 95361

For questions please call Tammi Headrick at 760-859-0282  
 or email [tammi.headrick@nrlca.org](mailto:tammi.headrick@nrlca.org)



# WARLCA 2023 State Convention June 4th - June 6th



3073 NW Bucklin Hill Rd  
Silverdale, WA 98383



- Room rates starting at \$119
- Pet friendly (2 pet maximum) with extra fee
- Free parking for registered hotel guests
- Restaurant and Cocktail Bar with the view of Dyes Inlet
- Heated Pool, Sauna and Fitness Center
- Fire Pit Available



**Become a delegate at  
your County's Annual  
Meeting to be eligible for  
a \$250 allowance plus  
mileage**

*Last day to make reservations at guaranteed rate: 5/18/2023*

*Independent cancellations 48 hours prior to check in*

*Non-Smoking facility*



Call the Hotel direct to make your reservations at  
(360) 698- 1000 using the group name  
WA Rural Letter Carriers and the group code  
WARLCA 2395

[https://www.bestwestern.com/en\\_US/book/hotel-rooms.48174.html?groupId=2Q9YC0X2](https://www.bestwestern.com/en_US/book/hotel-rooms.48174.html?groupId=2Q9YC0X2)

Best Western Group ID #2Q9YC0X2



**WARLCA 2023 STATE CONVENTION REGISTRATION**

**June 4-5-6, 2023**

**Best Western Plus Silverdale Beach Hotel**

**3073 Bucklin Hill Rd**

**Silverdale, WA 98383**

Room rates are \$119 for single/double with a partial water view, room with a water-view \$129. Includes free parking. To make your reservations call 360-698-1000 with Group ID # 2395 or go to [https://www.bestwestern.com/en\\_US/book/hotel-rooms.48174.html?groupId=2Q9YC0X2](https://www.bestwestern.com/en_US/book/hotel-rooms.48174.html?groupId=2Q9YC0X2) and use Group ID # 2Q9YC0X2. Note: WARLCA room block is open to State Convention attendees only, 3 days before and 3 days after convention. **Block is available until filled, but no later than May 12, 2023**

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

PHYSICAL STREET ADDRESS: \_\_\_\_\_ PO BOX # \_\_\_\_\_

CITY: \_\_\_\_\_ STATE: \_\_\_\_\_ ZIP CODE: \_\_\_\_\_

PHONE: \_\_\_\_\_ Staying at Convention 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: \_\_\_\_\_ 23/24 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 May 13, 2023, and (2) purchase one meal function, (not including the meet and greet) and (3) stay at the Best Western Plus Silverdale.** Note: If registration form and payment are received **after** May 13, 2023, a **\$75 registration fee is required and not waived.** The purchase of meal functions may **not** be guaranteed with a late registration.

**Saturday, June 3, 2023: Meet and Greet from 6 PM to 8 PM**

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

**Saturday June 3 2023 Seminar with DR Monte Hartshorn on how to do your Edit Book, and a O&A 3PM**

**SUNDAY June 4, 2023: FIRST DAY OF CONVENTION STARTS AT 8:30 AM**

**Sunday, June 4, 2023: First Timers to Convention Meeting at 8am (free)** #attending \_\_\_\_\_

**Sunday, June 4, 2023: County Officers Recognition Luncheon at Noon. All are welcome**

**Traditional Buffett:** Meat tray - assorted cheeses - potato, pasta or Caesar salad – vegetable plate – fresh fruit

Free to newly elected and pre-registered 2023/2024 Presidents, Vice Presidents, Sec/Treas., County Liaisons and PAC Chairs.

**Cost to others \$20.00** #attending free \_\_\_\_\_ # attending paying \_\_\_\_\_ \$ \_\_\_\_\_

**MONDAY June 5, 2023: SECOND DAY OF CONVENTION STARTS AT 8AM**

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

**Picnic Style Buffett:** BBQ Chicken – Pulled Pork Sliders – Saint Louis Cut Ribs with Honey BBQ Sauce, Corn Muffins, choice of Potato, Pasta, or Caesar Salad, Corn on the Cob, Western Style Baked Beans, Sliced Watermelon, Cookies, Brownies.

**Cost \$35.00** #attending \_\_\_\_\_ \$ \_\_\_\_\_

**TUESDAY June 6, 2023: 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 PREFER VEGETARIAN OR NEED SPECIAL MEALS:** \_\_\_\_\_

**(Please also contact [sec.treas-warlca@outlook.com](mailto:sec.treas-warlca@outlook.com) with your request)**

**Make Checks Payable to: WARLCA and send to 1208A Slide Creek Rd, Colville WA 99114**

**Note: If you find you are unable to attend, please contact Lorrie Crow at [sec.treas-warlca@outlook.com](mailto:sec.treas-warlca@outlook.com), however, no refunds after May 15, 2023, until after convention and approved by board since we have to guarantee total number of meals ahead of time.**



## **PAC is BACK**

By Dawn Ayers, PAC Chair

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### **PAC is BACK and here are some Facts!**

Greetings fellow Washington Rural Carriers. The State Convention in Silverdale will soon be upon us and this year we have several things going on in which you can participate.

- First and foremost, the Dessert Auction will be returning to the Meet and Greet, Saturday, June 3<sup>rd</sup>, 2023! Bring your favorite handmade or store-bought dessert to be auctioned off to the highest bidder. The rest of the evening we will spend enjoying said desserts and mingling about reconnecting with friends. There may be some fun surprises in store as well!
- Second, I am challenging each county unit to come together and create a themed gift basket of your choosing to be included in our silent auction during the Convention. There will be an award for the most creative basket! Any other donations for the silent auction are welcome but make sure they are new or gently used. Anything donated over \$200 must have an accompanying receipt.
- Last but certainly not least is our room night raffle! There will be two raffles as the hotel has been generous enough to donate 4 room nights to the association. Winners of the raffle must use all room nights in conjunction with the State Convention which is this June 4-6<sup>th</sup>, 2023. “Three for Free” will be for 3 nights which will be enough to cover check in on June 3<sup>rd</sup> and checking out on June 6<sup>th</sup>! “One for Fun” will be one room night covered during your Convention stay! Details are below. Enter as much as you’d like. Winners will be drawn at the Meet and Greet! Good luck!

### **Room Night Raffle**

Three for Free!

1 ticket for \$10 or 3 tickets for \$25

One for Fun!

1 ticket for \$5 or 5 tickets for \$20

Tickets will be available at all county unit meetings or contact myself directly to purchase at 253-468-2119

## Auxiliary News

Cyndy Keyes, President  
Auxiliary of the National Rural Letter Carriers' Association

The WARLCA delegates voted at the 2022 state convention to retain the family plan. This means if your spouse is a member in good standing with the NRLCA and the WARLCA, you are automatically a member of the WARLCA Auxiliary and your children/grandchildren are automatically Juniors. This allows them to apply for national Auxiliary scholarships with no application fee and to attend the Juniors' functions at national convention at the family plan rate.

The Auxiliary was founded in 1924 with three goals in mind. Those goals are stated in the national Auxiliary constitution:

The purpose of this Auxiliary shall be to unite fraternally its members, to help create a greater interest in rural mail service and Association work, and to cooperate with the National Rural Letter Carriers' Association to seek beneficial legislation.

These goals are the same at the state level.

The Auxiliary was originally named the Ladies Auxiliary. In 1973-74, the word "Ladies" was omitted from the name and we are now the Auxiliary of the National Rural Letter Carriers' Association.

Women now makeup over 50% of the rural letter carrier workforce and we welcome their spouses. Please plan to attend meetings with your spouse and offer them your support by becoming an active member of the Auxiliary.

Each year the national Auxiliary president chooses as program for the organization. The program consists of a humanitarian project, a safety section and an Americanism section. The humanitarian project serves a two-fold purpose: to raise funds for the project and to educate the Association, Auxiliary and Juniors about it. Each year is a learning experience. The program offers a poster and essay contest for the Juniors. The contest is divided into age groups and Juniors can submit entries at the state (if your state has an active Junior program) and national level (even if no state Junior program). The entries are judged and prizes awarded.

The WARLCA Auxiliary was re-chartered in 2019, just before the pandemic began, and is attempting to get organized. Please consider coming to the \_\_\_\_\_ meeting and being part of this reorganization.

The Auxiliary is here to help the Association and we need YOU to be an ACTIVE member of the Auxiliary.



Thank You, Stewards!

Dawn Anderson, Benton City  
Jennifer Ansonge, Walla Walla  
Laura Aries, Langley  
James Arvin, Cheney  
Dawn Ayers, Sumner  
Dusti Beane, Gold Bar  
Lisa Benson, Marysville  
David Blackmer, Monroe  
Jordan Brown, Wenatchee  
Crystal Carrasco, Arlington  
Wa Chu, Yakima  
Amber "Mandy" Comstock, Newport

Lorrie Crow, Colville  
Susan Durgan, Port Angeles  
Monte Hartshorn, DR  
Karen Haukenberry, Enumclaw  
Stacie Jackman, Greenacres  
Kristy Jones, Burlington  
Chris Kaufmann, Eastsound  
Alexis Laine, Poulsbo  
Isabella Lopez, Lake Stevens  
Tina McCay, Wapato  
Kristy McKee, Chehalis  
Katre Milliron, Chelan  
Julia Nast, Spokane (Vista)

Alicia Peterson, ADR  
Thomas Petrie, Olympia (Lacey)  
Renee Pitts, ADR  
Bryan Potter, Oak Harbor  
Jody Rogers, Shelton  
David Scott, Selah  
Billie Shinall, Pullman  
Jeffrey Taylor, ADR



# MEMBER OF THE YEAR NOMINATION FORM

NAME: \_\_\_\_\_

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

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

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**\*\*\*PLEASE SUBMIT THIS FORM TO  
Vice-President Alicia Peterson, PO Box 1971 Eatonville, WA 98328-1971  
NO LATER THAN 14 DAYS PRIOR TO THE CONVENING OF THE STATE CONVENTION\*\*\*  
May 21, 2023**

**Eligibility:**

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

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**Method of Selection:**

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

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**Criteria for Selection:**

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



Revised 2/15/2023  
NRLCA Form 1187

**UNITED STATES POSTAL SERVICE  
AUTHORIZATION FOR DEDUCTION OF DUES**

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

(USPS EMPLOYEE I.D. NUMBER)

LASTNAME FIRSTNAME MI

MAILINGADDRESS—INCLUDING APT# IF APPLICABLE CITY STATE ZIP CODE +4

EMAIL ADDRESS

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 EMAILADDRESS

**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 \$ \_\_\_\_\_ per pay period.

\$32.19 for Regulars and PTF \$11.38 for Relief and ARC

LOC #	STATE
	WA
DATE	REMIT #

**Lorrie Crow** **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:

LORRIE S. CROW  
WARLCA STATE SECRETARY-TREASURER  
1208A SLIDE CREEK RD  
COLVILLE, WA 99114

Recruiter EIN:  
Name:  
Address:

## WARLCA Membership Statistics



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

*Delmond Brown  
Jodelle Morgan  
Sandra Nelson  
Elaine Richardson  
Darrell Sansom  
A Richard Martin  
Karen Kayala  
Donna Hubbard*

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

Member Totals by Class		Nonmember Totals by Class	
Regular	1,084	70-5 — ARC	169
PTF	75	71 — Regular	169
Retired	264	74 — RCA VAC RT	7
Associate	2	76 — PTF	9
RCA	397	78 — RCA	237
Retired Associate	1	79 — RCA AUX RT	9
Recently Retired	9	<b>Total</b>	<b>600</b>
ARC	40		
Inelligible	1		
Cash-Paid	28		
<b>Total</b>	<b>1,901</b>		

### 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
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

### Congratulations Retirees!

AIMY	J	ACEVEDO	CHEHALIS
ROBERT	G	ANDERSON	OTIS ORCHARDS
SCOTT	W	BACKSTROM	LONGVIEW
BESNIK		DIKO	MONROE
MARY	A	HAGAN	VANCOUVER
GAIL	M	HERMANSEN	GIG HARBOR
SHERRI	C	KING	ARLINGTON
PAMELA	J	LEDBETTER	COLFAX
EDWARD	C	OGDON	PASCO

### 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 the State Secretary/Treasurer for the official form. You will receive recognition from NRLCA and an article and picture in a future issue of the WRC.

Washington Rural Carrier — Winter 2023

1-Regular	ADDY	GIFFORD	HOLLINGSWORTH	APRIL	7-RCA	FERNDALE	EVANS-HUNT	PERI	7-RCA	MOXEE	FERGUSON	LEILA	7-RCA	SPANAWAY	KING	REINALDO
7-RCA	AIRWAY HEIGHTS	SEXTON	MIKE	CERRA	7-RCA	FRIDAY HARBOR	HALL	ROBERT	7-RCA	MOXEE	JUAREZ	DEANNA	7-RCA	SPANAWAY	TREADWAY 1	SEAN
7-RCA	ANACORTES	STATLER	MIKE	ROBERT	7-RCA	FRIDAY HARBOR	KERNER	NATHAN	7-RCA	NACHES	RODELO JR	DANIEL	7-RCA	SPANAWAY	WILLIAMS	CEDRIC
7-RCA	ARLINGTON	MARTIN	CODY	MIHELLE	7-RCA	GIGHARBOR	HACKETT	MICHELLE	7-RCA	NEWMAN LAKE	MACMILLAN	WESTON	C-ARC	SPANAWAY	MARTIN	JEFFREY
7-RCA	ARLINGTON	ELLSWORTH	KAITLIN	JENELLE	7-RCA	GIGHARBOR	ESPITA	JENELLE	7-RCA	NEWPORT	FULTON	ALECIA	7-RCA	SPANAWAY	OTERO	ANA
7-RCA	BATTLE GROUND	BORK	RICHARD	MARK	7-RCA	GOLD BAR	BACON	MARK	7-RCA	NEWPORT	SCOTT	LEONARD	7-RCA	SPANAWAY	REID	JULIUS
7-RCA	BATTLE GROUND	KINSEY	CHRISTINE	MATTHEW	1-Regular	GOLD BAR	MCLINTOCK	MATTHEW	1-Regular	NEWPORT	CLARK	EMILEE	7-RCA	SPOKANE	GENTILE	ERIK
7-RCA	BATTLE GROUND	WOODARD I	DANIELLE	JOAN	7-RCA	GOLDENDALE	NATHER	JOAN	7-RCA	OAK HARBOR	CAREY	PATRICK	7-RCA	SPOKANE	THIEL	TANNER
1-Regular	BATTLE GROUND	TOMAS	JARED	STEVEN	C-ARC	GRAHAM	KROGH	STEVEN	7-RCA	OAK HARBOR	SNYDER	SHENOA	C-ARC	SPOKANE	TAMBLYN	MARK
7-RCA	BATTLE GROUND	LOGAN	TRACI	MEGAN	C-ARC	GRAHAM	VEESER	SEAH	7-RCA	OAK HARBOR	WALKER	JULIE	7-RCA	SPOKANE	BIRDZELL	JACOB
7-RCA	BELLINGHAM	MALLAHAN	JOSEPH	CAITLIN	7-RCA	GRAHAM	HUNTER	EMILY	7-RCA	OLYMPIA	FREEMAN	JAMEELAH	7-RCA	SPOKANE	ALHASANI	FIRAS
7-RCA	BELLINGHAM	LOUTHAN	CRAIG	EMILY	7-RCA	GRAHAM	HULL	SUEANN	7-RCA	OLYMPIA	KANDOLL	CHARLOTTE	7-RCA	SPOKANE	BENNETT	NICOLE
7-RCA	BENTON CITY	RUSSELL	ALLISON	GALLOP	7-RCA	GRAHAM	HUNT	MATTHEW	7-RCA	OLYMPIA	HALLECK	AARON	2-PTF	SPOKANE	BYARS	AMBER
7-RCA	BENTON CITY	WOODARD	JEANNIE	MORENO	7-RCA	GRAHAM	HUNT	SAMANTHA	7-RCA	OLYMPIA	GULLEY	LACEY	7-RCA	SPOKANE	VANNOTE	DEANNE
7-RCA	BLAINE	VOLOSHINA	SVETLANA	GRANDVIEW	7-RCA	GRANDVIEW	MORENO	PAULA	7-RCA	OLYMPIA	WILLIAMS	TYLER	7-RCA	SPOKANE	FORTE	STEPHON
2-PTF	BLAINE	MERWIN	JESSICA	GRANITE FALLS	7-RCA	GRANITE FALLS	O'DONNELL	CHASE	7-RCA	OROVILLE	TURNER	NICHOLAS	7-RCA	STANWOOD	EASTMAN	RYAN
7-RCA	BREMERTON	CONOMOS	ZACHARY	GREENACRES	7-RCA	GREENACRES	STONE	CASSANDRA	7-RCA	OTIS ORCHARDS	COOK	JENNIFER	1-Regular	STANWOOD	BAXTER	TIFFANY
7-RCA	BREMERTON	MCGATH	ESTHER	GREENACRES	7-RCA	GREENACRES	HOLLIS	NANCY	7-RCA	PASCO	CLIFFORD	KELEY	7-RCA	STANWOOD	SULLIVAN	STEVEN
1-Regular	BRUSH PRAIRIE	AKIN	TYSON	GREENACRES	7-RCA	GREENACRES	GRINER	SARA	C-ARC	PASCO	OCHOA	JUAN	7-RCA	STANWOOD	HALL	JOSHUA
2-PTF	BURLINGTON	ROBINSON	ROBERT	GREENACRES	7-RCA	GREENACRES	RICHARD	TINA	7-RCA	PASCO	CARRILLO MENDEZ	ANGELICA	7-RCA	STANWOOD	HALL	HENRY
7-RCA	BURLINGTON	ELLIS	EMILY	ISSAQUAH	1-Regular	ISSAQUAH	MILANTAPETERSO	WENDY	7-RCA	PASCO	IVEY	CHRISTOFER	7-RCA	STANWOOD	DIGUE	ANDRE
7-RCA	BURLINGTON	BRADFORD JR	ROBERT	KETTLE FALLS	7-RCA	KETTLE FALLS	BATES	SAMUEL	7-RCA	POMEROY	JENTZ	DAWN	7-RCA	STANWOOD	PHILLIPS	JARAE
7-RCA	BURLINGTON	MAJID	TREVOR	LA CENTER	7-RCA	LA CENTER	MERCADO MAGANA	ROSARIO	7-RCA	PORT ANGELES	PARKER	KYLE	7-RCA	STANWOOD	SHORTT	DIAN
2-PTF	BURLINGTON	CURTIS	WALLACE	LA CONNER	7-RCA	LA CONNER	SAECHAO	HEATHER	7-RCA	PORT ANGELES	JOHNSON	NATHAN	7-RCA	STANWOOD	ROSS	LEANNE
7-RCA	CAMAS	RICE	DASANI	LAKE STEVENS	7-RCA	LAKE STEVENS	LENITZ	TIMOTHY	7-RCA	PORT ANGELES	STURDEVANT	KATELYN	7-RCA	STANWOOD	ROSS	LEANNE
7-RCA	CAMAS	LEDBETTER	COURTNEY	LAKE STEVENS	7-RCA	LAKE STEVENS	SPARKS	CYNTHIA	7-RCA	PORT ANGELES	SORENSEN	KRISTOPHER	7-RCA	SULTAN	CHRISTEN	ALEXANDER
7-RCA	CAMAS	SPIES	MIKE	LAKEBAY	7-RCA	LAKEBAY	BARNES	KELLY	7-RCA	PORT ORCHARD	BURT	MELODIE	7-RCA	SUMAS	NICKERSON SR	ROYCE
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7-RCA	CAMAS	LAZALDE	JULIAN	LANGLEY	7-RCA	LANGLEY	HALLORAN	EDWARD	7-RCA	PORT ORCHARD	CALDWELL	CHRISTINA	7-RCA	SUMNER	NEVA	ANGEL
7-RCA	CASTLE ROCK	SHERMAN	JASON	LANGLEY	7-RCA	LANGLEY	LAMPKIN	JASON	7-RCA	PORT ORCHARD	PERRY	MICHELE	7-RCA	SUMNER	GORMLEY	MARY
7-RCA	CASTLE ROCK	TURNER	SARA	LANGLEY	7-RCA	LANGLEY	FISHEL	TIMOTHY	7-RCA	PORT ORCHARD	DAWSON	KYLE	7-RCA	SUMNER	BILLESBACH	BO
7-RCA	CHATTAROY	PIEST	RAMONA	LANGLEY	7-RCA	LANGLEY	FASSE	LYDIA	7-RCA	PORT ORCHARD	MIZE	BRADLEY	7-RCA	SUMNER	OSBORN	HILARY
7-RCA	CHATTAROY	DREYER	CORWIN	LANGLEY	7-RCA	LANGLEY	DELAGRANGE	ALLESSANDRA	7-RCA	PULLMAN	WARGO	EVAN	7-RCA	SUMNER	AN	JIN
7-RCA	CHATTAROY	KELSO JR	WILLIAM	LIBERTY LAKE	7-RCA	LIBERTY LAKE	CLAFLIN	JORDAN	C-ARC	PUYALLUP	LAM	Y	7-RCA	VANCOUVER	LINCOLN	ALYSSA
7-RCA	CHEHALIS	FOSTER	NICOLE	LIBERTY LAKE	7-RCA	LIBERTY LAKE	MCALEER	MARK	7-RCA	PUYALLUP	CRUZ	ELEECALYNN	7-RCA	VANCOUVER	DEZELLE	JEFFREY
7-RCA	CHENEY	MCCAFFERY	KELLY	LONG BEACH	7-RCA	LONG BEACH	FRANCIS	MICHAEL	7-RCA	PUYALLUP	COBB	ALISHA	7-RCA	VANCOUVER	DEZELLE	JEFFREY
7-RCA	CHENEY	BERSTLER	DOUGLAS	LONG BEACH	7-RCA	LONG BEACH	PASTOR	JANELLE	7-RCA	PUYALLUP	KIM	DERRICK	7-RCA	VASHON	BACON	DAVE
7-RCA	CHENEY	DUKE	SARAH	LONG BEACH	C-ARC	LONG BEACH	GARCIA	NANNETTE	7-RCA	PUYALLUP	CAPENOS	MICHAEL	7-RCA	VASHON	MARSHALL	JOURDAN
7-RCA	COLBERT	YOUNG	SANDRA	LOON LAKE	7-RCA	LOON LAKE	ROOD	RICHARD	7-RCA	PUYALLUP	MAKILAN	TIANA NANEVA	7-RCA	WALLA WALLA	REMILLARD	MIKE
7-RCA	COLVILLE	WILKS	JENNIFER	LYNDEN	7-RCA	LYNDEN	MAYER	DAN	7-RCA	RAINIER	AGOSTO	KIMBERLY	7-RCA	WASHOUGAL	REMPLE	STEPHEN
7-RCA	CONCRETE	JOHNSON	LISA	LYNDEN	7-RCA	LYNDEN	LEONARD	IAIN	7-RCA	RAINIER	MCMAMARA	TERRY	7-RCA	WAUNA	CASH	ROSE
7-RCA	COUPEVILLE	CONE	TERESA	LYNDEN	7-RCA	LYNDEN	HENRY	KELLY	7-RCA	RAYMOND	FRANK	NATHAN	C-ARC	WAUNA	WANG	CHAO
7-RCA	COUPEVILLE	BRITTON	JEREMIAH	LYNDEN	7-RCA	LYNDEN	ELLERMANN	TODD	7-RCA	RICHLAND	ARTZER	JORDYN	7-RCA	WILBUR	HALLE	TIFFANY
7-RCA	DAVENPORT	OLSON	DARRIN	LYNDEN	7-RCA	LYNDEN	TAYLOR	MEGAN	7-RCA	RICHLAND	GIBSON	CHRISTINA	7-RCA	WOODINVILLE	MILLANES	JOY
7-RCA	DAYTON	LECOMPT	PATRICIA	LYNDEN	7-RCA	LYNDEN	GROVES	CASEY	7-RCA	RICHLAND	BAKER	DEBERA	7-RCA	WOODLAND	WINNII	DERRIK
7-RCA	DEER PARK	ALAS RAMIREZ	ANGELA	MAPLE VALLEY	7-RCA	MAPLE VALLEY	SINGH	JUAN	7-RCA	RICHLAND	WAYMAN	BREANNA MCH	7-RCA	WOODLAND	BUCHTEIN	STEPHEN
7-RCA	DUVALL	KAVALSKI	PAMELA	MARYSVILLE	7-RCA	MARYSVILLE	NUNEZ GONZALEZ	STEPHANY	7-RCA	RIDGEFIELD	HANEY	TONY	7-RCA	WOODLAND	GARCIA	LIBERTY
7-RCA	EAST SOUND	SMITH	STEVEN	MARYSVILLE	7-RCA	MARYSVILLE	GREEN	MELISSA	7-RCA	SELAH	LYNCH	SHAUN	7-RCA	YAKIMA	COMPTON SR	DAVID
7-RCA	ELMA	COBB	CHRISTINE	MARYSVILLE	7-RCA	MARYSVILLE	HOLLIDAY	HENRY	7-RCA	SHELTON	DODSON	TRACY	7-RCA	YAKIMA	FUERTE	KARLA
7-RCA	ELMA	KINGSBURY	MICHEAL	MEDICAL LAKE	1-Regular	MEDICAL LAKE	BENNETT	LEE ANN	7-RCA	SHELTON	NUNEZ	KRISTINE	7-RCA	YAKIMA	DRAKE	JESSICA
7-RCA	ELMA	FIFE	LELIA	MILTON	7-RCA	MILTON	RUBISH	CHRISTINE	7-RCA	SHELTON	MILLER	LISA	C-ARC	YAKIMA	BAKEN	PAUL
7-RCA	ELMA	DEFLYER	TIMOTHY	MONROE	7-RCA	MONROE	BAUSKA	DAISY	7-RCA	SHELTON	PEARSON	MICHAEL	7-RCA	YAKIMA	STEPHENS	MICHAEL
7-RCA	EVERSON	JOHNSON	KRISTOPHER	MONROE	7-RCA	MONROE	BAUSKA	BRIAN	7-RCA	SILVERDALE	MATAIO	TOOA	C-ARC	YELM	ESTRADA	NIKKEMA
C-ARC	FERNDALE	ASCHE	RUSSELL	MOSES LAKE	7-RCA	MOSES LAKE	MARSH	CHRISTINE	7-RCA	SILVERDALE	KEOSISANO	PHONEXAY	7-RCA	YELM	FOX	JEREMIAH
7-RCA	FERNDALE	KELLER	EVAN	MOSES LAKE	7-RCA	MOSES LAKE	GOMEZ	ANITA	1-Regular	SILVERDALE	GAJARDO	OLIVER	7-RCA	YELM	NICHOLS	JASON
7-RCA	FERNDALE	JAMES	JAMES	MOUNT VERNON	7-RCA	MOUNT VERNON	ARNOLD	CHAD	7-RCA	SPANAWAY	FINDLEY	KATARINA				

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### **Upcoming Dates to Remember**

- Feb 25-Mar 10 2023: Mini Mail Survey
- Mar 25 2023: New RRECS Evaluations Effective
- Apr 13-15 2023: Western States Conference, San Diego CA
- Apr 15 2023: New RDWL & Sun Volunteer Lists Posted
- May 13 2023: Letter Carriers' Food Drive
- Jun 4-6 2023: State Convention, Silverdale WA
- Aug 14-18 2023: National Convention, Grand Rapids MI



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