

# *The PONY EXPRESS*



December 2016

## Christmas Pay Procedures

*Alaska District Representative Patrick Pitts*



**Happy Holidays!** What a wonderful time of year to be a rural mail carrier, regular or relief. Yes, there will be mountains of mail, both personal and business and, yes, the Postal Service anticipates there will be a double-digit growth in the volume of parcels, but the joy of pulling up to a home and seeing a bright young face peering through the window, eagerly anticipating the treasured item about to be delivered, is among the fondest moments of my career with the Postal Service.

The 2016 Christmas period for rural carriers begins Saturday, December 3, 2016 and ends as specified in the Employer's Christmas Postal Bulletin (Article 9.2.K.1). The end of the Christmas period identified in the Postal Bulletin is Friday, December 23, 2016. During this period, certain timekeeping and pay rules apply, so rural craft employees should become familiar with Christmas Allowances and Procedures (Article 9.2.K) of the National Agreement and the wealth of information related to Christmas pay procedures available on the NRLCA website, [nrlca.org](http://nrlca.org).

*(see Christmas Pay Procedures on page 5)*

### Memorandum of Understanding

A Memorandum of Understanding (MOU) between the USPS and the NRLCA has been signed allowing regular rural carriers to volunteer to work on Sunday, December 4th, 11th and/or 18th. This MOU applies ONLY to those three Sundays. Volunteering to work does not create a guarantee of work, or entitlement to work. Regular carriers who volunteer may be utilized, as needed, to deliver packages on any route(s) in the office and will be compensated at the overtime rate for all hours worked on the Sundays listed above (*Article 9.2.A.1.k*).

Management must first schedule all available assistant rural carriers (ARCs), who are assigned to either the hub or associated spoke offices; and then all available leave replacements in the office, including stations, branches, and any Remotely Managed Post Office(s) (RMPO).

If, after all regular carrier volunteers are working on Sunday, there is still a need for carriers, management may borrow a leave replacement from another office. No relief carrier should be FORCED to work in an office other than their own.

A copy of the MOU can be found on the "What's New" page - NRLCA website [nrlca.org](http://nrlca.org).



*Merry Christmas to all  
and a Happy New Year*

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**Rep. Michael K. Simpson (R)** [www.house.gov/simpson.gov](http://www.house.gov/simpson.gov)  
**Rep. Raul Labrador (R)** [www.labrador.house.gov](http://www.labrador.house.gov)

*Please report corrections to The Pony Express.*

# LOCAL STEWARDS

OFFICE	NAME	ADDRESS	CITY-ZIP	UNION PHONE
American Falls				
Athol				
Blackfoot Main	Clade Ward	285 S Shilling Ave	Blackfoot 83221	(208) 681-8749
Boise Boi-Cole	Sharon Atkins	7106 San Fernando Dr	Boise 83704	(208) 376-1955
Boise Boi-Five Mile	John Urquidi	34276 Hot Creek Rd	Bruneau 83604	(208) 599-0979
Boise Boi-Garden				
Burley	Nancy Neiwert	339 S 50 E	Burley 83318	(208) 678-2541
Cambridge				
Caldwell Main	Sam Doyle	819 Settlers Dr	Caldwell 83607	(208) 392-0841
Coeur d'Alene	Peter Haynos	2984 W Grange Ave	Post Falls 83854	(208) 773-1925
Cottonwood Main				
Craigmont				
Culdesac				
Deary				
Eagle				
Emmett				
Filer	Marilyn Carrico	56 Northridge Way	Jerome 83338	(208) 326-5220
Fruitland Main	Lori Bennett	306 N Dakota Ave	Fruitland 83619	(208) 452-3539
Garden City Station	Herschel Howard	PO Box 140071	Garden City 83714	(208) 921-4833
Genesee				
Glenns Ferry				
Grangeville				
Gooding Main				
Greenleaf				
Hayden Main	Peter Haynos	2984 W Grange Ave	Post Falls 83854	(208) 773-1925
Homedale				
Horseshoe Bend				
Idaho Falls Main	John Thomas	4075 E Menan Hwy	Rigby 83442	(208) 745-8348
Inkom				
Jerome	Heather Ranger	578 Butte Drive	Twin Falls 83301	(208) 404-1207
Juliaetta	Jimmy Sullins	1021 Granlund Road	Troy 83871	(208) 301-3795
Kamiah				
Kendrick				
Kimberly Main	Deb Hurd	PO Box 943	Kimberly 83341	(208) 423-6013
Kooskia	Christine Hunter	1236 Battle Ridge Rd	Kooskia 83539	(208) 935-5159
Kuna Main	Paula Grigg	1350 W Avalon St	Kuna 83634	(208) 922-4555
LapwaiLewiston				
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McCammon				
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Middleton Main	Ivan Smith	1801 Chicago Street	Nampa	(208) 989-6951
Mountain Home				
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Orofino				
Parma				
Paul Main	Russell Hutchison	1044 E 21st St	Burley 83318	(208) 431-1509
Payette Main	Victoria Potter	2581 Reeds Grove Rd	Midvale 83645	(208) 355-2689
Pinehurst				
Pingree				
Plummer Main				
Pocatello	Lesley Greenwell	712 N Marsh Creek Rd	McCammon 83250	(208) 221-2912
Post Falls	Peter Haynos	2984 W Grange Ave	Post Falls 83854	(208) 773-1925
Preston Main	Earl Nelson	4382 N Hwy 91	Preston 83263	(208) 220-0623
Priest River Main				
Rathdrum				
Rexburg Main	Rhea Price	1910 E 200 N	Rexburg 83440	(208) 356-6524
Rigby				
Rupert	Amber Warr	2556 Hansen Avenue	Burley 83318	(208) 670-5824
Sagle Main	Peter Haynos	2984 W Grange Ave	Post Falls 83854	(208) 773-1925
Salmon	Christina Lewis	1532 HWY 93 North	North Fork 83466	(208) 539-4580
Sandpoint				
Star				
Troy	Jimmy Sullins	1021 Granlund Rd	Troy 83871	(208) 301-3795
Twin Falls	Darren Chernoh	3 Woodstock Circle	Twin Falls 83301	(208) 420-5169
Weiser Main	Glenda Heim	1471 Cove Rd	Weiser 83672	(208) 549-0755
Wilder Main				
Worley	Christine Hodgson	515 Pine Street	Plummer 83851	(208) 686-1327

*Please Report Address and Telephone Number Corrections to The Pony Express  
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# *Southern Idaho District Representative's Report*

*Salt Lake City/ Nevada-Sierra District Representative Brian Draper*

## *Building a Union*

If members don't feel loyalty or commitment to our union, it may be because we have not educated them enough about who we are. Many do not know why this association was formed over 113 years ago. People who

grew up in a family of union members know what unions are about and what they do, but the average rural carrier is new to the unionized workplace and the chances are that all they know about unions is what they read in the paper or see on TV.

After the new carrier starts, they are further influenced by the negative talk they hear from managers and disgruntled carriers toward the union. How often have you heard it said that the union isn't doing anything.... That the union is meddling with everything.... That the union is too cozy with management.... That the union is too confrontational. You have probably heard all of these complaints at one time or another, made mostly by people who have never been involved with the union.

The steward must face and deal with the whiner, the malcontent, the habitually lazy (or late or absent) worker, the loose cannon, the apathetic, the critic and the snitch. We have had stewards quit, not because of the workload or because of dealing with a difficult manager, but because they cannot deal with those type carriers constantly frustrating the stewards. The stewards have to spend much of their time dealing with these difficult workers. Such people have a way of infecting those around them, even if others recognize them as difficult. At best, difficult people dampen morale; at worst, they get others to think and act as they do. The worst part is they are undermining the union, giving management the upper hand and allowing them to take advantage of many situations. By advantage, I mean carriers are allowing management to violate the agreement, in most cases with off the clock work.

Currently, apathy is attacking our union, preventing carriers from filing a grievance and allowing the management to disregard the agreement.

Apathy is attacking our union when the union conducts a meeting that could potentially have 300 to 400 attendees but only the same dozen or so people show up; even after all members have been notified by mail and promised a union supplied dinner.

Apathy is attacking our union when we have an office employing over 130 rural carriers with the potential for three stewards and we hold steward elections, but after posting the election forms and notifying all members and non-members (who can vote if they sign up), not one non-member signs up and not one member steps forward to be a steward.

The union will fulfill its Duty of Fair Representation, but these carriers are missing out by limiting the unions influence in the office.

We need to start rebuilding our Association and it is not going to be easy as we can only do this a little at a time. Not everyone is cut out to be a steward but that is not the only job this union provides. We need state board members and district, county or area board members which include officers and secretaries. We need to recommend good academy trainers, driving instructors and safety committee people. When we get new carriers it is the union members

who need to be the first to welcome them to the job, not the disgruntled critic. When a new member attends a meeting, we need to task them with some job that makes them feel more involved. It could

*The steward must face and deal with the whiner, the malcontent, the habitually lazy (or late or absent) worker, the loose cannon, the apathetic, the critic and the snitch.*

be something as simple as helping, or being assigned to, a committee at state convention or being tasked by the state board to assist in a project.

Building means educating people to what the union can do and that is best done by getting them to attend meetings. Some think they pay their steward to go to the local meeting and come back to them with all the information. This is not true. Stewards attend local meetings because they are involved members; they are not paid to be there. It is the individual union member's responsibility to educate themselves by attending these meetings. At these meetings, they can not only learn about union-won benefits, but may find solutions to issues they are having. So, next meeting, let's each try to bring one person who has never attended a meeting or has not been to one in a long time. Make sure all carriers in your office know when and where the meetings are held and let them know that you will be there. These meetings not only benefit the carriers but also give those conducting the meeting information from the carriers' side and what they are dealing with.

I task each of you to do a little more to build the Association. It can be done a little or one carrier at a time. As individuals, we are weak, but together, as a union, we are strong.

*Our Union is only as strong as its membership and the strength of the membership is in its numbers. Seek out the non-members and the newly hired RCAs; speak to them of the caring, family friendly nature of our union's society. Remind them that the benefits they share with the members were won by the Union and wouldn't exist without the members' struggles and support over the past 113 years.*



# Northern Idaho District Representative's Report

Alaska District Representative Patrick Pitts

(from page 1)

## Christmas Pay Procedures

While Fair Labor Standards Act (FLSA) overtime payment at the overtime rate for hours worked in excess of 12 hours/day or 56 hours/week is payable throughout the year, Christmas

overtime is only payable during the Christmas period.

During the designated period, regular carriers are paid Christmas overtime under two circumstances. The first is when a regular carrier provides Christmas assistance on their route. If a regular carrier provides assistance on his/her route, on his/her relief day, those hours are entered in the "Xmas Assist Work Hours" block on PS Form 1314 but those hours are not included in the "Actual Weekly Hours" block.

The second is when a carrier exceeds the weekly evaluated hours on his/her route. Be mindful, this is specific to the weekly evaluated hours of the route, not the daily hours. A carrier may exceed the daily evaluated hours of the route and might not be entitled to overtime compensation. During the Christmas period a regular carrier who exceeds the weekly evaluated hours of the route is paid at the overtime rate for all hours in excess of the weekly evaluation.

The overtime rate for regular carriers (those covered under Section 7(b)(2) of the Fair Labor Standards Act in accordance with Article 9.2.A) is 150% of the carrier's regular rate. Rural Carrier Associates (RCA, Designation 74, 78 and 79), Rural Carrier Reliefs (RCR, Designation 75), and Part-time Flexible Rural Carriers (PTF, Designation 76) are only entitled to FLSA overtime. FLSA overtime is paid for hours worked in excess of 40 in a week.

For those replacement carriers serving an auxiliary route, compensation is provided at the hourly rate for actual hours worked during the Christmas period and are not paid based on the evaluation of the route. Overtime is paid only when the carrier exceeds 40 hours for the week.

There is no provision for paying a regular carrier for performing service on a Sunday, an actual holiday, or on a route other than their assigned route. As mentioned earlier, regular carriers can provide auxiliary assistance during the Christmas period but only on their relief day, and only on their own route and will be compensated at the overtime rate when doing so.

As always, rural craft employees should become familiar with the pay provisions that apply during the Christmas period to ensure they are being compensated correctly. Additional information concerning holiday pay procedures and the Christmas period is available on the "What's New" page of the NRLCA website ([nrlca.org](http://nrlca.org)) and is normally printed in the December issue of the National Rural Letter Carrier magazine.

### Guarantee Period and X Days

During the period that starts with the beginning of the guarantee period (October 15, 2016) through the end of the designated Christmas period (December 23, 2016), a regular rural carrier who works their relief day and is entitled to an X day, MUST be given the X day, as scheduled by the employer, within the same pay period in which the relief day was worked. If the X day is not taken within the same pay period, the carrier will be compensated for the day (100% of the carrier's daily rate of pay) in lieu of the X day. (See Article 9.2.C.5.j)

Regular rural carriers, and managers responsible for scheduling, are prohibited from scheduling a previously earned X day (an X day earned prior to October 15, 2016) until after the end of the Christmas period (December 23, 2016). This period, from the start of the guarantee period through the end of the Christmas period, is not included

when counting the twelve (12) weeks in which an X day must be received.

### Holidays Observed

This year, both Christmas and New Year's Day fall on a Sunday. Article 11, Section 2 states

in relevant part, "When a holiday falls on a Sunday, the following Monday shall be observed as the holiday." The section goes on to say, "When a holiday falls on the relief day ... the carrier shall be granted the preceding work day as the designated holiday." For all rural carriers, the Christmas holiday will be observed on Monday, December 26th and for those of you with a Monday relief day, your designated holiday will be Saturday, December 23rd.

Keep in mind, when the primary leave replacement is unavailable on the carrier's designated holiday, and other leave replacements are unavailable (Article 30.2.D), the regular carrier may be scheduled to work their designated holiday. A regular carrier required to work on a designated holiday receives their daily rate of pay in addition to the holiday leave pay. A regular carrier required to work their designated Christmas holiday will receive one and one-half (1 1/2) times their daily rate of pay in addition to the holiday leave pay.

Happy Holidays! My very best wishes to you and all those you hold dear, for a joyous holiday season and all the best the New Year has to offer.

*For all rural carriers, the Christmas holiday will be observed on Monday, December 26th and for those of you with a Monday relief day, your designated holiday will be Saturday, December 23rd.*

### BE CAREFUL OUT THERE!

*A relief carrier out of the Langley, WA office was delivering mail in an LLV when, according to the South Whidbey Record, the RCA noticed smoke coming from underneath the hood. He pulled over and the smoke quickly turned to flames. The local fire chief suspects a fuel leak is to blame. The carrier was able to save most of the mail. The RCA was uninjured and is back to work today.*

*Hopefully in a different LLV.*



# ***IDRLCA President's Report***

*IDRLCA President Patti Upton*

## ***Heart Disease As The Leading Cause Of Death***

This is the time of year when life as a rural carrier gets busy. The time when the number of packages double and management asks, "What's taking you so long?"

I honestly have to take a deep breath not to be affected by their ignorance.

It is important that you take care of yourself during this hectic time; that is, as much as possible. Taking care of ourselves plays a key role in preventing what I would like to talk to you about at this time: heart disease and strokes.

The American Heart Association and Centers of Disease Control have listed heart disease as the leading cause of death in the United States. Nearly 700,000 people die of heart disease annually. Heart disease takes more lives than all forms of cancer combined. Strokes are #4, and it is important to know a few things about these silent killers.

***The American Heart Association and Centers of Disease Control have listed heart disease as the leading cause of death in the United States. Nearly 700,000 people die of heart disease annually.***

Heart attacks differ from person to person, but the basic signs are as follows:

- Chest Discomfort - discomfort in the center of the chest that lasts more than a few minutes or goes away, then returns.
- Feeling uncomfortable pressure, squeezing, fullness or pain in the chest are other signs.
- Discomfort in other parts of the upper body include: pain or discomfort in one or both arms, the back, neck, jaw or stomach.
- Shortness of breath with or without chest discomfort.
- Breaking out in a cold sweat, becoming nauseous or lightheaded.

When it comes to the symptoms of a stroke, use this valuable tool...

### **Think: FAST**

- **F** Face Drooping: Is one side of the face drooping or numb. Ask the person to smile.
- **A** Arm Weakness: Is one arm weak or numb? Ask the person to raise both arms. Does one arm drift downward?
- **S** Speech Difficulty: Is the speech slurred, is the person unable to speak or hard to understand? Ask the person to repeat a simple sentence. Is the sentence repeated correctly?
- **T** Time: It's time to call 911!

Other signs of stroke are: Sudden numbness or weakness of the legs, confusion or trouble understanding, trouble seeing, dizziness, balance is off, severe headache with no known cause.

Here are some heart disease prevention tips to help you get started:

- Don't smoke or use tobacco. If you do, please try to quit. Your risk of heart disease drops to that of a non-smoker in about five years.
- Exercise for 30 minutes a day, several days a week. Always check with your healthcare provider before starting.
- Eat a heart-healthy diet full of vegetables and whole grains while limiting fats.
- Drink alcohol in moderation.
- Get enough quality sleep, seven to nine hours.
- Get regular health screenings. Check blood

pressure, cholesterol levels and check for diabetes.

I know that change is hard, but you are worth it. Think about you for a change! Take time for yourself during

this frenzied season. My hope for you during this holiday season is to have joy, peace and many blessings.

Rural Carriers are not often recognized for all that we do. So, if no one else says it, I will. Thank you for all that you do for this company and this union. You are appreciated.

### ***IDRLCA Distinguished Service Award***

*The purpose of the IDRLCA Distinguished Service Award is to honor the significant lifetime achievements of a member of this Association. This member should have made lasting contributions in leadership, involvement and dedication to the District, State and National Association.*

*Any member wishing to submit a nomination will need to provide the IDRLCA State Board with a letter outlining the specific contributions the candidate has made. This outline must be submitted to the IDRLCA State Board no later than March 1st, 2017.*

*The Distinguished Service Award will be selected by the IDRLCA State Board if the candidate clearly meets or exceeds the eligibility criteria. The recipient will be honored during the 2017 IDRLCA State Convention held June 8th, 9th and 10th in Boise, Idaho.*



# ***IDRLCA Vice President's Report***

*IDRLCA Vice President Brett Parkinson*

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## ***Make Preparations For What Lies Ahead***

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As I sit at my computer to write this article, I'm reflecting back over the past couple weeks of unseasonably warm, beautiful fall weather. I somehow managed to get most of the things done that

I wanted to, in preparation for winter. With the immediate forecast for snow and lows in the teens, I'm a little apprehensive about what the next few months will bring.

By the time you read this, we will be well into the Christmas season. Likely, for most of us, there will be snowy and slick conditions to deal with as we perform our daily labors. How's your attitude about now?

I remember back when I first started as a rural carrier and recall what my first supervisor told me. He said, "You'll learn to hate Christmas doing this job."

Well, I have to admit that my attitude about the Christmas season has turned somewhat negative over the years. Wouldn't it be nice if we could somehow import weather from Arizona or Florida for the next two or three months. Since that won't be happening, we'd best make preparations for what lies ahead.

If you're delivering mail and parcels out of your own vehicle, an inspection might be in order. Do you have proper tires with sufficient tread for winter driving? How about a set of tire chains if your vehicle isn't 4-wheel drive? How good is the antifreeze in your cooling system? What's the condition of your battery? If you're unsure, it couldn't hurt to

have these checked.

Do you carry booster cables, a tow strap, a shovel, ice scraper, snow brush, sand or kitty litter in your vehicle? These can all come in handy in the event of an emergency. I'm remembering a few words of wisdom, "It's better to have it and not need it, than need it and not have it."

Now that your vehicle is ready for winter, are you? Do you have a good pair of shoes or boots with slip-resistant soles? How about a good coat, hat and gloves to maintain your body temperature? With Idaho weather, so unpredictable and prone to change without much notice, it's always good to be prepared for the worst. If we have taken the necessary steps to prepare for winter delivery, our attitudes will likely be more positive than negative.

With the proper equipment and the right attitude we'll manage to get through another Christmas and winter season. Just remember, it's not so much in how fast we get our jobs done as how well we do our jobs. In almost any job I've undertaken, I've found that a quality job will take just a little bit more time. Safety should be our first priority. Getting in a big hurry usually causes one to overlook safety precautions and increases the potential of being involved in an accident and possibly being injured.

In closing, I encourage each of you to take the time and necessary precautions to be able to take pride in the job that you do, as you give the service your customers expect and deserve. Happy Holidays!



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## ***Voice Of The Committeeman***

*District Five President Jim Sullins*

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### ***A Few Bits And Pieces Of History***

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Most carriers know the basic history of the Postal Service and the NRLCA. Ben Franklin was the first postmaster general. Rural Free Delivery began in 1896. The NRLCA was formed in 1903. The Post Office department became the Postal Service in 1971. The following are some other

historical facts that might not be so common knowledge.

While rural delivery started in 1896 in Charles Town, Halltown and Uvilla, West Virginia, Postmaster General William Wilson's home state, money had been appropriated by Congress the year before.

The word Free was officially dropped in Rural Free Delivery in 1906 though it was still used for many years.

- Before RFD, how did rural residents get their mail?

*They had to go to the post office to pick it up or pay someone to deliver it.*

- The first post office in Idaho to receive RFD?

*Moscow, April 14, 1900.*

- When did the post office department start using postage stamps?

*July 7, 1847.*

- What were the postage rates then?

*Five cents for a letter weighing less than one ounce and traveling less than 300 miles. Ten cents for letters mailed more*

*than 300 miles.*

- Who was on the five and ten cent stamps?

*Ben Franklin and George Washington respectively.*

- Before the issuance of stamps, how was postage paid?

*By the addressee, when they picked up their mail.*

After four year old Charlotte Pierstorff was mailed from her parent's home in Grangeville, Idaho, to her grandparent's home in Lewiston, Idaho, in 1914, the Post Office prohibited the mailing of people.

Though the Pony Express is one of the most enduring legacies of the Postal Service's 200 plus years of existence, it lasted less than 18 months.

In 1959, the Post Office department experimented once to deliver mail by a rocket.

The advent of rural delivery and the increase of better roads, led to the closure of a number of small post offices in the twentieth century.

In 1823, waterways were declared "post routes" and, in 1838, all railroads were considered "post routes" by Congress, which helped increase the speed, size and operations of mail service.

The trivia facts above are only a few bits and pieces of a long history of service. I can only think that, during its infancy, early patrons and employees of the Postal Service could not have imagined or foreseen the Postal Service we have today. It is conceivable that the same will be said of us, 100 or so years from now. Fancy that.

# IDRLCA Secretary/Treasurer's Report

IDRLCA Secretary-Treasurer Lori Bennett



## Holidays Are Lonely For Some People

Holidays spell loneliness for some. For some people, holiday gatherings resemble a Norman Rockwell tableau: a big family, all smiles, gathered around a golden turkey. For many, however, particularly those who are divorced, widowed, or estranged from family, that long stretch from Thanksgiving through New Years can be lonely, stressful, and depressing.

Many people can feel isolated and lonely during this sometimes forced season of good will. The elderly can have an especially hard time with the holiday season. While aging and maturity can bring the wisdom of years for many people, there are inevitable losses that come to even the healthiest individuals. Many of these losses are emotional and social in nature. Spouses become ill or die. Other aging relatives and friends become seriously ill or die. Neighborhoods change, often leaving even those well enough to remain in their own homes feeling friendless and isolated. The holidays can bring this isolation and a feeling of loneliness to a head.

Yes, you are busy and stressed yourself. However, by simply paying attention to the elderly or homebound customers this holiday season and concentrating on what really matters – people – you can offer your help through what can be, for some, a time of discouragement.

The Carrier Alert Program is an excellent way to give a little to the communities we serve. The program was initiated in August of 1982. It was designed to aid our elderly and handicapped customers. The Carrier Alert Program is a joint venture of the United States Postal Service, the NALC, the American Red Cross, the Administration on Aging and the NRLCA. On December 2, 1983, President Ronald Reagan proclaimed the week of December 4 – 10, 1983 as "Carrier Alert Week".

Over the years, we have all looked out for our customers without thought to an official program. Because we are in the unique position to be able to spot trouble quickly, we can provide a valuable service. Your time is precious to you. You likely have a spouse, children and others who need you. However, your time is the most valuable gift you can give during this holiday. Do what you can without stressing yourself beyond your limits. Be aware of those who are alone and pay that little extra attention that tells them all is well. You never know if you may be that one individual who truly makes a difference in someone else's life.

## IDRLCA Statement of Financial Position

(As of December 1, 2016)

ASSETS	
Current Assets	
Checking/Savings	
Checking APCU	3,844.69
Savings APCU	55,909.29
CD-APCU 70 April 4	26,831.70
CD-APCU 71 Oct 23	26,287.19
CD-APCU 72 July 20	21,102.58
CD-APCU 73 Jan 18	20,918.63
Total Checking/Savings	154,894.08
Total Current Assets	154,894.08
<b>TOTAL ASSETS</b>	<b>154,894.08</b>
LIABILITIES AND EQUITY	
Liabilities	
Current Liabilities	
Other Current Liabilities	
Payroll Liabilities	572.00
Total Other Current Liabilities	572.00
Total Current Liabilities	572.00
Total Liabilities	572.00
Equity	
Net Assets	152,452.71
Net Income	1,869.37
<b>Total Equity</b>	<b>154,322.08</b>
<b>TOTAL LIABILITIES &amp; EQUITY</b>	<b>154,894.08</b>

## IDRLCA Statement of Activities

July 1, 2016 through December 1, 2016

Income	
Interest / Dividends	368.63
Membership Dues	51,372.51
Miscellaneous	215.00
National General Insurance	2,820.11
Reimbursements	0.00
Sales	0.00
Western States Conference Receipts	0.00
<b>Total Income</b>	<b>54,776.25</b>
Expense	
Accounting Fees	1,100.00
Awards, Recognition, Other	125.00
Education and Training	131.28
Equipment Maintenance	0.00
Equipment Purchases	1,519.97
National Convention	18,448.32
Office Expense	1,184.85
Payroll Taxes	1,038.85
Per Capita Dues	3,303.50
Postage	315.16
Printing	997.76
Rent	336.00
Salary & Wages	12,229.99
State Meetings	1,395.12
State Paper	1,929.83
Telephone & Internet	908.85
Travel	7,589.40
Western States Conference	0.00
Workers Compensation Insurance	353.00
<b>Total Expense</b>	<b>52,906.88</b>
<b>Net Income</b>	<b>1,869.37</b>

# ***IDRLCA STATE BOARD MINUTES*** *October 14-15, 2016*

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## **Officers' Resource Manual Training**

Beginning at 1:00 p.m., Friday, October 14, 2016, the IDRLCA State Board received training on the Officers' Resource Manual (ORM), conducted by IDRLCA President Patti Upton. The following IDRLCA State Board members were present for the training: Brett Parkinson, Lori Bennett, Mikea Hargrove, Russ Hutchison, John Thomas, Jim Sullins, Lou Freeman, Glenda Sanders, Jo Aguirre, and one guest, Mara Ralls.

We reviewed pages 6 – 11 of the ORM and completed a "Leadership Style" questionnaire. We discussed the process for electing / appointing officers and the process for electing state / national delegates. The Swearing in of State Officers language on page 125, Transferring of Property & Equipment B10.0, and Educating Congress B12.1, B16.2, B34.2, B50.1 sections were reviewed.

The board's financial obligations and responsibilities were discussed, including proper financial reports. We completed a role-play exercise in meeting with Congress. Social media policies were reviewed and discussed. We completed an exercise in making proposals for resolutions and constitutional amendment proposals. The following scenarios were completed: Scenarios #2, #4 and #5. The training was adjourned at 4:45 p.m.

## **Welcome**

The regularly scheduled IDRLCA State Board Meeting was called to order by IDRLCA President Patti Upton at 8:32 a.m. on Saturday, October 15, 2016, at the Candlewood Suites, Meridian ID.

Attendance: President Patti Upton, Vice President Brett Parkinson, Secretary-Treasurer Lori Bennett, Executive Committeemen Mikea Hargrove, Russ Hutchison, John Thomas, Jim Sullins, Editor Lou Freeman, Webmaster Glenda Sanders, Retired Representative Jo Aguirre, Auxiliary President Robin Carver. Vouchers were completed, including yesterday's ORM training. One additional day of UDOP for the training was approved.

## **Ground Rules**

Vice President Brett Parkinson read the ground rules.

## **Agenda**

The agenda was reviewed and adopted as amended.

## **Reports**

The following reports were presented and placed on file: President; Vice President; Secretary/Treasurer and Financial Reports.

A question regarding the per diem payment for attending yesterday's training in conjunction with the board meeting was asked. After discussion, Glenda made a motion "that those who travelled over 50 miles to be here for the two days of meetings, shall be paid two days per diem." A second was made, after discussion, and the motion passed with a vote of 3 – 1.

Additional reports presented and placed on file: Executive Committeeman: District One & Auto Rep; District Two & Legislative; District Three; District Five & Provident Guild.

## **Voucher Review**

Chair Brett Parkinson presented the committee's report.

## **Reports**

The following reports were presented and placed on file: Editor; Retired Representative; Webmaster; Auxiliary President

## **Unfinished Business**

### **Contact Sheet Review**

The contact sheets were reviewed and any changes were noted.

## **National Convention**

President Upton spoke about the appeals presented at National Convention. Robin Carver expressed some concerns about the Provident Guild. Jim Sullins, will look into more specific information about the requirements to submit a claim, and what the payout should be.

## **District Representative**

Salt Lake District Representative Brian Draper addressed the board. He presented information on the following subjects:

- Safety – engine running (accident or not) is receiving discipline.
- Scanners are being tracked as to the carriers' activities.
- Rural Street Data (RSD) – it is important that you follow the line of travel and that your edit book is accurate.
- Union Apathy – we need to be able to stand together as a craft.
- Rural Academy updates.

## **New Business**

### **Correspondence**

No correspondence was received since the previous state board meeting. Patti Upton sent a letter of concern to Shea Hurd's family after Shea's accident on behalf of the state board.

## **Equipment Purchases**

In accordance with the 2015 – 2016 budget the following equipment purchases were made:

Webmaster laptop was purchased for \$641.69.

Editor laptop was transferred from Lou Freeman to Glenda Sanders.

In accordance with the 2016 – 2017 budget, the following equipment purchases were made:

Secretary-Treasurer laptop was purchased for \$1112.99.

Secretary-Treasurer external disc drive was purchased for \$52.99.

State LCD Projector was purchased for \$353.99.

## **Board Policy Review**

### **Article VI, PUBLICATIONS, Section A.ii**

Lou Freeman made a motion to amend: Shall be published in February, May, **July**, September and December. All required articles are to be submitted by the 1st of the month prior to publication. A second was made, motion to amend passed.

### **Article VI, PUBLICATIONS, Section A.ii**

Lou Freeman made a motion to amend: Shall be published in February, May, July, September and December. All required articles are to be submitted by the 1st of the month prior to publication, **except September, which deadline will be September 1st.** A second was made, motion to amend passed.

*(See State Board Minutes on next page)*



# Voice Of The Legislative Representative

Legislative Representative Russ Hutchison

## The Postal Service Reform Act of 2016

The House Oversight and Government Reform Committee favorably passed H.R. 5714, The Postal Service Reform Act of 2016, out of committee by voice vote. H.R.5714 is the result of comments received by postal stakeholders, including the NRLCA, from their discussion draft released by the committee in mid-June. The committee sought to get H.R. 5714 out of committee before Congress adjourns for their summer recess to give the Congressional Budget Office a chance to score the legislation.

H.R. 5714 was introduced by Rep. Jason Chaffetz (R-UT) on July 11, 2016. The bill addresses postal benefits reform and postal operations reform. This bill would also establish a new position called the Chief Innovation Officer to:

- (1) maximize USPS revenues
- (2) utilize emerging information technologies
- (3) update an innovation strategy for postal and non-postal products and services every three years.

This seems to be a very broad description for an officer with immense power.

One of the main operational reforms in this bill is to

phase out door delivery for business addresses after December 31, 2016, with a preference for centralized delivery. No later than one year from adoption, Districts will be required to identify businesses that can be converted from door delivery to street or centralized delivery. The bill would require all businesses to be converted by September 30, 2022. Under this bill, this is not a voluntary conversion for businesses.

Residential conversion would be voluntary, but I am unsure what the contingency plan would be for those residents who do not volunteer. If a 40% threshold of consent is reached, the Postal Service would convert door delivery to centralized or curbside with written consent. New occupants would automatically be converted.

This bill does not address six-day delivery one way or the other.

The NRLCA says it is committed to working with members of Congress on concerns that need to be addressed on H.R. 5714. One of these concerns is the centralizing of mail delivery.

The committee also favorably voted H.R. 5707 out of committee by a voice vote. H. R. 5707 would allow the Treasury Department to invest a percentage of the pre-funding payments made by the USPS into higher yielding funds.

(From page )

### IDRLCA STATE BOARD MINUTES

#### Article VI, PUBLICATIONS, Section A.iv

Lou Freeman made a motion to amend: The Executive Committeemen will submit an informational article according to the following rotating schedule **beginning with 2016, and renewing in each year divisible by four:** February – District 2,3,5,1; May – District 3,5,1,2; September– District 5,1,2,3; December – District 1,2,3,5. A second was made, the motion to amend passed with a vote of 4 – 2.

President Upton tasked the board members to carefully consider any further changes and be prepared to present them at the next board meeting.

#### Governance Policies

IDRLCA Whistle Blower Policy was adopted without objection.

IDRLCA Record Retention and Destruction Policy was adopted without objection.

IDRLCA Conflict of Interest Policy was adopted and signed individually.

#### Future Symposiums

President Upton discussed some ideas for future ways to present additional information to our members. Retirement Seminar, TSP Seminar and Edit Book training were subjects suggested. After some brainstorming, Glenda Sanders made a motion that the board appoint a committee to discuss the future of the symposiums. A second was made, the motion passed. The Symposium Committee appointments are Patti

Upton, Mikea Hargrove, Jo Aguirre, and Robin Carver. They will schedule time to meet, and prepare a report to be made at the next board meeting.

Jim Sullins made a motion that we schedule the June board meeting for the Wednesday evening prior to State Convention and the Steward Workshop be held Thursday morning and a Retirement Seminar conducted by Ronnie Stutts be scheduled for Thursday afternoon. A second was made, after discussion the motion passed.

#### Orientation Representative Changes

With the new Orientation/Rural Academy changes, the Orientation Reps are expected to give up to an hour presentation.

#### Ad Hoc Academy Updates

The new training requirements for new hire RCAs was discussed: The training includes 2-day Orientation, 2-day Driver’s Training, 1 shadow day, 4-days at the Rural Academy.

#### Co-Editor Training

The Editor and Co-Editor will determine times in conjunction with board meetings for training.

#### Next Board Meeting

The next board meeting was scheduled for January 7, 2017, at Candlewood Suites, Meridian, at 8:30 a.m.

#### Personal Concerns

The board members were allowed to address any personal concerns.

#### Adjournment

Meeting was adjourned at 4:35 p.m.



# Voice Of The Executive Committeeman

District One President Mikea Hargrove

## Two Kinds of Stress

I don't want to alarm you, but our busy season is upon us and now is a great time to write to you about stress. Everyone has experienced the stress we all know, whether it's rushing to make it back before dark after a long day or being

overwhelmed by the mail volume. However some of you may not know that there are really two kinds of stress. One that is good for you and the one that takes most of the blame when we become stressed. This article is going to be a complement sandwich which means I am going to explain good stress, bad stress and then end with ways cope with stress.

So how can stress be good? Well the good form of stress is called Eustress and it is the stress we need because it is what motivates us to work for the things we want. It is what gives us our drive for success and keeps us challenged. A good example of this is the excitement you feel when you finally get to do something that you have always wanted to do, such as go on a vacation that you have been saving for. It is the kind of stress that is not only exciting, but can also improve your performance. For example, it could be having a good day on the route and when you reflect on the day, you know that you were on a roll.

For me, it was the day I received my drivers permit. I was so excited to finally get behind the wheel of a car that my heart raced and my adrenalin was off the charts. I worked so hard for that slip of paper. This was Eustress because my goal was to be able to drive, it motivated me to study and perfect my driver's skills to pass the written exam and the actual driving test. My instructor was a very demanding instructor. I learned on a manual transmission and he wanted the car shifted at exactly 2500 RPMs and he did not want to feel the car shift. He also did not want the front of the car to bow at a stop sign and you had to be within six inches of the curb when parallel parking.

I also experienced what is called distress and this is the stress we all know. It is the stress we experience when we become overwhelmed. Most people identify it as stress or the bad stress. Most stress starts out as eustress that's exciting, but become distress when it is no longer tolerable or manageable. It's when tension builds and is no longer fun. This kind of stress can lead to both physiological and psychological issues.

The amount of tolerable stress is different for everyone and it can be in different amounts at different times. Think of it this way: when we are having a good day, we don't get too upset about a blocked mailbox.

We think, well this bites, but we typically service the box and be on our way. We forget it was even blocked five minutes later. However, when we are having a stressful or distressful day, we will get angry and we may even leave a note. Sometimes it feels like nothing is going right and this stress is the bad kind. It can make us feel that no matter what we do, it cannot get better. When we are experiencing this kind of stress it may make our hearts race or even make us cry. We can become angry, irritated and express things we may not normally say or do. When we are find this is happening more and more often, we need to find better stress coping skills. Long-term stress is not good for you.

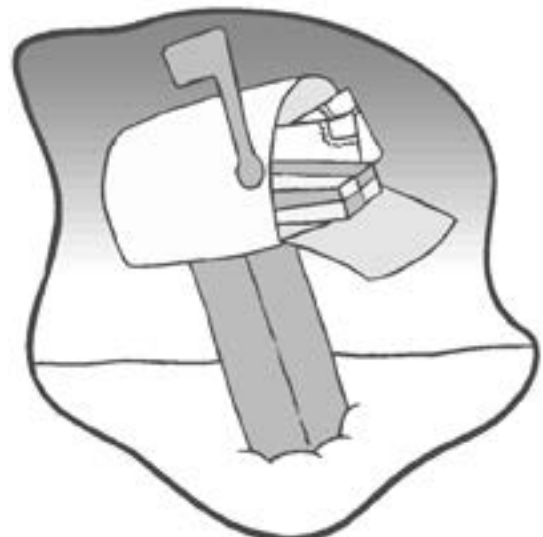
So the whole point is this: we are about to embark on the 2016 holiday season. We all know how busy we can get and this year will be no different. I have read many articles about coping with stress and the best technique I could find is something we can do on our route or in the office. It is to take a five minute break. Place your hand on your belly and breathe in deeply through your mouth and out through your nose. Do this a few times,

then reverse the process and breathe in through your nose and out through your mouth. Focus on how the air feels on your cheek or how nice something smells or on the sounds around you. This should slow your heart rate and relieve some of your stress.

Remember that if a five minute break can make you feel less stressed, it is worth it. You are important and that your health is important. So, let's go into this holiday season excited and ready.

Remember also, that we do have EAP available 24/7. It is completely confidential.

***...when we are having a good day, we don't get too upset about a blocked mailbox. We think well "this bites", but we will typically service the box and be on our way. We forget it was even blocked five minutes later.***





# IDRLCA AUXILIARY PRESIDENT'S REPORT

Robin Carver, Auxiliary President

## Support The Humanitarian Projects

It is time for all future college students to begin applying for the National Auxiliary scholarships. This year, one of our Idaho scholars won a \$1000.00 scholarship at the National Convention.

Remember to have your applications and other information in to the national office representatives by the deadline, which is the 1st of March, 2017. The deadline for the Idaho scholarships is the 1st of June, 2017. You can view the scholarships and the requirements for each on line at the NRLCA website ([nrlca.org](http://nrlca.org)). Go to officers, then auxiliary and the scholarships are listed there.

This year, Sheila's project is to begin a new scholarship program for our juniors and I will be helping her support this project. This project is very important because this is about our children in the rural craft and their college education. Please help me support this project by purchasing the project items on line or order from me and I will forward it to the national office for our state. I love to show the support I get from our little state to the national office.

If you need help finding the scholarships on line or any other help with the scholarship projects, please email or text me at (208) 880-9063 and I will do what I can for you.

Remember to be kind to the young children on your routes; they grow to be the teenagers on your route and you want them to be your pals.

The project for Type 2 diabetes is an ongoing educational journey for many of us and the cure is within us, with a little help along the way. I am sure many of you have your own personal projects that mean more than others. Regardless of your personal preferences, year after year you have continued to support the National Auxiliary project of the year and I feel truly blessed and thankful to all of you.

I would like to take this opportunity to thank my teammate, partner and best friend who, after an eye roll and a long deep sigh, continues to go along with my kooky ideas and then makes them work, whether building projects for the auxiliary or building a shed in the backyard. He is a very talented and patient man. Thank you, Bret.

I would also like to thank my auxiliary officers, past and present, for backing me up and helping when I need it.

### **Humanitarian Project: PNO Scholarship**

National Auxiliary President Sheila Reardon-Gilman, having chosen the PNO Scholarship as the Humanitarian Project for 2016-2017, says, "While considering a project for the coming year, it became apparent that the Auxiliary was about to lose some scholarships that have been in place for several years. I believe the scholarships that are offered through the NRLCA Auxiliary are an important part of what we do.

"The expense of a college education can be overwhelming. The scholarships we are able to offer can help put a dent in those expenses.

"I chose the name PNO Scholarships to honor all the Past National Officers. These PNOs include all prior NRLCA, Auxiliary and Junior Officers."

Motto: "Our Past Supporting Our Future"

Symbol: Mailbox and Graduation Cap

Americanism: Our Freedoms

Songs: "How Great Thou Art," "God Bless America"

Flower: Irises and Apple Blossoms

### **Inspiration:**

"Let us think of education as the means of developing our greatest abilities, because in each of us there is a private hope and dream which, fulfilled, can be translated into benefit for everyone and greater strength for our nation."

- John F. Kennedy

### **Safety: Preventing Suicide**

The National Suicide Prevention Lifeline is a 24-hour, toll-free, confidential suicide prevention hotline available to anyone in suicidal crisis or emotional distress. By dialing 1-800-273-TALK (8255), a call is routed to the nearest crisis center in a national network of more than 150 crisis centers. The Lifeline's national network of local crisis centers provides crisis counseling and mental health referrals day and night.

### **Junior Contests**

The following rules apply to all age groups. Entries with incorrect or incomplete information will be disqualified. All essays and posters must be on or attached to a letter-size manila folder. Each entry must have the following information legibly written, printed or typed on back of the folder: name, address, date of birth and age as of 8/01/2017, name of parent or grandparent and state in which dues are paid. All entries are judged on originality, neatness, grammar and spelling. There is no requirement on how many sides of the folder you use. You must be able to fold the folder. Please have fun and participate!

Age 6 - 8: Design a Poster "Eastern Bluebird"

Age 9 - 11: Design a Poster "Our Freedom"

Age 12 - 14: Design a Poster "Going to College"

Age 15 - 17: Write an Essay "College Scholarships"

Age 18 - 20: Write an Essay "Preventing Suicide"

Special Education: Design a Poster "Mailbox and Graduation Cap"

### **Scholarships**

The National Auxiliary offers several scholarships to children and grandchildren of rural letter carriers and Auxiliary members seeking higher education. Rules and caretakers of each scholarship will be available on the NRLCA website: [nrlca.org](http://nrlca.org). Applications may be obtained from Auxiliary state officers and the newly elected National Board Member. All applications must be postmarked by **MARCH 1, 2017 UNLESS otherwise stated**. Applications are available now.

### **NRLCA PAC**

Your contributions to PAC are more important now than ever, considering the condition of the USPS. Please support PAC generously. We have a stronger voice when we all give.

Idaho Auxiliary Scholarship  
Application for 2016  
Application Deadline is June 1, 2016

Name of Applicant \_\_\_\_\_

Birthdate \_\_\_\_\_

Address, Phone, & E-mail \_\_\_\_\_

Parent/Grandparents Names \_\_\_\_\_

Address \_\_\_\_\_

Check one: Regular Carrier \_\_\_\_\_ Retired \_\_\_\_\_ RCA/RCR/PTF \_\_\_\_\_

The number and dollar amount will be decided by the State Auxiliary Scholarship Board. The board will consist of the Auxiliary President, Vice President, and the secretary-treasurer. The treasurer shall be the chairperson of the board. The decision of the board is final.

The scholarships shall be awarded based on the following criteria:

**The applicant must be a graduated High school senior that has not reached the age of 21 by the date of the State Convention.**

**The applicant must be accepted by a collage or trade school and verify with a copy of the acceptance letter or other form of verification.**

**The applicant must verify their age.**

Applicant must be a child of a Rural Letter Carrier, regular, retired, or RCA/RCR/PTF, who is a member in good standing of the IDRLCA. Only one application will be accepted from the applicant or parents/grandparents in a calendar year.

Submit your applications to:

**Robin Carver  
State Auxiliary President  
3729 E. Benton  
Nampa, Idaho 83687**

*For more information, Robin can be reached at: (208) 880- 9063*

# Provident Guild

*Jim Sullins, Provident Guild Chairman*

## DID YOU KNOW ???

1) The PROVIDENT GUILD is a Non-Profit, Fraternal organization, created and operated by Rural Carriers, for our membership and Auxiliary Members to give their survivors an amount of READY CASH for those days when routine procedures of the courts and legal action tie up our estates after death.

2) The GUILD is NOT an insurance. Rather, it is a Fraternal Death Benefit Fund which guarantees you at least 30 times your annual dues and, depending on the number of claims in any given year, can pay you up to 100 times your annual dues.

3) There are no physical examinations - No assessments - No commissions - No high salaries.

4) This low cost protection does not decrease, nor can it be cancelled when you reach age 65.

5) You can become a GUILD member until you reach age 56. After that age, you cannot enter the program BUT you do remain in it as long as you pay your GUILD dues annually.

6) Claims are to be filed within 30 days after death. The claim form together with a copy of the death certificate are to be mailed directly to the Secretary-Treasurer. If death certificate is not available within this time please advise the current Secretary-Treasurer.

## IT NEED NOT BE HANDLED BY A LAWYER

7) Upon receipt of forms listed in item #6, an IMMEDIATE RELIEF CHECK for 30% of the maximum payment is mailed to the beneficiary. The balance of settlement is mailed in August, following our Board meeting which is held during the NRLCA Convention.

8) Your GUILD dues are payable in advance. The Secretary-Treasurer will mail you a dues notice during the month of May for the following year. These are then payable by June 30th.

9) Members joining later in the year pay only a portion of the full year's dues. The fiscal year runs from July 1st to the next June 30th. Those who become members during July, August and September pay full dues. During October, November and December, you pay 75%; January, February and March, 50%; and those joining in April, May and June pay only 25%.

10) The entrance fee of \$2.00 is payable when joining during any part of the year.

### ***Provident Guild Representative***

Jim Sullins  
1021 Granlund Rd  
Troy ID 83871  
Cell (208) 301-3795

## "Fraternalism at Its Best"



*"Are you preparing your family in the event of your death?"  
The Provident Guild is a nonprofit, Fraternal Organization created and operated by Rural Carriers, for our membership, to give your survivors an amount of READY CASH for those days when routine procedures of the courts and legal action tie up your estate at death.  
If you are age 56 or under, contact me for further details on how you can help your survivors.*

## **The Provident Guild**

The Provident Guild is something you need,  
So I have some info that I'd like to read  
To you about this outstanding plan  
Called The Provident Guild.

The Provident Guild's a death benefit plan  
Opened to most every woman and man,  
Who belongs to or works with that hard working clan  
Known as the Rural Carrier Craft.

No air! No Ma'am! No physical exam  
Is required to get into the Guild  
As long as you're warm - just fill out this form  
And, Buddy, you're practically in.

There're six different classes for you lads and lasses  
They're all determined by age.  
From ten bucks to fifty - it's really quite nifty  
And all explained here on this page.

To get into the Guild is really quite easy,  
But - you must join at or under age 55.  
Without a doubt - that leaves some of you out  
But to me that's not a surprise.

Now don't be a procrastinator  
With Provident Guild on your mind.  
Get up right now and tell yourself how  
You're going to be first in the line.

We don't want pushing or shoving,  
We don't want to start a stampede.  
If you'll just get in line, I'm sure you'll find  
I can meet each and everyone's need.

If you've been contemplating belonging,  
Friend, now don't hesitate.  
You might wake up tomorrow and find to your sorrow  
That, Buddy, you've waited too late.

by Whayne W. Berry, KYRLCA

# PROTECT YOUR JOB!!!

Reducing Pensions, Closing Post Offices,  
Eliminating Saturday Delivery,  
Interfering with Collective Bargaining...  
What Will They Think of Next?!

## SIGN UP FOR AN ELECTRONIC FUND TRANSFER TO KEEP YOUR JOB SAFE!!!

NRLCA-PAC  
1630 Duke Street  
2nd Floor  
Alexandria, VA 22314-3467

Phone: (703) 684-5545  
Fax: (703) 548-8735  
E-mail: [spelto@nrlca.org](mailto:spelto@nrlca.org)

*An Electronic Fund Transfer,  
or EFT, is a monthly  
deduction from your checking  
account, without the hassle!*

*We can cut the paper work  
when you sign up today!*

*The deduction will occur on  
the 5th of each month.*

### Support NRLCA-PAC!

By making a NRLCA-PAC Electronic Fund Transfer authorization, you are doing so voluntarily with the understanding that your monthly contribution is not a condition of membership in the National Rural Letter Carriers' Association or employment by the Postal Service nor a part of union dues and that NRLCA-PAC will use the money it receives to contribute to candidates for federal office as permitted by law.

You are also making this Electronic Fund Transfer authorization with the understanding that NRLCA-PAC contributions are not tax deductible and that your selection shall remain in full force and effect until you cancel by notifying the NRLCA-PAC in writing.

I hereby authorize my bank to deduct from my  
checking account **monthly** the sum of:

\$45  \$25  \$20  \$10  \$5  Other: \$ \_\_\_\_\_  
(Ruby Pin) (Elite Club) (Exec. Award) (Lead. Clr.) (Supporter)

and forward that amount to the NRLCA-PAC.

I make this authorization voluntarily and may revoke it at  
any time by notifying the NRLCA-PAC in writing.

Signature: \_\_\_\_\_ Date: \_\_\_\_\_  
Name (please print): \_\_\_\_\_

Social Security Number: \_\_\_\_\_

OR Employee ID number: \_\_\_\_\_  
Address: \_\_\_\_\_

City: \_\_\_\_\_

State: \_\_\_\_\_ Zip Code: \_\_\_\_\_

Please attach a voided check

## A Little Boy On Christmas Day

If I could have my wish tonight,  
it would not be for wealth or fame;  
It would not be for some delight  
that men who live in luxury claim,  
But it would be that I might rise  
at three or four a.m. to see,  
With eager, happy, boyish eyes,  
my presents on the Christmas tree.  
Throughout this world there is no joy,  
I know now I am growing gray,  
So rich as being just a boy,  
a little boy on Christmas Day.

I'd like once more to stand and gaze  
enraptured on a tinsel tree,  
With eyes that know just how to blaze,  
a heart still tuned to ecstasy;  
I'd like to feel the old delight,  
the surging thrills within me come:  
To love a thing with all my might,  
to grasp the pleasure of a drum;  
To know the meaning of a toy –  
a meaning lost to minds blasé;  
To be just once again a boy,  
a little boy on Christmas Day.

I'd like to see a pair of skates  
the way they looked to me back then,  
Before I'd turned from boyhood's gates  
and marched into the world of men;  
I'd like to see a jackknife, too,  
with those same eager, dancing eyes  
That couldn't fault or blemish view;  
I'd like to feel the same surprise,  
The pleasure, free from all alloy,  
that has forever passed away,  
When I was just a little boy  
and had my faith in Christmas Day.

Oh, little, laughing, roguish lad,  
the king that rules across the sea  
Would give his scepter if he had  
such joy as now belongs to thee!  
And beards of gray would give their gold,  
and all the honors they possess,  
Once more within their grasp to hold  
thy present fee for happiness.  
Earth sends no greater, surer joy –  
as thou, too soon, shall also say –  
Than that of him who is a boy,  
a little boy on Christmas Day.

Edgar A. Guest

Go to the IDRLCA  
Website, [idrlca.org](http://idrlca.org), for the  
latest and most  
comprehensive postal  
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306 N Dakota Avenue  
Fruitland ID 83619

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## Coming Events

**IDRLCA**  
**State Board Meeting**  
**January 7, 2016**  
8:30 a.m.

Candlewood Suites,  
1855 Silverstone Way, Meridian  
**All IDRLCA Members Invited**

**Western States Conference**  
April 20 - 22, 2017  
1-800-222-8733  
Double Tree Suites by Hilton  
16500 Southcenter Parkway.  
Tukwila, WA 98188

**NRLCA**  
**2017 National Convention**  
**August 15 - 18, 2017**  
National Harbor, MD