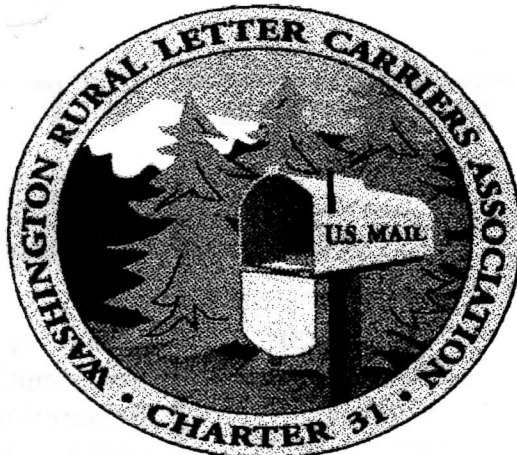


WASHINGTON RURAL CARRIER

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FEBRUARY 2002



NEW ASSISTANT STATE STEWARD JOYCE PATTESON

Where Service Begins With a Smile

At the January 12-13, 2002, WRLCA Board Meeting, Yakima Rural Carrier and Local Steward Joyce Patteson was appointed as our newest Assistant State Steward, effective February 1, 2002. Joyce has been an Area Steward working in offices in the Seattle District east of the mountains and in Pasco, and we are very proud of her support and efforts for the Pasco rural carriers. Welcome, Joyce, and thank you for agreeing to become an Assistant State Steward.

MEET JOYCE

Dear Fellow Carriers,

When Margene informed me that I was to write an article telling a little bit about myself and talk about a couple of issues I felt were important, my first thought was that I didn't remember seeing that in my job description!! Oh, well, here goes!!

I was born and raised in the Yakima area where I have lived all my life with the exception of yearlong forays in my early twenties to Spokane, Kennewick, and Las Vegas, NV.

I have been married to my husband, Don, a contractor, for almost 16 years, and we have a 10-year-old Cocker Spaniel named Mandy who, I swear, understands everything we say! The 3 of us live in Selah where we get great mail service—thank you, Cindy! I like to read, although I don't have much time for it these days. I also like to travel, and have developed quite a passion for golf during the last

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ARBITRATOR'S DECISION

NRLCA Officers' Bulletin

The following are several major provisions of the Arbitrator's Award. The term of the new National Agreement will be November 21, 2000 through November 20, 2004.

The economic package will be as follows:

- Effective 11/18/00-1.2% of the salary schedule in effect on 9/9/00
- Effective 11/17/01-1.8% of the salary schedule in effect on 9/9/00
- Effective 11/16/02-1.4% of the salary schedule in effect on 9/9/00
- Effective 11/15/03-1.2% of the salary schedule in effect on 9/9/00

The 1.2% and 1.8% general wage increases shall be paid as soon as administratively practicable.

Hourly rate employees (RCR's and RCA's) will receive a proportional amount of hourly increase, based on the above.

The Arbitrator upgraded regular rural carriers one pay level. In addition, the arbitrator awarded a \$300 across the board increase for all steps.

Both of the above will go into effect on May 18, 2002.

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Margene Horrell
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This spring the issue of Postal reform will come before Congress once again. The anthrax attacks on the mail caught the public's attention. More people now see the need for reform of the Postal Service. The need to make pricing for the services provided - especially when the need for extra funding for security measures became evident - more competitive and more easily changed to allow for various contingencies I believe is a driving factor here. This year for the first time we have a Senator (Tom Carper, D-DE) who has shown an interest in the issue.

◆ RETIREE LEGISLATION

The NRLCA has been working with the National Association of Retired Federal Employees and is involved in addressing issues of importance to our retirees, including:

- Social Security Government Pension Offset Repeal
- Federal Employees Health Benefit Premium conversion
- Long-Term Care Insurance Tax Deduction
- Social Security Government Pension Offset Reform

Bob McLean, the Executive Director of the Mailer's Council has the following advice for postal employees: "Remember that lifetime employment and pensions for postal employees is no longer a guarantee."

So what can you and I do? Write or call your Congressman or Senator and let him or her know that the service we provide to the public 6 days a week to each and every household in this Great Nation can only be provided by the dedicated employees of the USPS, and at a cost that the public can afford. Remember our competitors would like nothing better than to see the Postal Service go away and if that were to happen you and I would become dinosaurs... we would be extinct!!!

MAIL VOLUME GOES SOUTH

*Respectfully Submitted by Patricia Alexander
WRLCA Vice President and Asst. State Steward*

We have all been hearing the "gloom and doom" reports of the affects of September 11 and the anthrax scare on the volume of mail. Many of us have also heard the story of "no money" before, and somehow this always seems to happen right before contract negotiations or arbitration.

However, a senior manager in the Seattle District had an explanation regarding the loss of mail volume that seems logical. Suppose there are two houses, side by side, and each of them receives five pieces of mail each day. After September 11 and the anthrax scare, one of the houses still receives five pieces of mail each day, but the other house receives only four pieces of mail each day. Now the percentage of mail is down 10% for these two mailboxes, yet we are still stopping at both mailboxes to deliver the mail, and it is unlikely that we would even notice that we are delivering less mail to these two houses.

I think all of us who worked after Christmas and New Year's Day noticed that there was less mail than in years before. There is no Publisher's Clearing House to speak of, and we are being told that

there are few printing jobs awaiting printing and mailing. More and more people are paying bills by Internet, and many of us use the Internet to write letters and keep in touch with our co-workers, families, and friends.

With the mail volume being uncertain, and high DPS percentages being achieved, it becomes more critical than ever to keep an accurate count of the number of active boxes on your route, because even though most economists agree that we are in a recession, the homebuilding industry has not suffered proportionately to the rest of the economy. Consequently, it is possible, or even likely, in some cases, to see enough growth on a route to trigger a two-hour interim adjustment. While the only official document for calculating an interim adjustment is an Interim Adjustment Worksheet, there are nonetheless some simple rules to help you determine if your route qualifies for a two-hour change in evaluation. Please let me know if you need a copy of an Interim Adjustment Worksheet.

After the arbitration is settled and we have a contract at long last, it is likely that a count of our routes will take place. After the count, it would be a good idea for all of us to keep a list of all boxes that have become active since the count occurred. It usually takes from 20-35 additional boxes, depending on the volume factor, for a route to go up two hours.

Rules: Every route gets time for stopping at a mailbox. That time depends on whether the box is curbside or central, and additionally, on whether the route is an L route or non-L route. All central boxes receive one minute credit whether on an L route or non-L route. Curbside boxes, however, receive 1.64 minutes each if on an L route, and two minutes each if on a non-L route. Mileage is credited at the rate of 12 minutes per mile.

When you have calculated that your route has gone up in evaluation by at least two hours, give a request **in writing** to your supervisor, and within two pay periods, you should be reaping the reward of two hours more pay each week. However, if the additional two hours makes your evaluation 47 or 48K, it is very likely that your route will be cut to 43-K. You may be doing less work, but you will also take a large hit from having a lower evaluation. Most of us would prefer not to lose that many hours of evaluation, and consequently, that much pay. Even though a route reaches 47 or 48K, with the decreasing volume and the higher percentage of DPS since the last count, many of us are trying to reason with management, saying that it might be a good idea to wait until after count to adjust routes.

It is difficult to tell accurately what our routes will evaluate until a count occurs, and if routes are adjusted to 43K, we may end up with routes lower than 40H, and once a route is declared a regular route, then it is always a regular route, no matter if the evaluation goes below 40H. Regular carriers are always paid benefits, so we could end up with regular carriers working sub-standard routes, yet they will be earning benefits. It would seem prudent for the Districts to hold off on adjusting routes, as the count may take care of the adjustment for us. As difficult as it sometimes is now to have a

leave replacement for every route, we can only imagine what will happen if routes go into the H category, where rural carriers are required to work six days a week, leaving the leave replacements working only when we are sick or on vacation. It does not take much imagination to realize that many, if not most, of our current leave replacements would say, "So long," if they were not working at least one day a week. We can always entice them by saying that we will retire someday, or that we may get sick and be unable to work, or that we may win the lottery, but none of these possibilities matches the certainty of having at least one day a week of work, especially when people have car payments and house payments to consider.

NEED HELP WITH OWCP / RETIREMENT ISSUES?

Ms. Megan Lew is the new
NRLCA
OWCP/Retirement
Specialist.

Megan Lew will be handling calls from members after the appropriate NRLCA Form 30 has been properly submitted. Any member who is seeking assistance can call the National Office and obtain the Form 30.

Watch for an article in the National Rural Letter Carrier magazine which will provide more information about Megan.

As in the past, there will be a charge of \$500 to any non-member who contacts Megan for assistance.

Caution: While routes are gathering up new mailboxes, some people also move way. If the box does not become active within 90 days, then the box must be coded "V" in the Edit Book (called the Red Book by some managers). Any non-active mailboxes must be deducted from the number of active boxes before calculating the number of boxes for the two-hour adjustment.

Speaking of the Edit Book, as most of you know, our National Board is trying to get the arbitrator to see the necessity of giving time to rural carriers for keeping the Edit Book accurate. Our National Board is asking for a minimum of 10 minutes a week for up to 10 entries during count, and even more time for more than 10 entries during count. Management stresses the necessity of keeping Edit Books accurate, but so far, rural carriers are not being compensated for the actual time they spend working on the Edit Book.

Let's all hope that the mail volume is up by the time of the next count. We'll also hope that the arbitrator sees the fairness of having four-week counts, and the logic of only having counts in months with holidays, like September. There are ten holidays in a year, and all of us know that rural carriers do not really have holidays, as the day after a holiday is at least two days of work.

I want to encourage everyone to attend a union-sponsored count school. Those rural carriers in the Portland and Spokane Districts will likely have Joint Management-Craft Count Schools, and we are hoping that Joint Count Schools will occur in the Seattle District. Joint Count Schools endeavor to see that managers and carriers are trained the same way and hear the same information. Needless to say, if your District offers a Joint Count School, taught by managers and rural carriers alike, then that is the best way to ensure that the count goes well, and more importantly, that union members do not have to file grievances over count disputes. We need to know all the rules about count, as we want our routes evaluated correctly.

Good luck with your route count. Please come to the count schools, and if you should have any

questions, please contact your Assistant State Steward or the State Steward.

CONTINUEING EDUCATION

Respectfully Submitted by Becky Pike
District 1 Representative

How many of us feel like our thoughts and brains are on hold? Does it feel like you're molded into one thought process like a glob of clay? Has your everyday life become stagnant like a pool of water with no outlet? You can change that with just a little push. We all need to continue learning to keep our thought process in gear and the easiest way to do that is to educate ourselves through communication and reading.

In our union we're given several opportunities to do that.

Work with fellow carriers. If your office has a local

**"Be a part of your Union
and help make decisions
that will affect your job."**

Network with your fellow carriers. If you have a local steward, get to know them and ask questions. They've been to training and if they don't have the answers for you, they know which resources to go to for that information. All the information is available for each one of us to learn from also. Take some time in your day or week to look something up and stay informed. Go to your county meetings and listen and learn from others' questions and answers. District meetings are another source of learning as are the booster meetings, state convention and national convention. Be a part of your union and help make the decisions that will affect your job.

Our union dues pay for these meetings and the information that we learn from attending is a benefit of being a union member. Let's all educate ourselves by reading the local county constitution and by-laws that we have available. Read your state constitution and by-laws and compare both with the national learn how to find the information you need. Honor that contract all the time and you'll know you're doing your job

national constitution and by-laws. Get out your copy of the contract and learn how to find the information you need. Honor that contract all the time and you'll know you're doing your job right.

Just think.....if we mold that clay differently and get that stagnant water moving, we'll learn 52 new things a year if we take the time once a week to educate ourselves!

Hello Fellow Carriers

Respectfully Submitted by Ann Lamm
District 2 representative

This has been an interesting season so far. A very busy holiday season, some flu going around, formula offices going in more frequently than we would like, management messing with our minds and pocketbooks and no contract. So you say "Why do we bother with a Union"? All that I can say is -I sure hope there is one if and when I should really need it. I appreciate the benefits and the wages I receive. I'm not saying that we do not work hard for those benefits and wages because we do. We work very hard and we are constantly having to learn more and change the way we do things. Are we appreciated for all the things we do for customer satisfaction? NO. And why? Because it is our job. But because it is our job-we-RURAL CARRIERS- do it and do WELL

Congratulations!

Kay Smith,
New Retiree from Moses Lake



Greetings from District 3!!

Respectfully Submitted by Steve Brewster
District 3 representative

This morning my postmaster showed me the computer readout that monitors 2080 hours. It showed that I was in danger of exceeding 2080 this year, 2002, without adding in this years annual leave. It only showed what I carried over. Needless to say, I am in no danger of exceeding 2080.

It seems a day doesn't go by that we don't hear about stupid things the Post Office does, that we have no control over. Ever tried to call anyone in the District Office? Have you ever heard "away from my desk but I will get back to you"? If you haven't, ask any postmaster.

I am thankful everyday that I'm in the Spokane District, after the stories I have heard about Seattle. What ever happened to V.O.E.? What happened to respect and fair treatment of employees? The more I learn about other offices, the more horrified I am. Good reason for a union, right? I have been lucky. I have a 99 mile 46K route, with no D.P.S. I have a good sub and hardly ever have to work my relief day.

We are fortunate to have the steward program that we have. However, I wish our company would have the insight to treat employees fairly and with respect. I wish our stewards had nothing to do. Perhaps I'm dreaming...

The Post Office is my job, a means to pay my bills, but it is not my life. I am involved in many things that are rewarding including working with youth, d.j.ing, etc. I do, however, still feel rewarded when the customers on my route are pleased with their service. I do take pride in my work and I feel pride is important if you are to do your job well.

Even though the Post Office is far, and I mean far, from perfect I believe that rural carriers, all of us in the trenches, can and hopefully do, do a lot to promote the success of our company. To our customers, we are the Post Office.

Training and Retaining Subs

by Dave Reppe
District 4 Representative

New training schedules for new hire replacement carriers in the Spokane District should be in place by the end of February. After the new hire goes to postal orientation on the first Saturday of the new accounting period and completes drivers training, they will be given a "day off". The following day (SHADOW DAY) will be spent in their new office with the regular carrier and is the first day of on the job training. This day is intended to give the new hire "hands on" experience with the route, handling and casing the mail, parcel routing and pulling down, as well as riding the route with the regular carrier.

Test sites have shown that new hires working shadow day prior to academy training are better prepared to learn in the academy training and retain the classroom material presented. Following the three days of academy training, the new hire will return to the office to complete the remaining 16 hours of on the job training with the regular carrier. This remaining time is not required to be two 8-hour days; it can and should be spread over several days. Additional training can be given after these hours if additional time is needed for proficiency.

Retention of these new replacement carriers is in many cases an even more difficult task than getting them hired in the first place. If you are a carrier getting a new replacement carrier are you committed to doing all that you can to retain them?

- Do you actively participate with them during the on the job training?
- Have you installed new, up-to-date labels in the case?
- Do all of your boxes have the address clearly visible to the new hire?
- Is your route book neat and current?
- Do you know you are responsible to fill out the OJI training summary with your new replacement carrier?

- Do you promptly fill out and return to the academy trainer any requests for information about your route?
- Would you consider working the first few days after a holiday until your new replacement carrier is really proficient enough to handle the work?

The more replacement carriers that we can hire and retain the less likely there will be a need to place additional offices on the formula. Please do all that you can to educate your new replacement carrier to be effective on the job.

The January 19th issue of the National Magazine on page 33 shows new DACA Pay Codes for rural carriers. Of special interest to academy trainers would be the new designation "Y". This is where the carrier works relief day in the academy ... not on the route ... and is then entitled to an X day.

CARRIER OF THE YEAR

Do you know someone who should be nominated for Carrier of the Year? We will print the form for Carrier of the Year in the May issue of the Washington Rural Carrier. Please think about a deserving carrier, perhaps even yourself

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STATE STEWARD'S UPDATE**FORMULA FOR DISCONTENT**

By Charles Alexander
State Steward

Sometimes changes are made for seemingly good intentions, but the results fall well short of the intended benefits. Such seems to be the case with the so-called "Formula" of the "Extension to the 1995 USPS-NRLCA National Agreement." **Article 9.2.C.5.b-e** describes a procedure whereby management can "... change the relief day of one or more regular routes..." provided certain criteria are met and a specified formula is utilized.

Undoubtedly, the good intention behind this new language was to ensure that every carrier with a relief day would not have to work on that relief day. After all, the essence of relief is a day free from work. For far too many years leading up to the Extension to the National Agreement, many carriers were frequently forced to work their relief days.

The bad result of the new language initiating the formula is that a sizeable portion of the carriers with relief days in an office that has gone to the Formula will not be able to have two consecutive days off. In offices that have not gone to the Formula, any carrier entitled to a relief day automatically will have Saturday designated as the default relief day (**Time and Attendance Manual, F-21, Section 581.141 and/or Postal Operations Manual, POM, Section 651.1**),

unless management and the carrier mutually agree to some other day for the designated relief day. Therefore, compared to the relief day options that non-carriers still possess, select or in Formula offices may be forced to before or accept a relief day that isn't immediately after Sunday.

"We should never give away our long Established benefits without a fight."

Article 30.2.A.2 of the National Agreement requires the employer to, "... make every effort to expeditiously fill leave replacement vacancies when they occur." To date, your Union representatives in the State of Washington have taken the position that management has violated, and continues to violate, **Article 30.2.A.2** in the overwhelming majority of offices that have been forced on to the Formula. Class Action grievances have been filed in every instance where management has failed to make every effort to hire. **Article 30.2.A.2** is not optional for management. The language reads, "The employer **shall** (emphasis added) make every effort..." The Union takes the position that "every effort" means every effort. Occasional advertisements in a newspaper, the call for one or two hiring worksheets, a simple notice on a bulletin board in the post office lobby, and so forth, fall short of "every effort." We should never give away our long-established benefits without a fight. Luckily for us, management has stated in writing the minimum criteria that constitute every effort to hire leave replacements. A May 24, 2001, Postal Service "Operations 2001" PowerPoint

presentation titled "Managing Rural Carriers" specifies activities that Postal managers should utilize to hire leave replacements. With this training for Postal managers, we now have the minimum criteria for satisfying management's requirement to, "...make every effort to expeditiously fill leave replacement vacancies when they occur." If your office is short leave replacements, or management is considering implementing the Formula, you should make a checklist based on the USPS Power-Point presentation copied below and share the same with your postmaster. If we can stop the implementation of the Formula by suggesting to local managers the activities to be utilized to hire more leave replacements, then both craft and management come out winners. Grieving management's failure to satisfy the criteria for invoking the Formula, after the fact, is a no-win situation for craft and management. Let's be proactive and help our managers fulfill the responsibilities they are required to perform.

The following is Part 7 of Managing Rural Carriers:

Hiring and Retention of Rural Carriers

(This is the seventh in a series that shares strategies for managing rural route operations.)

"One of the most important factors and biggest challenges in improving the overall efficiency of the rural delivery function is the hiring and retention of rural carrier associates and temporary relief carriers.

By hiring and retaining employees, the stability of our workforce improves...

- total operating expenses by reducing overtime usage and auxiliary assistance.
- customer satisfaction with improved service performance and consistent delivery, and
- employee morale/productivity by providing regular relief day coverage.

In order to address this issue, field operating management needs to take advantage of all available resources and ideas and methods utilized across the country. The efforts listed below have been

successful in one or more locations by announcing opportunities to the largest number of potential job applicants, providing a clear understanding of job requirements prior to hiring, and ensuring follow-up after employment.

Some of the ideas that may help you in hiring rural replacement carriers are:

- Saturated help wanted mailings in local offices.
- Hiring messages on POS 1 receipts.
- Participation in external job fairs.
- Play the "Is This Job for You?" rural video in the post office retail lobby.
- Put signs/banners in post office lobbies.
- Utilize local employment web sites to advertise offices needing rural carriers.
- Utilize Employee Lead Incentive Programs for recruiting.
- Advertise positions on tent signs or banners outside post offices.
- Advertise in the local newspapers.
- Participate in college recruitment programs.
- Utilize internal posters and tear-off tent cards in the retail lobby.
- On-site district-wide Postal Job Fairs.
- Advertisements in libraries, supermarkets, unemployment offices, municipality town halls, etc., and
- Participation in career days at high schools.

Some of the ideas that may help you in the retention of rural replacement carriers are:

Ensure that the pre-employment interview process is utilized explaining all facets of the job.

- Schedule new employee's first day to shadow carrier on the route before academy training.
- Ensure proper completion of OJT (On the Job Training) and follow-up by OJI.
- Survey employees who have quit to determine reasons for leaving.
- Daily discussions in the office and on the street with employee to answer questions and review performance

- Ensure every route meets the basic requirements, such as updated and neat case labels and Edit Books, accurate PS 4003, available route map, current forwards and special orders, use of dog and hazard warning cards, etc.

The most important assets we have are our employees, and we must invest the time to reach out and employ the best individuals possible. Valuable resources that can be utilized to assist in this process are the QWL/EI workteams. These workteams can assist offices that are having difficulty in hiring by focusing on opportunities in those specific communities through the use of many different marketing methods and practices outlined in this article."

If we are unable to stop management from invoking the Formula, or if management truly makes every effort to hire and is still unsuccessful, the next question to arise is how the Formula should be implemented. From National Officer Bill Gordon comes the answer: "After Board discussion, the following result was agreed upon: In order to start the Formula office concept, all routes are brought back to Saturday so the process proceeds purely by seniority. The USPS agrees with this. Also, when all routes are brought back to Saturday (on paper), that does NOT constitute a chance for reliefs to bid to leave replacement vacancies. However, within the next week or two, when the routes actually get moved to different days, either by volunteer, incentive, or juniority, at that point vacant regular routes (no primary leave replacements are assigned) whose relief days have been changed are offered to all relief carriers, per **Article 30.2.E.1.**"

In Class Action grievances filed so far, at least two problem situations have occurred when management wishes to convert an office to the Formula: 1. Management needs to make a concerted, sincere effort to hire leave replacements. 2. Management needs to follow the rules for implementing the Formula. Unfortunately, the rules have been difficult to decipher. Article 9.2.C.5.d. uses the following language in describing the process for assigning non-Saturday relief days once the Formula has been calculated: "(1) Any regular rural carrier assigned to a K route with a Saturday relief day may elect

STEWARDS ENHANCEMENT TRAINING

March 23, 2002 1 p.m. – 5 p.m.

Oxford Suites
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Certified local stewards are reimbursed \$75.00 to attend the full session.

to permanently change the relief day to another day (including Friday/Saturday rotating), provided the new relief day will assist in reaching the required number of routes with relief days other than Saturday." This language could easily lead you to believe that rural carriers get to choose non-Saturday relief days, and as long as no individual non-Saturday relief day chosen exceeds the number of Saturday relief days, **Article 9.2.C.5.c.**, carriers should be free to pick a non-Saturday relief day of their choice. Unfortunately, the Analysis to the Extension states on page 8 that, "...management should determine which relief days would benefit the office before beginning the process of changing relief days to non-Saturday. Management may offer only the non-Saturday relief days that would benefit the office." An argument can be made from these two seemingly opposing Articles that the Contractual language ought to take precedence to the language in the Analysis. After all, the first page of the Analysis states, "The analysis is not intended to revise, modify, or in any way change the language or the meaning of the Agreement itself." Nonetheless, it has been agreed at the National level that the language in the Analysis will govern the process of assigning non-Saturday relief days. If your manager announces that your office is going to the Formula, please contact one of the Assistant State Stewards or me immediately so that we can help ensure that the proper procedures are applied. If your office has a QWL/EI workteam, then that workteam ~~could~~ have as a project hiring a leave replacement for every route in the office. We are in a

recession, and there are people in almost every area of our state who are seeking employment. The job of rural carrier is the best in the Post Office, and we should be able to find excellent leave replacements who are interested in working for the United States Postal Service and having a satisfying job with benefits after the person becomes regular. If we can get a leave replacement for every route, then we will not have additional Formula offices. Rural carriers with K routes will have two consecutive days off each week, giving them time to rest their bodies and perhaps have some quality family time, as our new Postmaster General has stated is of utmost importance.

If your office has gone to the Formula and relief days have been assigned for the routes, what happens if someone retires, or if for some other reason, a route becomes vacant? Therein lies another problem with a Formula office. Also, under **Article 9.2.C.5**, as discussed on Page 43, question 23, in the Questions and Answers on the Extension to the 1995 National Agreement, "If the number of leave replacements in the office increases or the number of routes with an authorized relief day changes, the Formula will be recalculated and management may be required to reassign the appropriate number of relief days to Saturday. In addition, if a residual vacancy is awarded to a PTF, substitute, or RCA, and a Saturday relief day is available, the residual vacancy will be assigned a non-Saturday relief day and the Saturday relief day will be reassigned accordingly."

In looking through two Class Action grievances recently remanded back to Step 1, it is clear that there are possibilities for problems in recalculating the Formula when events change. When a recalculation of the Formula takes place, and more Saturday relief days are available, are those additional Saturdays offered only to the Senior carriers with non-Saturday relief days (the Postal Service's position) or are all the carriers given a chance to utilize their seniority to choose from the available options? What happens when a J route with a Saturday relief day grows to a K route? Does the less senior J route keep the Saturday relief day while more senior K route rural carriers have to take the less desirable non-Saturday relief days? These are issues not

clearly defined in the Extension or the Analysis. It is likely that only the grievance process will ultimately tie up the substantial loose ends that plague the original good intention to enable rural carriers not to have to work their relief days. There is currently at Step 4 a representative case out of New Jersey on "Satisfying the Criteria to Invoke the Formula," but the other numerous issues regarding recalculating the Formula are still working their way through the lower steps of the grievance process.

In hindsight, another step should have been put in place before offices were allowed or forced to go to the Formula. Suppose the managers in those offices that apparently could not hire enough leave replacements for all the routes would say to their rural carriers: "We have a problem with covering all the relief days. By seniority, would anyone like to have a Monday relief day? Would anyone like to have a rotating Friday/Saturday relief day?" Most reasonable rural carriers would see the writing on the wall and realize that either of these two options would get two days off together, thus allowing their bodies to have two days of rest, and even sometimes, as we have said before, to have some time off with families. If the alternative would be to go to the Formula and not have two consecutive days off, then I do believe that some rural carriers would voluntarily change their relief days, the leave replacement shortage would be solved, and the leave replacements in the office would also have more available work.

In the olden days, rural carriers would search for relief carriers for their own routes, often with excellent results. Most of us take great pride and have satisfaction in being rural carriers, and we can convey this to possible leave replacements, referring them to management in our post offices. We may know someone who has lost his/her job recently, or we may know a parent whose youngest child has just begun school. There are potential prospects out there, and it behooves us to find leave replacements for our office, especially since a full slate of leave replacements will stave off going to the Formula and all the heartache that may result. Good luck!

LOCAL STEWARDS NEEDED IN EVERY POST OFFICE

After our contract is arbitrated, it is likely that a count will occur. It is imperative that every rural route be counted fairly and accurately, and one of the better ways to be sure of a fair and accurate count is to have a local steward in every office with rural delivery. Five new local stewards are being trained this month, and we are very appreciative that these rural carriers have agreed to become local stewards in their offices. However, many rural offices are still without local stewards. We know that people are busy with family, church, and friends, not to mention other duties, but please think about being a local steward in your office. You will be paid \$125 to attend the initial training, and there is Enhancement Training before the District 3 and 4 meeting on the east side of the state, and another Enhancement Training the day before the State Convention begins. Only in offices with local stewards is there a cost to the Postal Service for management's wanton disregard of the contract. Local stewards are paid "Z" time for their work on grievances and for Labor/Management meetings with local management. The "Z" time accrues much like "O" time, and after eight hours, the local steward has a day off of his/her choice. Usually, having a local steward in an office and manuals and handbooks are provided for direction and help. In other words, if you decide to become a local steward, you will have support from all of us.

If you are considering becoming a local steward, please let one of the Assistant State Stewards or me know, and we will provide a Form 10 election form for you to post in your office for 15 days before an election can be held.

WHEN COUNT SCHOOLS ARE SCHEDULED, PLEASE ATTEND

The mail volume is down right now, mainly because of September 11 and the anthrax scare. When mail volume is down, our routes may suffer when the mail count finally does occur. More than ever, I urge all rural carriers to attend a rural count school before the next count begins. It is likely that the Spokane and Portland Districts will be holding

Joint Management-Craft Count Schools, with at least one manager and one rural carrier instructing the count school. Despite the past practice of the last three years, we are hoping that the Seattle District will also hold Joint Management-Craft Count Schools. If Joint Count Schools are offered, then attending one of these should give you good information for the count, as you and your manager will be hearing the same instructions. If Joint Count Schools are not offered, however, attending our Count School is imperative. As former State Steward Neil Buchanan often said, "We just want what is right for our routes: Not a penny more, and certainly, not a penny less." We need to be proficient with the rules of the count so that we may help our managers to make the right decisions. We know how difficult it often is to take a day away from family, but it is important that we make ourselves aware of the rules and regulations for a correct count. Please plan to attend the next scheduled count school.

WELCOME NEW MEMBERS TO THE WA-RLCA



Denise Heyer, Regular, Sumner
 Pamela Hallsson, Relief, Omak
 Cesar Lagajeno, Relief, Woodinville,
 Tracey Chapman, Relief, Shelton
 Kathryn McMahon, relief, Waitsburg
 John McDonald, RCA, Everett
 Annette Anderson, RCA, Port Orchard
 Elizabeth Crum, RCA, Colville
 Kay Smith, Retired, Moses Lake
 Kimara Wells, RCA, Addy
 Lori Wiler, RCA, Poulsbo
 Julius Yucker, Regular, Maple Valley
 Cory Harris, RCA, Yakima
 Mary Mach, RCA, Yakima
 Tiffany Meluskey, RCA, Yakima

**W.R.L.C.A. STATE CONVENTION REGISTRATION
WESTCOAST SILVERDALE HOTEL - JUNE 24 - 26 2002**

3073 N.W. Bucklin Hill Road, Silverdale, Wa. 98383

(Reservation Phone: 1-360-698-1000 - 1-800-544-9799)

(Room Rates: Single bed \$80.00, Double bed \$80.00, Two beds \$90.00)

PLEASE PRINT:

NAME _____ COUNTY DELEGATE: () YES () NO

ADDRESS _____

Have you attended the State Convention before? () YES () NO

I will attend the following functions:

SUNDAY, JUNE 23

STEWARD ENHANCEMENT TRAINING 10 a.m. - 4 p.m. () YES () NO

(Everyone welcome, Steward or not)

SOCIAL MIXER 6:00 p.m. FREE () YES () NO

MONDAY, JUNE 24

FIRST TIME CONVENTION ATTENDEES MEETING 7 a.m. () YES () NO

COUNTY PRESIDENTS AND SEC./TREAS. LUNCHEON () YES () NO

(Free for newly elected and immediate past president, secretary/ treasurer)

Express Deli Sandwiches with Caesar Salad, soda and bottled water.

Number of Guest attending: _____ (\$14.00 EA.) \$ _____

RETIREES BANQUET - \$25.00 EA., 6 p.m. () YES () NO

The Rainer Barbecue Buffet

Chicken and Broil Tri Tip, coffee and tea..

Number attending: _____ \$ _____

TUESDAY, JUNE 25

Lunch on the Run- 13.50 EA. () YES () NO

Sandwich Buffet Service. Vegetarian available.

Number attending: _____ \$ _____

ANNUAL BANQUET - \$35.00 EA., 7 p.m. () YES () NO

Hurricane Ridge Buffet

Prime Rib, Baked Halibut stuffed with crab & scallops, Vegetarian Pasta Salad

Number attending: _____ \$ _____

WEDNESDAY, JUNE 26

Box lunches (no lunch break schedule) Number of lunches at \$13.50 EA. \$ _____

Assorted deli meats on rolls, chips, fruit cookies and soda

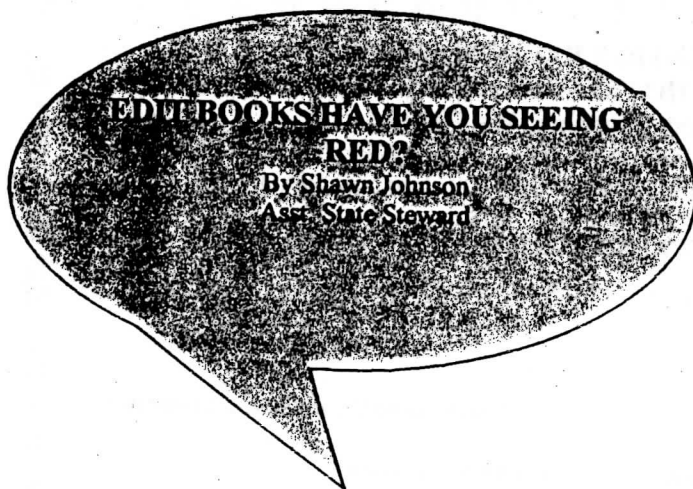
TOTAL : \$ _____

BANQUET TICKETS PURCHASED AT CONVENTION WILL BE AN ADDITIONAL \$5.00 PER MEAL.

MAKE CHECKS PAYABLE TO: "W.R.L.C.A. CONVENTION". SEND COMPLETED REGISTRATION FORM &

CHECK TO: **Karen Crombie, 6108 150th St. S.W. Lakewood, Wa 98439-2021**

RETURN REGISTRATION FORM BY JUNE 10, 2002



As I write this, rural carriers in the Seattle District have just delivered our weekly Advo marriage mail with individually addressed Advo cards, rather than the simplified addressing we have always had before. In our next count, this will mean a letter credit for the address cards and a boxholder credit for the flat. But more importantly, it indicates that the edit book data is even more important than ever to the Postal Service and our largest customers.

No one can deny that the mail volume has decreased since the catastrophic events that occurred on September 11, 2001. The Postal Service is facing challenges in the present and future that will certainly change our jobs forever. We are waiting for the arbitrator to give us a contract through the process of binding arbitration, at the worst possible time to be dependent on an arbitrator understanding our evaluated system. That being said, our Board is representing us well in the process. Much of the future is uncertain for those of us that hope to retire from our careers as rural letter carriers.

The major mailers are more important than ever to the health and success of the Postal Service. They have no desire to pay by weight for mail that will go into waste. It is essential that the monthly download of address information from the Postal Service contain accurate data on the active deliveries each carrier serves.

Since the 2000 rural mail count, rural carriers in the Seattle District have received compensation for the weekly maintenance of our edit books. While we know the work required takes more time than what

we are currently paid, I hope every carrier in the State is performing this task promptly and completely as changes occur. Our National Officers are arguing for 10 minutes per week for this function. If they are successful in achieving a National time standard for us, we will take pride in the fact that we have been performing the work for which we are to be paid.

Some carriers have been the unlucky recipients of an AMS audit recently. Address Management must confirm that our data is accurate, and they have developed a system to identify a cost associated with bad or inaccurate data in an individual route's edit book. There is nothing that will get your manager excited like seeing a dollar value attached to a carrier error. You do not want to be that carrier!

Be sure that all the addresses in your edit sheet are in the correct position (line of travel) and are identified accurately as to delivery type (curb or centralized, residence or business). If an address becomes vacant and there is no sign of a new owner/tenant moving

case of		in, or in the
that al-	• "Some Carriers	• a snowbird
each	• have been the	• ways leaves
some	• unlucky recipients	• winter,
write	• of an AMS audit	• carriers will
on the	• recently."	• the 90 th day
colored	•	• label, on a
case, or	•	• stick on the
ments	•	• in the com-
the edit		• section of
		sheet itself

so they don't forget to put the "V" code in the edit book and send it in at that time. If a house has burned down or is no longer inhabitable, a carrier may want to move it to the end of the edit sheet so the relief carriers will know to return any mail for the undeliverable address. Whether you choose to move it to the end or not, it is essential such a residence be notated as an "N" in the edit sheet, so it is not included with your active deliveries. Likewise, houses under construction can be entered as an "N" if you are certain of the line of travel and the correct address.

Rural carriers order labels as needed, and installing the labels has been deemed to be a normal part of our job duties. As such, we don't have to install labels that Address Management printed and sent in error. If we order a complete set, we should install them providing they come as ordered. The new self-adhesive labels certainly go up faster than the old ones that had to be fed through the plastic sleeve, but not everyone likes them. They work much better and last longer if you've got the carriers or sleeves that they are designed to install on.

The important thing is to have accurate data on your edit sheet. Management is tasked with processing a form 4003 to trigger an interim adjustment when the edit book is sent in containing new deliveries. This is just one more reason to update the "Red Book" and send it in as needed. The Seattle District policy is to send in the edit book on a monthly basis. If it is updated as deliveries come and go, the boxholder count will be accurate within a couple of weeks of submission. We all need to work together to increase the productivity and efficiency of the Postal Service, and this is one arena that the rural carrier can impact in a positive way.

....MEET JOYCE (continued from page 1)

By Joyce Patteson
WA-RLCA Asst State Steward

Two and one half years. I play every chance I get, and am a member at Suntides Golf Course.

I started my career at the Yakima Post Office in January of 1984 as an RCR, was converted to an RCA in 1987, and became a regular carrier in 1988. I have served on 4 different routes since that time, and currently serve Rt. 9. I became a local steward in 1999, an Area Steward in July of last year, and am now proud to serve as an Assistant State Steward.

One of the things I would like to convey to you is that, like it or not, we are bound to follow the National Agreement. We can't just pick and choose different parts we would like adhered to as a matter of convenience. When we allow management and ourselves to do things other than as written, we run the risk of not being taken seriously when we run into an issue that we want specifically to go by the book. It always comes back to bite you, one way or another.

As an example, in some offices, carriers are still working their relief day as a matter of convenience in order to have an X day to be taken later, or because their sub wants the day off. Managers are allowing that because it makes things easier for them also. No harm, no foul, so to speak. While I know that the relief day issues, as written in the extension, created mixed feelings in many, the reality is that those are the procedures we must follow. If someone is needed to work his or her relief day, the relief day work list is utilized first, by seniority, and in order of turn. If your RCA wants a day off for a significant event, they have to go through management. They can no longer arrange it with the regular carrier.

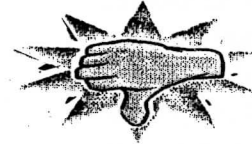
The other issue that comes to mind is badmouthing the Union when something happens that you don't like. When I hear someone say that the Union hasn't done anything for him or her, my first thought is to wonder what they have done for themselves. After all, we are the Union, and without us it wouldn't exist. It is every carriers right and responsibility to read the contract and know what they and management can and cannot do. Get involved. Go to your meetings. Be proud to know that you are an active member and are part of the solution, and not the problem.

Thank you for your time. By the time you read this, we should have a new contract. Just remember, no matter what the future holds, the one constant is change. Whatever we end up with, we have to either rejoice or just accept, but never give up or give in.

LaVar Root, retired rural carrier, passed away recently. If you would like to send a card to his family, the address is 8111 274th St NW, Stanwood, WA 98292

NO!

By Monte Hartshorn



There seem to be more and more carriers trying to tell their managers often. While the carrier may have a good reason to say "no," most of the time management calls it insubordination. Management usually cites Article 3, which gives management the right to manage. Often these circumstances are a result of increased emotions and anger that help to entrench both parties into positions that they would not normally find themselves.

"no" more

When does a carrier have the right to refuse to follow a direct order from their manager? The simple answer is that we can disregard an order that puts the carrier's health or safety at risk or an order that is against local, state or federal law. Even then, the carrier must be prepared to defend their contentions. Most rural carriers will agree that it is unsafe to deliver after dark. We do not have the equipment or training to deliver at night. But if in the dark, must we? Yes, we cited as an example of delivery fuses the order will most likely

What if a carrier is given an order that is 100% against what the contract states? Is the carrier then allowed to disobey the order? No, if it is not against the law nor unsafe. The general rule to remember is to obey the order FIRST, then to grieve it within 14 days.

management requires us to deliver must. Often, delivery in Alaska is in the dark. The carrier who re-be in some way disciplined.

Another example is when the dered to drive over a roadway law, if they get stuck, they may the direct order? Yes, but the carrier should be ready to prove their contention that the road was flooded and unsafe.

roads are flooding. A carrier is or-that is flooded. According to state be cited. Can the carrier disobey

What if a carrier is given an order that is 100% against what the contract states? Is the carrier then allowed to disobey the order? No, if it is not against the law nor unsafe. The general rule to remember is to obey the order FIRST, then to grieve it within 14 days. When an order is given that is against the contract or any Postal manual, MOU, etc., a carrier might say, "I will follow your order, but might I have it in writing so that I might clearly understand it?"

Often carriers are given direction that is against our contract, but these are never grieved because the carrier is unaware of their rights. Do not become someone who is taken advantage of. Become active in your WRLCA and become informed. Knowledge is power.

GMAC Insurance

The Rural Carriers' Insurance

For all vehicle quote requests call 1-800-VIP-AUTO

Email: service@gmacinsurance.com

STATE SECRETARY'S REPORT

Respectfully Submitted:
Becky Wendlandt
WA- RLCA Secretary/Treasurer

Since it is so important meet the guidelines and rules of the Department of Labor, I thought all of you would like to know the rules in order to be a delegate to state convention. So here goes (it really is not as hard as you think, it just takes time to do it right!) As a delegate, it is your time to vote on how you want your union to run! So take the time, have some fun (we can have fun too!) and enjoy your right to VOTE! I look forward to seeing all of you at State Convention and especially hearing your ideas. ☺

HOW TO BE ELECTED AS A DELEGATE TO STATE CONVENTION

1. Each County unit needs to hold its annual meeting at least **forty (40) days** prior to the State Convention (no later than May 14th). The County Secretary must mail out to members and State Officers, **notification of the meeting at least fifteen (15) days prior to the meeting**. The meeting notice **MUST** state that this meeting agenda will include "Election of County Officers, Election of Delegates to State Convention, Voting on Constitution and By Law Proposed Changes, and Voting on Resolutions." (*This is the responsibility of the County President and Secretary*)

2. During the order of business at the meeting the County President will announce the election of delegates to State Convention. At this time all members can state their wish to be a delegate to State Convention. The County Secretary will verify their membership and report how many delegates their county is allowed based on membership size (One delegate for each five (5) members or major fraction thereof, and one (1) delegate at large. The County Secretary will then place all name

submitted for the ballot, on a list (flip chart) to be posted at the polling table so that each member can see the list to vote. Usually the County President asks for consensus or vote on how many votes (pieces of paper) each member is to have (most counties use three to five). A separate polling table should be set up and a list of candidates posted, so that each member can take his blank ballot(s) and vote in private, one at a time. A guest can be in charge of handing the ballot(s) to the member and receiving them, either folded or face down, after the member has voted. After all have voted, at least 2 or more guests or members not on the ballot should verify the election results. **The delegates to State Convention will be listed in order of votes received.** These ballots shall be sealed in an envelope and retained by the county secretary for one (1) year.

3. **The member receiving the most votes is the delegate-at-large.** If there are any ties, another vote is taken to break the tie, again by secret ballot as done previously. **Once the election is completed the County Secretary will have a list, in accordance with votes received, for delegates to State Convention.** If the delegate-at-large is not able to attend State Convention, the next person on the list would then be delegate-at-large. The County Secretary will fill out credentials for each delegate and give each the delegate the yellow copy. The white original will be sent, along with a listing, to the State Secretary. Each delegate is responsible to bring their credentials to the State Convention and to turn them in when registering. Without their credential they may not be seated as a delegate.

REMEMBER:

1. The following members are all ready paid mileage round trip and per diem to attend the State Convention. These members may announce during the meeting that they are all ready paid to attend because of their position and do not wish any votes. (They would then need to vote for themselves since all delegates must each have at least one vote to qualify as a delegate.)
 - A. All WRLCA State Officers (President, Vice President, Secretary, Editor, District and Retired Representatives)
- All WRLCA State Steward, Assistant State Stewards, and Area Stewards.

SUGGESTIONS:

Make sure you know the rules according to your County Constitution and By Laws' concerning nominating delegates to State Convention. Some County Constitution and By Laws' allow members to nominate another member as a delegate even if that person is not in attendance at that county meeting. Those who nominate someone else must remember to place a vote for who they nominated so that the nominee receives at least one vote to qualify as a delegate.

**MINUTES FROM WRLCA
BOARD MEETING**

January 12-13, 2002
Red Lion South Center,
Seattle, WA

MEMBERS IN ATTENDANCE: Dan Schrup, President; Patricia Alexander, Vice President; Becky Wendlandt, Secretary/Treasurer; Margene Horell, Editor; Becky Pike, District One; Ann Lamm, District Two; Steve Brewster, District Three; Dave Reppe, District Four; and Charles Alexander, State Steward. Lynn Walker, Retired Carrier, absent. Also in attendance on January 12, 2002 were Senior Assistant State Steward Judith Peck and Assistant State Steward Shawn Johnson.

AGENDA:

Positive Go Around & Review Agenda
Ground Rules
Steward Program Update
DJSC Updates
Board Policy
Minutes
Secretary's Update
Financial Review
Future Meeting Dates and Details
Correspondence
Equipment Review
State Conventions: 2002, 2003, 2004, and 2005
WRC
County Meeting
Next Board Meeting Date
Evaluation

After a positive go around and reviewing the agenda, the meeting started at 1:45 PM.

GROUND RULES:

The ground rules, last revised date of March 28, 2000, were approved as read.

STEWARD PROGRAM UPDATE:

Charles reviewed offices that the Assistants and Area Stewards were active in. Charles reported that we desperately need more help in Eastern Washington and asked that the board appoint Joyce Patteson as an Assistant State Steward in Pasco, Prosser, Southern Part of Spokane District and Seattle District east side of the mountains. Joyce is currently serving as an Area Steward but putting in as much time as an Assistant. *The board reached consensus to appoint Joyce Patteson as an Assistant State Steward starting February 1, 2002.*

Charles then gave a handout showing how he tracks grievances, and how he scans and stores the union files on the computer.

Charles then reviewed each outstanding grievances, and discussion on a 7 or 14-day suspension.

Task: *Charles to put rules on day of reflection in his article in the next issue of the WRC.*

Charles then reviewed with the board his State Steward E mail records and the TRC percentage in Seattle District. The TRC percentage is just now exceeding the 80% of the regular routes. Discussion on a grievance concerning paid overtime and the numbers of those over 2240 hours, along with FSLA rules concerning rural carriers. Charles showed the board his correspondence with a former National Officer concerning the 2240 and FSLA rules, as well as the M38 reference.

Charles then reviewed those carriers that are currently not working and have outstanding grievances.

Charles handed out Monte's report of grievances and activities in his area.

Shawn reported on her offices and grievances. Both Shawn and Judi are working on one office that had many grievances and removals. Shawn said she has worked with great local stewards that are handling grievances and that is encouraging.

Task: *Shawn to write an article on edit book*

responsibilities and problems for the WRC.

Patricia reported on her offices and grievances. She too, as well as Judi and Shawn, have been extremely busy with grievances.

Task: Charles to talk to National concerning putting ¼ ton vehicle ads in the National paper since the vehicles are not safe for the route.

Judi reported on her offices and grievances. Judi will be training new local stewards this month. Judi is working on resolving contractual grievances.

Consensus to pay Ferry fees to train local steward.

Discussion on possible formula offices that might be coming up; Snohomish, Kent, Maple Valley, Issaquah, Pasco, Lake Stevens, Woodinville and Vancouver. Woodinville and Vancouver already have PTF's. Charles handed out Marc's notes from a meeting regarding Article 31.

Task: Marc to write an article concerning Article 31 for the WRC.

DJSC UPDATES:

Seattle: Patricia, Shawn, and Ann gave the Seattle DJSC Update. They have Bob Nelson and Charles Alexander meeting with them for 6 months to help get back on track.

Spokane: Dan gave the Spokane DJSC Update. Dave Reppe will be attending DJSC training right after the board meeting and will be replacing Dan. Dan said that Sharon Adkins is the new co-chair. The Spokane DJSC will have their review the 4th of February. Dan said that they reached consensus to have a shadow day for each new hire as a District Wide agreement.

Portland: Monte included his update on the Portland DJSC with his steward update. The board reviewed it.

BOARD POLICY:

The board reached consensus to just read those parts of the board policy that are concerning the next few months, and to have read and to make written proposals for any board policy changes by the next meeting. The July 22, 2001 board policy was read and updated concerning the WRC. The change is:

Under WRC:

New Number Three: "The Association strongly urges all members to attend meetings and share their views. Because of the cost and limited space available in the WRC, letters to the editor will not be published."

New Heading Called "Association Name":

New Number One: "For all Official Business the board and the stewards will use WA RLCA, rather than WRLCA, to clarify Washington State for National's use.

Task: Becky to update board policy and send to all members.

Task: All board members to review the entire board policy and have written suggests for proposed changes for the next board meeting.

MINUTES:

The minutes from the July 22-23, 2001 Board Meeting were approved as read.

SECRETARY'S UPDATE:

Becky reported on the following:

- ✓ Membership is at 1737 with 71 cash members and 1666 dues withholding members.
- ✓ National is putting together a membership drive for the Nation. With the boards support, Becky would like to try the same ideas for a few target offices. Becky will get all the details at the February National Secretaries Conference and get back to the board about it.

Task: Becky to bring the details for a membership drive back from National and send it out to the board.

- ✓ Discussion on how effective it is to call non-members and invite them to meetings and to become members, as well as calling members to invite them to meetings.

Task: Becky to send calling information to the county secretaries and presidents.

- ✓ Charles said he has a recruitment feature for RCA's; benefits when becoming regular.

Task: Charles to send benefits when becoming regular to Becky.

Task: Becky to send benefits when becoming regular with the next recruitment letter.

- ✓ *Becky said she is doing another 600 non-member recruitment letter in February, where she will also send out an invitation to the District Meeting if they join, and Charles letter.*

Task: Becky to send out non-member letter in February with invitation to District Meeting if they join and Charles recruitment letter.

- ✓ *The board discussed wanting new members listed in the WRC.*

Task: Margene to list new members in the WRC.

- ✓ *Discussion on our dues structure. Charles said that other State Stewards were interested in how it was set up.*

Task: Becky to send the wording on our dues structure to Charles, who will send it to the other State Stewards.

- ✓ *Discussion on the on-going audit by Department of Labor on a county. It still has not been finalized.*

FINANCIAL REVIEW:

The board was given and reviewed the financial statements for year ending June 30, 2001, as well as the LM 2 and 990 for 00/01 year.

The board then reviewed the 6 months statement ending December 31, 2001.

Consensus to reimburse Becky the \$40.00 over the \$70.00 per diem for the suite at this meeting, since the suite was used for the board to meet in. This saved the cost of renting another meeting room.

FUTURE MEETING DATES AND DETAILS:

District Meetings: The District Meeting Dates are as follows:

- **District 3 and 4 combined: March 24, 2002** in Spokane, at the Oxford Suites (right across from the New Valley Mall) phone number 1-866-668-7848. Cost for rooms is \$59 single and \$69.00 double, which includes full breakfast. District meeting is from 10 AM to 3 PM with Q & A from 3 PM to 4 PM. Dale Holton, NRLCA Vice President will be our National Speaker. The board will meet Saturday, March 23 from 8 AM to 6 PM with Steward Enhancement training the same day from 1 PM to 5 PM. Also, Patricia and Dan will go over vouchers on Friday, March 22 at Becky's house, all other board members invited.

Task: Dan and Patricia to meet at Becky's house Friday evening, March 22, to review vouchers. All other board members invited also.

- **District 1 and 2 combined: April 7, 2002** at the Ramada Inn Governor House, 621 S. Capitol Way, Olympia, phone (360) 352-7700, room rates \$85.00 a night. District meeting from 10 AM to 3 PM with Q & A from 3 PM to 4 PM.

Consensus to reimburse mileage and per diem to the State President, State Steward, and State Secretary to attend District Meeting 1 and 2, since the President and State Steward will be speaking and the Secretary will verify membership and help in recruitment.

Consensus all District Representatives to be reimbursed mileage, and if needed per diem, to attend their District Meetings.

Task: Ann to send directions to Ramada Inn Governor House to Becky for meeting notice, as well as copy of contract and room rates.

Task: Becky to send District Meeting Notices out by March 1, 2002, as well as local steward enhancement training notice and agenda.

Task: Becky to change sign in sheets for District meetings to include phone number and send them to Ann and Steve.

Steward Enhancement Training: There will be a local and area steward enhancement training on:

District Meeting Steward Enhancement Training:

- March 23, 2002 in Spokane (in conjunction with District 3 & 4 Meeting) from 1 PM to 5 PM.

Task: Charles to send Becky agenda for local steward enhancement training so it can be included in District Meeting and Local Steward Enhancement Training notice sent to all members by March 1, 2002.

Task: Charles to notify the local and area stewards of steward enhancement training on March 23, 2002 from 1 PM to 5 PM in Spokane at Oxford Suites. Reimbursement for local and area stewards is \$75.00

Task: Charles to introduce Joyce to Spokane District Managers before or after District Meeting.

State Convention Steward Enhancement Training:

- June 23, 2002 Labor Enhancement Training on Saturday before State Convention at the West Coast Silverdale Inn from 10 AM to 4 PM.

Task: Charles to notify all the stewards of labor enhancement training on June 23, 2002, Saturday before State Convention, from 10 AM to 4 PM. Reimbursement for local and area stewards is \$75.00.

Task: Charles to have a separate mailing (postcard) to invite members to the labor relation's seminar on Sunday.

Consensus to pay all local and area stewards \$75.00 for every time they attend steward enhancement training.

Consensus to pay mileage and per diem to Charles and any Assistants he uses as trainer for steward enhancement training.

National Steward Training: The board authorized Charles and Shawn to attend the National Steward Training in February, 2002 in Alexandria VA.

Board Meetings: The following dates are the board meetings for 01-02 year. Note: The board omitted the Fall Booster Board Meeting in order to save cost.

March 23, 2002, Saturday, Board Meeting At Oxford Suites, Spokane, in conjunction with the District 3 & 4 Meeting on March 24 (Sunday). March 23 will ❖ have steward enhancement from 1 PM to 5 PM and a board meeting from 8 AM to 5 PM. Goal is that the board can meet with the National Officer from 9 AM to 1 PM.

Task: Becky to send March 23, 2002 board meeting notice out and to invite Marc and Joyce

Task: Each board member to make their own room reservations to all board meetings.

to attend and update the board on their areas.

Task: Each board member to make their own room reservations to all board meetings.

❖ **June 22, 2002 – Pre State Convention Board Meeting at West Coast Silverdale Inn, from 9 AM to 5 PM**

❖ **June 26, 2002 – Post State Convention Board Meeting At West Coast Silverdale Inn immediately following the 2002 State Convention.**

CORRESPONDENCE:

✓ The Board reviewed the correspondence between Lester Miller and Charles Alexander concerning FLSA rules.

✓ The board reviewed Port Orchard correspondence.

Task: Judi to follow up and report back to Charles, who will notify the board.

✓ Discussion on local stewards attending county meetings.

Task: Charles to send E mail update and in steward newsletter the importance of local stewards attending county meetings.

Task: Charles to update Weingarten Rights card.

✓ Discussion on the procedures of electing local stewards.

Task: Charles (or designee ☺) to develop handout from National Constitution and By Laws on procedure of electing local stewards in office.

✓ Dan reviewed a letter from a member who was asking about OWCP.

Task: Dan to contact Marc to advise member on the use of penalty envelopes and ask member to contact National on OWCP claim.

✓ Steve Roakes sent an E mail to Becky asking that the Board subsidize the auxiliary, since the dues increase voted in at the 2001 State Convention to fund the auxiliary \$7.00 per member was not able to take effect immediately. The board reviewed Steve's request, as well as a verbal request from Neil Buchanan, for additional funds and decided that the 2001 State Convention delegates voted on how to fund the auxiliary and that the current funding was in compliance with that vote.

Task: Becky to write the WRLCA Auxiliary concerning Steve's request.

✓ The board discussed the possible need for insurance to cover State Convention.

Task: Becky to contact insurance companies for umbrella insurance event coverage quote for State Convention, as well as contact National.

Task: Becky to write the WRLCA Auxiliary and ask them to check on umbrella insurance event coverage for the junior program at State Convention.

EQUIPMENT REVIEW:

The board reviewed the WRLCA Equipment Inventory and made the following changes from the September 2001 list.

1. The board decided to offer the 166 Dell computer to a County to purchase by the County for the County Secretary's use. The cost would be \$100.00
2. The board decided to offer the 266 Dell computer to a County to purchase by the County for the County Secretary's use. The cost would be \$150.00
3. The Dell 166 and Dell 266 must be purchased and owned by the county and used by the county secretary. If a county does not want to purchase these computers then they will be offered at the same price to a local steward that does not have a computer for local stewards use only.

Task: Becky to write County President and Secretaries with the offer of the Dell 166 and Dell 266 computer.

Task: All board members, State Steward, and Assistant State Steward to bring any WRLCA owned equipment to State Convention that they are not using. At the pre-convention board meeting the board will decide what to do with this equipment.

STATE CONVENTIONS:

2002: Ann has the contract signed for the West Coast Silverdale Hotel, 3073 Bucklin Hill Rd, Silverdale, WA 98383, phone number 1-360-698-1000, or 1 800-544-9799. Room rates are \$80 single, and 2 beds for \$90. Dates for 2002 State Convention are June 23-27, 2002. Ann said they have 50 sleeping rooms blocked and will get a board meeting room, hospitality room, and copier room. The total set up fee is \$200.00.

Ann has a PO Box for the State Convention Ballots that only the tellers committee is authorized to pick up. Ann also has one for returned ballots.

Task: Ann to send Becky the signed agreement between the USPS and WRLCA concerning the PO Box rules for authorizing only allowing the tellers committee to use.

Task: Dave to send Ann, Becky Pike, and Becky Wendlandt the total numbers for rooms, registration, and functions for the 2001 State Convention, as well as the spreadsheet he used for registration.

Consensus items for 2002 State Conventions and Labor Relations Seminar:

- 1) *Have a separate mailing (postcard) to invite members to the labor relation's seminar on Sunday.*
- 2) *The County Presidents' and Secretaries' Luncheon should include Immediate Past and Present County Officers for the free luncheon.*
- 3) *State Convention Minutes in the future should not have the speakers recorded or the question and answer session. Just make a note who the speaker was, etc.*
- 4) *State Convention Minutes in the future should have the names of the retirees, first timers, and juniors listed.*
- 5) *The Standing Rules for the State Convention should include a clarification of what secret ballot, written ballot, etc means. This then would be discusses with the Standing Rules Vote so that each delegate is clear.*

2003: Dates for the 2003 State Convention are Saturday, June 21, 2003 through Wednesday, June 25, 2003 at the Enzian in Leavenworth. Room rates are \$111.00 single and \$116.00 double. Meeting room fees total are \$108.00. Steve and Becky will review what is needed to get ready for this Convention.

Task: Becky to follow up with Mike Cammack and let Steve know on what needs to be done for 2003 State Convention.

2004: Becky Pike working on getting proposals from hotels. So far, Becky has proposals from Lakeway Inn and Hampton Inn in Bellingham. Lakeway Inn guest room rates are \$89 single and double.

Task: Becky Pike to get with Judi Peck on contracts and sites for 2004 State Convention and have proposals ready by the next board meeting.

2005: Dave Reppe will be checking on locations for the 2005 State Convention, including Walla Walla. Margene will also check in the Yakima area.

Task: Becky to send suggested guidelines for planning State Convention to Margene.

Task: Margene to check in Yakima area for 2005 State Convention and have proposals by next board meeting.

Task: Dave to check in Walla Walla and Tri-City area for 2005 State Convention and have proposals by next board meeting.

WASHINGTON RURAL CARRIER:

The Board set the following dates up for the Washington Rural Carrier for the 01-02 year:

Winter Issue: Articles due by January 23, 2002. Issue to printer by February 22, 2002

Spring Issue: Articles due by March 15, 2002. Issue to printer by April 15, 2002

Task: Becky to send deposit and addresses to AMS by February 20, 2002

Task: Margene to do address correction requested on Winter Issue.

Discussion that the printer needs the actual picture, not a copy, to get a good copy in the paper.

COUNTY MEETINGS:

Lower Columbia: Meeting on February 2. Charles will be the guest speaker.

Spokane: Meeting on January 25.

King-Snohomish: Meeting on January 26.

Whatcom: Meeting February 6.

NEXT BOARD MEETING:

- ❖ **March 23, 2002, Saturday, Board Meeting At Oxford Suites, Spokane, in conjunction with the District 3 & 4 Meeting on March 24 (Sunday).** March 23 will have steward enhancement from 1 PM to 5 PM and a board meeting from 8 AM to 5 PM. Goal is that the board can meet with the National Officer from 9 AM to 1 PM.

Task: Becky to E-mail board meeting notices to board, Marc, and Joyce by March 1. Task: Marc and Joyce to give their steward overview starting at 8 AM at the March 23 board meeting in Spokane.

Task: All board members to make their own room reservations for board meeting by February 15 to guarantee the rooms and meeting rooms.

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ARBITRATOR'S DECISION (Continued from page 1)

COLA's— Continuation of COLA's as in the past with the following exceptions: The first increase will be paid in a lump sum of \$499 and the new base period is October 2001.

The above will be paid as soon as possible.

Mail Count-In 2002, the mail count will commence February 28 through March 13. All routes will be counted. This count will become effective May 4, 2002. This will cause a one-time reduction of the time frame for pre-count conferences from 15 days to six. **In 2003**, the mail count will be for a 24-day period, commencing on the Saturday preceding the President's Day holiday. That count will have an opt-out option. **In 2004**, the mail count will be for 18 days, commencing on the Saturday preceding the President's Day holiday. Again, this count will have an opt-out option.

Standards— Effective with the 2002 count, the L-route factor will be increased from 1.64 to 1.82. In addition, the following standards will become effective with this count:

Casing rates for letters—from 16 to 18 pieces per minutes.

Flats—from 8 pieces to 10 pieces per minute.

Strap-out standard— from 60 pieces to 70 pieces per minutes.

Also, the definition of a letter has been revised from 5" to 6 1/8".

Substantial Service Changes—The number of minutes required to trigger a modification of a route evaluation has been reduced from 120 minutes to 60 minutes.

Vehicles—It is agreed that the Postal Service will provide 3,000 right-hand drive postal-owned or postal-leased vehicles on rural routes each year for a five-year period, starting in calendar year 2004 and ending in calendar year 2008. These vehicles are in addition to any postal vehicles provided to replace the 10,804 postal vehicles currently assigned to rural routes.

01/24/02

Washington Rural Letter Carriers Association
Balance Sheet
 As of December 31, 2001

	<u>Dec 31, '01</u>
ASSETS	
Current Assets	
Checking/Savings	
101000 · Chkg - WA Trust Bank	3,032.59
102000 · Svgs - APCU	56,259.96
Total Checking/Savings	<u>59,292.55</u>
Total Current Assets	59,292.55
Fixed Assets	
150000 · Fixed Assets	
151000 · Office Equipment	21,785.84
159000 · Less Accum. Depr.	<u>-14,472.00</u>
Total 150000 · Fixed Assets	<u>7,313.84</u>
Total Fixed Assets	<u>7,313.84</u>
TOTAL ASSETS	<u><u>66,606.39</u></u>
LIABILITIES & EQUITY	
Liabilities	
Current Liabilities	
Other Current Liabilities	
210000 · Payroll Tax Liabilities	
210100 · 941 Employee Withholding Taxes	2,043.63
210200 · 940 (FUTA) Federal Unemployment	47.90
210300 · State Unemployment Tax	146.53
210400 · Labor and Industries Tax	<u>247.79</u>
Total 210000 · Payroll Tax Liabilities	2,485.85
250000 · Retirement Plan Payable	
251000 · 401K Employer's Portion	361.69
252000 · 401K Employee's Portion	<u>1,085.07</u>
Total 250000 · Retirement Plan Payable	<u>1,446.76</u>
Total Other Current Liabilities	<u>3,932.61</u>
Total Current Liabilities	<u>3,932.61</u>
Total Liabilities	3,932.61
Equity	
390000 · Unrestricted Net Assets	32,275.70
Net Income	<u>30,398.08</u>
Total Equity	<u>62,673.78</u>
TOTAL LIABILITIES & EQUITY	<u><u>66,606.39</u></u>

01/24/02

Washington Rural Letter Carriers Association

Budget vs. Actual

July through December 2001

	Jul - Dec '01	Budget
Ordinary Income/Expense		
Income		
400000 · Dues Income		
401000 · Cash Dues		
401300 · Cash Dues 01/02	2,460.00	3,600.00
401400 · Cash Dues 02/03	0.00	5,000.00
Total 401000 · Cash Dues	2,460.00	8,600.00
402000 · Nat Reg & Relief Dues Wht	112,845.40	225,000.00
403000 · National Retired Dues Wht	3,592.30	8,000.00
Total 400000 · Dues Income	118,897.70	241,600.00
410000 · National General Insurance	14,440.00	24,000.00
420000 · Reimbursements & Refunds		
422000 · Provident Guild	5.00	10.00
423000 · Training Refunds	8,317.50	6,200.00
424000 · State Convention Refund	1,131.22	1,275.00
Total 420000 · Reimbursements & Refunds	9,453.72	7,485.00
Total Income	142,791.42	273,085.00
Expense		
500000 · Per Capita Expenses		
501000 · Auxiliary Per Capita Dues	0.00	9,000.00
502000 · County Per Capita Dues	0.00	10,650.00
503000 · National Per Capita Dues		
503300 · National 01/02	956.00	1,500.00
503400 · National 02/03	0.00	2,000.00
Total 503000 · National Per Capita Dues	956.00	3,500.00
504000 · Western State Per Capita Dues	0.00	440.00
Total 500000 · Per Capita Expenses	956.00	23,590.00
520000 · Meetings and Conventions		
520102 · Board Meetings 01/02 #4	1,700.50	7,700.00
520302 · District 1 & 2 Meeting 2002	556.00	800.00
520402 · District 3 & 4 Meeting 2002	556.00	800.00
520520 · Fall Booster 2001	1,344.44	650.00
520800 · Mail Count Schools 2001	241.30	3,000.00
520920 · National Convention 2001	16,895.60	17,000.00
521102 · State Convention 2002	2,904.00	19,000.00
Total 520000 · Meetings and Conventions	24,197.84	48,950.00
530000 · Equipment Fund		
530100 · Equipment Fund - Software & Ins	140.06	300.00
530200 · Equipment Fund	1,768.96	1,500.00
Total 530000 · Equipment Fund	1,909.02	1,800.00
550000 · Other Expenses		
551000 · Accounting	2,210.00	3,000.00
552000 · Contracts/PO 603	0.00	100.00
555000 · Memorial Gifts	0.00	100.00
556000 · Payroll Taxes	4,977.65	11,500.00
557000 · Retirement Plan	2,552.63	6,000.00
558000 · Long Term Disability Plan	90.00	500.00
Total 550000 · Other Expenses	9,830.28	21,200.00
610DS · President & GMAC - D. Schrup		
610DS18 · Mileage - Car	0.00	150.00
610DS20 · Office Expense	0.00	180.00

01/24/02

Washington Rural Letter Carriers Association
Budget vs. Actual
 July through December 2001

	Jul - Dec '01	Budget
610DS60 · LWOP		
610DS85 · LWOP - Union Business #4	0.00	750.00
Total 610DS60 · LWOP	0.00	750.00
Total 610DS · President & GMAC - D. Schrup	0.00	1,080.00
620PA · Vice President P. Alexander		
620PA32 · Presidents Semihar	0.00	1,000.00
620PA60 · LWOP		
620PA85 · LWOP - Union Business #4	182.82	750.00
Total 620PA60 · LWOP	182.82	750.00
Total 620PA · Vice President P. Alexander	182.82	1,750.00
630RW · Sec/Treas. - R. Wendlandt		
630RW18 · Mileage - Car	37.20	
630RW20 · Office Expenses	1,260.31	3,000.00
630RW24 · Postage	929.14	2,300.00
630RW26 · Printing	854.43	2,300.00
630RW50 · Salary	1,650.00	3,300.00
630RW60 · LWOP		
630RW85 · LWOP - Union Business #99	6,881.48	17,900.00
630RW86 · LWOP - Lost A/SL #16	1,046.67	2,900.00
Total 630RW60 · LWOP	7,928.15	20,800.00
Total 630RW · Sec/Treas. - R. Wendlandt	12,659.23	31,700.00
640DS · Editor - D. Snyder		
640DS20 · Office Expenses	0.00	300.00
640DS50 · Salary	400.00	2,000.00
Total 640DS · Editor - D. Snyder	400.00	2,300.00
645000 · Washington Rural Carrier (WRC)		
645100 · WRC Postage (4 issues per year)	826.69	1,700.00
645200 · WRC Printing(4 issues per year)	1,882.56	4,500.00
645300 · WRC Mailing (3 Issues)	142.87	
Total 645000 · Washington Rural Carrier (WRC)	2,852.12	6,200.00
650RP · District 1 - R. Pike		
650RP18 · Mileage - Car	0.00	200.00
650RP20 · Office Expenses	0.00	220.00
650RP60 · LWOP		
650RP85 · LWOP - Union Business #1	0.00	170.00
Total 650RP60 · LWOP	0.00	170.00
Total 650RP · District 1 - R. Pike	0.00	590.00
660AL · District 2 - A. Lamm		
660AL18 · Mileage - Car	147.00	350.00
660AL20 · Office Expenses	0.00	350.00
660AL60 · LWOP		
660AL85 · LWOP - Union Business #1	157.94	160.00
Total 660AL60 · LWOP	157.94	160.00
Total 660AL · District 2 - A. Lamm	304.94	860.00
670SB · District 3 - S. Brewster		
670SB18 · Mileage - Car	0.00	400.00
670SB20 · Office Expenses	0.00	200.00
670SB60 · LWOP		

01/24/02

Washington Rural Letter Carriers Association
Budget vs. Actual
 July through December 2001

	Jul - Dec '01	Budget
Total 720MM · Asst. Stew. - M. McIntosh	5,289.89	12,420.00
730SJ · Asst. Stew. - S. Johnson		
730SJ18 · Mileage - Car	464.50	900.00
730SJ20 · Office Expenses	901.47	1,400.00
730SJ50 · Salary	1,500.00	3,000.00
730SJ60 · LWOP		
730SJ85 · LWOP - Union Business #72	4,801.88	11,880.00
730SJ86 · LWOP - Lost A/SL #10	163.26	1,650.00
Total 730SJ60 · LWOP	4,965.14	13,530.00
Total 730SJ · Asst. Stew. - S. Johnson	7,831.11	18,830.00
740MH · Asst. Stew. - M. Hartshorn		
740MH18 · Mileage - Car	223.50	225.00
740MH20 · Office Expenses	490.79	1,400.00
740MH50 · Salary	1,500.00	3,000.00
740MH60 · LWOP		
740MH85 · LWOP - Union Business #10	1,007.44	1,700.00
740MH86 · LWOP - Lost A/SL	166.04	
Total 740MH60 · LWOP	1,173.48	1,700.00
Total 740MH · Asst. Stew. - M. Hartshorn	3,387.77	6,325.00
750PA · Asst. Stew. - P. Alexander		
750PA18 · Mileage - Car	101.90	700.00
750PA20 · Office Expenses	615.54	1,800.00
750PA50 · Salary	1,500.00	3,000.00
750PA60 · LWOP		
750PA85 · LWOP - Union Business #40	2,925.12	7,400.00
750PA86 · LWOP - Lost A/SL #11	548.46	2,000.00
Total 750PA60 · LWOP	3,473.58	9,400.00
Total 750PA · Asst. Stew. - P. Alexander	5,691.02	14,900.00
810JP · Area Stew. - J. Patteson		
810JP18 · Mileage - Car	241.50	400.00
810JP20 · Office Expenses	220.30	1,100.00
810JP50 · Salary	300.00	600.00
810JP60 · LWOP		
810JP85 · LWOP - Union Business #9	1,012.16	1,600.00
Total 810JP60 · LWOP	1,012.16	1,600.00
Total 810JP · Area Stew. - J. Patteson	1,773.96	3,700.00
820JS · Area Stew. - J. Sisley		
820JS18 · Mileage - Car	82.20	350.00
820JS20 · Office Expenses	219.84	1,000.00
820JS50 · Salary	300.00	600.00
820JS60 · LWOP		
820JS85 · LWOP - Union Business #4	337.72	680.00
Total 820JS60 · LWOP	337.72	680.00
Total 820JS · Area Stew. - J. Sisley	939.76	2,630.00
870DS · Area Stew. - Dan Schrup		
870DS18 · Mileage - Car	0.00	100.00
870DS20 · Office Expenses	7.60	200.00
870DS50 · Salary	300.00	600.00
870DS60 · LWOP		

01/24/02

Washington Rural Letter Carriers Association
Budget vs. Actual
 July through December 2001

	Jul - Dec '01	Budget
670SB85 · LWOP - Union Business #2	171.65	350.00
Total 670SB60 · LWOP	171.65	350.00
Total 670SB · District 3 - S. Brewster	171.65	950.00
680DR · District 4 - D. Reppe		
680DR18 · Mileage - Car	0.00	250.00
680DR20 · Office Expenses	0.00	250.00
Total 680DR · District 4 - D. Reppe	0.00	500.00
691 · Ret/Car PAC - L. Walker		
691LW20 · Office Expenses	0.00	100.00
Total 691 · Ret/Car PAC - L. Walker	0.00	100.00
700CA · State Steward - C. Alexander		
700CA10 · Copier Supply and Maintenance	0.00	1,000.00
700CA18 · Mileage - Car	269.16	1,200.00
700CA20 · Office Expenses	1,568.94	3,000.00
700CA22 · Per Diem	70.00	560.00
700CA50 · Salary	2,100.00	4,200.00
700CA60 · LWOP		
700CA85 · LWOP - Union Business #95	8,592.54	17,500.00
700CA86 · LWOP - Lost A/SL #20	1,462.56	3,700.00
Total 700CA60 · LWOP	10,055.10	21,200.00
Total 700CA · State Steward - C. Alexander	14,063.20	31,160.00
705000 · Steward Training Expenses		
705100 · Stew Training Nat/Feb DC	0.00	1,300.00
705200 · Stew Training New Local	125.00	1,500.00
705300 · Stew Training Mailing Updates	84.54	500.00
705400 · Stew Training State Conv	0.00	2,500.00
705500 · Stew Training Supplies	80.00	150.00
705600 · Stew Training Dist/Enh #2	1,715.00	3,500.00
705700 · Stew Training Area/Asst/S#1	1,759.63	2,000.00
705800 · Stew Training Regional Nov	3,588.61	2,000.00
Total 705000 · Steward Training Expenses	7,352.78	13,450.00
710JP · Senior Asst. Stew. - J. Peck		
710JP18 · Mileage - Car	674.88	1,200.00
710JP20 · Office Expenses	1,439.59	2,500.00
710JP22 · Per Diem	0.00	70.00
710JP50 · Salary	1,650.00	3,300.00
710JP60 · LWOP		
710JP85 · LWOP - Union Business #70	7,621.32	13,000.00
710JP86 · LWOP - Lost A/SL #14	1,240.68	2,500.00
Total 710JP60 · LWOP	8,862.00	15,500.00
Total 710JP · Senior Asst. Stew. - J. Peck	12,626.47	22,570.00
720MM · Asst. Stew. - M. McIntosh		
720MM18 · Mileage - Car	767.70	1,200.00
720MM20 · Office Expenses	9.11	400.00
720MM22 · Per Diem	0.00	140.00
720MM50 · Salary	1,500.00	3,000.00
720MM60 · LWOP		
720MM85 · LWOP - Union Business #34	3,013.08	6,280.00
720MM86 · LWOP - Lost A/SL #8	0.00	1,400.00
Total 720MM60 · LWOP	3,013.08	7,680.00

01/24/02

Washington Rural Letter Carriers Association
Budget vs. Actual
 July through December 2001

	Jul - Dec '01	Budget
870DS85 · LWOP Union Business #4	0.00	760.00
Total 870DS60 · LWOP	0.00	760.00
Total 870DS · Area Stew - Dan Schrup	307.60	1,660.00
880LS · Local Steward		
880LS20 · Office Expense	44.96	350.00
880LS24 · Postage	32.32	
Total 880LS · Local Steward	77.28	350.00
Total Expense	112,804.74	269,565.00
Net Ordinary Income	29,986.68	3,520.00
Other Income/Expense		
Other Income		
450000 · Interest Income		
451000 · Chkg Interest - WA Trust Bank	55.12	350.00
452000 · Svgs Dividends - APCU	356.28	1,500.00
Total 450000 · Interest Income	411.40	1,850.00
Total Other Income	411.40	1,850.00
Net Other Income	411.40	1,850.00
Net Income	30,398.08	5,370.00

WRLCA TRACKING FORM FOR LWOP FOR 2001/2002 YEAR														
NAME	Jul-01	Aug-01	Sep-01	Oct-01	Nov-01	Dec-01	Jan-02	Feb-02	Mar-02	Apr-02	May-02	June-02	Total	Total for year
Dan Schrup	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Patricia Alexander	2	0	3	2	7	3	0	0	0	0	0	0	17	
Patricia Lost s/l annual	0	0	0	0	3	0							3	20
Becky Wendlandt	6	10	6	8	0	9	0	0	0	0	0	0	39	
Becky Lost s/l annual	0	1	0	2	0	3							6	45
Becky Pike	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Ann Lamm	1	0	0	0	0	0	0	0	0	0	0	0	1	1
Steve Brewster	1	0	0	0	0	0	0	0	0	0	0	0	1	1
Dave Reppe	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Charles Alexander	8	5	9	10	7	8	0	0	0	0	0	0	47	
Charles lost s/l annual	0	3	0	2	2	1							8	55
Judith Peck	3	8	11	0	21	0	0	0	0	0	0	0	43	
Judi lost s/l annual	0	0	3	0	4	0							7	50
Marc McIntosh	5	2	2	2	2	4	0	0	0	0	0	0	17	
Marc Lost s/l annual	0	0	0	0	0	0							0	17
Monte Hartshorn	0	0	0	3	2	1	0	0	0	0	0	0	6	
Monte lost s/l annual	0	0	0	0	0	1							1	7
Shawn Johnson	5	5	0	10	10	0	0	0	0	0	0	0	30	
Shawn lost s/l annual	0	0	0	0	1	0							1	31
Janice Sisley	0	0	0	0	1	1	0	0	0	0	0	0	2	
Joyce Patteson	0	2	2	1	1	0	0	0	0	0	0	0	6	
TOTALS	31	36	36	40	61	31	0	0	0	0	0	0	235	
Note: This form shows the amount of LWOP taken for union business and the amount of LWOP taken for Lost Annual and Sick Leave.														
The Total For Year shows the total amount of both LWOP for union business and lost sick leave and annual added together.														

Note: This form shows the amount of LWOP taken for union business and the amount of LWOP taken for Lost Annual and Sick Leave. The Total For Year shows the total amount of both LWOP for union business and lost sick leave and annual added together.

2001-2002 AUXILIARY OFFICERS

Auxiliary President

Steve Roakes
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Cell (509)948-2044
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Auxiliary Vice President

Mike Peck
12332 51ST AVE SE
Everett, WA 98208-9671
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mike.peck@attws.com

Auxiliary Secretary / Treasurer Scholarship Committee

Chairperson
Myrtle Buchanan
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Chewelah, WA 99109-9511
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Auxiliary District I Representative Sunshine Committee Chairperson

Delores Robb
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(360) 435-2223

Auxiliary District II Representative 2002 Junior Convention Sponsor

George Sisley
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Auxiliary District III Representative

Mike Crow
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West Richland, WA 99353
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Auxiliary District IV Representative

Donna Walker
2485 Highline Rd.
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A Very Special Moment

by Steve Roakes
President, Auxiliary of the WRLCA

Junior Programs at each convention focus on several aspects. We hope to give the Juniors some exposure to local history, a lot of fun, some good food and some exposure to the labor union convention process. We believe it is an investment in the future.

This week I received a very special Thank You! One of the participants of the Junior Program in recent years had just won the Washington State Debate Contest. She now goes on to National Competition where she will present a Legislative Bill and attempt to get the convention body to support and pass her Bill. She was grateful for the opportunity to stand up in front of the WRLCA convention body and perform because it taught her how to control the fear of being in front of an audience. She was excited that she has seen Robert's Rules of Order in action and she could visualize what her National Convention Challenge would be like. She asked that I pass a special Thank You on to the Association and Auxiliary Membership for their part in influencing her life.

As a spouse of an Association Member, I witness rewarding moments like this every year that I participate in the Auxiliary. I am comfortable that all of the Auxiliary Active members have had experiences that they also will carry as special memories.

Many thanks to the Association Body that stands up and supports the Auxiliary of the WRLCA and its efforts to help the Association Membership!

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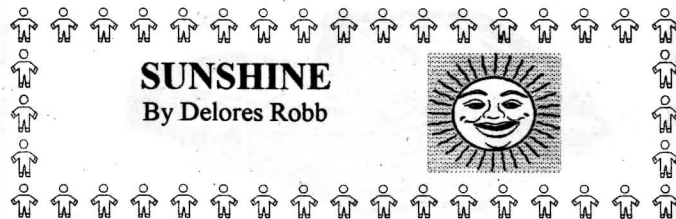
**PLEASE JOIN THE WA-RLCA AUXILIARY
AND SUPPORT YOUR POSTAL FAMILY.**

If you are interested in a white 1999 RHD
Subaru that is for sale, call Ferndale RCA
Karen Lewis at
360-966-5669.

DISTRICT 1

By Delores Robb
District 1 Representative

Our National Auxiliary President has chosen to work with the American Diabetes Association for our humanitarian project this year. She is Joyce Harrison. "Finding a Cure Through Knowledge" is her program motto, and the symbol is a lighted candle. Just as fire is a symbol of knowledge that we will acquire and share with others. She has truly tried to include the entire rural carrier family in every aspect of this project. The pin is a design similar to the rural carrier logo and is offered for a \$10 donation. The note cards were drawn by a rural carrier, Laurie Raumer of Rhode Island, and features two designs per 10/ pack for a donation of \$3. There are two Junior items offered, a made-in-America scented candle for \$5, and a lighted yo-yo for a donation of \$3. I earnestly ask each of you to participate and support the Program of Knowledge. I firmly believe that our rural carrier organizations can make a difference by our commitment to help



Sunshine creates Warmth and Joy. By keeping touch and caring for our Rural Carrier Family, we will put Sunshine into their lives. The auxiliary is a team that works together for All of you. The cards that circulate across the state come from the Auxiliary. Just think how much Love we can send for a 34-cent stamp. These cards bring gladness and puts smile on their faces.

I do need to know the needs of our people. You can all be my helpers and let me know what kind of card needs to be sent to whom. If someone has been ill, had surgery, or passed away, or just needs cheering up. My address is on the Auxiliary Officer page.

Please keep me informed. Serving on the Sunshine Committee is very special to me. It brings Joy into my life.

Greetings from your Third District Auxiliary Representative

By Donna Walker
District 3 representative

Just wanted to write a short article to thank each of you who have supported the Aux. Project this year. Our sales are going great. Being a diabetic myself, I realize fully the degree this dreaded disease can cause in the lives it touches. It is no respecter of young or old. It will take many a dollar for research to find the cure. It's people like you who can make this possible. And it's people like me that will be ever grateful. Thanks from all of us.

**SCHOLARSHIP COMMITTEE**

By Myrtle Buchanan
Auxiliary Secretary / Treasure
Scholarship Committee Chairperson



NOTICE: My E-mail address has been changed since the first of January. It is: nmbuchanan@theofficenet.com. So if anyone sent me and e-mail message since the first, I did not receive it.

Now on to Scholarship:

So far I've only had 3 application requests. I know there's more of you out there. Any child or grandchild can apply. Parents, grandparents, or guardians must be members of the Association and Auxiliary. Send your scholarship requests to:

Myrtle Buchanan
2030 Steinmetz Rd.
Chewelah, WA 99109-9511

The Auxiliary is busy selling the items for our National President. Any Auxiliary officer has supplies and will try to be at your County meeting sometime during the year.

PAC NEWS

By Lynn Walker
Retirement Representative
And Pac Chairman

Hello to all!,
This being my first year as your retired Rep. and PAC chair and my first article for the paper for some time, I will try to make this as informative and interesting as I can. I have sent \$1100 to NRLCA PAC. This will be reflective in the January readout. I received a readout of contributions made at the 2001 National Convention by Washington Delegates and amount contributed there. As I did not attend last year I asked Neil if he would attend to Washington's PAC table and cover pertinent PAC meetings which he did. I really appreciated it. Our state had 18 delegates and contributed \$1010 or \$56 per delegate. Thanks to all who contributed. There are two new PAC pins for 2002. A cumulative \$500 contribution is a pin of the Capital with a ruby chip on the top of the dome. A \$1000 contribution is a pin of the Capital with a diamond chip on its dome. Both are engraved with the year 2002 and dollar amount contributed. Some of you are well on your way to the ruby chip \$500 pin. At the fall booster Janice Sisley, from Mutual County, presented the challenge to all county units to meet or exceed \$300 contributions for the 2001, 2002 year ending with our state convention in June. Here are the totals as I have them for the respective counties thus far.

Kiss County \$330

Mutual County \$105 & \$50 merchandise to be raffled off at convention for a tot. of \$155

Lower Columbia Count \$305

Southeast County \$100

Yakima County \$35

Chelan Douglas County \$30

Kitsap County \$30

Whatcome County \$10

As much as I would like to attend all of your county meetings it wouldn't be feasible so if your unit presidents would remind your members present of the importance of PAC and join in on Janice's challenge. The county with the largest per delegate contribution will be recognized at the 2002 convention and the delegates present from that county there names will be put in a drawing. I hope to attend some local county meeting this spring, and the district meetings. I have the 2002 Executive, Leadership, and Supporter circle pins. If you haven't received yours let me know and I will send them to you or perhaps I will see you at district meetings. You can also send contributions directly to me:

Lynn Walker
2485 Highline Rd.
Chewelah, Wa. 99109
irish@theofficenet.com

WANTED: *Your PAC contributions!*



**P - POLITICAL
A - ACTION
C - COMMITTEE**



UNDERSTANDING OUR RECENT ARBITRATION

By Charles Alexander
WA-RLCA State Steward

NRLCA Legal Counsel Michael Gan reviewed the APWU Arbitration Award previously issued by Arbitrator Goldberg wherein the APWU had been granted 1.2% in the first year of their contract, 1.8% in the second year, and 1.4% in the third year. There will be no Cost of Living Adjustment (COLA) in the first year; instead, APWU craft will receive a \$499 lump sum payment for that year. There will be no increase in the amount the craft will pay for their part of the health insurance premium. There were also upgrades of one pay level for 50,000+ craft members.

On January 11, 2002, Arbitrator Goldberg issued a supplemental award for the APWU craft members who did not receive a pay level upgrade, saying that he was not going to give parity for parity's sake. Goldberg stated that the APWU craft members receive a wage premium better than people working similar jobs in the private sector, and that although he realizes that the USPS faces a long-term deficit, this problem does not warrant reducing wages below those in the private sector. He further emphasized that employees should not be forced to subsidize the USPS deficit, but the Postal Service's short-term financial problem does justify taking away the first year's COLA in the contract and substituting a lump sum payment in its place.

Michael Gan reminded the audience of the Postal Service's initial and persistent proposals regarding our Contract. The meager USPS offer includes the following:

1. A general wage increase is no longer necessary; a \$500 lump sum should be given instead. (The NRLCA feels that lump sums are not appropriate.)
2. USPS is in critical financial condition.

3. Two-week counts with no holidays are appropriate, rather than September four-week counts that include a holiday.
4. Time standard changes are necessary.

Michael then said that every arbitration panel is unique. He gave a short history of our road to arbitration, reiterating that an impasse with the Postal Service was reached on November 20, 2001, leading to fact-finding hearings, where both sides attempted to show the merits of their case. In theory, negotiating our own contract is best, as we all know. After fact-finding failed, we entered into mediation, and when that did not work, we began

"As to the Parity Issue, the USPS said that there is no evidence of any difference between city and rural delivery, and furthermore, there is already parity between city and rural, since we have a better leave policy and superior retirement benefits."

Interest Arbitration. It is interesting to note that we have not had Interest Arbitration since 1984. Fortunately, Arbitrator John Calhoun Wells has been involved in all three phases of our attempt to secure a contract. Immediate NRLCA Past President Steve Smith is our representative on the panel, the USPS representative is Tony Vigilante, and John Wells is the designated neutral.

The Interest Arbitration will be over on Thursday, January 31, 2002, after 21 hearing days. For 15½ days, the NRLCA presented evidence, including 200+ exhibits, charts, graphs, facts, and factoids. Our witnesses alone gave 2,000 pages of testimony. The USPS presented fewer witnesses on fewer days, but their positions were focused and strategic. By comparison, there were only three 1984 Arbitration hearing days.

Everyone involved in our current Interest Arbitration seems to agree that the NRLCA has left no stone unturned. According to Michael Gan, after the expert testimony presentations by our side, even the USPS seemed impressed.

The USPS presented a Mail Count Proposal and Time Standard Changes. They also talked about the poor financial condition of the USPS and of our whole country, cautioning a moderate approach

in our contract, with \$500 lump sum payments, rather than an increase in salary, which would, incidentally, go towards our retirement. As to the Parity Issue, the USPS said that there is no evidence of any difference between city and rural delivery, and furthermore, there is already parity between city and rural, since we have a better and superior retirement policy than theirs.



Rebuttals and re-directs for the Postal Service's last day of testimony will take place on Thursday, January 31. After that, the Interest Arbitration will be over, except for the Arbitrator's decision. Make no mistake, our evaluated system is on trial. The Postal Service's emphasis on reducing or eliminating the National underage of actual work hours, relative to evaluated work hours, commonly referred to as the "bump," is seen by the NRLCA as a whittling away of the very incentive that drives the evaluated system. Without that incentive, we might as well all be on the clock like the city carrier craft.

While our National Board has taken the high road in these negotiations, the USPS has stated that our cooperation has no value, that we are overpaid, that there is no relief problem, and that they want a return on capital investment, specifically rural carrier casing equipment purchased 20 years ago.

Michael Gan said that there is just no way to tell right now how this Interest Arbitration will turn out. When all is said and done, both sides will undoubtedly be disappointed. Let's hope that the USPS is the most disappointed!

NRLCA President Gus Baffa then gave his overview of the Interest Arbitration. He said that the USPS proposal to change time standards would take around \$1/4 billion from rural carrier pockets, while the NRLCA proposal to change time standards would add \$4 billion for us. President Baffa also said that if the arbitrator gives the USPS what

the days of extensive testimony, the number of times that Arbitrator Wells has shown any visible physical reaction to anything said could be counted on one hand. One of those times was in reaction to testimony regarding the time and length of mail counts. The Postal Service continues to claim that their 5-year study of mail volumes indicates that the last week of February and the first week of March come the closest to the average volume for any two weeks of the 5 years. Of course, we are arguing for 4 weeks with an included holiday, specifically, September. The Postal Service counters our proposal by claiming that September is 2% above average in mail volume. We counter their counter by claiming that the alleged 2% represents our incentive. The Postal Service counters with their claim that the previously referenced "bump" at 10% is already too much incentive, and that if the 2% were added to the 10%, rural carriers would be achieving a 12% "bump." We counter that the Postal Service should be subtracting the 2% from the 10%, because any volume over average would already be reflected in the "bump." And so it goes, back and forth, with both sides pulling out all of the stops to convince Arbitrator Wells to accept their arguments.

The panel meets Friday, Saturday, and Sunday, and President Baffa expects a decision from the arbitrator 10-14 days after that, about the middle of February. Personally, I find it hard to imagine how any more drama, excitement, or anxiety could be added to our 3-year effort to achieve a fair and just Contract with the Postal Service. I wonder how much time and effort would have been expended had we not been the most productive and cooperative of all the Postal unions.

EDITOR'S NOTE: This was written before the Arbitrators made their decision. But was included in the WRC to provide the membership with a view of the Arbitration Process.

District 3 & 4 Meeting**March 24, 2002****10 a.m. - 3 p.m.****Q & A from 3 p.m. to 4 p.m.****Oxford Suites****15015 E. Indiana Ave.****Spokane, WA 99216****(phone 866-668-7848)****Executive Board Meeting****March 23, 2002****8 a.m. - 5 p.m.****Oxford Suites****15015 E. Indiana Ave.****Spokane, WA 99216****(phone 866-668-7848)****HELPFUL INFO**

by Charles Alexander

QUESTION:

If an RCA takes the AUX route 6 days a week and the AUX route is depleted due to this count, what happens to the RCA position if there are no openings in the office? Does the RCA lose his/her job and seniority and basically let go (FIRED), or are they moved to another office or is the jr. RCA bumped?

ANSWER:

The scenario presented is exactly why a TRC is supposed to be assigned to a primary position on one of the regular routes whenever an RCA elects to serve an auxiliary route 6 days per week. Unfortunately, the Seattle District never can seem to get the leave

replacement part of the Contract right. First the District hired too many TRCs and violated the cap. Then all of the TRCs were forced to take the test to become RCAs, and there weren't enough to cover for the RCAs working auxiliary routes 6-days per week. If it had been done correctly, the RCA whose 6-day per week auxiliary route disappears would simply slot into the former primary leave replacement position of the TRC that management would let go. If this is not possible, and there are no primary leave replacement positions available in the office, the RCA would essentially cause the RCR with the least seniority to be excessed. If there are no RCRs the junior RCA would be excessed. See Article 30.2.I on pages 78 and 79 of the Contract Extension.

QUESTION:

You have been sending out all kinds of info about this count and new contract. I wonder if you have any good news I can give to the RCAs and subs in our office. They keep hearing about all these routes being cut and they can see where they might be losing a lot of hours. You have not sent out any kind of schedule where it shows how the contract is going to affect their wages. Or how they will be getting part of that \$499 bonus. Do you have any knowledge on how that is to be divided up among the RCAs? I think they need to hear some positive news, as they are pretty upset about their futures, too.

ANSWER:

I haven't received much information yet on how the Arbitration Award will Affect RCAs. I do know that the hourly wage for the 95% of the Nation's RCAs who are under Schedule 1 will go from the old \$13.51 per hour to the new rate of \$14.85 per hour. That's \$1.34 per hour increase, or roughly 10% more than they were making! It is my understanding that RCA's will also benefit from COLA roll-ins, but I don't have any of the details. I'll spread the word just as soon as the details are available.

RURAL ROUTE EVALUATION WORKSHEET MAIL COUNT CALCULATOR

PS 4241		Amount	Time Allowance	Time Allowance	Office Time	Route Time
Ref.No.	Description	Entered	Office Time	Route Time	(Mins.)	(Mins.)
	Route Length			Miles x 12.0		
	Regular Boxes (Non L)			Boxes x 2.0		
	Regular Boxes (L Only)			Boxes x 1.82		
	Centralized Boxes			Boxes x 1.0		
	NDCBU Coll/Comp			Compartments x 1.0		
	Parcel Lockers			Lockers x 2.0		
A	Letter Size		(Total / 2) x .0555			
B	Sector Segment		(Total / 2) x .0444			
C	Papers,Mags,Cats.		(Total / 2) x .100			
D	Parcels		(Total / 2) x .333	(Total / 2) x .167		
E	Box Holders		(Total / 2) x .04			
F	RegCertInsDelSpec/Exp		(Total / 2) x 1.0	(Total / 2) x 3.0		
G	COD Customs Due Del		(Total / 2) x 1.5	(Total / 2) x 4.0		
H	Postage Dues (Round UP)		(Total / 2) / 5 Rd up			
I	Address Changes		(Total / 2) x 2.0			
J	Mark Ups		(Total / 2) x .25			
K	Forms 3821		(Total / 2) x 2.0			
L	Del. Point Seq. Ltrs.			(Total / 2) x .0333		
M	MO Applications		(Total / 2) x 1.5	(Total / 2) x 2.0		
N	Letters/Flats Coll.		(Total / 2) x .04			
O	Ord Ins PP Coll.		(Total / 2) x 2.0	(Total / 2) x 2.0		
P	Reg & Cert Coll.			(Total / 2) x 2.0		
Q	Loading Actual		(Total / 2)			
R	Other Suitable		(Total / 2)			
S	Stamp Stock (All Rts.)		20			
	Strapping Out		(A+B+C-J) / 2 X .01428			
T	Return Receipts (L)		(Total / 2) x .25			
	Office & Personal					
U	Auth. Dismounts			(Total / 2) x .1		
V	Auth. Dismount Dist.			(Total / 2) x .00284		
Z	Lock Pouch Stops			# DAILY Stops x 30.0		
	Withdraw Mail		Yes=30 No=0	→		
	USPS Vehicle		Rt. Mi x 6/100x4.5 (Minimum 30)	→		

WEEKLY TOTALS (Mins.)

TOTAL OFFICE ROUTE

	HOURS	MINUTES
OFFICE STD HOURS		
ROUTE STD HOURS		
TOTAL STD HOURS		

ROUTE CLASSIFICATIONS

"H" Routes

41	(40:30 to 41:29)
42	(41:30 to 42:29)
43	(42:30 to 43:29)
44	(43:30 to 44:29)
45	(44:30 to 45:29)
46	(45:30 to 46:29)

"J" Routes

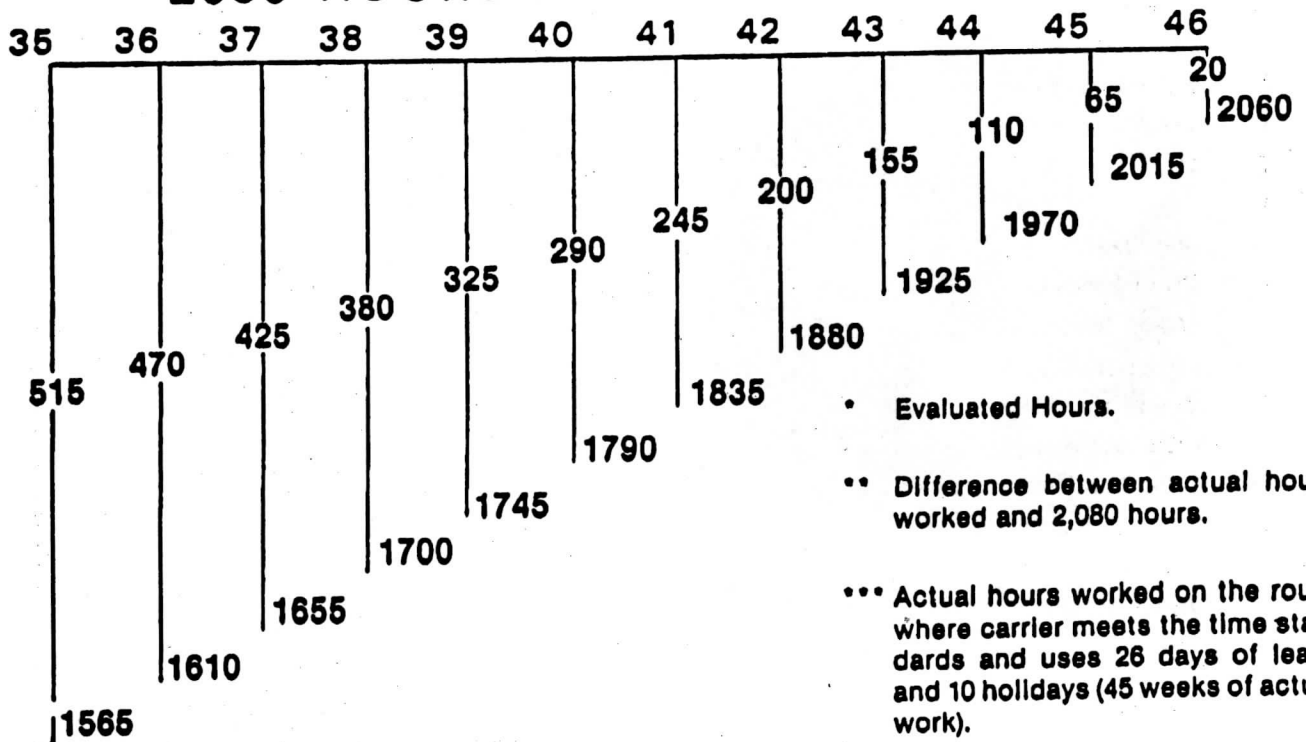
41	(44:11 to 45:15)
42	(45:16 to 46:21)
43	(46:22 to 47:27)
44	(47:28 to 48:32)
45	(48:33 to 49:37)
46	(49:38 to 50:43)

"K" Routes

40	(47:24 to 48:35)
41	(48:36 to 49:47)
42	(49:48 to 50:59)
43	(51:00 to 52:11)
44	(52:12 to 53:23)
45	(53:24 to 54:35)
46	(54:36 to 55:47)
47	(55:48 to 56:59)
48	(57:00 to 57:36)

Normally, these categories should only be used as interim route classifications pending route adjustments.

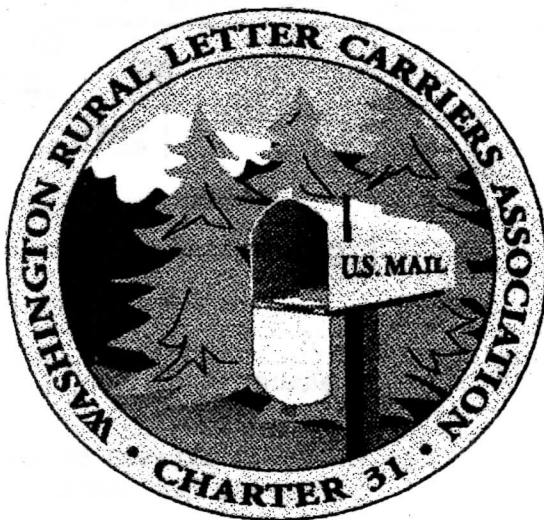
2080 HOURS ANNUAL GUARANTEES



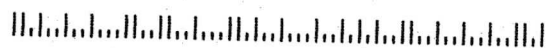
**Washington Rural Carrier
91 Sinclair Lane
Selah, WA. 98942**

**Non-Profit Organization
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Permit # 5
Lummi Isl., WA 98262**

**WASHINGTON
RURAL CARRIER**



Where Service Begins With a Smile



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