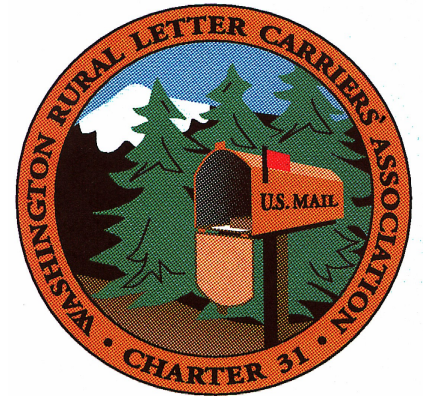


Washington Rural Carrier

Official Publication of the Washington Rural Letter Carriers' Association

Fall 2020



Where Service Begins With a Smile

2020 has been a tumultuous year. With COVID-19, huge increases in package deliveries, wildfires and smoke, new work rules, cancelations, and the election craziness, it is easy to feel like everything is spinning out of control. Here are a few suggestions to help you get back on track.

Your vote counts! Research your candidates and vote early!

Opportunities to help. Volunteer. Donate to worthy causes.

Unexpected emergencies, make sure you are prepared.

Area food banks are in need and how you can donate.

Rumors can be dangerous, don't spread them,

Employee Assistance Program, when you need to talk.

Intest in yourself by learning more about your job.

New rural carriers, how you can help them get started.

Check out the new updated WARLCA website.

Open Season, make plans for your health plan.

Now is a great time to reconnect with friends and family.

Take time for yourself, relax, meditate, yoga.

Read an uplifting story about WWII military mail delivery.

Opt for exercise, limit TV and snacks.

Let others help, you don't need to do it all yourself.

Legislative

See The Updates

Need Help?

*PERF Application, EAP &
Emergency Preparedness*

Food Drive

Here's How to Help

Rumors

Not From Fleetwood Mac

New Scanners

6888th Battalion

*Military Mail Delivered By
Black Women*

WARLCA State Board And Appointed Officers

President & Historian

Kurt Eckrem
1003 9th St
Mukilteo WA 98275-2007
(425) 760-6879
warlcapresidenteckrem@gmail.com

Vice President & Editor

Lisa Benson
PO Box 792
Marysville WA 98270-0792
(425) 359-2462
warlca_vp_lisa@outlook.com
warlcaeditor@outlook.com

Secretary-Treasurer

Becky Wendlandt
2811 N Chase Ln
Liberty Lake WA 99019-5002
(509) 710-7840
warlca@gmail.com

Region 1 Committeeperson & Webmaster

Isabella Lopez
3605 Rockefeller Ave
Everett WA 98201-4729
(425) 417-2700
r1cpwarlca@hotmail.com

Region 2 Committeeperson & RCBP Rep

Alicia Peterson
PO Box 1971
Eatonville WA 98328-1971
(253) 229-0620
rcp2_alicia@outlook.com

Region 3 Committeeperson & Legislative Director

Lorrie Crow
1208 A Slide Creek Rd
Colville WA 99114-8766
(509) 675-0397
warlcaregion3lorrie@outlook.com

Region 4 Committeeperson & Provident Guild Representative

Paige Barrett
30 Robinson Rd
Grandview WA 98930-9016
(509) 391-0480
waregion4paige@gmail.com

PAC Chair

Dawn Ayers
PO Box 6
Sumner WA 98390-0010
(253) 468-2119
dawnayersunionmember@gmail.com

NRLCA Stewards

Seattle District

District Representative

Joyce Patteson
PO Box 1005
Selah WA 98942-4005
(509) 580-0043
joyce.patteson@nrlca.org

Assistant District Representatives

Alicia Peterson
PO Box 471
Graham WA 98388-0471
(253) 208-3344
alicia.peterson@nrlca.org

Renee' Pitts
PO Box 1795
Orting WA 98360-1795
(509) 315-7012
renee.pitts@nrlca.org

Jeffrey Taylor
PO Box 703
Greenacres WA 99016-0703
(509) 690-0126
jeffrey.taylor@nrlca.org

Area Steward

Dawn Ayers
(253) 468-2119
dawnayersunionmember@gmail.com
Offices: Auburn, Covington,
Graham, Issaquah, Maple
Valley, North Bend, Ravensdale,
Olalla, Puyallup, Sumner/
Bonney Lake, Wauna

Portland District

District Representative

Monte Hartshorn
PO Box 321
Castle Rock WA 98611-0321
(509) 315-7670
monte.hartshorn@nrlca.org

Assistant District Representatives

Alicia Peterson
PO Box 471
Graham WA 98338-0471
(253) 208-3344
alicia.peterson@nrlca.org

Oksana Tropets
PO Box 1904
Gresham OR 97030-0566
(503) 347-1753
oksanatropets@nrlca.org

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 to the right 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





A MUST DO The Day Before You Retire (Or Sooner!)

I will admit, the post office is not known for getting things done right or on time when it comes to OWCP, pay adjustments (and sometimes even pay) and the post office changes the work duties every time a new OIC, PM, or District Manager is hired. **BUT, the one thing the post office does 100% on time is take you off LiteBlue the very next day after you retire.** What does that mean to you? Want to find your past form 50s or time served? You have no access anymore. From day one of your retirement you have to contact OPM because the Post Office now shows you are no longer a postal employee. And OPM does not have your eOPF file either. **So, take care of yourself and download your eOPF file before you leave.** You can bet if you don't, there will be some dates you will need in your retirement you will no longer have access to that information. -Becky

NRLCA Lady Carriers' Club

Sponsors of the Georgianna Peet-Miller Graduate Scholarship

With the cancellation of the National Convention, now more than ever we need all carriers to join and fund the 2021 scholarship. Membership is open to all rural carriers. Our only money-making projects are the events at National Convention and membership dues. Membership dues are only \$5. but any donations for the scholarship would be greatly appreciated. Please send checks made payable to NRLCA Lady Carriers' Club, C/O Secretary/Treasurer Kathy Short, 1934 Merry Oaks Railton Road, Smiths Grove KY 42171.

Our main purpose is to award the Georgianna Peet-Miller Scholarship to someone wishing to obtain a graduate study degree. We will announce the five \$3,000 scholarship winners for 2020 in the October edition of The National Rural Letter Carrier. Thank you in advance for any donations you submit.

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How It Starts

By Kurt Eckrem, President & Historian

Most of you reading this are regular carriers and have been for many years. There's a good chance you have probably forgotten what it was like back when you went through the hiring process, which was likely far less involved than it is today. The process is now called "onboarding", which kind of sounds like getting on a ship. Today the hiring process is done totally online, and local management often doesn't even meet a new RCA or ARC until they show up to start working.

When someone takes the first step to becoming a postal employee by going to the USPS hiring website usps.com/careers, they are asked to create an account. This allows them to learn about the eligibility requirements (18 or older and a US citizen, background check, drug screening, medical assessment, safe driving record, etc.) and submit the necessary documentation. They create a "Profile Roadmap" which includes their personal data, a Summary of Accomplishments, and a section where they can match their skill sets and education to the requirements of the job they are best suited for. Once all of that information is on file, they can then search for that job by location and apply.

The first step in the training is attending orientation. There are currently seven locations in Washington where orientations take place: Seattle, Tacoma, Everett, Wenatchee, Spokane, Yakima, and Pasco. The orientations are held over two and a half days, and the instructors are typically clerks. The information is very general, being given to RCAs, CCAs, PSEs, mail handlers, custodians, etc. At some point during the orientation, the new hires are separated out by craft, and each union has the opportunity to send a representative to speak to them for an hour. The union representative uses that hour to answer questions and provide information specific to that craft. This is also a very good time for us to talk to them about the advantages of belonging to the NRLCA, and to give

them the opportunity to join. Due to COVID-19 restrictions, the NRLCA has not been sending any representatives to orientations over the last several months, but that will be changing the first week of October when the WARLCA board members will resume attending orientations at most of the locations.

After completing driver certification and spending a day shadowing a carrier in their assigned office, the new RCAs are sent to rural academy, which is four days of classroom training. Over the course of the four days, the new RCAs are familiarized with many aspects of our job, including form numbers, acronyms, classes of mail, rules and regulations, and so on. The academies also feature practice cases with mail so they can get a good idea what casing mail involves. Many also allow some additional LLV driving familiarity. A recent revision to the academy curriculum allows the instructor a portion of time to talk

Even with the training they get now, the new hires can feel lost when they are first starting out

with the new hires about our union, and to offer them an additional opportunity to join the NRLCA. Currently, new Washington State RCAs attend academies in Olympia, Everett, Portland, Pasco,

and Post Falls, Idaho.

The final stage of the training process for new RCAs is when they begin work in their assigned office with an OJI (On the Job Instructor). This is three to five days of hands-on instruction about their job while actually casing and delivering mail. All the things they learned in academy now take on real world meaning. Hopefully by the time they finish the OJI training they have a good grasp of what the job of rural carrier involves.

Associate Rural Carriers (ARCs) have a little different path through their training. They start off by having a four-hour self-study orientation, followed (usually on the same day) by four hours of shadowing an RCA or another ARC delivering packages. ARCs then attend an eight-hour academy, specifically geared to the work they will perform on Sundays and

holidays.

Those of you who have been around as long as I have may be surprised at the amount of training new RCAs get these days, but every step of it is certainly necessary. The nature of the job has definitely changed, with new technology like the scanners and with the sheer volume of packages. Even with the training they get now, the new hires can feel lost when they are first starting out. That is why it is so important for each and every one of us to offer all the support we can to any new RCA or ARC in our office.

Think back to when you first were hired and you can see how important that support can mean to someone just getting started on their career as a rural carrier. For any of you feeling drawn to help even more in getting your fellow rural carriers off on the right foot, opportunities exist to become academy instructors and/or OJIs. See page 26 for more information, or visit the website, warlca.com. We can really use your help, and so can the newest members of our craft. In solidarity in these chaotic times, Kurt



Scanners: Technology Marches Onward

By Lisa Benson, Vice President & Editor

With the state of technology ever changing, it seems that hardware becomes obsolete within only a few years. As the demand for the NOW becomes ever more present, consumers demand more; more reliability and more visibility, and this is especially true in tracking their mail and their parcels. In order to keep up with competition in the technology and visibility game, the USPS already needs to upgrade its scanners. Let's take a look at the evolution of the USPS's onboard technology.

Beginning in 1997, the Postal Service was already behind in the game of tracking. Competitors such as UPS and FedEx already were using mobile scanners to improve trackability of their parcels, and the USPS had only just awarded its first contract for handheld devices. The award was given to Lockheed Martin, but the device (MDCD) had very limited capabilities. One of its limitations was the lack of real-time scanning, rendering it less than useless for customers with questions regarding the status of their packages. Regardless, these devices remained in service for a full decade.

The successor to the MDCD wasn't exactly much of an upgrade, as it too failed to provide real-time data uploading. These devices, the Intelligent Mail Device (IMD) manufactured by Motorola, also failed to have capability to capture signatures, either on the

screen, or by scanning. Instead, the devices linked the tracking number to a barcode found on the bottom on the 3849s. Carriers still had to bring back the signed 3849 for the picture of the signature to be uploaded to the system. It would seem that Motorola's IMD wouldn't prove as "intelligent" as we'd hoped.

Then in 2013, the Postal Service sought to combat the lack of real-time data uploads by pairing the IMDs with a cell phone. You remember having to pair that glorified disposable phone with the scanner, right? After pairing, the device had to remain close to the phone so the data would be uploaded continuously throughout the day.

"Carriers reported that the Zebra TC 77 had improved barcode scanning capabilities relating to speed and accuracy"

Many carriers simply rubber banded the two together like some MacGyver nightmare. When it was announced that we would be receiving new scanners less than a year later, it

was a relief.

However, the Honeywell 99EX MDD proved to be mostly dead on arrival. According to an OIG report dated July 8, 2015, "we found that MDDs do not perform as expected and, as a result, letter carriers experienced three common functionality issues: screen freezes, laser beam reader freezes, and insufficient battery life. Letter carriers used ineffective or inefficient workarounds, often counter to operating instructions when MDDs did not work as designed", less than one year after initial deployment and before

all the devices had even been delivered. Seems this product was doomed to fail from the beginning.

With the MDDs dying a premature death, the USPS selected the Zebra Technologies TC77 mobile computer to serve as the Next Generation Delivery Device. Some of you may already be using these new scanners, as deployment began earlier this year. These devices are run with Android OS and are similar in size and shape to a personal cell phone, but they feel hefty and are far more rugged than your average cell phone. Like a phone, they feature a touch screen.

There are also two "Scan" buttons, one on each side of the device. They will run the same software currently used on the MDDs. The prototype testing of these devices concluded in June of last year and the contract worth \$570 million was awarded in late October. According to an article in the December 2019 edition of the NALC magazine *The Postal Record*, Christopher Jackson, Director of City Delivery, writes "Carriers reported that

the Zebra TC 77 had improved barcode scanning

capabilities relating to speed and accuracy. The Zebra also demonstrated enhanced dynamic routing turn-by-turn directions and reduced overall battery consumption, an improvement over the current MDD. Based on what NALC has observed, most of the feedback for this model has been positive." The distribution of these new scanners will supposedly take place in equal parts between city and rural routes until all 300k devices are deployed. For the sake of our employer's finances, let's hope that these scanners prove to be a long term solution.



Photo courtesy of *Postal Times*, (<https://www.postaltimes.com/postalnews/a-look-at-the-new-scanners-to-be-deployed-in-2020/>)



Women Deliver

By Becky Wendlandt, Secretary/Treasurer

Instead of boring you with membership/financial stats my article is going to be from *The Army Historical Foundation*, written by Kevin M. Hymel, which can be found at: <https://armyhistory.org> However, you will find all the latest WARLCA membership information and financial statements in this paper and please feel free to call me if you have any questions.

I was so impressed by this article that I had to share it with you! My mom was a *Rosie the Riveter* who took on a typical man's job during WWII at Boe-

ing because so many men were gone fighting in the war. She was also a rural carrier and my hero, following in my family's tradition of taking on jobs that were not then typically held by women. I followed the tradition by driving grain trucks in the summer harvest circuit while putting my way through college, and now you see many women doing that. My daughter joined the army and served a year in Iraq. Sadly, so many of our men and women soldiers take their own life after coming home. Her unit of 155 lost

21 so far, so I challenge you to make sure our politicians remember who really did/are serving this country and take care of them. It wasn't that long ago that the majority of rural carriers were men, and now in WA state women rural carriers cover more routes than men. I think many of us women were looking for jobs that pay the same for both men and women, as they should be. Thanks to unions, we have that, but you can still find corporations everywhere that will pay women less than men for the same work.



6888th Central Postal Directory Battalion

Written By: Kevin M. Hymel

The 6888th Central Postal Directory Battalion was a unique U.S. Army unit and it had the distinction of being the only all-African American, all-female unit sent overseas during World War II. The women kept mail flowing to nearly seven million soldiers in the European Theater of Operations (ETO).



WACs who would later be organized into the 6888th Central Postal Directory Battalion stand in front of their quarters in England, 17 February 1945. (National Archives)

Almost immediately after leaving the United States in early 1945, the women who would eventually make up the 6888th were introduced to the rigors of war. During the trip across the Atlantic Ocean German U-boats forced the convoy of troop ships to change course. The event had a chilling effect on the women. “Darn tootin’ I got scared,” recalled Mary Ragland. “Especially when you can’t see land all around” she added. Once the women arrived in England on 14 February 1945, they had another scare. As they disembarked from their ship, a German V1 rocket, also known as a “Buzz Bomb” for the sound of its engine, dove into the area. As the noise of the engine filled the air, the women ran for cover. No one was killed, but the event served as a harsh reminder that even behind the lines, soldiers were at risk at all times.

The 6888th was organized on 4 March 1945 at Birmingham, England, and pitched mail at a facility there until after the end of the war in Europe in May. With approximately 850 officers and enlisted personnel, this Women's Army Corps (WAC) unit was organized into four postal directory companies — A, B, C, and D — and a Headquarters company, which handled all administrative and service support duties.

Major Charity Adams commanded the battalion. She had joined the Women's Army Auxiliary Corps (WAAC—the predecessor to the WAC) in 1942 and became the first African American woman to receive an Army commission. She ended the war as a lieutenant colonel and as the highest ranking black woman in the Army.

The women of the 6888th were discouraged when they discovered warehouses crammed from floor to ceiling with mail and packages that had not been delivered for at least two years. Rats the size of cats had broken into some of the Christmas care packages for front line soldiers and eaten their contents. The women went to work, organizing a system that would break the bottleneck of undelivered mail.

The WACs set up a system of Army Postal Office (APO) carts to pitch mail. Once the carts were full, the mail would be delivered to the APOs for further distribution. For soldiers with common surnames, like "Smith," the clerks used special locator cards which contained the soldiers' names and unit numbers to ensure proper delivery. They also repackaged damaged goods and sent them out.



Captain Abbie N. Campbell and Major Charity Adams inspect the first contingent of African American WACs sent overseas shortly after their arrival in England, 15 February 1945. (National Archives)



WACs from the 6888th Central Postal Directory Battalion take part in a parade in Rouen, France, on 27 May 1945, following a ceremony honoring Joan of Arc. (National Archives)

Work conditions were less than ideal. The women pitched mail in damp, poorly-lit warehouses without heat. The windows were all painted over for black-out conditions. To battle the cold, some women resorted to wearing ski pants, field jackets, fatigues or anything else to keep warm. They worked eight-hour rotating shifts, seven days a week. The job, which was supposed to take them six months, was completed in only three.

The 6888th was self-contained, meaning it was not attached to any male unit. It managed its own mess hall, motor pools and supply rooms. It had its own military police and a chapel. The 6888th also had its own public affairs officer and a battalion newsletter, *Special Delivery*. It hosted sports teams and even put on dances at Army hospitals around England. In fact, all the positions of an Army battalion—communications, record keeping, and recreation—

were staffed by black women.

As with any minority unit in a segregated army, the 6888th experienced its share of sexism and racism. When some African American male soldiers thought the women came to Europe to provide them companionship, the ladies quickly set them straight. When the Red Cross opened a club for black women only, Major Adams asked her soldiers to resist the club. In a show of unity, no one from the battalion entered its doors. Several members of the unit's basketball team were invited to play on an Army all-star team, but when the Army realized the players were black, the invitation was rescinded. Army policy forbade the mixing of races in units, including sports teams. The battalion's team responded by going on to win the ETO Basketball Championship of 1945.

The women easily made friends with the residents of Birmingham. The locals were skeptical at first, as many white American soldiers spread racist misinformation about African Americans. The women of the 6888th soon put those rumors to rest with their dignity and class. In many instances, the local populace treated the women better than they were treated back home.

In May 1945, with the war in Europe over, the unit transferred to Rouen, France, via the port of La Havre. The women stepped onto the docks to discover mountains of rubble that used to be a port town. The greeting in Rouen on 20 May was much better as male African American soldiers were on hand to welcome the ladies. They carried bags and asked each woman her name, trying to find friends and family. Small reunions united the women and men who joined the military for a common cause.

The sights may have changed, but the work was the same. In France, the mail had backed up for two to three years. Again, the battalion was ordered to deliver the mail in six months. Again, they did it in three.

After five months in Rouen, the Battalion transferred to Paris. The women were housed in two lavish hotels: Bohy Lafayette for enlisted women and the Hôtel États-Unis for officers. For the first time in their military service—and for some women for the first time ever—the women were treated to maid service and meals prepared by the hotels' cooks. While living conditions improved, their work became more difficult as more and more WACs transferred home. In November 1945, only 558 women out of the original 850 remained with the battalion. On 27 February 1946, the 6888th boarded the *Claymont Victory* for its return to the United States. The battalion was disbanded on 9 March 1946 at Camp Kilmer, New Jersey.

For the women of the 6888th Central Postal Directory Battalion, World War II was truly a war of liberation. They served their country in trying conditions, accomplished their mission, and showed what African American women could do if given the chance.



Private Ruth L. James stands at the gate during an open house held by the 6888th Central Postal Directory Battalion at its facilities in Rouen, France, 26 May 1945. Hundreds of African American soldiers attended the event. (National Archives)

The preceding story was shared from the Army Historical Foundation's blog without editing and only minimal formatting to fit this publication. All accompanying photos provided by the Army Historical Foundation. To view this original blogpost, visit

<https://armyhistory.org/6888th-central-postal-directory-battalion/>



Emergency Preparedness

By Isabella Lopez, Region 1 Committeeperson & Webmaster

Have you ever been in an emergency situation? What would you do if you had to evacuate your home, what if you were at work when an evacuation order happened?

The first step in emergency preparedness is building your disaster kit. Kits should be customized for your personal needs. You should have one ready for your household, work and car because disaster can strike at any time.

Ready.gov/kit and redcross.org are both good resources for how to prepare for an emergency and how to build a kit that meets your needs. You should also take into consideration what kinds of emergencies you need to prepare for depending on where you live. Redcross.org has a map of the United States that list common disasters that might happen in your area which include, landslides, volcanoes, tsunami, wildfires and earthquakes.

The next step is to have a plan. If you are at work and your loved ones are in school or at home where would you meet if your city or neighborhood had to evacuate? What routes would you use to get there in the event there are road closures? By having local road maps you could navigate your way out if your cell phone died or you lost service.

If you are at home how would you get out of your house? In a fire where you would you meet the rest of your family? Do you have a sticker on your window indicating how many pets are in your house? All of these are questions you should ask yourself and plan with your loved ones. It only takes a few minutes to come up with a plan of action and might make the difference between life and death.

Sign up for alerts or notifications and know how to find out if you have to show up to work. IPAWS is a way for officials to send emergency alerts. By turning on your radio you can also get weather and hazard alerts from NOAA. Check with your local jurisdictions to see if you can opt into emergency alert. Did you know the post office has a national hotline

number you can call to find out about facility closings? The numbers is listed on the back of your ID badge.

Do you know what resources are available if you have been affected by a disaster? Federal Emergency Management Agency (FEMA), the Red Cross and Salvation Army are all resources who can assist you in the event of one of these things has happened. Did you also know about the Postal Employees Relief Fund (PERF)? PERF provides small relief grants to help active and retired postal employees.

See below for a basic emergency kit:

Water, food, battery powered radio, flashlight, first aid, extra batteries, whistle, dust mask, plastic sheeting & duct tape, moist towelettes, garbage bags, plastic ties, wrench or pliers(to turn off utilities) manual can opener(for food) local maps, cell phone with chargers and back up batteries.

Other things you can include are things like glasses, contact lens solution, medications, pet food, and change of clothing and shoes, matches, mess kits.

Remember the key to your family's safety and survival might depend on how prepared you are when disaster strikes.

Ready.gov/kit and redcross.org are both good resources for how to prepare for an emergency

Make the Call!

USPS Employee Assistance Program

1-800-327-4968

(1-800-EAP-4-YOU) TTY: 1-877-492-7341

www.EAP4YOU.com



APPLICATION FOR RELIEF GRANT

Mail directly, along with supporting required documentation to:

Postal Employees' Relief Fund (PERF)

PO Box 7630, Woodbridge VA 22195

Voice Mail: (202) 408-1869 * email: perf10268@aol.com * www.postalrelief.com

PERSONAL INFORMATION (PLEASE PRINT):

DATE OF LOSS: _____ TYPE OF NATURAL DISASTER: _____

FULL NAME: _____ LAST 4 DIGITS SOCIAL SECURITY NUMBER: _____

HOME TELEPHONE: _____ CELL: _____ EMAIL: _____

CURRENT MAILING ADDRESS: _____

It is the applicant's responsibility to ensure PERF is advised of any change in your mailing address

ADDRESS OF "PRIMARY" RESIDENCE SUSTAINING DAMAGE: [] HOMEOWNER [] RENTER

PRIMARY RESIDENCE IS:
[] Totally destroyed/no expectation to return
[] Uninhabitable for extended period of time
Expected return home date is: _____
(If return date is extended, please notify PERF accordingly)

Verification of Damages and Displacement: See "Eligibility Criteria" to ensure required documentation is submitted.

USPS EMPLOYMENT STATUS: DESIGNATION/ACTIVITY CODE ASSIGNED BY USPS: []

[] ACTIVE CAREER EMPLOYEE [] NON-CAREER BARGAINING UNIT

[] RETIRED—*Must provide copy of PS Form 50 or other documentation substantiating applicant is a postal retiree with application.*

NAME/ADDRESS USPS FACILITY ASSIGNED: _____

NAME OF UNION or MANAGEMENT ORGANIZATION, WHO WOULD REPRESENT YOU (PLEASE CHECK ONE):

[] -APWU [] -NALC [] -NPMHU [] -NRLCA [] -NAPS [] -NAPUS [] -NLPM

YOU MUST SIGN AND DATE THE FOLLOWING STATEMENT:

I hereby certify that the information provided herein is true and accurate. I am also aware that any statements made herein which are willfully false are subject to penalty under applicable state and federal laws. Submission of this request does not entitle me to a claim against the Postal Employees' Relief Fund, but only constitutes a request for assistance.

SIGNATURE OF APPLICANT: _____ DATE: _____

THIS APPLICATION HAS BEEN SIGNED BY: () -UNION OFFICER () -MANAGEMENT OFFICIAL () -DISTRICT EAP PROFESSIONAL

I hereby confirm to the best of my knowledge that the applicant has been impacted by a natural disaster.

SIGNATURE: _____ DATE: _____

PRINT NAME AND TITLE: _____ CONTACT TELEPHONE NUMBER: _____

Postal Employees' Relief Fund (PERF)



Eligibility Criteria

PERF Mailing Address: PO Box 7630, Woodbridge VA 22195-7630

Email: perf10268@aol.com — Website: www.postalrelief.com — Voice Message 202/408-1869

(Effective for natural disasters occurring on or after October 29, 2012)

Relief grants will be considered for property damage sustained to a "primary residence" due to a major natural disaster such as but not limited to a hurricane, flood, tornado, wildfire or earthquake; and also for property damage as the result of an isolated house fire (applicant must include copy of the official fire report).

All relief grants considered are based on (2) Categories:

- A. Primary residence destroyed (never able to return) or*
- B. Primary residence is significantly damaged (left temporarily, uninhabitable for extended period of time, but there is an expectation being able to return at some point, anticipated 90 days or longer)*

1. Applicant must provide documentation that they are (1) current employee of the United States Postal Service or 2) retired USPS employee, at the time of the disaster.
2. Only one request for relief will be considered per family residing in the same principal place of residence, regardless of the number of eligible persons residing in a household. Applicants and qualifying spouses/partners are limited to receive two grants per lifetime.
3. For verification of eligibility all "homeowner" applicants must submit copies of a first responder's, city/government officials or insurance adjusters report that substantiates the degree of damages and the extent of displacement from primary residence. The document must list the applicant or spouse/partner's name and address as declaration of ownership.

All "renter" applicants must submit copies of a first responder's, city/government official's or insurance adjuster's report, or provide a written letter from the landlord that substantiates the degree of damages and extent of displacement from primary residence. The document or copy of the lease agreement must list the applicant or spouse/partner's name and address as declaration of occupancy.

Applicants do NOT have to wait for emergency relief or insurance claims to be settled for documents to be considered proper in order to apply.

4. All Applicants must have their application signed by their union officer, management official or district EAP professional prior to submission to PERF as confirmation.
5. Applications for grants from PERF must be received no later than 120 days from the date that the natural disaster occurred, unless the applicant can provide sufficient reason(s) why they were unable to complete and submit their application prior to this deadline. Requests for exceptions will be ruled on by the PERF Executive Committee on a case-by-case basis.



Buckle Up!

By Alicia Peterson, Region 2 Committeeperson, ADR & RCBP Representative

As rural carriers our eyes are automatically drawn to the sight of our fellow carriers. It doesn't matter rural or city, we look. It may be your day off or you're traveling to a different city or town, but we look. We look to see if we might know this carrier or to see if they are wearing a uniform. We look to see if they are delivering safely. Are their wheels curbed, engine off when dismounting and is that most important bright orange seat belt fastened? Many times we are disappointed with the sad truth that it is not.

There is no doubt in my mind that every single person reading this article knows that the law says you must buckle your seat belt. The National Highway Traffic Safety Administration reports that the use rate in 2019 was 90.7%, but it still means another 27 million Americans are not taking the simple, lifesaving step of buckling up. The NHTSA also reports that an estimated 14,955 lives were saved due to seat belt use in 2017 alone. However, it also goes on to say that 47% of passenger vehicle occupants who were unrestrained were killed in 2017. Many drivers and passengers think that because of the modern designs of automobiles these days or multitude of airbags installed that these modern-day vehicles will protect the occupants in the event of a collision. That is a serious misconception. Albeit, vehicles are often equipped with advanced safety features, they are designed to be used in conjunction with each other. Airbags are designed to deploy in 15-30 milliseconds which means they protect the occupant at a precise moment of an impact while the occupant is being restrained with the seat belt. It doesn't matter how short the trip is, how close it is to home, how slow the speed limit is or how familiar you are with where you are going, the fact remains that without a proper restraint even a minor collision can result in a fatality.

In Washington State the seat belt law is defined in RCW 46.61.688. There is an exemption, WAC 204-41-040, that states *Employees of the United States Postal Ser-*

vice are not required to wear a seat belt system while delivering mail and while actually on a designated rural mail route. The law also goes on to say, *Seat belt use is required when traveling to and from the mail route.* The PO 603 Rural Carrier Duties and Responsibilities, Section 171.51 states in part, *If a POV RHD vehicle is used on the route, seat belts must be worn at all times...vehicles equipped with both shoulder and lap belts may disengage the shoulder belt only in those situations when the shoulder belt prevents their ability to deliver and collect mail from curbside mailboxes.* The question would be, who even has a RHD POV with separate lap and shoulder belts? My guess would be that there are very few vehicles out there that could be described as having that feature. The language in the PO 603 goes further to identify those carriers that are operating a privately owned LHD, *seat belts must be worn and the carrier must be positioned directly behind the steering wheel when traveling to and from the route,*

The NHTSA also reports that an estimated 14,955 lives were saved due to seat belt use in 2017 alone

between Postal Service units, and during any deviations from the established line of travel beyond one-half mile for delivery. This would mirror the state exemption language of when use is

required. Also according to the PO 603, *rural carriers should consider the following factors when assessing the use of the seat belt and appropriate seating position: (a) Distance between stops (b) Traffic density and weather conditions (c) Road design characteristics, such as number of intersections traversed, road shoulder width, and surface conditions (d) Other factors affecting safety.*

The EL-814 Postal Employee's Guide to Safety Section X.D.2 and the EL-801 Supervisor's Safety Handbook Section 3-5.8, reiterates most of the above while incorporating the use of the LLV. These manuals state an exception, *When shoulder belts prevent you/ driver from reaching to deliver or collect from curbside mailboxes, you may unfasten the shoulder belt, but never the lap belt.* This interpretation of that language led to a Step 4 grievance from Marysville, WA (E06R-4E-C 09288606) in March of 2015. The parties agreed that

"rural carriers are not expected to continually unfasten the shoulder belt when traveling between mailboxes in situations when the shoulder belt prevents their ability to deliver or collect mail." The agreement identifies a list of safety conditions to consider when disengaging the shoulder harness identical to the PO 603 Section 171.51 in relation to operating a LHD POV, specifically distance between stops; traffic density and weather conditions; road design characteristics, such as number of intersections traversed, road shoulder width, and surface conditions; and other factors affecting safety such as the speed limit.

Nobody can disagree that seat belts in an LLV are one of the most uncomfortable designs ever. Most LLVs range from 20 to nearly 30 years old. However,

in a crash, a safety belt locks and holds the individual in place. The use of a seat belt will keep the individual from being ejected from the vehicle potentially saving the life of the individual. Rural carriers spend countless hours along the shoulder of the road with the window down while the other drivers around us expect us to know their every move and intention. Drive defensively using all of your skills and while assuming every other vehicle on the road contains an impaired or distracted driver. The goal of every day is to go home to your loved ones whether that means our furry friends, parents, spouse, or children. Use your number one tool for the job, your seat belt and BUCKLE UP!



Battle of the Bills

By Lorrie Crow, Region 3 Committeeperson & Legislative Director

I had originally planned on doing an in-depth report on our new PMG Louis DeJoy. But let's be honest, there has already been so much reporting done on him, his finances, and the many investigations into his investments, etc., that it would just be a repeat of what we already have been made aware of. But there is not a lack of information to share with you.

As many of you already know when the COVID-19 pandemic first hit the United States and the Cares Act was in the process of being drafted, the USPS Board of Governors had requested \$75 billion in relief; \$25 billion in emergency appropriations, a \$25 billion line of credit, and \$25 billion for shovel-ready projects to include the modernization of our aging vehicle fleet and facilities. However, in order to get the much-needed Cares Act signed into law by the President, compromises had to be made, the Postal Service ended up with a \$10 billion line of credit only.

Then came the Heroes Act - H.R.6800. This bill was introduced to the House on 5/12/2020 and passed the House on 5/15/2020. It was proposed that the Postal Service would receive \$25 billion to compensate for lost revenue due to the COVID-19 pan-

demic. It also included that employees of the USPS should receive an additional \$13 an hour for all hours worked retroactive to January 27, 2020 and continue for an additional 60 days after the pandemic ends. As with so many other bills, this one has sat in the Senate without any actions being taken.

An Updated Heroes Act - H.R.8406 has been introduced and passed in the House on October 1, 2020. Again, compromises had to be made, in this bill it is proposed that the USPS receive a direct payment of

No matter how you decide to cast your vote, I sincerely hope you do so educated

\$15 billion and clarifies the terms of the original Cares Act \$10 billion line of credit. Alas as reported on the news outlets, the President has called off all negotiations with the House on this bill. Unless he has a

change of heart, it sits in limbo. Of course, if it were to pass in both the House and the Senate with a 2/3 majority, the President would not be able to veto it.

On July 2, 2020 the Postal Service Emergency Assistance Act - S.4174 was introduced to the Senate by Susan Collins (R-ME) and Diane Feinstein (D-CA). This is a stand-alone bill that would provide \$25 billion to the USPS. On August 28, 2020 Anthony Gonzales (R-OH) introduced a duplicate bill to the House.

H.R.8123.

We aren't done yet. So many of our national Representatives and Senators are continuously working hard to protect the Postal Service from what the current administration would like to see happen, please remember to thank them.

On August 22, 2020 the Delivering for America Act H.R.8015 was passed in the House. This bill basically protects the Postal Service from any changes or revisions that might be made that would interfere with the service standards during the pandemic.

Passed House (08/22/2020)

Delivering for America Act

This bill prohibits the U.S. Postal Service (USPS) from making changes to operations or levels of service from those that were in effect on January 1, 2020, establishes requirements for the processing of election mail, and provides additional funding for the Postal Service Fund.

(Sec. 2) Specifically, the USPS may not, during the period beginning on enactment of this bill and ending on the last day of the COVID-19 (i.e., coronavirus disease 2019) public health emergency or January 31, 2021, whichever is later, implement or approve any change to the operations or the level of service that would reduce service performance or impede prompt, reliable, and efficient services.

In response to a questionnaire from the National Association of Postal Supervisors, Democratic candidate former Vice President Joe Biden voiced his support of the Postal Service. As reported, his support includes the elimination of the pre-funding mandate and emergency relief from the COVID-19 pandemic. The current sitting President Donald Trump declined to respond.

<https://www.linns.com/news/us-stamps-postal-history/biden-pledges-support-for-u.s.-postal-service>

On August 28th, eight of our Representatives sent PMG DeJoy a letter expressing some of their concerns, I encourage you to read this as well.

https://jayapal.house.gov/wp-content/uploads/2020/08/Mail-Sorting-Machines_WA-Delegation.pdf

These are such tumultuous times politically; I honestly can't remember any election ever being this divisive. Please remember that if you have friends or family that are sitting on the other side of the fence from you right now, they are still the ones you loved before all of this, and hopefully will still love after. Don't let politics separate you, remember one of the great things we enjoy in this country is our freedom and that includes the freedom of having our own opinion.

No matter how you decide to cast your vote, I sincerely hope you do so educated. I have included a few webpages where you can get more information. Check to see how your Representatives have voted on the issues that are important to you. But most of all don't be afraid that mail in voting is going to be a problem here in the State of Washington, we are good at it.

<https://www.congress.gov/bill/116th-congress/house-bill>

Respectfully submitted

Lorrie Crow

RCP3

Fun Fact: For most of the country's history, the Postmaster General was in line for the succession of the Presidency. The position was removed from the line of succession in 1971.

<https://www.worldatlas.com/articles/what-is-the-line-of-succession-to-the-u-s-presidency.html>



Rumor Has It...

By Paige Barrett, Region 4 Committeeperson & Provident Guild Rep

Hey, have you heard about the new scanners that are being deployed? What about the new LLVs that we are getting? Did you hear that there are processing plants that are closing? Do you know that there is another increase coming in our pay in November?

While all these lead in statements have some truthful information that can follow, there is also the possibility that the info YOU heard is actually not all

truthful information worth repeating. When you then turn around and tell what you heard, you have just started a rumor. Another word for rumor, is gossip.

Where can you go to find out the truth about postal related topics? That is a widespread debate. The best places to look are the NRLCA webpage, which is available to all union members in good standing. It is password protected, meaning you must be approved

by the national office to gain access. The WARLCA website is also a good place to go to gain the latest information. Our webmaster works diligently to keep our information updated and timely. If it is a contractual issue, please bring up your issues with your local steward if available, and if not, then your assistant district representative or district representative. Your national magazine, *The National Rural Carrier* and the WARLCA state magazine, *WRC*, are also good resources for factual information. There are some websites and Facebook pages out there that may appear to offer advice on a wide array of material, but often then advice is off key in one or more areas. Do not assume if you see that one of your stewards or union officials is a part of that group that it is a legit site. They may just be keeping tabs on the rumors going around. When in doubt, ask a trusted person.

Years ago, a good friend of mine had shared some personal information with me and a couple other close friends. It was expected that we do not share it with anyone else. About a month later, my friend called me and was incredibly angry with me. A family member knew about this personal information and it was assumed that I was the one who said something. I knew I was not guilty of it. So, I went in search of who it could have been. I spoke to my friend's family member whom I was also friends with and learned who they had learned the information

from. I then let my friend know who it was. And when the original person who had shared the information was confronted about it, that person immediately took responsibility for it. My friendship fell apart because of all of this however, because my friend was very embarrassed that she had wrongly accused me. It can be said we are now mere casual acquaintances. This is an example of how destructive rumors or gossip can be.

What are some actions can you take to prevent rumors from taking hold?

Determine what lends credibility to the rumor and stop it. People are more likely to continue to

repeat what they have heard or believe is there is a plausible reason to.

Prove that it's not true, if you can. If you can produce evidence that shows the truth, then bring it out

and expose it.

Confront the source. If you know who started the rumor, talk to them about it. They may or may not realize that they have played a part in it going viral. Ask them to own up and begin to take action to stop the rumor.

Rumors will never go away. They are in every nook and cranny in our lives, just waiting for the right time to rear its ugly head your direction. Be vigilant, be on guard, be ready. Don't listen if it is being tossed your way. Oh, and rumor has it, this is the conclusion of this article.

Where can you go to find out the truth about postal related topics?



Who Works When?

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

2020 has been quite a year. We have endured a pandemic, epic fires, parcels and now a national election. Some carriers have been joking about what is next...flaming snow? It truly has been a "year". On top of all the challenges, we have many offices that are short staffed going into "peak". In those offices, what are the rules concerning who works when?

Regular Carriers: Our "H", "J" and "K" route status tells us how many days per week that we are normally scheduled for. The "J" and "K" routes have

normally scheduled relief days. In offices that are short staffed, management may require (mandate) regular carriers to work their relief days. The language detailing who may be mandated when is found in Article 8.5.

When a regular rural carrier is needed to work a relief day, due to the unavailability of a leave replacement, the Employer will:

1. *Select carriers on the list, in order of seniority on a rotating basis to work the relief day.*

2. If the need still exists, the Employer will accept volunteers from regular carriers not on the list before requiring regular carriers not on the list to work the relief day. Such requirement will be by juniority.
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.

(Note: Article 8.5.C) *The Employer is not required to work any regular carrier on a relief day if it would cause the carrier to exceed the annual guarantee or fifty-six (56) actual hours within one (1) week.*

Mandating of a regular rural carrier can only occur when there is no available leave replacement. If there are leave replacements not scheduled, management should not be mandating regular rural carriers to work their relief days. If a regular carrier is mandated to work their relief day and they are on the relief day work list (RDWL), then they are entitled to choose between:

1. An "X" day to be mutually scheduled within 12 weeks.
2. DACA 3: 50% pay for the day plus an "X" day scheduled by management within 12 weeks. Management must give at least three days' notice of the scheduled "X" day.
3. DACA 5: 150% pay for the day.

It is a "best practice" to write in ink on your PS 4240 in the comment section which option you are choosing when you work your relief day. The new RDWL period began on October 10th 2020 and with the new list, the RDWL rotation begins with the most senior carrier on the list for that relief day.

New to the 2018-2021 is Article 30.2.D.5: *The Employer may schedule a leave replacement from another office before selecting a regular rural carrier not on the relief day work list to work in accordance with Article 8.5.A.2.*

Also of note is the MOU between the Postal Service and the NRLCA that allows regular rural carriers to volunteer to help on other rural routes in the office or to work parcel delivery on a Sunday. The key word to this is "**volunteer**". The MOU is set to expire December 31st. Also, it clearly states that if a regular rural carrier is working their relief day that they are not to be scheduled to additional duties on other routes that day.

Rural Carrier Reliefs: Every rural carrier relief should know by heart Article 30.2.D and be aware of

the "order of consideration". The order of consideration gives a great step-by-step of who should work when and which route.

1. The assigned primary relief assigned to a route via Form 50 should be working their primary assignment. If they are working for the week, and the route is a "J" or "K" route, then management may require the relief carrier to take a relief day. Also, if the primary relief is working for the full week, management must let them work up to the evaluated hours before being replaced. If the primary leave replacement is being scheduled on a day-by-day basis then management must schedule the relief to work their primary assignment, even if it were to result in overtime. Day-by-day is defined as working multiple routes in the week.
2. If there is no primary assigned relief, or they are not available, management may select a PTF prior to going to the "matrix".
3. The relief that is assigned via the matrix as the secondary leave replacement.

4. The relief that is assigned via the matrix as the tertiary leave replacement.

Note: Every rural office is REQUIRED to have a matrix posted.

5. By seniority, those reliefs in that delivery unit who have been trained or utilized on the route. These carriers may be skipped if it would result in overtime.

6. By seniority, assign any other leave replacement in the office.

Note: Even if it would result in overtime, a relief assigned to the delivery unit or office is entitled to work prior to any relief not assigned to that office.

Please make sure to read the actual language of Article 30.2.D and to look closely at the appended "order of consideration". You can always find information, including the contract, Step 4s and MOUs at the NRLCA's official website, www.nrlca.org. Make sure to look under the Departments tab for Steward Operations, then the Steward Reference Guide. For example, the Order of Consideration can be found under "R" for RCA Employee. Make sure that you are aware of what you are contractually entitled to. Remember,

Ignorance May Be Bliss, but It Will Cost You
Monte Hartshorn
Portland District Representative, NRLCA

ORDER OF CONSIDERATION

Covering a route when the regular rural carrier is absent

This document represents the position of the NRLCA as supported by the contractual and other language cited.

1. Primary Assigned Leave Replacement

- A. Entitled to weekly Evaluated Hours when covering route for full week. May only then be replaced to avoid overtime or additional overtime. (Article 30.2.O.)
- B. When covering route for entire week, they may be required and/or request to take a relief day on J or K routes. The relief day is not necessarily the same as the regular carrier. (Article 30.2.H)
- C. When a leave replacement is being scheduled on a day-by-day basis, the primary substitute, RCA or RCR must be scheduled for work on their primary assignment if available, even if this results in compensation at the overtime rate. (M-84-Pre-Arbitration Settlement G00R-4Q-C 02139495, March 14, 2005)

2. If the primary assigned leave replacement is not available, management may assign an available part-time flexible rural carrier (PTF) before assigning the second or third leave replacement on the matrix. (Article 30.2.D.2. and M-84-Pre-Arbitration Settlement G00R-4Q-C 02139495, March 14, 2005)

3. Assign the leave replacement in the secondary spot on the matrix. No entitlement to overtime. (M-84-Pre-Arbitration Settlement G00R-4Q-C 02139495, March 14, 2005)

4. Assign the leave replacement in the tertiary (third) spot on the matrix. No entitlement to overtime. (M-84-Pre-Arbitration Settlement G00R-4Q-C 02139495, March 14, 2005)

5. Assign, by seniority, another qualified substitute, RCA, or RCR in that delivery unit. Qualified means having received training or been utilized on the route. No entitlement to overtime. (Article 30.2.D.3 and M-84-Pre-Arbitration Settlement G00R-4Q-C 02139495, March 14, 2005)

6. Assign any other leave replacement **in the office**. (Article 30.2.D.4) A trained ARC may be utilized on Saturday only. (A-130-ARC Implementation Instructions)

7. Management may, on some occasions, split a route or schedule an RCA to serve a regular route and an auxiliary route. (NOTE: The NRLCA position is that the term "on some occasions" does NOT include scheduling multiple assignments or splitting routes on a repeated or on-going basis.) Except in emergency situations, management must not schedule a leave replacement to serve on two full assignments or one full assignment and one or more partial assignments in a single day, if the evaluations of these assignments total twelve hours or more. (R-96-Step 4 Settlement G95R-4G-C00170298, April 24, 2002, and P-115-Wilson Letter September 1, 2000)

8. Select a regular carrier to work in accordance with Article 8.5

A. Assign regular carriers on the Relief Day Work List (RDWL) in order of seniority on a rotating basis.

Carriers on RDWL are paid one of three ways, **at their option**: (Article 9.2.C.5.f.)

1. DACA Code R- Carrier and manager mutually agree on X day within next 12 weeks. No additional compensation. Form 3971 completed. Same consideration as approved annual leave.
2. DACA Code 3- 50% additional compensation and X day scheduled by management within next 12 weeks. Management must give 3-days' notice when scheduling X day. (P-115-Wilson Letter September 1, 2000)
3. DACA Code 5- Carrier receives 150% of daily evaluated pay. No X day.

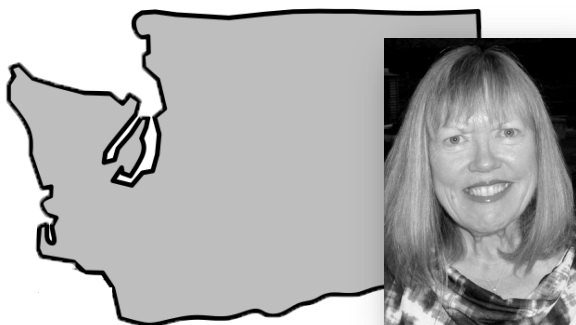
B. Schedule a leave replacement from another Post Office, but only after all available regular rural carriers on the relief day work list have been assigned to work the relief day (Article 30.2.D.5), or, at management's option, accept a regular carrier who volunteers who is not on the RDWL. For this regular carrier, DACA Code 3 is the only compensation choice. (Article 9.2.C.5.g.)

C. Require a regular carrier not on the RDWL to work. This is done by juniority and does not rotate. DACA Code 3 is the only compensation choice. (Article 9.2.C.5.g.)

Notes: Any regular carrier may be bypassed from working a relief day if the hours worked would cause them to exceed 2080 hours for the guarantee year or 56 hours for the week. (Article 8.5.C.)

Regular carriers with annual leave, sick leave, or an X day scheduled adjacent to their relief day, will not be required to work the relief day. (Article 8.5.A.3)

9. In emergencies, any other qualified employee may be assigned. (Article 30.2.D.6)



You Want Me To Do What??

By Joyce Patteson, Seattle District Representative

From time to time, you receive an instruction from management you really don't wish to follow. They may instruct you to make a second trip for parcel delivery, take your DPS directly to the street, or any number of other instructions that you may not wish to follow. What should be your response?

I've heard of way too many instances the last couple of years where the carrier's response was "No," in one form or another. It might be emphatic, it might be conversational, or it might be in other words, but it was still a refusal to follow an instruction.

Section 665.13 of the ELM (Employee Labor Manual) states: "**Discharge of Duties.** Employees are expected to discharge their assigned duties conscientiously and effectively."

Section 665.15 of the ELM states: "**Obedience to Orders.** Employees must obey the instructions of their supervisors. If an employee has reason to question the propriety of a supervisor's order, the individual must nevertheless carry out the order and may immediately file a protest in writing to the official in charge of the installation or may appeal through official channels."

If you've been in a position where you have disobeyed management when given an instruction – sometimes called a direct order, a result may have been an investigative interview that resulted in discipline. If so, you are likely familiar with the above cites from the ELM because management usually references them in an interview to ensure that you understand, and they are usually quoted in any discipline you may have received.

The bottom line is that you do not want to be guilty of insubordination. Failing to follow an instruction and/or direct order will lead to discipline up to and including removal in most cases. If that happens, your only recourse would be the grievance process. Management has the burden of proof in disciplinary matters, however, if you failed to follow an instruction that's typically not difficult to prove.

If you receive an instruction from management, your best bet is to respectfully converse with management as to your hesitation to carry out the order. If management doesn't budge, you will need to follow the instruction and challenge the validity of the instruction in the grievance process. In the case of insubordination, it's much better to question the propriety of an instruction in the grievance process than to challenge discipline for insubordination.

How do you file a grievance? I'm glad you asked. Section 3, Procedure – Step 1 of the National Agreement, section a. states in part, "Any employee who feels aggrieved must discuss the grievance with the employee's immediate supervisor within fourteen (14) days..."

This portion of the contract is often misunderstood when it comes to filing a grievance. In a lot of cases, carriers don't seem to understand the necessity of having a discussion with management prior to actually filing the grievance. In addition, they are free to resolve the issue with management at that discussion however, it's recommended that any resolution be in written form.

If the issue is not resolved at the discussion, section c. of Procedure states in part, "...the supervisor shall promptly annotate a joint Step 1 grievance form, indicating briefly the issue and the date of the initial discussion, which constitutes the Step 1 filing date. The grievance will then be considered further by the installation head or designee and the steward or a Union representative."

At this point, two copies are made of the original form (PS Form 8191). One is provided to the management representative with whom you met and the other is kept by you. The original is then given to the steward representing your office. If you have no local steward, this will be an Area Steward, an Assistant District Representative, or the District Representative. If you have no local steward, it's imperative that you contact the assigned representative ASAP letting

The bottom line is that you do not want to be guilty of insubordination

them know of the potential grievance. Once the grievance is filed, you need to contact the steward immediately to let them know a grievance has been filed because once the grievance is filed, the steward has ten (10) days to process the grievance. You may send a copy of the 8191 via email or otherwise, but it's absolutely necessary that you provide the original to the steward via US mail. If the above steps are not followed, your steward may have a potential timeliness issue they might not be able to overcome.

If you have a local steward in your office, you will be lucky enough to have someone right there who can

assist you with the process. If you do not have a local steward in your office, perhaps it's time for you or someone else to step up to the plate and play an active role in ensuring management provides instructions in compliance with the National Agreement.

I'll close with this thought from Charles Swindoll - "Life is ten percent what happens to you and ninety percent how you respond to it." In this case, the instruction is ten percent; your response is ninety percent. Make your response a positive one, and deal with it constructively afterward.

WA Rural Letter Carriers' Association Statement of Financial Position As of September 30, 2020

	Sep 30, 20	Sep 30, 19	% Change
ASSETS			
Current Assets			
Checking/Savings			
1010000 · Chkg - WA Trust Bank	9,885.63	14,559.62	-32.1%
1020000 · Savings - APCU	161,856.62	58,215.90	178.0%
1030000 · Chkg - APCU	102.76	100.50	2.3%
1200000 · CD#74 (APCU) 2.469% 3/11/2021	44,065.20	42,945.46	2.6%
1210000 · CD#75 EmerFund 2.469% 3/11/2...	44,065.20	42,945.46	2.6%
1220000 · CD#76 Emer Fund 1.3% 4/7/2021	22,814.61	22,234.87	2.6%
1230000 · CD#77 (APCU) 2.469% 3/11/2021	33,269.28	32,423.88	2.6%
1240000 · CD#78 (APCU) 1.587% 6-24-2022	75,323.52	0.00	100.0%
Total Checking/Savings	391,382.82	213,425.69	83.4%
Total Current Assets	391,382.82	213,425.69	83.4%
TOTAL ASSETS	391,382.82	213,425.69	83.4%
LIABILITIES & EQUITY			
Liabilities			
Current Liabilities			
Other Current Liabilities			
2100000 · Payroll Liabilities	198.40	326.42	-39.2%
Total Other Current Liabilities	198.40	326.42	-39.2%
Total Current Liabilities	198.40	326.42	-39.2%
Total Liabilities	198.40	326.42	-39.2%
Equity			
3900000 · Net Assets	333,629.45	221,418.25	50.7%
Net Income	57,554.97	-8,318.98	791.9%
Total Equity	391,184.42	213,099.27	83.6%
TOTAL LIABILITIES & EQUITY	391,382.82	213,425.69	83.4%

WA Rural Letter Carriers' Association
Statement of Activities - Compared to Budget
July through September 2020

	Jul - Sep 20	Budget	% of Budget
Income			
4000000 · National General Insura...	-212.28	0.00	100.0%
4100000 · Interest / Dividends	1,388.86	4,200.00	33.1%
4200000 · Membership Dues	78,444.98	272,273.00	28.8%
4400000 · Reimbursements	0.00	375.00	0.0%
4500000 · Sales	0.00	4,860.00	0.0%
4600000 · AuxiliaryDuesStatePorti...	2,143.88	7,900.00	27.1%
Total Income	81,765.44	289,608.00	28.2%
Expense			
5000000 · Accounting Fees	920.00	5,500.00	16.7%
5100000 · Awards & Recognition	1,438.55	3,500.00	41.1%
5300000 · Employee Benefits	1,197.35	6,000.00	20.0%
5400000 · Equipment	0.00	2,000.00	0.0%
5600000 · Lodging	0.00	15,000.00	0.0%
5800000 · Office Expense	747.30	2,600.00	28.7%
5900000 · Payroll Taxes	1,191.87	10,000.00	11.9%
6000000 · Per Capita Dues	64.00	4,600.00	1.4%
6100000 · Postage	223.53	6,525.00	3.4%
6200000 · Printing	120.49	1,400.00	8.6%
6400000 · Rent	1,584.00	1,600.00	99.0%
6600000 · Salaries and Wages	12,986.81	112,549.00	11.5%
6700000 · State Meetings	500.00	58,750.00	0.9%
6701000 · State Paper	2,439.74	10,500.00	23.2%
6900000 · Telephone & Internet	357.00	1,400.00	25.5%
7000000 · Travel	439.83	13,130.00	3.3%
7100000 · Website Expenses	0.00	500.00	0.0%
7200000 · Western States Confere...	0.00	15,650.00	0.0%
Total Expense	24,210.47	271,204.00	8.9%
Net Income	57,554.97	18,404.00	312.7%

Important Notice from the Rural Carrier Benefit Plan About Our Prescription Drug Coverage and Medicare

The office of Personnel Management (OPM) has determined that the **Rural Carrier Benefit Plan's** prescription drug coverage is, on average, expected to pay out as much as the standard Medicare prescription drug coverage will pay for all plan participants and is considered Creditable Coverage. This means you do not need to enroll in Medicare Part D and pay extra for prescription drug coverage. For more information please see the insurance information at warlca.com and nrlca.org

Minutes From Board Teleconference 8-26-2020

Members In Attendance: Kurt Eckrem: President, Lisa Benson: Vice President, Rebecca Wendlandt: Secretary/Treasurer, Isabella Lopez: Region Committeeperson 1, Alicia Peterson: Region Committeeperson 2, Lorrie Crow: Region Committeeperson 3, Paige Barrett: Region Committeeperson 4. No guests.

2020-2021 Budget: The board discussed the '20- '21 budget and since everything is unclear when we can start holding meetings the budget was left as is until the next board meeting. The NGIC payment is still unknown at this time and Clifford has the legal department working on it. The board reached consensus that Lorrie will be paid one day of ADOP per month for the legislative updates for her time in research and writing it.

Board Policy: After discussion, the board agreed to pay the webmaster \$100 a month salary. This will start July, 2020. The board also discussed if board members should be the only one who can be selected for an appointed position. The board reached consensus that appointed positions are open to any member and appointed by the President with board approval.

Board Meeting Notifications to Members: The board discussed having board teleconference meetings because COVID makes it that members cannot attend board meetings. Kurt wants to be transparent that we are having board teleconference meetings and anyone interested in submitting an agenda item should contact their RCP. That RCP will then bring it up at the meeting and get back to the member who submitted the agenda item. Minutes will be published in the WRC as was done previously. Teleconference board meeting dates will be posted on the website, as well as email updates, and also a notice that if anyone has an agenda item to please submit it to the RCP, who will bring it up at the board meeting and then get back to the member. Discussion also included future meetings as teleconference or possibly video/zoom conference.

SORM (State Officers Resource Manual): Kurt said there was only one change and that was to send a printed copy of the WRC to the NRLCA Vice President by mail. We do this already. The legislative committee is meeting and Don does not know of any changes yet. If something comes up it can go on the October board meeting agenda.

Required Board Forms: All board members have completed the required board forms. We have a couple of county officers that have not signed their forms and those names were given to the RCP to call them.

Officer Reports: President Kurt has reached out to his representatives on the legislative issues and has been busy in correspondence. Kurt has also reached out to media people and sent the information to Ronnie. Kurt is also keeping up with the academy instructors and sending supplies.

Vice President Lisa is digitizing the old magazines and is about half done. Lisa will put them on an external hard drive and send to Isa.

Secretary/Treasurer Becky reported that in the last national magazine it showed that WA had the 2nd largest increase in membership in the nation. (YEA!) RCP1 Isa said she contacted Whatcom about their LM and they will have it done soon, and also have updated their constitution. Isa sent out information on a cruise/dinner for 2021 Bellingham State Convention. The cruise would cost \$1,800 for a 2-hour rental. On top of that is dinner at \$14 a plate up to \$24 a plate.

RCP2 Alicia is still working on sites for the 2023 convention. Alicia would like to have it in Westport and will follow up. Alicia said there are no rural routes in Westport so that would be a good location for the PO boxes for the ballots. Mutual is brainstorming meeting agendas and locations. Feedback is that the members are getting frustrated that they can't go to meetings and are overwhelmed by what is happening at the post office.

RCP3 Lorrie said everyone wants to know when they can have a meeting.

RCP4 Paige said we have a contract for 2022 State Convention and all is done there. Paige has been noticing a lot of rumors in the post office from non-members getting information from info.net. Paige has had quite a few phone calls from members and tells them to call their steward. She has put her application in for area steward and has not heard back. Paige was contacted by a member of Provident Guild and was able to answer his questions.

RCBP Alicia said she would like to give up the RCBP position and would like to discuss it for the next meeting.

WARLCA Constitution Review: Kurt reported he has reviewed the constitution and thought we should change one thing in it which has to do when the lowest vote getter is dropped (3rd or 4th ballot). Kurt will introduce a constitution change on it.

WARLCA Auxiliary: Kurt reported that the NRLCA Auxiliary had contacted him about setting up the WARLCA Auxiliary. It was referred to Clifford who is working with the NRLCA Auxiliary on the proce-

ture. Clifford will get back to us when it is done.

Orientations: Don Matson said we can't attend orientation even on a volunteer position until NRLCA notifies us that we can.

Academies: Kurt is keeping a list of instructors, checking to make sure they have supplies, and working with Joyce. The board discussed that the Portland District has advertised for trainers and wondered why the Seattle District has not. Isa said members have contacted her not realizing there is a need and then asking how to apply. There has been nothing put out for it for a couple of years for Seattle District.

National Convention Wrap-Up: Kurt contacted Don Maston asking about the gavel and never got an answer back. Lorrie suggested to engrave it and put it in for a PAC raffle at the next national convention. All agreed that was a great idea but has to be approved by the NRLCA PAC first. Brian Poage should receive the PAC credit for the gavel.

PAC: Kurt sent the PAC contract to Dawn but has not gotten it back. The board discussed the leftover magnets for the 2020 National Convention. WARLCA will keep 200 to be used for ditty bags and other promotional. Dawn has proposed that a group of members reimburse the state for a portion of the magnets and they will sell them. Becky to run it by Clifford on selling them to a group. There has been a lot of interest from outside the State to purchase the magnets as collectible items, some States even wanting to purchase a set amount. Suggestion was made to send a set amount to each State PAC chair for their PAC fundraising.

Correspondence: Correspondence from email updates that Isa sends out. Isa will send copy to Joyce

and Kurt if anybody sends replies to her email update.

Equipment: Lisa asked about her request to purchase RAM for the computer. As of now the computer is fine but she might need it later. Kurt replied if she does to notify the board at that time. Isa asked about purchasing the full version Adobe Acrobat for the webmaster position and the board reached consensus to purchase it. Lorrie notified the board that the union laptop that was the president's but Kurt did not want to use it, was running Windows 7 and needs to be updated. The board reached consensus to have Lorrie purchase Windows 10 and update the computer.

Storage Unit: The storage unit has been paid until July 31, 2021. Lorrie and Becky have codes and keys to it.

Legislative Issues: Kurt will work with Lorrie on what the WA State candidates' thoughts on the USPS for the legislative update.

WRC Fall Issue: WRC Fall issue deadline to be sent to printer is no later than October 21. Board members articles to Lisa by October 6. The final draft to the board by October 15th. All board to come up with their topics by Sept 15th and inform the board. Alicia will write an article about RCBP for the fall issue.

Appeal: Kurt updated the board on the dates of the appeal and that Kurt has sent a letter of specificity, documentation, and relief sought. Charging party has 20 days from date signed for the certified letter to respond. If there is a response, then the board will have to meet and discuss it as a board in executive session.

Meeting ended at 10 PM.

Respectfully submitted,

Rebecca Wendlandt, WARLCA Sec/Treas

WARLCA TRACKING FORM FOR 2020/2021 DUES YEAR														
NAME	July 2020	Aug 2020	Sept 2020	Oct 2020	Nov 2020	Dec 2020	Jan 2021	Feb 2021	Mar 2021	Apr 2021	May 2021	June 2021	Total	Total For Year
Isabella Lopez	0	0	0										0	
Isa Lost s/l & Anl	0	0	0										0	0
Alicia Peterson	0	0	0										0	
Alicia Lost s/l & Anl	0	0	0										0	0
Becky Wendlandt	7	8	10										25	25
Paige Barrett	0	0	0										0	
Paige Lost s/l & Anl	0	0	0										0	0
Lorrie Crow	2	2	1										5	
Lorrie Lost s/l & Anl	1.25	0	0										1.25	6.25
Kurt Eckrem	0	1	1										2	
Kurt Lost s/l & Anl	0	0	0										0	2
Lisa Benson	0	0	0										0	
Lisa Lost s/l & Anl	0	0	0										0	0
Dawn Ayers	0	0	0										0	0
TOTALS	10.25	11.00	12.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	33.25	33.25



LETTER CARRIERS' DONOR DRIVE

National Partners



Please donate what you can to a food bank in your community.

1. Go to nalc.org/food
2. Select your state
3. Choose a food bank in your area
4. Make a contribution

It's that easy. All collections stay in the local community.

[#NALC](#) [#stampouthunger](#) [#donordrive](#) [#lettercarriers](#) [#heroesdelivering](#)



Open Season Again! Consider RCBP

By Alicia Peterson, Region 2 Committeeperson & RCBP Representative

It's almost that time of year again to review your health insurance plan and make any changes for the coverage that works best for you and your family. Open season for the 2021 plan year begins **Monday, November 9, 2020 and runs through Monday, December 14, 2020**. The Rural Carrier Benefit Plan is an excellent option. While premiums have not been released as of the writing of this, they should be released soon on the NRLCA website (www.nrlca.org) and on the OPM website (www.opm.gov). Keep watching for mailings announcing the new RCBP premiums. Although the increases were significant for the 2020 plan year, it is not expected to be as dramatic for the 2021 plan year.

If you are already on the Rural Carrier Benefit Plan, you know that the plan offers some excellent coverage. The plan will continue to offer 100% cancer care coverage, 100% preventative care and 100% maternity care in network. Coverage for massage therapy, chiropractic care and wellness incentives will continue as well. There are some new benefits being added to the 2021 plan year such as expanded 100% lab benefit with Lab Corp and Quest, enhanced hearing aid coverage changing from every five years to every three years, emergency room visits will be replacing the 15% coinsurance with a flat \$200 copay for in-network visits and an online sleep improvement program. Please read the 2021 RCBP Brochure for a full listing of all benefits and further information.

If you are already a member, the RCBP will cover COVID-19 CDC-approved testing, in and out of net-

work, with no cost sharing effective through December 31, 2020. Don't hesitate to contact the plan with additional questions about coverage for care related to COVID-19 testing and illness.

You may have received a call from a nurse or health coach from Aetna and TrestleTree reaching out to members. These representatives were there to support members based on the Connections Initiative to reach out to every subscriber. Their goal was to provide answers to benefit related questions members may have, ensure you are still getting the care needed and be an advocate for members. I know I received my call and I appreciated it. Often we are so busy

during these difficult times that we don't take care of ourselves or simply don't finish our routes until late forgetting about the resources available to us. Stress and anxiety can be overwhelming so take ad-

vantage of the various programs including health coaches and online behavioral health resources.

To make changes in your FEHB Coverages:

*Active rural letter carriers make changes through PostalEase or can call HR Shared Services Center (HRSSC) at 877-477-3273; select Option 5 when prompted

*Retired carriers and annuitants make changes through the Office of Personnel Management (OPM) at 888-767-6738

Consider the benefits of the Rural Carrier Benefit Plan when choosing your health insurance this open season!

The plan will continue to offer 100% cancer care coverage, 100% preventative care and 100% maternity care



Rural Carrier Benefit Plan
Providing superior service to rural letter carriers nationwide

aetna®



VACANCY ANNOUNCEMENT

ISSUE DATE: Open

CLOSING DATE: Open

MAIL TO:

US Postal Service,
Seattle Processing & Distribution Center
Attn: Alisa Masunaga, MLDD
10700 27th Ave S
Seattle, WA 98168 - 1899

TITLE: RURAL CARRIER CRAFT CLASSROOM INSTRUCTOR (AD-HOC), Learning Development & Diversity

TOUR: 2

NON WORK DAYS: VARIED

FINANCE NUMBER: 54-7621

PERSONS ELIGIBLE TO APPLY: Open to all Regular Rural Carriers who have at least one year of experience as a Regular Rural Carrier.

LOCATION:

DUTY STATION: Seattle Customer Service & Sales District. (Please indicate zip code where you are employed)

FUNCTIONAL PURPOSE:

Basic duties and responsibilities of the ad-hoc detail will include the following:

1. Provide CLASSROOM instruction to new employees on all aspects of the Rural Carrier position.
2. Provide instruction on safety awareness and accident prevention.
3. Maintain accurate training records.
4. Effectively maintain a rural carrier training unit. Instructors must maintain training materials and forms, update case labels, and perform other necessary administrative functions.

POSITION/PROFICIENCY REQUIREMENTS: Applicants must have demonstrated to a sufficient degree the following knowledge, skills, and abilities to assure adequate performance in the position:

1. Ability to work effectively without immediate supervision.
2. Ability to interpret instructions, specifications, and regulations.
3. Ability to instruct effectively.
4. Ability to understand readily and comply with written and oral instructions and give readily understandable information in oral and written form.
5. Ability to apply laws, regulations, rulings, and procedures pertinent to the work to be performed.
6. Ability to work well with others.
7. Good customer relations.
8. Excellent safety record.
9. Good personal habits.

ADDITIONAL INFORMATION: Regular Rural Carriers acting as instructors are paid the daily evaluated rate for their route, regardless of any instructor assignment, based on their normal evaluated compensation system or mileage system. No EMA mileage is paid to rural carriers acting as instructors.

SPECIAL CONDITIONS:

1. Applicants must possess a current valid Washington or Idaho State Driver's License as applicable.
2. Selected instructors must successfully complete Facilitator Skills Training (FST).

HOW TO APPLY:

You must print/mail your eCareer profile; addressing the requirements in the vacancy announcement. Profiles mailed to the application mailing address must be postmarked on or before the vacancy announcement closing date. Employees are encouraged to include the ZIP + 4 in their mailing address.

The employee's immediate supervisor/manager should attach a brief evaluation of the employee's work history, then forward under "CONFIDENTIAL" cover for receipt to the address listed above.

THE UNITED STATES POSTAL SERVICE IS AN EQUAL EMPLOYMENT OPPORTUNITY EMPLOYER. THE UNITED STATES POSTAL SERVICE PROVIDES REASONABLE ACCOMODATION TO QUALIFIED INDIVIDUALS WITH DISABILITIES. IF YOU NEED A REASONABLE ACCOMODATION FOR ANY PART OF THE APPLICATION, INTERVIEW, AND/OR SELECTION PROCESS, PLEASE CONTACT THE OFFICE IDENTIFIED ON THIS ANNOUNCEMENT. THE DECISION ON GRANTING REASONABLE ACCOMODATION WILL BE ON A CASE-BY-CASE BASIS.



Local Stewards

Dawn Anderson, Benton City
Laura Aries, Langley
James Arvin, Cheney
Dawn Ayers, Sumner & Bonney Lake
Paige Barrett, Grandview
Lisa Benson, Marysville Main & Annex
David Blackmer, Monroe
Dawn Boyer, Battleground
Josephine Carino, Coupeville
Crystal Carrasco, Arlington & Smokey Point
Rosemary Carrizales, Woodinville
Lauri Chamberlin, Newport
Lorrie Crow, Colville
Susan Durgan, Port Angeles
Brittini Ernsdorff, West Richland
Estella Getty, Spanaway Main & Bethel
David Hamilton, Blaine

Karen Haukenberry, Enumclaw
Jody Hutchinson, Sunnyside
Chris Kaufmann, Eastsound
Justin King, Walla Walla
Alexis Laine, Poulsbo
Thai Le, Vashon
Gabriel Lopez, Chehalis
Isabella Lopez, Lake Stevens
Jennie Murdock, Moses Lake
Henry (Quang) Nguyen, Stanwood
Alicia Peterson, Eatonville
Gabrielle Pohl, Buckley
Jody Rogers, Shelton
Billie Shinall, Pullman
Darin Stone, Gig Harbor
Jeffrey Taylor, Greenacres
Rena Wise, Mount Vernon

Calling all prospective Local Stewards! Are you interested in learning about our contract? Are you willing to work as hard for any rural carrier in your office as you would for your own issue? Do you want to help your fellow rural carriers and make a real difference?

Step up and become a Local Steward!

Local Stewards have a great advantage because they are in the office and are more familiar with management and their fellow rural carriers. Often, the Local Steward can help diffuse a problem before a grievance is necessary. Local Stewards are paid by the Postal Service for all their time while performing their NRLCA representational duties including investigating and processing grievances. Local Stewards are the bedrock of our National Steward System and make our dues go farther. The NRLCA compensates Local Stewards for all necessary training.

Want to join the team? Please contact your District Representative for information on Local Steward Elections.

WANT TO RECEIVE \$100?????

Recruit a Non-Member Regular and/or Non-Member PTF and receive \$100

(WARLCA Elected Board Members and NSS Full time Employees excluded from promotion)

Here are the details:

Recruit a non-member Regular carrier and/or non-member PTF carrier by having them complete and sign the 1187 dues form (available at warlca.com website). Send the signed 1187 ASAP but by June 30, 2021 to:

**WARLCA Sec/Treas
2811 N Chase Rd.**

Liberty Lake WA 99019-5002

Make sure you include your name and address as recruiter with the signed 1187 to receive \$100.

The new member receives 2 months of free membership valued at over \$115.00

Reasons to Join the NRLCA:

- 1. ATTEND a NRLCA Steward Seminar. Do you really think you know everything about the contract and your duties? Only members can attend State sponsored local/state meetings as well as seminars and get answers to your questions, as well as the latest information.**
- 2. RECEIVE the National Rural Carrier Magazine Monthly and the Washington Rural Carrier Quarterly to keep up-to-date on all the changes affecting your career!**
- 3. Want to SUBMIT your resolutions on what you want the National Officers' to negotiate for our next contract, or suggest changes in safety, pay, benefits, retirement, etc.? Only members can submit resolutions.**
- 4. Want to ask someone about your OWCP claim? Only members can contact Devin at the NRLCA office to assist with your claim.**
- 5. Want to be a County/State OFFICER or Local STEWARD? Only members can run for County/State officer positions or be trained to be a local steward.**

Check out the WARLCA.com website for more information.



Revised
NRLCA Form 1187
2017

UNITED STATES POSTAL SERVICE
AUTHORIZATION FOR DEDUCTION OF DUES

RURAL CARRIER
CLASSIFICATION

☐ Regular ☐ PTF ☐ Relief ☐ ARC

(USPS EMPLOYEE I.D. NUMBER)

LASTNAME

FIRSTNAME

MI

MAILING ADDRESS

CITY

STATE

ZIP CODE +4

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 or to be 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 tax deductible under other provisions of the Internal Revenue Code.

EMPLOYEE SIGNATURE

DATE

PHONE

EMAIL ADDRESS

SECTION B- FOR USE BY STATE ASSOCIATION

R - NATIONAL RURAL LETTER CARRIERS' ASSOCIATION

SIGNATURE OF ACCEPTING UNION OFFICIAL

DATE

I hereby certify that the dues of this organization for the above named member, for the applicable designation, are currently established at \$29.81 Regular/ \$10.58 Relief per pay period.

LOC #	STATE
DATE	REMIT #

REBECCA WENDLANDT, STATE SECRETARY

SECTION C- FOR USE BY NATIONAL ASSOCIATION

Date of Delivery to Employer (For National Office use)

ANNIVERSARY DATE TO BE USED
AT USPS PERSONNEL OFFICE

Send to:

REBECCA WENDLANDT
WARLCA STATE SECRETARY-TREASURER
2811 N CHASE LANE
LIBERTY LAKE, WA 99019-5002

WARLCA Membership Statistics



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

Helen Loverin

Shari Moffett

Harley Robb

Paul Scheid

Betty Thiel

Virginia Yockey

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

Membership Longevity Awards

Last Name	First Name	MI	Award Type	Date Awarded
BROWN	DELMOND	O	60	1/25/2018
JOHNSON	DAVID		60	2/6/2018
KERN	KARL	F	70	3/7/2018
MACKEY	MICHAEL	E	50/60	6/1/2016
MONOHON	MARIE		50	1/6/2020
MUPHRY	CHARLES	O	70	1/25/2018
NORRIS	DOLORES	J	50	1/25/2018
PICKENS	GALE	E	50	12/28/2018
SYREEN	MARY	W	50	3/30/2018
TURK	DWANE	A	50	3/3/2017
TURK	MARJORIE	A	50	5/30/2019
ZIMMERMAN	DONNA	E	50	1/25/2018

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.

Member Totals by Class	Nonmember Totals by Class
Regular 1,103	70-5 — ARC 186
PTF 101	71 — Regular 167
Retired 264	74 — RCA VAC RT 5
Associate 4	76 — PTF 12
RCA 584	78 — RCA 268
Retired Associate 1	79 — RCA AUX RT 16
Recently Retired 10	Total 654
ARC 58	
Cash-Paid 34	
Total 2,159	

Congratulations Retirees!

ABERLE, BRENDA K	ELLENSBURG
ALFANO, DONNA L	PORT ORCHARD
BARTON, STEPHEN B	RIDGEFIELD
CHILCUTT, MARY K	MAPLE VALLEY
DEVINO, KIMBERLY L	ISSAQUAH
EVANS, TARI L	SUMNER
FAULKNER, MARIANN	STANWOOD
HEADLEY-LALANDE, COLLEEN	SNOHOMISH
HOLDER, ROBERT W	REDMOND
JOHNSON, MALEE A	SPOKANE
KEEN, BARBARA	PASCO
MARTIN, CAROLYN F	POMEROY
PETRY, MARY F	COUPEVILLE
SCHMIDT, KEVIN R	SPOKANE
SMITH, KRISTINA S	SHELTON
SOO, CHERYL L	OLYMPIA
HOLLAND, VICTORIA A	SEQUIM

Please Welcome
Our New
Members!

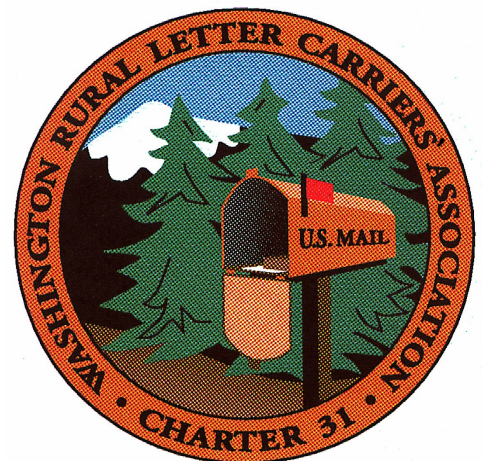
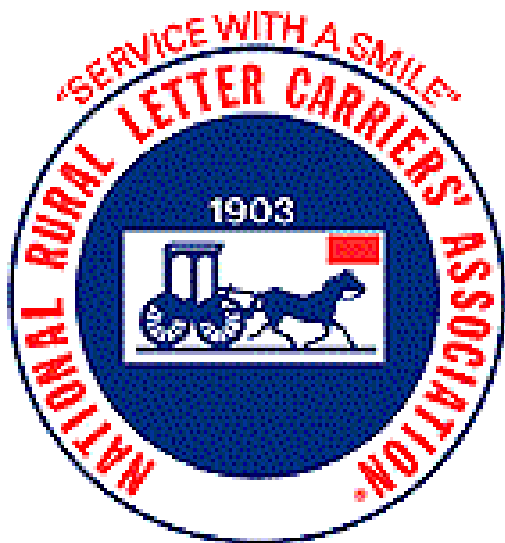
7 - RCA	ANACORTES	BATALLA	ANTHONY LEE	7 - RCA	LANGLEY	PORTER CLARK	AIDAN MAURACE	7 - RCA	SEATTLE	AUSTIN WALKER	JAMES SEAN
7 - RCA	ANACORTES	CELANO	TRISHA BRITTANY	7 - RCA	LANGLEY	MARTIN	EMILY PRAPASSORN	7 - RCA	SEATTLE	BONNER	IAN
7 - RCA	ARLINGTON	SCHANCK	NISHANT CARLOS	7 - RCA	LONGVIEW	MARTINEZ-YENSAW	JENSA PATRICIA	7 - RCA	SEATTLE	KIBLER	GINA
7 - RCA	AUBURN	RADER	HEATHER MATTHEW	7 - RCA	MARYSVILLE	WRIGHT	JUSTICE JOSE	7 - RCA	SEQUIM	YOUNG	PRESTON
7 - RCA	AUBURN	SUBBA	SHARON CHRISTOPHER	C - ARC	MARYSVILLE	KIRBY	DYLAN	7 - RCA	SEQUIM	MONTJANO	RAFAEL
7 - RCA	COHETERO-DAVALO	COHETERO-DAVALO	DESIREE ROBIN	7 - RCA	MILTON	MUNA	CAIN	7 - RCA	SHELTON	CAMERON	GERARD
7 - RCA	BATTLE GROUND	CROTEAU	WENDY TAYLOR	7 - RCA	MILTON	HICKOX	VALDEZ-DELEON III	C - ARC	SHELTON	MANTESTA	SHANE
7 - RCA	BATTLE GROUND	WELSCH	JASON	7 - RCA	MOSES LAKE	DODSON	VALERIE	7 - RCA	SNOHOMISH	DRENNON	DONOVAN
7 - RCA	BELLINGHAM	BANSRAJ	CHRISTOPHER	7 - RCA	MOSES LAKE	LUM	HEATHER	7 - RCA	SNOHOMISH	SRNSKY III	EXTON
2 - PTF	BELLINGHAM	DITTO	DESIREE	7 - RCA	MOUNT VERNON	CERESA	NICHOLAS	C - ARC	SNOHOMISH	BRESEE	NICOLE
7 - RCA	BENTON CITY	DUGAN	ROBIN	7 - RCA	MOUNT VERNON	CHRISTIAN	ANNISSA	7 - RCA	SPANAWAY	CASTRO	TERESA
7 - RCA	BRUSH PRAIRIE	YAKHOUR	WENDY TAYLOR	7 - RCA	MOUNT VERNON	JAMES JR	TOM	C - ARC	SPANAWAY	COYNE	ASHLEE
7 - RCA	BUCKLEY	JARVIS	JASON	7 - RCA	MOXEE	BULLING	CASEY	7 - RCA	SPOKANE	MARTIN	ANGELA
C - ARC	BURLINGTON	KENT	MOLLIE	7 - RCA	NEWPORT	ROGEL	SUSAN	7 - RCA	SPOKANE	WOLVERTON	ALICE
7 - RCA	BURLINGTON	LUM	DEANISE	7 - RCA	NORTH BEND	MASSEY	JEFFREY	4 - Retired	SPOKANE	JOHNSON	MALEE
7 - RCA	BURLINGTON	HOARE	TIFFANY	7 - RCA	NORTH BEND	WAGNER	KENNETH	C - ARC	SPOKANE	MILLARD	TIMOTHY
7 - RCA	BURLINGTON	HINDMAN	RACHEL	7 - RCA	NORTH BEND	CHIFULIO	RONALD	C - ARC	SPOKANE	LENTZ	RACHEL
7 - RCA	BURLINGTON	ERIKSON	RILEY	7 - RCA	OAK HARBOR	HOEHNS	SCOTT	7 - RCA	SPOKANE	RUNYAN	SETH
7 - RCA	BURLINGTON	MCCOY	BENTLI	7 - RCA	OAK HARBOR	MARSHALL JR	WILLIAM	7 - RCA	STANWOOD	RIFE	MEREDITH
7 - RCA	BURLINGTON	ANDERSON	DIANA	7 - RCA	OAK HARBOR	INTINI	PAULA	7 - RCA	STANWOOD	PUESCHEL	NINA
7 - RCA	CATHLAMET	O'NEILL	CHRISTIAN	C - ARC	OAK HARBOR	JIPSON	BRANDON	7 - RCA	STANWOOD	JOHNSON	MELISSA
C - ARC	CENTRALIA	LORBER	SCOTT	7 - RCA	OLYMPIA	SUPPES	MICHAEL	7 - RCA	STANWOOD	ODELL	JAMES
C - ARC	CENTRALIA	PEARSON	DARCY	7 - RCA	OLYMPIA	ARMUJO	TROY	7 - RCA	STANWOOD	ROSENBERG	BRITTANY
7 - RCA	CHATTAROY	DORMAIER	ELISSA	7 - RCA	OLYMPIA	KNOBLE	CHRISTOPHER	7 - RCA	STANWOOD	SETTIMO	NECO
C - ARC	CHEHALIS	MONK	JORDAN	7 - RCA	OLYMPIA	SWANSON	SHILOH	7 - RCA	STANWOOD	MAYHEW	JOREL
7 - RCA	CHEHALIS	NORRIS	DERRICK	7 - RCA	OLYMPIA	KESSLER	KRISTEN	7 - RCA	STANWOOD	O'DONNELL	PAULA
7 - RCA	CHEHALIS	TOWNSEND	ALISHA	7 - RCA	OLYMPIA	LOUDERBACK	ABIGAIL	7 - RCA	SUMNER	SHARPLESS	RICHARD
7 - RCA	COLBERT	SCOTERN	DZUNG	7 - RCA	OLYMPIA	SEVILLA	CARMELITO	7 - RCA	SUMNER	LEWIS	JONI
7 - RCA	DUPONT	NGO	EMMALEE	7 - RCA	PASCO	BODNAR	BRITTANEE	C - ARC	SUMNER	RICHARDSON	TERRY
7 - RCA	EASTSOUND	BOZEK	JAMIE	7 - RCA	PASCO	PACHOLSKI	PATRICIA	7 - RCA	SUMNER	LANFEAR JR	JOHN
7 - RCA	EATONVILLE	SKEIM	ERIN	C - ARC	PASCO	BARRETT	MELINDA	7 - RCA	TWISP	MORRIS	DAVID
7 - RCA	ENUMCLAW	PURTEMAN	WENDY	7 - RCA	PASCO	FRANKLIN	KEVIN	7 - RCA	VANCOUVER	DEASON	KARENA
7 - RCA	FERNDAL	THOMPSON	ZACHARY	7 - RCA	PORT ANGELES	CUNDIFF	DONALD	7 - RCA	VANCOUVER	BRZYKCY	STEPHANIE
7 - RCA	FERNDAL	BOYD	REBECCA	7 - RCA	PORT ANGELES	GOODE	JEFFERY	7 - RCA	VANCOUVER	KAHLER	RYAN
7 - RCA	FERNDAL	SMITH	RABINDERJEET	7 - RCA	PORT ANGELES	WOLFORD	RAMONA	7 - RCA	VANCOUVER	MOSH	LILIYA
7 - RCA	FERNDAL	SANDHU	KHRYSTAL	7 - RCA	PORT ORCHARD	KEAGLE	KELLI	7 - RCA	VASHON	HANSEN	KEVIN
7 - RCA	GIG HARBOR	STEVENS	KEVIN	C - ARC	PORT ORCHARD	LE	LY	7 - RCA	VERADALE	SUTHERLIN	RYLEE
7 - RCA	GIG HARBOR	OZBUN	MARK	7 - RCA	PORT ORCHARD	MALTBY	JULIAN	7 - RCA	WALLA WALLA	CORNELL	BRENDAN
7 - RCA	GRAHAM	MICHAEL JR	KWELI	7 - RCA	PORT ORCHARD	MCMAHON	AARON	7 - RCA	WAPATO	BROWN	AARON
7 - RCA	GRAHAM	LABRASH	KERRY	7 - RCA	PORT ORCHARD	ROWLEY	ERIC	7 - RCA	WAPATO	BAEZ JR	JUAN
7 - RCA	GRAHAM	CHAVEZ	ROGELIO	7 - RCA	PORT ORCHARD	JIMENEZ	GUARIONEX	7 - RCA	WILBUR	CHAIN	TERRY
7 - RCA	GRANDVIEW	ALEY	STAN	C - ARC	POULSBO	SMALLBECK	OLIVIA	7 - RCA	WOODINVILLE	WHEELER	ROBERT
7 - RCA	GREENACRES	MARTIN	JENNIFER	7 - RCA	POULSBO	HUBBARD	JINTANA	7 - RCA	WOODLAND	MORA	ANAYELI
7 - RCA	GREENACRES	GULICK	LANCE	7 - RCA	POULSBO	JUDD	DENISE	C - ARC	YAKIMA	MENDOZA ACEVEDO	ISMAEL
7 - RCA	GREENACRES	SMITH	STEVEN	C - ARC	POULSBO	CATES	JOHN	7 - RCA	YAKIMA	ROWANE	MICHELLE
7 - RCA	ISSAQUAH	SMITH	JESSICA	7 - RCA	PUYALLUP	CRAIG	AMY	7 - RCA	YAKIMA	RUIZ	EVELINA
7 - RCA	ISSAQUAH	FROST	JERRY	7 - RCA	PUYALLUP	MARINO	EMMALEE	C - ARC	YAKIMA	FLETCHER	DAVID
7 - RCA	ISSAQUAH	LAWSON	MATTHEW	7 - RCA	PUYALLUP	FERRIS	TYLER	7 - RCA	YAKIMA	HERRERASALAS	ADRIANA
7 - RCA	ISSAQUAH	BO	BO	C - ARC	PUYALLUP	TALBERT	JENESI	C - ARC	YELM	AUSTIN	JASON
7 - RCA	ISSAQUAH	YANG	VERONICA	7 - RCA	RAINIER	COHEN	SHAYNA			GROH	CAPRICE
7 - RCA	ISSAQUAH	MONCHEZ	ANMARIE	7 - RCA	REARDAN	RAMSEY	PATRICK				
7 - RCA	ISSAQUAH	MOSES	CHRISTOPHER	7 - RCA	REDMOND	HOMMAS	JASON				
7 - RCA	KALAMA	HYDEN	KENNETH	7 - RCA	REDMOND	MASSEY	AMANDA				
7 - RCA	LA CONNER	FREEMAN	LEIONTINE	7 - RCA	RICHLAND	GALEY	BRAD				
7 - RCA	LACROSSE	MYERS	ELLEN	7 - RCA	ROCHESTER	MCLAUGHLIN	CHRISTINA				
7 - RCA	LAKE STEVENS	HUFF	BENICIO	7 - RCA	ROY	PECK	KATHERINE				
7 - RCA	LAKE STEVENS	RIVERA	TRICHAE	C - ARC	ROY	LEE	CHRISTIANA				
7 - RCA	LAKE STEVENS	BOGART	ASHLEY	1 - Regular	ROY	NORRIS	SARAH				
7 - RCA	LAKE STEVENS	CRUZ	TYLER	1 - Regular	SEATTLE	SAMPSON	GREG				
7 - RCA	LAKE STEVENS	NGUYEN		7 - RCA							

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Where Service Begins With a Smile

Upcoming Dates to Remember

Oct 18-24 2020: National Steward Recognition Week
Nov 9-Dec 14 2020: Open Season
Nov 21 2020: Contractual Raise
Dec 5 2020: Christmas OT Period Begins
Jan 2 2021: New Leave Year Begins
Jan 15 2021: Deadline to Contribute to CFC
Apr 2021: Western States Conference, CA
Jun 13-15 2021: State Convention, Bellingham WA
Aug 17-21 2021: National Convention, Orlando FL
Sep 26 2021: Retirement Seminar, Seattle WA
Oct 9 2021: New Guarantee Year Begins