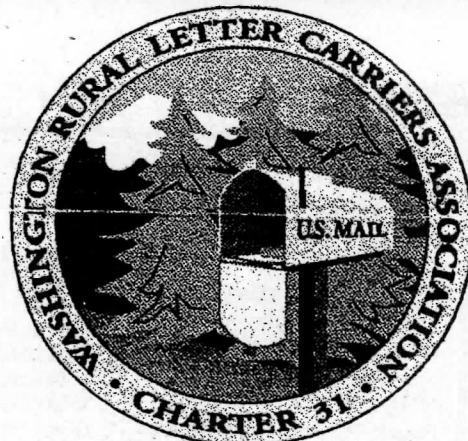


WASHINGTON RURAL CARRIER

Official Publication of the
Washington Rural Letter Carriers' Association

May 2003



Where Service Begins With a Smile

Hello, Washington Rural Carriers:

I have attached the Year-to-Date (YTD) Log of Grievances Appealed to Step 3. It is interesting to note that all of them are the result of Seattle District Designees denying grievances at Step 2, or issuing settlements that were in reality denials. There have been NO Step 3 appeals for Washington carriers in either the Spokane or the Portland Districts. It is no wonder that the Assistants and I are a bit charred around the edges. The 9 discipline and 33 contract grievance files YTD add up to a total of 3,282 pages, or an average of 78 pages each. Just the Step 2 Decisions alone total 141 pages, or an average of 3 and 1/3 pages each, and our 126 pages of Additions and Corrections average 3 pages each. I suspect that the number of grievances for our WRLCA July 1, 2002, through June 30, 2003, year will be pretty close to 48, or exactly double what we saw last year.

Wish us luck,
Charles

ALERT...ALERT...ALERT...

Congress threatening RLC's benefits, pension

The House Budget Committee has assigned savings of \$39.5 Billion over 10 years to the House Government Reform Committee. The cuts are supposed to eliminate "waste, fraud, and abuse" from mandatory programs. These cuts will affect Rural Letter Carriers' pensions possibly, retirement benefits, increase Health insurance costs, and possibly decrease or get rid of retiree's COLAs.

In order to stop these cuts, we MUST have as many Rural Letter Carriers and Auxiliary as possible writing letters to their Congressmen! I have put a draft letter up on the NRLCA Web Site. Please go to www.nrlca.org and click on LEGISLATIVE UPDATES, from there you will see a summary at the top of the page and a place to click to download the letter. You can fill in your Congressman's name in the blanks, and at the end sign your name and under your signature, print your address (city, state Zip) and your phone number if you choose, or email address if you want.

Please go here <<http://www.house.gov>> and enter your Zip+4 if you don't know your legislator's information. For now, we only need to write to House members.



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Your Legislators need to be informed!

By Daniel Schrup
WA-RLCA State President

It is that time of the year again when I begin to prepare for the Annual Legislative Seminar in Washington DC. There are a number of issues that we as Rural Carriers and we as part of the family of Federal workers should be concerned about.

The Presidential Commission on the Postal Service is still meeting and considering ideas about the organization of the USPS. There are still bills pending and in various states of preparation on the issue of the Social Security Windfall Elimination and the Government Pension Offset. There are bills pending on the Rural Carriers' tax issues. These are all issues that we as Rural Letter Carriers should be concerned about. If you go to the website of the NRLCA – www.nrlca.org – you can find out more about these issues and how they may affect you in the future. Take the time to contact your Representatives and Senators, make your opinions known.

Right now, TODAY, an issue that is of grave concern to us as members of that vast family of federal employees is the House Budget Committee Chairman's misguided notion that to eliminate "waste, fraud and abuse" drastic cuts should be made in mandatory and discretionary funds.

With proposed cuts approaching nearly \$40 billion over 10 years, some or perhaps all of the following things could occur:

1. A voucher plan for FEHB program
2. Base retirees' health benefits on length of service
3. Eliminate COLAs for federal retirees
4. Change the formula used to set pensions
5. Reorganize the government's matching contributions to TSP

If you go to the NRLCA website you will find in the legislative updates section an example of a letter that you can download as a word document. If you use this template you can fill in your Representative's name and address and let her or him know that you as a Rural Carrier do not support these flawed notions. At this point we are concerned with bringing our power of the pen to bear on just the members of the House of Representatives.

Become involved, take an active part in the political process;

Call or write your Congressmen and Senators. Protect your future!



Money Give Away!!

Fill out a GMAC Quote Form at the State Convention in Leavenworth and the WA-RLCA President will give you a ten dollar bill.

If you have GMAC insurance put your name in the pot for money drawings during the convention.

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????

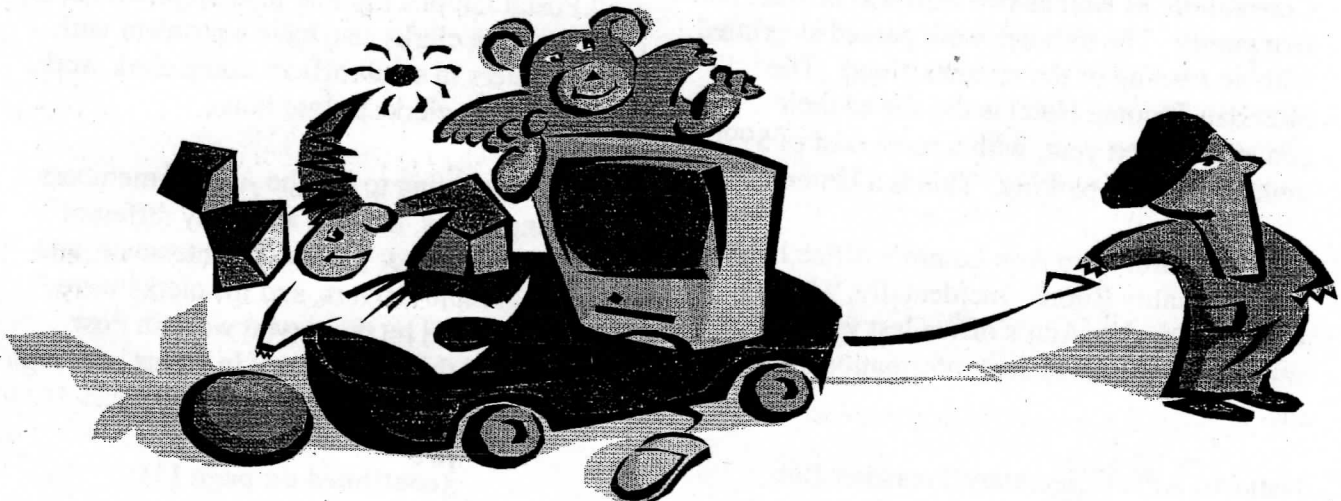
Contact

Political Action Committee Chairman

Lynn Walker

2485 Highline Rd.

Chewelah, WA 98109



GUEST AT WASHINGTON APWU CONVENTION

By Patricia Alexander
WA-RLCA Vice President
and Assistant State Steward

The Washington President of the American Postal Workers Union invited your State Steward and me to attend their State convention in Wenatchee on April 9-11, 2003. To my knowledge, this is the first time that a member of the NRLCA has attended a Washington APWU Convention, and on April 10, Charles was privileged to speak before the group. Charles talked about Workplace Environment, as often when management is causing trouble for rural carriers, trouble is being caused for clerks as well. The sharing of information, interviews, and history should help both Unions.

Charles gave the example of one office where he had

recently appealed to Step 3 a grievance on Sexual Harassment and a bad Workplace Environment caused by an out-of-control supervisor who was transferred from a previous post office for the same reason. The steward who handled an APWU grievance at the former post office has offered to share letters to the Seattle District and documents from his case. The more the APWU and the WA-RLCA can work together and network, the more likelihood of actually being able to correct bad management's actions.

There were 64 voting delegates at the Convention, as well as two National officers and five guests. The minutes were passed as printed, with no reading of the minutes aloud. The Sheridan Tacoma Hotel is the site of their convention next year, with a room cost of \$99/night and \$5 for parking. This is a Union hotel.

Charles Smith from Ann Lamm's office handled the Hospitality Room. Incidentally, when there was a removal in Ann's office last year, Charles was very helpful and sent information and files to me.

National APWU Secretary/Treasurer Bob

Tunstall spoke about the Presidential Commission, as the Union feels this Commission is a big threat to the APWU. Already 45,000 members/jobs have been lost in the clerk craft, and with mechanization, automation, contracting out, and work sharing, not to mention the possibility of taking away Collective Bargaining, the clerks have much to worry about. When clerks retire, they are not being replaced. About 78-79% of the craft belong to the Union, but with the loss of 45,000 members and their dues, the Union is looking at downsizing the number of officers, especially in the Washington, D.C., area. Even at the State level, a Constitution and Bylaws was passed to eliminate two Districts, so now the State has four Districts, very similar in composition to

those of the WA-RLCA.

There is only one Labor person on the Presidential

Commission, and all members are Republicans, according to Mr. Tunstall. The APWU calls their Political Action Committee COPA, and just as we do with PAC, they look at Union issues and support those who support the Union and the Postal Service, whether they are Republicans or Democrats. Mr. Tunstall then said that there was a meeting of all Postal Union National Secretary/Treasurer Representatives, and NRLCA Secretary/Treasurer Clifford Dailing was in attendance.

Mr. Tunstall urged a grassroots campaign with all Postal Unions fighting to keep privatization at bay. The clerks also have a problem with postmasters in small offices doing clerk work, thus causing clerks to lose hours.

It was interesting to see the APWU members debating issues, as there are many different crafts represented: Clerks, Maintenance, and Motor Vehicle Drivers, and the clerks were further divided by those who work in Post Offices and those who work in plants, although they are all still called clerks.

(continued on page 11)

District 1 ...Spring 2003

By Becky Pike

I hope everyone reading this is a delegate to our state convention June 23-25 in Leavenworth at the Enzian Inn.

As a delegate you are entitled to vote on all matters brought before the attendees.

"Every member's vote is equal..."

You are not obligated to attend the convention if you are a delegate. On the other hand though, if you're not a delegate and choose to attend, you are not given the privilege of voting. You may only be able to attend some of the sessions, but being a delegate will give you an opportunity to speak on the issue either for or against and then to vote. Every member's vote is equal, making participation by all union members important.

If you've missed the opportunity to be a delegate this year, make a promise to yourself to attend your county meetings and announce that you want to be a voting delegate next year. Many changes are occurring in the Postal Service and we want to have our voices heard to effect them in a positive way for our benefit.

Interesting facts about the Rural craft:

56.7% are female

43.3% are male

60% of vehicle accidents were women

Last year, 8 fatalities, 6 were women. 7 were in clear weather, 1 in rainy. 3 were turning left or U turns.

Almost every one had over 10 years of experience, age from 44 to 62

This year 5 fatalities, one person on life support system who if passes away will be the first fatality in a LLV.

Last 2 fiscal years (September 2000 to September 2002) there was 13,900 vehicle accidents, the majority had less than 5 years experience.

District 2... Do We Value our State and Assistant State Stewards?

By Ann Lamm

How many of our members **REALLY** know or even care about what these people do for them on a daily basis? I myself really had no clear picture until I became a member of the State Board.

Let me help by describing **SOME** of their duties:

- 1) With only 74 local stewards we are down 35 local stewards from covering the offices in the Seattle District---therefore the Assistant stewards have to cover them by going out to the offices and try to settle at Step 1s, do all the investigations, meet repeatedly with management and grievant and do all the paperwork. I as a local steward can tell you that this step alone takes a lot of time, energy, patience and **Time** away from my family.
- 2) They appeal all the Step 2 and 3. This entails more paperwork, phone calls, additions and corrections from the Step 1 paperwork, and DEALING with STEP 2 designee from management. Step 2s and 3s are up 3 to 4 times what they were just 1 year ago.
- 3) They have NO days or evenings off. They are always on call, answering emails. Even if they take a day of LWOP to stay home and work on a grievance- most have J or H routes. That means they are only getting compensated for about 7 hours a day. These people put in 12 -14 hours that day. **How fair is that???**
- 4) The stress level is off the WALL!! NO family life. Husbands and wives understandably upset because their partners have too much work to do, or the phone keeps ringing and they are just to tired or sick to go and do anything as a family.
- 5) Health problems: High blood pressure is always a dangerous problem. And when anyone gets so tired and stressed out this generally occurs.



www.nrlca.org/what'snew

Do We Value our State and Assistant State Stewards? (continued from page 5)

WE have the VERY BEST stewards in this STATE. They are willing to help and go on the line for each and everyone one of us. We owe them more than just our THANKS. We should at least pay them for the hours they put in trying to save our jobs or helping us right a wrong



Greetings from District 3

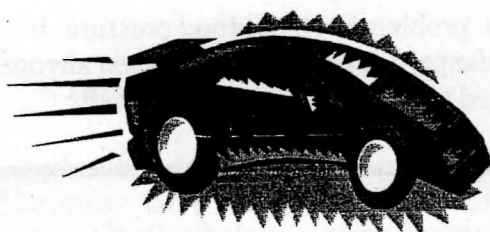
By Noretta Stritzke

Are you ready for the convention? It will be here before we know it! Please send in your convention registration as soon as possible. The convention dates are June 23, 25 and 25. You should be making your room reservations soon, also.

This year at the convention you will have the opportunity to elect a new district 3 representative. It is with many mixed feelings I must tell everyone that I will not be running for re-election. Personal time problems which I did not anticipate when I took the job have made me make this decision. Anyone interested can run from the convention floor. We do have one announced candidate from the Spokane area.

We all need to thank those union officers that spend their lives serving the union. They put in many hours for your and my benefit. I hope to be able to help the union in the future as time permits.

Come to Leavenworth in June and enjoy.



District 4...Drive Safely

By Dave Reppe

Rural motor vehicle accidents have been occurring at an alarming rate throughout the country. There have been numerous serious accidents causing serious injuries and deaths. An alarming number of these accidents involve RCA's and TRC's.

This year in the Spokane District there have been 26 motor vehicle accidents involving rural carriers. 17 of these accidents involved RCA's or TRC's which amounts to 65% of these accidents. It is estimated that replacement carriers work roughly only 15% of the rural carrier work hours in the district. These statistics indicate that our replacement carriers are involved in a disproportionate share of these motor vehicle accidents.

All carriers, whether regular or replacement:

- Are you alert and aware of hazards around your vehicle?
- Is your delivery vehicle well maintained, good tires and brakes?
- Do you drive defensively at all times, whether at work or on your own time?



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Is my vote more important then yours?

by Rebecca Wendlandt
State Secretary/Treasurer

Of course my vote is not more important then any other member. Yet each year we hold a State Convention where not all of the county credentialed delegates are paid equally to attend. Some are paid round trip mileage and per diem, some are paid more then that, yet many are paid less then that, usually not even one third of what the delegate at large is paid, and sometimes not at all. So what is that saying to our potential county delegates, especially the new members wanting to get active? Is only the delegate at large and state paid delegate's vote more important?

Each year the finance committee and the delegates at State Convention try to find a way to adequately fund the counties so that they can reimburse their delegates that attend State Convention, but as of today, some counties have inordinate amounts of money in their treasury, and some have hardly any. I personally have spent hours trying to figure out how to get more participation at State Convention (which would also increase participation at the county level) while equaling reimbursing those delegates so that no one is paid more or less. I asked how other States reimburse their delegates at State Convention and was amazed how different each State can be. Some do not reimburse anything; some reimburse all who attend, and many versions in between. So this last year I asked as many members I could, including most of the county officers, and this is the feedback I got. As goals:

1. INCREASE participation at the county meetings. The county meeting's is where the delegates need to be credentialed, and resolutions need to be first presented, as well as having informative speakers and agendas.

2. ADEQUATELY fund the counties so the are empowered to meet the needs of their members, whether it is holding one meeting a year or one a month.

3. REIMBURSE the credentialed county delegates the same, so that ALL have the same

same opportunity to attend state convention remembering that all are giving up their annual or taking LWOP to attend.

4. SUPPORT the county's by having the State fund the steward system so that each county has steward representation, in the offices and at the county meetings.

So, with these great ideas and goals, I am hoping at this years State Convention we can come up with a way to pay all the county credentialed delegates the same. I can not go on being a conscientious delegate at State Convention while not recognizing that some delegates get paid more to attend then others. All delegates and their vote are just as important and valued, and all have donated their time to attend. Let's make it fair for all!

This year has been tough on the steward system. Steward costs are up 46% from the same period last year. The cost of arbitrations as well as increased grievances have kept our assistants and state steward on the edge of burnout trying to complete more and more in a "office" day to keep costs down, most of the time working over 12 hours a day. This would not be acceptable from our employer, the USPS, so why do we expect and allow our assistants and state steward to do this? It is past time to review the steward system reimbursement plan, and make necessary changes. Most States pay their assistants and state steward the same rate of pay per day (such as a 46K at step 12) and pay them a ADOP (association day of pay) for any day worked on association business, including weekends. In fact, the National board policy suggests that the State reimburse anyone working a day of association business to get a day of pay. We can not expect our stewards to donate more and more of their family time; it is not ethical or moral!

I hope you all plan to attend State Convention and let your ideas be heard. It is our union, so let's join together to make our career what we want it to be.

Vote Daniel N. Schrup for Delegate to the National Convention

When was the last time you said to someone, "The job of a Rural Carrier is the **BEST** job in the Postal Service"? Do you remember telling people what a great job being a Rural Carrier is? I used to say that to everyone. That seems like a long time ago.

Things have changed. The job is still the same job, a good job.... however, attitudes towards the work, management and sometimes even towards customers have changed. The job gets more complicated each year. We are putting in more time for the same job and getting paid either the same or in many cases less.

I would like to ask for your vote as a delegate to our National Convention. I have had the honor of representing you at the National Convention for the past 10 years and would like the opportunity to represent you this year in Chicago. As your representative I would be empowered by you to vote for our National Officers, to vote for changes to our National Constitution and By-Laws and to discuss proposed resolutions. This is extremely important business and work that I would not take lightly. You - the membership of the WRLCA - need an experienced, committed representative as a delegate. I believe that I am that representative and I would appreciate your vote.

Take the time to vote and please vote for Daniel N. Schrup for National Convention Delegate.

Thank you,
Daniel N. Schrup

**Vote,
For National
Delegates!**



I would appreciate your vote for me for delegate to the National Convention. My route lost two hours in evaluation during the 2003 Mail Count, and I feel that rural carriers are not getting a fair deal during mail counts. If I am elected as your National delegate, I promise to vote for the National Officers that I believe will stand up for our rights. Rural carriers are the most productive craft in the Postal Service, and we are not being treated with dignity and respect. We need to confront this head on.

Thank you for your support.
Patricia Alexander

1, **Carol Halverson**, would be honored to represent you at the 2003 National Convention. I was your delegate at the 2002 National Convention and served since 2000 at the WARLCA Conventions. I was an RCA for 9 years before becoming a Regular 4 years ago, so I feel I can represent the needs of both parts of our craft. I have served as steward in Gold Bar for over 5 years. I attend K-S County meetings, District meetings and Steward's trainings to keep abreast of what our union is doing. I believe that we each have an essential part as a union member in changing our work environment for the better. This change will be brought about by an active, involved membership. I voted *against* the contract extension and *supported* "one member one vote" for contracts. Feel free to contact me at carolhalverson@juno.com if you have any questions about my candidacy or would like to receive my convention report. Thank you for the opportunity to represent you.

**Vote Monte
Hartshorn
For National
Delegate.**

Hello. My name is Monte Hartshorn and I am asking for your vote as a National Delegate. I have had the honor to serve this Association as a Local Steward, an Area Steward and for the last 5 years as an Assistant State Steward. I have also served as Lower Columbia President, Portland DJSC Co-Chair, and am currently a Western Area Trainer. I have served in the past as a National Delegate and have shown that I am not afraid to speak up for the rural carriers of this state. I would appreciate your vote.

I also hope that you plan on attending our State Convention. Many important decisions are reached at State Convention and this year is in beautiful Leavenworth. If you attend, I will be asking for your vote as Vice President. I hope you are able to join me and let your voice be heard.

Please Vote Daniel N. Schrup for President

I would like to ask for your support, your vote for the position of President of the WRLCA. I have been actively involved with the WRLCA for 11 years, and during that time I have served as a County Secretary/Treasurer, as an Academy Trainer, as a facilitator, as a District Representative and as the WRLCA Vice-President. I am also the local steward in my office as well as an Area Steward.

As I consider my service with the Washington Rural Letter Carrier's Association I am reminded just what a privilege it has been to serve you, the membership. I would very much like to continue to work for you as your President. I have the experience and the commitment to keep the WRLCA working for you.

I offer you my experience, my dedication to the WRLCA and my ability to work for common solutions.

Your vote is important to me! I would appreciate your vote at election time.

Thank you,
Daniel N. Schrup

CANDIDATE FOR PRESIDENT

I will be running for Washington State President at the State Convention in June 2003. I have been your Vice President for three years, and I feel that I am now ready to be your President. If you elect me, I promise to be accessible and to promptly share knowledge that I receive from National meetings and mailings. As an Assistant State Steward, I already make my views known to the National officers. Like most of you, I was disappointed in the Extension to the Contract and the Arbitration, and I also feel strongly that red-lining of legitimate items must be discontinued. My route lost five hours in the 2002 Mail Count and two hours in the 2003 Mail Count, and if this keeps up, I feel that more and more of us are going to be looking at going hourly so that we will be paid for what we do. I am, however, a strong believer in doing what is best for the majority of rural carriers in our state and throughout the Nation. That is the reason we need a strong Union with everyone paying their fair share. I will continue to work to increase Union membership and encourage rural carriers who have suggestions and/or complaints to utilize the Resolution process to facilitate positive change.

Thank you for your consideration.

Patricia Alexander

**COME TO YOUR STATE
CONVENTION and VOTE
FOR YOUR STATE BOARD**

Rural Carriers Getting Involved



GUEST AT WASHINGTON APWU
CONVENTION
By Patricia Alexander
(continued from page 4)

The President recognized each member at the microphone by saying "Brother" or "Sister," and when an issue was brought to vote, he asked for discussion. If no one rose to address the body, he would say, "Seeing none, hearing none," and go forward on voting. Even though there were disagreements, there seemed to be no hard feelings, and the delegates listened attentively with no sidebars.

I feel it was worthwhile to attend the Convention just for the networking and chance to meet people face-to-face, and now, when issues come up in an office, I will be able to contact a clerk steward to see if the same problems are occurring in the clerk craft. United we stand; divided we fall.

In 2004, the National APWU Convention will be celebrating their 100 Year Anniversary, much as we are celebrating our 100 Year Anniversary this year in Chicago, where rural delivery began. Chicago was also the birthplace of the APWU.



MEMBERSHIP TOTALS

Dues Method

Cash

<u>Class</u>	<u>Totals</u>
Regular	12
Retired	49
Relief	9
<u>Totals</u>	70

Dues Withholding

<u>Class</u>	<u>Totals</u>
Regular	916
PTF	4
Retired	273
Associate	9
Relief	462
<u>Totals</u>	1684

Grand Totals 1754

NEWS THAT EFFECTS YOU

EMA will be calculated quarterly rather than twice a year as provided in the contract.

AOL tins and similar mailings will be classified as parcels if measured over 5 inches from the address label.

In future mail counts, close proximity is defined as 50 feet round trip, and will be credited .00284 minutes per foot for the additional distance under column R, to retrieve DPS mail, return articles to accountable cage, and retrieve parcel hamper.



MINUTES FROM WRLCA BOARD MEETING**March 31 – April 1, 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; Lynn Walker, Retired Carrier; and Charles Alexander, State Steward on April 1. Also in attendance was Senior Assistant State Steward Judith Peck on March 31.

AGENDA:**Positive Go Around & Review Agenda****Ground Rules****Board Policy****Minutes****Secretary's Update****Western States Conference (WSC)****State Conventions: 2003, 2004, 2005, and 2006****Retired Carrier & PAC Update****Steward Program Update****County Meetings****Review & Critique of District Meetings****Auxiliary Annual Financial Statement****Future Meeting Dates and Details****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 8:30 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. Discussion on vouchers procedures, with no changes made in board policy.

MINUTES:

The minutes from the January 7-8, 2003 board meeting were approved as read.

SECRETARY'S UPDATE:

- ☐ **Magnetic Signs:** The board reviewed Dave Reppe's information about the 4 X12 magnetic sign that stats "Proud to be a Rural Carrier". The company offered them for half price at \$2.00 each. The board authorized Dave to purchase 100 signs and bring them to State Convention. They are to be used by the Ad Hoc trainers to promote membership recruitment. Any new RCA/TRC that signs an 1187 will receive one for free.
- ☐ **Finances:** The board reviewed the 8-month financial statement and budget against future expenses and needs.
- ☐ The board authorized Becky to purchase a new Dell desktop to replace the Secretary's Gateway. The Gateway's floppy disk drive and CD drive are no longer working.

- The board authorized Margene, Dave, and Becky to meet prior to State Convention to review the finances and put together a proposal for State Convention.
- Membership Recruitment: The board discussed the need to have a coordinator for the 3 District's Ad Hoc Trainers that would provide them information, supplies for recruitment, and check on stats of RCA/TRC's being trained.
- GMAC Promotional Allowance: Dan, as the GMAC representative, received a promotional allowance of \$500 in March to be used to recruit new policies to help us and GMAC meet our goal for 2003. Since the check was payable to the State, Dan gave it to Becky to be deposited into the State's checking account. Discussion on how it was to be used, with suggestions of giving \$10 to everyone who submits an insurance quote at State Convention, and putting cash into envelopes to be drawn out for those who have GMAC to encourage renewals.
- Funding of delegates to State Convention: Discussion on a plan to fund all state convention delegates for 1 ½ mileage one way and 3 days per diem for all delegates who are credentialed at their annual county meeting and attend all of State Convention. In 2002 we had a total of 76 delegates with 43 being state paid for a total of \$13,428.11. The State returned \$10,400 to the counties to fund the additional 33 delegates, with some being paid more then the delegate at large and some only partial. Discussion on how each delegates vote is important and all should be equally compensated. Suggestions were to fund each delegate equally with the board putting a cap on the total paid out each year. Also discussion on how important county participation is and how to encourage it by funding each delegate the same, as well as only allowing delegates that have been voted on and credentialed at the county unit to be seated as delegates at State Convention.

Membership Totals: The total membership as of March 31 is **1754** members. The breakdown is as follows:

Cash Paid

- ❖ Regulars - 12
- ❖ Reliefs - 9
- ❖ Retired - 49
- ❖ Associate - 0
- ❖ PTF - 0
- ❖ Total Cash: 70

Dues Withholding:

- Regulars - 916
- Reliefs - 482
- Retired - 273
- Associate - 9
- PTF - 4
- Total D/W: 1684

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, which includes notepads, T shirts, and laminated cards/photos. The Tacoma Visitor's Bureau and the Sheraton Hotel gave presentations to the board on their facilities and what they have to offer. Judi Peck will be getting proposals and putting together a spreadsheet to present to the board.

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.

Committees: The following is the list of board contact person for each committee:

- Dave – Teller's Committee
- Ann – Credential's Committee
- Patricia – Constitution and By Laws Committee
- Dan – Mileage and Per Diem Committee
- Margene – WRC Committee
- Margene and Charles – Finance Committee
- Noretta – Nominating Committee
- Becky Wendlandt – Auditing Committee
- Becky Pike – Resolutions Committee
- Lynn – PAC

First Timers: Patricia will purchase gifts for first timers and retirees. Becky will make up the first timers packet. Patricia will be in charge of the first timers meeting on Monday morning.

Carrier of the Year: Becky to order and bring carrier of the year plaque.

Pictures: Margene will get pictures of the county presidents, vice presidents, secretaries, and local stewards, retirees, and first timers to be in the convention issue.

Delegates Names: Becky to inform Bev (the steno) to put in the minutes, all the delegates' names and county they represent, as well as listing of retirees, first timers, and juniors.

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. Have the 2 district rep's be in charge of the stopwatches and be the Sergeant of Arms.*
- 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. Becky has blocked 2 handicap rooms for attendees.

2005: Dave has a signed contract with the Shilo Inns in Richland. They have offered the same rates and charges as the last State Convention held in Richland in 2001, which are \$89 for 1 king size bed, \$89 for 2 Queen Size Beds, and \$79 for 1 Queen Size Bed. Room rates the same for 1 or 2 people in a room; over 2 an additional per person charge is applicable, except for children under 12. This would be for the 4th week in June, 2005 (June 27-29). Phone number is (509) 943-2234 and block will be held until May 24, 2005.

2006: Ann got a signed contract with Red Lion Hotel in Vancouver with a \$55 single, \$65 double, \$75 for 3, and \$84 for 4 people room rate. For an additional \$15 a river view upgrade can be obtained. Red Lion provides complimentary airport shuttle and complimentary local phone calls. Reservations phone number is (360) 694-8341 or 1-800-RED-LION and requesting WA State Rural Letter Carriers' special conference rates until June 10, 2006. Block is release after June 10, 2006. The cost of the meeting rooms will be waived with a total of food and beverage purchase of \$3,000.00 or more. If under \$3,000.00 in food and beverage is purchase, the meeting room charge will be the difference in the amount spent and the \$3,000.00.

RETIRED CARRIER AND PAC UPDATE:

Lynn gave the totals collected for PAC at the District Meetings:

District 1 and 2: \$192.00

District 3 and 4: \$495.00

Lynn reported that \$15,000 was paid to Washington State legislators that supported USPS and rural carrier issues in the last campaign

Discussion on honoring the 50 year members at the retirees' banquet, with Lynn arranging transportation with Tammy and Mike if is needed.

STEWARD PROGRAM UPDATE:

Judi Peck gave her steward update concerning the grievance activity in her area. Judi went in depth about her offices that are experiencing problems and the actions taken by the Assistants to resolve the issues. Judi also talked about the problems with burn out, especially since the calls and grievance activity have steadily increased, with most all of it in Seattle District. Judi also described her duties as Senior Assistant State Steward and mentoring new Assistants, as well as being in charge when Charles is out of town.

Charles gave his steward update and discussion on some of the pending issues. Margene said it would help the members to understand the growth of grievances and time needed for the state and assistant state stewards to deal with them if we had a box in each issue of the "WRC" showing the grievance stats. Discussion on the need for each assistant steward to be paid the same rate of a union day of pay. Charles said that Missouri pays each assistant 46K pay for days taken for steward work. The board authorized Patricia to take 2 days a week for office to assist Charles.

COUNTY MEETINGS:

The board reviewed the Counties' annual meeting dates and who was scheduled to attend from the board. They are:

Okanogan:	March 23	Lynn
Chelan Douglas:	March 30	-----
Lincoln Grant Adams	April 12	Lynn
North East	April 5	Lynn
Yakima	April 12	Dave, Margene
Kitsap	April 8	Ann, Patricia, Charles
Spokane	May 3	Becky W, Dan
Whatcom	?	Becky P, Charles, Patricia
Whitman	May 10	Dave
South East	April 13?	Dave
King Snohomish	?	Becky P
Clallam Jefferson	April 12	Ann
Lower Columbia	?	Ann
Skagit San Juan	May 1	Becky P
Mutual	May 1	Ann

REVIEW AND CRITIQUE OF DISTRICT MEETINGS:

The results of the critiques completed by the attendees at the District meetings are:

District One and Two: (Ended at 5:30 PM)

1. Asked if they attended both sessions: 5 No and 31 Yes
2. Asked if they liked the combine training/meeting:
3. 3 No, 27 Yes, 1 Does not matter.
4. Asked if they did not like, why: 1 – too early in morning and 1 – too long of day, wants two-day meeting. 1. Suggestions: Wants microphone for National speaker.

District Three and Four: (Ended at 4:30 PM)

1. Asked if they attended both sessions: 3 No and 15 Yes
2. Asked if they liked the combine training/meeting: 1 No and 16 Yes
3. Asked if they did not like, why: 1- good for District meeting since there are two meetings each side of State, but not for Fall meeting – only one meeting so longer drive; 1 – not good for bringing new members from 2:30 to 6 PM; 1 – travel time too long, safety and rest needed for next day at work.
4. Suggestions: 1 – one day is most cost effective; 1 – only takes one day out of schedule; 1 – great for H & J route carriers who are stewards; 1 – National officer should be at 1st meeting so the information is available for 2nd meeting.

The board reached consensus to have the National speaker at the first District meeting, and that at the first meeting of the 03-04 year, the board will decide the dates and times for the 03-04 meetings.

AUXILIARY ANNUAL FINANCIAL STATEMENT:

Discussion on the National Board Policy that the State's auxiliary is to provide an annual Financial Statement.

FUTURE MEETING DATES AND DETAILS:

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 for the 02/03 year.

State Convention Steward Enhancement Training: Will be held on June 22, 2003 at Leavenworth from 10AM to 4 PM.

Task: Becky to send post cards to active craft for steward enhancement training at State Convention by June 10, 2003.

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

WASHINGTON RURAL CARRIER:

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

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

Margene said she has a list of items that need to go in each issue of the WRC to give to the new Editor. Discussion on how big the convention issue is getting and the escalating costs.

Consensus not to print the Board Policies in the Convention Issue.

DJSC UPDATES:

Seattle: Ann said they are working on getting more facilitators. The board brainstormed a list of names.

Ann said Seattle DJSC's project for the AJSC meeting is "Simply Working Together", and listing projects (Joint Count Training Proposal, Post Office on Wheels, I Care Program, Flexible Spending Information Projects, On-site Meetings, Ad Hoc Training – reviewing the 40 hour training)

Spokane: Noretta and Dave gave the Spokane DJSC Update, and that they are working on local work climate. Still having problems with some Post Offices not following the directives given by the District concerning the shadow day for new reliefs. 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. Their project for the AJSC meeting is "Mentor Project".

Portland: Dan reported on the Portland DJSC. Kathy Johnson is rotating off as facilitator, and she did an excellent job.

NEXT BOARD MEETING:

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

Task: Becky to E-mail board meeting notices to board.

Respectfully Submitted:

Rebecca Wendlandt, WRLCA Secretary / Treasurer



**WELCOME
NEW MEMBERS**

Gretchen Baumann, RCA Othello
Teresa Chwaluk, RCA Auburn
Mark DeShetler, RCA Chelan
David Dominguez, RCA Yakima
Howard Garrett, Reg Coupeville
Sue Kelly, RCA Dupont
Curtis Kirkland, RCA Silverdale

Washington Rural Letter Carriers Association

Statement of Activities

July 2002 through March 2003

	<u>Jul '02 - Mar '03</u>	<u>Budget</u>	<u>% of Budget</u>
Ordinary Income/Expense			
Income			
400000 · Dues Income	205,353.86	290,000.00	70.8%
410000 · National General Insurance	23,643.00	30,000.00	78.8%
420000 · Reimbursements & Refunds	11,452.33	13,970.00	82.0%
Total Income	240,449.19	333,970.00	72.0%
Expense			
500000 · Per Capita Expenses	17,476.43	23,000.00	76.0%
520000 · Meetings and Conventions	41,688.63	52,300.00	79.7%
530000 · Equipment Fund	2,090.89	1,100.00	190.1%
550000 · Other Expenses	21,798.04	23,100.00	94.4%
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	24,730.41	30,750.00	80.4%
640MH · Editor - Margene Horrell	2,549.56	3,600.00	70.8%
645000 · Washington Rural Carrier (WRC)	3,795.76	5,100.00	74.4%
650RP · District 1 - R. Pike	1,520.33	1,900.00	80.0%
660AL · District 2 - A. Lamm	1,237.98	1,850.00	66.9%
670NS · District 3 - N. Stritzke	1,181.39	2,000.00	59.1%
680DR · District 4 - D. Reppe	232.10	500.00	46.4%
691LW · Ret/Car PAC - L. Walker	37.00	420.00	8.8%
700CA · State Steward - C. Alexander	30,002.24	33,800.00	88.8%
705000 · Steward Training Expenses	16,711.06	22,500.00	74.3%
710JP · Senior Asst. Stew. - J. Peck	23,293.63	31,100.00	74.9%
720MM · Asst. Stew. - M. McIntosh	4,197.92	2,600.00	161.5%
730SJ · Asst. Stew. - S. Johnson	16,564.69	24,500.00	67.6%
740MH · Asst. Stew. - M. Hartshorn	6,201.19	11,500.00	53.9%
750PA · Asst. Stew. - P. Alexander	19,647.07	26,600.00	73.9%
760RG · Asst. Stew. - R. Gerke	659.82		
770JP · Asst Stew - J. Patteson	13,028.12	21,200.00	61.5%
780PP · Asst Stew - P. Pitts	3,483.84		
820JS · Area Stew. - J. Sisley	1,842.96	3,600.00	51.2%
870DS · Area Stew - Dan Schrup	2,187.22	3,200.00	68.4%
871PP · Area Steward - Patrick Pitts	2,835.07	3,600.00	78.8%
880LS · Local Steward	693.91	1,000.00	69.4%
Total Expense	259,687.26	336,070.00	77.3%
Net Ordinary Income	-19,238.07	-2,100.00	916.1%
Other Income/Expense			
Other Income			
450000 · Interest Income	1,387.27	2,150.00	64.5%
Total Other Income	1,387.27	2,150.00	64.5%
Net Other Income	1,387.27	2,150.00	64.5%
Net Income	-17,850.80	50.00	-35,701.6%

Washington Rural Letter Carriers Association

Statement of Financial Position

As of March 31, 2003

	Mar 31, '03
ASSETS	
Current Assets	
Checking/Savings	
101000 · Chkg - WA Trust Bank	13,589.18
102000 · Svgs - APCU	22,268.19
103000 · Chkg - Atlanta Postal Credit Un	1,051.13
Total Checking/Savings	<u>36,908.50</u>
Total Current Assets	36,908.50
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>43,934.90</u></u>
LIABILITIES & EQUITY	
Liabilities	
Current Liabilities	
Other Current Liabilities	
210000 · Payroll Tax Liabilities	
210100 · 941 Employee Withholding Taxes	5,171.35
210200 · 940 (FUTA) Federal Unemployment	255.93
210300 · State Unemployment Tax	264.55
210400 · Labor and Industries Tax	411.32
Total 210000 · Payroll Tax Liabilities	<u>6,103.15</u>
250000 · Retirement Plan Payable	
251000 · 401K Employer's Portion	839.57
252000 · 401K Employee's Portion	2,518.69
Total 250000 · Retirement Plan Payable	<u>3,358.26</u>
Total Other Current Liabilities	<u>9,461.41</u>
Total Current Liabilities	<u>9,461.41</u>
Total Liabilities	9,461.41
Equity	
390000 · Unrestricted Net Assets	52,324.29
Net Income	-17,850.80
Total Equity	<u>34,473.49</u>
TOTAL LIABILITIES & EQUITY	<u><u>43,934.90</u></u>

STATE STEWARDS

STATE STEWARD

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STATE STEWARD UPDATE – SPRING 2003

THE ANNUAL RITE OF 2080/2240 PROJECTIONS

By Charles Alexander, WA-RLCA State Steward

Every year in the spring, managers dust off their broken record spiels and begin warning regular rural carriers whose workhours are projected to exceed 2,080 by the end of the guarantee year in November, that special measures might have to be taken. Typical of the written warnings, where written warnings are given, is the following:

Dear Problem Carrier:

The attached printout is an indication of possible problems with your year-end carrier hours staying within the 2080 hours and/or 2240 hours. It is early yet, but this official notification is to give you clear notice that your hours are such that indicate a problem. I am required to manage all routes to stay within these limits. At the very least, the printout is to alert us both to the fact that you are using more hours a week than your evaluation. Your weekly hours must stay at or below your evaluation, or you will continue to have problems. As stated before, it is my obligation to review all aspects of your work methods and delivery area. If you wish an adjustment or have any ideas that will result in more efficient casing and delivery, please feel free to speak to your Supervisor.

(Signed)

Postmaster U. May Cringe
Hard Times Post Office
Hard Times WA 98246

Some of you may have already been approached by your managers regarding potential 2080 and/or 2240 problems. I feel it is a bit too early to start worrying about these figures since the heavier Christmas volumes still account for a disproportionate number of the recorded workhours.

Managers hope to eliminate the possibility of any rural carrier exceeding the annual work hour guarantee, and the "Rural Carrier Projected Annual Work Hours" report is being closely monitored. Each pay period, managers must review this report to be certain that the rural carrier in question has a sufficient leave balance to keep from exceeding 2080 and/or 2240 hours. Furthermore, it is typical for postmasters' bosses to apply extra pressure. For example, I once managed to obtain an email from a Manager of Post Office Operations (MPOO) to all of his postmasters which stated the following:



"Your office has one or more rural carriers that are in danger of exceeding 2080/2240 workhours in the current guarantee period. Action plans and guarantees that the carriers will not exceed these maximums are no longer adequate. You are instructed that these routes must be cut in evaluation, now. Contact me immediately with the date that this will be accomplished."

The report that causes management's annual 2080/2240 hyperactivity is titled "Rural Carrier Projected Annual Work Hours Report." In my opinion, the underlined language in the part of this report copied below just isn't accurate. In fact, a Washington Rural Carrier filed a grievance against the Postal Service for under compensating him after he exceeded 2,240 workhours in a guarantee year. That grievance was appealed to Step 3 and is currently awaiting a hearing at Step 4. Without re-arguing the grievance in the confines of this article, suffice it to say that the following language from the "Rural Carrier Projected Annual Work Hours Report" represents the Postal Service's viewpoint:

"2080: FLSA B carriers must be paid overtime for any actual hours that exceed 2080 for the guarantee year. Since Xmas Overtime, FLSA overtime, and DACA Code 5 hours are paid at the overtime rate in the pay period in which they are worked, these hours are not included in the calculation toward 2080. For example, if a carrier works 2090 hours in a guarantee year, but he/she worked 12 hours of Christmas overtime in December, the carrier's total hours toward the 2080 limit would be 2078.

If a regular rural carrier exceeds 2080, all hours worked in excess of 2080 must be paid at the overtime rate.

2240: Regular rural carriers who are FLSA Code B are paid evaluated hours for working their route. All actual hours worked, regardless of the rate at which they are paid, are counted toward the 2240 limit. Any carrier who works in excess of 2240 hours in a guarantee year is no longer under the evaluated system and must convert retroactively to FLSA Code A (hourly rate) for the entire guarantee year.

If a regular carrier exceeds 2240, all of the carrier's pay for the entire guarantee year must be recomputed and paid on an hourly basis, instead of an evaluated basis."

The viewpoint represented in the grievance referenced above is that when a rural carrier works his/her relief day for 150% of the daily evaluation of the route, those hours **should**

count toward 2080 since they are not bona fide FLSA overtime hours, like Christmas overtime. Furthermore, if a rural carrier's total workhours do happen to exceed 2,240 in the guarantee year, then that carrier should be paid a sum of money, **in addition** to what he/she was already paid, representing the total of all hours exceeding 40 in any week in the guarantee year times the FLSA overtime rate for the total of those hours in excess of 40.

It is possible for a regular rural carrier to be projected to exceed 2240 hours, but not exceed 2080 hours. There are different criteria that apply to each work hour limit.

For example, if a regular rural carrier works 50 hours of Christmas overtime, all of those hours count toward 2240, but none of them would count toward 2080.

The Postal Service believes that it is also possible for a rural carrier to end up owing money if he/she exceeds 2240, because it is the Postal Service's position that every week you work under 40 hours, you will have to pay back the built-in overtime amount represented by the evaluation hours in excess of 40, plus the straight-time hours equal to the number of hours actually worked that were less than 40. As stated above, the Union position in the grievance awaiting Step 4 is that the Postal Service owes overtime in addition to the salary already paid for every hour of every week that a carrier's workhours exceeded 40.

Reports that are run early in the guarantee year will be less accurate, because there are fewer weeks on which to base the estimates, and because most rural carriers will have used little or no leave. Also, reports that are run early in the year include the Christmas period, which is typically a high work hour usage, and these reports do not include the summer months, which traditionally have

less mail and fewer work hours. At the end of each count, every rural carrier has the opportunity to sign on the Form 4241 that sufficient leave will be taken to keep from exceeding 2080. Annual leave should be taken into consideration, and if 2080 danger occurs toward the end of the year, then leave without pay is an option. At no time, however, can the Postal Service **require** a rural carrier to take LWOP in order to stay under 2080.

Everyone should ensure that his/her Form 4240-Trip Sheet is completely filled out, listing the number of hours used by the regular rural carrier and the number of hours

used by the leave replacement. These figures should help us keep track of our hours, especially if baselines are provided for each

"Rural carriers cannot be forced to use leave without pay or forced to pre-schedule their annual leave far in advance of any certainty of being in 2080 trouble."

Accounting Period (AP). As I have often said to managers, rural carriers are usually more than willing to help monitor their own work hours if they are provided with the necessary data. Far too often, when I visit a rural office, I find that the top of the Form 4240 is either completely blank or will only have the name and route of the rural carrier.

Some uninformed managers think that they have the right to require rural carriers to schedule their annual leave early in the year or at any time the Christmas-weighted projections indicate a potential problem. Rural carriers cannot be forced to use leave without pay or forced to pre-schedule their annual leave far in advance of any certainty of being in 2080 trouble.

What are the potential consequences of going over 2080 or 2240? One of the first options the manager has is to adjust the route, and most of us would not want this to happen. Carriers who have elected the high option (more money, but less time off) are likely to see that option reduced to low

(less money, but more time off.) Managers may also give auxiliary assistance, but with the on-going budget problems, it is difficult to believe that managers will use this option. Managers may also require that we use sufficient annual leave to stay under 2080, but they cannot force us to use annual leave early in the year just in case 2080 may become a problem.

Good luck in staying under 2080 and 2240. As you can see, this is extremely important to your manager, and in the long run, important to us as rural carriers. With decreased mail count standards, higher percentages of DPS, red-lined "R" time, and in some cases, adjusted or rebuilt routes, it is easy to argue that we continue to do more and more work for any given evaluation. Rural carriers who were previously close to exceeding 2080 or 2240 could easily find it more difficult to stay under these important benchmarks.

ELECTRONIC TIMEKEEPING FOR RURAL CARRIERS

There are currently more questions than answers about the new system of electronic time keeping for rural carriers. Historically, and as stipulated in the Rural Carrier Duties and Responsibilities PO-603, Section 152.7, rural carriers are required to "Record daily on Form 4240 in hours and minutes the exact time of reporting, leaving, returning to the office, and completion of duties. No other time record is required."

Obviously, language will have to be modified when Electronic Badge Readers (EBRs), are used in conjunction with new Time and Attendance software for rural carriers known as the Rural Time and Attendance Collection System (RTACS) to record rural carrier time and attendance.

The NRLCA National Board has discussed everything from compensation for extra duties to whether the Form 4240 Trip Sheet

will be eliminated or partially eliminated. As of this writing, the Postal Service is planning to roll out RTACS in many offices with rural delivery in Washington State as early as May 2003, without any answers, proposals, or decrees regarding the financial consequences that RTACS is certain to bring.

Rural carriers in offices where RTACS is implemented need to pay special attention to their pay stubs. Supervisors or postmasters who have historically sent the rural time cards to the District where Data Entry Technicians then entered the relevant data and transmitted same to the Minneapolis Data Center will now be transmitting rural time card data directly to Minneapolis themselves. The possibility of increased errors is almost a certainty.

Assuming all of the financial consequences and duties have not been worked out by the time RTACS is implemented, a pretty good assumption, rural carriers would be well served to keep accurate records of any extra time associated with the RTACS program. To do otherwise would be to invite the Postal Service to once again add extra duties at your expense.

CENTENNIAL CHORUS

Needed, singers from our
state to perform at the
2003, 100th National
Convention in Chicago, IL.

Contact:

President Dan Shrup

6802 N. Old Fort Dr.

Spokane, WA 99208-3867

509-325-0282

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NETWORK TIME



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Annual Greetings from the Auxiliary President

By Steve Roakes

Each year the Auxiliary prepares a Junior Program for the WA-RLCA State Convention. These programs emphasize history of the local area, some convention practices including Robert's Rules of Order and best of all some safe and truly enjoyable entertainment. Some years we do better than others but always the Juniors have fun and look forward to coming back next year. The Auxiliary Board enjoys knowing that the Juniors have fun and we truly believe we are an asset to the Association. Year after year, the association membership, on the convention floor, votes in favor of the Auxiliary. As the Auxiliary President, I am looking forward to a State Convention where the Auxiliary is not a major issue on the Association Convention Floor.

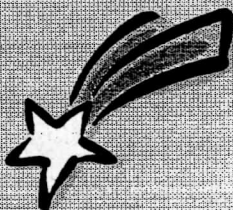
This year's Auxiliary Junior Program is a special one. Auxiliary District IV Representative, Joe Horlacher and Auxiliary District III Representative Donna Walker teamed up with the Auxiliary Junior President Hilliary Faulkner to put together a special program. We have added to the Junior Program an opportunity to participate in

the National Junior Contests. Hilliary has worked hard for the Juniors and even has a plan to work on the National Humanitarian Project, "Make a Wish Foundation". The Auxiliary Board is pleased to have the Junior President take such an active role and we wish to extend our compliments to her. Because the WRLCA is on the Family Plan, all spouses, sons, daughters, grandsons and granddaughters are members of the Auxiliary. Taking an active role in the Auxiliary is an important part of keeping the Auxiliary alive and conducting a Successful and Safe Junior Convention Program. Taking an active role in the Auxiliary is one way of showing support for your Association Member spouse while helping some real good young people have a good time. The current Auxiliary Board needs more spouses to step forward and take an active role. We need Junior Escorts to drive and assist with the Junior Program at every State Convention. It takes time for Auxiliary traditions to be taught to new active members and for them to become comfortable enough to hold positions on the Auxiliary Board. The Auxiliary Board needs new members to maintain a healthy and progressive outlook on how we can assist the Association. I can't tell you how important it is for Association Members to encourage their spouses to come to convention with them and actively participate with the Auxiliary.



Each year the Auxiliary runs a country store to bring in revenue strictly for an annual scholarship program. For a number of years, we were able to fund 2 or more scholarships to sons, daughters, grandsons or granddaughters of Association members averaging an annual total scholarship award of \$1,000. So far this year the country store has not been able to operate. The entire scholarship fund, this year, depends on your support for the country store at this state convention. Please remember to bring donations for us to sell or raffle at our country store in Leavenworth.

In closing, I look forward to another exciting convention and the opportunity to be of assistance to the Association Membership.



Auxiliary of National Rural Letter
Carriers' Association Supporting
Make-A-Wish Foundation
Where Dreams Come True



Auxiliary District I Representative Sunshine Committee Chairperson

By Delores Robb

PROGRAM OF WISHES" Our National Auxiliary President is Joye Bodie has chosen MAKE A WISH FOUNDATION. Wishes are granted for children with life threatening illnesses. It is the largest granting charity in the U.S. The Auxiliary should have a Wishing Well to collect coins at meetings. Harley made mine and I have collected coins. I take my Wishing Well with me and it pays off.

I have attended County Meetings in my District I have more county meetings to attend.

I am sending Cards to our Rural Carrier Families. I need your help with information so please send me information. Please. I do enjoy sending cards for Our Family. And SUNSHINE. WILL MAKE THEM HAPPY.

I hope everyone had a good Easter and that your families are all well.

SUNSHINE & MY REGARDS

Auxiliary District IV Representative

By Joe Horlacher

As a little bit of an introduction, I am the spouse of an association member and a wheat farmer in eastern Washington.

I was elected 4th district representative at the 2002 State Convention. I have enjoyed the experience for the last 10 months. From the time of the State Convention up until the present it has been a very busy learning experience for me. I am really excited about the Make a Wish Foundation fundraiser and have really enjoyed working with the District 3 representative, Donna Walker and the Junior President, Hillary Faulkner on the junior program for this years' convention. It is going to be the best ever, with a lot of exciting things going on for the juniors. I'd like to invite the association member spouses and children to the convention this year, make it a family affair.

I want to thank everybody for the support and admire their dedication to do what we can to support our association members. It really warms my heart to have a flag salute and a prayer before every meeting.

Auxiliary Secretary / Treasurer
Scholarship Committee Chairperson

By Myrtle Buchanan



I trust by now that a lot of the Spring County meetings are taking place. I haven't gotten to any so far, but maybe I'll get to one before state convention.

Time is drawing near for the Scholarship applications to be in. In fact, it is past time for the National applications to be in as their deadline was March 1, 2003.

This year's program is, "a program of wishes". In that program is a part that our Juniors can participate in. It is the Poster contest. There are specific age brackets and they are as follows:

AGE 6-8: Design a poster-"A Child's Wish"

AGE 9-11: Design a first aid booklet, guide, collage, or poster

AGE 12-14: Design a CPR booklet, guide, collage, or poster.

AGE 15-17: Write an essay "Dreams Do Come True"

AGE 18-20: Write an essay "How Being a Member of the Juniors Has Helped Me".

SPECIAL EDUCATION: Design a poster "Stars Shine Bright"

You may draw, paint, color, cut-out and paste pictures or use small articles. The posters will go to National to be judged and prizes will be awarded at that time. I hope some of our Juniors will enter this contest.

I hope to see you-all at the State Convention in Leavenworth, WA.

Attention all WRLCA and JWRLCA Members!

By Hillary Faulkner, JWA-RLCA President 2002-2003

Have you ever been to state convention? Do you really want to go but have no place for your kids to go? Did you know that there is a separate convention for all kids/grandkids of WA-RLCA members? Any child/grandchild, between the ages of 6 and 20, of a WA-RLCA member is a Junior WA-RLCA member (JWA-RLCA).

This year convention will be held in Leavenworth, WA and we have a great Junior convention planned. While their parents/grandparents are stuck inside, the Juniors are out having a blast. This year the tours will include Icicle Junction (mini-golf, bumper boats, arcade), Rocky Reach Dam, the North Central Washington Museum in Wenatchee, and Red Tail Canyon Farm. Our banquet has changed from previous years also. Instead of pizza, we will be feasting on hamburgers, hot dogs, salads, ice cream sundaes, etc. This convention is sure to be tons of fun!

As your 2002-2003 Junior President I would like to invite all the Juniors out there who have never been to convention to join us and see what it's like, not to mention all you great Juniors that have been coming! You'll have a great time and meet new friends. Bring a friend and join us in Leavenworth this June. You won't be sorry!

Please fill out the Pre-Registration/T-shirt Order Form and send it in ASAP.

See you in June!

Junior WA-RLCA Pre-Registration/T-shirt Order Form

**Ages
6-20**

2003 Junior Convention
June 23-25, 2003
Leavenworth, WA



**Please
send in
ASAP**

Members: \$30 (\$20 registration + \$10 T-shirt)
Non-Members: \$50 (2 x \$20 registration + \$10 T-shirt)
(Cost Includes: all admissions, lunch each day, banquet and T-Shirt)

Junior Name: _____ ☐ Member ☐ Non-Member
Member Name: _____ Relationship: _____
Address: _____

T-Shirt Size: _____

Junior Name: _____ ☐ Member ☐ Non-Member
Member Name: _____ Relationship: _____
Address: _____

T-Shirt Size: _____

Convention Parent or Guardian Signature: _____

☐ My spouse is willing to drive or otherwise assist with Escorting the Juniors during their trips.

Send NO money now. Please pay at convention.

Send completed Registration/T-Shirt Order Forms to:
WA-RLCA Auxiliary, Jr. President 2002 -2003
Hillary Faulkner
7702 284th St NW
Stanwood, WA 98292

Junior Sponsor
Auxiliary District III Representative, Joe Horlacher

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**

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)

FOCCACCIA 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**

Washington Rural Carrier
91 Sinclair Lane
Selah, WA 98942

RETURN SERVICE REQUESTED

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

*******AUTO**5-DIGIT 98366**

4 29



WASHINGTON
RURAL CARRIER



Where Service Begins With a Smile