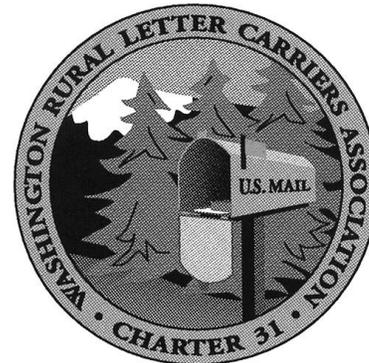


Washington Rural Carrier

Official Publication of the Washington Rural Letter Carriers' Association
WINTER 2014



Where Service Begins With a Smile

Do You Want to Make a Change?

by Renee Pitts, WARLCA President

Approximately 5 years ago I wrote an article entitled *What Has the Union Done For Us?* The article was about always hearing complaints from carriers regarding what the Union has done for them, and then went into what the Union had done recently. I still hear that phrase more often than I like but now I want to ask you: are you the kind of person that takes action to make changes to things you are unhappy with or are you satisfied with letting things be status quo?



One sure way of changing things is being active to make the change yourself. Here in Washington we didn't like the fact that as a RCA we worked 10 to 12-hour days learning a route and were paid the evaluation. Well, some active carriers in this state went to their local county unit

and proposed a resolution. It passed in their local county unit; passed at State Convention; was heard on the convention floor at National Convention; and now it is part of our contract.

Now I am not saying that this happened over night but it passed and then was part of contract negotiations. This is only one example of what rural carriers in Washington didn't like about our contract and acted on to make a change for others.

There is good and bad in everything but this is how you can change the bad and keep the good.

Legislative Update:

On December 19, 2013, NARLCA President Jeannette Dwyer was quoted by Bloomberg News in a story about Senator Tom Carper of Delaware. While visiting the Bloomberg offices in Washington, the Senator continued to discuss ways to eliminate six-day mail delivery. President Dwyer said her union op-

Index

President's Report.....	1
V. President's Report.....	2
District Reports.....	3
Assistant District Representative.....	8
New Members.....	8
50 Year Member Requirements.....	10
50-Year Member Form.....	11
2014 State Convention Registration Form.....	12
Membership Form.....	13
State Officers & Representatives....	15

poses any idea that may end Saturday mail delivery. "Bottom line is you ought to be talking about how to increase your business," she said in a phone interview. "The Postal Service was never intended to be a business that made huge money. It was intended to be a service to the American public. That's why it was created."

Even while news outlets such as CNN and Bloomberg Business Week have praised the USPS for consistent holiday service, Senator Carper (alongside Rep. Darrell Issa of California) seeks to chip away at the services and guarantees that the Postal Service brings to people across the country.

A paragraph from a recent article in Bloomberg Business Week, *An Unlikely Star of the Holiday-Shipping Season: The U.S. Postal Service* reads "The government-run competitor was swamped with parcels just like UPS and FedEx were, with holiday package volume 19 percent higher than the same period last year. But there were no widespread complaints about tardy deliveries by USPS."

Remember, it is still important to contact your senators and representatives and let them know you oppose these short-sighted cuts. Remind them that carriers put themselves at risk struggling to deliver the holiday mail volume on time, with some even delivering on Sundays, and that we did a great job. Impress on them that now is not the time to be discussing cuts to service standards and delivery days. Instead, we should be discussing expanded service and opportunities to grow USPS business.

If you have any questions about contacting your senators or representatives, I would be more than happy to assist you.

Remember when you speak to your Representative that the Postal Service **is** making a profit! They are only reporting a paper loss due to the pre-funding requirement mandated by Congress!

With the current attack by Congress and the Postmaster General on the Postal Service and the "Union" workforce, it is time for all of us to take action to protect our Union and our jobs.

What is your job?

Every Postal Service employee has a job with a job description that entails required duties. Rural carriers are no different. We all have duties based on our employment which we are required to do and for which we are held accountable by management and the Postal Service. In other words, we are required to do our job. So why is it that WE, as rural carriers, allow our supervisors, managers and postmasters a pass NOT to do their job?

We wait weeks or months for PS Form 4003s to be processed, which may or may not increase our weekly evaluation by an hour or more. We wait on leave requests to be returned, or even allow management not to return our approved or denied leave requests at all! These are just a few examples of jobs for which we give management a pass.

Do you think we could tell our supervisors "Sorry, but I have too much mail today and will get to that Express later on this week.", or "I'm too busy to do those certified letters today, maybe I can get to it tomorrow.", or do you think that if you fail that Express delivery or leave those certified letters you will be held accountable and most likely disciplined?

So I ask you again, if we are held accountable for doing our job why are we not holding management accountable for doing theirs? We all work for the same company; we only work in different departments. I have a job and they have a job. My job responsibilities are defined in the PO 603, management's job responsibilities are defined in the M-38.

Union Growth Needed

by Mariann Faulkner

Membership is up at this time, mostly thanks to our Ad-Hoc trainers and representatives sent to orientations. This has worked out well in getting the new RCAs to join our union. It is important to grow our union, the saying "United we stand, divided we fall" is so true. I hear constantly from people



without a union complaining about things we take for granted, like getting holiday pay, benefits, even having benefits taken away without notice.

The NRLCA has started a membership drive called RAFT (recruit a friend today). If you sign up a new member (RCA or Regular/PTF) you will receive an incentive. That's \$25 for an RCA and \$50 for a Regular/PTF carrier, the new member will receive 3 months of free dues and after the 3 months of membership you will receive your incentive payment. Membership forms (1187) can be found at NRLCA.org, WARLCA.com. More details can be found in this paper and the national magazine.

Member of the Year

Our state convention is coming up in June, now is the time to start thinking about a nomination for Member of the Year. Who do you know who goes above and beyond? Who do you know that stopped to help someone in need? Which carrier in your office is the one that everyone looks to help them when they need a hand? Nominate that person for Member of the Year. Nomination forms can be found in the WRC and on the website WARLCA.com.

Western States Conference

This year the Western States conference will be held April 24-26, 2014, in Albuquerque, New Mexico, at the "Sheraton Uptown" 2600 Louisiana Blvd NE, 1-800-881-0000.

This is a good opportunity to meet your National Officers and others from the Western States area. This is a smaller group and a more relaxed atmosphere. The board has set aside funds to help defray the cost, reimbursement up to \$350 per member, total cap at \$6,000, "to all members who attend all sessions except social and banquet". Please think about attending.

There are many things that affect our jobs and our families. I encourage you to stay informed. Check the National and State websites, talk to your fellow carriers and attend your county meetings. Stay safe and informed.

Western States Conference April 24-26, 2014 Albuquerque, New Mexico

The 2014 Western States Conference will be held at the Sheraton Uptown Hotel
2600 Louisiana Boulevard NE, Albuquerque, NM 87110
1-800-325-3535 or 505-830-5781

www.starwoodmeeting.com/

Book/2014WESTERNSTATESCONFERENCE

Rooms will be at our special rate of \$81 + tax

When reserving rooms please reference "Western States Conference"

Reservations must be made by 4/3/2014 to guarantee group rate.

The banquet will be held on Friday, April 25, 2014. It will be a dinner and a mystery theater show. Includes a Thursday night social.

Western States Conference Registration

Registration Fees	Before April 3	After April 3
Conference Only	\$20	\$30
Banquet Only	\$45	\$50
Conference and Banquet	\$65	\$80

Conference Only:	Attending at \$	= \$
Banquet Only:	Attending at \$	= \$
Conference & Banquet	Attending at \$	= \$

Name _____
 Additional Names _____
 Address _____
 Phone _____ Email _____

Make checks payable to Western States, 2014 For additional information contact
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 3900 Crow road Stephanie.Lerdahl@nrlca.org
 Las Cruces, NM 88007 gonepostal28@yahoo.com
 Arlene.Macaw@nrlca.org

A Cry For Help

By Taralee Mohr



For those that don't know me or don't know me well, there are two things I am not fond of. I am not fond of saying that I'm wrong and I really dislike asking for help. I am writing to ask you for help. I am a postal brat and growing up in the postal service was a fun and enjoyable experience for me. I got to help my mother put up Red Plums and got to ride around the country sitting in her little DJ-5, grabbing packages out of the back (**this is no longer allowed**). Well, over the years I have watched the Postal Service whittle away our benefits.

The biggest benefit is our right to work, we haven't lost it yet and I don't want to. Legislation is still out

there trying to remove 6-day delivery. We as carriers will only have ourselves to blame if we don't do something about it. We need to call, write, and make appointments with our senators and representatives to state that we will not lie down quietly, that we are willing to save our jobs. They call 5 day delivery the "death spiral" which sounds like a fun amusement park ride. Look at other countries that have implemented this and see how it is working out for them.

The best way I can describe the necessity of your participation is that of an army. If that army is without its troops that army is going to lose. You are our army and we cannot do this without you. If you need an idea on what to write please feel free to look on the national web site for ideas or a form letter.

Please become involved at your county meetings, knowing your rights can only help you. IF you need help or have questions please call or email me.
 Taralee Mohr Taralee101@yahoo.com 425-238-4316

Dale Walston: The WARLCA's Newest 50 Year Member

By Levi Hanson

On a wintery day in a remote corner of Northeast Washington sits a blessed man. A man that experienced most of what the 20th century had to offer and has met the 21st century head on. A man that was honored to spend 62 years married to the love of his life, have two children, seven grandchildren and seven great grandchildren. A man that served his country in this nation's Army during World War II and continued to serve on the back roads of Stevens County delivering his neighbors' mail for 35 plus years. A man whose family has a long history of dedication to the postal service from his great-grandfather who fought in the civil war and delivered



mail in Iowa to his brother-in-law who was a railway clerk. A man that dedicated 50 years to the National Rural Letter Carriers' Association as a member, County President and occasional entertainer at the Association's conventions. That man is Dale L. Walston; husband, father, veteran, rural carrier and union member.

I had the honor of presenting Mr. Walston with his award for 50 years of membership in the NRLCA and was happy to interview him about his time as a postal employee and union member and about his first 96 years on planet Earth.

ME: What do you remember most about being a rural carrier?

DALE: I remember mostly that it was a job I was pretty sure I'd like. In fact, I did it in 1941. I was a substitute in Meyer Falls or Kettle Falls and I carried the mail for two weeks and got a check from the government for \$81 and I thought, boy, that's the job for me! That was just before World War II and the year I went into the Army until 1945. My dad had a route here for quite a few years and he asked my brother and me to apply for a job here. That was 1952. I was a city carrier for twelve years in Colville. My brother and I were both city carriers...I preferred rural.

ME: Did a customer ever do anything positive that has stayed with you after all these years?

DALE: Well, I made some good friends; some I knew from church. I remember the first year I carried. On the day before Christmas it snowed a foot and I had a steep hill on the east side of town and a mailbox in the middle of it. I almost didn't get started away from there. I had my chains on but they were breaking.

ME: What were you driving on the route?

DALE: I've had so many cars since then...it was 2 wheel drive... I didn't have a 4 wheel drive until maybe my third or fourth car. I had thirty-one different cars and pickups [in my lifetime]. The last two or three were right hand drive.

ME: What advice do you have for carriers that are just getting started?

DALE: I don't know....stay away from postmasters like the last one I had. When I retired, my brother and I were the only people in the post office he was speaking to. The first postmaster, well, he was a Democrat and the other one was a Republican. I was the last politically appointed carrier. The postmaster and the local carriers used to be given jobs by representatives. LBJ's name was on my appointment.

ME: What advice do you have for carriers looking to retire?

DALE: Well, we traveled a lot. We drove our car to forty-seven of the lower forty-eight and eight of the nine Canadian provinces. [I raced horses] at the fair in Colville, the Grange was putting on the fair at that time. I rode a little strawberry mare in the parade through town on the first day and somebody said, "Why don't you get in the race?" I came in third only once. After that I came in first for three or four years.

ME: Why have you remained a union member for 50 years? How have you benefited?

DALE: For the insurance. For the health insurance, mostly. They paid for 9 or 10 operations on me. I have the Rural Carrier Benefit Plan. I was President

of the Stevens/Ferry County one year and I went to quite a few state meetings. I sang at the state meetings for when they remember the people gone by (the memorial service) for five or six or seven years. After retiring I went back and became a substitute on a Star (Highway Contract) route in Northport/Kettle Falls for ten years. Altogether, [I worked for the post office] from 1952-1978 and then another ten years on the Star route. The lady I used to see at the grocery store said, "I wish you were still our mail carrier; we could almost set our clocks by you."

After all this time, it's clear that the more things change, the more they stay the same. Carriers still struggle to deliver in the snow. Some postmasters still make life hard on carriers and vice versa. In the end though, being a Rural Carrier is still a pretty darn good thing to be.

RAFT (Recruit a Friend Today)

National has an incentive program to recruit new members. It started December 1, 2013 and goes through June 30, 2014. **In order to qualify you must send the 1187 with either a note attached or clearly printed on the front "recruited by your name"**. Individual recruiters will receive an incentive payment of \$25 for each Relief Carrier recruited and \$50 for each Regular/PTF Carrier recruited. The only stipulation to receive this payment is that the recruited individual must sign an 1187 dues withholding authorization form and stay on the USPS employment roles for a period of 3 months after the State Secretary or National Office processes the form 1187. The newly recruited member will receive 3 free months of membership before his/her Form 1187 is sent to the USPS for processing. You can find the 1187 on line at NRLCA.org or WARLCA.com. and in the winter issue of the WRC.

Attitudes Can Mitigate Stressful Situations

by Joyce Patteson

Another Christmas season is now behind us and judging from all reports, we had more packages this year than ever – or at least that’s how it seemed! Since I’ve been around as long as dirt – I actually celebrate my 30th anniversary with the Postal Service later this month -- I



can remember Christmases in the past when we also had lots of parcels. We just didn’t have quite the same amount of work associated with them such as playing the ‘searching

for scans’ game. Not to mention that we have more work just delivering the parcel to the door. Customers don’t seem quite as willing to respond to the honk of the horn like they used to so we have to walk further once we dismount our vehicle. I’m not sure if it’s wariness on their part, or simply weariness – could be either. Our job certainly isn’t the same as it was ‘back in the day’. There’s NO doubt about that. Can you imagine what it must have been like before DPS and pre-sorted flats that run in carrier sequence? I can. Believe it or not, we used to have to sort every piece of mail because it all came raw. Man, am I ever old!!!

Part of the previous paragraph was written a little tongue-in-cheek but the basic reality is that it’s mostly the truth. Changes have come, and changes have gone, and I know the rest of my career will be more of the same. That’s a reality that we all have to face and adapt to whether we like it or not. Looking back, it would’ve been pretty boring these past years if something hadn’t changed! The problem is though, at least the way I see it, is that some of the changes are made without thinking of the consequences of those changes. They’re made because of the decisions of a few pencil-pushers that have no idea what it really means to collect, process, and deliver the mail. Those changes are the ones that are the hardest to accept and make our jobs tougher.

I guess what all this boils down to is the attitude of the Postal Service in general. We all work for the

Postal Service and the basic tenet of the Postal Service is to collect, process, and deliver the mail while providing good service to our customers. Not just the customers we serve on our routes, but also the mailers – the people on that return end. When you deliver a parcel for example, you’re not only serving the customer to whom you’re delivering, you’re also serving the customer that sent that parcel. Sometimes I think we forget that and are too hasty to return something just because it might be missing a small piece of the address even though if we’re honest with ourselves, we likely know where it goes.

As a Steward, I’ve witnessed more stress this Christmas season than in any other. That worries me. I know we all work hard every day. ALL of us -- not just you. That’s where my concern lies because I’ve witnessed an awful lot of lack of concern for fellow carriers and their feelings. There seems to be a lack of compassion like never before along with a misplaced sense of entitlement and it’s not just with our craft. It’s with everyone so do me a favor: when you pass someone on the way to your case in the morning, smile and say “Good morning.” Perhaps you’ll get a response, perhaps not, but either way – your action alone will make you feel better.

I know what you’re thinking – ‘Great! Here she is on her *‘why can’t we all just get along’* soapbox again!’ -- and you’re right. I know it’s not that easy, but it really does begin with you. Practice the golden rule. There’s far too much bullying in the workplace and a lot of it does not come from management so please – think before you speak, and don’t say or do anything to anyone else you wouldn’t want said or done to you. Okay, I’ll get off the soapbox now. Thanks for ‘listening’. 😊

State Convention

Please plan on attending at least part of your state convention this year. I know you’ll enjoy it and if it’s your first one, it will be a real eye-opener for you. The best way for you to attend is to attend your county’s annual meeting and get elected as a delegate. Even if you’re not sure you can attend the whole convention, get elected as a delegate anyway because if it turns out that you can attend the whole thing, you might as well be able to vote and get a bit of reimbursement to boot in the way of delegate pay. If it turns out that you can’t attend the whole thing,

that's okay, too. It's still your convention and you'll still be able to vote if you're an elected delegate – you just won't receive any pay. If you're not an elected delegate, don't worry! You'll still be welcomed with open arms but you will not be voting. You'll just be listening, learning, observing, and having fun! It's always interesting to listen to the speakers, attend the social and/or the banquet, and observe the business of the association. It's also fun to meet fellow carriers from across the state and hear about what goes on in other offices. You might find out that your office and/or managers aren't quite as bad as you thought!

The Saturday social this year will involve ice cream outside overlooking the river! Sounds tempting, doesn't it?? I know I sure look forward to it! I also strongly suggest that you attend the banquet this year. For dinner, we're having a buffet with an array of Italian food and there will be something for everyone – including those that choose to not have meat be a part of their diet. The evening's entertainment this year is a stand-up comedian coming from Seattle named Chris Alpine. He's a very funny man who has entertained people all over the country including performing on cruise ships. He also spent a few tours entertaining the troops in Iraq. Needless to say, if you like to laugh, you will enjoy his show, and if you want to know a bit more about him, visit his website at chrisalpine.com.

Is it Time to Drop the Evaluation System? You Decide!

by Becky Wendlandt

Have you recovered from the increased volume in parcels on the route yet? It was a great relief when December 7 and the Christmas overtime period arrived so I could work just my 44 hours. In 30 years (10 as a RCA) I have never seen so many parcels and it started way before the Christmas overtime period, thanks to USPS contracting with UPS and Fed Ex. As Rural Carriers we received nothing extra from September when it started until December

7, when we went on Christmas overtime. That's lots of free work on our part.

While this is the first time that I have seen this type of contracting, what about all the political mail we do for free? We don't receive any extra compensation for that and it is not built into our evaluation. In the past, mail count was conducted in September so often the political mailings were captured in the count but not anymore. Even though we have a time study, it will NOT be done in time for the next contract, so we will not be reimbursed for the extras we end up doing for free. If you think this fall was bad with parcels, can you imagine the next 5 years?

Maybe it is time to ask to be hourly, or at the least ask that our National Officers negotiate a "special causes scenario" that when the USPS gets contracts with outside vendors like UPS and Fed Ex, or it is a political mailing period, we go hourly like the Christmas overtime period. What suggestions do you have? I felt really bad for the RCAs who had to work our relief days during Christmas and were under 40 hours so worked way over the route evaluation for free, many times late at night.

There are reasons why the USPS management puts so much pressure on us during the Christmas overtime period of 3 weeks, but builds our routes to a minimum of 43 K and allows us to go to a 47-48 K before cutting our routes. That means for 49 weeks a year (52 weeks less the 3 week overtime period) we have from 3 to 8 hours a week that are built in overtime. Now you would think that the USPS would want to manage that so we don't go over 40 hours. But they know that our evaluated system gives them more work for less money so they encourage the routes over 40 hours.



They know the extra political mail or parcels are free, never counted in the evaluation system, as well as hits like less time for DPS if you have an LLV, or nothing for picking up and pairing the cell phones. They know rural carriers take less management than city carriers. Yet management always comes up with a supposed "bump" that we work under our evaluation system every time we negoti-

ate. Who checks their figures? You should check your hours each pay period with your pay stub on-line that shows actual hours. I have caught unintentional errors. It does not change your pay but does change the hours reported.

There are several steps you can take to help these situations. First, check your hours every pay period with your check on lite blue (<https://liteblue.usps.gov/>) . Make sure your hours are reported correctly. Second, attend your county meetings and submit resolutions asking for changes that would help our evaluated system. I was a RCA on an auxiliary route for 3 years and my county kept putting in a resolution to get annual and sick leave for auxiliary carriers. It passed and went to National and our National officers negotiated it in our contract, so you can make a difference! Third, come to your State Convention in Richland, WA in June as a paid credentialed delegate and ask your National Officer what they can do about these special circumstances in the next negotiated contract.

You can also plan on attending Western States Conference in April and speak to your National Officers, as well as National Convention in August. The USPS is not going to change until we have a contract that addresses it. Our National Officers are the only ones who can negotiate a contract between the NRLCA and USPS. Let's work together to benefit our craft.

Update on RCA Insurance:

The USPS will not make health insurance coverage available to qualified RCAs until January 1, 2015. The USPS is taking advantage of the one year delay in the employer mandate under the Affordable Care Act (ACA). At this time it is thought that the coverage will be equal to the bronze level under ACA. The current NRLCA Leave Replacement Plan does not meet the minimum ACA requirements and would cost a premium increase of approximately 400% to bring that plan up to ACA requirements; however it is still available to those that want some coverage at a reduced premium rate.

I hope to see you at the next meeting and want to hear your ideas on how to better our craft. What do you want for your future with the USPS?

Deceased Members

Michael B Abbott
Theodore H Bonk

Snohomish

New Members

Sandra Baker	Greenacres
Christina Miller-Zika	Stanwood
Michael Helm jr	Auburn
Rommel Nateras	Mount Vernon
Albert Mathison	Everson
James Scollard	Spokane
Linda Madison	Duvall
Robert Parsons II	Bremerton
Tami Warrington	Davenport
Kenneth Dods	Issaquah
Elizabeth Tagliareni	Lynden
JJ Anderson	Stanwood
Penny Ricks	Lynden
Betty Ericson	Lynden
Donnie Meece	Auburn
Linda Robbin	Lynden
Thomas MacDougall	Veradale
Tamara Aaltonen	North Bend
Lacy Devlin	Pasco
Sharon Lentz	Vancouver
June Douglas	Rainier
Jerilynn Grogan	Port Orchard
Marthy Gajardo	Poulsbo
Peggy Doyle	Okanogan
Mark Brightly	Seattle
Jeffery Vandermoss	Stevenson
Holly Ingram	Spanaway
Nataliya Rabeshko	Vancouver
Zachary Moore	Brewster
Celeste Wallway	Vancouver
Connie Wolters	Ocean Park
Matthew Sagen	Yakima
Jamie Delarm	Oak Harbor
Angela Cottey	Port Orchard
Teri Carrillo	Yelm
George Carcalean	Maple Valley
Cheryl Paul	Vancouver
Robert Kroder	Goldendale
Beverly Heaverlo	Yakima
Mercedes Wofford-Hall	Wapato
Russell Bergerson	Washougal
Courtland Booze	Sumas

Jodi De La Rosa	Camas	Christopher Branson	Olympia
Evan Colman	Blaine	Evan Levenseller	Port Orchard
David Brutto	Camas	Rebecca George	North Bend
Priscilla Anderson	Battle Ground	Kirston Fellhauer	Puyallup
Carl Gajardo	Seattle	Linda Wells	Yakima
John Barelli	Gig Harbor	Lindsey Searcy	Spanaway
Kylie Wells	Sumner	Laurie Whitcomb	Lake Stevens
Wade Earnest	Oak Harbor	Warren Wicke	Burlington
Terri Preston	Woodland	Melinda Meyers	Monroe
Timofey Chuyeshkov	Issaquah	Geoffery Witt	Graham
Deborah Mielke	Davenport	David Cornell	Olympia
Dzu Nguyen	North Bend	Jason Martinez	Lake Stevens
Brian Brenner	Olympia	Laura Barnard	North Bend
Melissa Rogers	McCleary	Noah Lehr	Sequim
Janice Martin	Snohomish	Shawna Robinson	Pomeroy
Lorri Holbrook	Olympia	Kathleen Palacio-Blanco	Monroe
Russell Hodge	Monroe	Tracy Hudson	Port Orchard
Andrea Herb	La Center	Jerald Gruenwald	Snohomish
Jason Ervin	Snohomish	Tammy Leyendekker	Sunnyside
Brenda Lynch	Yakima	Angela Villarreal	Grandview
Shawna Nutt	Oroville	Valarie Holding	Olympia
Ronald Barnes	Pomeroy	David Larson	Snohomish

OCTOBER 28-30, 2013 NOTES FROM WARLCA BOARD MEETING

Hampton Inn & Suites, Puyallup, WA

MEMBERS IN ATTENDANCE: Renee' Pitts, President; Mariann Faulkner, Vice-President; Becky Wendlandt, Secretary/Treasurer; Taralee Mohr, Region One Committeeperson; Doug Rinehart, Region Two Committeeperson; Levi Hanson, Region Three Committeeperson; and Joyce Patteson, Region Four Committeeperson. Susie Hill, PAC Chair and Patrick Pitts, NRLCA District Representative joined the meeting for a half day October 29, 2013.

The board reviewed the ground rules and approved the minutes from July 15-18, 2013 board meeting. Task assignments were updated as well as the board policy. The board also reviewed the fall informational meeting the previous day that had only 38 in attendance. Susie reported on the new PAC goal of \$14,000. Last year we hit \$13,000. The National PAC year ends July 15. Susie will be donating a queen size quilt to raffle and tickets are \$1.00 each, with the drawing to be at State Convention. Everyone is reminded to bring donations for the PAC yard sale at the Richland 2014 convention.

The board spent the next 6 hours reviewing the new NRLCA state officers' training.

The board discussed the dates and issues of the WRC and Renee' announced that the 2014 Legislative Seminar is May 18-21. Renee' updated the board on the Grass-tops program. Becky reported that the membership drive is going well. The board reviewed the financial statement and budget, as well as equipment and supplies. The board also reviewed the vouchers for July, August, and September, 2013. Discussion was held on a spring rally in 2014 possibly in the Ellensburg area.

Patrick Pitts, NRLCA District Representative, met with the board.

The board set the dollar cap for 2014 State Convention Delegates at \$25,000.00 but it will be looked at again at the spring board meeting. Joyce announced she has a comedian for the entertainment for the banquet. The board discussed 2015 State Convention. The dates will be June 28, 2015 (Sunday), June 29, 2015 (Monday), and June 30, 2015 (Tuesday). The board will meet Friday, June 26, 2015 and Saturday, June 27, 2015. We have a signed contract with the Heathman Lodge in Vancouver, WA. Room rates are \$95 single/double, \$10 per person for more. For a complimentary breakfast (deluxe) room the rates are \$105 single/double, \$10 per person for more. Attrition rate is 40% of 107 rooms. Meeting room cost is \$500 for \$3,000 and above food service used. The board set the new dates for the 2016 State Convention for June 12, 13, 14, 2016 in the Spokane area.

Board meeting was adjourned at approximately noon after a meeting critique.

Respectfully Submitted,
Becky Wendlandt

Be Informed Be Involved

by Monte Hartshorn—ADR Seattle District

Have you ever considered becoming a Local Steward? The bedrock of the steward system is our Local Stewards. The Local Steward is the face of the NRLCA, representing the rights of rural carriers in the office to local management. The Local Steward investigates and attempts to settle any grievances from that office with management. Often, Local Stewards are able to resolve issues before they be-

come a grievance because of their knowledge as a carrier in the office. And the best part is that the Postal Service is the one who pays for their grievance work. Does your office have a Local Steward? If not, why not?

Local Stewards receive a day of training once they are elected by their fellow rural carriers and then are certified by the District Representative. Local Stewards also may receive two additional days of training per year and are assigned to a specific District Representative. The Local Stewards and District Representatives work **together** to make sure that every grievance is investigated properly and moved on a timely basis.

Often, one of the biggest barriers to becoming a Local Steward is to have to represent someone who you know (and admits) that they did something wrong. Management is the one who is responsible to prove that someone did something wrong. The steward's role is to make sure that all facts (mitigating) explaining why the incident occurred are in the file. Stewards will not lie, nor make up facts concerning a grievance; "what is...is".

Another barrier is that a steward must represent all rural carriers. It is a requirement that we represent all rural carriers without regard to race, religion, sex and most importantly whether we may personally like them or not. We represent all rural carriers. I remember in my early years at the Post Office, there were stewards who represented me without regard. We must make sure that we fairly represent all.



When there is no local steward, an Area Steward or District Representative must go to the office to attend Investigative Interviews, attend grievance meetings or conduct Labor-Management meetings. Each of these trips costs our Union a day of pay and mileage, but costs the Postal Service nothing. Often, having a Local Steward makes management think whether the issue is serious or not. To make our steward system the most effective, we need a Local Steward in every rural office.

Failure to Follow Instructions

We keep seeing discipline where management alleges that carriers are failing to follow instructions. It can be very irritating when we are trying to work and management comes along and wants us to do something that we know, we absolutely **know** is wrong. So, then what do we do? It is important that we follow the instruction unless it is unsafe, immoral or unlawful. If we are going to claim that it is unsafe, we would need to show to a non-postal person that it is totally unsafe (example: being told to drive over a 15' cliff).

Several years ago, a carrier believed that driving an LLV on their route was unsafe. They refused several instructions to drive the LLV and are no longer employed by the Postal Service. An arbitrator could not understand the difference between an LLV and the carrier's vehicle. The arbitrator clearly saw that they were both motor vehicles and did not believe the LLV was patently unsafe. Thousands are driven every day by mail carriers, both city and rural. So, what should we do? Once we have completed the wrong management instruction, we should immediately contact our assigned steward to make sure it does not happen again and to make sure that we are paid for any extra work.

Even though the instruction was wrong, if we fail to follow it, most often an Investigative Interview will focus on whether or not the carrier followed the instruction. The time and best way to fight an incorrect instruction is through the grievance process. In addition to correcting the office procedure, a grievance settlement puts in **writing** what the correct procedure should be. Hopefully that is enough to see the problem corrected.

Safety

For the first time, rural carriers in several offices have acknowledged to me that they are not working in a safe manner. Because of the stress from both management and us, it is very tempting to try and save those extra seconds. We can be cutting left turns too tight, fingering the mail as we are driving, getting out to deliver and leave the vehicle running, or just speeding, we all know that we should not be doing it. We may save a few seconds here or there,

but is it really worth putting our jobs at risk? Those unsafe choices *no matter the reasons why*, stopped YESTERDAY! Our first responsibility is to do our jobs safely.

Knowledge

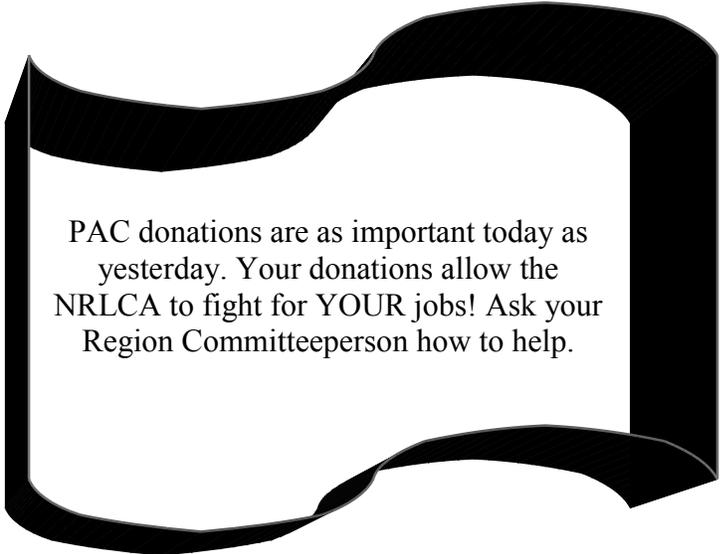
All too often we get in trouble with rules that we did not know anything about. Management tells us that we are accountable, even if they are in some manual that we have never heard of. We have to be proactive in protecting our jobs. We cannot hope that management will tell us everything we need to know about our rights. We all must make efforts to protect our jobs. The following are some resources that every rural carrier should be aware of:

PO-603 *Rural Carrier's Duties and Responsibilities*. This manual should be in every route book found in the slot under your front desk. It should have a blue cover.

2010-2015 National Agreement. This was mailed to every member in October. A draft was mailed and has a green cover. The finalized version has a brown cover. The contract can also be found on the nrlca.org website.

The nrlca.org website. Log in, go to "Departments", then "Steward Operations", then select the "Steward's Reference Guide" then select again the "Steward's Reference Guide (A-Z)". This guide is topical and has a lot of information.

Be Involved! Be Informed!



PAC donations are as important today as yesterday. Your donations allow the NRLCA to fight for YOUR jobs! Ask your Region Committeeperson how to help.

Mail Count to be held February 22 through March 7, 2014

A mail count will be conducted for twelve (12) working days beginning February 22, and ending March 7, 2014. All routes will be counted except those routes which both the regular carrier and management agree in writing not to count. The Opt-out forms should already have been distributed to all regular carriers. They **MUST** be filled out and returned to management by February 7, 2014 in order to be eligible to not be counted.

Route inspections could have started. January 22, 2014. Every route being counted is supposed to be inspected and boxes, stops and mileage verified. All other routes are to be counted as provided for in the M-38 Part 512.

Pre-count conferences must be held no later than February 7, 2014. The "Important Dates" listing calls for 4241-A's to be distributed to the carriers starting April 14, 2014. The new route evaluations are to become effective April 19, 2014.

NRLCA members will be notified via U.S. Mail of available count seminars. The seminars are also listed below.

2014 Mail Count Seminars

January 26, 2014 from 10 AM to 3 PM at Communication Workers of America Union Building
1124 Sherman Ave, Coeur D' Alene, ID 83814: (208)676-7670

Trainer: Jeff Taylor, ADR

Special Instruction: entrance at rear of building, look for NRLCA signage

January 26, 2014 from 10 AM to 3 PM at Evergreen Lanes
5111 Claremont Way, Everett, WA 98203

Trainer: Monte Hartshorn, ADR

January 26, 2014 from 10 AM to 4 PM at Best Western
620 South Hill Park Dr, Puyallup, WA 98373

Trainer: Renee' Pitts, ADR

January 26, 2014 from 10 AM to 3 PM at Club House
6500 Desert View Dr, West Richland, WA 99353

Trainer: Joyce Patteson, ADR

February 1, 2014 from 5 PM to 7 PM at Firehouse Grill & Pub
1710 W Pullman Rd, Moscow, ID 83843 - (208)882-9797 - (Located at Palouse Empire Mall)

Trainer: Jeff Taylor, ADR

February 2, 2014 from 10 AM to 3 PM at Chelan County Fire District
206 Easy St, Wenatchee, WA 98802

Trainer: Joyce Patteson, ADR

Make sure to take your 2014 Mail Count Guide (available on the NRLCA website for download and printing) with you to all trainings.

You Have a Right

By Patrick Pitts
NLRCA Seattle District Representative

There are some (and I was one) who thought the title of this article should be "Weingarten for Dummies" after the well-known series of books "... for Dummies." Not that I think any of you are dummies. The rural carrier family is replete with very intelligent persons. The For Dummies series is known for taking complex issues and breaking them down into small, easy to understand segments. The For Dummies adventure began in 1991 with "DOS for Dummies" and has come to be very prolific, with books on a large number of varied and wide-ranging topics. However, there may be some copyright laws in play and so; the title of this article becomes YOU HAVE A RIGHT.



One of the tag lines used by the For Dummies series is "Plain-English Solutions for Everyday Challenges." And that is what we want to do here; use plain English to explain one of your most important rights.

In the past, we have had articles related to your Weingarten Rights. Most of you have received a small folding card, to be kept in your wallet, purse, desk drawer, etc. to provide guidance when you are confronted by a situation which could result in your being disciplined. You have been told of the Supreme Court ruling which gave birth to the Weingarten Rights. You have probably been to a meeting where the assigned speaker has presented information on your Weingarten rights and encouraged you to exercise those rights. But, so there can be no misunderstanding, to eliminate any confusion, let me put this very simply. **YOU HAVE A RIGHT ...**

Any time any person in authority for the Postal Service, whether it be your immediate supervisor, your postmaster, or any Postal Service manager asks you a question and you feel as if the question could lead to your being disciplined, **you have a right to steward representation. You do not have to answer**

any question which you feel could lead to your being disciplined without your representative being present.

You've seen the "cop" shows, where the authorities have to read you your rights before they arrest you. Not so with your rights under Weingarten. **You have to know** you have a right to a representative. **You have to know** that you can't be forced to answer any question which could lead, or potentially lead to your being disciplined. And it's not enough to know these things; **you have to exercise your right!** Did you know that "they" don't have to tell you that you have a right to representation? **It's your responsibility to know!**

Any time you're in a question and answer situation where you feel you could be disciplined as a result of the questioning you should respond by saying "**I respectfully request the presence of my Union Steward. Without representation, I choose not to answer any questions.**" It could be a situation where you are "called into the office" and the manager starts asking seemingly innocuous questions. If you feel as if this questioning could lead to your being disciplined you should respond by saying "**I respectfully request the presence of my Union Steward. Without representation, I choose not to answer any questions.**" Maybe you have a supervisor come up to you while you're casing mail and asks you something like "did you happen to leave your line of travel yesterday?" If you feel that this question could lead to your being disciplined, **EVEN IF YOU'VE DONE NOTHING WRONG**, you should respond by saying "**I respectfully request the presence of my Union Steward. Without representation, I choose not to answer any questions.**" Maybe you are out loading your vehicle and your supervisor comes up to you and asks "where did this dent on your vehicle come from?" If you feel that this question could lead to your being disciplined, **EVEN IF YOU'VE DONE NOTHING WRONG**, you should respond by saying "**I respectfully request the presence of my Union Steward. Without representation, I choose not to answer any questions.**"

Most of you have heard about Postal Inspectors.

Changes Happen

by Doug Rinehart

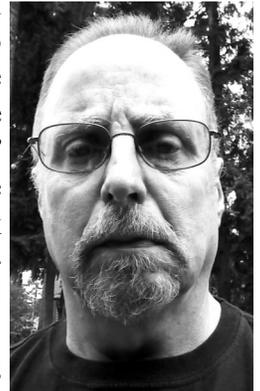
Postal Inspectors were kind of like the FBI of the Postal Service. Oh, they were nice enough. They would come up to you all nice and friendly and say something like “we’re here to help you.” Or “don’t worry, we just want to clear up a few things.” They would smile and get you feeling warm and fuzzy, then the next thing you know you’re getting a Notice of Proposed Removal (that means you’re being FIRED). As Stewards, we knew that if any employee was approached by a Postal Inspector there was probably trouble brewing. But now, there’s a new group of inspectors out there. And trust me, they are very busy. They are called **Special Agents**; and they are from the **Office of Inspector General (OIG)**. They are not your friends. If you are approached by a Special Agent for the OIG you should have “red flags” flying high and flapping wildly in the breeze. In general, the OIG is responsible for investigating crimes or misdeeds by postal employees. If you are asked ANY question by a Special Agent and you have a feeling, even an inkling of a feeling, that the questioning could lead to your being disciplined, **EVEN IF YOU’VE DONE NOTHING WRONG**, you need to respond by saying **“I respectfully request the presence of my Union Steward. Without representation, I choose not to answer any questions.”** They may be very nice, and very persuasive, and seem as if they want to be your best friend, and protect you, but each time they ask you a question you need to respond by saying **“I respectfully request the presence of my Union Steward. Without representation, I choose not to answer any questions.”**

Whether it’s a manager in your local office, or a Special Agent for the OIG, they may try to convince you that you don’t need to worry, they just want to get your side of the story; but you need to understand, this falls under the category of **“anything you say, can and will be used against you.”** It’s also important for you to know that just because you’ve answered a question or two doesn’t mean you’re obligated to answer any more. You can stop answering at any time and say, **“I respectfully request the presence of my Union Steward. Without representation, I choose not to answer any more questions.”**

Know your rights. And it’s not enough to just know your rights; **EXERCISE YOUR RIGHTS!**

Over the years (many years), I have seen a lot of changes come through the United States Postal Service. The first was the change in the way employees were hired. In my case, I had a bit of an “in”. The man who was the Postmaster of the Raymond, WA office was a person that I already knew. In fact, I had delivered his morning newspaper from the time I was 12 until I was 17.

I also got a bit lucky. The day I went in to apply, one of the two subs in the office quit. After he looked over my application, he asked, “When can you start?” When I said “Tomorrow” the deal was done. So I started work the next day on a 24 hour auxiliary route.



All of the mail, back then, was raw. The clerks in the office sorted the letters and flats to the routes. Therefore, the mail volumes on routes were far less substantial than they are today. One of the routes I covered was 98 miles and a K-44. I may have had four to four and a half feet of mail for the day. And then you might have thrown in 20 packages.

After transferring to Port Orchard, things pretty much stayed the same until 1994. The first big change came along. Some offices were already receiving “sector segment” mail. We weren’t. It was a straight jump to “delivery point sequence” (DPS) mail along with the accompanying edit sheets. The learning curve was short with a minimum of training (sound familiar?). We survived.

Almost all of the changes that have occurred have involved more work for the same pay. Therefore, it was extremely important for me to maximize my knowledge of the system and the mail count criteria in order to get the best result possible.

Many of the county meetings planned for January and February are using the time allotted to provide

cont. on page 18

Washington Rural Letter Carriers Association
Statement of Activities - Previous Year Comparison

July through December 2013
6 Month Statement of Activities - Previous Year Comparison

	<u>Jul - Dec 13</u>	<u>Jul - Dec 12</u>	<u>% Change</u>
Ordinary Income/Expense			
Income			
400000 · Dues Income	109,179.26	239,827.05	-54.48%
410000 · National General Insurance-GMAC	8,706.42	6,238.00	39.57%
420000 · Reimbursements & Refunds	0.00	8,017.33	-100.0%
Total Income	<u>117,885.68</u>	<u>254,082.38</u>	<u>-53.6%</u>
Expense			
500000 · Per Capita Expenses	1,576.00	824.68	91.1%
520000 · Meetings and Conventions	53,847.01	60,039.83	-10.32%
530000 · Equipment Expense	1,779.46	301.64	489.93%
550000 · Payroll Txs-Acct Fees-Other Exp	10,835.70	35,286.76	-69.29%
610CF · Pres & Past Pres - C. Freeman	1,400.00	2,271.16	-38.36%
610RC · President - Renee Cowan	7,937.92	0.00	100.0%
620MF · Vice President-Mariann Faulkner	2,524.26	0.00	100.0%
620RC · Vice President - Renee' Cowan	0.00	1,762.03	-100.0%
630RW · Sec/Treas. - R. Wendlandt	24,465.34	26,408.14	-7.36%
640DR · Editor - Doug Rinehart	750.00	391.00	91.82%
640SH · Editor/PAC - Susie Hill	0.00	508.61	-100.0%
645000 · Washington Rural Carrier (WRC)	3,542.16	2,831.00	25.12%
650MF · District 1 - M. Faulkner	0.00	2,650.82	-100.0%
650TM · Region 1 - Taralee Mohr	3,741.98	0.00	100.0%
660DR · Region 2 - Doug Rinehart	2,940.12	2,576.17	14.13%
670JL · District 3 - J. Lee	0.00	3,227.89	-100.0%
670LH · Region 3 - Levi Hanson	3,265.07	0.00	100.0%
680JP · Region 4 - Joyce Patteson	4,021.71	1,992.32	101.86%
685SH · PAC - Chair - Susie Hill	41.12	0.00	100.0%
700000 · Steward Training Expenses	0.00	3,324.20	-100.0%
700PP · Full Time State Stew - P. Pitts	0.00	31,290.69	-100.0%
740MH · Senior Asst Stew - M. Hartshorn	0.00	8,795.36	-100.0%
770JP · Senior Asst Stew - J. Patteson	0.00	12,104.93	-100.0%
791RC · Senior Asst Stew - R. Cowan	0.00	12,472.55	-100.0%
792CF · Senior Asst Stew - C. Freeman	0.00	12,576.31	-100.0%
874JT · Area Steward - J. Taylor	0.00	3,602.38	-100.0%
875JW · Area Steward - J. Walla	0.00	3,899.09	-100.0%
880LS · Local Steward	0.00	131.96	-100.0%
Total Expense	<u>122,667.85</u>	<u>229,269.52</u>	<u>-46.5%</u>
Net Ordinary Income	-4,782.17	24,812.86	-119.27%
Other Income/Expense			
Other Income			
450000 · Interest Income	672.19	781.70	-14.01%
Total Other Income	<u>672.19</u>	<u>781.70</u>	<u>-14.01%</u>

Washington Rural Letter Carriers Association
Statement of Activities - Previous Year Comparison

6 Month Statement of Activities - ^{July through December 2013} Previous Year Comparison

	Jul - Dec 13	Jul - Dec 12	% Change
Net Other Income	672.19	781.70	-14.01%
Net Income	-4,109.98	25,594.56	-116.06%

Washington Rural Letter Carriers Association
Statement of Financial Position - Compared to Previous Year

6 Month Statement of Financial Position - ^{As of December 31, 2013} Previous Year Comparison

	Dec 31, 13	Dec 31, 12
ASSETS		
Current Assets		
Checking/Savings		
101000 · Chkg - WA Trust Bank	4,892.00	20,685.87
102000 · Svgs - APCU	113,069.97	52,039.92
103000 · Chkg - Atlanta Postal Credit Un	41.12	14.87
104000 · Emergency Fund - APCU	43,772.03	30,577.79
141000 · C.D.#71 APCU 12 mo (8-1-2006)	31,473.89	31,150.77
143000 · C.D.#73 APCU-12 mo (2-8-07)	30,201.29	29,897.67
Total Checking/Savings	223,450.30	164,366.89
Total Current Assets	223,450.30	164,366.89
TOTAL ASSETS	223,450.30	164,366.89
LIABILITIES & EQUITY		
Liabilities		
Current Liabilities		
Other Current Liabilities		
210000 · Payroll Liabilities	289.40	1,855.86
Total Other Current Liabilities	289.40	1,855.86
Total Current Liabilities	289.40	1,855.86
Total Liabilities	289.40	1,855.86
Equity		
390000 · Net Assets	227,270.88	136,916.47
Net Income	-4,109.98	25,594.56
Total Equity	223,160.90	162,511.03
TOTAL LIABILITIES & EQUITY	223,450.30	164,366.89

RESOLUTION

CHECK APPROPRIATE BOX

- BINDING
 NON-BINDING

The following Resolution was adopted at the 2014 Annual Convention of the (County) _____ Rural Letter Carriers' Association. It is hereby submitted to the Resolutions Committee of the 2014 State Convention in Richland, WA for consideration and appropriate action.

ISSUES

Check one:

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

January-February County Meetings

Peninsula County RLC	January 16, 2014
East Central Washington RLC	January 28, 2014
Whatcom RLC	January 30, 2014
Island, Skagit, San Juan RLC	January 31, 2014
King-Snohomish RLC	February 1, 2014
Mutual RLC	February 1, 2014

Details can be found at www.warlca.com

Deadlines for the 2014 Spring Issue

Deadlines have been set for the Spring 2014 issue of the Washington Rural Carrier. Articles must be submitted to the editor by April 7, 2014.

Changes Happen

cont. from page 14

“mini mail count seminars. The reasons are two-fold. First, carriers NEED TO KNOW what they are doing. Second, the localized trainings will allow carriers to attend a mail count training without having to travel a great distance. There are other trainings planned (listed on page 12 in this issue of the WRC). Please, take advantage of these opportunities to expand your knowledge base.

These articles will include any nominations (self or by another) of persons wishing to run for WARLCA board positions and those wishing to be delegates to the National Convention August 12-15, 2014 in Grapevine Texas. There is a 250 word limit.

Positions up for election at this year’s state convention will be President, Vice-President, Secretary/Treasurer, Region 2 Committeeperson and Region 4 Committeeperson. If you have ever felt the urge to run for office, please throw your hat in the ring.

Requirements for 50 Year Award

ELIGIBILITY

Applicant must be a current member of the National Rural Letter Carriers’ Association and must have been a member for all or the major portion of the 50/60/70 years.

Applicant must have completed:

- 50, 60, or 70 years of service as a rural letter carrier; **OR**
- A combination of 50, 60, or 70 years as a rural letter carrier and a retired carrier.

Application must be submitted using the official form or a reasonable facsimile.

APPLICANT STATEMENT

If the proposed recipient of the longevity award cannot complete the Appli-

cant Statement section of the application, the State Secretary may complete it on the member’s behalf. At the State Secretary’s discretion, another state or local official or responsible member may complete the statement on the member’s behalf.

The appropriate years of membership upon which the award is based must be checked.

The Applicant Statement should be signed where indicated by either the applicant or by the person who is signing for the applicant.

After completion of the Applicant Statement, the form must be forwarded to the WARLCA State Secretary, 2811 N Chase Rd, Liberty Lake WA 99019-5002 for verification and certification.

WARLCA 2014 STATE CONVENTION REGISTRATION

June 22, 23, & 24, 2014 (Sunday-Monday-Tuesday)

Red Lion Hotel Richland Hanford House

802 George Washington Way, Richland WA 99352

Room rates are under Washington Rural Letter Carrier special rate:

Single or Double Queen \$97.95, Triple or Quad 107.95 (plus current taxes)

Call 1-800-RED-LION (1-800-733-5466) **Room Reservations Deadline is May 21, 2014**

Name: _____ 1st time Attending? _____

Address: _____

Phone: _____ Staying at Hanford House? _____ (we have to meet room night guarantee)

There is a \$50 fee per delegate for registration; however Fee will be **waived** for any one of the following:

1. If staying at the Hanford House for a minimum of 2 nights (*only 1 person can use the room number*); OR
2. If purchasing one banquet ticket.

Saturday, June 21: Meet and Greet Ice Cream Social - 6PM to 9PM All Welcome

Cost \$10 (under 2 free) #attending _____ \$ _____

SUNDAY JUNE 22: FIRST DAY OF CONVENTION STARTS AT 8:30 AM

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

County Officers Training/Dinner 6 PM Sunday Evening All Welcome

Free to newly elected and pre-registered 2013-2014 Presidents, V. Presidents and Sec/Treas

Cost to others \$25 #attending _____ \$ _____

Cheddar-Chive Chicken (Chicken breast crusted w/cheddar cheese and served w/chive butter sauce) #chicken _____ \$ _____

Medley of Roasted Vegetables in pastry w/charred tomato and pepper sauce topped w/feta cheese (vegetarian option) #vegetarian _____ \$ _____

MONDAY JUNE 23: SECOND DAY OF CONVENTION STARTS AT 8 AM

MONDAY Evening Banquet: Italian Buffet – A Taste of Tuscany – Something for everyone!

A veritable array of Italian delicacies featuring several entrées – *vegetarian options included*, Caesar salad, antipasto platter, and garlic bread w/tiramisu for dessert.

Dinner w/professional entertainment – Cost \$35 #attending _____ \$ _____

Entertainment provided by Seattle's own – **Comedian Chris Alpine**

TUESDAY JUNE 24: THIRD DAY OF CONVENTION STARTS AT 8 AM

No food functions.

Total Enclosed \$ _____

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

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

Payment must be sent with registration AND MUST BE RECEIVED BY May 31, 2014 TO AVOID \$25 LATE FEE. If you find you are unable to attend, please contact Becky Wendlandt for refund, however, **no refunds after June 10, 2014**, until after convention and approved by board since we have to guarantee total number of meals ahead of time.

UNITED STATES POSTAL SERVICE
AUTHORIZATION FOR DEDUCTION OF DUES

Revised
NRLCA Form 1187
2006

Recruited by:
(Please Print Name)

~~□□□□ □□ □□□□~~
~~(SOCIAL SECURITY NUMBER)~~

OR

□□□□□□□□
(USPS EMPLOYEE ID NUMBER)

RURAL CARRIER
CLASSIFICATION
 Regular PTF Relief

□□□□□□□□□□□□□□□□ LAST NAME
□□□□□□□□□□□□□□□□ FIRST NAME
□ MI
MAILING ADDRESS CITY STATE ZIP CODE
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 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 deductible under other provisions of the Internal Revenue Code.

SIGNATURE OF EMPLOYEE DATE PHONE

SECTION B - FOR USE BY STATE EMPLOYEE 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.
_____, STATE SECRETARY

LOC. # STATE
DATE REMIT #

SECTION C - FOR USE BY THE NATIONAL ORGANIZATION

Date of Delivery to Employer (For National Office use)
ANNIVERSARY DATE TO BE USED AT USPS PERSONNEL OFFICE →

Employee submits all copies to state secretary.

Important!
Be Sure To Include
Postal Installation ZIP
CODE Where Indicated.

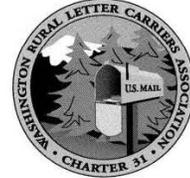
Send to:
WARLCA State Secretary
2811 N Chase Rd
Liberty Lake, WA 99019-5002

Original - NRLCA

50012

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Where Service Begins With a Smile

**APPLICATION FORM
FOR MEMBERSHIP IN THE
WASHINGTON RURAL LETTER CARRIERS' AND
NATIONAL RURAL LETTER CARRIERS' ASSOCIATIONS
DUES YEAR 2013/2014**

NAME: _____

ADDRESS: _____

CITY: _____ **STATE:** _____ **ZIP:** _____

POST OFFICE WHERE EMPLOYED: _____

HOME TELEPHONE NUMBER: _____

E MAIL: _____

DUES YEAR RUNS FROM JULY 1, 2013 TO JUNE 30, 2014:

_____ **REGULAR CARRIER (71) PTF (76) \$632.00 YEAR / \$24.31 A PAY PERIOD.**

_____ **RELIEF CARRIER* (73,74,75,78 & 79) \$229.00 YEAR / \$8.81 A PAY PERIOD**

_____ **RETIREE \$85.00 YEAR OR \$7.08 A MONTH.**

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

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

**WARLCA STATE SECRETARY
2811 N CHASE LN
LIBERTY LAKE WA 99019-5002**

Phone: (509) 710 7840

Fax: (509) 926-9522

E Mail: WARLCA@Gmail.com

WARLCA STATE OFFICERS & NRLCA SEATTLE District Representatives

PRESIDENT

Assistant District Representative
Historian
Reneè Pitts
PO Box 1746
Orting, WA 98360-1746
Phone 509-315-7012
Renee.Cowan@nrlca.org

VICE PRESIDENT

Nat. Gen. Ins. Representative
Mariann Faulkner
7702—284th St NW
Stanwood, WA 98292-9500
Phone 425-308-1163
marifaulkner@wavecable.com

SECRETARY-TREASURER

Rural Carrier Health Insurance
Rebecca Wendlandt
2811 N Chase Ln
Liberty Lake, WA 99019*5002
Phone 509-926-9522
warlca@gmail.com

REGION 1

COMMITTEEPERSON

PAC Co-Chair
Taralee Mohr
11303 211th Ave NE
Granite Falls, WA 98252-9148
425-238-4316
taralee101@yahoo.com

REGION 2

COMMITTEEPERSON

Editor
Doug Rinehart
3899 SE Conifer Park Dr
Port Orchard, WA 98366-2236
Phone 360-440-0889
doug_rinehart@hotmail.com

REGION 3

COMMITTEEPERSON

Provident Guild
Levi Hanson

1418 S Tacoma St
Spokane, WA 99203-2258
Phone 509-939-4546
warlcaregion3@gmail.com

REGION 4

COMMITTEEPERSON

Assistant District Representative
Joyce Patteson
385 Tibbling Road
Selah, WA 98942-9253
Phone 509-580-0043
Joyce.Patteson@nrlca.org

PAC CHAIR

Susie Hill
PO Box 93
Vashon, WA 98070-0093
Phone 206-463-3339
s.k.hill@comcast.net

SEATTLE DISTRICT

District Representative
Patrick Pitts
PO Box 96
Orting WA 98360-0096
Phone 509-280-7444
Patrick.Pitts@nrlca.org

SEATTLE DISTRICT

Assistant District Representative
Also Certified in: Portland
Monte Hartshorn
PO Box 321
Castle Rock WA 98611
Phone 509-315-7670
Monte.Hartshorn@nrlca.org

SEATTLE DISTRICT

Assistant District Representative
Also Certified in: Dakotas
Jeff Taylor
20923 Trent Ave
Otis Orchards WA 99027-8201
Phone 509-993-0188
Jeffery.Taylor@nrlca.org

SEATTLE DISTRICT

Assistant District Representative
Also Certified in: Portland
Scott Murahashi
PO Box 92
Odell OR 97044-0092
Phone 541-399-0890
Scott.Murahashi@nrlca.org

AREA STEWARD

Janie Walla
PO Box 1763
Marysville WA, 98270-1763
Phone 425-308-7305
thewallas@juno.com

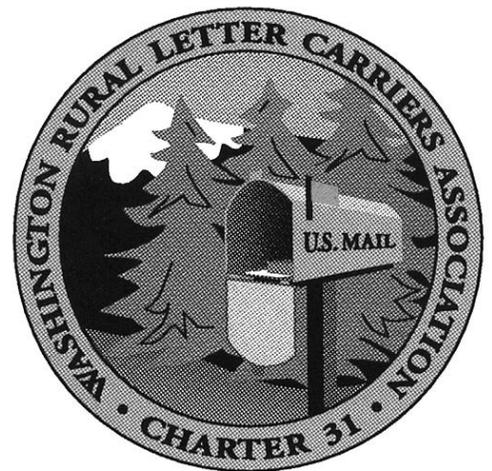
If you have questions about who to contact, start with the local steward in your office. If your steward is not working the day you need to talk with him/her, leave a note on his/her case for them to talk with you as soon as possible. Leave your phone number. If you do not have a local steward, the WARLCA website to find out who your assigned Assistant District Representative is and how to contact them.

☐ Need (or want) a copy of your county Constitution and your county Secretary/Treasurer does not have a hard copy available? E-mail Rebecca Wendlandt, your state Secretary/Treasurer and she will send you one (electronically or hard copy). Also, they are posted on the WARLCA website.

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

NonProfit Org.
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Blaine, WA
Permit #106

Change Service Requested



Where Service Begins With a Smile

Washington Rural Carrier

Upcoming Dates to Remember

2014 Mail Count
2014 Western States Conference
2014 WARLCA State Convention
2014 National Convention
Pay PAC or Send Check to PAC

February 22-March 7, 2014
April 24-26, 2014
June 22-24, 2014
August 12-15, 2014
Today