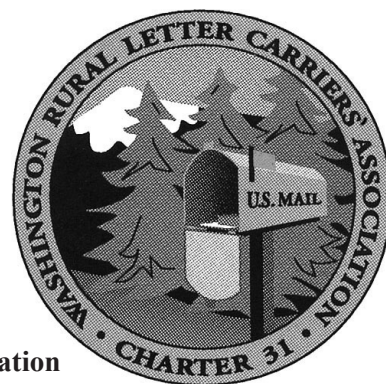


WASHINGTON RURAL CARRIER



Official Publication of the Washington Rural Letter Carriers' Association

March 2011

Where Service Begins With a Smile

State Convention 2011

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CLIFFORD D. DAILING, Secretary-Treasurer of the National Rural Letter Carriers' Association to visit Washington State Convention

Clifford D. Dailing of Missouri was re-elected as Secretary-Treasurer of the National Rural Letter Carriers' Association in Spokane, Washington, on Friday, August 20, 2010. Currently, the Association represents over 110,000 members and has an annual operating budget of 12 million dollars.



Clifford began his Postal Service career at Thompson, Missouri, being hired in 1982 as a Rural Carrier Relief (RCR). He was converted to the status of Rural Carrier Associate (RCA) on April 11, 1987. On June 18, 1988, Clifford was appointed as a regular carrier on Rural Route 3 in Fayette, Missouri, after having been the successful Management Sectional Center (MSC)-wide bidder 31 miles from his home of Centralia, Missouri.

Clifford served the Missouri Rural Letter Carriers' Association in several offices from Local, District and State Secretary-Treasurer, Vice President, plus Local and Assistant State Steward.

Clifford pursued his committed desire to work for the members of the NRLCA by seeking and being elected to the position of Secretary-Treasurer of the National Rural Letter Carriers' Association at the 1996 National Convention in Charleston, West Virginia.

Clifford comes from a Postal family and a rural Missouri community of approximately 4,000. He now resides in Arlington, Virginia, as one of the NRLCA Resident Officers with his wife, Kelley, and three sons.

The Right to Bargain

Cheri Freeman, WARLCA President

Can you imagine our working conditions without a negotiated contract? What wage are you willing to accept to stay employed? Are you ready to work a day at a time with the threat of layoff hanging over your head? How would you plan for your future, your family's



future? This is what a worker faces in a "Right to Work" world. Our jobs could be sold off to the lowest bidder. You can be fired at the whim of the employer. The public does not understand our jobs, the depth of knowledge needed to be effective mail carriers. We've all heard it – "any monkey can deliver mail" – "anyone who can read can deliver mail". Without the Union we're just commodities: workers who are expendable. Remember the workers fighting for better working conditions at the turn of the century! Remember the miners dying of black lung in their 30's and 40's and no safety net for their families! Remember the women locked in garment factories that died when the factory caught fire! Remember the children forced to work at the age of 9 in dangerous jobs! These are the situations that changed when workers united together and bargained for the right to have safe working conditions. Unions were not created

just for wage increases. Bargaining for better working conditions was and remains a priority for our Union.

I hope that by the time you receive this issue of the WRC the fight for bargaining rights by the Public Service Employee Unions will be over and they will have won! I fear this is just the beginning of a tough fight for all Unionized Workers in America! There is a concerted effort by conservative politicians to take away the right of workers to bargain for not only their wages but also their working conditions, benefits (including sick and annual leave), and retirement programs. What scares me most is the vilifying image being expressed of Union Workers as leeches feeding at the public trough. The rhetoric used to divide the American work force into Union and non-union workers is appalling! Union workers are proud Americans, and to be labeled as greedy, bloated, and un-American should cause us all to unite and rally together objecting to this slander. The financial crisis was caused by greedy speculators and bankers, corporate power, and deregulation by government. It was not caused by Unions and their members. To be blamed for the fallout of the actions of the wealthy and powerful is ludicrous!

The history of the Labor movement is a litany of powerful business interests combining with political interests (government) to put down Union organizing, Union strikes, and Union political power. For years public service workers were paid less than equivalently educated workers in the private sectors. State and Local governments negotiated with these workers to provide for health benefits as well as promises to provide a certain level of pension income at retirement, offsetting the lower wages. Today there is no money to pay for those benefits. The Wisconsin Public Service workers have agreed to the wage cuts and increases in their portion of health and retirement benefit costs that the Wisconsin Governor demands, but Governor Walker is not satisfied and has demanded that the Unions lose their bargaining rights, including bargaining for working conditions. This is totally a political move to weaken Unions. If successful, this may well be

the beginning of the end for Unions in this country. Similar attacks on Unions are happening in Ohio, Indiana, Pennsylvania, Oklahoma Tennessee, and right next door in Idaho.

To understand the dynamics underlying this fight it is helpful to see the bigger picture and some of the elements.

1.) Bond Markets – Traditionally, state governments have funded their pension and health benefit programs for public workers with monies invested in bond markets. State budgets are primarily salaries and benefits for their employees. It is not like a family budget which you can cut by not buying something. The jobs required by State and Local governments (firemen, police officers, teachers, utility and even office workers...) cannot be eliminated without affecting the social fabric of our communities, especially our safety and security. “Stimulus” monies provided a cushion last year and gave state and local governments’ money to retain needed employees. Now that money is gone and the funding that should be in place, which was invested in bond markets, is now decimated by the financial crisis. The money is gone but the unfunded liabilities remain.

2.) Politics – We rural carriers are politically a diverse group but I think it’s important to understand that this is a political fight between the major political parties. What scares me and makes me mad is the rights of workers to Unionize and bargain for their well being are being attacked (and may well be eliminated) under the guise of “Fiscal Responsibility.” The real issue is the funding of candidates that support Union causes

3.) Media – The Media and certain politicians are actively portraying Union Workers as elitist and living high on the backs of the non-union worker. Americans for Prosperity, a nonprofit organization founded and largely financed by the billionaire Koch brothers, has launched an ad attack on Unions and are urging Wisconsin citizens to support Gov. Walker. Americans for Prosperity is working hard to see that similar anti-union legislation is passed wherever Republicans have control. It is an effort to redefine the rights and values of the American worker. There are 19.5 million Public Service Workers, 36% of which are unionized. If these

Unions are hamstrung it will be much easier for corporate political powers to decimate any power of the remaining Unions. There are 2.8 million Federal workers, including Postal workers. We are a much smaller piece of the Union work force and have much less political power. Nonetheless, we have much to lose in this fight. If we do not stand up for our Union brothers and sisters in their fight, who will stand up for us when the Federal Employee Unions are under attack?

Can you imagine our working conditions without a negotiated contract?

See You in Gig Harbor

Becky Pike, WARLCA Vice President

Are you planning to attend the state convention in Gig Harbor on June 27, 28 and 29? We’re looking forward to seeing you there so be sure to attend your county’s annual meeting and ask



to be on the delegate ballot. Be sure to vote for yourself~~that’s OK, you know, since you do want to be a delegate! Then fill out a registration form that will be at your county meeting or on our state’s web site. Before the convention starts on the first day, there will be a “first timers” informational meeting to answer questions and acquaint you with the process of being an active participant in your convention. All voices and ideas are welcome.

Do you know a union member that should be honored by being chosen as the Member of the Year? Each county has one or more members who do that something extra for others that we notice and we need to share their story with others. Forms will be at the county meetings and they’re also on our state’s web site. (www.warlca.com)

Time to Be a Delegate

Becky Wendlandt

WARLCA Secretary-Treasurer

Membership: Have you checked out the membership promotion? We have gained over 30 new members so far. It is a win-win for you the member and for the new member. Check out what you will receive in this issue of the paper or go to warlca.com for more information.



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 placed on the ballot for State Convention delegate to the 2011 State Convention in Gig Harbor, 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 by mail. **If you have not gotten a return letter from me 7 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.**

Training: As I write this article I have just gotten back from National Secretary/Treasurer's training. While it was only a two day training, I have 13 pages of notes taken on the computer. One thing for certain, there will always be changes and I learn new things every year. DOL (Department of Labor) is putting the States and Counties on notice on requirements; for example, timely LM submissions, vouchers with details and receipts, and a process of good checks and balances. We will be talking more about this at the upcoming County Officer Training at State Convention. I hope all the 11/12 Fiscal Year County Officers can attend this training (free dinner), and I look forward to seeing you all.

Equal Treatment For All!

Are you tired of feeling like you need to apologize for making a livable wage? Do you wonder why the Postal Service keeps blaming the working crafts? Check into what is really happening. Every craft is down in numbers but not headquarters! **Two areas of the Postal Service not showing net workforce reductions are Headquarters and "Area/Operations Offices"; total hours are up about 3% in both cases.** So, since craft employees are down in numbers why do we have more managers? What we need are more people working the mail and less people telling us how to do it. After 30 years, I think I've figured it out, how about you?

What about our benefits? We pay around 82% of the premiums for these benefits, but did you know that top management in the USPS pay no premiums (wow, just like Congress). How about relocation? While our routes are being consolidated we are told you should feel lucky to have a job, even if you have to travel to the next town to have a route. Top management gets all moving expenses paid, their house purchased if it does not sell, and until all this happens, a home provided with all utilities paid. Plus when they retire, they get all expenses paid to relocate back to where they consider their home town. **Postal Reform needs to start at the top!**

I am here to be your resource so call anytime on my cell phone at (509) 710-7840. My best to you as always.

JOIN NOW AND SAVE

New members can earn a \$50 savings bond when they sign a dues withholding form for membership in the NRLCA. Current members who recruit new members are also offered a \$50 bond, just make sure your name is at the bottom of the form as the recruiter. This offer is good through June 30, 2011. Membership forms are available on the warlca.com website and from our state and county secretaries. Let new employees know the benefits of membership and knowledge gained from it.

PAC

Susie Hill, PAC Chair

The never-ending quest for PAC funds continues and your help is needed. Examples are given how 25 cents a day or \$5 a month deducted from your checking account will add up and help convince Congress to our way of thinking but have you done either one? Have you donated to PAC at a local meeting? Have you mailed a check to the National Office? Some of you have but many of you are letting just those few fund an "insurance policy" for your job.

On March 2, 2011 Congressman Samuel Graves (R-MO) re-introduced a resolution for the continuation of 6-day delivery. If adopted it would send a strong message that lawmakers oppose the elimination of Saturday delivery. Thank you Congressman Graves.

We will again have a "Yard Sale" table at State Convention. If you have any gently used items you would like to donate please take your items to a county meeting or to Gig Harbor for State Convention.

I hope all of you will attend a county meeting or State Convention this year. Thank you.

A Warm Welcome to our New Members

Carolyn Marchand
Audrey Robertson
Sandra Beckham
Alejo Galvez Jr.
Hannah Buchheit
Jack Cook
Joshua Drenski
Bridget Rodasky
Gavin Gifford
Brigette Kofler
Alex Ulyanchuk
Frank Haehnel
Kathryn Cowley
Michael Todd
Jeanell Strieck

Iosif Taziyev
Deanna Judd
David Traaseth
Audrey McGinty
Larry Carter
Kerri Crisman
Valerie McAdam
Susan Christensen
Gretchen Guzman
Donald Sly
Olga Nosov
Deborah Tropiano
Catherine Peterson
Norman Ebert

Our Sympathies to the Family of

Sylvan Adams
Melvin Barnett
Sherri Christenberry
Chester Ferrier
Phyllis Gage
Virginia Grove
Bonnie Hutchins
George Hutchinson
Robert Merrifield
Judith Peck
Juanita Robertson
Barbara Seaman
Walter Tanguy
Harry Teagle
Blaine Turner

Washington Rural Letter Carriers' Association **Statement of Activities - Previous Year Comparison**

July 2010 through February 2011

	Jul '10 - Feb 11	Jul '09 - Feb 10	% Change
Ordinary Income/Expense			
Income			
400000 · Dues Income	360,580.03	359,091.71	0.4%
410000 · National General Insurance-GMAC	14,260.35	14,405.62	-1.0%
420000 · Reimbursements & Refunds	52,663.65	36,726.48	43.4%
Total Income	427,504.03	410,223.81	4.2%
Expense			
500000 · Per Capita Expenses	1,217.42	5,463.08	-77.7%
520000 · Meetings and Conventions	21,603.98	59,963.78	-64.0%
530000 · Equipment Expense	3,584.53	1,693.76	111.6%
550000 · Other Expenses	62,522.11	68,289.99	-8.5%
610CF · President - Cheri Freeman	728.45	0.00	100.0%
610PP · President - P. Pitts	2,105.40	2,785.22	-24.4%
620CF · Vice President - C. Freeman	4,720.96	4,068.00	16.1%
620RP · Vice President - R. Pike	1,541.45	0.00	100.0%
630RW · Sec/Treas. - R. Wendlandt	40,770.68	10,444.43	290.4%
631RW · Full Time Sec-Tres -R.Wendlandt	0.00	35,805.71	-100.0%
640SH · Editor - Susie Hill	5,824.67	5,258.64	10.8%
645000 · Washington Rural Carrier (WRC)	3,125.21	2,898.81	7.8%
650RP · District 1 - R. Pike	2,337.90	4,276.47	-45.3%
650SH · District 1 - Susie Hill	469.66	0.00	100.0%
660RC · District 2 - R Cowan	3,489.92	2,047.50	70.5%
670CK · District 3 - C. Koker	5,274.86	3,982.61	32.5%
680EO · District 4 - E. Ogdon	3,916.93	2,340.50	67.4%
700000 · Steward Training Expenses	8,231.67	10,652.27	-22.7%
700JP · Full Time State Stew-J.Patteson	11,803.43	48,866.05	-75.9%
700PP · Full Time State Stew - P. Pitts	46,134.41	0.00	100.0%
701PP · Full Time Assistant-P. Pitts	8,423.82	34,704.73	-75.7%
702CF · Full Time Assistant -C. Freeman	0.00	25,772.18	-100.0%
740MH · Senior Asst Stew - M. Hartshorn	8,634.06	10,341.92	-16.5%
770JP · Senior Asst Stew - J. Patteson	9,500.84	0.00	100.0%
780PP · Senior Asst Stew - P. Pitts	0.00	9,148.36	-100.0%
791RC · Senior Asst Stew - R. Cowan	37,078.98	32,548.05	13.9%
792CF · Senior Asst Stew - C. Freeman	28,362.50	9,041.73	213.7%
872 · Area Steward - A. Lott	0.00	2,208.24	-100.0%
873MF · Area Steward - M. Faulkner	2,373.72	2,588.23	-8.3%
874JT · Area Steward - J. Taylor	2,068.00	0.00	100.0%
880LS · Local Steward	55.26	320.19	-82.7%
Total Expense	325,900.82	395,510.45	-17.6%
Net Ordinary Income	101,603.21	14,713.36	590.6%
Other Income/Expense			
Other Income			
450000 · Interest Income	1,025.34	1,612.21	-36.4%
Total Other Income	1,025.34	1,612.21	-36.4%
Net Other Income	1,025.34	1,612.21	-36.4%
Net Income	102,628.55	16,325.57	528.6%

Washington Rural Letter Carriers' Association
Statement of Financial Position - Compared to Previous Year
As of February 28, 2011

	<u>Feb 28, 11</u>	<u>Feb 28, 10</u>	<u>% Change</u>
ASSETS			
Current Assets			
Checking/Savings			
101000 · Chkg - WA Trust Bank	12,107.51	19,271.79	-37.2%
102000 · Svgs - APCU	88,709.27	61,632.92	43.9%
103000 · Chkg - Atlanta Postal Credit Un	296.45	531.19	-44.2%
104000 · Emergency Fund - APCU	6,793.46	0.00	100.0%
141000 · C.D.#71 APCU 12 mo (8-1-2006)	30,276.36	29,543.78	2.5%
143000 · C.D.#73 APCU-12 mo (2-8-07)	29,183.69	28,583.53	2.1%
Total Checking/Savings	<u>167,366.74</u>	<u>139,563.21</u>	<u>19.9%</u>
Total Current Assets	<u>167,366.74</u>	<u>139,563.21</u>	<u>19.9%</u>
TOTAL ASSETS	<u>167,366.74</u>	<u>139,563.21</u>	<u>19.9%</u>
LIABILITIES & EQUITY			
Liabilities			
Current Liabilities			
Other Current Liabilities			
210000 · Payroll Liabilities			
210100 · 941 Employee FICA Tax W/H	-4,276.05	-2,955.83	-44.7%
210400 · 940 (FUTA) Federal Unemployment	-38.99	-57.29	31.9%
220000 · Full Time Employee Liabilities			
220100 · Full Time Life Insurance	92.70	550.15	-83.2%
220200 · Full Time FERS Liability	1,765.92	5,526.30	-68.1%
220300 · Full Time Health Insurance	3,286.68	9,420.93	-65.1%
220500 · Full Time Accrued Annual & S/L			
220502 · Patrick Pitts Accrued A/SL	11,282.37	0.00	100.0%
Total 220500 · Full Time Accrued Annual & S/L	<u>11,282.37</u>	<u>0.00</u>	<u>100.0%</u>
Total 220000 · Full Time Employee Liabilities	<u>16,427.67</u>	<u>15,497.38</u>	<u>6.0%</u>
Total 210000 · Payroll Liabilities	<u>12,112.63</u>	<u>12,484.26</u>	<u>-3.0%</u>
Total Other Current Liabilities	<u>12,112.63</u>	<u>12,484.26</u>	<u>-3.0%</u>
Total Current Liabilities	<u>12,112.63</u>	<u>12,484.26</u>	<u>-3.0%</u>
Total Liabilities	<u>12,112.63</u>	<u>12,484.26</u>	<u>-3.0%</u>
Equity			
390000 · Net Assets	52,625.56	110,753.38	-52.5%
Net Income	102,628.55	16,325.57	528.6%
Total Equity	<u>155,254.11</u>	<u>127,078.95</u>	<u>22.2%</u>
TOTAL LIABILITIES & EQUITY	<u>167,366.74</u>	<u>139,563.21</u>	<u>19.9%</u>

RCAs!!!! Did You Know?

Thanks to YOUR Union you received a pay increase of \$.95 an hour. In accordance with the provisions of the 2006-2010 National Agreement, an amount equal to the COLA paid to full-time rural carriers on an hourly basis under the terms of the 2006 National Agreement will be rolled into RCA/RCR hourly rates during the first full pay period of February 2011 (pay day will be March 4).

You Can Be a Life-Saving Hero

Susie Hill, District 1 Representative

While reading the February 2011 Costco Connection I noticed an article dealing with the Postal Service. It discussed the "Delivering the Gift of Life" program sponsored by the USPS for its employees.



The program was started in 1997 and has added over 53,000 people to the bone marrow registry. To date, 80 lives have been saved from the USPS registry additions. Bone marrow is needed for transplant as a potential cure for leukemia, lymphoma and other blood related diseases. There is only a 30 per cent chance of finding a match among family members.

Generally, there is a fee for tissue-typing but this fee is waived for USPS employees, their spouses and dependents 18 and over. You need to be between 18 and 60 years old to donate bone marrow. You can register at marrowcampaign@usps.gov. More information is available at www.bethematch.org.

There are no scary needles involved in the tissue-matching sample. A simple cheek swab is all that's needed.

You could be a life-saving hero for someone. Sign up today.

Protecting Teen Drivers

Renee' Cowan, District 2
and State GMAC Representative

According to the National Institute for Highway Safety, vehicle crashes are the leading cause of death among American teenagers.



Did you know that GMAC Insurance is committed to improving education

and driving safety among teenagers through year-round programs designed to build awareness among young drivers and their parents? They work to get the information out through a variety of means, including a safety video for teen drivers and printed materials for both teens and parents. In those materials, they stress that there is nothing more effective that you can do to help than talk to teens about the facts. If you have children that are now driving, here are the basics:

1 Safety Device For Teen Drivers: PARENTS!

Passengers - Limit them to avoid distractions and influences

Alcohol - Show zero tolerance for drinking and driving.

Role model - Live what you teach; your kids are watching.

Educate - You must teach what Driver's Ed doesn't.

Night - Restrict night driving to reduce social risk taking.

Time - Supervise teen drivers for at least 6 months.

Safety - Demand seat belt use and avoid small or fast cars.

For more information on teen driving safety, go to [www. Highwaysafety.org](http://www.Highwaysafety.org).

GMAC Insurance makes a commitment to teen driving safety and education.

To contact GMAC for these items or have your policy reviewed call 1-888-325-7727.

Visit WARLCA.com for the updates and information on the contract, meetings and conventions.

Nominees Wanted for District 3

Cindy Koker, District 3 Representative

Attention!!! Looking for members of District 3 who would be interested in running in the upcoming election for the District 3 Representative position! Current representative has decided to retire the hat to someone who has the following qualifications: If you are a member of District 3 in good standing and interested in advancing the goals of the WARLCA you are a prime candidate to run for this position. Please stand ready to announce your candidacy at your annual meeting or at your State Convention, whichever is appropriate.



I, Cindy Koker, have been your current representative and have very much enjoyed representing your interests. I am confident there is someone who has the vision and desire that I had. I wanted to be a part of the 2010 National Convention to help it to succeed and I think this goal was accomplished through the hard work of the membership, the board and me.

I also wanted the membership to know that we are not a complete association without our members submitting resolutions through the channels to our National Board. Also writing to their Senators and Representatives with their concerns and ideas is a must. I am hoping everyone is informed on how to do all of the above so we will be able to send our voice across the country. I would like to ask everyone to submit at least one resolution at their annual meeting. If you cannot attend your annual meeting, please get your resolution to someone who is attending so we can have a wide selection of resolutions to vote on. You can go to www.warlca.com to find your district and when and where your county meeting will be held. District 3 contains East Central WA (Spokane) County, North East WA County and North Central WA County.

Thank you for supporting me while I represented you on many levels. I am very confident and

content with the many decisions I had to make for you during my tenure. I hope you are ready to compete for the position of District 3 Representative because we need your dedication and willingness to keep this association strong in this new world economy we are subjected to. Keep your faith strong, support PAC and have fun everyday as you journey through your life.

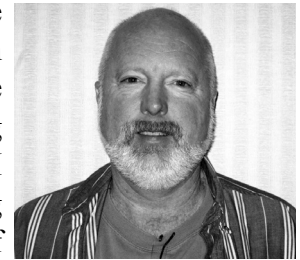
The Way It Was

The Historian's Corner

Ed Ogdon, District 4

Representative and Historian

If anybody emailed me and I didn't put you in this column it is because you didn't write anything in the subject line and I deleted it without opening it. In this day and age of computer viruses I hope you understand and please email me again but please put something about rural history in the subject line.



Thank you, Mr. Dale Walston from Colville, WA for writing me a wonderful letter about his relatives and himself. Dale's great grandfather carried mail between two cities in Iowa. After he retired he received a pension from the government of a whopping 6 dollars a month. Dale's dad was a Star Route carrier in Colville at the end of WW II and also was a sub on all three routes in Colville after he was underbid on the Star Route in 1952. That year Dale and his brother were invited by the Postmaster to become city carriers and Dale became a rural carrier 11 years later. When he started, there were three routes and his route had 250 boxes and 75 miles. When Dale retired in 1978 there were 6 routes and his route had grown to 525 boxes and 80 miles.

Dale also had a great-uncle that was a postal worker on the train that went through Colville and his wife's father was the Postmaster in Coulee City and

his brother also worked on a mail train in Spokane. So Dale's wife's dad's brother knew Dale's dad's uncle! Got that? There is one more! Dale's wife's grandfather was a Postmaster in Lincoln in Grant County. Thanks again Dale for a wonderful letter and I hope others write to me soon. My contact information is listed on page 15.

SPRING RALLY - 2011

Patrick Pitts, WARLCA State Steward

By the time you read this article, the Washington Rural Letter Carriers' Association (WARLCA) will have conducted what is arguably one of the most important meetings of the year for the general membership, second only to the State Convention. On March 27, 2011 WARLCA members from across the state gathered in Federal Way for a Spring Rally and obtained information on a variety of topics.



The meeting included a presentation by Senior Assistant State Steward Monte Hartshorn on the National Reassessment Process (NRP).

Carriers who, through no fault of their own, have sustained a work-related injury are now being told by the USPS that there is no longer work available for them. Many are being told to fill out leave slips and they are being sent home. In many cases there has been little or no advance notice of these "NRP meetings" to the employee or the Union.

The USPS has both a legal and a contractual obligation to make every effort to assign limited duty work to employees who have not fully recovered from an on-the-job injury. To many rural craft employees it seems as if management is making every effort to limit the amount of work available to these employees.

A National Level Grievance (class action) was filed by the National Rural Letter Carriers' Association (NRLCA) on August 31, 2010. This

Step 4 grievance addresses management's failure to assign rural carriers to limited duty work in accordance with various provisions of the National Agreement, Postal handbooks and manuals, and federal law. The NRLCA is seeking reinstatement to limited duty assignments and make-whole remedies for all carriers affected by the NRP process. The grievance filing states in part, *"The Postal Service has significantly impacted rural carriers across this country, when it has not made every effort to find available work for injured rural carriers by claiming no work available (NWA), and has manipulated the NRP process to change the intent of the language in the handbooks and manuals."* Please note that the Association's Step 4 grievance challenging the NRP process does not address all case specific issues related to management's obligation to provide limited duty work in accordance with the ELM. Rather, you may be entitled to file a grievance to address limited duty work issues arising from your specific circumstances. **If you believe that management has violated your right to be provided with limited duty work, you are advised to contact your steward immediately to review your rights and options under the National Agreement.** Additional information can be obtained by accessing the "What's New" page on the NRLCA website (<http://www.NRLCA.org>).

Senior Assistant State Steward, and District 2 Representative Renee Cowan provided information on Percent-to-Standard.

In short, Percent-to-Standard is a comparison between the standard hours of the route (as established during the most recent mail count or interim adjustment) and the actual work-hours utilized on a route. The "actual hours" as part of the percent-to-standard comparison is comprised of all the work-hours on a given route. This would include the regular carrier's actual hours, the relief carrier's actual hours, and any training time (cross-training and/or new relief carrier training) in addition to any auxiliary assistance provided. Many carriers have been, or soon will be experiencing an elevated level of attention regarding their work-hours and encouraged (read "pressured") to keep their actual

hours in line with their evaluated hours. Renee' provided information on why this is seemingly important to the USPS and why it should, or should not be important to a rural carrier; as well as a carrier's rights and responsibilities related to work-hours.

Senior Assistant State Steward Joyce Patteson provided a comprehensive overview of Route Consolidations, Posting, Bidding, etc. In offices throughout the District, routes are becoming vacant due to retirement (or other reasons) and instead of putting these routes up for bid and promoting a leave replacement to regular the USPS is deciding to consolidate these routes. Or worse yet, they are deciding to consolidate another route in the office. What happens when management exercises their contractual right to consolidate a route? What happens when they choose to consolidate a route other than the vacant route; perhaps your route? Could you lose your route? These are all questions that Joyce provided the answer to during her presentation as well as general information concerning route postings, electronic bidding, etc.

WARLCA President and Senior Assistant State Steward Cheri Freeman provided the latest information on 5-Day Delivery and other legislative issues. As most of you are aware, former Postmaster General (PMG) John Potter stepped down in December, 2010, and was succeeded by Deputy Postmaster General Patrick Donahoe. There were some who believed a change in USPS leadership would herald a change in direction for the organization. However, a statement made by the new PMG provided insight to what we might be expecting; *"Our challenge going forward is to implement the ambitious plan now in place to assure the continued viability of the Postal Service ..."* This, in reference to the USPS "Action Plan for the Future" of which a key part is the elimination of Saturday mail delivery. Cheri provided the latest information on this and other key legislative issues, both active and proposed legislation which could have a profound impact on not only the rural craft and the USPS

as an organization but on the very foundation of collective bargaining.

Information was also provided regarding Delivery Unit Optimization / Delivery Unit Relocation (DUO/DUR) as well as the new Scanning Procedures. DUO/DUR is the latest initiative by the USPS purportedly undertaken to improve the financial condition of the organization. Although at the time this article is being written, no offices in Washington State have been "closed" or carriers relocated to a neighboring office, the WARLCA has been notified that several offices are under review. Many carriers have been informed by their local manager that they are going to be moving to another location. When all the routes in one office are moved to another office what happens to the seniority list in the offices? What happens to the evaluation of the routes being moved? What happens to the relief carriers assigned to those routes? What happens to the matrix? These are all questions that were answered at the meeting. How wide-spread DUO/DUR will become remains to be seen but inside sources have indicated that up to 50 offices in the Seattle District could be impacted by relocation this fiscal year.

In regard to the new scanning procedures; you all should be aware that rural carriers are now required to scan as "accepted" appropriate mail-pieces at the time they are accepted on the route. This new procedure was rolled out nationwide in late January, early February 2011. The USPS, when announcing the new procedures, also announced that the time associated with the acceptance scan would be built into the route evaluations at the time of the next mail count. The NRLCA National Board, after a full review of the acceptance scan issue which included nationwide teleconferences with the State Stewards, decided not to pursue the issue in accordance with the provisions of Article 19 in the National Agreement (contract). A full discussion of the new scanning procedures was provided at the meeting, including the reasoning behind not pursuing the issue at this time, as well as a discussion of those aspects of the scanning

procedures that are still subject to discussions with USPS Headquarters.

If you were one of the many WARLCA members who were in attendance at the Spring Rally I commend you for taking the time to be involved and informed. If you were unable to attend the meeting, I encourage you to make every effort to attend your next county unit meeting. The WARLCA makes every effort to have a State-level Steward in attendance at every county meeting and these stewards will be well-prepared to answer any question concerning the topics listed above in addition to any other questions you may have concerning your employment with the United States Postal Service.

Additionally, a substantial amount of information is available not only on the NRLCA website (<http://www.NRLCA.org>) but on our own website as well (<http://www.WARLCA.com>). You can also sign up for email updates by sending an email to emailsignup@warlca.com. Please include your name, office, and any Union position you hold (local steward, county officer, etc.). Once your Union membership has been verified you will begin receiving updates on issues of importance and interest to rural craft members from updates@warlca.com.

My best regards to you all.

Notice to Candidates for State Office

The State Board holds a planning meeting to budget for the coming year. That meeting is set for July 18, 19, and 20. If you plan on running for an office please keep these days open in order to attend if elected.

Campaign Announcements

Hello Washington NRLCA members,

My name is Dawn Ayers and I am requesting your vote to become a delegate for the National Convention. I have worked for the USPS for almost 6 years as an RCA and PTF for the rural craft. In November of 2008 I became local steward for my office in Sumner and since that time have taken an active role as a union member by learning all I can to help protect my fellow union members as well as myself. I also ran for and won the position of Mutual Counties secretary/treasurer for 2010/2011 as I find it extremely important to be as involved as I can in maintaining a fair work environment for all of our members. I have attended State Conventions for 2009 and 2010. It was a very exciting process to be involved in and I look forward to it again this year. In August 2010, Washington State was the host state for the National Convention and I attended as a non-delegate. I ask that you send in your ballots for Nationals and upon doing so check my name so that I may be a part of our state delegation that will be attending the 2011 National Convention. I look forward to the opportunity to serve you on the National level.

Thank you for your support.

Dawn Ayers

PTF and Local Steward in Sumner, WA

Hello,

I'd like to introduce myself. My Name is Lora Needham and I am running for Delegate to the National Convention this year.

Let my first words be those of gratitude to all who have gone before me. This is a great Association and I am honored to be a member.

As the years rolled by I let "others" work on and develop the prestige and power our Association now has. Without them we would not have the many benefits we enjoy today. Through their loyalty and devotion this Union remains very Strong and United.

So I now write to you and I say, "I am ready to take my turn, to work hard and learn as much as I can." In granting me this opportunity, I will also have a chance to show you my dedication.

By asking for your vote to be a National Delegate, I will do my level best to justify your vote. To take my place among the ones who work for the benefit of us all.

Sincerely,
Lora Needham
3611 I St. NE #55
Auburn WA 98002
Local Steward, Enumclaw WA.

To all members of the WARLCA,
My name is **Sharon Bullion** and I am asking for your consideration and vote to be a Delegate for the National Convention this year. I have been to the 2009 and 2010 State Conventions, where I was lucky enough to be appointed to the tellers committee. I am planning on attending the Western States Convention in April and our State Convention in Gig Harbor this year. I attended the National Convention in Spokane as a non-delegate this last year and attended as many of the seminars as I could possibly fit in. I found the process to be fascinating, but frustrating to not be able to vote.

I have been the local Steward for the Auburn Post Office for almost 8 years and I am asking for your support and vote so I can strive to represent the craft members of the WARLCA and achieve the best contract possible. I feel it is vitally important for everyone to give very careful thought to whomever we send as our representatives and I thank you for consideration.

Thank you,
Sharon Bullion
Auburn Carrier

Greetings carriers! My name is Colleen Headley and I am one of those who are hoping to represent you as a delegate to the 2011 NRLCA National Convention. I have been carrying mail since 1986, becoming a Regular Carrier in 1991 and I currently serve as the King-Snohomish Counties Secretary-Treasurer. Everywhere you turn these days, all you hear about are the changes in the Postal Service and how they will impact us. We are very fortunate that in this state we have a large number of caring, involved individuals who are active and working for your interests locally and nationally. It was my great pleasure to be included among those individuals you voted to send to the national convention last year. I am hoping that you will consider my name again as you vote your ballot and choose those who will be your eyes and ears at this year's national convention. I thank you very much for your time and support.

It is that time once again; soon you will be receiving your ballot to elect delegates for the 2011 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 during this ongoing contract negotiation 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. I also address issues on how they will affect our association as a whole not as an individual.

If you have any questions feel free to contact me.

Thank you for your consideration

Respectfully Submitted,

Renee' Cowan

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 WARLCA comes this request for your support.

Yours in service,

Patrick Pitts

P.O. Box 1746

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WARLCA 2011 STATE CONVENTION REGISTRATION**June 27, 28, 29, 2011 at Inn at Gig Harbor, 3211 56th St NW, Gig Harbor, WA 98335****Room rates are under Washington Rural Letter Carriers' special rate: single/double \$99 and \$109 for triple/quad, plus current state/local taxes****Call: (1-800-795-9980 or 253-858-1111) Room Reservations Deadline is June 4, 2011.****Name: _____ 1st time Attending? _____****Address: _____****Phone: _____ Staying At Inn at Gig Harbor? ____ (we have to meet room night guarantee)
There is a \$40 fee per delegate for registration.****Fee will be waived if the Tuesday night banquet and one lunch is purchased.****A late fee of \$20 will be added if the registration is not****RECEIVED by June 4, 2011 in the State Sec/Treas Office.****Sunday, June 26: 1PM to 4 PM: FREE INFORMATIONAL MEETING FOR ALL UNION MEMBERS****Mini-Seminars concerning hot topics about your job and current issues plus time for Q & A****Attending the Sunday Meeting?****# attending _____****Sunday, June 26: Sunday Social 6 PM to 7 PM All Welcome****Cost Each: \$5 Finger food, not a meal (under age 2 free)****# attending _____ \$ _____****MONDAY, JUNE 27: CONVENTION STARTS AT 8:30AM****1st Timers to State Convention Meeting at 8 AM****# attending _____****Monday Lunch \$15 each Deli Sandwich, Soup, Salad & Desert****# attending _____ \$ _____****County Officers Training Monday Evening (Ribs and Sea Bass) at 6 PM****(Free to newly elected and pre-registered 2011/2012 Presidents, V. Presidents, and Sec/Treas)****All welcome – cost to all others \$25 each.****# attending _____ \$ _____****TUESDAY, JUNE 28: CONVENTION STARTS AT 8 AM****Tuesday BBQ Lunch Buffet, Salad & Dessert Lunch at \$15 each****# attending _____ \$ _____****Tuesday Evening Banquet/Social 6 PM Buffet (Herbed roasted Chicken) \$25 each****# attending _____ \$ _____****WEDNESDAY, JUNE 29: CONVENTION STARTS AT 8 AM****No Lunch Provided****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 JUNE 4, 2011 TO AVOID LATE FEES.**

If you find you are unable to attend, please contact Becky Wendlandt for refund. However, no refunds after June 15, 2011 until after convention and approved by board since we have to guarantee total number of meals ahead of time.

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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 27, 2011 and continue through June 29, 2011, at The Inn at Gig Harbor, 3211 56th St NW, Gig Harbor, WA 98335

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 of the other Representative's positions become vacant during State Convention. A Nominating Committee will nominate at least one candidate for each of the offices. Nominations for any positions may be made from the floor.

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

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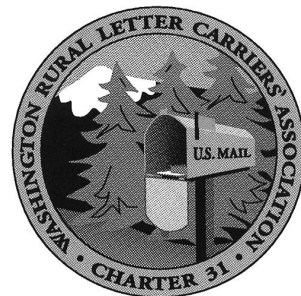
WASHINGTON RURAL CARRIER

UPCOMING DATES TO REMEMBER

State Secretary's new e-mail: warlca@gmail.com

State Convention June 26-29 Gig Harbor

National Convention August 16-19 Savannah, GA



Where Service Begins With a Smile