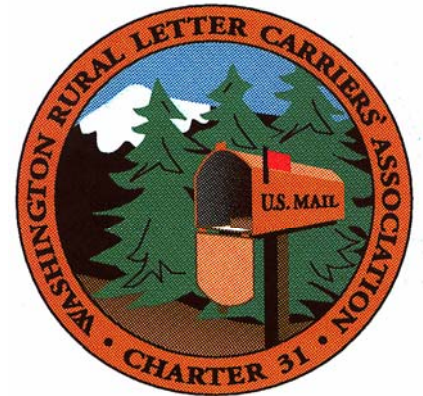


Washington Rural Carrier

Official Publication of the Washington Rural Letter Carriers' Association

Spring 2017



Where Service Begins With a Smile

Meet Ronnie! NRLCA Vice President



Ronnie W. Stutts was re-elected as Vice President at the National Rural Letter Carriers' Association's 112th National Convention in Nashville, TN on August 19, 2016. Soon after being elected as Vice President in 2011, Ronnie realized that there was a need to assist rural carriers across the nation with retirement. He has established a relationship with the Office of Personal Management and has direct contacts there as well as HRSSC with the United States Postal Service to assist our craft when retiring.

Prior to his election, Ronnie was no stranger to the national arena. He served on the 1993 DPS study, was Chairman of the Appeals Process Review Committee, and served as a member of Steward Task Force One. Additionally, Ronnie served as an Executive Committeeman and held the title of Director of

Steward Operations for National Headquarters.

After graduation from high school, Ronnie attended the Newbern Tennessee Tech Vocational School, where he earned a degree in Electrical Engineering. He was employed by the Marrimont Corporation, as an electrical technician until he began his postal career in April of 1977. At that time, Ronnie was hired at the Dyersburg, Tennessee Post Office as a Designation 73 Substitute. He became a Regular Rural Carrier in 1981 on Rural Route 1 in Dyersburg, Tennessee. Since then, Ronnie has dedicated 40 years of diligent service and experience to the rural craft. He carried numerous rural routes in his Dyersburg office. In addition to his service to the National Rural Letter Carriers' Association, he has served in many leadership positions including local, county, district, and state levels to include - but not limited to - Board Member, 2 Vice President, President, and 12 years as Tennessee State Steward representing the nation's largest rural district.

Ronnie feels strongly that we contribute our time and talents to our communities. He also believes we should continue to support the Auxiliary's position and their family plan to improve our

(Continued on page 3)

Western States Conference!

**Don't miss it! You'll be glad
you went!**

NRLCA VP

At our State Convention!

Text Messages

**On your scanner? What you
need to know**

RDWL & Sunday Volunteer List

How do I sign up?

Legislative Solutions

Postal Reform Act of 2017

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Sign Up For Email Updates!

Need to know when the next training seminars are? Find out about upcoming political actions. Get news on contests and promotions!

Here's how:

1. Open your email program. Or, scan the QR code below with your smart phone.

2. Send an email to emailsignup@warlca.com

3. Include the following in your email:

Name

Office

Designation (Regular, Relief, Retired)

County Unit

Local Steward? (Yes/No)

4. You will receive a confirmation email.

5. Once your membership is verified, you will receive confirmation from

updates@warlca.com



Keep in the loop! Scan this QR code with your smart phone to instantly sign up for WARLCA email updates!

Notice of 2017 State Convention and Election of Officers:

The Annual State Convention of the Washington Rural Letter Carriers' Association (WARLCA) will officially begin Sunday, at 8:30 AM, June 25, 2017 and adjourn at the close of business on Tuesday, June 27, 2017. The State Convention will be held at Hilton Garden Inn – North Seattle/Everett, 8401 Paine Field Blvd, Mukilteo WA 98275. Business sessions include voting on proposed constitution changes and resolutions, elections of officers, speakers, and other business that may be brought forth to the delegates.

The following officers will be elected:

*Region Committeeperson One – Two-Year Term

*Region Committeeperson Three – Two-Year Term

There will also be elections to fill vacancies if any of the other positions become vacant during State Convention. A Nominating Committee will nominate at least one candidate for each of the offices. Nominations for any positions may be made from the floor.

This notification fulfills the requirements of pertinent labor laws issued by the Department of Labor, United States Government.

Appointed Positions of the WARLCA

Editor of the *Washington Rural Carrier*

Auto Insurance Director

Provident Guild Director

Political Action Committee Director

Webmaster

Rural Carrier Benefit Plan Representative

Historian

Legislative Director

For more information on any of the appointed positions, refer to President Levi Hanson's article on the next page.

(Continued from cover)

organization and the lives of others. In addition to serving our craft, he served 35 years in the United States Army/National Guard where he negotiated and implemented contracts and earned the rank of Command Sergeant Major. He is a lifetime member of the Palestine Methodist Church and supported the Boy Scout Troop 168 for 18 years, where his son earned the Eagle Scout award.

Ronnie is dedicated to the National Association and is committed to serve all rural carriers nationwide. He vows to never forget that **he is a rural carrier!**

Meet NRLCA Vice President Ronnie Stutts at the 2017 State Convention in Mukilteo!

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Join Us!

By Levi Hanson, WARLCA President

Looking for a way to get more involved in the WARLCA? Do you want to put your skills to work in a way that benefits your fellow union members? Are you hoping to one day be an elected state officer and looking for leadership experience? If you answered yes to any of these questions, then you should consider becoming an Appointee with the WARLCA.

As listed in our Constitution, the appointed positions within the WARLCA are Editor of the *Washington Rural Carrier* (the official publication of the WARLCA), Auto Insurance Director, Provident Guild Director, Political Action Committee Director, and Webmaster. In addition, the Board has agreed to appoint members to the following positions: Legislative Director, Historian, and Rural Carrier Benefit Plan Representative.

Each appointee serves a one-year term from the close of State Convention until the close of the following year's convention. All appointees are appointed by the President in conjunction with the Board. Appointees are expected to comply with the State and National

Constitutions, the State Officers' Resource Manual, WARLCA Board Policy, all applicable rules and laws as set forth by Congress and the Department of Labor and as outlined in the LMRDA Compliance Guide, and abide by State and Local laws. Appointees are also required to agree to and sign the WARLCA Social Media Policy, the Confidentiality Statement, Records/Retention Policy, the Written Conflict of Interest Policy, the Equipment Preservation Policy, and any other policies as deemed necessary by the Board.

If interested in becoming an appointee, please write a letter that includes the position or positions you're interested in, the reason you want to be considered for that position, any experience relevant to the desired position and explain how your particular set of skills would benefit the members of the WARLCA should you be appointed. Letters should

arrive no later than June 20, 2017 and be mailed to Levi Hanson, WARLCA President, 8304 N Northview Ct, Spokane, WA 99208.

Following are brief descriptions of the appointed positions, their obligations and duties. Duties other than those listed here may be required of Appointees as determined by the Board.

Editor

The Editor will be expected to solicit articles from Elected/Appointed Officers, write articles for publication quarterly, be proficient with MS Word, Publisher, Photoshop Elements, and InDesign software, adhere to deadlines, be familiar with copyright laws, communicate with the printing company, respond to emails on a regular basis, attend Board meetings when requested and actively participate in all other WARLCA sponsored meetings, and attend the Editors' seminar at National Convention. The

Editor is compensated per issue.

Auto Insurance Director

The Auto Insurance Director will act as an intermediary between rural carriers and National

General Insurance by promoting insurance policies, assisting members to apply for insurance, communicating with the NGIC Insurance Company Plan Director, reviewing reports of program successes, acquiring promotional materials from NGIC, attending meeting at National Convention, and submitting articles for publication in the WRC.

Provident Guild Director

Attend the annual meeting at National Convention, promote and explain Provident Guild to the membership, submit articles to WRC, recruit Provident Guild membership, keep needed forms readily available, use printout to follow up with delinquent members and assist families in claiming death benefits.

Political Action Committee Director

Be familiar with WARLCA PAC Handbook, educate members on the purpose of PAC, issues of

You should consider becoming an Appointee with the WARLCA.

importance to rural carriers, inform members of the Hatch Act, raise funds through raffles, auctions or other means, collect and submit those funds to NRLCA PAC, keep records and provide regular reports to the Board, attend required meetings including State Convention and PAC Chairman's meeting at National Convention.

Webmaster

Regularly maintain and update the WARLCA website, manage domains, be familiar with website development and publishing, send email updates to the membership, report website activity to Board, and attend meetings as required.

Legislative Director

Keep members informed on legislative issues, provide information for communicating with elected officials, keep members informed by attending meetings and writing articles for the WRC, coordinate with NRLCA Director of Governmental Affairs, maintain active communication with County Legisla-

tive Liaisons and update the Board on legislative issues affecting rural carriers.

Historian

Work with Secretary to maintain the archives and preserve historical documents for State and County Units, collect and preserve interesting articles/stories about rural carriers and rural delivery, interview carriers, retirees and family members, encourage County units to collect interesting/historical data, promote public relations, regularly submit articles for publication in the WRC.

Rural Carrier Benefit Plan Representative

Work closely with NRLCA Health Benefit Director, attend State meetings, inform new regular and relief carriers of available plans and promote those plans, provide informational material to members and write occasional articles for the WRC.

Questions regarding appointed positions should be directed to Levi Hanson at warlcapresident@gmail.com or 509-280-8610.



Hope for Postal Legislation

By Kurt Eckrem, WARLCA Vice President

Introduced in January by Representative Jason Chaffetz (R-UT) and a bi-partisan committee, H.R. 756, The Postal Reform Act of 2017, shows some real promise of finally getting something done to address the problems faced by the USPS. This legislation incorporates many of the same ideas that have been part of prior proposed attempts that never got off the ground, but in a form that all of the major players (Congress, USPS management, the four Unions, and the mailing industry) can support. While none of those involved are completely happy, that is often the nature of a successful compromise. Testimony before the committee by the Postmaster General, the President of the NALC, a representative from the Mailers, and a spokesperson from the OIG was contentious at times, but also showed that all of them are willing to work to get this legislation passed.

While some of the proposed changes will have an immediate impact on rural carriers, others may not be as noticeable. In a nutshell, H.R. 756 proposes the following changes, which will be discussed in more detail below:

- 1) Establishes separately rated postal plans within the FEHB,
- 2) Automatically enrolls retirees into Medicare,
- 3) Changes the way the Retiree Health Benefits prefunding payments are figured,
- 4) Changes the make-up of the Postal Board of Governors,
- 5) Allows conversion of some deliveries to centralized or cluster box delivery,
- 6) Allows some postal rates, including First Class, to increase,
- 7) Authorizes the Post Office to provide some nonpostal products and services,
- 8) Creates a Chief Innovation Officer to oversee new products and services.

Congress has struggled for years to figure out how to deal with the USPS. Is it a true government agency or not? How much autonomy is too much? In 2006, Congress passed the Postal Accountability and Enhancement Act, which was intended to relieve the government of covering postal retiree health benefit costs by making the Post Office itself set up a fund by

prepaying 5.5 billion dollars per year for ten years. At the time, it must have seemed like a good idea, but we all know how that turned out. In order to continue making those payments, the Post Office had to resort to some very drastic measures. Chaos ensued. The last few years, the Post Office has defaulted on those payments just to stay in business. Taxpayer bailouts have been threatened. Privatize the Post Office, others say. Fortunately, cooler heads have come together and realized that the delivery of mail is an important service the public needs, and that some constructive ideas need to be implemented.

First off, the elephant in the room- the Health Benefits issue. H.R. 756 proposes to reform the Federal Health Benefits Program (FEHB) in the following ways. Separately rated postal plans within the FEHB will be established beginning in January 2018. Current insurers, as well as any other insurers, may offer postal plans, and most current employees and retirees who elect coverage through FEHB will be required to enroll in a postal plan. Medicare eligible postal retirees and their families will be automatically enrolled in Medicare Part A and B. Additionally, the Postal Service will cover a decreasing portion of the Medicare Part B premium for current retirees transitioning into Medicare as a result of this legislation over four years. Also, the Postal Service will be required to make actuarially-based prefunding payments to the Retiree Health Benefit fund, like insurance companies use, and the prepayment schedule will be re-examined with an eye to making it more realistic. The Postal Service's pension costs and liabilities will be calculated using postal-specific demographics, and any surpluses will be amortized and returned to the Postal Service.

One of the several changes in the operations part of the Post Office that will be noticed immediately by rural carriers if H.R. 756 is passed is that First Class postage will increase by 1 cent. Other rates will be examined by the Postal Rate Commission (PRC) to determine if they cover the actual cost of the service they provide, including international mail costs. The PRC will be required to look at other factors, as well, including the stability of the Postal Service and whether established service standards are being met. The Postal Board of Governors will be reduced to five members, from its current nine, and together with the PRC, will be taking a renewed look at the Post Office

offering nonpostal products and services. The Postal Service is also required to establish and appoint a Chief Innovation Officer, whose job it will be to analyze and determine the implementation of those products and services.

As for the daily job rural carriers perform, some carriers, especially in more urban areas, may see the Post Office pushing centralized delivery to businesses and residential customers, as this legislation does allow for that type of conversion to take place. One other issue covered in this legislation that may impact carriers in more rural areas is the requirement that the Postal Service consider additional factors when evaluating whether or not to consolidate or close a post office. Such factors include distance to the next post office, weather and terrain and other characteristics of the location, and the availability of internet service. The review period will be shortened, and community input will be required to be taken into consideration. There will also be a more available appeal process.

On Friday, March 16th, H.R. 756 was voted out of Committee, and now goes to the floor for full House consideration.

Update: On Friday, March 16th, H.R. 756 was voted out of Committee, and now goes to the floor for full House consideration.

There are other parts of this legislation that address the fairness of the selling of metered postage between the Post Office and private companies, as well as changes in how the Post Office is required to award contracts. Interested members can certainly find more detailed information on this legislation online, as well as other proposed legislation. In the House, as of the writing of this article, are H.Res 15, which pertains to the continuation of 6-day delivery (yes, it is still an issue), currently cosponsored by only Reps. DelBene and Herrera Beutler from this state, and H.Res 31, calling on the USPS to restore service standards to the 2012 level, currently cosponsored by only Reps. DelBene and Larsen from this state. Members should be calling, writing, and emailing their Representatives and Senators regularly to express their concerns. Also, sign up for WARLCA email updates to get the latest information on town hall meetings and other current important information. Updated contact information is now available on the State website: warlca.com.

Get INformed Get INVolved Get IN on it



Secretary's Stats & Treasurer's Tidbits

By Becky Wendlandt, WARLCA Secretary-Treasurer

Tired of working long hours on the route and seeing no evidence of those light days that are supposed to balance out the long and longer days? Are you wondering what is happening on the time study for the evaluation system? I feel like I donated way too many hours to USPS while waiting for the time study on my Amazon-driven route and know that the last mail count never reflected what is actually happening. I complained to my local steward (just ask Jeff) and my fellow State Officers and even tried putting through a resolution going hourly until the study was done. I could not figure out why other carriers did not feel that way until I talked to other State Secretary-Treasurers from Mid-States. Some drove right-hand drive Subarus which would never hold an "average" days' worth of parcels on my route. They had 42K to 46K's, yet drove 60-plus miles and their parcel volume really only increased during the holidays. Yes, we may be all called rural carriers, but we have different conditions we work under. If you feel that you are working more and more for less pay, don't do what I did!

Don't complain to your stewards or county/state officers because we can't do anything about it, no matter how much we wish we could! Come to Western States Conference and talk to the National Officers who are the only ones that can negotiate with the USPS for us!!!

Did you know you are getting a pay increase? Here is a bit of good news from the National Office; the Bureau of Labor Statistics released the January 2017 Consumer Price Index which will result in an increase in pay for eligible rural carriers. The second COLA raise of this contract will begin rolling out for Regular Carriers during PP 06 2017, in the paycheck that will be dated March 24, 2017. For RCA/RCR's hired before August 11, 2012 the hourly increase will begin the first pay period of August 2018. In lieu of COLA, the hourly rate for RCA's hired after August 11, 2012 shall include additional increases of 1.0% in

2015, 1.0% in 2016 and 1.0% effective 11-25-2017. Based on a 40-hour evaluation for regular carriers, the COLA increase will be about \$333 with proportionally higher amounts for larger routes.

Membership Increasing! We are now at 1,998 members (from 1,924 this time last year). All have worked hard for this increase with our Board members attending orientations, I have sent letters recruiting all non-members, and carriers personally talking and recruiting the non-members in their office. Nationwide, we are experiencing the highest turnover I have ever seen. We now have 45 ARCs, of which only eight are members. Since many of them see the ARC position as a temporary job, we don't get as many of them to join like we do RCAs. However, I have seen lately some ARCs going to RCA position and of course we will go after recruiting them again.

Want to be a State Convention Delegate? Please plan on attending your county's annual meeting to put your name in for state convention delegate at Mukilteo, WA on June 25-27, 2017. You will get a county meeting notice with

Please plan on attending your county's annual meeting to put your name in for State Convention delegate in Everett.

the date and time of your county meeting, and you can also check the warlca.com website for dates, time, location, etc. All county credentialed delegates receive round trip mileage at IRS rate of \$0.535 per mile (cap at 850 miles) and \$250.00 state convention allowance for attending all three days of convention.

Planning on running for an Elected State Office Position? Just in case you are elected, plan on attending the Board meeting June 28, 2017 from 8 AM to noon the day after State Convention ends, as well as week of July 30 to August 4, 2017. Offices open for election are Region Committeeperson One and Region Committeeperson Three, both are two-year terms. If you are interested in the duties of any position, please contact any current State Officer.

2017/2018 County Officer Luncheon and Recognition: I hope all 2017/2018 county officers will plan on attending the 2017 State Convention county

officer luncheon. Time to be rewarded with a free lunch! We have a great bunch of dedicated county officers who work hard on doing the county Union business and representing their members. I am very proud of them and enjoy working with each and every one! It takes a team and Washington State has the best! Thank you!

Want to be a National Convention Delegate? Nominations must be **received** by mail at PO Box 336, Liberty Lake WA 99019 by **May 14, 2017**. Any nominations received after this date will be returned by the Post Office with "Box Closed" endorsement, and the name will not be on the ballot. Nomination forms can be found in the *National Rural Letter Carrier* magazine, in the February, March, April, and May

issues. Nominations must be on this form (or a copy of this form). You can also find the *National Rural Letter Carrier* magazine online at nrlca.org. **Please allow three to five days when mailing your nomination to be received at the PO Box! Don't delay, mail early.**

Notice of 2017 State Convention and Election of Officers: The State Convention of the WARLCA (Washington Rural Letter Carriers' Association) will officially begin at 8:30 AM, Sunday, June 25, 2017 at Hilton Garden Inn-North Seattle/Everett, 8401 Paine Field Blvd, Mukilteo WA 98275.

The following officers will be elected:

Region Committeeperson One and Region Committeeperson Three – Two-Year Term

There will also be elections to fill vacancies if any of the other positions become vacant during State Convention. A Nominating Committee will nominate at least one candidate for each of the offices. Nominations for any positions may be made from the floor.

Want to remember all these dates and meetings? Just check out the warlca.com website for all the information. And of course, nrlca.org website too! As always, I am an email (warlca@gmail.com) or phone (509)710-7840 call away. I look forward to hearing from you.

Statement of Activities	Jul - Feb '17	Budget
Income		
4000000 · National General Insura...	12,770.79	17,500.00
4100000 · Interest / Dividends	1,163.66	2,500.00
4200000 · Membership Dues	178,350.11	240,575.00
4400000 · Reimbursements	802.16	40.00
4500000 · Sales	7,510.00	4,000.00
Total Income	200,596.72	264,615.00
Expense		
5000000 · Accounting Fees	4,226.50	4,800.00
5100000 · Awards & Recognition	75.00	170.00
5300000 · Employee Benefits	4,538.43	3,800.00
5400000 · Equipment	2,545.88	1,250.00
5600000 · Lodging	20,057.70	12,200.00
5700000 · National Convention	48,845.40	48,845.00
5800000 · Office Expense	1,875.94	1,750.00
5900000 · Payroll Taxes	7,648.69	8,000.00
6000000 · Per Capita Dues	2,459.57	4,300.00
6100000 · Postage	4,523.60	5,350.00
6200000 · Printing	715.77	600.00
6600000 · Salaries and Wages	89,370.66	121,475.00
6700000 · State Meetings	13,090.26	31,575.00
6701000 · State Paper	6,689.25	6,300.00
6900000 · Telephone & Internet	865.00	1,440.00
7000000 · Travel	12,487.97	9,610.00
7200000 · Western States Confere...	697.61	630.00
Total Expense	220,713.23	262,095.00
Net Income	-20,116.51	2,520.00

Statement of Financial Position	Feb 28, 17
ASSETS	
Checking/Savings	
1010000 · Chkg - WA Trust Bank	17,427.34
1020000 · Savings - APCU	67,512.58
1030000 · Chkg - APCU	113.92
1041000 · EmergencyFundCD#75-12mo	41,128.33
1410000 · C.D.#71 APCU 12 mo	32,448.96
1430000 · C.D.#73 APCU 12 mo	31,149.85
1460000 · C.D.#74 APCU 12mo	41,128.33
1470000 · C.D.#76APCU24moEmerFund	21,311.72
Total Checking/Savings	252,221.03
TOTAL ASSETS	252,221.03
LIABILITIES & EQUITY	
Equity	
3900000 · Net Assets	272,337.54
Net Income	-20,116.51
Total Equity	252,221.03
TOTAL LIABILITIES & EQUITY	252,221.03



State Convention 2017

By Tara Mohr, Region 1 Committeeperson

2017 State Convention

Taking place at the Hilton Garden Inn in Mukilteo; Convention dates are 6-24-17 through 6-27-17. On Saturday the 24th, we will be hosting a meet and greet PAC dessert auction so please bring your treats. The meet and greet times are from 7 PM to 8:30 PM. On Sunday the 25th, starts the Convention at 8:30 AM, there will be a recognition lunch buffet that all members and family are welcome to attend. Don't forget to register! On Monday the 26th, Convention will start at 8 AM. Lunch is on your own and dinner will be a buffet starting at 6:30 PM. Show up early for the no-host bar starting at 6 PM. A DJ and dancing will be our after dinner entertainment. On Tuesday the 27th we will begin at 8 AM.

Room nights will be \$129 per night and food discount coupons will be made available when you check in.

Please bring PAC auction baskets and your money. We will have raffles, auctions, and games throughout the convention.

Looking for fun attractions while you're here?

Mukilteo - Classic Car Show June 24 - June 25, 2017 10:00 AM - 3:00 PM

10719 Bernie Webber Drive
Mukilteo, WA 98275
425-347-1456

The Chamber, the Historic Flight Foundation, and other Chamber Sponsors present the Eighth Annual Mukilteo Car Show, June 24-25, 2017. Over 125 cars, vintage aircraft, and a fantastic setting on Paine Field makes this a terrific event bringing many visitors from outside the Mukilteo area. Enter your car to one of the many different and unique categories. You will have the chance enjoy great cars, live music, food, and fun! Come and vote for your favorite car! Awards for fun categories are given throughout the day and an awards ceremony at 2:30 PM and don't miss out on raffle prizes!



Boeing Tour & Future of Flight Aviation Center

Museum of Flight Restoration Center

2909 100th St SW

Everett, WA 98204

(425) 745-5150

The Boeing Tour of its commercial jet assembly plant in Everett is a fascinating experience for older kids and adults alike. The Future of Flight Aviation Center & Boeing Tour is designed to provide visitors with an understanding and appreciation of technology as applied to the science of flight. This unique interpretive facility will let kids design their own jets and take home souvenir print-outs! Kids also can try out the next generation of in-flight entertainment systems, touch the high-tech "skin" of the new Boeing 787 and learn how technology and aviation can serve as change agents to connect people and cultures across the globe.

Future of Flight Aviation Center & Boeing Tour is open daily with hourly tours from 8:30am—5:30pm. Children must be at least 4 feet tall. To ensure admission, it is best to reserve your ticket and tour time in advance online or by phone. Gallery Only tickets can be purchased onsite. Discounts for Boeing employees available at ticket counter day of tour only. No reservations.

Aviation Center:

Monday - Sunday 8:30 a.m. - 5:30 p.m.

Boeing Tour:

8415 Paine Field Blvd.

Mukilteo, WA

Monday – Sunday On the hour from 9 a.m. – 3 p.m.
Call 1-800-464-1476 for advance tickets

Traxx

4329 Chennault Beach Road
Mukilteo, WA 98275
(425) 493-8729

Traxx features fast indoor go-karts for ages 11 to adult and an upstairs kids track for kids 3-10, who drive our specially-designed kids karts in the Everett area.

In addition to karting, Traxx also offers a climbing wall, Velcro wall, bouncy basketball house, in-house snack bar, video game arcade, pool tables, and air hockey.

*Races must be completed by the same person, on the same day to receive the multi-race pricing *Race sessions*

are 8 mins. in length (approx. 15-20 laps indoors or 10-15 laps on the longer indoor/outdoor seasonal layout). Actual number of laps will depend on your personal lap times.

With a passion for our members and our rights as employees, I want to remind you that **united we bargain and divided we beg.**

With a passion for our members and our rights as employees, I want to remind you that united we bargain and divided we beg.

Attend your annual meeting and come to State Convention to make your voices heard.

As always, any questions or concerns, please contact me

or any other Board member for assistance.



You Still Have Time to Smile

By Stella Fazzino, Region 2 Committeeperson

To say the physical and mental demands of the Postal Service have been quite a struggle lately is a complete understatement. Let us not forget that we are the ones that put SERVICE in United States Postal Service. Providing great customer service makes happier customers who are much easier to interact with, in return making your job more enjoyable. Turn on the news or look on social media, we are not always getting the most favorable commentary. I truly feel we have the power to turn that perception around. I know I am not alone when I say that I feel as though I must rush through my day hoping to make my evaluation, but I think there some things rural carriers can do to improve our customer relationships that take little to no extra time.

Know and stand behind your products. Do your customers know that you are a post office on wheels? Help the people on your route be more knowledgeable that you don't just deliver mail and parcels every

day. Tell them you pick up parcels, sell stamps, money orders, and much more. Also, make sure to have forms available for your customers to put their mail on hold or to forward it. Customers are surprised and appreciative when you have saved them the inconvenience of going to the post office.

Take pride in being a United States Postal Service Rural Carrier. Show you have work ethic by aiming

Have a friendly attitude and SMILE. In our present-day postal environment, positive attitudes aren't routine.

for excellence in all the work you do, it will show.

Look and act professionally. Dress clean, appropriately, and safely. Share affirmative rather than destructive comments about the

Postal Service with your customers. If you don't like the USPS, it will strongly influence how the customer sees our company.

Then there's what takes less than a split second to do. Have a friendly attitude and SMILE. In our present-day postal environment, positive attitudes aren't routine. Days are hard and long, and there's so much on people's plates. However, a little smile

makes a huge impact. A smile is the first impression we have on our customers. It's important to begin and end all encounters with our customers with some kind of positive experience. "Hello", "please",

and "thank you" are great. Just basically speak in the manner you would want to be spoken to. Let this courteous treatment be what the Rural Carrier is remembered for.



Nightmares

By Lorrie Crow, Region 3 Committeeperson

Have you ever had that dream where you walk into the Post Office to report for work and it seems you are in the wrong place? All the cases have been moved around and there are stacks of new labels at all of the cases. You have a new postmaster that is "making their mark" and introducing new changes. The first of which is to rearrange the work room floor, and insists that all the case labels be put up by the end of the work day on wrapped instead of stacked cases. This is one of the many dreams I have had off and on for years, it always changes just a bit each time. Once my case even rotated, talk about a nightmare.

But what if it wasn't a dream and something like this really happened. These are the questions that would be running through my mind. Can they just move the cases around like that? How am I supposed to have all new labels done by the end of the day? I don't know about you, but it takes me about a week to check, fix, add and delete names and addresses as needed to the new labels. What if you are an RCA, is that part of your job description? Do I have to wrap my case? What if I want it stacked? Unfortunately, I am not your steward and can't answer these questions for you.

So what do you do? If you are lucky, you are one of the few offices with a local steward and your steward is asking questions. Or maybe your office is assigned to an area steward, like Janie Walla. If not, depending on where you are in Washington, you would either want to talk to Joyce Patteson or Renee' Pitts, our Assistant District Representatives. Patrick Pitts, the District Representative for Seattle District,

would also be someone to talk to. Unless your office is in Lower Columbia County Unit, your DR will be Monte Hartshorn. The contact information for all of the above mentioned persons is available on the WARLCA.com website and on the inside of the front cover of every magazine. If you are the one asking these questions and willing to make the calls because there isn't a steward, maybe you should consider becoming the steward for your office.

I know a lot of us became stewards when we were RCAs, so if that is what is holding you back don't let it. I understand the position can seem daunting. Although there is a lot to learn being a steward, you will find that there is also unending support and patience. No one expects you to know everything

If you are the one ... willing to make the calls ... , maybe you should consider becoming the steward for your office.

and be able to do it all without help and mentorship. It is a continuous learning experience and sometimes you do fall down. But there is always someone there to help you back up, point you

in the right direction and keep you going. I have been fortunate and haven't had many problem managers so have not had to file a ton of grievances, actually very few. But I always have a copy of the contract on hand and use it in almost all meetings. So much so, that when management sees me coming with contract in hand, I think they would like to close and lock their door and pretend they aren't there.

One thing I do truly believe is that having a local steward in the office does make a difference. If this is something you have been considering doing, now is the time to fill out the Form 10, follow the directions, and join us.



Temptations

By Paige Barrett, Region 4 Committeeperson

It is the most interesting of phenomena. It can be seen in very young babies and remarkably even in our elders. Anyone of any age will be tempted to push the rules, test the thickness of the _____ LINE. You have been given rules to follow, but many believe that rules were made to be broken. Rules are usually established to keep us safe or to maintain consistency in behavior. But who can resist sneaking to get that forbidden toy, or to sneak a cookie in right before dinner?

Let's talk a minute about those rules that keep us safe. Let's start with our health. We need to be healthy to function at our best. Good diet, good hygiene, good food, good sleep; all are important factors to being the best you there is!

Let's look at our appearance. When we all started as rural carriers, we were likely very excited that we did not have a uniform to wear. Although we don't have a uniform as the city carriers and the clerks have, we are still expected to present ourselves in a professional manner. Please uphold the pride of being a rural carrier by choosing your clothing wisely. Don't forget those precious feet either. They DO carry the weight of the day, quite literally. Make sure you protect them by wearing leather shoes, not with a heel or open toes or backs either. So when you are all alone out on your route, way in the country, and feel those hot feet screaming at you to please take those hot shoes off, remember, that is likely when you will drop a package on your foot or the floorboard suddenly becomes much hotter than normal and you injure your foot. Don't do it!

In your vehicle, it is a rule to follow that we wear our seatbelts. Seatbelts save lives! This is a rule that we are expected to follow while delivering our routes. Please make sure you are buckled in before your vehicle moves! Oh, but you say, I am way out in the middle of nowhere and hardly meet a soul when I am delivering my mail. No one is going to know. How is your family going to take it when they hear that out of nowhere came a vehicle that threw you out of the vehicle and they can now visit you at the hospital if you were lucky.

Obey the speed limits! I know the pressure is on and you feel it sometimes, ok, well often, that you have to push the speed just to make up the time.

DON'T be tempted to do it!

Those little scanners have GPS in them and if you are exceeding the speed limit, it WILL notify someone in Seattle who will then notify your postmaster or supervisor.

You know the rules. Follow them. If in doubt, look it up in the PO 603 or contact your local steward.

sor.

Delivering packages to your customers. They need to be taken to the door if possible. Don't throw them. Don't strap them to the mailbox. I know it takes more time to get out and do this, I know, but it is a rule we are expected to follow.

These are just a few, but I think my point is clear. You know the rules. Follow them. If in doubt, look it up in the PO 603 or contact your local steward. If you do not have a local steward, please do not call a neighboring steward in another town close by, they cannot answer your questions! You need to contact your area steward or Assistant District Representative. Please refer to WARLCA.com to determine who your contact is.

#PostalProud



Springing Into Problems

By Monte Hartshorn, Portland District Representative
(Representing the members of Lower Columbia)

Finally, spring is beginning to arrive and we rural carriers are looking forward to better weather and perhaps a few lighter days. Unfortunately, instead of looking forward, the Portland District Manager is dredging up past issues that have been settled via the grievance process. Rural Carriers are being told that they must not work over 10 hours in the day (and should be under evaluation) and that if they are not out of the office by their "leave" time, they must take DPS to the street and must not mark their parcels. The latest instruction is the "Golden Hour" which requires silence and the inability to take any break time during the first hour of work. It seems that management believes the quicker rural carriers are forced out of the office in the morning that they will be under evaluation for the day, regardless of volume. All of these instructions have been forwarded to our National Officers. In the meantime, please remind each and every rural carrier that we must work in a safe and diligent manner. Safety always comes first.

Text Messages on the MDD Scanners: Rural Carriers in the Portland District have been receiving text messages on the scanner from management usually concerning Express Mail or late arriving parcels that need to be delivered. Management using the scanner in this manner is inappropriate. The Text function on the MDD Scanner is to be used for safety-related messages and alerts ONLY. If any office is using the scanner text function inappropriately, then please immediately contact your District Representative or Assistant District Representative. Please make sure to let them know what the text was about.

The Edit Book and PS 4003: Are you working for free? We are finding a lot of routes that are under evaluated because while the edit book has been consistently updated, the PS 4003 has not. Please remember that any growth must be reflected on the PS 4003 for it to be added to our evaluation. Any "box" growth must be at least an hour to move our

evaluation. Mileage, hardships, collection compartments, and parcel lockers are "base hour" adjustments that immediately add to our evaluation. Please make sure not to combine the two. I recommend that rural carriers occasionally count their active (and inactive less than 90 days) regular and centralized boxes and then give management, in writing, how many of each we have. It is a great idea to get the note round-dated. It is imperative that you keep a copy. The PS 4003 can be back dated, but we would have the burden of proof to show to what date it should be back dated to.

Relief Day Work List (RDWL): Article 8.5 requires that a new RDWL sign-up be posted for a two-week period beginning three weeks before the first full pay period in May (this year, May 13th). The RDWL must be posted for sign-up April 22nd through May 5th. If for any reason the RDWL is not posted, immediately contact your assigned steward. On May 13th, the prior list is discarded and management begins in order of seniority from the new list.

Please note that there is new language in Article 8.5.A.3:

A regular rural carrier will not be required to work if the carrier has at least one day of annual leave (including an approved X day) or sick leave adjacent to the relief day.

Sunday/Holiday Parcel Delivery Work List (SWL): While every office is required to have a Sunday Work List (Article 30.2.P), the SWL is slightly different. The SWL is to be posted in concurrence with the RDWL. This list is for PTFs and RCAs. In offices with Sunday Parcel Delivery (Hubs), offices associated with the hub office for Sunday parcel delivery (spokes) and "nearby" rural delivery offices the rural reliefs (excluding ARCs) have the opportunity to sign whether they are volunteering to work delivering parcels on Sunday/Holidays or not. New hire RCAs must be afforded the opportunity to place their name on the SWL within 60 days of hire. Management must take the lists from the offices that

The Text function on the MDD Scanner is to be used for safety-related messages and alerts ONLY.

are linked (Hub-Spoke-Nearby) and combine them. The volunteers are listed in ALPHABETICAL order and the non-volunteers are listed in ALPHABETICAL order.

When there are Sunday/Holiday parcels to be delivered, management will first use all available ARCs. If there are not enough ARCs, then management at the Hub office will select leave replacements from the volunteer list on a ROTATING basis. If there are not enough volunteers, then management at the Hub office will select reliefs from the non-volunteer list on a ROTATING basis. Any RCA serving full time on a vacant route or in the absence of a Regular Rural Carrier (Designation 71) will not be utilized unless all the leave replacements from the volunteer and non-volunteer list are already being scheduled.

Any relief carrier who has approved leave or a non-scheduled day adjacent to Sunday or the holiday will also be bypassed. The relief may ask, in writing, to not be bypassed as long as the request is put in concurrently to when the leave was requested. Also,

management may bypass leave replacements if the assigned work hours would result in the relief exceeding 40 hours at the end of the week. Again, if this list is not posted within the nationally agreed time period, immediately contact your assigned steward.

Each and every rural carrier would love to be working under evaluation each and every day. We all recognize that at times volume makes this impossible. Please DO NOT ever let pressure or other commitments tempt you into working in an unsafe manner. We work to earn a paycheck to that we can support our families and live a comfortable life. Working in an unsafe manner puts our careers at risk, but more importantly puts our health at risk. We must remember to always work in a safe and diligent manner. Management will never accept that we were pushed too hard to do the impossible within our "evaluated time"

Ignorance may be bliss, but it will cost you. Be involved in your Union.



Your Chance Is Coming Soon, So Don't Miss It!

By Joyce Patteson, Seattle Assistant District Representative

What chance, you say? Well, for a regular carrier, the chance to sign up for the Relief Day Work List – also known as the RDWL; and for a RCA, the chance to place your name on the volunteer list for Sunday and Holiday parcel delivery. Any regular carrier that desires to work their relief day – regardless of route classification, can place their name on the RDWL. By the same token, any leave replacement desiring to deliver parcels on Sunday and Holidays can place their name on the volunteer list.

There are only two opportunities each fiscal year to sign up. The first one is three weeks prior to the beginning of the new guarantee period, and the second is three weeks prior to the beginning of the first full pay period in May. In this case, the first full pay period in May is PP11. Therefore, the lists should be posted for two weeks beginning on April 22 and ending on May 5 with the effective date being May 13. The week in between provides management a chance to properly arrange the lists. The RDWL will

be listed by seniority, and the RCA Sunday and Holiday parcel delivery volunteer list will be listed alphabetically by last name. Each time a new list is established, it will supersede the preceding list.

If a regular carrier is needed to work their relief day, they will be selected from the RDWL in order of seniority on a rotating basis. Regular carriers from the RDWL will be utilized prior to management taking volunteers or mandating by juniority. You can be bypassed on the list if working would cause you to exceed either the annual guarantee (2080 hours), or 56 hours within one week. In addition, you can't be required to work your relief day if you have pre-approved leave (annual, sick, or a scheduled X day); however, you can notify management that you're still available to work if needed.

One of the advantages of being on the RDWL is that you have a choice as to your pay for the relief day. You may choose a DACA Code 5 (a day and a half of pay); a DACA Code 3 (a half day of pay and

an X day as scheduled by management to be taken within 12 weeks); or a DACA Code R (an X day as mutually agreed by you and management to be taken within 12 weeks). If you're not on the RDWL and you either volunteer or are mandated to work your relief day after exhaustion of the RDWL, the only option for you to be paid is a DACA Code 3. As with other articles in the contract, there is an exception: if the leave replacement scheduled to serve your route has submitted a written request for leave or a non-scheduled day on your relief day, if you sign their request thereby indicating agreement, you may work your relief day. This is one time where management may bypass the RDWL and in this case, you will be working for a DACA Code R. The X day is to be immediately scheduled by mutual agreement.

If you're finding that being on the list is detrimental to your having any time off – for example, your office is short-staffed and you're being scheduled to work your relief day every week, you can get off the list any time after working the scheduled day.

As a RCA, you would either be a volunteer or a non-volunteer on the Sunday and Holiday parcel delivery list – one or the other, and the list may have volunteers and/or non-volunteers from nearby offices. Management would first select RCAs alphabetically on a rotating basis from the volunteer list. If additional RCAs are necessary, they would then be selected alphabetically on a rotating basis from the non-volunteer list. One exception to the selection process – if there have been ARCs (Assistant Rural Carriers) hired in your area, they would automatically be scheduled and/or selected prior to any RCAs,

and they would not be included on the lists as ARCs are hired specifically to work Sundays and holidays.

If you are an RCA serving a vacant regular route, or a route where the regular carrier is on an extended absence, you will not be scheduled unless both the volunteer and non-volunteer lists have been exhausted. This would also include the first 90 days you are working that route prior to your designation being changed to 74.

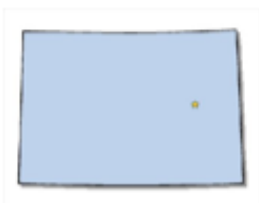
You will be bypassed on both the volunteer and the non-volunteer list if you have approved leave or an approved non-scheduled day adjacent to either the Sunday or holiday. You may however, request in writing that you not be bypassed if you give notice at the time you request the leave or non-scheduled day. Management may also pass you by if working would cause you to exceed 40 hours at the end of the work week.

Much like the regular carriers on the RDWL, if you're on the volunteer list and no longer wish to volunteer, you may get off the list any time after working the scheduled day. You will then be plugged into the non-volunteer list alphabetically, and you cannot put your name on the volunteer list until the next opportunity as outlined in the first paragraph of this article. However, a newly hired RCA will be afforded the opportunity to place their name on the volunteer list within 60 days of their date of hire. If they choose not to volunteer, they will be placed on the non-volunteer list.

If you have any questions after reading this article, feel free to contact me or your assigned steward for more information.

There are only two opportunities each fiscal year to sign up [for the RDWL or Sunday/Holiday volunteer list].





2017 WESTERN STATES CONFERENCE SEATTLE WASHINGTON

DATE: April 20 -22, 2017 (Thursday afternoon through Saturday)

NOTE: New This Year -- We will have an Elected and Appointed State Officers Training provided by NRLCA starting at 2 PM until 5 PM on Thursday, April 20, 2017. All Welcomed!

LOCATION: DoubleTree Suites by Hilton Hotel Seattle Airport - Southcenter
16500 Southcenter Parkway, Seattle, Washington, 98188-3388 (SEA-TAC Airport)
However, Doubletree is sold out of rooms. The following Hotels will provide shuttle service to the Doubletree as well as the airport.

Embassy Suites Hotel Seattle-Tacoma International Airport, Rate \$139 for 2 beds, Use Group Code 7RL and Group Name of Washington Rural Letter Carriers.

To get the \$139 rate you must book for 3 nights. Group cut-off date is: Friday April 6, 2017
Individuals can make their reservations by any of the following:

1) 1-800-Embassy (1-800-362-2779) 2) Reference group code above. Or by using the booking link:

https://secure3.hilton.com/en_US/es/reservation/book.htm?inputModule=HOTEL&cityhcn=SEATUES&spec_plan=CES7RL&arrival=20170419&departure=20170423&cid=OM.WWW.HILTONLINK.EN.DirectLink&fromId=HILTONLINKDIRECT

Ramada at Tukwila, Group rate of \$89.99 for 1 King bed and \$99.99 for 2 Queens.

Call 425-226-1812 and tell front desk it is under WARLCA Room Block. Failure to cancel room reservation within 48 hours of arrival date will result in a charge of one night's room and tax. Check in after 4 PM and check out at Noon. Complimentary breakfast including 1 hot entrée' each day, free internet, refrig and microwave. On site restaurant and lounge.

Conference Registration:

Registration Fee (Cost is \$85 after April 1) \$65	X	Number	TOTAL
		_____	\$_____

Includes all Breaks, Thursday Night Social,
Full Lunch Buffet on Friday and all seminars/meetings

Please Print: **TOTAL ENCLOSED** \$_____

Name(s): _____

Address: _____

City/State/Zip: _____

Phone #: _____ **E mail:** _____

ENCLOSE CHECK (Payable to "WARLCA") Add Late fee of \$20 if mailed after April 1.
MAIL BY APRIL 1ST TO: WARLCA, 2811 N Chase Rd, Liberty Lake, WA 99019-5002.

Questions: Call Becky Wendlandt at (509) 710-7840 or E mail: warlca@gmail.com

More Information on WARLCA.com

WARLCA Members: Your registration fee is refundable, minus the late fee if applicable, once you have checked in at the sign in table prior to Conference opening. You have to sign in in order for your registration fee to be refunded.

Here is what is on the tentative agenda this year (PLEASE NOTE: times/speakers may change)

Thursday – April 20, 2017

12:00 PM	REGISTRATION
2:00 – 5:00 PM	STATE OFFICERS' TRAINING – <i>NRLCA</i>
5:30 – 7:00 PM	RECEPTION
7:00 – 9:00 PM	LABOR RELATIONS SEMINAR – <i>NRLCA</i>
7:00 – 9:00 PM	OWCP SEMINAR – <i>Devin Cassidy, NRLCA Specialist</i>

Friday – April 21, 2017

9:00 AM on	NATIONAL AUXILIARY ADDRESS – <i>President Sheila Reardon-Gilman</i> NRLCA INSURANCE PLANS – <i>Manager Cameron Deml</i> USPS WESTERN AREA SPEAKER APCU ADDRESS NGIC ADDRESS Buffet Lunch
1:15 PM on	LEGISLATIVE ADDRESS – <i>Director of Governmental Affairs Paul Swartz</i> NRLCA PRESIDENTS ADDRESS – <i>NRLCA President Jeanette Dwyer</i> LEGAL COUNSEL ADDRESS – <i>NRLCA Legal Counsel Michael Gan</i> Q & A Session – <i>NRLCA Officers & NRLCA Headquarters Staff</i> Door Prizes

Free Time or Evening Seminars:

7:00 – 9:00 PM	RETIREMENT SEMINAR – <i>NRLCA Vice President Ronnie Stutts</i>
7:00 – 9:00 PM	RCA DUTIES & BENEFITS – <i>Director of Labor Relations Joey Johnson</i>

Saturday April 22, 2017

8:30 AM on	THRIFT SAVINGS PLAN SEMINAR - <i>TSP Representative, Headquarters</i> NRLCA COMMITTEEMAN - <i>Don Maston</i> CANDIDATES FOR NATIONAL OFFICE WSC BUSINESS SESSION
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Get the Latest Updates on WARLCA.COM

It is YOUR future; it is up to YOU to get the answers YOU need.

INVEST IN YOU!

CAMPAIGNING

Rules

1. The WARLCA Secretary's office will make available to any candidate or candidate's campaign, self-adhesive, pre-printed address labels of all WARLCA State Officers and County Officers for any campaign announcement or mailing desired. The fee for each pre-printed label is 5 cents plus \$10 fee for the labels to be mailed to the requester. Requests must be made in writing and mailed to the WARLCA State Secretary. The request must contain a statement that the purpose in obtaining the labels is for the announcement or campaigning related to the individual seeking a state officer position and/or as a delegate to national convention.
2. Due to privacy issues, the membership list is not available as public information. Any state-wide membership campaign mailing must be sent to the State Secretary as follows: individually sealed, stamped envelopes with the sender's return address two weeks prior to requested mailing date. Membership labels will be applied by the State Secretary or designee for a fee of \$250.00
3. At State Convention, campaign materials may only be distributed outside the entrance of the convention floor. Campaign materials must not violate hotel/ location policies.

Delegates to National Convention



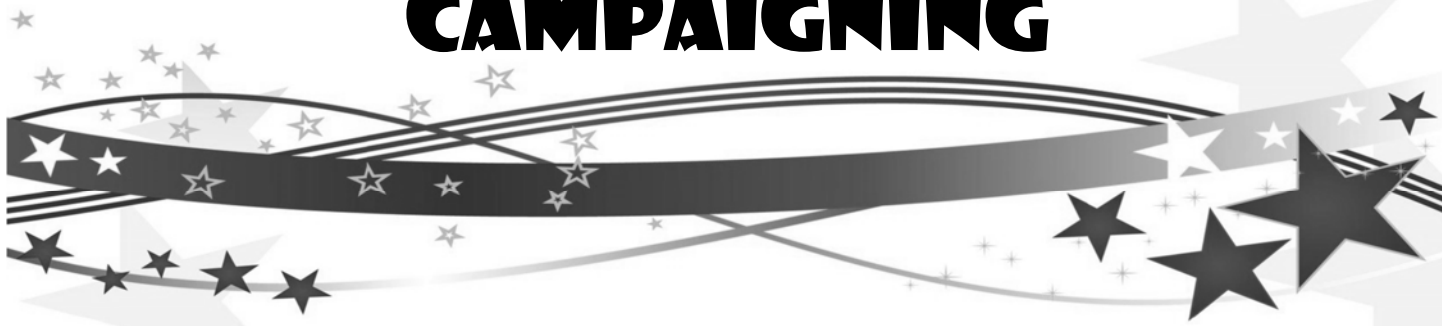
Serving as a delegate to our National Convention is not something that should be taken lightly. Delegates are responsible for representing rural carriers in our state and voting on issues that will affect our contract. An important quality for all delegates is the current working knowledge of what is happening on the work room floor. I encourage you, as the voter, to carefully consider who you choose to represent you. Do you want someone that has real insight as to what problems we are currently facing in every office or do you want to choose someone based on your recognition of their name? Some of the names you see on our ballot for Washington State have been on that ballot for decades and while that may be alright because some of those folks are still working, many of those names haven't been inside the back of a post office for years. Our State Association via your union dues pay for those delegates to attend convention. Your dues should be spent wisely and in my opinion it is unwise to send people that won't be affected by much of what we will be discussing and voting on. With all that to consider, I want to be the delegate for you. I have been actively involved in this union for a long time as a county and state officer, an academy trainer and now with the rural street database which is part of the evaluated time study. The future of this union is of great importance to me which benefits you so please, vote Dawn Ayers when selecting your National Delegates.



Paige Barrett for National Delegate

When it comes to your future work environment and your peace of mind, you will want to vote for a delegate you know you can trust to think about such issues, voting with the best interest of the entire body in mind. I am someone you can trust to do just that. Please, when you receive your ballot to vote for delegates to National Convention, check the box by Paige Barrett!

CAMPAIGNING



My name is Lisa Benson, and I have been a rural carrier for over 10 years: I spent a little over 4 years as an RCA; I've been a regular carrier in the Marysville Post Office for over 6 years; I served 2 years as the Vice President of King-Snohomish Counties; and I am completing my second appointment as your State Editor. In addition, I have been to every State Convention since 2012; attended Western States Conference since 2014; and had the tremendous honor of representing you at two National Conventions. I have loved serving you these last five years and look forward to potentially the next 30 serving you and this Union which works so hard for all of us. Thank you so much for your vote last year, and when you mail in your ballot for 2017, please trust Lisa Benson again to represent YOU at National Convention. Thank you!



Hello fellow WARLCA members! I am Cassidy Munn and I am asking for your consideration in electing me as a National Convention Delegate and as the Region 3 Committee person. The more voices we have, the louder we become. The louder we become the more we are heard. I would be honored to represent your voice. I am currently the Vice President and PAC chairman of the East Central county unit and being the local steward in my office. I have been with the post office since 2006 and have been active with WARLCA for just as long. In my RCA years I had the opportunity to be involved with QWL-EL and run 24 or so routes in 5 different offices. After becoming a full time carrier in 2015 I was asked to become a RSD facilitator (inputting the data for the engendered time study), then I became an adecmey instructor and an OJI (on job instructor). I believe all of these experiences have helped me strengthen my voice. So I hope that you will entrust your voice with me. Thank you and remember to vote Cassidy Munn for National Delegate and Region 3 Committeeperson.



My name is Jeff Taylor. I am a regular carrier at the Greenacres Post Office. I have been with the USPS since 2003, serving as a RCA for around 12.5 years and a regular for almost a year now. Hooray! I also serve as the Local Steward at the Greenacres Office. From 2010 through 2016, I also served as an Area Steward and an Assistant District Representative. I am also the President for our local union East Central County unit. I believe it is important to attend our Union functions to keep up with all of the issues occurring within the Postal Service and the Union. I want to learn more about the Engineer Study, Ad-Hoc Training, and much more... I believe that we all need to work together to keep our Union strong. Please support me by voting for me as a delegate to the 2017 NRLCA National Convention! Thanks!



2017 National Delegate Ballot Timeline and Notification

Here is the timeline for those wanting to be on the ballot for 2017 National Convention.

May 14, 2017: Nominations must be **received** at PO Box 336, Liberty Lake, WA 99019-0336. Any nominations received after this date will be sent back as post office box closed. A member of the 2017 Election Committee, with the State Secretary-Treasurer observing, will do the final sweep of the post office box and close the box. Candidates, or their designee, can observe, and will need to contact the State Secretary-Treasurer for the time the final sweep will be done. Nomination forms can be found in the *National Rural Letter Carrier* magazine, in the February, March, April, and May issues. Nominations must be on this form (or a copy of this form). You can also find the *National Rural Letter Carrier* magazine online at nrlca.org.

May 15, 2017: A listing of members and labels will be printed from the NRLCA database to be used for the mailing of the ballots. A drawing of names for order of placement on the ballot will be held at 8 AM in the break room of the Greenacres Post Office, 306 N Barker, Greenacres, WA 99016. Two members whose names are not on the ballot will be doing the drawing, with the State Secretary-Treasurer observing. Candidates, or their designee, can observe this drawing.

May 16-19, 2017: The ballots and ballot instructions will be printed by Staples. An independent contractor will pick up the ballots, ballot instructions, and envelopes. They will stuff and seal the ballots and mail them in their entirety at Spokane Valley Post Office, 11712 E Sprague, Spokane Valley, WA 99206.

June 3, 2017: The ballot mailing must be completed by this date.

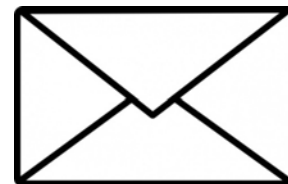
The week of June 11, 2017: Two members of the 2017 Election Committee, whose names are not on the ballot and have been appointed by the WARLCA President, will check the returned undeliverable ballots at the Mukilteo Post Office. They will make a determination if a correct address can be found and resend the ballot again in a separate envelope. Please contact the State Secretary-Treasurer for the exact date if you are interested in observing. Candidates, or their designee, can observe the checking of the returned undeliverable ballots in the post office box.

June 23, 2017: Two members of the 2017 Election Committee, again whose names are not on the ballot and have been appointed by the WARLCA President, will pick up all ballots at the Mukilteo Post Office, 8050 Mukilteo Speedway, Mukilteo, WA 98275 at 10:00 AM. Ballots will be tabulated by the 2017 Election Committee as soon as they return from the Mukilteo Post Office at the 2017 State Convention, Hilton Garden Inn-North Seattle/Everett, 8401 Paine Field Blvd, Mukilteo WA 98275. Candidates, or their designee, can observe the tabulation. All observers must first check with the 2017 Election Committee Chair and read and sign an Observers Rules and Sign in Sheet. Any ballots that arrive after the final sweep of the post office box on June 23, 2017 will be returned to sender by the Post Office showing PO box closed.

June 25, 2017: Election results will be announced on Sunday, June 25, 2017 by the 2017 Election Committee at the 2017 WARLCA State Convention held at the Hilton Garden Inn-North Seattle/Everett, 8401 Paine Field Blvd, Mukilteo WA 98275. If you have any questions, please contact Becky Wendlandt, WARLCA Secretary-Treasurer at 2811 N Chase Rd, Liberty Lake, WA 99019-5002, or phone at (509) 710-7840 or email at: warlca@gmail.com.

Make your voice count, make sure to...

MAIL EARLY!





PAC Stats

By Tara Mohr, PAC Chair

Our Washington State total for the year so far is \$12,700.82. This puts us 9th in the nation. Our per capita for the year is \$6.86 and puts us 5th in the nation. At the beginning of our PAC year, we set a goal of \$20,000 so we have \$7,301.18 to go to reach our goal. I really won't complain if we break our goal.

Ways you can help reach our goal is by donating items for Western States Conference and State Convention. Your donated items will be counted towards our State totals. I have contacted several of the Western States PAC Chairs to initiate a challenge similar to how we compete at our county level. The state that donates the most at Western States Conference will get bragging rights and a trophy to be passed on each year at each Western States Conference. So please come to Western States and bring your items and cash.

State Convention we will be starting off with a dessert auction for our meet and greet. Bring a sweet treat and you will get a receipt for the item you bring and one for what you purchase. Please see your RCP for a free room night raffle ticket. Ticket price is \$5 each or 5 for \$20.

I also wanted to say a special thanks to our sustaining donors. Thank you for continuing to be such an important part of PAC. Any member that increases their donation amount by \$5 or a member that starts donating will receive a ticket into a drawing for a \$100 visa card.

Thank you sustaining donors!

Ayers, DAWN	Hill, KAREN
Barrett, PAIGE	Hill, SUSIE
Beaumont, MONYAH	Johnson, SHAWN
Benson, LISA	Madison, SHARON
Bruns, DAWN	Mohr, TARALEE
Chamberlin, LAUREEN	Munn, CASSIDY
Eckrem, KURT	Patteson, JOYCE
Faulkner, MARIANN	Pitts, PATRICK
Fazzino, STELLA	Pitts, RENEE'
Folk, JAMES	Randall, TRICIA
Frymire, JANICE	Ray, DAVID
Granish, KRISTIAN	Smith, CHRISTINA
Hanson, LEVI	Talavera, DOMINIC
Hartshorn, MONTE	Taylor, JEFFREY
Hemrich, JAMES	Walla, JANIE

Local Stewards

Laura Aries, Langley
James Arvin, Cheney
Dawn Ayers, Sumner
Paige Barrett, Grandview
Hannah Bucheit, Olympia, Lacey
Kimberly Burrese, Bow
Laureen Chamberlin, Newport
Beverly Crow, West Richland
Lorrie Crow, Colville
Tammy Donaghue, Wenatchee
Kurt Eckrem, Marysville
James Folk, Yelm
Janice Frymire, Snohomish
Kristian Granish, Olympia
Kerr Howell, Nine Mile Falls
Elisabeth Havekost, Silverdale
Karen Hill, Woodinville
Shawn Johnson, Vashon
Tony Lott, Bremerton, West Hills

**THANK
YOU,
STEWARDS!**

Janelle Mee, Brush Prairie
Taralee Mohr, Lake Stevens
Cassidy Munn, Rockford
Corina O'day, Puyallup, South Hill
Joyce Patteson, Yakima
Alicia Peterson, Eatonville
Katie Peterson, Selah
Mary Petry, Coupeville
David Ray, Auburn
Bonnie Salzman, Graham
Victoria Santos, Woodland
Dominic Talavera, Oak Harbor
Jeffrey Taylor, Greenacres
Debbie Thompson, Chewelah
Carolyn Triebenbach, Sequim
Trina Vermilyea, Castle Rock
Janie Walla, Marysville, Carrier Annex
Susan (Diane) Way, Mount Vernon
Donna White-McKay, Arlington

WARLCA 2017 COUNTY CONSTITUTION CHANGE

The following Constitution change was submitted at the 2016 Meeting of the (County) _____ Rural Letter Carriers' Association. **If adopted, the County Secretary/Treasurer will update the County Constitution appropriately, and then send the complete updated County Constitution to the State Secretary/Treasurer.**

The following procedures are suggested for effectively presenting county-adopted Constitution Changes:

- 1) Place only one Constitution per sheet.
- 2) Present in Word document format.
- 3) Formatting instructions:
 - (a) Font - Times New Roman; Font Size - 11
 - (b) New Language **BOLD**; Omitted Language ~~Strike Through~~
 - (c) Article _____ Section _____ Paragraph _____

Explanatory paragraphs should be headed as follows: (If spaces below are inadequate, use additional sheets with the appropriate heading)

PRESENT LANGUAGE:

PROPOSED LANGUAGE:

INTENT OF / REASON FOR CHANGE:

Adopted? (circle one) Yes or No

Signature _____ Date _____
County Secretary

This form to be kept for two years by County Secretary/Treasurer

2017 WARLCA RESOLUTION FORM

CHECK APPROPRIATE BOX

☐ **BINDING**

☐ **NON-BINDING**

The following Resolution was adopted at the 2017 Meeting of the (County) _____ Rural Letter Carriers' Association. It is hereby submitted to the Resolutions Committee of the 2017 State Convention in Mukilteo, WA for consideration and appropriate action.

ISSUES

Check one:

☐ AUTOMATION

☐ BENEFITS

☐ EMA

☐ GRIEVANCE PROCEDURES

☐ LEAVE REPLACEMENTS

☐ MAILCOUNT

☐ RELIEF DAY

☐ RETIREMENT

☐ SALARY

☐ TIME STANDARDS

☐ VEHICLE

☐ WORK RULES

☐ OTHER

☐ WARLCA CONSTITUTION

☐ NRLCA CONSTITUTION

The following procedures are suggested for effectively presenting state – adopted Resolutions:

- 1) Place only one Resolution per sheet.
- 2) Formatting instructions: Font-Times New Roman; Font Size 11;
New Language **BOLD**; Omitted Language ~~Strikethrough~~
- 3) Indicate if the Resolution is intended to be binding or non-binding (above).
- 4) Indicate the issue this resolution concerns (above).
- 5) Identify any Handbooks, Manuals, or Written Documents to be amended:

By: (a) Name of Document _____

(b) Article _____ Section _____ Paragraph _____

- 6) Explanatory paragraphs should be headed as follows: (If spaces below are inadequate, use additional sheets with the appropriate heading).

WHEREAS:

BE IT RESOLVED:

INTENT OF / REASON FOR CHANGE:

Signature _____ Date Sent to State Sec/Treas _____

County Secretary



Dwane Turk, 50-Year Union Member

By Kurt Eckrem, WARLCA Vice President

Recently, I had the honor of presenting to Dwane Turk his 50-year member award. State Editor Lisa Benson and I drove to the Stanwood home of Dwane and his wife Marjorie, also a retired rural carrier, where they have lived for most of their 57 years together.



Dwane Turk (left) receives his Membership Longevity award from WARLCA Vice President Kurt Eckrem.

Dwane started his career with the Postal Service when his mother saw an ad for Christmas help and got him an application. After working two years as a clerk, he was approached in 1964 by a rural carrier who proposed switching jobs. The Stanwood Post Office had just three routes at the time, one of which covered all of Camano Island. Dwane bought a 1963 Ford Fairlane station wagon and began delivering a 60-mile route that had deliveries in three counties - Snohomish, Skagit, and Island. That was in the days before zip codes. When I asked Dwane what he remembers most about his career as a rural carrier, without hesitation he said his customers. Delivering mostly to farm families, he got to know a lot of them, watching the children grow up, and in some cases, even the grandchildren. He also recognized my last name, and we figured out one of his customers was my grandfather's brother Paul, who for years had a farm in the area. Dwane recounted many of the interesting stories he has from his years delivering the mail. The time a deer leapt from a bluff as Dwane was driving by and hit his car. Returning a lost child to his family. The day a whole neighborhood got together and in each mailbox was an orange for him. The sad day he had to deliver the possessions of a young soldier killed in Vietnam to the soldier's family. As with all of us, delivering our customers' mail

often becomes more than just a job. Even though Dwane and Marjorie worked together at the Post Office for so many years, the job never became an issue; they were always able to get time off together when they wanted it. He told us he attended most of the state conventions during his career, and a couple

of national conventions. The last five years of his career, Dwane was active in QWL, and helped set up some of the training. He also confessed that he still occasionally has the post office "nightmares".

Dwane and Marjorie have been enjoying their retirement, taking road trips many times around the country. They both still have books of documents and papers from their careers; Dwane even showed us the envelope his first retirement check came in, with the handwritten "I did it" note still attached.



The envelope Dwane received his first annuity check in.

Marjorie figures she has been a member for around 48 years, so I told her that when her award comes, I hope to be the one paying them another visit.

Congratulations, Dwane, on your 50-year member award, and Thank You for all your years of service to the rural craft and to your customers.

MEMBER OF THE YEAR NOMINATION FORM

NAME: _____

PLEASE GIVE A RESUME OF THE ACCOMPLISHMENTS OF THE ABOVE NAMED NOMINEE (you can continue on the back side if you need more space):

PLEASE DESCRIBE ANY OTHER SERVICE, SUCH AS CIVIC AND COMMUNITY ACTIVITIES THE ABOVE NAMED NOMINEE PARTICIPATES IN WHICH REFLECT FAVORABLY UPON THE RURAL CRAFT AND THE USPS.

*****PLEASE SUBMIT THIS FORM TO THE VICE-PRESIDENT NO LATER ***
THAN FOURTEEN (14) DAYS PRIOR TO THE CONVENING OF THE STATE CONVENTION.**

Eligibility:

1. Any member of the Association may be nominated as a candidate for the Member of the Year Award.
2. State Association Officers should not be arbitrarily selected for the Award, not should they be prohibited from consideration. Officers have been 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.
3. Nominations may be made directly from the membership.
4. Local, county, or district units may select candidates.

Method of Selection:

1. Selection Committee will be all Board members not nominated for the Member of the Year Award.
2. Nominations for Member of the Year should be postmarked no later than 14 days prior to the opening of State Convention but received no later than the beginning of the Board meeting preceding State Convention.
3. Nominations must be sent to the Vice-President of the Association.
4. Decision is to be made at the Board meeting prior to State Convention.
5. Recipient must receive more than 50% majority of votes cast.

Criteria for Selection:

1. The primary consideration of the selection committee shall be:
 - a. The service rendered by the candidate to the NRLCA.
 - b. Attendance and participation in local, state and national meetings.
 - c. Willingness to accept responsibilities and dedication in performing those duties.
 - d. Fraternal attitude to others in the rural carrier craft.
2. The Selection Committee should consider, as a secondary matter, other service such as civic and community activities which reflect favorably upon the rural craft and the USPS.

JANUARY 23-26, 2017 MINUTES FROM WARLCA BOARD MEETING DOUBLETREE SUITES SOUTHCENTER, TUKWILA, WA

MEMBERS IN ATTENDANCE: Levi Hanson, President; Kurt Eckrem, Vice President; Becky Wendlandt, Secretary-Treasurer; Taralee Mohr, Region One Committeeperson; Stella Fazzino, Region Two Committeeperson; Lorrie Crow, Region Three Committeeperson; and Paige Barrett, Region Four Committeeperson. President Hanson called the meeting to order January 23, 2017 in Regular Session at 3:12 PM. After adding more to the agenda, the Board adopted the agenda.

Ground Rules: Levi moved to accept the ground rules after reading them and with no changes.

Mission Statement and Goals: The Board went on to review the Mission Statement and Goals as follows:

As officers of the WARLCA, we dedicate ourselves to the representation and education of rural carriers while bringing fairness, respect, and dignity to our forum. We are a member-run, member-driven organization, governed by democratic principles. The WARLCA Board promotes the use of its members' collective powers to advance our mutual interests. Our commitment is to show mutual respect for members' ideas and acknowledge that we are there to serve the membership's interests above everything else. Our views shall be an expression of the hopes and aspirations of the members of the WARLCA.

Board Goals:

Fiduciary Responsibilities#	#	Member Education#
Member Advocacy##	#	Membership Recruitment#
Fellowship#		

After discussion, the Board reached consensus not to change the mission statement or goals.

Approval of Prior Minutes and Tasks: The minutes from January 23-26, 2017 Board meeting were read and accepted. The Board reviewed the tasks, to be detailed out below.

Correspondence: Levi read a letter from a carrier and reported what had taken place in correspondence. Levi also contacted Don Maston for the policy on steward type letters. Levi reported on a phone call he received from a DR.

Officer Reports:

President: The Board reviewed the WARLCA Equipment Preservation policy. Levi also reported the cost of storage. Levi and Kurt will be attending the legislative training in DC on May 21, 22, and 23 with travel days May 20 and 24. Since Levi and Kurt volunteered to share the hotel room, Becky asked Board to send Tara to the legislative seminar. Discussion on the costs (ADOP, per diem, flight, and hotel room). Board reached consensus to send Tara as PAC chair to the legislative seminar. Levi's task on creating a list of duties that are salary vs ADOP is as follows:

Salary Duties: The daily maintenance of officers' positions and handling of correspondence requiring rapid response, including: Checking emails, taking phone calls, responding to written correspondence, reviewing meeting minutes and agendas, organizing and filing of union documents.

ADOP Duties: Everything else.

Vice President: Kurt reported he has the latest information for legislative contacts for the website. Kurt has gotten involved in OJI, orientation, and Ad Hoc Training. Patrick supports having the State Board involved. Board reached consensus to appoint Kurt as *New Hire Training Liaison* and Kurt will give updated reports. Kurt also sent out the letter for local steward recruitment to 129 rural offices without local stewards.

Secretary-Treasurer: Becky gave the following report:
Membership Update as of 1/21/17:

	Members	Non-Members
Regulars:	1,002	199

Recent Retired:	8	0
PTF:	7	1
RCA:	699	307
ARC:	12	26
Retired:	282	0
Associate:	2	0
Total:	2,012	533

Notice ratio of ARC non-members compared to members is much higher than RCAs. It can show how much recruiting in orientation is effective, even though it is costly. SPLY we were at 1,910. If we get 2,051 we will get another delegate to National Convention! Becky then showed the Board the NOA (Nature of Action Report) for the last 3 months and Membership Analysis (comparing WA State with other States with around the same number of routes), and reviewed the OWCP billing.

Dues: Dues went up November, 2016. Dues are now:

Regulars	\$666.00	\$25.62 a pay period
RCAs-ARCs	\$235.00	\$9.04 a pay period
Retirees	\$81.00	\$6.75 a month

Secretary-Treasurers' Training: National is having a 3-day (5 days including travel) area secretary-treasurer training tentatively scheduled for end of February or first of March.

Website: The Board reviewed the Google analytics of the WARLCA website.

The Board reviewed the budget.

RCP1 and PAC Chair: Tara gave the PAC report: For month of December, 2016: \$2,282.50 total which is 8th in Nation for total collected funds, \$1.23 per capita which is 4th in Nation.

Total collected so far: \$9,581.32 which is still 8th in Nation for total collected funds, and \$5.18 per capita which is 5th in Nation. Tara said we do get some money back from when National does a PAC mailing but not enough to pay for the costs on a State level.

Tara has King Snohomish meeting Saturday and Island Skagit San Juan meeting February 18. Nothing scheduled for Whatcom yet.

RCP2: Stella updated the Board about Mutual's last meeting. Mutual's next meeting is April 8. Lower Columbia is meeting February 1, and Peninsula's annual meeting is April 13.

RCP3: Lorrie reported that North East will be meeting in April and she will contact East Central and North Central for their dates.

RCP4: Paige reported that she has not had any county meetings yet. She contacted South East secretary-treasurer on county merger. It was noted that South East has not had a delegate to State Convention the last 2 years with only annual meeting yearly. South East annual meeting is March 19. Whitman Asotin annual meeting is March 26.

The Board adjourned at 5:25 PM. President Levi called the meeting to order January 24, 2017 at 8:12 AM. All Board members were present and no guests.

Appointed Positions: With consensus by the Board, Kurt was appointed *Grasstops Coordinator*.

Western States Conference: Renee' Pitts joined the Board to review the setup and details for WSC. Consensus that all WARLCA members who register and attend will get the \$65 registration fee refunded, however the \$20 late fee is not refundable. The Board decided on the following WSC committees:

Coordinator: Liaison with WSC officers, NRLCA officers, hotel, guest speakers, and all committees. Chair: Levi (one person position)

Sergeant of Arms: Making sure the speakers have what they need, coordinate with media, making sure room is set up, secure during breaks, head count at lunch, and works with coordinator for anything needed on the floor. Chair: Kurt (Lorrie assisting with Sergeant of Arms and PAC)

Media: Have complete control of computer and projector and be on duty as long as conference is meeting. They will need time to work with computer, projector and sound system to make sure all is working correctly, as well as create a Speaker Power point with pictures and titles and screen saver for when no one is presenting. They will work directly with Levi and Kurt. Chairs: Lisa Benson and James Folk

Registration: Have registration ready at noon on Thursday until end of seminars that evening and Friday morning from 8 AM to lunch. Chair: Becky. Other members will be Susie Hill, Becky Pike, and Joanne Blackburn, or possibly a county officer. Start with 4 members at registration on Thursday and go to 2 members on Friday morning.

PAC: Set up at noon on Thursday and man tables whenever the Dallas/Phoenix rooms are being used. Chair: Tara. Stella and Paige will be helping with Lorrie as floater between PAC and Sergeant of Arms. All will be working during breaks and busy times.

Ditty Bags: Board will stuff Wednesday. Lauri Chamberlain will be assisting on Wednesday and bringing items she has donated. Ditty bags will be handed out during registration.

Speaker Gifts: Board reached consensus to purchase pictures from Charles Alexander (Lentree Photography) for \$25 each for each speaker.

Ditty Bags: Our goal is 200 attendees. We have 175 blue bags from APCU and pens, key holder, and name badge holders. Lorrie is donating 200 soaps, Lauri Chamberlain is donating 200 bags of caramel corn, Paige is donating 200 apples, and Kurt has mall maps and visitors magazine. The program will also go into the ditty bags. Kurt is also checking into postcards and Apples and Cotleys candy. Stella is checking with Amazon and Starbucks.

PAC: Janie Walla has donated a Fitbit, Lauri a basket, Paige an iPad (or Kindle), Kurt a Doubletree room night, Tara two \$25 gas cards, Levi a custom made Seahawks sign, and Tara is pushing for other donations.

The Board meeting was adjourned at 5:40 PM. President Levi called the meeting to order on January 25th at 8:16 AM. All Board members were present and no guests.

Board Policy: Updated the Board policy with the WARLCA Equipment Preservation Policy and Executive Session, campaigning and WRC.

2017 State Convention: Becky reported on the election for National Convention Delegates Timeline, Duties, and Compensation. Tara reported that the hotel will provide a \$30.00 inclusive lunch buffet menu and \$40 inclusive dinner buffet menu (to include chicken and pork). Menu will be determined by hotel chef 75 days prior to event. Room rental costs are as follows:

Room rental will be waived with 80 plus total guestrooms and \$4,000 in food and beverage minimum, or \$500 room rental with 75-79 total guestrooms and \$4,000 in food and beverage, or \$1,000 room rental with 70-74 total guestrooms and \$4,000 in food and beverage. If the food and beverage minimum is not met the difference will be charged as room rental.

The Board reviewed the Standing Rules for State Convention. After discussion and consensus, the standing rules will be printed in the State Convention Program.

Washington Rural Carrier (WRC): The Board decided all articles are due to Lisa by March 15. Lisa will provide draft to Board and DR's by March 20. Approval and corrections by Board/DR's to

Lisa by March 23. Lisa then will send final draft to Present by March 25 and to Printer by March 27 after Presidential approves.

2018 State Convention: Paige reported on the 2018 State Convention contract with Red Lion at Pasco for June 24-26, 2018. The room rate is \$98 for 1 to 2 beds and \$108 premium rate for up to 4 people in a room. Premium means more square footage. Breakfast price is \$10.95.

2019 State Convention: Stella reported that the dates for the 2019 State Convention will be June 23-25, 2019. We have a contract for a \$4,000 food guarantee at Great Wolf Lodge, with room rates of \$119 for up to 4 per room with wrist bands for the resort and no resort fees.

2020 State Convention: Lorrie said she has talked to RL (Formerly Red Lion Inn at the Park) and it is not available June 28 - 30. They are available June 14-16 which is Father's Day, and they can provide a \$99 room rate and \$3,000 food guarantee. Lorrie will also check out Moses Lake, Wentachee, Chelan for the preferred week of June 28-30.

The Board adjourned at 5:25 PM. President Levi called the meeting to order January 26, 2017 at 8:18 AM. All Board members were present and no guests.

Upcoming Board Meetings:

April 2017 Board Meeting and WSC:

April 18, 2017 travel to Doubletree in morning and Board meeting from 3 PM to 5 PM

April 19, 2017 from 8 AM to 5 PM

April 20, 2017 from 8 AM to noon, then registration and set up for WSC

April 21-22, 2017 working committees at WSC all day and evenings

April 23, 2017 Board meeting after WSC adjourns and after tear down and load out of equipment

April 24, 2017 Board meeting from 8 AM to 11 PM and travel home

June 2017 Pre and Post Board Meeting at 2017 State Convention:

June 23, 2017 travel to Everett and Board meeting from 1 PM to 5 PM.

June 24, 2017 Board meeting from 8 AM to noon and then set up in the afternoon for convention.

June 27, 2017 tear down and load out after State Convention

June 28, 2017 Board meeting from 8 AM to 11 AM with travel home in afternoon

The 17/18 Board will be meeting the week of July 30-August 4, 2017 to be decided at the April meeting for location and time. Will also discuss having a county officers training.

Orientations and Ad Hoc Training: Board discussed orientation. Attendance is RCP's discretion with an ADOP day. Stella, Kurt, and Tara will decide who is going to each week's orientation on the west side.

Voucher Review: The Board reviewed Sept, Oct, Nov, and Dec 2016, and Jan 2017 vouchers.

District Representative's Report: Levi reported on Monte's and Patrick's DR reports sent to him by email as requested.

Review State Constitution with National Constitution: Kurt had compared our WARLCA constitution with NRLCA and reported differences. The Board decided to send in proposed state constitution changes (as resolutions) to their county meetings.

Equipment List: The Board reviewed the equipment list and updated it. Consensus was reached to destroy the Cannon i70 Portable Printer s/n XAEM15075 that was purchased April 2004. Levi handed out an equipment transfer form to the Board members taking equipment to other people.

After a meeting critique, the Board adjourned Thursday, January 26, 2017 at 11:15 AM.

WARLCA 2017 STATE CONVENTION REGISTRATION

June 25, 26 & 27, 2017

Hilton Garden Inn- North Seattle/ Everett

8401 Paine Field Blvd, Mukilteo WA 98275

Room Rates under Washington Rural Letter Carrier special rate: \$129

Call 425 423 9000 --- ROOM RESERVATION DEADLINE IS JUNE 2, 2017

NAME: _____ 1ST TIME ATTENDING? _____

PHYSICAL STREET ADDRESS: _____

CITY: _____ STATE: _____ ZIP CODE: _____

PHONE: _____ Staying at Hilton Garden Inn. Yes/No? _____ # of nights _____ Under What Name? _____

Post office where you work: _____ Will you be using ferry or tolls to drive to convention? Yes/No? _____

County Unit you are from: _____ 17/18 County Officer? _____ If Yes, What Position? _____

There is a **\$75.00 fee per delegate for registration**; however the fee will be waived for **any one** of the following three:

1. If staying at the Hilton Garden Inn – North Seattle/ Everett for **2 nights**
2. If staying at the Hilton Garden Inn – North Seattle/ Everett for **1 night and purchasing** either lunch or dinner.
3. If **purchasing both** lunch and dinner.

Saturday, June 24: Meet and Greet Dessert Auction -7pm to 8:30pm All are Welcome

Cost \$5.00 (under 2 free) Beverage service provided #attending _____ \$ _____

Bring your favorite homemade or store bought dessert to be auctioned off to benefit PAC.

Dessert donations count towards PAC.

Donating dessert item? YES or NO

Sunday June 25: FIRST DAY OF CONVENTION STARTS AT 8:30AM

1ST Timers to Convention Meeting at 8am (free) #attending _____

County Officers Recognition Lunch Buffet Noon to 1:30. All are welcome

Free to newly elected and pre-registered 2017-2018 Presidents, Vice Presidents, Secretary/Treasurers, and 2017-2018 appointed and pre-registered County Liaisons and PAC Chairs.

Cost to others \$20 #attending free _____ # attending paying _____ \$ _____

Monday June 26: Monday Buffet Dinner 6:30 PM: SECOND DAY OF CONVENTION STARTS AT 8AM

Buffet with Entertainment. No host Bar at 6:00 PM -- Buffet starts at 6:30 PM.

Cost \$40.00 #attending _____ \$ _____

Tuesday June 27: THIRD DAY OF CONVENTION STARTS AT 8AM

No food functions

Total Enclosed \$ _____

CHECK HERE IF NOT ATTENDING FULL CONVENTION (If checked you will not receive a delegate check) _____

CHECK HERE IF NEEDING VEGETARIAN OR SPECIAL MEALS DUE TO ALLERGIES: _____

(Please also contact Tara Mohr at taralee101@yahoo.com with your request)

Make **Checks** Payable to: **WARLCA** and send to **2811 N Chase Ln., Liberty Lake WA 99019-5002**

Payment must be sent with registration **AND MUST BE RECEIVED BY June 2, 2017 TO AVOID ADDITIONAL \$25 LATE FEE.** If you find you are unable to attend, please contact Becky Wendlandt for refund at warlca@gmail.com, however, **no refunds after June 10th, 2017**, until after convention and approved by board since we have to guarantee total number of meals ahead of time.



When Service Begins With a Smile

APPLICATION FORM
FOR MEMBERSHIP IN THE
WASHINGTON RURAL LETTER CARRIERS' AND
NATIONAL RURAL LETTER CARRIERS' ASSOCIATIONS
DUES YEAR 2016/2017 EFFECTIVE MARCH 4, 2017

NAME: _____
ADDRESS: _____
CITY: _____ STATE: _____ ZIP: _____
POST OFFICE WHERE EMPLOYED: _____
HOME/CELL TELEPHONE NUMBER: _____

DUES YEAR RUNS FROM JULY 1, 2016 TO JUNE 30, 2017:
REGULAR CARRIER (71) PTF (76) \$671.00 YEAR / \$25.81 A PAY PERIOD
RELIEF CARRIER* (70-5, 73, 74, 75, 78 & 79) \$238.00 YEAR / \$9.15 A PAY PERIOD
RETIREE \$81.00 YEAR OR \$6.75 A MONTH.

*IF YOU DO NOT WORK IN A PAY PERIOD YOU DO NOT HAVE TO PAY DUES WHEN ON DUES WITHHOLDING

COMPLETE THE BACK SIDE OF THIS
FORM, SIGN IT, AND SEND TO:

WARLCA STATE SECRETARY
2811 N CHASE LN
LIBERTY LAKE WA 99019-5002
Phone: (509) 710 7840
E Mail: WARLCA@Gmail.com

UNITED STATES POSTAL SERVICE
AUTHORIZATION FOR DEDUCTION OF DUES

Revised 10/2016
NRLCA Form 1187
2006

RURAL CARRIER CLASSIFICATION ☐ Regular ☐ PTF ☐ Relief									
(USPS EMPLOYEE ID NUMBER)									
FIRST NAME									
LAST NAME									
MAILING ADDRESS									
CITY									
STATE									
ZIP CODE									
POSTAL INSTALLATION WHERE EMPLOYED									
ZIP CODE OF INSTALLATION									
INSTALLATION FINANCE NO.									

SECTION A - AUTHORIZATION BY EMPLOYEE

I hereby assign to the NATIONAL RURAL LETTER CARRIERS' ASSOCIATION, from any salary or wages earned by me as your employee (in my present or any future employment by you) such regular and periodic membership dues as the Union may certify as due and owing from me, as may be established from time to time by said Union. I authorize and direct you to deduct such amounts from my pay and to remit same to said Union at such times and in such manner as may be agreed upon between you and the Union at any time while this authorization is in effect.

This assignment, authorization and direction shall be irrevocable for a period of one (1) year from the date of delivery hereof to you, and I agree and direct that this assignment, authorization and direction shall be automatically renewed, and shall be irrevocable for successive periods of one (1) year, unless written notice is given by me to you and the Union not more than twenty (20) days and not less than ten (10) days prior to the expiration of each period of one year.

This assignment is freely made pursuant to the provisions of the Postal Reorganization Act and is not contingent upon the existence of any agreement between you and my Union.

Contributions or gifts (including dues) to the NRLCA are not tax deductible as charitable contributions. However, they may be deductible under other provisions of the Internal Revenue Code.

SIGNATURE OF EMPLOYEE _____ DATE _____ PHONE _____

SECTION B - FOR USE BY STATE EMPLOYEE ASSOCIATION

R - NATIONAL RURAL LETTER CARRIERS' ASSOCIATION

SIGNATURE OF ACCEPTING UNION OFFICIAL		DATE	LOC #	STATE
I hereby certify that the dues of this organization for the above named member, for the applicable designation, are currently established at Regular \$25.81 per pay period. Relief \$9.15				
		DATE	REMIT #	

SECTION C - FOR USE BY THE NATIONAL ORGANIZATION

Date of Delivery to Employer (For National Office use)

ANNIVERSARY DATE TO BE USED AT USPS PERSONNEL OFFICE

Once completed, send
to WARLCA Secretary-
Treasurer at
Rebecca Wendlandt
2811 N Chase Ln
Liberty Lake WA 99019-5002

50012



WARLCA Membership Statistics



*In fond remembrance of the
following rural carriers who have
left us:*

Frances Crofoot

Edna Gutz

Lowery Shellenbarger

*The WARLCA Membership wishes
to honor them for their dedication
to our Union and the Rural Craft.*

Member Totals by Class		Nonmember Totals by Class	
Regular	1,007	70-5 — ARC	45
PTF	7	71 — Regular	190
Retired	258	74 — RCA VAC RT	5
Associate	1	76 — PTF	2
RCA	675	78 — RCA	306
Retired Associate	1	79 — RCA AUX RT	16
Recently Retired	12	Total	564
ARC	8		
Cash-Paid	29		
Total	1,998		

Congratulations Retirees!

CALHOUN, MICHAEL D	WAPATO
DAILEY, DENISE L	SUMNER
DIAZ, ORLANDO O	POULSBOROUGH
MCBREARTY, DEBRA E	PASCO
GIEFER, NORMA E	SUMNER
GOLLEHON, JEFFREY O	VANCOUVER
HEIZER, JANICE L	OMAK
KAMIENSKI, MAUREEN E	NORTH BEND
LUERKENS, CHARLES E	PASCO
MC ALLISTER, JOHN H	BELLINGHAM
NEWBURY, CLARECE E	PUYALLUP
NYE, DANIEL H	LONGVIEW
OGDON, MICHAEL H	WENATCHEE
SNIDER, MARY L	CENTRALIA
WALKER, JERI J	NACHES
WILLIAMS, DEBRA J	ROCHESTER

Do You Know Someone Who Deserves The Membership Longevity Award?

Have you reached the 50 year mark yet? We honor all those members who have reached 50 years and 60 years as a member in the WARLCA/NRLCA. If you think you have or are near please contact Becky Wendlandt, phone (509)710-7840 or email warlca@gmail.com or write to 2811 N Chase, Liberty Lake WA 99019-5002 for the official form. You will receive recognition from NRLCA and an article and picture in a future issue of the WRC.

Membership Longevity Awards

Last Name	First Name	MI	Award Type	Date Awarded
ADAMS	HAROLD	W	50	3/19/1999
ANDERSON	VERN	N	50	8/28/1998
BACCUS	JOHN	W	50	8/28/1998
BELLING	WILLIAM	G	50	3/29/2012
BENNER	HARRY	D	50	3/19/1999
CLIZER	RALPH	B	50	4/11/2003
CROFOOT	JAMES	R	50	8/28/1998
EVANS	CLAYTON	M	50	3/29/2012
FEARS	JOSEPH	R	50	4/8/2004
FISHER	GEORGE	E	50	8/28/1998
LYNN	JOEL	W	50	4/11/2003
MACKEY	MICHAEL	E	50/60	7/8/2016
MATHISON	VICTOR	J	50	8/28/1998
PATTERSON	HOWARD	W	50	4/8/2004
PETERSON	ALLEN	J	50	8/28/1998
RENTZ	WILLIE	F	50	4/11/2003
ROBINSON	EDWARD	C	50	3/17/2004
TANGUY	WALTER	H	50/60/70	2/26/2008
THOMAS	JEAN	F	50	3/17/2004
TURK	DWANE	A	50	3/3/2017
UKOSKI	EVERETT	P	50	10/8/1998
WALSTON	DALE	L	50	12/4/2013
WAPLES	DARRELL		50	8/28/1998
WODAEGE	MARIE	M	50	4/8/2004
WOODS	ARTHUR	L	50	8/28/1998

Please Welcome Our New Members!

PRIEST, ASPEN L	ARLINGTON	78 - RCA	MCCLAIN, ANGIE M	SELAH	78 - RCA
LAL, NILESH	AUBURN	78 - RCA	SMITH, MATTHEW R	SEQUIM	78 - RCA
WARNKE, MISTY	BATTLE GROUND	78 - RCA	OWENS, TARA A	SEQUIM	78 - RCA
LI, XICHEN	BELLEVUE	78 - RCA	WAXHAM, JULIE F	SNOHOMISH	78 - RCA
PLOUFF, IONA C	BELLINGHAM	78 - RCA	DUBUQUE, LAUREL L	SNOHOMISH	78 - RCA
GONZALEZ, JUAN E	BELLINGHAM	00 - Retired	FOSTER DOHENEY, KATIE A	SPOKANE	78 - RCA
COGHILL, BOBBIE J	BENTON CITY	78 - RCA	MOORE, ROGER H	SPOKANE	78 - RCA
SMITH, LIANA	BLAINE	74 - RCA VAC RT	O GRADY, MECHELLE	SPOKANE	78 - RCA
LUNA, MITCHELL R	BLAINE	78 - RCA	WEBB, JENNIFER	STANWOOD	78 - RCA
WOOLFOLK, JACQUELINE M	BREMERTON	78 - RCA	ORTIZ SR, PETER J	VANCOUVER	78 - RCA
JUARROS, REBECCA L	BRUSH PRAIRIE	78 - RCA	CHARLTON, JIL D	VANCOUVER	70-5 ARC
ROBINSON, ROBERT J	BURLINGTON	78 - RCA	AMBUEHL, ASHLEY	VANCOUVER	78 - RCA
ORTIZ, DANIEL B	CAMAS	78 - RCA	STANTON, BRENDA M	WASHOUGAL	78 - RCA
BENTLEY, ANDREW J	CAMAS	78 - RCA	VAN METER, CHRISTOPHER W	WASHOUGAL	70-5 ARC
BROWNING, JANET J	CENTRALIA	78 - RCA	HOLDT, VALISSA J	WINLOCK	78 - RCA
BROWN, CRYSTAL A	CENTRALIA	78 - RCA	LUM SR, STEVEN M	WOODINVILLE	78 - RCA
MARSHALL, DAVID E	CENTRALIA	78 - RCA			
ROBINSON, TRINA M	COLFAX	78 - RCA			
LENTZ, ELLEN I	COLVILLE	78 - RCA			
DONALDSON-BOYD, SHAWNA L	COLVILLE	78 - RCA			
YOUNG, RONALD J	DUVALL	78 - RCA			
MARMONT, LINDSEY D	ELMA	78 - RCA			
MCDONALD, SANDRA E	EVERETT	71 - Regular			
DUKE, SHELLEY J	FERNDAL	78 - RCA			
DALLMANN, JARED A	FRIDAY HARBOR	78 - RCA			
BRUECKNER, BENJAMIN P	GIG HARBOR	78 - RCA			
HOLT, ALENA R	GRAHAM	70-5 ARC			
PECK, KATHERINE E	GRAHAM	78 - RCA			
NGUYEN, CHUNG H	ISSAQUAH	78 - RCA			
DO, DOAN TRANG P	ISSAQUAH	78 - RCA			
HUGHES, JOSHUA G	ISSAQUAH	78 - RCA			
EVANS, TRISHELL L	KELSO	78 - RCA			
EDENHOLM, TANNER D	MARYSVILLE	78 - RCA			
SWANNER, ROBIN L	MARYSVILLE	71 - Regular			
BUDZIUS, ERIN R	MILTON	78 - RCA			
PHILLIPS, PAIGE S	MONROE	78 - RCA			
JOHNS, SHARON J	NEWPORT	78 - RCA			
HOWER, ERICKA D	OLALLA	78 - RCA			
HAMPTON I, JACOB D	OLYMPIA	78 - RCA			
ELLIS, JEFF L	OLYMPIA	78 - RCA			
MAHER JR, FRANCIS J	OLYMPIA	78 - RCA			
ROBERTS, GINNY M	OLYMPIA	78 - RCA			
BRENNER, MATTHEW R	OLYMPIA	78 - RCA			
HALLER, KATHLEEN A	ORTING	78 - RCA			
MACCOY, HEIDI B	ORTING	70-5 ARC			
TYLER, MICHELLE D	PASCO	78 - RCA			
ROTH, MARGARET E	PORT ANGELES	78 - RCA			
SHARMA, RATNESH N	PORT ANGELES	78 - RCA			
KEELIN, JOEL M	RIDGEFIELD	78 - RCA			
GIRARDI, KARL E	RIDGEFIELD	78 - RCA			
WILLIAMS, DEBRA J	ROCHESTER	00 - Retired			



R.A.F.T.

Throw your friend a life preserver!

Recruit A Friend Today!



RECRUIT A REGULAR NON UNION MEMBER AND RECEIVE \$50.00
 RECRUIT A NON UNION R.C.A AND RECEIVE \$15.00
 THE NEW UNION MEMBER WILL RECEIVE THEIR
 FIRST THREE MONTHS OF MEMBERSHIP FREE!
 IT IS A WIN, WIN!



*RAFT promotion expires on June 30th!

Recruit new members TODAY!

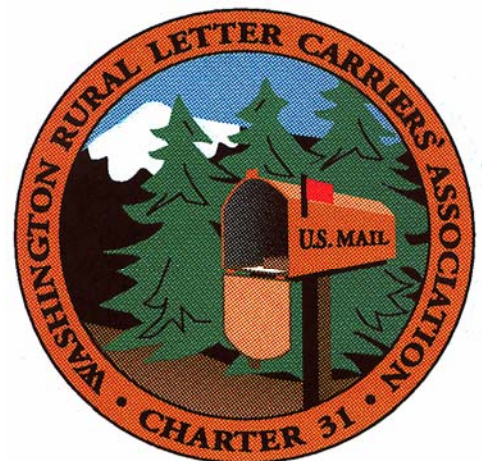
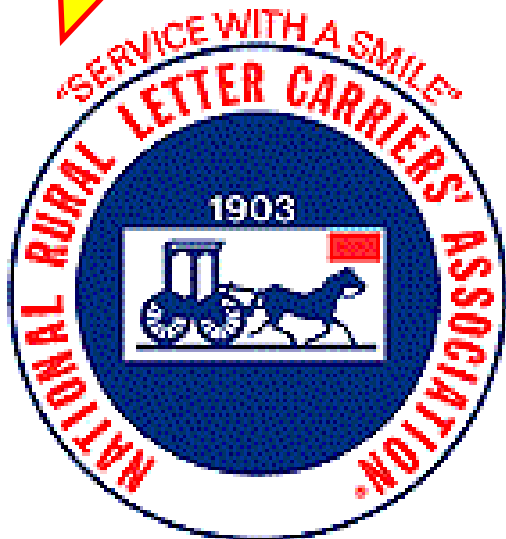
Washington Rural Carrier
2811 N Chase Lane
Liberty Lake, WA 99019-5002

Address change? Please let your State Secretary-Treasurer know in order to keep your WARLCA and NRLCA magazines coming!

Non Profit Org.
U.S. Postage Paid
Lynden, WA
Permit #20

Change Service Requested

Want to learn about Thrift Savings,
OWCP, RCA duties & benefits,
retirement, time study, and meet
your National Officers?
See pages 16 & 17!!



Where Service Begins With a Smile

Upcoming Dates to Remember

Apr 20-22 2017: Western States Conference, Tukwila WA

May 13 2017: Stamp Out Hunger Food Drive

June 25-27 2017: State Convention, Mukilteo WA

Aug 15-18 2017: National Convention, National Harbor MD

Oct 14 2017: New Guarantee Year Begins

Oct 16-22 2017: National Steward Recognition Week