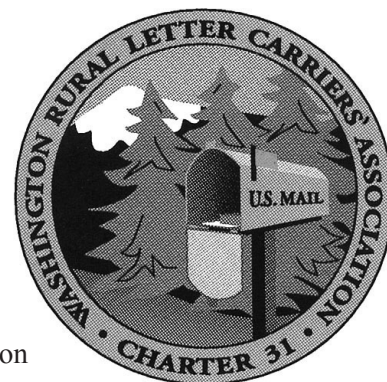


WASHINGTON RURAL CARRIER

Official Publication of the Washington Rural Letter Carriers' Association

April 2009



Where Service Begins With a Smile

STATE CONVENTION-SPOKANE

June 22-23-24, 2009

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NOTICE OF WARLCA STATE CONVENTION AND ELECTION OF OFFICERS

**The State Convention of the WARLCA
(Washington Rural Letter Carriers' Association)
will begin Monday at 8:30 AM, June 22, 2009, at the Red Lion
Hotel at the Park, 303 W North River Dr., Spokane, WA.**

The following Officers Will Be Elected:

President and Vice President-----One-Year Term
District One and District Three Representatives-----Two-Year Term

There will also be elections to fill vacancies if any other positions become vacant during State Convention. A Nominating Committee will nominate at least one candidate for each of the offices, except District Representative. The candidate for District Representative will have been nominated at their respective District Meeting. Nominations for any positions may be made from the floor.

Sunday, June 21, 2009:

Local Steward Enhancement Training: From 10 AM to 5 PM for local stewards. All certified local stewards will receive \$150 for the first enhancement training for 08/09 WARLCA Year.

2010 National Convention Committee Chairs Meeting: From
Noon to 5 PM.

**Washington Carriers Welcome
JEANETTE P. DWYER
Vice President
National Rural Letter
Carriers' Association**

Jeanette P. Dwyer, of Lake Waccamaw, North Carolina, was elected Executive Committeeman of the National Rural Letter Carriers' Association at the 98th National Convention in Portland, Maine, on August 9th, 2002. She was assigned by President Gus



Baffa to represent rural carriers in the Great Lakes Area and the Western Area. After the National Convention in Minneapolis, Minnesota, in 2005, she was reassigned by President Donnie Pitts to represent rural carriers in the Southeast, Eastern, and Capitol Metro Areas. Jeanette was elected Vice President of the National Rural Letter Carriers' Association at the 104th National Convention in Lexington, Kentucky on August 8th, 2008.

Jeanette began her postal career in 1981 as a Designation 73 substitute and became a regular carrier in 1987. She has been in the rural carrier craft for 28 years. She has served this Association as both Local Steward and State Steward, representing 3,548 routes in the State of North Carolina. She served on Task Force II, along with three other members, on the Stewards Reference Guide. She also served on the Appeals Committee at National Convention both as a member and chairman of the committee.

Jeanette served this Association six (6) years as an Executive Committeeman dealing with labor

relations issues in five postal areas with six USPS Area Vice Presidents. Her extensive labor relations background serves this Association well in her present position as Vice President of the National Rural Letter Carriers' Association. She continues to stay in touch with rural carriers at all levels so she can continue to be informed about the daily issues that confront our craft.

She continues to have the strong support of Larry, her husband of 39 years. They have one son, Andy, and a 6 year old grandson, Bobby.

Jeanette will continue to work to represent the interest of all rural carriers with the dedication to improve our lot and the resolve to stand up for the true value of rural delivery by the best work force in the Postal Service.

**103rd Annual Convention of the
Washington Rural Letter Carriers'
Association**

Patrick Pitts, State President

The 2009 State Convention of the Washington Rural Letter Carriers' Association will be held June 22-24, 2009 at the beautiful Red Lion Hotel at the Park in Spokane, Washington.



There will be **Steward Enhancement Training** on Sunday, June 21, 2009 from 10:00 a.m. – 5:00 p.m. for certified local stewards. There will also be a meeting Sunday, June 21, 2009 from 12:00 – 5:00 p.m. for the **2010 National Convention Committee Chairs**. All

those who are serving as Committee Chairpersons for the various 2010 National Convention committees are encouraged to attend.

Sunday, June 21, 2009 will also feature our **Sunday Social** at Riverfront Park from 6:00 – 7:30 p.m. Make plans to attend for **Food and Fun in the Park**.

The official 2009 State Convention begins at 8:30 a.m. on Monday, June 22, 2009. **Jeanette Dwyer, Vice President of the National Rural Letter Carriers' Association** will be joining us during our convention. For those of you who have not had the privilege of hearing Jeanette speak this will be an amazing opportunity that is not to be missed.

There will be a meeting on Monday, June 22, at 8:00 a.m. for those who are attending a State Convention for the 1st time. At this meeting you will learn what to expect during the business sessions of the State Convention, how to participate, and you will have an opportunity to ask any questions you may have about the convention.

Monday evening will feature training (with dinner) for all newly elected County Unit Officers. The dinner begins at 6:00 p.m. with the training commencing immediately following dinner. All newly elected County officers are encouraged to attend.

Tuesday evening will be filled with food, fun and laughter at the annual Convention Banquet. The banquet will be held at the Rockin' B Ranch. Come join rural carriers from across the state at this amazing, fun event.

The deadline for convention registration is May 31, 2009. There is a late fee of \$20.00 if the registration is not received by the State Secretary-Treasurer by May 31, 2009 so register early. The deadline for hotel reservations is May 20, 2009. For room reservations call 1-800-RED-LION (1-800-733-5466) and ask for the WARLCA rate.

E-Career Hiring Process

Cheri Freeman, State Vice President

E-Careers is the new process for hiring all new Postal Employees, including RCA's and TRC's. If you have a TRC in your office that wants to convert to an RCA and has taken the old test, passed, and think they are on the Register and can be converted as soon as there is a relief vacancy, they need to be informed of the new E-Career process. The old registers were discontinued as of February 14, 2009. Postmasters and appropriate district personnel are responsible to make sure all vacancies are posted in the E-Career system.



Vacancies are posted on the USPS.com Website for two weeks so applicants need to keep checking for the postings at least once a week in order to apply within the deadline. Applicants must register and complete an online application. Once they have an E-Career profile they can apply for job openings anywhere in the Postal Service as well as any location in the United States.

To find a job posting as a Relief Carrier, the applicant must LOGIN to USPS.com and go to the bottom of the page and click on: career; Job Search; Job Title (ex. rural career); Location (you can type in city or put in state and all postings state wide will be listed); Functional Area (for TRC or RCA, click on Customer Service/Delivery); START. The job posting will list the job posting # at the top of the page, and all job descriptions and information is listed below. You can now click on Apply and follow the instructions provided. A test will be administrated by an outside test service company and will cover all positions for the Postal Service, not just the carrier craft.

The biggest glitch in the E-Career process is getting the vacancies posted in the first place. If

you know of a vacancy that is not being posted, contact your management and ask if all the Form 50's have been cut to take all former employees off the roles so the vacancy will appear in the office. In addition, management needs to submit a hiring request for the vacancy. Remember, all routes still have the right to have a relief carrier assigned to their route.

State Secretary – Treasurer's Report

Becky Wendlandt

I guess I am one of the lucky carriers (yes lucky, because the mail count is the same as throwing dice in Vegas). My new route only went down 2 hours compared to my previous route going down 4 hours. Even scarier than that is that last year I said I was one of the lucky ones because my route only went down 3 hours. That's a total of 5 hours less pay in 2 years! True, I had a few less parcels, a few less flats, a few less letters and a little more DPS. True, I had lots less markups by going to the bundle system, and just as many address changes but thanks to PARS they are worth very little – even though catching those individual forwards takes the same time. So some would say it was accurate going down based on that information. However, the **truth** is what was once considered a parcel is now a flat, what was once considered a flat is now a letter. While once a majority of parcels fit in a mail box they are now too big and have to be taken to the door. So I am doing what all of us are doing, pushing myself to keep going; having heavy volume days that make you wonder if all the mail was processed on one day, then light days that I think the plant did not run mail at all. **BUT** I still end up opening each NDCBU, stopping at almost every box for 2 letters or 10 letters depending on the day, and wearing out myself (and the POV). Anyone else out there want to go hourly? Way to go Postal Service! You have taken my 2 hours to give to the PMG who



got another raise and bonus, and to keep paying those big wages to pencil pushers who don't see us as team members but robots to do their latest and greatest ideas of the week.

Anyone else think that delivering sale catalogs when they arrive and not when the mailer requests them to be delivered is just plain stupid and only makes the mailer and customer mad? Just another idea of the week that is killing our business! Why do the workers take the cuts and hits and the top management get increases based on a business they say is in the red? Does anyone up there on the top have ANY common sense?

What Can We Do? It is not too early to be thinking about what **resolutions** you would like to present at your upcoming county meeting. Your County Secretary will have the form at the meeting, but bring your ideas in writing so that it can be discussed and voted on. This is the grass roots of how you get your thoughts and concerns to be discussed and voted on at National Convention. If it is important to you, it probably is important to other members too, but somebody has to start the process by submitting the resolution. Why not YOU? NRLCA starts contract negotiations next year, so it is time to let our National Officers know what we want, what is happening on our routes, what we need to survive to retirement. Keep in mind, National Convention will be in Spokane in 2010 so what a perfect time to come to convention and vote on what is important to you!

State Convention: WHAT IS YOUR VOTE WORTH? Priceless - the same as each and every one of your fellow county members, board members, and stewards! ALL county credentialed delegates get paid the same rate for mileage and the same convention allowance, no matter if you are a relief carrier (RCA), regular carrier, or retired carrier.

Here are your duties as a credentialed county delegate to State Convention:

- Specific assignments to a committee as notified by the State President.
- Be in attendance at all business sessions of the State Convention beginning with the

opening session and not leaving until the Convention has been adjourned.

So, if you can attend all 3 days of State Convention, then make sure you attend your county meeting and ask to have your name on the ballot for State Convention delegate to the 2009 State Convention in Spokane, WA!

National Convention Delegates: The National Convention delegate nomination form will be in the February issue through the May issue of the National paper. All you need to have your name on the ballot is to complete this nomination form and mail it to the State Secretary. I will acknowledge the receipt of your nomination form with a returned letter. **If you have not gotten a return letter from me 4 days after you sent me your nomination form, please call (509) 710 7840 to verify that I received it. Otherwise your name might not be on the ballot.**

MARCH 23-25, 2009 MINUTES OVERVIEW FROM WARLCA BOARD MEETING Doubletree Southcenter, Seattle, WA

MEMBERS IN ATTENDANCE: Patrick Pitts, President; Cheri Freeman, Vice-President; Becky Wendlandt, Secretary/Treasurer; Susie Hill, Editor; Becky Pike, District One; Renee' Cowan, District Two; Cindy Koker, District Three; Ed Ogdon, District Four; Dan Schrup, Retired Rep; and Joyce Patteson, State Steward.

President Patrick called the meeting to order at 8:30 AM on March 23, 2009. After a brief positive go around, we reviewed the agenda. Patrick had provided each board member a packet of information that can also be used at county meetings. Susie reported that \$485.20 was collected for PAC at the District One meeting.

Minutes:

The minutes from the October 5-8, 2008 Meeting in Silverdale, WA were read and corrected concerning enhancement training. Tasks were reviewed and those not completed were left on the task list.

Board Policy and Tasks Reports:

The board policy was reviewed and updated. Tasks from the last board meeting were reviewed.

National Trainings/Meetings/Seminars:

- Patrick and Becky reported on the new State President and State Secretary/Treasurer seminar in DC in September, 2008. Lots of information was brought back.
- Susie, Cheri, Becky P and Becky W reported on the National Convention Host States Meeting in November, 2008. They came back with new guidelines and rules.
- Patrick, Joyce, Renee', and Cheri reported on the Regional Steward Training in Las Vegas in November, 2008. Patrick took 20 pages of excellent notes. They were disappointed that all the information and handouts were not scanned in and burned on a searchable CD.
- Becky reported on the National Convention Chart of Accounts Committee she attended in February, 2009. Our 2010 National Convention books have been updated to reflect the new chart of accounts.
- Cheri reported on the Assistant State Steward Training that she and Monte attended in DC in March, 2009. National notified Patrick that both had passed. Patrick and Renee' will need to attend the next training available.
- Becky will be attending the National Area Secretary-Treasurers Seminar will be April 1-2, 2009 in Phoenix AZ.
- Joyce will be attending the State Stewards Seminar April 14-16, 2009 in DC.
- Becky and Charles will be attending the National Convention Media Committee meeting in DC on May 12-14, 2009.

- Patrick and Cheri will be attending the 2009 Presidents' Legislative Seminar on Capitol Hill in DC on May 17-20, 2009.

State Steward Report:

District Updates: Joyce reported that Spokane District is one of the six districts that will be closed. Eastern Washington will now be in Seattle District. Also, the position for workplace environment has been eliminated in the USPS. Washington State will now be under two districts, Seattle and Portland.

Grievance Activity: Joyce said she has appealed 9 Step 3's, 6 of them from the last board meeting. One was disciplinary, all others contractual. Of the Step 3's that have been appealed, 3 were settled and 1 was denied which will go up to National.

Equipment and Software: Joyce said the Ricoh is not working properly and that she also needs Adobe Professional 9 for her laptop. The Brother-All-In-One Multifunctions are all getting older and will need replacing in the future.

Mail Count Training Update: Discussion that the mail count trainings this year were not as well attended as last year. All mail processing centers were inspected before and after mail count.

Full-Time Assistant State Steward Position: The board reviewed the ADOP/LWOP usage from 2008. The board decided that to avoid any more Assistants going over 130 days of LWOP for the year we will need to appoint one assistant full time for the Seattle area, where the majority of routes/carriers are located.

WRC:

The board discussed the last issue of the WRC for the 08/09 year:

State Secretary-Treasurer Report:

Membership: Membership is at 1940, down from 1952 at the last board meeting. National has just sent out a booklet to non-member RCAs with information in it and a dues form. Becky will still be writing new hires every month, and plans to do a follow up mailing just before the RCAs get their increase in pay on November 21,

2009 for \$.26 more to \$18.50 per hour.

Financial: The board reviewed the 8 month financial statement and budget for the rest of the year.

Consensus is to leave the 70% cap (which would be \$18,000) on 2009 State Convention delegate pay as of now. This will be reviewed at the meeting just before State Convention.

WARLCA Constitution: Becky sent the board the proposed changes to the WARLCA Constitution that were suggested by the National Constitution Revision Committee. Patricia, committee member, has reviewed the changes. They will be voted on at State Convention.

County Meetings: The following are the annual meeting dates for the county units:

District One: Whatcom – April 15; King-Snohomish – April 25; Island-Skagit-San Juan – May 7

District Two: Peninsula – April 9; Mutual – April 11; Lower Columbia – April 25

District Three: North East – April 4; East Central – April 18; North Central – April 19

District Four: Apple – April 11; South East – April 19; Whitman Asotin - ???

All county meetings will have a state level steward in attendance as well as a board member.

Vouchers: The board reviewed 5 months of vouchers.

WARLCA Website:

Patrick gave a presentation to the board on an example of a possible WARLCA website and links. WARLCA has purchased domain names of WARLCA.com, WARLCA.net, and WARLCA.org for 3 years for \$77.00.

Discussion was held concerning the need for Adobe Dreamweaver software and finding a hosting site. Patrick has county and district maps, as well as links for membership.

2009 State Convention – Spokane:

State Convention for 2009 will be in Spokane at the Red Lion Inn at the Park on June 22, 23, 24, 2009 (Monday-Wednesday). Cindy is the Chair for 2009 State Convention. The board reviewed the program for 2009 State Convention

and reviewed their proposals to the Finance Committee.

2010 State Convention – Spokane:

State Convention for 2010 will be in Spokane at the Red Lion Inn at the Park on June 21, 22, 23, 2010 (Monday-Wednesday) and possibly June 24th for 2010 Committees to meet. Ed is the Chair for 2010 State Convention. Contract has been signed.

2011 State Convention – District Two Area:

Renee' has been getting bids for 2011 State Convention.

2012 State Convention – District Three Area:

Discussion on having 2012 State Convention in Moses Lake or Wenatchee area, however bids will be taken for all of District Three area to be reviewed by the board.

2010 National Convention – Spokane:

Chart of Account: The 2010 National Convention chart of account has been updated last week with the current chart of accounts.

Voucher: The board signed approval for the last 2010 National Convention Expense Voucher.

National Convention Chairs Update:

- ✓ All committees are updated, forms and assignments sent out
- ✓ A meeting is planned for Sunday at State Convention
- ✓ The airport manager is picking up Shawn and Monte for a meeting and tour of the Spokane Airport.
- ✓ All 5 hotels we will be using will send a representative to the Sunday meeting
- ✓ We have scheduled a tour of convention center and contact people for the chairs and co-chairs on Sunday
- ✓ We have 2 people from Spokane Convention Bureau attending Sunday to work with each committee
- ✓ We have set up a schedule for the workers for the country store
- ✓ We did an estimated budget on each committee which we sent to all board

members

Reimbursement for National Convention

Committee Chairs and Members:

- ✓ Committee Chairs and Co-Chairs: 44 K pay Salary or Stipend
This is: All the board, Joanne, Monte, Shawn, Karin Taylor, Mike Cammack, Colleen Headley, John Lee, Janie Walla, Dave Reppe, Karin Taylor, Brenda Ogdon, Mariann Faulkner, Ann Lamm, Noretta Stitzke, Don Patteson, and Mitch Freeman.
- ✓ Committee Members serving under Chairs: \$100 half day, \$200 full day stipend
- ✓ Sunday's Meeting (June 2009): Each chair and co-chair receive \$100 stipend this time only to help cover hotel bill and no ADOP.

Consensus: All committee chairs must get prior approval for any charges or ADOP through Becky and Cheri before payment.

Alaska Cruise: We have decided on Holland America and have started booking now. Rick, who has booked cruises for 30 years, said he has never had anyone share the room credits and kickbacks with the complete group and not take anything for themselves. He will announce that at all meetings. Rick is going to Western States Conference and the Texas convention to sell the cruise.

Sunday Social: Cheri has a commitment from the Air Force Brass and Wind Band to do the entertainment at the social, as well as at the memorial for no charge. Cheri and Becky have booked Riverfront Park for the social and they are working on bids for \$5 per person up to \$10 per person for food. They have also offered a discounted Riverfront park all day pass for \$9.99 if we offer and pre-sell 250. They will also keep the park open 2 hours more to accommodate our group if we sell the tickets.

Local Tours: We have set up with Group Coordinators tours for the pre-convention days

Vests: Susie has sewn a sample of two vests. They would cost around \$10.

Ditty Bags: Susie has created a logo.

Discussion on having a Spokane picture magnet for the ditty bags, as well as some left over for sale in the country store.

Special Cancellations: Cindy has created two good designs for a special cancellation and Cheri had worked with Spokane District on creating them. Now that Spokane District has been merged with Seattle, Cheri will need to find a Seattle contact for the special cancellation.

Photo OP: Amy from Spokane Convention Bureau is looking for the (cardboard) gondola that can be used for the photo op for pictures.

Cookbook: Not enough interest in the cookbook to do it.

T Shirts: Discussion on T shirts and polo shirts.

Country Store: Discussion on the country store and what will be offered for sale.

Next Board Meeting Date and Place:

The last board meeting will be in conjunction with State Convention at Red Lion Inn at the Park in Spokane, WA on Saturday, June 20, 2009 from 8:30 AM to 5:30 PM.

The board meeting ended March 25, 2009 at 1 PM after a brief evaluation.

Respectfully Submitted,

Becky Wendlandt

PAC needs YOU!

Susie Hill, PAC Chair/Editor

Consider PAC as one form of job insurance. Our National office is working with Congress to insure our voice is heard. Your donations will help spread our information to those who need to know. The House of Representatives has passed the FERS sick leave provision, now on to the Senate. Other issues on the hot list include CDS, Do Not Mail lists, and fair State gas tax provisions along with others. The NRLCA.org is a good site for information.



There are several ways to donate to PAC. Contact me if you would like to set up an automatic deduction from your paycheck or have an automatic withdrawal from your banking account. I'd like to thank Monte Hartshorn and Janice Sisley for signing up for automatic payments to PAC. You can send a check to me or to the National office, in care of PAC. (Checks should be made out to NRLCA-PAC, drawn on a personal account.) You may also donate at any meeting you attend.

There are several incentives for those who donate to PAC. Beyond the benefits for your job, you will also have a chance to win several prizes. Doug Rinehart has donated 3 framed, wildlife photos. For every \$5.00, one ticket will be added to the drawing. I am offering a \$100.00 VISA gift card. You will earn one ticket for every \$20 in donations. Lastly, if you use the coupon in this article, mail it to me (Susie Hill PO Box 93, Vashon, WA 98070-0093) and donate at least \$10.00, you will have a chance to win a \$50.00 gift card.

Lastly, take your gently used items to Spokane for the "Yard Sale" at State Convention.

Be proactive. Attend your county meetings, become involved and educated and donate to PAC. These are all good things! Thank you.

YES to PAC	
Name:	
Address:	
Employee #	
Amount \$	

Washington Rural Letter Carriers' Association
Statement of Activities - Previous Year Comparison
 July 2008 through March 2009

	<u>Jul '08 - Mar 09</u>	<u>Jul '07 - Mar 08</u>	<u>% Change</u>
Ordinary Income/Expense			
Income			
400000 · Dues Income	370,125.07	360,560.75	2.7%
410000 · National General Insurance-G...	18,237.84	22,558.02	-19.2%
420000 · Reimbursements & Refunds	28,665.82	10,728.00	167.2%
Total Income	417,028.73	393,846.77	5.9%
Expense			
500000 · Per Capita Expenses	34,619.35	42,055.25	-17.7%
520000 · Meetings and Conventions	77,196.22	60,827.62	26.9%
530000 · Equipment Expense	4,022.11	3,505.47	14.7%
550000 · Other Expenses	40,913.71	33,339.44	22.7%
610PA · President - P. Alexander	434.76	3,262.01	-86.7%
610PP · President - P. Pitts	6,006.62	0.00	100.0%
620CF · Vice President - C. Freeman	5,156.70	0.00	100.0%
620PP · Vice President P Pitts	1,900.19	2,323.57	-18.2%
630RW · Sec/Treas. - R. Wendlandt	42,817.89	40,488.45	5.8%
640SH · Editor - Susie Hill	3,167.64	4,062.65	-22.0%
645000 · Washington Rural Carrier (WRC)	4,015.10	3,470.60	15.7%
650RP · District 1 - R. Pike	3,650.56	4,142.36	-11.9%
660JB · District 2 - J. Blackburn	0.00	2,554.52	-100.0%
660RC · District 2 - R Cowan	3,180.33	0.00	100.0%
670CF · District 3 - C. Freeman	0.00	3,456.32	-100.0%
670CK · District 3 - C. Koker	3,507.88	0.00	100.0%
680DR · District 4 - D. Reppe	0.00	3,635.35	-100.0%
680EO · District 4 - E. Ogdon	3,114.08	0.00	100.0%
693DS · Retired Rep - D Schrup	777.15	150.00	418.1%
700CA · State Steward - C. Alexander	9,890.69	31,935.54	-69.0%
700JP · State Steward - J. Patteson	28,562.75	0.00	100.0%
705000 · Steward Training Expenses	10,220.56	11,010.32	-7.2%
740MH · Senior Asst Stew - M. Hartshorn	11,021.40	6,736.54	63.6%
750PA · Senior Asst Stew - P. Alexander	9,688.67	19,617.63	-50.6%
770JP · Senior Asst Stew - J. Patteson	22,017.46	28,279.54	-22.1%
780PP · Senior Asst Stew - P. Pitts	36,328.87	34,052.51	6.7%
790JF · Asst. Stew - J. Frymire	0.00	6,651.24	-100.0%
791RC · Senior Asst Stew - R. Cowan	27,471.89	24,319.54	13.0%
792CF · Senior Asst Stew - C. Freeman	22,253.61	21,477.40	3.6%
880LS · Local Steward	244.66	345.36	-29.2%
Total Expense	412,180.85	391,699.23	5.2%
Net Ordinary Income	4,847.88	2,147.54	125.7%
Other Income/Expense			
Other Income			
450000 · Interest Income	3,252.39	4,617.69	-29.6%
Total Other Income	3,252.39	4,617.69	-29.6%
Net Other Income	3,252.39	4,617.69	-29.6%
Net Income	8,100.27	6,765.23	19.7%

Washington Rural Letter Carriers' Association
Statement of Financial Position - Compared to Previous Year
As of March 31, 2009

	Mar 31, 09	Mar 31, 08	% Change
ASSETS			
Current Assets			
Checking/Savings			
101000 · Chkg - WA Trust Bank	11,068.14	14,010.18	-21.0%
102000 · Svgs - APCU	37,724.91	25,124.42	50.2%
103000 · Chkg - Atlanta Postal Credit ...	2,476.53	581.36	326.0%
141000 · C.D.#71 APCU 12 mo (8-1-20...	28,779.34	27,452.80	4.8%
143000 · C.D.#73 APCU-12 mo (2-8-07)	27,787.22	26,610.68	4.4%
144000 · C.D.#74 APCU 12 mo (5-14-07)	0.00	26,257.00	-100.0%
Total Checking/Savings	107,836.14	120,036.44	-10.2%
Total Current Assets	107,836.14	120,036.44	-10.2%
TOTAL ASSETS	107,836.14	120,036.44	-10.2%
LIABILITIES & EQUITY			
Liabilities			
Current Liabilities			
Other Current Liabilities			
210000 · Payroll Tax Liabilities	-125.18	1,278.28	-109.8%
Total Other Current Liabilities	-125.18	1,278.28	-109.8%
Total Current Liabilities	-125.18	1,278.28	-109.8%
Total Liabilities	-125.18	1,278.28	-109.8%
Equity			
390000 · Net Assets	99,861.05	111,992.93	-10.8%
Net Income	8,100.27	6,765.23	19.7%
Total Equity	107,961.32	118,758.16	-9.1%
TOTAL LIABILITIES & EQUITY	107,836.14	120,036.44	-10.2%

!!NEWS FLASH!!

Coming to a computer near you.....

Attend the Grand Opening
of the new WARLCA website.

Go to www.WARLCA.com for current news
and information.

Check it out today!

Rural Reach Opportunities

Becky Pike, Dist. 1 Representative

Once again spring has arrived and many county meetings have already occurred or are on our calendars. Remember your participation begins at the county meetings. Great ideas are shared and resolutions written to improve our work.



Remember your state board has made it a board policy to have a state level steward at all meetings. They are there to answer your questions.

Many of us are beginning new evaluations on our routes and change always brings mixed feelings. Let's make those feelings positive ones and work hard to raise those evaluations. How? Talk to your customers and encourage them to use the USPS for their shipping needs. How many times do we see another shipping business going in the driveway of our customers? Our Rural Reach program is a step for us to use as a conversation starter in encouraging these home businesses to let the USPS talk to them about ways to save money with our shipping options. Stay positive and always remind yourselves that we have a job in this questioning economy.

In Memory of.....

Jack Yeager passed away at his home in Longview, WA. He served many years as the District 2 representative and Provident Guild director. He was Carrier of the Year in 1982. He had 34 year of service, retiring in 1983. He is survived by his wife Odetta and sons Dale, Dean and Wayne, 7 grandchildren and 4 great-grandchildren.

C.E. "Chuck" Robinson died at home in Longview, WA. He was a rural carrier in Moses Lake, WA. Chuck served as Co-Chair of the 1977 National Convention in Spokane, WA. He served the Association in many offices and was Carrier of

2011 State Convention Location

Renee' Cowan, Dist.2 Representative

Could we have State Convention in the city you live in?

As the District 2 Representative I am currently obtaining bids from hotels in different areas of District 2 for our State Convention in 2011.



If you know of a hotel in your area that I could contact for a bid to host our State Convention in 2011 let me know.

Speaking of State Convention, this year we will be in Spokane. It is one of my goals to have more delegates attend State Convention every year from District 2.

Mutual Counties and Peninsula Counties have had an unofficial challenge for several years on which county unit has more seated delegates in attendance at State Convention. I would like to extend this unofficial challenge to Lower Columbia Counties also.

District 2 has increased the number of members in attendance at their local meeting so let's keep increasing our numbers at State Convention.

I look forward to seeing all of you at your annual meetings.

the Year in 1969.

James Crofoot passed away in Colville. He served first as a city carrier and then transferred to the rural craft. He retired in 1976 and his wife then delivered his route until her retirement. He is survived by his wife Frances, 5 children, 10 grandchildren and 11 great-grandchildren.

Make Your Resolutions Now

Cindy Koker, District 3 Representative

What would you do if your Union did not negotiate for the things you wanted?

Would this make you angry? Would you think the Union did not do their job? You might. What does a Union Member need to do to be heard? How does the

Union know what a member wants to be included in the next up coming contract negotiations? The answer is:

Your RESOLUTIONS. The union does not know what the membership needs and wants unless it receives resolutions by members like YOU! This process begins at your annual county meeting and progresses from there.

If you want to follow your resolutions up the channels you may want to go to your State and National Conventions. At each convention you can support your resolutions and let your fellow members know why this resolution would benefit you and them. If you become a delegate to your conventions you will have the right to vote on the issues and resolutions. Don't sit on the side lines and wait for someone else to submit a resolution and become one of the seated delegates. Be proactive, get the ink flowing and write that resolution. In times like today we need everyone's ideas so our National Officers can help us the best they can. Brain storm at your local meetings, get a resolution form from your county secretary and construct your resolutions. Submit them at your annual meeting and start the ball rolling.

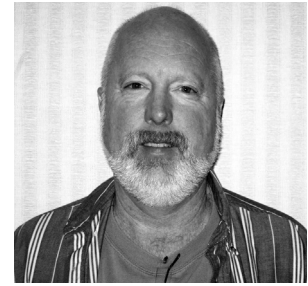


National Marrow Donor Program

Ed Ogdon, District 4 Representative

A few months back a lady from the National Marrow Program came to the Pasco Post Office and asked the city and rural carriers to consider putting their name on a register for the National Marrow Donor Program,

NMDP. The NMDP maintains a registry of more than 7 million people ready to save a life by donating marrow to a patient in need. The Post Office supports the NMDP and will pay the cost of you signing up. All you have to do to register is fill out a simple form and swab the inside of your mouth. If they find that you are a good candidate to donate your marrow to someone they will ask you to have blood drawn to confirm you are a good match with this person. They would then ask you if you would like to proceed and if you did they would have to start preparing the patient for the procedure. From the time they think you match someone until you actually donate can take up to 2 months or more. When it is time to donate they will give you some drugs that will fool your body into making too much marrow. Five days later they hook you up to a machine to draw out your blood, centrifuge it, take out the marrow, then give you back the rest of your blood. They don't stick a long needle into your spine anymore and there is no recovery time needed for you. So if you think that this is something you might consider I urge you to talk with your Postmaster to set up a meeting in your Post Office with the NMDP. If your office is too small you can go to the NMDP web site at MARROW.ORG. Yes, I did sign up and I urge you to join me.



Don't Forget!

**Register for State Convention by
May 31. See you there.**

Have you donated to PAC yet?

Mail Count, Vacant Routes, and QWL/EI--Oh My!!

Joyce Patteson, State Steward

Another mail count has come and gone and most of us ARE worse for the wear. There are no hard and fast statistics available as of this writing, but it appears that most routes in Washington averaged between a 2 and 4 hour



evaluation loss per week. There are now more J and H routes than ever which can really become an issue in formula offices. My own route experienced an unofficial loss of 3 hours—going from a 45J/41K, to a 46H/42J placing me square in the middle of that average.

It appears that this mail count—although detrimental to most of our evaluations, was less contentious in most cases than mail counts in the past. At least for some of us, that softened the blow somewhat of our falling evaluation. For those of you that didn't sign your 4241x as being correct, there may be a glimmer of hope. I am pleased to announce that a representative from Operations Programs Support and a state-level steward in both Seattle and Spokane Districts have agreed to meet to attempt resolution of some of your disputed items. Hopefully by the time you read this, you will have been notified whether or not there was any resolution of your issue(s). Regardless of whether any or all of your issues were resolved, it is still good news because the Sr. Assistant State Stewards and I have been working extremely hard to rebuild a mutually respectful line of communication between district management and the state association. Where there is communication, there is a better opportunity to resolve issues when they happen. I remain cautiously optimistic that hope is still a reality.

If there's a vacant regular route in your office, it's likely being held for potential rebuild of the

routes most negatively impacted by the mail count. If this is the case in your office, there are several things of which you need to be aware. First, you need to be aware of the contractual issues at play. Management has 30 days in which to post a vacant route. They may have an extra 60 days if an adjustment or consolidation is being considered in the area. This gives them a total of 90 days from the date the route becomes vacant to get the adjustment and/or consolidation completed and effective. If it's not completed within that 90-day time frame, the contract has been violated. Understand that where necessary, and where we were notified of the vacancy, we have initiated and/or processed grievances where this violation has occurred as the route should have been posted.

Second, don't forget that you have the right to give written input about the adjustment if your route is being affected. Management has no obligation to follow your suggestions, but they do have an obligation to consider them. Make certain you keep a copy of the written input provided as it can be used as documentation in the grievance process at a later date if the route adjustment turns out to be something other than practical.

Third, make sure your route has an official remeasurement using the proposed line of travel prior to the adjustment taking affect. There have been many times when routes were adjusted utilizing previous mileage data of the territory in question. Later when the route was remeasured, it was found that the mileage data used was not correct and the evaluation of your route after the adjustment has been incorrect due to inaccurate mileage information.

You may or may not have heard that by mid-August, all carriers currently under the umbrella of the Spokane District will be part of the Seattle District. The Spokane District is one of six districts nationwide that are being consolidated due to a multitude of economic reasons—one of which is the continuing decline of volume. Most of the Spokane District will join Seattle, with the territory in southern Idaho going to the Salt Lake District.

This, coupled with a reduction in management staffing, will bring even more changes to our job as we know it. Be prepared to be even more diligent in making certain your rights are not violated while understanding that you may need to have a little more patience, tolerance, and understanding when it comes to our workplace relationships with our fellow employees. “The times they are a-changin’,” wrote Bob Dylan in 1963, and believe me, they are changin’ hard and fast. Don’t get left behind, and make certain that you’re performing your job to the best of your ability.

The title of this article alludes to the possibility that I was going to write about the QWL/EI process. Since this has been the first opportunity to address you since its demise, I intended to share my thoughts as a former member of the Western Area Joint Steering Committee. Since my Oregon friend, fellow State Steward, and fellow WAJSC member, Roy Hamilton has already articulated his thoughts, I will instead present those as his article says it all.

Respectfully,
Joyce Patteson
WARLCA State Steward

Why We Had No Choice

As a member of the Western Area Joint Steering Committee (WAJSC); the committee that became a major factor in the demise of QWL, I want you to know why it died.

First; the WAJSC mission was to “oversee, guide, and support the QWL/EI Process at the area and district levels. In particular, the AJSCs play key roles in encouraging management support of, and participation in, the Process and in ensuring that the DJSCs they oversee are active and successful.”

When Bill Gordon appointed me to the eight member group in August of 2005, the committee “melded” immediately. We, and the three new management personnel, got along extremely well and spent time with each other even in the evenings after our meetings. That lasted about two years. Then Western Area began to micro manage the

managers. Money became their only focus.

The management members began putting a great deal of pressure on us to make a lot of changes, some of them drastic. We agreed to many of the less damaging changes. The WAJSC held annual “forums” comprised of all of the District Joint Steering Committee (DJSC) members one year and just the Co-chairs on the alternate year. Instead of that, we agreed to meet only with the Co-chairs of each of the committees each year. In the interest of saving the USPS money, we agreed to try it for a year or two. But that wasn’t enough.

We nearly always held DJSC reviews with two DJSCs during the same trip in order to save money on travel. One time, we met with three DJSCs on the same trip. Whenever possible, we planned our meetings in cities where management members were already scheduled for one of their own meetings. We planned so that we would be reviewing two DJSCs in approximately the same geographic area and, sometimes, we drove from one location to the other rather than fly, in order to save money. Not good enough.

Our (usually) monthly meetings were suspended by consensus from December of 2006 until April of 2007 in order to effect cost savings for the USPS and Western Area. Still not enough.

Western Area was being told by the management Co-chair that “WAJSC craft members won’t even discuss cost saving measures.” As you will note in the preceding paragraphs, that was simply not true. We were agreeing to make cuts wherever possible-within reason. We would not, however, agree to cuts that would render the process essentially useless. Below you will see that is what management eventually attempted.

The craft members of the WAJSC were being subjected to very heavy pressure and harassment in an attempt to force us to consensus on several issues, including doing DJSC reviews via telephone/teleconference. We drew the line on this idea. We refused to come to consensus. It is impossible to determine whether or not a DJSC is fulfilling its

oversight obligation, the quality of the projects that are being done or if the group is working well together when doing a telecom. Oversight is over, without sight. Subtle body language is key to evaluating the group and it is difficult, if not impossible to pick that up via the telephone/Internet. In the past, our group had recognized problems with more than one DJSC by noticing subtleties. Even though they “talked a good game” we knew they were in trouble because of the way they interacted. We were able to intervene and make improvements as a result of our observations—observations that would not have been possible but for meeting with the groups face-to-face.

Once we made evident our position on telecoms, we faced a flurry of insults from the management members of the WAJSC. Insults that included (and these are quoted directly from my notes) “cry-babies”, “spoiled brat”, “you guys are having a ‘temper tantrum’”, “you’re not leaders if you don’t agree to change”, “the WAJSC is irrelevant”, “the WAJSC doesn’t do s__t”. There was more that I didn’t get written down in my notes since I was quite involved in the... “discussion”.

The class provided by the WAJSC that trained new members (craft and management) in the QWL/EI process was cancelled and re-scheduled at least twice and eventually, suspended. We did not come to consensus to stop the training. Management dictated by refusing to fund it. By the time the process died many dozens of carriers and managers were waiting to be trained.

In the end, management was attempting to dictate:

Where meetings took place (Denver, because management members lived nearby).

Reviews would be done electronically unless a DJSC was in “trouble” (management presumably determining who is in trouble).

Which members would attend certain reviews (only enough to make a quorum, with others possibly attending electronically).

How often trainings took place.

Where trainings took place.

Whether there was an annual meeting with DJSCs (Forum) and who would, and would not, attend such meetings.

How many hours the WAJSC coordinator needed to do her job (a 24 hour/week job became 16 hours/week, by decree of the management Co-chair).

One of the lynchpins of the QWL/EI process is that decisions are made by consensus. Consensus means that all members either agree or that they “can live with” the decision that the committee has made. If there is a single dissenting member, the committee’s decision is void. BUT; management added caveats: “There is no consensus when it comes to money” and “It’s Sylvester’s money” (reference is to Western Area Vice-President, Sylvester Black).

“It is CRITICAL to ensure the momentum of the Process be maintained and where a temporary disruption is necessary it must be done by consensus. The QWL/EI Process is a long-term investment in the future of our organization, and it is not one which is appropriate for short-term “:knee jerk” reactions.”---QWL/EI National Guidelines, Page 7 (Emphasis mine)

Before the Process was ended, Western Area had replaced three of the four management members of the WAJSC (before their terms expired) with personnel from Western Area and had put in place a new (acting) coordinator—also from the Western Area. We always met in Denver at Western Area Headquarters. It appeared to me that Western Area was attempting to gain better control of its team and the pressure was again beginning to build to deal only with what it wanted us to deal with...cost savings and postal revenue. Since the “reorganization”, we had done no real DJSC reviews and provided no training.

The goal of QWL/EI (remember these goals were written jointly back in 1982-83, when the process began) “...is the commitment of an organization

to work toward improving and providing more satisfying and effective jobs and better work environments for people at all levels of the organization. QWL/EI encourages a climate in which people respect one another, treat each other fairly, and seek to solve problems cooperatively, helping one another and the organization grow and develop together." (Emphasis mine)

Though it is certainly incorporated in the goal, there is no specific mention of "increasing revenue" in the Guidelines, even as revised in 2004. But in the end, that appeared to be the ONLY goal of Western Area and thus, the management part of our committee. In the end, it was the management part of the committee who showed a lack of leadership by not standing up to the dictates of Western Area, which ran counter to the goal of QWL/EI.

I wish the Process could have continued but it was becoming increasingly lopsided in its goals and when consensus is no longer part of the process, we are left with an "employer/employee" relationship (only) again. Perhaps, when there is a turnover in the top levels of leadership in this organization, the Process can be re-started.

Roy Hamilton

Oregon State Steward-NRLCA

Campaign Announcements

Please vote for Janice Sisley for Washington State Delegate to the National Convention in 2009. I have attended numerous State and National Conventions both as a delegate and as a non-delegate. I will do my best to represent the best interests of the Washington State rural letter carriers and let our voice be heard. I have been very vocal in the past and will continue to be in the future. I was able to be involved in the pivotal one person/one vote at the National Convention in Chicago. Please vote for me.

I also urge you to vote for our National Delegates when the ballots are mailed out. Please encourage your fellow union members to also vote. We have increased our membership in the last few years and that has allowed us to be able to send another delegate to National Convention. Sign up a non-member today! Remember, there is strength in numbers!

It is that time once again; soon you will be receiving your ballot to elect delegates for the 2009 National Convention. You will again see my name listed on your ballot for your consideration to represent Washington Rural Carriers at convention.

We have many concerns facing our craft in the upcoming contract negotiations and I believe that I am qualified to address your concerns at the National Level. If you know me you know that I fight for relief carrier rights and regular carrier rights.

It is also my hope as co-chair of the 2010 National Convention meet and greet committee to be able to see the delegates co-chairing the 2009 National Convention meet and greet in action to better assist our committee members when we host National in 2010 at Spokane, Washington.

If you have any questions feel free to contact me.

Thank you for your consideration

Respectfully Submitted,

Renee' Cowan

Cindy Koker here, running for Third District Representative. I became an RCR in 1982 before the 1996 introduction of DPS. In 1999 at National Convention, a larger man from Kentucky informed PMG Bill Henderson, "I don't move quite as fast as I guess I ought to, deviate from my route up to half a mile, walk up to the door, leave a parcel, come back, mount my car and do all the safety devices and drive off in a half a minute. I'm just not that fast." All the parcel business in America would be nice but give us just a little bit bigger piece of the pie. PMG Henderson answered, "I would say that you have had a pretty good piece of the pie here recently. It's not more pie you need." There was laughter after Henderson's remark but many fellow Washington carriers made a loud sound of disgust. That was ten years ago. We are still feeling the pain, the humiliation and still not getting our share of the pie. Our mail values have been changed so a parcel is not a parcel count anymore. Our bodies are taking a beating. We need a good contract. We need some tough resolutions to come up through our craft. With all we have given them in the past 10 plus years it is time we got a piece of the pie. We need to keep united so we shall prevail during contract negotiations. Please vote for Cindy Koker

Dear fellow WARLCA Members,

I ask for your consideration, support and vote as National Delegate candidate to our 2009 NRLCA National Convention in Grapevine, Texas this year.

Honored and privileged to be selected by you and your fellow WARLCA members as a National Delegate in 2007 and 2008, I will again strive to represent your best interests during all discussion and debate upon the many issues presented to the National Delegation during each business session.

One major issue I will be supporting and vigorously debating for, given the opportunity, will be to adopt **Bi-annual National Convention meetings**. I strongly feel that the time and resources, including the annual \$1.6+ million dollar cost nationally and tens of thousands of dollars spent from state budgets for delegate convention allowances, can be better utilized by our steward system for the effective representation of aggrieved rural carriers.

It would be my additional responsibility to collect pertinent information from all business sessions and attended seminars for a timely and relevant report to my fellow WARLCA members.

If selected, I will also look forward to attending the Host States Seminar as an appointed 2010 Juniors Committee Co-Chair in preparation for the 2010 NRLCA National Convention in Spokane, WA.

I strongly encourage **EACH and EVERY WARLCA MEMBER** to make your voice heard this year by submitting your votes for 2009 National Delegates. Remember, **YOUR** participation at County and State meetings makes our Association stronger and better informed!

Respectfully,

Tony Lott
Rural Carrier – Bremerton
(360) 697-6476 anthonylott@comcast.net

Dear Fellow Member of the WARLCA,

For many years now, you have given me the opportunity to represent you as your **delegate to the National Convention**. Given the current climate and economic conditions it is vitally important that we all give careful consideration to who we send as our representatives. Your delegates to the National Convention will be asked to vote on Resolutions and Constitution changes directly affecting you as a member of the Rural Craft. In addition, your delegates will be electing those National Officers who will serve as your voice in our efforts to improve our working conditions as well as our terms and conditions of employment.

As the time approaches for you to make a decision as to whom you will send as your delegate, **I once again ask for your consideration and your support**. My desire has always been, and will continue to be, to serve you in the manner that you deserve.

Should you have any questions concerning my position on any given issue, or wish to discuss the current conditions in the Rural Craft, please feel free to contact me.

With respect to all members of the Rural Craft comes this request for your support.

Yours in service,

Patrick Pitts
P.O. Box 1746
Orting WA 98360-1746
(360) 620-6235
McCormickMailman@aol.com

Convention is just around the corner and I would like to receive your vote to become a Delegate to the 2009 National Convention in Grapevine Texas this year. I am anxious to follow our resolutions up the channel and support them through the convention. I am also working as a committee chair person on the 2010 convention here in Spokane and would like the opportunity to shadow the chairs at the Texas Convention.

Thank You, Cindy Koker

2010 National Convention Committees Which One Do You Want To Be On?

Banquet Registration Committee – Susie Hill – Colleen Headley, Chairs. Need 2 to 4 people to man booth during convention to hand out tickets.

Decoration Committee for Banquet and Session Head Table – Joanne Blackburn - Becky Pike - Chairs
Need 4 to 6 committee members to work on decorations and setting up decorations on banquet tables.

Ditty Bags – John Lee – Janie Walla, Chairs
Need 3 to 5 committee members to help contact companies for donations and also to stuff ditty bags.

Exhibitors Booths – Dave Reppe - Karin Taylor, Chairs
Need 1 to 2 people committee members to coordinate load in and load out, secure site, and be on call for any exhibitor's needs.

Post Office Liaison & Photo Op Committee – Cheri Freeman – Cindy Koker, Chairs.
Need 1 or 2 Committee Members to Set up Photo Op and work with chairs on post office schedule.

Airport Hospitality Committee - Shawn Johnson - Monte Hartshorn, Chairs
Need 1 to 2 committee members to help greet carriers at airport, tell them where baggage claim is located, let them know of shuttle service, etc.

Information Committee – Brenda and Ed Ogdon, Chairs
Need 8 committee members to man the information booth at convention and work with Spokane Convention Bureau.

Registration – Mariann Faulkner – Ann Lamm, Chairs
Need 10 to 20 committee members to man the registration tables during convention.

Meet and Greet – Renee' Cowan - Becky Wendlandt, Chairs
Need 2 to 4 needed to serve on a committee (and the day of the Meet and Greet – Sunday Social) probably 20 people needed to help get the carriers through the lines.

Country Store – Noretta Stritzke - Cindy Koker, Chairs
Need 10 to 12 committee members, mostly during convention to man store and set up and break down and be responsible to man the store, watch for shoplifters, and run the till and VISA machine. Need at least 2 people per shift (shift is half day), 7 days (Saturday- set up in morning and sales start at noon- through Friday noon, breakdown in the afternoon), so 28 people to cover 14 shifts but might need more people on high volume days like Sunday or Monday. People can work more than one shift. Also need people to help on set up and breakdown and to help recruit high quality donations for the store.

Golf – Joyce and Don Patteson, Chairs
Need 2 committee members to help out during tournament.

Local Tours – Funded by State --- We have Group Coordinators that will handle the pre- convention tours, and Travel Leaders to handle the Alaska Cruise.

Mike Cammack, Chair

Need one more committee member to be the contact with Group Coordinators and Travel Leaders, and to arrange booth for tickets to be picked up.

Contact Becky Wendlandt, Cheri Freeman or committee chair for assignment to a committee.

WARLCA 2009 STATE CONVENTION REGISTRATION**June 22-24, 2009 at Red Lion Hotel at the Park, 303 W North River Dr Spokane, WA****Room rates are \$104 single/double, \$114 triple, and \$124 quad****Call 1-800 Red Lion (1-800-733-5466) Room Reservations Deadline is May 20, 2009.****Name: _____ 1st time Attending? _____****Address: _____****Phone: _____ Staying At Red Lion? _____ (we have to meet room night guarantee)****There is a \$40 fee per delegate for registration which includes the Sunday social. Fee will be waived if one banquet meal and social OR three lunches (Monday, Tuesday, and Wednesday) are purchased. A late fee of \$20 will be added if the registration is not RECEIVED by May 31, 2009 in the State Sec/Treas Office.****Sunday, June 21: Enhancement training 10 AM to 5 PM for certified local stewards****(All certified local stewards receive \$150 for first enhancement for 08/09)****Attending Steward Training? Yes _____ No _____****2010 National Convention Committee Chairs Meeting from Noon to 5 PM****Attending Committee Chairs Meeting? Yes _____ No _____****Sunday, June 21: Sunday Social 6 PM to 7:30 PM All Welcome****Cost Each: \$5 (under age 2 free) ~Food & Fun in the Park~ # attending _____ \$ _____****MONDAY, JUNE 22: CONVENTION STARTS AT 8:30AM****1st Timers to State Convention Meeting at 8 AM****# attending _____****Monday Beef Stroganoff Lunch \$15 each****# attending _____ \$ _____****County Officers Trng Monday Evening (Rigatoni & Alder-Smoked Chicken) at 6 PM****(Free to newly elected and pre-registered 2009/2010 Presidents, V. Presidents, and Sec/Tres)****All welcome – cost to all others \$25 each.****# attending _____ \$ _____****TUESDAY, JUNE 23: CONVENTION STARTS AT 8 AM****Tuesday Macadamia Chicken Lunch at \$15 each****# attending _____ \$ _____****Tuesday Evening Bus to Rockin B Wildwest Show/Dinner \$40 # attending _____ \$ _____****WEDNESDAY, JUNE 24: CONVENTION STARTS AT 8 AM****Wednesday Lunch (Build your own sandwich/soup) \$15****# attending _____ \$ _____****Check here if you want all Vegetarian Meals****Total Enclosed \$ _____****Make Checks Payable to WARLCA and send to 2811 N Chase Ln, Liberty Lake, WA 99019 Payment must be sent with registration AND MUST BE RECEIVED BY MAY 31, 2009 TO AVOID LATE FEES.**

If you find you are unable to attend, please contact Becky Wendlandt for refund. However, no refunds after June 15, 2009 until after convention and approved by board since we have to guarantee total number of meals ahead of time.

MEMBER OF THE YEAR NOMINATION

Eligibility:

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

Method of Selection:

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

Criteria for Selection:

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

MEMBER OF THE YEAR NOMINATION FORM

NAME: _____

PLEASE GIVE A RESUME OF THE ACCOMPLISHMENTS OF THE ABOVE NAMED NOMINEE:

This image shows a blank sheet of white paper with horizontal ruling lines. The lines are evenly spaced and extend across the width of the page. There are no margins, text, or other markings on the paper.

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.

[illegible]

*****PLEASE SUBMIT THIS FORM TO THE VICE-PRESIDENT, (Cheri Freeman 603 W Clay
Av., Chewelah, WA 99109) NO LATER ***
THAN FOURTEEN (14) DAYS PRIOR TO THE CONVENING OF THE STATE
CONVENTION.**

JUNIORS PRE-REGISTRATION 2009 WARLCA STATE CONVENTION

3 days of **FUN & EXCITEMENT** are in store for all the Juniors this year in Spokane during the annual WARLCA 2009 State Convention! Trips to the **Silverwood Theme Park, Triple Play** and the **Carnival** next to Red Lion Inn at the Park are just a few of the planned activities scheduled this year for Juniors ages 6 - 20. More details are available on the Junior's website at **<http://jwarlca411.tripod.com>**. Many kudos to Junior President Nicole Cowan for the great job on the Juniors website!

Your pre-registration form is also available on the Junior's website. Just click on Registration and follow the instructions to download the form. This year's cost is \$60 per Junior (no increase from 2007) for pre-registration forms postmarked no later than June 1, 2009. Registration forms postmarked after June 1 or those registering at the Convention will incur an additional \$20 late fee. Please make your check payable to WARLCA Auxiliary. Mail your completed registration forms and payment for each Junior attending to: **Sheila Lott, Auxiliary Sec/Tres, 1972 NE Ridgewood Ct, Poulsbo WA 98370**.

Please remember that only Juniors ages 6 – 20 whose parent / grandparent / legal guardian are attending the State Convention will be allowed to participate in the Juniors activities. Sorry, but no friends or guests will be allowed. Please contact any one of your Auxiliary Officers – President Fred Cavazos at 360-772-5735 or lownslow48@msn.com, Vice President Joe Horlacher at johnna_horlacher@msn.com, Secretary-Treasurer Sheila Lott at 360-265-1973 or sheilalott@comcast.net, or Junior President Nicole Cowan at trickii_nikkii@yahoo.com with any questions and we'll be happy to help you.

Chaperones are needed for this year's activities. Not only will chaperones be helping the Juniors stay safe and secure during their 3 days of fun and excitement, but their own activities' expenses are paid for by the Auxiliary. Any WARLCA or

Auxiliary member wishing to help out the Juniors Program and be part of the fun as a chaperone please contact either Fred Cavazos, Joe Horlacher or Sheila Lott. Background checks will be done for all chaperones before the convention, so please contact us ASAP.

We look forward to seeing you all in June for a really great time!

(Submitted by Sheila Lott on behalf of the WARLCA Auxiliary.)

The Juniors Program is run by the WARLCA Auxiliary. The WARLCA is not responsible for any liability for the Juniors. Liability insurance is not provided.

In Memory of Austin Sheely

Due to complications of leukemia treatments, Austin Ray Sheely, 13, Camas, left this life on January 27, 2009 to start a new life with the Lord. Austin was the son of Wes and Sunday Sheely (Rural Carrier).

Austin attended Liberty Middle School and was very sport-minded. He was on the wrestling team and always won in his heart. He loved his challenger baseball team, the Mariners, and his top soccer team, the CW Kickers. He was a Gold Medal Special Olympics swimmer. When he wasn't playing sports, you would find him on his computer.

Along with his parents, Austin is also survived by his two older brothers, Blake and Wes Jr.

STATE OFFICERS AND STEWARDS

PRESIDENT

Senior Assistant State Steward

Patrick Pitts
PO Box 1746
Orting, WA 98360-1746
360-620-6235
Fax 360-893-9182
McCormickmailman@aol.com

VICE PRESIDENT

Senior Assistant State Steward

Cheri Freeman
603 West Clay Ave.
Chewelah, WA 99109-9113
509-675-1350
Fax 509-935-6681
cherirose99109@hotmail.com

SECRETARY-TREASURER

Rural Carrier Health Insurance

Rebecca Wendlandt
2811 N Chase Lane
Liberty Lake, WA 99019-5002
509-710-7840
Fax 509-926-9522
rebeccawen@icehouse.net

EDITOR

Political Action Committee
(PAC)

Susie Hill
PO Box 93
Vashon, WA 98070-0093
206-463-3339
s.k.hill@comcast.net

DISTRICT 1

REPRESENTATIVE

Rebecca Pike
PO Box 427
Lynden, WA 98264-0427
360-933-4899
rpikes@comcast.net

DISTRICT 2

REPRESENTATIVE

Senior Assistant State Steward
GMAC Auto Representative
Renee' Cowan
PO Box 1746
Orting, WA 98360-1746
Phone and fax 360-893-9182
crazyuptightmom@comcast.net

DISTRICT 3

REPRESENTATIVE

Provident Guild Representative
Cindy Koker
3502 N Park Rd
Spokane, WA 99212-1509
509-928-5025
Cell 509-869-2799
ciko509@aol.com

DISTRICT 4

REPRESENTATIVE

Ed Ogdon
212005 E 193 PR SE
Kennewick, WA 99337-7058
509-586-6198
kingog@live.com

RETIRED CARRIER
REPRESENTATIVE

Dan Schrup
2547 Warner Av Apt D
Enumclaw, WA 98022-4037
509-389-0181
mxsykes@icehouse.net

STATE STEWARD

Joyce Patteson
385 Tibbling Road
Selah, WA 98942-9253
509-698-6308
Fax 509-698-3015
jodonpat@fairpoint.net

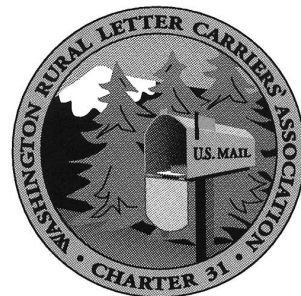
SENIOR ASSISTANT STATE
STEWARDS

Monte Hartshorn
141 Alder St NE
Castle Rock, WA 98611-9040
360-274-4676
Fax 360-274-5813
Postalmhbear1@msn.com

Washington Rural Carrier
PO Box 93
Vashon, WA 98070-0093

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