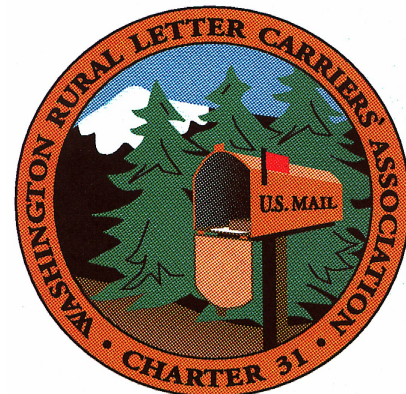


Washington Rural Carrier

Official Publication of the Washington Rural Letter Carriers' Association

Spring 2022



Where Service Begins With a Smile

WE DID IT

President Biden has already said he will sign into law H.R. 3076, the Postal Service Reform Act of 2022. After passing in the House of Representatives on February 8th by a vote of 342-92 and passing in the Senate on March 8 by a vote of 79-19, the President will put pen to paper and the changes we have wanted for such a long time will be set in motion. See the Legislative report on page 7 for more details.

WE DID IT AGAIN

On March 17th, the NRLCA announced the Tentative National Agreement was ratified by a vote of the membership. The final vote total was 15,431 in favor and 6,126 opposed, a 72% yes vote. Months of negotiations led to a positive outcome for the rural craft, with salary increases and other changes that will benefit us well into 2024. Representatives of the USPS and the NRLCA will now get together to sign the Agreement and begin implementing its provisions. Visit the National website, nrlca.org, for more details on the ratification vote and on the Agreement itself and see page 9 of this magazine for a brief overview of the National website.

YOU MUST READ THIS

Washington District Representative Monte Hartshorn has written an article that every rural carrier in the State **MUST** read immediately. If you don't, you **WILL** be costing yourself money, potentially for a long time. Turn to pages 4-6 for Monte's information on RRECS and what you need to know.

RRECS

This information is **VITAL**

PS Form 50

Do you know what these are?

PS Form 3971

This is how you get vacation

Convention

Is right around the corner!

Someone Else

Who is this mythical person?

Seminars

Retiring? Injured on the job?

WSC

Join us, get up to \$500!

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

Step up and become a local steward!

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

Want to join the team? Please contact your District Representative for information on local steward elections.

Sign Up For Email Updates!

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

1. Open your email program. Or, scan the QR code to the right with your smart phone.
2. Send an email to **emailsignup@warlca.com**
3. Include the following in your email:

Name
Office
Designation (Regular, Relief, Retired)
County Unit
Local Steward? (Yes/No)

4. You will receive a confirmation email.
5. Once your membership is verified, you will receive confirmation from **updates@warlca.com**





Are you seeking an appointed position with the WARLCA?

Well you're in luck! We're looking for you! The following positions are now available:

- ⇒ Provident Guild Representative
- ⇒ Rural Carrier Benefit Plan Representative
- ⇒ Retiree Representative

A full list of duties and expectations for all appointed positions can be found on our website. Please note that these are not board positions, nor are they paid positions.

Reminder: Please bring your PAC donations to State Convention in Kennewick!
See you there!



Opinion pieces and photos may be submitted to the Editor of the *Washington Rural Carrier*. The method of submission is via email to warlcaeditor@outlook.com. The WARCLA Board reserves the right to edit or omit text to keep in compliance with policies and to conform to space restraints. Letters and photos must be accompanied with the author's name, address, and phone number. Letters will only be printed from verified NRLCA members. Submission does not guarantee that the content will be published. If printed, only the author's name will accompany the content. The views and opinions expressed in such letters are those of the author and do not necessarily reflect the views or policies of the Association. **Deadline for next issue: May 25, 2022.**

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FAIR WARNING

By Monte Hartshorn, District Representative

I honestly cannot remember for how many years I have been writing articles encouraging my fellow rural carriers to be involved in the union and to take the time to learn about our rights and responsibilities. Almost all those articles were based on wanting people to be informed so that they could learn about the evaluation on their route and often on how add boxes and gain an hour interim adjustment. However, with the beginning of the RRECS (Rural Route Evaluated Compensation System), it is going to be even more critical to be informed. If we fail to do the scanning that is required, it could easily adversely affect our route's evaluation which would mean less pay for the work that we are doing.

The Timeline:

February 22-25: USPS managers received training on the new required RRECS scans.

February 26-March 25: Rural carriers use the new scanners. Paid on a per scan basis for the scans done via PS 8127 or green cards for reliefs. Computer system tracks the scans. Scans begin to populate a computerized PS 4240 and management tracks scans on a spreadsheet.

March 12-25: Two week tracking of the new scans. Average is taken and if the time (5 seconds each scan) for the new scans would make a difference to the evaluation of the route, a base hour change will be made.

March 26 Data continues to be collected

June 4-17 First Mini-Mail Count.

July 2022 New evaluations effective.

October 2022 New evaluation effective.

January 2023 New evaluation effective.

April 2023 New evaluation effective. Evaluations

will change each April and October.

The evaluations will be based upon volume reports, scanning data and the mini-mail counts. The volume for the first evaluation in July 2022 will be from June 19, 2021, through June 17, 2022. That means that the scans and information we put in the scanner we are doing right now will be a part of our new evaluations.

By now, we all should have been trained by the Postal Service on the new scans on the next page. It is important to remember that this is a new menu, and that it is NOT replacing what we have been doing for several years. For example, in 2018, the Postal Service referenced Publication 399 and put out the rule for pre-paid acceptance scanning that if there are six or more pieces, that carriers are not required to scan them as accepted. This caused quite a stir as it was disseminated right before the mail count. The letter clarifying this instruction went further to say that we would provide an acceptance scan if the customer requested. This practice has not changed. We would do the first five pieces under the Carrier Pickup Hot Key ("0") and once done, then go back to our regular menu and scan the rest under our normal Prepaid Acceptance scans. I strongly advise everyone to be well familiar with the chart on the next page.

The Union is doing its very best to make information available to all members. You can find the chart, with an expanded PowerPoint explaining each scan on our national website (www.nrlca.org). Also, on the website is a full explanation of the new time standards that we are going to be working under.

RRECS MDD SCAN ENTRY QUICK GUIDE

Version 01.22

TYPE	HOT KEY	SCAN NAME	SCAN ENTRY PERFORMED
DAILY SCANS	1	CLOCKIN	Immediately upon arrival at work - obtain scanner, log in and perform the CLOCKIN scan entry.
	6	STARTLOADVEH	Immediately prior to loading the delivery vehicle or, if necessary, just prior to loading mail and parcels into the conveyance for transport to the vehicle. Multiple trips may require multiple entries.
	7	ENDLOADVEH	Immediately after returning the loading conveyance to its designated location. Multiple trips may require multiple entries.
	8	DEPART2ROUTE	Immediately prior to starting the vehicle prior to departing the post office to service the route.
	J	RETURN2DU	Immediately after parking and securing the vehicle upon return from the route and before unloading the vehicle and/or moving the vehicle to a designated location.
	L	CLOCKOUT	Immediately prior to cradling the scanner and leaving the office at the end of the day.
ADDITIONAL SCANS	D	OUTLUNCH	Immediately prior to any discretionary lunch/break. May have multiple entries. May be used in the office or on the route.
	E	RETURNLUNCH	Immediately prior to resuming work after any discretionary lunch/break. May have multiple entries. May be used in the office or on the route.
	F	STARTDEVIATION	Immediately prior to leaving the official line of travel to deliver Priority Mail Express™ (This entry is ONLY for deviations to deliver Priority Mail Express.)
	G	ENDDEVIATION	Immediately after returning to the official line of travel after delivery of Priority Mail Express™ (This entry is ONLY for deviations to deliver Priority Mail Express)
	9	TRIP2DOOR	Immediately after completing door delivery or pickup involving 2 or more trips, such as delivering multiple parcels/accountable items to the door. NOT to be used for authorized dismount locations. (See AUTHDISMOUNT)
	A	DOORMISC	Immediately after delivering items to the door such as "hold mail" when there is no parcel available for scanning.
	B	AUTHDISMOUNT	Immediately after performing an <u>authorized dismount</u> requiring 2 or more trips. <u>Only applies to authorized dismounts</u> such as schools or businesses.
	0	CARRIERPU	When performing a carrier pickup with or without a manifest. Enter the number of parcels picked up. When prompted to scan, scan the manifest first if one is available.
	C	UNSCANPARCEL	Immediately upon delivery of a parcel that cannot be scanned or is missing the label. Enter the delivery location when prompted.
	K	PMCASING	Immediately after completion of all other End-of-Shift duties but before beginning to case mail for next day delivery if required or authorized.
SATURATION	2	FLATSWSS	When a qualifying mailing is received that <u>has an address and exceeds the sizing criteria.</u> (MAX 6 1/8"-H, 11 1/2"-L, 1/4"-W)
	3	LETTERSWSS	When a qualifying mailing is received that <u>has an address but does not exceed the sizing criteria.</u> (MAX 6 1/8"-H, 11 1/2"-L, 1/4"-W)
	4	FLATSBXHOLDER	When a qualifying mailing is received that <u>has no address and exceeds the sizing criteria.</u> (MAX 6 1/8"-H, 11 1/2"-L, 1/4"-W)
	5	LETTERSBXHOLDER	When a qualifying mailing is received that <u>has no address and does not exceed the sizing criteria.</u> (MAX 6 1/8"-H, 11 1/2"-L, 1/4"-W)
SALES	H	PSTGDUECUSTOMS	Immediately after delivering or attempting delivery of Customs mail <u>requiring collection of Customs due.</u>
	I	PSTGDUESHORTPD	Immediately after collecting or attempting to collect Postage Due for any mail piece or parcel except for Customs due. (See PSTGDUECUSTOMS)
	M	RURALREACHCUSTR	Immediately after interacting with a postal customer when attempting to generate a lead for the Rural Reach program.
	N	STAMPSTOCKSALES	Immediately following any sale of stamps or postage while on the route.



NATIONAL RURAL LETTER CARRIERS' ASSOCIATION

*** RRECS MDD Quick Guide provided by the NRLCA and its dues paying members ***



Under the old-time standards, a rural carrier was credited with 2.0 minutes for a standard rural box (1.82 if on an “L” route). So, what sort of box credit will we receive under the new system? Well, it depends if you are working a route under the one, two or three bundle system. How is that determined? If your route has no DPS flats or letters, you are under the “one bundle”. If your route has only DPS letters (a vast majority of rural routes), then you are under the “two bundle” and if your route has both DPS letters and flats, then you are a “three bundle” route. Each has time standards for curb delivery (mounted), sidewalk delivery (centralized) and “other” delivery (walking into a school or business). For example, a rural box, curbside delivery under the two-bundle system is 1.2162 minutes. While a lower standard than we have now, you must also add in time for the verification of each letter and flat (approximately 86 pieces per minute for letters and 70 pieces per minute for flats). Our current (old) evaluated system has time standards that we have had to learn over the years. The new RRECS also has time standards and we must all take the time to learn what they are and how they are applied.

What about parcels? A parcel is any mail piece with a barcode. We no longer will have to measure the percentage of the item that is “rigid” and whether it will fit in the case or not. The credit of the “parcel” is determined by where it is delivered (and hence critical that you correctly scan the parcel where you are delivering it). If it is delivered to a mailbox or parcel locker, then the item is credited as a small/medium parcel. If the parcel is delivered to the door, it is credited as a large parcel. We will get credit for getting the parcel carts, organizing the parcels, driving to the house if necessary, walk-

ing to the door if necessary, and delivering the parcel. These time standards can be found on page 56 of the *NRLCA Comprehensive Guide to the Rural Route Evaluated Compensation System*.

At the end of each of my columns for the past seven years or so, I have been using the tag line “*Ignorance is Bliss, but It Will Cost You*”. I cannot urge/beg my fellow rural carriers enough to be educated and informed about these time standards. Some of them are automatic where we do not have to input any numbers. Some of it is based upon the information that we put in the scanner. If we are not doing the scanning properly, then possible discipline from management could occur. It is also a certainty that our evaluation

would be impacted which would result in being paid less for our work. The information is there **now**.

On a side note, I do have an email list for union

members who wish to be on it. I normally put out important news concerning rural delivery, our district, and district route posting. I do not email often but try to make sure that the folks on the list get the “hot” news. If you want to be added, just send me an email request.

*Ignorance May Be Bliss, but it **WILL** Cost You!*

Monte Hartshorn

Washington District Representative, NRLCA

It is important to remember that this is a new menu, and that it is NOT replacing what we have been doing for several years





*The Planets Must Have
Been in Perfect Alignment.
Miracles Really Do Happen.*

*For the first time in 15 years, an important piece of postal legislation
has passed not just the House, but also the Senate.*

On February 8, 2022 HR 3076, The Postal Service Reform Act of 2022, was passed in the House of Representatives with 342 Yea votes to 92 Nay votes. Of our 10 Washington Representatives, only Cathy McMorris Rodgers voted Nay. One month later, on March 8, 2022 it was passed in the Senate with 79 Yea votes to 19 Nay votes. Both of our Washing Senators voted Yea for this bill. It is now on its way to the President's desk to be signed into law.

Postal Service Reform Act of 2022

This bill addresses the finances and operations of the U.S. Postal Service (USPS).

The bill requires the Office of Personnel Management (OPM) to establish the Postal Service Health Benefits Program within the Federal Employees Health Benefits Program under which OPM may contract with carriers to offer health benefits plans for USPS employees and retirees.

The bill provides for coordinated enrollment of retirees under this program and Medicare.

The bill repeals the requirement that the USPS annually prepay future retirement health benefits.

Additionally, the USPS may establish a program to enter into agreements with an agency of any state government, local government, or tribal government, and with other government agencies, to provide certain nonpostal products and services that reasonably contribute to the costs of the USPS and meet other specified criteria.

The USPS must develop and maintain a publicly available dashboard to track service performance and must report regularly on its operations and financial condition.

The Postal Regulatory Commission must annually submit to the USPS a budget of its expenses. It must also conduct a study to identify the causes and effects of postal inefficiencies relating to flats (e.g., large envelopes).

The USPS Office of Inspector General shall perform oversight of the Postal Regulatory Commission.

Legislative Update - Spring Edition WRC 2022

Legislative Director: Lorrie Crow



One In Every Office

By Kurt Eckrem, President & Historian

Hello WARLCA members. Many years ago when I first became active in the NRLCA, it amazed me to find out there is an employee by the same name in virtually every office. It doesn't matter if it is a small office or a large office, that person works there. In some offices it's a man and in others it's a woman. Often, they belong to the union, but sometimes they don't. That person's name is Someone Else.

I'm sure you know the one I'm talking about. He or she is usually the first person you think about when you walk in one morning and management notifies everyone that some rule has been arbitrarily implemented or changed that will end up making your job that much more difficult. You think to yourself "That doesn't seem right. Maybe I should say something", but then you think "I'm sure Someone Else will do that." Or when you receive a union meeting notice in the mail. You

You know it's not necessary for you to do that because you are certain Someone Else already has

don't have anything else planned for that time but you really just don't feel like going, so you figure certainly Someone Else will go and will let all of you know if any important information is passed on. When it comes to being familiar with the rules regarding working conditions and compensation contained in the National Agreement, is that your responsibility or Someone Else's? Did you take the time to review the Tentative Agreement and return your ratification ballot, or did you decide that since you knew Someone Else was voting and sending in their ballot, you didn't need to? When the NRLCA sends out information it considers important to the rural carriers, do you read it? Someone Else must be reading it; otherwise, the union wouldn't keep

sending it.

Do your fellow rural carriers ever talk about how great it would be if there was a local steward in your office to deal with all the crap management pulls? Yes, holding management accountable to abide by the Contract is difficult, but you all hope eventually Someone Else will step up and take on the job. Or maybe your supervisor has decided they can harass and bully one of your coworkers because they have all the power, and they know no one will challenge them. You know it's wrong, but you don't want to get involved and risk becoming a target yourself. Someone Else can be the one who helps. When you are asked to contact your Congressional Representative to urge them to support

postal legislation, you know it's not necessary for you to do that because you are certain Someone Else already has. You know you can always count on Some-

one Else.

I'll bet you never thought about just how important Someone Else is to the rural craft. Without Someone Else taking care of everything, we wouldn't have a union to back us up when management can't or won't do the right thing. But here is some food for thought. How many of your fellow rural carriers think *you* are Someone Else. Maybe they all believe they don't have to concern themselves with any of the things I have mentioned because they know you will take care of it. Are they right? Or are they thinking of Someone Else?

In solidarity, Kurt



Navigating The Website

By Lisa Benson, Vice President & Editor

When was the last time you logged on to the national website? Have you ever really taken the time to truly explore the wealth of information there? Considering that a few very important things are coming down the pike, you should familiarize yourself with navigating nrlca.org.

Upon arriving at the home page, you're first greeted with a slideshow of the most current issues. Immediately above and below this are several tabs. Let's focus on the tab labeled "Welcome". In that box, you'll see a column to the right under the heading "Quicklinks" and you'll notice a plethora of resources dedicated to RRECS. I want you to look very closely at those resources there, they will be your best friend in the coming months, but especially right now.

Whether the proposed contract is ratified or not, the RRECS system will still go into effect. In case you haven't heard, *RRECS determines your evaluation and thus, your PAY*. Take advantage of the resources the Union has provided to you and make sure you COMPLETELY familiarize yourself with the ins and outs of RRECS, time standard comparison, and activity scans. Chances are that management has provided you little or no training at all regarding this.

Next, let's click over to the "Member Resources" tab. Did you know that you can find a copy of the contract, constitution, pay schedules, and steward directory here? You can also find a calendar of upcoming events. If you've forgotten your login information, you can also reset it from this tab. The next tab to the right is one I hope you explored closely. By now, I trust you have already returned your contract ratification bal-

lots, they were due in the PO box by noon EST on Friday, March 11.

Another important tab that I personally use all the time is located under "Departments" > "Steward Operations". Even if you're not a steward, this section of the website should be your best friend. I find myself perusing the Steward Reference Guide fairly regularly. In case you didn't know, this is where you can find contractual references, Step 4 Settlements, Postal memos and bulletins, and citations in other relevant Postal handbooks and manuals. I highly encourage you to spend a lot of time in this section of the website, as this is the knowledge base of the Union. It is the information jackpot.

A section you should also browse through is the "Labor Relations" tab. Located here are a complete list of MOUs and when they were implemented/when they expire, as well as a complete list of Letters of

Clarification/Mutual Understanding. Fun fact: also located in this section is the national spreadsheet of rural workhours. The National Work-hour Report is an interesting compilation of the weekly over/under average of regular rural carriers and their evaluations. If you ever hear someone saying that rural carriers worked an average of 5 hours per week under their evaluations last year but you don't know how that data was compiled, you can find it in this report. For example, during PP20 week 2 of 2021, the national average was 7.11 hours **under** evaluation.

I hope that this information has helped to point you in the direction of our national website, if not at the very least, piqued some interest as to what else might be there. Make sure you

Did you know that you can find a copy of the contract, constitution, pay schedules, and steward directory here?

check the “What’s New” tab on the website often. Want to take the website on the go? Download the NRLCA app in the Google and Apple

app stores and make sure your push notifications are turned on for instant updates!

“SERVICE WITH A SMILE”
1903
NATIONAL RURAL LETTER CARRIERS’ ASSOCIATION

NATIONAL RURAL LETTER CARRIERS’ ASSOCIATION

Home • What’s New • Contact Us

MEMBER LOGIN

JOIN MEDIA LEGISLATIVE NATIONAL & STATE OFFICERS RETIREMENT MAGAZINE NATIONAL CONVENTION DEPARTMENTS

In Memoriam

April 20, 1941 - March 6, 2022

Past NRLCA National President Augustus “Gus” Baffa

Augustus “Gus” Baffa: 1941-2022

Past NRLCA National President Augustus “Gus” Baffa passed away unexpectedly on March 6, 2022 in Batesville, Arkansas.

Whether testifying before Congress, meeting with individual congressmen/women, or working directly with the Postmaster General, Gus was a lifelong advocate for the NRLCA.

[Click here to remember Gus Baffa](#)

Welcome Member Resources Tentative Agreement Q and A

What’s New

Welcome to the National Rural Letter Carriers’ Association

The purpose of this Association shall be to improve the methods used by rural letter carriers, to benefit their conditions of labor with the United States Postal Service (USPS), and to promote a fraternal spirit among its members.

To access members-only content on this site, you will need to log-in with your current credentials or create a new account using the link at the top. Need help resetting your user name or password? Click [here](#).

Quicklinks

- NRLCA RRECS MDD Activity Scan Entry Training
- NRLCA RRECS MDD Activity Scan Entry Quick Guide
- NRLCA Comprehensive Guide to the Rural Route Evaluated Compensation System (RRECS)
- RRECS Q and A
- How to Reset Your NRLCA Website

Find Stewards By Zip Code

[Search](#)

NRLCA APPS

GET IT ON Google Play

Download on the App Store

Links

Steward Application
We Are Currently Accepting Applications for Area Stewards and Assistant District Representatives

Automated Job Bidding for Rural Carriers
eJob Bidding on www.LiteBlue.usps.gov

What Can I Do on this Site?

Select an option

LEGISLATIVE UPDATES
[CLICK HERE](#)

Tweets by @NRLCA

National Rural Letter Carriers’ Association
@NRLCA

The NRLCA is saddened to announce the passing of Past National President Gus Baffa on March 6, 2022. Whether testifying before Congress, meeting with Congressmen, or working directly with the Postmaster General, Gus was a lifelong advocate for the

Wednesday, March 9, 2022

WE ARE CURRENTLY ACCEPTING APPLICATIONS FOR AREA STEWARDS AND ASSISTANT DISTRICT REPRESENTATIVES

[TO APPLY CLICK HERE](#)



Why Go to Western States Conference?

By Becky Wendlandt, Secretary/Treasurer

What's in it for me?

Everyone, of course, wants to know what's in it for them! We want to know if we have a future as a rural carrier or even want to have one, if the post office will continue, if we are ever going to get a day off or be able to take a vacation, etc. So, we ask our co-workers, friends, family and maybe even the family pet. If you want to have all the facts so you can make an informed decision, you need to attend your county meeting, Western States Conference, and/or State Convention. Why? Well, those who have the answers will be at these events. You can ask your District Representative (steward) at the county meeting. You can ask a national officer (or two or three) in person at Western States. You can ask your steward, national officer, and OWCP and/or Retirement Specialist at State Convention. Dates, details, registration are elsewhere in this paper and at warlca.com.

What do I get for attending?

You get information at your county meeting and a chance to find out what is happening in other offices near you. You can receive up to \$500 for attending the business sessions of Western States Conference. You can attend state convention and receive reimbursement of \$250 plus round-trip mileage as a county delegate. Come a day early and attend the retirement seminar. Even if you are not planning on retirement for years to come, this will put you on the right track. One speaker will cover OWCP and claims, and of course, a national officer will be in attendance and presenting the latest on our new evaluation system. Even if you can't be a delegate to state convention and receive reimbursement,

you can attend as a member for the seminars, speakers, half-day, full day, etc. Check with President Kurt Eckrem on the agenda if you can't attend all three days.

It is a different world than when I started my part time job, with no bidding rights as a RCR, for the USPS in 1981. But one thing has not changed. I needed correct information to decide if I wanted to stay with the USPS. I got that at meetings. We had many changes; adding LLVs, getting DPS (you would hate receiving seven trays of raw mail!), tons of NDCBUs added, and we quit having to pay income taxes on our mileage reimbursement (EMA) with our own vehicles (POV). Now we

have a new way of evaluating the rural routes, not with mail counts but with past data. Will this system be better for you? Find out at the

meetings and then make your decision on your career with the USPS. I can say, now that I am retired, that it was a great career even though I went through some hellish years, and thanks to putting money into Thrift Savings Plan, a wonderful retirement. No job is perfect, except being Grandma!

Why? Well, those who have the answers will be at these events



WA Rural Letter Carriers' Association
Statement Of Activities Previous Year Comparison
July 2021 through February 2022

	Jul '21 - Feb 22	Jul '20 - Feb 21	% Change
Income			
4000000 · National General Insurance	0.00	-212.28	100.0%
4100000 · Interest / Dividends	1,984.76	2,808.44	-29.3%
4200000 · Membership Dues	236,140.20	224,610.64	5.1%
4400000 · Reimbursements	404.84	0.00	100.0%
4500000 · Sales	245.00	0.00	100.0%
4600000 · AuxiliaryDuesStatePortion	0.00	5,096.79	-100.0%
Total Income	238,774.80	232,303.59	2.8%
Expense			
5000000 · Accounting Fees	2,685.00	2,625.00	2.3%
5100000 · Awards & Recognition	8,867.41	5,003.20	77.2%
5300000 · Employee Benefits	3,140.52	3,054.13	2.8%
5400000 · Equipment	3,839.36	0.00	100.0%
5600000 · Lodging	2,688.32	0.00	100.0%
5800000 · Office Expense	1,457.44	1,895.23	-23.1%
5900000 · Payroll Taxes	4,632.38	3,362.85	37.8%
6000000 · Per Capita Dues	767.00	64.00	1,098.4%
6100000 · Postage	5,615.93	2,480.42	126.4%
6200000 · Printing	624.92	725.93	-13.9%
6400000 · Rent	625.00	1,584.00	-60.5%
6600000 · Salaries and Wages	51,527.75	38,282.29	34.6%
6700000 · State Meetings	6,164.68	2,583.00	138.7%
6701000 · State Paper	9,803.67	4,326.93	126.6%
6900000 · Telephone & Internet	988.00	952.00	3.8%
7000000 · Travel	6,058.37	2,265.99	167.4%
7100000 · Website Expenses	294.46	726.77	-59.5%
7200000 · Western States Conference	1,409.00	0.00	100.0%
Total Expense	111,189.21	69,931.74	59.0%
Net Income	127,585.59	162,371.85	-21.4%

Mike Watson & Associates, INC.

Call 503-653-2911 - For information about OWCP claims

Since NRLCA has Mike Watson & Associates, Inc. on retainer to assist the membership with OWCP issues and questions, they are available at no extra cost to the membership to answer questions and offer simple guidance over the phone.

Watson is willing to give out advice over the phone to dues-paying members of retaining locals. With an OWCP claim, it is always better for the injured worker to talk to them as soon as possible. It is extremely important that these people get to Watson early before they do damage that takes a large amount of time to

reverse. For example, sometimes all it takes is advising a member of which form to file to prevent denial after denial, not to mention months and sometimes years of waiting for adjudication.

The FECA is a fairly complicated federal law, and the Postal Service is not anxious to assist in this area since they must pay for the benefits paid out on an accepted claim. It is important that members are aware that the WARLCA has made Watson's service available to its members.

WA Rural Letter Carriers' Association
Statement of Activities - Compared to Budget
July 2021 through February 2022

	Jul '21 - Feb 22	Budget	% of Budget
Income			
4000000 · National General Insurance	0.00	0.00	0.0%
4100000 · Interest / Dividends	1,984.76	2,800.00	70.9%
4200000 · Membership Dues	236,140.20	295,295.00	80.0%
4400000 · Reimbursements	404.84		
4500000 · Sales	245.00	4,200.00	5.8%
Total Income	238,774.80	302,295.00	79.0%
Expense			
5000000 · Accounting Fees	2,685.00	5,500.00	48.8%
5100000 · Awards & Recognition	8,867.41	9,500.00	93.3%
5300000 · Employee Benefits	3,140.52	7,000.00	44.9%
5400000 · Equipment	3,839.36	3,900.00	98.4%
5600000 · Lodging	2,688.32	15,000.00	17.9%
5800000 · Office Expense	1,457.44	4,700.00	31.0%
5900000 · Payroll Taxes	4,632.38	10,000.00	46.3%
6000000 · Per Capita Dues	767.00	3,000.00	25.6%
6100000 · Postage	5,615.93	8,375.00	67.1%
6200000 · Printing	624.92	1,400.00	44.6%
6400000 · Rent	625.00	1,000.00	62.5%
6600000 · Salaries and Wages	51,527.75	130,450.00	39.5%
6700000 · State Meetings	6,164.68	58,250.00	10.6%
6701000 · State Paper	9,803.67	11,600.00	84.5%
6900000 · Telephone & Internet	988.00	1,428.00	69.2%
7000000 · Travel	6,058.37	12,290.00	49.3%
7100000 · Website Expenses	294.46	500.00	58.9%
7200000 · Western States Conference	1,409.00	15,650.00	9.0%
Total Expense	111,189.21	299,543.00	37.1%
Net Income	127,585.59	2,752.00	4,636.1%

Did You Know?

The following items can be found on the website, warlca.com

- o Resolution Form
- o County Constitution Form
- o Outstanding Member Application
- o 50 Year Member Application
- o WARLCA Constitution
- o Local Stewards

WA Rural Letter Carriers' Association
Statement of Financial Position
As of February 28, 2022

	Feb 28, 22	Feb 28, 21	% Change
ASSETS			
Current Assets			
Checking/Savings			
1010000 · Chkg - WA Trust Bank	17,903.31	3,123.68	473.2%
1020000 · Savings - APCU	404,814.74	271,998.60	48.8%
1030000 · Chkg - APCU	104.45	103.21	1.2%
1200000 · CD#74 (APCU) .946% 3/11/23	44,946.25	44,351.23	1.3%
1210000 · CD#75 EmerFund .946% 3/11/2023	44,946.25	44,351.23	1.3%
1220000 · CD#76 Emer Fund 1.3% 4/7/2021	23,296.98	22,962.70	1.5%
1230000 · CD#77 (APCU) .946% 3/11/2023	33,934.47	33,485.23	1.3%
1240000 · CD#78 (APCU) 1.587% 6-24-2022	76,835.14	75,625.42	1.6%
Total Checking/Savings	646,781.59	496,001.30	30.4%
Total Current Assets	646,781.59	496,001.30	30.4%
TOTAL ASSETS	646,781.59	496,001.30	30.4%
LIABILITIES & EQUITY			
Equity			
3900000 · Net Assets	519,196.00	333,629.45	55.6%
Net Income	127,585.59	162,371.85	-21.4%
Total Equity	646,781.59	496,001.30	30.4%
TOTAL LIABILITIES & EQUITY	646,781.59	496,001.30	30.4%

WARLCA TRACKING FORM FOR 2021/2022 DUES YEAR

NAME	July 2021	Aug 2021	Sept 2021	Oct 2021	Nov 2021	Dec 2021	Jan 2022	Feb 2022	Mar 2022	Apr 2022	May 2022	June 2022	Total	Total For Year
Isabella Lopez	4	0	0	3	0	0	0	0					7	
Isa Lost s/l & Anl	0	0	0	0	0	0	0	0					0	7
Alicia Peterson	4	1	1	3	1	0	0	0					10	
Alicia Lost s/l & Anl	0	0	0	0	0	1.5	0	0					1.5	11.5
Becky Wendlandt	11	8	11	9	5	6	6	12					68	68
Paige Barrett	5	1	1	4	1	0	0	0					12	
Paige Lost s/l & Anl	0	0	0	0	0	1.5	0	0					1.5	13.5
Lorrie Crow	6	2	0	3	0	0	0	1					12	
Lorrie Lost s/l & Anl	0	1.25	0	0	0	0	0	0					1.25	13.25
Kurt Eckrem	7	2	2	4	0	3	3	3					24	24
Lisa Benson	5	0	0	3	0	0	0	0					8	
Lisa Lost s/l & Anl	0	0	0	0	0	0	0	0					0	8
TOTALS	42.00	15.25	15.00	29.00	7.00	12.00	9.00	16.00	0.00	0.00	0.00	0.00	145.25	145.25

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.



Informational Seminars

By Isabella Lopez, Region 1 Committeeperson & Webmaster

Want to get the best out of your WARLCA membership? Seminars are the best way to find out useful information on various subjects. This year the WARLCA is proud to host two seminars, Retirement and OWCP.

This is a great opportunity to listen to the presentation given by Joni Montroy who was a former Human Resource specialist with the USPS. Do you know about the high three? What your minimum retirement age is or what the USPS retirement number means on your pay stub? What about if you have military service? These are the kinds of questions you need to know the answers to, and Joni can help you understand. Join us on Saturday, May 21, 2022 from 1 pm-4 pm.

Both seminars are being held at the Red Lion Hotel in Kennewick in conjunction with the WARLCA state convention

The other seminar involves OWCP, if you have been injured and have questions about an existing claim or how to even file one then this seminar for you. Mike and Linda Watson are retained by the NRLCA to answer questions concerning OWCP and have over 45 years of experience in the OWCP process. Join us on Sunday, May 22, 2022 from 6 pm-9 pm. For more information on how to reserve your place at one of the seminars, clip the form from the WARLCA magazine. Both seminars are being held at the Red Lion Hotel in Kennewick in conjunction with the WARLCA state convention. You don't have to attend the convention to go to the seminars, but we would sure love it if you did. Hurry and sign up soon.



Is Your PS Form 50 Correct?

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

There are so many important forms to know how to understand as a rural carrier. Your earnings statement, otherwise known as PS Form 1223-B, is one of the most important. But there are some other forms that help determine what that earnings statement will reflect such as your PS Form 4003 Official Route Description, the PS Form 4241-A

Commit to logging into liteblue.usps.gov, opening up My HR, access eOPF, access Personnel File Folder Now, and review your PS Form 50 for accuracy

Rural Route Evaluation, and of course, your PS Form 50 Notification of Personnel Action. The PS Form 50 includes 88 lines of information that must be reviewed for accuracy. I can't tell you how many times I have requested a carrier provide a copy of their PS Form 50 when handling a grievance on their behalf and many have no idea what I'm asking for.

Often, once the form is provided, I will find errors such as an invalid address (lines 6-9), an incorrect Enter on Duty Date (line 16), incorrect route assignment (line 41), incorrect route mileage (line 49), incorrect designation (line 54) or maybe management hasn't removed you from protected pay salary code E upon returning to full duty following an injury (lines 68-73). If in-

correct, many of these can negatively impact your paycheck. Commit to logging into liteblue.usps.gov, opening up My HR, access eOPF, access Personnel File Folder Now, and review your PS Form 50 for accuracy. If you see errors then immediately bring it to your manager's attention and get the issues corrected. Think of it as just part of your Spring cleaning!

PS Form 50 Elements and Descriptions

- 1. EFFECTIVE DATE** — Date the action/correction takes effect. Effective dates are normally set for the beginning of a pay period.
- 2. SOCIAL SECURITY NUMBER** — Self-explanatory. The USPS plans to replace the Social Security Number with the Employee ID number in the future.
- 3. EMPLOYEE LAST NAME** — Self-explanatory.
- 4. EMPLOYEE FIRST NAME** — Self-explanatory.
- 5. EMPLOYEE MIDDLE NAME** — Self-explanatory. May only be middle initial.
- 6. MAILING ADDRESS-STREET/BOX/APT** — Current street address or PO Box
- 7. MAILING ADDRESS-CITY** — City Name.
- 8. MAILING ADDRESS-STATE** — State abbreviation code.
- 9. MAILING ADDRESS-ZIP+4** — Zip code plus 4-digit code.
- 10. DATE OF BIRTH** — Shown as month-date-year. Example: 07-01-1958
- 11. VETERANS PREFERENCE** — Allowable codes:
 - 1 = No Preference,
 - 2 = 5 Point,
 - 3 = 10 Point disability,
 - 4 = 10 Point compensable, less than 30 percent,
 - 5 = 10 Point other,
 - 6 = 10 point compensable, 30 percent or greater
- 12. SEX** — Allowable codes: M = Male or F = Female
- 13. ETHNICITY-RACE** — Allowable entries:
 - American Indian or Alaskan Native
 - Asian or Pacific Islander
 - Black, not HISP
 - Hispanic
 - White-Not HISP
- 14. DISABILITY** — Codes - Self-identification of disability
- 15. LEAVE COMP DATE** — Normally the date that a rural carrier converts to a regular carrier. Exception: if the carrier has prior creditable federal service. Note: The leave comp date is used to determine a regular carriers' entitlement to elect a higher route classification (must have 10 years from retirement computation date).
- 16. ENTER ON DUTY DATE** — An employee's original hire date where there was no break in service.
- 17. RETIREMENT COMP DATE** — Calculated retirement computation date.
- 18. SERV ANNIVERSARY PPYR** — Usually PP/YR of career appointment.
- 19. TSP ELIGIBILITY** — Allowable codes:
 - I = Ineligible
 - E = Eligible without deductions
 - Y = Eligible with deductions
 - R = Eligible next open season
 - T = Deductions terminated
- 20. TSP SERVICE COMP DATE** — Month/Day/Year- Date of eligibility for TSP enrollment.
- 21. PRIOR CSRS SERVICE** — Y is entered if the individual has prior civilian service creditable for retirement purposes; otherwise, N is entered.
- 22. FROZEN CSRS TIME** — Years, months, and days covered under CSRS prior to converting to FERS. Entries are made only when a CSRS employee or an offset employee transfers to FERS with, at a minimum, 5 years of creditable civilian service.
- 23. LEAVE DATA-CATEGORY** — Entry in this element shows the employee's leave in hours earned per pay period.
- 24. LEAVE DATA CHG PP YR** — Entry shows the year and pay period in which the employee changes to a higher leave earning category.
- 25. LEAVE DATA-TYPE** — Entry shows how leave is credited:
 - 01 = Advanced annual leave at the beginning

- of the leave year - Earn sick leave each pay period.
 02 = Earn as you go.
 03 = Ineligible for leave.
- 26. CREDIT MILITARY SERV** — Years and months of military service for which credit will be given at retirement.
- 27.** reserved for future use
- 28. RETIREMENT PLAN** — Entries show which retirement covers the employee.
 1 = CSRS (Civil Service Retirement System)
 2 = FICA (Social Security)
 3 = CSRS (Postal Inspectors)
 4 = Reemployed annuitant
 5 = CSRS Offset (CSRS/FICA dual)
 6 = CSRS Offset (CSRS/FICA dual Postal Inspectors)
 7 = Reserved
 8 = FERS (Federal Retirement System)
 9 = FERS (Postal Inspectors)
 A = FERS with frozen CSRS service
 B = FERS with frozen CSRS service (Postal Inspectors)
- 29. EMPLOYMENT STATUS** — Normally there is no entry in this element, unless the employee is on Continuation of Pay (CP), an employee is partially recovered from a compensable injury/disability and is reemployed with medically defined work limitations (RC) or the employee is a full time union official (UO)
- 30. LIFE INSURANCE** — Entry in this element shows the life insurance plan selected.
- 31. SPECIAL BENEFITS** — Identifies special benefits codes generally applicable to PCES only.
- 32. EMPLOY OFFICE-FIN NO** — Finance number of employee's office
- 33. EMPLOY OFFICE-NAME** — Name of employee's post office
- 34. EMPLOY OFFICE-ADDRESS** — Address of employee's post office
- 35. DUTY STATION-FIN NO** — Same as element 32 for rural carriers.
- 36. DUTY STATION-NAME** — Same as element 33 for rural carriers.
- 37. APPT EXPIRATION DATE** — Used for temporary appointments or limited term employees.
- 38. PROBATION EXPIR DATE** — Shows the PP/YR in which probation period ends.
- 39. FLSA STATUS** — Normally rural carriers will show "N-NON-EXEMPT".
- 40. PAY LOCATION** — A three-digit code which identifies the work location.
- 41. RURAL CARRIER ROUTE** — Route number to which assigned
- 42. RURAL CARR-L-RTE-ID** — Identifies whether route is an L route
- 43. RURAL CARR-PAY TYPE** — Identifies type of route, i.e., 1<-5 Day Route
- 45. RURAL CARR-FLSA** — Normally will show "B" which identifies evaluated compensation.
- 46. RURAL CARR-COMMIT** — A "Y" means the carrier has signed a leave commitment.
- 47. RURAL CARR-EMA** — Entry in this element identifies the route as an EMA route or Government vehicle route.
- 48. RURAL CARR-HOURS** — Identifies the evaluated hours of the assigned route
- 49. RURAL CARR-MILES** — Identifies the mileage of the assigned route
- 50. JOB SEQUENCE** — Used only with dual appointments to identify primary position.
- 51. OCCUPATION CODE** — Eight-digit job identifier. Every position in the Postal Service has an occupation code.
- 52. POSITION TITLE** — Identifies employee's job title, i.e., Rural Carrier
- 53. LABOR DIST CODE** — Used to identify the major activity of an employee.
- 54. DESIGNATION/ACTIVITY** — Identifies the employee's designation code, i.e., 71/0 Regular Carrier.
- 55. POSITION TYPE** — Identifies the employee's status as Full Time, Part Time, etc.
- 56. LIMIT HOURS** — Identifies the number of scheduled hours per week for part time regular (hourly rate regular) employees.
- 57. ALLOWANCE CODE** — Identifies eligibility for allowances such as uniform allowance. This is not applicable to rural carriers.
- 58. EMPLOYMENT TYPE** — Used to denote employees hired pursuant to Rural Relief Act or
- 59. PAY RATE CODE** — Identifies whether the employee is paid "A" Annually, "H" Hourly, or "P" Special Rate. Normally, rural carriers will be coded as "P".
- 60. RATE SCHEDULE CODE** — Identifies the craft to which assigned, R for rural.
- 61. GRADE/STEP** — Identifies the attained Salary Step of the employee.
- 62. BASE SALARY** — Identifies the annual base salary or hourly rate of the employee.
- 63. COLA** — Eagan-generated as per collective bargaining agreement.
- 64. COLA ROLL-IN** — Same as 63 above
- 65. NEXT STEP PPYR** — Identifies the pay period and year in which the employee will ad-

vance to the next salary step.

66. MERIT ANNIV DATE — Not applicable to rural carriers.

67. MERIT LUMP SUM — Not applicable to rural carriers.

68. SPECIAL SALARY CODE — Code that indicates salary outside of regular grade/step.

69. PROTECTED RSC — Protected salary (Rate Schedule Code).

70. PROTECTED GRADE/STEP — Grade or step at time of protected salary.

71. EXPIRATION PPYR — Expiration of protected salary, if appropriate.

72. PROTECTED RC HOURS — Rural carrier evaluated hours at time of salary protection.

73. PROTECTED RC MILES — Mileage of route at time of salary protection, if applicable.

74. RC GUARANTEED SALARY — Identifies guaranteed salary at beginning of the guaran-

tee year.

75. ANNUITY AMOUNT — Applicable only to re-employed annuitants.

77. NATURE OF ACTION CODE — Used to describe a type of personnel action (Form 50).

78. AUTHORITY — Legal authority for personnel action (US Code 39-USC Sect 1001).

79. DESCRIPTION — Identifies NOA code.

80 through 83. — Standard Remark Codes.

84. REMARKS — Identifies Standard Remark Codes

85. AUTHORIZATION — Identifies who authorized processing of the PS FORM 50

86. PROCESSED DATE — Identifies the date the PS FORM 50 was processed

87. PERSONNEL OFFICE ID — Identifies District office.

88. OPF LOCATION — Not used since 2007.



Integrity

By Lorrie Crow, Region 3 Committeeperson & Legislative Director

Integrity; that is a word that seems to be thrown around a lot lately. At least once a week during our stand up, we are reminded of the importance of integrity and how it takes a lifetime time to build and only a moment to lose. It has kind of become a joke around the office, we are though, wondering why the office of the PMG insists that we must be reminded that integrity is so important. What does the Marriam Webster's Dictionary say?

*in teg ri ty | \ in-'te-grə-tē *

Definition of integrity

1: firm adherence to a code of especially moral or artistic values: INCORRUPTIBILITY

2: an unimpaired condition: SOUNDNESS

3: the quality or state of being complete or undivided: COMPLETENESS

Well, I guess coming to work every day ready to do all our tasks and duties to the best

of our ability is a pretty good start to a moral code. Can how we case and pull down the mail be considered artistic?

This is a difficult job when you come in under the best of conditions. I am pretty sure no one intentionally comes to work in an impaired condition. Well let's be honest, how many of us have worked with a bad back, or a bad shoulder, or pick your ailment. But we do seem to have this moral code that insists that we do show up and we do our jobs.

All things considered, can anyone say they are in a complete or an undivided state of being these days. There is so much going on in the world around us, it would be impossible to not have at least one other thing on our minds. But we still manage to make it to work show each other respect and do our jobs.

The prologue to the integrity statement has been that the number one complaint received is always the misdelivery of mail. Give a shout out if you wake up in the morning and before

leaving for work you say to yourself, “it seems like good day to misdeliver a bunch of mail”.

I said in my last article that I was going to look at the positive things in life this year. So here it is; I am positive that no one in the office of the PMG or in upper management really has any intention of insulting so many of their workforce. I am also positive that there is no way they really understand what goes on in every office every day and just how dedicated so many of us really are.

So, before you go out that door for work and decide to misdeliver that parcel for Mrs. Jones to Miss Smith, give yourself a pat on the back and acknowledge the fact that you have just committed yourself to another day with moral convictions, and yes, INTEGRITY.

Fun Fact: Opened in 1816, Hinsdale, New Hampshire has the oldest continuously operating post office in the same building.

Respectfully submitted
Lorrie Crow

We do seem to have this moral code that insists that we do show up and we do our jobs



Convention Time Is Here!

By Paige Barrett, Region 4 Committeeperson & Provident Guild Rep

COME ON OVER TO THE MIDDLE OF THE STATE! CONVENTION TIME IS HERE!

It is finally happening! We have not been able to have a state convention for two years and boy, do we have a lot of catching up to do! The dates for the State Convention are May 22-24 and will be held at the Kennewick Red Lion. I hope that you have plans to attend your county meetings coming up soon, so that you will have the opportunity to become a delegate to state convention. Why is this important you may ask? For several reasons, this is important, the first is that it gives the board an idea of how many people to plan for. Second, it will allow for you to be paid to attend and be an essential part of how your union operates moving forward. Third, you will, as a delegate, be able to vote on any resolutions and constitution changes that were passed at your local meetings and presented to the delegates at the state convention.

Remember that together, we are a stronger, united force in making positive changes for our future!

Fourth, all seven positions on the state board are open for election this year. This has happened due to the fact that we have not been able to meet in person the past two years and so our rotation is way off track. Now, the question you may have is “can I still attend the state convention even if I did not go to my county meeting and become a delegate?” The answer is “YES, If you are a union member in good standing you may attend.” However, you will not be paid, and you will not have the ability to vote, so please try to go to your county meeting.

We do have a couple of exciting extra seminars planned for you as well for this state convention. We are bringing in Joni Montroy who was a former Human Resource specialist with the USPS to talk to us about retirement on Saturday, May 21, 2022, from 1 pm-4 pm. The other seminar we are offering is with Mike and Linda

Watson who are from the Portland, OR area and are retained by the NRLCA to answer questions concerning OWCP. The Watsons have over 45 years of experience in the OWCP process. Join us for this seminar on Sunday, May 22, 2022, from 6 pm- 9 pm.

The State Convention is taking place at the Red Lion Inn in Kennewick. The room nights are \$109 for a king or double queen, \$119 for a premium room (faces the pool area), \$139 for the executive room (king bed in separate room and

living area and mini bar in another room). If you book under the special group code on the flyer in this issue, you will receive breakfast vouchers for each person registered and staying in the room at the hotel's restaurant.

I hope to see many familiar faces as well as a lot more new faces. You new faces are the ones who will carry this union on into the future. Remember that together, we are a stronger, united force in making positive changes for our future!

Save these dates!!

May 22-24, 2022

WARLCA State Convention



Red Lion Columbia Center Hotel

1101 N. Columbia Center Blvd, Kennewick, WA 99336

Hotel Phone Number: 509-783-0611

Group Name: Washington Rural Letter Carriers Association 2022

Group Code: WASH0522

Cutoff Date: April 29, 2022— *please make sure all reservations are made by this date to ensure you get the discounted group! After this date, all unbooked rooms are released back into general inventory and the hotel is no longer obligated to honor the discounted group rate.*

There are two ways to make a reservation:

-Online, by going to our website and following these simple steps:

- Website: <https://www.redlion.com/red-lion-hotels/wa/kennewick/red-lion-hotel-kennewick-columbia-center#hotel-rooms>
- Select your check in and check out dates at the top of the screen.
- Click the drop down arrow next to "Discounts" at the top of the screen.
- Click on "Group Code" and then enter in your Group Code of WASH0522 (**must be in all caps**). Click "Close" and then click "Update".
- Your group rate and room types will then pull up. Select the room you would like to reserve and enter in your information to book!

-By Phone, by calling the hotel directly at 509-783-0611 and providing your Group Name, Group Code WASH0522 and check in and out dates.

Room Rates: Most rooms are \$109. Prices for upgraded rooms are listed on the website when you follow the instructions above.

WARLCA 2022 STATE CONVENTION REGISTRATION

May 22, 23, 24, 2022

Red Lion Hotel - Columbia Center

1101 North Columbia Center Blvd

Kennewick, Washington 99336

Room rates are \$109 for single/double and free parking. Premium Two Queens is \$119 and Executive \$139. Includes a free breakfast. To make your reservations call 509-783-0611 with Group Code WASH0522. Note: WARLCA room block is open to State Convention attendees only. **Block is available until filled, but no later than April 29th, 2022.**

NAME: _____ 1ST TIME ATTENDING? _____

PHYSICAL STREET ADDRESS: _____ PO BOX # _____

CITY: _____ STATE: _____ ZIP CODE: _____

PHONE: _____ Staying at Red Lion Hotel? Yes/No? _____ # of nights _____ Under What Name? _____

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

County Unit you are from: _____ 22/23 County Officer? _____ If Yes, What Position? _____

There is a **\$75.00** fee per delegate for registration; however the fee will be waived if all 3 of the following requirements are met: (1) registration form and payment is received in the office of the State Secretary/Treasurer by **April 29, 2022**, and (2) purchase one meal function, (not including the meet and greet) and (3) stay at the Red Lion Hotel. Note: If registration form and payment are received after April 29, 2022, a \$75 registration fee is required and not waived. The purchase of meal functions may not be guaranteed with a late registration.

Saturday, May 21, 2022: Meet and Greet from 6 PM to 8 PM

Cost \$5.00 (under age 4 is free). Snacks and Beverage Service Provided

#attending _____ \$ _____

SUNDAY May 22, 2022: FIRST DAY OF CONVENTION STARTS AT 8:30 AM

Sunday, May 22, 2022: First Timers to Convention Meeting at 8am (free)

#attending _____

Sunday, May 22, 2022: County Officers Recognition Luncheon at Noon. All are welcome

Check One: Margherita Chicken _____ OR Pan seared cod _____

Free to newly elected and pre-registered 2022/2023 Presidents, Vice Presidents, Sec/Treas, County Liaisons and PAC Chairs.

Cost to others \$30.00

#attending free _____ # attending paying _____ \$ _____

Sunday, May 22, 2022: OWCP Seminar with Mike Watson & Associates 6:30 to 8 PM (free) #attending _____

Check here if you want one-on-one meeting with Mike _____

President Kurt will contact you with a time/date/and location in hotel a week before convention starts.

MONDAY May 23, 2022: SECOND DAY OF CONVENTION STARTS AT 8AM

Main Banquet Buffet Dinner & Entertainment 6:30 PM. All are welcome

Amazing 3 River Buffet: Sliced tri-tip roast, Oven roasted chicken breast, and Seared salmon

Cost \$45.00

#attending _____ \$ _____

TUESDAY May 24, 2022: THIRD DAY OF CONVENTION STARTS AT 8AM

No food functions

Total Enclosed \$ _____

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

CHECK HERE IF YOU WOULD BE WILLING TO MENTOR A FIRST TIMER AT THIS CONVENTION: Yes _____ No _____

CHECK HERE IF NEEDING VEGETARIAN OR SPECIAL MEALS: _____

(Please also contact warlca@gmail.com with your request)

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

Note: If you find you are unable to attend, please contact Becky Wendlandt for refund at warlca@gmail.com, however, no refunds after May 1st, 2022, until after convention and approved by board since we have to guarantee total number of meals ahead of time.



PS Form 3971 Request for or Notification of Absence Procedures

By Renee' Pitts, Assistant District Representative

Did you know that we are required to submit requests for leave or notification of absence in duplicate? We are! When submitting a PS Form 3971 - Request for or Notification of Absence, the ELM Section 512:421 states that the request for annual leave is made in writing, in duplicate, on PS Form 3971. Article 10, Section 2.A, relevant portion states: *Rural carriers should be granted annual leave in accordance with their personal wishes, provided a leave replacement is available.* With the shortage of leave replacements along with the need to take leave to stay under 2080/2240 actual workhours and the possible contract changes if the NRLCA contract is ratified, I want to ensure carriers know the procedures for completing the PS Form 3971.

After you have completed the PS Form 3971 **in duplicate** (emphasis added) and provided the forms to your supervisor, management should acknowledge receipt by signing and dating the portion of the form listed as Signature of Supervisor and Date Notified and provide you with a copy of the form. Keep this receipt until management has provided you another copy either approving or denying your request. Our current language indicates management has a reasonable time which has been defined as within three to five days to approve or deny the request for leave or notification of absence and return a copy of the approved or denied requests.

Making sure we follow these procedures is

Used by timekeepers and/or supervisors when required.

Time call-in notice received.

Date given to supervisor.

Amount of time and date of leave request.

UNITED STATES POSTAL SERVICE®

Request for or Notification of Absence

Employee's Name (Last, First, MI): _____ Social Security No. _____ Date Submitted: _____ No. of Hours Requested: _____

Installation: (For PM leave, show city, state, and ZIP code) _____ NSS Day _____ Pay Loc. # _____ GRA Code _____ From Date _____ Hour _____

Time of Call or Request _____ Scheduled Reporting Time _____ Employee Can Be Reached At (if needed) _____ TTY Date _____ Hour _____

Type of Absence: ☐ Annual ☐ Carrier 701 Rule ☐ LWOP (See reverse) ☐ Sick (See reverse) ☐ Late ☐ COP ☐ Other _____

Documentation (For official use only): ☐ For FMLA Leave (Certification reviewed) ☐ For COP Leave (CA1 on file) ☐ For Advanced Sick Leave (1221 on file) ☐ For Military Leave (Orders reviewed) ☐ For Court Leave (Summons reviewed) ☐ For Higher Level (1723 on file) ☐ Schema Training Testing, Qualifying (Memo on file)

Remarks (Do not enter medical information): _____

I understand that the annual leave authorized in excess of amount available to me during the leave year will be charged to LWOP.

Employee's Signature and Date _____ Signature of Person Recording Absence and Date _____ Signature of Supervisor and Date Notified _____

Official Action on Application (Return copy to signed request to employee)

☐ Approved, not FMLA ☐ Approved, FMLA ☐ Approved FMLA, Pending Documentation Noted on Reverse

☐ Disapproved (Give reason): _____ ☐ Ineligible for FMLA (Estimate eligibility date): _____

PS Form 3971, April 2001 (Page 1 of 2)

Warning: The furnishing of false information on this form may result in a fine of not more than \$10,000 or imprisonment of not more than _____ years, or both. (18 U.S.C. 1001)

Used by employees, timekeepers to explain absences.

Signature of person who was notified of the absence by the employee.

Signature of supervisor when he or she was notified of the absence.

Used only when an employee's tour is extended because of tardiness. It is never used when a bargaining unit employee's schedule is changed for his or her personal convenience.

even more important than before, for many reasons. Not only does it document management's receipt of the form; it also starts the clock for you to make sure you received an approval or denial within a reasonable period. More importantly, if the contract is ratified, we will then have specific language stating that management's failure to return the request within three (3) days of receipt will result in the request being automatically approved – **provided the rural carrier has obtained a properly signed acknowledgement of the leave request submitted** (emphasis added).

In addition, it is important to keep all of your denied leave requests because they could be necessary in the future. The closer we get to the end of the guarantee period, the more we will see carriers being forced to take leave they did not want to keep the carrier under 2080 actual workhours. If a carrier is forced to take leave, we will need those denied leave requests to show the carrier made attempts to stay under but was denied. We also need them to show that you were unable to take leave in case you lose some annual leave at the end of the calendar year due to having a balance that was larger than the number of days you can rollover into the next calendar year. In both scenarios, your denied leave requests are important

Keep your approved and/or denied requests in case they are needed later for documentation in the grievance process

documents if you end up filing a grievance to either try and get some leave back or get paid for the lost days because you had too many to carry over.

Make sure you are submitting requests throughout the year for days you wish to have and keep your approved and/or denied requests in case they are needed later for documentation in the grievance process.

Seattle District Still looking for a few Good Regular Carriers

Once again, I am soliciting carriers to become an On the Job Trainer and/or an Academy Trainer.

These positions are sanctioned by the NRLCA

and carriers remain members in good standing when performing these functions.

Interested Rural Carriers need to fill out PS Form 991 or their e-career profile, print a hard copy and send it along with an evaluation of your work history from your supervisor to the following:

US Postal Service, Seattle Processing & Distribution Center

Attention: Mina Varma, Manager LDD

10700 27th Ave. S

Seattle, WA 98168-1899

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, and 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 1, 2022 for inclusion in the Spring 2022 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 state-wide 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



Asking for your vote.

Hi, my name is Lorrie Crow and I would like to be your next WARLCA Secretary Treasurer. If my name sound familiar to you it's because I have had the pleasure of serving the members of our Association on the Board as the Region 3 Committee Person since 2016. I have been your Legislative Director sense 2019. I started serving on the County level as Vice President in 2012, President in 2013 to 2018, as the County Secretary from 2018 to present. I am also the local steward in the Colville office and have been for 10 plus years.

Just about every job I have had as an adult prior to the start of my postal carrier, has involved one aspect or another of bookkeeping and fiduciary responsibilities. The most recent position included assisting customers in securing land/home packages for manufactured homes. This included putting the entire financial packet together including bids from contractors, electricians, securing permits and of course the home and land.

I have had training in both Excel and Quick Books and have spent a lifetime of working with the public in many facets. As a Board Member, I am fully aware of the work load of the WARLCA Secretary/Treasurer and I am ready embrace this opportunity. I am positive I would be the right choice as your Secretary/Treasurer, and am asking for your support at the 2022 Washington State Convention by voting for me Lorrie Crow, as your new WARLCA State Secretary/Treasurer.



Greetings one and all who are members of the Washington Rural Letter Carriers Association. I am David Hamilton, and I would like to introduce myself to all of you and announce my candidacy for the position of Secretary-Treasurer of WARLCA. All of us know that our outgoing Secretary-Treasurer can only be succeeded, never replaced. Be assured, however, that the exacting standards and immaculate record keeping that has become famous will continue. In me you have person with over 15 years of dedicated service to this union and its national equivalent. I serve now as the Blaine local steward, an academy trainer, and presently I am the Secretary-Treasurer of the Whatcom County Unit, the only county unit that is in fact still one county. I have attended nearly all union conventions from annual state conventions to Western States conventions and Nationals, both at home and in distant states. On the financial side, I have in the past served several years as the president of a home owners association with 85 properties, and had authority over six figure financial accounts. I have created P & L statements and balance sheets for corporations and partnerships, and I am also personally active with charity work at our church with successful appeals each year. I am looking forward to broad personal input at board meetings, and helping shape our union as it grows and improves. I hope I may count on your vote! www.electdavidhamilton.com.

Notice of 2022 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, May 22, 2022 and adjourn at the close of business on Tuesday, May 24, 2022. The State Convention will be held at Red Lion Columbia Center Hotel, 1101 North Columbia Center Blvd, Kennewick, WA 99336. 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.....	Two-Year Term
Vice-President.....	One-Year Unexpired-Term*
Secretary/Treasurer.....	Two-Year Term
Region One Committeeperson.....	One-Year Unexpired-Term*
Region Two Committeeperson.....	Two-Year Term
Region Three Committeeperson.....	One-Year Unexpired-Term*
Region Four Committeeperson.....	Two-Year Term

*Note: To continue the election rotation of officers as per our WARLCA Constitution.

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.

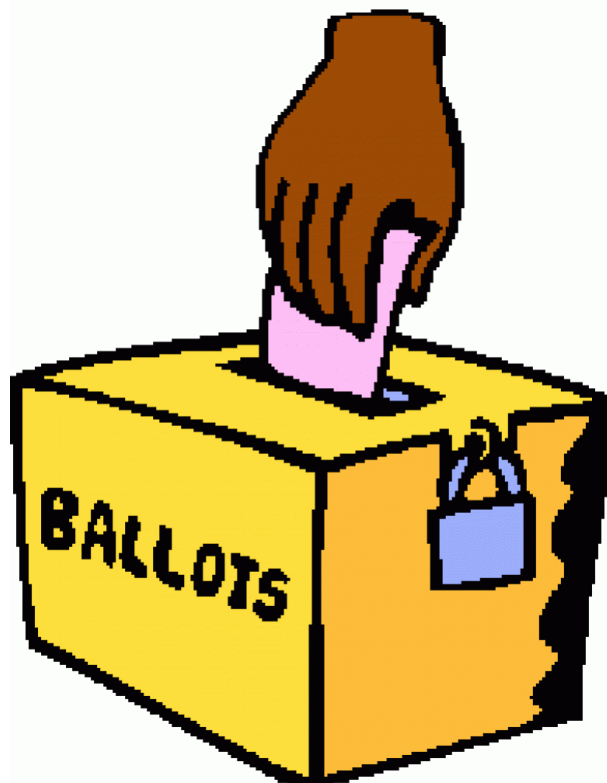
Candidates can find the WARLCA Constitution as well as a summary of the Duties and Responsibilities of all WARLCA elected officers and appointed positions on the website, warlca.com.

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

Notice

The secret election ballot for voting for WARLCA delegates to the 2022 WARLCA National Convention will be mailed between April 3, 2022 and April 27, 2022. Any eligible member (those on the database by April 2, 2022) 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.



Convention Standing Rules

GENERAL

Rule 1. Each session shall start at the time announced in the convention program. The Chair may make changes to the order of business as may be necessary to expedite proceedings or accommodate guest speaker(s).

Rule 2. The convention shall proceed using Robert's Rules of Order, Newly Revised (11th Edition).

Rule 3. Before a member can make a motion or address the convention, the member must rise and be recognized by the Chair, state their name, whether they are a delegate or a non-delegate, and their county affiliation. Non-delegates may be recognized and allowed to speak at the discretion of the Chair. Only seated delegates shall be allowed to make motions, vote on issues before the assembly, and object to unanimous consent.

Rule 4. There shall be no talking on cell phones, unless expressly authorized. Unauthorized videotaping, recording, or transmission of the convention proceedings is prohibited. Cell phones shall be turned off or set to silent.

Rule 5. The reports of the officers of the WARLCA shall not be read to the delegation.

VOTING

Rule 6. Voting on specific issues shall be by using YEA/NAY cards.

Rule 7. Voting on the election of officers shall be by ballot and, in no case, by acclamation, except by unanimous consent.

DEBATE

Rule 8. No delegate shall speak in debate more than twice on the same motion.

Rule 9. No delegate shall speak in debate longer than two (2) minutes on any motion.

Rule 10. The Chair shall attempt to let the floor alternate, as far as possible, between those favoring and those opposing any motion.

Rule 11. Total time on any resolution and pending secondary motions, including amendments, shall not exceed ten (10) minutes.

Rule 12. If during consideration of a resolution, there is no opposing position presented, the resolution shall be brought to an immediate vote.

Rule 13. The limit on total time may be extended on any resolution by a majority vote.

Rule 14. No delegate while speaking in debate to a motion may move the previous question.

RESOLUTIONS

Rule 15. Resolutions will be segregated as advisory in nature or binding on the state or national board. (A binding resolution is defined as the state or national board having the full **and sole** authority to implement.) Resolutions shall be read and be adopted at the sound of the gavel, unless there is an objection by a delegate. The delegate objecting to the resolution shall state their name and county affiliation.

Rule 16. All resolutions objected to shall be brought before the delegates for consideration after all resolutions have been presented. The delegate who objected to the resolution shall be allowed to present their argument or call for clarification at the second reading. The delegate-at-large for the county of origin or a designee shall be allowed to present the first arguments for the resolution.

Rule 17. Amendments shall only be permitted on binding resolutions.

CAMPAIGNING

Rule 18. Campaign materials may be distributed outside and near the entrance to the convention floor. Any campaigning including distribution of campaign material shall not be disruptive to the conduct of the business of the Association. Members of the tellers and sergeant-at-arms committees, while on duty during elections, shall not display campaign materials.

Rule 19. After nominations are closed for each officer position, and prior to voting, each candidate shall receive up to four (4) minutes at the podium to address the delegates.

Rule 20. Five (5) minutes per candidate per officer position will be allowed for questions by the delegates. Each question shall be limited to one minute. Responses by candidates shall be limited to two minutes per question. No delegate may ask a second question while other delegates are waiting in line. No delegate may ask more than two questions per candidate per officer position.

RULES

Rule 21. These standing rules shall be in effect throughout the convention unless suspended or amended by a two-thirds vote of the delegates.



“Follow the Disco Ball” Western States Conference 2022

Boise Idaho - April 21st, 22nd and 23rd

Boise Centre 850 W Front St

Accommodations available at The Grove Hotel – Downtown

245 South Capitol Blvd. Boise, Idaho 83702

Telephone **(855) 797-6733**

Group Code: Western States Rural Letter Carriers

Rooms available online until March 30th at:

<https://reservations.travelclick.com/76224?groupID=3252933>

Room Rate **\$159.00** plus tax 3 nights before and after conference

Complimentary shuttle from Boise Airport (BOI)

Limited Parking at Hotel available for an additional fee

WSC REGISTRATION FEES

By March 25th \$ 50.00

After March 25th \$ 55.00

NAME	
NAME	
ADDRESS	
CITY, ST ZIP	
PHONE	
EMAIL	
TOTAL \$\$	

Make Checks payable to **IDRLCA**

c/o Lori Bennett

306 Dakota Ave.

Fruitland, Idaho 83619

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 top right
front of the 1187. Without that, you won't get any
funds.**

Reasons to Join the NRLCA:

1. The New Member will receive the **first 3 months of membership** from NRLCA **for FREE!**
2. **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.
3. **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!
4. Want to ask someone about your **OWCP** claim? Only members can contact Devin at the NRLCA office to assist with your claim.
6. 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.
7. Need disability or life insurance as a relief or regular carrier? NRLCA has it (check the NRLCA.org website for information. Did you know NRLCA sponsors the only federal health insurance plan (RCBP) that covers cancer 100% for regular carriers.

Check out the WARLCA.com website for more information.



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 \$ 30.58 Regular/ \$10.81 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:*

*Delmond Brown
Michael Perigard
Robert Power*

*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	1,089	70-5 — ARC	170
PTF	81	71 — Regular	165
Retired	273	74 — RCA VAC RT	6
Associate	4	76 — PTF	14
RCA	474	78 — RCA	213
Retired Associate	1	79 — RCA AUX RT	11
Recently Retired	12	Total	579
ARC	46		
Cash-Paid	28		
Total	2,008		

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
MONOHON	MARIE		50	1/6/2020
MUPHRY	CHARLES	O	70	1/25/2018
NORRIS	DOLORES	J	50	1/25/2018
PICKENS	GALE	E	50	12/28/2018
SYREEN	MARY	W	50	3/30/2018
TURK	DWANE	A	50	3/3/2017
TURK	MARJORIE	A	50	5/30/2019

Congratulations Retirees!

BRAMMER, JANE M	WOODINVILLE
CHAMBERLIN, LAUREEN A	NEWPORT
CRONICK, RAY G	COLBERT
MCCORKLE, LAURA L	CHENEY
MCDONNELL, CYNTHIA K	SPANAWAY
MULLEN, BRADEY A	SPOKANE
PEERY ERNST, SHARON J	BLAINE
PEREYDA, MIGUEL A	ISSAQUAH
SHIAO, CHUNG L	ISSAQUAH
SMITH, RACHAEL L	MARYSVILLE

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!

ARLINGTON	BORLECK	PAULA	OLYMPIA	PATTON	KURT
ARLINGTON	BARKER	SAMANTHA	OLYMPIA	BACON	ALLISON
BATTLEGROUND	LEWIS	JILL	OLYMPIA	VELASQUEZ	MICHELLE
BELLINGHAM	DURST	DEVON	OLYMPIA	COLBORN	DANIEL
BENTON CITY	BUTLER	COLE	OUTLOOK	STILL	NATHAN
BOW	DARSCH	KASSANDRA	PASCO	COPELAND IV	ARGEL
BREMERTON	CO	MARIA ELOISA	PASCO	MCKINNON	MATT
BREMERTON	MCCULLOUGH	JACOB	PASCO	MERCER	YVONNE
BREMERTON	TISON	DAISY	PORT ANGELES	DOUGLAS	CRYSTAL
BUCKLEY	MOFFENBIER	SAMUEL	PORT ANGELES	GUSTAFSON	PAULA
BURLINGTON	ROBBIN	ERIK	RAINIER	MATT	CYNTHIA
CAMAS	TODD	CYLE	REARDAN	HONEYCUTT	ERIN
CARNATION	ADANK	JOHN	ROCHESTER	WHITE	CHRISTOPHER
CASTLE ROCK	CRANMORE	JESSICA	SELAH	CARDENAS	HECTOR
CASTLE ROCK	ALBRIGHT	DUSTIN	SEQUIM	MARIN	MATTHEW
CASTLE ROCK	ELLINGSON	SCOTT	SHELTON	FORTIER	JESSICA
CENTRALIA	SHRUM	KENDALL	SILVERDALE	TAPANGCO	JOHN PAUL
CHEWELAH	ORRELL	MOLINA	SILVERDALE	FUSELIER	TYLER
COLFAX	SITTON	JUDY	SNOHOMISH	EPPERSON	SHANE
COLVILLE	ROCHON	BENJAMAN	SNOHOMISH	JONES	STEPHEN
COLVILLE	KELLOGG	VIRGIL	SPANAWAY	SAVELLA	JULIUS CEASAR
DAVENPORT	THOMPSON	JERRY	SPOKANE	MARZEK	DONNA
ELLENSBURG	BJORDAHL	CHRISTOPHER	STANWOOD	STANG	LAURIE
ELLENSBURG	MICHLITCH	MARLEY	STANWOOD	SETTIMO	NECO
ENUMCLAW	MOUSEL	JOHN	SULTAN	MARKLEY	KATHERINE
FERNDAL	HARKLEROAD	MICHAEL	SUMNER	YOO	WOOK JONG
FORKS	CORNISH	NATHAN	SUMNER	FRAZIER	ANNE
FRIDAY HARBOR	MOORE	REBECCA	SUNNYSIDE	GARCIA	CHRISTOPHER
GIG HARBOR	FORGAS	CARRIE	TEKOA	BURSTEIN	VANESSA
GOLDENDALE	HOFFMAN	MACKENZIE	TOLEDO	SNYDER	SHERRY
GOLDENDALE	WARRILOW	PATRICIA	VANCOUVER	PELAYO	YESENIA
GRAHAM	LASZLO	DENNELL	VANCOUVER	RUDOLPH	JALEN
GRANDVIEW	MEIER	KATHERINE	VANCOUVER	HAAS	DIRK
ISSAQUAH	SMITH	LAWRENCE	VANCOUVER	DILL	MOLLY
KALAMA	STRANG	BRANDEE	VASHON	HATHAWAY-SPURLOCK	SIMON
KENT	MATE	ANTHONY	WALLA WALLA	WALTERS	JASON
LAKE STEVENS	NEIHART	RANDY	WALLA WALLA	ANSORGE	JENNIFER
LAKE STEVENS	WITTWER	DEBBIE	WAPATO	JURADO	MARIA
LAKE STEVENS	MCLEAN	GARY	WAPATO	WAKE	KRYSTA
LANGLEY	VARGA	DAVID	WASHOUGAL	HUFF	COLBI
LIBERTY LAKE	VINCENT	CHARLES	WAUNA	ALEXANDER	CORY
MAPLE VALLEY	DILLARD	ROYCE	WOODINVILLE	KEITH	TERMAINE
MARYSVILLE	PARKER	CASUAL	WOODINVILLE	BAWDON	IAN
MEDICAL LAKE	KORTNESS	CHRIS	WOODINVILLE	BENTZ	JOE
MONROE	MACARTHUR	JAMES	YELM	JACKSON HONOR	ALANA
MOSES LAKE	MARSH	CHRISTINE	YELM	PRATER	SHAYLEY
MOSES LAKE	LEE	ANNIKA			
MOXEE	MENDOZA VACA	JORGE			
NEWPORT	CHAMBERLIN	LAUREEN			
NORTH BEND	PRATHER	LISA			
OCEAN PARK	FISH	JOE			

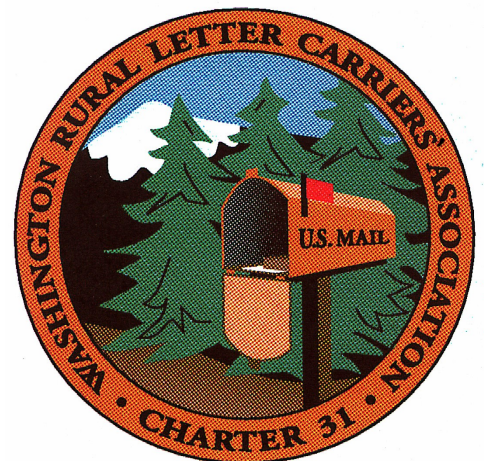
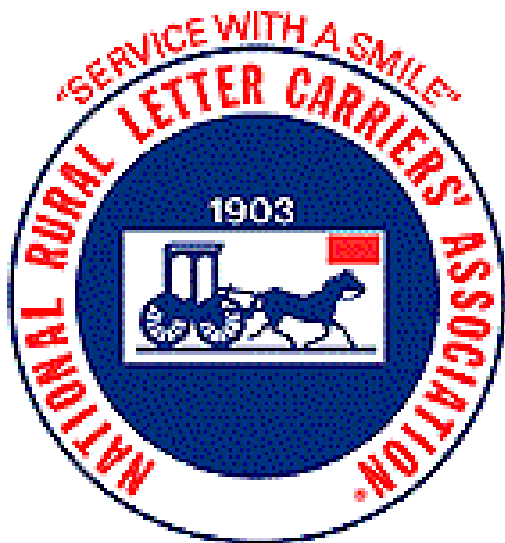


Washington Rural Carrier
2811 N Chase Lane
Liberty Lake, WA 99019-5002

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

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

Change Service Requested



Where Service Begins With a Smile

Upcoming Dates to Remember

Apr 21-23 2022: Western States Conference, Boise ID
May 21 2022: Retirement Seminar, Kennewick WA
May 22 2022: OWCP Seminar, Kennewick WA
May 22-24 2022: State Convention, Kennewick WA
June 20 2022: *New Holiday!* Juneteenth Observed
Sep 6-9 2022: National Convention, Orlando FL
Sep 15 2022: Rural Carrier Remembrance Day
Oct 2, 2022: OWCP & Retirement Seminars, Southcenter WA
Oct 8 2022: New Guarantee Year Begins
Oct 17-22 2022: Steward Appreciation Week



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