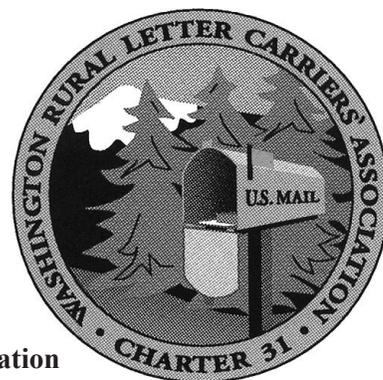


WASHINGTON RURAL CARRIER



Official Publication of the Washington Rural Letter Carriers' Association

January 2011

Where Service Begins With a Smile

MEMBERSHIP RECRUITMENT

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State of Our Union

Cheri Freeman

WARLCA President

It is more important than ever to be an informed rural carrier. We are working in an extreme working climate where managers are being pushed to cut down hours and spend as little as possible to get the job done. At the same time, managers, especially new managers, have to learn their jobs by the seat of their pants. What little training is available is only online and the managers have to find the training time during working hours while doing all the other required duties. Is it any wonder that they're making contractual mistakes? Is it any wonder that they don't realize some directions coming from Seattle might not be contractual? Rural carriers need to know their own contract and their rights guaranteed therein. If you get an order or a new duty and it doesn't "feel" right, call your steward and find out. Don't take your manager's word for it. Check it out. Remember – you have 14 days to file a grievance! Your steward, local or assistant, can find out the facts. You can also research answers to your questions on the NRLCA Website: www.nrlca.org and the WARLCA Website: www.warlca.com.



Negotiations on our contract have broken down and arbitration is looking very likely. There is legislation that was brought forth in the previous Congress that would take the neutrality out of the arbitrators' hands. I am confident that with the failure of

Congress to pass any relief for the Postal Service's requirement to pre-fund future retiree's health benefits and thus the Postal Service's continuing financial spiral downward, this legislation will be put on the table once again. Another Congressional action could change the delivery days from 6 to 5 when they vote on the Appropriations (Budget) Bill. One of the Union's functions is to lobby Congress on our behalf. We have PAC funds that we use to support candidates who vote positively on our issues or reflect our views in their campaign statements. Our lobbyists do not care what political party a candidate, Representative, or Senator is affiliated with. We give money and support to the people who have supported us, the Union worker. Due to Congress' control over the USPS, it is the Union's responsibility to inform the membership which candidate has embraced our view of our issues. The Union does not require that any association member vote for any particular candidate but we want you to be an informed voter. You can help by writing letters to your Congressional representatives and by sending a donation to PAC.

I would like to take this opportunity to discuss how your State Board operates. The board is made up of the President, Vice Pres., Sec./Treas., and four District Representatives. All meetings have an agenda that is sent out prior to the meeting for review, comments, and additions. Consensus is the goal for all decisions but if, after everyone has had a chance to address the issue and consensus is not reached, a vote is taken. Once the majority has decided it becomes a 'board decision' and everyone agrees to abide by it. You have elected a strong, diverse, and verbal board. While we have many opposing opinions, we all respect each other and have shown remarkable ability to discuss difficult issues, disagree, come to a decision, and move on to the next issue. We take our responsibility to do the work of the Association very seriously.

The board has prioritized our business meetings into Duty of Fair Representation and oversight of the budget. The largest expenditure is the steward system. We now have many unfunded but mandated

responsibilities placed on us by our National Board. All State Level Stewards are required to have an association-provided computer 5 yrs old or newer, cell phones, and multifunction fax, scanner, copy machines. Your board reviews the requirements at each meeting and tries to schedule replacement only when necessary and when we can find the necessary equipment on sale. In order to reduce the cost of board meetings we have reduced each board meeting by a minimum of one full day or more. The budget is reviewed at every meeting and any expenditure requested between board meetings is discussed and voted on by emails.

The next board meeting starts March 27 at Federal Way. If you have any items you wish to be addressed please send me a hard copy letter (support our jobs) on or before March 18 so it can be placed on the agenda.

It is winter and the roads are crowded, wet, icy, snowy and just plain yucky. There have been many reports of rural carrier accidents, including those with injuries. Remember that your goal, every day, should be to go home to your family! BE SAFE!

KEEP 6 DAY DELIVERY

Becky Pike

WARLCA Vice President

What's the big worry, I have a job. Well, there is a big worry. We need to fight for our jobs as we know them today. The best way to do this is by writing your U.S. Representative and U.S. Senators today. There are form letters on the NRLCA web site at nrlca.org with mailing addresses that say everything for you. You only need to print and sign the letters. Now how easy is that! You'll be giving your voice to the people who vote on legislative bills that determine whether we keep our 6 day delivery status. Keeping the 6 day delivery will keep jobs for the substitute and RCA carriers that depend on



getting a pay check every two weeks to pay the bills. If you prefer to draft your own letter, that is OK too. Keep it brief and only refer to the one topic so it will be filed with all the letters on one subject. Don't be shy about writing~~write every payday~~ we want the file to be fat with letters opposing 5 day delivery!

See You All in Federal Way

Susie Hill

District 1 Representative

Mark your calendar for the Spring Informational Meeting March 27. It will be held at the Hampton Inn in Federal Way. The State Board will present short seminars on several topics of importance. Find out the latest happenings and renew friendships Sunday afternoon. Watch the mail for the meeting notice will all the details.



Do you know your flag etiquette? It is an extensive topic but here are a couple of points. When the U.S. flag is in a procession, whether a parade or presentation, all should rise. As the flag approaches your location you should salute the flag until it passes. Men should remove their head covering. The salute should also be given during the playing of the National Anthem. You should face the flag and salute. If no flag is present then turn toward the music. Respect your flag and those who have served to protect it.

Western States Conference

Idaho will host this year's WSC in Meridian on April 20-22. It will be held at the Courtyard by Marriott Boise West-Meridian. Please check the warlca.com website for details. The WSC has been compared to a mini-National Convention, up close and personal. This is a great chance to meet your National officers close to home.

District 2 Hosts 2011 State Convention

Renee' Cowan

District 2 Representative

With all of the changes happening in the Postal Service and in your union how is a rural carrier to keep up with it all? Where can they have their voice heard? How can they make a change? Well, I will tell you how; go to your annual meetings, submit resolutions and be a delegate to this year's State Convention to obtain information and have your voice heard.



Final preparations are being made to make this year's State Convention a success. There are still some minor details to iron out but it is my hope that the upcoming convention will happen without any major issues...

Our convention will be held at The Inn at Gig Harbor. The Inn only has 64 guest rooms so I would encourage you all to register early and don't forget to make your room reservations. We have a very small room block. You will find your registration form in this issue of the Washington Rural Carrier.

Provident Guild

Cindy Koker

District 3 Representative

Hello all future Provident Guild members! After attending the Provident Guild meeting at the National Rural Letter Carriers Convention in Spokane this year I am happy to give you the opportunity to join this fraternal organization



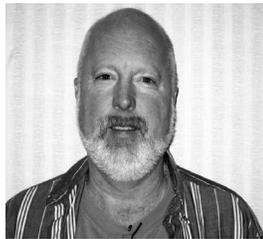
that was created and is operated by rural carriers for all members of the NRLCA and their spouses, if they are a member of the Auxiliary. You may join at any level regardless of age classification as long as you are under the age of 56 or under the age for the class. You will always remain a member as

long as you keep your annual dues of \$10 to \$50 current even if you leave postal employment. There is a \$2 entry fee. The payout upon the death of the member can range from \$1000-\$5000 depending on the original class you enrolled in with 30% being available immediately. You will need to notify the secretary of the Provident Guild at the address listed on the bottom of your last dues receipt within 60 days with a copy of the death certificate. If the death occurs in June the claims need to be in their hands by July 30th or no benefit will be paid in either case. Benefits do not decrease as you grow older. This is a bargain for today's market. You do not need a physical and you will not be cancelled at age 65.

At the current time Diana Hausfeld is the Rural Carrier Provident Guild Secretary at PO Box 105 Minster, Ohio 45865-0105. If you need help contact me, Cindy Koker at 509-869-2799. Please contact me or look for an application at your local meetings to join this very special non-profit fraternal organization.

WARLCA History

Hi, I'm Ed Ogdon, your District 4 Rep. I have always been fascinated by old things and our history so I have volunteered to start a historical web page on our website, WARLCA.com. I want to try to keep this personal to you. What I mean by that is I want pictures and stories about your dad or mom, grandparent, uncle, whomever, just as long as they were related to you and they were connected to the Postal Service. If you have pictures and stories about early Postal delivery in the State of Washington please e-mail me at Kingog@live.com. I look forward to hearing from you and please watch the website for the historical page.



Updates from Becky

Becky Wendlandt
WARLCA Secretary-Treasurer

Does anyone up at postal headquarters really care about saving the USPS?

You would think with the increased number of managers the USPS has that they would catch this before it happens. But apparently, it keeps happening even after the OIG reported on previous problems. From PostalNewsBlog:

“OIG: USPS wasted \$35 million sending first class mail via FedEx

The US Postal Service Inspector General has found that the USPS is paying FedEx to transport and sort First Class Mail that could have been handled more cheaply by surface transport, the airlines, and postal employees. The audit covered transportation costs in the Capital Metro, Eastern, Great Lakes, and Northeast Areas.

The OIG's report found:

It was more effective and economical in some cases for the Capital Metro, Eastern, Great Lakes, and Northeast Areas to use ground transportation and domestic air carriers as well as to sort mail at Postal Service plants than to use FedEx to perform these functions. Because the areas used FedEx, the Postal Service incurred about \$35.3 million in unnecessary costs. If these areas implement our recommended changes, we estimate the Postal Service could save \$170.6 million over a 10-year period.

Previous OIG audits identified \$390 million in potential unnecessary charges due to the use of FedEx in other areas.”

USPS is broke, except for a few!

I work in a cement block building that has asbestos in it. But NOT those who decide our future and THINK they know how we should do our jobs (after 30 years I think I can figure it out, how about you?) So here are the perks for the rich who are getting richer on our work! If headquarters really wanted to save the USPS why don't they sell that prime location and move to a cheaper building on



the outskirts of DC, or better yet, put headquarters in a mail plant so they could really see what is happening!

“USPS OIG plans to spend \$5 million to renovate its headquarters

Solicitation posted by the US Postal Service Office of Inspector General:

The United States Postal Service (USPS) Office of Inspector General (OIG) plans to issue a Firm Fixed Price Contract for a multi-phased Office Renovation to their Headquarters facility located at 1735 N Lynn Street, Arlington, VA. The work includes all labor and materials necessary to complete the renovations in accordance with USPS OIG approved specifications and drawings. Proposers should recognize the building is occupied and the project will be completed in multiple phases to avoid disruption of facility operations. The estimated cost of the project is between \$4.8 million and \$5.6 million, with construction completion within 365 calendar days from receipt of notice to proceed for the total project. The project consists of renovating 123,126 interior sf in an existing 12-story commercial office building. Work includes demolition and new work on 6 floors. Demolition work includes but is not limited to, interior partitions, casework, acoustical ceilings, lighting, mechanical diffusers and plumbing fixtures. All mechanical ductwork shall remain. New work includes new gypsum board partitions, new finishes throughout including; acoustical ceiling tiles, gypsum bulkheads, painted walls, broadloom carpet and vinyl tiles. Work also includes new lighting, electrical and IT wiring throughout and limited mechanical, plumbing and sprinkler work.”

Want a 2% pay raise?

You are getting a 2% raise in your pay thanks to Congress. Due to the recently passed Tax Relief, Unemployment Insurance Reauthorization, and Job Creation Act of 2010, FICA tax rates are being cut by 2% for employees for the year **2011 only**. What this means is that the FICA (**Federal Insurance Contributions Act**) tax that was normally 6.2% of our gross pay is now 4.2%. So if your gross pay is \$1200 a pay period the tax will now be \$50.40 taken

out instead of \$74.40, thus giving you \$24 more in your take home pay per pay period, or \$624 for a year if your gross pay is \$1200. Finally, some good news!

USPS Pay Stub Details:

Check out the USPS lite blue website at www.liteblue.usps.gov/wps/portal/!ut/p/.scr/Login

Login with your employee ID and your pin and check out Employee apps – Quick links. Look for your e payroll and click on this. You will find the complete detail on your pay. It is lots easier to read than the paystubs we receive.

Also on the same website go to eOPF – check out your dates for accuracy on the Form 50 and RTR!!! This is what is going to be used to figure step increases and retirement so make sure it is correct.

Do you wonder what the future holds for you as a rural carrier?

I sure hope you do, because your future is up to you. Want to know what is happening with the USPS, our contract, future pay, benefits, retirement, rules, ema, etc? The only way to find out is to attend your State Convention and hear what our National Officer has to say. Plenty of time to get answers to your questions from our National Officer who knows the answers and works directly with the USPS headquarters. Let your National Officer know what is happening in your office at State Convention. To be a paid delegate to state convention the first step is to go to your annual spring county meeting and ask to be a delegate. All first time attendees say they learn more at the state convention than all of the year at the USPS, and they learn the facts, not just rumors! You will be welcomed and your opinions are valued.

Remember, what happens in the office and on the route stays there. My mom use to say when you go home it is time for you, your family, and your critters. Don't let USPS issues steal away your joy and time with your family. (I say this every day to myself on the way home, it is an on-going work in progress.)

Best to you and yours in 2011!

Washington Rural Letter Carriers' Association
Statement of Activities - Previous Year Comparison
 July through December 2010

	Jul - Dec 10	Jul - Dec 09	% Change
Ordinary Income/Expense			
Income			
400000 · Dues Income	246,178.31	245,952.93	0.1%
410000 · National General Insurance-GM...	10,813.78	10,454.75	3.4%
420000 · Reimbursements & Refunds	50,484.40	32,585.64	54.9%
Total Income	307,476.49	288,993.32	6.4%
Expense			
500000 · Per Capita Expenses	453.42	4,872.58	-90.7%
520000 · Meetings and Conventions	21,442.03	57,250.66	-62.6%
530000 · Equipment Expense	2,442.41	1,693.76	44.2%
550000 · Other Expenses	48,744.18	49,608.44	-1.7%
610CF · President - Cheri Freeman	728.45	0.00	100.0%
610PP · President - P. Pitts	2,105.40	2,094.35	0.5%
620CF · Vice President - C. Freeman	4,720.96	3,553.90	32.8%
620RP · Vice President - R. Pike	1,391.45	0.00	100.0%
630RW · Sec/Treas. - R. Wendlandt	30,958.42	10,346.43	199.2%
631RW · Full Time Sec-Tres -R.Wendlandt	0.00	24,831.38	-100.0%
640SH · Editor - Susie Hill	5,357.66	4,588.64	16.8%
645000 · Washington Rural Carrier (WRC)	1,963.79	1,596.40	23.0%
650RP · District 1 - R. Pike	2,337.90	3,301.80	-29.2%
650SH · District 1 - Susie Hill	214.66	0.00	100.0%
660RC · District 2 - R Cowan	3,454.35	2,047.50	68.7%
670CK · District 3 - C. Koker	5,054.86	3,486.72	45.0%
680EO · District 4 - E. Ogdon	3,766.93	2,190.50	72.0%
700000 · Steward Training Expenses	7,842.91	10,652.27	-26.4%
700JP · Full Time State Stew-J.Patteson	11,803.43	37,015.29	-68.1%
700PP · Full Time State Stew - P. Pitts	29,780.42	0.00	100.0%
701PP · Full Time Assistant-P. Pitts	8,423.82	24,306.70	-65.3%
702CF · Full Time Assistant -C. Freeman	0.00	15,446.03	-100.0%
740MH · Senior Asst Stew - M. Hartshorn	7,054.81	8,121.25	-13.1%
770JP · Senior Asst Stew - J. Patteson	6,176.45	0.00	100.0%
780PP · Senior Asst Stew - P. Pitts	0.00	9,148.36	-100.0%
791RC · Senior Asst Stew - R. Cowan	28,210.06	23,418.83	20.5%
792CF · Senior Asst Stew - C. Freeman	21,846.19	9,041.73	141.6%
872 · Area Steward - A. Lott	0.00	709.84	-100.0%
873MF · Area Steward - M. Faulkner	1,828.92	0.00	100.0%
874JT · Area Steward - J. Taylor	1,206.75	0.00	100.0%
880LS · Local Steward	55.26	312.14	-82.3%
Total Expense	259,365.89	309,635.50	-16.2%
Net Ordinary Income	48,110.60	-20,642.18	333.1%
Other Income/Expense			
Other Income			
450000 · Interest Income	958.56	1,507.96	-36.4%
Total Other Income	958.56	1,507.96	-36.4%
Net Other Income	958.56	1,507.96	-36.4%
Net Income	49,069.16	-19,134.22	356.5%

Washington Rural Letter Carriers' Association
Statement of Financial Position - Compared to Previous Year
As of December 31, 2010

	<u>Dec 31, 10</u>	<u>Dec 31, 09</u>	<u>% Change</u>
ASSETS			
Current Assets			
Checking/Savings			
101000 · Chkg - WA Trust Bank	10,197.17	22,020.76	-53.7%
102000 · Svgs - APCU	48,140.83	11,860.80	305.9%
103000 · Chkg - Atlanta Postal Credit Un	294.15	527.77	-44.3%
104000 · Emergency Fund - APCU	3,413.46	0.00	100.0%
141000 · C.D.#71 APCU 12 mo (8-1-2006)	30,276.36	29,543.78	2.5%
143000 · C.D.#73 APCU-12 mo (2-8-07)	29,120.62	28,485.65	2.2%
Total Checking/Savings	<u>121,442.59</u>	<u>92,438.76</u>	<u>31.4%</u>
Total Current Assets	<u>121,442.59</u>	<u>92,438.76</u>	<u>31.4%</u>
TOTAL ASSETS	<u>121,442.59</u>	<u>92,438.76</u>	<u>31.4%</u>
LIABILITIES & EQUITY			
Liabilities			
Current Liabilities			
Other Current Liabilities			
210000 · Payroll Liabilities			
210100 · 941 Employee FICA Tax W/H	-4,442.22	-3,048.66	-45.7%
210400 · 940 (FUTA) Federal Unemployment	38.99	57.98	-32.8%
210500 · State Unemployment Tax	94.30	57.29	64.6%
210600 · Labor and Industries Tax	582.68	684.60	-14.9%
220000 · Full Time Employee Liabilities			
220100 · Full Time Life Insurance	226.76	110.03	106.1%
220200 · Full Time FERS Liability	4,359.04	1,105.26	294.4%
220300 · Full Time Health Insurance	9,445.46	1,853.10	409.7%
220500 · Full Time Accrued Annual & S/L			
220502 · Patrick Pitts Accrued A/SL	9,442.86	0.00	100.0%
Total 220500 · Full Time Accrued Annual &...	<u>9,442.86</u>	<u>0.00</u>	<u>100.0%</u>
Total 220000 · Full Time Employee Liabilities	<u>23,474.12</u>	<u>3,068.39</u>	<u>665.0%</u>
Total 210000 · Payroll Liabilities	<u>19,747.87</u>	<u>819.60</u>	<u>2,309.5%</u>
Total Other Current Liabilities	<u>19,747.87</u>	<u>819.60</u>	<u>2,309.5%</u>
Total Current Liabilities	<u>19,747.87</u>	<u>819.60</u>	<u>2,309.5%</u>
Total Liabilities	<u>19,747.87</u>	<u>819.60</u>	<u>2,309.5%</u>
Equity			
390000 · Net Assets	52,625.56	110,753.38	-52.5%
Net Income	49,069.16	-19,134.22	356.5%
Total Equity	<u>101,694.72</u>	<u>91,619.16</u>	<u>11.0%</u>
TOTAL LIABILITIES & EQUITY	<u>121,442.59</u>	<u>92,438.76</u>	<u>31.4%</u>

Please note: State Secretary-Treasurer Becky Wendlandt's e-mail address has changed. You can reach her at warlca@gmail.com. Her phone and mailing address remain the same.

The Eyes, The Ears, and now The Voice

Patrick Pitts
WARLCA State Steward

Many of you have stood as the eyes and ears of the Union in your local office. Your state-level stewards have relied on you to make them aware of improper instructions given by local managers, scheduling problems, contractual violations, etc. I cannot understate how very much your diligence in ensuring the contract is followed and carriers are treated properly is appreciated. Without your eyes and ears I have no doubt that many improprieties in local offices would go unnoticed, and unchallenged by the Union.



In December of 2007 there were 61 local stewards in Washington. As of January, 2011, that number is down to 46. In every office with rural delivery there exists one person, and quite often there is more than one, who possess the skills, drive, and determination necessary to serve as the local steward. **Your Union needs you!**

Local stewards receive training at the state level prior to being certified as a local steward, and, once certified, you will have direct contact with an assigned state-level steward who will serve as your advisor; who will lead you step-by-step through the grievance procedure. You do not need to worry about “not knowing what you’re doing” because not only will you have the local steward training to get you started, but also the direct contact with a state-level steward for any questions you may have.

As a local steward you will be compensated by the Postal Service for time spent in grievance handling, including the time necessary for investigation and meetings with management. You will also be compensated by the Postal Service for the time necessary to write a grievance. When we have a local steward in place in a given office, the Postal Service bears the financial burden at Step 1 of any grievances that arise in that office. Without a local steward, the financial burden is borne by the Association.

The process of becoming a local steward is quite simple. A form calling for the election of a local steward is posted in your office for a minimum of 15 days.

During this 15-day period, any Union member can place their name on the form indicating their desire to be considered for the position. At the end of the 15-day period, at the time and place identified on the form, an election is held and the person receiving the majority of the Union member votes cast is elected as the local steward. You will then be scheduled for the new local steward training. The steward election form (Form 10) is available on the NRLCA website. Once you have logged on to NRLCA.org, navigate to “Steward Operations”, click on “References” and then “NRLCA Forms” and select “Form 10.” You can also obtain a Form 10 from any of the state-level stewards.

Now is the time. You have served as the eyes and ears of the Union; it’s time for you to serve as the voice in your local office.

Feel free to contact me with any questions you may have. I look forward to welcoming you to the steward-ranks of the Washington Rural Letter Carriers’ Association.

Washington Rural Letter Carriers’ Association

Local Stewards as of January 1, 2011

Beverly Adams – Ferndale
 Jessica Addis – Coupeville
 Annette Anderson – Port Orchard
 Dawn Ayers – Sumner
 Kathy Barnett – Sequim
 Kathleen Beebe – Vancouver
 Jane Booy – Airway Heights
 Dawn Bruns – Battle Ground
 Sharon Bullion – Auburn
 Cathy Charbonneau – North Bend
 Lisa Crape – Castle Rock
 James Crouse – Camas
 Beverly Crow – West Richland
 Tammy Donaghue – Wenatchee
 Kurt Eckrem – Marysville
 Mariann Faulkner – Stanwood
 Sherrie Flansburgh – Shelton
 Mitchell Freeman – Chewelah
 Linda Gaudette – Snohomish
 Estella Getty – Spanaway
 Kristian Granish – Olympia
 Carol Halverson – Gold Bar
 Levi Hanson – Nine Mile Falls
 Stephen Higgins – Walla Walla

Doretta Hill – Spokane
 Sherry Holcomb – Ridgefield
 Shawn Johnson – Bellevue
 Randy King – Bow
 Cynthia Koker – Greenacres
 Tony Lott – Bremerton
 Dan Marshall – Bainbridge Island
 Jamie Matthews – Centralia
 Donna McKay – Arlington
 Kristy Mckee – Chehalis
 Janell Mee – Brush Prairie
 Taralee Mohr – Granite Falls
 Lora Needham – Enumclaw
 Alicia Peterson – Eatonville
 Andrew Shea – Clinton
 Shirley Smith-Oswald – Bellingham
 Tommie Spence – Olympia-Lacey
 Lynda Toulou – Addy
 Nola Two Feathers – Mount Vernon
 Janie Walla – Marysville Carrier Annex
 David Wood – Port Angeles

Area Stewards

Mariann Faulkner - (425) 308-1163
 Anacortes, Burlington, Everett, Everson,
 Freeland, Friday Harbor, La Conner, Lynden, Monroe,
 Oak Harbor, and Sedro Woolley
Jeff Taylor – (509) 993-0188
 Chattaroy, Liberty Lake, Otis Orchards, and
 Veradale

State-level Stewards

(Areas of assignment are broken down by
 County Unit)
 (Contact information available at WARLCA.
 com)

Renee' Cowan – King-Snohomish – 980 Zip
 Codes, Mutual Counties – 983 & 984 Zip Codes

Cheri Freeman – East Central Washington,
 North East Washington, Whitman-Asotin

Monte Hartshorn – Lower Columbia, Mutual
 Counties – 985 Zip Codes

Joyce Patteson – Apple Valley, North Central
 Washington, South East Washington

Patrick Pitts – Island-Skagit-San Juan,
 Peninsula Counties, Whatcom, King-Snohomish
 - 982 Zip codes, including supervision and
 administration of the steward system in
 Washington State.

Remembering Judi

We were saddened to learn of the passing of Judi Peck. Judi was a past King-Snohomish officer, District 1 representative and State President. She was also a Sr. Asst. State Steward and mentor to many in the steward system. She will be missed by her husband, Mike, two daughters and a son and several grandchildren plus all her rural carrier friends.

Sign Up for PAC

Susie Hill

Can you spare 35 cents per day? Sign up for either a payroll deduction or an electronic fund transfer from your checking account and it's an easy way to donate \$10 a month to PAC-job insurance on a budget. You can help our National office keep Congress informed of our views and needs. Forms are available on the nrlca.org website or let me know if you want one and I will send one to you. And you might even win a prize in June at State Convention!

New Members

Brenda Aberle	Ellensburg
Evelyn McCall-Sterett	Wilbur
Peng Wang	North Bend
Venus Walch	Sumner
John Eckerdt	Vancouver
Jennifer Frunz	Valley
Teresa Hughes	Ellensburg
Patricia Verbeck	Brewster
Morgan Young	Pasco
Barbara Stirm	Sumner
Nataliya Khripchenko	Pasco
Patricia Waterman	Pasco
Dave Erpenbeck	Port Angeles
Karen Montgomery	Battle Ground
Kristin Nerton	Camas
Brandi Allen	Rochester
Joseph Venturo Jr.	Marysville
Sandra Bandel	Graham

**OCTOBER 16-17-18, 2010 MINUTES FROM
WARLCA BOARD MEETING
Best Western, Ellensburg, WA**

MEMBERS IN ATTENDANCE: Cheri Freeman, President; Becky Pike, Vice-President; Becky Wendlandt, Secretary/Treasurer; Renee' Cowan, District Two; Cindy Koker, District Three; Ed Ogdon, District Four; and Patrick Pitts, State Steward. Susie Hill, District One not in attendance due to prior engagement.

President Cheri called the meeting to order at 1:00 PM. After a brief positive go around, President's Remarks, and appointing Ed as a timekeeper, we reviewed the agenda. The reading of the ground rules was waived by consensus. The minutes from the July 25-28, 2010 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 minutes from the August 12, 2010 meeting were read and approved. Correspondence and board policy was reviewed.

State Steward Report:

Patrick updated the board on ADOP usage, grievance update, current issues, enhancement training, state level steward summit, regional training, and Weingarten cards. Some current grievances are addressing RDSOP and casing equipment. We have 46 local stewards as of this date. Grievance Update: 16 cases pending National arbitration, but none are from Washington State. 42 open cases at Step 4, of which 3 are from WA. 2 WA route consolidations are being held in abeyance. Patrick is working on encouraging Seattle District to hire and putting together a procedure for WA state stewards that will let the board know by the next board meeting of all the grievances in WA State including local.

Upcoming Enhancement training: Two were held in November in Everett and Benton County PUD.

March 6, 2011 at Longview area with Monte being the trainer.

March 13, 2011 at Mirabeau Hotel on Sullivan Road, Spokane Valley with Cheri being the trainer.

State Secretary-Treasurer Report:

- **Membership:** We are currently at 1853 (down 16 from last board meeting). Becky sent out the membership recruitment booklet to 36 new hires for this year.
- **Finances:** The board reviews the ADOP usage every month for future use. The financial statement is sent out each month, along with the ADOP usage.
- **Constitution Proposed Changes:** Suggest that we need to put the full time salary in the constitution like we have for part time. This can be proposed from a county for next year's state convention.
- **Weingarten Cards:** Patrick gave the District Reps Weingarten cards to hand out and also will be handed out to the local stewards at enhancement training.
- The board reviewed the equipment list, contract for full time employees and vouchers for July, August, and September 2010.

Budget: Planning for the 2010 – 2011 Association Year:

Spring Informational Meeting: The spring informational meeting will be at the Hampton Inn and Suites in Federal Way for 80 people theatre style on March 27, 2011 from 1 PM to 4 PM.

National Steward Training: Patrick and Monte will attend National Steward training in Washington DC.

Legislative Seminar: May 21, 2011 travel, seminar May 22, 23, 24, 25, and travel back May 26, 2011 for legislative seminar. Cheri and Becky Pike will attend.

Board Meetings: The spring board meeting will be in conjunction with the Spring Informational Meeting on March 27, 2011 at the Hampton Inn and Suites in Federal Way. Board meeting will be March 28, 2011 and March 29, 2011 from 8:30 AM to 5:30 PM, March 30, 2011 from 8:30 AM to 1 PM.

The pre-convention board meeting will be Saturday, June 25, 2011 from 8:30 AM to 5:30 PM at Gig Harbor Inn.

Website:

Patrick gave the updates on the WARLCA website. Some stats included:

December 15, 2009 to March 15, 2010: 1,566 visits from 629 visitors viewing 6,331 pages with 4.4 pages per visit average. March 15, 2010 to June 15, 2010: 2,179 visits from 944 visitors viewing 10,450 pages with 4.8 pages per visit average. June 15, 2010 to September 15, 2010: 1,989 visits from 929 visitors viewing 9,708 pages with 4.9 pages per visit average. September 1, 2010 to October 15, 2010 we had 30.59% of traffic from new visitors. Only State that has not hit the website is New Mexico. All other states and many foreign countries have hit it.

National Convention 2010 Wrap-up:

The board decided to take the vests to state convention and sell them for \$5 each to committee members first, then others, with the money to go back in the general fund.

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 informational presentations. The board put a \$30,000 dollar cap on state convention delegate pay. Consensus not to have any speakers except for the National Officer. If there is a junior program it will be before the memorial on Tuesday morning. Sunday before state convention will be just the national officer and steward system.

State Convention 2012:

We have a signed contract for the Red Lion in Wenatchee for the following dates; Saturday June 23, 2012 board meeting. Sunday June 24, 2012 for informational meetings and presentation by National Officer and other speakers and county officers training. Monday June 25, 2012 start business session of convention and banquet in the evening. Tuesday June 26, 2010 finish business session of convention. Contract is for \$3,200 in food purchase and must meet 80% of 70 room nights to waive the meeting room costs. \$50 fee for set up per room. One free room for every 35

room nights. Price for single queen is \$105.95 (Prices include comp. breakfast and internet). Price for double queen is \$115.95. Triple is \$125.95 and quad is \$135.95.

State Convention 2013:

State Convention 2013 will be in District One. Susie will be checking out locations. Dates will be June 23, 24, 25th 2013 (Sunday, Monday, and Tuesday)

County Units:

The board heard reports from each district representative present on updates on the county meetings.

Becky had submitted each county's E Postcard to IRS and sent copies to the board and to the counties.

Consensus to charge 35 cents a card for State to do the county meeting notice upon request if the county has funds to pay for it.

Washington Rural Carrier:

Next Issue: **January 2011 Paper:** Articles due to Susie by January 10, 2011 and sent to printer by January 20, 2011. **April 2011 Paper:** Articles due to Susie by March 1, 2011 and sent to printer March 8, 2011.

The board adjourned at 11 AM on October 18, 2010. Respectfully Submitted to the Board,
Becky Wendlandt

CAMPAIGN ANNOUNCEMENTS

Campaign announcements for those wishing to run for State office or National Delegate positions will be accepted up to the deadline for the next issue of the WRC, March 1, 2011. There is a 250 word limit. Please use Microsoft Word doc. if possible. Send to s.k.hill@comcast.net or PO Box 93, Vashon, WA 98070-0093

RESOLUTION

CHECK APPROPRIATE BOX:

- BINDING**
- NON-BINDING**

The following Resolution was adopted at the 2011 Annual Meeting of the (County) _____ Rural Letter Carriers' Association. It is hereby submitted to the Resolutions Committee of the 2011 State Convention in Gig Harbor, 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/Treas Signature: _____

Sign by County Secretary-Treasurer

Date Signed:

Date Sent to State Sec/Treas: _____

WARLCA 2011 STATE CONVENTION REGISTRATION

June 27, 28, 29, 2011 at Inn at Gig Harbor, 3211 56th St NW, Gig Harbor, WA 98335

Room rates are under Washington Rural Letter Carriers' special rate: single/double \$99 and \$109 for triple/quad, plus current state/local taxes

Call: (1-800-795-9980 or 253-858-1111) Room Reservations Deadline is June 4, 2011.

Name: _____ 1st time Attending? _____

Address: _____

Phone: _____ Staying At Inn at Gig Harbor? ____ (we have to meet room night guarantee)
There is a \$40 fee per delegate for registration.

Fee will be waived if the Tuesday night banquet and one lunch is purchased.

A late fee of \$20 will be added if the registration is not
RECEIVED by June 4, 2011 in the State Sec/Treas Office.

Sunday, June 26: 1PM to 4 PM: FREE INFORMATIONAL MEETING FOR ALL UNION MEMBERS

Mini-Seminars concerning hot topics about your job and current issues plus time for Q & A

Attending the Sunday Meeting? # attending _____

Sunday, June 26: Sunday Social 6 PM to 7 PM All Welcome

Cost Each: \$5 Finger food, not a meal (under age 2 free) # attending _____ \$ _____

MONDAY, JUNE 27: CONVENTION STARTS AT 8:30AM

1st Timers to State Convention Meeting at 8 AM # attending _____

Monday Lunch \$15 each Deli Sandwich, Soup, Salad & Desert # attending _____ \$ _____

County Officers Training Monday Evening (Ribs and Sea Bass) at 6 PM

(Free to newly elected and pre-registered 2011/2012 Presidents, V. Presidents, and Sec/Treas)

All welcome – cost to all others \$25 each. # attending _____ \$ _____

TUESDAY, JUNE 28: CONVENTION STARTS AT 8 AM

Tuesday BBO Lunch Buffet, Salad & Desert Lunch at \$15 each # attending _____ \$ _____

Tuesday Evening Banquet/Social 6 PM Buffet (Herbed roasted Chicken) \$25 each

attending _____ \$ _____

WEDNESDAY, JUNE 29: CONVENTION STARTS AT 8 AM

No Lunch Provided

_____ 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 JUNE 4, 2011 TO AVOID LATE FEES.

If you find you are unable to attend, please contact Becky Wendlandt for refund. However, no refunds after June 15, 2011 until after convention and approved by board since we have to guarantee total number of meals ahead of time.

STATE OFFICERS AND STEWARDS**PRESIDENT**

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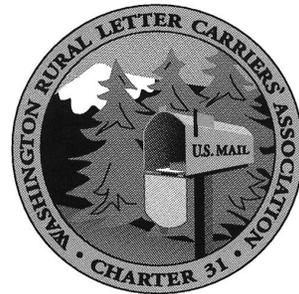
JOIN NOW AND SAVE

New members can earn a \$50 savings bond when they sign a dues withholding form for membership in the NRLCA. Current members who recruit new members are also offered a \$50 bond, just make sure your name is at the bottom of the form as the recruiter. This offer is good through June 20, 2011. Membership forms are available on the warlca.com website and from our state and county secretaries. Let new employees know the benefits of membership and knowledge gained from it.

**Washington Rural Carrier
PO Box 93
Vashon, WA 98070-0093**

**NonProfit Org
U.S. Postage Paid
Blaine, WA
Permit # 106**

WASHINGTON RURAL CARRIER



Where Service Begins With a Smile

UPCOMING DATES TO REMEMBER

Spring Informational Meeting March 27, 2011

State Secretary's new e-mail: warlca@gmail.com

Campaign Announcements due at
Next Deadline March 1, 2011

warlca.com