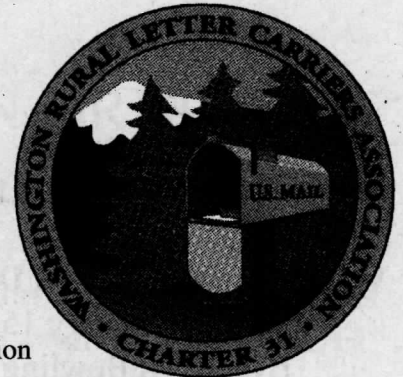


WASHINGTON RURAL CARRIER



Official Publication of the Washington Rural Letter Carriers' Association

November 2005

Where Service Begins With a Smile

MAIL COUNT SCHOOLS SCHEDULES

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MAIL COUNT SCHOOLS

All classes 9am to 3pm

Monday, January 16, 2006 with a National Officer Knights of Columbus Hall 2913 W. Marine View Drive **Everett, WA**
RSVP lunch \$10 - will help defray cost of meeting hall
call Judi Peck 425-337-4998 or Judity47@comcast.net

Sunday, January 22, 2006 Downtown Red Lion Hotel 303 W. North River Drive, **Spokane, WA**

Sunday, January 22, 2006 - 240 S. Sunnyside Av. **Sequim, WA**

Sunday, January 29, 2006 Douglas County Fire District #2, 377 N. Eastmont Av. , **East Wenatchee, WA**

Sunday, January 29, 2006 Pasco Post Office 3500 W. Court St. Rm 115, **Pasco, WA**

Sunday, February 5, 2006 Best Western Park Plaza Hotel, 620 South Hill Park Drive, **Puyallup, WA**

**THIS IS YOUR ONLY NOTICE
PLEASE KEEP FOR REFERENCE**

MEETING NOTICES

Mark your calendar with the following meeting dates:

WINTER BOOSTER, DISTRICT 1 AND ENHANCEMENT TRAINING

Sunday, January 15, 2006 Noon to 5pm

Evergreen Bowling Lanes 5111 Claremont Way Everett

From the North, I-5 exit at 41st St. Stay Right and turn Right. At 2nd light turn Left onto Colby Av., at next light turn Right, drop down hill and Evergreen Lanes is on the Right

From the South, exit I-5 at Broadway/41st. St (exit on left) Stay Right and turn Right up to 41st St. At 41st St. turn left onto Colby Av. At the 2nd light turn Right, drop down hill and Evergreen Lanes is on the Right

DISTRICT 2 AND ENHANCEMENT TRAINING

Sunday, March 19, 2006 Noon to 5pm

Best Western Park Plaza Hotel 620 South Hill Park Dr. Puyallup

From I-5 take exit 127 onto Hwy 512 East toward Puyallup-8.3 miles
take 9th St SW/94th Av E - .05 mile
turn left on 94th Av E - .2 mile
turn right on South Hill Park Dr - .2 mile

DISTRICT 3 AND ENHANCEMENT TRAINING

Sunday, April 2, 2006 Noon to 5pm

Downtown Spokane Red Lion Hotel 303 W North River Drive, Spokane

DISTRICT 4 AND ENHANCEMENT TRAINING

Sunday, March 12, 2006 Noon to 5pm

Richland Shilo Inn

From I-182 take exit 5B, go North to George Washington Way
Hotel is visible from exit Cross street is Comstock

CONGRATULATIONS ARE IN ORDER!

Our very own WA President and Senior Assistant State Steward **Particia Alexander** has been appointed by NRLCA President Donnie Pitts to serve a three-year appointment as a Rural Carrier Member of the NATIONAL Joint Steering Committee for QWL/EI. This is a very big honor for Washington State and we are very proud of Patricia.

The NJSC oversees QWL/EI on the National Level, and Patricia will be joining the NRLCA's National President, Vice President and Gil Sreaves, Assistant State Steward from Oklahoma to represent the craft half of the committee.

Joyce Patteson, Assistant State Steward from Selah, was appointed recently to the National Appeals Committee. This committee consists of five (5) members and reviews charges brought against the Association or National Officers by a member who's case has not been settled to the member's satisfaction by the National Board. The committee then meets and makes recommendations which are then presented to the member and then to the National Delegates at National Convention. Another proud moment for the State of Washington.

TRANSFER WANTED: Washington State or northeastern Oregon (no metro areas) from East Texas: Route is 40K; 508 boxes and 69 miles with an assigned relief carrier: Nice office with good management: Office is Level 20; 6 rural routes and 1 auxiliary route and 3 city routes: Close to fishing, camping and hunting and one and half hours to Dallas or Shreveport. This office is not in the hurricane damaged area.

Please call Victoria at (903)383-3410 or email: kayak_kid@earthlink.net. Thank you!

PLEASE ATTEND A MAIL COUNT SCHOOL IN PREPARATION FOR THE FEBRUARY 24-MARCH 9, 2006 RURAL MAIL COUNT

It is very likely that there will be a rate increase in January 2006, right before our Rural Mail Count. If this happens, then mailers will stampede to get their catalogs, brochures, and announcements in the mail before the increase, and when the 2006 Rural Mail Count comes around, we may have 12 days of easy work, not a happy prospect during a Mail Count. The Postal Service is wanting more money, mainly because of the damage from the two hurricanes and the high price of gasoline, and the push is on for a rate increase in 2006.

If the rate increase comes right after our Rural Mail Count, then we could benefit from a high volume of mail, especially flats, but from all I am hearing, it is very possible that the rate increase will occur around the Martin Luther King holiday.

Elsewhere in this State paper, you will find a list of Mail Count Schools. Please attend one of these Mail Count Schools, as you will want to be informed when the two-week count without a holiday happens. Rural carriers want to be paid for what they do, and attending a Mail Count School will help you know your rights.

POSTAL-PROVIDED VEHICLES FOR RURAL ROUTES

Years ago, when LLVs were first provided to some rural routes, not many rural carriers wanted these Postal-provided vehicles. With the high price of gasoline, though, I cannot imagine that many of us would turn down an LLV or other Postal-provided vehicle nowadays. Our National officers have been working on getting higher EMA for rural carriers who drive their own vehicles on their routes. Of course, it is unlikely that the Postal Service will agree to higher EMA, as Postal Headquarters is

focusing on the hurricane losses. My advice, for what it is worth, is to grab an LLV or Postal-provided vehicle if one happens to be offered for your route. At least then you would not have to pay for gasoline, tires, and repairs, not to mention a car payment. Our National officers are also working on getting more and more Postal-provided vehicles for our routes so in the future many of us will not have to deal with high gasoline prices.

CHALLENGE ALL DISCIPLINE

What should you do if management issues discipline? The Union recommends that any discipline be challenged. That said, what if you really did miss an Express Mail deadline, or you hit a mailbox, or you were habitually 30 minutes late to work? It might be a bit embarrassing to you for other employees in the office to find out that you had made a mistake, so you might be tempted to just accept your punishment and vow never to make that mistake again.

Even if you made a mistake, if you are like most people, you have already beaten yourself up enough. You don't need threats and discipline from management. You have already decided that you will never make this mistake again.

If management calls you into the office for a discussion, as opposed to an Investigative Interview, ask management if this discussion could lead to discipline. If management says, "No," then you can explain what happened and tell your supervisor that you are sorry and that this will never happen again. Discussions cannot be grieved, and they remain in your Personnel File forever.

On the other hand, when you ask management if this could lead to discipline and management says, "Yes," you need to exercise your Weingarten rights and insist on having a steward present before answering any of management's questions. Sometimes managers get over eager to conduct an Investigative Interview, so when you ask for Union representation, and you don't have a Local Steward

or your Local Steward is unavailable, you need to know that only the Local Steward for your office, an Assistant State Steward, or the State Steward is certified to represent you. The State Steward has already been forced to notify Seattle District Manager, Human Resources, of two known violations by postmasters who illegally borrowed Local Stewards from nearby offices. If a Local Steward is not certified for your office, then you are essentially being denied your right to Union representation if an illegally borrowed Local Steward from another office attends the Investigative Interview with you. Please immediately notify the State Steward if this should happen to you.

If management issues you a Letter of Warning or more severe discipline, immediately notify your Local Steward or Assistant State Steward. If you really did hit a mailbox, but the weather was icy or snowy, for example, then you can meet with your supervisor to try to get the Letter of Warning either removed or reduced in time. Letters of Warning for rural carriers stay in the Personnel File for one year, unless there is further discipline. If you can get your Letter of Warning reduced to three months, or even six months, and you get no further discipline during that time, then the Letter of Warning is removed from your Personnel File and cannot be cited in future discipline.

If you are a Local Steward and receive discipline, please notify your Assistant State Steward. You should not represent yourself in a discipline grievance, just as an attorney should not represent himself/herself in a trial situation.

Also, if you are a Local Steward and a rural craft employee in your office notifies you that he/she has been issued discipline, it is strongly recommended that you contact the appropriate Assistant State Steward for consultation and advice. The State Steward needs to be notified immediately of any paper suspensions or removals.

Of course, whether you contest discipline is entirely up to you, but a Letter of Warning is the first step

on the gang plank of removal. That is the reason that the Union strongly recommends that all discipline be challenged.

President Patricia Alexander



Ho Ho Ho! or it is that time of the year again...

Just a few reminders as we all head into the Christmas season.



- The Guarantee year begins October 29, 2005. From the beginning of the guarantee year to the end of the Christmas overtime period, you must use any "X" days earned within the same pay period. If the "X" day is not received within the pay period, the Employer will compensate the regular rural carrier 100% of the carrier's daily wage in lieu of the "X" day. Also, any "X" days earned on or prior to October 28th, will be held until after the Christmas overtime period. *Article 9.2.c.5.j*
- The Christmas Overtime Period begins December 3 and will last as determined by the Employer's Christmas Postal Bulletin. *Article 9.2.k.1*
- During the Christmas Overtime Period, those regular carriers whose routes evaluated at 35 hour or less shall be given auxiliary assistance to keep their

actual work hours below 56 hours in the week. *Article 9.2.k.1.a*

- During the Christmas Overtime Period, those regular carriers whose routes evaluated at 35 hours to 40 hours per week will be paid at the overtime rate for actual work hours of more than 48 hours in the week. *Article 9.2.k.1.a*
- During the Christmas Overtime Period, those regular carriers whose routes are evaluated at more than 40 hours per week, are paid overtime, at their step, for any hours worked over those compensated on the rural carrier schedule. For example, a carrier on a 42K works 45 hours one week during the Christmas Overtime Period and would earn 3 hours of overtime pay. The same example works for a "H" route. The J route hours is dependent upon whether the carrier is scheduled 5 or 6 days. The compensated hours are different for each week. *Article 9.2.k.1.*
- Any paid leave during the Christmas Overtime Period is credited as work performed in calculating Overtime. The day of leave is figured at the appropriate daily evaluation of the route. *Article 9.2.k.f*
- During the Christmas Overtime Period, a relief serving an auxiliary route is paid for actual hours worked.
- Relief carriers serving full-time on a vacant route are paid overtime the same as would a regular carrier on the route. *Article 9.2.k.d.1*
- Relief carriers earn overtime the same as the rest of the year during the Christmas Overtime Period.

NOTE: Management has the choice of giving auxiliary assistance in lieu of requiring a carrier to work overtime hours (except a relief serving a vacant route full time is allowed to work up to the evaluated hours of the route (a 42K,

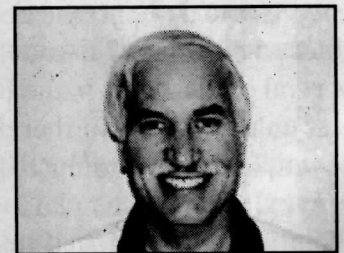
the relief can work up to 42 hours in the week), then management can take them off.

Just remember, there is no "right" to Christmas Overtime. Hope your Christmas Season is joyous, and as Union Members, you know your rights of getting paid correctly for the work you do.

Monte Hartshorn
Vice President

WHO REPRESENTS YOU WHEN YOU HAVE A DISPUTE WITH MANAGEMENT?

If you feel that management has initiated an action that adversely affects your wages, hours, or conditions of employment, and you are uncertain of



documentation to support your position, ask your Local Steward, or your assigned Assistant State Steward (if your office does not have a Local Steward) to help research the issue. However, whether you get advice or assistance from the Local Steward or Assistant State Steward, the responsibility for meeting with your supervisor and discussing the issue lies solely with you as the rural carrier who has a dispute with management.

There is a persistent myth that if you have a dispute with management, the first thing you do is to file a grievance. Filing a grievance is never the first thing you do when you have a dispute with management. The first thing that you are required to do under Article 15.3.a is to contact your supervisor to arrange for a mutually-agreeable time to discuss the issue/dispute. Neither management nor the

rural carrier should play games regarding the meeting time for such a discussion.

Rural carriers have 14 days from the time they have learned or could have reasonably been expected to know that management did something that the rural carrier felt was contrary to the rules and regulations in the handbooks that govern rural delivery. Fourteen days is a reasonable period of time to dispute management's actions, so why is it that so many rural carriers wait until the 13th or 14th day to arrange for a discussion of their dispute?

If you have a dispute, take the first 7 days to research the arguments you plan to raise in your discussion with management. Utilize your Local Steward, or an Assistant State Steward if you do not have a Local Steward, so you can come to your discussion fully prepared to convince management of the errors of their ways. Waiting the 7 days to schedule an appointment also provides the often-needed time for tempers to cool down and emotions to subside. People who argue when they are angry are more likely than not to say something inappropriate or disrespectful and thereby derail their chances of convincing the other party through logic.

As soon as possible after you suspect that management has violated your rights, you should request a Resolving Issues with Postal Management packet from your Local Steward or your assigned Assistant State Steward. This packet contains step-by-step instructions for your meeting with management. The packet also contains an important Union form that will enable you to document what is said and/or argued in your discussion with management. If you are able to settle your dispute, there is even a Settlement Form in the packet that will enable you to document the terms of the settlement.

Without question, the Resolving Issues with Postal Management packet is the most valuable tool you can possess before you enter into a discussion with management regarding an alleged violation of the handbooks and manuals. Even if you do not feel

that you need any assistance in researching your dispute with management, you should immediately contact your Local Steward or Assistant State Steward to obtain the Resolving Issues with Postal Management packet. Thorough preparation is your best chance for ensuring a successful outcome in your meeting with management, and no tool will better prepare you for that meeting than the Resolving Issues with Postal Management packet.

Just as rural carriers should not wait until the last minute to schedule an informal discussion with management regarding the dispute or issue, management is not permitted to inordinately delay meeting with the rural carrier to discuss a dispute or issue. Most managers know that rural carriers and RCAs only have 14 days to initiate a discussion regarding a disputed issue, and so it may be tempting to some less-than-scrupulous managers to attempt to delay discussion of disputed issues beyond the 14-day time limit. Exceeding the 14-day time limit is, in almost every case, a procedural win by default for management. Obviously, it is much easier for management to simply declare that a discussion is untimely and therefore Dead on Arrival, rather than having to deal with the merits of the issue.

It is generally accepted that if a rural carrier comes to his/her supervisor in the morning and asks for time to discuss a disputed issue, management is obligated to schedule that discussion sometime during that day. On the other hand, if the rural carrier comes to management late in the afternoon and wants to discuss an issue that day, such a request could be deemed unreasonable. In such instances, management would be obligated to schedule a discussion the following business day.

To prevent management from being tempted to find an excuse to extend the meeting time beyond the 14-day time limit, do not wait until the last minute to request a meeting time. It is important to note that there are no provisions for extending the 14-day time limit for rural carriers who wish to discuss a disputed issue with management. Extensions are possible for every level of the grievance process

except the original meeting with management to discuss an issue and file a grievance if no resolution is achieved.

By way of review of the information above, you, not your Local Steward nor your Assistant State Steward, are responsible for requesting a meeting with your immediate supervisor no later than 14 days after management does something that you wish to dispute as a violation of the relevant provisions in the handbooks and manuals pertaining to rural delivery.

That having been said, it should be immediately apparent that the question, "What is the Union going to do about this?" is not the right question, nor is this question appropriate to the situation. The correct question is, "What am I going to do about management's alleged violation of the handbooks and manuals?" The first step is always yours, except in those situations where management has done something to affect multiple rural carriers and more than one of those rural carriers wishes to dispute management's actions. In such instances, it is a Union representative's duty to initiate a discussion with the immediate supervisor within the 14-day time limit. If such a discussion does not lead to a resolution of the dispute, and the Union still feels that management's actions were in violation of the relevant handbooks and manuals, the Union representative will file a Class Action grievance.

Perhaps confusion resulting from a lack of understanding of the nature of a Class Action grievance is the source of the aforementioned inappropriate question, "What is the Union going to do about this?" In reality, even disputes with management over actions affecting multiple rural carriers have to start with more than one of the affected rural carriers stepping forward and stating to their Union representative that he or she wishes to have the issue pursued.

Finally, after requesting the Resolving Issues with Postal Management packet from your Local Steward or Assistant State Steward, researching the

alleged violations by management, and timely scheduling an informal discussion with your supervisor, you should be well-prepared to argue the merits of your dispute. The Resolving Issues with Postal Management packet mentioned above has very clear directions regarding the procedure for that meeting. One of these procedures is worth re-emphasizing here. Only after you have discussed your dispute or issue with management and have not been able to reach a settlement is it appropriate to state that you are filing a Step 1 grievance over management's actions.

So it is that filing a grievance is the last, not the first, action taken by a rural carrier who has a dispute with management regarding wages, hours, and conditions of employment, as stipulated in the appropriate handbooks and manuals pertaining to rural delivery.

Unless the issue is a Class Action and more than one of the affected rural carriers has requested that a Union representative pursue the issue, the responsibility for meeting with management to discuss, resolve, or grieve a dispute lies solely with you, the affected rural carrier. Only after you have fulfilled your responsibility as described in detail above does the Union step in to settle, process, or withdraw the grievance you have initiated.

Charles Alexander
Washington State Steward

**CHECK OUT PAGE 1
FOR MAIL COUNT
DATES AND LOCATIONS**

NRLCA SPONSORED INSURANCE PLANS

- **RCBP Health Insurance:** (For Regular Carriers and is also for relief carriers; however the relief carriers must pay 100% of the premiums) This is NOT a HMO; you get to choose your doctors, are encouraged to get second opinions, and have the most complete cancer coverage of any plan in the federal insurance benefit package. You can use a PPO (Preferred Provider Organization) doctor, and only pay \$20.00 or you can use any doctor (many of the doctors are on the PPO list) you want and it goes toward your \$400.00 deductible per person, \$800.00 for family. Protection against catastrophic costs (your out-of-pocket maximum) is (PPO) nothing after \$3,000 person or \$3,500 family per calendar year and (non PPO) nothing after \$3,500 person or \$4,000 family per calendar year. It has a GREAT mail in prescription plan that for a 3 month prescription costs only \$15 generic or \$ 25 brand name. It has a very limited dental plan, a routine eye exam benefit, 24-hour nurse line, cancer treatment benefit, kidney dialysis benefit, travel assistance program, healthy maternity program, and disease management program. Check out the brochure on the NRLCA website: www.nrlca.org or call the insurance department at NRLCA (703) 684-5545.
- **Ameritas Dental Plan:** (For all dues paying NRLCA members, regular, retiree, PTF and substitute carrier) With four (4) options available, it is designed to provide from the most basic of dental coverage needs to a full range of dental procedures. Enrollment in the Rural Carrier Benefit Plan is not required, and benefits are payable to any licensed dental provider. For more information call (800) 747-4472.
- **NRLCA Life Insurance Plan:** (For all Members—regulars, PTF's, reliefs, and retirees) under age 60 which has up to \$200,000 term life, \$40,000 accidental death and dismemberment, and two family life insurance plans to choose from.
- **VSP (VISION PLAN):** (For Members—regulars, PTF's, reliefs, and retirees, and their families.) You can enroll at anytime during the year. Eye exam is fully covered after the \$15 co-pay every 12 months. Prescription glasses – single vision, lined bifocals and lined trifocals – are fully covered after \$15 co-pay every 12 months, with any frame of your choice up to \$120 covered after \$15 co-pay every 24 months. Contacts are covered up to \$105 towards your contact lens exam and contacts with no co-pay up every 12 months. Your cost for premiums is \$10 per month for self only, \$15 per month for self and one dependent, and \$25 per month for self and family. You will be billed for your Vision coverage premium every 6 months or annually. For VSP member services call 1-800-877-7195. To enroll, download the benefit enrollment form off the NRLCA website: www.nrlca.org or contact insurance department at NRLCA, phone (703) 684-5545. Then complete the form and mail or fax it to the NRLCA.
- **Voluntary Long Term Disability Income Protection Plan:** (For members—regulars only) This plan has two choices, Option 1, which replaces up to 50% of our monthly rate of basic salary tax-free after 60 days of disability, or Option 2, which replaces up to 60% of your monthly rate of basic salary tax-free after 90 days of disability. This covers you 24 hours a day, 7 days a week, no matter if it is accident or sickness! For State Officers; You can enroll anytime as part of the State Officers Group.

• **Group Long-Term Care Insurance:**

This coverage is available to All Members (Regulars, PTF's, Reliefs, and Retirees) of the NRLCA under age 80 AND spouses, parents, stepparents, and parents-in-law of NRLCA members! Long term care covers confinements for skilled nursing care, intermediate nursing care and custodial care up to \$100 per day while in a nursing care facility. It also pays benefits for non-confinement care including home health care, adult care and respite care.

For more information contact Becky Wendlandt, WA Sec-Treas and Rural Carriers Health Insurance Representative.

POSTAL RELIEF FUND

Cheri Freeman
District 3 Representative

There's nothing like a hurricane or two to bring to our attention the fact that we need each other. All the old clichés like, "No man is an island", "Nothing is more important than family", and "It's just stuff", all ring truer than normal. As people waited for help to come it became painfully obvious that they had to rely on each other – neither the state nor the federal government could take care of the overwhelming disaster taking place in New Orleans. To everyone who contributed to the Postal Employees' Relief Fund, I salute you. If you haven't given yet, you can also donate through the CFC (Combined Federal Campaign) #9891 and have the money taken out of your paycheck in smaller increments. We are a Union. We stand together and support each other. This is how Family helps Family.



PAC NEEDS YOU-- and You need PAC

With this being my first article as your retired carrier representative I pondered what I should address. The logical answer is the topic of PAC (Political Action Committee)!

For many years now (more than I like to realize) I have been attending meetings, trainings, and conventions. I have been your Assistant State Steward, local steward, District representative, Vice President and President. Needless to say I have attended my share of meetings and at every one of them the subject of PAC comes up. We share what it is and why it is important. I realized early on why it was important and have contributed for a very long time.

When I became your President and I attended the President's conference in Washington DC I saw a different side of PAC. It was our duty, as Presidents, to visit all of the Washington State representatives, both in the House and Senate. We spent days being briefed on the current issues and why they were important to rural carriers and USPS. We then had the honor and duty to convince the representatives both how important the current issues were but how they affect the rural carriers and USPS. We sometimes met directly with the representatives and there were times when they were not available so we met with their aids. During the conference I often thought of you, the rural carriers, back in Washington, wishing YOU could be there to fully understand what PAC is for, where the money you donate goes and how the entire system works. Many times when I was meeting with your representatives or their aids they would

tell me, "we had UPS or the NALC in here last week." Every time I heard this it made me realize more than ever how I needed to get "our" points across.

During the preparation meetings & prior to our visits we had many speakers. Ken Parmalee, VP of Governmental Affairs, is our representative on the hill. Ken would provide us with a total of what each State had donated to PAC. I was always amazed that Washington's totals were low. Sorry, there is no easy way to tell you this. I brainstormed many times how we, as a State, could correct the low contributions.

Those of us who attend meetings on a regular basis contribute to PAC at each meeting. Those who are not active rarely, if ever, contribute. HOW do we reach those of you who aren't contributing to what I consider "our future"? National has now enabled you to obtain contributions from so you can contribute via payroll deductions. I urge you to obtain the form, fill it out and get involved with your future, the Postal Service future, and the American public future. In the meantime you can send your contribution to me at 12332 - 51st Av. SE, Everett, WA 98208-9671.

I am retired, and enjoying it tremendously! Once I was there along side of you. I came to realize PAC was a huge part of my family's life and my own. To have a STRONG Union/employer and take a stand on the issues that affect these two became very important to me if I wanted a career that I could retire from and enjoy the benefits I earned with that career. I was and am proud to have been a rural carrier serving the American people. We have heard for many years now the doom and gloom of the USPS future. Let's all join together NOW both the active and inactive rural carriers of America and

support PAC so they can properly represent us and our future.

Each year at National Convention awards are presented to those States who have increased the PAC contributions the most. ***I NOW am going to challenge each and every one of you!! Obtain the payroll deduction form, fill it out and turn it in. Let's get Washington State from the bottom of the list for contributions and improve our status 100%!!!*** Begin today, when you receive your National magazine with the PAC club members and percentage of donations, take a look and see where this GREAT State of Washington lies. PAC is for EVERYONE, not just those who attend the meetings, trainings and conventions, it is YOUR FUTURE!!!

Respectfully submitted,

Judith A. Peck
Retired carrier

**DEADLINE
FOR NEXT ISSUE
DECEMBER 20, 2005**

WRLCA COUNTY OFFICERS LIST

2005 - 2006 Dues Year

001 CHELAN, DOUGLAS COUNTY**DISTRICT 3****PRESIDENT:**

Tammy Donaghue
21 S Viewdale St
Wenatchee, WA 98801
Phone: (509) 662-3032
E Mail: donagh@crcwnet.com

VICE-PRESIDENT:

New 05/06

Judy Breshears
836 8th St N.E.
East Wenatchee, WA 98802
Phone: (509) 886-3015
E Mail: gemini2948@aol.com

SECRETARY/TREASURER:

Mike Cammack
P. O. Box 521
Entiat, WA 98822-0521
Phone: (509) 784-1548
E Mail: macamma@msn.com

002 CLALLAM, JEFFERSON COUNTY**DISTRICT 2****PRESIDENT:**

New 05/06

Toni Lambert
PO Box 552
Sequim, WA 98382
Phone: (360) 582-3854
E Mail: Lamb2go@msn.com

VICE-PRESIDENT:

New 05/06

Kathy Joslin
860 E Blair Ave
Sequim, WA 98382
Phone: (360) 681-2453

SECRETARY/TREASURER:

Kathy McKnight
PO Box 3244
Sequim, WA 98382
Phone: (360) 683-8603

003 KITSAP COUNTY**DISTRICT 2****PRESIDENT:**

New 05/06

Ann Lamm
7251 NE Crawford Dr
Kingston, WA 98346-9301
Phone: (360) 692-4555
E Mail: anncruzin@comcast.net

VICE-PRESIDENT:

Royella Jaynes
20398 Big Rock LN NE
Poulsbo, WA 98370
Phone: (360) 598-4872
E Mail: Royella@worldnet.att.net

WRLCA COUNTY OFFICERS LIST

2005 - 2006 Dues Year — Page Two

Kitsap - Continued:

SECRETARY/TREASURER:

Rinehart

Conifer Park Dr

WA 98366-2236

769-2575

Doug

3899 SE

Port Orchard,

Phone: (360)

E Mail:

dugeditor@hotmail.com

New 05/06

110th Ct

WA 98684-4262

896-9990

SECRETARY/TREASURER:

SW

WA 98611

274-6957

postalgriffon@adelphia.net

2013 NE

Vancouver,

Phone: (360)

Carrie Smith

823 4th Ave

Castle Rock,

Phone (360)

E Mail:

**004 LINCOLN, GRANT, ADAMS COUNTY
DISTRICT 3****PRESIDENT:**

Street

WA 98837

Kay Smith

1417 Lee

Moses Lake,

Phone: (509)

765-4918

VICE-PRESIDENT:

Clough

Rd

WA 98837

765-8635

James

8087 Valley

Moses Lake,

Phone: (509)

SECRETARY/TREASURER:

DeMoss

1621

WA 98837

787-7231

sdemoss@qosi.net

Shirlee

P. O. Box

Moses Lake,

Phone: (509)

E Mail:

**005 LOWER COLUMBIA COUNTY
DISTRICT 2****PRESIDENT:**

Cavazos

New 05/06

Parkway Ave

Ground, WA 98604

666-8206

lownslow48@aol.com

Roxanne

408 S

Battle

Phone: (360)

E Mail:

VICE-PRESIDENT:

James Crouse

**WRLCA COUNTY OFFICERS LIST
2005 - 2006 Dues Year - Page Three****006 MUTUAL COUNTY****DISTRICT 2****PRESIDENT:**

Joanne Blackburn
7415 201st St Ct E
Spanaway WA 98387
Phone: (253) 846-3778

E Mail: joanne.blackburn@worldnet.att.net

VICE-PRESIDENT:

Marlene Hagedorn
PO Box 753
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2005 - 2006 Dues Year — Page Five

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VICTOR R CAVAZOS	BRUSH PRAIRIE	LINDA L KARRMANN	SILVERDALE
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KIRSTEN M OLIN	FALL CITY	KATHERINE M HAWTHORNE	SPOKANE
JAMES D REEDY	FRIDAY HARBOR	BARBARA J HECKENLIVELY	SPOKANE
JANE W LIU	GIG HARBOR	MICHEL LUNDY	SPOKANE
RAWEEWAN T MIZE	GIG HARBOR	DAWN E AYERS	SUMNER
MARIE A SEIFERT	GIG HARBOR	NORMA E GIEFER	SUMNER
GRACIELA M MEDELEZ	GRANDVIEW	CHRISTINA D MEINERT	SUMNER
CHERYL L HURLBURT	GRANGER	DANIEL M NGATIA	SUMNER
MELISSA A SHIREMAN	GREENACRES	SHELLY D BROWN	SUQUAMISH
ERIN M HICKS	KELSO	SHERRY L BONEWELL	TOPPENISH
CYNDA C GARVER	LA CONNER	ALICE I BENTLEY	VASHON
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DAWN D KIEHN	MOUNT VERNON		
SCOTT MARTIN	OKANOGAN		
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BARBRA L CAMPER	PORT ANGELES		
LAVERNE A MENDONCA	PORT ANGELES		
ADONIS N BRITTON	PORT ORCHARD		
JOHN T CAMPBELL	PORT ORCHARD		
GLADYS A MCCOY	PORT ORCHARD		
ARTHUR F RIVERA	PORT ORCHARD		
ANITA M HUDSON	PULLMAN		
PAMELA S HALL	PUYALLUP		
JENNIFER HIATT	REDMOND		
KIRK B KNIGHTON	SEATTLE		

STATE CONVENTION 2006

This year's State Convention will be the 100th year celebration for the WARLCA and will be hosted by District 2. I'm hoping we can make it a big success with lots of fun to go along with all the State's work.



The convention will be held at the Red Lion Inn at the Quay in Vancouver, WA. Room rates are \$75 single/double and \$85 triple/quad. Upgrades with a view of the Columbia River are available for \$10. Reservations can be made by calling 360-694-8341. Be sure to mention Washington Rural Letters' Association for these rates. Dates for the convention are June 26-28 with a Sunday evening social June 25.

I will have a meeting in January to help with the planning of this special convention. Don't be shy; we need your help and some fresh, new ideas. You can contact me by mail - 7415 201st St. Ct. E. Spanaway, WA 98387, by phone 253-846-3778 or e-mail joanne.blackburn@worldnet.att.net

We are offering a specially designed, embroidered polo shirt commemorating this convention. Shirts will be available by special order only. Contact me for details. Cost of the shirt will be \$20.

See you in Vancouver.

Joanne Blackburn, District 2 representative

NATIONAL CONVENTION SLIDE SHOW

Becky Wendlandt, our very own State Secretary-Treasurer, is putting together a slide show to honor and thank all rural carrier family members who are currently enlisted or have ever been enlisted in the United States Military. She is asking for information from carriers across the United States.

Becky hopes to have this slide show ready in time to present at the 102nd National Convention in Charleston, South Carolina in August 2006.

Please e-mail Becky a picture of the individual with a note stating their rank, service branch, where and when they served or are serving and their relationship to a rural carrier.

Becky's e-mail address is rebeccawen@icehouse.net and her telephone number is (509) 710-7840 if you require further information.

Just a short note this time as it is time to start thinking of scholarships.

I have the new 2006 scholarship applications and I would like to see a lot of you Seniors apply for them. We haven't had very many students apply in the past few years and I know there are a lot of you guys and gals that are going on to higher education.

Please apply for this opportunity for some college money which I know everyone can use.

The National Auxiliary has 6 scholarships and Washington State has 1. The deadline for the National scholarships is March 1, 2006 and the State scholarship deadline is May 15, 2006.

Send for your applications early so you have plenty of time to work on them. They need to be filled out exactly as instructed or they will be disqualified.

Applications can be gotten from me, Myrtle Buchanan 41255 Sunset Hwy Rd E, Davenport, WA 99122-8680 (phone) 509-725-0435.

PROPOSED JUNIORS PROGRAM STATE CONVENTION 2006

A fun time is planned for the Juniors in Vancouver. Day 1 will include a trip to the Oregon Coast Aquarium and Science Center. The Juniors will head for the Bullwinkles Family Fun Center on Day 2. Wild Waves Water Park will be the destination on Day 3.

More details will be in future issues of this paper.

Fred Cavazos
District 2 Auxiliary Representative

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PAYROLL QUESTIONS?

Have you ever gotten a Letter of Demand that makes absolutely no sense to you or to your manager? Have you ever had \$95 deducted from your check with no explanation? Have you ever wondered what is happening with your paycheck?

With the downsizing of the Finance Department in the Districts, it is often difficult for a rural carrier or a manager to get answers to important questions about our pay. Don't fret; there is now a National number you can call directly to iron out the payroll problems your local managers are unwilling or unable to fix.

The Accounting Help Desk is ready to help you with payroll questions. There is even a toll-free telephone number: **1-866-974-2733**. You will need your I.D. Number and your USPS PIN Number.

Your I.D. number is on the right side at the tip of your earnings statement (pay stub). It is an 8 digit number. The Postal Service is no longer using Social Security numbers for I.D. numbers.

Your USPS PIN number is the same one you use to access PostalEASE. If you have forgotten your PIN number, or if you never received one, dial 1-877-477-3273. Your PIN number will be mailed to you. (Taken from the State Steward's 2005 Annual Report.)

**PROTECT YOUR PAY
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WESTERN STATES 2006

Having survived hosting Western States 2005 Washington carriers now have the opportunity to attend the Western States Conference in Cheyenne, Wyoming. Presiding President will be Patricia Alexander with Pam Wright from Wyoming as Vice President. Montanan Diane Hutzenbiler is Secretary-Treasurer.

The conference begins with a Thursday evening social April 27 and meetings Friday and Saturday, April 28 and 29. This is a chance to meet carriers from the Western area and speak with National Officers and candidates running for office.

Reservations can be made at Little America/Cheyenne at 800-445-6945.

It was suggested that a flight to Denver and renting a car for the drive to Cheyenne was one travel option.

There will be more details in a future issue of this paper and in the National magazine.

SPOKANE NATIONAL CONVENTION 2010

We put on the presentation, we won the bid, now it's time to get to work. If you have any ideas for fund raisers please pass them along to a member of the State Board.

WHY RCAs ARE NOT RECEIVING RETIREMENT CREDIT

From a past National Board

October 22, 2002

Dear :

Thank you for your recent letter concerning the need to provide retirement credit for RCA's.

NRLCA is concerned about the unfortunate situation that currently exists for RCA's. We attempted a number of avenues in seeking to change the current law restricting the "buying back" of time worked by an RCA.

NRLCA belongs to a legislative coalition of 32 employee organizations, both union and management, representing nine million federal/postal, state, and local government employees. The coalition's name is FAIR; it is an incorporated non-profit entity. It gains its legislative prowess from unity of purpose. It meets regularly and any FAIR member may request an issue be added to the collective agenda.

NRLCA requested that legislation to allow part-time employees (RCA's) to buy back time worked when they became full-time postal employees, be added to the coalition agenda. The coalition members recalled the history of the creation of FERS. At that time the federal pension system, CSRS, was under attack because it was not actuarially fully funded. Rather it was statically funded, which means employer-employee contributions did not actually equal what was to be paid to retirees out of the retirement trust fund. So when FERS was created, the law specified that it be dynamically funded, defined as fully funded at the time of each contribution by employer and employee. Additionally, FERS has three components: a thrift savings plan, a defined benefit plan and Social Security. The coalition members pointed out that there is no way to "buy back" thrift plan investments in the stock market. Social Security doesn't allow buy backs. So our coalition members said they were opposed to making "buy back" legislation a FAIR coalition issues

NRLCA wanted some historical perspective so we met with a consultant for NARFE (National Association

of Retired Federal Employees). When FERS was enacted he was the General Counsel for the House of Representatives Post Office Committee. He recalled the same history and said he saw no possibility of passage of such legislation. Simultaneously, the NRLCA approached the US Office of Personnel Management (OPM) and asked their position on such legislation if it were to be introduced. OPM said they would oppose the legislation because one could only "buy back" a portion of a three-fold retirement plan. They also believe the issue was decided once and for all in 1985. OPM stated if such legislation were to move forward, they would recommend the President veto such a bill.

NRLCA went to see several Members of Congress who are on the Committee of Jurisdiction. They politely said they weren't interested in introducing legislation. So NRLCA is confronted with the situation that our legislative coalition will not help us, Members of Congress from the appropriate subcommittee said no, an extremely knowledgeable Association Executive said it is not possible, and President Bush's OPM will oppose the legislation. It was therefore our conclusion that introduction of legislation would be an exercise in futility.

The first thing we teach in our annual state president's legislative seminar is that the least meaningful thing a Member of Congress can do it to introduce a bill, especially if they are not on the subcommittee with jurisdiction over the issue. Annually, 4595 bills have been introduced, however less than 100 have passed into law.

Once again, we are frustrated that it is not possible to do something to relieve the unfair pension situation for RCA's. Every regular rural carrier knows how valuable and indispensable RCA's are to serving our customers and the Postal Service.

We appreciate your concern and will continue to seek ways to solve this problem.

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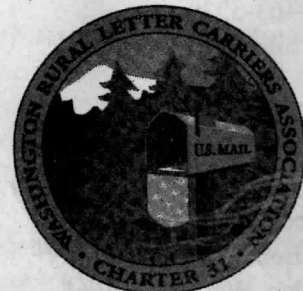
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