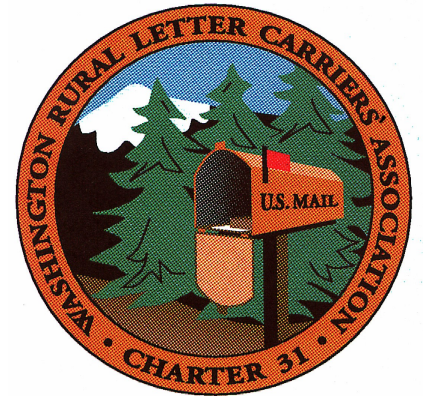


Washington Rural Carrier

Official Publication of the Washington Rural Letter Carriers' Association

Spring 2021



Where Service Begins With a Smile

2021 NRLCA Convention in Orlando FL Canceled!



EFEL

What is it?

**State of the
Union**

Here we are a year later

Need A Steward?
Know your Weingarten Rights!

**Part Time Buy-
back**

What happened to that
resolution?

TSP Webinars!
Make your Thrift Savings Plan
work for YOU

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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.

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**



What happened to the buyback resolution?

During a recent Zoom Meeting with Monte Hartshorn and some fellow stewards this question was asked. I unfortunately had spotty service at the time and was unable to answer the question fully. My apologies.

HR 2478 – The Federal Retirement Fairness Act was introduced to the House of Representatives by Derek Kilmer on 5/2/2019. Had this bill passed both the House and the Senate and the President had signed it into law, we would now be able to buy back our time served as an RCA. In the end this particular bill just never seemed to gain any traction and at the end of the 116th Congressional Session it had only received 62 cosponsors. To my knowledge it has not been reintroduced to the 117th Congress, but I am keeping my eye out for it. We know that our Representatives are busy and really only want to hear from their own constituents. Since Mr. Kilmer was the original author of this bill, for those of you in his district may I suggest you reach out and ask him to reintroduce the bill. Including a short description of why it would be important to you and your family could only be seen as beneficial.

Keep in mind that anything that did not pass the House and Senate in the past Congressional Session has to be reintroduced to the current Congress. The good news is most of the resolutions and bills have already been reintroduced and seem to be moving right along, giving us more time to ask our representatives to cosponsor and vote yes on all of these important resolutions.

Respectfully

Lorrie Crow RCP3

Contents

Emergency Federal Employee Leave	4
State of the Union	6
Vaccines	7
Postal Facts	9
Financial Reports	14
Vehicle Check	16
Notice 76	19
Weingarten Rights	20
Legislative Update	22
Provident Guild	25
Constitution Change Form	28
Resolution Form	29
TSP Webinars	30
Board Meeting Minutes	32
PAC Raffles Information	35
MOTY Nomination Form	36
NRLCA Form 1187	37
Membership Stats	38
New Members	39

The National Board recently released a statement cancelling the 2021 Convention in Orlando FL. The statement reads, in part:

“... The CDC recently stated that even vaccinated individuals should avoid medium and large-sized in-person gatherings – especially those that take place indoors. While there are no longer legal restrictions on such gatherings in Florida, the state’s health department still encourages all individuals to avoid congregating in groups larger than 10.

... There was a clear consensus among all of the experts we consulted: don’t do it.

... Therefore, the National Board, after careful deliberation and consultation with the state presidents, has unanimously decided to cancel the 2021 National Convention.

... We are pleased that the Rosen Shingle Creek Hotel in Orlando, Florida will welcome our National Convention delegates and guests for the 2022 National Convention, which will begin on Tuesday, September 6 and conclude on Friday, September 9.”

Please visit www.nrlca.org to view the statement in its entirety and to view more information about past and upcoming national conventions.





Changes Coming!

By Monte Hartshorn, Seattle, Alaska, & Portland Districts Representative

"The only thing that is constant is change" is an old saying that is more often than not true. And especially in the last couple of weeks, the Postal Service continues to change.

Postal Districts: The Postal Service recently released a plan that reorganizes the postal districts more along state lines. The "Seattle District" is losing the northern "panhandle" of Idaho and is gaining the 986 ZIP code of southwest Washington. The new "Washington District" will now be the entire state of Washington. The "Portland District" is losing the 986 ZIP code and will be gaining all of the states of Idaho and Montana. As our steward system is built along district lines, there will be a change of district and assistant district representatives. These changes are

unknown at the time of this writing and are the decision of your national board. Prior to making these changes, each executive committee solicited recommendations from the current district representatives and each state board. Until these changes are implemented by both the Postal Service and the NRLCA, we will continue to do business as normal.

Emergency Federal Employee Leave: Nothing has disrupted our lives in recent memory as much as the COVID-19 virus. In February-March of 2020, we had no idea how widespread the COVID-19 virus would be and no idea how it

would change the Postal Service. Prior to 2020, we had seen several years of increased parcels. Now, we have a societal change where "brick and mortar" stores are seeing shrinking sales and e-commerce has boomed. For us, this means in most rural areas a tremendous increase in the number of parcels we deliver on a daily basis. Another change is that some rural routes are actually seeing a drop in parcel volume because Amazon is delivering a lot of their own parcels through independent contractors. I remember seeing one of these contractors drive up a city street, park on the wrong side of the street,

EFEL is available from March 12 to September 30, 2021 or until the funding that established the EFEL is exhausted

jump out and deliver a parcel to the front door of a home. While the parking wasn't good, I stood there with my jaw open because the contractor had left his vehicle running. I am grateful that we rural carriers care more about our customers we serve and want to keep all safe.

In 2020, we had the Families First Coronavirus Response Act (FFRCA) that expired on December 31st, 2020. The Postal Service also provided a one-time, up to 80 hours, emergency sick leave for "non-career" (RCAs) employees. Beginning March 12, 2021, we now have the American Rescue Plan Act. Under the American Rescue

Plan Act, the Emergency Federal Employee Leave fund was created. EFEL is available from March 12 to September 30, 2021 or until the funding that established the EFEL is exhausted. All career and non-career employees are eligible for the EFEL. Full-time employees may receive up to 600 hours of EFEL, capped at \$2,800.00 per pay period. Part-time employees can take a proportional amount of hours, also at the same cap.

Some of the qualifying reasons are:

- * The employee has been advised by a health care provider to self-quarantine due to concerns related to COVID-19.
- * The employee is caring for an individual who is subject to a federal, state, or local quarantine or the individual has been advised by a health care provider to self-quarantine.
- * The employee is experiencing COVID-19 symptoms and is seeking a medical diagnosis.
- * The employee is caring for the employee's son or daughter if the school or place of care of the son or daughter has been closed, requires or makes optional a virtual learning instructional model, requires or makes optional a hybrid of in-person and virtual learning instructional models, or if the child care provider of the son or daughter is unavailable, due to COVID-19 precautions.
- * The employee is caring for a family member with a mental or

physical disability or is 55 years of age or older and incapable of self-care, without regard to whether another individual other than the employee is available to care for such family member, if the place of care for such family member is closed or the direct care provider is unavailable due to COVID-19.

* The employee is obtaining immunization (vaccination) related to COVID-19 or is recovering from any injury, disability, illness, or condition related to such immunization.

It should be noted that any time taken under the EFEL is not counted as creditable service towards your retirement and you may not also contribute to your TSP while on EFEL.

The EFEL is a federal government-wide program and it is administered by the Office of Personnel Management (OPM). While the American Rescue Plan Act took on March 12th, the OPM was not ready to provide the necessary guidance on the implementation of the EFEL. The Postal Service is currently waiting such guidance and is partially implementing the EFEL at this time. The Postal Service will approve up to 80-hour leave periods of leave under the qualifying reasons and must be unable to work as a result of that qualifying reason. A rural carrier may submit a PS 3971 to use EFEL. The leave will be **conditionally** approved. It is important to be aware that additional requirements, such as the

need to provide appropriate documentation to support the need for the leave may be imposed. Failure to comply with whatever additional requirements may revert the leave from EFEL to the carrier's own leave or LWOP as appropriate. At the time of this writing, any requests for EFEL leave after April 14th, may not be approved or denied because of the anticipated final guidance from OPM.

Metris Vehicles: Finally, after more than 20 years, the Postal Service is providing some new right-hand drive vehicles. The Postal Service is definitely targeting POV (privately-owned vehicle) routes. We had a lot of growth from the 2018 count and a vast majority of them were POV routes and some of them were well under 40 miles. On a POV regular route, the EMA is a paid at minimum of 40 miles. The Postal Service believes that the new vehicles will help to save money being paid out on EMA. Any rural carrier who is thinking of purchasing a new right-hand drive vehicle is strongly advised to review MOU 8 at the end of the contract. Some key provisions are:

- ⇒ In order to receive the incentive (\$500 or \$1000 as listed in MOU 8), no rural carrier may have previously received an incentive payment on for the vehicle.
- ⇒ The carrier is committed to use the purchased right-hand drive vehicle to serve the route for a period of three (3) years.
- ⇒ Used right-hand drive vehicle

must be five years or less in age at time of the purchase.

⇒ The rural carrier must advise the Postmaster/Manager, **in writing**; of their intent to purchase the right-hand vehicle and that the purchase will be completed within sixty (60) calendar days.

⇒ The Postal Service has ten (10) working days to respond, in writing, whether the Postal Service intends to provide a vehicle for the route. If the Postal Service so intends, they must do so within a reasonable time period.

It is extremely likely that we will continue to see changes in our jobs. For the past couple of years, when a rural carrier asks me what to say to a manager who is questioning them about why they cannot finish the route in evaluated time, I respond with: "I am working in a safe and diligent manner". We can never give up on our safety. I want every rural carrier in the Seattle, Portland, and Alaska districts to go home in the same condition that they came to work. Safety does not just happen; it is a constant choice every minute of our work life.

Remember, Ignorance May Be Bliss, but It Will Cost You!

Monte Hartshorn
District Representative,
NRLCA



State of the Union, Spring 2021

By Kurt Eckrem, President & Historian

Hello fellow rural carriers. These past twelve months have in some respects gone by quickly, and in other respects have felt like we have been stuck in quicksand. In a lot of ways, we as a union are still facing many of the same difficult decisions we were facing in the spring of 2020 regarding holding meetings and conducting business. Since the purpose of a State of the Union message is to review the past year as well as to give an idea of what is upcoming, I decided to start by taking a look back at what was going on one year ago at this time.

In the first part of April 2020, we were just beginning to get some idea of how bad this Covid-19 virus might actually be. Reports at that time showed about 530,000 confirmed cases and nearly 24,000 deaths worldwide. Cases in the U.S. were doubling every week, and because almost every country had been affected, there was talk of travel restrictions. We had just recently learned of the first death of a postal employee from the coronavirus. The news was full of recommendations on what to do to stay safe and protect yourself, and Dr. Anthony Fauci was becoming a name known to everyone. Restaurants and schools were starting to close, and toilet paper hoarding was in full swing. Clinical testing of possible vaccines was in its earliest stages, but the promise of an effective vaccine was months away. The

NRLCA and the WARLCA had already cancelled several events out of an abundance of caution. Area conferences and national trainings had been called off, as had our own county unit annual meetings and our state convention. National convention was cancelled in early May, and for the most part, a kind of hibernation set in.

This is not to say your union was not still active. The national office continued to push for adequate protection equipment for rural carriers, and agreements were made between the USPS and the NRLCA on Covid-related leave extensions, safety precautions, and

We also announced plans for regional Zoom information meetings tentatively starting in mid-May

work rules to help cover staffing shortages. Unfortunately, as you are all aware, with the hunkering down of much of society came an explosion of e-commerce, and rural carriers paid the price with long hours and exhausting stretches of working many, many consecutive days. Postal management was not going to bend on paying rural carriers one penny more than they had to, and the step 4 grievance filed by our national office on supplemental pay is still in process. As for our state association, the WA State Board continued to conduct business as best we could, periodically meeting by teleconference

and more recently via Zoom. There were still Department of Labor requirements that had to be fulfilled, and information was passed along to our members as it became available. When feasible due to government restrictions and safety precautions, we attended new-hire orientations, and we continued with our non-member recruitment efforts. We continued to reach out to our Representatives to urge them to support positive postal legislation, and when the vaccines started coming out, pushing them to make postal employees eligible along with other essential workers. We did what we could to make sure our association was still functioning.

Fast forward to the present, and as I said before, it feels like we are in the same place as we were one year ago as far as our union business is concerned. Area conferences and trainings were again cancelled in 2021. With the continuing restrictions on in-person gatherings, union meetings can be informational only, with no elections held and only minimal necessary business conducted. Our state board has recommended the county units continue to wait on resuming in-person meetings, and just recently the board decided to cancel the 2021 state convention due to the uncertainty of what will be happening in June. The NRLCA National Convention this year is scheduled to be held in August in Florida, but with the current surge

in cases in that state, the convention was again canceled for this year.

Looking ahead, there are some promising signs. As the various vaccines become more readily available, society will slowly begin to open up. However, all of that may not happen soon enough to resume our normal union activities this year. That being said, the state board has some plans for the remainder of this year. Now that we have acquainted ourselves with Zoom meetings, on Sunday March 21st the board met with the county unit officers to update them on recent happenings and to provide information on the requirements for resuming county meetings. We also announced plans for regional Zoom information meetings tentatively starting in mid-May. Those regional meetings will give our members the opportunity to get back in touch with the union and to ask questions of a state-level stew-

ard and perhaps even a national officer. We have had to cancel our Retirement Seminar featuring Joni Montroy on September 26th in Seattle, but we are working on other plans for the benefit of our members. Negotiations have begun on a new national agreement, and the Postmaster General has gone on record as recognizing the importance of a reliable workforce. As for our state convention, the board has now shifted its focus to preparing for the 2022 State Convention in Kennewick. One other bit of good news is that due to our emphasis on recruiting, our state association currently has its highest member totals ever. It is more important than ever that our membership be as strong as possible, so check out the opportunity for you to qualify for a cash payment for recruiting a nonmember. In the meanwhile, as things gradually become less gloomy, take advantage of what is out there for

you as a member of the NRLCA. Both the national and the state websites have been upgraded, so take a look. Read the national and state magazines and sign up for email updates. We have a new Administration and a new Congress in Washington DC, and it finally feels like some action could be taken to help the USPS. Contact your Representatives now and let them know exactly how important the Post Office still is and sign yourself up as a sustaining donor to NRLCA PAC so our national office can continue to get our message out there to the right people. Please watch for those notifications on meetings; we would love to hear from you. In solidarity, Kurt



To Vaccinate or Not?

By Lisa Benson, Vice President & Editor

When it comes to one's health, it's important to know as much as you can. Choosing to vaccinate or not is a deeply personal issue, and while the NRLCA would likely never advocate for mandatory inoculations, reputable health experts agree: vaccines are highly advised. Unless, of course, you have allergies to the ingredients or have other conditions that would jeopardize your health if you were to vaccinate. **Please always consult with your primary care provider rather than construing the information**

shared here as health advice!

As you're aware, there are three brands of COVID-19 vaccine currently approved for emergency use (EUA). While you can rest assured that all three have met safety and efficacy requirements, it is important to note that none are currently FDA approved or licensed. Two brands require two doses either 21 days apart or 28 days apart (Pfizer and Moderna respectively), whereas the Johnson & Johnson requires only one dose. All three proved to be at least 70% effective

(Pfizer=95%; Moderna=94.1%, aged 65+=86%; J&J=72%, preventing severe cases=86%) and the likelihood that you'll get to choose which vaccine you receive is slim. There are also two brands of vaccines which are not yet available in the US, one by AstraZeneca and one by Novavax. The AstraZeneca vaccine is still waiting for FDA EUA approval and the Novavax is still in clinical trials. There are also fact sheets available for the vaccines which can easily be found with a quick internet search.

- Operational staff at wastewater collection facilities
- Operational staff and technical support for SCADA Control systems
- Chemical disinfectant suppliers for wastewater and personnel protection
- Workers that maintain digital systems infrastructure supporting water and wastewater operations

TRANSPORTATION AND LOGISTICS

Sector Profile

The Transportation Systems Sector consists of seven key subsectors, or modes:

- Aviation includes aircraft, air traffic control systems, and airports, heliports, and landing strips. Commercial aviation services at civil and joint-use military airports, heliports, and sea plane bases. In addition, the aviation mode includes commercial and recreational aircraft (manned and unmanned) and a wide-variety of support services, such as aircraft repair stations, fueling facilities, navigation aids, and flight schools.
- Highway and Motor Carrier encompasses roadway, bridges, and tunnels. Vehicles include trucks, including those carrying hazardous materials; other commercial vehicles, including commercial motorcoaches and school buses; vehicle and driver licensing systems; taxis; transportation services including Transportation Network Companies, and delivery services including Delivery Network Companies; traffic management systems; AND cyber systems used for operational management.
- Maritime Transportation System consists of ferries, coastline, ports, pilotage, waterways, and intermodal landside connections that allow the various modes of transportation to move people and goods to, from, and on the water.
- Mass Transit and Passenger Rail includes terminals, operational systems, and supporting infrastructure for passenger services by transit buses, trolleybuses, monorail, heavy rail—also known as subways or metros—light rail, passenger rail, and vanpool/rideshare.
- Pipeline Systems consist of pipelines carrying natural gas hazardous liquids, as well as various chemicals. Above-ground assets, such as compressor stations and pumping stations, are also included.
- Freight Rail consists of major carriers, smaller railroads, active railroad, freight cars, and locomotives.
- Postal and Shipping includes large integrated carriers, regional and local courier services, mail services, mail management firms, and chartered and delivery services.

Essential Workforce

- Employees supporting or enabling transportation functions, including dispatchers, maintenance and repair technicians, warehouse workers, truck stop and rest area workers, workers engaged in snow removal and avalanche control for state highways, and workers that maintain and inspect infrastructure (including those that require cross-border travel)
- Employees of firms providing services that enable logistics operations, including cooling, storing, packaging, and distributing products for wholesale or retail sale or use.
- Mass transit workers
- Ferry workers
- Taxis, transportation services including Transportation Network Companies, and delivery services including Delivery Network Companies
- Workers responsible for operating dispatching passenger, commuter and freight trains and maintaining rail infrastructure and equipment
- Maritime transportation workers - port workers, pilots, longshoremen, mariners, equipment operators, ship and vessel operators, crane operators, and shipyard foremen/women, marina workers.
- Truck drivers who haul hazardous and waste materials to support critical infrastructure, capabilities, functions, and services
- Automobile, motorcycle, bicycle and motorized wheelchair/scooter repair and maintenance facilities
- Manufacturers and distributors (to include service centers and related operations) of packaging materials, pallets, crates, containers, and other supplies needed to support manufacturing, packaging staging and distribution operations
- Postal and shipping workers, to include private companies
- Employees who repair and maintain vehicles, aircraft, rail equipment, marine vessels, and the equipment and infrastructure that enables operations that encompass movement of cargo and passengers
- Air transportation employees, including air traffic controllers, ramp personnel, aviation security, and aviation management
- Workers who support the maintenance and operation of cargo by air transportation, including flight crews, maintenance, airport operations, and other on- and off- airport facilities workers

COMMUNICATIONS AND INFORMATION TECHNOLOGY

Sector Profile

The Communications Sector provides products and services that support the efficient operation of today's global information-based society. Communication networks enable people around the world to contact one another, access information instantly, and communicate from remote areas. This involves creating a link between a sender (including voice signals) and one or more recipients using technology (e.g., a telephone system or the Internet) to transmit information from one location to another. Technologies are changing at a rapid pace, increasing the number of products, services, service providers, and communication options. The national communications architecture is a complex collection of networks that are owned and operated by individual service providers. Many of this

When can you get vaccinated?

As of March 17, 2021, the WA Department of Health opened vaccination eligibility to Phase 1b Tier 2. We believe this phase to include Postal workers, as Tier 2 includes public transportation workers. If you were to read through all seven pages of the addendum to the governor's proclamation from March 23, 2020 (relevant sections on page 6), you would see that Postal workers including private contract delivery services are indeed included in the subcategory of "Transportation & Logistics". While the proclamation this addendum was attached to specifically indicated which industries and workers were consid-

ered essential employees, we believe that the categories have not since been reorganized. However, this question may soon be moot, as **all Washington adults aged 16+ will become eligible on April 15.**

There are many tools available

... all Washington adults aged 16+ will become eligible on April 15

online to help you locate a vaccine provider, including Washington's own Department of Health website, <https://www.doh.wa.gov/> and you should also know that the **phase finder tool**,

www.findyourphasewa.org, will be discontinued. Lines are long and waitlists seem to go on for an eternity but be persistent. Supply is still limited but eventually everyone who wants a COVID-19 vaccine will have an opportunity to get

one. *These vaccines are being offered free of charge regardless of health insurance status.* There are many reasons to vaccinate, one of which being so that your state board can see you all again! We are crossing our

fingers that we are able to have in person meetings again soon without the potential for risking exposure. Until then, I wish you good health.



Trivia Time!

By Becky Wendlandt, Secretary/Treasurer

Hello Valued and Appreciated WARLCA Members, you will find all the stats and financial information in this issue of the WRC. I thought we all might want something different to take our minds off what is painfully becoming the "new normal". While we have no clue where COVID 19 and its variants are going, we can take a break and enjoy a blast from the past. What gives me joy are my family, friends, and of course the antics of a 3-year-old grandson. I sincerely hope you all have found your joy and focus on that which is important to you.

The following is from: <https://about.usps.com/who-we-are/postal-history/moving-mail.htm>

Do you know why State names were abbreviated to 2 letters? Blame the Postal Service and

While we have no clue where COVID 19 and its variants are going, we can take a break and enjoy a blast from the past

addressing equipment! On July 1, 1963, the Post Office Department introduced the five-digit ZIP Code. At the time, most addressing equipment could accommodate

only 23 characters (including spaces) in the bottom line of the address. To make room for the ZIP Code, state names needed to be abbreviated. The Department provided an initial list of abbreviations

in June 1963, but many had three or four letters, which was still too long. In October 1963, the Department settled on the current two-letter abbreviations. Since that time, only one change has been made: in 1969, at

the request of the Canadian postal administration, the abbreviation for Nebraska, originally NB, was changed to NE, to avoid confusion with New Brunswick in Canada.

WANT TO RECEIVE \$\$\$\$\$?

**Recruit a Non-Member Regular and/or PTF
and receive **\$50****

**Recruit a Non-Member RCA and/or ARC
and receive **\$15****

(NO NRLCA members are excluded from promotion 😊)

Here are the details:

Recruit a non-member by having them complete and sign the 1187 dues form (available at warlca.com website). Send the signed 1187 to:

WARLCA Sec/Treas
2811 N Chase Rd.
Liberty Lake WA 99019-5002

Make sure you include your name, complete address, and EIN or CSA number printed legibly on the back of the 1187. Without that, you won't get any funds.

Reasons to Join the NRLCA:

1. **ATTEND** a county, district, state, and/or national meeting. Attending meetings is the best way to get YOUR question asked and answered and pick-up information you will need for your career.
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 **VOTE** on the next contract? Our current contract expires in 2021. Only members can attend informational meetings and vote on the proposed contract!
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.



Meet the people who flew U.S. mail by air!

Katherine Stinson, the “Flying Schoolgirl”. (Courtesy Library of Congress)

In 1913, 22-year-old Katherine Stinson became the first woman to fly the U.S. Mail when she dropped mailbags from her plane at the Montana State Fair. Stinson captivated audiences worldwide with her fearless feats of aerial derring-do. In 1918, she became the first woman to fly both an experimental mail route from Chicago to New York and the regular route from New York to Washington, D.C.



Jack Knight, “The Hero Who Saved Airmail,” 1921 (Courtesy Smithsonian’s National Postal Museum)

On February 22, 1921, the first daring, round-the-clock, transcontinental airmail flight started out with four planes. Two westbound planes left New York’s Hazelhurst Field while two eastbound planes left San Francisco. One of the westbound trips abruptly ended when icing forced the pilot down in a Pennsylvania field. The other was halted by a snowstorm in Chicago. One of the eastbound pilots fared even worse — William E. Lewis crashed and died near Elko, Nevada. The mail was salvaged and loaded onto another eastbound plane.

It was after dark when the airmail reached North Platte, Nebraska, and pilot Jack Knight was ready to fly the next leg of the relay, to Omaha. A former Army flight instructor, Knight looked bad and felt worse, suffering a broken nose and bruises from a crash landing the week before in Wyoming. He had flown to Omaha many times — but never at night.

Knight’s first taste of night-flying was nerve-wracking. Residents of the towns below lit bonfires to help mark the route. As the weather worsened, Knight set down in Omaha, wind-chilled, famished and exhausted. Then he got more bad news: the pilot scheduled to fly the next leg, to Chicago, was a no-show. Though the route was unfamiliar, Knight volunteered to fly the mail to Chicago himself.

Between Omaha and Chicago lay a refueling stop in Iowa City, which Knight had never seen in the daytime, let alone at night in a snowstorm. There were no bonfires or beacons marking the airfield — the ground crew had gone home, assuming the flight had been canceled — but by some miracle Knight found it. He buzzed the field until the night watchman heard his airplane and lit a flare. After landing and refueling he was back in the cockpit. He touched down at Maywood Field, outside Chicago, at 8:40 a.m. The mailbags were quickly loaded onto a plane bound for Cleveland and then the final stretch to New York.

The mail from San Francisco reached New York in record time — 33 hours and 20 minutes. Newspapers hailed Knight as the “hero who saved the airmail.” Congress, which had debated eliminating funding for airmail, instead increased it.

The next time you board an airplane for a trip, thank the Postal Service. Of course, there are always scandals involved!



Loading airmail, 1930

Bags of mail are loaded into a Ford Tri-Motor Mail Passenger Plane. Ford hoped its all-metal “Tin Goose” would attract passengers — it could carry 15 people as well as the mail. Until passenger traffic picked up in the late 1930s, airlines depended on mail transportation contracts for survival.

On February 2, 1925, Congress authorized the Postmaster General to contract for airmail service. The Post Office Department immediately

invited bids from commercial aviation companies. The first commercial airmail flight in the United States occurred February 15, 1926. By the end of 1926, 11 out of 12 contracted airmail routes were operating.

As commercial airlines took over, the Department transferred its lights, airways, and radio service to the Department of Commerce, including 17 fully equipped stations, 89 emergency landing fields, and 405 beacons. Terminal airports, except government properties in Chicago, Omaha, and San Francisco, were transferred to the municipalities in which they were located. Some planes were sold to airmail contractors, while others were transferred to interested government departments. By September 1, 1927, all airmail was carried under contract.

Although the first airmail contracts yielded little or no profit to the carriers, changes to federal law in 1928 granted carriers both increased compensation and the potential for 10-year exclusive rights to the routes they carried.

The Airmail Act of 1930 provided for compensation to carriers based on carrying capacity, versus mail actually carried, and continued the Postmaster General's authority to grant 10-year exclusive rights to successful performers. The act also gave Postmaster General Walter Brown (1929–1933) broad authority to reshape airmail contracts and routes — authority he was later charged with exceeding.

Charges of fraud and collusion in the award and extension of airmail contracts at the so-called “spoils conferences” of 1930 caused Brown's successor, James Farley, to cancel all domestic airmail contracts on February 9, 1934. On the same day, President Franklin Roosevelt ordered the Army to provide airmail service. For several months, from February 19 to June 1, 1934, the Army flew the mail. Unfortunately, the Army had inadequate equipment and took over during a particularly severe winter, leading to dozens of crashes and 12 pilots killed.

Airmail routes were reorganized and new contracts were signed with domestic carriers beginning in April 1934. In 1941, the United States Court of Claims found that there had been no fraud in how airmail contracts were awarded in 1930. Because he structured contracts to encourage the production of larger aircraft capable of carrying more passengers, Brown is often credited with spurring the development of the modern airline industry.

Do you recognize these names?

First International Mail Flight, 1919

Eddie Hubbard (left) and **William Boeing** stand in front of a Boeing C-700 seaplane near Seattle after returning from a survey flight to Vancouver, British Columbia, on March 3, 1919. They brought with them a pouch with 60 letters, making this the first U.S. international mail flight. In 1920, Hubbard began flying the first international contract mail route, from Seattle to Victoria, British Columbia.



Charles Lindbergh, 1926

Before Charles Lindbergh made his record-breaking solo transatlantic flight in 1927, he flew the mail. Lindbergh was the chief pilot for the Robertson Aircraft Corporation, which held the contract to provide airmail service between Chicago and St. Louis beginning April 15, 1926.

Just for fun, here are some quick stats from: <https://facts.usps.com/people/>

- ⇒ Women make up nearly 46 percent of our workforce
- ⇒ Minorities represent 49 percent of our workforce

- ⇒ The Postal Service employs nearly 73,000 veterans
- ⇒ The Postal Service employs more than 35,000 employees with disabilities, including nearly 10,000 disabled veterans
- ⇒ More than 1,400 postal-owned buildings are listed on the National Register of Historic Places. More information can be found at [gov/nr/research/](https://www.gov/nr/research/)
- ⇒ The United States Postal Service: An American History is an entire publication dedicated to our history and can be found at usps.com/who-we-are/postal-history/welcome.htm.
- ⇒ The Postal Service has no official motto. Nope, it's not this phrase: "Neither snow nor rain nor heat nor gloom of night stays these couriers from the swift completion of their appointed rounds." Those words are engraved on the front of the James A. Farley Post Office in New York City, set in stone by the architectural firm that built it. The phrase is taken from an ancient book by the Persian historian Herodotus and refers to messengers in the Persian Empire. But we approve of the sentiment.
- ⇒ In 2020, more than 5,800 postal employees were attacked by dogs in 2,270 cities.
- ⇒ The Postal Service delivers mail by bicycle on 49 routes in Arizona and Florida -- reducing emissions, saving fuel and the carriers can ride a bike all day!
- ⇒ The driest and hottest Post Office is in Death Valley, CA (92328).
- ⇒ Alma, CO (80420) is 10,578 feet above sea level making it the highest post office.
- ⇒ Power, MT (59468), built in 2019 is the newest post office. This is the first Post Office built using shipping containers.
- ⇒ The Postal Service moves mail by planes, hovercraft, trains, trucks, cars, boats, ferries, helicopters, subways, bicycles, mules and feet.
- ⇒ The Postal Service purchased 703,000 tires in 2020. If they were placed side-by-side, this tire line would measure 360 miles - the distance between New York City and the Cape Hatteras National Seashore.
- ⇒ The Postal Service added an average of 4,800 addresses to its delivery network every day in 2020.
- ⇒ The most unusual delivery method used by USPS is a mule train in Arizona. The mules carry mail, food, and supplies down an 8-mile trail to the Havasupai Indians at the bottom of the Grand Canyon.
- ⇒ The ZIP Code with the most possible street deliveries is Cathedral Station, NY, 10025 - with 46,167!
- ⇒ Our Post Office in Utqiagvik, North Slope of Alaska -- formerly Barrow (99723) and Wainwright (99782) -- experiences the coldest temperatures.
- ⇒ The shortest rural delivery route is in Parker, CO. The carrier travels 2.3 miles and delivers to 869 boxes.
- ⇒ The longest rural delivery route is in Phillipsburg, KS. The carrier travels 185.5 miles daily and delivers to 228 boxes.
- ⇒ The easiest to remember ZIP Code is 12345, a unique ZIP Code for General Electric in Schenectady, NY.
- ⇒ The highest ZIP Code number is 99950 in Ketchikan, AK.
- ⇒ The lowest ZIP Code number is 00501, unique for the Internal Revenue Service in Holtsville, NY.
- ⇒ Stamp Fulfillment Services in Kansas City, MO, is located in a limestone cave 150 feet underground. It keeps inventory and employees safe from snow, flooding, winds, and tornadoes common in the Midwest.
- ⇒ The Post Office in most need of a bridge is in Point Roberts, WA. It can be reached by car only by driving through British Columbia, Canada. Only a boat or float plane can travel directly there.
- ⇒ The westernmost Post Office location in the 48 contiguous states is in La Push, WA.

Hello WARLCA Members,

Due to a change in service, our email contact list was lost. We ask that if you have had email updates in the past, or would like to be added to the WARLCA email updates, please send an email with your first and last name as well as your county unit to webmaster@warlca.com. Email updates can keep you up-to-date on important issues and are a faster way to let you know what is going on.

**Thanks,
WARLCA Webmaster**

WA Rural Letter Carriers' Association
Statement of Activities - Compared to Budget
July 2020 through March 2021

	Jul '20 - Mar 21	Budget	% of Budget
Income			
4000000 · National General Insurance	-212.28	0.00	100.0%
4050000 · Membership Incentive Prog--R...	0.00	0.00	0.0%
4100000 · Interest / Dividends	4,138.62	4,200.00	98.5%
4200000 · Membership Dues	224,610.64	286,773.00	78.3%
4400000 · Reimbursements	0.00	375.00	0.0%
4500000 · Sales	0.00	4,860.00	0.0%
4600000 · AuxiliaryDuesStatePortion	5,096.79	5,000.00	101.9%
Total Income	233,633.77	301,208.00	77.6%
Expense			
5000000 · Accounting Fees	2,625.00	5,500.00	47.7%
5100000 · Awards & Recognition	5,703.20	5,500.00	103.7%
5300000 · Employee Benefits	3,987.80	6,000.00	66.5%
5400000 · Equipment	102.76	2,000.00	5.1%
5600000 · Lodging	0.00	15,000.00	0.0%
5800000 · Office Expense	3,120.03	3,250.00	96.0%
5900000 · Payroll Taxes	4,426.90	10,000.00	44.3%
6000000 · Per Capita Dues	64.00	4,600.00	1.4%
6100000 · Postage	3,608.82	6,825.00	52.9%
6200000 · Printing	725.93	1,400.00	51.9%
6400000 · Rent	1,584.00	1,600.00	99.0%
6600000 · Salaries and Wages	47,455.11	112,549.00	42.2%
6700000 · State Meetings	3,866.00	58,750.00	6.6%
6701000 · State Paper	6,500.34	10,500.00	61.9%
6900000 · Telephone & Internet	1,071.00	1,400.00	76.5%
7000000 · Travel	3,103.17	13,130.00	23.6%
7100000 · Website Expenses	1,032.80	500.00	206.6%
7200000 · Western States Conference	0.00	15,650.00	0.0%
Total Expense	88,976.86	274,154.00	32.5%
Net Income	144,656.91	27,054.00	534.7%

WA Rural Letter Carriers' Association
Statement of Financial Position
As of March 31, 2021

	Mar 31, 21	Mar 31, 20	% Change
ASSETS			
Current Assets			
Checking/Savings			
1010000 · Chkg - WA Trust Bank	17,459.68	10,014.71	74.3%
1020000 · Savings - APCU	239,199.19	128,995.44	85.4%
1030000 · Chkg - APCU	103.50	102.00	1.5%
1200000 · CD#74 (APCU) .946% 3/11/23	44,593.77	43,501.73	2.5%
1210000 · CD#75 EmerFund .946% 3/11/2...	44,593.77	43,501.73	2.5%
1220000 · CD#76 Emer Fund 1.3% 4/7/2021	23,108.50	22,522.88	2.6%
1230000 · CD#77 (APCU) .946% 3/11/2023	33,668.35	32,843.86	2.5%
1240000 · CD#78 (APCU) 1.587% 6-24-2022	75,921.93	0.00	100.0%
Total Checking/Savings	478,648.69	281,482.35	70.1%
Total Current Assets	478,648.69	281,482.35	70.1%
TOTAL ASSETS	478,648.69	281,482.35	70.1%
LIABILITIES & EQUITY			
Liabilities			
Current Liabilities			
Other Current Liabilities			
2100000 · Payroll Liabilities	362.33	352.00	2.9%
Total Other Current Liabilities	362.33	352.00	2.9%
Total Current Liabilities	362.33	352.00	2.9%
Total Liabilities	362.33	352.00	2.9%
Equity			
3900000 · Net Assets	333,629.45	221,418.25	50.7%
Net Income	144,656.91	59,712.10	142.3%
Total Equity	478,286.36	281,130.35	70.1%
TOTAL LIABILITIES & EQUITY	478,648.69	281,482.35	70.1%

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	0	0	0	0	1				1		
Isa Lost s/l & Anl	0	0	0	0	0	0	0	0	0				0	1	
Alicia Peterson	0	0	0	0	0	0	0	0	0				0		
Alicia Lost s/l & Anl	0	0	0	0	0	0	0	0	0				0	0	
Becky Wendlandt	7	8	10	9	9	7	7	8	14				79	79	
Paige Barrett	0	0	0	1	0	0	1	0	2				4		
Paige Lost s/l & Anl	0	0	0	0	0	0	0	0	0				0	4	
Lorrie Crow	2	2	1	3	6	1	1	3	6				25		
Lorrie Lost s/l & Anl	1.25	0	0	0	0	0	1.25	0	0				2.5	27.5	
Kurt Eckrem	0	1	1	3	2	2	2	3	3				17		
Kurt Lost s/l & Anl	0	0	0	0	0	0	0	0	0				0	17	
Lisa Benson	0	0	0	0	0	0	0	0	1				1		
Lisa Lost s/l & Anl	0	0	0	0	0	0	0	0	0				0	1	
Dawn Ayers	0	0	0	0	0	0	0	0	0				0	0	
TOTALS	10.25	11.00	12.00	16.00	17.00	10.00	12.25	14.00	27.00	0.00	0.00	0.00	129.50	129.50	



Vehicle Check

By Isabella Lopez, Region 1 Committeeperson & Webmaster

What's the first thing you do after you clock in? If your answer is anything but your vehicle inspection, I hope that means you use a POV. As a carrier that uses a postal owned vehicle, carriers are required to conduct a vehicle inspection on any vehicle they will be using. These inspections should be done as early in the morning as possible. If your truck doesn't work and you wait until you're ready to leave you'll be sorry. It's one of those lessons you'll learn the hard way unless you've already learned it.

We check our truck as early as possible if the truck needs to get fixed then at least while we work management has time to call the mechanic and get it fixed. If your office is anything like mine there aren't any spare trucks sitting around. Working lights, turning signals, windshield wipers, and tire tread are only a few of the things to

you should be checking. The Notice 76 goes into detail with all the things that you need to be on the lookout for.

But what happens if someone took your truck out after you drove it? Did they have an accident in it? How would you know unless they reported it? What if they cracked a mirror, scraped a bumper against

If your truck doesn't work and you wait until you're ready to leave you'll be sorry

something or in the case of my truck, ran into something that left a chunk of wood sticking out of it. I came back to my truck one morning with a huge dent in it and management none the wiser. Though management is supposed to do the inspections in the evening, if your office is anything like mine it rarely

happens.

Sadly, it's a lesson many carriers learn the hard way. Once they've taken the truck out it becomes harder to prove to management that you didn't cause the damage that someone else may have done. The person who doesn't report it may not get in trouble but you probably will unless you can prove it wasn't you. Good luck.

Find your vehicle check buddy, everybody needs one, not only will it take you less time but you'll have a witness or two. The minute it takes you to walk around the truck and check it will be well spent if you can save yourself the hassle and possible discipline for doing a half-hearted vehicle inspection.

Respectfully submitted,
Isa Lopez

The following is an excerpt from NRLCA Director of Labor Relations David Heather's Q&A article in the May 2018 issue of the NRLCA National magazine-

LLV Breakdowns and Maintenance

Q If the LLV breaks down on the route, how am I compensated for waiting for my vehicle to be repaired or replaced so I can continue the route?

A You will be compensated by accumulating "O Time." When an employer-provided vehicle fails during use on the route, you will accrue other leave equivalent to the time you are delayed as a result of the vehicle failure. When you have accumulated eight hours of "O Time," you will be granted one relief day (Other Leave day) to be taken within the next eight weeks. Training time and vehicle failure time are combined toward the accumulation of "Other Leave." RCAs in this situation are compensated for actual time on Form 1314-A-Auxiliary Time Certificate. (Source: MOU March 7, 1988, L-97 in Steward Reference Guide)

Q It might take months to accrue 8 hours. How should I track the "O Time" that I have accumulated?

A You should enter any "O Time" accumulation in the Comments Section of your 4240 as the events occur. You should also track this time on a separate sheet for your own personal records.

Q If I bid to another route that does not have an LLV assigned, what happens to the "O Time" I have accumulated?

A If you should change vehicle status (for example: mutually agree to remove the USPS vehicle from the route, bid on another route without a USPS vehicle, etc.) or if you should cease to be a rural carrier (for example: retirement, promotion, etc.) and the accumulated other leave balance from the vehicle failures/training is less than eight (8) hours, you will be given one (1) full day's relief chargeable to other leave. (Source: MOU March 7, 1988, L-97 in SRG)

Q What if the LLV is broken down and no other postal vehicle is available? Can management require me to provide a vehicle for the route?

A No. If a USPS-owned/leased vehicle is assigned to the route, you may be requested, but not required, to furnish a vehicle during emergency situations. You will be paid a full day of EMA for the route for each day you volunteer to use your personal vehicle. (Source: PO-603, Section 141.4)

Q I know I'm required to fuel the LLV, but what about checking oil and other fluids? Is that part of my job?

A No. Rural carriers are not required to check oil and other fluid levels. This can be done by another postal employee or incorporated to local contracts with service stations. You must, however, report any observed leaks or operating problems on Form 4565, Vehicle Repair Tag, and should not use the vehicle if damage seems likely or safety is compromised. (Source: Gamble Letter, December 7, 1994, L-101 in Steward Reference Guide)

Q Am I required to clean the LLV?

A Rural carriers are required to keep vehicles clear of trash, debris, personal items, loose forms, etc., and to remove all mail upon completion of delivery duties. Empty equipment must also be removed, unless specifically authorized to be kept in the vehicle. However, rural carriers are not required to wash the vehicle, the windshield, or the windows. Your manager should contact the Vehicle Maintenance Facility manager for guidance in establishing washing contracts. (Source: Gamble Letter, December 7, 1994, L-101 in SRG)

Q Who is required to remove snow and scrape ice from the LLV?

A Rural carriers are required to clear ice and snow from the windshield and windows as winter conditions require. The USPS must provide scrapers. (Source: Gamble Letter, December 7, 1994, L-101 in SRG)

Q Who is responsible for installing chains on the LLV for winter driving?

A Management is responsible for installing chains, snow tires, and/or weights for winter driving. Rural carriers are not trained and should not be required to make modifications to the vehicle. Vehicle Maintenance staff can advise postmasters of authorized modifications or equipment, including these for winter driving, and procedures for installing or obtaining them. (Source: Gamble Letter, December 7, 1994, L-101 in SRG)

Q My route is often used by other employees after I return from the route. Sometimes they do not refuel the vehicle and I must refuel in order to get through my route. How am I compensated for this extra refueling stop?

A Vehicles assigned to rural routes may be used for other duties, as long as that usage does not interfere with the rural carrier's completion of the assigned route. This usage should be on an exceptional or emergency basis, and other users must return the vehicle with a full tank of gas, since the refueling standard only covers the rural route needs. (Source: Gamble Letter, December 7, 1994, L-101 in SRG)



U.S. POSTAL SERVICE

EXPANDED VEHICLE SAFETY CHECK

1. Look under body for oil and water leaks.
2. Inspect two front tires for inflation and wear.
3. Check hood latches.
4. Check front for body damage.
5. Check left side for body damage.
6. Check left door lock.
7. Check for rear end leaks.
8. Check all rear tires for inflation and wear.
9. Check rear for body damage.
10. Check rear door lock.
11. Check right side for body damage.
12. Check right door lock.
13. Open door and move into driving position.
14. Start engine. (If in enclosed area, wait until after step 21.)
15. With assistance - adjust pot-lid and left front mirror.
16. With assistance - check headlights, tail lights, brake lights, 4-way flashers, and directional signals, front and rear.
17. Adjust right side rear view mirror.
18. Adjust center rear view mirror.
19. Check steering wheel play.
20. Check accident report kit.
21. Check window locks.
22. Check windshield wipers and washers.
23. Check horn.
24. Check gages (gas gage requires 30 seconds for "warm-up").
25. Check foot brake (no more than 2 inches free play).
26. Check hand brake.
27. Check seat belt and fasten.

NOTE: This check list has been programmed to take the driver in a logical sequence around the RHD vehicle with a minimum of lost motion. For LHD vehicles - work from right side to rear to left side beginning at Item 5. Items 15 and 16 - if no assistance readily available, handle personally.

SEE ADDITIONAL INSTRUCTIONS ON REVERSE

Notice 76

Feb. 1975



What Is An Investigative Interview?

By Alicia Peterson, Assistant District Representative & Region 2
Committeeperson & RCBP Representative

Your supervisor has come to you and said, "I will be conducting an investigative interview with you this week." What does this mean? An investigative interview or pre-disciplinary interview occurs when management questions an employee to obtain information that may be used to discipline the employee.

First off, your response should be, "I am in no way inhibiting your investigation, but I respectfully request that my union representative or steward be present." No more questioning should happen after a carrier requests representation. You may be told that, "It's no big deal" or "It won't lead to anything" or "I'm just doing what I was told", in an effort to get

you to agree to continuing an investigative interview without taking the time to schedule a steward. **DON'T!** If that was the case, then there should be no need to conduct an investigative interview. You should be informed about the gen-

It is the carrier's responsibility to contact the steward and inform them of their request for representation

eral nature of what management is investigating. You then have the right to consult with your Steward *before* the interview. I always advise that carriers reach out to their steward as soon as possible. Management is not required to inform you

of your Weingarten Rights to union representation and often they will not. It is the carrier's responsibility to contact the steward and inform them of their request for representation whether there is a local steward in the office, or another union representative assigned to your office by the District Representative. Every carrier should know who their assigned representative is. When you consult with the assigned union representative before the interview, they will explain what to expect. The representative may give you some advice on how to conduct yourself. Your union steward can inform you of consequences there may be for failure to cooperate, lying, and admitting to mis-

KNOW YOUR RIGHTS

You can invoke your Weingarten Rights by saying the following:

"If this discussion could in any way lead to my being disciplined, terminated, or cause an effect on my personal working conditions, I respectfully request that my Union Representative be present at this time. Until my representation arrives, I choose not to participate in this discussion."

conduct. They may explain what potential discipline could follow and what steps you might take if discipline is issued.

During the interview, it is important to remain calm and clear with your responses while being honest and respectful. This may go a long way when management is determining what action to take following an investigation. The names and titles of everyone in attendance along with the date, time and place of the interview will be recorded. Usually, management will begin an interview with something like, "This is an investigative interview or your day in court and if the facts warrant it, discipline may be issued based on the answers given." They may also cite some Employee Labor Relations Manual language by saying, "You are reminded that Postal employees are required to cooperate in postal service investigations as per

ELM 665.3, do you understand this?" The steward will take notes during the investigative interview in the same manner that management does. Speak slowly so that all responses can be written down accurately. Do not ramble on about other issues. Answer the specific question and if you do not understand the question then it is perfectly acceptable to ask for clarification. The steward cannot answer for you and they will not tell you how to answer any questions. The steward cannot insist an interview be ended, but they can object to questions asked by management that may seem to be misleading, repetitive, badgering, leading, harassing, or irrelevant. Either the steward or the carrier may request a break to confer privately at any point during the interview. Often, the final question in an investigative interview may be something like, "Do you have anything else to

add before I conclude this interview?" That does not mean it is an opportunity to discuss other issues that are irrelevant to the investigation. Save those topics for further discussion down the road.

After the interview, the steward will want to speak with you to review your rights in Article 15 should you be issued discipline. Time limits will be discussed, and you may be asked to write a statement for the union while things are fresh on your mind. Make sure that the union representative has current contact information for you especially if there is no local steward.

My hope is that you never need to know any of this information, but should you ever be in a situation where you are the subject of an investigative interview or pre-disciplinary interview you must have the knowledge to be prepared.

Convention may be canceled, but we are still accepting nominations for the prestigious **Outstanding Member of the Year** award! We know that many of you know someone who has continued to go above and beyond even during the midst of a pandemic. Award recipients are chosen based on the service rendered by the candidate to the NRLCA.; attendance and participation in local, state, and national meetings; willingness to accept responsibilities and dedication in performing those duties.; fraternal attitude to others in the rural carrier craft; and other service such as civic and community activities which reflect favorably upon the rural craft and the USPS. Find a copy of the nomination form on page 36.





April Legislative Update

By Lorrie Crow, Region 3 Committeeperson & Legislative Director



WARLCA Legislative Update

April 2021

Legislative Director: Lorrie Crow

I am sure that we all are painfully aware of the party division going on in the Nations Capitol these days. It can leave a person wondering if our voices are even being heard or considered anymore. The one thing we do know for sure is that with unity comes strength, that means that as Postal Workers we must make our voice be heard. I know, I know it sounds more and more like a broken record to me as well, **but it does work.** We as a whole need to not only make the phone calls and send the letters and e mails, but we need to encourage our friends and family to do the same. This year lets agree to also encourage the other crafts to do the same. I have been sadly surprised in my office how many of my fellow employees have no idea of what could happen to the Postal Service if changes are not made very soon.

NOTE: The names listed after each resolution are those that have NOT yet signed on as a cosponsor.

HR 695 – The USPS Fairness Act. Introduced by Peter DeFazio of Oregon on 2/2/2021. To amend title 5, United States Code, to repeal the requirement that the United States Postal Service prepay future retirement benefits, and for other purposes. (Formerly HR 2382) Cosponsors-257. Jaime Herrera Beutler, Dan Newhouse, Cathy McMorris Rodgers.

S 145 – The USPS Fairness Act. Introduced by Steve Daines of Montana on 2/1/2021. To amend title 5, United States Code, to repeal the requirement that the United States Postal Service prepay future retirement benefits, and for other purposes (Formerly S 2965) Cosponsors-8. Maria Cantwell, Patty Murray

H Res 109 – Introduced by Stephanie Murphy of Florida on 2/5/2021. Expressing the sense of the House of Representatives that the United States Postal Service should take all appropriate measures to ensure the continuation of door delivery for all business and residential customers. (Formerly H Res 23) Cosponsors-94 Currently **no** Washington cosponsors

H Res 47 – Introduced by Stephen Lynch of Massachusetts on 1/13/2021. Expressing the sense of the house of Representatives that Congress should take all appropriate measures to ensure that the United States Postal Service remains an independent establishment of the Federal Government and is not subject to privatization. (Formerly H Res 33) Cosponsors-134 Marilyn Strickland, Pramila Jayapal,

Kim Schrier, Cathy McMorris Rodgers, Rick Larsen, Dan Newhouse, Jaime Herrera Beutler.

H Res 114 – Introduced by Gerald Connolly of Virginia on 2/11/2021. Expressing the sense of the House of Representatives that the United States Postal Service should take all appropriate measures to ensure the continuation of its 6-day mail delivery service. (Formerly H Res 54) Cosponsors-76 Suzan DelBene, Dan Newhouse, Derek Kilmer, Pramila Jayapal, Kim Schrier, Adam Smith, Marilyn Strickland

H Res 119 – Introduced by David McKinley of West Virginia on 2/11/2021. Expressing the sense on the House of Representatives that the United States Postal Service should take al appropriate measures to restore service standards in effect as of July 1, 2021. (Formerly H Res 60) Cosponsors-56 **Only** Suzan DelBene has cosponsored.

What to look for:

It has been reported in both the Washington Times and the Postal Times that there has been legislation introduced on March 23, 2021 that would block at least part of DeJoy's 10-year plan. A group of House Democrats on Friday introduced legislation to prohibit the Postal Service from lengthening mail-delivery windows and require it to adhere to present service expectations. They named the bill the Delivering Envelopes Judiciously On-time Year-round Act, or the DEJOY Act. Stay informed on this and other important news by signing up for e-mail updates at WARLCA.com.

Contact Information for the 117th Congress WA. House of Representatives

1st District Suzan DelBene

(D)

<https://delbene.house.gov/>

Tweet - @RepDelBene

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2330 Rayburn House Office
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Washington, DC 20515

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Kirkland Office

450 Central Way

Kirkland, WA 98033

Phone (425) 485-0085

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204 W. Montgomery St

Mount Vernon, WA 98273

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2nd District Rick Larsen (D)

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Bellingham Office

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Suite 275

Bellingham, WA 98225

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Everett, WA 98201

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3rd District Jaime Herrera

Beutler (R)

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O.O. Howard House (Officers'
Row)

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Vancouver, WA 98661

Phone (360) 695-6292

Chehalis Office

Chehalis City Hall Bldg.

350 N. Market Boulevard

Chehalis, WA 98532

Phone (360) 695-6292

*does not receive mail.

4th District Dan Newhouse

(R)

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Phone (509) 452-3243

Tri-Cities Office

3100 George Washington Way
#130

Richland, WA 99354

Phone (509) 713-7374

North District: Okanogan and

Douglas Counties

P.O. Box 135

Grand Coulee, WA 99133

Phone (509) 433-7760

5th District Cathy McMorris

Rodgers (R)

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10 North Post Street, Suite 625

Spokane, WA 99201

Phone (509) 353-2374

Walla Walla Office

26 E Main Street, Suite 2

Walla Walla, WA 99362

(509) 529-9358

Colville Office

555 South Main Street

Colville, WA 99114

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6th District Derek Kilmer (D)

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Bremerton, WA 98337

Phone (360) 373-9725

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332 E 5th St.

Port Angeles, WA 98362

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Renton District Office
101 Evergreen Building
15 S. Grady Way
Renton, WA 98057
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Toll Free 888-SMITH09

10th District Marilyn Strickland (D)

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1004 Longworth House Office
Building
Washington, DC 20515
Phone (202) 225-9740
Lakewood Office
6000 Main St. S.W., Suite B
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Phone (253) 533-8332
Lacey Office
420 College St. S.E.
Lacey, WA 98503

Washington US Senators

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Washington, DC 20510
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Seattle, WA 98174
Phone (206) 220-6400
Spokane Office
920 W. Riverside Ave., Suite 697
Spokane, WA 99201
Phone (509) 353-2507
Tacoma Office
950 Pacific Ave, Suite 615
Tacoma, WA 98402
Phone (253) 572-2281
Everett Office
2030 Wetmore Ave, Suite 9B
Everett, WA 98201
Phone: (425) 303-0114
Fax: (425) 303-8351

Vancouver Office
1313 Officers Row
Vancouver, WA 98661
Phone: (360) 696-7838
Fax: (360) 696-7844
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825 Jadwin Ave., Suite 206
Richland, WA 99352
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Phone: (509) 624-9515
Everett Office
2930 Wetmore Ave, Suite 9D
Everett, WA 98201
Phone: (425) 259-6516
Vancouver Office
The Marshall House
1323 Officer's Row
Vancouver, WA 98661
Phone: (360) 696-7797
Fax: (360) 696-7798
Yakima Office
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Yakima, WA 98901
Phone: (509) 453-7462
Fax: (509) 453-7731
Tacoma Office
951 Pacific Ave., Suite 650
Tacoma, WA 98402
Phone: (253) 572-3636
Fax: (253) 572-9488

The district map can be found on the WARLCA.com website.

If you choose to contact your representative via US mail it is recommended that you use their local office address.



Have You Heard of Provident Guild?

By Paige Barrett, Region 4 Committeeperson & Provident Guild Rep

Here we go, starting another year of cancellations due to COVID 19. I do not know about you, but I am so ready for this virus to be eradicated! I do not have a crystal ball to be able to predict when it will be, so like the rest of you, I am hanging on for the ride. But this does bring me to remind you all that there is a fraternal non-profit death benefit plan called the Provident Guild that we have access to as rural carriers, RCAs, PTFs and ARCs as well as their spouses, who are under 56 years old. You see, when a person dies, the banks will usually put a freeze on the accounts until the estate goes through probate, which can take many months to wrap up. Meanwhile, it then becomes a burden on your spouse, children, or grandchildren to not only pay for your funeral expenses, but your bills that will continue to come in after your death. When a Provident Guild member dies, there is an immediate check head-

ed to the designated beneficiary to help cover those initial expenses. The remainder of the balance will be distributed after the next national convention. What an incredible and loving gift to pass on to your loved ones after you pass away! While it isn't MUCH, it IS some, and some is better than none. Refer

What an incredible and loving gift to pass on to your loved ones after you pass away!

to the chart with this article to see what the payouts would be. It is based upon the age bracket you fall in under. The younger you are getting started with Provident Guild, the higher the payout is. When you sign up, there is an initial \$2.00 set-up fee, and then just one yearly fee after that. There is an application form that is also included in this magazine should you desire to get started on that gift to your family

in what will be one of their hardest times in life.

State Convention 2022

Watch out Tri-Cities, we are coming your way! The 2022 State Convention will be a month earlier than we usually have our state conventions. The thought behind this was to give the national delegates a little more time to obtain a great deal on airfare to national convention! We will be gathering May 22, 23, 24 of 2022 at the Red Lion Inn in downtown Kennewick, situated very close to the Columbia Center Mall. The room rates will be \$109 for single/double, \$119 for triple, \$129 for quad. At this time, the entertainment that we all look forward to for our annual banquet has not been decided upon. Keep looking for more information in upcoming WRC for updates! I can't wait to see you there!



PLEASE FILL PRINT LEGIBLY WITH INK

ALL QUESTIONS MUST BE ANSWERED

DEATH BENEFIT DEPARTMENT, National Rural Letter Carriers' Association and its Auxiliary

APPLICATION FOR MEMBERSHIP

Mail at Once To

RURAL CARRIERS' PROVIDENT GUILD

Diane Cox

4780 Stony Creek Rd.

Urbana, OH 43078-9454

(419) 501-2213

ACTION OF ADMISSION BOARD

Note to be filled by Applicant

Date _____

CIRCLE CLASS DESIRED

\$10 \$15 \$20

\$30 \$40 \$50

For Class: _____

+Entrance Fee \$2.00

*Amount Enclosed: _____

Those who submit applications during:

July, August or September needs to pay a full year's dues plus entrance fee.

October, November, or December needs to pay 75% of a full year's dues plus entrance fee.

January, February, or March need to pay 50% of a full year's dues plus entrance fee.

April, May, or June needs to pay the entrance fee plus 25% of full year's dues plus the upcoming full year's dues.

☐ Male ☐ Female ☐ Married ☐ Single ☐ Divorced ☐ Widowed

1. Name _____
First Middle Last Phone Number

2. Home Address _____
Street County
City State Zip Code

B. Mailing Address if different from above _____
Street City State Zip

3. Date of Birth _____
Month/Day/Year Age

4. Occupation: ☐ Regular Carrier ☐ Substitute Carrier ☐ Retired Carrier ☐ Wife/Husband of Carrier
☐ Widow/Widower of Carrier ☐ Wife/Husband of Sub. Carrier ☐ Wife/Husband of Retired Carrier

5. Have you ever been a member of the Provident Guild? ☐ Yes ☐ No

6. Is your wife (or husband) a member of the Provident Guild? ☐ Yes ☐ No

7. 1st Beneficiary _____
Name Address Phone Number

2nd Beneficiary _____
Name Address Phone Number

8. "I agree to the method of distribution of benefits as shall be Provided by the Organic Law as of the date of my death" _____
Initials

9. I hereby declare that I have carefully read each of the above questions and answers, and that my answers are true. _____
Initials

Signature of Applicant

Date

Paige OBarrett WA (509)391-0480
Provident Guild Representative State Phone Number

ANNUAL
DUES
CLASSES
\$10-\$50

IT'S A FACT...

MAXIMUM
BENEFITS
\$5000

THE RURAL CARRIERS' PROVIDENT GUILD

WHAT...

The Guild is a Fraternal NON-PROFIT Death Benefit Plan.

WHO...

Open to all Regular, Substitute, R.C.R., R.C.A., P.T.F. and A.R.C. Rural Carriers and their spouses who are under 56 years of age.

DUES...

Your choice of benefit classes, ranging from \$10 to \$50. The available classes depend on your age at the time of application.

Available if you are...	Annual dues class	Maximum Benefit	Immediate Relief Payment 30% of Benefit
Under 56	\$10	\$1000	\$300
Under 50	\$15	\$1500	\$450
Under 45	\$20	\$2000	\$600
Under 40	\$30	\$3000	\$900
Under 35	\$40 or \$50	\$4000 \$5000	\$1200 \$1500

Your benefits do not decrease as you get older. The class you choose remains in effect as long as you pay your annual dues.

The President and Secretary-Treasurer are bonded in sufficient amount to cover the funds in their hands at any one time.

Contact any Provident Guild officer, State Association Officer or Auxiliary Officer for further details.

You can secure an application from any one of them, or write to:

National Secretary of
Rural Carriers' Provident Guild
Diane Cox
4780 Stony Creek Rd.
Urbana, OH 43078-9454
937-869-4724

DID YOU KNOW??

1. The PROVIDENT GUILD is a non-profit, fraternal organization, created and operated by rural carriers, for our membership and auxiliary members to give their survivors an amount of READY CASH for those days when routine procedures of the courts and legal action tie up our estates after death.
2. The GUILD is NOT AN INSURANCE. Rather, it is a Fraternal Death Benefit Fund that guarantees you at least 30 times your annual dues and, depending on the number of claims in any given year, can pay up to 90 times your annual dues, as long as you are a current dues paying member.
3. There are no physical examinations- No assessments- No commissions- No high salaries.
4. This low-cost protection does not decrease, nor can it be canceled when you reach age 65.
5. You can become a GUILD member until you reach age 56. When you reach that age, you can not enter the program, BUT you do remain in it as long as you pay your GUILD dues annually.
6. Claims are to be filed within 60 days after death with the Secretary-Treasurer except all death claims for the fiscal year ending midnight June 30th must be filed in the Secretary-Treasurer's office not later than midnight July 30th next following close of the fiscal year.
7. In the event a death claim is filed after the July 30th deadline, no benefit will be paid.
8. If death occurs in JUNE, the Secretary-Treasurer must be contacted IMMEDIATELY.
9. IT NEED NOT BE HANDLED BY A LAWYER.
10. Upon receipt of the blue claim form and the death certificate of a current dues paying member, an IMMEDIATE RELIEF CHECK, for 30% of the maximum payment is mailed to the beneficiary. The balance of settlement is mailed in August, following our board meeting that is held during the NRLCA convention.
11. Your GUILD dues are payable in advance. The Secretary-Treasurer will mail you a dues notice during the month of May for the following fiscal year. These are then payable by June 30th.
12. Members joining later in the year pay only a portion of the full years dues. The fiscal year runs from July 1st to the next June 30th.
Those who become members during July, August and September pay full dues.
Those who become members during October, November, and December, pay 75%
Those who become members January, February, and March, pay 50%
Those joining in April, May, and June, pay only 25%. When joining during these months, the next year's full dues need to be included.
13. The entrance fee of @ 2.00 is payable when joining during any part of the year.

Revised 2011

WARLCA COUNTY CONSTITUTION CHANGE

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

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

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

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

PRESENT LANGUAGE:

PROPOSED LANGUAGE:

INTENT OF / REASON FOR CHANGE:

Adopted? (circle one) Yes or No

Signature _____ Date _____
County Secretary

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

WARLCA RESOLUTION FORM

CHECK APPROPRIATE TYPE

☐ BINDING

☐ NON-BINDING

The following Resolution was adopted on the (Date) _____ Meeting of the (County) _____

Rural Letter Carriers' Association. It is hereby submitted to the Resolutions Committee at the (year) _____ State Convention for consideration and appropriate action.

ISSUES

Check one:

☐ AUTOMATION

☐ MAILCOUNT

☐ VEHICLE

☐ BENEFITS

☐ RELIEF DAY

☐ WORK RULES

☐ EMA

☐ RETIREMENT

☐ OTHER

☐ GRIEVANCE PROCEDURES

☐ SALARY

☐ WARLCA CONSTITUTION

☐ LEAVE REPLACEMENTS

☐ TIME STANDARDS

☐ NRLCA CONSTITUTION

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

- 1) Place only one Resolution per sheet.
- 2) Formatting instructions: Font – Times New Roman; Font size – 11;
New Language **BOLD**; **Omitted** Language ~~Strikethrough~~
- 3) Indicate if the Resolution is intended to be binding or non-binding (above)
- 4) Indicate the issue this Resolution concerns (above)
- 5) Identify any Handbooks, Manuals, or written documents to be amended:
By: (a) Name of the Document _____
(b) Article _____ Section _____ Paragraph _____
- 6) Explanatory paragraphs should be headed as follows: (If spaces below are inadequate, use additional sheets with the appropriate heading)

WHEREAS:

BE IT RESOLVED:

INTENT OF/REASON FOR CHANGE:

Signature _____ (County Secretary)
Date Sent to the State Sec/Treas. _____



Thrift Savings Plan Webinars

Learn from work, home, or on-the-go!

May 2021 FREE WEBINARS

Join the TSP Training and Liaison Specialists from the Federal Retirement Thrift Investment Board for engaging presentations on the TSP topics that matter most to you.

Ideal for all federal employees, uniform service members, agency/service representatives, military financial educators, and anyone else who is interested in learning about the TSP. All times listed are Eastern Standard Time.

Introduction to TSP (1-Hr)

May 6 - 8:00 am
May 11 - 1:00 pm
May 13 - 1:00 pm

TSP Contributions (1-Hr)

May 13 - 8:00 am

TSP Investment Funds (1-Hr)

May 20 - 8:00 am

TSP Early to Mid-Career (2.5-Hr Course)

May 6 - 1:00 pm
May 25 - 9:00 am

TSP Loans (1-Hr)

May 19 - 10:00 am
May 27 8:00 am

TSP Pre-Separation (2.5-Hr Course)

May 5 - 8:00 am
May 11 - 9:00 am
May 19 - 1:00 pm
May 26 - 8:00 am

TSP Post-Service Withdrawals (1-Hr)

May 25 - 1:00pm

TSP Death Benefits (1-Hr)

May 5 - 1:00 pm
May 26 - 1:00 pm

TSP to Retirement & Beyond (Part I & II) (4-Hr)

May 4 - 12:00 pm
May 12 - 11:00 am
May 18 - 8:00 am

TSP A to Z (4-Hr Course)

May 20 - 11:00 am



Thrift Savings Plan

To register: tsp.gov/webinars

Registration Password: TSPweb

View recorded sessions on YouTube: [TSP4gov](https://www.youtube.com/TSP4gov)



Thrift Savings Plan Webinars

Learn from work, home, or on-the-go!

June 2021 FREE WEBINARS

Join the TSP Training and Liaison Specialists from the Federal Retirement Thrift Investment Board for engaging presentations on the TSP topics that matter most to you.

Ideal for all federal employees, uniform service members, agency/service representatives, military financial educators, and anyone else who is interested in learning about the TSP. All times listed are Eastern Standard Time.

Introduction to TSP (1-Hr)
June 15 - 10:00 am

TSP Contributions (1-Hr)
June 3 - 1:00 pm
June 30 - 2:00 pm

TSP Investment Funds (1-Hr)
June 16 - 9:00 am
June 22 - 1:00 pm

TSP Early to Mid-Career (2.5-Hr Course)
June 3 - 8:00 am
June 17 - 12:00 pm

TSP Pre-Separation (2.5-Hr Course)
June 15 - 1:00 pm
June 30 - 10:00 am

TSP Post-Service Withdrawals (1-Hr)
June 17 - 8:00 am

TSP Death Benefits (1-Hr)
June 29 - 10:00 am & 1:00 pm

TSP to Retirement & Beyond (Part I & II) (4-Hr)
June 2 - 12:00 pm

TSP A to Z (4-Hr Course)
June 16 - 12:00 pm

TSP In-Service Withdrawals (1-Hr)
June 8 - 10:00 am



To register: tsp.gov/webinars
Registration Password: TSPweb
View recorded sessions on YouTube: [TSP4gov](https://www.youtube.com/TSP4gov)

WARLCA Board Minutes from January 18, 2021 by Zoom

Members In attendance: Kurt Eckrem, President; Lisa Benson, Vice President; Becky Wendlandt, Secretary/Treasurer; Isabella Lopez, Region Committeeperson 1; Alicia Peterson, Region Committeeperson 2, Lorrie Crow, Region Committeeperson 3; Paige Barrett, Region Committeeperson 4.

Kurt took roll call at 4:30 PM and all board members were present. The board could not meet in person because of COVID and agreed to have a Zoom meeting with Becky hosting so they could review the budget.

Approval of Past Board Minutes: The board approved November 11, 2020 teleconference minutes and January 1, 2021 zoom meeting minutes.

Board Policy: There were no changes in board policy.

Ground Rules: The board waived reading of the ground rules and no changes were made.

Budget: The board reviewed the budget as viewed on Becky's computer. Adjustments were made on the budget for eight items after the 6-month review. The budget ending amount went from \$18,404.00 to currently \$27,054.00 of income over expenses. Kurt said as of this time, nothing has been said about having the presidents' legislative conference. Becky said that the secretary/treasurers' training will be done by Zoom and not in person. Kurt reported that there is no word on being able to hold state convention at this time from national.

Officer and Appointed Positions Report: President Kurt reported on sending 28 letters to members who had cancelled their dues and got a couple of responses. Kurt sent the NSS recommendations in and also talked to Clifford

on the RAFT recruitment. Kurt contacted the three auxiliary officers to let them know the WRC will be coming out soon and has not heard anything back. Kurt has contacted all the academy instructors with the new RAFT program and provided 1187s, return stamped envelopes, and handouts if needed. Kurt got the two PO boxes for 2021 national convention delegate election in Bellingham. Kurt said that he hopes to attend an academy training done by a non-union trainer to present the union presentation.

Vice President Lisa reported she has been busy on her route but did talk to a person who was interested in a mutual transfer to Texas.

Secretary/Treasurer Becky reported that the membership drive has been successful with the \$100 signing bonus to new regulars/PTFs from the state and now \$50 from NRLCA. The mailings done in the past with Lorrie has brought in three new regulars as well as 15 more ARCs/RCAs. Mailings are still being done when the new hire shows up on the database if they have not been recruited at orientation. Mailings are also done every other week for those who have gone from ARC to RCA, new PTF and regular nonmembers, new hires, and changing post offices so locations need to be updated. Recent retirees are sent two letters to join too.

RCP 1 Isa reported she has contacted her county officers and working on 2021 State Convention. Isa has created the new WARLCA database and maintains it, along with sending out email updates. Isa has updated the website with a calendar and the board approved her to renew the domain as needed.

RCP 2 Alicia reported she was

contacted by a carrier's boyfriend on her working conditions and responded that only the carriers can contact her. Alicia has also contacted her county officers but is unable to work on 2023 State Convention until COVID restrictions are loosened.

RCP3 Lorrie reported she is going back to orientations now, sent cards to her county officers, and have done legislative updates.

RCP4 Paige reported she has contacted her county officers and that she is doing academy training.

2021 State Convention in Bellingham: Kurt said we need to proceed on the 2021 Convention as if we are having one until NRLCA says otherwise. Isa has provided information for the upcoming WRC. Ronnie had said that the NRLCA must have election of officers as well as review constitution changes and appeals, but nothing has been finalized on the state level. The board agreed to have the banquet dinner and cruise that Isa presented that will serve dinner while on a 2-hour cruise. Isa will get a contract and details to Kurt, as well as cancellation procedures if needed.

National Delegate Ballots: Becky reported we have the nomination PO box at Liberty Lake and Kurt got the votes PO Box and returned undeliverable PO box in Bellingham. The same pre-election committee as last year will be sweeping the nominations PO Box. Kurt will be appointing the election committee soon. All procedures and rules are in place to make sure the process is done legally and as per NRLCA guidelines.

County Units Meeting: As of now, NRLCA has said no in person meetings. One county has asked about Zoom meetings and Kurt

will see if a NSS representative can do that. However, these meetings can only be used for information, not business at this time. NRLCA said they will soon be notifying the states on local meetings.

Retirement and OWCP Seminar: September 26, 2021 is the date for the retirement seminar presented by Joni Montroy as of now. No date has been set for the OWCP seminar. Kurt will keep the board updated.

Orientation Power Point: Paige

provided the board with a wonderful PowerPoint for orientation and also be given as a handout at orientation. The board reviewed each slide and made a few changes.

PAC: Kurt reported that there was a state PAC chair teleconference.

WRC: Lisa asked for photos for RCA appreciation week.

WRC Spring Issue dates: Articles to the board by March 28th.

Final articles to Lisa by April 2nd.

Final draft from Lisa to the board by April 10th.

Spring issue to the publisher by April 15th.

Next Board Meeting: The next board meeting will be Tuesday, March 2, 2021 from noon to 4 p.m. by Zoom, with prep in the morning.

The board adjourned the meeting at 8:39 PM.

Respectfully submitted,

Becky Wendlandt, WARLCA Sec/Treas.

WARLCA Board Minutes from March 2, 2021 by Zoom

Members in attendance: Kurt Eckrem, President; Lisa Benson, Vice President; Becky Wendlandt, Secretary/Treasurer; Isabella Lopez, Region Committeeperson 1; Alicia Peterson, Region Committeeperson 2; Lorrie Crow, Region Committeeperson 3; Paige Barrett, Region Committeeperson 4. Guests: Doug Rinehart and Patrick Pitts

Kurt took roll call at noon and all board members were present. The board could not meet in person because of COVID and agreed to have a Zoom meeting with Becky hosting. Guests for part of the meeting were Doug Rinehart and Patrick Pitts.

Approval of Past Board Minutes: The board approved January 18, 2021 Zoom board minutes.

Board Policy: There were no changes in board policy.

Ground Rules: Changes were made in the ground rules to add the following to number 7: *When on a Zoom meeting, guests must send the chair a chat to be recognized and unmuted to speak.*

Budget: The board discussed the APCU CDs coming up to expire or rollover. Kurt said there is no penalty for withdrawing from a CD and proposed rolling over \$100,000 from the three maturing CDs into a 24-month jumbo CD and combining the remaining balance with the CD that matures on April 7th, 2021 into a one-year CD. Kurt, and Patrick confirmed, that Clifford said having funds over the

\$250,000 FDIC limit is safe with APCU. So far Kurt has not found any other bank or credit union that pays higher than APCU.

Equipment: Lisa said she got a good deal on the RAM and has ordered it. According to the tech, the RAM was the only problem with the editor's computer.

Officer and Appointed Positions

Report: President Kurt has rented the two PO boxes at Bellingham for the election committee. Kurt had a teleconference with NRLCA Ronnie, Clifford, and Patrick concerning APCU and the FDIC limit, NGIC, etc. Also, Kurt has been sending supplies to academy instructors, updated RCP handouts, sent non-member PTFs recruitment packets, attended orientations, and reviewing the vouchers with Isa and Lisa. Kurt has appointed Doug Rinehart as chair of election committee, with Charles Alexander, Dione Taylor, Aron Godfrey, Philip Bergman, and Laurie Chamberlin as members. Kurt updated the board on his correspondence with members, rules for PTFs hired off the street, update on the academy, and OJI training misinformation that was sent and the NSS consequently remedied it. Kurt said there is new academy in Spokane and the USPS will also be using the Post Falls academy. There are also plans to start an academy at Bremerton. The board discussed that the trainers need to present the union in a positive manner

and give the trainees an opportunity to join. The board reached consensus to have Lorrie attend a training that a non-member trainer is teaching. Kurt also said Monte is asking to refer any calls or emails concerning contractual information to him directly and not to the ADRs. Kurt reported that he has contacted the WARLCA auxiliary and has not heard back.

Vice President Lisa reported she was contacted by a couple of members and she was able to give them the information on whom to contact to answer their questions. Lisa has done all on task list except for what is on hold for state convention.

Secretary/Treasurer Becky reported that the membership drive has been successful with the \$100 signing bonus to new regulars/PTFs from the state and now \$50 from NRLCA. Kurt is contacting the new non-member PTFs. Mailings are still being done when the new hire shows up on the database if they have not been recruited at orientation. Mailings are also done every other week for those who have gone from ARC to RCA, new PTF and regular nonmembers, new hires, and changing post offices so locations need to be updated. Recent retirees are sent two letters to join too. Becky reported she has been observing the sweeping of the nomination PO box and updating the database, as well as sending out confirmation post cards. So far Washington State is one a few states

that is actually growing in membership totals. We have hit over 2,200 members.

RCP 1 Isa reported she is working on the contract with the hotel.

RCP 2 Alicia suggested that as board members we should be really careful not to answer questions on contractual issues. Alicia reported she is in contact with each of her counties in Region Two. She is talking to those interested in having Zoom meetings. Alicia said the 2023 State Convention site is still on hold since she is not traveling until she gets a COVID vaccination. Alicia reported she will keep the RCBP position until someone is interested in doing it.

RCP3 Lorrie reported she is going back to orientations now, have contacted her county officers, and have done legislative updates. Lorrie said she is not going to list Republican or Democrat after the names on the legislative updates. Lorrie asked if the code for the Square card has changed.

RCP4 Paige reported she has contacted her county officers. She has contacted Provident Guild with a member's email sent to Paige.

2021 State Convention in Bellingham: Becky asked that a decision on having, postponing, or cancelling the 2021 State Convention be done at this meeting because of the deadlines with DOL concerning county meetings for state convention delegates. The board discussed the pros and cons and Kurt said we could postpone to October. Alicia reminded the board that the last two weeks in September is special count time. The board reached consensus that risking the members' health just to have a convention is not good so cancelling the convention until 2022 is the best option now because of the

slow roll out of the vaccination. Becky will send a postcard to all members.

Update from NRLCA Executive Committeeman Patrick Pitts: Patrick updated the board on NRLCA RAFT membership drive, decision to cancel national convention or not will be made by May 1st, COVID and the Postal Service, COVID OWCP claims, step 4 grievances, contract negotiations, mapping of rural routes updates, and the NRLCA website has been updated.

County Units Meeting: As of now, NRLCA has said they will not send a NSS to any meetings, only available for Zoom meetings. One county has asked about Zoom meetings and Kurt will see if an NSS representative can do that. However, these meetings can only be used for information, not business or elections of officers. Kurt asked that the RCPs contact each of their county officers to see if they would stay on for another year. Kurt said Clifford has made it clear that DOL expects three officers and if one resigns, another officer should be appointed by the remaining county officers. The board reached consensus to have a Zoom meeting with all county officers on March 21st at 4 p.m. (After the meeting ended, it was decided by consensus through email to offer the county officers who attended the Zoom meeting \$25 each in compensation)

OWCP and Retirement Seminar: Joni's retirement seminar is tentatively scheduled for May 2022 in Kennewick. She is also scheduled for September 26, 2021 in Seattle but we will need to cancel that. Mike said his OWCP seminar can be held whenever we want it.

WRC: WRC Spring issue dates: Articles to the board by March 28th.

Final articles to Lisa by April 2nd.

Final draft from Lisa to the board by April 10th.

Spring issue to the publisher by April 15th.

The RCPs will write an article concerning their regions and what is happening, Kurt will write a state of the union report, Lisa will write on member of the year, Becky will provide all the stats and financial information, Alicia will work with Dawn on the PAC contest and competition, and Kurt will ask Monte for an article.

Website: Isa has completed the new website and it looks fabulous. Isa is asking for anyone wanting to keep and/or start receiving email updates to contact her. The board reached consensus to approve the following disclaimer to go on the bottom of all email updates:

DISCLAIMER: WARLCA email updates are for informational purposes only and should not be construed as contractual advice. This information may have been prepared in conjunction with the NRLCA's National Steward System. Should you have any questions regarding working rules, wages, hours, or conditions of employment, please contact your steward (a list of stewards can be found at www.warlca.com). Replies to this email may be considered by the Board and/or forwarded to the appropriate parties.

Next Board Meeting: The next board meeting will be Friday, May 7, 2021 from noon to 4 p.m. by Zoom, with prep in the morning.

The board adjourned the meeting at 4:35 PM.

Respectfully Submitted,
Becky Wendlandt, WARLCA Sec/
Treas





NRLCA-PAC Donate Today!



Speak to your PAC chair about how you can help save the USPS.

Starting February 1, 2021, 11 randomly selected members will receive a gift as a thank you—10 NRLCA-branded Yeti cups and one larger gift will be sent out every month. To qualify, all you need to do is send at least a \$5.00 donation to your state PAC chair each month or continue your sustaining donorship. We will announce new gifts each month until July 31 when the fundraiser ends. Scan the QR code for more information and to see this month's gift.



www.nrlca.org/news/1277

[illegible]

Recruiter Name _____ EID/CSA _____

Address _____

City _____ State _____ Zip _____

Revised
NRLCA Form 1187
2017**UNITED STATES POSTAL SERVICE**
AUTHORIZATION FOR DEDUCTION OF DUESRURAL 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 \$ 30.35 Regular/ \$10.77 Relief per pay period.

LOC #	STATE
	WA
DATE	REMIT #

Rebecca Wendlandt, WARLCA, 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 Rd
Liberty Lake WA 99019-5002

WARLCA Membership Statistics



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

David Lepage

Leonard Sauer

Betty Stone

*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	1,111	70-5 — ARC	204
PTF	111	71 — Regular	165
Retired	269	74 — RCA VAC RT	4
Associate	2	76 — PTF	15
RCA	619	78 — RCA	214
Retired Associate	1	79 — RCA AUX RT	9
Recently Retired	2	Total	611
ARC	68		
Cash-Paid	33		
Total	2,216		

Congratulations Retirees!

BLAKE, SOPHIA L	WASHOUGAL
BREWSTER, STEPHEN J	DAVENPORT
CRANDALL, GERALD R	LYNDEN
PATTESON, JOYCE E	YAKIMA
URANN, THOMAS E	MEAD

Please Welcome Our New Members!

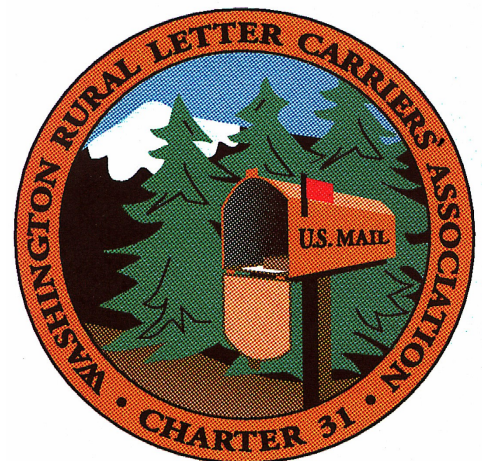
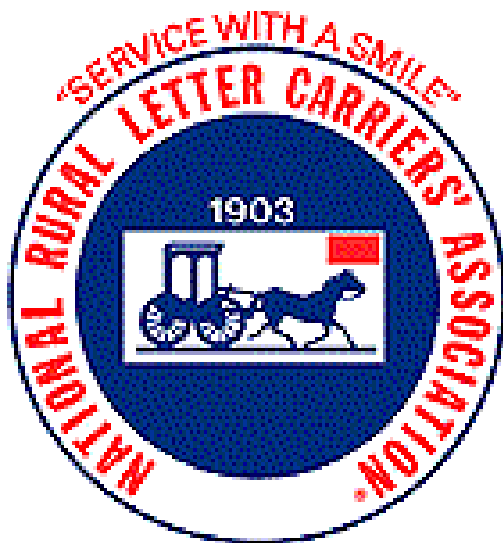
7 - RCA	AIRWAY HEIGHTS	NELSON JR	DAVID	7 - RCA	GIG HARBOR	MACRIS	JEFFREY	7 - RCA	POMEROY	TAYLOR	CHARLEEN
7 - RCA	ANACORTES	REYES RAMOS	CINDY	7 - RCA	GIG HARBOR	MOORE	DAVID	7 - RCA	PORT ANGELES	KITCHENS	TREY
7 - RCA	AUBURN	STULCE	JUSTIN	7 - RCA	GIG HARBOR	LEFONO	JERRY	7 - RCA	PORT ANGELES	SCARBOROUGH	AARON
7 - RCA	AUBURN	LE	JACK	7 - RCA	GIG HARBOR	KEITH	DOYNAVON	7 - RCA	PORT ANGELES	DACHS	BERGEN
7 - RCA	AUBURN	LAM	THANH	7 - RCA	GIG HARBOR	MURPHY	TERRANCE	C - ARC	PORT ORCHARD	STLAURENT	SHIRIN
7 - RCA	AUBURN	BANKS	JULIANNA	7 - RCA	GIG HARBOR	OATHOUT	SOLOMON	7 - RCA	PORT ORCHARD	SABLAN	MICHELLE
7 - RCA	BATTLE GROUND	NEDBAL	CARINA	7 - RCA	GIG HARBOR	SHEPARD	RAYNOLD	7 - RCA	PORT ORCHARD	MORIN	JESSIKA
7 - RCA	BATTLE GROUND	CLARK	DEVIN	7 - RCA	GIG HARBOR	BECKMANN	ERIC	7 - RCA	POULSBO	AMUNDSON	MARK
7 - RCA	BELLINGHAM	KING	KATHLEEN	7 - RCA	GRAHAM	WALLING	KAYLA	7 - RCA	POULSBO	YBARRA	RANDY
7 - RCA	BELLINGHAM	GROSVENOR	WILLIAM	C - ARC	GRANDVIEW	MERRY	JOSEPH	7 - RCA	POULSBO	DAVID	JENNIFER
C - ARC	BELLINGHAM	PETRITZ	FRANZ	7 - RCA	GRANGER	KLAUDA	JENNIFER	7 - RCA	POULSBO	HITCHMAN	PAUL
2 - PTF	BELLINGHAM	DOBSON	JACOB	7 - RCA	GRANITE FALLS	HARRIMAN	MATTHEW	7 - RCA	POULSBO	HARTMAN	DENNIS
7 - RCA	BELLINGHAM	GURNEY	BENJAMIN	7 - RCA	GREENACRES	STACKHOUSE	ROBERT	7 - RCA	PULLMAN	MARCHELLI	MATTHEW
7 - RCA	BELLINGHAM	WEIDKAMP	JESSE	7 - RCA	GREENACRES	BRAY	NICOLE	7 - RCA	RAYMOND	CHEEK	RALPH
7 - RCA	BELLINGHAM	PARMAR	KAVINPREET	7 - RCA	GREENACRES	UZAKBAEVA	NAZIRA	7 - RCA	REARDAN	HORWATH	SABRINA
7 - RCA	BENTON CITY	SHELP	BRANDON	7 - RCA	ISSAQUAH	QUAN	ULYSSES	C - ARC	RICHLAND	ANDERSON	STEPHANIE
7 - RCA	BLAINE	WATSON	SAYR	7 - RCA	ISSAQUAH	SMITH II	RICHARD	7 - RCA	RICHLAND	PEREZ	ANGELA
C - ARC	BLAINE	LINRUD	JUSTIN	4 - Retired	ISSAQUAH	ANDREWS	EDWARD	7 - RCA	ROCHESTER	DU PUIS II	CURTIS
7 - RCA	BREMERTON	COPEHNAVER	DAN	7 - RCA	ISSAQUAH	PRONG	CORLISS	7 - RCA	SEATTLE	KINYON	KIM
7 - RCA	BREMERTON	PETERSON	JESSICA	7 - RCA	ISSAQUAH	BRITTON	JONATHAN	7 - RCA	SELAH	MAGANA	CYNTHIA
7 - RCA	BREWSTER	HILDRETH	TIANNA	7 - RCA	KENT	MILLER-DAVIS	MONEE	7 - RCA	SEQUIM	FOOTE	DONNA
7 - RCA	BURLINGTON	HINDMAN	DENISE	7 - RCA	KENT	FIGURACION	CHRIS	7 - RCA	SHELTON	MIKELS	SAMUEL
7 - RCA	BURLINGTON	HULL	LYNDIA	7 - RCA	KENT	HEPPARD	MARTA	7 - RCA	SHELTON	FRANCO	BILL
7 - RCA	BURLINGTON	KENT	TAYLOR	7 - RCA	LAKE STEVENS	FORD	ROBERT	7 - RCA	SHELTON	MALICOAT-BARTL	LESLIE
7 - RCA	BURLINGTON	WYLL	ISABELL	7 - RCA	LAKE STEVENS	CRUZ DIAZ	JUAN	7 - RCA	SHELTON	NOLDER	NINA
7 - RCA	CAMAS	CUETO	CARINA	7 - RCA	LAKE STEVENS	TEMPLETON	KRISTINE	7 - RCA	SHELTON	COLELLO	KRISTEN
7 - RCA	CASTLE ROCK	KALAL	ALISHA	7 - RCA	LAKE STEVENS	ALLEN JR	BOB	7 - RCA	SHELTON	ACKLEY	DALTON
7 - RCA	CENTRALIA	KUYKENDALL	CASEY	1 - Regular	LAKEBAY	ROWLAND	MOLLY	C - ARC	SHELTON	COTE	BILL
2 - PTF	CENTRALIA	GERRITS	VICKIE	7 - RCA	LANGLEY	BLAIS	BRANDI	C - ARC	SHELTON	BERNAL	CAROL
7 - RCA	CENTRALIA	RYE	KENDRA	7 - RCA	LANGLEY	LARSON	TIM	1 - Regular	SNOHOMISH	PAUL	CARRIE
7 - RCA	CHEHALIS	BLACKETER	JESSICA	7 - RCA	LANGLEY	MANUPULE	JENNA	2 - PTF	SNOHOMISH	REICHEL T	BROOKE
7 - RCA	CHEHALIS	MEADE	GREYSON	7 - RCA	LIBERTY LAKE	OSTBOE	KATHY	7 - RCA	SNOHOMISH	LEYVA	SHANNON
7 - RCA	CHEHALIS	MOWER	NICOLE	7 - RCA	LONG BEACH	ROCK	CHARLOTTE	2 - PTF	SPANAWAY	COLE	JACOB
C - ARC	CHENEY	MAY	VICKI	7 - RCA	LONGVIEW	BUSH	JOHN	7 - RCA	SPANAWAY	FUQUA	ROBERT
7 - RCA	CHENEY	CHRISTENSON	MICHAEL	7 - RCA	MAPLE VALLEY	SOTO	LIZBETH	7 - RCA	SPANAWAY	LONG	JOHN
C - ARC	CHENEY	CEA	ERIC	2 - PTF	MARYSVILLE	RIESGO	AMANDA	7 - RCA	SPOKANE	MARIOTT	MICHELE
7 - RCA	CHENEY	MILLARD	TIMOTHY	2 - PTF	MARYSVILLE	HUST	PATRICK	7 - RCA	SUMNER	WHITE	LATRICE
7 - RCA	CHENEY	MORGAN	JANET	7 - RCA	MARYSVILLE	LAPLANTE	CARL	7 - RCA	SUMNER	MCCLEANDON	ANGELA
7 - RCA	COLVILLE	PETERSON	CHAYNNE	7 - RCA	MARYSVILLE	STEPHENSON	ZACKERY	7 - RCA	SUMNER	COOK	TIFFANY
7 - RCA	CONCRETE	FINCKBONE	SARAH	2 - PTF	MARYSVILLE	ADAMS	AARON	7 - RCA	SUMNER	VANDERPOOL	HUGO
4 - Retired	DAVENPORT	BREWSTER	STEPHEN	7 - RCA	MEAD	GARRISON	CARI	7 - RCA	SUNNYSIDE	REYES JR	BRANDYN
7 - RCA	DAVENPORT	VINCI	DOUGLAS	7 - RCA	MONROE	BATHKE	JOSHUA	7 - RCA	USK	MYERS	MARY
7 - RCA	DEER PARK	CONTRERAS	SERGIO	7 - RCA	MONROE	JONES	LOGAN	7 - RCA	VANCOUVER	KAYSER	SHANE
C - ARC	EATONVILLE	RIGBY	RACHEL	7 - RCA	MOSES LAKE	WILLIAMS	JAZMIN	7 - RCA	VANCOUVER	BLACKBURN	CHRISTA
7 - RCA	EATONVILLE	CURTIS	STEVEN	4 - Retired	MOUNT VERNON	KAWAUCHI	GICHI	7 - RCA	VANCOUVER	ALCANTARA	CLARA
7 - RCA	ELK	CULVER	DAVID	1 - Regular	NEWMAN LAKE	UMLAND	BELINDA	7 - RCA	VASHON	KACHMAN	ROBYN
7 - RCA	ELLENSBURG	LAFFERTY	DALTON	7 - RCA	NEWPORT	SCOTT	KELLY	7 - RCA	VERADALE	KARP	EUGENE
7 - RCA	ELMA	NELSON	KAITLYN	C - ARC	NINE MILE FALLS	RILEY	MIRANDA	7 - RCA	VERADALE	FERRELL	BRITTNEY
7 - RCA	ENUMCLAW	MCCLAINE	ROBERT	7 - RCA	NINE MILE FALLS	CADE	TRACEY	7 - RCA	VERADALE	MOORE	AMANDA
7 - RCA	ENUMCLAW	MOLIGA	JASMINE	7 - RCA	NORTH BEND	TOOMEY	ANDREA	7 - RCA	WASHOUGAL	KUEHL	JOHN
7 - RCA	ENUMCLAW	TURNER	KRISTINA	7 - RCA	OAK HARBOR	SEVIER	KENZEY	7 - RCA	WENATCHEE	DIAMOND	HECTOR
7 - RCA	EVERETT	BOYER	JOSHUA	C - ARC	OLYMPIA	MOLINE JR	JACK	7 - RCA	WENATCHEE	GONZALEZ	ABEBAW
1 - Regular	EVERSON	WAGTER	ROBERT	7 - RCA	OLYMPIA	DOMINGO	JAN REI	7 - RCA	WOODINVILLE	ADAME	SELENA
7 - RCA	FERNDALE	ANDERSON	TAMMY	C - ARC	OLYMPIA	PACELLI II	DOMINICK	7 - RCA	WOODINVILLE	PATTESON	JOYCE
7 - RCA	FERNDALE	WILLIAMS	SARAH	7 - RCA	OTHELLO	RAYO	FELIPE	4 - Retired	YAKIMA	IVY	TONI
1 - Regular	FRIDAY HARBOR	SMITH	REBECCA	4 - Retired	PASCO	KEEN	BARBARA	C - ARC	YAKIMA	IVY	JAMES
7 - RCA	GIG HARBOR	EDWARDS	ANDRIA	7 - RCA	PASCO	OKEMGBO	EKELEMMCHI	C - ARC	YAKIMA	CARLUEI	JAMES

Washington Rural Carrier
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Liberty Lake, WA 99019-5002

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

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Lynden, WA
Permit #20

Change Service Requested



Where Service Begins With a Smile

Upcoming Dates to Remember

~~Apr 2021: Western States Conference, CA~~ **CANCELED**

Apr 17-30 2021: Relief Day Work List Signup

May 16 2021: Region 2 Informational Zoom Meeting

~~Jun 13-15 2021: State Convention, Bellingham WA~~ **CANCELED**

~~Aug 17-21 2021: National Convention, Orlando FL~~ **CANCELED**

~~Sep 26 2021: Retirement Seminar, Seattle WA~~ **CANCELED**

Oct 9 2021: New Guarantee Year Begins

Dec 4 2021: Christmas Overtime Period Begins

May 22-24 2022: State Convention, Kennewick WA

Sep 6-9 2022: National Convention, Orlando FL