

Washington Rural Carrier

Official Publication of the Washington Rural Letter Carriers' Association

Spring 2024



Remembering WARLCA's Monte Hartshorn



In Memoriam

Rural Carriers Shocked at the
Sudden Passing of Monte

Labor Rights

A History of Strikes

Legislative News

We Need Postal Reform NOW

FSA Fast Facts

How to Save \$ on Your Taxes

PSHBP

What Resources Are There for
Open Season?

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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 **webmaster@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**



Farewell to A Friend...

The WARLCA State Board recently lost our friend and colleague Monte Hartshorn. We received the news just a couple of days before a scheduled Board meeting, and although the business we were to conduct suddenly didn't seem quite so important, we knew Monte would not appreciate us doing anything other than our jobs of conducting the business of the Association.

Monte was so much more than just the NRLCA Washington District Representative to whom we would occasionally pass along phone calls and emails from rural carriers, and who would begrudgingly spare an hour of his time to be on a teleconference with the Board during a meeting. He was proud to be a rural carrier, and looked for every opportunity to educate as many members as he

could about any topic he thought would make them better able to stand up for themselves. Monte took any insult or injury to an individual rural carrier as an insult or injury to the entire rural craft, and that attitude earned him the respect of everyone who got to know him. He was first and foremost

a family man, and although by nature a private person, we know he considered all of us his rural "brothers and sisters". We will best honor him by doing everything we can to

continue the work he devoted so much of himself to accomplishing.

Monte had a rule- "If it isn't in writing, it never happened". Well, Monte, your story is now written, and we are all so much better because it happened.



Contents

Membership Stats

New Members

Content such as photos and opinion pieces may be submitted to the Editor. The method of submission is via email to warlcaeditor@outlook.com. The WARLCA Board reserves the right to edit or omit text to keep in compliance with policies and to conform to space restraints. Letters and content must be accompanied with the author's name, address, and phone number. Content 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.





A Great Loss

By Renee' Pitts, District Representative

I want to let everyone know that I have accepted the position of Washington District Representative due to the passing of Monte Hartshorn. I will do my best to make this an easy transition and hopefully, I will make Monte proud.

Monte joined the USPS and the rural craft in September 1987, becoming a regular carrier assigned to the Castle Rock, WA post office in November 1988. Monte was a proud union member and equally proud postal employee who worked tirelessly on behalf of the NRLCA and its members. He served the National and Washington Rural Letter Carriers' Association on all levels of the National Steward System, from local steward all the way to District Representative, and served on numerous National Committees.

Monte was a dear friend to many members of our rural carrier family both in Washington State and across the country. He was a defender when an injustice was done, working with USPS management at every level treating everyone with dignity, respect, and maintained his integrity while doing so.

He also was a prayer warrior when the need was presented and a friend to many in the Postal Service. We all feel an immense void with his passing. Please keep his family, friends, and loved ones in your thoughts and prayers. Additional details concerning services and memorials will be posted on the NRLCA website when they become available.

Now I would like to share

with you what was written and sent out by, Washington (A) District Manager, Trent McNeal, to all management representatives in our district.

"Washington team:

It is with great sadness to announce the passing of Monte Hartshorn, a postal employee for nearly four decades.

Monte was the Washington - Alaska District Representative for the National Rural Letter Carrier Association (NRLCA). He was a steward for

Monte was a dear friend to many members of our rural carrier family both in Washington State and across the country

Washington Rural Letter Carrier Association (WARLCA), served on many national committees, and was well-known throughout both districts for being fair,

kind, and passionate about the Postal Service.

He was a fervent problem solver and did his best to educate any employee who came to his attention to do "the right thing for the right reason."

Many say Monte was one of the most giving people they've ever known. Throughout his storied career, Monte dedicated his knowledge, time, and experience to others to help make the Postal Service a better place to work.

Our thoughts, prayers and deepest sympathies go out to his family, friends, and the many people he worked with at the Postal Service.

Funeral/viewing services will be communicated when they are announced.

Trent McNeal
District Manager (A)
Washington"





Can We Strike?

By Kurt Eckrem, President & Historian

Hello, WARLCA Members. If you read my article in the Winter issue of the *Washington Rural Carrier* paper, you may remember I made a statement about the rural carriers not being able to go on strike, and how I believed it was a mistake for the NRLCA to have given up that right. As it turns out, I was the one who made a mistake. I was contacted by one of our members (thanks Doug), who correctly pointed out to me that it is illegal for federal employees to go on strike. He referred me to an article titled “Why Feds Don’t Strike” by Debra D’Agostino in the January 25, 2019, issue of the *Government Executive* magazine, which states, in part:

“It’s the law. Specifically, 5 U.S.C. §7311, specifies that federal employees may not participate in a strike, assert the right to strike, or even belong to a union that asserts the right to strike against the government of the United States. Driving the point home, 18 U.S.C. §1918 makes it a felony to strike against the United States or belong to a union that asserts the right to strike against the United States. What’s more, the Office of Personnel Management can declare an individual who participates in a strike unsuitable for federal employment. *Forever.*”

The article goes on to recap the air-traffic controllers strike in 1981, during which about 13,000 controllers went on strike after negotiations broke down, and nearly 11,000 were subsequently fired by President Ronald Reagan. Many of those who were fired took legal action, and the courts found that “it is the employee’s voluntary withholding of services in concert with others,

not their actual participation on a picket line, which is the basis of the charge of striking”, and that the judgement was “solely a policy choice reserved to the executive branch”.

So, I was wrong. Our Union legally cannot call for a strike, nor can rural carriers or any other federal employees go on strike. We, like the air-traffic controllers, are essential workers (those of you who were working during the pandemic may recall when we were instructed to carry paperwork attesting to that fact), and we can be fired for “withholding our services”.

The history of labor law in this country is fascinating. Prior to 1900, there were virtually no laws protecting workers and ensuring safety in the workplace. The period from 1905-1915 saw significant unrest among workers regarding the pay they received and the conditions they worked under. Activists began pushing for reforms, initially at the state level, but then advocating for national legislation. The year 1912 was a turning point; in early January, workers in a textile mill in Massachusetts went on strike after their pay was cut by 32 cents per week. At a time when the average factory worker was paid less than \$9 per week, that pay cut was significant. The “Bread and Roses Strike”, as it was called, lasted 14 weeks and finally ended when the mill owners agreed to the workers’ demands, including a 15% wage hike, overtime compensation, and a promise of no retaliation against the workers who struck. Within a year, 275,000 textile workers throughout New England received the same concessions. That same year also saw the first statewide minimum wage laws, limits to the numbers of hours worked in a week, and the first child labor laws enacted. In New York State in 1915 alone, 25 laws were introduced to create safer workplaces and to protect workers. Work-

ers everywhere got on the bandwagon and national legislation soon followed.

In October 2015, the U.S. Bureau of Labor Statistics put out a report in its *Monthly Labor Review* describing the advances in labor law in the 100 years following the labor reform period of 1905-1915. With regard to the rights of workers to organize and form unions, a section of the report says, in part:

“In March 1933, Congress passed the National Industrial Recovery Act (NIRA). This legislation articulated the specific rights of unions to exist and to negotiate with employers. Although it lacked true enforcement powers, the law did require that employers recognize the right of labor to organize. The NIRA lasted only 2 years before being held unconstitutional by the Supreme Court in 1935. This setback for the labor movement was short lived; little more than a month later, Congress passed a law granting even stronger protections for labor unions.

Under the leadership of Senator Robert F. Wagner, Congress passed the National Labor Relations Act in July 1935. The NLRA went beyond the NIRA by guaranteeing private-sector workers the right to unionize, allowing workers to engage in collective bargaining as a matter of national policy, providing for secret ballot elections as the means for choosing unions, and protecting workers from employer intimidation, coercion, and reprisal. The NLRA, as amended in 1947 by the Taft-Hartley Act and in 1959 by the Landrum-Griffin Act, is still in force today.”

The history of labor law in this country is fascinating. Prior to 1900, there were virtually no laws protecting workers and ensuring safety in the workplace

In 1970, following a strike by 200,000 postal workers over pay and retirement benefits, the Postal Reorganization Act of 1970 was enacted, which resulted in the creation of the USPS as a government agency with a corporate business structure and the ability for postal unions to engage in collective bargaining on pay, benefits, and working conditions.

All of the advancements I have mentioned above, and many others, have come about because of workers being willing to stand up for what they believe is right, to advocate for change, and to organize and join with other workers to make it happen. We are in a time of crisis in the Postal Service, certainly not to the degree of the textile workers in 1912, but our jobs and our livelihoods are threatened. The hiring and retention rates of new employees are abysmal, and the pressure to get the mail delivered has created ever-worsening working conditions

in many shorthanded offices. Most rural carriers, however, still like their jobs, as evidenced by the fact that so many continued to work through a global pandemic, then when a significant number saw their route evaluations drop due to the implementation of RRECS, and now when the level of compensation they receive is rapidly falling behind what is available in other jobs. Negotiations have begun on a new national agreement that could have a historic and long-term effect on the rural craft. We must stick together and work together to make sure rural carriers get what we deserve and what we have earned, both in pay and benefits, working conditions, and respect. We must make sure that postal administration recognizes the fact that without the rural carriers who deliver to where the other delivery companies can't, the USPS will fail. We are, after all, the Post Office on Wheels.

In solidarity, Kurt



Legislative Update

By Alicia Peterson, Vice President & Legislative Director

H.R. 7629 Protect our Letter Carriers Act

This is bipartisan legislation introduced on March 13, 2024, “provides necessary resources to protect our dedicated letter carriers while making sure we are punishing criminals to the fullest extent of the law,” said Representative Brian Fitzpatrick, R-Pennsylvania, the lead sponsor in the House. This bill would appropriate federal funds to help replace antiquated arrow keys and designate an assistant in all 93 U.S. Attorney’s offices to supervise and prosecute alleged offenses committed against letter carriers. “Our letter carriers are such a big part of our lives, and we have to keep them safe. This bipartisan effort will do just that,” said Representative Greg Landsman, D-Ohio and original cosponsor. NRLCA President Don

Maston said, “Immediate action is required now to stop this threat to our nation’s letter carriers. A threat to one letter carrier is a threat to all letter carriers.” Currently there are 10 cosponsors for this bill and no cosponsors for Washington State. Contact your representative today and tell them that since 2020, there have been more than 2,000 attempted or actual robberies and assaults against postal workers nationwide and enough is enough. We want their support now!

Every rural carrier needs to be proactive in contacting your Representatives and Senators and urge them to support positive postal legislation

contribute to their retirement accounts. This was eliminated when the government transitioned to a new federal employee retirement system. Many rural carriers spend years as RCAs before becoming career employees and are unable to contribute to their retirement. This bill would give rural carriers and other federal employees that started out part-time or as temporary employees the option to purchase that time spent and ensure it is reflected as creditable service when they retire. There are 88 cosponsors for this legislation and only four of them are Washington State Representatives. We thank Washington Representatives Kilmer, Gluesenkamp-Perez, Schrier, and Strickland for cosponsoring, but I urge you to write and call the representa-

tives that have yet to join in showing their support for rural carriers.

This spring I will be attending the Legislative Seminar in Washington, D.C. again with WARLCA President Kurt Eckrem. We will be spending two days in training and two days on Capitol Hill speaking with our State Representatives about all things Postal. Although this is a great opportunity to educate our legislators about the rural craft, we can’t do it alone. Every rural carrier needs to be proactive in contacting your Representatives and Senators and urge them to support positive postal legislation.

In solidarity, my Union Brothers and Sisters, Alicia.

H.R. 5995 Federal Retirement Fairness Act

Commonly known as “The Buy Back Bill”, this legislation was reintroduced by Washington’s own Representative Derek Kilmer, D-6th District. Before 1988, OPM allowed federal employees to make catch-up payments, enabling them to compensate for the years they didn’t



Life's Tangled Knots

By Lorrie Crow, Secretary-Treasurer

Last year I was gifted two beautiful little fur babies, two beagles to be exact. Like all hounds, they discovered the joy of following their nose and off they went. Living in the mountains, we have all the other critters that you just don't want your little ones to encounter. Since they had figured out how to escape the fenced-in back yard, up went a temporary low voltage electric fence, specifically for dogs. Well now that the snow has melted, and the ground has thawed it was time to install the fence in a more permanent manner. So now that the rain has stopped and the sun is out, it's time.

Knowing how easily this particular type of fencing wire tangles, I was painstakingly careful while removing it, didn't want to have to deal with a big ol' tangled knot when putting it back up. Despite my best efforts, it wasn't long before I still ended up with a mess. Being just a wee bit stubborn, I

I realized that no matter how hard we try to prepare, and no matter how safe we try to be, life just keeps getting in the way

wasn't going to just toss about 100 feet of wire, so I took a deep breath and proceeded to untangle my mess. This gave me some quiet time to contemplate the last few months and I realized that no matter how hard we try to prepare, and no matter how safe we try to be, life just keeps getting in the way, and the profound effects it has had on so many of our rural carrier family.

The unexpected loss of Monte Hartshorn really hit many of us to the core and will be difficult to grapple with for a while yet. So many of us have had to deal with tremendous loss recently, yet we continue on. I couldn't help but wonder if Wendy Averett with EAP has been busy lately, or whether I should reach out and have a chat. A person doesn't have to wait until they

find themselves at the edge of a cliff to reach out. Sometimes you just need to talk it out, have a sounding board, detour around that cliff before you get there. EAP is there just for that reason.

While navigating through the "landmines" the pups had left and trying to avoid the gopher holes, I was glad I had on my knee brace. Recently I had done the same thing I have heard about happening so many times with other carriers. Stepped up on a porch with one foot, bent over to place a parcel at the door and heard the pop. Only a minor tendon tear, but still a brace. I am very thankful that I attended the last **informational meeting** and had been able to talk with the OWCP specialists Mike and Linda Watson. Despite the many OWCP seminars I have attend-

ed at conventions, I think speaking with them in a more relaxed setting gave me the knowledge and the confidence to file an OWCP claim and be on the mend, it wasn't nearly as difficult as I had anticipated it to be.

I knew when I started this little project that it was an all or nothing kind of job, once started it had to be finished. So, after doing a bit more detangling, I was getting tired and of course my back was starting to hurt. Again, I was thankful for the Watsons, if I hadn't had the chance to talk to them, I don't know that I would have ever understood that the back and neck problems I have been suffering with could also be an OWCP claim. Although I have suffered from a back injury from years ago, as I am sure we all know, this job and the things we do daily, lifting, bending, twisting, standing, and even sitting for hours at a time can, and most often does, exacer-

bate the underlying issues. I didn't think that OWCP would cover chiropractic care, so I have just been continuously forking out the money, glad for the pain relief. Part of the treatment I have been receiving isn't covered by insurance, but as long as it is joint manipulation, OWCP will cover it. Who knew!! The Watsons, that's who. And now me. Luckily my chiropractor already takes worker's compensation patients and was happy to fill out the forms for me. I am still waiting for the OWCP decision on this filing. But I also know that I can call and talk to Mike or Linda Watson whenever I need advice. Or for a nominal fee, they would be happy to do all of the work for me.

So, after patting myself on the back for a job

Zoom Board Meeting Minutes January 7, 2024

All board members were in attendance.

The meeting was called to order at 1:00 p.m.

Information meetings – first to be held in Tacoma on January 28, room has been rented from 1-5 p.m. They require liability Insurance. Monte Hartshorn will be doing the presentation with the assistance of Alicia Peterson and Isa Lopez; Alicia will do the legislative presentation and Dawn Ayers has been approved for a day of ADOP to do the PAC presentation. The second meeting will be held at the Teamsters Union Hall in Spokane on February 4, 2024. Monte Hartshorn will do his NSS presentation and the Watsons will be there to do their OWCP seminar. Delsey Reed and Brian Poage will do the legislative and PAC presentations.

The question of carrying liability insurance in the future came up and will be discussed further at a later date.

What needed to be included in the Winter WRC was discussed and it was agreed that it would include the notice of Dawn Ayers newly elected Position as the VP of the NRLCA Lady Carriers Club. We will also have to remove Jeff Taylor from the NSS listing.

State Convention – Buffet menus were decided, the Finch Buffet for the Officer Appreciation Lunch at \$30 for non-officers. The Southern Style

well done, and coming out more thankful than when I started, I entered the house only to find the brand new (expensive) dog bed in taters and stuffing all over the place. Life and pups just can't stay out of the way.

◇ **Fun Fact:** The United States Post Office Department, which preceded the USPS, helped develop commercial aviation: "When airmail started, there was no aviation industry, so the post office created one—building airfields and using its own pilots, planes and mechanics," Lynch says. **Charles Lindbergh** was one of the first airmail pilots in 1926. MEGAN O'NEILL MELLE OCT 23, 2020

for the Banquet at \$40 per attendee.

Sharlene Arras is willing to be the Election Committee Chair, Brian Duchenne will check PO Box in Colville for mailed nominations. Delsey Reed and Lorrie Crow will locate at least three others from the Spokane area.

The national convention delegate ballot PO boxes have been rented near the convention site. It was agreed to bring the Media Committee in early as well as the Election Committee Chair. It was agreed that the Board would request Janette Dwyer or Shirley Baffa as our National Rep. It was also agreed that we would invite Wendy Averett from EAP, Julie or Cheryl from the Auxiliary, and the Spokane Plant Manager or District Manager Trent McNeal. It was also agreed that we would extend an invitation to Cathy Morris Rogers, or the Spokane Mayor.

The budget for speaker gifts, and the budget for entertainment were determined.

With the new Quick Books payroll application, Lorrie asked if the board wanted to be paid hourly for Zoom Meetings, asked that the board think about it and that a decision be made at the March board meeting.

The March board meeting will be held in Ellensburg from the 18 to the 21.

New membership dues start PP6-24, Febru-

ary 24.

It was agreed that Western States Conference attendees will have to complete the questionnaire in order to be paid. Lorrie and Alicia may not be able to attend WSC.

Kurt was notified that orientations may return to having all crafts attend at one time. With

Jeff Taylor no longer an ADR, his name will be blacked out on the NSS cards handed out at orientations.

The meeting was adjourned at 3:30 p.m.

WA Rural Letter Carriers' Association Statement of Activities - Compared to Budget July 2023 through June 2024

	Jul '23 - Jun 24	Budget	% of Budget
Income			
4100000 · Interest / Dividends	4,589.09	2,900.00	158.2%
4200000 · Membership Dues	206,409.48	294,595.00	70.1%
4400000 · Reimbursements	606.44	0.00	100.0%
4500000 · Sales	450.00	4,000.00	11.3%
4600000 · AuxiliaryDuesStatePortion	3,573.07	1,700.00	210.2%
Total Income	215,628.08	303,195.00	71.1%
Gross Profit	215,628.08	303,195.00	71.1%
Expense			
5000000 · Accounting and Banking Fees	5,566.52	3,500.00	159.0%
5100000 · Awards & Recognition	1,604.49	9,300.00	17.3%
5300000 · Employee Benefits	4,655.02	7,000.00	66.5%
5400000 · Equipment	924.12	5,900.00	15.7%
5600000 · Lodging	9,369.81	15,000.00	62.5%
5700000 · National Convention	50,719.95	55,000.00	92.2%
5800000 · Office Expense	3,355.15	2,850.00	117.7%
5900000 · Payroll Taxes	5,398.02	10,000.00	54.0%
6000000 · Per Capita Dues	980.00	3,200.00	30.6%
6100000 · Postage	5,720.22	6,200.00	92.3%
6200000 · Printing	1,979.50	1,500.00	132.0%
6400000 · Rent	942.00	3,000.00	31.4%
6600000 · Salaries and Wages	76,141.47	137,900.00	55.2%
66900 · Reconciliation Discrepancies	18.07	0.00	100.0%
6700000 · State Meetings	15,634.80	26,400.00	59.2%
6701000 · State Paper	10,501.05	12,600.00	83.3%
6900000 · Telephone & Internet	1,556.35	1,400.00	111.2%
7000000 · Travel	13,669.76	11,420.00	119.7%
7100000 · Website Expenses	199.99	550.00	36.4%
7200000 · Western States Conference	845.40	20,450.00	4.1%
Total Expense	209,781.69	333,170.00	63.0%
Net Income	5,846.39	-29,975.00	-19.5%

WA Rural Letter Carriers' Association
Statement of Financial Position
As of June 30, 2023

	<u>Jun 30, 23</u>	<u>Jun 30, 22</u>	<u>% Change</u>
ASSETS			
Current Assets			
Checking/Savings			
1010000 · Chkg - WA Trust Bank	5,318.13	13,043.31	-59.2%
1015000 · Savings - WA Trust Bank	65,065.30	0.00	100.0%
1020000 · Savings - APCU	248,711.41	361,226.17	-31.2%
1030000 · Chkg - APCU	5,513.48	105.24	5,139.0%
1200000 · CD#74 (APCU) .946% 3/11/23	0.00	45,179.76	-100.0%
1210000 · CD#75 EmerFund .946% 3/11/2023	0.00	45,179.76	-100.0%
1220000 · CD#76 Emer Fund 4.879% 4/7/2025	23,881.57	23,418.02	2.0%
1230000 · CD#77 (APCU) .946% 3/11/2023	0.00	34,110.77	-100.0%
1240000 · CD#78 (APCU) 1.587% 6-24-2024	78,523.15	77,439.26	1.4%
1250000 · CD #79 (APCU) 4.6% 3-16-2024	127,100.72	0.00	100.0%
Total Checking/Savings	<u>554,113.76</u>	<u>599,702.29</u>	<u>-7.6%</u>
Total Current Assets	<u>554,113.76</u>	<u>599,702.29</u>	<u>-7.6%</u>
TOTAL ASSETS	<u>554,113.76</u>	<u>599,702.29</u>	<u>-7.6%</u>
LIABILITIES & EQUITY			
Liabilities			
Current Liabilities			
Credit Cards			
2000000 · Credit Card	1,613.72	0.00	100.0%
Total Credit Cards	<u>1,613.72</u>	<u>0.00</u>	<u>100.0%</u>
Other Current Liabilities			
2100000 · Payroll Liabilities	1,570.64	642.81	144.3%
2500000 · Retirement Plan Payable	402.20	119.83	235.6%
Total Other Current Liabilities	<u>1,972.84</u>	<u>762.64</u>	<u>158.7%</u>
Total Current Liabilities	<u>3,586.56</u>	<u>762.64</u>	<u>370.3%</u>
Total Liabilities	<u>3,586.56</u>	<u>762.64</u>	<u>370.3%</u>
Equity			
3900000 · Net Assets	598,939.65	519,196.00	15.4%
Net Income	-48,412.45	79,743.65	-160.7%
Total Equity	<u>550,527.20</u>	<u>598,939.65</u>	<u>-8.1%</u>
TOTAL LIABILITIES & EQUITY	<u>554,113.76</u>	<u>599,702.29</u>	<u>-7.6%</u>



Fe-Mail Workers

By Isabella Lopez, Region 1 Committeeperson & Webmaster

March is Women's History Month, and although the month will likely be passed by the time this magazine reaches your hands, here is a brief history behind women in the Postal Service.

Women began working in the post office as early as 1775 with Mary Katharine Goddard's appointment as the first woman postmaster in Baltimore and with Sarah Black later appointed to deliver mail in 1845.

By 1900, women were soon working in rural offices with at least two who served to deliver rural routes full time. A lady carrier who served 539 customers on a 21-mile route, Miss Ethel May Hill, out of East Greenwich Rhode Island, was just one of the nine female carriers serving full time routes in 1901. By 1902, there were 25 and by 1904, 105. Women were more often found delivering in rural areas due to men busy working on farms or factories. Only single women were appointed after PMG Henry Payne decreed it in 1902.

But shortages in the workforce from men go-

ing to war would lead to the first female city carrier appointment, and though dozens of women were hired across the country, once the war ended, many gave up their positions. It wasn't until President Kennedy decreed that federal appointments be made without regard to sex that the gap between the number of female and male postal workers began to lessen. Now women

comprise nearly 40% of USPS workforce, compared to where we started at so very long ago.

Respectfully submitted,
Isabella Lopez

Now women comprise nearly 40% of USPS workforce

Postal Record, March 2018

About.usps.com

Postalmuseum.si.edu/topics/women-in-the-postal-service-and-philately



I do believe this puppy will have to be returned to sender for postage due!

*Photo submit by Averie Lockinger,
Lake Stevens*



It's Not Open Season Yet

By Estee Javinari, Region 2 Committeeperson

Be ready for some change this November when it's open enrollment. November 11, 2024, to December 9, 2024. The Postal Service has been working together with OPM, Office of Personnel Management, getting the Postal Service Health Benefits, PSHB, program ready for open season. Yes, this is a special group of health plan options specifically only for postal employees and their annuitant while being cost effective.

The Postal Service has been working together with OPM getting the Postal Service Health Benefits, PSHB, program ready for open season

October 2024 will be the earliest time to compare premiums and plans. I suggest getting on OPM and seeing what there is and comparing a few different health plans. Don't forget to add Rural Carrier Benefit Plan to your compare list. Our open enrollment is right at the beginning of

our peak season. You do not want to be deciding on the last day of open enrollment and pick just any plan. If you have not picked a plan, you will automatically be enrolled in a comparable PSHB plan.

Look for a special postcard in the mail if you are retired. You will have a Special Enrollment Period happening this April 2024.

Keep up to date with PSHB by visiting the NRLCA website under

Insurance, text "PSHBP" to 39369, or go to www.keepingposted.org/postal-service-health-benefits.htm

Respectfully submitted,
Estee Javinari



NEEDED: MENTOR(S)

By Delsey Reed, Region 3 Committeeperson

[mentor definition:

noun: a wise and faithful adviser or teacher

verb: to serve as a mentor for]

Since the first of February, I have been to an informational meeting, had two of the three annual county meetings in my region, and attended our state board meeting. There was one thing in common with these meetings. *MENTORS*

I would like to acknowledge all of the mentors that we have within this association. We appreciate *you* so much. *You* are needed. Without

you there would be no wisdom, no nuance, and no faith in our organization.

It is one thing to have words written in a procedural guide, or written laws to govern what must be adhered to, but to have an in-person mentor is invaluable. This person, this mentor, understands the nuance of a meeting or situation and can give guidance or advice to those of us that have not yet acquired that wisdom or situational awareness. In both county unit meetings I attended, there were mentors to help guide and

clarify the whys of our meetings/elections. I was very grateful at these meetings to have these mentors stand and address our officers and help guide them so that they could learn how to run elections and why we have these procedures in place. We do have quite a few officers in my region that are new, not to mention five attendees who have never been to a county meeting, and ALL need the guidance of these mentors. A mentor can keep a meeting on task and create a clear understanding of why we have meetings. If a meeting is organized and has a clear goal to accomplish, that makes it worthwhile and more enjoyable for all who attend. Yes, there are laws and bylaws written

down in constitutions and guidelines in training manuals, but to have someone there at an in-person meeting who can guide in real time so all in attendance can learn is, in my opinion, invaluable.

I would like to encourage those who are required to show up at your county meetings, the officers' trainings, the board meetings, the State conventions. I encourage you to come share your wisdom and

I encourage you to come share your wisdom and knowledge, YOU are needed and YOU are appreciated!

knowledge, YOU are needed and YOU are appreciated!

Gratefully submitted,
Region 3 Committeeperson
Delsey Reed



How Are You Feeling?

By Brian Poage, Region 4 Committeeperson

How are you feeling? This is a question that gets asked quite a bit when we wake up and start our day. We ask ourselves many things such as, am I happy? Sad? Angry? Confused? Or just don't know. Depending on who you are, some questions are easier to answer than others. Most days those kinds of questions are left unanswered as we handle our day. Now, these uncertainties for some people are a personality trait. For others, usually it's based on other factors, like family and children, bills, our work day, our day off, friends, or how we are feeling. Sometimes we are all left in the dust as to how to deal with our personal issues and insecurities. It is a tough thing sometimes to deal with these things on your own. It can affect how we handle ourselves and how we handle

You are never alone, no matter what

our day. It's really frustrating. One thing you have to remember is this: no matter what happens in the day, any decision you make is the right decision for you and no one else. You have friends and family to rely on to help you through those tough times. You don't know how refreshing it is to get another set of eyes on a problem;

gain a new perspective.

As you may or may not have heard by now, we lost a dear friend in our ranks. Anyone that has been in our union for a while knows at least his name, if not have gotten emails or met him in person. While it's a significant loss to our craft to lose anyone of importance, death of anyone we know personally is especially difficult. I know I felt the loss just as keenly as anyone else. We have friends and family to help you get through

the tough times. Don't ever be afraid to reach out and get that help. It's not weakness to show emotion when something affects you. You are

never alone, no matter what. Take care of yourselves and each other.

Brian Poage Region Committee Person 4



FSA Fast Facts

By Lisa Benson, Editor

With Tax Day fast approaching, we're all looking for ways to save the money we've worked so hard for. But did you know that the Postal Service offers its employees a savings account that can save you money on your income taxes?

A flexible spending account, or FSA, is another benefit offered to career employees. An FSA is a simple way to pay for expenses which are not covered by insurance. There are three different kinds of FSA accounts: a healthcare account, limited expense account, and a dependent care account. The money contributed into an FSA is **pre-tax** which can actually result in savings on your income taxes. By withdrawing your FSA contributions from your income before taxes are calculated, it lowers your total taxable income. Curious what your potential savings could be? Check out <https://fsafeds.com/support/savingscalculators/hcfsa>.

How does this account work?

You must sign up at www.fsafeds.com for an FSA during either open enrollment, new hire election period, or after a qualifying life event. Unlike your health insurance, you must reenroll every year you wish to have an FSA account. At the time of enrollment, you specify your contributions for the year. That total is divided amongst your paychecks and automatically withdrawn. Spend money on your health care like you would normally but keep the receipts. To get reimbursed from your FSA account,

claims are filed online, or you can set up automatic reimbursement.

What is a healthcare FSA (HCFS)?

The healthcare FSA can be used to pay for things which are not covered by medical insurance. These expenses could include copays, prescriptions, and some over-the-counter drugs and medical supplies. You can also claim mileage to and from medical appointments. The maximum you can contribute into the HCFS is currently set at \$3,200 for individuals. If you have a spouse who is also an eligible employee, you may both have accounts.

What is a limited expense FSA (LEXFSA)?

If your health insurance plan is a high deductible health plan (HDHP) with a separate health savings account (HSA), you cannot have a health care FSA. Instead, you may elect to have a LEXFSA, which can be used to cover vision and dental expenses. Like the health care FSA, these contributions are not subject to payroll taxes. The current limit of contributions to a LEXFSA is \$3,200 per eligible employee. Unlike the HCFS, the LEXFSA can be carried over for one year. Conditions apply, read more on FSA's website.

What is a dependent care FSA (DCFSA)?

This type of account can be used to pay for things like preschool, summer day camps, and child and/or adult day care. Currently, the maximum per this account is \$5,000.

What happens if I don't use all the money?

Per federal law, if you have excess funds in

FSA's help pay for expenses not covered by health insurance. FSA's bring tax relief because contributions to these accounts are non-taxable.

If your health insurance plan is a high deductible health plan (HDHP) with a separate health savings account (HSA), you cannot have a health care FSA. Instead, you may elect to have a

your FSA account at the end of the year, these funds will be forfeited. The last day to incur expenses using your 2024 HCFSA or LEXFSA is December 31, 2024. ***The deadline to claim all 2024 eligible expenses is April 30, 2025.*** The Affordable Care Act has eased the “use it or lose it” restrictions slightly, allowing you to rollover up to \$640 if you have enrolled in a 2025 FSA. The DCFSA does not have a rollover provision, but instead has a grace period until March 15.

Let's review:

1, FSAs help pay for expenses not covered by health insurance.

2, FSAs bring tax relief because contributions to these accounts are **non-taxable**.

3, you must reenroll every year if you wish to participate.

4, if you have more than \$640 in your FSA account or you're not reenrolling for the next year, excess funds are forfeited.

5, the deadline to claim your 2024 expenses for your FSA accounts is April 30, 2025!



What's Up, PAC?

By Dawn Ayers, PAC Chair

There are many PAC things happening. We are still running our 2023-24 marathon which means we need to reach the goal of \$26,219 in PAC donation totals. When we do that, I will hold a drawing for the massage chair or a year's worth of massages, winner's choice, valued at no more than \$1,000.00. Donors receive one entry for each \$50 donated. Sustaining donations count towards this goal, which brings me to the next contest. When Washington gets 100 sustaining donors signed up, there will be a drawing for a pulse massager worth \$300. Sign up via EFT for a once-a-month donation through your checking account or do a payroll deduction. You'll find the forms to do either on <https://www.warlca.com/PAC2.html> or call me for assistance.

Some new things you may not have heard of have to do with State Convention and PAC. The night could be yours if you win the raffle for one room night at the Centennial Hotel valued at \$124.00. Raffle tickets are on sale at your annual County Unit meeting through your Region Committeeperson. If you have already attended your

annual meeting and still wish to purchase raffle tickets, contact me.

The famous dessert auction will happen at the Meet and Greet on Sunday evening! Bring your store bought or homemade dessert to the Meet and Greet which happens from 6-8 p.m. Receive donation credit for your dessert gift and also receive donation credit for winning the auction for a dessert. Fun is always had by all so make sure you sign up for the Meet and Greet and prepare to enjoy a sweet evening!

Silent auctions will be under way during the State Convention. The County Unit or individual that donates the best themed basket will win a prize. All donated items must be new or gently used and will receive gift credit towards PAC. In a twist on our normal silent auctions, there will be daily silent auctions so you will have to be quick on your feet if you want to win your favorite items.

There are so many fun things in store for PAC with the possibility of more so stay tuned!

Contact me at PAC.WARLCA@outlook.com with any questions.

In a twist on our normal silent auctions, there will be daily silent auctions so you will have to be quick on your feet

Washington PAC Challenge

This year my goal for our States PAC contributions will be a record for our state.

\$26,219

When we make this goal (August-July 15th, 2024) we will have a drawing for year's worth of massages or a massage chair! Winner gets to choose!
(Not to exceed \$800.00)

How do you get entered?

Every \$50.00 you contribute gets you an entry into the drawing
Sustaining donations count towards this goal.

We must meet the goal of **\$26,219** in order to have the drawing for either option. Last year we contributed over \$21,000 which is amazing so I know we can do this.
If every member donated \$15 we would exceed that goal.

LET's DO THIS!



Or



(Sample picture only)

Convention PAC Happenings

The night is yours, if you win

Win a one night stay at the Centennial Hotel during the State Convention!
(\$124.00 value)

Raffle tickets

1 for \$5

OR

5 for \$20

Winner will be drawn at the Convention meet and greet.

Convention Meet and Greet Dessert Auction

Bring your favorite homemade or store bought dessert to our fun-filled dessert auction at the meet and greet! All proceeds go towards PAC.



Silent Auction

As usual, we will be doing our silent auction items at State Convention but this year with a bit of a twist. There will be a prize for the best themed basket brought in by County or individual, so please get together with your County units and design a basket that no one would be able to pass up on. There will be a table for each day and at the end of each day the winners will be announced.

Any questions please contact
Dawn Ayers
PAC.WARLCA@outlook.com

WARLCA 2024 STATE CONVENTION REGISTRATION

June 3-4-5, 2024

Centennial Hotel

303 W North River Drive

Spokane WA 99201

Room rates are \$127 for Double Queen. Parking fees not included. To make your reservations, call 509-598-4554 with Group Code WASHINGTON RURAL LETTER CARRIERS ASSOCIATION, or online at <https://www.davenporthotelcollection.com/the-centennial> and use the group code WARLCARMBLK.

Note: WARLCA room block is open to State Convention attendees only.

Block is available until filled, but no later than May 1st, 2024.

NAME: _____ 1ST TIME ATTENDING? _____

PHYSICAL STREET ADDRESS: _____ PO BOX # _____

CITY: _____ STATE: _____ ZIP CODE: _____

PHONE: _____ Staying at Centennial 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: _____ 24/25 County Officer? _____ If Yes, What Position? _____

There is a \$75.00 fee per delegate for registration; however, the fee will be waived if all three of the following requirements are met: (1) registration form and payment is received in the office of the State Secretary-Treasurer by May 18, 2024, (2) purchase one meal function, (not including the meet and greet), and (3) stay at the Centennial Hotel. Note: If registration form and payment are received after May 18, 2024, a \$75 registration fee is required and not waived. The purchase of meal functions may not be guaranteed with late registration.

Sunday, June 2, 2024: Labor Relations Seminar with WA DR Renee Pitts from 3-5 p.m.- open to all WARLCA members

Sunday June 2, 2024: Meet and Greet from 6 p.m. to 8 p.m.

Cost \$10.00 (under age 4 is free). Snacks and Beverage Service Provided

#attending _____ \$ _____

Monday June 3, 2024: FIRST DAY OF CONVENTION STARTS AT 8:30 a.m.

Monday June 3, 2024: First Timers to Convention Meeting at 8 a.m.

#attending _____

Monday June 3, 2024: County Officers Recognition Luncheon at Noon. All are welcome.

Finch Buffet-Chicken Cacciatore, Port Wine Braised Short Ribs, Green Salad, Pasta Salad, Soup, and a Dessert

Free to newly elected and pre-registered 2024/2025 Presidents, Vice Presidents, Sec-Treas, County Legislative Liaisons and PAC Chairs.

Cost to others \$30.00

#attending free _____ # attending paying _____ \$ _____

Tuesday June 4, 2024: SECOND DAY OF CONVENTION STARTS AT 8 a.m.

Tuesday June 4, 2024: Main Banquet Buffet Dinner & Entertainment 6:30 p.m. All are welcome.

Southern Style-Pork Baby Back Ribs, Fried Chicken, Soup & Salad, Corn on the Cob, Cornbread, Dessert.

Cost \$40.00

#attending _____ \$ _____

Wednesday June 5, 2024: THIRD DAY OF CONVENTION STARTS AT 8 a.m.

No food functions

Total Enclosed \$ _____

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

CHECK HERE IF NEEDING VEGETARIAN OR SPECIAL MEALS: _____

Make Checks Payable to: WARLCA and send to 1208A Slide Creek Rd, Colville WA 99114

Note: If you find you are unable to attend, please contact Lorrie Crow at sec-treas.warlca@outlook.com, however, no refunds after May 24, 2024 until after convention and approved by board since we have to guarantee total number of meals ahead of time.

Let's Welcome Don Maston to the WARLCA State Convention!



DONALD L. MASTON, PRESIDENT

NATIONAL RURAL LETTER CARRIERS' ASSOCIATION

Don was elected President of the National Rural Letter Carriers' Association at the 117th National Convention in Grand Rapids, Michigan on August 18, 2023.

Prior to being elected President, Don served on the National Board as a resident officer for five years as Vice President and as a non-resident officer for 10 years as an Executive Committeeman. Don brings an extensive labor relations background to the position of President with over three decades of experience as a steward at every level in the Association.

Don served on the California State Board as an Executive Committeeman for three years, Vice-President for two years, State President for two years, and served as California's full time State Steward prior to being elected to the National Board in 2008.

He served as a member of the National Legislative Committee, Steward Task Force One, and on the National Resolutions Committee. Don's assigned route is a LK48 in Sonora, California, serving 630 regular boxes and 175 central boxes and is 24 miles long. His route receives DPS letters and is assigned an LLV. Don is happily married to his lovely rural carrier wife, Michelle, and has two grown daughters, Samantha and Taylor.

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, they are 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 26, 2024 for inclusion in the Spring 2024 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

(No campaign submissions were received)

Calling all Carriers with Children!

So, you want to come to State Convention but you don't know what to do with your children? Bring your spouse and your kids and become part of the State's Auxiliary and Juniors Programs. We need three spouses of rural carriers to step up to be officers for our State Auxiliary so we can get the ball rolling in our state. The National Auxiliary is behind us in this endeavor and will give any support necessary to assist in the process. Please contact Dawn Ayers at wafamilyplan@gmail.com with any questions or to sign up for the Auxiliary. We are looking forward to increasing union participation through the Juniors Program and the State's Auxiliary!

WARLCA RESOLUTION FORM

CHECK APPROPRIATE BOX

☐ 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

☐ BENEFITS

☐ EMA

☐ GRIEVANCE PROCEDURES

☐ LEAVE REPLACEMENTS

☒ ~~MAILCOUNT~~

☐ RELIEF DAY

☐ RETIREMENT

☐ SALARY

☒ ~~TIME STANDARDS~~

☐ VEHICLE

☐ WORK RULES

☐ OTHER

☐ WARLCA CONSTITUTION

☐ NRLCA CONSTITUTION

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

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

(b) Article _____ Section _____ Paragraph _____

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

WHEREAS:

BE IT RESOLVED:

INTENT OF / REASON FOR CHANGE:

Signature _____ (County Secretary)

Date Sent to 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 a separate page 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 Alicia Peterson, PO Box 1971, Eatonville WA 98328-1971
NO LATER THAN 14 DAYS PRIOR TO THE CONVENING OF THE STATE CONVENTION***
May 19, 2024**

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, nor 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.

**MEMORANDUM OF UNDERSTANDING
BETWEEN THE
UNITED STATES POSTAL SERVICE
AND THE
NATIONAL RURAL LETTER CARRIERS' ASSOCIATION**

Re: Rural Route Evaluation Dispute Process

The U.S. Postal Service and the National Rural Letter Carriers' Association (NRLCA) have agreed to an alternate dispute resolution process in an effort to resolve disputes, outside the formal grievance procedure, following the implementation of rural route evaluations effective April 6, 2024.

The Rural Route Evaluation Dispute Process (RREDP) will be used to address disputes where the assigned rural carrier has identified potential errors in the time credits provided on PS Form 4241-A. This process will be used to resolve disputes related to the subjects below, without the filing of grievances.

The parties agree that carriers may dispute the following:

- An entry of zero (0) or a questionable number in any data field on PS Form 4241-A, that would otherwise expect to have a time credit.
- An obvious error in any of the following data fields on PS Form 4241-A:
 - Route Length
 - Regular, Centralized, or Total Boxes
 - Daily Dismounts
 - Daily Dismount Dist.
 - Collection Compartments
 - TCP
 - Daily Activities
 - Miscellaneous Time
 - Office Walk Distance

The Postal Service and the NRLCA will designate representatives at the district and area levels to review and adjudicate the disputes filed using this procedure. These representatives will work in teams of two and will consult with local operations personnel to include the district delivery support specialist, as necessary, to review and discuss the dispute and further develop the supporting documentation.

To initiate a dispute, the assigned carrier and local management representative will complete Evaluation Dispute Form-1. While completing the form, the parties at the local level shall discuss the data field(s) in dispute and should they agree that an appropriate credit has not been provided, they will annotate the form accordingly. Upon completion, the form, with all relevant documents, will be forwarded to the Manager, Labor Relations at the district and the NRLCA District Representative. This form must be submitted no later than April 19, 2024.

The designated representative at the district level will annotate the dispute on the Rural Route Evaluation Dispute Log and assign a District Control Number before meeting with the NRLCA District Representative. District teams will thoroughly review all relevant factors that affect the credit provided in the PS Form 4241-A data field in dispute, including any notations of agreements made by the local parties. The team will either agree to a resolution, agree no action will be taken, or will impasse the dispute; and complete the top portion of Evaluation

Dispute Form-2, providing an explanation for the final decision, within thirty (30) days of receipt at the district level.

If the parties are not able to reach agreement at the district level, Evaluation Dispute Form-1, Evaluation Dispute Form-2, and all supporting documentation will be forwarded to the area Director Labor Relations or their designee and the NRLCA designated representative. The area team will jointly complete a review of the file. The area team will either agree to a resolution, agree no action will be taken, or will impasse the dispute; and complete the bottom portion of Evaluation Dispute Form-2.

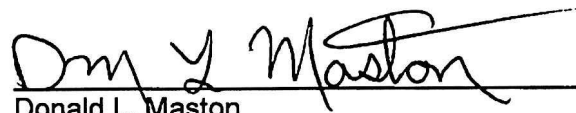
If the dispute remains unresolved after the area review, each team member will provide a written recommendation for resolution to accompany the file. A copy of the file will be forwarded to the Director Contract Administration (NRLCA), and the NRLCA Director Labor Relations, or their designees, within twenty-one (21) calendar days of receipt at the area level.

The headquarters team will jointly review the file and either agree to a resolution, agree no action will be taken, or will impasse the dispute. The team's decision will be in writing and provided to the RREDP team at the area level for further dissemination.

The parties agree that if impasse is reached the dispute will be referred to Step 4 as an interpretive issue.

The parties agree to reassess this dispute process prior to the next rural route evaluation effective date to determine if any changes will be made to these procedures and to update the timelines for submission.


Cathy M. Perron
Director
Labor Relations


Donald L. Maston
President
National Rural Letter Carriers' Association

Date: 3/27/2024

RURAL ROUTE EVALUATION DISPUTE FORM

USE SEPARATE SHEET FOR
EACH DISPUTED ITEM

DATE: _____

Carrier Name: _____

Route #: _____

Management Official: _____

Title: _____

Carrier Phone: _____

Office Phone: _____

Installation: _____

Finance Number: _____

Effective Date of Evaluation: _____

Zip Code: _____

Instructions: When the assigned carrier has identified potential errors on PS Form 4241-A, the below information will be completed by the carrier and a local management representative. Upon completion, forward this form with all relevant documents for District review.

1. In Dispute (PS Form 4241-A Field): _____

2. Carrier's Reason For Dispute:

3. Management's Response To Dispute:

4. Supporting Documentation (List and Attach Copies):

Carrier Initials and Date:

Manager Initials and Date:

NOTE: THE ABOVE INFORMATION IS TO BE COMPLETED BY THE CARRIER AND INSTALLATION HEAD OR DESIGNEE. THIS FORM AND APPROPRIATE DOCUMENTATION ARE TO BE FORWARDED TO THE DISTRICT MANAGER LABOR RELATIONS AND THE NRLCA DISTRICT REPRESENTATIVE NO LATER THAN APRIL 19, 2024. ELECTRONIC SUBMISSIONS ARE ACCEPTABLE.

USPS-NRLCA Joint Contract Administration Manual

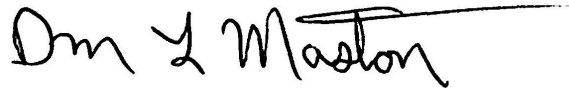
The USPS-NRLCA Joint Rural Contract Administration Manual (RCAM) is being posted on the Postal Service MyHR web page and the National Rural Letter Carriers' Association (NRLCA) web site. This documentation is designed as a resource for the administration of the National Agreement. Jointly prepared by the NRLCA and the Postal Service, this manual provides a mutually agreed upon explanation on how the contract should be applied to the issues addressed in the document.

When a dispute arises, the parties should first go to the RCAM to determine if the issue in dispute is addressed. If it is, the parties are required to resolve the dispute in accordance with the manual.

The RCAM is a "living document" and will be updated with additional material as we continue to narrow our differences and expand our joint understanding of the USPS-NRLCA National Agreement. We encourage all parties to use the RCAM to ensure contract compliance and to foster more professional working relationships.



Cathy M. Perron
Director
Contract Administration (NRLCA)
US Postal Service



Donald L. Maston
President
National Rural Letter Carriers' Association

March 27, 2024

RCAM

Rural Contract Administration Manual



*United States Postal Service
and
National Rural Letter Carriers' Association*

March 2024

**NOW AVAILABLE ON
NRLCA.ORG!**

Revised 2/24/2024
NRLCA Form 1187**UNITED STATES POSTAL SERVICE**
AUTHORIZATION FOR DEDUCTION OF DUES

Postal ID number (EIN)

**RURAL CARRIER
CLASSIFICATION**☐ Regular ☐ PTF ☐ Relief ☐ ARC

LASTNAME

FIRSTNAME

MI

MAILING ADDRESS – INCLUDING APT# IF APPLICABLE

CITY

STATE

ZIP CODE+4

EMAIL ADDRESS

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

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 \$_____ per pay period.

\$35.12 for Regulars and PTF \$12.39 for Relief and ARC

LOC #	STATE
	WA
DATE	REMIT #

Lorrie Crow **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:

LORRIE S. CROW
WARLCA STATE SECRETARY-TREASURER
1208A SLIDE CREEK RD
COLVILLE, WA 99114

Recruiter EIN:

Name:

Address:

WARLCA Membership Statistics



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

Leona Brisbin

Monte Hartshorn

James Kuhlman

John Lafferty

Jana Majksner

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

Membership Longevity Awards

Last Name	First Name	MI	Award Type	Date Awarded
BROWN	DELMOND	O	60	1/25/2018
JOHNSON	DAVID		60	2/6/2018
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

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 the State Secretary/Treasurer for the official form. You will receive recognition from NRLCA and an article and picture in a future issue of the WRC.

Member Totals by Class		Nonmember Totals by Class	
Regular	1,118	70-5 — ARC	239
PTF	127	71 — Regular	179
Retired	258	74 — RCA VAC RT	2
Associate	1	76 — PTF	40
RCA	396	78 — RCA	230
Retired Associate	1	79 — RCA AUX RT	9
Recently Retired	5	Total	699
ARC	45		
OWCP/LWOP	40		
Cash-Paid	26		
Total	2,017		

Congratulations Retirees!

Luana Anderson-Lubchu, Langley
Jessica W Harden, Port Orchard
Christian A Hase, Issaquah
Kimberly J Liniger, Marysville
Sergey D Sokolov, Liberty Lake
Timothy A Townsend, Lynden

Please Welcome Our New Members!

7 - RCA	ARLINGTON	URENA II	ANTHONY	7 - RCA	PASCO	GODINO	RUEBEN
2 - PTF	ARLINGTON	HINDMAN	DENISE	7 - RCA	PASCO	MINER	JAMES
7 - RCA	BELLINGHAM	BROWN	WALKER	7 - RCA	PORT ORCHARD	BANKER	TORI
7 - RCA	BELLINGHAM	TIFFANY	PATRICK	7 - RCA	PORT ORCHARD	STRICKLAND	CASEY
7 - RCA	BELLINGHAM	BULLARD	MICHAEL	7 - RCA	PORT ORCHARD	LEE SR	JACOB
7 - RCA	BELLINGHAM	TREADWAY	SUMMER	7 - RCA	POULSBO	REFORSADO	DALTON
C - ARC	BLAINE	BANISTER	GLEN	7 - RCA	PUYALLUP	ISELL	KIRK
7 - RCA	BOW	OLIVAS	LAUREN	7 - RCA	PUYALLUP	ANDERSON	ANDREW
7 - RCA	BURLINGTON	BAKER	ALISHA	7 - RCA	RAVENSDALE	DURNIL	BRIAN
7 - RCA	CAMAS	PETERS	BRYCE	7 - RCA	REPUBLIC	MILTON	JEREMIAH
7 - RCA	DAYTON	MCCAULEY	BRITTANY	7 - RCA	RIDGEFIELD	NYGAARD	KRISTI
7 - RCA	DUPONT	HOLMES	DANIEL	7 - RCA	SELAH	NAHPI-LINKER I	SARAH
7 - RCA	EATONVILLE	RUSHING	WILLIAM	2 - PTF	SEQUIM	LIM	SOKHOEUN
C - ARC	ELLENSBURG	STAS	OLIVIA	7 - RCA	SHELTON	RAYMUNDO VALENT	EDDIE
7 - RCA	ELLENSBURG	ELKINS	MICHAEL	7 - RCA	SHELTON	JACKSON	HEATHER
7 - RCA	ENUMCLAW	SWAN	SCOTT	7 - RCA	SHELTON	COSTA	ANDREW
7 - RCA	EVERSON	WRINKLE	ERIKKA	7 - RCA	SNOHOMISH	CHANG	KA
1 - Regular	FALL CITY	DOCKERY	JEWELL	2 - PTF	SNOHOMISH	CHARTER	TREVOR
7 - RCA	FRIDAY HARBOR	GUTIERREZ	CYNTHIA	2 - PTF	SNOHOMISH	WILKINSON	ERIC
7 - RCA	FRIDAY HARBOR	JACKSON	TINA	7 - RCA	SPOKANE	KNORR	DENVER
7 - RCA	FRIDAY HARBOR	KIND	ANNE	7 - RCA	STANWOOD	KEITH	SAMANTHA
7 - RCA	GIG HARBOR	DANESH	MONDONNA	7 - RCA	SUMNER	WARD	RONDA
7 - RCA	GOLD BAR	JOHNSTON	ALICIA	7 - RCA	SUNNYSIDE	WAITE	MELINDA
7 - RCA	GOLDENDALE	ELWOOD	SAMUEL	7 - RCA	TONASKET	SALAZAR	ALEXIS
7 - RCA	ISSAQUAH	TINKER	JAY	7 - RCA	VANCOUVER	CHRISTENSEN	GAVIN
7 - RCA	ISSAQUAH	MARNIK	ANDREW	7 - RCA	VASHON	COMPTON	JEFFERY
7 - RCA	KENT	GARCIA-HESS	VINCENT	C - ARC	WALLA WALLA	GRIFFIN	ERIC
2 - PTF	KENT	JUSTICE	KRYSTA	7 - RCA	WALLA WALLA	SCOTT	ELIZABETH
7 - RCA	LYNDEN	ZACARIAS	EMREY	C - ARC	WALLA WALLA	SIMS	SHANNON
7 - RCA	MARYSVILLE	GOMEZ	MICHAEL	7 - RCA	WOODINVILLE	MADRON	COURTNEY
7 - RCA	MARYSVILLE	JOHNSON	DAVID	7 - RCA	YACOLT	MARTINSON	CASSANDRA
2 - PTF	MARYSVILLE	FACTORA	JOSIAH	7 - RCA	YAKIMA	GUZMAN	NESTOR
7 - RCA	MEDICAL LAKE	GILBERT	ORION	7 - RCA	YAKIMA	RUCKMAN	JOSHUA
2 - PTF	MOUNT VERNON	SMITH	BRANDON	7 - RCA	YAKIMA	MARQUEZ	JUAN
7 - RCA	MOUNT VERNON	LOPEZ DELGADO	KARIM	7 - RCA	YAKIMA	CLARK	KAYLER
7 - RCA	MOUNT VERNON	SMITH	ANTHONY	7 - RCA	YELM	MCKEON	PATRICK
7 - RCA	MOUNT VERNON	LAWSON	THERESA				
2 - PTF	NORTH BEND	JEFFRIES	CARY				
7 - RCA	OAK HARBOR	GUZMAN	JOANN				
7 - RCA	OAK HARBOR	BROOKS	JOHNATHON				
7 - RCA	OLYMPIA	DESMOND	EMMANUEL				
7 - RCA	OMAK	BLACK	SHANE				
7 - RCA	ORTING	RAMIREZ	BENJAMIN				
7 - RCA	OTHELLO	JOHNSON	JASON				
7 - RCA	PASCO	PEARCE	ANDREW				
1 - Regular	PASCO	MAGANA JR	MARCOS				
7 - RCA	PASCO	BUTLER	KYLE				
7 - RCA	PASCO	GRAMLING	STEVEN				
7 - RCA	PASCO	BOBILES	ASHLEY				
7 - RCA	PASCO	CRUZ-PULU	DAVID				
7 - RCA	PASCO	GONZALEZ	LUIS				

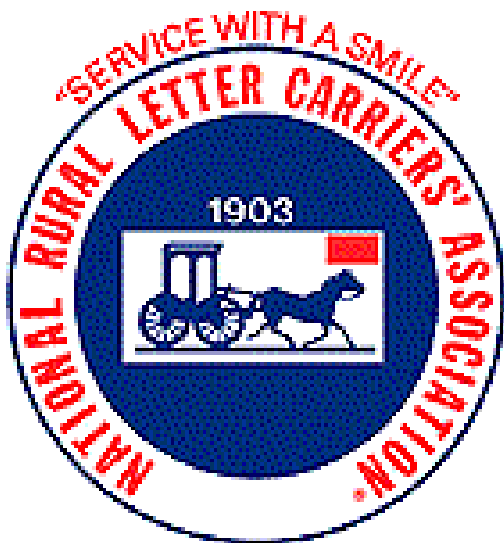


Washington Rural Carrier
1208A Slide Creek Rd
Colville WA 99114-8766

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



Upcoming Dates to Remember

Apr 19 2024: RRECS Disputes Due
Jun 2 2024: Labor Relations Seminar, Spokane WA
Jun 3-5 2024: State Convention, Spokane WA
Aug 27-30 2024: National Convention, Reno NV
Sep 15 2024: Rural Carrier Remembrance Day
Oct 5 2024: New Guarantee Year
Nov 11-Dec 9 2024: Open Season



www.warlca.com



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