

The PONY EXPRESS



May 2016

NOW IS THE TIME *Your Union needs YOU!*

In every office with rural delivery there exists one person, and quite often there is more than one, who possess the skills, drive, and determination necessary to serve as the local steward. You may be just starting in your USPS career, or you may be a tenured carrier looking to spread your wings and become more involved in the rural craft. In either case, your local office and your Union needs you. Exciting challenges and opportunities await you as local steward; now is the time to take that step.

From the NRLCA Constitution, Article IX Section 7.B.1, *“Any member in a local office or a delivery unit may be elected Local Steward and shall serve until a successor is elected and certified or until he/she resigns. Where a local steward is in place, any member may call for an election in the month of July of every fourth year. An election may also be called for any time the position is vacant, or when two-thirds of the members submit a petition to the District Representative for approval.”*

Local stewards receive training prior to being certified as a local steward and, once certified, you will have direct contact with an assigned NRLCA representative who will serve as your advisor; who will lead you step-by-step through the grievance procedure. You need not worry about “not knowing what you’re doing” because not only will you have the local steward certification training to get you started, but also direct contact with an NRLCA representative for any questions you may have.

As local steward you will be compensated by the Postal Service for time spent in grievance handling, including the time necessary for investigation and meetings with management. You will also be compensated by the Postal Service for the time necessary to write a grievance. When we have a local steward in place in a given office, the Postal Service bears the financial

(Please see Local Stewards on page 7)

NRLCA Director Of Steward Operations David Heather to Address IDRLCA Convention

David Heather, of Kansas City, MO, is currently serving the NRLCA in his third term as the Director



of Steward Operations for the NRLCA, directing and administering the National Steward System. Previous to this position, he served two years as an Executive Committeeman for the Southern Area, beginning in 2011. Prior to serving on the national board, he has served the MORLCA at every level of the

steward program, as well as nearly every state and district office in MO, for a combined total of more than 25 years, beginning as a local steward just six months after being hired as a regular carrier at Parkville Branch of the Kansas City Post Office in 1988.

Prior to being elected to national office, David was serving the NRLCA as the Chair of the Labor Relations Special Assignment Committee, developing resource materials and training for stewards, and assisting the Director of Labor Relations. He also served as a member of the Constitution Review Committee, which revised the National Constitution and reviewed state-constitutions. David served 3 years on the Constitution Committee at the National Convention, including chairing that committee in 2011.

IDRLCA State Convention June 9 – 11, 2016
Kellogg ID



Southern Idaho District Representative's Report

Salt Lake City/ Nevada-Sierra District Representative Brian Draper

Our National Agreement

As of April 25, 2016, the USPS and the NRLCA have a signed AGREEMENT. It was not a contract, it was not an arbitration decision; it is an AGREEMENT. The managers at USPS Headquarters and the National

SENIORITY LIST: Under the new agreement management is required to supply an updated seniority list of regular and leave replacement carriers, to be posted. I have already spoken with both Districts to let them know that when this initially happens, there will be disagreements filed by some carriers who will say it is wrong. It is the USPS that is charged to administer this list and must make appropriately documented changes when necessary. All carriers should check this initial posting and ensure it is correct. If it is not, then the carrier should notify management to investigate and correct it. Hopefully, it will not require a number of grievances to get this accomplished.

Board of the NRLCA made this agreement. A majority of the NRLCA members who voted, agreed to accept it. So, with all that, how can a local manager or a rural carrier decide or make attempts to change any terms of the agreement? Many excuses are given for failing to follow the agreement, but in all cases there is no reason to not follow the agreement. It is not only the duty of the steward to ensure that the agreement is followed, but each rural carrier needs to help police the agreement.

I have been around many years and can state from experience that whenever an exception is given to the agreement, it is bound to come back and bite you, later.

Local managers are charged, and it is their duty and job, to ensure the agreement is followed to the letter. I have been around many years and can state from experience that whenever an exception is given to the agreement, it is bound to come back and bite you, later. Any time the agreement is violated, then chances are some carrier is being denied work, pay or benefits. As a rural carrier, you really need to have knowledge of all the work rules, in order to make sure you are getting the most out of your career.

MATRIX: This has been a part of our agreement since 1999 and is required in all offices.

The auxiliary routes are not part of the Matrix. Any RCA is qualified to be assigned to any primary regular route. When it comes to second and third, qualified RCAs are required to have been trained or will be trained. Remember when it comes to assignments there is to be "No Bumping."

ARTICLE 22: BULLETIN BOARDS:

This article has been a part of our National Agreements for some time and with this agreement it has become even more important that certain items are now required to be posted. Article 22 reads:

The Employer shall furnish a separate bulletin board for the exclusive use of the Union, subject to the conditions stated herein, if space is available. If a bulletin board is not available, some space will be made available for the purpose outlined in this Article. The Union may place their literature rack in swing rooms, if space is available. Only suitable notices and literature may be posted or placed in literature racks. There shall be no posting or placement of literature in literature racks except upon the authority of officially designated representatives of the Union.

RCA SENIOR QUALIFIED LIST: After the matrix is exhausted, this list is used to cover routes. This is a list of each RCA and the routes in the office they have been trained on or have at least cased and carried the entire route at one time.

SUNDAY RCA YES/NO WORKLIST: This is now a part of the new agreement. There will be a short signup period for the RCA to say yes or no to working on Sundays. Under the new Agreement, with the new Assistant Rural Carrier (ARC) position, they will be used prior to any RCAs. ARC is to be used in the Sunday Amazon hub and spoke offices. Once the ARCs are hired, they will be used prior to the RCA Yes list in a rotating and alphabetical order. If there are no ARCs or RCAs available, then the No lists RCAs will be forced to work.

Here are the Items that should be posted by the steward on the NRLCA bulletin board supplied by the USPS:

REGULAR CARRIER RELIEF DAY WORK LIST (RDWL): It is the RDWL not the ODL, or the overtime desired list, as it is not a clerk or city thing. It is the regular carrier agreeing to work any relief day when all the RCAs in the office have been assigned work that day. The signup period is twice each year and if the regular carrier signs to be on the list, they are expected to work. If they are told to work and they want off the list, they still must work that week and then if

(See National Agreement on page7)



Northern Idaho District Representative's Report

Alaska District Representative Patrick Pitts

Rural Carriers Deserve Better

Rural carriers, both regular and relief, deserve better treatment by their employer. This article is divided into two parts, the first dealing with wheel chocks, the second with

Service Performance Sampling (SPM) work orders.

Recently, local managers across the Seattle district were instructed to begin purchasing wheel chocks and have carriers place them in front of, or behind, the vehicle wheels anytime they park and dismount the vehicle. Yet there has been no instruction given regarding the safe usage of the wheel chocks or consideration given to compensating carriers for the additional (new) duties.

While not specifically stated, it appears the usage of wheel chocks is intended to address increased occurrences of roll-away, run-away incidents throughout the district, but requiring carriers to begin utilizing the wheel chocks with no clarity of instruction as to how and when, and failing to appropriately compensate craft employees is a violation of our national agreement.

Adding insult to injury, there was no official communication with the NRLCA at the district, area, or national level regarding these wheel chocks. Article 14, section 1 of our national agreement states, "It is the responsibility of management to provide safe working conditions ... and to develop a safe working force. The Union will cooperate with and assist management to live up to this responsibility."

It is understandably difficult for the Union, on behalf of rural craft employees, to cooperate with and assist management when management fails, or refuses, to communicate with the Union. Rural carriers deserve better treatment by their employer.

All rural carriers MUST be compensated for any required duties associated with these wheel chocks.

Article 9.2.C.14 is clear: "When daily recurring work duties other than traditional service functions are added to or removed from a route after the latest route evaluation, the Employer shall promptly determine time requirements for such added or removed duties and authorize any appropriate adjustment of evaluated compensation."

In addition, management should not require carriers to utilize the wheel chocks until appropriate training has been provided. This training should be on-the-clock

the-clock and the carriers compensated as required per Article 9.2.M.

- Any failure to properly train carriers prior to the required usage of the wheel chocks should be grieved.
- Any failure to properly compensate carriers for the training should be grieved.
- Any failure to properly adjust the evaluated compensation should be grieved.

Regarding the Service Performance Measurement (SPM) sampling test, as you are aware, there have been continued changes to the SPM sampling test. On or

about February 16, 2016, the number of pieces that can be scanned on one work order was increased to 15 pieces with a buffer of four (maximum 19) pieces. An individual route may receive a maximum of five sampling re-

quests per day, 30 per week, and 300 per quarter. There is a scan ceiling to prevent scanning a greater number of mail pieces than requested. On or about March 7, 2016, a stand-up talk went out to the field requiring carriers to scan available flats first, then available letters.

The parties have agreed to compensation during the test period set at 50 seconds per delivery work order and 70 seconds for each collection work order. This agreement is based on up to 5 scanned pieces per delivery work order and 7 pieces per each collection work order.

When unilateral changes were made to the number of pieces per work order, and the order the items were to be scanned, the NRLCA posted, on its website's "What's New" page, information regarding compensation based on the actual time necessary to perform the SPM function.

Rather than task 114,000 rural carriers with tracking and recording the actual time for each SPM work order for an indeterminate amount of time, **the NRLCA has agreed that, in the interim, until the parties can reach agreement on appropriate compensation, carriers will continue to receive 50 seconds or 70 seconds as appropriate.**

As stated in the September 16, 2015 instructions to the field, "...each alert received on the MDD ... is called a work order."

"The rural carrier must enter the letter C or D in the comments section of the PS Form 4240, Rural Carrier Trip Report, with the number of work orders completed for each location."

(Please see Carriers Deserve Better on page 7)

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IDRLCA President's Report

IDRLCA President Patti Upton

The IDRLCA Symposium Panel

In the past couple of months, the IDRLCA Symposium Panel has been travelling to each district and presenting valuable information to the carriers of this great state. I am pleased and excited to say that we have seen nearly 150 carriers turn out for this event. The success of these symposiums relied greatly on the information presented and the carriers' questions and feedback from those who attended. More importantly, YOU, the carriers, were afforded the opportunity to glean from this experience. Knowledge is power, and information is liberating. What does this mean exactly? The more knowledge you gain from these experiences, the more powerful you become, right? When you choose to become aware and familiar with these things, you not only grow as a person, but you are able to affect change. It has been a privilege to hear that some of the information shared at these symposiums has already helped some offices with their work place environment issues. There is a freedom that comes when you have the tools to move forward with other carriers and especially management. When you understand your rights as a carrier and become familiar with the contract you are able to negotiate freely without risk of retaliation.

Your union has been busy. The NRLCA Board has fought determinedly for a new contract. Some of the carriers around this nation chose to come to the NRLCA hosted ratification meetings. Once again these meetings put forth information that allowed us to make an informed decision about its ratification. I have since seen the posted results on the NRLCA website. It informs us that the ratification committee has completed the tabulation of ballots and the 2015-2018 Tentative Agreement has been ratified. Whether you voted up or

down, thank you for taking the time to consider and then vote what was best for you or what you felt was best for the rural carrier craft. It is an imperative to realize that being a member of the NRLCA afforded you the right to have that choice.

So, I ask, are you a member of the NRLCA? If yes, thank you for your continued support. If not, I ask, have you thought about all that the NRLCA has done for you? There is strength in numbers and those numbers play a key role in keeping and protecting our jobs. It is vitally important that we come together and unite as one. While we may not always agree, it is important to look at the entire picture. Your union has fought diligently for your wages, and for maintaining six-day deliv-

ery. They have taken a firm stance when it comes our jobs and to the rural carrier craft. Our union doesn't waver or back down. Instead, they know when to push and when to

give. Your union has your best interests at heart when making hard decisions for our craft. I ask you to consider what it might be like without these people fighting for your rights.

Have you ever thought about becoming an active participant in your future as a rural carrier? Have you ever thought about being a local steward in your office? Have you ever attended a district meeting? Or, better yet, have you ever thought about attending the state convention or even the National Convention? There are so many ways to participate. You are the key to your future as a rural carrier of the USPS. While travelling around the state, I have had the privilege of meeting many of you. I am thrilled to see many new faces and familiar faces alike. I want to encourage you to continue to actively search out the answers that you need. Collectively, our voice is far more effective and together we can and will make a difference.

Your union has your best interests at heart when making hard decisions for our craft. I ask you to consider what it might be like without these people fighting for your rights.

ATTENTION: NON-MEMBERS

For the approximate price of a hamburger, fries and a coke every two weeks, you can become a member and enjoy all the benefits of membership in the NRLCA. Contact IDRLCA Secretary/Treasurer Lori Bennett at 208.452.3539 or any IDRLCA officer and ask for the Form 1187 (Authorization for Deduction of Dues). When your membership application is activated, your first three months dues will be paid by the NRLCA.

JOIN NOW AND HAVE A VOICE IN YOUR POSTAL CAREER!



IDRLCA Vice President's Report

IDRLCA Vice President Brett Parkinson

Why I've Chosen To Be A Member Of The IDRLCA

Recently I've been thinking about why I've chosen to be a member of the rural carrier union. Please allow me to give you a little history of my postal career and membership

in the union.

Over 27 years ago, when I started as an RCA, and being politically conservative, I was a little apprehensive and wary of belonging to a labor union.

My first thought was, if I get paid the same whether I belong to the union or not why should I pay union membership dues? For the most part my years as an RCA went without a hitch and I never

really found myself in a situation where I felt the union could benefit me. There was however a short period of time, of which I don't remember the details, when I must have been a member because I remember getting the national and state magazines and I remember I enjoyed reading the information that was in them.

Upon making regular about 22 years ago I became interested in attending mail count training, because, at that time carriers, were allowed to count their own mail and I became interested in educating myself as to how my salary was determined. At that time mail count training was a joint effort between the Postal Service and the union; managers and carriers were trained in the same meeting. I've always had a desire to learn all I could about the different aspects of my job. Therefore, after a few years as regular, the union offered an incentive to join with, I believe, three or six months free membership for joining. This seemed like a good deal, so I filled out an 1187, Dues Withholding Form, and mailed it to the state secretary. I found a lot of beneficial job related information in the magazines. After a few years, issues and questions started to arise in my office and I felt the need to attend a district meeting to see if I could get my questions answered, I was a little surprised to find that others had similar questions. But what really helped was the fact that there was usually someone at the meetings who had the answers to my questions.

Upon attending my first election meeting, I was elected as the new district president. This opened the door to opportunities to attend other meetings like state conventions, Western States Conferences and National

Conventions. Through attending these various meetings, I've been able to meet many individuals and state and national officers with vast amounts of knowledge about the rural craft and the rights of all rural carriers. In addition, I've become friends with many of these individuals. So, not only have I benefitted with increased knowledge about my job, but I have become acquainted with many intriguing individuals.

Other benefits I've received through union membership is that I've come to understand why the amount

I found that it was not due to generosity of the USPS, but it was through the NRLCA bargaining and fighting for COLAs, periodic pay increases, health benefits, and maintaining the benefit of earned sick and annual leave.

of my pay increased periodically. I found that it was not due to generosity of the USPS, but it was through the NRLCA bargaining and fighting for COLAs, periodic pay increases, health benefits, and

maintaining the benefit of earned sick and annual leave.

Preserving these many benefits, that we enjoy as rural carriers, take a devoted team of knowledgeable national officers who deserve each and every rural carrier's moral and financial support. It behooves every rural carrier to support the union that supports and fights for all rural carriers. Therefore, I strongly urge all rural carriers to become active members of the NRLCA and IDRLCA and glean the knowledge and information that is available for you. When you do, I'm confident that you will share my feelings that belonging to the rural carrier union is truly worthwhile. In fact, if you are not a member at present, now would be a good time to sign up because new members are currently receiving three months free membership.

From the R.F.D. News, Saturday, December 16, 1916

Rob U.S. Stage; Kill Driver

The United States mail stage, running from N.B. 30 Rogerson, Idaho, to Jarbidge, Nev., was held up and robbed and its driver, F Searcy, was shot and killed on December 6 by bandits.

The first-class mail sacks were rifled and an amount, reported to be between \$3,100 and \$7,000, was taken by the bandits.



IDRLCA Secretary/Treasurer's Report

IDRLCA Secretary-Treasurer Lori Bennett

The Tools In Your Toolbox

Have you ever heard the expression "tools in your toolbox" or "tools of the trade"? I relate that idea to being a rural letter carrier. We make the assumption that everyone was handed the same tool box at the same

time. In my experience we should be continually sharpening and adding to that tool box. Abraham Maslow* said, "If you only have a hammer, you tend to see every problem as a nail."

Some basic tools that we use on a daily basis may include our cases, our vehicles, scanners, various tubs, trays and hampers. Other tools that we use are more along the lines of knowledge such as classes of mail, line of travel, undeliverable mail pieces, safety and things of that nature. Additionally, we are faced with ever changing services, requirements and expectations.

Some great resources for keeping your "tools" sharp is by simply accessing the items available to you. I am checking the "What's New" page on the nrlca.org website on at least a weekly basis. I find that the information contained there is released long before I hear about it on the workroom floor or at a stand-up. A recent example is regarding the SPM (Service Performance Measurement) scans. If you don't know what that is, maybe you should check the website. Other good resources are The National Rural Carrier and The Pony Express publications. Attending meetings is another great way to keep up to date. I attended the ratification meeting held on March 19th and learned so much more detail than what I got from simply reading the materials. The opportunity to have a Q & A session and receive a one-on-one conversation is invaluable.

Another important aspect to having your tools ready to go includes your attitude. Israelmore Ayivor, an Inspirational writer and a born-again Christian, stated, "A positive mind is the sharpest tool that brings down the monuments of failure. The quickest way to fail is to murder your mind with negative thoughts!"

Being prepared and knowing what to expect goes a long way towards success. How often do you refer to your PO 603, Rural Carrier Duties and Responsibilities? Everything we need to know about our job requirements is right there. Many people engage in a

(Please see Toolbox on page 7)

* Abraham Harold Maslow was an American psychologist who was best known for creating Maslow's hierarchy of needs, a theory of psychological health predicated on fulfilling innate human needs in priority, culminating in self-actualization.

IDRLCA Statement of Financial Position

(As of May 7, 2016)

ASSETS	
Current Assets	
Checking/Savings	
Checking APCU	14,476.74
Savings APCU	79,508.08
CD-APCU 70 April 4	26,687.34
CD-APCU 71 Oct 23	21,156.80
CD-APCU 72 July 20	20,987.15
CD-APCU 73 Jan 18	20,804.21
Total Checking/Savings	183,620.32
Total Current Assets	183,620.32
TOTAL ASSETS	183,620.32
LIABILITIES AND EQUITY	
Liabilities	
Current Liabilities	
Other Current Liabilities	
Payroll Liabilities	435.04
Total Other Current Liabilities	435.04
Total Current Liabilities	435.04
Total Liabilities	435.04
Equity	
Net Assets	160,499.17
Net Income	22,686.28
Total Equity	183,620.32
TOTAL LIABILITIES & EQUITY	183,620.32

IDRLCA Statement of Activities

July 1, 2015 through May 7, 2016

Income	
Interest / Dividends	1,020.91
Membership Dues	100,241.11
Miscellaneous	150.00
National General Insurance	5,793.44
Reimbursements	71.00
Sales	200.00
Western States Conference Receipts	0.00
Total Income	107,476.46
Expense	
Accounting Fees	1,545.00
Awards, Recognition, Other	801.63
Education and Training	131.28
Equipment Maintenance	0.00
Equipment Purchases	476.62
National Convention	7,646.80
Office Expense	1,710.34
Payroll Taxes	2,526.58
Per Capita Dues	6,205.38
Printing	1,948.80
Rent	336.00
Salary & Wages	29,261.10
State Meetings	1,157.30
State Paper	3,976.40
Telephone & Internet	1,547.85
Travel	23,743.80
Western States Conference	255.50
Workers Compensation Insurance	72.00
Total Expense	84,790.35
Net Income	22,686.11

(from page 1)

Local Stewards

burden at Step 1 for any grievances that arise in that office. Without a local steward, the financial burden is borne by the Association.

The process of becoming a local steward is quite simple. A form calling for the election of a local steward is posted in your office for a minimum of 15 days. During this 15-day period, any Union member can place their name on the form indicating their desire to be considered for the position. At the end of the 15-day period, at the time and place identified on the form, an election is held and the person receiving the majority of votes cast is elected as the local steward. You will then be scheduled for the local steward certification training.

The steward election form (Form 10) is available on the NRLCA website. Once you have logged on to NRLCA.org, navigate to "Steward Operations", click on "References" and then "NRLCA Forms" and select "Form 10."

You can also obtain a Form 10 by contacting DR Brian Draper at brian.draper@nrlca.org, or (208) 577-1759

Now is the time. Feel free to contact DR Draper with any questions you may have. I look forward to welcoming you to the steward-ranks of the National Rural Letter Carriers' Association.

*Article by DR Patrick Pitts
Seattle/Alaska*

(from page 2)

Our National Agreement

they come off the list it will take another signup period to return to the list.

If all these lists are posted and kept current and, followed there would be no scheduling grievances and no issues when routes were bid or offered up.

Other items of importance that need to be posted are concerning harassment. I have had discussions with the Salt Lake City and the Nevada Sierra District managers that the association and rural carriers are going to hold the managers at a higher standard and not tolerate bullying or harassment in the post offices. I would recommend each of you read and share Director of Steward Operations David Heather's article in the April, 2016, National Rural Letter Carrier on bullying in the workplace. I think we all are looking forward to seeing and hearing David Heather, at both the Idaho and Nevada state conventions.

(from page 3)

Carriers Deserve Better

Leave replacements will receive compensation via PS Form 1314-A each pay period and regular carriers will receive compensation each accounting period (once per month) via an 8127 entry on

PS Form 1314.

"As a safety precaution it is important that rural carriers are instructed to only pull up the alerts on the MDD once they are at the next delivery stop on their route; never while the vehicle is in motion."

There have been substantial concerns, and reports of little or no training provided carriers, related to the SPM sampling and many areas where carriers are not being appropriately compensated for the sampling work orders. On April 1, 2016, instructions were sent to all offices with rural delivery throughout the Seattle district to fully and completely train carriers in the procedures for the SPM sampling.

Managers were required to print and provide to each carrier, both regular and relief, the complete training packet prior to presenting the training and, once the training is completed, process the necessary paperwork to compensate the carriers for the training. In addition, management was instructed in the procedures for compensating carriers for all SPM work orders.

Management was required to complete the training by close of business, April 23, 2016. If you have not received the training, including receiving a complete, printed copy of the training material and/or you have not been compensated for the training or the SPM work orders, please contact DR Brian Draper or the assigned NRLCA representative for your office. DR Draper can be reached at brian.draper@nrlca.org (email) or by phone at (208) 577-1759.

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Toolbox

daily devotional or scripture reading. I want to challenge you to read a section of the PO 603 each week. Study it and incorporate it into your daily work life.

So keep in mind that when offered a tool, instead of quickly refusing it because you think you don't need it, take it, as it was intended, as a help to make your work life easier, smoother, and more satisfying. Stephen King once said, "It's best to have your tools with you. If you don't, you're apt to find something you didn't expect and get discouraged." Again I encourage not only the use of a good "toolbox", but the maintenance of it. An old rusty unused tool doesn't benefit the owner.

2016 Local Steward Enhancement Training All Classes Start at 8:00 am and last until 5:00pm

POCATELLO, IDAHO

*Tuesday
May 24th 2016
Clarion Inn
1399 Bench Road
Pocatello, ID 83201
(208) 637-6597*

CALDWELL, IDAHO

*Thursday
May 26th 2016
Best Western Plus
908 Specht Ave.
Caldwell, ID 83605
(208) 454-7225*



Voice of the Webmaster

Webmaster Glenda Sanders

A Simple Change In Thinking

This past holiday season was brutal. It got me thinking about my entire career choices and how could I change it up a bit. Turns out that, after 13 years as a mail carrier, I am pretty much stuck

with this job. My next thoughts drifted to how, then, am I going get through this each year? My body gets older and slower as the parcels get heavier, bulkier and numerous.

I started to picture my future in a bleak light. Most of the retired carriers I know are walking with limps, canes and in great pain due to their tenures as rural mail carriers. I was struggling to see the positive side of this public servant work.

Then it hit me one morning, like a heavy magazine that falls out of the top row and hits you in the head. Bam! Over the next few weeks I gathered many profound perks to being a mail carrier and I am proud to say that every day now I think on these positives. Just that simple change in thinking has made a huge difference in my work days. (Either that or Christmas is over.)

Here are just a few of the many benefits:

Mental Stimulation.

It's a great idea to do crossword puzzles, games, quizzes, memory tests, and other mind-twisters. Even online computer games and Sudoku puzzles are fun ways to keep your brain active and sharp.

<http://www.marksdailyapple.com/brain-tips/#ixzz40LPsWS55>

Mail carriers do this each morning! We start our day with a memory puzzle. Casing those clerk-sorted flats and letters are like daily brain exercises. Especially, those with the wrong numbers or names. Mental stimulation, especially in the morning, sets our brains up for expansion. It triggers our synapses better than an espresso shot!

Physical Exercise.

I don't think I need to go into much detail of the benefits of physical exercise. We rural carriers get all our steps in! Casing in the morning is done on our feet. We spend between two to three hours every day on our feet. The bigger the case the more steps we get! How many parcels we get a day and how far is the front door from the curb? With the right attitude, the more and the farther the better! Also, those "heavy" parcels are bicep enhancers! We are just so lucky!

Emergency Preparedness

We carry items like shovels, bandages, dog spray, can o' air, extra water and countless other items with us every day. We know how to have what we need on hand when we need it. This prep comes from years of getting into "situations" miles away from another living soul. Even in the age of cell phones, help is not usually only five minutes away. We have

learned to take control and take care of anything that the route can throw at us. This transfers into our personal lives and we are experts at taking care of our families and loved ones. Often times we are scoffed at and unappreciated until someone needs an extra sweatshirt that we "just happen to have" stashed in the trunk of the family sedan.

Tetrising

Studies have shown that playing enough "Tetris" (think 1.5 hours a week for three months) can:

- Make parts of your cerebral cortex thicker.
- Make other areas of your brain more efficient.
- Reduce flashbacks for people with post-traumatic stress disorder. <http://www.huffingtonpost.com/tech/>

How do we get all those packages to fit in our springers/carts/LLV's? We tetris them. It's a challenge some days, but a fun one, with the right attitude. Biggest on the bottom, or in the back. Little

ones to fill up the cracks. Just loading our jeeps can make our cerebral cortex thicker. What a great benefit!

Expert Drivers

We face dangers of driving every single day. And we do it with the steering wheel on either side! After so many years of driving in snow, sleet, ice, kids and countless balls rolling in front of us and cars that "didn't see us", we know how to handle every situation. We use our seat belts, mirrors and blinkers. We are professional drivers three to five hours a day. We see everything and know how to handle the vehicle in all weather conditions. We can get within three inches of the box while avoiding that tree branch and the skateboard! Easy!

Humor.

"There's no life without humour. It can make the wonderful moments of life truly glorious, and it can make tragic moments bearable." <http://www.searchquotes.com/search/Humour/2/>

Whether it's delivering a duck hunting magazine to the Fowlers or casing the last names of Anderson and Cooper in succession, there is never a lack of humor in our job. There are packages that laugh or growl ... and some that vibrate. There are so many things to laugh at as we grudge through our work. Humor keeps us young and melts away stress. There isn't a day that goes by that my co-workers aren't laughing about something as they case their mail in the mornings. The letters I case addressed to "The King of Everything" or "Anyone who wants to open this" just lifts my spirits. This job is so much fun! With this change in attitude, and maybe a little change in my route, I will be engaged and happy with this job for years to come. By the way, if you can think of other awesome perks email me at webmaster@idrlca.org. Enjoy your life!

...there is never a lack of humor in our job. There are packages that laugh or growl ... and some that vibrate.



Voice Of The Committeeman

District Three President John Thomas

The Carrier Was Angry

The carrier who approached me was angry. He wanted to know just what the union was going to do about the fact that the time standard for package pickup was not nearly adequate. There was no way they could expect him to collect the volume of parcels he had every day in the time allotted. What had the union been thinking when they had agreed to that? What were they going to do to fix it?

First of all, I knew the standard wasn't enough. Secondly, the union knew it wasn't enough. Thirdly, the union did not agree to the standards. Finally, there was nothing they could do to fix it right now. The standard was imposed by and arbitrator.

Our previous contract was not negotiated and ratified but instead was decided by a third party and the results were binding on both sides. The only way it was going to get fixed would likely be through the engineered time study, which was also mandated by the arbitrator. Maybe it would be fixed. When the study gets fully implemented, there will likely be winners and losers. Good for some, not so good for others.

The carrier was right to be upset, but his anger was misplaced. The union was just as much a victim of

circumstance as the individual carrier. I believe that the negotiators for our craft did their best to represent us.

So, what did I take away from this experience? Two things. First we should all try to keep up on the factors that affect our work. The business we are a part of is changing rapidly, driven by consumer demands and technology. The rules are constantly changing. Management at all levels have little knowledge or appreciation for our unique work rules. One of the fundamental functions of the union is education. We all need to do a better job of being informed. I get the fact we are all busy. Our routes are challenging. There is pressure to be safe and hurry at the same time. A lot goes on in our non-postal lives too. I try to stay up on things, but many things get past me or are forgotten.

One of the fundamental functions of the union is education. We all need to do a better job of being informed.

Secondly, I have never seen an arbitrated contract that was better than what our union had negotiated. When negotiations fail or the agreement is not ratified, an arbitrator is called in and all parts of the contract are on the table, not just areas of disagreement. As much as management doesn't get our craft, arbitrators know even less. Experience during my time in the Postal Service has led me to believe that a negotiated contract would have to be pretty bad before I would prefer to take my chances with third party doing the deal.

"I HATE MY UNION! IT DOES NOTHING FOR ME."

I read this on social media in several of the rural carrier Facebook pages. I wondered when I read this, how many are actually Union members?

I am a union member and local steward. This is what I know about MY Union. They work very hard for us fighting for OUR rights. I became a steward because I believe in our Union and felt that I needed to take responsibility in educating myself. I have gained a wealth of knowledge and, with this knowledge, I am able to protect my rights and those of fellow carriers in my office.

What would life be like working for the USPS without YOUR Union ? Well, I hope you enjoy your pay check, because without YOUR Union fighting for you, it would be half or less. I hope you regular carriers enjoy your insurance, because

without YOUR Union you would be paying much more out of pocket and have terrible coverage. Our Union, YOUR Union, fights for YOU everyday!

I was so shocked with the turnout at the symposium, over 70 carriers showed up. It was awesome! This is what our Union meetings should look like, people. Please show up, get educated, get your questions answered, meet YOUR state board and enjoy great fellowship with other Union members.

Do you want job security, good pay, good insurance and so much more? Do something about it. Become a local steward, join YOUR Union, support it and be proud to be a member. The bottom line, people, is that there is power in numbers..... POWER IN NUMBERS, PEOPLE... JOIN NOW AND LET'S BE UNION STRONG!

IDRLCA District Reports

District One

Reported by Mikea Hargrove, District One President

District One held its annual election meeting on April 28th at the Sunrise Café in Middleton with 23 members in attendance. The meeting was called to order at 6:45 p.m. I was excited and nervous because District One only has one year terms for its officers. With that being said, I am happy to announce and grateful that the district elected Glenda Sanders as secretary treasurer, Mara Ralls as our new vice president and me as president. I am truly honored to be able to serve my third term.

Glenda read the minutes from our previous meeting and the finance report. PAC Chair Brett Helle asked for donations and raised \$540.00 for PAC. I announced to the district that our unwritten policy for cell phone interruptions will be a \$5 donation to PAC. The idea behind this is to be respectful of those around you and to also raise extra moneys for PAC if policy is broken. After that we got down to business and broke off into our committees. We separated and worked in our committees. After we regrouped and continued our meeting.

I asked for volunteers to help with announcing the time and place of our 2017 convention at this year's convention in June. I am happy to have Bradie Olivera, Lisa Hall, Sharon Atkins and Paula Grigg on my committee. I think we are going to put together a super fun and hopefully entertaining presentation at our state convention this June.

We announced our Delegate-at-Large and elected 24 regular delegates who we hope will make the trek up to state convention this year. Remember, any NRLCA member can attend the state convention. If you have never gone to a convention, come check it out. Everyone is friendly and welcoming. I hope to see you there.

District Two

Darren Chernoh, District Two Vice President

District 2 held its election meeting on Thursday April 7th at Tomato's Italian Grill in Twin Falls.

No report was received.

District Three

Reported by John Thomas, District Three President

District Three met at the Shilo Inn in Idaho Falls on the 17th of February, for our count school. District Representative Brian Draper and Assistant District Representative Deb Hurd conducted the meeting after a brief welcome by District President John Thomas. About 16 members from several offices were also in attendance.

In addition to the discussion of count questions and rules, progress on the time study was discussed as well as the new tentative contract that has been proposed. A copy of the tentative agreement is available on the national website, nrlca.org. In addition, there is to be a special addition of the National Rural Carrier magazine sent to all members. There is to be a ratification meeting held in Boise, March 19th, at the Riveside Hotel at 6:00 p.m.. National Director of Labor Relations Joey Johnson will present the agreement. As rank and file, we have the privilege and duty to vote on ratification. Each member is urged to become informed and vote as you see fit.

Discussion on the time study centered around the fact that we are not sure when it will be ready and when it will then be implemented. It may be a while. The engineers are more concerned with getting it right than on time. After it's done, it may take some time working out how and when it is to be applied. In other district business, Layle Cherry, working at the Rigby office but living in Ashton, was appointed as District Vice President.

A vacancy occurred when Brett Parkinson vacated the office of president to serve as IDRLCA Vice President. John Thomas was appointed as District President, leaving the vice presidency open. Layle will serve until the next election meeting. Also a district business meeting will be scheduled sometime in April so as not to interfere with count. A notice will be mailed to all members.

District Five

Tony LeBlanc, District Two Vice President

District Five held its spring election meeting on April 3, 2016, at Elmer's Restaurant in Coeur d'Alene. IDRLCA President Patti Upton, Secretary Lori Bennett and PAC Chairman Bret Helle were in attendance.

District Five President Jimmy Sullins opened the meeting by announcing that the district was paying for the members' breakfasts.

District Secretary Toad Brandt read the minutes of the previous district meeting which were accepted.

Jim Sullins gave a short talk on the advantages of the union preferred vehicle insurance group. He is the National General Insurance representative for the IDRLCA.

Bret Helle spoke about PAC and our need to contribute so our legislative representatives can gain access to our federal legislators. His speech resulted in contributions of over \$450.00 for PAC. Toad Brandt and Patti Upton won \$20.00 gift cards in the PAC drawing.

Sullins gave a brief summary of the upcoming state convention being hosted by District Five in Kellogg at the Silver Mountain Resort. The theme for the convention is Silver and Gold; NRLCA Director of Steward Operations David Heather is the national officer assigned to the convention. The Friday Banquet includes a gondola ride to dinner at the Silver Mountain Lodge. Entertainment will be country and classic rock at the convention center from 7 - 10:00 p.m., with an open bar.

Assignments were made to the Decorations, Registration, Name Badges, Ditty Bags, Door Prizes and Raffle Prizes committees. More volunteers are needed to staff the committees.

District members discussed a resolution, to be presented at the state convention, concerning an increase in the Christmas overtime period from three weeks to six weeks, from the second Saturday in November until the first Saturday in January. The members also discussed a Constitutional amendment decreasing the percentage of members' union dues in the state's proportion.

The elections resulted in two-year terms for incumbents President Jimmy Sullins and Vice President Tony LeBlanc. Allissa LeBlanc was elected to serve as Secretary/Treasurer. Post Falls rural carrier and Area Steward Pete Haynos was elected District Five's Carrier-of-the-Year. Chris Hunter was elected the district's Delegate-at-Large to the state convention. District Five, with 181 members, can elect 18 delegates to the state convention plus the Delegate-at-Large for a total of 19.

New business continued with the need to review the District Board Policy and include a whistleblower policy.

Sullins talked about the Western States Conference to be held on April 20-22, 2016. The advantage of an area convention like the WSC, is the opportunity to meet with national officers and other union members from all to the western areas states.

President Sullins appointed Pete Haynos as the District Orientation Specialist.

Seattle/Alaska District Representative Patrick Pitts addressed the policies on wheel chocks, the contract agreement, the new position of ARC and why we aren't getting training, mandated by the Seattle District, specifically Service Performance Measuring, at the office level. The next meeting of District Five will be held in October; time and date to be announced.

2016 Western States Conference

Salt Lake City UT April 20 - 22, 2016

Media, Five-Day Delivery and A Tour-

Reported by Sharon Atkins

Salt Lake had great weather for us while we attended the 2016 Western States Conference. We had some great meetings with great information, so we didn't get out much but enjoyed our time together. It's good to see friends from the rest of the western United States.

Mark Gisler, one of the lawyers working with our union at the national level, spoke and told us we must be careful and cognizant of how we handle our social media sites. Many things that are posted could become an issue with our employer. If you put "it" out there, "it" is there forever and can be retrieved even though you may think that you have deleted "it." Pictures in and out of the office (on your route), statements made about the Postal Service, criticisms about fellow employees can land you in hot water. There have been a number of threats that have had to be taken through the grievance process because we sometimes do not think about the repercussions of what is posted.

25 of the United States are right to work states. As termed in his talk, "the right to be freeloaders" state. A harsh way of putting it, but is it not the truth when those who are paying dues are supporting the non-participating?

We are currently in uncharted waters as the Supreme Court is evenly balanced so far as unions are concerned. The next appointee will tip the scale one way or another. So stay tuned to whether President Obama will be making the choice or our next president.

Postmaster General Megan Brennan is not talking up five-day delivery. The Postal Service has a dedicated workforce. We are hoping this will continue with her support of the business and employees.

Our District manager, Darrell Stokes, who was also our tour guide, offered to show us one of the plants located in Salt Lake City. We went to the one that handles smaller parcels. What a vision that gives you when you see the machines and employees doing their thing on that later tour. While we waited outside to go in, truck after truck was arriving. They have three bicycles available to get maintenance to any machine that might have a problem. Yes, it is that big in there. He gave credit to employees whose suggestions help things run smoother. It was impressive and gave some

insight to what takes place before those things get to we rural carriers.

Committeeman Don Maston

Reported by Glenda Sanders

Executive Committeeman Don Maston was the guest speaker at Western States Conference. He has been coming to the conferences for 20 years and he always feels welcome, like he's coming home. He conveyed to us the importance of having so many years of experience not only as a mail carrier, but also as a state steward and a state officer. He knows many managers and has even watched them rise up through the ranks of management. He feels he has good working relationships with many of whom he has known over the years. He feels confident that, with most of the ones he deals with, it's just a matter of a phone call and he can get things done. With others, he has an open door policy and can set up a meeting and discuss issues that come up. He believes the relationships that he has made over the years are invaluable to his position.

He lives in CA with his wife, Michelle, who is an active rural carrier. He recently had his 94 year-old mom move into his house after a recent stroke. Dealing with her has been a hardship and is something he is still stressing about. His route is in Malibu Canyon, CA, and is 57 miles long. He has served as an executive committeeman since 2008 and is up for reelection this year. He has a formidable foe running against him. His job is to oversee the Western and Pacific Areas covering twenty states and twenty Postal Districts stretching from the Mississippi river to the Pacific Ocean.

The Western States Conference is made up of 11 States: AZ, CA, CO, ID, MT, NV, NM, OR, UT, WA & WY. The conference is held each year in April. This was the 3rd time I have attended and it was also the best. The reason I really enjoy going to the WSC is for the access to the national board members. They were all there and it is a more relaxed atmosphere than at National Conventions. I had a little chat with Don before the conference started. He is knowledgeable about the rural craft. He was telling me how many days he is on the road traveling due to his position. He said it's hard, but he and his wife have worked it out and when they



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2016 Western States Conference

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Don Maston

are together it is very nice. He seems to me like a down to earth, understanding, caring and intelligent officer. I am happy that I got to know him a little and that as I go to future conferences, that our relationship will someday become invaluable to us both.

Non-Career Employee Health Plan

Reported by Lori Bennett

My assignment was to report on a fantastic new benefit that was negotiated in an MOU, along with the contract, regarding health benefit options for relief carriers. The Affordable Care Act requires employers to offer a health benefit plan for any employees working 30 hours a week or more. Because of the NRLCA's negotiations, this health benefit will now be offered to ALL part-time rural carriers without regard to the number of hours they work. This MOU represents the first time that all qualified RCAs have access to health insurance subsidized by the employer.



The Non-Career Employee Health Benefits Plan (USPS NCEHB Plan) is offered and administered by the USPS. The Postal Service has responsibility for all aspects of the program. The NCEHB Plan meets the minimum requirements of the Affordable Care Act and is comparable to a Bronze Level plan on the Health Insurance Marketplace. The NRLCA cannot provide any specifics about the program coverage or cost-sharing.

To be eligible for the USPS NCEHB Plan enrollment you must meet the following requirements:

You must be a rural carrier non-career employee.

You must have sufficient earnings to cover the mandatory withholdings and premium deductions.

If your earnings do not cover the withholding, a Letter of Demand must be paid promptly (within 30 days).

The USPS contribution towards the premium will be the greater of \$125, or the minimum required by the ACA for the self-only plan. For 2016 the employee portion will be for self-only \$35, self plus one \$195, or self and family \$355 on a bi-weekly basis.

Enrollment in the NCEHB Plan will be offered during the annual open season, within 60 days of when you are newly hired or within 60 days of a qualifying life event. New hires will be eligible beginning on their

enter-on-duty date. The information should be given to all new hires during their orientation. The easiest way to enroll will be through PostalEase, or you can mail a worksheet to Shared Services. HRSSC can be reached by calling 1-877-477-3273, option 5.

A special open season will be offered from May 16th – June 30th, with an effective date of July 9th. The next opportunity will be during the regular open season in November with an effective date in January. Please note that the IRS can impose a penalty for not having health insurance. Do your research to decide which option for health insurance is right for your situation. Some resources you may want to utilize include irs.gov, or speak with a tax professional for any penalty or tax related questions.

The Hatch Act And You!!

Reported by Patti Upton

The Hatch Act was drafted and passed to restrict the partisan political activity of federal employees in 1939. Restrictions were loosened in 1993 to permit federal



employees to engage in partisan political management while off duty. This act only bars the misuse of authority on the workroom floor. The Act does permit most federal employees to take an active part in partisan political management campaigns. You are free to work, while off duty, on the partisan campaigns of the candidates of your choice.

Now as we move into the digital age, it is important for employees to familiarize themselves with how the Hatch Act applies to you. You are welcome to have a political header photo on your Facebook or Twitter pages, but profile pictures are another matter. If you have a partisan image as your profile photo, you will have to refrain from any social media posting at work. Any partisan social media activity, including "liking" political pages, will have to take place on personal time away from the office. It is also very important to know that you may not engage customers in political debate or wear political buttons. This does not apply to union buttons. While on the clock you may not post political materials or use the post office computer or phones to make donations.

The Hatch Act limits our rights as federal employees to engage in political activity. You may speak publicly on postal reform, and five-day delivery. You may engage in off-duty political activities such as writing a letter to the editor, as well as passing out campaign

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2016 Western States Conference

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The Hatch Act

literature. Did you know that federal employees are prohibited from seeking public office in partisan elections? However, you may run in a nonpartisan election if you so choose. You are allowed to solicit funds for, or donate to, Political Action Committees.

You may not make reckless, or malicious statements about the USPS. While in attendance of partisan political activity you may not wear a uniform, badge or insignia that identifies the USPS. You may not photograph mail, post derogatory remarks, or make personal threats against anyone, whether serious or joking. Interpretation can be taken both ways. Alarming statistics are being reported that carriers are misusing social media. Be aware that anything posted on Facebook, Twitter or any other outlet cannot be removed. Even if deleted, the evidence can never be fully erased. Posting on social media will never disappear.

The Hatch Act has been around for many years. Through each amendment, it has been able to catch up to the signs of the times. As a federal employee it is your responsibility to acquaint yourself with the Hatch Act and educate the carriers around you.

PAC and Legislative Update

Reported by Bret Helle

My name is Bret Helle and this report is on my portion of the Western States Conference which covered the PAC presentation by Diana Clements. Diana is the PAC representative for the Utah Rural Letter Carriers Association. She, along with other volunteers, ran the PAC table at this year's WSC and it was her first year as their PAC representative. Diane did a great job adjusting to the position and selling a lot of tickets for drawings of the several items they had for PAC fundraising this year. There were gift cards, postal memorabilia, and many other items to choose from. Even though Diana's presentation was somewhat brief, I did have the opportunity to visit with her and get to know how she was doing with PAC and we exchanged ideas to better promote PAC and its function. Stay tuned and check out my report on the part of the session presented by Paul Swartz.

Swartz is the Director of Governmental Affairs for the NRLCA. He keeps in close contact with our representatives and senators in Washington D.C. and communicates our agenda to the politicians to help steer



their focus when it comes to issues close to our organization.

Congress has passed 100 laws, being the most productive session (114th) since the 111th session 3 years ago. House Resolutions 12, 28 and 54 were areas of focus. Senate Bill 2051-iPost affects Postal Service Health Benefits Plans within FEHBP, Medicare integration, reduces prefunding by 80%, and amortizes payments over 40 years. Other topics include an option to invest amortization payments in a more lucrative TSP-like account, require OPM to use Postal-specific assumptions, require an arbitrator to consider financial position and put timelines on closing postal facilities to two to five years as well as setting a new rate setting system. There were a lot of supporting organizations on this bill, including mailing companies, greeting card companies, shippers, envelope manufacturers, and parcel shippers like Amazon and Deluxe corporation. Also supporting the bill were the other postal unions. Swartz also mentioned that the mailing industry is significant in size along with the airline, oil and gas industries.

The Postal Service Board of Governors is essentially down to one of the nine positions originally filled. That could give way to some significant change as well. There has been some anti-union legislation as well, but doesn't appear to hold much support. One of the main concerns we want to avoid is windfall legislation which would absorb the Postal Service into the government mix of bodies and would also absorb what little capital the Postal Service would be able to contribute to the already overburdened obligation of prefunding retiree benefits. Lastly, Swartz covered the sustaining donors to PAC contributions from each state and where we are this time, in the last push of the year toward the second half.

In closing, he showed a screen shot of the Muppet Show where the two old men were commenting on the end of the presentation. On a closing note, it was an honor to be invited to the PAC breakfast function on Friday morning to get some face time with Swartz and the four other PAC representatives from other Western States Associations.

Auxiliary President Helen Schuster

Reported by Robin Carver

I attended Western States Conference in Salt Lake City, Utah and listened to the National Auxiliary President Helen Schuster present her humanitarian project to the conference attendees. Helen's project this year is Multiple Sclerosis. MS was chosen by Helen because her good friend's daughter has the disease and Helen is hoping that the collected money will help with finding the cause and help prevent MS in the future.

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2016 Western States Conference

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Auxiliary President Helen Schuster

In MS, damage to the myelin in the central nervous system and to the nerve fibers themselves interferes with the transmission of nerve signals between the brain and spinal cord and other parts of the body. MS symptoms are variable and unpredictable. More information can be found at nationalMSSociety.org. Helen has several project items she is promoting this year through our state auxiliary and most of the other states. I have a few of these items which I will take to the meetings and conferences I attend. The project items can also be viewed at the NRLCA website: nrlca.org.



Helen has chosen the penguin as her symbol this year. The King Penguin family works as a unit to care for, protect, and feed each other all of their lives and this symbol represents Helen's strong belief in the family.

As with every project every year there is a poster and essay contest and scholarships are offered to the Union member's children and grandchildren.

You can contribute your donations to me for the State of Idaho or you can obtain information on the NRLCA website for contribution information. My information is on page 2 of The Pony Express.

Rural Carrier Benefit Plan (RCBP)

Reported by Brett Parkinson

At the recent Western States Conference (April 20-22) in Salt Lake City, I was assigned to report on Larry Waligora's and Cameron Deml's presentation on health and other insurance plans available to rural carriers. As Larry Waligora will be retiring in September of this year, the management of the Rural Carrier Benefit Plan will become Cameron Deml's responsibility.

Since health insurance is now required for everyone under the Affordable Care Act (ACA), it becomes necessary for everyone to explore options for covering themselves and their dependents. Some of you may have discovered, while filing your taxes for 2015, that you were penalized \$325 or 2% of your income for not having health insurance coverage. In 2016, that penalty increases to \$695 or 2.5% of your income. Therefore, like it or not, you must purchase some type of health coverage.

While there are numerous plans for career postal employees to choose from, under the Federal Employees Health Benefit (FEHB) plan, the one that the focus was on at the Western States Conference was the Rural Carrier Benefit Plan (RCBP). The RCBP is sponsored by the NRLCA and is administered through the Aetna Insurance Services network of providers. The RCBP is increasing in popularity with rural carriers due mostly to the lower premiums, compared to other plans, for coverage from a high quality plan. The 2016 Premium rates for rural carriers and retirees are as follows:



- Self: \$73.11 per pay period, \$184.10 per month
- Self Plus One: \$117.52 per pay period, \$306.78 per month
- Family: \$119.87 per pay period, \$312.93 per month.

While it is necessary to be a member of the NRLCA to participate in the RCBP, membership dues are more than offset by the savings in premiums you may be paying for a somewhat comparable plan. For example the savings of purchasing the RCBP family plan over the Blue Cross/Blue Shield Standard plan is \$91.23/pay period. That's a savings of \$2,371.98 per year.

New RCBP benefits for 2016 include: receiving a \$75 gift card for completing an over the phone Health Risk Assessment or a \$100 gift card for submitting to a Biometric Screening which was described as having a contracted nurse come to your home and conduct a minor physical exam. Also, the hearing aid benefit has increased to \$1500/ear. A Massage Therapy benefit, similar to the chiropractic benefit, has also been added this year. Telephonic Health coaching through Tressel Tree is now available through the RCBP. One other benefit that is definitely worth mentioning, and has been a benefit for years, is that cancer is covered at 100%. Also Target Pharmacies can now fill 90 day prescriptions the same as CVS pharmacies.

Health coverage for non-career employees (RCAs) is now available through the Postal Service with the ratification of our new contract. The RCA portion of the premium is only \$35 per pay period for self only coverage. This is without the 30 hours per week work requirement, which had been in place previously. If you are an RCA and want to participate in family coverage, you are then responsible to pay for the full family portion, as the USPS is only willing to contribute to coverage for the employee at this time. You should be

(Please see *Health Benefits* on next page)



VOICE of the PAC Chairman

IDRLCA PAC Chairman Bret Helle

Please Continue To Support PAC

My name is Bret Helle and I'm the Political Action Committee (PAC) representative for the Idaho Rural Letter Carrier's Association. My position, or job if you will, is to collect as many donations as I can to process and send forward to our PAC at the National Rural Letter Carrier's Association Headquarters in Alexandria, Virginia.

Your contributions are vital, not only to the members of our Association, but also to the postal service as a whole. The contributions received in Idaho are pooled with the contributions of all the other states to form a substantial amount for our PAC representatives at the NRLCA National Office to be able to provide opportunities to make further strides in meeting with Representatives and Senators in our national legislature to voice the opinions and concerns of our Association and the USPS. There are many PACs in Washington who compete for the time with these Representatives' and Senators' offices at the highest level where time is limited and it's difficult to be heard.

I am grateful for all of the support you have given this organization and hope that you continue to support

as I do for our future. As I continue to travel around this great state of Idaho and meet with members for their continued support, I remember the value that this Association has as an extended family to those of us who are committed to continue the work in keeping this a vital and close knit organization.

Please continue to support PAC. There are many ways to contribute. We have Electronic Funds Transfer (EFT) capability to have a monthly withdrawal from your checking account. You can donate directly to your local Association representatives. You can send donations to your PAC representative by mail. You can bring donations directly to your district meetings as well. I hope you are getting involved in your local district meetings as they are a very important source to get information on what's new in the Postal Service, as well as get the answers for questions you have from your stewards.

Thank you again for your past and continued support for PAC and I look forward to seeing you at our next meetings. Don't forget that the new contract offers the opportunity for an additional payroll allotment. This makes for a very easy way to contribute without having to worry about making it before the deadlines.

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Rural Carrier Benefit Plan (RCBP)

receiving something from the Postal Service explaining this new benefit for RCAs.

Since all health insurance requires co-pays and deductibles, it is a good idea to contribute to a flexible spending account. Contributions to a Flexible Spending Account are pre-tax and can be used for any health related expense not covered by your health insurance. The maximum contribution for 2016 is \$2,550 with a \$500 carry over.

If you are planning on retiring and keeping health insurance coverage into retirement there are two requirements. You must retire on an Immediate Annuity and be enrolled in the FEHB program for five years immediately before retiring. While you may think that Medicare will take care of you in retirement there are deductibles and other expenses, that would have to be paid out of pocket, which will be covered by the FEHB plan, after Medicare covers it's portion. Also, to keep coverage for a surviving spouse there are two requirements. You must elect a Survivor Annuity and be enrolled in Family or Self Plus One coverage when the retiree dies. The premium will be deducted from the survivor annuity.

If you have considered adding to your postal sponsored life insurance coverage (FEGLI), there is a rare open season coming up in September of this year. However Larry Waligora mentioned that if you are over 45 years old that you could find less expensive term life insurance on the open market. If you would like to reduce the amount of life insurance you are buying through the USPS you can do that at any time. I hope you found this report enlightening as I found the information presented at the Western States conference educational and enlightening.

Rural Carrier Trade Request
Hoping to get closer to family in Idaho.

***If you have any interest in coming to
central California or
Klamath Falls, Oregon
please contact Kathy Broyles at
559-300-5812
or
e-broyles@sbcglobal.net***

I know my union is looking out for me.

THIS IS WHAT CARRIERS ACROSS THE STATE ARE SAYING

Access to help from my union family.

RCA's are just as important as Regulars.

I benefit by having updated information about my job and my rights.

Very Informative.



More meetings like this!

I got my questions answered.

Thank You

For making the
Rural Carrier Symposiums a success!

Knowledge is Power—Information is Liberating

IDRLCA State Board Minutes

February 27, 2016

The regularly scheduled meeting of the IDRLCA State Board was held Saturday, February 27, 2016 at 8:40 am, at the La Quinta Inn, Boise ID with both the President and the Secretary being present.

The ground rules were reviewed by Vice President Brett Parkinson. The meeting agenda was reviewed. Russ Hutchison made a motion to adopt the agenda as amended. A 2nd was made, motion passed. The following reports were given and placed on file:

President Patti Upton

Vice President Brett Parkinson

Secretary/Treasurer & Financial Report, Lori Bennett

Executive Committeeman District 1/Auto Rep, Mikea Hargrove

Executive Committeeman District 2/Legislative Rep, Russ Hutchison

Executive Committeeman District 3, John Thomas

Executive Committeeman District 5/Provident Guild, Jim Sullins

Salt Lake District Representative Brian Draper spoke to the board about upcoming steward trainings, count schools, grievance activity, 2080 issues, mail count and SPM Scans.

Without objection, President Upton moved the Rural Carrier Symposium up on the agenda. Those involved relayed their comments. Patti read the comment cards that were received. Lori suggested we follow up with a letter or phone call especially with the non-members who attended. Glenda Sanders made a motion that we move forward with the Symposium and serve the other three districts. A 2nd was made, after discussion, the motion passed. The Symposium will be planned for District 2 on March 30th and District 3 on March 31st. Patti will confer with Patrick Pitts for possible dates for District 5.

Voucher Review Committee Report, Chair Brett Parkinson.

Editor, Lou Freeman

Retired Representative, Jo Aguirre

Webmaster, Glenda Sanders

Auxiliary President, Robin Carver

Under Unfinished Business, the Contact Sheets were reviewed.

Jo Aguirre presented information on a new banner. Flag material for a 3' X 5' banner would be less than \$100, plus set-up fees. Jim Sullins made a motion to purchase the new banner with the Logo on an off-white background from Signs Now. A 2nd was made, after discussion the motion passed.

Lori Bennett presented language to amend the IDRLCA State Board Policy to add:

X. MEMBER/NONMEMBER LISTS

A. The IDRLCA Secretary-Treasurer shall maintain an updated database of members/nonmembers.

B. The IDRLCA Editor shall request the current mailing list and/or labels from the IDRLCA Secretary-Treasurer prior to mailing each edition of The Pony Express.

C. The IDRLCA Editor shall request the current mailing list and/or labels from the IDRLCA Secretary-Treasurer prior to mailing the newly revised IDRLCA Constitution.

D. The IDRLCA District Secretary-Treasurers shall request the current mailing list and/or labels for their District from the IDRLCA Secretary-Treasurer prior to mailing meeting notices.

E. The IDRLCA PAC Chair may request an updated member/nonmember list for the purpose of mailing out pins, receipts, and donation requests.

F. IDRLCA State Board members may have access to member/nonmember lists for the purpose of conducting union business only.

Russ Hutchison made a motion to accept the IDRLCA board policy as amended. A 2nd was made, after discussion, the motion passed.

Under New Business, Patti shared the correspondence that was received.

Glenda relayed a request from some ORRLCA members in Eastern Oregon. They would like to be allowed to receive The Pony Express and attend meetings. A discussion ensued. Jim Sullins made a motion to table this discussion until the next board meeting, so Patti Upton may contact the NRLCA for clarity. A 2nd was made, the motion to table passed.

The Budget Committee presented their report. Each line item was presented and discussed. Adjustments were agreed upon by the board throughout the process. A discussion ensued regarding the mileage rate. Russ Hutchison made a motion that we increase the mileage rate to \$1.00 per mile for one way travel. A 2nd was made, the motion passed by a vote of 5-1 with one abstention. John Thomas made a motion to adopt the 2016-2017 budget as amended. A 2nd was made, the motion to adopt passed.

Patti asked who might be attending the Western States Conference. WSC is April 20-22nd in Salt Lake City. Glenda Sanders made a motion that those members attending WSC in its entirety and providing an article to the Pony Express, as assigned, by the given deadline of May 1st, receive 3 days Per Diem. A 2nd was made, after discussion the motion passed.

State Convention: Patti asked Jim if he needed any assistance at this point. Jo reminded him to find a location for the

(Please see *IDRLCA State Board Minutes* on next page)

Idaho Rural Letter Carriers' Association Election Notice

A secret ballot election for the Delegates of the IDRLCA to the 2016 NRLCA National Convention to be held in Nashville, TN on August 16-19, 2016 is being conducted by mail. Ballots for this election will be in the mail no later than May 20, 2016. Any eligible member who has not received a ballot or any member who spoils a ballot may request a new ballot by contacting Election Chairperson Tony LeBlanc at 208-755-9098. If you request and return another ballot, only the replacement ballot will be counted.

Instructions For Mail Voting

Please read the following instructions carefully before marking and mailing your ballot:

- Clearly mark the box next to the name of the individual(s) candidate(s) of your choice not to exceed the total number that the State is entitled to as identified at the ballot heading. There are no write in candidates allowed. Do not place your name, initials, or any other identifying information on the ballot. Ballots containing any identifying information will be voided.

- Place your marked ballot in the small envelope labeled "Secret Ballot" and seal it. Do not write on this envelope. You must use the Secret Ballot Envelope to ensure that ballot secrecy is maintained. If your ballot package does not contain a Secret Ballot Envelope, you may obtain one by contacting Election Chairperson Tony LeBlanc at 208-755-9098.

- Insert the sealed Secret Ballot Envelope containing your marked ballot into the return envelope pre-addressed to the IDRLCA Election Committee and seal it. DO NOT remove your pre-printed name and address mailing label from the back of the return ballot envelope.

- Your name on the back of the return ballot envelope will identify you as an eligible voter. Your vote will remain secret because the Secret Ballot Envelope containing your ballot will be separated from the return ballot envelope and mixed with other Secret Ballot Envelopes before it is opened and the ballot counted.

- Ballot secrecy can only be preserved if you personally mark and mail your ballot. DO NOT allow anyone else to mark or handle your ballot or see how you vote. DO NOT give your ballot to anyone else for mailing. Voted ballots must be sent via the USPS and in no instance hand delivered.

- IMPORTANT: Mail your ballot in sufficient time for it to be received at P.O. Box 179, Kellogg, ID 83837-0179 no later than 12:00 p.m. on June 09, 2016.

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IDRLCA STATE BOARD MINUTES

Retiree brunch. Jo Aguirre made a motion that the state provides \$100 for a door prize for the retiree brunch. A 2nd was made, motion passed. Brett Parkinson made a motion that the state provides \$150 for 3 - \$50 door prizes for NGIC at the State Convention. A 2nd was made, motion passed. Patti talked about the proper way to present an annual report at the State Convention. Lori reminded the board about the binding resolution to print an abbreviated State Convention agenda in the May issue of The Pony Express.

A Ratification meeting was scheduled by the NRLCA for Boise on March 19th. The State Board will offer updates at the upcoming symposiums in Districts 2 & 3. Lori Bennett made a motion that the state sends the members of District 5 a notice regarding the ratification meeting scheduled in Spokane WA. A 2nd was made, the motion passed.

Patti apologized for not getting the information regarding the Distinguished Service Award in the February issue of The Pony Express. She has received one nomination so far. The deadline is March 1st. Jo Aguirre read the nomination received. Patti will email the board members if another nomination is received by the deadline.

John Thomas discussed the board meeting location. The next Board Meeting is scheduled for Thursday, June 9th at 8:30 am at the State Convention site. Any personal concerns were addressed and the meeting was adjourned at 4:15 pm.

CANDIDATES FOR NATIONAL DELEGATE

to the 2016 NRLCA National Convention

You will soon receive an envelope containing a list of candidates for the position of Delegate to the National Convention for 2016 and a ballot with which to vote for your choice of Delegates to represent YOU at the National Convention in August.

In past elections, 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!

Patti Upton



My name is Patti Upton and I am once again asking you, to select me, as one of your National Delegates to Nashville, Tennessee. It seems like yesterday I began working for the Postal Service. What seems like a short time ago has turned into 20 years of service with 12 of those years as an RCA. Because of the years I served as an RCA, I have a greater

desire to make sure that we take care of these valuable carriers. They are the backbone of the rural carrier craft and they work so very hard to relieve the regular carrier when necessary. With all the upcoming changes it is important that I stay well educated on what is going on with the USPS.

I am currently acting as the IDRLCA President. With this position comes a different responsibility to you the members. As an Ad Hoc trainer, I am lucky to meet the new hires and future of our craft. What a privilege it is to share my knowledge and experience with them.

I am proud to be a member of the Idaho Rural Letter Carrier Association. I realize the challenges that face us on many levels. However, it is time that we all stand together. No one knows what is to come, but I continue to be active in the union for that reason. I am committed to protecting and preserving our livelihoods. It is imperative that you select representatives that will speak your concerns to the National Board. Please carefully consider and exercise your right to choose delegates that you feel will best represent you. I sincerely hope that you will allow me, Patti Upton, the honor again to represent you. I value and welcome your thoughts and opinions. Thank you for your consideration.

Lisa Hall



It's that time again to choose our delegates to the national convention to be held in beautiful Nashville Tennessee. The last time I was there was the very first national convention I attended. And I was as a

(D.I.T.) Delegate in training. I paid my own way.

When you go to the national convention you get educated on what effects carriers around the rest of the nation. You vote on changes and things that effect us and the way we do our jobs. You go to seminars and learn what effects your job, your retirement, and you as a person and your state as a whole. You go home at the end of the week real tired from all the work.

Sometimes our jobs can beat us up and this is where you recharge for the battles and lessons ahead. We gain knowledge. We all have lessons to learn about our jobs. When to keep quiet and when to roar like a lion. When to help others and when to let them learn on their own. I learned this from great mentors. From Jo Aquire how to have style, grace and humor and still be heard. From Barb Mihan, it's O.K. to laugh and to stand up for yourself. From Robin Brown, "Is this the hill you want to die on?" Pick your battles wisely. From Mary Lee Smith, We all have a season in life as to what we do. Be patient for your time will come. I would not be the person I am today without these great ladies that came before me. This is what our union does for us. It has made some great leaders. I once again ask for your vote for national delegate convention.

Please take the time to mark and mail your ballot.

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Sharon Atkins

Can you believe it is that time again to make selections of those you would like to see represent you at this year's national convention in Nashville, Tennessee? There are a lot of things that are shaping our work environment at the moment: SPM's, the anticipation of the engineered study, the new contract and those changes that may come from the ratification of it to name a few.



I want to represent you at the convention to help ease these changes by gathering information and bringing it back to the hard working carriers of Idaho. We need information to lessen the angst that comes with being "in the dark."

I have served in many capacities in the union from district level to state and have enjoyed teaching leave replacements at the rural academy. Mark your ballot for me, Sharon Atkins, and I will do my best to be your advocate and to gather the information that will help you.

Lori Bennett

My name is Lori Bennett, and I would like to ask for your consideration for Delegate to the National Convention in Nashville, TN. I have been an active Rural Carrier for over 25 years.



The last time the National Convention was held in Nashville, TN I was able to attend as a DIT (Delegate-in-training). It was an opportunity to learn and grow, that I am forever grateful for.

As a more seasoned carrier, I have been able to serve our union for the past several years, but I have never lost my passion for

our craft and our Association.

With a Tentative Agreement and the Engineered Time Study looming on the horizon, now is the time to educate our National Board on our concerns, and lead them in the right direction.

I believe it is through attending meetings, and seeking out the pertinent information that we are better able to make those ever important decisions.

It is never a good time to sit back and hope for the best through the goodness of our postal managers. We have to remain ever vigilant and stay the course. The

National Convention is where we have the opportunity to network with members from not only other areas of our great state, but with members from across the country. Each decision reached through the democratic process will echo differently in different locations. It is imperative that we make our vote count not only for the individual casting the vote, but to best represent our Idaho members.

With this in mind, I ask for your vote for National Delegate.

Glenda Sanders

Hello Idaho members, I'm Glenda Sanders, your State Webmaster, and I'm running for National Delegate. It has been my pleasure to represent you as a delegate these past 3 years! This year there will be many new issues to discuss and vote on. The engineers will



be giving us an updated report on the new time standards. The new contract will be dissected at length. The new ARC position will have various items that must be ironed out before we hire the first one. I would love to represent Idaho and cast my vote on these important issues.

I am proud to do the work on the State website (idrlca.org) and to serve on the State

Board. I was honored to be part of the Symposiums that were conducted around the state. Over 100 Idaho Rural Carriers were informed and educated about current issues. I believe that there is a renewed sense of solidarity in Idaho and that the IDRLCA is strong and headed in the right direction.

Please consider voting for me again this year. As in the years past, I will report back to you about what I learned and what each of us need to know about our jobs and our futures. I'll represent the great State of Idaho with 13 years of experience accentuated by gusto. Thank you, Glenda

Please take the time to mark your ballot and mail it. It's very important and takes only a couple of minutes.

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Mikea Hargrove

Hello Idaho, I am Mikea Hargrove and I am running to be a part of the Idaho's delegates for the national convention. I was able to attend the national Convention in Grapevine Texas as an alternate delegate for the state of Idaho. I had a wonderful time and was secretly hoping to update my states to a delegate so that I could vote and participate in the voting process. Even though I was not able to vote learned a great deal about how things are done at national. So I would love the opportunity to represent the great state of Idaho at the 2016 national convention in Nashville this year. Thank you for your consideration of representation.



Please take the time to mark your ballot and mail it. It's very important and takes only a couple of minutes.

Bret Helle

Greetings Idaho Rural Letter Carriers! My name is Bret Helle and I am running for delegate to the 2016 National Rural Letter Carrier's Association Convention in Nashville, Tennessee. This will be my 10th National Convention and I look forward to once again being a voice for the Members of Idaho. In the past, I've represented Idaho as a provident guild rep. I've written articles on several of the meetings and seminars that I have attended and look forward to doing so once again. Every year there are changes in the postal service, the Association as well as legislation in Washington DC which requires our utmost attention and response! I hope that I can serve you, the members of Idaho, once again as a delegate to this convention. Please know that I have your interests and concerns in mind when voting on important issues on the floor of the convention alongside several of our other delegates who proudly represent the great state of Idaho's Rural Letter Carriers.



Candidates for IDRLCA State Office

IDRLCA State Convention

Kellogg ID

June 9-11, 2016

Current State Officers Announce Their Candidacy

- For President.....Patricia Upton
- For Vice President.....Brett Parkinson
- For Secretary-Treasurer.....Lori Bennett
- For Executive Committeeman District 1.....Mikea Hargrove
- For Executive Committeeman District 2.....Russ Hutchison
- For Executive Committeeman District 3.....John Thomas
- For Executive Committeeman District 5.....Jim Sullins

Special Room Rates for The IDRLCA State Convention

Official Group Name: IDRLCA

Online Group Code: 4476ci

Phone Reservations: 800.204.6428 option #1

Online Reservations: <http://www.silvermt.com/>

Please put above #4476ci in "Group Code" box in Travel Planner located in the upper right top

Online vs. Phone Reservations

The below rooms can be reserved online and by phone

Studio, sleeps 2: \$95

Deluxe Studio, sleeps 4: \$103

1 Bedroom Condo, sleeps 4: \$128

The below rooms can only be reserved by phone (800.204.6428 opt.#1)

Outside Corner Suite, sleeps 4: \$138

Inside Corner Suite, sleeps 6: \$192

2 Bedroom, sleeps 6: \$205

Combination of 1 bedroom suite and lock-out standard studio

The Loft, sleeps 6 (1 bedroom loft): \$210

2 Bedroom Extended, sleeps 8: \$217

Combination of 1 bedroom suite and lock-out extended studio

2 Bedroom Loft Condo, sleeps 8: \$277

Combination of 1 bedroom loft and lock-out standard studio

2 Bedroom Extended Loft, sleeps 10: \$299

15.5% tax is not included in above rates. Rates are per night, not per person. Above rates do not include access to Silver Rapids Indoor Waterpark. If guests with your group would like to purchase waterpark passes they may do so for a discounted price of \$20 per person, per day. Ages 3 and under are free.

Activities

GOLF...Galena Ridge – Group Rates/Shot Gun Tournaments Available!
Scenic Gondola Rides – on site
Biking / Mountain Biking - on site
Zip Line - nearby
GeoCaching - on site
Tennis - on site
Fly-fishing - nearby
White water rafting - nearby
ATV Tours - nearby
Behind the Scenes, Underground Guided
Waterpark Tour - on site (no charge)
Running Track - on site
HorseShoes – on site
Gold Mine Tours - nearby
Hiking - on site
Berry Picking - on site
Village Movie Nights – on site
S'More Roasts in the Village – on site
Soccer Field – on site
Day Spa – on site
Restaurants – on site
Sports/Souvenir Shop – on site

Tentative Schedule State Convention

THURSDAY June 9th

8:30 a.m. State Board meeting
1:00-4:00 p.m. Steward Workshop
3:00-6:00 p.m. Registration
6:00 p.m. Convention Convenes
Hospitality Gathering to Follow

FRIDAY June 10th

7:00 – 8:00 a.m. Registration
8:00 a.m. - 5:00 pm
Convention Reconvenes
National Officer David Heather
Guest Speakers
Committee Assignments
Banquet

SATURDAY June 11th

7:00-8:30 a.m. Member of the Year Breakfast
8:30 a.m. - ??? Convention Reconvenes

Times are subject to change

Idaho State Convention Registration

“Golden Times in the Silver Valley”

June 9 -11, 2016
Silver Mountain Resort
610 Bunker Avenue
Kellogg ID 83837

Reservations by phone: 800.204.6428 option #1 Reservations online: silvermt.com

Room Rate: \$95.00 + tax

Official Group Name: IDRLCA On Line Group Code: 4476ci

Be Sure to Mention the Group Code When Making Reservations

Rate Cut-off Date: May 25, 2016

Registration Fees

Convention and Banquet \$60.00
Convention Only \$25.00
Banquet Only \$35.00*

**Includes Gondola Ride to the Banquet Site*

Type:	M=Member	A=Auxiliary	J=Junior*	G=Guest	
Type	Name/City			Convention	Banquet
Total					

**Juniors must be pre-registered to help pay for waterpark fees - normally \$20.00 per day*

Make Checks Payable to IDRLCA District Five
Send Payment & Registration Form to:
Toad Brandt
1151 Hwy 95
Moscow ID 83843

I Met Jim Today

*Well, sir, I met Jim Breen to-day.
His hair is getting thin and gray,
His eyelids have begun to droop;
His shoulders have a little stoop;
I hardly would have known him. No.
But we were boys this long ago.*

*Let's see. It's fifty years and more
Since we romped at the schoolhouse door;
Why, the Jim Breen was young and plump
And he could run and fight and jump
And stand all kinds of heat or cold –
But, say, Jim Breen is getting old!*

*Why, look! When I walked up to him
And grabbed his hand with, "Hello, Jim!"
He looked at me a long, long while
And smiled a half-embarrassed smile
And said, as puzzled as could be:
"Well, you have got the best of me."*

*Now, who'd have thought the years since then –
Since long before we grew to men –
Could ever make such striking change!
No, honestly, Jim Breen looked strange,
He has deep wrinkles in his cheeks
And his voice shakes-like when he speaks!*

*His memory is bad, I know.
I had to talk an hour or so
Reminding him of what a noise
We'd make at school when we were boys
And misbehaved, and folks we knew –
And still he said: "I don't place you."*

*Poor Jim! He's getting old, that's all.
He used to be so strong and tall,
Without a crowfoot 'round his eyes
Or gray hairs to give him disguise
It almost moves a man to tears
To see how friends change with the years.*

*And queerest of it all is, Jim
Said I looked just as strange to him,
Said I was getting rather gray
And walked in a stoop-shouldered way.
It's odd how age makes Jim Breen see
All other folks the same as he!*

Wilbur D Nesbit

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

NON-PROFIT ORGANIZATION
US POSTAGE PAID
PAUL ID 83347
PERMIT # 53

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

IDRLCA
State Board Meeting
June 9 Pre-Convention
June 11 Post Convention
Kellogg, ID
IDRLCA Members Invited

IDRLCA 2016 Convention
June 9 - 11, 2016
Silver Mountain Resort
610 Bunker Avenue
Kellogg, ID 83837

NRLCA
2016 National Convention
August 16 - 19, 2016
Gaylord Opryland Resort
Nashville TN

