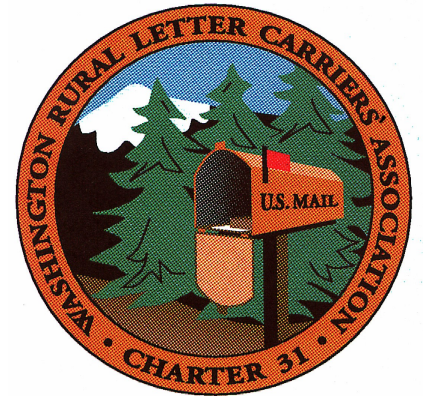


Washington Rural Carrier

Official Publication of the Washington Rural Letter Carriers' Association

Winter 2021



Where Service Begins With a Smile

2021: Hope For A Brighter Future On The Horizon

Good Luck, Joyce!

**We Wish You A Happy
Retirement!!**

COVID-19

And How It's Affecting USPS

**Universal Service
Obligation**

What Does It Mean?

**New 117th
Congress**

Contact Those Legislators!

**Owney Rides The
Rails**

**His Adventures As The RPO
Mascot**

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Name
Office
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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



We miss you!

To the WARLCA members: As of the printing of this issue of the WRC, so much is unknown whether the events for which we are including information will be held as scheduled, delayed, or cancelled. While the roll-out of the Covid-19 vaccinations is encouraging, the timelines for resuming any kind of in-person group meetings may be beyond the dates we have planned for such things as State Convention or even National Convention. Your State Board is proceeding as if these events will take place, and until a decision is made to delay or cancel, we will continue to do so. Please check the State and National websites for the most current information, and if you haven't already done so, sign up for WARLCA email updates. Above all else, please take all the necessary precautions to keep yourself, your families, and your coworkers safe. ~The WARLCA State Board

Notice of 2021 State Convention and Election of Officers:

The Annual State Convention of the Washington Rural Letter Carriers' Association (WARLCA) will officially begin Sunday, at 8:30 AM, June 13, 2021 and adjourn at the close of business on Tuesday, June 15, 2021. The State Convention will be held at Holiday Inn and Suites Bellingham, 4260 Mitchell Way, Bellingham, WA 98226. Business sessions include voting on proposed constitution changes and resolutions, elections of officers, speakers' presentations, and other business that may be brought forth to the delegates.

The following officers will be elected:

President	One-Year Term Remaining
Vice-President	Two-Year Term
Secretary/Treasurer	One-Year Term Remaining
Region One Committeeperson	Two-Year Term
Region Two Committeeperson	One-Year Term Remaining
Region Three Committeeperson	Two Year Term
Region Four Committeeperson	One-Year Term Remaining

There will also be elections to fill vacancies if any of the other positions become vacant during State Convention. A Nominating Committee will nominate at least one candidate for each of the offices. Nominations for any positions may be made from the floor. This notification fulfills the requirements of pertinent labor laws issued by the Department of Labor, United States Government.

Are you planning on running for any officer positions open for election on the WARLCA State Board at the 2021 WARLCA State Convention?

If so, please set this date aside, Wednesday, June 16, 2021

If you are elected there will be a board meeting on Wednesday, June 16, 2021, from 8 AM to approximately noon for all elected State Officers. Also, there will be the first full board meeting in July, 2020. The date will be announced later or contact your board for more information.

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A Fond Farewell

By Joyce Patteson, Former Seattle District Representative

I really do not know how to begin this article other than to say that it will be my last and probably by the time you read this, I will be yesterday's news. After 37 years with the Postal Service, I am finally retiring. My last day with the USPS will be (at the time of this writing) January 29th - just 8 days after my anniversary.

I began my postal career on January 21, 1984, as a Rural Carrier Relief. This position had no future with the USPS, but the door was opened due to contract negotiations when the Rural Carrier Associate position was created. Existing RCRs could take the test and get on the hiring list to get converted to an

RCA. Once you became an RCA, you had to work in that position for one year before you were eligible to bid on a regular route. I became a regular carrier on May 7, 1988, but my actual retirement computation date was pushed back to May 10, 1988, having gone over 130 days of LWOP in one year due to union work.

I cannot even begin to explain the changes I have experienced in my career with the way the job is done, and mail is processed. A few of the more drastic changes were the advent of the edit book, machine-made case labels, and DPS mail. I was fortunate enough to have the same Postmaster from the beginning of my career until he retired sometime around 2003. After

that time, I began to learn that managers come and go but as long as you're doing your job to the best of your ability and always leaving decisions to management, you should be okay.

There are so many people I am going to miss once I am officially gone - carriers, stewards, board members, and yes - even managers as there are still some good ones out there. I have made many friends through the years and even

I am hoping that attending meetings and being involved in the union will once again, become a priority for all rural craft members

though you always say you will keep in touch, it rarely happens. It is not intentional - it is simply the reality of the situation.

I honestly do not know when I became a member of the NRLCA and WARLCA other than it was very shortly after I was hired. My sister, who was a Designation 73 substitute at the office where I worked, encouraged me to join to keep up on changes that affected my position. Back then, the carriers in my office and in many offices were more like family. Not only did we attend the county unit meetings, we also had local meetings now and then for just the carriers in my office. Unfortunately, attending meetings and union involvement have become a thing of

the past in a lot of cases. They say that what goes around, comes around and I am hoping that attending meetings and being involved in the union will once again, become a priority for all rural craft members.

I have been grateful and privileged to serve the WARLCA and NRLCA in various steward positions for over 20 years beginning with the local steward position in my office. I have met many wonderful people during that time and will cherish the memories I have. My steward family is extremely important to me - including the local stewards with whom I have had the pleasure to work. I would

like to take this opportunity to give a special 'thanks' to some of the truly special people in my steward career - as mentors, colleagues, and friends. Those people are Charles and Patricia Alexander; Judith Peck; Patrick and Renee' Pitts; Monte Hartshorn; Cheri Freeman; Jeff Taylor; Alicia Peterson; Brian Draper; Dawn Ayers; Mariann Faulkner; Janie Walla; and many others too numerous to mention here. Thank you for allowing me to be a part of your family and your friend. A couple of people on my list are retired, and a couple of them are no longer with us but they are still special to me none-the-less, and I have known all of them for many years.

At this moment, I have 100% of

my life left and I intend to live it – every day will be Saturday. While I will not forget the past years with the USPS, and especially not the last 20+ years in service to you as a union representative, it is time for a change. I intend to play golf – and

dance, like no one is watching. Trust me – you do not want to see me swing a club.

“Today I close the door to the past, open the door to the future, take a deep breath, and step on through and start a new chapter in

my life.” – Author Unknown

Sincerely,

Joyce Patteson

Former NRLCA District Representative



COVID-19 Effects On Us

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

Best Wishes:

One of the biggest reasons that I regret that we did not have the 2020 Washington State Convention was that Joyce Patteson was to be recognized for her twenty plus years of service to our union as a Steward. Joyce has served as a Local Steward, Area Steward, Assistant State Steward, Senior Assistant State Steward, State Steward, Assistant District Representative, and for the past three years, as the Seattle District Representative. Joyce has put countless hours in helping and representing rural carriers in the state of Washington and northern Idaho. Numerous rural carriers have had wrongs made right due to Joyce's diligence. I have had the pleasure of working with Joyce these twenty plus years and am honored to call her my friend. I want to wish Joyce the very best in retirement. It is people like Joyce who are the heart and soul of this union.

Staffing:

As we have all become well aware, the Covid-19 pandemic that we have been living with for the past year has drastically changed our work lives. We, as rural carriers, have seen a couple of major

changes because of the pandemic. First is that we, in many offices are seeing a significant increase in parcels over the past few years. This is being driven by a societal change from the “brick and mortar” store to more people shopping online. Every purchase online means that someone must deliver the merchandise to the customer. Across the Northwest, we are seeing two types of rural carriers. In the more urban areas, Amazon is delivering more of their own parcels. The more rural a community and route is, the more parcels we rural carriers are delivering. For a large part of the last half of 2020, the average rural carrier nationally was working five hours under evaluation per week. From my home office in Castle Rock (a rural office), that number seems impossible because of the number of parcels the rural carriers there are seeing on a consistent basis. But, nearer to Portland, I was told that during the Christmas Overtime period, the carriers there were generally working at or under evaluation. We truly are in a period of two different types of rural routes.

The second issue we have seen has been the adverse impact on the

staffing in our offices. The Covid-19 virus has not passed postal workers by. At any time, we have a number of our fellow employees being off work from testing positive for the virus or having been exposed to someone who has tested positive. In offices that are not practicing social distancing nor wearing of a mask or face shield, one person contracting the virus could infect the entire office. Because of the challenge to staffing, the NRLCA has been signing MOUs with the Postal Service (see the “What's New” page on www.nrlca.org) that allows for:

- Regular carriers to volunteer to deliver parcels on Sundays (and agreed upon holidays which are NOT on their relief days).
- Regular carriers to volunteer to help on other routes (when NOT working their relief day).
- A one-time up to 80 hours Emergency Sick Leave for RCAs.
- Voluntary increased usage of ARCs
- An awareness to promote social distancing.

These MOUs have been signed to give the Postal Service some

flexibility to continue to provide the service that our customers expect. Please note that the bullet points above for regular rural carriers are hours paid at the overtime rate and are also **voluntary**.

Management has been quick to tell us that hiring in the current climate has been difficult. However, our contract with the Postal Service has not changed. Article 30.2.A.2 clearly states: *"The Employer shall make every effort to expeditiously fill leave replacement vacancies when they occur. Regular rural carriers shall have the right to require that a leave replacement be assigned to their route."*

Management shall make **every effort**. If your office is short of reliefs, is management creating postings on a regular basis? The job postings found on www.usps.com are posted for a period of 10 days or so. Once the posting ends, HRSSC creates a hiring roster that local management can use for up to 60 days. If the first applicants are not qualified or turn the job down, then management must notify HRSSC and they will send the next name. Make sure to ask management if there are any existing rosters, and if so, how many names remain. Local management should, on a weekly basis during a stand-up, be letting us know where they are in the hiring process.

In order to promote people to sign up for the available RCA/ARC positions, management should be doing more than just hoping that applicants notice. There are several things that they can/should be doing:

- ⇒ Putting hiring posters in the lobbies.
- ⇒ Sending out hiring postcards.
- ⇒ Utilizing social media
- ⇒ Utilizing PSA and or advertisements on radio, newspapers, etc.
- ⇒ Utilizing WorkSource or other unemployment offices/agencies.
- ⇒ Putting notices up at colleges, city halls, etc.

If management is not hiring nor making the effort to hire, it is grievable. The local steward in your office can do an official request for information to find out from management exactly what their efforts have been. Hopefully, each and every rural carrier reading this is

If your office is short of reliefs, is management creating postings on a regular basis?

represented by a local steward. If not, perhaps you might consider the position. It is one of the most efficient ways to hold management accountable to their responsibilities as required by our contract.

Management's efforts to hire and maintain staffing in our offices is critical to each and every rural carrier. Regular carriers want to be able to count on their relief day (see Article 8.5 for the pecking order for a regular carrier to be required to work their relief day). Any rural carrier earning leave wants to be able to use their annual leave as they wish (see Article 10.2.A on when management may deny annual leave). RCAs do not want to be working well over 12

hours in a day or 50 hours in a week. Unfortunately, we are seeing denied leave and rural carriers working an excessive amount of hours per week. We have seen a decline in the retention of reliefs because of the abusive amount of work hours required. We are seeing more regular rural carriers just resign due to the abusive amount of work hours. We must hold management accountable to maintain **every effort to expeditiously hire leave replacements**.

In closing, I want to make a plea to the carriers in any office that does not have a local steward to come together and look for volunteers. Local stewards need to be able to work as hard for their fellow rural carrier (even if disliked), as they would for themselves. They need to have a heart to want to make things better. They need to be able to communicate with manage-

ment and to show integrity. Local Stewards are trained by the Union, given resources to research answers, and are the key part of the steward team. Remember, for all the grievances and issues that management causes, it is the Postal Service that has to pay for the local steward to put things right. That makes it so our dues money can go ever farther to represent all rural carriers. Look in the mirror, are YOU the next local steward?

Ignorance May Be Bliss, but It Will Cost You!

Monte Hartshorn

Portland, Seattle and Alaska District Representative, NRLCA



USPS Universal Service Obligation

By Kurt Eckrem, President & Historian

Most of us have heard of the Universal Service Obligation (USO) as it applies to the USPS. The common interpretation is that the Post Office is required to deliver to every address in the country, but there is much more to the Obligation than just that.

The general definition of any Universal Service Obligation, according to a recent report from the Office of Inspector General, is "A minimum level of service at a reasonable price." Many other industries besides the USPS have USOs, such as telecommunications and electric utilities, but the USPS USO also covers things such as frequency and mode of delivery and access to services. The

OIG report ("Reevaluating the Universal Service Obligation", dated May 6, 2020) takes a look at several aspects of the Postal Service's USO and how postal service changes in other countries (such as Belgium, Sweden, Italy, and New Zealand) have impacted their respective USOs. Some of these countries have reduced the number of delivery days in rural areas and others have reduced them in urban areas. Some have begun offering non-postal products and services or have increased access to their services by opening postal counters and kiosks in other retail businesses. Another option some countries have used is to provide government funding to help cover the costs. While all these changes have been suggested over the past sever-

al years with regard to getting the USPS on a better financial footing, significant opposition has been raised to each of these suggestions. The OIG report goes on to say "Currently, many key aspects of the U.S. Postal Service's USO are not clearly defined" and "While some aspects have a clear definition, such as the requirement to deliver mail six days a week, others are very broad. For example, the requirements to provide 'affordable prices' and 'quality service' are more open to interpretation." Part of the problem is that there are so many "interested parties" that want to have their positions heard:

Perhaps the days of the USPS being a public service are numbered

the USPS, the Postal Rate Commission (PRC), the Postal Board of Governors, Congress, and even the mailing industry. There are also differences of opinion between the parties on the issues of postal monopolies and service levels. For example, the USPS believes that service levels are up to the sole discretion of the Postal Service, while the position of the PRC is that "service quality standards ... are subject to public comment and PRC review". A recent example of this is when the Post Office announced in 2011 that over 3,600 post offices were to be closed. Postal customers in those affected cities and towns immedi-

ately protested the lack of opportunity for public comment and contacted their Congressional Representatives, and the PRC offered the opinion that the current USPS Service Obligation prohibited the Post Office from closing offices for solely economic reasons. The Post Office reversed course on most of those closings, instead reducing retail hours at many of those locations. Unfortunately, the postal Universal Service Obligation does not provide clear guidelines on things like a minimum number of post offices and hours of operation.

As most of you are aware, the Post Office was originally designed as a public service, to "bind the nation together", as it were. Making a profit was not supposed to be the goal, but with the drop in revenue from declining first-class mail volumes

and the increase in competition, especially in the package business, perhaps the days of the USPS being a public service are numbered. As it now stands, the current business model of the Postal Service is viewed by most as unsustainable. The OIG report puts it this way: "Essentially, the Postal Service must fund a growing network with fewer pieces of mail, and with little room to increase prices." However, the answer is not round after round of raising the cost of postage. Such a move would be self-defeating, with each rate increase pushing customers into looking for cheaper alternatives, and the subsequent

loss of revenue requiring another rate increase.

The purpose of the recent OIG report is to outline a number of changes that have been tried in other countries. Changes to the Postal USO are under the purview of the US Congress, but as is the case with recent postal legislation, nothing much is happening. The three most common reported changes were in the frequency of delivery, the speed of delivery, and access to the retail network. While the OIG does not take a position on the advisability of any of the changes, it does make it clear that some level of change is necessary and strongly urges the interested parties to get together and revise and clarify the provisions of the USO. Without a clear understand-

ing of what constitutes an acceptable minimum level of service, affordability, and access, any talk of productive change to preserve the financial stability of the Postal Service will go nowhere. Hard choices may have to be made, but without some kind of cooperative effort to make the necessary changes, the only way to keep the Post Office from being privatized would be governmental financial intervention. While there are those who would decry any “bailout” of the USPS, that may be the most viable option. We all know the Postal Service pays for itself through the sale of products and services without using taxpayer money, but as the OIG report puts it, “At some point, policy makers may need to consider if certain obligations are valued

enough to warrant government subsidy.”

We as rural carriers know full well the impact of the Universal Service Obligation. We’re the ones who service all of those mailboxes way out there. We are a “Post Office on Wheels” for our customers. We deliver all those last-mile packages for our competitors for whom it is not profitable to venture out into the wilderness. More than any other craft in the Postal Service, however, I believe rural carriers still believe that what they do is a service, not an obligation.

Keep the faith and stay safe. In solidarity, Kurt



Women Rising

By Lisa Benson, Vice President & Editor

Women: we’re breaking glass ceilings all the time in a society that had previously been a patriarchy. Following one of the most monumental elections in US history, we are witnessing another glass ceiling shattered: The Vice Presidency of the United States as Kamala Harris was sworn into office on January 20, 2021. Over the last century, women have fought their way towards equality in many ways and have made great strides. Speaking of elections, it was only 100 years ago that women had won the right to vote. Furthermore, the American workforce has seen an enormous uptick of women, climbing from just 30% in 1950 to over 50% as of December 2020. According to the NRLCA, women make up 57% of

rural carriers. In a career that had previously been dominated by men, women are tipping the scales.

Looking back at the history of mail in the US, which formally began on February 20, 1792, women have long since contributed to the delivery and day-to-day operations of mail service. Early colonial post offices were often inside shops or printing businesses and wives often assisted in the running of businesses. In an advertisement from 1764, Elizabeth Franklin, sister-in-law to Benjamin Franklin, the first Postmaster General, was mentioned as working in the family store which also served as a post office. The advertisement specifically mentions the post office in their shop. Even Benjamin Frank-

lin’s own wife often assisted at the Philadelphia Post Office. Women would carry on the postal duties of their husbands, fathers, and brothers who went off to war, other career opportunities, or who passed away.

While women would mostly inherit their postal jobs from male family members, the first known appointment of a woman “postmistress” was Mary Katherine Goddard in Baltimore in 1775. She was unjustly dismissed from the position in a political move by Postmaster General Samuel Osgood in 1789. With the creation of the Post Office Department under the Constitution in 1792, the first woman postmaster of the new Republic was Sarah Decrow. Despite

the increase in appointments of female postmasters beginning in 1792, the legality of women conducting postal business was in question. Records which officially listed their jobs and duties were difficult to find until an 1835 register. On October 30th of that year, the Post Office Department "ordered, that in consequence of the death of John Clark, his widow, Margaret Clark, be allowed to take his contract on the same terms, for route no. 2903 [Arkansas Post to Columbia]."

Before the beginning of the NRLCA's longstanding history of service to rural communities, women had already been delivering to rural customers since at least the mid-1800s as contracted (star route) carriers. The first known

appointment as a mail messenger was in 1845, with Sarah Black carrying the mail between the Charlestown train depot and its post office. In 1860,

Mrs. Polly Martin drove a mail wagon for 16 years from Attleboro to South Attleboro in Massachusetts. She would end up becoming a bit of a folklore figure, as an article in the 1884 *Boston Daily Globe* shared an interview of her stories as a mail wagon driver. The article was subtitled "Brave Polly Martin, Who Used to Drive the Attleboro Mail. How She Horsemanshiped Highway Robbers and Silenced Saucy Passengers". By the 1890s, at least 18 women were known to carry mail on contract routes.

The Civil War opened up opportunities for women and in 1862, Postmaster General Montgomery Blair was the first to appoint women to positions in headquarters operations, specifically the Dead Letters Office. He praised women for their diligence, saying "they were more faithful in the performance of

their duties than the men." In 1865, the Dead Letters Office employed more women than men (38 to 7) and held the highest number of women employed by the US Government, though the ladies received about 35% less salary than their male coworkers. With the rise of the Women's Suffrage movement, women demanded to be allowed to hold positions as letter carriers among other things including equal pay and the right to vote. Despite the increasing opportunities for women in postal careers, they were consistently met with opposition.

Rural Free Delivery was introduced in October 1896 and women were finally able to obtain careers delivering mail to rural customers.

Even our own ranks have seen the rise of women, as Jeanette Dwyer became the first female president of a labor union in USPS history

In the 1899 *Annual Report of the Postmaster General*, First Assistant Postmaster General Perry S. Heath stated that, "on at least two routes there are girl carriers, and they are as unflagging in their devotion to the service as the men and as efficient." An article which ran in a 1905 issue of *The [Atlanta] Constitution* describes the efforts of rural carrier Miss Etta E Bolton of Mobile AL:

She was driving her mail wagon across a swollen stream over a rickety bridge, when, just as she reached the middle, the structure gave way . . . With great presence of mind and exceptional pluck she managed to extricate herself from the debris and the struggling horse and gain the shore. The wagon, horse

and contents of the vehicle were doing their best to make an end to all, but Miss Bolton plunged again into the torrent and worked like a heroine of old to save the property. Nearly exhausted, she finally gained the bank, having saved every sack and pouch of mail . . .

Perhaps you recall the story from the Army Historical Foundation's blog that was shared in the Fall 2020 issue. The blog post was about the 6888th Central Postal Directory Battalion, the first and only battalion entirely composed of African American women during WWII. It may have taken 75 years, but these women were finally recognized, as legislation unanimous-

ly passed the Senate on December 10, 2020 to award the Battalion the Congressional Gold Medal for delivering approximately 17 million pieces of mail in eight months.

Throughout the 20th and 21st Centuries, women have continued to gain ground and break into positions previously held by men, proving that the fairer sex is certainly not incapable. Even our own ranks have seen the rise of women, as Jeanette Dwyer became the first female president of a labor union in USPS history. She held the position of President of the National Rural Letter Carriers' Association from 2011 until 2018 when she decided to "retire". In 2015, Megan Brennan became the 75th Postmaster General, and more importantly, the first woman to hold this position of authority. Early this year, Kamala Harris became the first woman elected to the second highest position of authority in the United States. What opportunities will the next 100 years bring for women?



Owney & The Railroad Post Offices

By Becky Wendlandt, Secretary/Treasurer

Does anyone remember the Railway Post Office (RPO)? Who would have thought that clerks on a train would sort mail they picked up along the route and have it ready for delivery the next day? Talk about service that we don't have today, even with trucks and airplanes.

Although the Railway Post Office was first established in the 1830s, the peak came in 1915 when 20,000 clerks worked on 4,000 cars traveling over 216,000 miles of route. By 1951, it was still going strong with 30,000 clerks, 3,200 cars, and 165,000 miles handling 93% of all non-local mail, but highway and air competition were taking over. By 1967, the Post Office had massive cuts in RPOs and by 1971, because of Amtrak's takeover

of US passenger rail service, only eight routes remained. RPOs finally ended in 1977.

My first Postmaster, Del Wells of Greenacres, WA, actually worked on the train sorting mail from Spokane to Portland and then back again. They would pick up mail hung on a pole in a mail bag and kicked off a bag of mail that was sorted for that town as the train rolled by. Del talked about one night a fellow clerk kicked out a bag and with it went his shoe. That clerk took the other shoe off and threw it out in the water while on a bridge further down the line. The next night when picking up the mail bag on a pole he found his first shoe in the mail bag! Del said it took some time to get use to the rolling of the train as they sorted

mail, but it was a great job. He went from clerk on an RPO to Postmaster. When he applied for the position, he was told he would have to live in that community. This is not required anymore, but at that time the Post Office was considered an essential part of the community. Del was one of the great postmasters to work for. He cared about the community and people, and we were considered a team when it came to delivering the mail, with Del the first to arrive and the last to leave.

If you ever get the chance, visit the National Postal Museum in Washington DC across from Amtrak's headquarters at Washington Union Station built in 1907. One of my favorite exhibits is about Owney, the Postal Dog.

Owney The Postal Dog

From Wikipedia

In 1887 Owney, who belonged to a clerk at the Albany post office, would often come with him to work. Owney seemed to love the smell of the mail bags. The clerk quit the Albany post office, but knew that Owney was happier at the post office with the mail bags. When the mail bags were moved, Owney went with them. He was considered to be good luck by postal railway clerks, since no train he rode on was ever in a wreck. He was a welcome addition in any (RPO) railway post office; he was a faithful guardian of railway mail and the bags it was carried in,

and would not allow anyone other than mail clerks to touch the bags.

As Owney's trips grew longer, the postal clerks at Albany became concerned that the dog be identified, and, if necessary, returned to them. They bought a dog collar with a metal tag that read: "Owney, Post Office, Albany, New York". To this collar, the various railway post offices that saw Owney added individual dog tags. The collar and tags made the mixed-breed terrier the unofficial mascot of the U.S. Railway Mail Service, and as shown by the 2011 postage stamp issued in his honor, his identifications became an essential element of his identity.

His collection of tags grew so large that United States Postmaster General John Wanamaker gave him a coat to display them all. Wanamaker also announced that Owney was then the Official Mascot of the Rail Mail Service. Despite the jacket, the mass became impossible for the small dog to carry. Clerks would remove tags and forward them to Albany or Washington D.C. for safekeeping. One source suggests that 1,017 medals and tokens were bestowed upon the mascot. The National Postal Museum currently has 372 Owney tags in its collections.

One of Owney's services "Above and Beyond the Call of Du-

ty" reported is when he stayed behind to protect a mail pouch that had accidentally fallen out of a wagon during a delivery route he was on. When the clerks returned to the main Post Office after the deliveries, not only was a bag of mail missing but so was Owney. They backtracked their steps and eventually found Owney lying on top of the mailbag. Owney guarded the mail pouch until someone from the Post Office showed up.

One of his more famous trips was to Montreal, Quebec, Canada. There the postmaster kept him in a kennel. A demand was sent to Albany, New York for payment for the \$2.50 that was incurred in feeding him. The sum was collected, and Owney was sent back home.

The Universal Postal Union was created by treaty in 1874 to standardize the shipping and handling of international mail. This made it possible to extend Owney's horizons a bit. In 1895, the terrier enjoyed an around-the-world trip, riding with mail bags aboard trains

and steamships. Starting from Tacoma, Washington, on August 19, he traveled for four months throughout Asia and across Europe, before returning to New York City on December 23. Upon his return during Christmas week, the *Los Angeles Times* reported that he visited Asia, North Africa, and the Middle East. Another report claimed the Emperor of Japan awarded the dog two passports and several medals bearing the Japanese coat of arms. Owney's triumphant return to American shores was covered by newspapers nationwide. Owney became world famous after

the trip, even though he broke no speed records in doing it.

As Owney aged, Post Office management came to believe that his traveling days were over. Mail clerk J. M. Elben, of St. Louis, agreed to take him in. Owney had by this time traveled more than 143,000 miles in his lifetime. On June 11, 1897 Owney became ill and was put down in Toledo.



Medals displayed on Owney at the National Postal Museum.



Pictures courtesy of Wikipedia

Hooking the mail bag from the train and inside the train where it is sorted.

2021 National Delegate Ballot Timeline and Notification

Here is the timeline for those wanting to be on the ballot for delegate to the 2021 National Convention.

April 23, 2021: Nominations must be received at PO Box 901, Liberty Lake, WA 99019-0901. Any nominations received after this date will be sent back as post office box closed. A member of the 2021 Election Committee, with the State Secretary/Treasurer observing, will do the final sweep of the post office box and close the box. Candidates, or their designee, can observe, and will need to contact the State Secretary/Treasurer for the time the final sweep will be done. Nomination forms can be found in the *National Rural Letter Carrier* magazine, in the December, January, February, March, April, and May issues. Nominations must be on this form (or a copy of this form). You can also find the *National Rural Letter Carrier* magazine online at nrlca.org.

April 23, 2021: A listing of members and labels will be printed from the NRLCA database to be used for the mailing of the ballots.

April 24, 2021: A drawing of names for placement on the ballot will be held at 10 a.m. at the lobby of the Liberty Lake Post Office, 1423 N Molter Rd, Liberty Lake WA 99019. Two members whose names are not on the ballot will be doing the drawing, with the State Secretary/Treasurer observing. Candidates, or their designee, can observe.

Week of April 25th to May 2nd 2021: The ballots and ballot instructions will be printed by Staples. An independent contractor will pick up the ballots, ballot instructions, and envelopes. They will stuff and seal the ballots and mail them in their entirety at Spokane Valley Post Office, 11712 E Sprague, Spokane Valley, WA 99206. Candidates, or their designee, can observe.

May 18, 2021: The ballot mailing will be completed by this date.

The week of May 24, 2021 thru May 31, 2021: Two members of the 2021 Election Committee, whose names are not on the ballot and have been appointed by the WARLCA President, will check the returned undeliverable ballots at the Bellingham Post Office, 315 Prospect Ave, Bellingham, WA 98225. They will make a determination if a correct address can be found and resend the ballot again in a separate envelope. Candidates, or their designee, can observe.

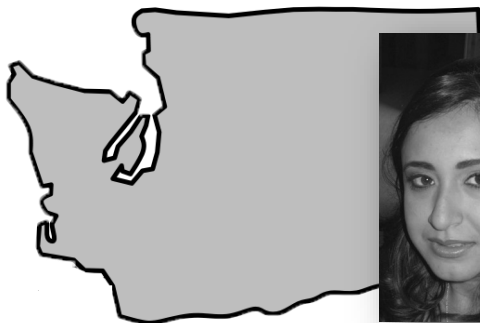
June 12, 2021: Two or more members of the 2021 Election Committee, again whose names are not on the ballot and have been appointed by the WARLCA President, will pick up all ballots at the Bellingham Post Office, 315 Prospect Ave, Bellingham, WA 98225 in the morning. Ballots will be tabulated by the 2021 Election Committee as soon as they return from the Bellingham Post Office, in a meeting room at the 2021 State Convention Hotel at the Holiday Inn and Suites Bellingham, 4260 Mitchell Way, Bellingham, WA 98226. Candidates, or their designee, can observe. All observers must first check with the 2021 Election Committee Chair and read and sign an Observers Rules and Sign in Sheet. Any ballots that arrive after the final sweep of the post office box on June 12, 2021 will be returned to sender by the Post Office showing PO Box closed.

June 13, 2021: Election results will be announced on Sunday, June 13, 2021 by the 2021 Election Committee at the 2021 State Convention at the Holiday Inn and Suites Bellingham, 4260 Mitchell Way, Bellingham, WA 98226. If you have any questions, please contact Becky Wendlandt, WARLCA Sec/ Treas at 2811 N Chase Rd, Liberty Lake, WA 99019-5002, or by phone at (509) 710 7840 or by email at: warlca@gmail.com.

Notice

The secret election ballot for voting for WARLCA Delegates to the 2021 NRLCA National Convention will be mailed between April 27, 2021 and May 18, 2021. Any eligible member (those on the database by April 23, 2021) who has not received a ballot or any member who spoils a ballot may request a new ballot by contacting Election Committee Member Chair Doug Rinehart at (360) 440-0889. If you request and return another ballot only the replacement ballot will be counted.

Please note revised instructions this year concerning mailing your ballot: In order for your ballot to be validated, **you MUST include your name and return address information as requested on the return ballot envelope. Your name and return address information on the return ballot envelope should be legible and match the information on the mailing label of the ballot packet you have received.** This will identify you as an eligible voter.



Look Before You Leave

By Isabella Lopez, Region 1 Committeeperson & Webmaster

As a new hire instructor in the rural academy, I often tell stories to my students about my own experiences. It helps to drive the point home in a way that's relatable. Do you remember anything from when you were in academy? How about drivers training? I remember my driving instructor's story about counting children. As a city carrier when he went out to deliver

the little boy had hidden in the wheel well of his truck. It's still something I think about every time I see kids playing around outside.

So I relate to you a story to re-

So I relate to you a story to remind you why we should always be aware of our surroundings

er his route he would always keep track of every little kid that would play in the neighborhood yards. One day as he walked back to his truck from delivering something, he realized that one of the kids that had been playing outside earlier was no longer around. He walked around the truck looking under it as he went. To his horror, he found

mind you why we should always be aware of our surroundings. A few months ago, I was delivering mail to a stand of regular boxes in a quiet little neighborhood. It wasn't very late in the day yet so there weren't many people out and about but a few little kids playing around on the sidewalk. With the story of what my driving instructor

told me ever in the back of my mind, I was on alert as I watched from my passengers' side mirror of the LLV, a little girl was lingering on the roadway. I was ready move on to the next stand of mail boxes but I waited as she approached my truck to see what she would do next. I was shocked when a few moments later I observed her get on her stomach and reach her arm under my truck.

It's easy to forget when we are in a hurry the steps we need to take to keep ourselves and others safe. I implore each and every reader to look before you move your vehicle forward or backward check the mirrors, look and look again.

Respectfully submitted,
Isa Lopez



Incessant Calls, Texts, & Messages

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

How many times have you been out delivering your route, just doing your job when suddenly you hear a tone from your scanner? Is it a dog warning? Is it a sampling request to scan up to 15 pieces, first flats then letters? No. It is a text message from your supervisor reminding you that, "It is almost 3:00pm and make sure all express

mail is delivered on time." Or maybe it is a text asking you, "What time will you be done?" It may even be a text from management asking, "Do you have a package for Mrs. Johnson at 123 Center St?" Are you supposed to pull over and stop the vehicle to read these messages and reply? Were these duties included in the most recent evalua-

tion of the route? The answer is no.

Any communication other than extremely emergent safety-related messages should not be sent to rural carriers. If this happens to you, first start out by discussing it with management. Many managers fail to understand the unique evaluated compensation system for the rural craft. Many don't care and

will continue to send non-safety related directives to rural carriers on the MDD despite their own directive. If the problem continues, then contact the steward assigned to your office as it may be time to initiate a grievance. On March 20, 2015 Postal Service Headquarters sent the following message to the field regarding text messaging to rural carriers on the MDD (Mobile Delivery Device). This directive has not changed. Text messaging to rural carriers is limited to safety related messages and alerts.

MANAGERS, HUMAN RESOURCES (AREA)
MANAGERS, LABOR RELATIONS (AREA)
MANAGERS, DELIVERY PROGRAMS SUPPORT (AREA)
MANAGERS, HUMAN RESOURCES (DISTRICT)
MANAGERS, LABOR RELATIONS (DISTRICT)
MANAGERS, OPERATIONS PROGRAMS SUPPORT (DISTRICT)

The Postal Service has enabled the "text messaging" function on the new Mobile Delivery Devices (MDD). This functionality allows supervisors to send real-time text messages and alerts to employees who are using the MDD.

This email is to indicate that effective immediately, only safety-related messages or alerts are to be sent via text messaging to rural carriers using the MDD. In addition, if there are identified locations where management may have provided a stand-up talk indicating additional supervisory use of text messaging; please ensure that they are informed that only safety-related messaging may be sent to rural carriers.

Questions regarding this information should be directed to Area Delivery Operations or Labor Relations. Area personnel may contact Sean Rice in Rural Delivery or Reggie Rabon in Labor Relations.

Cathy M. Perron

Manager

Contract Administration (NRLCA)

James J. Boldt

Manager

Rural Delivery

It is not only inappropriate for management to send non-safety related messages on the MDD, but it is also inappropriate for management to call you or text you on your personal cellphone while on the route delivering to communicate service directions. The NRLCA takes the position that until the USPS provides a cellphone, pays for cellphones, and includes the use of cellphones in the evaluated system, it is inappropriate. Supervisor Joe Blow should not be texting you on the route to ask if you can stop at Mrs. Smith's house to get her Pickup items she forgot to put in the mailbox or if you can work next Saturday because Mr. Blow is working on the schedule and needs to know as soon as possible. These instructions and questions should be communicated to you before leaving for the street or they can wait until you return. Remember every time you respond to these messages or answer calls and you can't work safely if you are answering calls and texting while driving. No carrier should be expected to use their personal cellphone to GPS directions to any delivery points. Often, I see and hear about relief carriers using their phones for directions when delivering parcels or providing auxiliary assistance. It is not a condition of employment to provide a cellphone in order to find locations on the route. Looking at mobile devices while operating a government vehicle or one leased by the government is distracted driving and compromises your safety and the safety of others. I worked many years for the Postal Service.

it is also inappropriate for management to call you or text you on your personal cellphone while on the route

Service before I ever had a cell-phone and everything worked out just fine.

If you are struggling with the incessant calls, texts and messages from your manager while deliver-

ing, contact your assigned steward for assistance.



Legislative Update: New Congress

By Lorrie Crow, Region 3 Committeeperson & Legislative Director

We came so close on so many of the bills introduced during the 116th Congressional session, but now the slate will be wiped clean and we start all over again. We once again have two years to try and get some if not all of the bills from the 116th Congressional session reintroduced and passed into law. With President Biden stating that he is in full support of the Postal Service and its continued ability to provide essential services for the country, could there be a light at the end of tunnel? With the final votes tallied in Georgia, we now know that we will have a Democratic-controlled Senate for the 117th Congress. This could be in our favor, time will tell. It is still up to us to contact our Representatives and ask them to support the Postal Service in either drafting new resolutions or co-sponsoring any new ones that come to light.

For those of you who are new to the legislative process or have been out of school for more than a minute, or who didn't study the political sciences. Or you are like me, and thought you had a pretty good understanding of the basic workings of our government, only to find that your memory of the basics is lacking. I hope this will help to fill in some of those blanks.

- A Congressional Session is for a period of 2 years. The 117th Congress was sworn in on January 3, 2021 and will be in

place until January 3, 2023 when the 118th Congress will be sworn in.

- Washington DC (District of Columbia) is not considered a state but a Special Federal District, therefore **does not** have voting representation in Congress. "The Constitution grants Congress exclusive jurisdiction over the District in "all cases whatsoever." [wikipedia.org, District of Columbia voting rights]

- Senators are elected for a 6-year term, two per state with a total of 100 seated. Senate elections are held every 2 years with between 33-34 seats up for election each time.

- House Representatives serve a 2-year term, with the number of Representatives varying from state to state depending on the population and number of Congressional districts. Each district represents about 700,000 individuals (which is why getting a correct census count is so important). There are 435 members of the House.

- A majority vote is what is most commonly called for to pass most resolutions. In the House a majority vote would require 218 votes, and in the Senate, it would require 51.

- A super majority, or 2/3 majority, vote is used or required in most special instances. Most

recently it was used in the impeachment of the President, requiring 290 or more House of Representatives to vote yea for impeachment. It is also used when attempting changes to the Constitution. Again, for our purposes, a super majority vote in both the House and Senate on a resolution means that if vetoed by the President, Congress can still override the veto and it will become a new law. The House requires 290 votes and the Senate requires 67.

- A simple resolution: Commonly referred to as S Res for the Senate or H Res for the House. These resolutions are more often than not, not reported to the public and are in house only. They are non-binding and most commonly used as housekeeping tools, i.e., making cabinet appointments, setting agendas etc. For our interests though, they can be used to make political statement. In H Res 54, the House of Representatives is basically saying we have a super majority of the members that agree that 6-day delivery should stay in place, with hopes to stop any further actions to change this rule, but will not become a law.

- A bill: commonly referred to as H.R. for the House or S. for the Senate. A bill if passed in both the House and Senate will then

go to the President's desk for approval and be signed into law or vetoed and sent back to Congress. If passed in both the House and the Senate by a (2/3) super majority vote if vetoed by the President, Congress can override the veto and the bill becomes a new law.

The following is a quick review of the resolutions that were either passed by the House or came close.

These are the ones that are most likely to easily be reintroduced, so it is imperative that we start contacting our Representatives as soon as the 117th Congress is in session and doing business.

Remember that any resolutions re-drafted will have new numbers assigned to them.

HR 2382-The USPS Fairness Act

To repeal the requirement that the United States Postal Service pre-pay future retirement benefits.

Introduced by Peter DeFazio (OR) on 4/29/2019

With 301 cosponsors this bill was sent to the floor for a vote and passed on 2/5/2020 with 309 Yeas and 106 Nays. It was then sent to the Senate on 2/10/2020, never to be seen again. Derek Kilmer was the first of our Representative to cosponsor this bill and might be willing to reintroduce it. Should you call or ask him to do so? Probably!

S 2965 - Also known as The USPS Fairness Act

Introduced by Senator Steve Daines (MT) on 12/3/2019. It only has 7 cosponsors to date; however, it was introduced and therefore shows that there is interest in the Senate. Neither one of our Washington Senators signed on to this Bill, we know who to call 1st.

H Res 54 - 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. Introduced on 1/16/2019 by Gerald Connolly (VA), with 293 cosponsors by end of the 116th congressional session, with all 10 of Washington's representatives cosponsoring.

S Res 99 - A resolution expressing the sense of the Senate 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. Introduced by Gary Peters (MI) 3/7/2019. Ended with 54 cosponsors, with both Patty Murray and

Remember that any resolutions re-drafted will have new numbers assigned to them

Maria Cantwell signing on as cosponsors.

H Res 33 - 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.

Introduced by Stephen Lynch (MA) on 01/09/2019 with 267 cosponsors.

Now let's consider some of the resolutions that were drafted in the 116th Congress that didn't get as much traction but are just as important to us.

HR 2478 - The Retirement Fairness Act.

Introduced by Derek Kilmer of the 6th District of Washington on

05/02/2019, receiving only 62 cosponsors.

This bill would basically allow regular carriers the option of buying back their time spent as an RCA. Many of us have spent several years as an RCA, for some upwards to 10-12 years, before making regular. With the ability to buy that time back it might induce some to retire sooner than later, which would not only benefit those retiring but allow many RCAs the ability to move up to regular carrier status sooner. This would be a win-win for all of us.

H Res 23 - 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.

Introduced by Susan Davis (CA) on 01/04/2019 with 262 cosponsors.

H Res 60 - Expressing the sense of the House of Representatives that the United States Postal Service should take all appropriate measures to restore service standards in effect as of July 1, 2012.

Introduced by David McKinley (WV) on 01/17/2019 with 206 cosponsors.

Fun Fact: For years, having connections in high places was likely the only way to get a job at the U.S. Postal Service. Many presidents, starting with Jefferson, would replace employees with party loyalists, but the practice was abandoned by Richard Nixon. <https://www.rd.com/culture/us-postal-service-facts/>

Respectfully submitted,
Lorrie Crow RCP3

Contact Information For The 117th Congress

Representatives

1st District Suzan DelBene (D)

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

Tweet - @RepDelBene

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Kirkland Office

450 Central Way

Kirkland, WA 98033

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2nd District Rick Larsen (D)

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Bellingham, WA 98225

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Everett Office

Wall Street Building

2930 Wetmore Avenue, Suite 9F

Everett, WA 98201

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3rd District Jaime Herrera Beutler (R)

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Washington, DC 20515

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Vancouver Office

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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402 E. Yakima Ave., Suite 445

Yakima, WA 98901

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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

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5th District Cathy McMorris

Rodgers (R)

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Walla Walla Office

26 E Main Street, Suite 2

Walla Walla, WA 99362

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Colville Office

555 South Main Street

Colville, WA 99114

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6th District Derek Kilmer (D)

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Tacoma, WA 98402

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Bremerton, WA 98337

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Port Angeles Office

332 E 5th St.

Port Angeles, WA 98362

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7th District Pramila Jayapal (D)

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8th District Kim Schrier (D)

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9th District Adam Smith (D)

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10th District Marilyn Strickland (D)

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Lacey Office

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Senators

Maria Cantwell (D)

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Patty Murray (D)

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Tacoma Office

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Tacoma, WA 98402

Phone (253) 572-3636



What's The Big Deal About Water?

By Paige Barrett, Region 4 Committeeperson & Provident Guild Rep

In the winter months, people tend to worry about hypothermia and frostbite. But something to keep in mind is dehydration. When you think of dehydration, you think it is something that happens in the summer when it is hot outside. Dehydration can also happen in the winter and is in some ways even more dangerous than in the summer. During the winter months, sweat evaporates more rapidly in the cold, dry air, and that can result in dehydration. Without the sweat, we are tricked into thinking we are not losing fluids as rapidly as during a hot summer day. Cooler temperature can also reduce the body's thirst response. Heavy jackets, long underwear and other pieces of warm clothing help your body conserve heat. But the added weight is one factor that makes the body work harder and produce more sweat and that then contributes to fluid loss. In chilly weather, we lose more fluids through respiratory water loss than on warm days. When you can see

your breath in the chilly air, that's water vapor that your body is losing. The colder the temperature and the more intense the exercise, the more vapor you lose when you breathe. Mild to moderate dehydration can be reversed by drinking more fluids, but severe dehydration needs immediate medical treatment. The safest approach is preventing dehydration in the first place. Keep an eye on how much fluid you lose and drink enough liquids

to replace what you have lost. Your thirst response is diminished in the winter months by some reports upwards of 40%, so you do not take in as much fluid. This is in response to the fact that our blood vessels constrict when we are cold to prevent blood from flowing to our hands and feet. By doing this, our

body can save that heat by drawing more blood to the core where all our essential and vital organs are.

Water makes up most of the body weight and has many functions. Water helps maximize physical performance, regulate your

Dehydration can also happen in the winter and is in some ways even more dangerous than in the summer

body temperature, and help with your brain function. Hydration affects your strength, power, and endurance. Negative effects of physical exertion without enough water can include some serious medical conditions, like decreased blood pressure and hyperthermia. Extreme dehydration can cause sei-

zures or even death. Water is a main factor in your body's ability to regulate body temperature. Sweat keeps your body cool, but if you do not replenish the water, your temperature will begin to rise.

This is because your body loses electrolytes and plasma when your body is dehydrated. Water is also a key factor in the brain's ability to function well. Research has indicated that not drinking enough water can negatively impact your ability to focus, stay focused and causes short term memory loss.

So, bottom line, you need to stay hydrated to do your job well. Our jobs demand that we stay focused, stay alert, and stay physically active as we are delivering packages and mail every day. Want to meet up at the water fountain?



PAC Update & New Raffles!

By Dawn Ayers, PAC Chair

The new year has begun and with every new year comes the chance to make changes in our lives. The new Congress is in session, but our old problems still remain. We must continue our efforts to enlighten the new and old members of Congress and to do that we must contribute to our NRLCA PAC. We don't yet know when we will be able to resume our in-person union meetings so we must find another way to contribute to PAC. Starting February 1st, 2021, 11 randomly selected NRLCA members will receive a gift each month as a thank you for supporting NRLCA-PAC; 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 being a sustaining donor. The NRLCA PAC will an-

Starting February 1st, 2021, 11 randomly selected NRLCA members will receive a gift each month as a thank you for supporting NRLCA-PAC

nounce new gifts each month until July 31 when the fundraiser ends so watch out in your monthly NRLCA magazine for the prize of the month!

Big gift for February: iPad Mini

Big gift for March: Yeti cooler

You can contact me directly to become a sustaining donor through PostalEase on LiteBlue. You can also send me a check or money order made out to NRLCA-PAC with your donation and I can mail you back a PAC receipt. Contact me with any questions at dawnayersunionmember@gmail.com. I look forward to hearing from all of you!

Mail your PAC donations to:
Dawn Ayers/WA PAC Chair
PO Box 6
Sumner, WA 98390



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

Thank You Current Sustaining Donors!

Dawn Ayers
Paige Barrett
Lisa Benson
Erika Boone
Dawn Boyer
Rosemary Carrizales
Laureen Chamberlin
Lorrie Crow
Joanne Dillon

Susan Durgan
Stella Fazzino
James Folk
Kristian Granish
Elizabeth Greene
Levi Hanson
Monte Hartshorn
James Hemrich
Karen Hill

Estee Javinar
Christian Klammer
Isabella Lopez
Taralee Mohr
Joyce Patteson
Alicia Peterson
Patrick Pitts
Renee Pitts
Brian Poage

Holly Schechert
Kristine Skewis
Dionne Taylor
Jeffrey Taylor
Angela Thelen
Sunny Ware
Blake Yirak

Join Us For The 2021 WARLCA State Convention



Holiday Inn and Suites

4260 Mitchell Way,
Bellingham, WA

June 13th, 14th & 15th

Call for Hotel Reservations:

360-746-6844

Or

1-888-465-4329

\$104 per night



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

	Jan 31, 21	Jan 31, 20	% Change
ASSETS			
Current Assets			
Checking/Savings			
1010000 · Chkg - WA Trust Bank	7,704.57	19,157.96	-59.8%
1020000 · Savings - APCU	276,808.48	148,179.77	86.8%
1030000 · Chkg - APCU	103.19	101.83	1.3%
1200000 · CD#74 (APCU) 2.469% 3/11/2021	44,351.23	43,224.22	2.6%
1210000 · CD#75 EmerFund 2.469% 3/11/2...	44,351.23	43,224.22	2.6%
1220000 · CD#76 Emer Fund 1.3% 4/7/2021	22,962.70	22,379.20	2.6%
1230000 · CD#77 (APCU) 2.469% 3/11/2021	33,485.23	32,634.34	2.6%
1240000 · CD#78 (APCU) 1.587% 6-24-2022	75,625.42	0.00	100.0%
Total Checking/Savings	505,392.05	308,901.54	63.6%
Total Current Assets	505,392.05	308,901.54	63.6%
TOTAL ASSETS	505,392.05	308,901.54	63.6%
LIABILITIES & EQUITY			
Equity			
3900000 · Net Assets	333,629.45	221,418.25	50.7%
Net Income	171,762.60	87,483.29	96.3%
Total Equity	505,392.05	308,901.54	63.6%
TOTAL LIABILITIES & EQUITY	505,392.05	308,901.54	63.6%

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	
Isa Lost s/l & Anl	0	0	0	0	0	0	0						0	0
Alicia Peterson	0	0	0	0	0	0	0						0	
Alicia Lost s/l & Anl	0	0	0	0	0	0	0						0	0
Becky Wendlandt	7	8	10	9	9	7	7						57	57
Paige Barrett	0	0	0	1	0	0	1						2	
Paige Lost s/l & Anl	0	0	0	0	0	0	0						0	2
Lorrie Crow	2	2	1	3	6	1	1						16	
Lorrie Lost s/l & Anl	1.25	0	0	0	0	0	1.25						2.5	18.5
Kurt Eckrem	0	1	1	3	2	2	2						11	
Kurt Lost s/l & Anl	0	0	0	0	0	0	0						0	11
Lisa Benson	0	0	0	0	0	0	0						0	
Lisa Lost s/l & Anl	0	0	0	0	0	0	0						0	0
Dawn Ayers	0	0	0	0	0	0	0						0	0
TOTALS	10.25	11.00	12.00	16.00	17.00	10.00	12.25	0.00	0.00	0.00	0.00	0.00	88.50	88.50
Note: This form shows the amount of ADOP taken for union business and the amount of ADOP paid for Lost Annual and Sick Leave. The "Total For Year" shows the total amount of both ADOP for union business and lost sick leave and annual added together.														

WA Rural Letter Carriers' Association
Statement Of Activities Previous Year Comparison
July 2020 through January 2021

	Jul '20 - Jan 21	Jul '19 - Jan 20	% Change
Income			
4000000 · National General Insurance	-212.28	7,256.27	-102.9%
4050000 · Membership Incentive Prog--R...	0.00	3,665.00	-100.0%
4100000 · Interest / Dividends	2,808.42	2,155.94	30.3%
4200000 · Membership Dues	224,610.64	207,245.50	8.4%
4400000 · Reimbursements	0.00	183.15	-100.0%
4500000 · Sales	0.00	60.00	-100.0%
4600000 · AuxiliaryDuesStatePortion	5,096.79	4,079.74	24.9%
Total Income	232,303.57	224,645.60	3.4%
Expense			
5000000 · Accounting Fees	2,625.00	2,430.00	8.0%
5100000 · Awards & Recognition	4,903.20	2,081.87	135.5%
5300000 · Employee Benefits	2,802.54	2,930.82	-4.4%
5600000 · Lodging	0.00	5,789.68	-100.0%
5700000 · National Convention	0.00	47,995.98	-100.0%
5800000 · Office Expense	1,592.85	1,351.09	17.9%
5900000 · Payroll Taxes	2,977.93	4,325.63	-31.2%
6000000 · Per Capita Dues	64.00	996.40	-93.6%
6100000 · Postage	1,958.95	1,048.62	86.8%
6200000 · Printing	432.44	384.96	12.3%
6400000 · Rent	1,584.00	0.00	100.0%
6600000 · Salaries and Wages	33,250.65	48,447.99	-31.4%
6700000 · State Meetings	1,490.00	5,592.04	-73.4%
6701000 · State Paper	4,326.93	5,657.20	-23.5%
6900000 · Telephone & Internet	833.00	833.00	0.0%
7000000 · Travel	1,699.48	7,297.03	-76.7%
7200000 · Western States Conference	0.00	0.00	0.0%
Total Expense	60,540.97	137,162.31	-55.9%
Net Income	171,762.60	87,483.29	96.3%

The last day to hold annual county unit meetings is May 3, 2021



RULES FOR OBSERVERS

In the Election of Officers and National Delegates for the WARLCA

1. Each observer should identify himself/herself to the election officials, sign the observer log, and indicate which candidate he or she represents. An observer should notify election officials if he or she is scheduled to be replaced by another observer. A candidate may select themselves or some other person to be their designated observer.
2. While present during the collection of the voted ballots or in the tally area, each observer should wear a badge provided by election officials clearly marked "Observer" if requested to do so.
3. Observers, accompanied by election officials, may inspect the area in which the ballots are to be tabulated prior to the start of the voted ballot verification and tabulation process.
4. Observers must not campaign in the ballot collection or tabulation area in any way. They may not wear buttons or other campaign apparel, distribute campaign material, or engage in conversations with voters about candidates or the election campaign.
5. Observers should remain in the area(s) approved by election officials where they are able to see the voter tabulation process.
6. Observers may not roam around the tabulation area or disrupt the tabulation process in any way. They should direct any questions or report any problems directly to committee chair as soon as possible so that any necessary corrective actions can be taken.
7. Observers may challenge the eligibility of any voter by clearly specifying the basis for the objection to election officials. (For example, "I challenge the eligibility of Voter X because he is a new employee who has not yet paid dues.")
8. During the tally of ballots, observers may challenge the accuracy of the way votes are read from marked ballots and recorded on tally sheets and should state any objection to election officials as soon as possible so that any necessary corrective action can be taken.
9. Observers may not touch or handle ballots at any time or interfere with the tally process.
10. Prior to the start of the ballot verification and tally, the election officials will review the counting procedures with observers including voiding rules.
11. Observers will be requested to sign a Ballot Tally Certification at the end of the ballot tally process.
12. With regard to Rule #3 the election officials will meet with the observers to discuss the verification and tally rules as follows.

Date: June 12, 2021

Location: Holiday Inn and Suites Bellingham, 4260 Mitchell Way, Bellingham, WA 98226.

Time: 10 AM



COVID Parcel Volumes—What's Being Done About It?

By Jeff Taylor, Seattle Assistant District Representative

Even prior to the COVID pandemic, I have seen carriers in different offices in my assigned area struggling with the volume of parcels that are being delivered these days. A lot of that was initially due to the introduction of Amazon delivery in a lot of areas. Then the COVID pandemic broke out and people were stuck at home for the most part. This caused an exponential increase in the parcel volumes and it hasn't let up. This last Christmas period in my home office was overwhelming and borderline ridiculous! Even with some auxiliary assistance, most regular carriers were still working overtime hours. Of course, now the Christmas period has come and gone and now regular carriers are not receiving any overtime for the hours worked over their routes' weekly evaluation. Unless a leave replacement is working quite a bit and exceeding 40 hours for the week, they are in the same boat.

I receive a lot of phone calls asking, "What's the Union doing about it?" There are quite a few answers to that question, but first I want to ask, "What is the Postal Service doing about it?" A couple of months ago, I saw a report which indicated the percentage of parcel increase compared to the same week from the previous year. Most offices were at 100% or more in their parcel counts for the week. I believe my home office of

Greenacres was at 124%.

Some offices receive auxiliary assistance, while others don't. It depends on the knowledge and leadership traits of the local manager and how many RCAs or ARCs may be available to provide that assistance, and in some cases if there are any additional vehicles for the leave replacements to use. Management needs to look at the mail and parcel volume and determine if it is reasonable and possible for everything to go out that day and ensure that carriers aren't working late into the evening hours. Some managers are capable of doing that, others not so much.

If any of the issues listed in these bullet points b. through e. occur, don't hesitate to contact your assigned steward

The Postal Service knows what is going on but seem to turn a blind eye to it.

So, let's go to the original question posed to me by the carriers that have inquired as to what the Union is doing about it. After much discussion between the NRLCA and the USPS beginning back in March of 2020, the Union proposed a MOU (Memorandum of Understanding) that would "encourage providing auxiliary assistance to keep rural carriers from exceeding the evaluated work hours of the route and provide compensation at the overtime rate

if and when the carrier did exceed the evaluated hours of the route."

The Postal Service did not agree to do so, thus the Union filed a National-Level Grievance for:

"In dispute is the Postal Service's failure to provide adequate relief for rural carriers who have been disproportionately affected by the exponential and sustained growth in parcel volumes delivered brought about by the COVID-19 pandemic and the resulting changes in consumer behavior."

If you refer to the grievance, which was filed in June of last year, there are five main bullet points a. through e. It is important as a rural employee that you be familiar with those five bullet points. If any of the issues listed in these bullet points b. through e. occur, don't hesitate to contact your assigned steward right away.

Meanwhile, do the best job that you can and be proud to be a rural carrier! Millions of Americans are depending on us, and we will never let them down!

For reference, the Step 4 grievance is on the following two pages.



NATIONAL RURAL LETTER CARRIERS' ASSOCIATION

1630 Duke Street

Alexandria, Virginia 22314-3467

Phone: (703) 684-5545

Executive Committee

RONNIE W. STUTTS, *President*
DONALD L. MASTON, *Vice President*
CLIFFORD D. DAILING, *Secretary-Treasurer*
DAVID L. HEATHER, *Director of Labor Relations*
SUSAN T. KNAPP, *Director of Steward Operations*

DENNIS L. CONLEY, *Chairman*
P.O. Box 445
Franklin, NC 28744-0445
(828) 369-5054

JOHNNY K. MILLER

P.O. Box 466
Collinsville, AL 35961-0466
(256) 523-3648

PATRICK A. PITTS

P.O. Box 821
Orting, WA 98360-0821
(360) 893-9182

SHIRLEY BAFFA

P.O. Box 2435
Batesville, AR 72503-2435
(870) 613-7838

June 18, 2020

Ms. Cathy Perron
Manager, Contract Administration (NRLCA)
United States Postal Service
475 L'Enfant Plaza, SW, Room 9126
Washington, DC 20260-4101

Certified Mail Number: 7018 1830 0000 6199 6227
Return Receipt Requested
FAX: 202-268-5343

Dear Ms. Perron:

Pursuant to Article 15, Section 4(D), of the parties' National Agreement, the Association submits this National-Level Grievance.

In dispute is the Postal Service's failure to provide adequate relief for rural carriers who have been disproportionately affected by the exponential and sustained growth in parcel volumes delivered brought about by the COVID-19 pandemic and the resulting changes in consumer behavior.

Beginning approximately March 15, 2020, the Union became aware of and began discussing with Labor Relations officials at Postal Service Headquarters, the increase in parcel volumes on rural routes and the need for relief on routes that were significantly affected by the increases. The parties continued to discuss the issue and the Union requested and was provided information on rural carrier work hours. The Union proposed a solution to the issue in the form of an MOU that would encourage providing auxiliary assistance to keep rural carriers from exceeding the evaluated work hours of the route and provide compensation at the overtime rate if and when the carrier did exceed the evaluated hours of the route. The Union waited weeks for a definitive answer to its proposed MOU. The Postal Service has been unwilling to provide any suitable relief in violation of the parties' National Agreement, including but not limited to Article 9.2.A.1.t and Article 9.2.C.3.b.

Ms. Cathy Perron
June 18, 2020
Page Two

Therefore, the NRLCA's remedial request includes, but is not limited to:

- a. Beginning in Pay Period 06 of 2020, (February 29, 2020) and continuing until the implementation of the next mail count or the implementation of the evaluation determined by the Rural Route Evaluated Compensation System (RRECS), whichever comes first, regular rural carriers shall be compensated according to the provisions in Article 9.2.K. of the Collective Bargaining Agreement. This compensation will be applied retroactively and paid to rural carriers as soon as administratively possible.
- b. Rural carriers shall not be expected or required to use leave in addition to that normally required to meet the route evaluation or guarantee requirements specified in the agreement.
- c. No rural carrier who is on the Relief Day Work List will be precluded from working his/her relief day because of excess work hours directly linked to the above increase in parcel volume.
- d. No rural carrier will be precluded from selecting or maintaining the high option because of excess work hours directly linked to the above increase in parcel volumes.
- e. No rural route will be adjusted because of excess work hours directly linked to the above increase in parcel volumes.

Please contact my office to determine the earliest date for us to discuss this very important issue.

Sincerely,



Ronnie W. Stutts
President
National Rural Letter Carriers' Association

RWS/sws

cc: NRLCA National Officers
NRLCA Legal Counsel
File



Worked To The Breaking Point; Who Is At Fault?

By Renee Pitts, Seattle Assistant District Representative

It is more important than ever to be an informed rural carrier. We are in an extreme working climate where managers are being pushed to cut hours as COVID has increased parcel volume and these volumes have been breaking Postal Service records. At the same time, more and more new managers must learn their jobs by the seat of their pants. What little training available is only online and the managers need to find the training time during working hours while doing all the other required duties.

More and more managers are giving improper instructions to rural carriers. This is due to many factors. One such factor is their lack of knowledge of the rural craft and pay system. Another factor is they do not care how they get the job done and could not care less if it is a violation

of the Joint Agreement between the United States Postal Service and the National Rural Letter Carriers' Association.

Management is not providing auxiliary assistance or utilizing ARC employees to aid rural routes throughout the week. With no end in sight and the NRLCA signing MOU after MOU to provide relief to rural carriers while Postal Service management is utilizing these MOUs to provide relief to city and clerk operations. All this while working rural carriers ridiculous hours, most of which are not compensable under the evaluated sys-

tem. Rural carriers need to know what their rights are and should have the NRLCA push notifications and sign up through the District Representative to receive up to date notifications from the Union. If you see violations, you should address them with management and let the Union know of these violations.

I am not sure why the end of the guarantee period and peak season come as a surprise to the Postal Service every year. They happen every year, are in postal bulletins and on the Postal Service calendars, but for some reason, Postal Service management is always surprised

Many unfair things are happening to the rural carriers this year and the Union is doing its best to fix the issues

and scrambling to deal with these events. The end of the guarantee period and Christmas peak season have happened every year of my past 26 years of service with the Post Office and every year for last several years, Postal management fails to be proactive to solve the situation. They continue to not hire or retain employees; they continue to treat employees improperly; and **they continue to place the burden of their failures on the backs of rural carriers.**

Most of the struggles are due to management's failure to hire. Article 30.2.A.2 states; "The Employer

shall make every effort to expeditiously fill leave replacement vacancies when they occur." Is this happening in your office? If your office is hiring how are the new employees being treated? Are they valued or are they only looked at as a body to abuse, mistreat, and a revolving door employee?

Many unfair things are happening to the rural carriers this year and the Union is doing its best to fix the issues. But everything happening and all suggested ways to resolve these issues and help the rural craft need to be agreed upon by **both** parties and the Union's only recourse is to file a grievance

for someone else to determine what is right and what is wrong as demonstrated by the National Step 4 filed on June 18, 2020 to compensate carriers for the extreme UNPAID workhours due to parcel increase. Because the Postal Service will not do the right thing for the rural carriers, the NRLCA was forced to file a grievance to get the Postal Service to do the right thing and an arbitrator will be the deciding factor.

While the Postal Service pushes and mistreats the rural carriers, for some reason there are rural carriers out there who blame the Union for all the Postal Service's misdeeds. I can only guess they feel we should have a magic sledgehammer to wave around and the fairy dust will make the Postal Service and

Postal management do the right thing.

Unions were born out of necessity due to the greed and apathy of sweat-shop companies. Whether you have belonged to a union or not...you have benefitted from them!!! Today's efforts to limit unions is all geared to go back to slave wages and sweat-shop conditions...just the way the 1% want it!!!

Carriers must know how they are paid and what their job requirements truly are.

Things rural carriers need to remember:

1. JUST BECAUSE MANAGEMENT SAID IT IS SO DOES NOT MEAN THEY ARE TELLING YOU THE TRUTH!!!!
2. Find out for yourself if management has given an appropriate instruction or is following the proper pay procedures.
3. If given a direct order, follow the order and grieve the order after the fact (within 14 days) if you feel the instruction is improper. All employees are to

follow direct orders if they are not illegal, immoral, or unsafe. The propriety of the order would be addressed through the grievance procedure if you file a grievance after the fact. Sign up for the NRLCA website app. You will receive up to date notifications as they occur and

be better informed on what the NRLCA is agreeing to and the criteria for these agreements.

Do not let the actions of the Postal Service lead you to believe the Union is not also acting through all means available!

Always remember; United we Bargain-Divided we Beg!

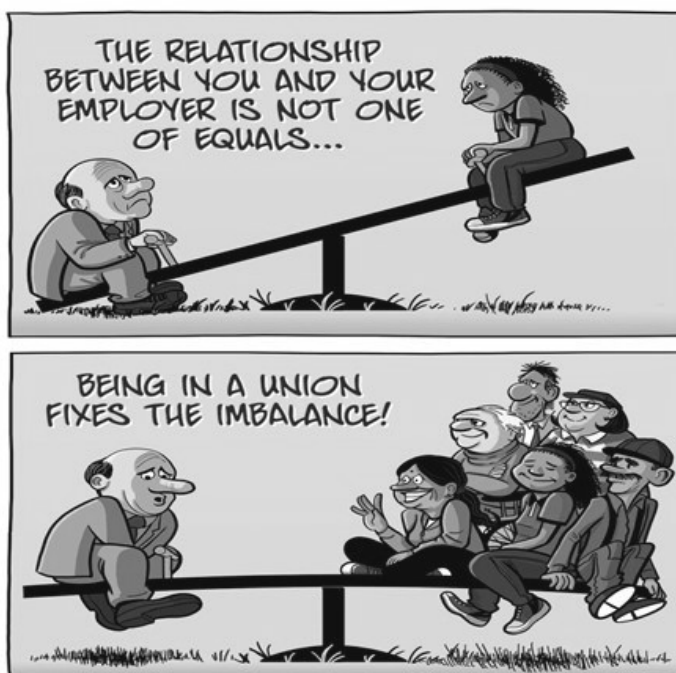


Photo found on Pinterest Meredith Storrier Union and Solidarity slogans

Local Stewards

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

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

CAMPAIGNING

Rules

1. Campaigning is only allowed in a specific issue of the *Washington Rural Carrier* and at meetings where the meeting notices state "Campaigning will be allowed". However, if a board member is being reimbursed to be at any meeting, s/he is not allowed to campaign, except at State Convention.
2. Campaigning in the *Washington Rural Carrier* will be unedited, limited to maximum 250 words, text only which may be modified by the Editor to fit the paper's format, and must be submitted by the member running for the position. Preferred method of submission is via email to warlcaeditor@outlook.com. Submissions must be received by March 30, 2021 for inclusion in the Spring 2021 issue of the *Washington Rural Carrier*.
3. No appointed or elected officers shall include campaign announcements in their officer reports including the intent to run for re-election or for any other position. The Editor shall be responsible to ensure compliance. Reports are not to include candidate endorsements.
4. The WARLCA Secretary/Treasurer's office will make available to any candidate or candidate's campaign, self-adhesive, pre-printed address labels of all WARLCA State Officers and County Officers for any campaign announcement or mailing desired. The fee for each pre-printed label is 5 cents plus \$10 fee for the labels to be mailed to the requester. Requests must be made in writing and mailed to the WARLCA Secretary/Treasurer. The request must contain a statement that the purpose in obtaining the labels is for the announcement or campaigning related to the individual seeking a state officer position and/or as a delegate to national convention.
5. Due to privacy issues, the membership list is not available as public information. Any statewide membership campaign mailing must be sent to the Secretary/Treasurer as follows: individually sealed, stamped envelopes with the sender's return address two weeks prior to requested mailing date. Membership labels will be applied by the Secretary/Treasurer or designee for a fee of \$250.00. Partial membership mailings of fewer than 50% of the total membership will be charged \$125.00. All fees must be paid in advance.

WARLCA Minutes from November 11, 2020 by Teleconference

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

Kurt took roll call at 4:33 PM and all board members were present. The board could not meet at Bellingham in person in October because of COVID and agreed to have a teleconference meeting.

Minutes: The minutes from the al) and the board reached consensus to hold off reviewing the SORM.

Budget: The board had previously received the October 2020 financial statement. Becky reported that the budget does not need to be updated since we still are not sure if we will be able to hold meetings. Paige said she has heard that orientation might soon be done by Zoom so would we be able to attend the Zoom meeting for recruitment?

SORM: Kurt reported that there are no new updates to the SORM (Standard Officers Resource Manu-

Board Policy: The board discussed updating board policy concerning board meetings. Kurt suggested the following change:

1. **State Board meetings, other than Executive Sessions (see below), will be open to all WARLCA members in good standing. With Board approval, other guests may be invited.**
2. **Notification of the times, dates, and location of State Board meetings will be posted on the**

WARLCA website at least five days in advance of the meeting.

3. All State Board meetings will be face-to-face meetings, whenever possible. PROVISIO: Due to COVID-19 concerns, face-to-face meetings are not currently possible. Because it is not possible to monitor who calls into telephonic meetings, members are temporarily not permitted to listen in on board meetings. Under no circumstances will such meetings be conducted via email.

4. The minutes of all State Board meetings, other than Executive Sessions, will be printed in the next issue of the WRC.

5. The President, in conjunction with the board, will request from the Executive Committeeman the DRs to attend or do a conference call at each board meeting.

6. ...Continue with Executive Session as written.

The board passed this addition to the board policy under board meetings.

Next the board discussed changing board policy under reimbursement of expenses. After further discussion, the board decided no changes were needed.

The board then reviewed an addition to board policy under mailing lists under #2.

2. All requests for membership information, including mailing lists, will be made to the State Secretary/Treasurer and is to be used for Association business only. The State Secretary/Treasurer will notify the board of all such requests.

The board passed this addition to board policy under mailing lists.

Next, the board reviewed an addition to board policy under campaigning under #5.

5. Due to privacy issues the membership list is not available as public information. Any partial or state-wide membership campaign

mailing must be sent to the State Secretary/Treasurer as follows:

Individually sealed, stamped envelopes with the sender's return address must be received at least two weeks prior to requested mailing date. State-wide membership labels will be applied by the State Secretary/Treasurer or designee for a fee of \$250.00. Partial membership mailings of fewer than 50% of the total membership will be charged \$125.00. All fees must be paid in advance.

The board passed this addition to board policy under campaigning.

Elected Officer/Appointed Officer Reports:

President/Historian Report: Kurt said that he has heard that WSC is still thinking of holding the 2021 conference in San Diego and will keep the board updated. Hotel Interurban has changed contacts but will honor the contract we have with them. Wenatchee is starting to have orientations and Tammy Donaghue will be able to attend once her grandchildren can attend school. Kurt is sending supplies to academy trainers. Kurt sent a letter to those regular carriers who cancelled their dues and is following up on any replies. Kurt has also been busy with legislative and elections. Kurt will be sending thank you notes and calendars to academy trainers.

Vice President Report: Lisa said she has been working her day off and has to hold off scanning in previous WRC for the website.

Secretary/Treasurer Report: Becky reported that she has been extremely busy sending out recruitment letters, finding addresses for any returned letters, putting in new members, reviewing the NOAs for resignation and retirement, sending out retirement letters, and checking for those members who have not had any dues taken out

for three pay periods. The turnover of relief carriers as well as regular members resigning has been at all-time high since she has been secretary/treasurer (28 years). All LMs have been completed and uploaded to the DOL website. The IRS 990 has been completed and uploaded. Becky is sending contracts and thank you cards to all county officers.

RCP One and Webmaster Report: Isa reported she has been in contact with the cruise company for state convention and looking at bus prices. Isa has reached out to all her county officers. Isa needs pictures with better resolution for the website. She is working with members' suggestions.

RCP Two and RCBP Rep Report: Alicia has contacted her county officers. Because of COVID, she is unable to continue work for 2023 convention. Alicia has written a report for RCBP in the WRC and will work with Isa on an email update.

RCP Three and Legislative Report: Lorrie reported that she has contacted her North Central WA officers. Lorrie is working on a legislative update.

RCP Four and Provident Guild Report: Paige reported that her county officers are upset about no additional pay for COVID, not getting paid for all hours worked, having an extreme increase in Amazon parcels, and not getting enough RCAs hired. Paige also reported that there have been no updates from Provident Guild. Paige has been teaching at the academy and needs bank bags and contracts.

2021 Meetings: Kurt reported all 2021 meetings have been put on hold due to COVID until we receive word from NRLCA that we can start holding meetings.

Recruitment Efforts: Becky reported that a recruitment letter for 151

non-member regulars/PTFs was sent including a pre-filled 1187. So far one new regular has signed up and received the \$100 bonus. Kurt also wrote the 26 regulars who cancelled. Also, a recruitment letter for 244 non-member reliefs was sent with 10 signing up. The board decided to send a letter to the 170 non-member ARCs.

RCBP Appointed Position: Alicia said since we are already in open season, she is fine with continuing as RCBP representative until it can be advertised in the paper and someone volunteers.

National Convention Magnets: The board decided to send Kurt's letter to the State Presidents along with enough magnets that would have been their delegate strength to

each State President encouraging them to use it for donations to PAC.

WRC: The winter issue deadline is: January 15, 2021 to the board, January 22, 2021 to Lisa, January 27, 2021 complete draft to board, February 1, 2021 sent to Lynden Tribune

The board reached consensus to ask Joyce and Monte and all ADRs for an article on any hot topics or what would be of current interest for the winter issue. Also, Alicia will be putting in a challenge to all counties on providing a basket for PAC at State Convention.

PAC: Kurt said he has not heard from Dawn. Lisa said we can print the sustaining donors list in the paper.

Equipment: Lorrie reported that the MFC-J6710DW Brother Wireless Printer is not working. The board agreed to have Lorrie take the printer to Staples for recycling if she can't get it working. The board also agreed to have Lorrie use the newer HP Laser Jet Pro M148FDW Laser Printer that is currently in our storage unit.

Zoom Meetings: Kurt would like to have our next meeting using Zoom meetings and Kurt and Becky will try next week to see how it works. The board completed the meeting at 7:40 PM.

Respectfully Submitted,
Becky Wendlandt, WARLCA Sec/Treas.

WARLCA Minutes from January 1, 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 came online 20 minutes after start; Paige Barrett, Region Committeeperson 4.

Kurt took roll call at 6:00 PM and all board members were present except for Lorrie who came online 20 minutes after start. The board could not meet in person because of COVID, and agreed to have a Zoom meeting for a few agenda items only.

Kurt's Update from Ronnie on National Convention: Kurt had previously shared his notes from Ronnie's teleconference with the State Presidents. Ronnie had said that you can pretty much count on area conferences being cancelled, however it was unclear if WSC and Mid States which is in May are the ones he was referencing. It might just be the two area conferences

that are held in January and February. Ronnie said to get used to Zoom meetings and he plans on doing Zoom/teleconference meetings weekly. Ronnie said National has to have a National Convention to elect officers, vote on constitutions, and do the appeals. Ronnie is not sure if it will be a shortened convention in person or by Zoom. Ronnie said Paul Swartz had a teleconference with the PAC chairs. The board had not heard from Dawn but Alicia reported that Dawn was not able to attend the teleconference due to the Christmas workload and being short relief carriers in her office.

WRC Topics: Kurt had asked Lisa to go through past issue for topics for the next issue and let the board know however she has some grievances that need to be done and doesn't have the time. Paige volunteered to do it.

Orientation: The board discussed starting to attend orientations since the USPS is no longer doing Zoom meetings and all the other unions

are attending. The board discussed the negative feedback from new hires when we are the only ones that don't show up for orientation. Some are given false information and Isa reported that when at least two from the same class verify that false information was given to them, then Isa will contact Joyce and let her know. The board decided after a vote to ask those who volunteered to attend orientation to allow them at their own risk of COVID. David Ray, Kurt Eckrem, Paige Barrett, and Lorrie Crow were willing to go. Kurt will coordinate with everyone to see if they can cover the orientations that have more than two in the class. Discussion on one academy trainer also helping with route adjustments as this is considered management work. Joyce has been made aware of it.

NSS Recommendations: After Kurt asked each board member to give their suggestions for DR, ADR, and area steward and after much discussion the board decided

to send the following recommendations to NRLCA:

For Seattle DR: Jeff Taylor, Renee' Pitts, Monte Hartshorn

For Seattle ADR: Alicia Peterson and Janie Walla

For Seattle Area: Dawn Ayers, Lorrie Crow and Paige Barrett

Joyce Retirement: The board had already purchased a gift for Joyce for 20 years WARLCA service and will be sending it to Joyce along

with a card signed by all for her retirement end of January, 2021.

Website: Kurt wants to see the legislative contact information include listings for their social media accounts like twitter and Instagram.

Podcast on History of Washington Post Office/Historical Items: Kurt

talked about the *Postmarked Washington* books and has contacted a man who does a Podcast on History of Washington Post Offices and

has contacts with the Washington Historical Society.

Next Board Meeting: The next board meeting will be Monday, January 18, 2021 at 4:30 PM on zoom with Becky hosting it.

The board adjourned the meeting at 7:40 PM.

Respectfully Submitted,
Becky Wendlandt, WARLCA Sec/Treas.

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.



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

Washington Rural Carrier — Winter 2021
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. _____

MEMBER OF THE YEAR NOMINATION FORM

NAME: _____

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

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

*****PLEASE SUBMIT THIS FORM TO
Vice President Lisa Benson, PO Box 792, Marysville WA 98270-0792
NO LATER THAN 14 DAYS PRIOR TO THE CONVENING OF THE STATE CONVENTION*****

Eligibility:

1. Any member of the Association may be nominated as a candidate for the Member of the Year Award.
2. State Association Officers should not be arbitrarily selected for the Award, not should they be prohibited from consideration. Officers have been chosen to lead and serve, but it is frequently demonstrated that their services go far beyond the routine duties of the office, and thus, may be worthy of selection.
3. Nominations may be made directly from the membership.
4. Local, county, or district units may select candidates.

Method of Selection:

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

Criteria for Selection:

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

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:*

Mary Dodd

Rachel Hoisington

Karl Kern

Harley Robb

Philip Stalder

Milton Storm

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

Member Totals by Class		Nonmember Totals by Class	
Regular	1,094	70-5 — ARC	162
PTF	94	71 — Regular	168
Retired	271	74 — RCA VAC RT	3
Associate	2	76 — PTF	14
RCA	590	78 — RCA	233
Retired Associate	1	79 — RCA AUX RT	14
Recently Retired	9	Total	594
ARC	71		
Cash-Paid	33		
Total	2,165		

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
MURPHY	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

Congratulations Retirees!

ANDREWS, EDWARD H	ISSAQUAH
BAUMANN, GRETCHEN L	RICHLAND
BORJESSAN, COLLEEN L	NEWMAN LAKE
BUERGEL, LINDA C	CHENEY
DUNLAP, DIANE I	WOODINVILLE
GUILAS, ROGELIO I	WASHOUGAL
HEADLEY-LALANDE, COLLEEN R	SNOHOMISH
SWANNER, ROBIN L	MARYSVILLE
HITCHCOCK, NANCY	ENUMCLAW
HUNTER, BARBARA A	SUMNER
KAWAUCHI, GIICHI	MOUNT VERNON
KEEN, BARBARA L	PASCO
KOCH, TAMI L	STANWOOD
LEE, JOHN K	MAPLE VALLEY
MAURER, ELIZABETH A	OLYMPIA
PLATZNER, ANDREW S	OAK HARBOR
SAVELL, TERESA A	EASTSOUND
SKAADEN, THERESA A	VANCOUVER
WADE-EARL, ROBERTA A	FERNDAL

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.

Please Welcome Our New Members!

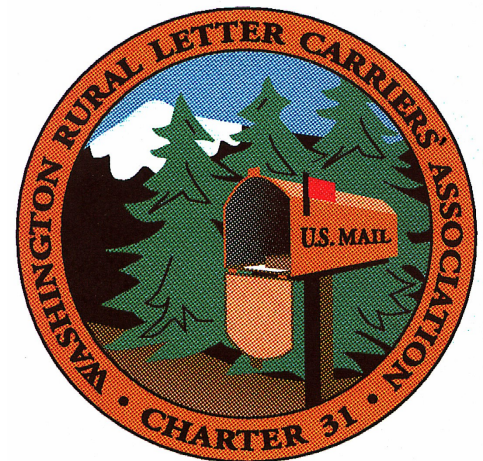
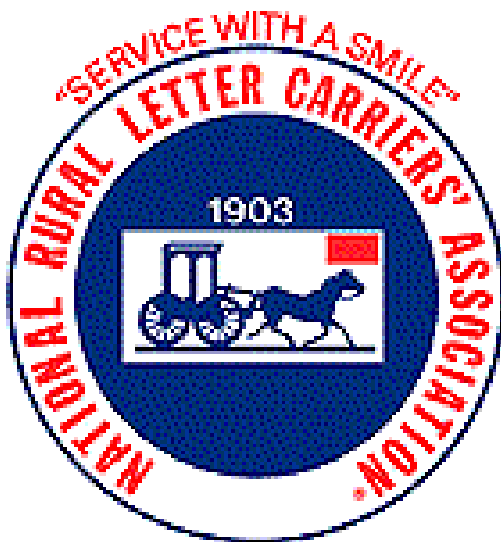
7 - RCA	ABERDEEN	COLLINS	RACHAEL	7 - RCA	LAKE STEVENS	BITTON	KAYLA	7 - RCA	ROY	JACOBS	SHELDEN
C - ARC	AIRWAY HEIGHTS	COX JR	CARL	C - ARC	LAKE STEVENS	HUDSON	JAZMINE	7 - RCA	SEATTLE	GONZALES	KOLBY
7 - RCA	ANACORTES	TIMOTHY	REBEKAH	7 - RCA	LAKEBAY	RHODES	WILLO	C - ARC	SEATTLE	OSLAND	JACKIE
7 - RCA	ARLINGTON	MATHIS	TAYLOR	7 - RCA	LIBERTY LAKE	DROOGMANS	SEAN	7 - RCA	SELAH	LINCOLN	MARLON
7 - RCA	ARLINGTON	PINTO	CHRISTINA	7 - RCA	LONGVIEW	MORGAN	SHAWN	7 - RCA	SEQUIM	AGUILERA	QUINTERO
7 - RCA	ARLINGTON	DOWNES	LINDSAY	7 - RCA	LYNDEN	MITCHELL	KANTIMA	7 - RCA	SEQUIM	PARIAN	JOSHUA
7 - RCA	ARLINGTON	BAILEY	CHRISTOPHER	7 - RCA	MCCLEARY	SILVER	JAMIE	7 - RCA	SEQUIM	GRAHAM	RONALD
7 - RCA	ARLINGTON	MANZARI	GARY	7 - RCA	MEDICAL LAKE	HARGER	SHAWN	7 - RCA	SHELTON	FARREN	STEFANIE
7 - RCA	ARLINGTON	HOYT	KRISTEN	7 - RCA	MONROE	HARDY	WAYNE	7 - RCA	SHELTON	SOLANO	ANTHONY
7 - RCA	BELLINGHAM	BRODERICK	MICHAEL	7 - RCA	MOUNT VERNON	FRYDENLUND	MICHELLE	7 - RCA	SHELTON	ACKLEY	DALTON
7 - RCA	BELLINGHAM	REAVIS	WILLIAM	7 - RCA	MOUNT VERNON	EIFORD	FAWN	C - ARC	SHELTON	DEKEYSER	DANIEL
7 - RCA	BELLINGHAM	WOOD JR	TIMOTHY	4 - Retired	MOUNT VERNON	KAWAUCHI	GIACHI	C - ARC	SHELTON	FRANCO	BILL
7 - RCA	BENTON CITY	WARREN	RACHEL	C - ARC	MOUNT VERNON	ALVINO	HOWARD	C - ARC	SHELTON	CYSENSKY	DUSTIN
4 - Retired	BLAINE	DENT	CHRISTOPHER	7 - RCA	NINE MILE FALLS	CLAUSEN	SAWYER	C - ARC	SHELTON	COLELLO	KRISTEN
7 - RCA	BREMERTON	RITNOUR	CATHERINE	7 - RCA	NORTH BEND	HEIDEMAN	KARA	C - ARC	SHELTON	LEWIS	THEODORE
7 - RCA	BREMERTON	BIRD	STEVEN	C - ARC	NORTH BEND	TSOURIS	GINA	C - ARC	SILVERDALE	MAINAR	GINA
7 - RCA	BREMERTON	MINER	DIANA	7 - RCA	OAK HARBOR	AYRES	JEFFREY	7 - RCA	SILVERDALE	MONTGOMERY	CALEB
C - ARC	BREMERTON	CAREY	RYAN	7 - RCA	OAK HARBOR	ACQUAVELLA	DIANA	7 - RCA	SILVERDALE	PEDERSON	MATTHEW
C - ARC	BREMERTON	GROWNEY	JOSHUA	7 - RCA	OAK HARBOR	HUTCHINSON	STEVEN	7 - RCA	SILVERDALE	RINER	AARON
7 - RCA	CAMAS	CLARK	TODD	7 - RCA	OAK HARBOR	MOYERS	LINDA	7 - RCA	SNOHOMISH	SMITH	LAYONDA
7 - RCA	CARNATION	WALL	JOSEPH	7 - RCA	OLALLA	RIVERS	SARAH	7 - RCA	SNOHOMISH	ALLEN	SUSAN
C - ARC	CASHMERE	CRUZ	GUILLERMO	7 - RCA	OLYMPIA	VIGER-NORTHNESS	DANIELLE	4 - Retired	SNOHOMISH	THAYER	AMANDA
7 - RCA	CASTLE ROCK	PAYNE	JILL	7 - RCA	OLYMPIA	AGUILERA	NATALIA	7 - RCA	SOAP LAKE	VOZNYI	COLLEEN
7 - RCA	CENTRALIA	SWEENEY	FRANSCA	7 - RCA	OLYMPIA	HOLMES	MIRANDA	7 - RCA	SPANAWAY	MPOULI	AXELLE
4 - Retired	CHENEY	BUEGEL	LINDA	7 - RCA	OLYMPIA	DOHERTY	NATHANIEL	7 - RCA	SPANAWAY	TAVETE	ANGELA
7 - RCA	CHENEY	HUNT	SKYLER	7 - RCA	OLYMPIA	DOMINGO	JAN REI	C - ARC	SPANAWAY	MULULUWI	MARY
C - ARC	CHENEY	CEA	ERIC	C - ARC	ORTING	SMITH	LAURIE	C - ARC	SPOKANE	BAPTIST	KIM
7 - RCA	CHEWELAH	RONNEI	TINA	7 - RCA	PASCO	ALVAREZ	STEPHEN	7 - RCA	SPOKANE	BORISYUK	ANDREY
7 - RCA	COLLEGE PLACE	KRULL	MICHAEL	7 - RCA	PASCO	STEPANOV I	VIKTOR	7 - RCA	SPOKANE	BELLEFEUILLE	JASON
7 - RCA	COUPEVILLE	DAVILA II	THOMAS	7 - RCA	PASCO	HUGHES	NOAH	7 - RCA	SPOKANE	RUEBKE	KELLY
7 - RCA	COUPEVILLE	LEHRKIND JR	TODD	7 - RCA	PASCO	BRENNING	THEASA	7 - RCA	SPOKANE	PATTERSON	TIMOTHY
4 - Retired	COUPEVILLE	PETRY	MARY	7 - RCA	PASCO	BANKS	NATHAN	7 - RCA	STANWOOD	MCCAUGHAN	KENNETH
7 - RCA	COUPEVILLE	RICHARDSON	JORDACHE	7 - RCA	PASCO	NOLAN	SHELLEEN	4 - Retired	STANWOOD	FAULKNER	MARIANN
7 - RCA	DEER PARK	BURGER	STACIE	7 - RCA	PASCO	RICHMOND	JESSICA	7 - RCA	STANWOOD	WIDHALM	DEMI
7 - RCA	DEER PARK	NEWMAN JR	JOHN	4 - Retired	PASCO	KEEN	BARBARA	7 - RCA	SUMNER	RHOADES	NIKKI
7 - RCA	DUVALL	POLLACK	RAY	7 - RCA	POMEROY	TAYLOR	CHARLEEN	C - ARC	SUMNER	THORNTON JR	CHARLES
C - ARC	EATONVILLE	WHEELER I	KELLI	7 - RCA	PORT ORCHARD	COOK	CHARMAINE	7 - RCA	SUQUAMISH	OWENS	DARIUS
C - ARC	EATONVILLE	MEDINA	JENNIFER	1 - Regular	PORT ORCHARD	MILLS	ELIZABETH	7 - RCA	VANCOUVER	BOURBEAU	BRIAN
C - ARC	ELLENSBURG	PEOPLES	ANNA	7 - RCA	PORT ORCHARD	TODD	HAMISH	7 - RCA	VANCOUVER	CASTILLO	DANIEL
7 - RCA	ELLENSBURG	BAUER	LOUISA	7 - RCA	PORT ORCHARD	HUTCHINS	ANNETTE	7 - RCA	VANCOUVER	RIES	BRADFORD
7 - RCA	ELMA	KATZER	KEELA	7 - RCA	PORT ORCHARD	BLACKWELL	CHRISTINA	7 - RCA	VANCOUVER	MORRIS	MATTHEW
7 - RCA	EVERSON	STERN	JOSHUA	7 - RCA	POULSBO	WHEELER	CHARLES	7 - RCA	VANCOUVER	BLACK	KEZIAH
7 - RCA	EVERSON	CLAYTON	PATRICIA	C - ARC	POULSBO	FITCH	AVATAR	7 - RCA	WALLA WALLA	NEWMAN	KENNETH
7 - RCA	FALL CITY	SCHAFER	ANTHONY	7 - RCA	PUYALLUP	RUSSELL	LEESA	1 - Regular	WAPATO	MCCAY	TINA
4 - Retired	FALL CITY	HUSKINSON	LENA	7 - RCA	PUYALLUP	FOAFOA	CHRIS	7 - RCA	WASHOUGAL	NGUYEN	QUOC
7 - RCA	FERNDALE	LAFUENTI	GIUSEPPE	7 - RCA	RAVENSDALE	WEBB	MARGARET	C - ARC	WAUNA	FOLDEN	ZACHARY
7 - RCA	GIG HARBOR	LASSLEY	KRISTIN	4 - Retired	REDMOND	HOLDER	ROBERT	7 - RCA	WAUNA	KARAMATIC	BEAU
7 - RCA	GOLDENDALE	CAMERON	ROBIN	7 - RCA	REPUBLIC	GLENEWINKEL	ANGELA	7 - RCA	WAUNA	MYERS	BRIEN
7 - RCA	GRAHAM	VELAZQUEZ-TOVAR	MARIA	7 - RCA	RICHLAND	RODRIGUEZ	MARIBEL	7 - RCA	WAUNA	KEMP-SALAZAR	WENDI
1 - Regular	GRANDVIEW	MELENZ	LEONEL	7 - RCA	RICHLAND	BROWN	MELANIE	7 - RCA	WENATCHEE	GONZALEZ	HECTOR
C - ARC	GREENACRES	UZAKBAEVA	NAZIRA	C - ARC	RICHLAND	ANDERSON	STEPHANIE	C - ARC	WINLOCK	POE	EMILY
7 - RCA	ISSAQUAH	LINGLE	RYAN	C - ARC	RICHLAND	ALCARAZ	REBECCA	C - ARC	WINLOCK	RANALLO-BERGER	DENISE
7 - RCA	ISSAQUAH	ZHOU	QI	4 - Retired	RIDGEFIELD	BARTON	STEPHEN	7 - RCA	WINLOCK	PHAN	ASHLEY
7 - RCA	ISSAQUAH	NORTON	NATHANIEL	7 - RCA	RIDGEFIELD	CONLEY	TAMMY	7 - RCA	WOODINVILLE	VIVAS	QUE
7 - RCA	ISSAQUAH	NELSON	SAMUEL	7 - RCA	RIDGEFIELD	MATUSKY	SANDRA JO	7 - RCA	YAKIMA	MCDONALD	BRANDEN
7 - RCA	KENT	PREITAG	KARL	7 - RCA	RIDGEFIELD	MARTINEZ	ALMA	7 - RCA	YAKIMA	BERGMAN	PAULA
7 - RCA	LAKE STEVENS	ROSILLO	JEREMY	C - ARC	RIDGEFIELD	ARIAS	DESI	7 - RCA	YELM	BARTHMAN	KEVIN

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Upcoming Dates to Remember

~~Apr 2021: Western States Conference, CA~~ **CANCELED**
Apr 18-May 1 2021: Relief Day Work List Signup
Jun 13-15 2021: State Convention, Bellingham WA
Aug 17-21 2021: National Convention, Orlando FL
Sep 26 2021: Retirement Seminar, Seattle WA
Oct 9 2021: New Guarantee Year Begins