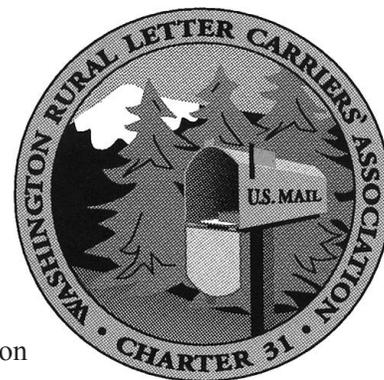


WASHINGTON RURAL CARRIER



Official Publication of the Washington Rural Letter Carriers' Association

January 2010

Where Service Begins With a Smile

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NRLCA 105th National Convention

Grapevine, Texas

Patrick Pitts, WARLCA President

The 105th convention of the National Rural Letter Carriers' Association was held August 18-21, 2009, in Grapevine, Texas. There were 20 regular delegates and 1 alternate delegate from Washington State in attendance. I'm pleased to report that the delegates from Washington State fulfilled all duties associated with their position as required by our constitution.



While the convention officially began Tuesday, August 18, there were events, meetings, and seminars available to the more than 2,500 attendees in the days leading up to Tuesday and into Tuesday evening as well. Informational seminars were available on: Legislative issues, Thrift Savings, Office of Workers' Compensation Programs (OWCP), Automobile Insurance (GMAC), Rural Carrier Academies, Insurance Programs, and Pre- and Post-Retirement and Retirement Financial Planning (for both the Federal Employee Retirement System (FERS) and the Civil Service Retirement System (CSRS)).

In addition to all of the seminars mentioned above, there was a 3 hour session on Monday during which we received

a comprehensive overview of current issues, especially those issues of immediate and pressing concern in the labor/management, legislative, and legal forum.

The opening session, on Tuesday, August 18 began with the “Parade of States,” a moving recognition of all the state associations comprising the National Rural Letter Carriers’ Association. This was followed by the Pledge of Allegiance, our National Anthem, and the invocation. We then heard welcoming comments from postal and governmental dignitaries followed by a response from Association and Auxiliary officers.

Tuesday afternoon featured the Outstanding Member of the Year and Auxiliary Member of the Year presentations during which our own Becky Pike was recognized as Washington State’s Outstanding Member of the Year, and Sheila Lott received recognition as the Auxiliary Member of the Year.

The Wednesday session opened with a presentation of membership awards, state publication awards and Steward Task Force awards. The Washington Rural Carrier, our state publication, was recognized during the Editor’s Seminar with an Honorable Mention for Best Article, “What Has the Union Done for Us?” written by Renee’ Cowan, Susie Hill, editor. Also recognized with a 2008-2009 Special Service Award was former WARLCA President Patricia Alexander for her work on the National Constitution Review Committee.

Wednesday also featured an address by Denis Lemelin, President of the Canadian Union of Postal Workers, representing 54,000 members in Canada who face issues similar to those faced by NRLCA members. I encourage all members to read Mr. Lemelin’s address in the verbatim transcript of the convention found in the November issue of the National Rural Letter Carrier (Vol. 106, No.11, pg. 587).

Following Mr. Lemelin’s remarks, USPS Postmaster General Jack Potter addressed the convention with

a comprehensive report of the obstacles facing the Postal Service and its employees. This was followed by a question and answer period which provided the delegates an opportunity to ask questions directly of the Postmaster General.

Wednesday afternoon, through Thursday, and into Friday morning the delegates addressed the “meat and potatoes” of the convention; proposed constitution changes, and resolutions, both binding and non-binding. One thing that was very evident during the course of discussion, debate, and decision making; the membership as a whole was adamant that we oppose any attempt to move to 5-day delivery of the mail, and that we embrace 6-day delivery.

Friday brought the election of NRLCA officers. Those officers who were elected at the 105th National Convention are as follows: President, Don Cantriel; Vice President, Jeanette Dwyer; Secretary-Treasurer, Clifford Dailing; Director of Labor Relations, Joey Johnson; Director of Steward Operations, Ronnie Stutts; and Executive Committeeman, Robert Horne. For a complete list of our current national officers, visit NRLCA.org.

For a comprehensive report of the National Convention, including a verbatim transcript of the convention proceedings, please refer to the National Rural Carrier magazine.

Campaign Announcements

Campaign announcements for those running for State Office or National Delegate will be published in the March 2010 issue of the WRC. The deadline is March 1 for those interested in submitting an article. Articles should be no more than 250 words. Please submit your article, using Microsoft Word if possible, to s.k.hill@comcast.net or mail to PO Box 93 Vashon, WA 98070-0093.

A Cordial Invitation to the 2010 National Convention

Cheri Freeman, WARLCA Vice President

2010 is here and the National Convention is right around the corner! When Spokane was chosen as the site of the 2010 National Convention we all thought it was a long way off and now it's just a few months away. The opportunities abound for you, the local membership, to experience all that a National Convention can provide you. To start with, there are the local tours scheduled the weekend before the start of the convention. Even for those of you who live close by these tours can be an event to remember. We have "Spokane Past & Present" (lunch, history and Manito Park); "Silver Valley & Wallace" (lunch in an historic old hotel, silver mine tour, and the bordello museum); two Lake Coeur d' Alene cruises (one with dinner); and a "Winery Tour" (including Latah Creek, Arbor Crest, and Mountain Dome wineries). After the convention comes the adventure of a lifetime: the 7 day Alaska Cruise! We will have our own private ship boarding, a private welcome reception, and special on-board credits.



You do not have to be a delegate to attend the actual convention. This is your Union. Come sit with the Washington delegation on the convention floor and hear your National Officers, experience how the delegates vote on the Resolutions, the Constitution changes and the next National Board. Even if you have to work and can't attend during the day, there are seminars in the evening concerning OWCP, retirement (CSRS & FERS), Insurance, PAC and legislative issues. Just as the Postal Service is facing new challenges, so is our craft. This is a prime opportunity to learn about the upcoming contract negotiations, the Union's opinions on possible changes in the near future, and what we can do to help foster the continuation of our jobs and benefits.

Come to Spokane in August and be a part of this amazing milestone for the Washington Rural Letter Carriers!

Something Else You Need to Know

Becky Wendlandt

WARLCA Secretary-Treasurer

Ever wonder what is on file with the USPS concerning you and your work history? Now is the time to check it out! Also time to make sure it is correct, because 10 years from now, when you want to retire you want it based on the correct dates and figures.



I know, because the USPS "lost" my records when I first became a regular carrier in 1991. I had to "prove" that I had 10 years as a RCR/RCA. My pay stubs served as this proof. Now I know not all of you keep your pay stubs, so let's start now making sure you are credited with all you have coming to you for your retirement! First of all, you need to have a pin number for Lite Blue. If you don't, create that on-line at the Lite Blue website (shown below). After you get your pin number, check out all the information at eOPF file. You will be surprised what is there! The most important report is the RTR (Retirement, Thrift, Retention) Employee Detail Report. See below how to read it and what it means to you!

Now is also the time to think about being a delegate to State and National Convention. If you want to be a delegate to State Convention attend your annual county meeting and put your name on the list for the delegate election. It is that easy. If you want to be a delegate to National Convention complete the nomination form in the National Rural Carrier Magazine (February, March, April, May issues). Even if you don't want to be a delegate, plan on attending in Spokane to hear the National Speakers on issues of retirement, health care, OWCP, Thrift Savings, etc. You will find the agenda of when they speak in the upcoming National magazines and

also on the NRLCA.com website. It is a chance of a lifetime to attend these seminars and be able to ask questions directly with the speakers. It is your career, so it is up to you to take charge of it.

Now that we are all one “happy” family (Seattle and Spokane districts are now under Seattle District) we in the former Spokane district have noticed an increase in micro-managing. It is amazing that rural carriers have been able to do their jobs all these years without someone who has never been a Postmaster, clerk, or even delivered mail, telling us how to do the job correctly. I used to call it, “The Idea of the Year”, now it is more like “The Idea of the Month”. Meanwhile we continue to do the right thing, deliver our mail safely, take care of our customers, and try not to get too upset over stupid things. I am proud of rural carriers! Keep up the great job and remember; “This too shall pass”. Keep doing the right thing, be safe, and don’t take your job home to your family and loved ones.

Go to USPS lite blue at:

<https://liteblue.usps.gov/wps/portal/!ut/p/.scr/Login>

Enter your USPS Employee ID (8 digits and on the top of your pay stub)

Enter your USPS Employee PIN

Log on

Look on the right hand side under Employee Resources and log on to eOPF.

You will need to enter your USPS Employee ID number and USPS Employee PIN again.

Under “form ID” look for RTR and under “description” look for RTR Employee Detail Report. Click on this report and print it out.

Make sure the RTR report has your correct social security number under EMP #. Do not worry that the EMP ID number (6 digits) is not your correct USPS employee ID number, but the social security number MUST be yours.

On this report will be a LOST TIME print out if you have taken any leave without pay. Any

year showing over 1040 hours (130 days) will be important to check because each day over 130 days sets your retirement date back by each day over.

Also on this report is the WAE (When Actually Employed) Time. Check to make sure these dates and hours are correct.

Toward the end will be your “Calculation Results”. This gives you the retirement computation date (RCD), annuity computation date (ACD), reduction in force computation date (RIF), and Thrift Savings Plan Computation date (TSP). The TSP is also sometimes listed as TSP/SCD which stands for Service Computation Date. Make sure all of these computation dates are correct.

For assistance please contact the HR Shared Service Center by calling 1-877-477-3273, option 5. Hours of operation are 7:00 am to 8:30 pm Eastern Time, Monday through Friday.

WHAT’S A QUARTER A DAY?

Susie Hill, PAC Chair

The need for PAC funds never seems to decrease so what is an easy way for everyone to donate? We all want to maintain 6-day delivery, eliminate the Do Not Mail lists and contract delivery routes, and keep Congress informed of rural carrier issues. If every carrier would put a quarter in the PAC piggy bank every night they would be able to donate \$1.75 every week. Wasn’t that easy? It’s even easier if each carrier signed up for a once a month automatic deduction from a checking account rather than sending \$1.75 to me every week. Multiply that out by the number of Washington carriers and our yearly contribution to PAC would be over \$160,000! Seems like cheap job insurance to me. Contact me (s.k.hill@comcast.net or PO Box 93, Vashon, WA 98070-0093) for information on setting up your automatic withdrawal. Working together makes attaining our goals much easier.

Washington Rural Letter Carriers' Association
Statement of Activities - Previous Year Comparison
 July through December 2009

	Jul - Dec 09	Jul - Dec 08	% Change
Ordinary Income/Expense			
Income			
400000 · Dues Income	245,952.93	259,213.28	-5.1%
410000 · National General Insurance-GM...	10,454.75	13,211.56	-20.9%
420000 · Reimbursements & Refunds	32,585.64	20,693.98	57.5%
Total Income	288,993.32	293,118.82	-1.4%
Expense			
500000 · Per Capita Expenses	4,872.58	29,725.52	-83.6%
520000 · Meetings and Conventions	57,250.66	68,538.88	-16.5%
530000 · Equipment Expense	1,693.76	3,802.16	-55.5%
550000 · Other Expenses	49,608.44	21,525.66	130.5%
610PA · President - P. Alexander	0.00	434.76	-100.0%
610PP · President - P. Pitts	2,094.35	5,098.02	-58.9%
620CF · Vice President - C. Freeman	3,553.90	2,430.90	46.2%
620PP · Vice President P Pitts	0.00	1,900.19	-100.0%
630RW · Sec/Treas. - R. Wendlandt	10,346.43	26,388.45	-60.8%
631RW · Full Time Sec-Tres -R.Wendlandt	24,831.38	0.00	100.0%
640SH · Editor - Susie Hill	4,588.64	1,981.14	131.6%
645000 · Washington Rural Carrier (WRC)	1,596.40	4,015.10	-60.2%
650RP · District 1 - R. Pike	3,301.80	2,535.95	30.2%
660RC · District 2 - R Cowan	2,047.50	2,334.98	-12.3%
670CK · District 3 - C. Koker	3,486.72	2,256.70	54.5%
680EO · District 4 - E. Ogdon	2,190.50	2,244.56	-2.4%
693DS · Retired Rep - D Schrup	0.00	450.00	-100.0%
700000 · Steward Training Expenses	10,652.27	7,971.31	33.6%
700CA · State Steward - C. Alexander	0.00	9,890.69	-100.0%
700JP · Full Time State Stew-J.Patteson	37,015.29	8,401.91	340.6%
701PP · Full Time Assistant-P. Pitts	24,306.70	0.00	100.0%
702CF · Full Time Assistant -C. Freeman	15,446.03	0.00	100.0%
740MH · Senior Asst Stew - M. Hartshorn	8,121.25	6,352.36	27.9%
750PA · Senior Asst Stew - P. Alexander	0.00	9,688.67	-100.0%
770JP · Senior Asst Stew - J. Patteson	0.00	22,017.46	-100.0%
780PP · Senior Asst Stew - P. Pitts	9,148.36	18,705.25	-51.1%
791RC · Senior Asst Stew - R. Cowan	23,418.83	16,586.91	41.2%
792CF · Senior Asst Stew - C. Freeman	9,041.73	11,255.11	-19.7%
872 · Area Steward - A. Lott	709.84	0.00	100.0%
880LS · Local Steward	312.14	244.66	27.6%
Total Expense	309,635.50	286,777.30	8.0%
Net Ordinary Income	-20,642.18	6,341.52	-425.5%
Other Income/Expense			
Other Income			
450000 · Interest Income	1,507.96	2,214.69	-31.9%
Total Other Income	1,507.96	2,214.69	-31.9%
Net Other Income	1,507.96	2,214.69	-31.9%
Net Income	-19,134.22	8,556.21	-323.6%

Washington Rural Letter Carriers' Association
Statement of Financial Position - Compared to Previous Year
As of December 31, 2009

	Dec 31, 09	Dec 31, 08	% Change
ASSETS			
Current Assets			
Checking/Savings			
101000 · Chkg - WA Trust Bank	22,020.76	16,670.48	32.1%
102000 · Svgs - APCU	11,860.80	36,061.96	-67.1%
103000 · Chkg - Atlanta Postal Credit...	527.77	2,459.11	-78.5%
141000 · C.D.#71 APCU 12 mo (8-1-20...	29,543.78	28,478.78	3.7%
143000 · C.D.#73 APCU-12 mo (2-8-07)	28,485.65	27,527.89	3.5%
Total Checking/Savings	92,438.76	111,198.22	-16.9%
Total Current Assets	92,438.76	111,198.22	-16.9%
TOTAL ASSETS	92,438.76	111,198.22	-16.9%
LIABILITIES & EQUITY			
Liabilities			
Current Liabilities			
Other Current Liabilities			
210000 · Payroll Liabilities	819.60	2,780.96	-70.5%
Total Other Current Liabilities	819.60	2,780.96	-70.5%
Total Current Liabilities	819.60	2,780.96	-70.5%
Total Liabilities	819.60	2,780.96	-70.5%
Equity			
390000 · Net Assets	110,753.38	99,861.05	10.9%
Net Income	-19,134.22	8,556.21	-323.6%
Total Equity	91,619.16	108,417.26	-15.5%
TOTAL LIABILITIES & EQUITY	92,438.76	111,198.22	-16.9%

WRLCA BOARD MEETING

October 26,27, 28, 2009

Bellevue Hilton, Bellevue, WA

MEMBERS IN ATTENDANCE: Patrick Pitts, President; Cheri Freeman, Vice-President; Becky Wendlandt, Secretary/Treasurer; Susie Hill, Editor; Becky Pike, District One; Renee' Cowan, District Two; Cindy Koker, District Three; Ed Ogdon, District Four; and Joyce Patteson, State Steward.

President Patrick called the meeting to order at 8:45 AM on October 26, 2009. After a brief positive go around, we reviewed the agenda.

Minutes and Tasks Report: The minutes from the July 13-17, 2009 meeting were read and approved. Each task was reported out and those not completed will be added to the tasks report from this meeting. The board also reviewed the board policy.

Fall Kick Start Rally Recap: The Fall Kick Start Rally in Bellevue on October 25, 2009 with mini-seminars was a success. Ninety four members were in attendance. It was decided to have one in Spokane in conjunction with the East Central Washington County meeting on November 22, 2009 from 11AM to Noon – no host brunch and Noon to 3 PM meeting. Also planned was another meeting at the Benton PUD in Kennewick from 1 PM to 4 PM on November 15, 2009.

Washington Rural Carrier: The Winter Issue will be to the printer by January 25, 2010. Articles are to be sent to Susie by January 10, 2010. The Spring Issue will be to the printer by March 15, 2010. Articles are to be sent to Susie by March 7, 2010.

Full Time Employees: The board discussed the work load for full and part time employees. Cheri and Becky were voted to be full time for 6 months (last 3 months in 2009 and first 3 months in 2010). This will take care of being over 130 days for 2009 and 2010 year. Some of these days will be used for and charged against the 2010 National Convention account.

Equipment Review: The board agreed to purchase 2 Brother MFC All in One Copies from Costco for Renee' and Cheri. Renee's current brother has died and Cheri's will be used for State Convention.

Planning 09/10 Year Meeting Dates and Location:

Steward Trainings:

- **New Local Steward Trainings:** Train on an as-needed basis. Compensation will be \$150 for attending the full training. If a member is in the process of becoming a local steward in their office and WARLCA has a local steward training planned, that member can attend but will not get paid until they are certified as a local steward in their office.
- **Local Steward Enhancement Trainings:** Restricted to local stewards as per National instructions. Compensation will be \$150 for attending the full training. All attending will be notified to bring their lunch.
 - May 16, 2010 (Sunday) from 10 AM to 5 PM in the Pasco area. Joyce trainer.
 - May 23, 2010 (Sunday) from 10 AM to 5 PM in the Everett area. Patrick trainer.
- **Regional State Level Steward Training:** Training will be in Las Vegas, NV November 17-19, 2009 with travel on November 16th and 20th. Joyce, Monte, Patrick, Cheri, and Renee' will attend.
- **National State Steward Training:** Joyce has not heard when this will be. Cheri is the next steward that needs to attend.
- **Mail Count Trainings/District Meetings:**
 - January 18, 2010 (Monday Holiday) in Spokane, WA at the Red Lion Hotel at the Park from 10 AM to 4 PM (bring lunch-short break). Afterwards, go into 1 hour District 3 meeting from 4 PM to 5 PM to include campaigning. Cheri will be the trainer for the mail count training.
 - January 31, 2010 (Sunday) at Benton PUD in Kennewick, WA from 10 AM to 4 PM (bring lunch- short break). Afterwards, go into 1 hour District 4 meeting from 4 PM to 5 PM to include nominations and campaigning. Joyce will be the trainer for the mail count training.
 - January 31, 2010 (Sunday) at Stanwood Masonic Center, Stanwood, WA. Meeting from 9 AM to 4 PM (bring lunch- short break). Afterwards, go into 1 hour District 1 meeting from 4 PM to 5 PM to include campaigning. Patrick will be the trainer for the mail count training.
 - January 24, 2010 (Sunday) at the Best Western Park Plaza in Puyallup, WA. Meeting from 9 AM to 4 PM (bring lunch- short break). Afterwards, go into 1 hour District 2 meeting from 4 PM to 5 PM to include nominations and campaigning. Renee' will be the trainer for the mail count training.
 - January 18, 2010 (Monday-Holiday) at Longview PUD, 961 12th Ave., Longview, WA, from 10 AM to 4 PM. (Bring lunch – short break). Monte will be the trainer.
 - January 18, 2010 (Monday-Holiday) at the Douglas County Fire District #2, 377 Eastmont Ave., East Wenatchee, WA, from 10 AM to 4 PM. (Bring lunch-short break) Joyce will be the trainer.

Board Meetings:

- **SPRING:** Travel on morning of March 22, 2010 (Monday). Board Meeting on March 22, 2010 from 1 PM to 5 PM, March 23, 2010 (Tuesday) from 8:30 AM to 5:30 PM, March 24, 2010 (Wednesday) from 8 AM to Noon and travel in afternoon. Overnight stay for all board members for Monday and Tuesday. Board meeting will be at the Wenatchee Red Lion.
- **SATURDAY BEFORE STATE CONVENTION:** The board will meet Saturday, June 19, 2010 at the Red Lion Hotel at the Park, Spokane, WA from 8:30 AM to 5:30 PM.

National State Secretary-Treasurer Trainings:

- None scheduled at this time but usually one is held in the Spring, possibly at the National Office in Alexandria, VA.

National Legislative Seminar:

- Legislative seminar will be in DC in May, 2010. Patrick and Cheri will attend. Patrick gets paid mileage and hotel by National, and the WARLCA will pay for ADOP. WARLCA picks up all costs for Cheri.

State Secretary-Treasurer Report and Planning Budget for 09/10:

Membership: No reports from National since June, 2009. I have sent letters to all relief non-members that I have on file and after getting a “What attending a mail count training can mean to you”, I will be sending recruitment letters to all non-member regulars that I have on file.

Financial: We need to not only be aware of our budget and finances this year but start planning for the 2010 calendar year for LWOP. The board reviewed the financial statement and worked on the budget.

I.C.E. (In case of emergency): The board agreed to use the final format of the I.C.E. and will complete it and send it to Becky.

State Steward Report: Joyce presented to the board a detailed steward report handout. We have 42 local stewards currently. Joyce said the training for the 2 new area stewards would be two days. Although they may be mentored by an assistant, they are to report directly to the State Steward. The area stewards will have a 6 month term.

Grievance Report:

Step 3, 13 grievances appealed to Step 3 since last board meeting – 10 contractual, 3 discipline (2 removal, 1 emergency placement, 4 Step 3 decisions have been received, and one grievance has been closed out).

Step 2, approximately 20 grievances currently at step 2 of which approximately 5 are disciplinary including 2 removals. Approximately 26 grievances have been settled at Step 2 since last board meeting, 1 held in abeyance, and 2 remanded.

Step 1 (at state level steward level), 16 total, 3 are disciplinary.

Approximately 38 grievances settled at Step 1 of which approximately 8 were disciplinary including 2 removals.

Seventeen vacant routes in 15 post offices in Seattle District are being held for consolidation.

State Convention 2010: Ed will be the chair for State Convention 2010 at the Red Lion Inn at the Park on June 20-23, 2010. The board reviewed the registration form and decided to have the District Representatives, the Editor, and sec/tres be the registration committee. Patrick announced he would like to assign a photographer, and also to bring in 3 people for the teller’s committee on Saturday.
Consensus to leave the dollar cap at \$25,000 for State paid convention delegates to the 2010 state

convention. Consensus to only have the NRLCA National officer as a speaker.

State Convention 2011: Contract is signed for Gig Harbor Inn on June 27, 28, 29, 2011 for state convention and Saturday, June 25 for a board meeting, Sunday, June 26 for steward training/membership breakouts. **State Convention 2012:** The board will be checking out the Red Lion in Wenatchee for a possible site for the 2012 State Convention. Discussion on whether it could be trimmed down to a 2 day convention instead of 3 days. **State Convention 2013:** State Convention 2013 will be in District One. Becky Pike will be checking out locations.

County Units: The last day to hold the annual county meeting is May 12, 2010.

Assignments (Appointments): President Patrick made the following appointments: Ed Ogdon will be the historian. Ed will notify members and request any history.

Vouchers: The board reviewed last quarters vouchers.

National Convention 2010: Cheri and Becky updated the board on the planning for 2010 National Convention.

- Discussion on junior sponsors for 2010 National Convention and Jeanette Dwyer confirmed that it is solely the responsibility of the National Auxiliary.
- The board approved the design of the logo by Susie's nephew. It will be used on the ditty bags as well as the back of the vests for the workers.
- The board reviewed each line of the spreadsheet for the committee members time, hotel, mileage, days used, responsibilities, etc for each committee and the budget.
- Joyce updated the board on the golf committee. It is the only committee not funded by National now that we no longer have a country store. She said she is looking at Indian Canyon, Downriver, and Meadow Wood golf courses.

National Convention Committees:

- ❖ **Banquet Registration:** Susie Hill and Colleen Headley
- ❖ **Decorations:** Becky Pike and Joanne Blackburn
- ❖ **Ditty Bags:** John Lee, Janie Walla, and Cindy Koker
- ❖ **Exhibitor's Booth:** Dave Reppe and Karin Taylor
- ❖ **Post Office Liaison and Photo Op:** Cindy Koker and Cheri Freeman
- ❖ **Airport Hospitality:** Monte Hartshorn and Shawn Johnson
- ❖ **Information:** Brenda and Ed Ogdon
- ❖ **Publicity:** Charles and Patricia Alexander
- ❖ **Registration:** Mariann Faulkner
- ❖ **Meet and Greet:** Renee' Cowan and Becky Wendlandt:
- ❖ **Golf Tournament:** Don and Joyce Patteson
- ❖ **Local Tours:** Mike Cammack and Tammy Donaghue
- ❖ **Memorial:** Cheri and Mitch Freeman

The board ended at 1 PM on October 28, 2009.

Respectfully Submitted to the Board,

Becky Wendlandt

WARLCA.COM Is Waiting for You

Becky Pike, Dist. 1 Representative

Have you logged onto our web site? Check it out at <http://warlca.com> and let your board know if it was useful for you. You can learn where and when the next meetings will be held, whether it's a county meeting, count school meeting or a convention. Want to know more about the 2010 National Convention Washington is hosting? You'll find it on our web site. How about going on the Alaska cruise after the National Convention in August. All the booking information is on our web site too. Take a few minutes or stay an hour and read what's happening with our job. You'll be glad you did.



Is something missing that you would like to read about? Let your board know as this is a learning and growing process that our Sr. Asst. State Steward and webmaster Patrick Pitts is developing for us, the Washington union members.

Choosing the Right Auto Insurance Company

Renee Cowan, Dist. 2 Representative

When choosing an insurance company, price is certainly important. But in order to understand which company is the best value, you need to consider what they are really offering for that price. A price that sounds too good to be true probably is. Here are some important things to consider:



Coverage:

Make sure the coverage you are getting is

adequate to protect you and your assets, and then make sure all of your quotes are for those same coverage levels. Also, look for the extras that some companies will offer, like free towing and new car replacement coverage.

Claims Service:

Great rates don't do you much good if you can't count on the company when you have to file a claim. Do they treat customers fairly? Can you reach them any time? How quickly do they process claims? How much paperwork is required? Do your homework, ask around and look for independent resources online that can guide your decision. GMAC Insurance has over 80 local claims offices to serve you. Their call center is open 24/7. Just call their 800 number to report your claim and they will take care of your needs: whether it is to dispatch a tow truck, obtain a can of gas, jump-start, or locksmith.

Claims Paying Ability:

It's extremely important that the company you choose has a strong financial rating from an independent agency. The leading independent insurance rating agency is A.M. Best Company. Stick with companies that have a least an "A" rating from A.M. Best. GMAC Insurance has been insuring route cars for over 53 years. The sales, service and claims staff understands Rural Letter Carriers' needs. So, what sets the RLC Automobile Insurance Plan apart from the rest? GMAC Insurance is an insurance company with a name you can trust. No, worrying about whether your insurance company will be there when you need them the most!

OEM Parts vs. Aftermarket:

Many companies balance low premiums by cutting the costs of repairs on your vehicle. The most common way to do this is by using less expensive (and often lower quality) aftermarket parts. Ask your insurance company if they will guarantee to use OEM (original equipment manufacturer) parts for repairs. No aftermarket parts with GMAC Insurance; they are part of General Motors, so they understand how much you rely on your car. Ask

your present company if they use aftermarket parts! You may be surprised.

Renewability:

Some companies will cancel a policy after you file an expensive claim. Look for providers that have a company policy against canceling coverage based on claim history.

Route cars are always eligible and if you no longer have a car you use on the route GMAC policies still provide you with a route car discount for one of your vehicles.

GMAC Insurance offers flexible payment options and terms that best meet your needs, including automatic payments from your checking account or credit card.

When insuring your vehicle with GMAC take advantage of all the discounts available. Here are just some of the discounts available to you: route car rate, NRLCA member discount, GMAC family discount, Auto/Homeowner discount and multi-car discount.

So in this unsure time make sure you are protected. If you currently have GMAC Insurance call and have a review done on your policy to insure that you are receiving all available discounts.

Donations Needed

Cindy Koker, Dist. 3 Representative

Hi everyone! Do you have anything to donate to the gift baskets we are making for State and National Conventions? We will be accepting donations now until June 21st. You can contact me at ciko509@aol.com



Subject line must read

WARLCA donations or call me at 509-928-5025

for more information. All items need to be small enough to fit in a suitcase. Examples (soft sewn items, knitted or crocheted articles, woodwork, crafts, Spokane novelty items, paper, pens, gloves, hats or anything that would work for a gift basket.) Thank you to those who have donated items already; your generosity is greatly appreciated. Also if you know of any businesses that might have something to donate to the ditty bags please let me know. We are filling 2500 bags with candy and small gift items. Any businesses donating will be recognized in some manner.

The next thing I need to remind you of is to be sure to attend you local union meetings; especially your **annual** meeting in April or May. We need to hear your voice, read your resolutions and give you the chance to vote for your officers and delegates. You might even consider running for a position as an officer in your county unit or to get your name on the list to become a delegate to State Convention. With the State and National Conventions being in Spokane this year there is no reason for not attending. Even if you do not go as a delegate you can still attend the seminars and meetings. You might even be able to watch your resolutions go from your office up through your County, State and National meetings and end up on the negotiation table between the National Officers and the Postal Service. You can get your resolution form from your union magazine or at your local union meeting from one of your officers. You can read your past issues of the State and National Convention minutes to get examples of resolutions and it may give you an idea for you own resolution. It is best to have your resolution written out and on the proper form when you take it to your local meeting but if you have a great idea for a resolution but do not know how to submit it, take it to one of your local union meetings and you can all work on it together. We have strength in numbers. I hope your new year is going great and maybe we will see you all at the conventions this year.

When The Sun Comes Out.....

Ed Ogdon, Dist. 4 Representative

About ten years ago I went to Kenya in southern Africa to spread the ashes of my father. He had been a missionary to South Africa building churches and when he died my mom and I went there to plant a tree at each of the seven churches he had built and "fertilized" the tree with a bit of dad.



Where this took place was right on the equator, 8000 feet above sea level. I am very fair-skinned and when I came home I started having problems with dry patches on my face, ears and the top of my head. I went to my family doctor who burned them off with liquid nitrogen because they were pre-cancerous. The patches kept coming back so I went to a dermatologist and, although he too burned them off with liquid nitrogen, he burned them well enough they did not come back. Eight years ago my doctor found and removed a small basal cell carcinoma from my nose.

By then I was already wearing hats that completely covered my head, ears, neck and the sides of my face but I was told that the damage to my skin started in my childhood. It turns out that skin damage is cumulative and the dry patches I was experiencing was a result of my skin being too damaged to repair itself correctly. I have been going to my skin doctor twice a year since then. This past August I went in with about 20 new dry patches and an itchy spot on my leg. My doctor wanted to take a biopsy of two dry spots and the spot on my leg. One of the dry spots came back as squamous cell carcinoma. When my basal cell carcinoma was found eight years ago it was just a very small spot (about the size of a pin head) that would not heal. It just kept forming a scab and never healing over. The squamous cell carcinoma they just found was about the size of a dime and looked just like all the other dry patches of skin I have been having

removed for the past ten years. No coloration, no bump, nothing but a tiny dry spot on my right cheek! Sixteen stitches later and a cheek with no feeling to it I am now once again cancer free. Our job requires us to be out in the sun so please, if you are of fair skin, or have developed new "spots", or are over 50, please go see a skin doctor to have a total body cancer check. I got lucky, I see a skin doctor on a regular basis and it probably saved my life. Are you pressing your luck?

WELCOME NEW MEMBERS.....

Debra Lotze	Addy
Sam Mason	Bremerton
Crystal Watters	Colfax
Linda McLain	Gig Harbor
Phil Fredericksen	Maple Valley
Irena Piskun	Medical Lake
Clinton Stevenson	Mica
Barbara Nelson	Mount Vernon
Tracy Smith	Pasco
Yolanda Stohel	Pasco
Susan Durgan	Port Angeles
Jeroy Hammill	Rochester
Joelle White	Sequim
Jelieta MacGregor	Stanwood
William Bryan	Stevenson
Joseph Therriault	Wapato
Roxanne Clark	Wauna
Dona Harris	Wenatchee
Linda Kyllonen	Yacolt
James Arvin	Cheney

.....AND GOOD BYE OLD FRIENDS

Duane Clizbe	Mt. Vernon
Robert DeYoung	Edmonds
Phyllis Feld	Anacortes
Michael Schow	Pocatello
Helen Stewart	Gig Harbor
Jean Thomas	Mesa, AZ
Myra Vanderhoof	Forks
Lynn Walker	Chewelah
Arthur Woods	Omak

Dispute Procedures for Mail Count

Joyce Patteson, WARLCA State Steward

By the time you read this, the 2010 National Mail Count will have either already begun, or will be right around the corner. Hopefully you were able to attend union-sponsored mail count training. If so, you have already learned how to dispute items for mail count and this will be a refresher. If not, then you will at least have this information.



It's extremely important that you understand the correct procedures for disputing items during and after mail count. Too often, we don't have enough information and/or documentation to correctly process a grievance over a mail count disagreement and/or dispute. This leads to much frustration for all of us—especially you because your grievance either gets settled with language along the lines that management will follow proper count procedures as laid out in the handbooks and manuals, or you end up not filing because you just don't want to take the time to properly document your disputes.

If you have a dispute with management over the way a particular item was counted, you must bring it to their attention immediately—especially if it involves mail that is to be delivered that day. Explain to management why you disagree with the way he or she counted it. Hopefully, if you have a reasonable argument, they will change the way the item is recorded and you can move on. Unfortunately, this usually is not the case. If management maintains that it was counted correctly, calmly and respectfully explain to them that you still disagree and ask them if they will document the mail piece with you. If so, you can document the item, and if not, you will have to document the item yourself. You will need to document everything you can about the item such as what the mail piece is including all dimensions; the class of the item i.e., first class, second class, bulk rate, etc.; any special endorsements that are annotated on the item such as “Do Not Bend”; and how many pieces there were if there is more than

one like item.

If you are disputing a mail piece that management counted as a letter or flat and you believe it to be a parcel based on the fact that it won't fit in a two-inch separation with other mail, there are other things you will need to document as well. In this case, we will also need documentation of all the “other mail” you have already cased in the two-inch separation. If the item in question is a rigid article in a flexible mail piece, we need both the dimensions of the rigid article and also the flexible mail piece. We also need to know if management used “extraordinary efforts” to relocate and/or rearrange the rigid item in the flexible mail piece in an attempt to case the mail piece. Management may not require this from a carrier and shouldn't be doing it themselves either.

You should keep a dispute sheet for each day of the mail count that you have disputes. If management is willing to assist you with the documentation, please have them sign the dispute sheet. This will indicate that they agree with what you have written down as documenting the disputed item, and this makes our case stronger. Hopefully management will understand that by signing, this doesn't mean they are in agreement with the dispute itself; it simply means they agree with the documentation.

Once mail count is over, management will provide you with a 4241x. Contractually, you have two days to check the 4241x for accuracy. You should be checking your 4239 on a daily basis prior to leaving for the route to make certain that all entries have been completed up to that point. You should also be checking them on a daily basis to make sure the totals are accurate. If either one of these are not correct, it needs to be brought up to management immediately. Entries on a daily 4239 can't be checked once the sticky notes are gone. If you have been verifying the totals on your 4239s, it will be easier to verify the totals on the 4241x.

After the two day period, management will want to go over the 4241x with you and ask you to sign the form. There are two places you can sign. One is for election of high option in case you end up having a choice between high option and low option, and the other is whether or not you certify the count to be correct. If you have disputed any items, you do

not want to sign that you certify it to be correct. If you do not sign, you need to submit a letter explaining why you disagree with the count data. This letter should be professional in nature, and explain precisely with as many details as possible why you disagree with the data. Your letter will be submitted to the district along with the 4241x. Management is also supposed to submit a letter explaining their side of your disagreements.

After what is supposed to be a reasonable amount of time, management and/or you will receive a letter from district personnel regarding your letter of dispute. Your local management will usually write a letter to you explaining the district's position although sometimes they don't. Either way, once you receive that letter from management, it begins the 14-day window of opportunity for you to initiate a grievance or grievances on your disputed items. Please—if you have any questions on this process at any point during or after the mail count, contact your assigned steward for assistance. This may be a Local Steward if there is one in your office, an Area Steward, or your assigned State-level steward. Again, without good documentation it's nearly impossible to prevail in the grievance process.

Yours in service and unity,
Joyce Patteson

The Sun Shines a Little Dimmer

The WARLCA mourns the loss of Delores Robb, long time Auxiliary Sunshine lady. Delores always had a greeting card and kind note sent to those in need. Her positive attitude was a joy to all of us. Our sympathies go to her husband, Arlington retired rural carrier Harley Robb, and family.

What \$20 May Bring to You

Don't forget! Every \$20 you donate to PAC will be an entry into the drawing for the 32" television to be given away at State Convention. Donate \$100 and you have 5 chances to win. Donate early and donate often-or sign up for automatic donations.

Why Didn't My Evaluation Go Up When I Turned In My Edit Book?

Cheri Freeman, Sr. Asst. State Steward

The Edit Book does not trigger the changes in your 4241-A (Rural Route evaluation). It is the information on the top of the 4003 (line of travel) that trigger the changes in a 4241-A and also results in a change in evaluation when appropriate.

In the past, AMS (Address Management System) would not accept the Edit Book without it being accompanied by an updated 4003. Therefore, whenever the Edit Book was submitted, the changes were made in the system that would produce an updated 4241-A. If the changes amounted to a change in evaluation, that change was made. If not, the changes were reflected as banked time—either plus or minus.

With all of the changes in the districts, etc., the process has now changed. The Edit Book and the 4003 are not going to the same department to be processed. In most cases the local managers are not taking the time to update the 4003 and sending it to OPS (Operations Programs Support) and thus the changes in route evaluations are not taking place. Unless the carrier is aware and realizes he or she should have had an evaluation change and presses management to correct the situation, the evaluation will remain the same.

As rural carriers, we tend to rely on management to take care of our route statistics. We take care of our Edit Books—add and delete the boxes as required and when there is enough growth to give us another hour we expect that management will process the proper paper work to get it done. Rarely do we question our managers when don't receive an updated 4003 or 4241-A that shows how much time is in the bank towards the next change.

WARLCA 2010 STATE CONVENTION REGISTRATION

**June 21, 22, 23, 2010 at Red Lion Hotel at the Park, 303 W North River Dr., Spokane, WA
Room rates are \$102.95 single/double and \$112.95 for triple/quad.
Call 1-800 Red Lion (1-800-733-5466) Room Reservations Deadline is May 19, 2010.**

Name: _____ 1st time Attending? _____

Address: _____

Phone: _____ Staying At Red Lion? _____ (we have to meet room night guarantee)
There is a \$40 fee per delegate for registration which includes the Sunday social. Fee will be waived if the lunches listed below are purchased for all three days (Monday, Tuesday, and Wednesday). A late fee of \$20 will be added if the registration is not RECEIVED by May 31, 2010 in the State Sec/Treas Office.

Sunday, June 20: 12:30 PM -3 PM: INFORMATIONAL SEMINARS FOR ALL UNION MEMBERS

Mini-Seminars concerning hot topics about your job and current issues.
Q and A Time with your State Steward and State President from 3 PM to 5 PM
Attending the Sunday Seminars? # attending _____

Sunday, June 20: Sunday Social 6 PM to 7 PM All Welcome
Cost Each: \$5 (under age 2 free) Ice-Cream Social In the Park # attending _____ \$ _____

MONDAY, JUNE 21: CONVENTION STARTS AT 8:30AM

1st Timers to State Convention Meeting at 8 AM # attending _____
Monday Beef Stroganoff, Salad & Desert Lunch \$15 each # attending _____ \$ _____

County Officers Training Monday Evening (Rigatoni & Alder-Smoked Chicken) at 6 PM
(Free to newly elected and pre-registered 2010/2011 Presidents, V. Presidents, and Sec/Tres)
All welcome – cost to all others \$25 each. # attending _____ \$ _____

TUESDAY, JUNE 22: CONVENTION STARTS AT 8 AM

Tuesday Macadamia Chicken, Salad & Desert Lunch at \$15 each # attending _____ \$ _____
Tuesday Evening Barbeque in the Park at 6 PM \$15 each # attending _____ \$ _____
(Includes tour of 2010 National Convention Site from 7 PM to 9 PM)

WEDNESDAY, JUNE 23: CONVENTION STARTS AT 8 AM

Wednesday Lunch (Build your own sandwich/soup) \$15 # attending _____ \$ _____

Check here if you want all Vegetarian Meals Total Enclosed \$ _____

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, 2010 TO AVOID LATE FEES.

If you find you are unable to attend, please contact Becky Wendlandt for refund. However, no refunds after June 15, 2010 until after convention and approved by board since we have to guarantee total number of meals ahead of time.

CHECK APPROPRIATE BOX:

- BINDING**
- NON-BINDING**

The following Resolution was adopted at the 2010 Annual Meeting of the (County) _____ Rural Letter Carriers' Association. It is hereby submitted to the Resolutions Committee of the 2010 State Convention in Spokane, 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:

County Sec/Tres

Signature:

Sign by County Secretary-Treasurer

Date Signed:

Date Sent to State

Sec/Tres:

COUNTY CONSTITUTION CHANGE

The following Constitution change was adopted at the _____
(date) meeting of the _____ Rural Letter
Carriers'. It was passed by a 2/3 vote.

Place only one Constitution change per sheet. Either print or type please.

Currently found in: 09/10 County Constitution

In: Article # _____ and Section # _____

Present Language:

Proposed Language:

Intent and Reason Of Change:

Signed: _____ **Date:** ____ / ____ / ____

Secretary of: _____ **County**

(Note: County Sec/Treas will sign this and save for 1 year as well as updating their county constitution with this passed change. The exact wording and vote of this should also be part of the minutes that are saved permanently.)

UPCOMING EVENTS TO PUT ON YOUR CALENDAR

Check out your website at WARLCA.COM for more information too!

April 22-23-24, 2010 Western States Conference Denver, CO

Presentations from National Officers, updates, and a chance to visit with all the other Western States members make this mini-national convention interesting and fun. The location is Embassy Suites Hotel Denver-Aurora Colorado, 4444 North Havana Street, Denver Colorado 80239. Telephone: 303-375-0400. Nationwide call 1-800-EMBASSY, web site at www.embassysuites.com. The group code is "WSC" to get the \$119.00 room rate. Banquet will be Friday, April 23, 2010 in Embassy Suites Hotel Ballroom.

June 21-22-23, 2010 State Convention Spokane, WA

Time to listen/talk to our National officer as well as do the business of the State Association. The location is the Red Lion Hotel at the Park, 303 W North River Dr., Spokane, WA. Phone (800) 733-5466 and ask for the block under WARLCA. Room rates are \$102.95 single/double and \$112.95 triple/quad. Room reservations deadline is May 19, 2010. If you want to be a voting delegate to state convention make sure and attend your county meeting in the spring.

Itinerary:

Start out with a free informational seminar with hot topics about your job and current issues on Sunday. In the evening will be an ice-cream social in the park at 6 PM. Monday is the official start of the convention and we will hear from our National officer on all the latest information about our contract negotiations and 5 day delivery. Tuesday and Wednesday we will conduct the business of the State with constitutions and resolutions, ending with elections of officers.

August 17-18-19-20, 2010 National Convention Spokane, WA

A chance of a lifetime- last time we had a National Convention in Washington was in 1977.

All members are invited and it is **FREE** to attend. Come to the evening seminars and trainings on topics like: **Retirement, Health Insurance, OWCP, Thrift Savings, GMAC Car/Home Insurance, Rural Carrier Benefit Plan Insurance and Caremark Drugs.**

Join the members on Tuesday to hear the Postmaster General, USPS Operations, Postal Regulatory Commission, NRLCA legal counsel, and Reports from our National Officers.

Actual National Convention is 8/17 Tues thru 8/20 Friday

August 21 thru 28, 2010 Alaska Cruise Departs/Returns: Seattle, WA

Come Join your fellow rural carriers and their family and friends on the Alaska Cruise.

As a special inclusion for our group, on the day of arrival we will be given a warm welcome with a private party! In addition to the private party, each cabin will receive a \$100.00 onboard credit!

Cost includes all food, taxes, and port fees. Plan an excursion at each port or just relax and enjoy the beauty of Alaska. See www.warlca.com for all the details or contact Terri Horch or Rick Biel at Travel Leaders, 27 E Augusta Ave, Spokane, WA 99207. Phone (509) 327-9585 or (800) 848-3488. Itinerary:

- Day 1 will be enjoyed at sea. On Day 2 we arrive in Juneau, Alaska at noon.
- On Day 3 we will be cruising the Hubbard Glacier. On Day 4 we arrive in Sitka, Alaska at 8:00AM
- On Day 5 we arrive in Ketchikan, Alaska at 7:00 AM. On Day 6 we arrive in spectacular Victoria, BC, Canada at 6:00 PM
On Day 7 we arrive back in Seattle at 7:00 AM. (Passport needed for cruise)

**WARLCA COUNTY OFFICERS
2009 – 2010 Dues Year**

NORTH CENTRAL WASHINGTON COUNTY

DISTRICT 3

PRESIDENT: Tammy Donaghue
Phone: (509) 662-3032
VICE-PRESIDENT: Dawn McKenzie
Phone: (509) 663-7085
SECRETARY/TREASURER: Mike Cammack
Phone: (509) 784-1548

PENINSULA COUNTIES

DISTRICT 2

PRESIDENT: Tony Lott
Phone: (360) 697-6476
VICE-PRESIDENT: David Wood
New 09/10 Year Phone: (360) 457-5175
SECRETARY/TREASURER: Doug Rinehart
Phone: (360) 440-0889

LOWER COLUMBIA COUNTY

DISTRICT 2

PRESIDENT: Polly Nugen
Phone: (360) 574-0087
VICE-PRESIDENT: Edie Brannon
Phone: (360) 263-5572
SECRETARY/TREASURER: Roxanne Cavazos
Phone: (360) 281-3581

MUTUAL COUNTY

DISTRICT 2

PRESIDENT: Joanne Blackburn
New 09/10 Year Phone: (253) 846-3778
VICE-PRESIDENT: Sharon Madison
New 09/10 Year Phone: (253) 200-1055
SECRETARY/TREASURER: Janice Sisley
New 09/10 Year Phone: (360) 785-4892

ISLAND, SKAGIT, SAN JUAN COUNTY

DISTRICT 1

PRESIDENT: Andrew Shea
Phone: (360) 579-3669
VICE-PRESIDENT: Carol Ogden
Phone: (360) 914-0901
SECRETARY/TREASURER: Jessica Addis
New 09/10 Phone: (360) 720-9456

KING, SNOHOMISH (KS) COUNTY

DISTRICT 1

PRESIDENT: Janie Walla
Phone: (425) 308-7305
VICE-PRESIDENT: Shawn Johnson
Phone: (360) 825-1147
SECRETARY/TREASURER: Colleen Headley
Phone: (360) 794-8676

SOUTH EAST WASHINGTON COUNTY

DISTRICT 4

PRESIDENT: Pat Aichele
 Phone: (509) 525-9508

VICE-PRESIDENT: Adena Avery
 Phone: (509) 382-4142

SECRETARY/TREASURER: Carol Nichols
 Phone: (509) 529-3145

EAST CENTRAL WASHINGTON COUNTY

DISTRICT 3

RESIDENT: John Lee
 Phone: (509) 939-4546

VICE-PRESIDENT: Mary Kay York
 Phone: (509) 489-0617

SECRETARY/TREASURER: Cindy Koker
 Phone: (509) 928-5025

NORTH EAST WASHINGTON COUNTY

DISTRICT 3

PRESIDENT: Jill Howard
 Phone: (509) 684-4557

VICE-PRESIDENT: Lynda Toulou
 Phone: Unlisted

SECRETARY/TREASURER: William Allen
 Phone: (509) 935-8779

WHATCOM COUNTY

DISTRICT 1

PRESIDENT: Shirley Smith
 Phone: (360) 398-1726

VICE-PRESIDENT: Bonnie Lagerway
 Phone: (360) 354-3606

SECRETARY/TREASURER: Joyce Sutherland
 Phone: (360) 676-8125

WHITMAN-ASOTIN

DISTRICT 4

PRESIDENT: Billie Shinall
 Phone: (509) 334-3074

VICE-PRESIDENT: Judy Sitton
 Phone: (509) 648-3607

SECRETARY/TREASURER: Jim Hemrich
 Phone: (509) 657-3435

APPLE VALLEY COUNTY

DISTRICT 4

PRESIDENT: Karin Taylor
 New 09/10 Year
 Phone: (509) 786-2819

VICE-PRESIDENT: Annalyce Bishop
 New 09/10 Year
 Phone: (509) 438-2684

SECRETARY/TREASURER: Beverly Crow
 Phone: (509) 967-2787

Growing Labor Unions Will Grow Our Economy

Ask anyone, and they will tell you that the subprime mortgage mess brought down our economy. Otherwise, the economy was “fundamentally sound.” I’ll agree that tanking mortgages pushed us over the edge, but the subprime train wreck was only a symptom of a much larger problem. If subprime mortgages hadn’t got us, something else would have.

Here’s what I think happened. Beginning around 1980, labor union strength began to decline and wage growth slowed dramatically. For a while, working families compensated by having more family members take jobs, but eventually stagnant wages and rising costs took their toll. More families became trapped in debt as they tried to maintain a middle class way of life on wages that were no longer up to the task.

Even though wages were stagnant, American workers continued to become more and more productive. This is something all of us can be proud of. But since there were not enough labor unions to bargain that productivity into higher wages, super wealthy owners fattened up on what otherwise would have gone to middle class families. Since 1980, the share of wealth and income going to the upper one percent of Americans more than doubled.

As the super-rich got even richer, they became more powerful. They changed banking rules to allow them to play fast and loose in ways that were once illegal.

They changed the tax system in ways that would benefit them at everyone else’s expense. Rather than build factories that put Americans to work, they sent jobs overseas. Rather than pay workers middle class wages, they lent money to middle class families on increasingly risky terms.

Now we have the witch’s brew: one part working people struggling to stay in the middle class, one part the gains from productivity growth going to the wrong people, and one part unimaginable fortunes chasing short term gains at any cost. We shouldn’t be surprised that when Big Money met underpaid workers, the result was too much debt and too much funny money for the overall system to bear.

Looked at this way, we have a big policy problem. If we continue treating symptoms instead of problems, as we are now doing, the best we can hope for is to put things back the way they were. If we do that, we will have more rogue banks, more people without middle class incomes, and more fat cats running both Washington and Wall Street.

Lasting recovery will come only when we start treating the problem: without middle class wages, there is nothing “fundamentally sound” about our economy. We must grow our labor unions so they can do what only labor unions can do: keep the gains from worker productivity in the hands of working people.

Richard A. Levins is Professor Emeritus of Applied Economics at the University of Minnesota. He is a popular writer and speaker on issues of market power and labor. You can learn more about his work at www.middleclassunionmade.com.

Steward Areas of Assignment

The state-level stewards areas of assignment are broken down by WARLCA County Units. Each county unit is represented in whole by a specific state-level Steward with the exception of two which are broken down by zip code. All contact information for the state-level stewards can be found on your website or on page 23.

Cheri Freeman

East Central
North East
Whitman-Asotin

Patrick Pitts

Island-Skagit-San Juan
Peninsula
Whatcom
King-Snohomish—982 Zip Codes

Monte Hartshorn

Lower Columbia
Mutual—985 Zip Codes

Renee' Cowan

King-Snohomish—980 Zip Codes
Mutual—983 & 984 Zip Codes

Joyce Patteson

Apple Valley
North Central
South East

Oversight of all of WA

If you have a Local Steward or Area Steward assigned to your office, that is the first person with whom you should make contact. Both Local and Area Stewards can only represent and/or give assistance to the rural employees in the specific office(s) to which they're assigned. Following are the Local Stewards and their assigned office:

Lynda Toulou—Addy
Jane Booy—Airway Heights
Donna McKay—Arlington
Sharon Bullion—Auburn
Dawn Bruns—Battleground
Shawn Johnson—Bellevue
Shirley Smith—Bellingham
Dan Flammang—Blaine
Mike Perigard—Bremerton
Janelle Mee—Brush Prairie
James Crouse—Camas
Lisa Crape—Castle Rock
Jamie Matthews—Centralia
Kristy McKee—Chehalis
Mitch Freeman—Chewelah
Andrew Shea—Clinton
Billie Shinall—Colfax
Jill Howard—Colville
Jessica Addis—Coupeville
Alicia Peterson—Eatonville
Lora Needham—Enumclaw
Bev Adams—Ferndale
Carol Halverson—Gold Bar
Taralee Hill—Granite Falls

Cindy Koker—Greenacres
Jack Stewart—Liberty Lake
Kurt Eckrem—Marysville Annex
Janie Walla—Marysville Main
Nola Two Feathers—Mount Vernon
Cathy Charbonneau—North Bend
Dave Gilbert—Olympia Lacey
Dave Wood—Port Angeles
Katre Milliron—Puyallup
Linda Dougherty—Reardan
Sherry Holcomb—Ridgefield
Dan Marshall—Seattle Bainbridge
Sherrie Flansburgh—Shelton
Linda Gaudette—Snohomish
Dorie Hill—Spokane Valley
Mariann Faulkner—Stanwood
Dawn Ayers—Sumner Main
Kathy Beebe—Vancouver
Steve Higgins—Walla Walla
Tom Corcoran—Washougal
Tammy Donaghue—Wenatchee
Bev Crow—West Richland
Kathy McLean—Woodinville

We now have two Area Stewards who act as Local Stewards in their assigned offices. Following are the Area Stewards and their assigned offices:

Mariann Faulkner—Anacortes, Burlington, Everett, Everson, Freeland, Friday Harbor, La Conner, Lake Stevens, Lynden, Monroe, Oak Harbor, & Sedro Woolley

Tony Lott—Gig Harbor, Port Orchard, Poulsbo, Sequim, Silverdale, & Vashon

STATE OFFICERS AND STEWARDS

PRESIDENT

Senior Assistant State Steward
Patrick Pitts
PO Box 1746
Orting, WA 98360-1746
Phone and Fax 360-620-6235
McCormickmailman@aol.com

VICE PRESIDENT

Senior Assistant State Steward
Cheri Freeman
603 West Clay Ave.
Chewelah, WA 99109-9113
509-675-1350
Fax 509-935-6681
cherirose99109@hotmail.com

SECRETARY-TREASURER

Rural Carrier Health Insurance
Rebecca Wendlandt
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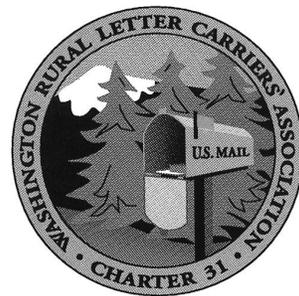
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