

Washington Rural Carrier

Official Publication of the Washington Rural Letter Carriers' Association

Winter 2024



A wet wintry Western Washington

GET INVOLVED!

Now Is The Time For Action

Time For Meetings

Ahead: Info Meetings, County Unit Meetings, WSC, State Convention, National Convention

Legislative Last Chance

"Buy Back" Bill May Not Be Reintroduced After This Session, Contact Your Reps!

Loosen Up!

Hinge Health App to Help With Joint Pain

WARLCA State Board And Appointed Officers

President & Historian

Kurt Eckrem
1003 9th 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

Isa Lopez
PO Box 63
Lake Stevens WA 98258-0063
(425) 417-2700
rcp1.warlca@outlook.com

Region 2 Committeeperson & RCBP Rep

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

Region 3 Committeeperson & Retiree Liaison

Delsey Reed
3709 N Greensferry Rd
Post Falls ID 38354-5968
(208) 964-0137
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
pac.warlca@outlook.com

NRLCA Stewards

District Representative

Monte Hartshorn
PO Box 321
Castle Rock WA 98611-0321
(509) 315-7670
(texting not available)
monte.hartshorn@nrlca.org

Assistant District Representatives

Dawn Anderson
PO Box 72
Benton City, WA 99320-0072
(775) 516-2560
(texting not available)
dawn.anderson@nrlca.org

Alicia Peterson
PO Box 471
Graham WA 98338-0471
(253) 208-3344
(texting not available)
alicia.peterson@nrlca.org

Isa Lopez
PO Box 63
Lake Stevens WA 98258-0063
(425) 760-9416
(texting not available)
isabell.lopez@nrlca.org

Renee' Pitts
PO Box 1795
Orting WA 98360-1795
(509) 315-7012
(texting not available)
renee.pitts@nrlca.org

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 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
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



Notice

The secret election ballot for voting for WARLCA delegates to the 2024 NRLCA National Convention will be mailed by May 9, 2024. Any eligible member (those on the database by April 13, 2024) who has not received a ballot or any member who spoils a ballot may request a new ballot by contacting the Election Committee Chair. If you request and return another ballot only the replacement ballot will be counted.

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

2024 State Convention and Election of Officers:

The annual State Convention of the Washington Rural Letter Carriers’ Association (WARLCA) will officially begin Monday, June 3, 2024, at 8:30 a.m., and adjourn at the close of business on Wednesday, June 5, 2024. The State Convention will be held at the Centennial Hotel, 303 W. North River Drive, Spokane WA 99201. Business sessions include voting on proposed constitution changes and resolutions, elections of officers, speakers’ presentations, and other business that may be brought forth to the delegates.

The following officers will be elected:

- President Two-Year Term
- Secretary-Treasurer Two-Year Term
- Region Two Committeeperson Two-Year Term
- Region Four Committeeperson Two-Year Term

Note: To continue the election rotation of officer positions as per the WARLCA Constitution.

There will also be elections to fill vacancies if any of the other officer positions become vacant during the State Convention. A Nominating Committee will nominate at least one candidate for each of the offices. Nominations for any positions may be made from the floor.

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

Contents

We Demand	4
Legislative Update	5
Sample Letters	6
USPS Board of Governors	8
Hinge Health App	8
Thank You, Stewards	10
New Year, Old Problems	10
New Scanner Update	12
PAC Challenge	13
District Update	14
Ballot Timeline & Rules	16
Statement of Activities	18
Statement of Financial Pos.	19
Resolution Form	20
County Constitution Form	21
MOTY Nomination	22
Convention Registration	23
WSC Registration	24
Board Meeting Minutes	25
Info Meetings Notice	27
Campaigning Rules	28
Form 1187	29
New Members	30
Membership Stats	31

Content such as photos and opinion pieces may be submitted to the Editor. The method of submission is via email to warlcaeditor@outlook.com. The WARCLA 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.





We Demand

By Kurt Eckrem, President & Historian

United. Universal. Unify. Unison. All of these words come from the Latin “*unum*”, meaning “one”. The motto of the United States is *E Pluribus Unum*, literally “Out of Many, One”. The word Union also comes from that Latin word. As in a labor union: one group, one organization, one voice. That is why I was so disappointed when for a time last year there was a call to decertify our union. Instead of using that one voice we already have, some rural carriers wanted to throw out that voice and hunt for another one. In my opinion, that could have had disastrous consequences for the rural craft.

When I started my rural carrier career as an RCA, I was already employed at a job where the workers were represented by the Teamsters union. Unless you were in management, you were required to belong to the Teamsters to work there. I worked both jobs for almost three years, until the other company went out of business. Because I had been in that line of work for over 20 years, I always thought I would eventually go back to it, and I continued to pay my Teamster dues. Once I figured out that I was going to make a career out of delivering mail for the USPS, I withdrew from the Teamsters and joined the NRLCA. I received a copy of the National Agreement and began to review it, because I wanted to know what all the rules were. I was shocked to learn my new union had agreed to a clause that forbids the carriers from going on strike. The Teamsters would never have agreed to that. I thought walking off the job and disrupting a company’s business was the ultimate weapon a union has to get what they want. For many years, I couldn’t grasp how the NRLCA would give away that option.

It gradually came to me that nobody wins in a strike. The striking workers go without pay, often for a long period in a protracted strike, and it could take years to recoup those lost wages. Workers who couldn’t afford to be without a paycheck would go back to work and were looked down upon as scabs.

The company would lose a substantial amount of revenue and would sometimes never fully recover. Customers of the company would see their service disrupted and might end up going elsewhere. Grudges and hard feelings might never go away. With that realization, it also came to me that we have an even stronger weapon in our arsenal: our combined one voice. If we use that one voice, if we are all on the same page and demanding the same thing, we will be heard.

We Demand That management adhere to the Contract. It doesn’t matter that your postmaster or your manager doesn’t like a particular rule; their bosses’ bosses agreed to it, and it doesn’t hurt to remind them of that. If they won’t listen and continue to violate the Contract, flood them with grievances.

We Demand That the harassment and bullying tactics employed by some in management stop now.

We have national labor laws and contractual language that forbid that kind of treatment. Rural carriers are human beings, not pack mules, and deserve to be treated with dignity and respect.

We Demand That our National Union leaders listen to what we want and make that happen. We elected them to represent us, and that is what they should be doing. No more being happy with the same old considerations and simply settling for what the other crafts get. Rural carriers are truly “the tie that binds this nation”, and our union leaders need to push that concept hard during contract negotiations. Without us, the Post Office fails.

We Demand That rural carriers be adequately compensated for the work they do, and that the wages and benefits are sufficiently high enough that people want to go to work for the USPS, and that once employed, want to stay.

We Demand That Congress stops their petty partisan bickering long enough to decide that the USPS is a valuable public service that needs to be pre-

We Demand That you, the rural carrier, add your voice to the changes that need to be made

served. Also, that the Postal Board of Governors' positions be filled, and that those members be willing to examine whether PMG DeJoy's 10-year plan will keep the USPS viable.

We Demand That Congress immediately addresses the abysmal retention rate and deplorable working conditions that many rural carriers work under. Our Senators and Representatives need to recognize that the current state of the Postal Service is an embarrassment to the Federal Government.

We Demand That you, the rural carrier, add your voice to the changes that need to be made. If you want the support of the Union and to know there is someone who has your back, you are obliged to sup-

port the Union and to have someone else's back as well. Do you risk retaliation for speaking up when violations occur, sticking up for your coworkers, and for filing grievances? Absolutely! But isn't that preferable to continually rolling over and just taking it? And if enough rural carriers find that voice, retaliation will cease. To paraphrase an old proverb:

One voice, crying alone, is lost in the wind.

Many voices, crying together, may be heard in the wind.

All voices, crying as one, becomes the wind.

To my rural carrier brothers and sisters, find your voice.

In solidarity, Kurt



Legislative Update

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

The last time I wrote an article for the WRC, I talked about How to Be Part of the Solution. I mentioned three legislative topics important to rural carriers and how to be part of making rural carrier voices heard. Since that was published, we had the exciting news that on October 19, 2023, H.R. 5995, the Federal Retirement Fairness Act, was introduced by our own Representative Derek Kilmer (D-WA-6). This legislation would give rural carriers the option to "buy back" their time as a non-career employee and be credited with all their

years of service. Currently there are 49 cosponsors and Marie Gluesenkamp-Perez (D-WA-3) is the only Washington State Representative that has cosponsored alongside Representative Kilmer. This means Washington State rural carriers and their families have their work cut out for them to be part of the solution. In early November, Representative Kilmer announced he would not seek reelection. Representative Kilmer has been an advocate for rural carriers and the importance of this legislation and has introduced similar legislation a number of times unsuccessfully. Now is the time to act! We cannot delay our efforts! Every rural carrier needs to contact their Representatives and urge them

Now is the time to act! We cannot delay our efforts!

to cosponsor H.R. 5995. Ask your friends and family across the country to do the same. Use the sample letter as a guide when contacting your representative. If Representative Kilmer or Representative Gluesenkamp-Perez are your representatives, then send them a thank you letter and ask for updates.

H.R. 3721, USPS Shipping Equity Act was introduced on May 25, 2023, by Representative Dan Newhouse (R-WA-4). This would allow alcoholic beverages to be considered mailable from licensed

producers and retailers to ship directly to consumers over the age of 21, in compliance with state and local laws at the delivery location. This could generate an estimated \$180 million in revenue for the US Postal Service.

Unfortunately, there are only 17 cosponsors now. Representative Adam Smith (D-WA-9) is the only Washington State Representative that has cosponsored H.R. 3721. Again, every rural carrier and their friends and family need to contact their representatives and urge them to support this legislation. The US Postal Service needs to be allowed to be part of this revenue source to keep it financially viable for the future. Use the sample letter as a guide when contacting your representative.

H.R. 82, Social Security Fairness Act was introduced on January 9, 2023, by Representatives Graves (R-LA-6) and Representative Spanberger (D-VA-7). Currently there are 301 cosponsors, which is more than enough to bring this to the floor of the House for a vote. Eight Washington Representatives have already cosponsored the legislation, so now we wait for that floor vote. If you aren't familiar with the legislation, WEP (Windfall Elimination Provision) and GPO (Government Pension Offset) reduce Social Security benefits for rural letter carriers who receive other benefits such as a state or local government

pension and reduce most, and sometimes all, a spouse's or widow's benefits for retirees who also receive a pension for non-Social Security work. Even if you are not affected by these provisions, many of our union brothers and sisters that helped build this strong organization are and our support in solidarity are vital to continuing to grow our organization.

There is no more time to waste. We all must act now to urge Congress to support and pass legislation that benefits our rural carrier Family.

In solidarity, my Union Brothers and Sisters,
Alicia

Dear Representative [Name]:

I am writing as a rural carrier and constituent of your district to voice my strong support for the **Federal Retirement Fairness Act**. I urge you to cosponsor **H.R. 5995**, a bipartisan bill introduced by Representatives Kilmer, Connolly, Bacon, and Valadao. The Federal Retirement Fairness Act would "amend title 5, United States Code, to provide that civilian service in a temporary position after December 31, 1988, may be creditable service under the Federal Employees Retirement System."

Many federal employees, including rural carriers, start their careers as temporary employees. The Postal Service has a classification of rural letter carriers called Rural Carrier Associates (RCAs). RCAs are part-time carriers who do not receive retirement benefits until they acquire full time career status. Most rural carriers start out as an RCA and on average it takes about six years for them to become a regular carrier, but it is not uncommon for it to take 10-plus years to become a regular career employee. The current retention rate of RCAs is extremely low, with approximately 60% leaving the Postal Service. This results in the Postal Service spending millions of dollars for the training/hiring process. Retention of RCAs would benefit the Postal Service by reducing overtime payments to RCAs and regular carriers attributed to the lack of RCAs.

Under this act, federal employees who gave their time and effort for years before achieving permanent status would be able to make catch-up retirement contributions so they may retire on time. This is not a new idea. Before the Federal Government changed to a new employee retirement system in 1989, temporary employees could make catch-up payments.

Please support H.R. 5995 so that the Federal Government can return to a fair retirement benefits system for all employees. We need your support to end the penalization of temporary employees who bring so much value to organizations such as the Postal Service. By cosponsoring this legislation, you will help ensure that the government can attract and retain quality talent as well as ensure that our valued employees are not still struggling to achieve normal retirements.

Thank you for your continued dedication and attention to this issue. Please feel free to contact me if you have any questions or concerns about my request.

Sincerely,

[Your Name]

Dear Representative [Name]:

I am writing as a rural carrier and constituent of your district to voice my strong support for the **Social Security Fairness Act**. I urge you to cosponsor **H.R. 82**, a bipartisan bill introduced by Rep. Garret Graves and Rep. Abigail Spanberger. H.R. 82 would repeal provisions that reduce Social Security benefits for rural letter carriers who receive other benefits such as a state or local government pension.

H.R. 82 restores retirement benefits for rural letter carriers, and other public servants, who are impacted by the Windfall Elimination Provision (WEP) and Government Pension Offset (GPO). Both provisions unfairly penalize and reduce retirees' incomes by thousands of dollars every year. When a retiree is living on a fixed income, this reduction in retirement benefits can have a significant impact on the retiree.

The WEP applies to retirees who receive both a pension from non-covered work and Social Security benefits. WEP can reduce a retiree's benefit by as much as \$512 per month. Currently, there are about 2 million retirees impacted by WEP. The GPO reduces most, and sometimes all, a spouse's or widow's benefits for retirees who also receive a pension for non-Social Security work.

Please support H.R. 82, the Social Security Fairness Act. Both the WEP and GPO unfairly penalize rural letter carriers who choose a career in public service. By co-sponsoring H.R. 82, you will help ensure the dedicated and hard working men and women will receive the retirement benefits they have earned.

Thank you for your continued dedication and attention to this issue. Please feel free to contact me if you have any questions or concerns about my request.

Sincerely,

[Your Name]

Dear Representative [Name]:

I am writing as a rural carrier and constituent of your district to voice my strong support for the **United States Postal Service Shipping Equity Act**. I urge you to cosponsor **H.R. 3721**, a bipartisan bill introduced by Rep. Dan Newhouse and Rep. Jennifer Wexton. H.R. 3721 would amend the current United States Code to allow the U.S. Postal Service to deliver alcoholic beverages.

It is estimated that private carriers make over \$3 billion for the shipping of beer, wine, and liquor alone, but this is a revenue source that is denied to the United States Postal Service (USPS). By co-sponsoring H.R. 3721, you would support legislation that would end an archaic Prohibition-era ban that prevents the Postal Service from delivering alcoholic beverages to consumers over the age of 21. Economists at the Distilled Spirits Council of the United States estimate that allowing the Postal Service to ship and deliver alcoholic beverages could result in \$180 million in new revenue.

The Postal Service is consistently rated as one of the most trusted government agencies. Currently, the Postal Service has safeguards in place for certain classes of mail that require adult signatures over the age of 21. As rural letter carriers, we understand the importance of getting the proper signatures when delivering mail and packages. In addition, the USPS Shipping Equity Act does not supersede state and local regulations. If a state or locality currently prohibits the shipment of alcoholic beverages, the Postal Service will not be allowed to deliver to that area.

Please support H.R. 3721, the USPS Shipping Equity Act. Current competitors of the Postal Service are allowed to deliver alcoholic beverages to consumers, but the Postal Service is denied this revenue source. It is a fairness issue. H.R. 3721 gives the potential for a new source of revenue to the Postal Service to help keep it financially viable for the future. Once again, I ask that you consider becoming a co-sponsor of H.R. 3721.

Thank you for your continued dedication and attention to this issue. Please feel free to contact me if you have any questions or concerns about my request.

Sincerely,

[Your Name]



USPS Board of Governors Explained

By Isabella Lopez, Region 1 Committeeperson & Webmaster

We all have heard of Louis Dejoy the Postmaster General, but did you know that he is just one of 11 members that make up the Board of Governors of the United States Postal Service. This Board not only sets postal policies and planning but also controls the expenditures and reviews its practices.

The Board of Governors consists of nine professionals who must have experience in public service, law, or accounting. They represent the public interest. The nine Governors are appointed by the President and then confirmed by the Senate. No more than five out of the nine can belong to the same political party. At least four of the nine governors must demonstrate an ability to manage an organization or corporation that employs at least 50,000 employees in the public or private sector. Governors cannot serve more than 7-year terms that expire on the 8th of December of a given year, though they can continue to serve until their successor is appointed for up to one year, and none can serve more than two terms.

The nine governors select the Postmaster

General who can serve indefinitely at the will of the board and in turn select the Deputy Postmaster General who will also serve until removed by the 10 members of the board.

The nine current board members include Anton G. Hajjar whose term expired December 8, 2023; Roman Martinez, December 8, 2024; Amber F. McReynolds, December 8, 2024; Robert Duncan, December 8, 2025; Daniel Tangherlini, December 8, 2027; Derek Kan, December 8, 2028; Ronald Stroman, December 8, 2028; Louis Dejoy serves as the Postmaster General and Douglas Tulino is the Deputy Postmaster General.

We all have heard of Louis Dejoy the Postmaster General, but did you know that he is just one of 11 members that make up the Board of Governors

The board generally meets in Washington D.C. and is usually open to the public. Governors have an annual salary of \$30,000 and “receives \$300 per day for not more than 42 days of meetings each year and travel expenses”.

Respectfully submitted,

Isa Lopez

Citations:

<https://about.usps.com/who/leadership/board-governors/>



It's Stretch O'clock!

By Estee Javinari, Region 2 Committeeperson

Happy New Year to my postal family. Hopefully you got all you wanted this holiday season. Let this coming year bring you joy and good

health to you and yours. Let your resolutions, be it big or small, happen in the coming year. If taking care of your health is in the plan, you need

some help getting started, and you signed up for the Rural Carrier Benefit Plan insurance during open season, there are programs just for us and the best part is that it's included with the RCBP.

Now that the parcel season is over, or so we think, you want to stretch out that overworked body. Hinge Health is a program that is in the palm of your hand. There is an app that you can download on your smart phone or use the pre-loaded tablet provided. Also, with the tablet you will get wearable sensors to attach to your body, to make sure you are doing proper form. Resistant bands challenge you as you progress.

You'll also have a care team with a physical therapist and a health coach. Woah! Wait! Don't have time to talk with someone? Don't worry, after each 15- to

20-minute session, you have the opportunity to leave your coach a note about that session or Daily Playlist. Within the app, you can book a visit with your coaches if you want to as well.

There is a section where you can join groups and/or challenges and interact with other people using Hinge Health, but it is optional. The New Year's Challenge of 2024 is to complete eight Daily Playlist in a row within the month of January. I did join this group and you will just have to read my next article to find out if I completed it. My Daily Playlist currently consists of eight

movements for strengthening or flexibility. No more than 10 reps total. Followed by a pain scale for my coach and a small article with wonderful information.

Hinge Health playlists are not a do or lose deal. You do it for yourself and at your own pace. It has been a year and a half since I first signed up. And believe me when I say I have been working at my own pace. The movements used on the app are subtle and easy to do. Gentle movements are the key. Hinge Health physical therapist Dylan Peterson, PT, DPT calls the gentle movement exercise therapy. "Exercise therapy helps calm your entire pain system." When you do your daily playlist consistently, your daily playlists will automatically change with a bit more challenging movements or add the resistant bands to help with strengthening your progression.

Hinge Health is a noncommitment way to start the new year's resolution off right. No commuting, no gym membership, and it can be done anywhere at any time. Getting started is the hard part. Find me on the warlca.com website and send me an email and I can get you a link. Or go to rcbphealth.com under Healthy Living, Back and Joint Program for more information.

Region 2 Committeeperson and RCBP Rep. Estee Javinariar

Hinge Health is a noncommitment way to start the new year's resolution off right

py helps calm your entire pain system." When you do your daily playlist consistently, your daily playlists will automatically change with a bit more challenging

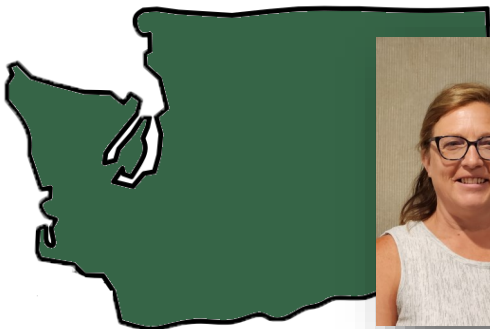
movements or add the resistant bands to help with strengthening your progression.

Hinge Health is a noncommitment way to start the new year's resolution off right. No commuting, no gym membership, and it can be done anywhere at any time. Getting started is the hard part. Find me on the warlca.com website and send me an email and I can get you a link. Or go to rcbphealth.com under Healthy Living, Back and Joint Program for more information.

Region 2 Committeeperson and RCBP Rep. Estee Javinariar



Congratulations to WARLCA member Dawn Ayers (right) on her election as Vice President of the NRLCA Lady Carriers Club. The election took place at the 2023 NRLCA National Convention in Grand Rapids, MI. Dawn is currently serving as the WARLCA PAC Chair. Also pictured: Kathy Short (left), Secretary-Treasurer and Laura Byrnside (middle), President.



Thank You!

By Delsey Reed, Region 3 Committeeperson

I know we had steward recognition week this last October. It has been on my mind what a lot of the stewards do for us on a daily basis. I don't think any of them get enough recognition for the time it takes to fulfil their position, a volunteer position no less.

I can't count the number of times over the last couple of years that I have heard "I'll file a grievance". It doesn't seem to matter the situation, that seems to be the response (or threat) to resolve anything that comes up that a carrier does not agree with or does not want to do.

All of our stewards also carry mail on a route of their own, they are likely having the same frustrations as we are and are tired and overworked like we are. They have families that need them, children with activities to attend or grandchildren to help with, in other words, a life outside of USPS, NRLCA. Just because we get tired and frustrated with management or co-workers doesn't mean we need to immediately contact our stewards without doing some re-

search first. Yes, our stewards are there to help us, but let's acknowledge the fact that they need to carry a route of their own and they do have a life outside of work.

I am challenging every carrier who reads this to read the contract that our union has with our employer. Do the research on the grievance process first. That should be every carrier's response to a situation that arises and he/she doesn't

I am challenging every carrier who reads this to read the contract that our union has with our employer

agree with or doesn't want to do. Instead of contacting our stewards in frustration, let each one of us do some research first. It's not that difficult, if I can, anyone can. I understand that

we all need clarification on some of the things that are in the contract. But let's at least do the research before we pick up our phones to complain to our stewards.

Again, THANK YOU STEWARDS. I don't think we can say it enough.

Sincerely, Delsey Reed

Region 3 Committeeperson



New Year, Same Problems, What Can I Do?

By Brian Poage, Region 4 Committeeperson

Happy New Year, everyone! We survived another busy Christmas (barely for some people, I'm sure!).

Now, I know some offices in our state I'm sure were employing some strange methods to get your

job done. Some wrong, some inefficient, some against policy, and some against the contract. Now, some of you who are new with the USPS must get some mixed signals from everyone on how to handle problems that the contract or PO-603 doesn't cover. It can

be confusing what to do. There are some experienced carriers who try to help sometimes. They may be well intentioned, but you must remember every route is different and some of these carriers have developed their own system for how to their jobs every day.

Here are some simple things to keep in mind if you come across a situation you don't know how to solve.

Never get into an argument with management to make your point. Try to solve problems by pointing out issues that might crop up as you are trying to follow their orders. It's easy to get hostile over a situation you are frustrated over.

Make sure that any instructions are given are clear and concise to you. Have them repeat things you don't understand. Be civil and professional.

You CAN refuse a direct order from management with a few exceptions. Make sure they verbally tell you it's an order that you must follow. Those exceptions include if those orders are unsafe or illegal to follow. You are to NEVER refuse an order just because you don't like it. Just be prepared for any consequences as a result.

Talk to your steward about anything contractual or that you don't understand. Don't rely on management to tell you what the contract says or doesn't say unless they can show you. Some offices don't have stewards, so go to the state website (WARLCA.COM) and find a steward covering your area and contact them (via email or phone).

Never do something that is a shortcut that is against policy. Always err on the side of caution.

Document everything that happens if some situation comes up you may/may not get in trouble for.

Don't ever be afraid to ask a question you don't understand. Never think a question is stupid to bring up. The stupidest question is the one that wasn't asked. The union stewards are there to help you out. They are your quickest, best resource to help you understand anything you have a question on. NRLCA website is another good resource as well (union members only) if you need anything answered.

Go to your county meetings get your information there too. Every county unit in the state has at least one meeting a year. Most every meeting as a steward representative and a board member present to help with any questions or point you in the right direction to get an answer for you.

The resources are there if you just avail yourself of them. Anyone who is a union member, steward, or board member can help get you the answers you might need.

Information is there to help you when you need it.

Now, I know that time is short these days to attend these meetings, write emails, or make phone calls. Now bear in mind, the union is there to help you but not do all the work for you if you get into trouble. You must put in the effort to start the process and follow it through, good or bad. The more pressure you put on management to follow the contract, the harder it will be for them to keep bending those rules we all complain about daily. **Nothing will change if you do nothing.** Don't ever think it's not your fight because you see something going on that shouldn't be. Someday that could happen to you and then you will be kicking yourself for not doing something about it sooner.

As of this writing, we have over 1,900 union members in Washington State. Only a fraction of those members avails themselves of the resources the NRLCA and WARLCA provide to them. Some have their own reasons for not fighting for change. Some are valid and that's fine.

But I see that members blame the union for things not changing. You are part of this union. How much a part are you? That is for you to decide.

We are the Union. If things don't change, it could be that some of us never got involved enough in that change.

We cannot blame each other for the things that aren't right in the offices we work in. The moment we slip and let management dance their way through the contract and policies to make their jobs easier, we are only hurting each other in the long run. We can get together and fight for change that we want.

You may not get everything you want for the kind of change you want. But you DEFINITELY won't if you just show up, get abused, and say nothing. There are many good carriers in this union who don't deserve to get treated the way they get treated. We work too hard for a job that beats us up daily. Why do we do this? Because it can be a good paying job and we care about it to keep showing up every day. Don't you ever think your opinion doesn't matter or feel shy about asking for any kind of help.

Nothing will change if you do nothing

Personally, I have been with this organization for a very long time. I do feel what you feel daily. I come in, carry my overburdened route, work 11, 12 or 13 hours a day trying to do the best job I can do. Just like the rest of you, every single day.

Our national contract is due to expire this year in 2024. If you want to see changes in the contract, ask how you can go about doing that.

Take care of yourselves and each other,
Brian Poage, Region Committeeperson 4



New, New, New

By Lisa Benson, Editor

Happy New Year, rural carriers! With the new year, it's out with the new and in with the ol—Wait, that's wrong. Or is it? COVID forced us to do things in new ways which intentionally limited our interaction with each other as well as our participation. While the threat of serious COVID receded and last year saw a great many opportunities, the attendance at Union events still did not bounce back. In 2023, we saw participation levels at an abysmal low. Some of that is due to staffing problems, sure, but I'm aware that a lot of it is also because we got too comfortable with letting "someone else" take the reins. My hope is that with the new year we can bring back the old habits from pre-COVID that include an increase in active presence and involvement. After all, our strength is in our numbers and in our unity. My hope is that 2024 will see a big jump in our activity. I want to see a lot of old faces (though I do not mean "old" as in to implicate that you have an abundance of years behind you!) as well as a whole lot of new faces! So this new year, make a resolution to get back into the old habit of active union involvement. And bring a friend!

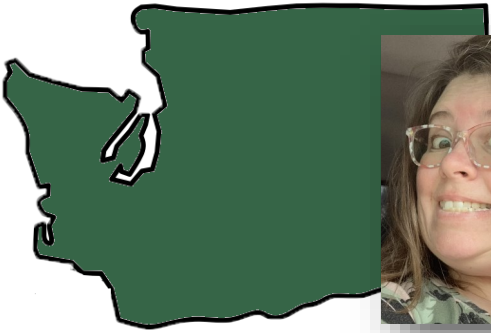
You can now review your RRECS entries in the MDD

not possible to accidentally clock in more than once from the RRECS main menu, for example. The flow makes sense with the way we flow through the work of the day. If, however, you do need to access the full menu at any point, even if the entries have already been made, you can do so from the hamburger button (the three stacked horizontal lines) in the top right corner of the screen (Note: This feature is temporarily disabled). Also new, you can now review your RRECS entries in the MDD. After you complete RETURN2DU, you'll have the option to review. The activity entries you make will be separated by each route.

There is also a PDF explaining the menu change under the RRECS tab on NRLCA.org. If you haven't visited this tab recently, make sure to do so!

Unfortunately, this new update to the MDDs also removed one of the nice functions we previously had. Perhaps you recall from my last article about scanner functionality, I wrote about being able to look up COAs from the scanner. Alas, the Postal Service disabled this function, hopefully only temporarily. It was so convenient to be able to view forwards from the scanner, especially since many times, we're not getting a printed PARS label anymore.

I hope that 2024 will bring you health, wealth, and happiness. And also a lot of relief carriers!



PAC Challenge

By Dawn Ayers, PAC Chair

This year my goal for our States PAC contributions will be a record for our state.

\$26,218

When we make this goal (August-July 15th, 2024) we will have a drawing for year's worth of massages or a massage chair! Winner gets to choose!

(Not to exceed \$800.00)

How do you get entered?

Every \$50.00 you contribute gets you an entry into the drawing
Sustaining donations count towards this goal.

We must meet the goal of **\$26,218** in order to have the drawing for either option. Last year we contributed over \$21,000 which is amazing so I know we can do this.

If every member donated \$16.00 we would exceed that goal.

LET's DO THIS!



Or



(Sample picture only)



District Updates

By Monte Hartshorn, District Representative

Thankfulness: I would like to thank Jeffery Taylor for his five and a half years of service as an Assistant District Representative. Jeff has covered the Spokane area and the Northeast part of the state (in addition to being certified for the Idaho-Montana-Oregon district. Jeff has always demonstrated a passion for representing his fellow rural carriers with integrity and professionalism. We want to thank Jeff for his service and wish him the best in his future endeavors.

As of January 2024, I would like to welcome Isabell Lopez and Dawn Anderson as newly appointed Assistant District Representatives. Both had stepped up as Area Stewards and have graciously volunteered to take on more responsibilities in representing the rural craft in this district. A big welcome to both Isabell and Dawn. We are lucky to have both of you.

“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 reasonably have been expected to have learned of its cause. The employee may be accompanied by the steward or a Union Representative, if the employee so desires.”

Several times, I’ve received a grievance form in the mail. That’s it; just the grievance form. No statement, no information about what the grievance is about; no information on whether there was any discussion with management. The “grievant” may feel like they have “filed” the grievance, but in reality, they have not. To properly file a grievance, the absolute first step is to have a discussion with management. The discussion belongs to the carrier. The responsibility of the steward is to see that any agreement does not violate the contract or postal manuals, or infringe on another carrier’s rights. If there is an agreement reached, then there is no grievance. (The stewards in the Northwest have all heard Monte’s Golden Rule #1: **If it is not in writing; it never happened.**) Make sure any agreement is in writing, especially since managers seem to be moving from office to office frequently. It is only if there is no agreement after the meeting that a grievance may be filed. On filing a grievance, the top informational part of the grievance form (Postal Service Form 8191) is filled out by the carrier, and it is the carrier’s responsibility to get the grievance form to their assigned steward.

“Making it Happen”: We have approximately 28 local stewards for almost 200 post offices or branches in the district. The local steward is the bedrock of our steward system. The local steward is in their own office, they know their fellow carriers and see the issues in the office. The local steward may assist with discussions and handles grievances at Step 1. Local stewards also conduct labor/management meetings concerning issues in the local office. The time for all the duties of the local steward is paid by the Postal Service which makes our dues dollars go farther. I would like to invite carriers in any office that does not have a local steward to consider stepping for-



Isa Lopez (left) and Dawn Anderson (right) newly appointed and certified ADRs.

“Dealing With It”: We get a lot of calls from carriers describing things that are happening in their offices that they know are wrong. In many of the calls, the steward is asked what we are going to do about it; how we are going to solve the problem. Stewards are here to represent, to investigate, and to work on grievances with management. However, the first step belongs to the carrier. Article 15 Section 3 Step 1:

ward and becoming the local steward.

What are the requirements for being a local steward? First and foremost, you must be an NRLCA member. The next ingredients are integrity, the ability to communicate, a desire to learn, and a willingness to do your best to represent your fellow carrier. It must be made clear that representing does not mean that we lie or create falsehoods. We tell the truth and do the best we can with the facts. Another misconception is that to be a steward, you must know everything. That is not true! We are all still learning every day. Local stewards are part of a team. We have an initial two-day training and a further two one-day trainings each year. In the Washington District, we also have Zoom meetings every other week where there may be some training and then news/discussions on what is happening in the district. Being part of a team means that there is support and help from people who are going through the same thing. I sincerely wish that we could at least double the number of local stewards.

“\$\$\$\$\$\$\$\$\$\$\$\$\$\$\$\$”: Otherwise known as the *Rural Route Evaluated Compensation System* (RRECS). Last year, the RRECS system was finally implemented in May. We saw that almost 67% of the routes nationwide lost some evaluated time.

However, here in Washington we saw an average increase of just under an hour per route. The second implementation was in October, and we saw a further increase in our evaluations. There are three main ingredients in “baking” our evaluations:

To properly file a grievance, the absolute first step is to have a discussion with management

1.) Edit Books: We are required to update and submit our edit books monthly. The active updating must be done during our “End of Shift” duties. These are after we scan “Return2DU” and before either “Clockout” or “PM Casing”. The time to update the edit book is actual time that is part of our evaluation. At the end of a Mini-Mail Survey, the information in the edit book is taken and used in creating our evaluations. The number and types of boxes is partially taken from the edit book. The updating of the edit book is what helps us flag what needs updated in the mapping of our route.

2.) DPM/LTM (Delivery Point Manager/Line of Travel Manager) Mapping: We are required to update the DPM/LTM mapping monthly. Data is taken from the DPM/LTM at the end of the Mini-

Mail Survey that may affect our box counts. It is critical that we review our DPM and make sure that the park point and front door are accurately placed. Remember that when we deliver a parcel to the house, having accurate park points and front door points will give us the appropriate credit. It is also important that we remember to “Scan where we stand”. The initial scan sets the GPS breadcrumbs for the delivery of that parcel. There is a concern that if we scan the parcel at the mailbox but indicate that we delivered it to the door that the DPM may move the park point and front door points to the mailbox. If that happens, we would not get the credit for the driving to where we park, we also would not get the credit for the dismount and distance to the door. Another reason why it is critical to check the DPM/LTM monthly to make sure nothing has been changed.

3.) The 24 RRECS scans. The Postal Service began to focus on the six “required” scans (ClockIn; Start Load; End Load; Depart2Route; Return2DU and ClockOut) and began to conduct investigative interviews and even issue discipline for any missed. They did not even mention the other 18, which led many rural carriers to believe that the six were the only important ones. Then when the first RRECS evaluations came out, those same carriers learned to their regret how important all 24 are. All 24 RRECS scans are the way that we are able to tell “Solver” (the computer program) of the work we are doing. If information is not put into the computer program, we are not getting credit for that work. A change that we are still not used to is that we are doing a “Mail Count” 52 weeks a year, not 2-4.

Transparency: It is required that management post the RADAR report on a daily basis. The RADAR report is useful for the DPS letter count and the AFSM 100 flats. The bundle flats can be tracked over “a period of time” and is thus less useful. I would strongly recommend that at the end of each day, every rural carrier review the RRECS scans on the scanner before logging off for the day. Make sure to look for any discrepancies; especially if you had box-holders or a WSS walk sequence mailing.

Safety: There has been a spate of serious safety infractions that have occurred lately. With the pres-

tures of “peak” and overburdened routes, it is easy to feel the stress and have a desire to “hurry” and get done. Even so, we must remember that our safety comes first. We have had carriers leaving 30-year-old LLVs running when they were not in them. To make matters even more “interesting” is that management was out doing inspections. Serious discipline was issued, but honestly “what could have happened” was even more serious. Remember: We work to support our families and have the lifestyle we want. We do not want to be seriously injured or cause someone else to be hurt.

Upcoming: There will be a new Mini-Mail Survey

(a minor “ingredient” of our evaluations) coming in late February/early March with new evaluations at the start of the first full pay period in April.

At the time of this writing, I have heard nothing about route adjustments. We have 42.59% of the routes in this district are overburdened; some grossly so. We are hoping that the Postal Service will soon accurately and efficiently adjust our routes. Please remember that the M-38 requires that overburdened routes be adjusted to a 43K (52:00 standard hours) unless they have the “incentive” from the formula.

*Ignorance May Be Bliss, But It **Will** Cost You!*

2024 National Delegate Ballot Timeline and Notification

Here is the timeline for those wanting to be on the ballot for delegate to the 2024 National Convention:

- ◇ **April 13th, 2024:** Nominations must be **received** at PO Box 253, Colville WA 99114-9998. Any nominations received after this date will be sent back as the post office box closed. A member of the 2024 Election Committee, with the State Secretary-Treasurer observing, will do the final sweep of the post office box and close the box. Candidates, or their designee, can observe, and will need to contact the State Secretary-Treasurer for the time the final sweep will be done. Nomination forms can be found in the *National Rural Letter Carrier* magazine, in the December, January, February, March, April, and May issues. Nominations must be on this form (or a copy of this form). You can also find the *National Rural Letter Carrier* magazine online at nrlca.org.
- ◇ **April 14th, 2024:** A listing of members and labels will be printed from the NRLCA database to be used for the mailing of the ballots.
- ◇ **April 13th, 2024:** A drawing of names for placement on the ballot will be held at 10 a.m. at the lobby of the Colville Post Office. Two members whose names are not on the ballot will be doing the drawing, with the State Secretary-Treasurer observing. Candidates, or their designee, can observe.
- ◇ **Week of April 15th to April 24th, 2024:** 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 Colville Post Office, 204 S Oak Street Colville, WA 99114. Candidates, or their designee, can observe.
- ◇ **May 9, 2024:** The ballot mailing will be completed by this date.
- ◇ **May 17th or 18th, 2024:** Two members of the 2024 Election Committee, whose names are not on the ballot and who have been appointed by the WARLCA President, will check the returned undeliverable ballots at the Hays Park Post Office, 3910 N Crestline St, Spokane WA 99207-9998. They will determine if a correct address can be found and resend the ballot again in a separate envelope. Candidates, or their designee, can observe.
- ◇ **June 1st, 2024:** Two or more members of the 2024 Election Committee, again whose names are not on the ballot and who have been appointed by the WARLCA President, will pick up all ballots at the Hays Park Post Office, 3910 N Crestline St, Spokane WA 99207-9998 in the morning and will close both PO boxes. Ballots will be tabulated by the 2024 Election Committee as soon as they return from the Spokane Post Office, in a meeting room at the 2024 State Convention hotel, the Centennial Hotel, 303 W. North River Drive, Spokane WA 99201. Candidates, or their designee, can observe. All observers must first check with the 2024 Election Committee Chair and read and sign an Observers Rules and Sign-in Sheet. Any ballots that arrive after the final sweep of the post office box on June 1st, 2024, will be returned to sender by the Post Office showing PO Box closed.
- ◇ **June 3rd, 2024:** Election results will be announced on Monday, June 3rd, 2024, by the Election Commit-

tee at the 2024 State Convention at the Centennial Hotel, 303 W. North River Drive, Spokane WA 99201.

If you have any questions please contact Lorrie Crow, WARLCA Secretary-Treasurer
1208A Slide Creek Rd., Colville WA 99114-8766
Phone: (509) 685-9624 Email: sec-treas.warlca@outlook.com.

RULES FOR OBSERVERS

In the Election of Officers and National Delegates for the WARLCA

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

Date: Saturday June 1, 2024 Time: 10 a.m., in the Election Committee Meeting Room
Location: The Centennial Hotel 303 W. North River Drive, Spokane WA 99201

WA Rural Letter Carriers' Association
Statement of Activities - Compared to Budget
July through December 2023

	Jul - Dec 23	Budget	% of Budget
Income			
4100000 · Interest / Dividends	4,539.56	2,900.	156.5%
4200000 · Membership Dues	127,408.25	294,595.	43.2%
4400000 · Reimbursements	123.42	0.	100.0%
4500000 · Sales	0.00	4,000.	0.0%
4600000 · AuxiliaryDuesStatePortion	3,573.07	1,700.	210.2%
Total Income	135,644.30	303,195.	44.7%
Gross Profit	135,644.30	303,195.	44.7%
Expense			
5000000 · Accounting and Banking Fees	4,926.00	3,500.	140.7%
5100000 · Awards & Recognition	1,604.49	9,300.	17.3%
5300000 · Employee Benefits	3,835.15	7,000.	54.8%
5400000 · Equipment	828.36	5,900.	14.0%
5600000 · Lodging	6,641.92	15,000.	44.3%
5700000 · National Convention	50,719.95	55,000.	92.2%
5800000 · Office Expense	2,915.25	2,850.	102.3%
5900000 · Payroll Taxes	4,286.37	10,000.	42.9%
6000000 · Per Capita Dues	980.00	3,200.	30.6%
6100000 · Postage	1,824.90	6,200.	29.4%
6200000 · Printing	1,762.17	1,500.	117.5%
6400000 · Rent	942.00	3,000.	31.4%
6600000 · Salaries and Wages	51,216.62	137,900.	37.1%
66900 · Reconciliation Discrepancies	0.00	0.	0.0%
6700000 · State Meetings	10,993.81	26,400.	41.6%
6701000 · State Paper	7,473.83	12,600.	59.3%
6900000 · Telephone & Internet	861.33	1,400.	61.5%
7000000 · Travel	8,947.47	11,420.	78.3%
7100000 · Website Expenses	0.00	550.	0.0%
7200000 · Western States Conference	0.00	155,450.	0.0%
Total Expense	160,759.62	468,170.	34.3%
Net Income	-25,115.32	-164,975.	15.2%

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

	<u>Dec 31, 23</u>	<u>Dec 31, 22</u>	<u>% Chan...</u>
ASSETS			
Current Assets			
Checking/Savings			
1010000 · Chkg - WA Trust Bank	27,337.22	15,377.90	77.8%
1015000 · Savings - WA Trust Bank	90,191.47	0.00	100.0%
1020000 · Savings - APCU	166,033.79	321,297.32	-48.3%
1030000 · Chkg - APCU	7,369.14	1,486.84	395.6%
1200000 · CD#74 (APCU) .946% 3/11/23	0.00	45,418.39	-100.0%
1210000 · CD#75 EmerFund .946% 3/11/2023	0.00	45,418.39	-100.0%
1220000 · CD#76 Emer Fund 4.879% 4/7/2025	24,488.04	23,541.71	4.0%
1230000 · CD#77 (APCU) .946% 3/11/2023	0.00	34,290.93	-100.0%
1240000 · CD#78 (APCU) 1.587% 6-24-2024	79,075.30	77,983.78	1.4%
1250000 · CD #79 (APCU) 4.6% 3-16-2024	130,015.45	0.00	100.0%
Total Checking/Savings	<u>524,510.41</u>	<u>564,815.26</u>	<u>-7.1%</u>
Other Current Assets			
1500000 · Advance	468.44	0.00	100.0%
Total Other Current Assets	<u>468.44</u>	<u>0.00</u>	<u>100.0%</u>
Total Current Assets	<u>524,978.85</u>	<u>564,815.26</u>	<u>-7.1%</u>
TOTAL ASSETS	<u>524,978.85</u>	<u>564,815.26</u>	<u>-7.1%</u>
LIABILITIES & EQUITY			
Liabilities			
Current Liabilities			
Credit Cards			
2000000 · Credit Card	-96.08	1,374.53	-107.0%
Total Credit Cards	<u>-96.08</u>	<u>1,374.53</u>	<u>-107.0%</u>
Other Current Liabilities			
2100000 · Payroll Liabilities	-133.94	-902.13	85.2%
2500000 · Retirement Plan Payable	-203.01	0.00	-100.0%
Total Other Current Liabilities	<u>-336.95</u>	<u>-902.13</u>	<u>62.7%</u>
Total Current Liabilities	<u>-433.03</u>	<u>472.40</u>	<u>-191.7%</u>
Total Liabilities	<u>-433.03</u>	<u>472.40</u>	<u>-191.7%</u>
Equity			
3900000 · Net Assets	550,527.20	598,939.65	-8.1%
Net Income	-25,115.32	-34,596.79	27.4%
Total Equity	<u>525,411.88</u>	<u>564,342.86</u>	<u>-6.9%</u>
TOTAL LIABILITIES & EQUITY	<u>524,978.85</u>	<u>564,815.26</u>	<u>-7.1%</u>

WARLCA RESOLUTION FORM

CHECK APPROPRIATE BOX

- BINDING**
- NON-BINDING**

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

ISSUES

Check one:

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

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

- 1) Place only one Resolution per sheet.
- 2) Formatting instructions: Font-Times New Roman; Font Size 11; New Language **BOLD**; Omitted Language ~~Strikethrough~~
- 3) Indicate if the Resolution is intended to be binding or non-binding (above).
- 4) Indicate the issue this resolution concerns (above).
- 5) Identify any Handbooks, Manuals, or Written Documents to be amended:

By: (a) Name of Document _____

(b) Article _____ Section _____ Paragraph _____

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

WHEREAS:

BE IT RESOLVED:

INTENT OF / REASON FOR CHANGE:

Signature _____ (County Secretary)

Date Sent to State Sec-Treas _____

WARLCA 2024 STATE CONVENTION REGISTRATION

June 3-4-5, 2024

Centennial Hotel

303 W North River Drive

Spokane WA 99201

Room rates are \$124 for Single King/Double Queen. Parking fees not included. To make your reservations call 509-598-4554 with Group Code WASHINGTON RURAL LETTER CARRIERS ASSOCIATION, or online at <https://www.davenportotelcollection.com/the-centennial> and use the group code WARLCARMBLK.

Note: WARLCA room block is open to State Convention attendees only.

Block is available until filled, but no later than May 1st, 2024.

NAME: _____ 1ST TIME ATTENDING? _____

PHYSICAL STREET ADDRESS: _____ PO BOX # _____

CITY: _____ STATE: _____ ZIP CODE: _____

PHONE: _____ Staying at Centennial 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: _____ 24/25 County Officer? _____ If Yes, What Position? _____

There is a **\$75.00 fee per delegate for registration**; however, the fee will be **waived if all three of the following requirements are met**: (1) registration form and payment is **received** in the office of the State Secretary-Treasurer by **May 18, 2024**, (2) purchase one meal function, (not including the meet and greet), and (3) stay at the Centennial Hotel. Note: If registration form and payment are received **after** May 18, 2024, a \$75 registration fee is required and not waived. The purchase of meal functions may **not** be guaranteed with late registration.

Sunday June 2, 2024: Meet and Greet from 6 p.m. to 8 p.m.

Cost \$10.00 (under age 4 is free). Snacks and Beverage Service Provided

#attending _____ \$ _____

Monday June 3, 2024: FIRST DAY OF CONVENTION STARTS AT 8:30 a.m.

Monday June 3, 2024: First Timers to Convention Meeting at 8 a.m.

#attending _____

Monday June 3, 2024: County Officers Recognition Luncheon at Noon. All are welcome.

Finch Buffet: Chicken Cacciatore, Port Wine Braised Short Ribs, Green Salad, Pasta Salad, Soup, and a Dessert

Free to newly elected and pre-registered 2024/2025 Presidents, Vice Presidents, Sec-Treas, County Legislative Liaisons and PAC Chairs.

Cost to others \$30.00

#attending free _____ # attending paying _____ \$ _____

Tuesday June 4, 2024: SECOND DAY OF CONVENTION STARTS AT 8 a.m.

Tuesday June 4, 2024: Main Banquet Buffet Dinner & Entertainment 6:30 p.m. All are welcome.

Southern Style: Pork Baby Back Ribs, Fried Chicken, Soup & Salad, Corn on the Cob, Cornbread, Dessert.

Cost \$40.00

#attending _____ \$ _____

Wednesday June 5, 2024: THIRD DAY OF CONVENTION STARTS AT 8 a.m.

No food functions

Total Enclosed \$ _____

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

CHECK HERE IF NEEDING VEGETARIAN OR SPECIAL MEALS: _____

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, however, no refunds after May 24, 2024, until after convention and approved by board since we have to guarantee total number of meals ahead of time.

WESTERN STATES CONFERENCE 2024

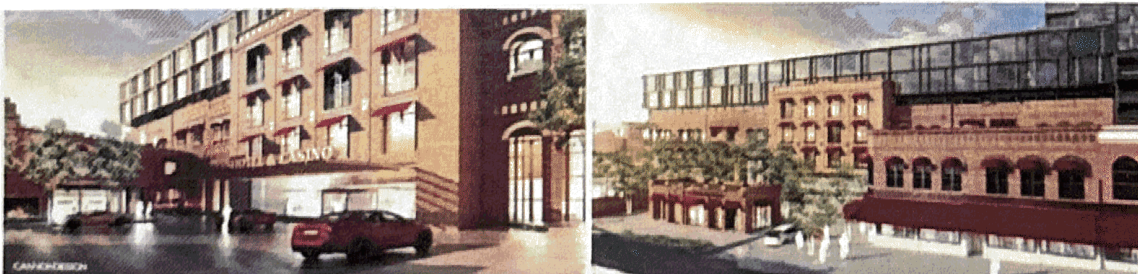


JOIN US IN Colorado APRIL 3rd- 5th 2024!
**Historic and charming mining town in the Colorado
Rockies. Hosted at a brand new hotel and casino!**

Chamonix Hotel and Casino Cripple Creek, CO

- NAME(s): _____
- ADDRESS: _____
- Phone: _____
- Number of People: _____ @\$75 per person _____
- **Please make checks payable to NRLCA- COWSC**

Mail to: Tammy Smith
33954 ST HWY 167
Fowler, CO 81039
No Refunds Deadline: March 14th 2024!



<https://www.chamonixco.com/>

(719) 689-2142 -Hotel Phone Number

Board Meeting October 16-19, 2023

Centennial Hotel - 303 West North River Drive Spokane WA

Meeting was called to order at 1:00 p.m. with President Kurt Eckrem, Vice President Alicia Peterson, Sec-Treas Lorrie Crow, RCP1 Isa Lopez, RCP2 Estee Javiniar, RCP3 Delsey Reed, and RCP4 Brian Poage in attendance.

The minutes from the previous board meeting were reviewed and put aside until later allowing Alicia to review in greater detail and suggest any changes she would like to see made.

There were no changes made to the Board Policy or the Ground Rules.

Officer reports:

Kurt was able to settle the sleeping room billing issue with Best Western Silverdale and paid the balance due. Unfortunately, the hotel will be billing the attendees for what was owed by them and not charged at the time of check out.

Kurt and Lorrie successfully signed the LM2, and it was submitted in a timely manner.

Kurt drafted a letter to the Colville Postmaster regarding allowing Lorrie Crow time off to perform her duties as the Sec-Treas. So far it seems to have helped.

Alicia had sent out a group calendar for the Board and gave a tutorial on how it is used.

Alicia completed a new Legislative Contact List. She was able to present the Member of the Year award to Melvin Walker at the Lower Columbia County Meeting. Alicia updated the board on current legislation issues and where we stand with co-sponsors.

Alicia was able to attend an orientation on Oct 10th with only two in attendance, neither joined at that time.

Lorrie is still working on getting payroll set up in Quick Books, it is time intensive to get all the information inputted and time off has been an issue until recently.

All taxes and necessary documentation have been filed so far including the county 990s.

All of Isa's County units have had at least one meeting since the close of the 2023 State Convention, most likely won't have any more until after the first of the year. It was brought up at this time that the NSS is only required to attend one meeting for each county unit yearly, usually the annual meeting.

Estee- had the representative from Marie Gluesenkamp Perez's office at her Lower Columbia Meeting. She has had a couple of phone calls about RCBP.

Delsey has Northeast and East Central County Meeting this coming week 10/18 and 10/19. EC will be holding elections for the VP position. She has attended one orientation and will keep trying to attend as often as possible.

Brian has had one county meeting so far, Apple Valley; Whitman Southeast usually only has one meeting a year and that will be their annual county meeting; 12 attended his last meeting, most from his office. Had a very vocal meeting with a regular voicing her opinions. Monte was in attendance and handled the situation well.

Future State Conventions

2025 - not doing much so far Isa is waiting until after the first of the year to really start much.

2026 - Brian had made a few inquiries, and no one has been willing to book anything until 2024.

2027 - Estee has reached out to a couple of places and hasn't had any call backs.

This is a problem we have run into for the last couple of years.

RCP Duties

All RCPs make sure to have the forms that Kurt would like them to have on hand at all county meetings. Reinforced that we are only there to assist the county officers in running the meeting, we are not there to run the meeting. RCP are not supposed to give any contractual information or advice. Familiarize yourself with what is expected of the RCPs at meetings.

Apple Vally has talked about separating and starting another county unit. They would like to form a committee to research what it would take to make the change. It would take a county resolution to form a committee. Table this conversation until it can be verified.

All RCP were asked to verify at their county unit meetings the correct sign in sheet is being used, it includes a box to check if the member wants to be on the email updates list.

Should the state start storing meeting minutes for the counties after a period of time (like 4 years). The county units would have to send the information to the state board i.e., the Secretary-Treasurer who would then scan into the state computer. It was agreed that we need verification if this is even something we could do.

County officers' trainings

For the West side, having training on a Monday didn't seem to work out as well as it could have. Having the training on both sides of the state worked well but we shouldn't really cut it down any smaller. It is by consensus that we continue with the split meetings in the future.

The possibility of doing a fall booster was discussed and by a majority vote it was agreed that it would not be possible. The possibility of having a spring booster was discussed and agreed that in cooperation with Monte January 28th would be a good possibility.

Meeting was adjourned at 5:03 p.m.

The entire Board met with DR Monte Hartshorn, DR Herschel Howard, and ADR Jeff Taylor for dinner and were able to discuss the possibility of having a booster at the end of January. Both Monte and Jeff agreed to having one on January 28th for the west side of the state and one on February 4th for the East side of the state.

Tuesday October 17th meeting called to order at 8:07 a.m. with all in attendance.

It was discussed and agreed by consensus that we would create a new appointed position, Military Service Representative. One of the responsibilities would be to retire the flags. We will be asking for volunteers on the Facebook page.

Spent the morning completing the required training of the State Officers Resource Manual (SORM) and attached scenarios and questions. Reviewed the State Constitution to ensure that we are in compliance with the SORM with regard to Officer Pay and the mention of LWOP, annual and or other forms of leave.

Broke for lunch at 1:30 p.m.

Returned from Lunch at 2:42 p.m.

Reviewed the task list.

Toured the hotel.

The convention flyer still needs some attention, Delsey will check with the Spokane visitor's bureau for ditty bag stuffers. We will use the Audubon room for the meet and greet and the back space in registration for election committee and tellers. A key is available for registration area.

Reviewed the budget and finances.

It was agreed by consensus to purchase a fireproof safe for no more than \$220 for the office of the Secretary-Treasurer.

All county and state LMs were filed on time.

Reviewed the member and nonmember stats on the data base, Kurt was surprised at the number of members, he has been successful in getting new hires signed up for the union, but the total number has only increased by one since the end of June.

Meeting was Adjourned at 5:28 p.m.

Wednesday October 18th met at 8:00 a.m. in the lobby to travel to the storage unit in Deer Park to go through old equipment and decide what to keep and what to dispose of. Also went through one year of paperwork to see what is kept and what is disposed of. After review and with board consensus Lorrie has been authorized to destroy the post retention dated paperwork. It was decided that the cost of using a shredding company would not be cost-effective.

Orientations

We discussed what should be handed out at orientations and asked Delsey, Brian, and Estee to take some of the old booklets to the plants to be handed out at orientation when we are unable to attend. Since Delsey started to attend orientations in Spokane we made sure she had what she would need.

Spent time reviewing the website, Isa is doing a great job. A few suggestions were made, and Isa made note of them.

The fall Issue of the WRC went out on time, the timing of the issue was discussed, at the time of scheduling, we didn't consider the fact that the mail survey and disputes would be happening and at about the same time. Kurt had to call in a favor with the publisher to get the paper to print on short notice.

Winter issue dates were set, articles to the board by January 3, articles to the Editor January 5, final draft to publisher January 10.

Spring Issue - Articles to Board March 24th, articles to Editor March 26th, final draft to publisher April 1st. Posting on Facebook has been pretty sparse, it was agreed that we need to add more content, posts. Kurt will talk with the administrator and decide on a favorable way to proceed.

Legislative seminar will be held April 27-May 1, 2024

HR 82 (298 cosponsors with eight from WA), a similar bill HR 4583 (179 cosponsors including six from WA) both introduced on July 12, 2023. Senate Bill S597 has 46 cosponsors with one from WA.

The Federal Fairness Act (Buy Back Plan) has not been reintroduced.

The next scheduled board meeting will be March 18-21, 2024, at the Hampton Inn in Ellensburg.

Meeting Adjourned at 5:02 p.m.

Thursday October 19th meeting called to order at 8:00 a.m. with all in attendance.

Minutes were revisited and with a few changes approved.

Vouchers were reviewed and approved.

Meeting adjourned at 9:50 a.m.

Information Meetings Notice:

The WARLCA has scheduled two in-person information meetings for its members.

The first will be held on Sunday, January 28th, 1 pm – 5 pm, at the Star Center Discover Space, 3873 S. 66th Street, Tacoma, WA 98409. The meeting will feature NRLCA District Representative Monte Hartshorn giving a presentation on RRECS and the upcoming mini mail survey, with a Q&A session following. The State Board will also offer information on legislative issues, the importance of PAC, and upcoming opportunities for you to participate in your union.

The second in-person information meeting will be held on Sunday, February 4th, 9 am – 3:30 pm, at the Spokane Teamsters Union Hall, 1912 N. Division Street, Spokane, WA 99207. District Representative Monte Hartshorn will again be presenting RRECS information, with time for Q&A. The WARLCA Board will also provide information on current legislation, PAC, and upcoming events. As an added bonus, OWCP specialists Mike Watson and Associates will be putting on an information seminar on everything you need to know about submitting an OWCP claim.

These meetings are free of charge and are open to WARLCA members only, although there will be an opportunity for nonmember rural carriers to join the NRLCA at the door. Please let your coworkers know about these meetings. Questions?? Contact

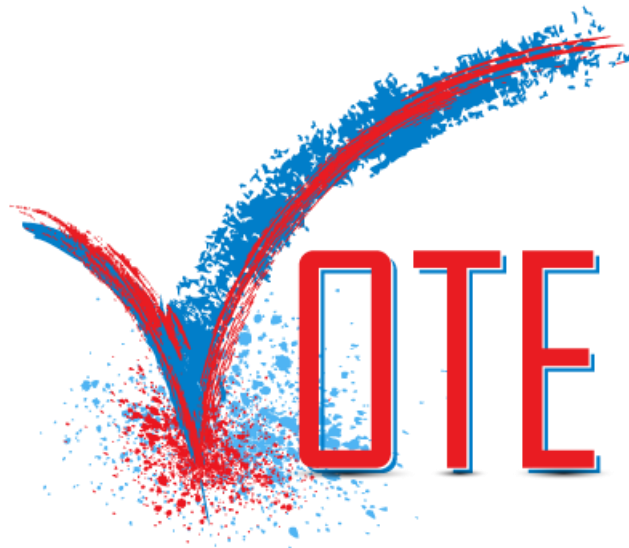
WARLCA President Kurt Eckrem (425) 760-6879 president.warlca@outlook.com

WARLCA Sec-Treas Lorrie Crow (509) 675-0397 sec-treas.warlca@outlook.com

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. Submissions must be received by March 26, 2024 for inclusion in the Spring 2024 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



Revised 2/2023
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 EMAIL ADDRESS

SECTION B- FOR USE BY STATE ASSOCIATION

R - NATIONAL RURAL LETTER CARRIERS' ASSOCIATION

SIGNATURE OF ACCEPTING UNION OFFICIAL

DATE

I hereby certify that the dues of this organization for the above-named member, for the applicable designation, are currently established at \$ _____ per pay period.
\$34.85 for Regular/PTF, \$12.28 for Relief/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:

Please Welcome Our New Members!

7 - RCA	ABERDEEN	MAK-CHHAY	TEVON	7 - RCA	LYNDEN	GALLANT	JOSEPH
7 - RCA	AMBOY	GREELEY	MICHAELA	7 - RCA	LYNDEN	SKINNER	BRANDON
7 - RCA	ANACORTES	BENSON	SAMUEL	7 - RCA	LYNDEN	VANDEKRAATS	KIERSTON
7 - RCA	ANACORTES	BLAKE	TIFFANY	7 - RCA	LYNDEN	BLAIR	JOSEPH
7 - RCA	AUBURN	NEWMAN	MATTHEW	7 - RCA	MAPLE VALLEY	DILORENZO	SARA
7 - RCA	BATTLE GROUND	KNOWLES	ALICE	7 - RCA	MARYSVILLE	SCHINDEL	CLARENCE
7 - RCA	BATTLE GROUND	ACCETTA	ANTHONY	7 - RCA	MEDICAL LAKE	PITCHER	JAMES
7 - RCA	BATTLE GROUND	YOUNG	JONATHAN	2 - PTF	MONROE	JOHNSON	NICHOLAS
7 - RCA	BATTLE GROUND	FIELDER	LUCAS	2 - PTF	MOUNT VERNON	SMITH	BRANDON
2 - PTF	BELLINGHAM	CANAAN	KENNA	7 - RCA	MOUNT VERNON SENIOR		DA VOUGHN
7 - RCA	BELLINGHAM	COOPER	BRIAN	7 - RCA	NEWMAN LAKE	BROOKS	KESSLI
7 - RCA	BELLINGHAM	WILSON	KELLY	7 - RCA	NINE MILE FALLS	JOHNSON	SEAN
7 - RCA	BELLINGHAM	PRICE	AALIYAH	7 - RCA	NORTH BEND	AGOGLIATI	STEFANO
7 - RCA	BLAINE	FERRY	CRYSTAL	7 - RCA	OAK HARBOR	PHILLIPS	RIJAH
7 - RCA	BLAINE	OWENS	JENNIFER	7 - RCA	ODESSA	WEAVER	ANITA
7 - RCA	BOW	STONE	MICHAEL	7 - RCA	OLYMPIA	EDSON	SALINA
7 - RCA	BOW	MATTSON	STACY	7 - RCA	OLYMPIA	BOUNKING	ROZSAMY
7 - RCA	BREMERTON	RIEDER	XAVIER	C - ARC	OLYMPIA	CONNER	LISA
7 - RCA	BREMERTON	GREINER	NATHAN	7 - RCA	OLYMPIA	KANG	DAEYOUN
7 - RCA	BRUSH PRAIRIE	HERBERT	JAYLINN	7 - RCA	OMAK	BLACK	SHANE
7 - RCA	BURLINGTON	ANDERSON SR	ANTHONY	7 - RCA	ORTING	WEAVER	AGNIESZKA
7 - RCA	CATHLAMET	BALDWIN	SAMUEL	7 - RCA	OTIS ORCHARDS	PACARRO	SHANE
7 - RCA	CENTRALIA	BURKETT II	MICHAEL	7 - RCA	PASCO	MUNJAL	SANJAY
C - ARC	CHEHALIS	MOHR	LESLIE	7 - RCA	PASCO	ROLLINS	TAVIS
7 - RCA	CHEHALIS	MUNRO	GABRIELLE	7 - RCA	PASCO	CHAVEZ	OSCAR
7 - RCA	CHENEY	SEIPP	FORESTER	7 - RCA	PASCO	CARROLL	NICOLE
7 - RCA	COLVILLE	BELL	DAN	7 - RCA	PORT ANGELES	BOYER	BRET
7 - RCA	CONCRETE	MCCOY	ELRIC	7 - RCA	PORT ORCHARD	CUNNINGHAM	CLAUDIA
7 - RCA	DUVALL	CARPENTER	BENJAMIN	7 - RCA	POULSBO	REFORSADO	DALTON
7 - RCA	EATONVILLE	LEBERT	ALTHEA	7 - RCA	POULSBO	MAZEY	RYAN
C - ARC	ELLENSBURG	ELKINS	MICHAEL	7 - RCA	PUYALLUP	SANTOS-OLESKI	HILDA
C - ARC	ELLENSBURG	STAS	OLIVIA	C - ARC	PUYALLUP	RUNGE	JEREMY
C - ARC	ELMA	DUGARD II	EDWARD	7 - RCA	PUYALLUP	DESCHNER	JOSEPH
2 - PTF	EVERETT	OTTERHOLT	SEAN	C - ARC	PUYALLUP	ROBINSON	CHRISTOPHER
7 - RCA	EVERETT	VANDEMARK	ZOE	C - ARC	RAINIER	TAYLOR	SAVANNAH
7 - RCA	EVERETT	WOLD	TORIE	7 - RCA	REDMOND	CASTLE	SKY
1 - Regular	FALL CITY	DOCKERY	JEWELL	C - ARC	RIDGEFIELD	DAVIS	JAMES
7 - RCA	FERNDALE	JUAN	RICKY	C - ARC	RIDGEFIELD	WHITTAKER	ANTONEILA
7 - RCA	FERNDALE	DURKEE	KATHLEEN	7 - RCA	SEATTLE	COLGAN	MICHAEL
7 - RCA	FRIDAY HARBOR	STERLING	AYRE	7 - RCA	SEATTLE	KELLY	JASON
7 - RCA	FRIDAY HARBOR	KYTE	ROBERT	7 - RCA	SELAH	NAHPI-LINKER I	SARAH
7 - RCA	GIG HARBOR	BRADFORD	DESTINY	7 - RCA	SEQUIM	LIM	SOKHOEUN
7 - RCA	GOLDENDALE	WATSON	CHARLENE	7 - RCA	SHELTON	SIMERAL	SHELLY
7 - RCA	GRAHAM	HERNANDEZ	MARCOS	7 - RCA	SILVERDALE	DARRAGH	MICHAEL
7 - RCA	GRAND COULEE	PIERCE	JONI	7 - RCA	SILVERDALE	ELVIN	RHONDA
7 - RCA	GREENACRES	ZAMBRANO	CLAUDIA	2 - PTF	SNOHOMISH	ELWOOD	NICHOLAS
7 - RCA	GREENACRES	BILLINGS	SUNNYMAE	7 - RCA	SNOHOMISH	CALDWELL	DAWNROSALINA
2 - PTF	ISSAQUAH	MELING	AVORY	7 - RCA	SPANAWAY	BILLIPS	DARREN
7 - RCA	ISSAQUAH	QUINTERO	MAURICIO	7 - RCA	SPOKANE	DOYLE III	MICHAEL
7 - RCA	ISSAQUAH	NASH	DEMETRI	7 - RCA	SPOKANE	PRICE	TANYA
7 - RCA	KALAMA	QUEENER	LEE	7 - RCA	SPOKANE	BROWN	CARL
7 - RCA	KENT	PATTERSON	STEPHEN	7 - RCA	SPOKANE	PEARSON	SHAWN
7 - RCA	KETTLE FALLS	COLLINS	RICHARD	7 - RCA	SPOKANE	BOYD	JAMES
7 - RCA	LANGLEY	THOMPSEN	HANS	7 - RCA	SPOKANE	REGAN	RONALD
7 - RCA	LANGLEY	LAMY	JOHN	7 - RCA	SPOKANE	JONES	LESLIE
7 - RCA	LANGLEY	TURNBULL-AGNEW	CHRISTINA	7 - RCA	STANWOOD	KEITH	SAMANTHA
7 - RCA	LANGLEY	BRADFORD	MICHAEL	7 - RCA	STANWOOD	FADDIS JR	MICHAEL
7 - RCA	LIBERTY LAKE	CRAWSHAW	MATHEW	7 - RCA	STANWOOD	ROSS	MARSHA
7 - RCA	LIBERTY LAKE	ISAACS	AUSTIN	7 - RCA	STANWOOD	BUELL	TYLER
7 - RCA	LONGVIEW	MEALY	SHANNON	7 - RCA	STANWOOD	LAUN	TOBIAS

WARLCA Membership Statistics

Please Welcome Our New Members!

7 - RCA	SULTAN	ADDINGTON	DREW
7 - RCA	SULTAN	DRAPER	DIANA
7 - RCA	SULTAN	MILLER	KYNDALL
7 - RCA	SUMNER	BURNAM	CAROLE
C - ARC	SUMNER	SO	SOUN
7 - RCA	SUNNYSIDE	WAITE	MELINDA
7 - RCA	TIETON	HELTON	ALEXIS
7 - RCA	TONASKET	VALLANCE	CAITLYN
7 - RCA	VANCOUVER	ARNDT	ALLYSON
7 - RCA	VANCOUVER	RUTHFORD	TIFFINEY
7 - RCA	VANCOUVER	DRUMBOR	CHARLES
7 - RCA	VANCOUVER	SPURRIER	RICHARD
7 - RCA	VANCOUVER	CARRIERA	GABRIEL
7 - RCA	VASHON	RUMBELOW	MAGGIE
7 - RCA	VERADALE	LAMB	NATHAN
C - ARC	WALLA WALLA	GRIFFIN	ERIC
7 - RCA	WAPATO	ANGUIANO JR	FELIPE
7 - RCA	WASHOUGAL	TROFFEY	TYLER
7 - RCA	WAUNA	ARCHULETA	JACQUELYN
7 - RCA	WENATCHEE	HEADINGTON	LAUREL
7 - RCA	WOODINVILLE	GARZA	SUSAN
7 - RCA	WOODINVILLE	HUDSON JR	ROBERT
7 - RCA	WOODINVILLE	HAMIK	JEFFERY
7 - RCA	WOODINVILLE	MADRON	COURTNEY
7 - RCA	WOODINVILLE	MCCALLUM	SARA
7 - RCA	WOODINVILLE	VAUGHT	STEPHEN
7 - RCA	WOODLAND	BREITENSTEIN	LENORE
7 - RCA	WOODLAND	LOGAN	CONNOR
C - ARC	YAKIMA	GARCIA	BRANDI
7 - RCA	YAKIMA	DE NUTI	ANTHONY
7 - RCA	YELM	FRESE	RYAN
7 - RCA		GILBERT-MAPEL	JEREMY

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

Melody Benson

William Bowron

Bret Cehovet

Larry Kirpes

Donald Smith

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

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.

Membership Longevity Awards



Member Totals by Class		Nonmember Totals by Class	
Regular	1,085	70-5 — ARC	229
PTF	118	71 — Regular	174
Retired	268	74 — RCA VAC RT	4
Associate	2	76 — PTF	36
RCA	411	78 — RCA	282
ARC	47	79 — RCA AUX RT	13
OWCP/LWOP	38	Total	694
Cash-Paid	26		
Total	1,995		

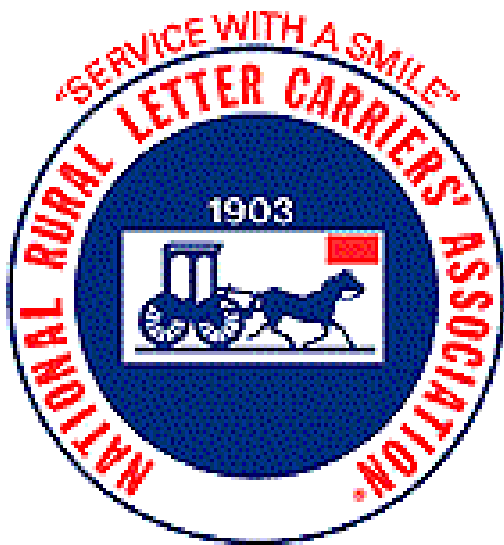
Last Name	First Name	MI	Award Type	Date Awarded
BROWN	DELMOND	O	60	1/25/2018
JOHNSON	DAVID		60	2/6/2018
KERN	KARL	F	70	3/7/2018
MONOHON	MARIE		50	1/6/2020
MUPHRY	CHARLES	O	70	1/25/2018
NORRIS	DOLORES	J	50	1/25/2018
PICKENS	GALE	E	50	12/28/2018
SYREEN	MARY	W	50	3/30/2018
TURK	DWANE	A	50	3/3/2017
TURK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

Washington Rural Carrier
1208A Slide Creek Rd
Colville WA 99114-8766

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

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

Change Service Requested



Upcoming Dates to Remember

- Jan 28 2024: Informational Meeting, Tacoma WA
- Feb 3-9 2024: Relief Carrier Appreciation Week
- Feb 4 2024: Informational Meeting, Spokane WA
- Feb 4 2024: National Thank A Mail Carrier Day
- Apr 3-5 2024: Western States Conference, Cripple Creek CO
- Jun 3-5 2024: State Convention, Spokane WA
- July 1 2024: National Postal Workers Day
- Aug 27-30 2024: National Convention, Reno NV
- Sep 15 2024: Rural Carrier Remembrance Day
- Oct 5 2024: New Guarantee Year



www.warlca.com



[washingtonrlca](https://www.facebook.com/washingtonrlca)