

The PONY EXPRESS



May 2013

NRLCA Secretary/Treasurer Clifford D. Dailing to Speak to the IDRLCA 2013 State Convention

Clifford D. Dailing of Missouri was re-elected as Secretary-Treasurer of the National Rural Letter Carriers' Association in Buffalo, New York, on Friday, August 17, 2012.

Currently, the Association represents over 102,000 members and has an annual operating budget of approximately 24 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.

Attention: IDRLCA Non-Members

Each year, the May edition of The Pony Express is sent to all rural carriers in Idaho. It is the perennial hope of the IDRLCA that non-members will be persuaded to become members by reading this newsletter and realizing how much more informed they can be as members.

This year, however, your membership is more important than ever to make our union stronger and better able to continue to protect your benefits and you against the onslaught of those who seek to make your craft irrelevant and powerless.

Please, join now and strengthen the union that won you the benefits and protections you enjoy.



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.

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Senator Michael Crapo (R) www.senate.gov~crapo
Rep. Michael K. Simpson(R) www.house.gov/simpson.gov
Rep. Raul Labrador (R) www.labrador.house.gov

Please report corrections to addresses and telephone numbers to The Pony Express.

LOCAL STEWARDS

OFFICE	NAME	ADDRESS	CITY-ZIP	UNION PHONE
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Arbon Main	Toni Evans	5050 Bailey Road	Arbon 83212	(208)
Athol				
Blackfoot Main	Clade Ward	285 S Shilling Ave	Blackfoot 83221	(208) 681-8749
Boise Boi-Cole	Sharon Atkins	7106 San Fernando Dr	Boise 83704	(208) 376-1955
Boise Boi-Five Mile	Tom Lewis	4315 West Campfire Ct	Meridian 83646	(208) 869-6163
Boise Boi-Garden	Herschel Howard	5103 Shalecrest Ct	Boise 83703	(208) 384-8537
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Cambridge	Sharon Atkins	7106 San Fernando Dr	Boise 83704	(208) 376-1955
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Craigmont				
Culdesac				
Deary				
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Emmett	Sharon Atkins	7106 San Fernando Dr	Boise 83704	(208) 376-1955
Filer	Marilyn Carrico	56 Northridge Way	Jerome 83338	(208) 326-5220
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Genesee				
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Grangeville				
Gooding Main				
Greenleaf	Sharon Atkins	7106 San Fernando Dr	Boise 83704	(208) 376-1955
Hayden Main				
Homedale	Sharon Atkins	7106 San Fernando Dr	Boise 83704	(208) 376-1955
Horseshoe Bend	Sharon Atkins	7106 San Fernando Dr	Boise 83704	(208) 376-1955
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Inkom				
Juliaetta				
Kamiah				
Kendrick				
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Kooskia	Christine Hunter			
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McCammon				
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Pingree				
Plummer Main				
Pocatello				
Post Falls	Peter Haynes			
Preston Main	Earl Nelson	4382 N Hwy 91	Preston 83263	(208) 220-0623
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Sandpoint				
Star	Sharon Atkins	7106 San Fernando Dr	Boise 83704	(208) 376-1955
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Worley	Christine Hodgson			

Please Report Address and Telephone Number Corrections to *The Pony Express*

Email - ponyexpr@pmt.org or Telephone - (208) 436-0687

Southern Idaho District Representative's Report

Salt Lake City/ Nevada-Sierra District Representative Brian Draper

Scheduling Problems and Hiring Leave Replacements

There is a real issue with scheduling problems and it is getting worse every day. As carriers, we have not pushed the issue and have not insisted that management follows the National Agreement and manuals.

By not hiring a leave replacement for every route, they are in violation of:

Article 30.2.A.2 *The Employer shall make every effort to expeditiously fill leave replacement vacancies when they occur. Regular rural carriers shall have the right to require that a leave replacement be assigned to their route.*

In addition, all J or K route regular carriers not having Saturday relief days would be a violation of:

F-21 581.141 Provisions of Relief Day

Relief days are provided to carriers serving full time on J and K routes. The relief day is always Saturday unless the postmaster and rural carrier mutually agree to change the assigned day or the relief days are changed in accordance with Article 9.2.C.5 of the National Agreement.

These have been long standing rules that managers are supposed to work under. A lot of areas of the country went through a period where it was hard to hire and, again in most cases, we were not pushing the hiring issue. With that came the creation of the formula office, and more junior regular carriers in the office losing their Saturday relief day in the process. The one positive from that was the creation of the Rural PTF position. The truth is, if any leave replacement is consistently working more than two routes every week, they are doing Rural PTF work and their career, pay raises and benefits should be begin immediately.

There are managers out there who have written their own little contract and have somehow convinced rural carriers that a certain day other than Saturday comes with the route assignment, or say that, because of the leave replacement shortage, carriers have no choice but to take another day. How convenient for

the manager; by taking advantage of the rural carriers, they have made their own jobs easier. They are cheating the rural carrier out of contractually increased compensation for working a relief day:

Article 9.2. g *Except as provided in item i. below, regular rural carriers not on the relief day work list who are required to work the relief day will receive compensation at 50% of the carrier's daily rate of pay, in addition to receiving an X day within twelve (12) weeks as scheduled by the Employer.*

Article 9.2.h *The Employer will not allow a regular rural carrier to work a relief day in accordance with their personal wishes when a qualified leave replacement is available in the delivery unit.*

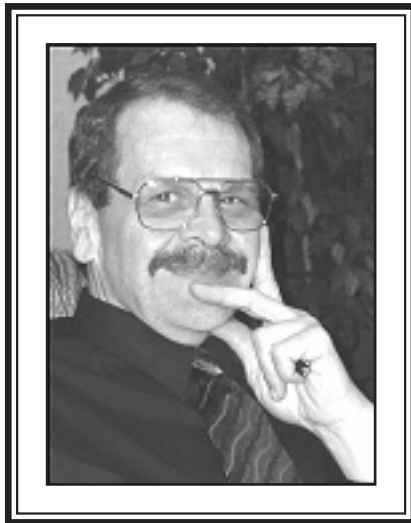
The managers are doing this to avoid paying the regular carrier DACA Code 3 or 5, which show on a report and they have to explain any use of this extra expense to their superiors. Time to wake up here, folks. If it is not mutually agreeable to you to have any other relief day than Saturday, then get off of it. If management is scheduling you to work Saturdays, then you will only be paid DACA 3 (50% more pay and a X relief day) or, it is your choice of DACA R, DACA 3 or DACA 5, if you are on the Relief Day Work List (RDWL).

While on the subject of DACA codes, I keep hearing of cases where managers are violating the National Agreement and cheating carriers who are not on the RDWL out of DACA 3. They are only giving them DACA R every Saturday they work. The ONLY contractual instance when a DACA 3 is not paid is **Article 9.2.i** when the leave replacement has no other way to get the day off; this does not mean they are working another route. DACA 3 must be paid in all cases when the leave replacement is working that day, also. It is management's duty and responsibility to follow the National Agreement and manuals just as much as it is yours to do the same.

We now have to get past not only managers, but even regular carriers, from the old tired line of "we don't need to hire because we want to keep the subs we have working." This doesn't work anymore, and we need to remove this hurdle and others. How many years have we heard managers state, "I can't hire anyone. They won't let me. Or, nobody wants a one day a week job."

The statement is false. Managers are required by the contract to have a leave replacement on every route. There cannot be and has never been, a hiring freeze on the rural craft. It may have been true in the past that nobody wanted the job, but times have changed. Nowadays, there are many people out of work who have been without work for some time. These people would want to take any job where they could supplement their

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Northern Idaho District Representative's Report

Alaska District Representative Patrick Pitts

Safety – It's No Accident

Nearly 3.5 million miles, that's the distance rural carriers travel each and every workday, safely delivering the nation's mail. On highways and byways, city streets and country lanes, dirt and gravel roads, rural carriers give the highest priority to safety. That's not to say that the potential for accidents is any less on rural routes; in fact, it may be greater. Logging trucks, semi-tractors and others flying by a rural carrier stopped on the side of the road, servicing a bank of mail boxes. On a side street just outside the city limits, children, first playing in the yard but without warning running to greet their carrier, trying to wedge themselves between the mail box and the vehicle, putting themselves in harm's way. Or that same child silently slipping behind the vehicle to retrieve an errant ball, just as the carrier prepares to back out of a driveway, safely returning to his/her play because the carrier was aware of the potential and remained aware of their surroundings.

A rural carrier knows that safety knows no season; from the glaring sun in summer to wet leaves in autumn to the ice and snow in the depths of winter, the conditions are ever-changing and rural carriers rise each and every day to the challenge. As we make the welcome transition from winter to spring, spring to summer, it's easy to let your thoughts wander as you travel down a country road, but rural carriers know that a potential accident lies just around the bend and remains ever vigilant.

Nearly 3.5 million miles, each and every day, and your route – whether it be 20, 50, or 100 miles is an integral part of that 3.5 million miles and your role in travelling those miles safely is of paramount importance.

Whether it's fastening the seatbelt, using the turn-signals, coming to a complete stop at a stop sign, or making completely sure the way is clear before proceeding into or through an intersection, rural carriers understand the importance of safety. Rural carriers



know their families, their USPS customers, and their employer rely on them to perform their duties safely day in and day out.

My hat is off to each of you for the diligence in which you perform your duties; for the highest priority you give to safety; for all you do each and every day. Nearly 3.5 million miles – safety – it's no accident.

(from page 4)

Southern Idaho DR on Scheduling and Hiring

income. Here is one where, in most cases, they could work at least 70 days a year and make over \$10,000.00 dollars. . That kind of job is attractive to a lot of people. Providing of their own vehicle has become less of an issue in large offices where LLVs are provided. So, we can no longer buy into the excuse that they can't hire leave replacements. So, now we have the new excuse of "what if we lose Saturday delivery?" That is a matter that will have to be addressed when and if it happens; in the mean time we have a contract. If you have a copy of the EL-902, the contract, read the cover and see the actual title is National AGREEMENT between the United States Postal Service and the National Rural Letter Carriers Association. The key word is agreement. Here it is in black and white, exactly the agreed upon work rules.

Granted, the times are difficult and the threat to our jobs is very real. Straying away from our agreement adds to the risk. You are the one that needs to take action if these issues are going on in your office. Many offices have different factions of management against carriers, regulars against leave replacements or carrier versus carrier. That doesn't matter; we ALL have only ONE Agreement. You may feel that stepping forward puts your job at risk, so get guidance from your Assistant District Representatives. Now is the time to embrace the current agreement and have all parties adhere to the agreement. That is until the arbitration panel tells us what changes we need to make. Then all side are bound to follow their decision.

So there is an understanding here are the contractual requirements:

- Every regular carrier has a Saturday relief day available.
- Every route has a leave replacement.
- If RCAs are consistently working more than two routes a week, then management is required to expeditiously hire.
- If they follow the proper steps and cannot hire, only then can they establish a formula office.
- Regular carriers without a primary leave replacement complete the 120 day letter.
- Then any vacancies not filled are assigned a rural PTF.

IDRLCA PRESIDENT'S REPORT

IDRLCA President Sharon Atkins

Join Us and Enjoy Our Benefits as Members

Every year an issue of The Pony Express is sent to every rural carrier and leave replacement in the State of Idaho whether you are a member or not. It gives us the opportunity to reach those carriers who, for whatever reason, are not members of the union. Why should you join? Will it make a difference in your working life? Why should you even care?

I can only relate to you my personal experiences. I can tell you that our union:

- Offers a legislative program to reach out to Congress, which holds the future of our jobs in its hands.
- Provides the exclusive recognition with our employer (USPS).
- Negotiates all contracts with the USPS.
- Provides members with protection in disciplinary procedures.
- Provides insurance programs for members (health insurance, life insurance, auto and home insurance).
- Provides publications, The National Rural Letter Carrier and The Pony Express, that keep you up to speed with what is going on in your working life.
- Gives you a chance to meet with your fellow carriers at local, state, area and national meetings, to listen and learn how you can deal with the changes and challenges of working for the USPS.

Congress is at the controls: is that scary or what? Only your commitment to contact your representatives and let them know of the service we give to our customers every day is important. Can we hide our head in the corner and assume that someone else will do that? Do you say, "I don't have time in my life for the union." Do you have time if your job goes away for lack of effort on your part?

Not all of us were happy with our latest contract. At a national level, the union met with the USPS. No consensus was reached, so arbitration was called for. Our side, their side and a neutral person to listen to it all; some good, some not so much, that's the way it goes when you "split the baby." I have served for some time



in the steward program and have had a chance to see people come back to work after being disciplined, harsh discipline being reduced, and contractual infractions cured. Do we always win? No, but without someone there trying their best, none of us would win. Insurance is a necessary evil in this world. We are always playing the game of "what if?" I don't think I want to find out, so I am glad for the options that I am given.

We are in an information company. Do we hear all the information we should? We are told the USPS side of things (sometimes) and have no idea if it might violate some of our work rules unless we have knowledge. Where do you get that knowledge? Only by putting a little effort into it and learning by reading information and going to meetings.

Someone else will do it.....I don't have time..... What's your excuse?

Photos Wanted

District One is seeking photographs of past and current members to be used during the 2013 IDRLCA State Convention, June 13-15, 2013, in Boise.

The photographs can be of any event or unique circumstance, except that none should be submitted which show the member or members in embarrassing moments.

Please include the names, dates, places, if known, and short description of the circumstance of each photo.

*Send by USPS mail to:
Pattie Upton
3735 Wildwood Lane
New Plymouth ID 83655*

*Or by email to:
mail_lady@fmtcblue.com*

Photographs mailed to Patti will be scanned and promptly returned to the sender.

Photos must be sent by May 22.

IDRLCA VICE PRESIDENT'S REPORT

IDRLCA Vice President Patti Upton

What Has the Union and PAC Done for Me?

What has the union and your PAC donations done for you? They have once again fought tirelessly to maintain a 6 day delivery schedule. Congress, which is charged by the Constitution with maintaining service, has called for the retention of Saturday delivery. The Board of Governors decision to obey the law and cancel those plans is a huge victory for us all. I am sure it was quite a different reaction from PMG Donahoe and Congressman Daryl Issa (R-CA) who seem to be thinking the USPS, much like themselves, are above the law.



When PMG Donahoe announced the move from traditional six-day service to five-day service, we all knew what was happening. By creating a delivery gap extending from Friday morning to Monday afternoon, we would be rendered so dysfunctional that our customers would turn toward private carriers.

The saving of Saturday delivery is not just a victory for middle class families, our rural communities and small business owners. It is an important reminder that it matters to fight even when the odds are daunting.

This is a big deal!! At the very least, Congress sent clear a message that PMG Donahoe didn't have the right to go above the law. This promises that services will be maintained and jobs will be saved. This isn't the end though, and what happened Wednesday is not the end of the fight. The conflict isn't over yet, and maintaining Saturday delivery is important to the future of our craft. The battle is going to be the one to free the Postal Service from the burden, placed on it by Congress, that the USPS prefund 75 years of future health-care benefits for retirees.

So again I ask, what has the union done for you? Better yet, what can you do to help the union preserve your livelihood? Let's join together and become activists protecting what our union has fought for. We need YOU, our membership, to make calls to your legislators. Let your voice be heard. We need you to make donations to PAC; PAC monies speak loudly on the hill. Together we can make a difference.

IDRLCA PAC Total to Date = \$10,610.45
\$13.18 per Member

Non-Joiners Rationale

Belonging to the union is beneficial to all of us. If you haven't joined, you are invited to read the following and reconsider.

I Can't Afford to Pay the Dues.

Could you afford to work for \$6 to \$8 an hour? This is what you would be making if there was no union. You don't really believe the Postal Service gives you raises out of the goodness of its heart, do you? Management thinks we make too much and would like to freeze wages, can the COLA and cut benefits. Perhaps you have it backward. You can't afford not to pay the dues.

I Don't Believe in Unions.

Do you believe in termination without cause? How about 60 or 80 hour workweeks or straight time for overtime or no retirement system? Those things were the norm before there were unions. They still happen in industries that have no union representation. Unions are the only means workers have to deal with management on an equal basis.

I Get Everything that Members Get Without Paying Dues. That's the Law.

Wrong! All the law says is that raises apply to non-members as well as members and that the union must represent you in the grievance process. They don't have to represent you for injury claims or EEO complaints. There are insurance plans available only to members. Only members are eligible to vote for union officers and ratify contracts. There are many rights stamped, "Members Only!"

Who Needs the Union? What has It Done for Me?

Over three-quarters of the things that make your job worth having, exist only because the union exists. If our association ceased to exist tomorrow, how long do you think you'd have the salary and benefits you have now?

I'm Just a Sub! What Has the Union Done for Me?

Our association has never ceased working for improved conditions for the RCA/RCRs. Gains have been made. RCA/RCRs receive base salary increases, cost of living increases, overtime pay, seniority provisions, training pay, relief days and grievance/arbitration protection. They may serve as officers, stewards or delegates. They are eligible for the Health Benefit Plan, Auto-Homeowners Insurance, NRLCA Life Insurance, Federal Employment Compensation Act and Tort claims protection. In addition to all this, RCAs have bidding rights and receive leave benefits when serving on vacant and extended leave routes.

Reconsider your decision not to join the NRLCA and contact your district secretary or any member to join. The best thing you can do to preserve your job and your pay is to join the association that protects you!

IDRLCA SECRETARY/TREASURER'S REPORT

IDRLCA Secretary-Treasurer Lori Bennett

Do Your Part

It is no secret that our company, the United States Postal Service, is in financial trouble. It seems to me that higher management thinks the solution to the problem is to cut service and cut back on the crafts that help generate revenue.

I have asked myself what I can do to help ensure my future as a rural letter carrier. What can we all do to help increase revenue and reinforce that fact that we are a vital part of the USPS?

Post Office On Wheels

We all need to do our part. As a rural carrier, your vehicle is like a traveling post office. Have you ever used the term "Post Office On Wheels"? Make sure you keep on hand a good stock of postal forms that your customers most frequently request. Do you carry Mover's Guides, Hold Order Request cards, and a sufficient stamp stock to serve your customers' requests? When we make it easy and convenient for our customers to do business with the Postal Service, they feel compelled to always use us for their mailing needs. Utilize the Rural Reach Program, inform your customers about Click-N-Ship and Carrier Pickup services. Encourage the customers that send out several packages to order the flat-rate shipping boxes at USPS.com. Don't be afraid to advertise the excellent services that our company offers.

Stamp Stock

Carriers are required to carry enough stamp stock to meet the needs of their customers. The amount needed depends on how much and what kind of postage you generally sell on the route. Stamp stock may be obtained by two different methods, according to the carriers' preference. The carrier may purchase stamps using their own personal funds, keeping in mind that you have to have sufficient stock to serve the needs of your customers. Another way is to have the Postal Service provide your stamp stock using consigned credit.

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Rebecca Jacobson of Jerome is the winner of the \$250 new member drawing.

IDRLCA Statement of Financial Position

(As of April 15, 2013)

ASSETS

Current Assets	
Checking/Savings	
Checking APCU	1,946.16
Savings APCU	62,438.38
CD-APCU 70 April 4	11,173.20
CD-APCU 71 Oct 23	10,606.82
CD-APCU 72 July 20	10,402.05
CD-APCU 73 Jan 18	10,287.17
Total Checking/Savings	106,853.78
Total Current Assets	106,853.78
TOTAL ASSETS	106,853.78

LIABILITIES AND EQUITY

Liabilities	
Current Liabilities	
Other Current Liabilities	
Payroll Liabilities	248.15
Total Other Current Liabilities	248.15
Total Current Liabilities	248.15
Total Liabilities	248.15
Retained Earnings	84,543.34
Net Income	22,062.29
Total Equity	106,853.78
TOTAL LIABILITIES & EQUITY	106,853.78

IDRLCA Statement of Activities

July 1, 2012 through April 15, 2013

Income

GMAC Insurance	2,414.25
Interest / Dividends	627.85
Membership Dues	96,773.93
Reimbursements	831.72
Sales	427.00
Steward Training Dues	3,373.33
Western Conference Receipts	0.00
Total Income	104,448.08
Gross Profit	104,448.08

Expense

Accounting, Legal, Professional	1,495.00
Awards, Recognition, Other	925.92
Education and Training	131.28
Equipment Purchases - Admin	2,415.83
Equipment Purchases - Steward	140.56
Equipment Repairs/Maint - Admin	68.73
National Convention	10,012.80
Office Expense - Admin	1,450.65
Office Expense - Steward	103.90
Payroll Taxes	3,050.23
Per Capita Dues	3,099.00
Postage - Admin	1,553.40
Postage - Steward	180.44
Printing - Admin	1,043.66
Printing - Steward	1,155.51
Rent - Admin	209.00
Salary & Wages - Admin	14,970.76
Salary & Wages - Steward	17,003.49
State Meetings	1,500.59
State Paper	3,270.91
Telephone & Comm Admin	948.41
Telephone & Comm - Steward	1,581.72
Travel - Admin	9,883.60
Travel - Steward	5,686.40
Western States Conference	253.00
Workers Compensation Insurance	251.00
Total Expense	82,385.79
Net Income	22,062.29

UNITED STATES POSTAL SERVICE
AUTHORIZATION FOR DEDUCTION OF DUES

RURAL CARRIER CLASSIFICATION		
<input type="checkbox"/> Regular	<input type="checkbox"/> PTF	<input type="checkbox"/> Postal

<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	OR	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>
(SOCIAL SECURITY NUMBER)		(USPS EMPLOYEE ID NUMBER)

<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/>
LAST NAME	FIRST NAME	MI

MAILING ADDRESS	CITY	STATE	ZIP CODE + 4
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POSTAL INSTALLATION WHERE EMPLOYED	ZIP CODE OF INSTALLATION	INSTALLATION FINANCE NO.
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SECTION A - AUTHORIZATION BY EMPLOYEE

I hereby assign to the **National Rural Letter Carriers' Association** any salary or wages earned or to be earned by me as your employee (in my present or any future employment by you) such regular and periodic membership dues as the union may certify as due and owing from me, as may be established from time to time by said Union. I authorize and direct you to deduct such amounts from my pay and to remit same to said Union at such times and in such manner as may be agreed upon between you and the Union at any time while this authorization is in effect.

This assignment, authorization and direction shall be irrevocable for a period of one (1) year from the date of delivery hereof to you, and I agree and direct that this assignment, authorization and direction shall be automatically renewed, and shall be irrevocable for successive periods of one (1) year, unless written notice is given by me to you and the Union not more than twenty (20) days and not less than ten (10) days prior to the expiration of each period of one year.

This assignment is freely made pursuant to the provisions of the Postal Reorganization Act and is not contingent upon the existence of any agreement between you and my Union.

Contributions or gifts (including dues) to the NRLCA are not tax deductible as charitable contributions. However, they may be tax deductible under other provisions of the Internal Revenue Code.

SIGNATURE OF EMPLOYEE	DATE	PHONE
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SECTION B - FOR USE BY STATE EMPLOYEE ASSOCIATION

R - NATIONAL RURAL LETTER CARRIERS' ASSOCIATION

SIGNATURE OF ACCEPTING UNION OFFICIAL	DATE	LOCAL	STATE
I hereby certify that the dues of this organization for the above named member, for the applicable designation, are currently established at _____ per pay period		<input type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/>
_____, STATE SECRETARY		DATE	REMIT #

SECTION C - FOR USE BY NATIONAL ORGANIZATION

Date of Delivery to Employer (For National Office use)

ANNIVERSARY DATE TO BE USED AT USPS PERSONNEL OFFICE →

Important! Be sure to include Postal Finance# Where indicated. Submit Original and Copy to NRLCA Membership Dept.

Send to
LORI BENNETT
 NRLCA Secretary-Treasurer
 306 N DAKOTA AVE
 FRUITLAND, ID 83619 2413

VOICE of the DISTRICT COMMITTEEMAN

District Two President Russ Hutchison

Customer Service and the Future of the Postal Service

Have your Mondays been extra heavy lately? Can you imagine what Mondays will be like if the Postmaster General and the USPS Board of Governors have their way and the Postal Service toes to five-day delivery? Congress recently put a hold on this plan by including restrictive language in the Continuing Resolution passed to fund government operations. The USPS Board of Governors met April 9, 2013. Unlike the PMG, the board decided to follow the law and directed the Postal Service to delay implementation of its new delivery schedule. The Board of Governors is in lock step with the PMG in believing that the Postal Service must adjust its delivery schedule. They state that they are disappointed with Congress for this action. The Board of Governors also believes that the American people widely support this change.

How many times have you heard something on the news about the Postal Service and it the first *you've* heard about it? The PMG has been using the news media to press his agenda. He states something in the media, our customers hear it and believe it even if it is completely false. PMG Donahoe is making a laughing stock of the Postal Service by not using the proper congressional channels and cutting service standards. The American public is losing confidence in one of the most trusted services in the United States.

As postal employees, we are governed by Congress, the PMG, Western Area, Salt Lake District, MPOOs and postmasters. Each of them tries to make their own impact on how we do business. In all actuality it boils down to how we rural carriers interact with our customers. This is the only thing we can personally control. We must make sure we are doing our jobs correctly.

As the President of District Two and a local steward, I hear all kinds of stories about rural carriers who are not doing their jobs. Almost every person I meet outside of my job, who learns I'm a mail carrier, proceeds to tell me a story of how good or how bad *their* carrier is. Some stories are good, but the ones I hear most are the bad ones; not selling stamps on the route, leaving parcels hanging on mailboxes. One story told me was of a rural carrier who left a parcel hanging on the mailbox which fell off and was buried in the snow. The parcel was found in the spring after the thaw. I hear about carriers who refuse to take out parcels or accountable mail, state the "the customer is never home," or "I saw a dog there once," or "I can't deliver to that apartment because I am not able to turn around in the driveway."

Each and every excuse we make results in a cust-

omer having to drive to the post office to pick up these items we are "unable" to deliver. Sure, they could call in for redelivery or put a note in their mailbox. I guess if you think the PMG is correct, these customers won't care how long it takes to receive their mail. I believe if we keep treating our rural customers as if they are unimportant we will soon be unemployed. My route is a 46K with 405 boxes on 137 miles. Some of my customers would have to drive as much as a 60 miles round trip to pick up an undeliverable item at the post office. No matter what the distance, rural customers must be able to rely on excellent service from their carriers doing their job correctly and getting their items delivered.



The technology that has contributed most to the decline of First Class mail, the internet, is also now the place where customers go to check the arrival time of their parcels. It also shows them when parcels have supposedly already been delivered.

Do you check you PS Form 4232 (Rural Customer Delivery Instructions) to see where the customer has instructed you to leave large parcels?

Do you hang parcels on the mailbox?

The PO-603 states, in section 331.21, that *if a parcel is too large for the box, make a reasonable effort to attract the customer to the box to receive the parcel Do this by sounding the horn or by hailing the customer. If unsuccessful, you must deliver parcels to any residence or business that is on the line of travel or with one-half mile of the route and has a passable road leading to it. You are required to effect delivery if there is no response to your effort to have the customer come to the vehicle or if the customer requests that you do so. In multi-tenant buildings, make every effort to deliver parcels to customers using existing building notification procedures.* There is no provision for hanging parcels on the mailbox.

I have had carriers tell me they don't have time to give that kind of service. "I am barely making my evaluation as it is," they say.

Are you sure your route is evaluated correctly? The last arbitration decision requires an engineered study to be done by 2015. This will give the Postal Service actual engineered times for all the tasks we perform. Until

(continued on page 11)

(from page)

Do Your Part

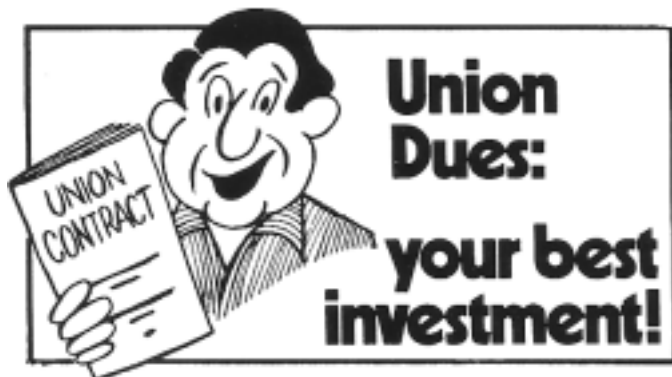
The carrier is required to sign a PS Form 3369 Consigned Credit Receipt. This stamp stock will be audited by the supervisor approximately every four months. The carrier is accountable for the stamp stock and will keep it locked up at the Post Office when not in use. It is not good business practice to only take stamp orders and fulfill them the next day. How would you like to hand over your money for a tank of gas, but have to wait until the next day to fill your tank?

Working Off the Clock

Additionally, I would like to stress the importance of NOT working off the clock. Every little thing that we do before we clock in and after we clock out hurt us in the long run. Those hour differences between the evaluated time and the actual time are used against our craft in contract negotiations. It is also important to identify those things that we get asked to do that are not a part of our evaluation. It's fine if your manager wants you to read and sign off on a weekly safety talk that you may have missed, but how are you getting compensated for it? Was it built into your route evaluation for two safety talks for a week? When asked to fill out extra forms, ask what the purpose is, how often will I be required to do it, and whose responsibility is it to complete the form? Should perhaps management be filling out that hazard identification sheet when they do the route inspections? Think about the task you are being asked to do, and if you are not sure, ask your local steward.

Be Active – Attend Meetings

Finally, I would encourage every one of you to attend your local district meetings. The ability to network with fellow rural carriers is invaluable. After 22 years, I am still amazed at how different things are being handled in each individual office. How many carriers are checking the oil and fluids in the LLV? Didn't you know it is management's responsibility to do it? It is hard to know in what ways the contract is being violated in our office, or how much we are taken advantage of simply because we don't know. The NRLCA and the IDRLCA offer much information and support for rural carriers. It doesn't make sense to me why anyone would not take advantage of that



Executive Committeeman's Voice

then, we are still evaluated by our old methods.

Are you getting everything counted properly on your route?

Are you a union member?

Do you attend union meetings?

Do the attend count schools?

All of these are important ways to stay on top of your route evaluation. Don't just accept what your manager says, not matter how "nice" he or she is. If you have no information, other than what management tells you, chances are your route may be under evaluated. Sometimes your manager is only as informed as you make him.

We rural carriers can only control one thing – customer service. Every single person in America receives mail, whether through a PO box, city delivery or rural delivery. As delivery employees, our level of service directly affects the public opinion of the Postal Service. If we don't give the best possible service to each and every customer every day, we may be looking at the last days of the USPS.

Think about it.

Don't cut corners.

Let's do our jobs correctly.

It may just help secure our future.

Russ Hutchison

Executive Committeeman

District Two

Why Join the NRLCA?

The National Rural Letter Carriers' Association (NRLCA) has an effective legislative program in the Congress to promote and protect the interests of rural carriers.

NRLCA holds exclusive recognition to represent the rural carrier craft with the U.S. Postal Service (USPS).

NRLCA negotiates all Labor Agreements for the rural carrier craft with the USPS, including salaries.

Only NRLCA can represent members of the rural carrier craft in the grievance procedure, including providing protection in disciplinary actions.

NRLCA has an excellent Health Insurance program
1. The Rural Carrier Benefit Plan for regular and retired members, and for qualified leave replacements;

NRLCA offers an attractive Life Insurance program for its members.

NRLCA also offers the Rural Carrier Auto Insurance Plan and the Homeowners' Insurance Plan.

NRLCA provides a monthly publication, The National Rural Letter Carrier, to keep its members informed on postal and legislative matters of vital interest.

NRLCA provides information and fellowship for its members at County, District, State and National meetings where all members may participate in a democratic process of developing Association policy.

IDRLCA WEBMASTER'S REPORT

IDRLCA Webmaster Glenda Sanders

I fell in love with the world wide web 15 years ago! Since the web 's beginning, it has gotten better and better with each technological advance and idea. My favorite websites are: facebook.com; google.com; pinterest.com; all-about-juicing.com and allrecipes.com. These are the ultimate time savers, but I waste many hours on each of them.

allrecipes.com is a perfect site for kitchen lovers.

I can always find something to make for my family with a few clicks of the mouse! The best feature is their search box. I can type in whatever meat I have in the freezer. Then add the veggies in the fridge and allrecipes will give me a recipe with those ingredients. Betty Crocker could never do that.

all-about-juicing.com is a great resource for making fruit/vegetable juices and smoothies.

I have been on a juicing kick for about 6 months and I love feeling healthier and learning more about super foods. I encourage you to check it out if you are interested in getting healthier.

pinterest.com is amazing! It is a giant, virtual bulletin board. I have 14 boards and 469 pins. As an example, on my "Food board," I "pin" recipes that I've found while surfing the web. Then later, I can look at my board and find the recipe I'm looking for. As an added bonus, my friends can look at my boards and look at my pins, and I can look at theirs. I can also copy their pins and put them on my boards. If this is a little confusing, it's OK. Just go to the site and play around a bit. It will all make sense after you've been there for an hour.

google.com is so useful and functional. It is a search engine, but so much more. I use the map, calendar and web hosting products quite often. They offer free web sites for small businesses or organizations. I made a website for my church singles group and all 75 of us can get connected because of it. I use it to host our calendar, which I made with google calendar, that lists all our activities and outings. For example, next week we are going to eat out, then watch a movie. The calendar is connected to google maps so any one of the singles can click on the website, look up the event and be given directions all from one place. Thank you, google, for being so functional!



I love **facebook.com** because it's all about me! Facebook is my go-to site each morning and evening. It's such a good way for me, an introvert, to be social. I can have over 100 friends without ever having to be friendly. It's the ultimate tool for anti socials to be thought of as normal!

Facebook comes with many pitfalls as well. Some people can be super negative in their posts and become "Debbie Downers." A few feel the need to share every mile they run or every pound they lift every day. Others share way too many pictures of cats. Normal people (like me, *wink) share what we are doing once or twice a week to keep our friends updated.

The issue we face, as rural carriers, is that we must STOP and THINK about posting anything negative about our jobs. The Postal Service affects every single household in the US. We are counted on and trusted by millions of Americans. The last thing we should be doing is giving ourselves a bad rap on Facebook. If any posting could potentially shine a negative light on our craft or our employer, it should not be posted period!

We should, however, post positive things about our jobs, our customers that we help or the beautiful rainbows we get to see. We are all blessed to have the best jobs ever, and we can be openly grateful about that.

Now, get plugged in and enjoy what the internet has to offer.

The Indispensable Man

*Sometime when you're feeling important,
Sometime when your ego's in bloom;
Sometime when you take it for granted,
You're the best-qualified person in the room;*

*Sometime when you feel that your going
Would leave an unfillable hole,
Just follow this simple instruction
And see how it humbles your soul.*

*Take a bucket and fill it with water;
Put your hand in it up to your wrist;
Pull it out – and the hole that's remaining
Is a measure of how you'll be missed.*

*You may splash all you please when you enter,
You may stir up the water galore;
But stop, and you'll find in a minute
That it looks quite the same as before.*

*The moral in this quaint example,
Is to do just the best that you can;
Be proud of yourself, but remember,
There is no indispensable man.*

THE IDRLCA AUXILIARY PRESIDENT'S REPORT

Robin Carver, Auxiliary President

Greetings IDRLCA

I hope all who needed a scholarship packet has received one by now. The state scholarship forms are due by June 1, 2012 and if anyone still needs one, you can contact me by phone at (208 880-9063).

I received a letter from Lucretia Nobles the National President of the Auxiliary this year informing me of their board meeting which was held January 30 and 31. The national board discussed ways to improve and streamline the National Convention.



The registration process was streamlined, the photographer was discussed, and revamping the junior registration form, registration table and scholarship funds.

If you have any suggestions or ideas for the auxiliary please let me know and I will forward them on to the National board.

All posters and essays for the junior program can be sent to me. At state convention we will decide on the winners and I will take them to National for consideration at National Convention.

Each year the National Auxiliary selects a worthy charity to support with the money it raises through the sales of select items at meetings and conventions of National and State organizations

Please, won't you support your Auxiliary?

The poster contest subjects are:

Ages 6-8 - My Buddy the Blood Drop
Ages 9-11 - What would be inside the world's noisiest room?
Ages 12-1 - Make a vegetable rainbow
Special Ed - What I like to eat for lunch

Essays contest subjects are limited to 500 words and they are:

Ages 15-17 - If you lost your hearing, what one sound would you miss the most?
Ages 18-20 - What are some ways you can get distracted while driving?

Winners at state and national conventions will receive cash prizes.

This year's humanitarian project is the Cochlear Implant Awareness Foundation. CIAF offers the hope of regaining or restoring the ability to sense sound for some who have experienced significant hearing loss. CIAF offers support through education, resources and networking, to people who need to know more about cochlear implants. CIAF can help anyone who suffers from hearing impairment or people who have gradually lost their hearing over time. Unlike many nonprofit organizations, 95% of the donations received goes directly to fund programming and assistance.

Lucretia has selected project items to sell for CIAF which include:

This year's Auxiliary pin: - \$10.00
Totes: - \$12.00
Leather money clip: - \$10.00
Plastic mailable vase: - \$5.00

I will sell these items at the meeting and conventions. If you would like to donate to this project you can make your check payable to the National Auxiliary and send it to me at:

Robin Carver
3729 E. Benton
Nampa, Id. 83687

Thank you for your support.

2013 WESTERN STATES CONFERENCE

Western States Conference Overview

reported by Sharon Atkins

Nevada hosted a great meeting in Henderson this year, where we were able to get together with carriers from the ten other states in the Western States Conference and network and learn. This venue allows you to be up close and personal with our national officers, give them your ideas and get their perspective about what is taking place as well.

There are many aspects of concern to our association. Duty of Fair Representation and fighting for our needs through Congressional action are a couple of them. We heard from our national officers regarding the work they are doing on the association's behalf. We also had the opportunity to hear from those who provide other benefits to our membership.

Larry Waligora, representing our NRLCA Health Benefit Plan, assured us that plan is in good shape. Coventry Health is being absorbed by Aetna as of the first part of May and the transition will be completed by the first of the year. Aetna is a bigger program which will give us more choices for providers. The premiums for RCBP are competitive (better than Blue Cross Standard) and provide some things not available through the other federal programs, such as fantastic cancer coverage. Larry also told us that they are closely watching what will happen when the Postal Service is mandated by "Obama Care" to provide coverage for all employees that work over 30 hours in a week. The Postal Service has been slow to react, even knowing that an employer penalty would be imposed for those not complying by January of 2014. (That would look good wouldn't it?) A separate program is anticipated for these "part-time" employees but it will be followed closely to see what might transpire.

The Atlanta Postal Credit Union's representative, Dianne Yost, said the credit union presently has 106,000 members with 50% living outside the state of Georgia. They have very competitive rates, such as 1.75% for a 60 month auto loan (2009 and newer). Give them a call - they are a great institution to work with.

Eileen Way represented National Active and Retired Federal Employees (NARFE). This is an advocacy group fighting for good legislation, especially for



Sharon Atkins

retirees, and we all want to be there some day with our earned benefits in effect. You do not have to wait to retire to join this group, active employees are also eligible.

Shirley Corno reported that this is GMAC's 60th year serving the NRLCA. They know us and what we do. If you drive an LLV on your route, you can still get "route car" coverage on another vehicle. Retirees can also get that perk on a vehicle. They now have a specialty team for rural carriers at GMAC, which can be reached at 1-855-752-8477. They will know the answers to rural questions.

A contest calling for quotes from each state is underway currently. Using our state code R-22, those who are not covered under GMAC can receive a quote not only concerning the rates from GMAC, but they can also quote other insurance companies to find the lowest and best coverage for your needs. Friends and families also qualify using our code. The state also benefits as they will give a \$20.00 return to the state just for the quote - not based on a sale.

Congressman Steven Horsford, Nevada 4th District

reported by Lori Bennett

Congressman Steven Horsford, Nevada 4th District, was unable to attend Western States Conference. Jessi Ruotolo, a representative from his office read a letter from him.

Dear National Rural Letter Carriers' Association,



Congressman Steven Horsford

Thank you for your dedication and hard work serving as the postal workers of our nation. Our rural communities depend on the outstanding job you do, delivering information efficiently and reliably.

As a member of the Committee with oversight over the U.S. Postal Service, I want to work with you. One of the first bills I supported was legislation to ensure the continuation of 6-day mail delivery service, and, month later, Congress included the needed language in a bill that was signed into law. Like so many others, I am pleased that earlier this month the Post Master General announced that Saturday mail delivery will continue as a result of this bill. However, much work still needs to

(Turn to next page)

2012 WESTERN STATES CONFERENCE

(from previous page)

Congressman Steven Horsford

be done to solve the agencies' financial woes.

As we move forward, we should be looking at the negative impact of the prefunding requirement. Congress created this problem in 2006, and we must work now to fix it. The requirement that the Postal Service fund its future retiree health benefits by \$5.6 billion annually was clearly short sighted, and the result has been lost jobs, cuts in service and growing debt. No other agency or business is required by law to prefund accounts in this way. Returning these surplus funds would greatly alleviate the Postal Service's financial stress. That is why I am a cosponsor of H.R. 630, the Postal Service Protection Act. This bill will eliminate the prefunding requirement and allow the surplus to be redirected to preserve health benefits and jobs at the Postal Service, but more needs to be done.

I wish I could be with you today, and I look forward to working with you as we move forward together. Please do not hesitate to reach out to me or my staff, we are here to be a resource to you.

Steven Horsford Member of Congress, Nevada's 4th District.

It is heartening to hear some positive words from a member of Congress. We all need to keep contacting our Idaho Representatives and continue to educate them on the truth about the Postal Service.

NRLCA President's Report Jeanette Dwyer, NRLCA President

reported by Barb Nelson

NRLCA President Jeanette Dwyer brought to the Western States Conference, news of the Postmaster General, the new NRLCA website, the engineering time study and the new scanners.

It's a difficult time to work for the Postal Service with the privateers trying to take it apart, privatize it and have us work for pennies. Their wish is for the Postal Service to have a CEO who will make money like the CEOs of the big bank, investment firms and too many other corporations to mention. It is time for the rural letter carriers to stand up and be united, to be a part of something that works. We need to support our union; it is the only thing that stands between our jobs and their "New" Postal Service. The NRLCA is getting into the media world. Soon, we are going to have a "prettier" website and make it ready for the new generation of employees. It will be more user friendly and link up properly for both the .

member and non-member carriers.

There is a new engineering study being done, measuring what we really do every day. It is as pure as can be. The information is not coming from either the craft or the management sides. It is being done as defined by the arbitrator. No standard will be changed until the study is completed.

There are new scanners coming; about 7000 a month. As in all new things, there will be glitches, but in time we will bet the bugs worked out and that should make our jobs easier and faster. If you run into problems with the scanners, just take to you supervisor.

All I can say about our president, Jeanette Dwyer, is that no matter what she talks about, she is honest, accurate and very informative – and never boring.



Jeanette Dwyer

Legislative Report NRLCA Director of Governmental Affairs Paul Swartz

reported by Patti Upton

The Western States Conference always brings an array of guests and speakers worth listening to. This year was no different. I was asked to write on what the Director of Governmental Affairs Paul Swartz shared with us. Paul has a long history with the NRLCA and I proudly call him my friend. As always he delivered important facts that are relevant to our jobs and what is necessary to save them.

I am always lost when it comes to the bills that are introduced and stumble on my words when it comes time to call my legislators. It is my hope that, as I share them with you, you will get a clearer picture of what we need to do and how we need to move forward.

HR 30 --- Expresses the sense of the House of Representatives that the USPS should take all appropriate measures to ensure the continuation of six-day delivery service.

S 316 and HR 630 --- Fixes the immediate fiscal problem of the Postal Service by ending the pre-funding mandate and allow the Postal Service to recover pension overpayments. It protects six-day delivery and ensures timely delivery of mail and protects postal facilities.

(Turn to next page)

2012 WESTERN STATES CONFERENCE

(from previous page)

Legislative Report

It also establishes new ways to generate revenue by ending the prohibition on providing new products and services. It also protects rural post offices.

HR 961--- Addresses the billions of dollars that the agency has overpaid to the federal government towards it Federal Employees Retirement System liabilities and return those overpayment amounts or surplus to the Postal Service.

It is obvious that our special interest lobbying and intense political pressure has had a significant impact on the Postal Service's change of heart. These are your PAC dollars helping to save your jobs.

Have you made a contribution to PAC? If every Rural Carrier in America donated \$10.00 or even \$20.00, can you imagine the impact it would have? I challenge you to join us in this battle. Make your voice heard and let's fight together to save 6 day delivery.

Even though the future is like a roller coaster ride, we can still do our part. We need your help and I once again ask you to contact your legislators in support of these bills. Finally, we need you to sign a petition to save the postal service. Please take the time to urge the White House to support REAL postal reform. You will need to go to the following link:

<https://petitions.whitehouse.gov/petition/save-postal-service-save-american-jobs/drCmyCHZ>

Currently there are only 14,344 who have signed this petition. We are trying to reach a goal of 100,000. There is strength in numbers; it is time that we stand together. Are you willing to step out and try to save your job?



Paul Swartz

a meet and greet and some steward training. Most of the speakers spoke on Thursday. There was also a Q&A session with the national officers, whose answers were very informative.



Don Maston

Friday morning, NRLCA Executive Committeeman Don Maston spoke a little about the changeover of the steward system. He said there were a few hiccups and bumps, but, for the most part, the transition was going quite well and seemed to be working as it should.

He also spoke on the excessing of routes when a regular route is lost in an office due to the route going under 37 hours. Our craft is no longer experiencing the growth as we were. There are several things that have to happen before a route can be excessed. There have to be enough routes to be able to absorb the excessed route because they can't create an auxiliary route. If there aren't enough hours to absorb the route then it stays a full time route until the next count.

Many variables come into play when regular carriers have been excessed. They have the right to bid on routes within 50 miles of the their offices or they can be reassigned. Once they have bid on an office, and they get that bid, they can't say no. Carriers can go to the national website or call a steward or district representative if they need to have answers to help them make the best decision.

Memorial to Dave Reppe.

Carriers who have died in the past year are honored at the Western States Conferences. This year one of the people who died was Dave Reppe, from Washington state. I knew he had been sick but didn't know he had died. This man served on the QWL District Joint Steering Committee with me and he attended several National Conventions. Dave and his wife also attended several state conventions in Idaho. When I asked him why he came, he said he enjoyed being around Idaho carriers. Dave was soft spoken and a man of few words, but when he spoke you listened. He put a lot of thought into what he wanted to say and really cared about rural carriers. Another angel carrier gone to heaven.

Let your loved ones know that you love them; say what you need to because you never know if you'll ever see them again. The loss of Dave made me think of Dale Shaw, who was with me at Nashville, Tennessee, for my first National Convention. When we came home, he was killed in a farming accident.

(Turn to next page)

NRLCA Executive Committeeman Don Maston

reported by Lisa Hall

The 2013 Western States Conference was held in Henderson Nevada. It's like a miniature National Convention except you have more access to the national officers who attend, making it easier to ask questions of them and receive informative answers.

WSC President Joan Sherman did a great job officiating, which began on Wednesday night this year with

2012 WESTERN STATES CONFERENCE

(from previous page)

Michael J. Gan, NRLCA Legal Counsel

reported by Brett Parkinson

On April 25&26, I attended the NRLCA Western States Conference in Henderson, Nevada, along with eight other IDRLC members. Of the many speakers who addressed the conference, I was given the assignment to report on the remarks of Michael J. Gan, NRLCA legal counsel. I always enjoy listening to Michael, as I find him very precise and to the point in his remarks.

Michael began by commending the stewards within the NRLCA and their amazing level of commitment. He then turned his remarks to the Postmaster General and the arrogance Mr. Donahoe has displayed in his interpretation of six-day mail delivery and his willingness to change the definition of mail delivery. Needless to say, the NRLCA legal counsel is not impressed with the PMG.

Mr. Gan briefly addressed the post mortem of the interest arbitration and commented on how the NRLCA, which represents, in his words, the most efficient craft in the USPS, was the first to go through the arbitration process this time around. He also stated that Mr. Bloch will not likely be chosen for anymore arbitrations involving the NRLCA.

Michael commented on the financial condition of the USPS as doing well except for the Retired Employees Health Benefits pre-funding requirement. The future of the Postal Service would look much brighter



Michael Gan

if the congress and senate could see their way clear to correct the mistake they made back in 2006 when they placed this burden on the USPS.

His remarks then turned to the engineered study of our time standards, scheduled to be complete by 2015, when our current contract expires. We are currently in the early stage of beginning the process. Michael expressed confidence that through the completion of this study we should get a system that addresses or solves a lot of the problems we've faced over the years. Some of the standards we use are 50 years old. He speculated that with the completion of the study we could have standards within standards, but the study should fix the problems that have evolved through the years.

Michael then spoke to the problems the NRLCA faces in resolving labor disputes. He stated that the National Labor Relations Board (NLRB) has become handicapped or restricted in its function over the past many years. He said we need a functioning NLRB board to address the issues we are facing presently. Michael believes that Tom Perez, a man he knows personally, is going to be nominated by President Obama as the new Secretary of Labor. In regards to Tom Perez, Gan stated "he believes in the working man." He then said that if Tom Perez is confirmed, relations between NLRB and the NRLCA national office should improve.

Mr. Gan closed his address to the conference on a personal note by stating, "This is very satisfying work that I do." and expressed his pleasure and gratification in being employed by the NRLCA.

I personally believe we are lucky to have Michael Gan representing us and believe that members of the IDRLCA such as Kurtis Buttars and Brian Draper who have worked with Michael in the past would agree with me. I wish all of you could take the opportunity to attend a Western States Conference, a state convention or national convention and see what good, knowledgeable and hard working people we have at the national office.

Are You an Active Member

Are you an active member
The kind that would be missed,
Or are you just content
That your name is on the list?

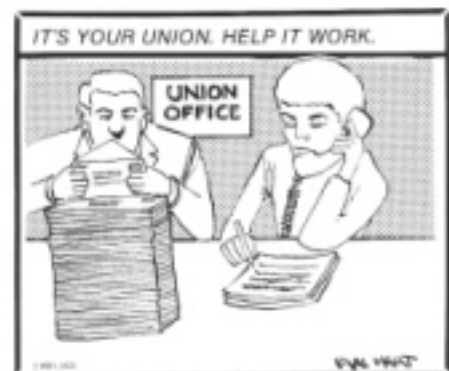
Do you attend the meetings
And mingle with the flock
Or do you stay at home
To criticize and knock?

Do you take an active part
To help the work along

Or are you satisfied to be
The kind that just belongs?

Do you ever go to visit
A member who is sick
Or leave the work to just a few
And talk about the "clique?"

Think this over, member,
You know right from wrong,
Are you an active member
Or do you just belong?



IDRLCA STATE BOARD MINUTES

SATURDAY, MARCH 23, 2013

BOISE, IDAHO

The regularly scheduled meeting of the IDRLCA State Board was held Saturday, March 23, 2013 at 8:00 am, at the Candlewood Suites, Boise with the President and Secretary both being present.

The Ground Rules were reviewed by Vice President, Patti Upton. The meeting agenda was reviewed and was adopted as amended.

The following reports were given and placed on file:

President, Sharon Atkins

Vice-President, Patti Upton

Secretary-Treasurer, Lori Bennett

Financial Reports, Lori Bennett

Executive Committeeman District 1-Provident Guild, Hersh Howard

Executive Committeeman District 2- Russell Hutchison

Executive Committeeman District 3- GMAC Report, Brett Parkinson

Executive Committeeman District 5-Tony LeBlanc
Voucher Review Committee Chair, Patti Upton

District Representative, Brian Draper addressed the board. He discussed several issues he thought the state board should know about. 1. Coventry has been bought out by Aetna, which has a larger provider base. 2. Due to the Obama healthcare laws beginning in 2014, employees that work over 30 hours must be offered health benefits or the company will be fined. 3. The EL-902 Contract is still being finalized for printing. Brian also stressed that RCA's can be hired for relief for Auxiliary routes. He explained that Contractual arbitrations are moving faster, and he showed some reports he was using to track different grievances in offices. He talked about the excessing of routes, and the conversion of CDS routes to rural routes. He talked about the additional pay for DPS letters, when using a POV instead of an LLV. Brian reviewed some recent step-4 decisions. He then reviewed unendorsed bulk business mail procedures, and discipline for safety violations. Brian said that the Engineers have been selected for the engineered time study. Brian will be conducting training soon for the ADR's.

The following reports were given and placed on file:

Editor, Lou Freeman

Retired Representative, Jo Aguirre

Webmaster, Glenda Sanders

Auxiliary President, Robin Carver

During unfinished business the Contact sheets were reviewed. The IDRLCA State Board and Travel Policies were reviewed. Patti requested a clarification of the Voucher Review Committee and who

can serve on it. It is up to the Vice President to determine who serves in accordance with the board policy.

Patti asked if anyone had any suggestions to add to the Guidelines for Hosting a State Convention as requested at the last board meeting. Hersh suggested a timeline for the convention itself (i.e. board meeting schedule, registration set-up, any trainings, etc.). He also asked for helpful hints on how to negotiate for complimentary items. Patti will work on finalizing the packet prior to the next board meeting.

Glenda Sanders made a motion that the trademarking process be paid for by the state for all of the items as necessary. A 2nd to the motion was made, and after discussion the motion passed.

There was one nomination letter received for the IDRLCA Distinguished Service Award. Sharon read the letter and after discussion, it was decided that the nominee exceeds the requirements and will receive the award at the State Convention.

Brian presented a PowerPoint on what happens to your benefits if you lose your job.

Any outstanding reimbursements or un-cleared checks were resolved.

The upcoming Western States Conference was discussed. Lori made a motion that those members attending WSC in its entirety and providing an article to the Pony Express by the given deadline (May 5th) receive 2 ½ days Per Diem. A 2nd was made, after discussion the motion passed.

Sharon reminded the Executive Committeemen that at their Annual Election Meetings the District financial records will be audited.

Under new business, Patti made a motion that Lou purchase a printer for no more than \$150.00. A 2nd was made, after discussion the motion passed. Lou will turn over his old broken HP Desktop computer to the secretary for disposal or sale as necessary. Jo made a motion that \$100 be given as a door prize at the retiree brunch, a 2nd was made, the motion passed. Brett made a motion that three door prizes of \$50 each be given at state convention for GMAC promotions. A 2nd was made, after discussion the motion passed.

Patti made a PAC presentation. Each \$25 donation will be given a chance to win a droid tablet. It was won by Tony LeBlanc.

The Budget Committee Report was presented. Several different scenarios were discussed. Glenda made a motion that we pay \$20 / month internet allowance for the President and the PAC Chair starting the 4th Qtr. (April 2013). A 2nd was made, after discussion the motion passed. Lou made a motion that

(continued on page 19)

CANDIDATES FOR IDRLCA STATE OFFICE

FOR IDRLCA PRESIDENT SHARON ATKINS

My name is Sharon Atkins and I am declaring my candidacy for the office of IDRLCA State President. I have a long and active association with our union. We have seen peaks and valleys along the way but through the efforts of many, our Idaho union remains strong and ready to tackle the many things that lay before us.

In addition to serving as District President, State Vice-President and Pac chair, and recently as State President, I have served as a local steward and Assistant State Steward. With the recent change to the national steward program, I am now serving as an area steward. This has given me the opportunity to see the workings of our union from many angles.

The challenges continue and I have appreciated working with those who the Districts elect to serve on the state board. The invitation to attend the state board meetings remains open. Please do not hesitate to contact any of those serving. We want to hear from you. I have been honored to serve you in the past and ask for your consideration to continue doing so.



FOR IDRLCA VICE PRESIDENT PATTI UPTON

My name is Patti Upton and I am asking you to consider me once again for the position of Vice President of the Idaho Rural Letter Carriers. I am dedicated to serving each and every carrier in this state and will fight to preserve 6 day delivery.

For three years I served as the District One Secretary/Treasurer and for one year I served as their President. I have been the State Vice President for 2 years and currently hold the title of NRLCA PAC Co-Chair. I strive to make positive, growth oriented gains for our craft and will continue to work toward our mutually beneficial goals. I never give a little, but always give all that I have to the task put before me.



For years I have watched other carriers before me fight for our rights, our jobs, and its security. These dedicated people made a difference and I choose to do the same. They taught me that personal growth comes from active participation and hard work. For this reason we must stand together and fight like never before. The battle is on, are you ready to fight?

I hope to see you in Boise, and I humbly ask for your support and vote at the upcoming State Convention. Thank you for your time and consideration.

FOR IDRLCA SECRETARY/TREASURER LORI BENNETT

My name is Lori Bennett and I would like to ask for your continued support as the State Secretary-Treasurer. I am announcing my candidacy to run again at this year's State Convention in Boise, June 13-15.

I have been serving as the State Secretary-Treasurer for the past nine years, and I believe I have brought some beneficial changes to the State Association. This past year has seen the National Steward System change from State control to National control. Your State Board has had worked hard in preparing for this change, and I have appreciated being a part of the process. I have also been serving on the National Training, Development and Compliance Committee and have been able to mentor other State Secretary-Treasurers. I have gained a renewed passion for my position, and am looking forward to serving the IDRLCA in the future.

I appreciate your continued support and ask for your vote this June at the State Convention. Thank you.



(from page 18)

State Board Minutes

for 2013-2014 year the secretary/treasurer be sent to the District annual meetings along with the president and PAC Chair. A 2nd was made, after discussion the motion passed at a vote of 4 to 2. Hersh made a motion that we accept the budget as amended, a 2nd was made, after discussion the motion passed.

The next Board meeting had been scheduled for June 13, 2013 at the Riverside Hotel in the North Star Room at 8:30 a.m. Any personal concerns were addressed then the meeting was adjourned at 4:30 pm.

CANDIDATES FOR NATIONAL DELEGATE

to the 2013 NRLCA National Convention

You will soon receive an envelope containing a list of candidates for the position of Delegate to the National Convention for 2013 and a ballot with which to vote for your choice of Delegates to represent YOU at the National Convention in August.

In years past, only 30% or fewer of the IDRLCA membership bothered to vote for their Delegates to the National Convention. This means that fewer than 30% of the Idaho rural letter carriers decided who would represent 100% of the IDRLCA membership at the National Convention.

DON'T LET SOMEONE ELSE DECIDE WHO WILL REPRESENT YOU! TAKE A FEW MOMENTS TO REVIEW THE CANDIDATES STATEMENTS AND CAST YOUR VOTES FOR THE CANDIDATES YOU THINK WILL BEST REPRESENT YOUR INTERESTS!

SHARON ATKINS

Idaho rural carriers – you will soon have the opportunity to select delegates to represent you at the NRLCA convention. I would ask that you consider me as you choose those who will represent you there. We are constantly wondering, “What will be our future? How will my route be affected by these rumors that I am hearing? Do I need to be concerned or do I need to worry at all?”

Many of these questions and concerns will be discussed and determined by the actions of those attending the national convention. We have had constant change to deal with in our work environment. Many rumors and some facts are presented that make us uncomfortable about the future of the Postal Service. Conventions are a marvelous opportunity to hear, discuss and make some decisions about what we would like the future to look like.

The new national steward program was implemented in November. Some states were comfortable with their steward program but as we heard about some of the issues where there were problems the delegates attending convention decided that it was necessary to establish a national program. This is just one example of the opportunity to see the big picture. Also, the resolutions that are presented and voted on there give guidance to the national officers.

Please, do not set your ballot aside when it comes. Take time to elect your representation at the national convention. Your individual vote is important.

Idaho has been well represented at past national conventions and the group that you select on your bal-



lot will put forth their best effort to do that again. I would be proud and honored to be part of that delegation and would look forward to hearing from you about your concerns.

BRETT PARKINSON

For those of you who I have not met at past state conventions or count trainings, please allow me to introduce myself. My name is Brett Parkinson and I have been working as a rural carrier for about 24 years on J & K routes both "L" & Non "L". I have served as District 3 President for the past 12 years. I am also currently serving as our state auto insurance representa-



tive. I write this letter to ask for your support as you consider who you will choose to represent you and our state as delegates at this year's national convention. I've had the privilege of representing Idaho as a regular delegate at the past several national conventions. I've considered it an honor and a duty that has not been taken lightly. I strive to keep myself educated on the many issues facing our rural carrier craft.

By the time you read this I will have recently returned from the Western States Conference. While there I plan to glean all the information that our national officers have to present.

During these times of change in the postal service, it's more important than ever to have someone educated on the issues representing us at national convention. I would like to take the knowledge and experience I have gained through my career as a rural carrier and time as an elected officer to national convention and use that

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CANDIDATES FOR NATIONAL DELEGATE

to the 2013 NRLCA National Convention

(from previous page)

BRETT PARKINSON

knowledge and experience to effectively represent all of you. If elected as a national delegate, I will exercise my vote in the best interests of Idaho rural carriers. If you have any questions or issues you would like to discuss with me, my phone number is listed on page two of The Pony Express.

You will soon receive a ballot to cast your vote and choose the delegates who will represent our state at national convention. I would sincerely ask that you consider me to be among those delegates as you mark your ballot.

LORI BENNETT

My name is Lori Bennett, and I would like to ask for your consideration for Delegate to the National Convention in St. Louis, MO. I have over 22 years of membership and service in the IDRLCA. I am currently serving my 10th year as State Secretary/Treasurer.

There are always many important issues to discuss and vote on during the National Convention; having delegates who are active and informed are vital to the process.

There is an ongoing need to keep in close touch with our National Board members. It is through the resolution process that we inform them of not only what we would like to gain, but also what we are unwilling to give up. With the constant threats from the Postmaster General to end 6-day delivery and take over our healthcare we need to have a strong voice to maintain what we have without giving up the backbone of our craft.

The threat of five vs. six day delivery, FSS flats, rising fuel costs, plant closures and many other challenges facing us today need our constant attention. There is never a good time to sit back and just see what happens. We need to be proactive, and not just reactive. I think the rural carriers are still a vital part of the Postal Service. We need to fight to maintain what we have, and use our collective voice to educate not only members of our craft, but Congress, the public and the PMG.

If I am elected as a Delegate to the National Convention, I will represent you as best I can. I welcome the opinion of any association member. With this in mind, I ask for your vote for National Delegate. Thank you.



BRET HELLE

Greetings fellow rural carriers. My name is Bret Helle and I am running for a delegate nomination to represent our state at the National Rural Letter Carriers Association's National Convention in St. Louis, Missouri in August. Your vote to send carriers to represent what you have brought forth through the process of submitting



binding and non-binding resolutions from the District level to the State Convention and onward to the National Convention, is an important decision to make sure you are being represented the way you feel you need to be. Remember, participation is key to being heard by those who represent you. I am repeatedly asked, "Hey, Bret! When you go to National, make sure you tell them that I need a

better heater for my LLV." Or "Why don't we have enough RCA's in our office?" Remember that the wish list you ask for starts at the District level by participating and voicing your opinions, asking questions, and making your requests known so the process can take place and when we get to the National Convention, it doesn't get thrown out because the process wasn't followed as is written in our constitution. As with every year that I've attended National Conventions, I will vote on issues the way I feel those I represent would want them to be. We have a duty and great responsibility to speak for those who can't be there or chose not to go and we will continue to do so as you see fit. 6 Day delivery is always going to haunt us despite what the papers say. They have been wrong most of the time due to misrepresentation of the facts at hand. Now is not the time to become complacent. Get involved. It's EVERYONE'S JOB!!!!

PATTI UPTON

Time flies when you are busy like so many of us are. I can't believe it, but it is once again the time when we must select Idaho's representatives for the National Convention. My name is Patti Upton and I am asking for your consideration to represent you as a National Delegate in St. Louis, Missouri.

I have been a rural carrier for seventeen years, twelve of which were served as an RCA. I have always understood the importance of the union, and have been a member in good standing since

(turn to next page)

CANDIDATES FOR NATIONAL DELEGATE

to the 2013 NRLCA National Convention

(from previous page)

PATTI UPTON

taking my job. I currently serve as your State Vice President, and the National PAC Co-Chair. I realize that growth comes from hard work, dedication, and active participation. Serving in this capacity, not only am I concerned for my job as a regular, but more so, for the jobs of thousands of RCA's if a 5 day work week is implemented. I believe that reducing mail delivery days should be the last resort, not the first. Cutting costs is necessary, but I feel that there are many other options that are being overlooked. I also believe that the public is being misinformed. They are being led to think that this is the only solution. Not so, and I hope to have the opportunity to speak to these concerns if elected.



With the many changes that we face as a union, it is imperative that you select representatives that will speak to your concerns with the National Board. I am urging you to do one thing. Take a moment to consider and then to vote for the delegates that you feel will best represent you. I hope that you will consider what I have said and select me, Patti Upton, to represent you. Thank you for your time and consideration.

GLENDA SANDERS

Hi all, my name is Glenda Sanders and I am asking for your vote to be a national delegate. I have been a mail carrier in Meridian, ID for 10 years and have been involved in the union for all 10 of those years. I was hired as a sub in 2003. I had my own vehicle and worked a very rural route every Saturday for the first 3 months. After that slow start my weeks were packed full of doing many different routes and learning new ones all the time. Then after 3 years and 3 months I got to bid on a route of my own and settled into doing the same routine every day.



In 2008 Brian Draper asked me to run for local steward. I have been working closely with Brian since that time. Two years ago in June, I asked the Idaho State Board to consider allowing me to create a website

for our Association. They commissioned me to build one for them, and now I maintain the site as the Idaho State Webmaster.

I am proud to do the work on the website (idrlca.org) and to serve on the board as a non-voting member. Sitting on the board has taught me a lot about how the Association works and why it is so important. I would like to be a delegate to the National Convention because I would like to have a voice in this current current climate of possible job loss and office closings across the country.

Please consider casting your vote for me. I am for subs, for new time standards and for the right of every Rural Carrier to choose whether to take DPS to the street or case it in the office. Thank you,

Glenda Sanders

THE PSALM of the NON-UNIONIST

The dues paying member is my shepherd.
I shall not want.

He provideth me with rest days and vacations
So that I may lie down in green pastures
Beside still waters.

He restoreth my back pay
He guideth my welfare without cost to me.
I stray in the paths of the non-righteous
For my money's sake.

Yea, though I alibi and pay no dues
From generation to generation,
I fear no evil, for he protects me.
The working conditions which he provides,
They comfort me.

He annointeth my head with the oil of workers
Compensation, Sick pay, holidays
and a pension.

He represents me in grievances
And my cup runneth over with ingratitude.

Surely, his goodness and loving kindness
Shall follow me all the days of my life
Without cost to me.

And I shall dwell in his house forever
And allow him to foot the bill.

IDRLCA 2013 STATE CONVENTION “THE RIVER”

JUNE 13 - 15, 2013
The Riverside Hotel
2900 Chinden Blvd.
Boise ID 83714

Reservations: 1.208.343.1871
(before May 31, 2013)

Room Rate

Single or Double Room rate of \$77.00 + tax
Mention You are with the Idaho Rural Letter Carriers' Association

CONVENTION AND BANQUET REGISTRATION

BANQUET AND CONVENTION _____ @ \$50.00 = \$ _____

CONVENTION MEETINGS ONLY _____ @ \$20.00 = \$ _____

Juniors' Names	Ages
----------------	------

_____	_____
_____	_____
_____	_____
_____	_____

NAME: _____

ADDRESS: _____

CITY: _____ STATE: _____ ZIP: _____

NUMBER OF PEOPLE: _____ PHONE: _____

Mail To:

Lisa Hall
501 South 16th Street
Payette ID 83661

Please Make Checks Payable to: IDRLCA District One

Mother Heart

She fondly holds within her arms
Her little one, contented and asleep,
And finds within her mother-heart
Divine, sweet moments of peace.

The rocking chair so gently stirs
In rhythm with her humming,
While all her world, her joy and pride,
Lies cuddled in arms warm and loving.

She fondly holds his little hand
As he ventures forth to walk,
And oft repeats a simple word
As he desires to learn and talk.

When playtime brings a bruise, tear,
Her tenderness meets every need,
And with each day, each passing year,
Her loving heart instructs and leads.

She fondly guides her growing son
As he matures, becomes a man,
And helps instill a deep-rooted faith,
High ideals, noble and grand;

And the love that ties her to her child
Is bestowed by God above,
For no human or earthly power can sever
The immortality of a mother's love.

Joy Belle Burgess

Go to the IDRLCA
Website, idrlca.org, for the
latest and most
comprehensive postal
news.

NON-PROFIT ORGANIZATION
US POSTAGE PAID
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The PONY EXPRESS



ADDRESS SERVICE REQUESTED

Please send address changes to:
IDRLCA Secretary Lori Bennett
306 N Dakota Avenue
Fruitland ID 83619

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Coming Events

NRLCA
National Convention
August 13 -16, 2013
St. Louis, Missouri

IDRLCA
State Board Meeting
June 13, 2013
8:00 a.m.
Riverside Hotel
2900 Chinden Blvd, Boise
IDRLCA Members Invited

IDRLCA
State Board Meeting
June 15, 2013
At Close of Convention
Riverside Hotel
2900 Chinden Blvd, Boise
IDRLCA Members Invited

IDRLCA District Meetings

District One	District Two	District Three	District Five
Time and Place to be Announced	Time and Place to be Announced	Time and Place to be Announced	Time and Place to be Announced