

WASHINGTON RURAL CARRIER

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Washington Rural Letter Carriers' Association

November 2002



Where Service Begins With a Smile

CONSOLIDATION OF VACANT ROUTES

By Charles Alexander
WA-RLCA State Steward

I have some unsettling news for senior RCAs and some potentially good news for former K route rural carriers whose evaluations plummeted to J or even H route status in the February 28-March 13, 2002 rural mail count. When a route becomes vacant, it is very likely that instead of posting this vacant route so that an RCA can become a regular rural carrier,

Districts across the Nation, including the Districts in Washington State, are dismantling the vacant route by

adding the hours from the vacant route to the other regular routes in the office.

"...Districts across the Nation, including the Districts in Washington State, are dismantling the vacant route by adding the hours from the vacant route to the other regular routes in the office."

Article 12.4.C of the National Agreement refers to Route Consolidations. Management's authority to consolidate vacant routes comes from Section 1, where it is stated that "All vacant routes will be considered for consolidation. All routes within one (1) office may be considered for route consolidation if a vacancy exists or if no carrier will be excessed from the rural carrier craft in the installation as a result of the consolidation." The M-38 Section 840 Consolidation of Rural Routes defines consolidation as "...the combining of territories from two or more routes which results in the elimination of one or more of these routes." Section 841.2 states the purpose of consolidation as "...to reduce the operational and administrative costs associated with rural delivery and/or highway contract service." A memorandum dated April 12,

Labor Relations Andrea Wilson to the Area and District managers contains the reference used by the Postal Service to have the authority to consolidate routes and is from "Route Adjustments and Assignments Following the 2002 Mail Count," which starts out by stating that "The following questions and answers are intended to as-

sist management with adjustments and assignments following the implementation of the 2002 mail count results to ensure compliance with the provisions of the USPS/NRLCA National Agreement, hand-

books and manuals, and National policy." Question and answer 18 reflects consolidation:

(Continued on page 11)

IMPORTANT INFORMATION FOR ALL UNION MEMBERS

The Postal Service is gutting the Rural Carriers' evaluated pay system. Management can no longer be trusted to do the right thing. It is up to you to protect your route evaluation. Your Union is sponsoring mail count training through out the state for the 2003 mail count.

Come and learn

**January /February 2003 Mail count training:
Mail count will be February 15 through March 15, 2003. The training dates, and locations can be found on page 3:**

(continued on page 14)

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Have we seen a new mood toward management?

By Daniel Schrup
WA-RLCA State President

The National Convention in Portland Maine may have ushered in an entirely new frame of mind for the Rural Craft. There was no evidence of the tendencies of the past to forgive the Postal Service for their transgressions. I believe this was very evident when the delegates voted to limit access by Postal Managers to *The National Rural Letter Carrier*. Managers were also excluded from being associate members of the NRLCA. Therefore Postal managers will no longer be eligible for the RLCBP insurance plan. The mood of the delegates was also very evident in the short introductions nearly ever speaker from the floor prefaced their remarks with, such as "I am appalled at the way Postal Management treated the Rural Craft in this last count!" This statement will perhaps get the point across to the USPS Headquarters that the Rural Craft is no longer going to be quite as co-operative as we have been in the past. The trust



we have shared with Postal Management in the past is no longer a forgone conclusion. Our trust will have to be earned and Rural Carriers expect to be treated with respect. Our contribution to this organization must be recognized.

On another front a resolution to limit retired carriers from serving as delegates after 5 years in retirement status received quite a bit of debate. The resolution failed, but by my reckoning not by much. It is my feeling that as more delegates are elected from the ranks of the relief carriers there is a definite feeling that perhaps we should look more closely at electing informed delegates and one way of addressing this issue is electing active carriers. As issues become more and more complex i.e. scanners, DPS and so on, perhaps it is only fitting that we all think about those we choose to send as delegates to the convention.

(Continued on page 18)

UNION COUNT SCHOOLS IN 2003

RURAL COUNT BEGINS FEBRUARY 15 AND ENDS MARCH 15, 2003

By Patricia Alexander
Vice President



Your Board and State Steward have decided to hold many count schools in preparation for the February 15-March 15, 2003, mail count. Needless to say, we were unprepared after the amazingly quick Arbitration, so Mail Count Guides, developed the State Steward, were mailed to every union member. Since there was a shortage of time before the count, many rural carriers chose to get together and study the Mail Count Guide in small groups, often with an Assistant State Steward or Area Steward as the group leader. This worked so well that the Board and the State Steward decided to keep the momentum going by continuing to have many mail count schools, making it possible for rural carriers to attend a school near their homes.

Listed below are the dates of the Mail Count Schools. Each school will be held from 10:00 a.m. until 4:00 p.m. Sundays were chosen so that both regular rural carriers and leave replacements will be able to attend. **The only requirement is that the attendees must be union members.** Of course, it will be possible to join the union at the door before attending a mail count school. The union is paying mileage for school. The union is paying mileage for the Assistant State Stewards and Area Steward

trainers, so it would be unfair to those of us who pay union dues to have non-union rural carriers benefit from a union function. Let's try to get even more rural carriers to join our union. Mail Count Schools are one of the many benefits to belonging to our union.

January 5, 2002:

- Sequim – Area Steward Patrick Pitts/Assistant State Steward Monte Hartshorn
- Lynden – State Steward Charles Alexander and Assistant State Steward Patricia Alexander

LYNDEN FIRE HALL

- Issaquah /North Bend – Assistant State Steward Shawn Johnson/ Senior Assistant State Steward Judi Peck

ISSAQUAH POLICE STATION

- Moses Lake – Area Steward Dan Schrup/ Assistant State Steward Joyce Patteson:

MOSES LAKE FIRE STATION

January 12, 2003:

EVERGREEN BOWLING LANE MEETING ROOM

- Centralia – Monte/Area Steward Janice Sisley
- Spokane – Dan/Local Steward Tammy Donaghue and/or Local Steward Dave Robles
- Tri-Cities – Joyce/Editor Margene Horrell

PASCO POST OFFICE

January 19, 2003:

- Silverdale – Patrick/Judi
- Mt. Vernon – Charles/Patricia

P.U.D., MOUNT VERNON

- Colville – Dan/Joyce

January 26, 2003:

- Longview P.U.D – Joint Craft-Management Training – Monte
- Puyallup – Shawn/Janice
- Omak/Okanogan – Dan/Joyce **OMAK POST OFFICE**

February 2, 2003: First-Timers Count Schools

- Olympia – Shawn/Patrick
- Yakima/Selah – Joyce/Margene **APWU UNION HALL**
- Wenatchee – Dan/Tammy/Mike Cammack **DOUGLAS COUNTY #2 FIRE STATION**

The February 2, 2002, First-Timers Count Schools are for those rural carriers who are new to the rural craft and/or have never attended a Count

(Continued on page 14)



Voluntary Long Term Disability Income Protection Plan

- **Disability strikes one in every four workers before age 65.**
- **You have a one in four chance of being disabled for more than three months during your working years.**
- **You have a one in five chance of being disabled for more than six months during your working years.**

For more information, contact:
National Rural Letter Carriers' Association
 Group Insurance Department
 1630 Duke Street—First Floor
 Alexandria, VA 22314-3466

How would you pay your bills after 60 or 90 days if you could not work, possibly from sickness or accident, and out of annual and sick leave?

NATIONAL RURAL CARRIERS' PROVIDENT GUILD REPORT

By Patricia Alexander, Provident Guild Representative

The Provident Guild is a Fraternal, non-profit Death Benefit Department, open to all Regular, Substitute RCR, RCA, and PTF rural carriers and their spouses. All new enrollees must be under 56 years of age. You have a choice of benefit classes, ranging from \$10 a year to \$50 a year, depending on your age at the time of application.

Your dues do not increase as you grow older, nor do your benefits decrease. For example, if you are under 56 years of age, you may choose the **\$10 a year annual dues class**, and the maximum benefit your beneficiaries will receive will be \$1,000. At the time of death, after your heirs notify Provident Guild Secretary-Treasurer Helena Schloneger, a check for 30% of your maximum benefit, **\$300**, will be mailed to you beneficiaries, as immediate relief payment. I know that \$300 does not sound like a lot of money, but it may tide your beneficiaries over until your other life insurance takes over. At the time of the National Convention, the deaths of all the Provident Guild members that occurred that year will be calculated, and all the dues received that year will be divided between the beneficiaries, according to the annual dues class the enrollee was in. 100% of the annual dues is returned to the beneficiaries, prorated among all the claims for that fiscal year. There is no overhead taken out of dues money.

If you would like further information about the Provident Guild, please contact me. \$10 a year is a good investment, especially since no beneficiary will receive less than the amount of dues already paid. This is even better than putting money under our pillows!

State Secretary – Treasurer's Report

THIS ONE'S FOR YOU MOM

By Becky Wendlandt



As many of you know, my mom, Jessie Boren, retired rural carrier, passed away a year and half ago from breast cancer that metastasized in her stomach area. Mom successfully recovered from breast cancer 25 years ago, being one of the first that tried chemotherapy after her surgery. The reason why I am telling you this is because mom (and I) firmly believe that she had 25 extra years after the first surgery, and a year after the second, because she (and I) have Rural Carrier Benefit Plan Insurance (RCBP). Did you know that RCBP covers cancer completely, including second opinions, last chance efforts, ANY and AT treatments that your doctor would recommend, whatever you decide for your life. When waiting for the doctor with mom, I overheard a doctor ask the nurse before he saw his patient, "What insurance does he have?" Do you really think a doctor is going to tell you or recommend a treatment plan that your insurance, such as group death, does not cover? For your own sake, and your families, compare RCBP with what you have now. Compare for those major health decisions, and what they do or do not cover, because the major health decisions are what really matters. If you have any questions feel free to contact me, or Ed Koschalk, Neil Buchanan, Lynn Walker, all now retired rural carriers, that will share with you the same praise for RCBP and its catastrophic coverage of cancer, and other health issues. When checking the Guide to Federal Employees Health Benefits Plan our Rural Carrier Benefit Plan was rated above average on every item except "How well doctors communicate", which was average, and really does not matter since with RCBP you pick your own Doctor (hopefully one who can communicate). Not very many plans had this high of rating.

Open season for the Federal Employees Health

Benefits Program (FEHBP) will start on Monday, November 11 and end on Monday, December 9, 2002. This is also the time for carriers to elect to participate in the Flexible Spending Account (FSA) Program through the Postal Service, and to set the amount of money to have withheld from your paycheck. Any change in health Insurance coverage made during the Open Season and changes in premiums will take effect on January 11, 2003 for carriers, or on January 1, 2003 for retirees.

Task: Charles, don't forget open season this time!!! (He said to remind him ☺)



Open season for
FEHBP

November 11 and end
December 9, 2002.

RCA's: While we wish your premiums were subsidized like regulars, did you know that, as an RCA, you are able to enroll in Rural Carrier Benefit Plan Insurance for you and your family? As an RCA you do have to pay the entire premium, since the USPS does not pay anything towards the premiums, but it is a group plan and does

have complete coverage.

RCA's Qualifications for Health Insurance:

The rules for RCA's to purchase health benefits are as follows:

1. One year of continuous employment (365 days) with no breaks more than 5 days.
2. Have a regular tour of duty.
3. Receive enough earnings to pay the FULL biweekly premium plus the mandatory deductions each pay period. The US Postal Service does not contribute to the premium.

You must monitor your own eligibility. Personnel does not notify you!

The Rural Carrier Benefit Plan has a fee for service plan and also a PPO plan that you can choose from visit to visit.

So you ask, "What about a disability plan to cover me 24 hours a day, 7 days a week, no matter what happens to me and I can not work, and that pays a good percentage (tax free) of my

Postal Income?" Great you should ask, because we have a plan that has better coverage than what the Federal government is coming out with now. It is called Rural Carrier Long Term Disability Plan, and has 2 options to choose from. When you face these types of life changing decisions, make sure you don't have to worry about how to pay the bills!

Want to reduce what you are paying in Federal taxes? This is the time to set up your flex spending program. Being able to set amounts in dependent care and un-reimbursed medical expenses can

taxes. For		save on federal
not tried it		those who have
and figure it		yet, sit down
ning to have		out. I am plan-
gery on my		my lasik sur-
which is not		eyes next year,
health in-		covered in any
will set		surance plan, so
		aside the

\$1,500 I need for that, not to mention dental work. This means I don't have to pay federal taxes on the money I set aside in flex spending. Remember, it is not just how much you make, but what you keep that counts.

If you are interested in finding out more about health insurance, contact your local personnel office. Also the OPM web-site is <http://www.opm.gov/insure> and for Rural Carrier Benefit Plan and Rural Carrier Long Term Disability plan check out www.nrlca.org

I have just finished State Secretaries/Treasurers training on the access membership database and quick books financial program. As a trainer, I was at all 4 trainings in September/October held in Hartford, Charlotte, Las Vegas, and St Louis. This is exciting times as the secretaries database is such a marked improvement over just receiving printouts, and we now have the capabilities of printing reports/labels for members and non-members by Post Office, County/District area, and designation. With the State Secretaries maintaining the database, we have the most current information available. This fall we were able to add the dues deduction report to it, which helps us track those who should be paying dues but are not (glitches in system, OWCP or grievance pending, etc.) Also the Assistant and State Stewards will now be coming online with their own database that can share information with the State Secretaries. This is indeed high tech and just what we need.

UNION DUES

Washington Rural Carriers pay \$379 in dues, yearly. Here is where your dues is allocated.

Regular rural carrier, PTF, Associate :	\$129—National dues
	242—State dues
	<u>8—State Auxiliary's appropriation</u>
	\$379

Relief carrier:	\$40—National dues
	53—State dues
	<u>8—State Auxiliary's appropriation</u>
	\$101

Retired Carrier:	\$20—National dues
	27—State dues
	<u>8—State Auxiliary's appropriation</u>
	\$55

* State Auxiliary \$8 appropriation can be refunded upon request by contacting:
Myrtle Buchanan, 2030 Steinmetz Road, Chewelah, WA 99109

District 1

DOES YOUR UNION SUIT YOU

By Becky Pike

As I attend our county meetings in District 1, it occurs to me doesn't have a Yes, we have but they're Many of us with our fel-work about that our union lot of voices. many members not being heard. commiserate low carriers at how the union could do things differently. We even have great ideas, but they're not being heard by the majority of our members. All changes need to start somewhere and when we attend our county meetings, these great ideas for change can be shared with other union members. Sharing your ideas will bring further discussion and more ideas to build on. Let's increase our membership and increase the active participation at the local level.



Let's get the attendance at our meetings up. Let your county officers know the best meeting time for you. Many counties come to an agreement on meeting time and place by a decision made by the majority. If you want to be a voice in our union, please make every effort to attend your county meetings.

Your ideas will be given time to be discussed. Many changes to our constitution and by-laws and our resolutions voted on at National Convention came from a county unit.

Are you happy with about 10% of your union members representing you on issues? Get active and come to your county meetings. Bring a non member and lets show our employer, the United States Postal Service, that we are a strong union with many voices. Make your union suit you.

District 2 Fall Report

By Ann Lamm

I know that many of us are getting tired of working J & H routes. Many of us are getting tired of having our pay reduced due to the lack of management's priority for keeps our Form 4003 updated. Some of us are tired of the policy changes and the "little extras" that management for free. What time we are paid for doing going to lay the POST OFF- to stomp us have a UN- to make the Participation from everyone and actively being and staying involved is the only way we are going to survive this injustice. I am outraged at the daily nipping and lack of dignity and respect that is shown.



wants us to do about the "R" not getting daily? Are we down and let FICE continue down? We ION. We need UNION work.

District 3 Report

By Dave Reppe

The Rural Carrier Benefit Plan is a fee-for-service plan sponsored and administered by The National Rural Letter Carriers' Association. If you are an active or retired rural carrier and a member of you are eligible to enroll in this the NRLCA health plan.



It is expected that the insurance premiums in the FEHB program will increase an average of 11.1% in the 2003 plan year. The fee-for-service plans are raising an average of 10.5% and the health maintenance organization premiums are up an average of 13.6%. The Office of Personnel Management says that these increases are at the low end of premium hikes being experienced by state and local governments and other major employers. While not many FEHB plans cover podiatrists and chiropractors, RCBP does. RCBP provides for a routine eye exam benefit (up to \$45

Retirees

Don Bartlett, retired carrier
Pat Hurlbut, retired carrier



per person per year). RCBP also is one of the few plans in the FEHB program that provides some dental care benefits, though the benefit is meager. It might be a good idea to at least look at our Association sponsored health plan and see if it is right for you and your family.

I have been enrolled in the self and family option of the RCBP since becoming a regular carrier. I can give the plan my highest recommendation, especially in regards to the cancer benefit of this plan. 100% coverage, no deductible applies for treatment of a malignancy.

Our health insurance coverage with Sandy's Ovarian Cancer has been totally awesome. We have not been questioned or hassled about any claim that has been submitted by hospitals, surgeons, oncologists, radiologists, laboratories, or any other medical facility that has provided any care in the treatment for this cancer.

6 cat scans \$2000 for each one...	COVERED
8 chemo treatments \$550 each...	COVERED
Surgeon fee at \$12,000...	COVERED
Hospital at \$48,000...	COVERED
Add all of the miscellaneous ...	COVERED

As you can see, over \$120,000 in medical bills, most occurring in a 10 month period of time... and all taken care of by the Rural Carrier Benefit Plan. The stress of coping with a catastrophic illness or injury for the patient and family is great enough, without having the added worry of having to cope with all of the bills being delivered by your mail carrier.

We are so thankful that we had RCBP during our time of need. Thanks to both the NRLCA for sponsoring such an outstanding benefit plan and to Larry Waligora, Manager of Insurance Programs for the NRLCA.



District 4 Report

By Noretta Stritzke

Greetings from District 3. Has summer gone by as fast for you as it has for me? The 2003 State Convention will be here soon. Remember the dates are Sunday, June 22 through Wednesday, June 25 at the Enzian Inn in Leavenworth. I hope carriers from each area of the state make an effort to come since this convention is taking place in a more central location. Please call and make your reservations as soon as possible. The phone number is 800-223-8511. Please tell the Inn you are with the WRLCA. The board is making final plans for the convention and one goal is to have the business done earlier on Wednesday afternoon.

All carriers should make sure their edit books and 4003 have been submitted to the district office by managers. When mistakes are made the carriers suffer when pay adjustments have to be made and letters of demand are being shorted in their pay when the evaluation is not correct. Please check each time your edit book is submitted. I know in the Spokane district a 4003 is to be submitted with each edit book.



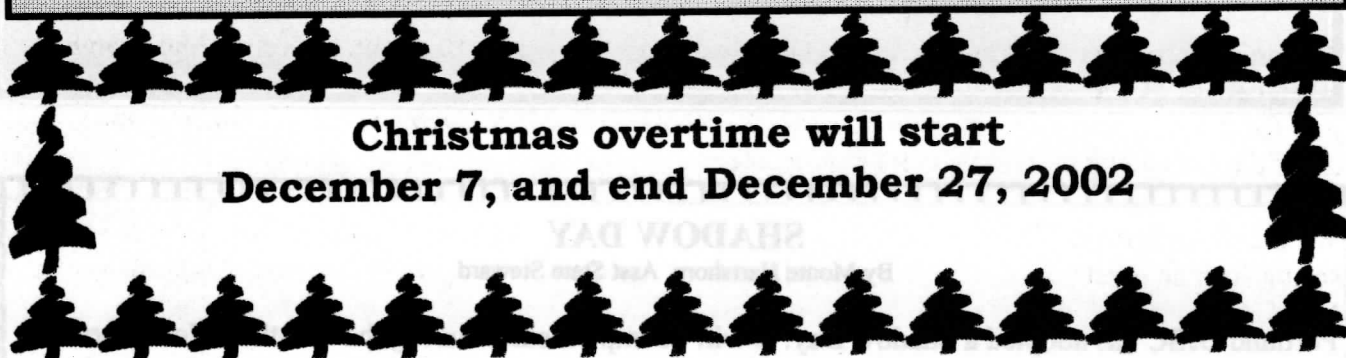
routes are properly evaluated. Some edit books and 4003 have been submitted. When mistakes are made the carriers suffer when pay adjustments have to be made and letters of demand are being shorted in their pay when the evaluation is not correct. Please check each time your edit book is submitted. I know in the Spokane district a 4003 is to be submitted with each edit book.

I am looking forward to seeing everyone at Fall Booster and at the next state convention!

WESTERN STATES FUND RAISER

Washington state will be hosting Western States in April 2005. We need to raise money for this event. Susie Hill, fundraiser chairperson, will produce laminated luggage tags for a \$1.50 and laminate any other ID for \$1.00. She will be at a meeting near you sometime soon or you can send information to Susie and she will do the laminating and return the item by mail (\$1.00 extra). Call with questions.

Susie Hill
P.O. Box 93
Vashon, WA 98070-0093
(206) 463-3339
Email—S.K.Hill@attbi.com



**Christmas overtime will start
December 7, and end December 27, 2002**

PAC NEWS

By Lynn Walker,
Retired Carrier - Pac Chairman



Here it is October already, just received a sheet of contributions received at National by our State delegates in attendance. A big thank you to Suzie Hill and all who helped at the Washington Pac table. Suzie and crew collected \$916 and there has been a \$170 sent direct. For a total of \$1096.00. That ranks us as 26th in the nation. At the Fall Booster we added \$285.00 making our total to date as \$1381.00. There is always a real need to protect our careers from legislation that would effect our jobs and careers and the postal service as a whole. Perhaps even more so now Post 911 with all that is going on in DC with legislation such as home land security and etc. There really is a concern of non related attachments being made to bills and legislations. The cola for retirees for 2003 stood at 1.4% based on August CPI for third quarter 2001 through third quarter 2002. The raffles and the county competitions for the 2001 to July 1st 2002 was a positive endeavor. I'd like to thank all who contributed and helped with collections in your county units. Washington's contributions stood at \$5,206. We did well but we can do better in the 2002-2003 year. At the fall booster it was decided that the county competitions and raffles should be carried on through this years Pac program. If you need any donation record slips let me know. **Thank you all for your help and when we support Pac we support ourselves and our futures.**

WANTED ITEMS FOR PAC

Our Pac Chairman is having a Yard Sale at the next State Convention. All money will be contributed to PAC. Bring clean, saleable items to State Convention, June 2003.



QUESTIONS????

Contact

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Email: jodanpat@aol.com

SHADOW DAY

By Monte Hartshorn, Asst State Steward

Portland DJSC has adopted a Shadow Day! It will be implemented during the month of November. The DJSC will be making presentations to management in the month of November at their annual meetings. The package will become part of the hiring package for the rural craft.

Prior to academy training, every newly hired RCA Or TRC will be given a Shadow day.

This is brief description of the Portland DJSC, Shadow day flowchart.

- A. Orientation- Conducted by a Supervisor
(approximately 20 minutes)
- B. Introduction to the Route-Conducted by Carrier
(approximately 20 minutes)
- C. Introduction to the street portion of Route
(this should take one to three hours if possible)
- D. Return to Office (Debrief)

The manager will sign the flowchart and send on to the academy trainer. The DJSC will be tracking to determine if this helps improve retention.

Remember this is just a brief description of a shadow day. One of your concerns might be is how are carriers going to be paid for the extra time it may take. You will be compensated for your extra time, lets not use this as a training day, it is an observation day.

CONSOLIDATION OF VACANT ROUTES (continued from page 1)

18. Can management use a vacant route to increase the evaluation of other regular routes in the office?

Yes, in limited circumstances. If the entire route is eliminated through consolidation, a vacant route may be used to adjust other regular routes upward (provided the adjusted routes do not exceed 55:47 hours.)

There are two ways to look at the situation. For regular routes that lost many hours during the February 28-March 13, 2002, rural mail count, having the extra hours from the vacant route could cause the evaluations to go up and even change classification from H or J to K, giving the routes higher evaluations and an extra day or two off each pay period. Besides giving the regular carrier more time off and/or more annual salary, the leave replacement on the route would receive more money and be working more hours. In addition, for regular rural carriers, the higher evaluation would positively affect the high-three calculation for retirement.

On the other hand, consolidating the vacant route instead of posting it within 30 days will effectively keep a leave replacement from becoming a regular rural carrier at that time. This hurts the leave replacement and the union, as most of us want our craft to have more rural carriers, not fewer. Also, if leave replacements are kept from being regular rural carriers, then what incentive do they have for remaining with the Postal Service? Leave replacements do not receive benefits unless they work the auxiliary route or a regular route for over 90 days, as we all know.

Contractually, the Postal Service is required to post a vacant route within 30 days,

unless consolidation is contemplated. In cases where consolidation is planned, an additional 60-day extension is granted. The 90-day total, however, is viewed by the union as a hard number. No matter what special circumstances or excuses a Postal manager uses to request/beg for additional time to complete the consolidation, the union has no option but to refuse. If the Postal Service is unable to complete the consolidation within the required 90 days, the vacant route will be posted, or a grievance will be filed to accomplish the posting. To do otherwise would be to deny a senior RCA his/her contractual right to be converted to regular status.

Just recently, the regular rural carriers in a Western Washington post office had their favorable rebuilds cancelled, and the vacant route was posted, because management did not meet the ab-

"There are two ways to look at the situation."

solute 90-day time limit. The good news

is that an RCA got a route; the bad news is that regular routes, some in the low H category, were not rebuilt. The blame, if any, for this and other similar situations, has to rest solely with management. Contractual time limits are firm numbers, not simply approximate guidelines. Sweetheart deals that violate the contract, even when they seemingly benefit rural carriers in the short run, will never be sanctioned by the union. To do so would be to invite management to argue at a later date that the contract was violated once, so why now now is the union insisting on the strict interpretation of the language?

Furthermore, in Ms. Wilson's memorandum Q and A, questions 16 and 17 give management the right to adjust routes higher:

16. Is management prohibited from adjusting a route upward to an evaluation of 52 standard hours?

No.

17. Is management prohibited from adjusting a route upward to an evaluation above 52 standard hours

No, provided it does not exceed 55:47 standard hours. (55:47 is the top of the 46K evaluation bracket.)

From the above information, it is obvious that management has the right to rebuild routes with high J or H options to no option 43K routes. In such situations, the rural carrier will benefit from more days off, but at the expense of a lower salary.

In some cases, rural carriers may not want additional territory and the accompanying evaluation. While management has the right to force a higher standard hour evaluation on any rural carrier, provided the 55:47 (46K) limit is not exceeded, oftentimes a rural carrier's wishes not to change evaluation will be granted. All rural carriers are reminded to put their suggestions in writing for territory to be gained or lost. No one understands a rural route better than the carrier who serves that route. While management is not required to utilize carrier input in any route adjustment, management is required to give such input due consideration. It is a fool-hearty carrier indeed who passes up his/her contractual right for input in a route adjustment.

Why would the Postal Service decide to consolidate vacant routes at this time? It makes good business sense, alas. If there are fewer full-time rural carriers, then the Postal Service pays fewer benefits and saves money. When hours and miles are added to rural routes that have fewer than 40 miles, then if the miles do not add up to more than 40 miles, there will be no additional EMA added to the routes, saving the Postal Service even more money.

If it makes such good business sense for the Postal Service to consolidate routes, why is this the first time in most of our careers that the USPS has chosen to consolidate on a National scale? The obvious answer is that there has been a distinct reduction in rural carrier evaluations across the Nation, as shown by the chart below:

RESULTS OF 2002 MAIL COUNT

Routes Counted:	69,570
Number of H Routes before count:	5,303
<u>Number of H Routes after count:</u>	13,862
Difference:	8,559
Percentage of Change:	+161%
Number of J Routes before count:	6,295
<u>Number of J Routes after count:</u>	18,506
Difference:	12,211
Percentage of Change:	+194%
Number of K Routes before count:	48,658
<u>Number of K Routes after count:</u>	28,014
Difference:	20,644
Percentage of Change:	-42%
Drop in Work Hours each week:	222,766
Average Loss to Route Evaluations:	3:12 (hours and minutes)

I have talked with our National office about our predicament, and I have been told that the union would be unlikely to prevail in a grievance, as the Postal Service has the right to consolidate routes. At first, I was told that auxiliary routes were required to be used for consolidation before a vacant route could be dismantled, but I just learned on September 2, 2002, that the National office, after talking with Postal Headquarters, has clarified the previous position and decided that there is no way to prevent the Postal Service from consolidating the vacant route while maintaining the auxiliary route and the lesser paid RCA without retirement benefits on the auxiliary route.

In larger post offices, consolidating a vacant route might only delay the RCA receiving a regular

route, as other regular rural carriers will retire, some may get tired of working, and/or some may get hurt or sick, creating other vacant routes for RCA employees. However, in smaller offices, consolidating a vacant route may effectively prevent the RCA in the office from getting a route in the near future, and to make the situation even worse, there is even some talk of in some cases the consolidating of two smaller routes from offices that are near each other, making one route with two zip codes, and the purpose of this would be to eliminate one regular rural route and save the Postal Service even more money. The only time such inter-office route consolidations cannot be done is when the resulting consolidated route would end up with intermingled zip codes. As long as one zip code can be delivered in its entirety before a second zip code is delivered, current mail processing technology will allow multiple-office routes to be consolidated.

Already in Western Washington, rural delivery in the post offices of Tenino and Lake Stevens no longer exists. The Tenino regular carriers and their reliefs were moved to Centralia, and their seniority was merged with the Centralia regular carriers and their reliefs. Similarly, the Lake Stevens regular carriers and their reliefs were moved to the Marysville Annex and had their seniority merged with the Marysville regular carriers and their reliefs. While both of these examples were caused by crowded offices rather than consolidation, it is not very hard to envision other scenarios where one or two route offices could be consolidated/merged with larger, nearby offices.

I would love to say that things cannot get worse for rural carriers and the rural carrier craft, but I thought this was so after the arbitration and the disastrous February 28-March 13, 2002, rural mail count. I predict that many small post offices will be closed or consolidated with nearby post offices, causing the excessing of these postmasters and saving the Postal Service even more money. Stay tuned, as the Postal Service has been tasked by the Board of Governors and Postmaster General Potter to eliminate all waste and save money at all costs. At least for the near term, consolidation is here to stay.

Welcome New Members

Julie Ritter, RCA, LaCenter
Ed Brandt, RCA, Wenatchee
Ray Miller, RCA, Dupont
Donna Campbell, RCA, Centralia
Joseph Gillespie, RCA, Sumner
Teresa Mitchell, RCA, Lynden
Norma Holznagel, Retired, Greenacres

Keep the inside of your route vehicle clean.....anything inside can be use against you.

The WA-RLCA State Board decided to have Steward Enhancement Training and Fall Booster on the same day, Sunday. This saved time for carriers that chose to attend. Especially since we are working longer hours and extra days (J & H routes). We were please at the attendance at the Fall Booster. Please let us know you what think.

Thrift Savings Plan

Important Information for FERS

Investors in the Thrift Savings Plan are will get another opportunity increase the amount they can invest each biweekly pay period during the TSP open season that will run October 15-December 31. This will be the first open season conducted on the TSP's revised schedule, which also will change the annual spring open season to run April 15-June 30; until now, the open seasons started and ended a month later. During the upcoming open season, investors under the FERS retirement program will be able to invest up to 13 percent of salary biweekly and those under the CSRS system up to 8 percent, subject to a dollar cap set by the tax code. For calendar 2003, that dollar cap is increasing by \$1,000 to \$12,000. Investment elections during the open season can be effective as early as the first pay period starting on or after December 1.

School. I think all of us remember our first rural mail count, and we all wish we had been better informed. I even had a supervisor who tried to intimidate me when I checked her entries. She would say, "Don't you trust me?" As Tina Turner sings, "What's trust got to do with it?"

**Please bring your
year. Steward
on Mail Count**

know of a possible appropriate
me know as soon as possible.

new material developed and distributed in time for the January Count Schools. Also, we will send out a notice with directions to all Mail Count Schools. If you cannot make the Mail Count School nearest you, you will be welcome at any of the other Mail Count Schools.

Mail Count Guides from last Task Force 1 will be working Guides, so there may be some

I know how hard it is to give up a Sunday, but after the arbitration and the disastrous two-week count at the beginning of this year, we all need to be as informed as possible. It is difficult to predict how a mail count will turn out, but a four-week mail count with a holiday has traditionally been a good count for rural carriers.



Did you know rural carriers should be paid for the entire time to walk from their case to CMU/CFS, place the mail in the correct location and walk back to their case? Some unethical management has decided we don't receive the time to place the mail. If this happens to you during mail count, grieve it!



Did you know most rural carriers receive NO time for their edit book (red book), while we are ask to keep it up to date under penalty of discipline? Grieve it!

Did you know that safety talks over your count time (safety talk time) should be 8127 pay? If you do not receive the pay, grieve it!

Did you know some unprincipled management wants a set time standard for all carriers to load? If this happens to you during next mail count, grieve it!

**COME TO MAIL COUNT TRAINING AND LEARN WHAT IS NOT BUILT INTO
YOUR ROUTE EVALUATION**

*** Union membership required to attend.**

**WA-RLCA
AUXILIARY OFFICERS**

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Home: (509) 783-2044
Cell (509) 948-2044
Walleyg@aol.com

Auxiliary Vice President

Mike Crow
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Scholarship Committee**

Chairperson
Myrtle Buchanan
2030 Steinmetz RD
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**Auxiliary District I Representative
Sunshine Committee Chairperson**

Delores Robb
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**Auxiliary District II
Representative**

2002 Junior Convention Sponsor

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Auxiliary News

By Myrtle Buchanan
Auxiliary Secretary / Treasurer
Scholarship Committee Chairperson



It seems like I just started an article for the paper that began, "another year is beginning" and here it is, "another year is beginning with a new humanitarian project and new project items to sell.

The main topic of my article will be about the scholarship program. The National Auxiliary has six scholarships available this year. This year there will be no Dr. Gene Del Polito scholarship.

If anyone has any old scholarship applications from past years, please destroy them. All applicants must use the current application or it will be disqualified. To obtain a current application, write or call me as I have the current forms.

The deadline for the National applications is March 1, 2003. Each application has an address on it, so you will know which National Officer to send it to.

The Washington State applications deadline will be May 15, 2003, and it is to be sent to me. My name and address is as follows:

Myrtle Buchanan
2030 Steinmetz Rd
Chewelah, WA 99109-9511
PH: (509) 935-8883

Hope there will be a lot of you Juniors to eligible to apply for these scholarships.

The National Scholarships available are:

Discovery Scholarship
GMAC Scholarship
Olga Smith Scholarship
Clara Gardner-Burch Scholarship
Marie V. Mutchmore Scholarship
Hazel Whitney Scholarship

These scholarships have varying amounts up to \$1000.00. Each one is worth a try, so start applying for them. Most important is that you read them carefully and fill them out according to instructions. If not filled out correctly, they will be disqualified.

HOPE TO HEAR FROM A LOT OF YOU. GOOD LUCK.

Washington Rural Letter Carriers Association **Statement of Activities** **July through September 2002**

	<u>Jul - Sep '02</u>	<u>Budget</u>	<u>% of Budget</u>
Ordinary Income/Expense			
Income			
400000 · Dues Income	72,128.22	290,000.00	24.9%
410000 · National General Insurance	7,690.00	30,000.00	25.6%
420000 · Reimbursements & Refunds	8,257.33	13,970.00	59.1%
Total Income	88,075.55	333,970.00	26.4%
Expense			
500000 · Per Capita Expenses	4,067.80	23,000.00	17.7%
520000 · Meetings and Conventions	24,925.70	52,300.00	47.7%
530000 · Equipment Fund	818.93	1,100.00	74.4%
550000 · Other Expenses	5,728.01	23,100.00	24.8%
610DS · President & GMAC - D. Schrup	0.00	2,750.00	0.0%
620PA · Vice President P. Alexander	0.00	2,500.00	0.0%
630RW · Sec/Treas. - R. Wendlandt	7,651.83	30,750.00	24.9%
640MH · Editor - Margene Horrell	693.89	3,600.00	19.3%
645000 · Washington Rural Carrier (WRC)	1,647.02	5,100.00	32.3%
650RP · District 1 - R. Pike	296.81	1,900.00	15.6%
660AL · District 2 - A. Lamm	120.00	1,850.00	6.5%
670NS · District 3 - N. Stritzke	188.55	2,000.00	9.4%
680DR · District 4 - D. Reppe	129.20	500.00	25.8%
691LW · Ret/Car PAC - L. Walker	0.00	420.00	0.0%
700CA · State Steward - C. Alexander	7,330.93	33,800.00	21.7%
705000 · Steward Training Expenses	3,601.47	22,500.00	16.0%
710JP · Senior Asst. Stew. - J. Peck	6,494.35	31,100.00	20.9%
720MM · Asst. Stew. - M. McIntosh	1,260.66	2,600.00	48.5%
730SJ · Asst. Stew. - S. Johnson	3,664.53	24,500.00	15.0%
740MH · Asst. Stew. - M. Hartshorn	1,272.41	11,500.00	11.1%
750PA · Asst. Stew. - P. Alexander	5,536.60	26,600.00	20.8%
770JP · Asst Stew - J. Patteson	2,392.44	21,200.00	11.3%
820JS · Area Stew. - J. Sisley	1,392.96	3,600.00	38.7%
870DS · Area Stew - Dan Schrup	429.39	3,200.00	13.4%
871PP · Area Steward - Patrick Pitts	573.51	3,600.00	15.9%
880LS · Local Steward	458.45	1,000.00	45.8%
Total Expense	80,675.44	336,070.00	24.0%
Net Ordinary Income	7,400.11	-2,100.00	-352.4%
Other Income/Expense			
Other Income			
450000 · Interest Income	2.16	2,150.00	0.1%
Total Other Income	2.16	2,150.00	0.1%
Net Other Income	2.16	2,150.00	0.1%
Net Income	7,402.27	50.00	14,804.5%

Washington Rural Letter Carriers Association **Statement of Financial Position** **As of September 30, 2002**

	Sep 30, '02
ASSETS	
Current Assets	
Checking/Savings	
101000 · Chkg - WA Trust Bank	560.34
102000 · Svgs - APCU	56,105.70
103000 · Chkg - Atlanta Postal Credit Un	1,000.04
Total Checking/Savings	57,666.08
Total Current Assets	57,666.08
Fixed Assets	
150000 · Fixed Assets	
151000 · Office Equipment	20,953.40
159000 · Less Accum. Depr.	-13,927.00
Total 150000 · Fixed Assets	7,026.40
Total Fixed Assets	7,026.40
TOTAL ASSETS	64,692.48
LIABILITIES & EQUITY	
Liabilities	
Current Liabilities	
Other Current Liabilities	
210000 · Payroll Tax Liabilities	
210100 · 941 Employee Withholding Taxes	2,775.82
210200 · 940 (FUTA) Federal Unemployment	54.26
210300 · State Unemployment Tax	160.13
210400 · Labor and Industries Tax	279.58
Total 210000 · Payroll Tax Liabilities	3,269.79
250000 · Retirement Plan Payable	
251000 · 401K Employer's Portion	424.04
252000 · 401K Employee's Portion	1,272.09
Total 250000 · Retirement Plan Payable	1,696.13
Total Other Current Liabilities	4,965.92
Total Current Liabilities	4,965.92
Total Liabilities	4,965.92
Equity	
390000 · Unrestricted Net Assets	52,324.29
Net Income	7,402.27
Total Equity	59,726.56
TOTAL LIABILITIES & EQUITY	64,692.48

Have we seen a new mood toward management? (continued from page 2)

I think the mood has shifted, the feeling that in the last count "they took everything away, so let's ask for what we lost, and plus some more." Rural Carriers are becoming more aggressive and expecting their issues to be addressed. There is definitely a feeling of confrontation, and cooperation is only justified if there is an honest give and take. We will no longer be satisfied with the platitude so often expressed to us in the past, "Rural Carriers are the backbone of the USPS."

In my opinion there was only one surprise in the elections. Jeanette Dwyer replaced Brady Porth. It is my opinion that this was the only race in which a truly viable candidate was presented, and perhaps the delegation - which as a whole expressed satisfaction with the award - saw this as letting the Board know the frustration felt by all Rural Carriers in the award. Jeanette Dwyer is a qualified individual and I am sure she will be an asset on the National Board, but I will miss Brady, he is a man of high integrity and he has served this Union well.

"There is definitely a feeling of confrontation, and cooperation is only justified if there is an honest give and take."

The Portland DJSC has adopted a shadow day for RCA training. Following is a brief description of the plan; it is my understanding that more information will be available shortly to the offices in the Portland District.

The Portland DJSC has adopted a Shadow Day, which will be implemented during the month of November. The Portland DJSC will be making presentations to management in the month of November at their annual meetings. The package will become part of the hiring package for the rural craft in the Portland District.

Prior to academy training, every newly hired RCA Or TRC will be given a Shadow day. This is brief description of the Portland DJSC, Shadow day flowchart:

- A. Orientation- Conducted by a Supervisor (approximately 20 minutes)
- B. Introduction to the Route-Conducted by Carrier (approximately 20 minutes)
- C. Introduction to the street portion of Route (this should take one to three hours if possible)
- D. Return to Office (Debrief)

The manager will sign the flowchart and send on to the academy trainer. The DJSC will be tracking to determine if this helps improve retention

GUARANTEE PERIOD

November 2, 2002
through
October 31, 2003

State Convention 2003

Make your
reservations early for
the State Convention
in Leavenworth.

June 23, thru
June 25, 2003

Contact:

Sarah Eby
Sales Associate
Enzian Inn

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MINUTES FROM WRLCA BOARD MEETING**October 21, 2002****West Coast Yakima Hotel, Yakima, Washington**

MEMBERS IN ATTENDANCE: Dan Schrup, President; Patricia Alexander, Vice President; Becky Wendlandt, Secretary/Treasurer; Margene Horrell, Editor; Becky Pike, District One; Ann Lamm, District Two; Noretta Stritzke, District Three; Dave Reppe, District Four; Lynn Walker, Retired Carrier; and Charles Alexander, State Steward. Also in attendance was Assistant State Steward Joyce Patteson in the morning.

AGENDA:**Positive Go Around & Review Agenda****Ground Rules****Board Policy****Minutes****Secretary's Update****Steward Program Update****Future Meeting Dates and Details****2002 Fall Booster Plus and Deltas****State Conventions: 2003, 2004, 2005, and 2006****Western States Conference (WSC)****Washington Rural Carrier (WRC) Paper****DJSC Updates****Pac and Retired Carrier Update****National Convention Delegates Duties and Responsibilities****Next Board Meeting Date****Evaluation****GROUND RULES:**

The ground rules were approved as read.

BOARD POLICY:

Reading of the board policy was waived by consensus.

MINUTES:

The minutes from the July 27-28, 2002 board meeting were read. The board decided to change the start time at future board meetings from 9 AM to 8 AM. Also the board decided to add an hour to each of the district meetings for questions and answers (5 PM to 6 PM Q & A). The minutes were updated to reflect the changes.

SECRETARY'S UPDATE:

- ✓ Becky reported that Carol Halverson, Chairman of Membership Recruitment, has developed an outstanding letter to send to non-members, and will be doing so this fall.
- ✓ GMAC will be sending Dan Schrup a check for \$500.00 to be used for GMAC promotions starting January 1, 2003 to State Convention in June.
- ✓ The board brainstormed the counties and district ideas since some counties are not having very good luck getting attendance at their meetings.

- ✓ The board discussed the feedback from some State Convention attendees that because they do not earn more than 13 to 19 days of annual a year, they cannot use so much of it at State Convention. (Former subs of record usually started with 19 to 26 days of annual a year) Many States only have 2 days of State Convention and 1 day of Steward Training. Discussion about getting a CPA firm to tally the ballots and using a full day on Monday for State Convention, combining the retiree's dinner and banquet to Monday night, possibly having the junior program at the banquet, honoring the county officers, retirees etc at the banquet, start 1 hour earlier each day, etc. This would also save on rooming and banquet expenses for the delegates, save the auxiliary on junior expenses since less time to watch them. Also, some of the delegates thought the per diem for State Convention should have an additional day, if the per diem was left at 3 days it would help save future expenses. Since we have contracts until 2004 for State Convention, nothing could be changed before then.
- ✓ Discussion on the number of delegates to National Convention. The number of delegates to National Convention is based on a State's membership, not the number of routes the State has. So for States like Iowa, that have as many retirees as they do total regular and relief carriers, they are entitled to more delegates than a State such as Washington, who has few retirees. Some have suggested that the number of delegates to National Convention be based on the State's number of routes, thus getting a closer representation to active craft, and what the Steward system is set up to represent. This will take a National Constitution and By Laws change and would have to be approved by the delegates at the National Convention.
- ✓ The board decided to review the equipment needs at the next board meeting to see how the State is doing at the 6-month financial statement.

STEWARD PROGRAM UPDATE:

Joyce reviewed her offices and grievances she is working on, including removals. Charles said that Mary Ann Walters is the new Step 2 designee for hearing Step 2 grievances for Seattle District. Joyce said that the area and assistant state steward meeting at Charles and Patricia's home was very informative and much needed each year. Charles said that local stewards, in order to maintain their certification, would have to attend enhancement training by State Convention 2003.

Charles said that Jeanette Dwyer, NRO, was impressed with our local steward abilities and thought highly of our steward program. Jeanette was in attendance and

participated at our enhancement training and the attendees feedback was it was the one of the best trainings ever! Joyce has many offices and is doing an outstanding job of representing the carriers and their concerns. Charles updated the board on the grievance dating back to the 1999 mail count for not getting credit for the CFS-CMU case, and the grievance on the percentage for TRC's

FUTURE MEETING DATES AND DETAILS:

Area and Assistant State Steward Training: All Assistants and State Steward will attend the National Regional Training held in Vegas in November 2002.

State Steward and 1 Assistant State Steward National Training: The National training for the State Steward and 1 Assistant State Steward is in February, 2003 at Washington DC. The board reached consensus that Joyce Patteson would go, along with Charles Alexander.

New Local Steward Training and Steward Enhancement Training: The board reached consensus to reimburse the local stewards \$150 for new local steward training and \$100 for every enhancement training they attend.

Consensus to have an enhancement training as well as District Meeting on:

1. District 3 & 4: March 23, 2003, Sunday, Enhancement Training 9 AM to 2 PM, District meeting from 2:30 PM to 5 PM with Question and Answer Session from 5 PM to 6 PM. Contract signed with Oxford Suites, Spokane Valley.
2. District 1 & 2: March 30, Sunday, Enhancement Training 9 AM to 2 PM, District meeting from 2:30 PM to 5 PM with Question and Answer Session from 5 PM to 6 PM. Becky to find location in lower District 1 area near District 2 as possible.
3. State Convention Steward Enhancement Training: Will be held on June 22, 2003 at Leavenworth from 10AM to 4 PM.

Mail Count Training: The board reached consensus that only members could attend the mail count training, and set the dates for the following mail count training:

- **January 2003 Mail count training:** Mail count will be February 15 through March 15, 2003. The training will be held at the following locations and dates:
 - ❖ **January 5, 2003:** Sequim, Lynden, Issaquah/North Bend, Moses Lake.
 - ❖ **January 12, 2003:** Everett, Centralia, Spokane, Pasco
 - ❖ **January 19, 2003:** Silverdale, Mt Vernon, Colville
 - ❖ **January 26, 2003:** Longview PUD, Puyallup, Omak
 - ❖ **February 2, 2003:** First Timers Count Schools: Olympia, Yakima/Selah, Wenatchee

District Meetings for 2003: Consensus to have the District meetings on the same day and after the enhancement training, from 2:30 to 5 PM with Questions and Answer Session from 5 PM to 6 PM.

- ✓ **District 3 & 4: March 23, 2003, Sunday, Enhancement Training 9 AM to 2 PM, District meeting from 2:30 PM to 5 PM, Q & A from 5 PM to 6 PM.** Oxford Suites, Spokane Valley, (509) 847-1000, room rates are \$63 single and \$73 double. Meeting room cost is \$125.00

- ✓ **District 1 & 2: March 30, Sunday, Enhancement Training 9 AM to 2 PM, District meeting from 2:30 PM to 5 PM, Q & A from 5 PM to 6 PM.** Becky Pike to find location in lower District 1 area near District 2 as possible.

Board Meetings: The following dates are the board meetings for 02-03 year.

- ❖ January 7, 2003, Tuesday, from 11 AM to 6 PM and January 8, 2003, Wednesday, from 8 AM to 2 PM. West Coast Sea-Tac Hotel, 18220 International Blvd South, Seattle, WA, Phone (206) 246-5535. Room rates are \$79.00 and no meeting room cost.
- ❖ March 31, 2003, Monday, from 8 AM to 5 PM and April 1, 2003, Tuesday, from 8 AM to 2 PM. Board meeting will be after District 1 and 2's meeting.
- ❖ June 21, 2003, Saturday, from 8 AM to 5 PM at 2003 State Convention, Leavenworth, WA.

2002 FALL BOOSTER PLUS AND DELTAS:

- Good to combine the enhancement training and fall booster since many routes are now H and J routes and would not have 2 days off.
- All were invited to enhancement training (not just local stewards) and the turn out was excellent. We had 21 paid local stewards attend, as well as 8 non-stewards. Many drove from the coast and East side.
- Jeannette Dwyer was excellent at the training and provided helpful comments.
- In the future, would be better to have it either in Spokane or Seattle area since many local members did not attend, and there is more membership concentration in the Spokane/Seattle area.
- Suggest asking at State Convention if the change to one-day enhancement training/meeting is better for members, and any suggestions they would like to give.
- Suggest that the counties have one meeting a year that they invite non-members to attend, since most non-members feel more comfortable at a county meeting and don't want to drive very far. This seems more productive to help membership recruitment.

STATE CONVENTIONS:

2003: Enzian Inn is a non-smoking hotel. Our room block will be held until May 20, 2003. We have blocked 10 rooms for Friday, June 20; 15 rooms for Saturday, June 21; and 50 rooms for Sunday, June 22 thru Tuesday, June 24 each night. Total cost for meeting rooms is \$108.00. The Enzian phone number is (509) 548-5269 and

8511. The Enzian quoted \$3.75 a person for an ice-cream social on Sunday evening.

Consensus items for 2003 State Conventions and Labor Relations Seminar:

- 1) *Have a separate mailing (postcard) to invite members to the labor relation's seminar on Sunday. (This increased attendance at 2002 convention)*
- 2) *Get group picture of County Presidents, Secretary/Treasurers, First Timers, Retirees, Juniors, Carrier of the Year, Auxiliary Board and Association Board for Convention Issue of the WRC.*
- 3) *Use 2 stopwatches for resolutions and constitution and bylaws. One for each speaker's time and one for total debate time.*
- 4) *President should instruct delegates that they must state their name and county before speaking.*
- 5) *Add in standing rules how many times a delegate can speak to the same issue.*
- 6) *Auxiliary and Pac drawings can be done earlier and posted in the country store.*
- 7) *For the question and answer sessions, delegates must put their question and their name on a 3 X 5 card (cards handed out earlier) and at the microphone they should state their name, county, and then ask their question. The card should then be given to the steno so that the question is clear in the minutes.*
- 8) *The use of the 2 Sergeant of Arms (the 2 district rep's not running for election) was real helpful.*

2004: Becky Pike said Best Western Lakeway Inn guest room rates are \$89 single and double. For pool suite it is \$139 and poolside double is \$119. Phone number is (360) 671-1011. Once we reach 50 rooms we get some meeting rooms complimentary, until then it is sliding scale depending on rooms used. They also have a complimentary breakfast. Room block will be held until May 24. Contract has been signed.

2005: Dave is checking into the Tri-Cities area for the 2005 State Convention.

2006: Ann is getting proposals. Joanne checked on a Casino, but the room cost was \$129 to \$149.

WESTERN STATES CONFERENCE APRIL 2005:

It is Washington's turn to host Western States Conference for April 28, 29, 30th, 2005. Thursday the 28th is an evening social with meetings on Friday and Saturday. The banquet is Friday evening. Susie Hill is checking into locations on the West side. Meeting room to be classroom style if possible for 100. If not, theatre style for 100. The board reached consensus to pre-fund the Western States Conference budget with \$200.00 to buy fundraisers, and Susie purchased a laminating machine. Susie and Becky Pike sold laminated luggage cards and pictures at the Fall Booster.

The board then brainstormed different fundraisers: Home Interiors Candles: Cost is \$4.50 and can be sold for \$6.00 Raffle a room, basket of goodies, cut out stamps wall picture, etc T-shirts: no small sizes, possibly develop

Western States logo?, or use Washington's Ask County Units for baskets? Donations?, etc. Red Lining Rescue Kit consisting of a notebook, stopwatch, mail gauge, etc. Hopefully could sell for \$5.00 (with \$2.00 profit) at the mail count schools. (Start with quotes on prices for 100 to 500 each) Goal is not to have a registration fee and something fun for the banquet and/or social.

WASHINGTON RURAL CARRIER:

The Board set the following date for the Washington Rural Carrier:

Fall Issue: Articles due by October 15, 2002. Paper out 1st week in November 2002

Winter Issue: Articles due by January 15, 2003. Paper out no earlier then February 17, no later then February 25, 2003.

Spring Issue: Articles due by April 15, 2003. Issue to printer by May 1, 2003.

DJSC UPDATES:

Seattle: Charles gave a brief update on Seattle DJSC. He has rotated off and feels that they are working out great. They are checking into joint count schools. Mike Hoover has been sending out excellent articles on flex spending.

Spokane: Noretta and Dave gave the Spokane DJSC Update. They will be meeting this week and interviewing for a trainer at Greenacres. Noretta rotates off in June 2003. Discussion on having help wanted notice in the WRC paper for ad hoc trainers.

Portland: Charles said that Portland would be having joint count schools.

PAC AND RETIRED CARRIER UPDATE:

Lynn said that since last year's county competition was successful, he will continue it this year for PAC. He asked that a notice be put in the WRC paper asking members to bring yard sale stuff to donate to PAC at the State Convention.

Lynn raised \$88.00 for the Wishing Star Foundation for the Auxiliary at the Fall Booster.

NATIONAL CONVENTION DELEGATES DUTIES AND RESPONSIBILITIES:

Discussion that some States do not pay their State paid delegate their full payment if they do not attend all the sessions. Also, that since the State is paying 6 days per diem, no State paid delegate should leave before the convention is over. Charles suggested, since being last years delegate at large, that it would be nice to have the delegates sign a commitment form so that they know their responsibilities. Becky suggested that each state paid delegate should attend all the convention sessions, the Western State caucus, and one other training session to have information to take back to the members.

NEXT BOARD MEETING:

- ❖ January 7, 2003 from 11 AM to 6 PM and January 8, 2003 from 9 AM to 2 PM.

Respectfully Submitted:

Rebecca Wendlandt, WRLCA Secretary / Treasurer

WA-RLCA COUNTY OFFICER LIST 2002-2003 DUES YEAR

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**WANTED
REGULAR
RURAL CARRIERS
TO TRAIN
RELIEF CARRIERS.**

**CONTACT YOUR RURAL
CARRIER DJSC MEMBER
FOR INFORMATION ABOUT
AD HOC TRAINER
POSITIONS.**



**TO QUALIFIED YOU MUST
BE AN ACTIVE UNION
MEMBER AND LIVE
WITHIN 50 MILES OF THE
TRAINING ACADEMY.**

Right-Hand Drive Vehicle

**Jeep dealerships nationwide will sale right-hand drive
Jeep Wranglers starting Monday, October 28, 2002.**

**The Jeeps have several heavy-duty features standard
and some options, Suggested List Price would be
\$20,862. They are factory stock in every way except
they are right-hand drive.**

Washington Rural Carrier
91 Sinclair Lane
Selah, WA 98942

Non-Profit Organization
U.S. Postage Paid
Blaine, WA 98230
Permit # 106

Important Dates to Remember in 2002-2003

Open Season, November 9 - December 11

Veteran's Day, November 11

Christmas Overtime, December 7 - December 27

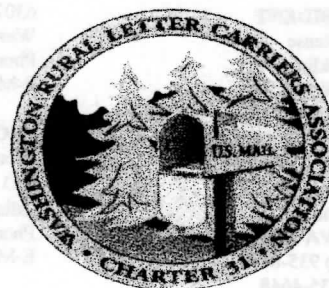
Christmas, December 25

New Years, January 1, 2003

Mail Count February 15- March 15, 2003

WASHINGTON

RURAL CARRIER



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