

The PONY EXPRESS



2016 IDRLCA STATE CONVENTION

Delivering The Mail In Idaho Could Be Deadly!

Submitted by IDRLCA Historian Mary Morris and reprinted in The Pony Express with special permission from freelance writer Arthur Hart

Mail delivery in early Idaho was often difficult, and sometimes impossible. Poor roads, bad weather, careless handling and, all too often, robbery caused delays and outright loss.

Mail was often delivered by men on horseback, as it was in January 1863, when Haggard, Dennee and Co. advertised its "PONY EXPRESS" in Lewiston's Golden Age newspaper. Destinations served by this company were through the mountains to the east in what would become Montana Territory in May 1864: "Bitter Root, American Fork, Deer Lodge, Hell Gate, Prickly Pear, Horse Prairie, Big Hole, Beaver Head, and Fort Benton, connecting with Wells, Fargo and Co."

The original Pony Express, in business from April 3, 1860, until October 1861, had carried mail and small packages by men on horseback from St. Joseph, Mo., across the Great Plains to Sacramento, Calif. It reduced the travel time for messages to cross the continent to 10 days but had not been a financial success.

Especially interesting is the history of mail delivery in Owyhee County. In May, 1865, the body of a man who had been carrying the mail to Silver City on snowshoes was found. The Idaho World reported, "He was in a sitting posture; doubtless he had become fatigued, sat down and froze to death. The mail bag, as yet, has not been found." In the 1870s and '80s, mail was still being backpacked into Silver City every winter when snow was too deep for horses to make it.

Some delays in mail delivery could not be attributed to bad weather. In May, 1866, the Idaho Tri-Weekly Statesman reported, "Directed Strong. There is a letter in the Boise City Post Office directed to Mr. Wm. Johnson, Boyes River, Idaho Oregon, Colorado Territory. The letter has evidently had difficulty in finding all these places at once, for it has been since February traveling from Chandlerville, Ill. Some indignant

clerk has endorsed on it 'If you know where this letter belongs, for God Sake, send it.' Post Office clerks have their own amusement."

In May 1875, the Post Office Department advertised in the Statesman for bids from contractors for carrying the mail once a week for the next three years from Silver City to South Mountain, where a post office had been established in 1872, and for three years

from Silver City to Bruneau. On July 28, 1875, the Bruneau Valley post office was established with Benjamin F. Hawes as postmaster. In 1899

the name was shortened to Bruneau. Earlier Owyhee County post offices were at Ruby City, 1864; Oro (Spanish for gold), 1866; Silver City, 1867; and Fairview, 1872.

The mail was looted regularly, as were Wells, Fargo treasure boxes, by stagecoach robbers, not all of whom got away with it. On July 7, 1894, a short distance from Walters Ferry on the south side of Snake River, two men who "rifled the mail sacks" and took the driver's pocket watch were sentenced to 10 years in a federal penitentiary.

A lone masked bandit with a pistol in each hand stopped the Silver City-DeLamar stage in August 1895 and ordered the driver to throw down the Wells, Fargo treasure box. When the driver explained that there was no treasure box aboard, he was told to drive on. What the holdup man missed was more than \$7000 in the mail sacks, money to pay off miners at DeLamar and Silver City. J.H. Millzner, a traveling man from San Francisco, who said he had been in 11 previous stage holdups, then took a seat beside the driver, armed with his own two pistols, and rode there the rest of the way.

But it wasn't over. "Another Daring Robbery," reported the Statesman on October 30, 1895. "This makes about half a dozen holdups on the Silver City route this year."

What the holdup man missed was more than \$7000 in the mail sacks, money to pay off miners at DeLamar and Silver City.

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www.risch.senate.gov/webform.cfm

Senator Michael Crapo (R)

www.senate.gov~crapo

Rep. Michael K. Simpson(R)

www.house.gov/simpson.gov

Rep. Raul Labrador (R)

www.labrador.house.gov

Please report corrections to 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				
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Kamiah				
Kendrick				
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Pinehurst				
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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Wilder Main				
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Southern Idaho District Representative's Report

Salt Lake City/ Nevada-Sierra District Representative Brian Draper

As per the NRLCA Employee handbook this report will reflect my completion of all the duties as assigned by Section 420.4 Duties.

Administrative:

For fiscal year 2015-2016 I have continued with the duties of District Representative for the Salt Lake City and Nevada-Sierra Districts. I have five part-time ADRs and one who is also assigned to the Portland District. I assigned myself and the ADRs ZIP-three areas they would primarily oversee. One area steward that I make the office assignments and adjustments for both southern Nevada and Utah. There are currently 53 local stewards.

I have reviewed, signed and approved all payroll and expense vouchers and submitted them in a timely manner.

All the Idaho and Nevada past steward documents have been purged and the appropriate papers are in a storage unit, which has been rented for NSS purposes.

I have provided articles to the Idaho, Nevada and Utah state publications for them to utilize and print.

Travel has included approximately 88 days on the road, a small increase over last year. All travel I complete has more than one purpose or meeting; this is for the best use of the members' funds.

Labor Management:

There have been two official labor-management meetings for the Salt Lake City District this year. There have been teleconferences with the other unions involved and issues addressed by phone, e-mail or letters. The district manager for the Nevada-Sierra District has continued a quarterly shareholders meeting. I have attended all four this year and, at each meeting, have stressed the need for RCA hiring and other issues the association is dealing with. The shareholders meetings involve all the unions and managers of all the departments, but I have had one-on-one meetings with the district manager and department heads.

I have made several office visits and have had discussions with several postmasters and supervisors. On a daily basis, I field many calls, e-mails and text messages from ADRs, carriers and managers.

Meetings and Conventions:

In August, I spent one week at the National Convention at the Peppermill in Reno, NV. While there, I displayed my '66 West Coaster three-wheel postal vehicle. In November, I was in attendance at the Western Area

Stewards seminar in Las Vegas. In April, I attended the National Stewards Conference in Alexandria, VA. In April, I also attended the Western States Conference in Salt Lake City, UT.

I have attended all the IDRLCA District One meetings and was elected delegate to the IDRLCA State Convention. I was assigned, attended and gave a presentation at the Idaho, Nevada and Utah state conventions. I have made myself available and attended all three state board meetings at least twice for each state.

Trainings:

I have conducted one training session with the ADRs and Area Steward in April. In February, we conducted a total of nine mail count trainings prior to the 2016 mail count. We have completed the required enhancement training for 2016. The trainings were held in May and June with all the local stewards attending and completing the class except for four that will be addressed with a makeup class. The trainings were done with five classes in five different cities. Certification trainings are ongoing and we continually push to have new stewards elected in offices without one. We have increased the number of local stewards by three this year.

Grievances:

The ADRs have been trained on the data base and we have input all the grievances and pre-disciplinary interviews as required. All Step 3 appeals were completed and submitted by me in a timely manner. Three of the ADRs are experienced and all three and I conducted Step 2 meetings with the labor representatives. The two newer ADRs, Howard and Floyd, have been taken into the district office to meet with the Step 2 labor representatives. Some grievances at Step 2 have been remanded back to ADR Floyd and a labor representative, to settle in the Reno, NV area.

Totals for fiscal year 2015 are 123 grievances:
Individual Contract: 65
Individual Discipline: 31
Class Action: 27

In Conclusion:

The NSS has given the carriers of the Salt Lake City and Nevada-Sierra district a very different steward system that is much more in tune to the changes the USPS

(See DR Draper on page 8)



Northern Idaho District Representative's Report

Alaska District Representative Patrick Pitts

What follows is a report of my activities as NRLCA District Representative for the Seattle and Alaska USPS Postal Districts.

This is my fourth annual report as District Representative and the third covering a complete association year.

First, I would like to express my appreciation to the NRLCA Board for giving me the opportunity to serve in this position and to NRLCA Executive Committeeman Don Maston for his support, guidance and assistance.

Also due thanks is former Assistant District Representative Monte Hartshorn who, prior to the conclusion of the association year, was offered and accepted the position of District Representative for the Portland District. Monte was relied on heavily during the past year adjudicating grievances, representing carriers during Investigative Interviews, conducting labor/management meetings and attending county unit meetings throughout western Washington. Monte was also instrumental in developing the data necessary for completion of the make-whole remedy applied to management's failure to comply with the Mitigation of Time Standard Changes, resulting in payments to select rural carriers totaling more than \$453,000.

Also due thanks are Assistant District Representatives Joyce Patteson and Renee' Pitts. Joyce has taken on the monumental task of representing carriers and offices throughout eastern Washington and northern Idaho, except those offices with a local steward or assigned area steward. Renee' shares responsibility for all offices without a local or area steward throughout western Washington and, as of May 28, 2016, is serving as a split-district representative certified in both the Seattle and Portland districts.

I would also like to express my appreciation and thanks to former Assistant District Representative Jeff Taylor, who now serves as an Area Steward and to Area Stewards Janie Walla and Pete Haynos as well as the 45 local stewards in the Seattle District and Pamela Nicholson who serves as the sole local steward in the Alaska District.

Lastly, and certainly not least, I am thankful for and appreciate the input, guidance and support of the state boards and the NRLCA members of the Washington Rural Letter Carriers' Association (WARLCA) and Idaho Rural Letter Carriers' Association (IDRLCA).

At the close of the 2015-2016 association year the

Seattle District has 45 local stewards, three area stewards who also serve as local stewards for their respective offices, one full-time assistant district representative whose responsibilities are split between the Seattle and Portland District and one part-time assistant district representative.

According to the NRLCA database, there are 1,262 routes in 214 active rural delivery offices in the Seattle District and 16 routes in three offices in the Alaska District. Of the routes and offices in the Seattle District, there are currently 1,140 routes in 185 offices in Washington and 122 routes in 29 offices in Idaho. During the time-frame covered by this report there were a total of 206 Seattle District grievances entered in the NRLCA grievance database; 161 contractual grievances

It has been an honor and privilege serving the members of the rural craft in the Seattle and Alaska District and I look forward to the 2016-2017 Association Year

with 24 of those being class action, and 45 disciplinary grievances. The disciplinary grievances are broken down as follows: 18 letters of warning, six 7-day paper suspension, ten 14-day paper suspensions, seven emergency placements (an immediate placement in a no-work, no-pay status) and four removals or notices of proposed removal.

I have made every effort to fulfill all duties associated with my position including certifying/decertifying stewards; conducting mail count seminars and steward enhancement trainings; making arrangements for and conducting plant inspections in conjunction with mail counts; attending national trainings/seminars; attending the Western States Conference and the annual conventions of both the WARLCA and IDRLCA; meeting with the respective state boards; attending and participating in informational meetings in both Washington and Idaho; and providing articles for the *Washington Rural Carrier* and *The Pony Express* (state publications).

In addition to the administrative duties of my position, I have represented rural craft employees during Investigative Interviews (Pre-disciplinary interviews) and adjudicated grievances at Step 1 and Step 2 of the grievance/arbitration procedure including, when necessary, appealing grievances to Step 3. I have participated in or conducted Labor/Management meetings in local offices and attended 14 county unit meetings (WARLCA) and the IDRLCA District 5 annual meeting.

(Please see DR Pitts on page 8)



IDRLCA President's Report

IDRLCA President Patti Upton

Organizing My Thoughts Around My Duties

A year has come and gone and, I must say, at a rate of speed that I am not used to. After you placed your trust in me last year as the IDRLCA President, I began to think about all that I had just signed on for. I had some big shoes to fill as Sharon Atkins passed the gavel to me. Her patience, kindness and her ability to maintain peace were just a few of her greatest assets.

After the 2015 state convention, I began organizing my thoughts around my duties. The national convention in Reno, Nevada, would be my first responsibility as your president and leader of this association. I was truly honored to carry the state flag for the first time. There is a sense of pride as you carry the flag and I remember wondering if I would trip, fall or face-plant as I tried to get up to the stage. Lucky for us, I was able to make Idaho proud. I will always hold it as one of my fondest memories as an IDRLCA member. I was assigned to Teller Committee 4 and was thrilled to be able to do some tallying on the convention floor and officially count one ballot.

I received notification that I would be needed at a president's training in September. I believe this is a valuable training and it served me well. I was able to meet new presidents from around this great nation who shared the same thoughts and fears that I had. I learned that I still had a ton to learn.

As a board, we met in September for our board meeting. I must say without a doubt that these people give selflessly of themselves and really care about the welfare of this association. It was important to us that we rewrite the board policy and make clear its language. With the support of the board, a committee was selected and put to work. With the help of Glenda Sanders and Lori Bennett we spent 16 full hours updating and clarifying the board policy. I am proud to say that these two ladies were an amazing help in this huge task. I believe that anyone can now pick up the board policy and be able to use it, without any questions. SUCCESS!

Our next board meeting came and so did the holidays. As any rural carrier knows, Christmastime is always delightful, but also painstakingly hard. Parcels

came early and they just kept coming. I realize that this is good for our business, but it was a difficult time for this seasoned veteran. As always, the rural carriers did an outstanding job, not only with delivery scans, but also with customer service. Once again we proved that we can and will always rank far above the competition.

Another board-supported decision was to host the first ever IDRLCA Rural Symposiums. These would be held in all four districts and would be open to all carriers. The first committee consisted of Lori Bennett, Mikea Hargrove and Robin Carver. They did an incredible job outlining and preparing the important details of these events. Once they had completed the fine details the panel went to work. I would like to thank Brian Draper, Hersh Howard, Deb Hurd, Patrick Pitts, Lori Bennett, Mikea Hargrove, Russ Hutchison, John Thomas, Jim Sullins, and Glenda Sanders. These

individuals did an outstanding job presenting relevant information to the members and non-members who attended the symposium. I was blown away at the number

of carriers who came out for these events. In the end, nearly 150 carriers from around the state turned out to become better educated on our union and what it has to offer. Some of these members I have never seen, some faces I hadn't seen in a very long time. This proves that we have carriers who really care about the information that was provided. A review of the response cards showed 99 % gave positive feedback, stating that they want more meetings and more information. I am proud of the board for thinking outside of the box and taking a chance with this. While costly, I believe it was well worth it. I was recently asked to forward the format of our Symposium to three Western Area states. They believe their members would benefit from this, too.

In between my travels to the symposiums, I was able to attend all of the annual district meetings. It was my pleasure to travel with Lori Bennett and Bret Helle and show our support and offer up assistance if necessary. I was pleased to share these moments with each one of you and grow as your president in the process. Our board continues to work together to make each district follow election protocol. This includes educating each district about Department Of Labor procedures and practices.

The information gleaned from this (legislative) seminar leaves you completely overwhelmed, but so much wiser. The exciting news is three of our congressional leaders are finally paying attention. This leaves Representative Raul Labrador as the only one who is not on board to fix the Postal Service issues.

(See President's Report on page 8)



IDRLCA Vice President's Report

IDRLCA Vice President Brett Parkinson

A Muscle That's Never Stretched Doesn't Grow Much

President Upton, Secretary-Treasurer Bennett, members of the state board, delegates, honored guests, and friends, welcome to the 2016 IDRLCA State Convention

here in Kellogg, Idaho.

I always look forward to traveling to this part of the state for conventions; mostly due to the beautiful scenery along the last 200 miles or so of I-90. This is the second time I have made the drive in just a little over one month, as I was in Coeur d'Alene the first part of May for the rural carrier symposium.

As I reflect over the past year, back to last year's state convention, when I was elected to this position, my thoughts and feelings are mixed. Having served previously for 13 years as District Three president, I had become quite comfortable in that position. However, a muscle that's never stretched doesn't grow much. I guess I thought it was time for me to grow a little. While being a little apprehensive and unsure of the commitment of taking on this job as vice-president, I must say it has turned out to be more than I thought I was getting myself into. There's a saying that goes something like this, "When you're up to your butt in alligators, it's hard to remember that your main objective was to drain the swamp." Well, some days I've felt like I was surrounded by alligators and had to try and recall what my main objective was in taking this position. In short, this muscle (the one between my ears) is being stretched.

What a busy year it has been. National convention last August, in Reno, Four board meetings, contract ratification meeting, four Rural Carrier Symposiums, Western States Conference in Salt Lake City, and a legislative seminar in D.C. have required a considerable commitment of time and travel. I hope you don't think that I'm complaining, because I do enjoy being involved in this great association we call the IDRLCA. As with anything we decide to get involved in, there is usually a commitment of time or other resources involved. We have wonderful state board members who I believe are committed and looking out for the best interests of our membership. While all of us on the board don't always agree, we can usually come to consensus on matters pertaining to the business of our association.

Attending national convention as a delegate is always an educational and rewarding experience, due to the vast amount of information shared there. Attending the Western States Conference is almost comparable.

As Patti and I attended the annual legislative seminar recently, this was really a step out of my comfort zone to think about going to D.C. and meeting with our senators and congressmen. While I was a little nervous, I must say that the speakers and presentations given during the seminar, prepared us pretty well for presenting Postal Service concerns. The disappointing part of the seminar was that only one of our senators, that being Senator Crapo, actually made the time to visit with us. While Senator Risch did come out of a meeting long enough for a photo op, we had to relate our concerns to his and our

The disappointing part of the seminar was that only one of our senators, that being Senator Crapo, actually made the time to visit with us. While Senator Risch did come out of a meeting long enough for a photo op, we had to relate our concerns to his and our two congressmen's aides.

two congressmen's aides. It's an eye opening experience to go back there and see how busy things are while congress is in session. Even though it doesn't seem like

much gets accomplished in Washington, I was amazed by the number of people there trying to meet with the members of congress. So I think our congressmen truly are busy and not just twiddling their thumbs. When we finished with the business of the seminar, I actually had three or four hours to do a little sightseeing. Mostly what I saw was an unbelievable number of tour buses filled with Asian tourists and junior high and high school students doing end of the year field trips. (Did I ever tell you how much I hate large crowds?) I did, however, get to visit a few of the monuments and memorials which caused me to reflect on the great sacrifices that have been made to preserve our liberty and freedom.

This year the board, in an effort to increase and educate membership, put on rural carrier symposiums in each of the districts. While some were not attended as well as hoped, there was good information presented and I believe those attending benefitted for the most part.

With the ratification of a new agreement, we can look ahead with a positive outlook on the future and to receiving the benefits that were negotiated in our new contract. I truly believe that our national officers have got our backs and are doing all they can to make the rural carrier craft the best craft in the Postal Service. Well, that pretty much sums up my first year as your IDRLCA vice president.

(See *Vice President's Report* on page 8)

(from page 4)

DR Draper

is making. I appreciate the help and guidance of Don Maston, Bridget Boseak, Joey Johnson and David Heather.

The hard work, patience and dedication of my five ADRs makes my job easier and they are a pleasure to work with. We have learned a lot working together through the NSS, with many experienced local stewards, as well as some new ones, coming onboard this year. We have a group of area and local stewards who are hardworking and eager to learn.

To me, the NSS has given all three states better representation at a time when the Postal Service management team suffers from inexperience and we have the time to do it right, looking forward to 2016- 2017.

(from page 5)

DR Pitts

. During this association year, I have met with the USPS District Manager (Seattle District) as well as the Manager, Operations Programs Support; Manager, Human Resources; Manager, Labor Relations; Manager, Learning Diversity and Development; and Manager, District Safety. This past year I have also continued my NRLCA appointments to Steward Task Force 1; the Labor Relations Special Assignment Committee (NRLCA – LRSAC); and served as Chairman of the NRLCA National Convention Media Committee.

During the 2015-2016 association year I have been on the road 171 days with 62 of those days requiring an overnight stay, driving 8,328 miles in my personal vehicle and another 9,230 miles in rental vehicles in addition to accumulating 35,400 air-miles, all for NRLCA business.

In closing, it has been an honor and privilege serving the members of the rural craft in the Seattle and Alaska District and I look forward to the 2016-2017 Association Year

(from page 6)

President's Report

For the second time in my career as a rural carrier, I was afforded the opportunity to cast my vote on a contract that the NRLCA board negotiated. In my opinion, the benefits of this contract far outweighed what might have been if an arbitrator had made decisions for us. As you are fully aware, it passed and was signed by all the parties on April 25, 2016.. Postmaster General Megan Brennan has been a breath of fresh air and I believe that she has good intentions for the future of the postal service.

May came quickly and I was off to Washington, DC ,for the legislative seminar. It is one of my favorite things to do, as I am challenged once again to be mindful of the issues facing the Postal Service. The information gleaned from this seminar leaves you completely overwhelmed, but so much wiser. The exciting news is three of our congressional leaders are finally paying attention. This leaves Representative Raul Labrador as the only one who is not on board to fix the Postal Service issues. Brett and I were put to the test at one of our meetings. We were asked to follow the staffer and were led down halls that only the Congressional leaders

have access to. Without being able to look at our cue cards we had to walk and discuss postal issues with the staffer. We composed ourselves and were able to relay pertinent information on the run. Senator Risch left his meeting to meet with us briefly. Senator Crapo was very impressed with the postal, union and mailer bill soon to be presented. He said it is a welcome change to see something that is scaled down and not full of needless things. It was a pleasure to attend with Brett Parkinson and he did an amazing job for his first time out.

Now fast forward to June. Here we are beginning another state convention. As I look over this crowd I see the future of this association. Whether this is your umpteenth time being here or your very first convention, realize that we hold the key to the future of this association. To those of you who are here for the first time, welcome! I wish I could bottle up your enthusiasm and re-energize my old and tired self. I am happy, but nervous, to preside over my first convention. The challenges that I have faced this past year have caused me to question myself often. Am I really the right person for this job? Yet, I have always been met with “you can do it”, Patti. I am so appreciative for those of you who have encouraged me. You know who you are.... THANK YOU from the bottom of my heart. Please be patient as we move forward to the business of this association. Thank you for the trust that you have bestowed upon me to lead this state.

(from page 7)

Vice President's Report

Before I close, I would like to thank District 5 President Jimmy Sullins and all those who helped in preparing for this state convention. Having worked previously on four different state convention committees myself, I know, as many of you know, how much work goes into making arrangements and getting ready for a successful state convention. I look forward to rubbing shoulders with many of you who I already know, and getting acquainted with those of you who may be somewhat new to this experience of attending and participating in the annual business of this great association. I wish you all an enjoyable time and hope by the end of this convention that you will feel your time here has been well spent. This concludes my report to the body of the Idaho Rural Letter Carriers Association.

*Contribute to
PAC
Our Power in
Congress*

IDRLCA Secretary/Treasurer's Report

IDRLCA Secretary-Treasurer Lori Bennett



A Brief Summary Of The Past Year

President Upton, Vice President Parkinson, State Officers, Delegates, Members, Guests, Auxiliary Board Member, Karen Vermeer and a special welcome to our National Officer David Heath's wife, Kendall

Heather, and David, you too.

This annual report is intended to be a brief summary of the past year. In addition to being a rural letter carrier, (yes, I still run my route most days) I fulfilled the duties of my office. The State Officers' Resource Manual says in part, that my duties include being the chief recording officer and custodian of the records of the organization. **Check.** I am also responsible for the collection, safekeeping, and expenditure of the funds and keeping an accurate financial record. **Check.** Additionally, I am responsible for the compliance with the laws of the Department of Labor, the IRS and Civil Law. I really hope, **Check.** What this means is that I processed membership forms, I paid the bills of the association, I researched problems in the database, I scheduled the Orientation Representatives to attend the new hire orientations, I contacted newly retired members about maintaining their membership, I processed vouchers, paid salaries, and reimbursed expenses. I attended board meetings, district meetings, Western States Conference, the Ratification meeting and last year's National Convention. I participated in the Rural Rural Carrier Symposiums across the state. I paid the state and federal taxes, submitted the appropriate tax forms to the IRS and the DOL, reconciled bank statements, completed the quarterly bonding worksheets as required by the national office, and gave financial reports. I created mailing labels for the state paper, and the local districts as well as membership lists. I submitted articles to the state paper. I conducted training for the local secretaries, and continued to serve on the national TDC Committee. Most recently I have been preparing for state convention. Whew!

I would like to tell you about some of the activities that really stood out in my mind this past year. To start with, it is just amazing to me how many new RCAs have been hired the past 12 months (202). What doesn't surprise me is that the Postal Service still can't seem to keep them (-110). They are too often thrown to the wolves, and forced to perform at standards that are just not attainable when first starting as a rural carrier (see *Secretary/Treasurer* on next page)

IDRLCA Statement of Financial Position

(As of June 8, 2016)

ASSETS	
Current Assets	
Checking/Savings	
Checking APCU	11,297.80
Savings APCU	69,508.08
CD-APCU 70 April 4	26,687.34
CD-APCU 71 Oct 23	21,156.80
CD-APCU 72 July 20	20,987.15
CD-APCU 73 Jan 18	20,804.21
Total Checking/Savings	170,441.38
Total Current Assets	170,441.38
TOTAL ASSETS	170,441.38
LIABILITIES AND EQUITY	
Liabilities	
Current Liabilities	
Other Current Liabilities	
Payroll Liabilities	1,403.96
Total Other Current Liabilities	1,403.96
Total Current Liabilities	1,403.96
Total Liabilities	1,403.96
Equity	
Net Assets	160,499.17
Net Income	8,538.25
Total Equity	169,037.42
TOTAL LIABILITIES & EQUITY	170,441.38

IDRLCA Statement of Activities

July 11, 2015 through June 8, 2016

Income	
Interest/Dividends	1,333.20
Membership Dues	102,550.61
Miscellaneous	150.00
National General Insurance	5,793.44
Reimbursements	71.00
Sales	202.00
Western States Conference Receipts	0.00
Total Income	110,100.25
Expense	
Accounting Fees	1,545.00
Awards, Recognition, Other	4,954.28
Education and Training	131.28
Equipment Maintenance	0.00
Equipment Purchases	476.62
National Convention	7,646.80
Office Expense	2,171.62
Payroll Taxes	3,338.10
Per Capita Dues	7,269.38
Postage	2,246.28
Printing	2,958.57
Rent	336.00
Salary & Wages	38,594.33
State Meetings	2,643.91
State Paper	4,998.62
Telephone & Internet	1,955.30
Travel	36,599.80
Western States Conference	255.50
Workers Compensation Insurance	72.00
Total Expense	118,193.39
Net Income	-8,093.14

(from)

Secretary/Treasurer's Report

I know that this is an issue that is currently being addressed by our National Board and the Postmaster General.

Something that I am very proud to have been a part of is the Rural Carrier Symposiums. As something that started out as an idea way out in left field, I was very pleased to see it finally come to fruition. Your state board (though sometimes it might take a while) is forward thinking. They realized the need to try something new.

There was a two-pronged goal in presenting the symposium. First was to educate, intrigue and recruit non-members. We are currently targeting new hires in orientation, but we also wanted to reach out to those who have been around a while. The second goal was to educate, intrigue and inspire current members to participate more in meetings, conferences, etc. While it was outside of the comfort zone for some of the panel members, it was great to see them shine.

Park, I'm glad I got to see you in action. Mikea, (you know you are my favorite) I loved seeing you in your element. Russ you were just as fabulous as always. John, you sometimes make me worry, but you come through. Jim,

you were probably the most nervous, but you were great. And Glenda, our media support. She faithfully set up and tested the clicker, but once the show was on, it never failed or should I say it always failed! Thank you, Cupcake, and your finger, for all the hard work.

I truly appreciate the support of the NRLCA with the District Representatives Brian Draper and Patrick Pitts and the ADRs Hersh Howard and Deb Hurd; it wouldn't have been such a success without you. I know President Patti Upton isn't extremely comfortable in such a setting, but she is always more than prepared to do a good job. As for me, I was once very quiet and the thought of speaking in front of a group intimidating (no way was that gonna happen) until I was gently nudged to speak my opinion at a state convention many years ago. The rest, as they say, is history. And yes, I know most of you are wishing we could go back in time to when I never talked.

While these symposiums were a complete success in my opinion, we learned a lot from them. We learned that the majority of the members out there WANT MORE! They want more meetings with more information. We learned that there still is a huge difference office-by-office in what carriers are being told and being required to do each day. That is why the union is so important.

Your state board is contemplating how to proceed in giving back to our membership in the next year. We may continue with the symposium concept or we may change it up a bit. That is where your honest input is

needed, to help guide your state board. I am confident that any board member would be happy to discuss your opinion.

Another process I have been involved with this past year, is helping design and test the new Membership Database. It will be an amazing product once completed and with so many things happening all at once at the national office this year, the implementation has been delayed until the 1st of October. Once the final testing has been completed, the TDC Committee will be training all of the state secretaries on using it.

I was very happy with our new National Agreement. At our recent Local Steward Enhancement Training, Brian made a point that really resonated with me. It is not a "contract", it is rather our National Agreement. It is an agreement between the parties, that all must abide by. I am interested to see how many offices will employ the newly established Assistant Rural Carrier (ARC) position. It is my understanding that it is much needed in many locations across the country. I was extremely encouraged to see the negotiated benefit of the Non-Career Employee Health Insurance being offered to all part-time rural carriers and not just those meeting the 30-hour per week minimum as required by the Affordable Care Act. I hope that those RCAs out

I was extremely encouraged to see the negotiated benefit of the Non-Career Employee Health Insurance being offered to all part-time rural carriers and not just those meeting the 30-hour per week minimum as required by the Affordable Care Act.

there today, really appreciate what an opportunity this is for them, and that this entire organization does value the relief carrier and is looking out for their best interests.

This has been a year that has gone by incredibly fast. As we are gathered together for this state convention, I encourage everyone to take advantage of the opportunity to learn from our speakers, and use the process afforded us to voice your opinions. I always look forward to the chance to reacquaint myself with my extended rural carrier family and network with my fellow carriers.

Now down to business. Article II, Section 2.F of the IDRLCA State Constitution states that the annual per capita dues will be reassessed to reflect salary changes as of March 1st of each year. Since we received an increase in our wages, the regular carrier dues rates will automatically be adjusted. The national office has arranged for a specific time frame for all dues changes to be programmed and implemented with the Postal Service. They have requested that we submit our changes after July 1st. The new bi-weekly deduction will be \$27.46 which is a .30 increase. The other changes in dues that you saw throughout the year, and included with this new amount, were due to the national portion being on a percentage basis (Article III.6) which is changed immediately instead of once a year. The relief carrier and retired carrier dues will only change to reflect those changes due to the national portion of dues. Relief dues will be \$8.67 with is a .07 increase, and retired dues will remain at \$82.00.

Congratulations to Glenda Sanders

IDRLCA Carrier of the Year

The IDRLCA wishes to honor all four of the IDRLCA districts' Carrier of the Year nominees.

Following are the letters supporting the nominees for the IDRLCA's 2016 Carrier of the Year award.



District One Carrier of the Year Glenda Sanders

Letter written by Robin Carver

Greetings Board Members and my fellow carriers,
It is my honor to announce our District One Carrier of the Year for 2016 is Glenda Sanders. Glenda is a cheerful, outgoing individual and a joy to be around.



She is quick witted, and fun. Glenda has taken on the responsibility of the IDRLCA website and continues to develop and maintain this website as our state webmaster.

Glenda began her postal position as an RCA in Meridian and became a regular after three years of serving as an RCA. She has worked in the Meridian office for 13 years and served as vice president of District One, local steward, and currently chief steward in the Meridian office. She attends all the association meetings and recently helped with the symposiums offered statewide as the media person. You can be certain she helped where ever she was needed. Quite often she is the media person at state conventions, also.

She is an outstanding association member and supporter. She is passionate about the issues carriers face and volunteers regularly on projects and gets things done. Glenda has become and continues to be an important person for all the functions of our association. Glenda has attended our national conventions and provides representation for our state.

Glenda's hobbies include: organic gardening, health food (juicing), and photography. She is also a computer geek and enjoys figuring out the new gadgets.

She attends weekly prayer groups and a monthly ladies group. Glenda has three adult children: Peter, Grace, and Rich, who are her greatest joy and accomplishments. Glenda was recently married to her husband Jeff and travels with him when they have time.

She is a friend to everyone and a delight to be around.

District Two Carrier of the Year Russell Hutchison

Letter written by Lou Freeman

Russell began his postal career in the early spring of 1993, a cold, wet, muddy spring day following a winter of deep snows and unplowed roads. His first day of training on Rural Route #2 out of Paul was memorable for the six-inch deep muddy roads and the windshield that required a regular dose of water sprayed from a two-gallon sprayer because the vehicle wipers weren't up to the task of keeping the windshield free of mud. Leaning out the side window of the car, Russ would give the windshield a spray when the buildup of mud thrown up by the spinning wheels blocked the driver's view. Stopping the car was not an option; if the car became stuck, a grueling one-mile



(Continued on next page)

THE IDRLCA CARRIER of the YEAR Letters

(from previous page)

Russell Hutchison

hike through sucking mud would be the only way to find help. There were about as many cell phones as there were elephants on the route in those days. I told him that this would be the worst day he would ever have delivering the mail; that each day would be easier from then on.

During his years as an RCA, and as a member of the IDRLCA, Russ was always available and ready to work, even when the demands of his restaurant, George K's East, demanded his attention. He has an Associate's Degree in the culinary arts and was in the restaurant business for 25 years. There was never a time in those 14 years as an RCA that he did less than an excellent job. He never left work for me to do; even on the heaviest mail days, he'd have the mail cased and the paperwork completed before he left the office. When he wanted time off for a day or for a vacation, Russ always made sure that his absence wouldn't interfere with my plans. On those occasions when breakdowns or other unplanned events prevented me from completing the deliveries or when he was needed on short notice, Russ was always there to work. I cannot remember a time when he wasn't available. I never received a complaint from a customer regarding Russ's performance as a letter carrier but I received many compliments praising his dedication to providing them with excellent service.

Expecting to become a regular carrier in about five years, Russ spent the next fourteen years as an RCA and finally became a regular carrier on January 1, 2007, on the same route he subbed on for so long. He has faithfully served the customers on his route, giving them the best possible service he could for the past nine years. On the occasions when my path crosses those of my former customers, I ask how Russ is doing as their carrier and without exception they tell me how pleased they are with his service.

Upon becoming a regular carrier, Russ left the restaurant business and became a more active and outstanding union member. In 2009, he was elected as District Two's vice president and served well in that position for two years until he was elected district president in 2011, an office in which he still serves. He has also spent eight continuous years as the local steward in the Paul post office. As a member, steward and district president, Russ keeps himself apprised of the developments within the Postal Service that affect the rural craft and keeps his district members informed through the district meetings. I have no doubt that Russ's involvement in the union will show him to be a fine leader as the future of the rural craft evolves.

Russell served in the Marine Corps for four years and spent another four years in the reserves. He has been married to Lisa for nineteen years and has four

daughters; one just graduated from the University of Idaho, one beginning at Walla Walla Community College this fall and two in high school. All of his daughters have been active in school sports and are unabashedly supported by their father, who is an avid high school sports booster. He also has a son, James, by a previous marriage, who is working for the city of Boise.

Russ and his family are active members of the Paul Methodist church which he supports by providing his culinary expertise at harvest dinners and other events.

I am proud to have worked with Russ over the years and consider him to be a friend. If ever a carrier could be said to be the epitome of the rural carrier craft, Russ is that carrier. He consistently places customer service and reliability as the ultimate achievements of the rural carriers.

I proudly nominate Russ as the IDRLCA Carrier of the Year for 2016.

District Three Carrier of the Year Robert Smith

Letter written by Charlotte Wells

I would like to nominate Robert Smith, rural carrier, of the Blackfoot, Idaho, office as District Three's Rural Carrier of the Year. Robert began his postal career on April 28, 1978. During his career, he was active as a member of the Idaho Rural Letter Carriers' Association. Robert helped with many union meetings, served on committees, as well as helped with state conventions. He also participated in helping to train new RCAs who came into the Rural Academy in Blackfoot. He was awarded employee of the year and also was recognized for saving many months of sick and annual leave.

After 36 years of service, Robert decided to retire and told everyone in the office that this would be his last winter, 2015, carrying the mail. After the first of the year he submitted all his paperwork and was looking forward to his retirement date of April 1, 2016. Around the end of February, Robert started to feel sick, which was unusual because he had accrued almost a year and a half worth of sick leave during his years with the United States Postal Service; which is quite an accomplishment in itself. He never called in sick and was always a friendly and reliable rural carrier. By the first of March, Robert decided to go to the doctor and had had made an appointment. On the last day



(Continued on next page)

THE IDRLCA CARRIER of the YEAR Letters

(from previous page)

Robert Smith

day he worked, he was so upset because he had come to work and was in such pain that he could not finish his shift and his RCA was called in to finish his route. He told me personally that that was the first time he had ever not been able to finish his day due to illness; he truly felt bad because of it. The next day was his doctor's appointment and he was diagnosed with pancreatic cancer. Robert made a valiant fight for the next ten days or so and passed away just two weeks after being diagnosed, March 11, 2016. Robert was still on the payroll, using his accrued sick leave, and never did get to retire.

Robert Smith was devoted to the LDS church where he served a mission in Munich, Germany, in his younger years. Later he served in many leadership roles including Bishop, was a member of the South Stake Presidency, and was currently serving as Bishop's Counselor in the Blackfoot 15th ward. He was also active in helping the youth of the community. Robert helped out as coach and referee for the local boys wrestling team for years. Robert was a member of the Boy Scouts of America and participated as a scout leader and helped in all types of activities with the Boy Scouts.

Robert was a kind, gentle, caring person and uplifted many people's lives; he would even sing his own special rendition of 'Happy Birthday' to anyone in the office who was having a birthday. He was always friendly and kind at work, and had a 'Good Morning' for everyone.

He is missed in the community; both the Postal Service community and the community of Blackfoot. Robert was an outstanding rural carrier as well as an outstanding citizen and person.

For all these reasons, I would like to nominate Robert Smith, rural carrier, Blackfoot, Idaho, as the District Three Rural Carrier of the Year.

District Five Carrier of the Year Pete Haynos

Letter written by Tony LeBlanc

At our April 3rd election meeting, I nominated Peter John Haynos as our Carrier of the Year for District Five, the nomination was duly seconded and we, as a body, elected Pete.

Pete was born March 25th in 1965, in Laveen, Arizona. His mom & dad were rural carriers in Laveen. His father was appointed by the governor. His mother was his father's sub, a designated 73.

Pete was hired off of the street when his father, after 32 years of service and Navy time, retired and his mother transferred to Texas. Nobody wanted the route

when they heard a carrier in another town had been killed. Pete's only competition was a man who couldn't pass the physical. Pete was hired off of the street as a regular carrier. This started his career as a rural carrier in 1986.

Pete is a family man. He is married to his lovely wife, Kathleen. They were married January 2, 1988. They have seven children together. The Haynos family lives on ten acres outside of Post Falls.

Pete transferred to Post Falls Post Office in June of 1990. After a visit to a sister in Spokane he realized he liked the area and found out there was a lady in Post Falls who wanted to transfer to Arizona. He went to the Post Falls Post Office and the first person he met was Chuck Remmick, who introduced him to Mary Hansen. Mary and Pete did a mutual transfer.

Pete has been a local steward in Post Falls for five years and an area steward for over two years. He is the steward who represents my office in Coeur D'Alene and everyone thinks and says he is doing a fine job. He returns phone calls and follows up on complaints.

Pete attends church with his family and is in charge of the church's work parties. Pete farms and cuts hay on his ten acres and on his neighbor's land. His family owns one horse and two cows. He also likes to work on his Subaru.

His main concerns are the engineering study and what impact Amazon will continue to have on our jobs.

To close out my biography on this interesting and hardworking man, is the story of Pete as a boy and young man eating dinner with his parents; at their request he was asked to recite from the PO603.

Come state board, VOTE FOR PETE.



Notice

The reports from the webmaster, editor, auto insurance rep, auxiliary president and the minutes of the IDRLCA State Board pre- and post-convention meetings will appear in the next issue of The Pony Express.



Congratulations to Lou Freeman

IDRLCA Distinguished Service Award

The IDRLCA Distinguished Service Award is to honor the significant lifetime achievements of an IDRLCA member who has made lasting contributions in leadership, involvement and dedication to service in the District, State and National Associations.

My Fellow Rural Carriers:

I would like to tell you a story about a fellow retired carrier who I think more than deserves the honor of receiving the Distinguished Service Award.

On a spring day in 1860, a young Lou Freeman was sitting on the porch of his parents' log cabin in Rupert. He was whittling a piece of wood and dreaming about what he would do once the muddy roads dried up and summer arrived. Mrs. Freeman looked out at Lou wasting away his time and decided they needed to have a little talk. It went a little something like this:

"Lou, my son, it is high time you get a job! Mr. Freeman and I have fed and clothed you for 14 years. You get yourself to town and get a job!"

Living in Rupert at that time didn't offer many employment opportunities. Lou looked everywhere for a job without any luck until... he saw a poster advertising for Pony Express riders. He decided then and there that that was the job for him. He applied and was hired immediately. I'm not sure if many of you know this, but Lou has a twin brother named Sparky. Sparky decided to become a Pony Express rider, too. The two of them took off to become rich and live an adventurous life.

Poor Lou, in his excitement to make his mother happy, forgot that he hated long horseback rides. In fact, he hated horses. The job had other pitfalls. He was always under attack by Indians or robbers and his twin brother, who was his relief rider was totally unreliable and unpredictable. Lou left the Pony Express and for years pursued other less dangerous employment.

Time passed and Lou started to feel that his life was just too settled and predictable. He actually started to miss the challenges of his Pony Express days. Lucky for him he had a chance to become a rural mail carrier. Perhaps this was the perfect job for him.

Lou found himself the rural carrier on a 128 mile route in Paul, ID. There were daily challenges to face and over-

come, but it was a lonely route. He made friends with a few prairie dogs and a coyote or two and whistle pigs always waved as he drove by, but he really needed an outlet for his leadership abilities and an outlet for his intelligence. Lou found the answer to this problem by being active in the union and by getting involved in QWL/EI. He attended meetings, lots of meetings and then he became a facilitator, which meant he attended even more meetings.

Lou served as District Two's president; a job he performed with leadership and efficiency. He had fresh ideas, the latest information and always did what needed to be done.

When Mary Lee Smith was our state president, she asked Lou to be the editor of *The Pony Express*. Lou took on this job and single handedly has published our newspaper for 21 years. He has taken *The Pony Express* from a state newsletter to an award winning newspaper.

Lou retired from the Postal Service after 20 years of service. He continues to attend lots of meetings, district meetings, state meetings, Western States meetings and National Conventions. He also took on the job of new-hire recruitment orientation and still publishes *The Pony Express*.

Lou has been a sincere, conscientious and dedicated member of the Rural Letter Carriers' Association from day one. He does all of this in his quiet and unassuming manner.

In my opinion, there is no one in Idaho who deserves this award more than Lou Freeman. Please accept this letter as my nomination for Lou Freeman to receive the Distinguished Service Award.

Sincerely,
Jo Aguirre

p.s. Some of this letter is purely fictional, but all of the accomplishments once Lou became a rural carrier are true.

p.s.s. I would also like to thank Mary Morris for supplying me with information on some of Lou's accomplishments.

Nominee Letter by Jo Aguirre

IDRLCA LEGISLATIVE REPORT

IDRLCA Legislative Representative Russ Hutchison

A Picture Into My Life In The Position I Hold.

This is my first year serving as the Idaho legislative representative.

I was very intimidated having to get up in front of the convention and give a report. I am not a good public speaker nor am I a good writer. So this will probably be much shorter than it should be.

As I was thinking about what to say, I was reminded of the books I have read and the movies I have seen where the writer has a mental block about what to write. I'm here to tell you that this is very real thing. I sat down day after day in the past two weeks, trying to decide just how to start. Each time I just decided to try again the next day.

One evening, my wife handed me an envelope and said, "Here you are, something from Patti."

I opened the letter and it was the agenda for the state convention and a reminder to get our reports done.

I thought, "Great, why don't you rub some more salt on my wounds?"

But as I read along, Patti reminded us that our reports should be a picture into our life in the position we hold.

I thought, "I can do that!"

So here it goes:

In June of last year, after the state convention, I was appointed as the legislative representative. My duties include keeping abreast of the legislation that affects the Postal Service and specifically the rural craft. Most of my research has been done online on the NRLCA website and various websites that discuss what's happening in Congress. I found that finding new and pertinent things are not as easy as you might think. Many of the bills introduced have been sent to committees and, being an election year, things just seem to stall. As this is an election year, I submitted a report to the state board about the Hatch Act and social media. As postal employees we are also federal employees. All federal employees must comply with the federal law, called the Hatch Act, governing political activities on and off duty.

We must be very careful in what we do when we're on duty, concerning social media. Social media such as email, Facebook, Twitter, Instagram and Snapchat are fun and easy ways to communicate with friends and family but remember, they must not be used to engage in political activity while in an "on duty" status and

always remember NOT to solicit or receive political contributions at any time.

Some of the other things I reported included the Wounded Warrior Federal Leave Act and the Shipping Equity Act.

Some fun facts about the history of the Postmaster General:

- The office of the Postmaster General is older than both the Constitution of the United States and the Declaration of Independence. This position is believed to be one of the luxuries in that the individual who holds this position has little physical requirements.

- Benjamin Franklin was the first PMG. He was appointed by the Continental Congress in 1775 and held the position for over fifteen months.

- Until the early 1970s the Postmaster General was the Director of the Post Office and, as such, had a powerful influence

over benefactors. Historically, a PMG was chosen from the new president's campaign party. Franklin D. Roosevelt's PMG, James Farley, used his position to give rewards to party loyalists. The PMG was a Cabinet position until 1971 and was in line to succeed the president. Most every time a new president was elected, a new PMG was appointed. Many times it was his campaign manager.

- The PMG is the second highest paid government official after the President of the United States.

- Fifty-three PMGs served between 1829 and 1971. From 1971 to present there have been thirteen.

- The oldest living PMG is currently W. Marvin Watson, who is 92 and served under President Lyndon Johnson.

In conclusion, I would like to remind all of you to continue to be active at the grass-roots level and with grass-top organizations.

Remember, Congress has the ability through legislative action, to affect our pay as much or more than any mail count. We need to pay attention to what is going on in Congress and donate to PAC so that we may have a voice in Washington.

Thank you to District Five for all your hard work in putting on such a beautiful convention and to Patti for sending me a little bit of inspiration to get me going.



Social media such as email, Facebook, Twitter, Instagram and Snapchat are fun and easy ways to communicate with friends and family but remember, they must not be used to engage in political activity while in an "on duty" status...



IDRLCA Retiree Representative's Report

IDRLCA Retiree Representative Jo Aguirre

I Would Like To Talk To You About Something Different.

Once again it is my honor to address this convention as your retirement representative.

In past years, I have spoken to you about what to expect when you start the retirement process or gave you tips on when to start saving and preparing for your retirement, but this year, I would like to talk to you about something different.

Why should you continue to be a member of the IDRLCA?

I started working for the Postal Service back in 1971. The job was quite different then; rural carriers pretty much did their own thing. I didn't have to take a test and be put on a roster; I simply had a background check

and my fingerprints taken, then viewed a few safety films and I was ready to be a substitute rural carrier. I learned the case (off the clock) which took awhile since rural routes in Boise at that

time had no street addresses or box numbers. The entire case had only last names on it and you cased by names. If you had a duplicate last name, you had an index file with all the family names listed, so you knew where to deliver the mail. It probably took me two weeks to get where I was even the littlest bit proficient in casing the route. I was the substitute for this mean little Basque man (my father-in-law) and I just did whatever I was told and didn't question anything. I never joined the union because my father-in-law was a member of the city carriers' union and he said the rural carriers' union didn't do anything. Who's going to question a mean little Basque guy?

I went out to my car one day after work and Chet Lane, one of the IDRLCA's past state presidents, was sitting in my car waiting for me to come out of the post office. He told me that as soon as I gave him a check for my union dues, he would get out of my car. I became a member that day.

I never went to meetings and I never heard the word grievance, so I just did my job and collected my check. After about a year of working at the post office, I discovered I was going to have a baby, so I informed my supervisor that I would not be available in December. He told me that was fine, since I would just have to resign because there was no leave granted to substitute rural carriers. I was pretty unhappy and was complaining

about it one morning in the break room when Chet Lane informed me that I could simply write a letter to the postmaster and inform him that I was taking off for maternity leave (completely unpaid, of course) and that they could not force me to resign. That was my first inkling that as a substitute I did have some rights.

In those days it was common practice for the regular carrier to work all their days off and then add them to their vacation time and, as a sub, you could go months without working, even though you were on a K or J route. One of the favorite tricks of regular carriers was to case the mail and have you deliver it, then the next day you would case the mail and they would deliver it. That way they could go to a morning and afternoon appointment and you both got paid for one day, but,

as a sub, you could have had two days of work instead of one. Well, to make a long story short, it took me awhile to wise up and find out how many times I got shorted on work. I must add here that my father-in-law

had bid on a different route and left me to fend for myself. I told you he was mean.

One day someone convinced me that I should go to a union election meeting and see what they were all about. There I met Arnold Watkins and his wife, Delores. They were both rural carriers in Kuna. Arnold was the state steward and Delores was the PAC Chairman. Delores convinced me that I should let them put my name on the ballot just so people would have a choice to vote on more than one person for an office. Well...ok. My opponent had been a carrier for years and no one had ever met me so I figured sure, I'll never get elected. Mmmmm... it didn't quite work out that way. I have been involved in some capacity ever since. Why? Because I met some of the greatest people I know. I learned things from Chet Lane and Clair Mower and Clancy Ellis and Kurtis Buttars and Renae Samples and countless others, even Dr. Draper. I got a chance to grow by conducting meetings and being a steward and going to Washington, D.C. to lobby and attending national conventions and even as your retirement representative. I saw all the great people of this organization working for all of us. They were working for better conditions for all rural craft members and I saw the end to most sweetheart deals and off-the-clock work and unfair treatment and discrimination that women faced

(See Retiree Representative Report on page 18)

In those days it was common practice for the regular carrier to work all their days off and then add them to their vacation time and, as a sub, you could go months without working, even though you were on a K or J route.



IDRLCA PAC Chairman's Report

IDRLCA PAC Chairman Bret Helle

PAC Is An Important Part Of Our Association

My name is Bret Helle and I am the Political Action Committee (PAC) representative for the Idaho Rural Letter Carriers' Association. As most of you know, PAC is a very important part of our as-

sociation as well as our company as a whole. Given that many other unions, representing employees of the United States Postal Service, have tied their own hands with bias and narrow selection of candidates running for office in the legislative arena, our PAC is a little more open minded. What I mean by this is that we make donations to representatives who might not be in favor of our agenda at this time, but by opening that door with PAC contributions, we at least have the opportunity to voice our opinion of the how and why we do what we do and the importance of the issues at hand that affect all of us as a whole. One of the not too distant issues that many of you remember is the threat to our 6 day delivery. Not only would that have given away a big chunk of our business to our competitors, it would have directly affected our work force which is already in such a dire state of downsizing.

We struggle daily to complete the daily rigors of our jobs due to understaffing and overwhelming growth in our industry. From the steady increase of our flat mail and steady rise in many areas of DPS, to the sometimes overwhelming surges of Amazon parcels which were initially intended to have Sunday delivery, but have most recently been dumped on many of our offices on the Monday or Tuesday after a holiday only to bury the carriers in what seems near impossible tasks of getting all of the mail delivered!

Your PAC contributions are a viable source of revenue which goes above and beyond the basic needs of our organization and I thank all of you for your continued support. Since I've been bestowed the honor of being your PAC representative for the state of Idaho, I've had a very educational year. From the first donations I collected at the end of last year's national convention, in Reno, NV, to the District One holiday meeting in December and on through the district election meetings of all districts in Idaho in April, I've had an incredible learning experience diving into this job with everything I have.....Well of course except your donations.....!

Even though I've met many of you through the years at state conventions, it was really an eye opener to see each district conduct their election meetings as well as seeing the growing support among members! I really hope that this continued interest at the district level continues and evolves to more participation at the state and eventually national level! Idaho has outstanding representation at all levels and I am so proud to serve the members of this great state in any way I can.

I had the great privilege to join Paul Swartz, our Director of Governmental Affairs, for breakfast at the Western States Conference in Salt Lake City. He

I had the great privilege to join Paul Swartz, our Director of Governmental Affairs, for breakfast at the Western States Conference in Salt Lake City. He was very informative and gave us insight on what kind of legislation is happening with this election year.

was very informative and gave us insight on what kind of legislation is happening with this election year. Even though there are a few issues with ideas floating around about changes that could af-

fect our future benefits, reducing our workforce, and giving in to more government regulation, it is believed by many that there are too many other distractions in this election year to risk making any kind of poorly based decisions which could affect any political party's chances of furthering their agenda.

I want to thank all of you for your patience with me trying to keep up with the paperwork and continued updates that go along with this position. Like any other task, well, with exception of Lori Bennett's secretarial/treasury duties, Patti's unyielding drive to make this a better organization, and Brett Parkinson's dedication not only to his district, but stepping up to represent our state at the next level, all of you who are here now or sometime in the future are the lifeblood of this organization which makes it shine above the rest! I just hope I can someday fill the shoes of my predecessors who have made Idaho's PAC a truly noticeable force in the grand scheme of things.

As far as the numbers go, I wish I could say we were in first place. I wish I could say we were in second or third. But more important than the total numbers to me are the numbers of the majority who see the importance of what we do and know how important it is to keep the continuing support of our PAC!

One important and very easy way to contribute to PAC is the Electronic Funds Transfer or (EFT). A donation can be withdrawn from your checking account once a month near the first of the month and you can

(See PAC Chairman's Report on page 18)

Provident Guild Report

IDRLCA Provident Guild Representative Jimmy Sullins

The Guild is a Fraternal Non-Profit Death Benefit Plan

Hello, I am Jim Sullins, the Provident Guild representative for the state of Idaho. The Provident Guild is a fraternal organization whose original purpose was to provide financial relief to the beneficiaries or dependents of deceased members of the Guild.

The Guild began in 1931, with seven rural carriers who met in conjunction with a state carrier's meeting at Mt. Vernon, Ohio. Meetings were held twice a year until WWII. In 1948, the National Rural Letter Carriers' Association adopted the Guild as the official Death Benefit Department.

The Guild is not insurance. Rather, it is a Fraternal Death Benefit Fund that guarantees you at least 30 times your annual dues, and depending on the number of claims in any given year, can pay up to 90 times your annual dues, as long as you are a current dues-paying member. It gives ready cash to your survivors for those days when routine procedures of the courts and legal action tie up our estates after death. You are eligible to become a Guild member up until the age of 56. When you reach that age you cannot enter the program but you do remain in it as long

Your benefits do not decrease as you grow older, and you will not be canceled at age 65. The class you choose remains in effect as long as you pay your annual dues.

as you pay your Guild dues annually. The dues are payable once a year, with a onetime \$2 entry fee, and there are choices for benefit classes, ranging from \$10 to \$50. Your benefits do not decrease as you grow older, and you will not be canceled at age 65. The class you choose remains in effect as long as you pay your annual dues.

The Guild is a Fraternal Non-Profit Death Benefit Plan. It is open to all regular, substitute, RCR, RCA and PTF carriers and their spouses who are under 56 years of age.

I would like to, and need to, thank Cindy Petit and Lisa Hall for giving the Provident Guild report from the national convention in The Pony Express for the past two years. There has been very little activity this past year with only one call, from a postmaster in Louisiana, requesting information for a claim. There were no claims filed in the past year.

If you have any interest or would like further information, feel free to contact me.



(from page 17)

PAC Chairman's Report

give continued support without the effort of sending in payment to your PAC rep.

Also, with the newly ratified contract, we have an additional payroll allotment capability which also makes it easy to donate \$1, \$5, \$10 or whatever denomination you prefer. It's amazing how much difference the equivalence of the price of a cup of coffee can do for your organization!

As far as my losing pounds for the PAC campaign, I'm really gaining momentum these last few days to commit to my ongoing health, mind and spirit development and just know if you signed up for the lose pounds for PAC sponsor sheet, I'll have a final weigh-in on Saturday before the Carrier of the Year breakfast.

I'd like to take this time to recognize and thank an individual. To Patti Upton who has taken this PAC to the next level and allowed Idaho, with your donations, to shine bright at the national convention and throughout our organization!

(from page 16)

Retiree Representative's Report

I met a carrier from Tennessee at a national convention one time and he told me that, "... they just let us little ole gals get to be regular carriers out of the goodness of their hearts."

I told him that someday one of us little ole gals was going to run this organization and, believe me, when I say I wish I could have remembered his name when Jeanette Dwyer was elected as the NRLCA President.

The reason I still stay involved and pay my dues is because you all are my extended family. Rural carriers are truly good people. I fought for some of the rights that have made working for the Postal Service a better job and now you all are fighting for your rights and those of future rural carriers. If we retirees don't pay our dues and remind you of how far we have come, who will? We need to continue to support our association for the future carriers and also so that they don't forget all that has been gained.

IDRLCA STATE CONVENTION MINUTES JUNE 9 - 11, 2016

KELLOGG, IDAHO

Thursday, June 9, 2016:

District Five President Jim Sullins opened the IDRLCA State Convention at 6:00 p.m. Local Boy Scout Troop #326 presented the colors and led the Pledge of Allegiance. "God Bless the USA" was performed by Lee Greenwood (CD). The invocation was given by John Thomas.

Jim introduced Terry Douglas, Kellogg City Council President. Mr. Douglas made some welcoming remarks followed by Chamber of Commerce President Rene' Gilbert.

Jim then presented the gavel to IDRLCA State President Patti Upton.

President Upton ruled the 2016 IDRLCA State Convention in session.

Roll Call of Officers: President Patti Upton, Vice President Brett Parkinson, Secretary-Treasurer Lori Bennett, Executive Committeemen Mikea Hargrove, Russ Hutchison, John Thomas, and Jim Sullins were all present.

The following reports were presented and placed on file:

President Patti Upton

Vice President Brett Parkinson

Secretary-Treasurer Lori Bennett

PAC Chair Bret Helle, PAC totals: \$8,771 which is \$10.86 per capita

Editor Lou Freeman

Webmaster Glenda Sanders

Legislative Representative Russ Hutchison

Provident Guild Representative Jim Sullins

Auto Insurance Representative Mikea Hargrove

The following Committee Assignments were made:

Elections Chair: Tony LeBlanc

Constitution Chair: Layle Cherry

Resolutions Chair: Hersh Howard

Credentials Chair: Bradie Olivera

Audit Chair: Amber Warr

Teller Chair: Christine Hunter

Nominating Chair: Mande Smith

Mileage & Per Diem Chair: Lisa Hall

Sergeant at Arms Chair: Wayne

Vaughan

Media Chair: Glenda Sanders

Photographer: Mara Ralls

Parliamentarian: Sharon Atkins

Time & Place Chair: Mikea Hargrove

Announcements were made by Vice President Brett Parkinson. The session was recessed at 7:40 p.m. for a hospitality gathering.

Friday, June 10, 2016:

President Upton called the session to order at 8:05 a.m.

Jerry Atkins gave the invocation.

IDRLCA Junior Auxiliary President Dakota Samples addressed the convention. Junior Officers are President-Dakota Samples, Vice President-Jordan Smith, Secretary-Megan Parkinson, and Sergeant at Arms-Jayden Smith.

IDRLCA Auxiliary President Robin Carver introduced National Auxiliary Board member, Karen Vermeer. Karen talked about the Auxiliary program which is "Year of the Family". This year's motto is "Celebrate the Family", and the symbol is the Penguin. Car Safety is the safety project. The humanitarian project is MS Research. She spoke about the junior activities at the upcoming national convention. After which she installed the IDRLCA Junior Auxiliary Officers. The Auxiliary auctioned off some items to benefit MS Research.

President Upton introduced the 2016 Convention Standing Rules. The 2016 Convention Standing Rules were adopted without objection.

(turn to next page)



Junior Auxiliary Officers (l. to r.) Sergeant-at-Arms Jayden Smith, Secretary Megan Parkinson, Vice President Jordan Smith and President Dakota Samples.

IDRLCA STATE CONVENTION MINUTES JUNE 9 - 11, 2016

KELLOGG, IDAHO

The initial report of the Credentials Committee was given by Chair Bradie Olivera:

	Members	Delegates	Checked-In		
District One	345	36	10		
District Two	118	13	07		
District Three	158	17	06		
District Five	182	19	09		
	803	85	32	Simple Majority – 17	2/3's Majority – 22

President Upton instructed the Teller's Committee Chair Christine Hunter to distribute the voting cards.

President Patti Upton then introduced Jo Aguirre, who read the Distinguished Service Award nomination letter. The DSA was awarded to Lou Freeman.

Vice President Brett Parkinson introduced NRLCA Director of Steward Operations David Heather. Director Heather addressed the convention attendees. He discussed some current issues including SPM scans, hazard alert scans, and the Rural Carrier Academy Program. Mr. Heather shared the results of the ratification of the National Agreement and some contract highlights. He explained the new Non-Career Employee Health Benefit Plan, and the new Assistant Rural Carrier (ARC) position. He discussed Sunday/Holiday parcel delivery and EMA. This was followed by a progress report of the USPS-NRLCA redesign of the Evaluated Compensation System. He showed some national route statistics. David discussed the National Steward System and national membership and financial numbers. He gave us a labor relations update and information about the Rural Carrier Health Benefit Plan. He finished up with information about the upcoming national convention in Nashville, TN; legislative concerns and safety.

President Upton recessed the convention for lunch and committee work.

The convention reconvened at 2:40 p.m.

Retired Representative Jo Aguirre presented her report and shared information regarding the retiree brunch. Ten retirees were in attendance. Connie Vaughan won the \$100 door prize.

Secretary-Treasurer, Lori Bennett gave the financial reports.

Then the Committee Reports began.

The report of the Credentials Committee was given by Chair Bradie Olivera:

	Members	Delegates	Checked-In		
District One	345	36	13		
District Two	118	13	08		
District Three	158	17	07		
District Five	182	19	09		
	803	85	37	Simple Majority – 19	2/3's Majority – 25

Nominating Committee Chair Mandee Smith gave their report:

President	Patti Upton, Russ Hutchison
Vice President	Brett Parkinson, Mara Ralls, Russ Hutchison
Secretary-Treasurer	Lori Bennett
Executive Committeeman 1	Mikea Hargrove
Executive Committeeman 2	Russ Hutchison
Executive Committeeman 3	John Thomas
Executive Committeeman 5	Jim Sullins, Tony LeBlanc

Audit Committee Chair Amber Warr gave their report.

(turn to next page)

IDRLCA STATE CONVENTION MINUTES JUNE 9 - 11, 2016

KELLOGG, IDAHO

Mileage & Per Diem Committee Chair Lisa Hall gave their report.

NAME	MILES	RATE	PAID	DAYS		PAID	TOTAL
				PER DIEM	RATE		
Patti Upton	386	\$1.00	\$386.00	4	\$100.00	\$400.00	\$786.00
Brett Parkinson	436	\$1.00	\$436.00	4	\$100.00	\$400.00	\$836.00
Lori Bennett	374	\$1.00	\$374.00	4	\$100.00	\$400.00	\$774.00
Mikea Hargrove	404	\$1.00	\$404.00	4	\$100.00	\$400.00	\$804.00
Russ Hutchison	565	\$1.00	\$565.00	4	\$100.00	\$400.00	\$965.00
John Thomas	443	\$1.00	\$443.00	4	\$100.00	\$400.00	\$843.00
Jim Sullins	109	\$1.00	\$109.00	4	\$100.00	\$400.00	\$509.00
Glenda Sanders	427	\$1.00	\$427.00	4	\$100.00	\$400.00	\$827.00
Lou Freeman	561	\$1.00	\$561.00	4	\$100.00	\$400.00	\$961.00
Jo Aguirre	402	\$1.00	\$402.00	4	\$100.00	\$400.00	\$802.00
Mary Morris	404	\$1.00	\$404.00	3	\$100.00	\$300.00	\$704.00
Bret Helle	413	\$1.00	\$413.00	3	\$100.00	\$300.00	\$713.00
Bradie Olivera	405	\$1.00	\$405.00	3	\$100.00	\$300.00	\$705.00
Amber Warr	565	\$1.00	\$565.00	3	\$100.00	\$300.00	\$865.00
Layle Cherry	424	\$1.00	\$424.00	3	\$100.00	\$300.00	\$724.00
Christine Hunter	201	\$1.00	\$201.00	3	\$100.00	\$300.00	\$501.00
TOTALS	6519	\$1.00	\$6,519.00	58	\$100.00	\$5,800.00	\$12,319.00

Resolutions Committee Chair Hersh Howard presented their report. One non-binding resolution was submitted. Therefore, be it resolved OR Proposed Language: K. Christmas Allowances and Procedures 1. General Policy The Christmas period begins on the second Saturday of November and terminates on the first Friday in January.

Seattle District Representative, Patrick Pitts addressed the convention body. He talked about the Idaho offices/routes within the Seattle District. Patrick discussed grievance activity and labor relations. He spoke about the importance of rural carriers to the USPS. DR Pitts talked briefly about safety.

Salt Lake District Representative Brian Draper addressed the convention. He talked about his total area of representation. He shared route and carrier statistics for the SLC District. He reviewed the grievance activity and current issues. Brian shared his perspective on the Rural Carrier Symposiums. He mentioned a district wide posting. He talked about Amazon/Sunday delivery. He reminded us about the Rural Academy trainer job posting. DR Draper discussed workplace bullying policies. He talked further about the National Agreement.

PAC Chair Bret Helle updated us on the total donated so far, which is \$11.83 per capita. His goal is to collect \$5000 this convention.

Constitution Committee Chair Layle Cherry presented their report. Copies are being prepared and will be distributed when ready.

1. Article II Section 2.A
2. Article II Section 6.A
3. Article II Section 6.C
4. Article IV Section 2.A.3
5. Article IV Section 2.A.4
6. Article II Sections A & B
7. Article IV Section 2.E
8. Article IV Section 3.D.1
9. Article IV Section 4
10. Article IV Section 5.E
11. Article V Section 3
12. Article VI Section 4.A

The session was recessed at 4:25 pm.

(turn to next page)

IDRLCA STATE CONVENTION MINUTES JUNE 9 - 11, 2016

KELLOGG, IDAHO

Saturday, June 13, 2015:

The Carrier of the Year breakfast began at 7:30 a.m. with Brett Parkinson giving the blessing.

Vice President Brett Parkinson introduced the district Carriers of the Year: Glenda Sanders, Russ Hutchison, Robert Smith, and Pete Haynos.

IDRLCA Auxiliary President, Robin Carver gave her report.

The Saturday morning session of the IDRLCA State Convention was called to order at 9:00 a.m.

PAC Chair Bret Helle gave an update: \$10,604 which is \$13.12 per capita. Additionally, \$172 was raised at breakfast for the auxiliary program.

President Upton announced Glenda Sanders as the IDRLCA Carrier of the Year. Congratulations, Glenda!

The final report of the Credentials Committee was given by Chair Bradie Olivera:

	Members	Delegates	Checked-In		
District One	345	36	15		
District Two	118	13	08		
District Three	158	17	07		
District Five	182	19	11		
	803	85	41	Simple Majority – 21	2/3's Majority – 27

Resolution Chair Hersh Howard gave their report:

Non-Binding Resolution #1: Therefore, be it resolved OR Proposed Language: K. Christmas Allowances and Procedures 1. General Policy The Christmas period begins on the second Saturday of November and terminates on the first Friday in January.

Passed at the sound of the gavel.

Constitution Chair, Layle Cherry presented their report. The committee made a motion that the two submitted proposals under new business be included with this report. A second was made, the motion passed. John Thomas made a motion to dispense with the reading of the present language, a second was made, and the motion was passed.

1. Article IV Section 5.E Passed
2. Article V Section 3 Passed
3. Article VI Section 4.A Passed
4. Article IV Section 3.D.1 Passed
5. Article II Sections A & B Passed
6. Article IV Section 2.A.3 Passed
7. Article IV Section 2.A.4 discussion, Atkins made a motion to amend the PROVISIO: This Co-Editor position will be for the period of July 1, 2016 to June 30, 2017 only and will expire on July 1, 2017. A second was made, the amendment failed. Passed
8. Article IV Section 2.E Passed
9. Article IV Section 4 Passed
10. Article II Section 2.A the incorrect language was presented, re-presented, Passed
11. Article II Section 6.A Passed
12. Article II Section 6.C Passed
13. Article IV Section 3.D.1 Bennett motioned to amend the present language to include numbers 2 & 3. a second was made, Failed the original motion Failed
14. Article II Section 6.A Draper, made a motion to add #7 ARC. second was made, motion to amend Passed. Aguirre called for the question, a second was made, the motion to end debate Passed. The motion, as amended, Failed.

(turn to next page)

IDRLCA STATE CONVENTION MINUTES JUNE 9 - 11, 2016

KELLOGG, IDAHO

Under new business the first-time attendees to state convention were recognized: (l. to r. below) Robin Sitar, Alissa LeBlanc, Rita Neelon, Chad Anderson and Bradie Olivera.



Elections Committee Chair Tony LeBlanc gave their report. A total of 192 ballots were received; of these 185 were valid, 7 were invalid.

Delegate	Lori Bennett	161
Delegate-at-Large	Patti Upton	159
Delegate	Sharon Atkins	144
Delegate	Brian Draper	140
Delegate	Brett Parkinson	128
Delegate	Lisa Hall	124
Delegate	Glenda Sanders	119
Delegate	Lou Freeman	118
Delegate	Bret Helle	108
Alternate	Mikea Hargrove	095

PAC Chair Bret Helle gave a final update of the PAC totals which were \$12,957 and \$16.04 per capita. Convention fundraising totals were \$2353.

Nominating Committee Chair Mande Smith gave their report:

President	Patti Upton, Russ Hutchison -declared by consent
Vice President	Brett Parkinson-elected, Mara Ralls, Russ Hutchison
Secretary-Treasurer	Lori Bennett-declared by consent
Executive Committeeman 1	Mikea Hargrove-declared by consent
Executive Committeeman 2	Russ Hutchison-declared by consent
Executive Committeeman 3	John Thomas-declared by consent
Executive Committeeman 5	Jim Sullins, Tony LeBlanc -declared by consent

Time & Place Committee Chair Mikea Hargrove presented information regarding the 2017 IDRLCA State Convention at the LaQuinta Inn, in Boise, Idaho on June 8-10th, 2017. The theme is "A Scavenger Hunt".

The National General Insurance \$50 prize winners were Mara Ralls, Lisa Hall, and Brett Parkinson.

NRLCA Director of Steward Operations David Heather, installed the officers.

The benediction was given by Jim Sullins.

Jerry Atkins and Wayne Vaughan retired the colors and the convention was adjourned at 12:35 p.m.

Watermelon Time

Retracing ways of boyhood days
As fondest memories recall,
The finest seasons of the year
Were winter, summer, spring or fall.
But watermelon time remains
The grandest season of them all.

Remember when the moon hung low
Before another day was born,
And how those tardy little breezes
Went rustling through the tasseled corn,
While morning chores were being done
So early on a quiet morn?

How cattle low, where pastures grow
So rank and fragrant in the spring;
How meadowlarks burst forth in song
And then took off in skyward fling;
How breakfast bells, in tones so dear,
Gave tongue and made the heavens ring?

Remember when the days grew long,
And minds were not attending school
But building castles in the air,
Which was so strictly gainst the rule;
Or dreaming dreams of swimming holes
With waters lying deep and cool?

When hazy days bred lazy ways,
And watermelons, hone sweet,
With nectar brewed in morning dews
Provided us with luscious treat
That trickled slowly down our chin
And made our earthly joys complete?

Remember when the woods turned gay
And persimmons sugared on the trees;
How we sought wildwood honeycomb,
With ears attuned for buzzing bees;
When wedging geese were heading south,
Before the heartless winter freeze?

Yes, boyhood days were happy days,
As fond old memories recall,
With time for fun, when work was done
In winter, summer, spring or fall,
But watermelon time remains
The very bestest time of all.

Charles Ruggles Fox

Go to the IDRLCA
Website, idrlca.org, for the
latest and most
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Fruitland ID 83619

IN THIS ISSUE

Delivering the Mail in Idaho Could Be Deadly -----	1
IDRLCA Officers' Contact Information -----	2
IDRLCA Local Stewards Contact Information -----	3
Southern Idaho DR Brian Draper's Report - Annual Report -----	4
Northern Idaho DR Patrick Pitts' Report - Annual Report -----	5
State President's Report - My Thoughts Around My Duties -----	6
Vice President's Report - A Muscle That's Never Stretched -----	7
Secretary/Treasurer's Report - A Summary of the Past Year -----	9
IDRLCA Carriers of the Year -----	11 - 13
IDRLCA Distinguished Service Award -----	14
Legislative Report - A Picture Into my Life in the Position I Hold --	15
Retiree Representative Report - Something Different -----	16
PAC Chairman's Report - An Important Part of Our Association -	17
Provident Guild Report - Non-Profit Death Benefit Plan -----	18
IDRLCA State Convention Minutes -----	19 - 23

Coming Events

NRLCA
2015 National Convention
August 16 -19, 2016
Gaylord Opryland Resort
2800 Opryland Drive
Nashville TN 37214

IDRLCA
State Board Meeting
September 24, 2016
8:30 a.m.
Candlewood Suites,
1855 Silverstone Way, Meridian
IDRLCA Members Invited

IDRLCA
Secretaries Training
August 29, 2016
8:00 a.m.
LaQuinta Inn & Suites
7965 W Emerald St.
Boise Town Square