

WASHINGTON RURAL CARRIER

Official Publication of the
Washington Rural Letter Carriers' Association

February 2003



New Assistant State Steward Patrick Pitts

Where Service Begins With a Smile

At the January 7& 8, 2003, WA-RLCA Board Meeting, Port Orchard Rural Carrier and Area Steward Patrick Pitts was appointed as our newest Assistant State Steward, effective February 1, 2003. Patrick has been an Area Steward, working in offices in the Seattle District. Welcome, Patrick, and thank you for agreeing to become an Assistant State Steward.

A LITTLE ABOUT PATRICK

My Father, Jewel Pitts, served the Postal Service for more than 30 years, the majority of which were spent as a Rural Carrier in Port Orchard. His brother, Lee Pitts, spent many years as a Rural Carrier in Bremerton, and was very active in the Union. Lee's wife, my Aunt Edna, served many years as a Rural Carrier and Local Steward before leaving the Postal Service due to illness. I began with the Postal Service in the early 1980s installing locks in Post Office boxes in the newly built Port Orchard Post Office. From there I was hired as an RCR. After taking the exam I was converted to an RCA and approximately 5 years later became a Regular Rural Carrier. I have served as a Local Steward, Area Steward, and now serve the Association as an Assistant State Steward. I am also currently serving as Vice-president of the Kitsap County organization of the WA-RLCA and as Team Leader for the Port Orchard EI/QWL team.

Mail Count Problems

If you have suggestions, gripes, or concerns that the Washington State Rural Letter Carriers' Association cannot answer and want to take the next step, contact your NRLCA Committeeman:

Bill Gordon
1630 Duke Street, Fourth Floor
Alexandria, VA 22314-3465
(703) 684-6545

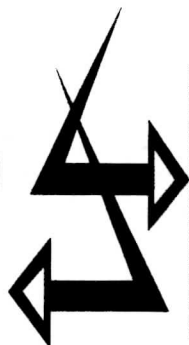
National Officers

Gus Baffa, *President*
Dale A. Holton, *Vice President*
Clifford D. Dailing, *Secretary-Treasurer*
Randy Anderson, *Director of Labor Relations*
Don Cantriel, *Director of Steward Operations*

1630 Duke Street, Fourth Floor
Alexandria, VA 22314-3465
(703) 684-5545

In This issue:

The Federal Tort
Claim Act and how
it affects the rural
carrier.
Page 15



Question to ponder...

Can the Postal Service influence our Mail Count by offering discounts to major mailers to curtail mailings during certain periods of time?

WA-RLCA OFFICERS 2002-2003

PRESIDENT

GMAC Auto Representative
Daniel N. Schrup
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Spokane, WA 99208-3867
509-325-0282
Email: mxsykes@icehouse.net

VICE PRESIDENT

Assistant State Steward
Provident Guild Representative
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E mail: patriciaa@nas.com

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Email: irish@theofficenet.com

EDITOR

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509-697-8653
Email: Bzya@aol.com

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360-354-3386
E mail: rpikes@attbi.com

DISTRICT NO. 2

Ann Lamm
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E mail: anncruzin@attbi.com

DISTRICT NO. 3

Noretta Stritzke
3226 Flykt Rd.
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509-935-8797
Email: NSTRITZK@theoffice.net.com

DITRICT NO. 4

Dave Reppe
48 Walnut
Touchet, WA 99360
509-394-2972
Email: dis4dave@hsois.net

Find the time to strengthen yourself and this Union

By Daniel Schrup
WA-RLCA State President



It has been a about a year since we were handed the terrible decision of arbitrator Wells, and in this last year the rural craft has developed a distrust and perhaps even a loathing of the Postal service as a whole and maybe even for a job we all once liked.



“...write your Congressmen and Senators and let them know that you are in favor of the efforts of the USPS to remain competitive.”



So what can you do about that? Educate yourselves. Get a contract, read it, learn it, use it. Ask your steward for answers to any questions you need help with. No local steward? How about becoming a steward? The NRLCA has an excellent training program for stewards and the WRLCA will train you and make sure that you continue to have the tools you need to be a steward.

Another thing you can do is write your Congressmen and Senators and let them know that you are in favor of the efforts of the USPS to remain competitive. The White House is in favor of reorganizing most Federal Agencies, to include privatizing many aspects of those agencies. I recently talked with a friend of mine that works for the Forest Service, they are being asked to out source many of their duties to contractors. By asking your elected officials to support the USPS does not mean you condone their despicable behavior, but if the USPS is not herewe won't be here either.

WIN A NEW CORVETTE



Did I get your attention?

GMAC is going to give away a 2003 Corvette at the National Convention.....**IF** the various state insurance representatives reach the goal of increasing the policies written by GMAC for The Rural Letter Carrier Plan.

Now I cannot guarantee that you will win the Corvette, but if you are not currently a GMAC policy holder, and you take the time to fill out and return to **ME** the enclosed quote form (which I will forward to GMAC), I shall put your name in a drawing for \$25 in hard cash!!

Remember, you are required to carry the state limits for insurance (liability) on ALL of your vehicles – the coverage provided by the Postal Service for damage to property OTHER than your vehicle does not cover you any time but on the job.

Fill out the form, get a quote. What can it hurt? The quote is free and you may pick up an extra 25 bucks!!

Daniel N. Schrup
Auto Insurance Representative

QUOTE FORM ON PAGE 30

CENTENNIAL CHORUS

100 Rural Carriers will be selected to perform at the 2003 100th National Convention in Chicago, IL. Please submit your name and identified yourself as a soprano, alto, tenor, or bass to your RLCA State President

Contact

President Dan Shrup
6802 N. Old Fort Dr.
Spokane, WA 99208-3867
509-325-0282

Email: mxsykes@icehouse.net



VICE PRESIDENT'S REPORT and ASSISTANT STATE STEWARD'S REPORT

By Patricia Alexander

WA-RLCA Vice President and Assistant State Steward

Sunday, January 05, 2003, was the first day for count training, and four trainings were held across the state. The Lynden count training was taught by State Steward Charles Alexander, with a little help from Assistant State Steward Patricia Alexander. There were 13 rural carriers in attendance, and several post offices were represented: Bellingham, Ferndale, Lynden, Sedro Woolley, Spokane (State Secretary-Treasurer Becky Wendlandt was in Western Washington with relatives, and volunteered to check that attendees were union members and help with the training, so she is our token Spokane rural carrier), and Sumas.

Charles had been given a copy of the Western Area Count Guide and made copies of this for the attendees, and he also distributed the NRLCA Count Guide. Comparisons were made, many questions were asked, and discussions were held on ways to make the February 15-March 15, 2003, mail count as productive and pleasant as possible. In fact, Charles asked the attendees to think of the three "P's" while the count is going on: Politeness, Patience, and Persistence. There is no reason to get into arguments with management over issues such as "Is this item a flat or a parcel?"

First try to get management to understand and agree with your viewpoint. If disagreements still occur, just document and keep good records, then do not sign that your count form is correct, and write a clear reason for the items in contention. It is your postmaster's obligation to write a statement indicating his/her viewpoint on the issue at hand, and then he/she will send your statement, along with his/her statement, to the Seattle District for their opinion. The District is then obligated to notify your postmaster in writing as to their decision regarding the disagreement, and

your postmaster is obligated to notify you of that decision. If the District's decision is unfavorable or in your opinion, ill founded, you have the right to file a grievance on it within 14 days of the date



you are notified by the postmaster of the District's decision. There is nothing to prevent a rural carrier from filing a grievance on a mail count dispute without writing a protest letter and going through the process described above, but it might be a better idea to go through the process to see if the issue can be resolved without a grievance.

Politeness, Patience, and Persistence.

I hope the mail is heavy during mail count. Historically, a four week count

with a holiday is a good count for rural carriers, but times have changed since September 11 and the anthrax scare, so it is difficult to predict the outcome. Most of all, as much as possible let's try to stay on the high ground and set a good example for management. I hope you have a truly "Goldilocks" count with just enough increase in evaluation to achieve your objectives, but not so much that you end up in an undesirable option or an overburdened status.

*When you encounter
difficulties and
contradictions, do not
try to break them, but
bend them with
gentleness and time.*

Saint Francis de Sales

District 1

By Becky Pike



Make plans now to attend the Spring Booster/District One and Two combined meeting. This will be held at the WestCoast Sea-Tac Hotel on Sunday, March 30, 2003. A Sunday meeting was planned to give everyone the opportunity to attend. Also included on this date is the enhancement training for stewards. It's not always an easy choice to make to use your day off for a meeting, but the board wanted all carriers to have the choice to attend without taking an annual day of leave.

The Steward enhancement training will be held from 9 to 2 and after a short break, we'll hold the District meeting from 2:30 to 5 with questions from 5 to 6. A national officer will be there to answer your questions.

The WestCoast Sea-Tac Hotel address is 18220 International Blvd. Seattle. You can get room reservations at 800 325 4000 and ask for the Washington Rural Letter Carriers' block. It's really easy to find: take exit 152 off I-5 and take 188th to International Blvd. Take a right and the hotel is a couple blocks up on the right, directly across from the entrance to Seattle-Tacoma International Airport.

See you there!

District 2

By Ann Lamm



What is a 3821 and what does it mean to you? A 3821 is our insurance and one minute a day. According to the PO 603 we are required to fill out one of these slips per day if we have an accountable item. We are suppose to have management or designee initial at the bottom and return it to us for safe keeping. It is OUR proof that we turned all accountables in and were cleared of them. We are no longer liable for them and if they get misplaced, that is not our responsibility. During our count- we receive one minute per day to fill out the 3821. One minute could put a person up another hour and into a higher bracket. We are talking \$1000.00 or more, depending on what step you are at, annually. I think it is well worth it. What about you?

**Keep your
3821's in a
safe place.**



SPRING BOOSTER/DISTRICT ONE AND TWO MEETING SUNDAY, MARCH 30, 2003

WestCoast Sea-Tac Hotel
18220 International Blvd.
Seattle

Steward enhancement training will be held from 9 to 2 and after a short break, we'll hold the District meeting from 2:30 to 5 with questions from 5 to 6. A national officer will be there to answer your questions.

District 3

By Dave Reppe



100 YEAR ANNIVERSARY OF NRLCA

The National Convention for 2003 will commemorate the 100 year anniversary of the NRLCA. All of the states have been asked to make a historical display at the national Convention in Chicago. Perhaps there are records, pictures, or documents at the county level that may be in the secretary/treasurer records that might prove to be interesting for display.

The History Co-Chairs for the History Room at the Convention indicated that any information you feel represents your State for these past 100 years would be enjoyed by everyone attending this years National Convention. They also suggested that listings of "Carriers of the Year" and "50 plus year members" from Washington might be appropriate for display.

Retired carriers might be a really good source to ask within your county unit as we look ahead and realize that the required spring county meeting prior to the state convention is just around the corner.

Anyone with any information, documents, pictures etc. that might be displayed please contact your district representative.



District 4

By Noretta Stritzke



Hello from District 3. I hope everyone is enjoying the mild winter.

Take heart, spring is on the way. Please fill out and return your Convention Registration form as soon as possible. (There is one in this issue!)

This convention should be outstanding! Leavenworth area offers bountiful opportunities for relaxation and recreation. After a busy day of meetings, relax in the outdoor pool, hot tub, or lap pool. Play a game in the racquetball/basketball courts, or ping pong room. Try the exercise room, take a hike or rock climb. Try shopping in the quaint little town of Leavenworth. Call 800-223-8511 and make your reservations soon.

With the current climate in the Postal Service, we all need to become active, educated and protect our jobs. See you at the next union meeting.

The Seattle DJSC for Rural QWL/EI is planning the 16-hour workteam training that is required in order to participate in your office's QWL/EI workteam. Please send the names of anyone from your office needing the training to:

Pat Devere, OIC
Issaquah Post Office
400 NW Gilman Blvd
Issaquah, WA 98027-9998
pdevere@email.usps.gov

WELCOME NEW MEMBERS

Kristin Robinson, Reg Rosalia
 Rachel Smith, Reg Colbert
 Pat Herron, Retired Issaquah
 Lyllis Cormier, retired Pomeroy
 Elizabeth Carter, RCA Poulsbo
 Jeffrey Clinton, RCA Sequim
 Debra Geary, RCA Sequim
 Stephen Hawkinson, RCA Olympia
 Accordia Horn, RCA Sunnyside
 Bruce Hughes, RCA McCleary
 Lawrence Mendez, RCA Medical Lake
 Rosie Odman, RCA Yakima
 Michael Polinder, RCA Lynden
 Theresa Sherwood, RCA Blaine
 Petr Trofimov, Jr, RCA Vancouver
 Jena Welch, RCA Sequim
 Mike Wolever, RCA Newport
 Priscilla Morganroth, RCA Sequim
 Cheryl Maurer, RCA Snohomish
 Scott Rector, RCA Spokane
 Kristine Reed, RCA Winlock
 Marilyn Watts, RCA Ocean Park
 Besnik Diko, Regular Monroe
 Tina DeRenzo, RCA Twisp
 Melissa Perry, Retired
 Jeff Chester, Sedro Woolley

Allen Peterson, a rural carrier passed away recently. Allen worked as a rural carrier for 35 years and was the Washington State Secretary/Treasurer for many years,

WESTERN STATES.



Dates: April 24-26

*Location: Driftwood Shores Resort,
 88416 First Ave,
 Florence, OR 97439*

*Phone # for Registration: 1-800-422-5091 or
 www.driftwoodshores.com
 (identify as rural carrier)*

Room Rates: Studio Queen: \$69.00; Kitchen Queen: \$91.00;
 Double Queen: \$104.00; Deluxe King: \$104.00; Three Bedroom
 Suite: \$207.00 (this is the best value for three couples, has
 living room with fire place, kitchen, 2 baths, nice view)
 (all rates do not include 7% room tax, reservation to be
 made directly with resort)



Food:

April 24, 2003: Reception in resort, snacks furnished, no host bar, possible light entertainment

April 25, 2003: Deluxe continental breakfast furnished in meeting area, No Charge

April 25, 2003: Lunch: choice of Baked Salmon or Broiled Chicken Breast \$13.00

April 25, 2003: Coffee, tea, Soda's and cookies break in the afternoon, No Charge

April 26, 2003 Deluxe continental breakfast furnished in meeting area, No Charge

Please send Registration information, (state, city, etc.) and choice of meal and \$13.00 to:

Joanne Nusom

5431 Dee Ct N

Keizer, OR 97303-5341

NATIONAL DELEGATE AT LARGE REPORT

By Charles Alexander
National Delegate at Large

It is my pleasure to report to you that the 19 delegates to the National Convention in Portland, Maine, conducted themselves professionally, attended all sessions of the convention, and most, if not all, attended at least one evening seminar. The Provident Guild Meeting was attended by Becky

Pike and Susie Hill, as the Provident Guild representative had to attend the Steward Training held at the same time. Becky

Wendlandt attended the Editors' Meeting for Editor Margene Horrell who was not able to attend the National Convention. The State PAC Chairs' Seminar was attended by Susie Hill, as PAC representative Lynn Walker was unable to attend the National Convention. Dan Schrup attended the Automobile Insurance Representatives' Breakfast/Seminar.

The evening seminars included Office of Workers' Compensation Programs, Academy Trainers (sometimes called Ad Hoc Trainers),

Health Insurance Programs, and Pre-and Post-Retirement. On Thursday evening, all Washington National delegates attended the Western States Caucus, where all candidates for National office make "Vote for me" presentations. In addition, Michigan and Oklahoma made presentations for the 2007 National Convention site. Michigan was selected by the delegates on Friday

"The only problem that arose during the National convention happened on Friday, the last day of the convention, ..."

I was appointed to the Constitution and Bylaws Committee and

worked all day Sunday on organizing the various Constitution and Bylaws changes that were submitted by the various states. Only four of the 22 proposed amendments were passed. Constitution and Bylaws amendments need two-thirds majority to pass, not a simple majority. It is not an easy matter to pass a Constitution and Bylaws amendment, as changing our Constitution and Bylaws is a serious matter and not to be taken frivolously.

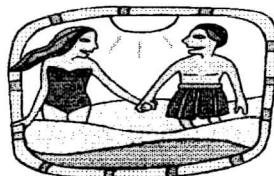
ATTENTION RETIREES!

Congratulations to all new retirees and to those who may be thinking of retiring soon!

Remember when you retire your status changes with the postal service and with the Association. You must contact State Secretary/Treasurer, Rebecca Wendlandt, and let her know you have retired so that the proper paperwork can be completed to keep your membership in good standing. You must complete an 1187-R for retirement if you wish to remain or go on dues withholding. If you desire to pay cash membership dues a check for \$55.00 made out to the WRLCA should be sent to her noting the change in your status.

If you want to keep involved, informed and receive your state paper and national magazine keep your membership in good status. Our lobbyist in Washington continues to advocate for you whenever important matters come before Congress which might effect such things as the Rural Carrier Health Benefit coverage, your annuity and other specific related retirement issues!

Remember that your membership does not continue automatically when you retire so contact your State Secretary/Treasurer immediately to find out what to do.

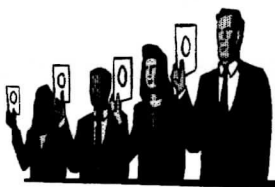


The four amendments that passed are very interesting. Under Article II Purpose in the Constitution, the language was changed to Section 1. The purpose of this Association shall be to improve the methods used by rural letter carriers, to benefit their conditions of labor **with the U.S.P.S., and to promote fraternal spirit among its members.** After

the Arbitration and the last count, the delegates voted to delete "to cooperate with the U.S. Postal Service and the public for the good of the service." Most of us now realize the "cooperate with the U.S. Postal Service" now means to the USPS that rural carriers should do work for no pay, much as we are required to do with maintenance of our Edit Books/Red Books.

Under Constitution, Article III, Membership, the delegates voted against continuing Associate membership for those in Management positions who were formerly rural carriers. Again, this vote was a response to management's poor treatment of rural carriers during the count and Arbitration. Unfortunately, a few babies may have been thrown out with the bath water. Some very benign managers with serious health conditions will not be able to keep their Rural Carrier Plan Health Insurance, which arguably has the best coverage for life-threatening diseases, such as cancer.

Under Constitution, Article III, Membership, the delegates voted to delete "those living membership in Nevada-California is now our new and independent of California. Congratulations to Nevada!"



"We need to be responsible for our own actions."

leaving us little negotiating power in lowering room or meeting room rates. Since this amendment was passed, future National Conventions will be selected from two cities selected by the National Board, and there will be a rotation between the five regions of the United States.

This amendment will not go into effect until the

2003 National Convention with the selection of the 2008 Convention site.

In the August 27, 2002 Officers' Bulletin, the five regions were listed, and Washington is in Region 3. Region 3 will be the site of the **National Convention in 2010**, and Washington will compete with the other Region 3 states (Montana, Idaho, Wyoming, Colorado, New Mexico, Arizona, Utah, Oregon, California, and Nevada) for the honor of hosting a National Convention. Even though our chance at a National Convention will not come before 2010, in 2005 we will need to be ready to make a presentation at the National Convention, should we choose to run for hosting a National Convention. In 1950, Washington hosted the 46th National Convention in Spokane, and in 1977, Washington hosted the 73rd National Convention, again in Spokane.

The delegates, us a cuss is dates. has chairing our Susie Hill stand



Washington sat to during the con-giving each of chance to dis-sues and candi-Washington backs identify-State, and has made a with the out-

line of a fir tree to place on the first row of our seats. All of the states have these identifying chair backs and stands. We also have a banner that hangs at the front of the stage, along with the banners from the other states.

(continued on page 25)

The last Constitution and Bylaws amendment passed was to change the way places are selected for the National Convention sites. In the past, a State has submitted a city, and there was no competition after the city is selected,

**W.R.L.C.A. STATE CONVENTION REGISTRATION
ENZIAN INN - JUNE 23 - 25 2003**

590 Highway 2, Leavenworth, WA 98826

(Reservation Phone: 1-509-548-5269 --- 1-800-223-8511)

(Room Rates: Single Queen \$95.00, Double Queen \$100.00 Plus tax)

Room block held until MAY 20, so make your reservations now.

PLEASE PRINT:

NAME PHONE: _____

ADDRESS _____

HAVE YOU ATTENDED STATE CONVENTION BEFORE? () YES () NO

PLEASE CIRCLE POSITIONS CURRENTLY SERVING: Ad Hoc Trainer, DJSC Member, AJSC Trainer/Member, Facilitator, State Officer, County Officer, Retired & # of Years with PO _____

I WILL ATTEND THE FOLLOWING FUNCTIONS:

SUNDAY, JUNE 22

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

(EVERYONE WELCOME, STEWARD OR NOT)

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

NUMBER ATTENDING: _____

MONDAY, JUNE 23

FIRST TIME CONVENTION ATTENDEES MEETING 7:30 a.m. () YES () NO

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

(FREE FOR NEWLY ELECTED 03/04 COUNTY PRESIDENT, VICE PRESIDENT, SEC/TRES)

FOCCACIA CHICKEN BREAST, RICE, VEGETABLE, ROLL, DRINK.

NUMBER OF GUEST ATTENDING: _____ (\$13.00 EA.) \$ _____

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

THE WESTERN BARBECUE BUFFET

BONELESS PORK RIBS, CHICKEN, BEANS, SALAD, CORN, FRUIT COBBLER.

NUMBER ATTENDING: _____ \$ _____

TUESDAY, JUNE 24

ANNUAL BANQUET - \$25.00 EA., 7 p.m. () YES () NO

ENZIAN BUFFET

GERMAN FARE, BEEF, CHICKEN, WIENER SCHNITZEL, BRATWURST, POTATOES,

GERMAN SPATZLE, SALAD, ROLLS, APPLE STRUDEL

NUMBER ATTENDING: _____ \$ _____

WEDNESDAY, JUNE 25

BOX LUNCH (NO LUNCH BREAK SCHEDULED) NUMBER OF LUNCHES _____ AT \$11.00 EA. \$ _____

HAM OR TURKEY SANDWICHES, PASTA SALAD, CHIPS, FRUIT, COOKIES & SODA

TOTAL: \$ _____

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

MAKE CHECKS PAYABLE TO: "W.R.L.C.A. 2003 CONVENTION"

SEND COMPLETED REGISTRATION FORM & CHECK TO:

Noretta Stritzke

3226 Flyckt Rd

Chewelah, WA 99109-9655

PLEASE RETURN THIS AS SOON AS POSSIBLE BUT NO LATER THEN JUNE 2, 2003

State Secretary/Treasurer

by Rebecca Wendlandt

USPS – CSRS Retirement Liability:

At the Government Accounting Office's (GAO) request, the Office of Personnel Management (OPM) recently analyzed the Postal Service's Civil Service Retirement System (CSRS) financing as if a separate retirement account had been established for income and benefit payments since 1971. The results of this study projected that future payments under current legislation will over fund the Postal Service's CSRS liability by approximately \$70 billion. The Office of Management and Budget (OMB) and the Department of the Treasury validated this analysis.

Prior to review and based on current statutes, USPS maintains \$32 billion deferred liability for CSRS obligation. New analysis shows actual liability of approximately \$5 billion.

To change the payment schedule will require legislation to be passed by congress. If congress approves statutory change to payment schedule in fiscal year 2003, it would reduce the Postal Service's CSRS retirement expense \$2.9 billion in FY 2003 and another \$2.6 billion in FY 2004. With this change, the USPS could extend a rate increase until at least 2006. Additional information will be published on this issue in the National Rural Letter Carrier magazine.

Membership:

As of January, 2003 the Washington Rural Letter Carriers' had the following membership totals:

Cash Pay Members:	69
Regular Dues Withholding	909
PTF Dues Withholding	4
Relief Dues Withholding	479
Retired Dues Withholding	280
Associate Dues Withholding	8
Membership in Washington	1749

County's Annual Meetings:

It is that time of year that we will be having your

county's annual meeting. **Remember, each County unit needs to hold its annual meeting at least forty (40) days prior to the State Convention (no later than May 13th).** 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.

Want to be a Delegate to the 100-year celebration at the 2003 National Convention?

This year, at National Convention in Chicago, will be our 100th year celebration. National Convention will officially start one day earlier (on Monday) August 4-8, 2003. You will be seeing the nomination form in the February and March Issues of the National Rural Letter Carrier Magazine. You can nominate yourself or someone else. **Remember, in order to verify that your nomination was received, you will be getting a post card back from me. If you do not get a postcard back, please notify me immediately.**



MINUTES FROM WRLCA BOARD MEETING

January 7-8, 2003

West Coast SeaTac Hotel, Seattle, 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; and Charles Alexander, State Steward. Absent was Lynn Waiker, Retired Carrier. Also in attendance was Senior Assistant State Steward Judith Peck on January 7, 2003 and Assistant State Steward Monte Hartshorn on January 8, 2003.

AGENDA: Positive Go Around & Review Agenda

Ground Rules

Board Policy

Minutes

Steward Program Update

Secretary's Update

Future Meeting Dates and Details

State Conventions: 2003, 2004, 2005, and 2006

Western States Conference (WSC)

Washington Rural Carrier (WRC) Paper

DJSC Updates

Next Board Meeting Date

The board, after a positive go around, reviewed the agenda and reached consensus to waive the reading of the ground rules. The meeting started 11:00 a.m.

GROUND RULES:

The reading of the ground rules was waived with consensus by the board.

BOARD POLICY:

The board policy was reviewed concerning those items coming up before the next board meeting. The board reached consensus to change the board policy to reflect the current sales cost of the contracts at \$3.00, which includes the \$2.00 cost and shipping/handling charges.

MINUTES:

The minutes from the October 21, 2002 board meeting were approved as read.

STEWARD PROGRAM UPDATE:

Judi Peck joined the board meeting and gave her steward update concerning the grievance activity in her area. Her thirteen-page handout showed her 84 grievances and the actions taken. This last month she has gotten 18 resolved, 8 held in abeyance, 10 remanded, and 9 denied, withdrawn, or not appealed. She has also done 12 Step 3 appeals, one of which was 600 pages. Judi went in depth about her offices that are experiencing problems and the actions taken by the Assistants to resolve these problems, as well as the use of a survey sent to an office that will only be read by the Assistant handling the grievances. Judi stated that we need to be pro-active in these offices and not wait for the Districts to help. Judi reported that she had 13 letter of warnings removed in one office, and the board congratulated her. Charles gave his report and update. He recommended the following changes:

1. Patrick Pitts be certified as an assistant state steward in January, 2003. The board discussed the areas Patrick will be responsible for and his past success in a local office. *The board reached consensus to have the President request National to certify Patrick as an Assistant State Steward.*
2. The need to give the Assistants LWOP in lieu of Sunday Count Training Days. The board discussed the mail count training schools and how the Assistants are giving up many of their Sundays (and some their only day off) to train. *The board reached consensus to give the Assistants and State Steward a day off on a scheduled work day to compensate them for their training on Sunday and only for mail count training. This will not apply for steward trainings, just mail count trainings.*
3. The need to reimburse the Assistants for use of their own equipment as well as office space, storage, in their homes. *The board reached consensus to pay \$50.00 a month to the State Steward, Senior Assistant State Steward, Assistant State Stewards, and State Secretary for office/equipment rent starting January, 2003. Note that all additional expense recommendations were estimated and reviewed against the financial statements and budget.*

Charles reviewed the mail count trainings and the excellent proposal by the Seattle DJSC for joint count schools that was rejected by the Seattle District. The Seattle District would only allow the State Steward or his designee to attend one management count school. Spokane District will pay Charles to attend the Spokane Districts management count school, and any rural carriers can attend on their own time. *The board reached consensus to send Joyce to the management count school in*



in Pasco and Charles will attend the Spokane management count school. Charles also gave an update on offices that have grievances and/or problems. He also listed the offices that were counting in Spokane District (total 126 routes counting out of 225 regular and auxiliary routes), and gave an update on the Lynden mail count training. Not all routes are counting so attendance is not as high as expected.

Monte Hartshorn joined the board meeting on January 8, 2003 and gave his update concerning the grievance activity in his area, as well as his mail count school training held at Sequim with Patrick Pitts. Monte said 9 carriers from Sequim attended the training. He has suggested that everyone check their end of run reports against what they actually receive, as he has found some end of run reports to be less than what was actually received. Monte is also a Western AJSC Trainer and has enjoyed the experience and also the chance to give his input. He said that the relationship between the State Steward, Assistants and District Delivery Ops needs to be good, and that unfortunately it is not in the Seattle District. Monte also said that the Assistant and Area Steward training held at Charles home once a year is an important training and a Must Do function for every year, as well as the Regional Training held by National. Monte also reported on the Washington carriers he represents in the Portland District.

SECRETARY'S UPDATE:

"Correspondence: The board reviewed Dave Reppe's question from a county unit and also a letter from ID RLCA appointing Lisa Hall to replace Sharon Atkins on the Spokane DJSC.

"Finances: The board reviewed the 5-month financial statement and budget against future expenses and needs.

"Membership Recruitment: The board discussed the need to have a Board Member (possibly the Vice President) be the Ad Hoc Training program coordinator for the 3 Districts represented. This person would make sure the Ad Hoc Trainers are receiving information as well as recruiting members.

"GMAC Promotional Allowance: Dan, as the GMAC representative, will be receiving a promotional allowance in January to be used to recruit new policies to help us and GMAC meet our goal for 2003. Discussion on how it was to be used. *Consensus that Dave could order car signs to be used at the Ad Hoc training sites in Pasco and Greenacres and the money to come from the GMAC promotional allowance given to Dan.*

"County's Annual Meetings: Discussion on the upcoming annual meetings for the counties and the need to have an officer in attendance at each one.

FUTURE MEETING DATES AND DETAILS:

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. Contract signed with West Coast Sea-Tac Hotel in Seattle.*
3. *State Convention Steward Enhancement Training:* Will be held on June 22, 2003 at Leavenworth from 10AM to 4 PM.

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. **Consensus to have one district representative be the MC and the other one be the Sergeant of Arms in the back of the room to keep the meeting moving on time.**

ü *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*

ü *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. West Coast Sea Tac Hotel in Seattle, (206) 246-5535, room rates are \$79 single and double. Meeting room cost is \$75.00 for district meeting and \$50.00 for board meeting.*

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

v March 31, 2003, Monday, from 8AM 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 at the West Coast Sea Tac Hotel in Seattle.

v June 21, 2003, Saturday, from 8 AM to 5 PM at 2003 State Convention, Leavenworth, WA.

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 (800) 223-8511. The Enzian quoted \$3.75 a person for an ice-cream social on Sunday evening. Noretta will be doing the registration and Bill Allen will be in

charge of the 2003 Convention Fund at the bank. Discussion on bringing the tellers committee in on Sunday as well as the finance committee. Carrie Smith offered to do the name badges at the Convention.

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, and has talked to the Shilo in Richland. They have offered the same rates and charges as the last State Convention held in Richland in 2001. This would be for the 4th week in June, 2005. *Consensus reached to sign the contract with the Shilo if they offer the same rates and charges as the 2001 State Convention.*

2006: Ann got a proposal for the West Coast Hotel in Vancouver with a \$89 room rate. She is working on the room rental and will report at the next meeting.

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 in charge of the fundraisers for Western States Conference and the board will decide on a site after reviewing proposals.

WASHINGTON RURAL CARRIER:

The Board set the following date for the Washington Rural Carrier: *Winter Issue:* Articles due by January 15, 2003. Paper out no earlier than February 17, no later than February 25, 2003. *Spring Issue:* Articles due by April 15, 2003. Issue to printer by May 1, 2003.

DJSC UPDATES:

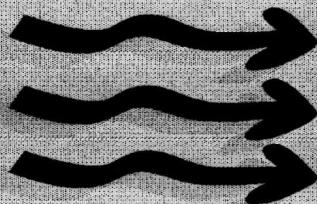
Seattle: Ann said they are working on getting an updated Ad Hoc trainer and facilitator list. The board gave Ann some suggestions for facilitators.

Spokane: Noretta and Dave gave the Spokane DJSC Update, and that they are working on local work climate. Noretta rotates off in June 2003. Consensus was reached to have Becky Wendlandt replace Noretta upon rotation, with one of the goals to get the Ad Hoc Training sites more involved in membership recruitment. Dave Reppe is the Co-Chair.

Portland: Monte reported on the Portland DJSC.

NEXT BOARD MEETING:

v March 31, 2003, Monday, from 8AM 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 at the West Coast Sea-Tac Hotel in Seattle.



MEMBERS ONLY

2000 - 2004 Contracts are now available. Email or call

Margene Horrell

509-697-8653

Bzya@aol.com

Q & A

What You Should Know About The Federal Tort Claims Act And How It Affects You As A Rural Letter Carrier



What is the Tort Claims Act?

The Federal Tort Claims Act of 1961 is a federal statute that provides for a government administered protection plan for all government employees, and the government itself, should any liability be incurred by any of its employees or agents in the course of their official duties.



Will the Tort Claims Act protect the Rural Letter Carrier from liability in the event of an on-route accident?

Yes. Federal employees are protected against liability resulting from their operation of a motor vehicle while within the scope of their official employment. **This protection is on-route protection only.** Any deviation from your assigned route could jeopardize your Tort Claims coverage. The government protects you from liability only; damage to your vehicle is not covered. To fully protect your vehicle, separate coverage must be purchased.



Will the Rural Letter Carriers' Vehicle Insurance Plan also protect the Rural Carrier from liability while on the route?

Yes and more. The RLC Program with National General provides *complete coverage* for Rural Carriers insured by the plan—on and off the route. And if the government ever denies your on-route liability claim under the Tort Claims Act, the RLC Vehicle Insurance Program will work with you and the Postal Service to make sure you are protected.



What should the Rural Letter Carrier do in the event of an on-route accident?

All accidents must be reported to your Postmaster or Supervisor and to your insurance company as soon as possible. Failure to report an accident could jeopardize your coverage.



What happens when an on-route liability claim is reported to the Rural Letter Carriers' Vehicle Insurance Program?

If you are insured by the Rural Letter Carriers' Program, National General will immediately notify the other party that their claim should first be presented to the Postmaster for payment under the Tort Claims Act. If the government denies the claim because you deviated from your route, don't worry—your RLC Program will protect you.



Does the Postmaster have the authority to deny protection under the Tort Claims Act, or to deny a claim?

No. All Tort Claim denials must come from the U.S. Postal Services Legal Department.



Will any insurance company protect the Rural Letter Carrier if the government denies an on-route liability claim?

Not necessarily. Many companies simply won't insure your route vehicle, and if they do, they charge you a higher *business use or commercial use rate*. Also, many agents don't seem to fully understand the Federal Tort Claims Act and the needs of government employees. That's why the National Rural Letter Carriers' Association recommends the RLC Vehicle Insurance Program with National General—a company that has looked after the special needs and interests of Rural Carriers since 1953. First of all, National General understands the government's tort liability procedures. So by placing a special exclusion on your RLC Program policy, NGIC can offer you a lower pleasure use or route car rate on your auto insurance.



How can I find out more about the Rural Letter Carriers' Vehicle Insurance Program?

It's easy. Just call toll free: **1-800-847-2886** for complete details and rates. One of the friendly RLC Program Customer Service Representatives will be happy to answer all of your questions.



VEHICLE INSURANCE PLAN

STATE STEWARDS

STATE STEWARD

Charles Alexander
2201 30th St.
Bellingham, WA 98225-8209
360-733-9201 • Fax 360-650-0803
Email: charleska@nas.com

SR ASST. STATE STEWARD

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ASST. STATE STEWARD

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360-769-8453
Email: McCormickmailman@aol.com

EDIT BOOKS: HOW SHOULD I BE COMPENSATED?

By Monte Hartshorn
Asst. State Steward

I do not know about everyone else, but when I received a copy of the Arbitration settlement this past February, I sat down and read it with interest. As it turns out, there are several issues which were addressed in that opinion that continue to affect the working conditions and pay of all rural carriers. The edit books that we are required to review and maintain on a regular basis is one. The Arbitrator wrote, concerning the edit book:

"The NRLCA has failed to offer convincing evidence other than some anecdotal testimony regarding its five mail count standard proposals. There is nothing in the record that would suggest that the nature of the work has so dramatically changed to justify the creation of this ... time allowances."

Somehow, management has changed this to mean that the Union did not make a case and there was no evidence to support our claim of an edit book allowance. THIS IS NOT TRUE. What is true is that we were unable to convince the arbitrator, based upon the case we presented. So where does this leave us?

The PO-603 and both parties agree that carriers should be compensated under column "R" during mail counts for duties of review and maintenance of edit books. There is further agreement that the items previously required on the back of the 4240 (trip sheet) would not earn extra compensation. These items included date, address, type of delivery, addition or deletion and name. It should also be noted that the 4240 was one page and the carrier did not have to continuously review its accuracy based

(continued on page 24)

NEW INITIATIVES FOR IMPROVING CAUSTIC WORKPLACE CLIMATES

By Charles Alexander, State Steward

A satisfactory or even good workplace environment depends on a variety of factors, some of which are within our ability to control, and others that require outside help or intervention to improve. Those of us who have been active on a Quality of Worklife/Employee Environment workteam remember the "Sphere of Influence," wherein we are asked to recognize the things that we can change by ourselves and the other things that are out of our control, or at least, somewhat out of our control. The Assistant State Stewards and I have long recognized that a certain limited number of post offices appear to have more conflict and strife than all the rest combined. While it is tempting to attribute all the blame for problem offices to the manager or managers in charge, there are often other dysfunctional forces causing or contributing to the unsatisfactory workplace environment.

Life circumstances can keep from appreciating environment; if one home, this often into the job. The

system sometimes causes consider their job a competitive

first and gets home earliest is considered by many to be the "winner," as fewer hours worked in a day make our hourly salary higher, at least in a symbolic way. This can leave the slower rural carriers feeling imperiled, especially when management asks the slower rural carriers why they take so long to deliver the mail. We make the same amount of money for working fewer hours, and we pride ourselves in giving good customer service while working the fewest number of hours. Sometimes there seems to be disparate treatment, as some routes are easier than others, or have fewer NDCBUs, or more miles, or more parcels picked up on the route. When routes are adjusted, often the better portions go to the rural carriers who seem to be "management's pets," leaving other rural carriers feeling that unfairness exists. Some routes drive for miles before reaching the first box, while other routes begin delivery almost immediately. When managers are chastised for blatant harassment, sexual or other, oftentimes these managers are just moved to another office to begin harassment of the next set of rural carriers, and this is perceived by some to be protection of bad managers, rather than punishment for bad actions. In some offices, talking about religion or politics is forbidden, as fisticuffs could break out with all the diverse opinions. All of these activities can cause dissention and unhappiness for the employees in an office.

"...Sphere of Influence," wherein we are asked to recognize the things that we can change by ourselves and the other things that are out of our control ..."

outside work employees their work is unhappy at carries over evaluated

rural carriers to sport, and the one who finishes

The Seattle District Joint Steering Committee is now piloting the "I Care" program to seven offices in the Seattle District. Assistant State Steward Joyce Patteson, a rural carrier in the Yakima Post Office, is the craft co-chair of the Seattle DJSC. Assistant State Steward Shawn Johnson, the only rural carrier in the Bellevue Post Office, and District 2 Representative and Local Steward Ann Lamm, a rural carrier in the Bremerton-Sheridan Park Post Office, are the other craft members on the Seattle DJSC. Joyce, Shawn, and Ann are visiting the seven pilot offices, along with management members of the Seattle DJSC, to present the "I Care" program to the rural carriers in these offices. The "I Care" program has been working in the Spokane District for several years, and the Portland District is presenting "I Care" to Level 20 and above post offices.

The "I Care" program was piloted out of the Salt Lake District and has been utilized and/or adapted by increasing numbers of other Districts across the Nation. This program can be run through Quality of Worklife/Employee Involvement or not, and the basic idea is that employees are interviewed individually by a craft/management team to ascertain the employees' perception of the workplace environment. Supervisors are encouraged to have regular, sit down, one-on-one discussions with employees regarding workplace environment issues.

As you might surmise, this program can break down when a supervisor does not know how to talk with employees, or is not inclined to do this, or feels that he/she does not have time for the "I Care" program. Conversely, some employees feel uncomfortable having one-on-one discussions with supervisors, perhaps because the only experience they have had with such a format was with discipline or potential discipline situations.

Your Union has also devised a survey to be used in offices with potential problems.

There are many ways to tell if the workplace environment has gone sour, and one question that comes to mind is to ask yourself, "Do I dread coming to work?" If the answer is "Yes" for a significant number of the employees in an office, then perhaps a survey from the union is in order. The survey is sent out by one of the Assistant State Stewards, along with a self-addressed envelope so rural carriers may complete the form in the privacy of their homes. Before any of the questions and answers are discussed with management, all answers and comments are sanitized so that no one will be able to attribute the answers and the sanitized comments to any one person. Results are then summarized. After this, depending on the answers, comments, and circumstances, an Assistant State Steward will attempt to rectify the problems in the office by obtaining written commitment from management that needed changes will take place, or by utilizing the grievance process. Oftentimes, management at the District level can be relied on to force the necessary improvements. Mostly, though, rural carriers in problem offices need to know that they have the support of the Union to help them get through bad times.

I have listed below a few sample questions from the Union survey:

SAMPLE WA-RLCA WORK ENVIRONMENT ASSESSMENT

1. I would describe the work atmosphere in my facility as:

Hostile
Tense
Fair
Good
Cooperative

Comments/Exceptions:

1. Management treats me in a way that shows that I am an important member of the team:

Never
Very Rarely
Rarely
Sometimes
Most of the Time
Always

Comments/Exceptions:

3. I have experienced or observed what I would term "harassment" (of any type) between co-workers:

Always
Most of the time
Sometimes
Rarely
Very Rarely
Never

Comments/Exceptions:

4. I have experienced or observed what I would term "harassment" (of any type) from management towards craft employees:

Always
Most of the time
Sometimes
Rarely
Very Rarely
Never

Comments/Exceptions:

5. **In my worksite, management tries to insure compliance with the applicable labor agreements and Postal manuals.**

Always
Most of the time
Sometimes
Rarely
Very Rarely
Never

Comments/Exceptions:

6. I have the impression that management in my worksite has a cooperative and productive working relationship with the elected Union representative.

Always
Most of the time
Sometimes
Rarely
Very Rarely
Never

Comments/Exceptions:

7. What can the postmaster do to further improve the workplace environment?

8. What can craft employees do to improve the workplace environment?

District Intervention Analysts are also capable of going into troubled offices, often with an Assistant State Steward, to interview disgruntled employees and/or managers. Sometimes the Intervention Analyst will utilize surveys to get a better handle on the office dynamics. In fact, the Assistant State Stewards and I borrowed from and contributed to the standard survey used by Seattle District Intervention Analyst David Picard.

If you and your co-workers are experiencing a toxic workplace environment, and you have tried to remedy the situation yourselves to no avail, please let an Assistant State Steward know what is going on. We will try our best to help.



GOLDEN RULE
for a difficult work situation:
*Be fair with others, but then keep after them until
they're fair with you.*

Adapted from an Alan Alda quote

Retired Carrier/ PAC Chairman

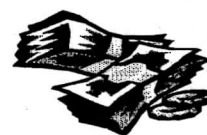
By Lynn Walker



Greetings to all-

I'd like to call your attention to the National magazine for those retired or planning to in the near future, there is a simplified general rule which makes it easy to compute the tax free amount on our annuity. Two figures come in to play on is your total contributions the other age at retirement. Check the table in the magazine. If you have any questions call or e-mail me. according to the general accounting office the CRS fund is nearly paid up for all CRS retirees. It does not effect benefits. But for years after the implementation of FIRS the treasury claimed that the post office had under-funded CSR and owed millions of dollars. The postal service took issue with it but did several million more. They the post office were right as now it is funded for all retirees and all future CRS retirees. Just kind of interesting at the games that got played at the time of social security reorganization. I'd like to see more retirees retain your membership in our organization, sometimes when we retire we think been there done that and their isn't much that I can contribute or it doesn't effect my check so I'll check out. that's WRONG ON BOTH COUNTS. If you are not able to participate actively, retaining your membership gives you access to the National magazine, State paper. Thus you can stay informed on issues that can AND WILL AFFECT OUR CHECKS. In this climate of escalating health costs and skyrocketing insurance premiums that amount of employer contributions is always ATTEMPTING negotiating item. Then there is always the rural carrier insurance health and auto which many of you carry one or both. You must retain your membership to continue the insurance. The cost retaining your membership is about \$3.90 per month and can be withheld automatically. There is 57 cent per month additional which is a part of the family plan. Which helps fund our state aux. The Aux. is a important part of our state organization. They provide our Jr. program at the state convention, our scholarships and support the National Project which this year is Make A Wish Foundation and many other projects. We as retired carriers do have a stake in NRLCA and WRLCA.

Now to Pac- With congress as closely divided as it is, it's more important than ever that we are informed and supportive of those members of congress regardless of political party that support the rural craft and postal concerns in general. Your Pac contributions pay for the Lobbyist, Ken. He keeps us informed and monitors legislation. Also is contact person with congressman. It's important that we recognize that the congressional friends of rural delivery and postal service have our support. Our largest competitor in the delivery business spend 3 times as much as we do on Pac. Remember we don't contribute to a political PARTY That is called soft money. We do support regardless of party those congressman and that support the legislation that postal service rural craft and existence and in general. Our security is at stake, with all of the in roads in the communication arena it is only by our support that we protect this important public communication as well as our jobs. I haven't received a resent readout from NRLCA individual contributions to this date. I should receive one in the near future. We will have a County competition this year similar to last year. I'll be contacting Board members and some county officers to assist Pac in your county meetings. I've Just received the 2003 Pac Pins and will get them out at the District meetings. They can't be mailed in a reg. envelope but as we progress I will try to send them out in a mailing envelope to your county. If anyone needs recipes to take to your county meetings I'll be glad to send them to you with some pins. See you at the district meetings. Let's have a great 2003.



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

Political Action Committee Chairman

Lynn Walker

2485 Highline Rd.

Chewelah, WA 98109

WRLCA STEWARDS

Main PO	ZipPO	First Name	Last Name
ADDY POST OFFICE	99101	LYNDA	TOULOU
ARLINGTON POST OFFICE	98223	TAMARA	HOLDEN
ARLINGTON SMOKEY POINT P O	98223	LINDA	MOLLAN
AUBURN POST OFFICE	98002	JACKIE	CLARK
BELLEVUE POST OFFICE	98009	SHAWN	JOHNSON
BELLINGHAM-MT BAKER PO	98226	SHIRLEY	SMITH
BREMERTON-SHERIDAN PK PO	98310	ANN	LAMM
BREMERTON- WEST HILLS PO	98312	CINDY	ADAMS
BRUSH PRAIRIE POST OFFICE	98606	EDWARD	MARTIN
BURLINGTON POST OFFICE	98233	DONNA	LOWER
CAMAS POST OFFICE	98607	JIM	GROUSE
CASTLE ROCK POST OFFICE	98611	MONTE	HARTSHORN
CENTRALIA POST OFFICE	98531	JAMIE	MATTHEWS
CHENEY POST OFFICE	99004	LARRY	BRAKE
CHEWELAH POST OFFICE	99109	WILLIAM	ALLEN
CLINTON POST OFFICE	98236	ANDREW	SHEA
COLLEGE PLACE POST OFFICE	99324	DAYLE	HIGHLEY
DAVENPORT POST OFFICE	99122	STEVE	BREWSTER
DEER PARK POST OFFICE	99006	DANIEL	SCHRUP
EATONVILLE POST OFFICE	98328	ALICIA	COPELAND
ELK POST OFFICE	99009	MYLISA	CHRISP
ELLENSBURG POST OFFICE	98926	ANITA	BOYUM
EVERETT CARRIER ANNEX	98208	RHONDA J	WYER
EVERETT MAIN OFFICE	98201	JENNIFER	WILTSE
FERNDAL POST OFFICE	98248	PATRICIA	ALEXANDER
FRIDAY HARBOR POST OFFICE	98250	WALTER	COOTER
GOLD BAR POST OFFICE	98251	CAROL	HALVERSON
GRAND VIEW POST OFFICE	98930	PAGE	BARRETT
GREENACRES POST OFFICE	99016	CINDY	KOKER
LIBERTY LAKE POST OFFICE	99019	JACK	STEWART
LONGVIEW POST OFFICE	98632	MELVIN	WALKER
MAPLE VALLEY POST OFFICE	98038	ROBERT JR	SIMUEL
MARYSVILLE POST OFFICE	98271	PAULA	KENCK
McCLEARY POST OFFICE	98557	PAULA	BAUN
MOSES LAKE POST OFFICE	98837	CASSANDRA	LORENZ
NORTH BEND POST OFFICE	98045	CATHY	CHARBONNEAU
OAKVILLE POST OFFICE	98568	DIANE	AUSTIN
OCEAN PARK POST OFFICE	98640	NICKI	RONDEAU
OLYMPIA-LACEY POST OFFICE	98501	TOMMIE	SPENCE
OLYMPIA-MAIN POST OFFICE	98500	SHARON	McMANUS
OROVILLE POST OFFICE	98844	JANET	WILDERMUTH
PORT ORCHARD POST OFFICE	98366	PATRICK A	PITTS
POULSBO POST OFFICE	98370	GAIL	GREEN
PUYALLUP POST OFFICE	98373	KATRE	MILLIRON
RAYMOND POST OFFICE	98577	KARI	HABERSETZER
RICHLAND POST OFFICE	99352	DONNA	ROAKES

WRLCA STEWARDS

Main PO	ZipPO	First Name	Last Name
ROCHESTER POST OFFICE	98579	CATHY	ALLMAN
SAINT JOHN POST OFFICE	99171	JANNA	NELSEN
SEATTLE-BB ISLAND PO	98110	ROYELLA	JAYNES
SELAH POST OFFICE	98942	SUZETTE	COUSINS
SEQUIM POST OFFICE	98382	LACY	HENNESSEY
SILVERDALE POST OFFICE	98383	JANICE	HADLEY
SNOHOMISH POST OFFICE	98290	JAN	FRYMIRE
SNOHOMISH POST OFFICE	98290	JANIE	WALLA
SPOKANE-HILL YARD STATION	99217	MARC	MCINTOSH
SPOKANE-REGAL POST OFFICE	99223	LINDA	MCINTOSH
SUMAS POST OFFICE	98295	CARRIE	CARLSON
SUMNER POST OFFICE	98390	RENEE	COWAN
SUNNYSIDE POST OFFICE	98944	KARIN	TAYLOR
TEKOA POST OFFICE	99033	JOHNNA	HORLACHER
TOPPENISH POST OFFICE	98948	KAREN	PARK
VANCOUVER-EAST POST OFFICE	98684	LORENZE E	MADSEN
VANCOUVER-MAIN POST OFFICE	98661	ROB	MARSH
VASHON POST OFFICE	98070	KATE	CAFFEY
VERADALE POST OFFICE	99037	DAVE	ROBLES
WALLA WALLA POST OFFICE	99362	STEPHEN	HIGGINS
WAUNA POST OFFICE	98395	MARLENE	HAGEDORN
WENATCHEE POST OFFICE	98801	TAMMY	DONAGHUE
WOODINVILLE POST OFFICE	98072	KATHY	McLEAN
WOODINVILLE POST OFFICE	98072	HAZEL	WESTMORELAND
YAKIMA POST OFFICE	98903	JOYCE	PATTESON
ZILLAH POST OFFICE	98953	GLORIA	RECTOR

EDIT BOOKS: HOW SHOULD I BE COMPENSATED? (continued from page 16)

upon earlier entries or modifications from AMS.

So what exactly does the PO 603 say about compensation?



541.45 *"Note: Actual time required for full completion of the additional data required on the edit sheet and maintenance work sheet will be recorded under column R, Other Suitable Allowance, in any subsequent mail count. Other suitable allowance entries should reflect the average weekly time needed for completion of this additional data."*

The latest argument has been over whether the carrier receives **actual** or an **average** time. Both are mentioned in the above passage. For every other "R" time entry, the carrier received actual time, but as Bill Gordon, Non-resident National Officer has said,

Edit book time is unique in that it is supposed to be an average weekly time representing edit book duties above and beyond that on the back of the 4240.

The reasoning for this is that some districts have annual or quarterly reviews; total redo of edit books. Since these may well not correspond with count, they are none-the-less included in the "average".

Bill also went on to say that carriers who hadn't had their edit books for a couple of months prior to count were unsuccessful in obtaining all of their actual edit book time during the count period.

So, what do I have to do to get the time allowance that I am entitled to?

As of right now, every carrier in the state needs to be keeping track of the actual time spent on review and maintenance of the edit book and noting that time in the "Remarks" section on the 4240 Trip Sheet. We must begin to establish a record of the time we are using so that during count we have evidence when requesting "R" time. It is critical that each carrier take care to only record that time which was not used for the back of the 4240. Without this record, winning grievance for edit book time after the next count will be very difficult. The recording of this time must be accurate and only of the time that is creditable. In tracking your time, what you write could later be considered a pay document. Make sure that you are consistent and accurate. If you have any question of what items are to be timed, do not

hesitate to contact your local steward, or an Area or Assistant State Steward.

There is some good news concerning this issue though. As of now, there is an agreement between this Association and the Portland and Spokane Districts for a minimum of 1 minute per week for edit book maintenance. There is also a directive from the Spokane District Manager that the State Steward, Charles Alexander, the Idaho State Steward Brian Drapier, and Operations Programs Support in Spokane come to an agreement concerning edit book maintenance. The parties agreed to further study the issue in order to determine how much additional time is warranted. The issue of edit book maintenance time was also thoroughly discussed with the Seattle District Manager by State Steward Charles Alexander and Senior Assistant State Steward Judi Peck. To date, the union has not received a response.

Furthermore, your State and Assistant State Stewards questioned Bill Gordon and other National Officers concerning the actual vs. average time question.

If nothing else, PLEASE begin NOW to track your edit book maintenance time on your 4240s.

***** A NOTE FOR THE 50 YEAR MEMBERS

We have been honoring our 50-Year Members since 1999 and want to continue this honor for all of our 50 Plus Year Members. Please complete this form and return it, so we can request your 50 year pin from National. It is a honor to us to have you as a member!

APPLICATION FOR 50-YEAR AWARDS

To qualify for a 50-Year Award you must presently be a member of the NRLCA and have been a member for all or the major portion of 50 years. Applicant may have served 50 years as a rural letter carrier, OR a combination of fifty years as a rural carrier and a retired carrier.

NAME OF PERSON PROPOSED FOR AWARD: _____

DATE OF APPOINTMENT AS A RURAL CARRIER: _____

DATE OF RETIREMENT: _____

PRESENT ADDRESS: _____

PRESENT PHONE: _____

COMMENTS: _____

thought that there would be a lunch break on this day, so he made a lunch date with one of his friends for noon. Unfortunately, no lunch break was called, so the delegate left for an hour, right during the voting for National Committeeman. The vote he missed was between incumbent Brady Porth and challenger Jeanette Dwyer, and now the Washington delegation was in a dilemma: What should be done with the vote from the delegate who was away at lunch during the vote? Some in our delegation thought we should not use this vote and just cast 18 votes instead of 19 votes. Some thought we should go with the majority of the delegates and vote the way most of us would vote, but voting for National delegate is a private matter, so we are not required or even encouraged to tell other delegates how we are voting. Some of our delegates thought the Delegate at Large should cast the 19th ballot, and that was the way the ballot was cast, but all of this could have been avoided had the Washington delegate stayed on the floor and cast his own ballot. Needless to say, I would like to see this issue as part of the pledge that Washington delegates sign when they accept the responsibilities of being a delegate for our State.

CARRIER OF THE YEAR

By Patricia Alexander
WA-RLCA Vice President



Let's be thinking about nominations for Carrier of the Year. The form will be in the next issue of the Washington Rural Carrier, but it is not too soon to start looking around for a deserving prospect. Every year, I mention that I believe all of you rural carriers are deserving of this honor, for being a rural carrier is an important part of keeping the Postal Service solvent. Many of us believe that if it were not for rural carriers, the Postal Service would be in bigger financial problems than it now is.

At any rate, the Carrier of the Year could be any of you, as you keep your customers happy by selling stamps, putting postage on parcels, and delivering the mail, no matter what the weather or circumstances. After 9-11, the anthrax scare, and the "smiley-face" mailbox bombs, we realize that the rural carriers who deliver mail are on the front line. We are there for our customers, no matter what.

The Carrier of the Year does not need to be a State Officer or County Officer, but he or she should attend meetings and be active in the association. If you know a rural carrier who should be honored and recognized for hard work, ability, getting along with others in the office, or for anything else you see that makes someone stand out, please keep that person in mind and nominate him/her on the form in the next issue of the WRC. The nomination should be received before the start of the Board Meeting on June 21, 2003, as all Board Members not nominated will look at the nominations and vote for Carrier of the Year.



CARRIER OF THE YEAR

Nomination Form

Eligibility:

- * Any member of the Association may be nominated as a candidate for the Carrier of the Year Award.
- * State Association Officers should not be arbitrarily selected for the award, nor should they be prohibited from consideration. Officers have chosen to lead and serve, but it is frequently demonstrated that their services go far beyond the routine duties of the office, and thus, may be worthy of selection.
- * Nominations may be made directly from the membership.
- * Candidates may be selected by local, county, or district units.

Method of Selection:

- * Selection committee will be all Board members not nominated for Carrier of the Year Award.
- * Nominations must be received before beginning of Saturday Board Meeting prior to State Convention.
- * Nominations should be sent to the Vice President of the Association.
- * Decision to be made at the Board meeting before the State Convention.
- * Recipient must receive more than 50% of majority of votes cast.

Criteria for Selection:

- * The primary consideration of the selection committee shall be:
 - The service rendered by the candidate to the NRLCA.
 - Attendance and participation in local, state, and national meeting.
 - Willingness to accept responsibilities and dedication in performing those duties.
 - Fraternal attitude to others in the Rural Carrier Craft.
- * The selection committee should also consider, as a secondary matter, other service such as civic and community activities which reflect favorably upon the Rural Craft and USPS.

**Send to: Patricia Alexander, WA-RLCA Vice President
2201 30th St.
Bellingham, WA 98225-8209**

Washington Rural Letter Carriers Association
Statement of Activities
 July through November 2002

	<u>Jul - Nov '02</u>	<u>Budget</u>	<u>% of Budget</u>
Ordinary Income/Expense			
Income			
400000 · Dues Income	131,229.10	290,000.00	45.3%
410000 · National General Insurance	15,823.00	30,000.00	52.7%
420000 · Reimbursements & Refunds	9,254.83	13,970.00	66.2%
Total Income	<u>156,306.93</u>	<u>333,970.00</u>	<u>46.8%</u>
Expense			
500000 · Per Capita Expenses	6,745.17	23,000.00	29.3%
520000 · Meetings and Conventions	28,552.85	52,300.00	54.6%
530000 · Equipment Fund	818.93	1,100.00	74.4%
550000 · Other Expenses	11,287.09	23,100.00	48.9%
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	14,162.42	30,750.00	46.1%
640MH · Editor - Margene Horrell	693.89	3,600.00	19.3%
645000 · Washington Rural Carrier (WRC)	2,086.71	5,100.00	40.9%
650RP · District 1 - R. Pike	773.12	1,900.00	40.7%
660AL · District 2 - A. Lamm	412.52	1,850.00	22.3%
670NS · District 3 - N. Stritzke	384.51	2,000.00	19.2%
680DR · District 4 - D. Reppe	232.10	500.00	46.4%
691LW · Ret/Car PAC - L. Walker	0.00	420.00	0.0%
700CA · State Steward - C. Alexander	14,901.08	33,800.00	44.1%
705000 · Steward Training Expenses	7,075.23	22,500.00	31.4%
710JP · Senior Asst. Stew. - J. Peck	12,670.30	31,100.00	40.7%
720MM · Asst. Stew. - M. McIntosh	3,817.32	2,600.00	146.8%
730SJ · Asst. Stew. - S. Johnson	9,062.04	24,500.00	37.0%
740MH · Asst. Stew. - M. Hartshorn	2,753.02	11,500.00	23.9%
750PA · Asst. Stew. - P. Alexander	8,594.18	26,600.00	32.3%
760RG · Asst. Stew. - R. Gerke	659.82		
770JP · Asst Stew - J. Patteson	6,246.75	21,200.00	29.5%
820JS · Area Stew. - J. Sisley	1,542.96	3,600.00	42.9%
870DS · Area Stew - Dan Schrup	1,242.17	3,200.00	38.8%
871PP · Area Steward - Patrick Pitts	723.51	3,600.00	20.1%
880LS · Local Steward	530.87	1,000.00	53.1%
Total Expense	<u>135,968.56</u>	<u>336,070.00</u>	<u>40.5%</u>
Net Ordinary Income	<u>20,338.37</u>	<u>-2,100.00</u>	<u>-968.5%</u>
Other Income/Expense			
Other Income			
450000 · Interest Income	548.68	2,150.00	25.5%
Total Other Income	<u>548.68</u>	<u>2,150.00</u>	<u>25.5%</u>
Net Other Income	<u>548.68</u>	<u>2,150.00</u>	<u>25.5%</u>
Net Income	<u><u>20,887.05</u></u>	<u><u>50.00</u></u>	<u><u>41,774.1%</u></u>

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

	Nov 30, '02
ASSETS	
Current Assets	
Checking/Savings	
101000 · Chkg - WA Trust Bank	298.00
102000 · Svgs - APCU	71,510.29
103000 · Chkg - Atlanta Postal Credit Un	1,016.22
Total Checking/Savings	<u>72,824.51</u>
Total Current Assets	72,824.51
Fixed Assets	
150000 · Fixed Assets	
151000 · Office Equipment	20,953.40
159000 · Less Accum. Depr.	-13,927.00
Total 150000 · Fixed Assets	<u>7,026.40</u>
Total Fixed Assets	<u>7,026.40</u>
TOTAL ASSETS	<u><u>79,850.91</u></u>
LIABILITIES & EQUITY	
Liabilities	
Current Liabilities	
Other Current Liabilities	
210000 · Payroll Tax Liabilities	
210100 · 941 Employee Withholding Taxes	3,873.57
Total 210000 · Payroll Tax Liabilities	3,873.57
250000 · Retirement Plan Payable	
251000 · 401K Employer's Portion	691.50
252000 · 401K Employee's Portion	2,074.50
Total 250000 · Retirement Plan Payable	<u>2,766.00</u>
Total Other Current Liabilities	<u>6,639.57</u>
Total Current Liabilities	<u>6,639.57</u>
Total Liabilities	6,639.57
Equity	
390000 · Unrestricted Net Assets	52,324.29
Net Income	20,887.05
Total Equity	<u>73,211.34</u>
TOTAL LIABILITIES & EQUITY	<u><u>79,850.91</u></u>



VEHICLE INSURANCE PLAN

As a safe driving
NRLCA member you qualify for
the Rural Letter Carriers' Vehicle
Insurance Plan. Affordable rates,
quality protection, and outstand-
ing customer service make this
benefit worth looking into.

With the RLC Plan you can now insure your route vehicle, your autos, trucks, vans, and even your recreational vehicle all on one policy and by one company.

To find out how much you
could save with this quality

vehicle protection, just complete the information requested below, tear off, seal and mail the postage-free card today! You'll receive a prompt reply by return mail. Or, if you can't wait for the mail, call toll free **1-800-VIP-AUTO (800-847-2886)**

Even if you're totally satisfied with your current vehicle insurance, this is an excellent opportunity to learn how much you could save without sacrificing coverage.

DETACH HERE

YES...SEND MY FREE, NO OBLIGATION QUOTE TODAY!

PERSONAL INFORMATION

Name: _____

Address: _____

City: _____ State: _____ Zip: _____

Phone - Days: (_____) _____

Your occupation: _____

Spouse's occupation: _____

Years with current employer: You _____ Spouse _____

Years with previous employer: You _____ Spouse _____

If military, rank: _____

Do you own your home? ☐ Yes ☐ No

Do you live on a farm? ☐ Yes ☐ No

How long at present address? _____

If 3 years or less, how long at previous address? _____

Present insurance co.: _____

Current policy expires: _____

month day year

PASSENGER CAR & TRUCK INFORMATION

Veh.	Year	Make (Chevy/ Ford)	Model (Lumina/ Taurus)	Body (4 Dr/ Wagon)	Cyl.	Cost New	Driven to Work/School		Estimated Annual Mileage	Route Vehicle?	Used in Business?*	Kept at Residence?*	Equipped w/ Anti-Lock Brakes	Equipped w/ Anti-Theft Device	Equipped w/ Automatic Seatbelts or Airbags
							Wks : Wk	Days Per Week							
1										☐ Yes ☐ No		☐ Yes ☐ No	☐ Yes ☐ No	☐ Yes ☐ No	☐ Yes ☐ No
2										☐ Yes ☐ No		☐ Yes ☐ No	☐ Yes ☐ No	☐ Yes ☐ No	☐ Driver's Side Only ☐ Both Front Seat ☐ Both Front Seat Positions
3										☐ Yes ☐ No		☐ Yes ☐ No	☐ Yes ☐ No	☐ Yes ☐ No	☐ Driver's Side Only ☐ Both Front Seat Positions
4										☐ Yes ☐ No		☐ Yes ☐ No	☐ Yes ☐ No	☐ Yes ☐ No	☐ Driver's Side Only ☐ Both Front Seat Positions

*If yes, describe use

3 PERSONAL INFORMATION

List All Drivers in Household

Date of Birth	Sex	Marital Status	# Years Licensed	% of Use			
				Veh. #1	Veh. #2	Veh. #3	Veh. #4
TOTAL				100%	100%	100%	100%

ACCIDENT & VIOLATION INFORMATION

Has any driver had a license revoked? ☐ Yes ☐ No
If yes, who, when & why? _____
Any moving traffic violations or accidents in the past 5 years?
☐ Yes ☐ No If yes, list and describe: _____

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DISTRICT 3



Washington Rural Carrier
91 Sinclair Lane
Selah, WA 98942

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WASHINGTON
RURAL CARRIER



Where Service Begins With a Smile

Dates to Remember

Mail Count: February 15 - March 15, 2003

Spring Booster/District One and Two meeting: Sunday, March 30, 2003

Western States: Florence, Oregon, April 24-26

WA-RLCA State Convention: Enzian Inn - June 23 - 25, 2003