

# *The PONY EXPRESS*



FEBRUARY 2016

## Too Good to be True

*Article used by permission of its author, Charles Groth, President of the WIRLCA.*

As some of you are probably aware, it was just over one year ago that hackers invaded the United States Postal Service's networks which contain large amounts of sensitive information about postal employees. Although the Postal Service knew about the breach since September of 2014, former Postmaster General Patrick Donahue deliberately waited several months before notifying its employees, the NRLCA and the public.

On November 19, 2014, the NRLCA filed unfair labor practices with the National Labor Relations Board (NLRB) against the Postal Service for 'failing to provide information concerning the September 2014 cyber intrusion'.

On May 21, 2015, Region 5 of the NLRB approved a settlement between the Postal Service, the NRLCA and three other Postal Service unions. Due to this 'intrusion', many Operations Program Support functions were shut down, which caused delays in processing PS Form 4003s and 4241As. This resulted in many cases of incorrect pay issues and subsequent Letters of Demand.

After the breach, the Office of Inspector General (OIG), the Postal Service's own watchdog, conducted an

investigation into the Postal Service's Information Security Awareness Training and 'Phishing'. Audit Report ITAR16001 was released on October 5, 2015, and contains some interesting information regarding the 96% of a sample of 3,125 employees who DID NOT complete the annual information security awareness training. The OIG's recommendation was that the Postal Service modify its policy regarding mandatory annual training. For more information, go to [www.oig.gov](http://www.oig.gov) and search for IT awareness.

Due to my previous involvement at the district level, I have access to the 'Blue' page. In order to keep my eAccess, I had to complete the training, CyberSafe 101. Along with this recent awareness and an ongoing onslaught from 'phishers' who have started to flood my inbox with 'Important information in regards to my personal email server' (and the resultant shut down if I don't respond immediately to their requests of my personal information including passwords and user names) I felt an article on cyber safety was pertinent.

*(Please see To Good to be True on page 5)*

### **Attention:**

#### **Candidates for National Delegates and IDRLCA State Board Offices**

*Candidate Letters for National Delegates and IDRLCA state offices should be submitted to The Pony Express not later than April 1, 2016 for inclusion in the May issue.*

*Letters must not exceed 300 words. Letters exceeding 300 words will be returned for re-writing.*

*Candidates should also include a recent photograph of themselves. The Pony Express stock photos will not be used unless specifically requested by the candidates.*

*Candidates should take care in composing their letters, paying special attention to spelling and punctuation as the letters will not be edited.*

***NRLCA / USPS Have Reached Tentative Agreement on 2013-2018 Contract  
See Page 8, President's Report***

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**Senator James Risch (R)** [www.risch.senate.gov/webform.cfm](http://www.risch.senate.gov/webform.cfm)  
**Senator Michael Crapo (R)** [www.senate.gov~crapo](http://www.senate.gov~crapo)  
**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
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Genesee				
Glenns Ferry				
Grangeville				
Gooding Main				
Greenleaf				
Hayden Main	Peter Haynos	2984 W Grange Ave	Post Falls 83854	(208) 773-1925
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Pingree				
Plummer Main				
Pocatello	Lesley Greenwell	712 N Marsh Creek Rd	McCammon 83250	(208) 221-2912
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Rathdrum				
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Star				
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# Southern Idaho District Representative's Report

Salt Lake City/ Nevada-Sierra District Representative Brian Draper

## Telephones, Cameras and Scanners

When I first started working for the USPS cell phones were just coming into use. The phone was the size of a World War II walkie talkie and the battery required a briefcase to carry it. The only camera in the office was

the Polaroid used by the supervisor to take pictures of accidents. When you had a parcel, you just left it at the door; there was no scanners at that time. Over the short period of a couple of decades things have changed. The biggest change has been in electronics and how our lives are centered around them now, while, in the past, a rural carrier

***...in the past, a rural carrier would go out on the route and just listen and argue with the talk radio program on their car radio.***

would go out on the route and just listen and argue with the talk radio program on their car radio.

The USPS has had to make a lot of the changes with electronics in order to keep up with the competition. The USPS has addressed the cell phone issue from the start. In 1993, postal headquarters, in a letter to the NRLCA, explained their position:

*“Specifically rural carriers who possess such equipment should only use it in emergency situations while serving their routes; for example, vehicle breakdown or other hazardous conditions.”*

The USPS has put certain prohibitions in place to address all electronic devices. In the Management Instructions AS-882:

*“Handheld and Cell-Phone Cameras: Cameras or cell-phone camera functions may not be used by Postal Service employees or contractors in restrooms, locker rooms, retail counter areas, mail processing areas, workroom floors, or any other areas unless approved by an area or headquarters vice president or his or her designee for business purposes.”*

In the latest edition of the Employee Labor Relations Manual (ELM) 667.21 Prohibition, this would include phones, due to their ability to record video and still photos with the camera functions:

*“During the course of activities related to postal employment, postal employees may not record, monitor, or otherwise intercept the oral or wire communications of any other person through the use of any electronic, mechanical, or other device, nor listen in on a telephone conversation, nor direct another to do so, unless all parties involved in the communication are made aware of and consent to such interception.”*

Beyond what the USPS headquarters has directed, the districts also have policies in place that address all electronic devices. In the current Salt Lake City District administrative Instructions there are these excerpts:

- *“Personal electronic devices have become increasingly visible in the workplace and workroom floor and can interrupt operations and impede Postal Service efficiency. Driving and/or walking while utilizing and/or manipulating these devices can also interfere with defensive driving skills, awareness of surroundings, and pose a potential danger to employees as well as customers.”*

- *“Motor vehicle, delivery duties, and operation of equipment clearly require maximum concentration to traffic and safety conditions, which can be compromised by the wearing of headsets and/or Blue Tooth type devices.”*

- *“The use and/or manipulation (in any manner) of cell phones, smart phones and/or Blue Tooth type devices while operating a USPS delivery or other official vehicle or while delivering mail is not acceptable. Operating a motor vehicle while utilizing and/or manipulating a cellular/smart phone can interfere with defensive driving skills and walking while using and/or manipulating a cellular/smart phone distracts the attention to surroundings one must maintain to avoid potential hazards.”*

- *“Employees are not permitted to wear or use headsets under other conditions, including, but not limited to: While walking or operating any type of vehicle or equipment, in designated aisle ways, while involved in oral business communications, while in contact with or in view of the public, or where the headset interferes with personal protective equipment.”*

There are no requirements that require you to carry a cell phone on the route and the USPS is not supplying you a phone nor paying your phone bill. If management is requiring you to call them for any reason beyond an emergency, then you would need to be compensated for that time as it is not part of the route's evaluation. Right now, a lot of managers are requiring carriers to call in if they won't be back by 5:00 p.m. or are going to miss dispatch. Since that is not an emergency, is the manager instructing you to violate the USPS and district policies? How are you going to be compensated for that time? For that reason, calling the manager

*(See Telephones, Cameras and Scanners next page)*

(from page 1)

## Too Good to be True

Technology is here for most people and the evils that go along with it, but there are simple precautions you can take.

The advice from our parents, "It sounds too good to be true." should be in the forefront of your internet dealings. This also applies to anti-virus (AV) programs. My personal belief is that I would rather spend the cash for a good AV program versus one that is 'free.' There is much more than losing my money to some hacker at stake and that's having my privacy invaded.

There are various simple online safety tips, such as:

- 1) Be aware.
- 2) Create smart and strong passwords.
- 3) Use email wisely.
- 4) Watch out for phishing scams - most credit card companies, banks, etc., will not ask you to verify ANY numbers or words.
- 5) Pay attention to your child's online activities.

6) Check for website safety - only provide your information to reputable businesses. Ensure the web address begins with "https" and includes a padlock icon.

The major AV companies like McAfee, Norton and Kaspersky have more information on their websites concerning internet security.

A firewall and AV software may protect your computer from cybercrime, but they won't necessarily keep you and your identity safe. Social engineering is the black art of influencing people. Hackers can control us by exploiting our human characteristics such as trust, ignorance, greed or just plain old gullibility.

Individuals have been culpable in their own 'invasions' due to their 'need' to share on social networks like Face Book, Twitter, etc.

In addition to the more common internet safety tips, here are some that may also help:

- Rather than linking Facebook, Twitter, news groups, forums, shopping and banking sites to one email address, use multiple addresses. At a minimum, use one for social activities and one for financial business.

- Social Networks: One simple rule - don't do or say anything online that you wouldn't do or say in real life. More people will unwittingly share very personal information thinking they are in a private environment.

- Always use a credit card, not a debit card, for purchases. The Consumer Credit Act of 1974 makes credit card companies liable to pay if you are a victim as long as you have taken 'reasonable' care. Some individuals use a separate, low balance limit credit card for online use only.

- Beware of geeks bearing gifts such as social engineering ads promising faster internet speeds, a first look at a hot new game or video or even software that will 'clean up' your slow computer.

Remember: if something sounds too good to be true, it probably is!

(from previous page)

## Telephones, Cameras and Scanners

should not be necessary as not getting back in time is a fact that should be established prior to leaving for the route.

The new MDD scanners give the manager the ability to know where you are on the route at any time and even how long you are in one place. So, knowing how far and where you are on the route does not require a phone call. As you know the new MDD scanners have the ability to text message you with the new SPM service. The manager has the ability to text you on the route, however, that was addressed by a Headquarters e-mail:

*"This email is to indicate that effective immediately, only safety-related messages or alerts are to be sent via text messaging to rural carriers using the MDD. In addition, if there are identified locations where management may have provided a stand-up talk indicating additional supervisory use of text messaging; please ensure that they are informed that only safety-related messaging may be sent to rural carriers."*

The NRLCA Director of Labor followed up with:

*"Rural carriers when alerted with an audio or visual alert will not look at the MDD until they are stopped at the next delivery point."*

It is important you know these rules that are part of your job, and they can even go beyond state or local laws. The main reasons most of these rules are in place are for safety. If you violate any of these rules, management has every right to use the references above and discipline you for violating them. Some of the issues that have been disciplined already are: Wearing headphones while driving, yaking pictures on the workroom floor, taking pictures of mail pieces, throwing mail on the porch, texting resulting in an accident, etc.

With social media and all the cameras around nowadays you have to figure you are being watched at all times. There have been several discipline cases already using items posted on Facebook and Instagram.

When it comes to "big brother watching you," we are well beyond what was envisioned in 1984.

### ***Deadlines for the May issue of The Pony Express***

*Officers' articles and articles submitted for publication are due on April 1, 2016*

*Statements of candidates for National Delegates and/or IDRLCA offices are due on April 10, 2016.*

*Remember the May issue will be sent to all rural carriers – members and non-members.*



# Northern Idaho District Representative's Report

Alaska District Representative Patrick Pitts

## Communication Matters

The title, Communication Matters, can be taken two ways. Communication matters – referring to the importance and impact of communication and how that impact can be positive or negative dependent on, first, whether or not there is communication at all, and second, how the communication is delivered. Or, communication matters – information (or matters) related to communication. This article is a bit of both.

The USPS Western Area, headed by Vice President Drew Aliperto, sends out a weekly publication, the *Western Word*. Each week there is a lead article by Mr. Aliperto and additional information, much of which is clearly intended for USPS employees in the Western Area. In meeting with the state boards of the Idaho Rural Letter Carriers' Association (IDRLCA) and Washington Rural Letter Carriers' Association (WARLCA) it became apparent there was a failure to pass this important communication on to the members of the rural craft in many, if not most local offices.

The *Western Word* often contains timely and important information for postal employees, which includes rural carriers, both regular and relief. In recent issues, information regarding the importance of safety was presented. Did you know the Seattle District experienced a sharp increase in roll-away, run-away incidents in 2015 compared to 2014? In fact, the Seattle District, of which northern Idaho is a part, had more roll-away, run-away incidents than any other district in the Western Area.

There has been information (communication) on the importance of staying balanced during the busy holiday season, replete with hints and tips on achieving and maintaining a personal balance with encouragement to tap into the resources available through the Employee Assistance Program (EAP), information on the Thrift Savings Plan (TSP), open season for health benefits and much more.

The *Western Word* contains information on executive and other appointments. For example, an announcement was made when Don Jacobus was named District Manager for the Seattle District, and Lisa Shear was named Senior Plant Manager. On occasion, appointments to postmaster positions are also noted. This weekly publication also highlights accomplishments,

feats of courage and outstanding acts by USPS employees across the area in a feature called "Way to Go Western."

In the March 4, 2015 edition of the *Western Word*, "Taking the Pulse of Our Organization" was the lead article. The article revealed that "in the next two weeks" employees would begin seeing the successor to the familiar Voice of the Employee (VOE) surveys, the new Postal Pulse. Information concerning how, and how often, employees would be receiving the Postal Pulse was included, as well as information about completing the surveys "on the clock." I wonder how many rural craft members received this advance notice. The article, clearly meant for employees, stated, "It's your opportunity to express your opinions about how we're doing and to

***There has been information (communication) ...with encouragement to tap into the resources available through the Employee Assistance Program (EAP), information on the Thrift Savings Plan (TSP), open season for health benefits and much more.***

provide our organization with the chance to improve what we do ..."

"It's Time for Change" was the heading of the lead article in the July 22, 2015 issue of the *Western Word*. In the article, a USPS Headquarters initiative on employee engagement was mentioned. The Western Area vice president was holding a leadership meeting in Seattle and described the meeting as an opportunity to outline the specifics of the initiative and a chance to demonstrate the critical role employee engagement has in the future of the Postal Service. It is disappointing that there has been no contact, or information provided to the NRLCA at the district level concerning this initiative. All the right things were written into the article:

"Employees are the backbone of our organization,"

"When employees are engaged, they strengthen our brand and create a positive atmosphere that fosters exceptional customer service,"

"We can't deliver on the promise of great service without an engaged workforce,"

"We must commit to create a work environment that supports every employee,"

"We must connect with employees in a sincere and authentic way,"

"We must develop trusting environments for our employees to be the very best they can be,"

and, the article finishes with

"It's time for change ..."

I couldn't agree more.

In the September 30, 2015 edition, a question is asked of managers, "Do you appreciate your employees

(see *Communication Matters* on next page)

(from page )

from *The National Rural Letter Carrier*, August 8, 1953

## Communication Matters

Do you tell them about it?"

The December 23, 2015 edition's lead article was a "Congratulations on a season well done," a thank you from the Western Area Vice President for the excellent service provided to postal customers during the busy holiday season. Despite the dramatic increase in parcel volume and the challenges of inclement weather, employees truly made a difference in their communities through hard work and dedication to customer service.

The article concluded with a special note from Mr. Aliperto, "From my family to yours, I wish you and your loved ones a very happy holiday."

Did you receive these congratulations, the pat on the back, and the warm wishes? You should have, you deserve them.

I hearken back to the October 22, 2014 edition of the *Western Word*, with the lead article titled "Communication Matters" which, coincidentally, is the title of this article.

Interestingly, it stated, "... if managers wait to communicate with employees that something is about to change ... we're essentially dropping the ball."

The article continued, "Before a major change occurs, tell them (the employees) about the change. When employees aren't kept in the loop, they feel more anxiety ... and that anxiety leads to low morale ..."

It also stated, "One-way communication is a thing of the past. Create an environment where your employees feel comfortable not just receiving information, but also sharing information with you."

Does this reflect the level of communication in your office? It should.

## Communication Matters Pure and simple

### R.F.D.

The old covered wagon will roll no more,  
From Atlantic to Pacific shore,  
Wood and canvas have rotted away,  
In desert or in prairie clay,  
And men and women who held the reins,  
Are the roots of the wheat on the Central Plains.

The campfire songs and the campfire jokes,  
The solid hubs and the stalwart spokes,  
Hank and Sukie and Bess and Slim,  
The long thighbone and the strong steel rim,  
Are blown or buried or gone to rust,  
Are one with the air, are one with the dust.

But wherever the rural mailmen go,  
Through baking sun or through blinding snow,  
Wherever a well-trod path runs back,  
To a neat farmhouse or a crumbling shack,  
There, on top of their leaning posts,  
The covered wagons have left their ghosts.

Some are battered and some are trim,  
Some are rakish and some are prim,  
Some are huddled in groups, unafraid  
Of the coming night and the Indian raid,  
And some are alone and proud – but all  
Are silent and ghostly and still and small.

The prairie schooners will roll no more,  
From Atlantic and Pacific shore,  
They've lost their wheels and they've lost their  
loads.

They stand drawn by the side of the road!  
But the traveler's eye can plainly see  
The U.S.A. in the R.F.D.

## Attention: Recently Retired Rural Carriers

Congratulations on your retirement! Thank you for your past support of the NRLCA.

We still need your support as a retiree.

Please know that, as a retired rural carrier, it is important that you continue your NRLCA membership without interruption in order to maintain your enrollment in the Rural Carrier Benefit Plan (RCBP) or to maintain your eligibility for future enrollment. A lapse in membership may prohibit your from enrolling in any NRLCA sponsored insurance plan. While you may not now have the Rural Carrier Benefit Plan, you could find that it may better suit your needs at some later date.

To ensure continued membership and eligibility, please complete a Form 1187-R as soon as possible. If you prefer, a cash dues payment is an option. Cash dues are currently \$82 per year, \$6.83 per month, paid each June.

When you retire, the authorization for dues withholding you signed as an active rural carrier ceases to be in effect. It does not transfer into retirement.

Should you have questions or need further information contact IDRLCA Secretary/Treasurer Lori Bennett.



# IDRLCA PRESIDENT'S REPORT

IDRLCA President Patti Upton

## Family and Medical Leave Act

What should you do if you become medically unable to work for a lengthy period of time?

What would you do if you had to care for an ailing family member?

These are some things that we all may face at some point in our career as rural carriers. Recently, I have been care giving for my husband who is suffering a chronic back issue. Doctor appointments and lost time at work have caused me to search out necessary information about the protections that are in place for these types of instances

FMLA stands for the "Family and Medical Leave Act." This act allows eligible employees of covered employers to take leave for a variety of family and medical reasons and have their jobs remain protected, as well as continue their group health insurance coverage under the same terms upon return.

FMLA forms are required to be filed by employees whenever they are applying for medical or other leave that qualifies for FMLA protection. The FMLA is a legal provision that gives eligible employees the opportunity to take leave while protecting their jobs. Reasons to take this leave must correspond to specified medical situations such as a serious illness or injury, or for family reasons, such as the birth of adoption of a child.

During FMLA covered leave, the eligible employee's position is held for them and they continue to receive health insurance coverage under the same conditions as if no leave had been taken. The FMLA stipulates that eligible employees can take 12 work weeks of qualifying leave each year without risking their jobs

or medical insurance coverage. The leave extends to 26 work weeks to care for military service members. Medical and family reasons that qualify for job-protected leave include childbirth and caring for the newborn child, receiving and caring for a newly adopted child, and caring for immediate relatives with serious medical problems. Employees can also take time off for medical conditions of their own, which make them unable to work. The law allows 26 weeks of protected leave for employees to care for parents, spouses or children who are military service members with critical illnesses or injuries.

To qualify for the leave, employees must work for at least a year for at least 1,250 total hours as of 2015. The rules guarantee a returning employee equivalent job, payment and benefits. Employers may require certification of medical conditions from health care providers and may also have employees use up paid leave first.

***Medical and family reasons that qualify ... include childbirth and caring for the newborn child, receiving and caring for a newly adopted child, and caring for immediate relatives with serious medical problems.***

Did you know that you cannot collect unemployment benefits while on leave under FMLA? The FMLA protects a person's employment status during an approved leave. This however, falls outside the parameters of being unemployed.

The FMLA was designed to provide protection against losing one's job because of a family medical issue. Its sole purpose is to protect a worker's status with the employer while on medical leave for an approved medical condition or for the care of an immediate family member.

For more facts about FMLA visit its official website @ [www.dol.gov/whd/fmla](http://www.dol.gov/whd/fmla). This website publishes valuable information and provides forms needed for this type of leave. Your postmaster can help you, too, if necessary.

## The NRLCA and the USPS Have Reached Tentative Agreement

*The NRLCA and Postal Service have negotiated a tentative agreement to cover the 3-year period from May 21, 2015 to May 20, 2018. In this special edition of The National Rural Letter Carrier, you will find the details of the tentative agreement, including an explanation of proposed changes to the existing contract language. This agreement must be ratified by a majority of the voting membership to become effective.*

*We encourage you to read over this tentative agreement and the explanation of changes carefully and exercise your right to vote. Your National Board supports the new contract and will be traveling throughout the country to explain the changes in more detail and to answer your questions prior to the ratification vote.*

***Please visit the NRLCA website [nrlca.org](http://nrlca.org) to view the "Special Contract Edition 2016" of the National Rural Letter Carrier magazine.***



# IDRLCA VICE PRESIDENT’S REPORT

*IDRLCA Vice President Brett Parkinson*

## *Performing Our Jobs*

the time you read this, Spring will be just around the corner.

I noticed on the calendar, the other day, that Daylight Savings Time begins on March 13th. That is right after mail count begins, unless some sort of prior agreement is reached with the USPS to not have a mail count. If you are opted into the count, I hope you have attended or will attend a mail count training that will be presented in your area. With many of the managers being poorly trained for mail counts, it’s very important, to insure a fair and accurate count, that we each have the knowledge of how and what we’re supposed to be paid for. We should be paid for everything we do in the performance of our jobs and we should be performing the duties that we are being paid for, which brings to mind another matter.

Recently, a couple of friends have related to me their frustrations with their rural carrier, regarding delivery of parcels. In one incident a mother of four young children placed an order online, to avoid the crowds and hassle of shopping with young children in tow. When her package got to the post office, her carrier left it at the post office without making an attempt to deliver the package. The carrier then neglected to leave a notice that the package was at the post office. My friend did not have a USPS tracking number as the package was shipped through FedEx and dropped off at the post office for us to complete delivery. Upon calling the post office she was told she needed a USPS tracking number before they could help her. Finally about a week later this friend had to make the trip to the post office and stand in line (which she was trying to avoid in the first place) to retrieve her package. In the other instance, another friend was expecting some shoes which his daughter needed for a volleyball game on Monday afternoon. On the previous Saturday, following the New Year’s holiday, the carrier, with a large volume of packages that day, apparently missed this package while delivering my friends mail. Upon discovering she had missed the package, she scanned it as “attempted” and left it at the post office with the

Winter is upon us and we have, for the most part, successfully survived another Christmas with increased parcel volumes. The days are steadily getting longer and by

“notice left” parcels when she returned from the route. Since she had neither attempted delivery nor left a notice with the mail, the only way my friend had of finding out where his package was through a tracking number which he luckily had. After tracking the package, you can imagine his frustration, when he found an “attempt” to deliver in his tracking when the attempt wasn’t actually made and when he was home at the time to receive the package. Then, to make the matter worse, he didn’t have anything telling him where his package was. Fortunately, he explained his predicament to me on Sunday and I was able to find his package containing the shoes and get it to him in time for his daughters game on Monday.

***We should be paid for everything we do in the performance of our jobs and we should be performing the duties that we are being paid for..***

My reason for relating these two instances is to emphasize the importance of good customer service. If, for some reason, we cannot provide the service our customers are expecting, we at least owe them some sort of explanation or notice of why we failed to meet their expectations. With the USPS attempting to acquire a larger share of the parcel delivery market, it’s very important that we look to the future and take the necessary steps to do the job that will insure the future of our jobs.

### ***Welcome New Members***

*Keith Applequist-Ne Kooskia*

*Megan Davis Fruitland*

*Britany Jakubowski Idaho Falls*

*Trevor Knesal Eagle*

*Sharee Perkins Driggs*

*Annette Seher Coeur d’Alene*

*Laura Slater Boise*

*Raylen Smith Boise*

*Jodi Weis Hayden*

*Christine Wilkinson Meridian*



# IDRLCA SECRETARY/TREASURER'S REPORT

*IDRLCA Secretary-Treasurer Lori Bennett*

## National Delegate Nominations

It is the beginning of a new year, and the beginning of the National Delegate nomination process. The National Delegate nominating ballot will be printed in the National Rural Letter Carrier magazine from February thru May. It will also

be available on the [nrlca.org](http://nrlca.org) website. Nominations may begin as soon as the nominating ballot is available.

At the 2015 NRLCA National Convention in Reno, a change was made to the NRLCA Constitution which requires that a post office box must be obtained solely for the purpose of receiving national delegate nominating ballots: NRLCA Constitution Article VI.2.B. All nominations MUST be received in the pre-arranged post office box as listed in the national magazine. Any nominating ballots received at any other address, will be invalid and as such cannot be accepted.

Only bargaining unit members and retired members in good standing may be nominated, elected or seated as delegates. A member who accepts or acts at any time in any capacity normally performed by a manager from the end of one convention to the end of the next convention shall be ineligible to be nominated or serve as delegate: NRLCA Constitution Article VI.2.A.

You may nominate yourself or someone else from the organized state association in which your membership is affiliated. Mail the completely filled out and SIGNED nominating ballot to your state association at the pre-arranged post office box. A completely filled out nominating ballot is extremely important in order to determine eligibility of the person making the nomination and that of the nominee. Please print clearly, as an illegible nominating ballot may cause it to be not accepted and/or returned for clarification to the person making the nomination.

All nominations must be received at least 40 days prior to the opening of the state convention. This year's state convention will open on June 9, 2016. The 40 day prior deadline for national delegate nominations is Saturday, April 30, 2016. Any nominations received after the stated deadline will NOT be accepted and will be returned to the sender. Don't wait until the last minute to send in nominations.

The 2016 NRLCA National Convention is scheduled for August 16 – 19, 2016, in Nashville, TN. There are many seminars available to attend as well as the business sessions. If you have any desire to represent Idaho as a national delegate, send in your nomination form as soon as possible. You do not have to be an officer, steward, or hold any position in the association to be nominated as a national delegate. Consider running today.

## IDRLCA Statement of Financial Position

*(As of February 7, 2016)*

ASSETS	
Current Assets	
Checking/Savings	
Checking APCU	2,838.91
Savings APCU	107,445.28
CD-APCU 70 April 4	21,634.56
CD-APCU 71 Oct 23	21,099.17
CD-APCU 72 July 20	20,929.99
CD-APCU 73 Jan 18	20,758.74
Total Checking/Savings	194,706.65
Total Current Assets	194,706.65
<b>TOTAL ASSETS</b>	<b>194,706.65</b>
LIABILITIES AND EQUITY	
Liabilities	
Current Liabilities	
Other Current Liabilities	
Payroll Liabilities	337.02
Total Other Current Liabilities	337.02
Total Current Liabilities	337.02
Total Liabilities	337.02
Equity	
Net Assets	160,499.17
Net Income	33,870.46
<b>Total Equity</b>	<b>194,369.63</b>
<b>TOTAL LIABILITIES &amp; EQUITY</b>	<b>194,706.65</b>

## IDRLCA Statement of Activities

*July 1, 2015 through February 7, 2016*

Income	
Interest / Dividends	656.28
Membership Dues	77,163.99
Miscellaneous	135.00
National General Insurance	4,285.45
Reimbursements	0.00
Sales	200.00
Western States Conference Receipts	0.00
<b>Total Income</b>	<b>82,440.72</b>
Expense	
Accounting Fees	1,370.00
Awards, Recognition, Other	768.58
Education and Training	131.28
Equipment Maintenance	0.00
Equipment Purchases	476.62
National Convention	7,616.80
Office Expense	710.45
Payroll Taxes	1,491.05
Per Capita Dues	3,522.88
Printing	859.45
Rent	336.00
Salary & Wages	17,290.35
State Meetings	0.00
State Paper	2,876.69
Telephone & Internet	1,057.38
Travel	8,717.60
Western States Conference	255.50
Workers Compensation Insurance	72.00
<b>Total Expense</b>	<b>48,570.26</b>
<b>Net Income</b>	<b>33,870.46</b>





# VOICE of the COMMITTEEMAN

District Two President Russell Hutchison

## A Lanyard and a Veteran's Badge

I enlisted in the United States Marine Corps in 1986 as a young 22 year old kid, newly married and fresh out of college. After one day into boot

camp I was already wondering if I had made a mistake. It was much harder than I had expected; my fellow recruits and I didn't know each other and we were all in a foreign environment with drill instructors who were more than willing to exploit that. They were in our faces constantly and made us run and exercise until we were ready to drop. We marched everywhere and

service men and women receive care packages and letters that help keep them in touch with their families and friends back home. News from home is invaluable in keeping soldiers' morale high.

Early in November of 2015, I received a priority envelope from Washington, D C. Upon opening it, I was surprised to find a letter from Postmaster General Megan J. Brennan. Also in the envelope were a lanyard and a veteran's badge. The letter was a "thank you" for serving my country and urging me to wear the enclosed badge while working as a proud veteran. I wore it along with my postal badge. I appreciated this gesture from the new Postmaster General; it seemed more personal than a letter that was read in past years during a stand up at my office. Even if there are some problems, I am very glad I live in the United States and I am proud to have had the opportunity to serve in the Marine Corps for eight years.



*As postal employees, we ensure that our service men and women receive care packages and letters that help keep them in touch with their families and friends back home.*

learned very quickly the meaning of "Sir! Yes, Sir!"

During boot camp the only bright spot in my day was mail call. I'm not sure I would have survived without the letters I received from my wife and family at home. They encouraged me and gave me hope that I could finish boot camp. Throughout the rest of my time in the service, mail from friends and family was my most cherished thing.

Who would have ever thought that one day I would grow up to be a mailman? Each day there is a chance that I may hold in my hand one of those letters of encouragement and support going out across the country or the world, to someone who has made the decision to protect us and our freedom by serving in the military. As postal employees, we ensure that our

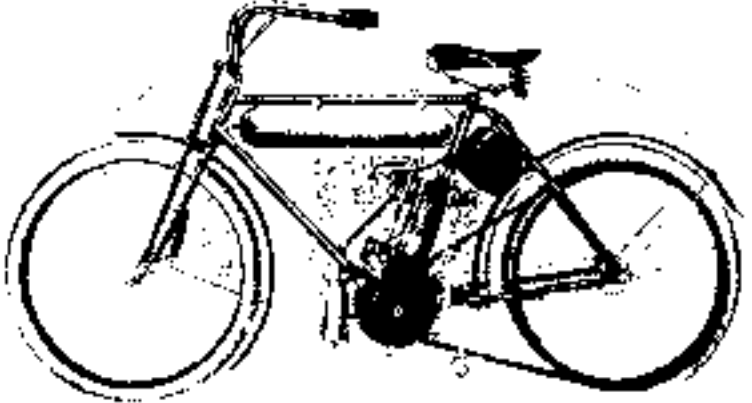
The Postal Service is the third largest employer in the U.S. behind the military and Walmart. Veterans have typically represented roughly 17% of all postal workers, which translates to somewhere around 105,000 positions.

Thank you to all of the men and women who have served or are still serving, in our armed forces, keeping us safe and protecting our freedom. Semper Fi.

From the January, 1907 R.F.D. News

**Does Covering Your Route in One-Third the Time and at One-Eighth the Expense Interest You?**

It does if you are progressive and want to use the best method of transportation. The Marsh-Metz Motor Cycle for 1907 is distinctly in a class with itself. Our beautifully illustrated catalogue telling all the uses of our machine will be mailed to those interested. We shall make a special proposition to all those ordering before February 1st.



**American Motor Co., Brockton, Mass.**

# **IDRLCA DISTRICT REPORTS**

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## **District One**

*Cindy Pettit, District One Vice President*

District One members met at the Canton Restaurant on December 3rd. The meeting began at 7:10 with 21 members present. All the members introduced themselves and told what was on their Santa list.

Secretary/Treasurer Glenda Sanders read the minutes from the previous meeting, which were accepted and approved. Glenda also gave a great budget presentation in which she showed us an exact breakdown of how the district's money has been spent.

PAC Chair Bret Helle spoke about the importance of PAC. Bret told us that he was doing a "Lose Pounds for PAC" for himself and that there was a sign-up sheet for us to pledge to PAC for the pounds that he loses. PAC raised a total of \$381.42 for the evening.

District President Mikea Hargrove gave us an update on his search for a venue for the state convention in 2017. Mikea asked for volunteers to look for a venue and for making ditty bags and door prizes. He announced that the theme for the convention will be a scavenger hunt.

For new business the board implemented a \$5.00 PAC donation for any cell phones that ring during the meeting.

State Secretary/Treasurer Lori Bennett reminded us that it is open enrollment for health insurance with a deadline of December 14th. Lori passed out brochures for the rural carrier benefit plan. Anyone who would like information on this coverage can contact the health benefits plan at 1-800-638-8432.

ADR Herschel Howard spoke about the Christmas overtime procedures. Herschel told us that we need to work safely and that management can track our time and can even see if we deliver a package out of order. He told us that we need to make sure that we are doing our job correctly at all times, so management has no leg to stand on if you are questioned about anything you are doing. Herschel ended his talk by saying that we are going to see a holiday season like we have never seen before.

DR Brian Draper explained the new work orders we are receiving and the policy of being required to take DPS to the street. He told us that he didn't expect the time study to be completed in the next year. Brian also said that there have been carriers who have been throwing away and hiding mail. There is no excuse for this and it will not be tolerated.

Before the meeting adjourned, we had a fun gift exchange led by Paula Grigg.

***Be Active***  
***Attend Your District Meetings***

## **District Two**

*Darren Chernoh, District Two Vice President*

I would like to start this report by thanking all the members who showed up. Twenty six members took time out of their busy lives to be there. Having a turnout like this really makes for a great meeting.

The meeting was held at Tomatoes Italian Grill in Twin Falls. A big "Thank You" to them for the great job they did.

The meeting was called to order at 6:06 p.m. District Two President Russ Hutchison handed out some information packets to all who were present. The order of consideration and the grievance process were among the great items of information included in the packets.

The floor was then given over to Secretary Amber Warr, who read the minutes from our previous meeting and gave the financial report. Both were approved.

District Vice President Darren Chernoh read the meeting ground rules aloud as part of the attempt to get our meetings more in line with the way it's done at the state level. Chernoh reminded members of the importance of donating to PAC, which by the way is now represented by the new state PAC CHAIR Bret Helle. Unfinished business was then discussed as well as new business.

ADA Deb Hurd gave a presentation about keeping your scanners with you at all times while delivering the mail. How the engineering study is moving along and the upcoming count were also some of the good topics covered in her presentation.

The next meeting will be prior to the mail count school in Twin Falls on Tuesday February 23rd in the Best Western Blue Lakes Inn at 1377 Blue Lakes Blvd.

The meeting was adjourned at 8:08pm.

Old man winter is back, so stay warm out there, people.

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## **District Five**

*Jim Sullins, District Five President*

District Five (South) met on October 17, 2015, with only one member besides the secretary and the president present.

District Five (North) met on October 18, 2015, with 15 members in attendance. Area Steward Peter Haynos answered questions from several of the members. I'd like to thank DR Patrick Pitts for agreeing have Peter attend the meeting as the steward representative.

The meeting was productive. We discussed the upcoming 2016 state convention. Several members volunteered to help with functions and duties. The entertainment is yet to be determined with karaoke and bingo two of several ideas that were discussed. The meeting adjourned about 12:55.

Our annual spring election meeting will be held on Sunday, April 3, 2016, at 10:00 a.m.

# Important Dates to Remember

## March 12 – March 25, 2016 Rural Route Inspection and National Count of Mail

Begun/Completed by	Action	Date Completed
January 30, Saturday	Beginning of the “Option Out” Period. Regular rural carriers or management may “Opt Out” a regular route to the 2016 national mail count.	_____
February 6, Saturday	Begin temporary suspension of rural routes moving or transferring to another facility. (DUO, POST PLAN or route transfer)	_____
February 11, Thursday	Where delivery point sequence letter mail (DPS) is being introduced, the NRLCA representative and the postal manager at the unit level should jointly review the DPS Sort Scheme to ensure ZIP+4 coding of rural routes complies with the coding conventions. DPS letters must be running by this date. (At least 30 days prior to the mail count)	_____
	Delivery Point Sequence flats must be introduced for delivery on this date to qualify for the national count.	_____
	Rural route inspections may begin for all routes scheduled to be counted. Inspection data may be entered into PS Form 4248 Web Based Program. There is no requirement to inspect routes not being counted. (Except as provided in M-38 Part 512)	_____
	Delivery unit managers may begin data entry into the rural delivery variance (RDV) route inspection and pre-count tracking website.	_____
February 19, Friday	End of the “Opt Out” period at close of business. All vacant regular routes and auxiliary routes as of this date must be counted.	_____
February 20, Saturday	Last day to have an employer provided RHD vehicle assigned to a route with DPS letters or flats to qualify for RHD rate.	_____
	<u>Rural Route Mail Count (RRMC) Web Application:</u> Delivery unit managers/supervisors may “pre-load” known “Other Suitable Allowance” and “Dismount/Distance” data via the RRMC web application.	_____
February 26, Friday	Mail count pre-count conferences must be completed for all routes being counted.	_____
March 11, Saturday	98 percent DPS quality threshold for routes being introduced to DPS letters or flats sortation must be completed by COB this date.	_____
March 12, Saturday	A 12 day national count of mail begins on all rural routes <b>except those routes which both the regular carrier and management have agreed, in writing, not to count.</b>	_____

# Important Dates to Remember

## March 12 – March 25, 2016 Rural Route Inspection and National Count of Mail

Begun/Completed by	Action	Date Completed
	<p><b>NOTE: all regular rural routes in a vacant status and all routes in an auxiliary status as of Friday, February 19th, will be counted.</b></p> <p><u>Rural Route Mail Count (RRMC) Web Application:</u> Delivery units may begin data entry of all mail.</p>	_____
March 25, Friday	Last day of the 12 day national count of mail. All rural route inspections <b>must</b> completed by this date.	_____
March 30, Wednesday	All PS Form 4241 data must be totaled and reviewed by the postmaster. The carrier must be provided a copy of PS Form 4241 for their <i>Two Day Review</i> . The High/Low option election block and the carrier signature on PS Form 4241 are used for carriers who were counted and want to elect a high option.	_____
April 1, Friday	Carriers should have completed their review of PS Form 4241 and been given an opportunity to sign the High/Low option election block, if eligible, and certification of accuracy of the count form. (Carrier Signature of Certification of Accuracy is optional. See PO-603, Section 533.13, if disagreement exists. Carriers must submit written comments concerning the areas of disagreement with the count data).	_____
	Districts may begin approval and submission of PS Form 4241 to the mainframe for continued processing via the RRMC Web Application.	_____
May 6, Friday	<b>FINAL DAY</b> for delivery units to submit PS Form 4241 to district for review and processing via the RRMC Web Application.	_____
May 6, Friday	<b>FINAL DAY</b> for districts to submit PS Form 4241 to the mainframe for processing via the RRMC Web Application.	_____
May 6, Friday	<b>FINAL DAY</b> that districts may manually enter PS Forms 4241 data into Q002 mainframe application.	_____
May 9, Monday	Mainframe processing complete. Begin distribution of PS Forms 4241-A with new route evaluations to delivery units and district offices.	_____
May 13, Friday	Offices must complete intpur of route inspection data into the web based Form 4248 Program.	_____
	Remove temporary suspensiion of rural routes moving to another facility as rusult of delivery unit optimization (DUO).	_____
May 14, Saturday	New route evaluations go into effect.	_____

# CONSTITUTION

**CHECK APPROPRIATE BOX**

NATIONAL CONSTITUTION

STATE CONSTITUTION

**Constitution # 2016-\_\_\_\_\_**

**Pass or Fail** (circle one)

The following Constitution change is hereby submitted to the Constitution Committee of the 2016 IRLECA State Convention in Kellogg, ID for consideration and appropriate action.

The following procedures are suggested for effectively presenting Constitution changes:

- 1) Place only one Constitution changes per sheet
- 2) Present in word document format.
- 3) Formatting instructions: Font- Times New Roman; Font size 12  
New Language **BOLD**; Omitted Language ~~Strike through~~

Article \_\_\_\_\_ Section \_\_\_\_\_ Paragraph \_\_\_\_\_

**Present Language:**

**Proposed Language:**

**Intent and Reason for Change:**

Submitted by \_\_\_\_\_ Date: \_\_\_\_\_

# RESOLUTION

## CHECK APPROPRIATE BOX

- BINDING  
 NON-BINDING

Resolution # 2016-\_\_ \_\_

Pass or Fail (circle one)

The following resolution is hereby submitted to the Resolutions Committee at the 2016 State Convention in Kellogg, ID for consideration and appropriate action.

## ISSUES

### Check One:

- |   |   |                                     |
|---|---|-------------------------------------|
| <input type="checkbox"/> AUTOMATION           | <input type="checkbox"/> MAIL COUNT     | <input type="checkbox"/> VEHICLE    |
| <input type="checkbox"/> BENEFITS             | <input type="checkbox"/> RLEEE DAY      | <input type="checkbox"/> WORK RULES |
| <input type="checkbox"/> FMLA                 | <input type="checkbox"/> RETIREMENT     | <input type="checkbox"/> OTHER      |
| <input type="checkbox"/> GRIEVANCE PROCEDURES | <input type="checkbox"/> SALARY         | <input type="checkbox"/> C & BYLAWS |
| <input type="checkbox"/> LEAVE REPLACEMENTS   | <input type="checkbox"/> TIME STANDARDS |                                     |

Identify any Handbooks, Manuals, or Written Documents to be amended:

By: (a) Name of Document \_\_\_\_\_  
(b) Article \_\_\_\_\_ Section \_\_\_\_\_ Paragraph \_\_\_\_\_

Whereas OR Present Language:

Therefore, be it resolved OR Proposed Language:

Intent and Reason for Change:

Submitted by:

Date:



# AUXILIARY PRESIDENT'S REPORT

*Robin Carver, Auxiliary President*

## *State and National Scholarships*

It is the time of year for all students seeking scholarships, whose parents or grandparents are in good standing with the IDRLCA, to begin applying for scholarships at the National and State level. National scholarships applications are due by March 1, 2016 and all information for these scholarships is online. Go to the NRLCA.Org website then go to the National and State officers tab. Scroll down to National Auxiliary, open the page and scroll down to the scholarships and start the process. The Idaho State scholarship can be e-mailed to you when you contact me at [rtcarver@hotmail.com](mailto:rtcarver@hotmail.com). Put Auxiliary Scholarships in the subject line. You can also contact me by phone which is: (208)880-9063. The state scholarships are due by June 1, 2016.

The humanitarian project for this year is for MS. You can find the project items for sale and the Auxiliary Presidents message about this project at the National Auxiliary website at [NRLCA.Org](http://NRLCA.Org).

The State Convention is quickly approaching and the Junior Officers have a fun time planned. I will write more about it as we near the Convention time and details are confirmed. Consider coming to State and bringing your children or grandchildren over age 6 to join the Juniors Program.

Have a safe and happy 2016.

### **National Auxiliary President's Message**

I have always liked penguins, but I never thought it would bring me to this year. I have chosen "Family" as my program this year and have symbolized it with the King Penguin Family. Anyone who has ever seen a documentary on these creatures know that the family unit it is special to them. Both parents take an active part in raising their young, but the thing that really got me was when there was trouble (bad weather) how these birds flock together to help one another.

They remind me of the NLRCA. When a member is in trouble or there is bad weather brewing in the future, they flock together and protect one another. It takes the whole group to protect each other.

In choosing a humanitarian project for this year, I chose MS Research. One of my best friend's daughter has suffered with MS for many years. Having MS means that, with every passing day, you lose a little part of yourself. It is my hope that what we collect will help the Society to get closer to finding the cause and to help prevent MS in the future....*Helen Schuster*

### **Junior Contests**

The following rules apply to all entries of all age groups. Entries with incorrect information or are incomplete will be disqualified. All essays or posters must be on or attached to a letter size manila folder. Each essay or poster must have the following information written or typed on the back of the folder:

*NAME, ADDRESS, DATE OF BIRTH, AND AGE AS OF AUGUST 1, 2016,*

*THE NAME OF THE PARENT OR GRANDPARENT AND THE STATE IN WHICH DUES ARE PAID.*

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 participate and have fun!

Special Education: Design A Poster

**"Penguins"**

Age 6-8: Design A Poster:

**"My Family"**

Age 9-11: Design A Poster:

**"Things My Family Likes to do Together"**

Age 12-14: Design A Poster:

**"Car Safety"**

Age 15-17: Write An Essay:

**"USO"**

Age 18-20: Write An Essay:

**"Multiple Sclerosis"**

### **National Scholarships**

*The National Auxiliary scholarship criteria and applications can be found at the [nrlca.org](http://nrlca.org) website and you can contact me if you need assistance. These scholarships have a postmarked deadline of March 1, 2016, so start early. The auxiliary project items can also be found on line or purchased from me at the district meetings and state convention.*

*You can contact me at [rtcarver@hotmail.com](mailto:rtcarver@hotmail.com) and please put auxiliary in the subject line.*

*Idaho Auxiliary President Robin Carver*

**Each year the National Auxiliary selects a worthy charity to support with the money it raises through the sales of select items at meetings and conventions of national and state organizations. Please, won't you support your auxiliary?**

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 208-880-9063**  
**State Auxiliary President**  
**3729 E. Benton**  
**Nampa, Idaho 83687**

Idaho State Convention Registration  
**“Golden Times in the Silver Valley”**  
 June 9 -11, 2016

**Silver Mountain Resort**  
**610 Bunker Avenue**  
**Kellogg ID 83837**

**Room Rate: \$95.00 + tax      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
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Type	Name/City	Convention	Banquet
<b>Total</b>			

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

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



## April 20th, 21st, and 22nd 2016

Sheraton Hotel  
150 West 500 South  
Salt Lake City, Utah 84101  
801-401-2000

Hotel Rates  
Single or Double -\$119.00/night  
if reserved by March 21st  
Specify for WSC when calling

Fly into Salt Lake City Intl  
Take UTA Trax Green Line 704  
Exit on the Courthouse station  
Sheraton is 1 block West (\$5 roundtrip)

**or**

contact hotel for free shuttle  
every 30 minutes

Map of Public Transportation including free fare zone:  
[http://www.rideuta.com/uploads/uta\\_rail\\_map.pdf](http://www.rideuta.com/uploads/uta_rail_map.pdf)

	Register Before 3/21/16	Register after 3/21/16
Conference	\$65	\$75
(Price includes Meet & Greet, 1 breakfast, a luncheon and all breaks!)		
Registration starts at 4pm on Wednesday!		

-----  
Name \_\_\_\_\_

Phone \_\_\_\_\_ State \_\_\_\_\_

Make Checks Payable to: UTRLCA  
% Western States Conference  
Jerry Varney  
9819 Pheasant Dr.  
Highland, UT 84004-9127

For more info on the agenda or  
questions: [michelle.tait@nrlca.org](mailto:michelle.tait@nrlca.org)

Total \$ Amount Enclosed

\$ \_\_\_\_\_

# 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

# 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

## Country Road

In memory I travel a country road  
Lined with sumac and wild rose  
Through the hollow and past the pond  
Where the reed and the cattail grow.

By the little old one-room schoolhouse,  
Its yard now bereft of gate,  
Where the teacher, hardly more than a  
child herself,  
Taught classes of one to eight.

Past mailboxes standing like guardsmen  
At the end of each dusty lane  
That leads to a white-painted farmhouse,  
Each crowned by a weather vane.

And suspended from the bough of an  
apple tree,  
In a yard where lilacs grow,  
You'll find a rope swing and scuffed  
brown earth,  
And a dog barks a friendly "hello."

Then over a narrow wooden bridge,  
Across a shallow, gurgling stream,  
Where crooked old willow trees grow tall  
And the frog and catfish dream.

Around a bend, down that country road  
Past the orchard on the hill,  
Where the honeybee buzzes from hive to tree  
And from blossoms, their packsacks fill.

The years are many, the miles are long,  
And we far from our memories roam,  
Of the long-ago days when we were young,  
And that old country road to home.

Pauline Mulford

Go to [idrlca.org](http://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**  
February 27, 2016 8:30 a.m.  
Candlewood Suites,  
1855 Silverstone Way, Meridian  
**IDRLCA Members Invited**

**Rural Mail Count**  
March 12 - 25, 2016

*Dates of District  
Rural Mail Count  
Schools Listed Below*

**Western States Conference**  
April 20 - 22, 2016  
Sheraton Hotel  
Salt Lake City, Utah  
**See Page 21 for  
Registration Information**

### IDRLCA District Mail Count Schools

District One	District Two	District Three	District Five
February 24th 2016 / 6:30PM	February 23rd 2016 6:30PM	February 17th 2016 / 6:30PM	February 20, 2016 5:00 to 9:00 p.m.
Wahooz Family Fun Zone 400 West Overland Rd. Meridian, ID 83642	Best Western Blue Lakes 1377 Blue Lakes Blvd. N. Twin Falls, ID 83301	Shilo Inn 780 Lindsay Blvd. Idaho Falls, ID 83402	Red Lion Hotel 621 21st St Lewiston ID 83501













































