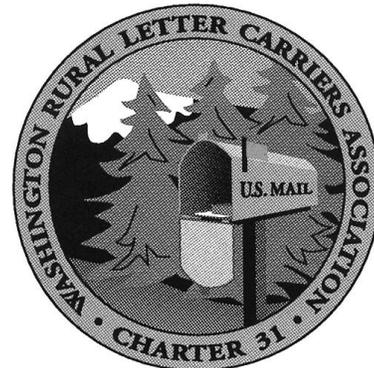


Washington Rural Carrier

Official Publication of the Washington Rural Letter Carriers' Association
2014 Convention Issue



Where Service Begins With a Smile

Tammy Donaghue - 2014 Member of the Year

Tammy Donaghue of Wenatchee, Washington is the Washington Rural Letter Carrier Association (WARLCA) Member of the Year. Tammy started with the Postal Service in 1991 as a Rural Carrier Associate and worked for 6 ½ years before becoming a regular rural carrier in 1998. Her transition from RCA to regular was delayed three years by the advent of DPS.

She was originally assigned to Rural Route 7 in Wenatchee which was an auxiliary route. When Rt. 7 eventually grew enough to become a regular route, it ended up being the route which she was awarded when she first became a regular rural carrier. Although the route may have changed over the years Tammy has remained consistent as the carrier on that route, and has watched as customers have come and gone, and children have grown. Although sections of the route have changed as territories have been realigned, Tammy always misses her customers but is confident that her co-workers will take care of them.

Tammy joined the Union as a young RCA

and has served as the Local Steward for many years. In addition, she has been the President of the North Central Washington county unit for 16 years with a 2-year break in service when she served as Vice President. She also spent many years on the QWL/EI work team as a valued and productive member.

Her passion for her service both to the WARLCA and the USPS is a tradition that she passed on to her daughter Jamie who also works for the USPS and serves as a steward for the APWU.

Tammy is very proud of her family consisting of her husband of 40 years, her daughter, twin sons, a 7 year-old granddaughter and a grandson, aged

2. In all the years Tammy has been involved with the Association, there has been perhaps twice that she missed a state convention and one of those was for the birth of her first grandchild.

Her hobbies include hunting, fishing, and prospecting for gold, gems and mercury.

The WARLCA is extremely proud to honor such a wonderful person as Tammy for their 2014 Member of the Year.



NRLCA President Jeanette Dwyer presents Tammy Donaghue with the 2014 WARLCA Member of the Year plaque.

Overview of 2014 State Convention, Richland, WA

The 108th WARLCA State Convention was called to order at 8:30 AM Sunday, June 22, 2014 by Region 4 Committeeperson Joyce Patteson. Cheri Freeman gave the invocation. Presentation of colors was done by American Legion Post 34 from Pasco. The delegates joined the American Legion in the Pledge of Allegiance and then Joyce presented the gavel to President Renee' Pitts. Renee' welcomed all and introduced the State board: Vice President and National General Insurance Representative Mariann Faulkner, Secretary-Treasurer and RCBP Representative Becky Wendlandt, Region 1 Committeeperson and PAC Co-chair Taralee Mohr, Region 2 Committeeperson and Editor Doug Rinehart, Region 3 Committeeperson and Provident Guild Representative Levi Hanson, Region 4 Committeeperson Joyce Patteson, and PAC Chair, Susie Hill. Renee' then introduced Patrick Pitts, NRLCA District Representative. All local stewards were asked to come up front, be recognized, and photo taken. The same was asked of all county officers. Anyone who served in the military was asked to come up front, be recognized, and photo taken. Next, the twelve retired members in attendance were asked to come up front, announce their name and years of service (total of 335 years), be recognized, and photo taken. Retired members were given a Starbucks gift card. A total of three first timers were then requested to do the same.

Levi Hanson presented the results of the County Membership Competition. The first place winner was Peninsula RLCA with an additional 14 members and a 7.86% increase. Second place was North East Washington RLCA with an additional 4 members and a 7.84% increase. Third place was King Snohomish RLCA with an additional 23 members and a 6.16% increase.

Next Levi Hanson reviewed the Voice of the Member (VOM) survey results in a Power Point presentation. There were 31 responses, representing a total of only 1.7% of the membership.

Becky Wendlandt took roll call of officers and county delegates-at-large and all were present. Yea/nay cards were then distributed. Total delegates present were 56.

Sharon Madison moved to suspend the rules and to waive the reading of the Standing Rules. It was seconded and passed.

Convention Standing Rules

1. Each session shall start at the time announced in the convention program.
2. The convention shall proceed using Robert's Rules of Order, Newly Revised (11th edition).
3. Voting on specific issues shall be by the use of yea and nay cards.
4. Non-delegates may be recognized and allowed to speak at the discretion of the Chair.
5. Only duly elected and seated delegates shall be allowed to vote on issues before the convention delegates.
6. The reports of the Officers of the WARLCA shall not be read to the delegation. Time shall be set aside during a question and answer period to be held the afternoon of the first day of convention.
7. Before a member can make a motion or address the convention, the member must rise and be recognized by the Chair, state his/her name, whether a delegate or a non-delegate and his/her county affiliation.
8. Resolutions shall be read and if no objection is voiced, they shall be considered passed at the sound of the gavel by the Chair.
9. All resolutions objected to shall be brought before the delegates for consideration after all resolutions have been presented. The delegate who objected to the resolution shall be allowed to present his/her argument or call for clarification at the second reading. The delegate-at-large for the county of origin or a designee shall be allowed to present the first arguments for the resolution.
10. During the second reading of resolutions, the time limit for consideration shall not exceed 10 minutes including all amendments to the resolution unless extended by a majority vote of the delegates. Amendments shall only be permitted on binding resolutions.
11. During the consideration of resolutions at the second reading, the con and pro shall alternate with a 2 minute time limit per person.
12. Delegates shall be allowed to speak no more than twice on any particular issue.

13. If there is no opposing position to be presented, the resolution shall be brought to an immediate vote of the delegates.

14. Campaign materials may only be distributed at or near the entrance of the convention floor. There shall be no campaigning, nor distribution of campaign material on the convention floor with the exception of those campaign speeches made from the podium.

15. Once nominations are closed for each officer position and prior to voting, each candidate shall receive up to 2 minutes to address the delegates. Up to five minutes per candidate per officer position will be allowed for the delegates to question the candidates. Each question shall be limited to 1 minute; responses by candidates shall be limited to 2 minutes. No delegate may ask a second question while other delegates are waiting in line.

16. These rules shall be in force throughout the convention unless amended by a two-thirds vote of the delegates.

Doug Rinehart moved to accept additional proposed constitution changes and resolutions during new business. Motion passed.

Susie Hill updated the delegates on PAC totals so far. To reach goal we would need an additional \$5,700.00.

President Renee' read the committee assignments:

Auditing: Becky Wendlandt — Board Representative, Joyce Sutherland - Chair, Lorri Crow, Linda Gale, Colleen Headley

Constitution: Mariann Faulkner — Board Representative, Jim Hemrich - Chair, Joanne Blackburn, Dionne Taylor

Credentials: Taralee Mohr — Board Representative, Karen Crombie - Chair, Isabella Lopez, Jan Frymire

Finance: Renee' Pitts — Board Representative, Kris Skewis - Chair, Rita Tarbet, Tammy Donaghue

Hospitality: Doug Rinehart — Board Representative, Sherrie Flansburgh - Chair, Mel Walker, Janice Craig

Media: Levi Hanson — Board Representative, Jeff Taylor - Chair, Kristian Granish

Mileage and Per Diem: Taralee Mohr — Board Representative, Janice Sisley - Chair, Janie Walla, Sharon Madison

Minutes: Mariann Faulkner — Board Representative, Dawn Ayers - Chair

Nominating: Joyce Patteson — Board Representative, Sharlene Arras - Chair, David Ray, Rachelle Graves

PAC: Taralee Mohr — Board Representative, Susie Hill – Chair, Becky Pike

Photography: Renee' Pitts — Board Representative, Patrick Pitts - Chair, Renee Wagner

Resolutions: Mariann Faulkner — Board Representative, Dan Schrup - Chair, Ray Steele, Karen Hill, Carol Nichols

Sergeant-at-Arms: Levi Hanson — Board Representative, Carolyn Triebenbach - Chair, Monte Hartshorn, Nancy Granish, Steve Higgins

Tellers One: (Tabulate National Delegate Ballots) Becky Wendlandt — Board Representative, Kurt Eckrem - Chair, Bev Crow, Barb Schmitt, James Folk

Tellers Two: (Tabulate Election / Other Ballots) Joyce Patteson — Board Representative, Lisa Benson - Chair, Daniel Ngatia, Lauri Chamberlin, Cheri Freeman, Alicia Peterson

Washington Rural Carrier: Doug Rinehart — Board Representative, Paige Barrett - Chair, Stephanie McMahon, John Wangelin.

President Renee' called for the preliminary report of the Credentials Committee. Karen Crombie, chair of the Credentials Committee, gave their preliminary report saying they were meeting and needed all credentials to be turned in.

President Renee' reported that the Annual Reports of Elected and Appointed State Officers were in the ditty bag that the delegates received when signing in and the Proposed Constitutions and Resolutions are in the Convention Program.

Doug Rinehart moved to suspend the reading of the Officers' Reports. It was seconded and after discussion it was withdrawn.

The Annual Reports of the Elected and Appointed State Officers are as follows:

President-Historian Renee' Pitts Report for the 2014 State Convention

During the 2013/2014 Association year I have attended all meetings and fulfilled all responsibilities

associated with the office of President of the Washington Rural Letter Carriers' Association (WARLCA). I was required to attend training at the National Office in Alexandria, Virginia for new Presidents. I brought back a lot of useful information for our state and to assist me as President. In addition to attending and participating in all WARLCA board meetings I attended as many county unit meetings as I was able.

It has been an interesting year and I hope that you feel as if your state board is moving in a direction that is increasing membership by speaking to new hires during their new hire orientation, increasing member participation at county and state level functions while trying to think of new creative ways to continue our growth and knowledge.

During the 2013/2014 association year I attended the NRLCA Legislative Seminar held in Washington DC. We petitioned members of the House and Senate to support legislation which would serve to protect members of the rural craft and/or further our interests in the Postal Service.

Once again this was a great experience and I am happy to announce we were able to meet personally with three of our Congressional Representatives; Congresswoman DelBene and Congressman Heck have both cosponsored H. R. 30 and H.R. 630 in support of maintaining six day delivery as well as addressing pension overpayments. We also had the pleasure of meeting with Congressman Kilmer, he is a cosponsor on H. R 630 we also asked for his support and co-sponsorship on H.R. 30, I will check in with his office and have not received a response back yet.

Everyone should send them a thank you and also urge those in our state that have not signed on as cosponsors yet to do so.

Give them a call! At the time of writing this article we are still urging the following Washington State Representatives to sign on as cosponsors to H.R. 30 and H.R. 630:

Congresswoman McMorris Rodgers: (R-5th) (202) 225-2006

Congressman Hastings (R-4th) (202) 225-5816

Congressman Reichert (R-8th) (202) 225-7761.

H.R. 30

Congressman Kilmer (D-6th) (202) 225-5916

H.R. 630

Congresswoman Herrera Beutler (R-3rd) (202) 225-3536

Find your representative and ask for their support to protect your job and families livelihood.

Call and thank your Representative if they are one of the following:

Congressman Larsen (D-2) (202) 225-2605

Congressman McDermott (D-7th) (202) 225-3106

Congressman Heck (D-10th) (202) 225-9740

Congressman Smith (D-09) (202) 225-8901

Congresswoman DelBene (D-01) (202) 225-6311

Thank them for their support of legislation which would serve to protect members of the Rural Craft and/or further our interests in the Postal Service.

S. 316:

We also asked both of our state Senators to cosponsor S. 316, which is a sister bill in the senate, to H.R. 630.

They will:

- ⇒ Fix the immediate fiscal problem of the Postal service by ending the pre-funding mandate and allow the Postal Service to recover pension overpayments.
- ⇒ Protect 6-day delivery.
- ⇒ Ensure the timely delivery of mail and protect mail processing facilities.
- ⇒ Establish new ways the Postal Service can generate revenue, by ending the prohibition on providing new products and services, and
- ⇒ Protect rural Post Offices.

Give our Senators a call too!!!

Senator Patty Murray (202) 224-2621

Senator Maria Cantwell (202) 224-3441

I want to thank you for allowing me the opportunity to serve you as your state president. A BIG "thank you" to the members of the WARLCA State Board, county officers, stewards and members of the state association. As always, I welcome your questions, comments and expressions of concern.

As for my appointment as Historian, we have assigned Levi Hanson to make a digital record and finish cataloging all historical items in the possession of the WARLCA, some of which will be on display at our State Convention this year.

Respectfully submitted for the 2014 State Convention of the Washington Rural Letter Carriers' Association.

Vice President and National General Insurance Co. Representative Mariann Faulkner's Report for the 2014 State Convention

As Vice President I have attended all board meetings and have met all my responsibilities for the office of Vice President of the WARLCA. As part of my goal to stay in touch with other rural carriers I have attended other county unit meetings in my region.

National General Insurance Company Representative (NGIC)

As you may remember, last year NGIC held a competition to see how many quotes each state could bring in. For every quote over the previous year's total they would pay \$20 per quote. The quote total for 2012 was 21 and the total for 2013 was 37. NGIC sent the state a check for \$320. The competition went so well that NGIC is continuing it again this year, so any quotes we get over 37 will earn money. NGIC has a new opportunity for every rural carrier, now your friends and family members are eligible in the Friends and Family Rural Letter Carrier Plan.

President and Vice-President Legislative Seminar

On May 17th WARLCA President Renee' Pitts and I traveled to Washington DC to meet with Washington State congressional leaders. Our goal was to meet with each of Washington's 10 congressmen and women and our 2 senators.

First, we attended 2 days of training by the National Legislative committee, National Officers and guest speakers. Some of what we learned:

Since 2006 the Postal Service has reduced its work force by 205,000 employees, 70,000 employees since 2011.

Three hundred fifty processing facilities have been eliminated. New deliveries have increased by

1 million and new routes have grown by 225,000. Senate bill 316 sponsored by Senator B. Sanders of Vermont and House bill 630 sponsored by Congressman P. DeFazio of Oregon would fix the immediate fiscal problem of the Postal Service by ending the pre-funding mandate and allow the Postal Service to recover pension overpayments. They would also protect 6-day delivery, ensure the timely delivery of mail, protect rural post offices and mail processing facilities. They would allow the Postal Service to establish new ways to generate revenue by ending the prohibition on providing new products and services.

Pre-funding of future retiree's health benefits accounted for 100% of the Postal Services losses in fiscal year 2013. Without the pre-funding of future retiree's health benefits the Postal Service would have shown a \$623 million dollar profit for fiscal year 2013. For the second quarter of fiscal year 2014 the Postal Service would show a profit of \$261 million without the pre-funding requirement and is slated to have a profit of \$1.1 billion without the pre-funding.

Six day delivery is a CRITICAL competitive advantage. Giving that up would hurt the overall effectiveness of the Postal Service. The loss of 6-day delivery would have a ripple effect and slow down the rest of the mail processed and delivered by 25%.

In many cases we didn't get to speak to the congressmen or senators, only their aide on postal legislative issues. We asked them what they knew about the issues affecting the Postal Service. Then we filled in the blanks and educated them as to what is happening in our world. In some cases the aide had good knowledge of the issues and the congressman had already signed on the two bills we are supporting and we basically thanked them for the support and brought to their attention that Congressman D. Issa of California would be bringing up new legislation on Wednesday, May 21. In one office the aide had just been handed the postal legislative position the week before, so we spent quite a bit of time with that aide and plan to keep in touch with her and all the others.

We had scheduled to meet with just one congressman and were surprised that we were able to meet with two others. This being an election year for all congressmen, everyone was very receptive to our invitation to do a ride-a-long with a rural carrier, visit a processing plant or a Sunday delivery hub office. We will be contacting everyone again in the August

recess to see if we can get some visits or ride-alongs scheduled.

In all it was a very educational and interesting trip. But the visit to our nation's capital does not end with the return flight, we will have to stay in touch with each office and the aides we met with so that next year they will remember that the WARLCA President and Vice President kept them informed about rural carriers and postal issues.

It has been a pleasure to work for you the WARLCA members. I would like to hear from anyone regarding their questions or concerns. I would like to thank the WARLCA board, the county unit officers and members for all their hard work this past year and encourage them in their endeavors in the coming year.

Secretary-Treasurer & Rural Carrier Benefit Plan Representative Rebecca (Becky) Wendlandt's Report for the 2014 State Convention

Greetings Fellow Members of the WARLCA and NRLCA. Here is my annual report for the 13/14 WARLCA Year and some stats from previous years. This year has been a troubled year with communications but an excellent year for membership growth. From fighting the 5 day delivery (and still are) to seeing Sunday delivery of parcels start in my own office of Greenacres, a 6 route office, it has been a year of change.

MEMBERSHIP:

We are finally back to the membership level we had in 2005/2006. We now have 1,838 members. Last year at this time we had 1,757 members, so we are up 81 members! Sadly, we have 6 members who passed away this year. The USPS hired 355 RCAs from June 1, 2013 to June 1, 2014. A total of 229 of these joined the union but later 68 were separated. The other 126 chose not to join the association. Out of those 126 non-members, 45 were separated, leaving us with 81 non-members still needing to become a member.

I processed 229 relief dues withholding memberships (double over what I processed last year), 11 regular dues withholding memberships, 34 cash dues, 8 OWCP dues, and 15 newly retired dues withholding memberships. I have done a complete non-member mailing as well as a letter to all new hires, and up to 2 letters to all recently retired mem-

bers to join as a retired member. Every quarter I check for those members who are on OWCP so I can bill them for dues. With the National Recruitment Program and sending officers/trainers to orientations we have seen an increase in membership, but not without a price. A big thank you to our Ad Hoc trainers and those of you who have recruited new members!

We need your help with a glitch in the National database! When we get RCA's that quit or are separated the database codes them as quit or separated. I have found 2 to 5 a month that then get re-hired at another office and the National database still has them coded as either non-member separated or separated. I have reported it so many times to National that I know Clifford is well aware of it, however what is happening is that I don't find out that they are re-hired unless you tell me. Then I code them correctly and try to recruit them. Please, if you know you have a RCA that has transferred in from another office/state or use to work at another office/state, please let me know. We see it happening more and more!

The total breakdown is as follows:
Members: 977 regulars, 12 PTFs, 563 reliefs, 283 retired, and 3 associate for a total of 1,838 members. Non-Members: 205 regulars, 241 RCAs, and 3 PTFs for a total of 449 potential members.

Here are some membership stats.

As Reported By NRLCA on Year End June 30th (Including Associate Members)

05/06: 1830 members (**OUR UNION made health insurance available for reliefs**)

06/07 1930 members

07/08 1967 members (**OUR UNION received the mail count award**)

08/09 1941 members

09/10 1876 members (Western Area not hiring/Nat Database not showing new hires)

10/11 1841 members

11/12 1805 members (start of consolidation of routes and offices)

12/13 1757 members as of June 10, 2013 (start of 2 tier pay system)

13/14 1838 members as of June 1, 2014

MEMBERSHIP STATS FOR 2014 WRLCA STATE CONVENTION

As of June 1, 2014

District One:	# OF MEMBERS	TOTAL
ISLAND-SKAGIT-SAN JUAN #010	103	
KING- SNOHOMISH (KS) #011	374	
WHATCOM # 015	94	
		Total for District One: 571
District Two:		
PENINSULA #003	178	
LOWER COLUMBIA #005	199	
MUTUAL # 006	342	
		Total for District Two: 719
District Three:		
NORTH CENTRAL #001	82	
EAST CENTRAL #013	174	
NORTHEAST #014	51	
		Total for District Three: 307
District Four:		
SOUTHEAST #012	29	
WHITMAN-ASOTIN, #016	27	
APPLE #017	184	
		Total for District Four: 240
Total for State:		1837*

***Note: We have 1 associate retired member from another State to make it 1,838 members.**

FINANCES:

We are currently doing well with finances. We have a year's operating expenses in savings/CDs and are operating on a budget that is reviewed at each board meeting. My hope of having some extra time on the biweekly payroll, because we no longer include the stewards, was dashed with the increase of membership forms, which is a good thing! Processing membership forms, as well as keeping track of the RAFT program and the recruiters, has been taking more time than the loss of processing steward vouchers, but it will bring the WARLCA increased funds in the future. Hopefully we can keep up this trend.

Here is the process we use for vouchers. All payroll and expense vouchers are submitted to the complete board each pay period. All disbursements must meet the WARLCA constitution, board policy, and/or minutes before being disbursed. I submit the bi-weekly payroll taxes and ING retirement plan deposits with each payroll. At the end of each month I reconcile the books and send them to our accountant. The board again reviews all vouchers each quarter when meeting. The accountant does our IRS Form 990, DOL LM, quarterly, and yearly taxes

and sends them to me to be reviewed, filed, and paid. Each year the audit committee at State Convention reviews the books, usually one full month. Each year an outside accounting firm does a complete review of our books. Also to meet DOL and IRS guidelines we have each appointed and elected officer, including county officers, sign a confidentiality statement. All state level elected and appointed officers also sign a written conflict of interest each year. We have incorporated a whistleblower policy in our board policy as suggested by NRLCA. Each year I review our WARLCA constitution and propose any necessary changes so that we remain in compliance with NRLCA, DOL, and IRS. I have filed the IRS 990 EZ report for all counties so that they can maintain their nonprofit status and all counties have filed their DOL LM-4 on time. We have had some counties having trouble finding members who want to be local officers. Hopefully that will change.

The NRLCA normally holds two State Secretary-Treasurer's seminars each year, but this year they only held one for all secretary/treasurers to cut down their expenses. They did have another one for

secretary/treasurers with less than 3 years of experience. This is the first time this has happened in my 21 years as sec/treas. Even though I did not attend the last one, I still took the time to read all their handouts and power points to make sure we are in compliance.

The following stats show the ending totals from the Statement of Activities:

Profit and Loss for last 5 years

08/09 Year:	Gain of \$ 10,892
9/10 Year:	Loss of \$ 58,127
10/11 Year:	Gain of \$68,916
11/12 Year:	Gain of \$15,374
12/13 Year:	Gain of \$90,354

Each function, LWOP used, meetings, and all expenditures were looked at by the complete board. The hard questions were asked and are still being asked, for instance, “Are we holding a meeting because we always have or are members attending?” Also note that 09/10 year we sent 20 National delegates to Grapevine, Texas. In 10/11 year we were in Spokane saving \$32,000 in delegate reimbursement. With anticipated state convention expenses and two more payrolls we should end up the year with a gain of \$5,000 to \$10,000.

Included with this report are the 11 month WARLCA Statement of Financial Position and WARLCA Statement of Activities along with our

12/13 year CPA review.

As the RCBP (Rural Carrier Benefit Plan) Representative I have attended the RCBP seminar at National Convention, as well as keeping in touch with our RCBP Manager, Larry Waligora. Here are a couple of important items why you should have RCBP: RCBP is the only Federal Plan that has 100% full cancer coverage, including second opinions, specialized treatment, and drugs.

NRLCA sponsors the RCBP, which means if you have any problems you can contact Clifford Dailing, NRLCA Secretary/Treasurer and Larry Waligora, Program Manager to help get it straightened out. It is great to have a contact that is working for us!

Thank you for allowing me to be your Secretary-Treasurer. If you ever have any questions or comments I am always available. United in Support of the Rural Craft.

Your State Board apologizes for the formatting errors and/or omissions in the Spring 2014 Washington Rural Carrier (WRC). Our goal is to produce the best quality publication.



The 2014/15 WARLCA State Board was sworn in by NRLCA President Jeanette Dwyer. They are (L to R) Renee Pitts, President; Mariann Faulkner, Vice President; Becky Wendlandt, Secretary/Treasurer; Tara Mohr, Region 1 Committeeperson; Dawn Ayers, Region 2 Committeeperson; Levi Hanson, Region 3 Committeeperson and Joyce Patteson, Region 4 Committeeperson.

Washington Rural Letter Carriers Association
Statement of Activities - Previous Year Comparison
July 2013 through May 2014

	Jul '13 - May 14	Jul '12 - May 13	% Change
Ordinary Income/Expense			
Income			
400000 · Dues Income	221,264.16	391,027.89	-43.4%
410000 · National General Insurance-GM...	13,435.91	13,091.70	2.6%
420000 · Reimbursements & Refunds	2,142.50	11,783.16	-81.8%
Total Income	236,842.57	415,902.75	-43.1%
Expense			
500000 · Per Capita Expenses	3,772.50	2,923.18	29.1%
520000 · Meetings and Conventions	62,087.60	67,552.65	-8.1%
530000 · Equipment Expense	1,779.46	1,457.03	22.1%
550000 · Payroll TxS-Acct Fees-Other Exp	22,689.00	43,196.41	-47.5%
610CF · Pres & Past Pres - C. Freeman	1,450.00	4,375.80	-66.9%
610RC · President - Renee Cowan	12,020.94	0.00	100.0%
620MF · Vice President-Mariann Faulkner	3,988.70	0.00	100.0%
620RC · Vice President - Renee' Cowan	0.00	3,700.36	-100.0%
630RW · Sec/Treas. - R. Wendlandt	43,123.02	47,795.72	-9.8%
640DR · Editor - Doug Rinehart	1,500.00	1,141.00	31.5%
640SH · Editor/PAC - Susie Hill	0.00	1,308.61	-100.0%
645000 · Washington Rural Carrier (WRC)	6,077.28	5,307.63	14.5%
650MF · District 1 - M. Faulkner	0.00	4,262.47	-100.0%
650TM · Region 1 - Taralee Mohr	5,345.77	0.00	100.0%
660DR · Region 2 - Doug Rinehart	4,739.31	4,484.02	5.7%
670JL · District 3 - J. Lee	0.00	4,868.37	-100.0%
670LH · Region 3 - Levi Hanson	5,399.55	0.00	100.0%
680JP · Region 4 - Joyce Patteson	6,720.07	3,497.47	92.1%
685SH · PAC - Chair - Susie Hill	41.12	0.00	100.0%
700000 · Steward Training Expenses	0.00	3,324.20	-100.0%
700PP · Full Time State Stew - P. Pitts	0.00	31,290.69	-100.0%
740MH · Senior Asst Stew - M. Hartshorn	0.00	8,795.36	-100.0%
770JP · Senior Asst Stew - J. Patteson	0.00	12,104.93	-100.0%
791RC · Senior Asst Stew - R. Cowan	0.00	12,472.55	-100.0%
792CF · Senior Asst Stew - C. Freeman	0.00	12,576.31	-100.0%
874JT · Area Steward - J. Taylor	0.00	3,602.38	-100.0%
875JW · Area Steward - J. Walla	0.00	3,899.09	-100.0%
880LS · Local Steward	0.00	131.96	-100.0%
Total Expense	180,734.32	284,068.19	-36.4%
Net Ordinary Income	56,108.25	131,834.56	-57.4%
Other Income/Expense			
Other Income			
450000 · Interest Income	1,051.60	1,136.80	-7.5%
Total Other Income	1,051.60	1,136.80	-7.5%
Net Other Income	1,051.60	1,136.80	-7.5%
Net Income	57,159.85	132,971.36	-57.0%

Washington Rural Letter Carriers Association
Statement of Financial Position - Compared to Previous Year
As of May 31, 2014

	May 31, 14	May 31, 13
ASSETS		
Current Assets		
Checking/Savings		
101000 · Chkg - WA Trust Bank	14,273.99	13,354.53
102000 · Svgs - APCU	117,685.43	160,374.60
103000 · Chkg - Atlanta Postal Credit Un	105.04	15.54
104000 · Emergency Fund - APCU	10,501.96	33,907.07
104100 · EmergencyFundCD#75-12mo(3-11...	40,021.78	0.00
141000 · C.D.#71 APCU 12 mo (8-1-2006)	31,547.39	31,234.91
143000 · C.D.#73 APCU-12 mo (2-8-07)	30,273.36	29,975.73
146000 · CD#74 APCU-12 mo (3-11-2014)	40,021.78	0.00
Total Checking/Savings	284,430.73	268,862.38
Total Current Assets	284,430.73	268,862.38
TOTAL ASSETS	284,430.73	268,862.38
LIABILITIES & EQUITY		
Liabilities		
Current Liabilities		
Other Current Liabilities		
210000 · Payroll Liabilities	0.00	-1,025.45
Total Other Current Liabilities	0.00	-1,025.45
Total Current Liabilities	0.00	-1,025.45
Total Liabilities	0.00	-1,025.45
Equity		
390000 · Net Assets	227,270.88	136,916.47
Net Income	57,159.85	132,971.36
Total Equity	284,430.73	269,887.83
TOTAL LIABILITIES & EQUITY	284,430.73	268,862.38

NAME	WARLCA TRACKING FORM FOR 2013/2014 DUES YEAR												Total	Total For Year
	Jul-13	Aug-13	Sep-13	Oct-13	Nov-13	Dec-13	14-Jan	14-Feb	14-Mar	14-Apr	14-May	14-Jun		
Doug Rinehart	4	0	0	0	5	0	0	0	0	3	1	0	13	
Doug Lost s/l annual	0	0	0	0	0	0	0	0	0	0	0	0	0	13
Tara Mohr	4	1	0	1	5	1	0	1	3	0	0	0	16	
Tara Lost s/l annual	0	0	0	0	0	0	0	0	0	0	0	0	0	16
Becky Wendlandt	15	7	9	16	13	11	12	11	14	10	10	0	128	
Becky Lost s/l annual	1.5	1.5	1.5	1.5	1.5	1.35	0	1.5	1.5	1.5	1.5	0	14.85	142.85
Joyce Patteson	5	1	0	0	5	1	0	0	6	1	1	0	20	
Joyce lost s/l annual	0	1.5	0	0	0	0	0	0	0	0	0	0	1.5	21.5
Renee' Cowan	6	1	5	5	9	1	1	0	7	1	5	0	41	
Renee' lost s/l annual	0	0	0	1.5	1.25	0	0	0	0	0	0	0	2.75	43.75
Mariann Faulkner	4	0	0	0	4	0	0	0	4	0	0	0	12	
Mariann Lost s/l annual	0	0	0	0	0	0	0	0	0	0	0	0	0	12
Levi Hanson	4	0	0	1	5	1	1	0	4	1	0	0	17	17
Cheri Freeman	0	0	7	0	0	0	0	0	0	0	0	0	7	7
TOTALS	43.50	13.00	22.50	26.00	48.75	16.35	14.00	13.50	39.50	17.50	18.50	0.00	273.10	273.10

Note: This form shows the amount of ADOP taken for union business and the amount of ADOP paid for Lost Annual and Sick Leave. The "Total For Year" shows the total amount of both ADOP for union business and lost sick leave and annual added together

WASHINGTON RURAL LETTER CARRIERS' ASSOCIATION

FINANCIAL STATEMENTS

June 30, 2013 and 2012

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INDEPENDENT ACCOUNTANTS' REVIEW REPORT

To the Board of Directors
WASHINGTON RURAL LETTER CARRIERS' ASSOCIATION
Spokane, Washington

We have reviewed the accompanying statements of assets, liabilities, and net assets-modified cash basis of WASHINGTON RURAL LETTER CARRIERS' ASSOCIATION (a Washington not-for-profit organization) as of June 30, 2013 and 2012, and the related statements of revenues, expenses, and other changes in net assets-modified cash basis and functional expenses-modified cash basis for the years then ended. A review includes primarily applying analytical procedures to management's financial data and making inquiries of Organization management. A review is substantially less in scope than an audit, the objective of which is the expression of an opinion regarding the financial statements as a whole. Accordingly, we do not express such an opinion.

Management is responsible for the preparation and fair presentation of the financial statements in accordance with the modified cash basis of accounting and for designing, implementing, and maintaining internal control relevant to the preparation and fair presentation of the financial statements.

Our responsibility is to conduct the reviews in accordance with Statements on Standards for Accounting and Review Services issued by the American Institute of Certified Public Accountants. Those standards require us to perform procedures to obtain limited assurance that there are no material modifications that should be made to the financial statements. We believe that the results of our procedures provide a reasonable basis for our reports.

Based on our reviews, we are not aware of any material modifications that should be made to the accompanying financial statements in order for them to be in conformity with the modified cash basis of accounting, as described in Note 2.

Dewar Meeks + Ekrem PC

Certified Public Accountants

December 6, 2013

D E W A R
M E E K S
+ E K R E M

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Washington Society of Certified Public Accountants

WASHINGTON RURAL LETTER CARRIERS' ASSOCIATION
STATEMENT OF ASSETS, LIABILITIES AND NET ASSETS-MODIFIED CASH BASIS
June 30, 2013 and 2012

ASSETS

	2013	2012
CURRENT ASSETS:		
Cash and cash equivalents	\$ 226,623	\$ 160,184
Total current assets	226,623	160,184
TOTAL ASSETS	\$ 226,623	\$ 160,184

LIABILITIES AND NET ASSETS

CURRENT LIABILITIES:		
Employee taxes withheld	\$ -	\$ 1,338
Total current liabilities	-	1,338
NET ASSETS:		
Unrestricted net assets	226,623	158,846
TOTAL LIABILITIES AND NET ASSETS	\$ 226,623	\$ 160,184

See accompanying notes and independent accountants' review report.

WASHINGTON RURAL LETTER CARRIERS' ASSOCIATION

STATEMENTS OF REVENUES, EXPENSES, AND OTHER CHANGES IN NET ASSETS-MODIFIED CASH BASIS For the years ended June 30, 2013 and 2012

	2013	%	2012	%
UNRESTRICTED NET ASSETS				
Revenues				
Membership dues and assessments	\$ 400,893	96.3	\$ 504,339	96.5
Program service revenue	13,092	3.1	15,979	3.1
Interest income	1,528	0.4	1,869	0.4
Other income	711	0.2	344	0.0
Total Revenue	416,224	100.0	522,531	100.0
Expenses				
Program services:				
Conventions and meetings	92,508	22.2	101,001	19.3
Employee benefits	10,275	2.5	11,037	2.1
Equipment fund	1,457	0.4	784	0.2
Lodging	356	0.1	278	0.1
Mileage/transportation	9,772	2.3	21,003	4.0
Miscellaneous	1,660	0.4	-	0.0
Office and communications	13,525	3.2	21,933	4.2
Per diem	90	0.0	90	0.0
Postage and shipping	4,034	1.0	3,968	0.8
Printing	5,685	1.4	5,399	1.0
Retirement plans	13,107	3.1	18,334	3.5
Salaries and wages	167,380	40.2	264,310	50.6
Taxes - payroll	11,869	2.9	23,516	4.5
Training and seminars	6,029	1.4	16,429	3.1
Total program services	337,747	81.1	488,082	93.4
Support services:				
Management and general	7,997	2.0	7,565	1.5
Unallocated dues paid to affiliates	2,703	0.6	2,247	0.4
Total support services	10,700	2.6	9,812	1.9
Total expenses	348,447	83.7	497,894	95.3
Change in net assets	67,777	16.3	24,637	4.7
Unrestricted net assets, beginning of year	158,846		134,209	
Unrestricted net assets, end of year	\$ 226,623		\$ 158,846	

See accompanying notes and independent accountants' review report.

WASHINGTON RURAL LETTER CARRIERS' ASSOCIATION
STATEMENTS OF FUNCTIONAL EXPENSES-MODIFIED CASH BASIS
For the year ended June 30, 2013

	Program Services				Support Services		2013 Total
	Lobbying	Representative	Union Administration	Total program Services	Management and General	Unallocated Dues Paid to Affiliates	
Accounting and legal	\$ -	\$ -	\$ -	\$ -	\$ 5,982	\$ -	\$ 5,982
Conventions and meetings	546	1,923	90,039	92,508	-	-	92,508
Employee benefits	23	9,563	689	10,275	-	-	10,275
Equipment fund	-	-	1,457	1,457	-	-	1,457
Lodging	-	116	240	356	-	-	356
Mileage/transportation	-	7,250	2,522	9,772	-	-	9,772
Miscellaneous	-	1,660	-	1,660	-	-	1,660
Office and communications	60	6,693	6,772	13,525	1,374	-	14,899
Per capita-Counties	-	-	-	-	-	328	328
Per capita-National	-	-	-	-	-	2,375	2,375
Per capita-Other	-	-	-	-	641	-	641
Per diem	-	30	60	90	-	-	90
Postage and shipping	-	135	3,899	4,034	-	-	4,034
Printing	-	424	5,261	5,685	-	-	5,685
Retirement plans	130	10,086	2,891	13,107	-	-	13,107
Salaries and wages	2,601	97,054	67,725	167,380	-	-	167,380
Taxes - payroll	184	6,939	4,746	11,869	-	-	11,869
Training and seminars	2,705	3,324	-	6,029	-	-	6,029
Total	\$ 6,249	\$ 145,197	\$ 186,301	\$ 337,747	\$ 7,997	\$ 2,703	\$ 348,447

For the year ended June 30, 2012

	Program Services				Support Services		2012 Total
	Lobbying	Representative	Union Administration	Total Program Services	Management and General	Unallocated Dues Paid to Affiliates	
Accounting and legal	\$ -	\$ -	\$ -	\$ -	\$ 6,171	\$ -	\$ 6,171
Conventions and meetings	-	4,471	96,530	101,001	-	-	101,001
Employee benefits	20	10,320	697	11,037	-	-	11,037
Equipment fund	-	-	784	784	-	-	784
Lodging	-	278	-	278	-	-	278
Mileage/transportation	-	19,442	1,561	21,003	-	-	21,003
Office and communications	533	16,588	4,812	21,933	743	-	22,676
Per capita-Counties	-	-	-	-	-	324	324
Per capita-National	-	-	-	-	-	1,923	1,923
Per capita-Other	-	-	-	-	651	-	651
Per diem	-	90	-	90	-	-	90
Postage and shipping	-	450	3,518	3,968	-	-	3,968
Printing	-	906	4,493	5,399	-	-	5,399
Retirement plans	173	15,199	2,962	18,334	-	-	18,334
Salaries and wages	3,454	197,328	63,528	264,310	-	-	264,310
Taxes - payroll	307	17,557	5,652	23,516	-	-	23,516
Training and seminars	2,527	13,902	-	16,429	-	-	16,429
Total	\$ 7,014	\$ 296,531	\$ 184,537	\$ 488,082	\$ 7,565	\$ 2,247	\$ 497,894

See accompanying notes and independent accountants' review report.

WASHINGTON RURAL LETTER CARRIERS' ASSOCIATION

NOTES TO FINANCIAL STATEMENTS

June 30, 2013 and 2012

NOTE 1. Nature of Activities:

WASHINGTON RURAL LETTER CARRIERS' ASSOCIATION (The Association) is a Washington not-for-profit corporation. The Association is a labor union organized for the benefit of its members, and operates in the State of Washington. The Association engages in several activities, including representational activities, which includes administrating and enforcing existing agreements. Another activity is lobbying, which includes dealings with the executive and legislative branches of federal, state, and local governments to advance the passage or defeat of existing or potential laws or the promulgation or any other action with respect to rules or regulations. The Association also engages in union administration activities, which includes nominating and electing union officers, holding regular membership meetings, participating in intermediate and national meetings, conducting union disciplinary proceedings, administrating trusteeships, and administrating apprenticeship and member education programs.

NOTE 2. Summary of significant accounting policies:

Basis of accounting:

The Association's policy is to prepare their financial statements using the modified cash basis of accounting, which is a comprehensive basis of accounting other than generally accepted accounting principles. Under the modified cash basis of accounting, revenues are recognized when received rather than when earned, and expenses are recognized when cash is disbursed rather than when the obligation is incurred, except for deferred revenue as discussed below. The modified cash basis differs from generally accepted accounting principles primarily because the effects of outstanding dues and obligations unpaid at the date of the financial statements are not reflected in the financial statements.

Estimates:

Management uses estimates and assumptions in preparing the financial statements. Those estimates and assumptions affect certain reported amounts and disclosures, including those allocated to functional expenses. Actual results could differ from those estimates.

See independent accountants' review report

WASHINGTON RURAL LETTER CARRIERS' ASSOCIATION

NOTES TO FINANCIAL STATEMENTS

June 30, 2013 and 2012

NOTE 2. Summary of significant accounting policies, continued:

Property and Depreciation:

Property and equipment is expensed in the year it is purchased. Accordingly, there is no provision for depreciation expense in these financial statements.

Revenues:

The Association receives revenue to fund its activities by primarily collecting annual dues from its membership. The Association receives minor amounts of revenue from various program activities.

Income Taxes:

The Association is a not-for-profit corporation and is therefore exempt from federal income taxes on its exempt function income under Section 501(c)(5) of the Internal Revenue Code and classified by the Internal Revenue Service as other than a private foundation.

The Association Forms 990, *Return of Organization Exempt from Income Tax*, for the years ending June 30, 2012, 2011, and 2010 are subject to examination by the IRS, generally for three years after they were filed.

Allocation of functional expenses:

The costs of providing the various programs and other activities have been summarized on a functional basis in the statement of functional expenses. Accordingly, certain costs have been allocated among the programs and supporting services benefited.

NOTE 3. Concentrations:

Cash:

The Company maintains its primary cash accounts in two financial institutions in which the balances at times may exceed the amount insured by the Federal Deposit Insurance Corporation (FDIC) or the National Credit Union Association (NCUA). At June 30, 2013 and 2012, the Company's uninsured balances were \$-0- for both years.

See independent accountants' review report

Region One Committeeperson Tara Mohr's Report for the 2014 State Convention

I can't believe a year has gone by already. Time flies when you're having fun. Region one covers King, Snohomish, Island, Skagit and Whatcom counties. I went to every one of the county unit meetings and attended all annual meetings. I was able to guide the new officers and bring back the concerns of the respective delegations to the board.

This year has been a personal year of growth for me. I got to do things I never thought I would be able to. I was able to meet and become friends with Jill McKinnie, a wonderful woman from Congressman Rick Larson's office. We discussed the issues the postal carriers are faced with and the impact of hurtful and positive legislation.

I was also given the opportunity to go to Seattle and Federal Way to the new hire orientations to recruit new members.

The board meetings have also been a learning experience. Setting a budget, board meetings, and informational meetings everything takes time and you must have a contract for everything. Nothing is spur of the moment.

I was appointed Co-Pac Chair and wanted to thank those that have given me guidance and the information needed to perform this duty. I have put up a donation jar in my local Alfy's and I am collecting Pac donations from my community. I am hoping to get the county units to have County Pac Chairs. Their job would be to set up local fund raising events. More info to come at the officers' training.

I have been working towards getting bids for the 2017 state convention and I am always open for suggestions on where you think it should be. Keep in mind I will try to keep the cost to our members and association at a minimum.

I would also like to encourage you to attend your meetings, and contact your board for any changes or ideas that could help you and your coworkers with obtaining the information you need.

As always if you have any questions, comments or

concerns feel free to call, email, or write me. Respectfully submitted.

Region 2 Committeeperson & Editor Doug Rinehart's Report for the 2014 State Convention

The 2013/14 year for the WARLCA was a bit unique. Two newbies dotted the state board with the other members representing a wide variety of experience as board members. There was a distinct learning curve concerning how everyone approached their duties of representing the interests of their Regions and the State as a whole.

In the end, agreements were reached, which is the whole idea. Compromise was needed (and achieved for the most part). There were portions of our duties (training for the board) that were mandated by the national office that took more time than was noted by the guidelines in the manual, but we got through it. Vouchers were scrutinized. Meetings were set up. Member trainings were finalized.

One of the great accomplishments for this year was the increase in membership. For this, I would like to express my appreciation to those members who attended the orientations to garner members as well as the Ad-Hoc Academy trainers who got those new RCAs that might have slipped through. Great job!

As the Region 2 Committeeperson, I attended all of the county meetings that were held within the Region. These meetings consumed approximately 60 hours in time and about 1550 miles of driving for the meetings along with many more hours of planning and research. I am not sure how much money was collected for PAC at those meetings, but carriers continue to be generous in the contributions to this worthwhile cause.

Next year (2015), the State Convention will be held June 28-30, 2015 in Vancouver at the Heathman Lodge. Room rates are \$95 single/double, \$10 per person for more. For a complimentary breakfast, (deluxe) room the rates are \$105 single/double, \$10 per person for more. At this time, the banquet plans are in the developmental stages, as are many of the other particulars.

Also being the editor, I have had the pleasure of

contributing to this Association in another fashion. I put together and sent to the publisher (the Lynden Tribune) four issues of the Washington Rural Carrier (WRC). I felt that the quality of the articles submitted this past year was very high. There was a lot of extremely good information. The one aspect I was a bit disappointed with was the participation of the county units in the Kounty Korner. Only two counties opted to participate in this potentially powerful tool for enhancing participation at the local level.

It has been an honor and a privilege to serve this great Association as the Region 2 Committeeperson. It has also been a pleasure and a blessing. Respectfully submitted.

Region 3 Committeeperson & Provident Guild Representative Levi Hanson's Report for the 2014 State Convention

It has been my honor to serve as Region 3 Committeeperson and Provident Guild Representative for the 2013-2014 Association year. I was happy to represent the Northeast, North Central and East Central counties and I look forward to doing the same in the coming year.

My first year on the WARLCA State Board was an eventful one and a learning experience. My expectations were far from the reality that I was confronted with as a board member; that reality was both negative and positive.

As the first board to convene after the advent of the National Steward System we were rudderless and with very little direction from the National Board we were left to plot our own course. We quickly identified three priorities: membership recruitment, legislative action and member involvement. As part of that process, we introduced the Voice of the Member Survey which has received a mediocre response but has, nonetheless, provided us with some guidance from the membership. In an effort to continue the discussion with the membership we have introduced the State Convention Delegate Survey and County Officer's Training Survey. Because we are only now receiving responses from these surveys it will take some time to tabulate all the results and make changes according to member suggestions. In the meantime, the board will continue to

struggle to discover its overarching purpose going forward.

While the board is made up of all rural carriers; we are all individuals with our own feelings, values, goals and backgrounds. As such, it is normal for there to be some conflict but the level of conflict exceeded any expectations I had going into this year. They say that a newly formed group passes through four stages: forming, storming, norming and performing. From my perspective this board remains somewhere in the middle; certainly storming while attempting to form and norm. It has not been an easy process but my hope is that when all is said and done that we will be a stronger board, more effective and more responsive to the needs of the membership.

While we have had our difficulties, some very positive things have come out of this year. Thanks in part to the County Membership Competition that was developed by the board we have seen a fairly significant increase in the state's membership. Many of these new members joined shortly after being hired because of recruitment efforts at the Ad Hoc sites, during new employee orientation and in many cases because of encouragement from fellow carriers at offices across the state. I sincerely hope that these efforts will continue going forward.

On the legislative front we have managed to forestall some of the most detrimental legislation to the rural craft thanks to efforts by everyone from the brand new RCA to the President of our association. The fight is not won, not by a long shot, and if we are to succeed we will need everyone to get involved by repeatedly contacting their Congressional delegation. In the coming year, I plan to revamp efforts to encourage participation in the political process by our members. I would also like the State Board to take a more active approach by endorsing candidates for public office that will fight for rural carriers at the local, state and federal levels.

As part of my duties; I attended all the County meetings in Region 3, attended all state functions including board meetings and informational rallies, lobbied members of Congress, actively participated in membership recruitment, raised funds for PAC, planned for and secured a location for the 2016

State Convention, provided Provident Guild related assistance and I was honored to present Dale Walston with his 50 year member award.

I am excited to serve the WARLCA membership in the coming year and welcome your input.

Region 4 Committeeperson Joyce Patteson's Report for the 2014 State Convention

This year has flown by so fast I can hardly believe it! I just keep wondering where it went because it seems like yesterday when I was writing my annual report for the 2013 WARLCA State Convention in Oak Harbor. It has been my pleasure to serve you this past year as the Committeeperson for Region 4, which includes Apple Valley County, Southeast County, and Whitman/Asotin County. I fulfilled all the duties in my position which included attending all annual meetings in the afore-mentioned counties; attending all board meetings; and this past year included preparation for the 2014 State Convention. That was an interesting task in itself and one that was completely new to me. Hopefully it will turn out well!

As others have mentioned in their reports, it has been an interesting year for the WARLCA State Board to say the least. I have to be honest here, and I believe some of the other board members would agree, it's difficult to serve the membership when we are unclear as to what the membership needs and/or wants from us. We've reached out to you and asked for your guidance, but it's the same few people that always respond. That's okay, because without those few that keep coming back we probably wouldn't be holding this convention! The problem is that we want more. We've gained more members; now we want more active members! Don't get me wrong, we appreciate each one of you that is a member, and we really appreciate each one of you that is an active member. We just want more of you to join us at conventions, booster and/or informational meetings, and especially at your county meetings. How can we accomplish this?? Please – tell us. What will motivate you and cause you to want to be an active member of this association? This is YOUR union and YOUR dues money. Give us guidance – please. It's disheartening to know that we are spending your dues money attending county

meetings, etc., when there are so few of you in attendance. We can't continue doing the same things expecting different results. That's insanity! We need you to give us fresh ideas; guidance; purpose; and new goals for the upcoming year.

On a more personal note, I wish to say thanks to all of my fellow board members for putting up with me this past year; thanks to all of the county officers who serve you in your respective counties; and a big thanks to you – the membership, because without you, we wouldn't be here.

PAC Chair Susie Hill's Report for the 2014 State Convention

Collections for PAC have moved at a steady, but not outstanding pace for this year. Hopefully State Convention will put us over the top for our goal this year.

This is my final year as PAC chair for the WARLCA and I would like to thank everyone for their support and dedication toward PAC. It supports so many with so few actually contributing. I hope that will change in the future. This is one way to help insure that your job continues.

Every year but one since I became PAC chair, we managed to exceed the past year's total. That's a great feeling. To continue this trend we need more people to sign up for automatic deposits to PAC, either through withholding from your paycheck or an electronic funds transfer from your checking account. Either of these helps the National office budget better for their fight in Congress.

The other thing I encourage you to do is to continue to write and/or call your representatives in Congress. Call every week-more often when a vote on an issue important to the rural carries is coming up. Spread the word-have your family and friends write and call. Remind everyone that rural America doesn't have the same services available 24/7 as do the large cities. Rural America depends on the U.S. Postal Service for many facets of their life.

Stay happy and stay safe.

IT IS NEVER TOO EARLY TO DONATE TO PAC

President Renee' called for the Tellers One Committee to give their report. Kurt Eckrem, chair of the Tellers Once Committee, gave their report as follows:

On June 7th, 2014 the committee retrieved eight ballots from the PO box designated for returned ballots. Six were unable to forward, two were address correction and were re-mailed. On June 21st, 2014

the committee closed out both PO boxes and retrieved a tray of ballots. There were no further returned ballots. The committee returned to the secure room at the Red Lion and counted and tabulated the ballots. There were:

319 valid ballots counted
 3 invalid ballots (1 had no name of the back of the outer envelope, 1 was not in a security envelope, and 1 had more than the 19 votes allowed).

DELEGATE

ORDER	NAME	TOTAL VOTES
1	Patrick Pitts	214
2	Rebecca (Becky) Wendlandt	200
3	Renee' (Cowan) Pitts	150
4	Monte Hartshorn	147
5	Charles Alexander	146
6	Patricia Alexander	134
7	Joyce Patteson	130
8	Mariann Faulkner	128
9	Cheryl (Cheri) Freeman	125
10	Doug Rinehart	117
11	Becky Pike	112
12	Susie Hill	110
13	Jeffrey (Jeff) Taylor	100
14	Joyce Sutherland	95
15	Levi Hanson	93
16	Joanne Blackburn	93
17	Dan Schrup	92
18	Jim Hemrich	89
19	Janie Walla	86
20	Dawn Ayers	81
21	Karen Hill	77
22	Taralee Mohr	75
23	Shawn Johnson	73
24	David Ray	69
25	Colleen Headley	65
26	Lisa Benson	63
27	Daniel Ngatia	57
28	Sharon Madison	52
29	Kristian Granish	50
30	Lorrie Crow	49

Becky Wendlandt gave an update on the rules for alternate delegates moving up to regular delegates and announced WRLCA qualifies for 19 delegates to National Convention as of today.

President Renee' called for the Constitution Committee to give their preliminary report. Jim Hemrich, chair of the Constitution Committee, gave

their preliminary report announcing they will be meeting at the close of session today.

Mariann Faulkner read announcements. Linda Gale moved that the delegates be in charge of their own voting cards. It was seconded and discussed. David Ray moved to amend the motion to add at the end "and the delegate-at-large be responsible for the

voting cards at the end of each day”. It was seconded and passed. Main amended motion passed.

President Renee’ called for a break at 10:10 AM.

President Renee’ called the meeting back to order at approximately 10:30 AM. Becky Wendlandt took roll call of officers and county delegates-at-large and all 56 delegates were present.

Darren J. Engelhart, Rural Delivery Specialist for USPS Seattle District Delivery Programs, reported on Seattle District issues and took questions from the floor.

Don Jacobus, USPS Seattle District Manager (Acting), next spoke on issues regarding the USPS and on Sunday delivery that is starting next Sunday, then took questions from the floor.

Mariann Faulkner gave the announcements and President Renee’ dismissed the delegates for a lunch break.

President Renee’ called the meeting back to order at 1:20 PM. Becky Wendlandt took roll call of officers and county delegates-at-large and 54 delegates were present with two more showing up to make 56 total delegates.

President Renee’ called for the 2015 State Convention Report. Doug Rinehart gave the 2015 State Convention Report. It is as follows:

In 2015, the WARLCA will visit Vancouver as the Heathman Lodge will host our state convention. The actual dates for the convention are June 28 through June 30, 2015. The social get-together has not been planned yet, but it would occur on Saturday June 27. Unlike in years past, this venue is not on the Columbia River, although it is close.

Room rates for the Heathman Lodge will be \$95 for a single/double room featuring two queen beds. If you have more than the norm in the room, there is a \$10 per person fee. If you wish to partake of the complimentary breakfast, the fees go to \$105 per room with the \$10 per person fee for extra people. Each room comes equipped with:

- Queen Bed

- Two-Line Phones with Data Ports & Voicemail
- Refrigerator
- Microwave
- Coffee Maker
- Iron/Ironing Board
- Hairdryer
- Television
- Work Desk & Chair
- Complimentary Wireless Internet

Hudson’s Bar & Grill is the on-site restaurant. They have a breakfast menu, brunch menu, lunch menu and dinner menu. They also have Hudson’s Hour. The restaurant prices are moderate and a gluten free menu is available. If you wish other dining choices, nearby is Olive Garden, Azteca, Great Taste of China, Red Robin, Old Spaghetti Factory and Red Lobster to mention a few. For those golfers out there, three courses are available in the area.

Although the details are still in the works, there are a few things that you the delegates can help us with. What kind of social event would you prefer? This year’s banquet fee is \$35 and includes comedian Chris Alpine. Is this the maximum amount you are willing to spend or would you be willing to spend a little more to get the entertainment for the banquet? PLEASE, let your Region Committeeperson know your thoughts. We NEED your input.

President Renee’ called for the 2016 State Convention Report. Levi Hanson gave the 2016 State Convention Report. It is as follows: I am happy to invite every member of the WARLCA to attend the 2016 State Convention in Spokane Valley, WA from June 12-14. The Convention will take place at the Mirabeau Park Hotel and Convention Center; beautifully and conveniently located in the heart of the Inland Northwest. The entire property, including the guest rooms and convention spaces, is undergoing an extensive remodel and will be ready just in time for our convention. The guest rooms are locked in at an affordable rate of \$99 a night for single/double occupancy and we have reserved a few suites with kitchenettes that sleep as many as 4 for \$139. You’ll be treated to the award winning food from the Max at Mirabeau restaurant located in the lobby of the hotel and you’ll enjoy free wireless internet access throughout the property. In the beautifully landscaped courtyard there is a pool and hot tub for your

enjoyment. The hotel is located within walking distance of the Centennial Trail, a 38 mile paved walking and biking route along the Spokane River. Nearby are also the Spokane Valley Mall, restaurants and many local and national retailers. The hotel is conveniently located just off of I-90; 12 miles from downtown Spokane and 10 miles from the Idaho border. Stay tuned for updates regarding entertainment, meals and speakers. For more information about the Mirabeau Hotel and Convention Center please see www.mirabeauparkhotel.com.

President Renee' called for the 2017 State Convention Report. Taralee Mohr gave the report for the 2017 State Convention. It is as follows: The dates will be June 25-27, 2017 and will be located in Region One. No contract has been signed yet. Please let me know what you are interested in. My State Officer's Report has more details.

President Renee' called for the question and answer period for State Officers. There were no questions.

Next, NRLCA Seattle District Representative Patrick Pitts gave an update on grievances, USPS Seattle District policies, Sunday delivery, and other issues. Patrick also recognized full-time Assistant District Representative Monte Hartshorn, part-time Assistant District Representatives Joyce Patteson, Renee' Pitts, and Jeff Taylor; and Area Steward Janie Walla. Patrick finished by taking questions

from the floor.

Mariann Faulkner gave announcements and President Renee' called the meeting adjourned for the day at approximately 2:30 PM.

Monday, June 23, 2014 President Renee' called the meeting to order at 8:01 AM after an uplifting memorial. Becky Wendlandt did roll call and 53 delegates were present. At 8:05 AM the delegate-at-large from Mutual RLCA announced that they had two more delegates for a total of 55 delegates.

Susie Hill announced that \$954 was collected yesterday from the garage sale for PAC. Susie also announced the winners of the PAC contest for the most money collected for the year. They are:
East Central Washington RLCA came in 3rd with a total of \$725.00
Mutual RLCA came in 2nd with a total of \$2,302.00
King Snohomish RLCA is 1st again this year with a total of \$4,480.00.

For the PAC contest for county per capita the results are:
North East Washington RLCA came in 3rd with \$10.59 per capita
King Snohomish RLCA came in 2nd with \$11.98 per capita
Whitman Asotin RLCA came in 1st with \$15.93 per capita

Continued on page 24



We are extremely proud of our brave men and women who have served in the United States military branches. Those who attended the 2014 WARLCA State convention included (L to R) Patrick Pitts, Mel Walker, Dan Schrup, Jeff Taylor, Sharon Madison, John Wangelin, Barbara Schmitt, Ray Steele and Nancy Granish.

President Renee' called for the report of the Creden-

tials Committee. Karen Crombie, chair of the Credentials Committee gave the following report:

Credentials Committee Report			
County Name & Delegate at Large	# of members	# of possible delegates	# of seated delegates
001 North Central Tammy Donaghue	82	16	1
003 Peninsula Carolyn Triebenbach	178	36	4
005 Lower Columbia Melvin Walker	199	40	2
006 Mutual Kris Skewis	342	68	15
010 Island, Skagit, San Juan Dionne Taylor	103	21	1
011 King, Snohomish Lisa Benson	374	75	12
012 South East Barbara Schmitt	29	6	4
013 East Central Dan Schrup	174	35	4
014 North East Raymond Steele	51	10	4
015 Whatcom Linda Gale	94	19	4
016 Whitman, Asotin Jim Hemrich	27	5	1
017 Apple Joyce Patteson	184	37	4
Total for Counties:	1837	368	56

Karen Crombie moved that all delegates be seated by the passing of the final report of the Credentials Committee. Motion passed.

President Renee' called for the Mileage and Per Diem committee to give their preliminary report. Their report was disbursed to the delegates. Janice Sisley, chair of the Mileage and Per Diem committee, announced that delegates should check their amounts and make sure they are correct. If not, the delegate needs to contact the committee.

President Renee' called for the Finance Committee to give their preliminary report. Their report was disbursed to the delegates. Kris Skewis, chair of the Finance Committee, and the committee announced that the committee recommends proposed constitution change WARLCA State Constitution Article

III, Section 5, Paragraph C be adopted. The committee recommends proposed constitution change 2 not be adopted due to unknown expense to the Association. The committee recommends adding (8) All county officer positions must be filled for the current year in order to receive funding, so that it would now read:

We recommend the county units be funded at \$.50/member, per meeting, for up to four meetings per year provided the total checking/savings account falls below \$100 or \$1.00 per member, whichever is greater. This would be subject to the following conditions: (1) L/M report submitted to State Secretary on time, (2) meeting minutes submitted in a timely manner, (3) most current bank statement to be made available to State Secretary as needed prior to convention, (4) no additional pay given to state dele-

gates from county funds, (5) must have at least one delegate attend the previous year's state convention, (6) copy of Constitution submitted to State Secretary upon making any change, (7) must have submitted a signed letter of certification saying that the county officers have audited current year's county books, with the date and location where they were audited on, and signed by the county officers, and (8) All county officer positions must be filled for the current year in order to receive funding.

Under the Finance Committee recommendations for Office Rent/Storage for Elected WARLCA Officers the finance committee reported: This is the monthly reimbursement for office rent (includes utilities like electricity, garbage, etc.) and file and/or tub storage. It also is a reimbursement for any personal equipment (not owned by WARLCA) that is used. For all elected officers except for the Secretary/Treasurer it is also a reimbursement for internet and phone. The WARLCA provides phone and internet service for the Secretary-Treasurer. This is for WARLCA work and no consideration is given if the elected officer is also a part time ADR or area steward and receiving compensation for expenses/rent/storage from the NRLCA. The committee recommends no changes for monthly office rent/storage from last year. They are:

President:	\$50.00
Vice President:	\$50.00
Secretary/Treasurer	\$75.00
Region One Committeeperson	\$50.00
Region Two Committeeperson	\$50.00
Region Three Committeeperson	\$50.00
Region Four Committeeperson	\$50.00

The Finance Committee also recommends the report of the Finance Committee Form be updated to reflect the new wording of Region Committeeperson from District.

President Renee' called for the Nominating Committee to give their report. Sharlene Arras, chair of the Nominating Committee announced the following nominations:

President 2 year term: Renee' Pitts
 Vice President 2 year term: Mariann Faulkner
 Secretary-Treasurer 2 year term: Becky Wendlandt
 Region 2 Committeeperson 2 year term: Dawn

Ayers and Doug Rinehart

Region 4 Committeeperson 2 year term: Joyce Patten

Sharon Madison moved that the committee be dismissed with our thanks. It was seconded and the motion passed.

President Renee' called for the Auditing Committee to give their report. Joyce Sutherland, chair of the Auditing Committee, and Colleen Headley gave the following report:

Secretary-Treasurer Becky Wendlandt provided the committee with many months of documentation covering the bookkeeping process, the voucher system, Department of Labor and IRS documents. We find the books are well kept with the information backed up. Vouchers for September 2013 and January 2014 were reviewed so that we could compare some different items that might be submitted in the voucher system. Checks issued are accounted for, activities in all accounts are well documented and the checks and balances that are in place continue to exceed the standards required for the State organization. This committee has no recommendations at this time. Joyce Sutherland moved that the Auditing Committee be dismissed with our thanks. It was seconded and the motion passed.

President Renee' called for the Washington Rural Carrier Committee to give their report. Paige Barrett, chair of the Washington Rural Carrier Committee gave the following report:

We wish to thank our current editor Doug Rinehart for the hard work he has put in this past year in putting together the Washington Rural Carrier magazines for us. We would like to make the following suggestions for future issues.

1. All pictures should have a caption under it stating the name and position of the person or how the picture relates to the story.
2. We would like to see the feature of Kounty Korner to be written by one of the county officers only, depicting briefly what's going on in the unit and next meeting at least once a year, without limit on how many units can be featured in each issue.
3. A current union dues form in each issue.
4. Resolution/Bylaws forms in both the spring and winter issues so as to have a form on hand nearly all

year long. When issues come up, they can be immediately put on a form so that it doesn't get forgotten by the time spring comes along.

5. We recommend the continuation of a contact list in each issue.

The following is a list of possible topics we have thought of for upcoming issues:

1. Adding a listing of "vehicles available due to LLV placement or retirement" and "mutual transfers" within our State, if permissible under the non-profit status we currently hold.

2. Sunday delivery and how that will affect the craft.

3. With the possibility of an increase in minimum wage in Washington State, how are we to make a good recruitment of RCA's since starting wage being not much more?

4. Address the job descriptions of both a union steward and ad-hoc trainers so as to inform and possibly recruit more.

5. Retirement contributions and how to invest wisely.

Finally, we recommend the board raise the payment per issue to the editor from \$375 to \$450. We came to this number by looking up the mean hourly wage of editors at \$30.20 hour in the state of Washington. The editor currently spends an average of 25 hours per issue. Based on this, it would bring each issue to \$755. We recommend an amount that would reflect an average hourly wage of \$18.25. Thus the wage would be \$456.25 but to make it simpler we are recommending \$450. Paige Barrett moved that we accept the Washington Rural Carrier Committee report and dismiss the committee with our thanks. It was seconded, followed by discussion. David Ray moved to table the report until the delegates can get a written report. It was seconded, followed by discussion. Renee' asked David if he wants to clarify that he wants to move the discussion of the report until after we can review it. David said yes. Vote

was taken and David's motion failed. Cheri Freeman moved to remove the section about vehicles. It was seconded, followed by discussion. Question was called and vote to end debate passed. Motion to remove the section about vehicles failed. More discussion, question was called, and vote to end debate passed. Vote was taken on accepting the report and dismissing the committee with our thanks and motion passed.

Mariann Faulkner gave announcements and President Renee' called for a break.

President Renee' called the meeting to order at 10:05 AM. Becky Wendlandt did roll call and all 55 delegates were present.

Jeanette Dwyer, NRLCA President, updated the delegates on the latest concerning the USPS, our contract, time standards study, grievances, membership, EMA, DUOs, legislative issues, step 3s, scanners, and more. Jeanette also welcomed the first timers and presented them with pins. Jeanette took questions from the floor and everyone had a chance to ask their questions. President Renee' adjourned the meeting for a lunch break.

President Renee' called the meeting back to order at 1:03 PM. Becky Wendlandt did roll call with all 55 delegates present.

Patrick Pitts, NRLCA District Representative, updated the delegates with USPS Seattle District stats, and grievances.

President Renee' called for the Mileage and Per Diem Committee to give their report. Their report was disbursed to the delegates. Janice Sisley, chair of the Mileage and Per Diem Committee gave the following report:

County Unit	Last Name	First Name	One-Way Mileage	Round-Trip Mileage	Times 38¢ equals	Convention Allowance	Additional Per Diem	Ferry/Toll	Gross Pay
Mutual	Ankerson	Rita	237.3	474.6	\$180.35	\$250.00			\$430.35
Mutual	Arras	Sharlene	217	434.0	\$164.92	\$250.00			\$414.92
Mutual	Ayers	Dawn	219.6	439.2	\$166.90	\$250.00			\$416.90
Apple	Barrett	Paige	34.2	68.4	\$25.99	\$250.00			\$275.99
KS	Benson	Lisa	237	474.0	\$180.12	\$250.00			\$430.12
Mutual	Blackburn	Joanne	220.9	441.8	\$167.88	\$250.00			\$417.88
North East	Chamberlin	Lauri	177	354.0	\$134.52	\$250.00			\$384.52

Whatcom	Craig	Janice	274.2	548.4	\$208.39	\$250.00		\$458.39	
Mutual	Crombie	Karen	227.6	455.2	\$172.98	\$250.00		\$422.98	
Apple	Crow	Beverly	8.4	16.8	\$6.38	\$250.00	\$150.00	\$406.38	
North East	Crow	Lorrie	208.3	416.6	\$158.31	\$250.00		\$408.31	
North Central	Donaghue	Tammy	119.7	239.4	\$90.97	\$250.00		\$340.97	
KS	Eckrem	Kurt	222.9	445.8	\$169.40	\$250.00	\$75.00	\$494.40	
KS	Faulkner	Mariann	249.7	499.4	\$189.77	\$250.00		\$439.77	
Mutual	Flansburgh	Sherrie	278.7	557.4	\$211.81	\$250.00		\$461.81	
Mutual	Folk	James	248.2	496.4	\$188.63	\$250.00	\$75.00	\$513.63	
North East	Freeman	Cheri	193.9	387.8	\$147.36	\$250.00		\$397.36	
KS	Frymire	Jan	228.8	457.6	\$173.89	\$250.00		\$423.89	
Whatcom	Gale	Linda	274.7	549.4	\$208.77	\$250.00		\$458.77	
Mutual	Granish	Kristian	245	490.0	\$186.20	\$250.00		\$436.20	
Mutual	Granish	Nancy	238.1	476.2	\$180.96	\$250.00		\$430.96	
South East	Graves	Rachelle	68.2	136.4	\$51.83	\$250.00		\$301.83	
East Central	Hanson	Levi	145.4	290.8	\$110.50	\$250.00		\$360.50	
LC	Hartshorn	Monty	232.4	464.8	\$176.62	\$250.00		\$426.62	
KS	Headley	Colleen	226.1	452.2	\$171.84	\$250.00		\$421.84	
Whit-Asot	Hemrich	Jim	118.3	236.6	\$89.91	\$250.00		\$339.91	
South East	Higgins	Steve	60.5	121.0	\$45.98	\$250.00		\$295.98	
KS	Hill	Susie	216.1	432.2	\$164.24	\$250.00	\$14.21	\$428.45	
KS	Hill	Karen	220.3	440.6	\$167.43	\$250.00		\$417.43	
KS	Lopez	Isabell	220.1	440.2	\$167.28	\$250.00		\$417.28	
Mutual	Madison	Sharon	215	430.0	\$163.40	\$250.00		\$413.40	
KS	Mohr	Taralee	238.3	476.6	\$181.11	\$250.00		\$431.11	
Mutual	Ngatia	Daniel	217.8	435.6	\$165.53	\$250.00		\$415.53	
South East	Nichols	Carol	58	116.0	\$44.08	\$250.00		\$294.08	
Apple	Patteson	Joyce	82.7	165.4	\$62.85	\$250.00		\$312.85	
Mutual	Peterson	Alicia	225.7	451.4	\$171.53	\$250.00		\$421.53	
Whatcom	Pike	Becky	299.9	599.8	\$227.92	\$250.00	\$75.00	\$552.92	
Mutual	Pitts	Renee	221.6	443.2	\$168.42	\$250.00		\$418.42	
KS	Ray	David	217	434.0	\$164.92	\$250.00		\$414.92	
Peninsula	Rinehart	Doug	243.3	486.6	\$184.91	\$250.00	\$4.25	\$439.16	
South East	Schmitt	Barbara	6.4	12.8	\$4.86	\$250.00	\$150.00 \$2.46	\$407.32	
East Central	Schrup	Daniel	278	556.0	\$211.28	\$250.00		\$461.28	
Mutual	Sisley	Janice	215.8	431.6	\$164.01	\$250.00		\$414.01	
Mutual	Skewis	Kris	249.6	499.2	\$189.70	\$250.00		\$439.70	
North East	Steele	Raymond	229.2	458.4	\$174.19	\$250.00		\$424.19	
Whatcom	Sutherland	Joyce	282.3	564.6	\$214.55	\$250.00		\$464.55	
I-S-SJ	Taylor	Dionne	285.1	570.2	\$216.68	\$250.00	\$21.50	\$488.18	
East Central	Taylor	Jeff	160	320.0	\$121.60	\$250.00		\$371.60	
Peninsula	Triebenbach	Carolyn	252	504.0	\$191.52	\$250.00	\$5.25	\$446.77	
Peninsula	Wagner	Renee	242.2	484.4	\$184.07	\$250.00	\$5.25	\$439.32	
LC	Walker	Mel	261.5	523.0	\$198.74	\$250.00		\$448.74	
KS	Walla	Janie	212.7	425.4	\$161.65	\$250.00		\$411.65	
KS	Wangelin	John	246.6	493.2	\$187.42	\$250.00		\$437.42	
East Central	Wendlandt	Becky	163.4	326.8	\$124.18	\$250.00		\$374.18	
Totals:			10,972.7	21,945.40	8,339.25	13,500.00	525.00	52.92	\$22,417.17

Janice Sisley moved that the committee be dismissed with our thanks. Seconded and motion passed.

President Renee' called for the Constitution Committee report. Jim Hemrich, chair of the Constitution Committee moved to dispense with the reading of the current language. It was seconded and passed. Jim Hemrich read the proposed language of number one as follows:

WARLCA State Constitution, Article III, Section 5, Paragraph C:

C. The State shall underwrite the County units and any special funds as needed. The State per capita dues for regular carriers, part time flexible carriers, and associate members shall be .5% of the yearly salary of a 35-hour route at Step A **from table one of the current rural carrier evaluated schedule in effect.** The State per capita dues for relief carriers shall be 35% of the regular carriers' State per capita dues as calculated above. The State per capita dues for retirees shall be a set rate of \$27.00. The annual dues will be the total of the State per capita dues in addition to the National per capita dues. All per capita dues described in this article shall be rounded up to the nearest whole dollar. The portion of the State per capita dues to be distributed to the County Units and other special funds shall be decided at each State Convention.

Jim Hemrich moved that proposed constitution one be adopted. It was seconded and passed.

Jim Hemrich reported that proposed constitution number two was not brought forward to the delegates as it is poorly worded and would be difficult to put in place into the constitution. Jim Hemrich said there was no discussion in the committee about the relevance of having or not having an auxiliary and that the decision was based solely on the preparation of it.

Note: For clarification only the proposed constitution number two is as follows: That we try to increase attendance at State Conventions by offering a Junior Program so that carriers can bring their kids and have a worthwhile program for them to participate in while at convention.

Jim Hemrich moved that the Constitution Committee be dismissed with our thanks. The motion was seconded and passed.

President Renee' called for the Resolution Committee report. Dan Schrup, chair of the Resolution Committee gave the following report:

In the interest of saving time, the Resolutions Committee will read the resolution and then pause. If the resolution is not objected to, the President will drop the gavel and the resolution will be considered passed. If it is objected to, the resolution will be set aside for the second reading and discussion. To help keep yes votes clear as to passing the resolution and no votes clear to failing the resolution, the committee will move to accept each resolution after it is read the second time.

Resolution Number 4, 5, and 6 has the same language that was presented and passed at previous National Conventions. Resolution Number 4 and 5 were passed at 2010 National Convention. Resolution Number 5 was passed at 2013 National Convention.

County Passed Resolutions for 2014 State Convention Consideration

1. Submitted by Lower Columbia. Non-Binding Whereas; Management (Employer) may require a part-time flexible rural carrier to serve the route prior to requiring those substitutes, rural carrier associates, or rural carrier relief employees who are second and third leave replacements designated for that route on the leave replacement assignment list, Therefore be it resolved: Substitutes, rural carrier associates, and rural carrier relief employees be allowed to work the second and third place on the matrix before the PTF is utilized.

Reason For Change: Where subs, rca's and relief carriers have fair and equal privilege to get hours. Dawn Ayers objected. The committee moved to adopt resolution one. The motion failed.

2. Submitted by Lower Columbia. Non-Binding Whereas; LLV's are required to be refueled when gas tank falls below 1/3 tank, there for more than allotted refuels are required, Therefore be it resolved: Carriers are compensated for actual number of fuelings per week.

Reason for Change: So carriers are fairly compensated for their time. Janie Walla objected. The committee moved to adopt resolution two. The motion passed.

3. Submitted by Lower Columbia. Non-Binding
Whereas: Newly hired RCA's who are almost immediately being required to work multiple routes are less likely to be retained.

Therefore be it resolved: That management be prohibited from requiring new RCA's to work on routes other than their primary route for the first 30 days of their employment except for extreme emergency situations.

Reason For Change: To aid in the retention of newly hired RCA's. Kurt Eckrem objected. The committee moved to adopt resolution three. The motion passed.

4. Submitted by Mutual Counties. Non-Binding
Whereas: A rural carrier that initiates a form 3546 Official Change/Correction to Forwarding will not always be the recipient of the resulting PARS label, and

Whereas: The current National Mail County Instructions require the carrier be credited for a form 3546 when the resulting PARS label is received, Therefore be it resolved: Carriers initiating form 3546 during the count period receive credit under Column 11, Change of Address, on the day the work is performed.

Reason For Change: To insure that management properly credit the carrier for work performed during the count period.

Resolution four was previously passed at the 2010 National Convention.

5. Submitted by Mutual Counties. Non-Binding
Whereas: The accurate recording of count data and the printing and distribution of PARS labels and the responsibility of management, and Whereas: The count instructions require that credit for initiating a form 3585Z be recorded upon receipt of the associated PARS label.

Therefore be it resolved: Carriers initiating a form 3575Z, which is not a reproduction of a previous action, will be credited under column 11, Change of Address, on the day the work is performed.

Reason For Change: To insure carriers are properly compensated for required work.

Resolution five was previously passed at the 2010 National Convention.

6. Submitted by South East WA. Non-Binding.
Whereas: Currently relief employees earn no annual

or sick leave unless serving in extended absence of regular carrier or on an auxiliary route

Therefore be it resolved: Relief carrier employees should earn 1 day of annual and ½ (.5) day of sick leave for every 160 hours worked.

Reason For Change: Encouragement for relief employees to remain with the postal service.

Resolution six was previously passed at the 2013 National Convention.

Dan Schrup moved to dismiss the Resolutions Committee with our thanks. The motion was seconded and passed.

Mariann Faulkner gave announcements. President Renee' called for a break.

President Renee' called the meeting back to order at 3:12 PM. Becky Wendlandt did roll call and all 55 delegates were present. Susie Hill updated the delegates with the results of PAC drawings. Sharon Madison moved to suspend the standing rules and move the Finance Committee's Report from tomorrow to today. It was second and passed. Standing Rules were suspended.

President Renee' called for the Finance Committee to give their final report. Kris Skewis, chair of the Finance Committee, moved to dispense with the reading of the final report since all delegates have received a handout during the preliminary Finance Committee Report. Motion was seconded and passed. Kris Skewis moved to accept the Finance Committee's report and dismissed them with our thanks. It was seconded and passed.

President Renee' asked Jeanette Dwyer to continue her presentation to the delegates.

NRLCA President Jeanette Dwyer updated the delegates on NRLCA employees and the steward system, membership, finances, Recruit a Friend Today Program (RAFT), cost cutting at National, 2014 National Convention, and future National Conventions, and safety. Jeanette followed with taking questions from the floor.

Cheri Freeman was recognized for her service to the NRLCA steward program and congratulated on her retirement.

President Renee' called the meeting adjourned for the day at approximately 5:00 PM.

Tuesday, June 24, 2014 President Renee' called the meeting to order at 8:05 AM. Becky Wendlandt did roll call and all 55 delegates were present.

Susie Hill gave a PAC update. Susie announced that the garage sale on Monday collected \$378.25 for PAC.

Mariann Faulkner conducted the Member of the Year presentation. Tammy Donaghue is the 2013/2014 WARLCA recipient. She received an engraved plaque shaped like Washington State.

President Renee' called for any Unfinished Business. There was none.

President Renee' called for any Proposed Constitutions and Resolutions from the floor.

Dawn Ayers presented a resolution from the floor. It is: Whereas it is difficult or impossible to have a leave replacement answer a call to come in for work on an unscheduled day to cover a route, be it resolved that leave replacements be scheduled to be on-call for a 2 hour period at a percentage of their hourly rate in case a leave replacement is needed.

Intent: Subs are not paid to be on-call and are not required to answer when not scheduled. This would alleviate having to split routes.

Dawn Ayers moved to adopt the resolution from the floor. It was seconded and first vote was tied. Second vote passed the resolution.

There are no other resolutions or proposed constitution changes from the floor.

Mariann Faulkner gave announcements and then President Renee' called the meeting adjourned for the day at 5 PM.

President Renee' called the meeting to order at 9:10 AM. Becky Wendlandt did roll call and 54 delegates were present. Kris Skewis announced her delegate arrived so all 55 delegates were present. President Renee' explained the candidate forum and the tellers committee two explained the voting process.

Mariann Faulkner announced that the name of Renee' Pitts has been nominated for President. Mariann asked for any other nominations for President. David Ray move that nominations be closed and the Secretary/Treasurer cast a unanimous vote for Renee' Pitts for President. It was seconded and passed.

President Renee' announced that the name of Mariann Faulkner has been nominated for Vice President. Renee' asked for any other nominations for Vice President. Becky Pike nominated Levi Hanson. Nominations were closed and after the candidate forum voting began. Vote was Mariann 28 and Levi 27 votes. Mariann Faulkner is the 14-15 WARLCA Vice President.

President Renee' announced that the name of Becky Wendlandt has been nominated for Secretary-Treasurer. Renee' asked for any other nominations for Secretary-Treasurer. Nominations were closed and President Renee' cast a unanimous vote for Becky Wendlandt for Secretary-Treasurer.

President Renee' announced that the names of Doug Rinehart and Dawn Ayers have been placed in nominations for Region 2 Committeeperson. Renee' asked for any other nominations for Region 2 Committeeperson. Nominations were closed and after the candidate forum voting began. Vote was Dawn 28 and Doug 25. Dawn Ayers is the 14-15 WARLCA Region 2 Committeeperson.

President Renee' announced that the name of Joyce Patteson has been placed in nomination for Region 4 Committeeperson. Renee' asked for any other nominations for Region 4 Committeeperson. Nominations were closed and President Renee' cast a unanimous vote for Joyce Patteson for Region 4 Committeeperson.

President Renee' moved to dismiss the Credentials Committee with our thanks. It was seconded and motion passed.

Patrick moved to dismiss the Tellers 1 and Tellers 2 Committees and to have the Photography Committee be dismissed at the close of convention. Motion was seconded and passed.

Susie Hill gave a PAC Update saying the garage

sales were going great and announced the winners of various raffles and drawings.

Jeanette Dwyer congratulated and installed the 14-15 year WARLCA officers.

Voting cards were collected and checks were disbursed.

Jeff Taylor and Mel Walker retired the colors.

President Renee' called the 108th annual meeting of the WARLCA adjourned at noon on Tuesday, June 24, 2014.

Note: PAC update by Susie Hill after convention adjourned. Susie reported that she sent in \$4,600.00 after the 2014 State Convention. We ended the year with \$13,523.98 which was higher than last year of \$13,305.55.

PAST CARRIER OF THE YEAR AWARDS

(Currently titled "Outstanding Member of the Year")

2014 – Tammy Donaghue

2013 – Cheri Freeman

2012 – Patrick Pitts

2011 – Joyce Sutherland

2010 – Ed Koschalk

2009 – Becky Pike

2008 - *Charles & Patricia Alexander

2007 – Susie Hill

2006 – Joyce Patteson

2005 – Lynn Walker

2004 – Ann Lamm

2003 – Monte Hartshorn

2002 – Karen Crombie

2001 – Dave Reppe

2000 – Janice Sisley

1999 – Judith Peck

1998 – Marc McIntosh

1997 – Brenda Hayes

1996 – Patricia Alexander

1995 – Charles Alexander

1994 – Cindy Norman

1993 – Jennie M Seeley

1992 – Rebecca (Becky) Wendlandt

1991 – Kit N. Witt

1990 – Dexter A Nesmoe

1989 – Robert J. Lange

1988 – David R. Stover

1987 – Michael E Mackey

1986 – Robert Dickens

1985 – Joseph V. Halleck

1984 – Marian I. Personnet

1983 – Theodore Lynn Ricks

1982 – Jack L. Yeager

1981 – Allen J Peterson

1980 – Lyle S. Olsen

1979 – Harley Robb

1978 – Albert C. Staehly

1977 – Vern N. Anderson

1976 – Roger Armstrong

1975 – Richard Vogt

1974 – Willie Rentz

1973 – Neil Buchanan

1972 – Leroy L Neifert

1971 – Wesley Rogers

1970 – Grant Wills

1969 – E.C. (Chuck) Robinson

1968 – (None Listed)

1967 – Frank A. Arnot

1966 – Bracie V. Dodge

1965 – Leo Greenwood

1964 – Jim C. McMillan

1963 – (No Award to a Washington Carrier)

1962 – William Weeks

1961 – D. H. Bartlett

1960 – Joel Shaffer

1959 - **Victor J. Mathison

1958 - ***William Weeks

* First time in the history of the WARLCA that two persons were selected as Outstanding Member of the Year.

** Outstanding Local Officer

***Outstanding Service Award



As a group, the retirees would have been the second largest voting bloc at the convention. (L to R) Susie Hill, Joanne Blackburn, Joyce Sutherland, Mel Walker, Renee Wagner, Darline Kendall, Karen Crombie, Dan Schrup, Janice Sisley, Cheri Freeman, Carol Nichols and Becky Pike.

Below: Monte Hartshorn and Cheri Freeman help themselves to some ice cream at the social on Saturday night.



Above: Representatives of the Pasco American Legion advanced and posted the colors to open the 2014 WARLCA convention.



Don Jacobus (L), acting District Manager and Darren Engelhart (Rural Delivery Specialist) imparted information concerning Sunday delivery of parcels and other issues facing the Seattle District. They also answered questions from the convention delegates.



**WASHINGTON RURAL LETTER
CARRIERS' ASSOCIATION**

CONSTITUTION

July 1, 2014 to June 30, 2015 (14/15 Year)

**Updated at the June 22-24, 2014 State Convention
Richland, WA**

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ARTICLE I
Name

This association shall be known as the Washington Rural Letter Carriers' Association (here-in referred to as 'the WARLCA'). The Washington Rural Letter Carriers' Association (WARLCA), by its Secretary-Treasurer, maintains custody and control of the State Association name as well as any State Association logo or symbol. Unauthorized use of the State Association name, logo, or symbol shall be addressed by the filing of an internal union charge or legal action or both.

ARTICLE II
Purpose

The Association is established upon the long-recognized need of Rural Letter Carriers to organize and create a united force, advance the interests of all members, ensure job security, enhance opportunities and assure our full share in the success of the United States Postal Service to which we contribute so substantially.

The Association shall seek, with all of the resources at its command, to assist its members in the realization of their highest aspirations as workers and as citizens. Such aspirations are our right and shall be protected against all threats.

The Association is dedicated to the discharge of its responsibilities and the achievement of its objectives in accordance with the democratic principles embodied in this Constitution.

The object of the Association shall be to improve conditions of labor with the United States Postal Service, advance the methods used by Rural Letter Carriers and promote fraternal spirit among its members.

This Association shall not affiliate or merge with any other organization or group without a majority vote of the delegates at a National Convention

ARTICLE III
Members

Section 1. Member in Good Standing.

A "member in good standing" is a member who has made timely payment of dues and has not voluntarily withdrawn or been expelled or suspended by the Association.

Section 2. Classifications

Bargaining Unit Member. Membership is open to the following rural carriers:

Regular Carriers (Designation Code 71), including regular carriers who are in Injured-on-Duty/Leave Without Pay (IOD/LWOP) status and assigned to (980-989) rural routes;
Part-Time Flexible Rural Carriers (PTFs, Designation Code 76);
Substitute Rural Carriers (Designation Codes 72 and 73);
Rural Carrier Associates (RCAs, Designation Codes 78, 74, 79);
Rural Carrier Reliefs (RCRs, Designation Code 75);
Auxiliary Rural Carriers (Designation Code 77); and
Rural Carriers in the Armed Forces of our country, provided they were members when their duty began.

Bargaining Unit Members in good standing are entitled to all voting rights and to hold both elective and appointive office at all levels of the Association.

Retired Member. Retired membership is open to Rural Carriers who were members in good standing at retirement on an annuity. Eligibility for Retired membership expires on June 30 of the year following retirement. Failure to pay dues for one full membership year terminates Retired membership. However, a

Retired carrier whose membership has lapsed, due to extenuating circumstances, may apply for reinstatement to the National Secretary-Treasurer by providing proof of prior membership and the current year's dues. The National Secretary-Treasurer shall present the request for membership to the National Board for a decision. Retired Members in good standing are entitled to all voting rights with the exception of ratification of National Agreements. Retired Members may not be elected to National office.

Associate Member. Associate membership is open to Rural Carriers who were members in good standing and are now either working in other non-managerial Postal Service jobs or have left the service and are not receiving an annuity. Failure to pay dues for one full membership year terminates Associate membership. Associate Members shall not be entitled to vote or to hold elective or appointive office in the Association.

Retired Associate Member. Retired Associate membership is open to Associate Members who have retired on an annuity. Eligibility for Retired Associate membership expires on June 30 of the year following retirement. Failure to pay dues for one full membership year terminates Retired Associate membership. Retired Associates may not apply for reinstatement. Retired Associate Members shall not be entitled to vote or to hold elective or appointive office in the Association.

Honorary Member. Honorary membership may be bestowed by the Association at the National Convention upon recommendation of the National Board. Honorary Members shall not be entitled to vote or to hold elective or appointive office in the Association.

Section 3. Restrictions.

Inasmuch as it is an unfair labor practice under the Labor Management Relations Act (LMRA) for any employer (including persons acting in that capacity) to dominate or interfere with the administration of any labor organization, it follows that employers, while they may be members, may not be candidates for office or serve as officers.

Members are prohibited from participation in the Association while serving in managerial or supervisory positions, such as Officer-in-Charge (OIC), Acting Supervisor (204-B) or Postmaster Relief (PMR) or acting in any capacity normally performed by a manager. Members who accept managerial positions shall be deemed to have resigned from all elected and appointed positions within the Association and shall be prohibited from holding any elected or appointed union positions for a period of one year from the last day served in that capacity.

Section 4. Affiliation.

Membership shall be in the County Unit and Region representing the office from which the route emanates. A Retired Carrier shall have the option of being a member of the County Unit and Region in which he/she resides or in the County Unit and Region where previously employed as a regular rural carrier.

Section 5. Dues.

- A. The revenues of the WARLCA shall be derived from per capita dues and allowance for insurance promotions.
- B. The Board may levy a special tax when conditions seem to demand it, but the whole amount of such levies in any one year shall not exceed the amount of State per capita for that year.
- C. The State shall underwrite the County units and any special funds as needed. The State per capita dues for regular carriers, part time flexible carriers, and associate members shall be .5% of the yearly salary of a 35-hour route at Step A **from table one of the current rural carrier evaluated schedule in effect.** The State per capita dues for relief carriers shall be 35% of the regular carriers' State per capita dues as calculated above. The State per capita dues for retirees shall be a set rate of \$27.00. The annual dues will be the total of the State per capita dues in addition to the National per capita dues. All per capita dues described in this article shall be rounded up to the nearest whole dollar. The portion of the State per capita dues to be distributed to the County Units

and other special funds shall be decided at each State Convention.

- D. The annual assessment that currently is funding the NRLCA/WARLCA Auxiliary (known as the Family Plan) and the affiliation will end.

In addition to the above defined amounts, an annual assessment of \$8.00 for regular, part-time flexible, substitute, rural carrier associates, rural carrier reliefs and auxiliary rural carriers, and \$4.00 for retired rural carriers will be collected and transferred to a dedicated APCU savings/CD account until reaching a balance of over \$60,000. This account will be an emergency account and can only be used by a vote of the WARLCA board and only after all other accounts have been exhausted.

Section 6. Membership Year.

- A. The membership and fiscal year of the WARLCA shall be from July 1 to June 30.
- B. The fiscal year of the County Units and Region Associations shall be from July 1 to June 30.

Section 7. Discipline.

The National Board may discipline any member of the Association or subordinate unit for misconduct or neglect of duty in office after a fair and impartial hearing. Any member so disciplined shall have a right of appeal as provided in this Constitution.

ARTICLE IV Subordinate Units

Section 1. Subordinate Units.

- A. Charters shall be granted County Units upon members' application and payment of one (1) year's dues for each member. The amount of dues shall be specified in WARLCA Constitution ARTICLE III.
- B. The County Unit or Region Association is subordinate to the WARLCA. Likewise, the WARLCA is subordinate to the NRLCA.
- C. All County Unit Constitutions shall be in harmony with the State and National Constitution.
- D. Region and County Associations

REGION ONE (1) shall be composed of the County Units of: ISLAND-SKAGIT-SAN JUAN (Island, Skagit and San Juan Counties); K-S (King and Snohomish Counties); WHATCOM (Whatcom County).

REGION TWO (2) shall be composed of the County Units of: PENINSULA (Clallam, Jefferson, and Kitsap Counties); LOWER COLUMBIA (Clark, Skamania, Cowlitz, Wahkiakum, and the 986 offices of Pacific and Klickitat Counties); MUTUAL (Pierce, Grays Harbor, Thurston, Mason, Lewis, and the non 986 offices of Pacific Counties).

REGION THREE (3) shall be composed of the County Units of: NORTH CENTRAL WASHINGTON (Chelan, Douglas, Grant, and Okanogan Counties); NORTH EAST WASHINGTON (Stevens, Ferry, and Pend Oreille Counties); EAST CENTRAL WASHINGTON (Lincoln and Spokane Counties).

REGION FOUR (4) shall be composed of the County Units of: SOUTHEAST WASHINGTON (Walla Walla, Columbia, and Garfield Counties); WHITMAN-ASOTIN (Whitman and Asotin Counties); APPLE VALLEY (Adams, Franklin, Kittitas, Yakima, Benton, and the non-986 offices of Klickitat Counties).

- E. Each County Unit shall hold its annual meeting after October 1st and at least forty (40) days prior to the State Convention and the regular meeting shall be designated by statute. The County Secretary will notify all County members, their Region Committeeperson, State Secretary, and State President at least fifteen (15) days prior to the election of County Officers and Delegates. They shall make and adopt such constitutional changes as their needs may suggest, and such laws must harmonize with this code of laws.
- F. Secretaries of the County Units shall remit to the State Secretary-Treasurer within fifteen (15) days of their receipt, all monies for per capita dues. County secretaries shall also inform the State Secretary-Treasurer of any changes in membership (such as change of address, resigned, or deceased) in a timely manner.

Section 2. Annual Report.

- A. Each County Secretary shall immediately, after the regular annual meeting of their County Unit, fill out credentials of Delegate-at-Large, Regular, and Alternate delegates to the State Convention in order of votes received. The original is to be sent to the State Secretary with proper endorsement by the County President and the County Secretary. Also, each County Secretary shall submit the names of the newly elected County Officers to the State Secretary. Such newly elected officers shall assume office upon election.
- B. The County Secretary, when submitting resolutions and proposed changes to the Constitution to the State Secretary, shall submit them in the proper form as follows: Make a copy of each resolution and proposed change to the Constitution, preferably typewritten, following the form provided by the State Secretary-Treasurer, and state whether it is a resolution or a proposed change to the Constitution.

Section 3. Trusteeship.

A. Purpose.

The State Board may place any subordinate unit in trusteeship for any of the following reasons:

1. To uphold the principles of this Constitution;
2. To prevent or correct corruption or financial mismanagement;
3. To ensure performance of collective bargaining agreements or duties of a bargaining representative;
4. To restore democratic procedures;
5. To otherwise carry out the objectives of the Association.

B. Authority.

The trustee shall assume immediate control of the subordinate unit with full authority over all officers and property. The trustee shall act in such capacity for the duration of the trusteeship.

C. Hearing.

A trusteeship hearing shall be held before a committee of three members within 30 days of imposing trusteeship. The members shall be selected as follows: one member selected by the State Board, one selected by the Board in trusteeship and a chairman selected by the other two members. The committee shall have sole discretion regarding the conduct and procedures of the trusteeship hearing. Only Bargaining Unit Members may serve on this committee. No member of this committee shall be chosen from the Unit in Trusteeship or from the State Board. The committee shall report its findings and recommendations to the President as soon as practical following the hearing. The State Board shall determine whether to continue or to terminate the trusteeship.

D. Termination.

The affected subordinate unit may petition the State Board to terminate the trusteeship at six month intervals following the decision of the State Board. The board of the subordinate unit in trusteeship may appeal the decision of the State Board as provided in this Constitution. The State Board may terminate a trusteeship at any time.

**ARTICLE V
Officers and Appointees**

Section 1. Officers.

- A. The officers of the WARLCA shall consist of President, Vice President, Secretary-Treasurer, and four (4) Region Committeepersons who shall be elected at the State Convention and serve two (2) years, or until their successors are elected and installed.
- B. There shall be an Executive Committee consisting of the four (4) Region Committeepersons.
- C. The term of the officers of the WARLCA shall be from the time of installation to the installation of their successors.
- D. Any officer of the WARLCA who shall be separated from the rural service through no fault of his/her own, as determined by the Board, shall hold office until the next State Convention of the WARLCA.

Section 2. Duties.

- A. President
 - 1. The President shall preside at all meetings of the WARLCA and of the Board and enforce all laws thereof. He/She shall sign all papers and documents that require his/her signature to properly authenticate them.
 - 2. His/Her decisions upon all questions of law shall be final during the recess of the WARLCA. He/She shall report all such decisions to the WARLCA at its State Convention for approval or rejection. Such decisions, when approved or revised by the WARLCA, shall have all the effect and force of the general laws of the WARLCA.
 - 3. At the close of each State Convention, he/she shall, in conjunction with the Board, appoint the Editor of the Washington Rural Carrier, Auto Insurance Director, Provident Guild Director, Political Action Committee Director, and Webmaster, and have the authority to fill any vacancies therein during the recess.
 - 4. He/She shall fill all vacancies pro tem caused in any way in the Board of the WARLCA subject to the approval of the remaining members of the Board.
 - 5. He/She shall have power to grant charters and, in conjunction with the Secretary, issue them during the interim between State Conventions of the WARLCA. He/She shall perform other duties as the Constitution requires.
- B. Vice President

The Vice President shall preside in the absence of the President, and in the case of death, resignation, disqualification, refusal, or neglect of the President to discharge the duties of his/her office, the Vice President shall become the President and serve until such time as his/her successor shall be duly elected and installed.
- C. Secretary-Treasurer
 - 1. The Secretary-Treasurer shall keep a correct record of the proceedings of the WARLCA, and read or cause to be read, all communications, reports, etc. He/She shall affix the seal of the WARLCA to all official documents. He/She shall prepare for publication in the WASHINGTON RURAL CARRIER, an overview of the speakers at the WARLCA State Convention or special meetings and a correct record of the business session of the WARLCA

State Convention or special meetings, not later than one (1) month after the close of each State Convention or special meeting, and shall also present on the first day of the State Convention a complete statement of the condition of the WARLCA, including a statement of the membership of same.

2. He/She shall conduct the correspondence of the WARLCA, keep a record, and submit same when demanded by the Board.
3. He/She shall have charge of the seal, books, papers, and documents belonging to the WARLCA; shall deliver to the WARLCA, or his/her successor, all property of the WARLCA at the expiration of his/her term of office, or upon an earlier termination thereof; he/she shall be given an itemized receipt for all property delivered by the party or parties receiving same.
4. He/She shall keep a true and correct account between the WARLCA and the County Units.
5. He/She shall perform all the duties of the Treasurer as are required by this office.
6. He/She shall receive all monies due the WARLCA and shall deposit all monies in a convenient depository; such deposits to be made in the name of the "Washington Rural Letter Carriers' Association" and any interest thereon shall be credited to the funds of the WARLCA.
7. The Secretary-Treasurer will issue checks in payment of all properly itemized invoices, statements, vouchers, authorized payroll payments, and for other obligations of the WARLCA as directed by the State Board. He/She will have the President, Vice President, and all Region Committeepersons review the payments and supporting documents on a quarterly basis.
8. The Secretary-Treasurer may at each State Convention employ a stenographer to take down the proceedings as directed by the State Board, and the cost shall be paid out of the treasury of the WARLCA.
9. He/She shall render a report to the WARLCA at its State Convention or to the President and Board when they may request it, showing in detail the receipts and expenditures of the WARLCA's funds as shown by his/her books.
10. After the close of each State Convention, the Secretary shall send the appropriate resolutions to the National Secretary-Treasurer, keeping a copy on file.
11. Upon receipt of the nominations for the position of Delegate to the National Convention, he/she will have prepared a ballot listing the nominees for the position of Delegate to the National Convention, and the ballot shall be mailed to all members at least twenty (20) days prior to the opening of the State Convention. He/She will fulfill all duties concerning delegates to National Convention in accordance with Article VII (National Convention Delegates) of the Constitution of the WARLCA.
12. He/She will notify all members, at least fifteen (15) days prior to the opening of the State Convention, of the time and place, the nominating and election procedures, and the offices to be filled. This notice may be included with the National Delegate ballot mailed to each member.
13. He/She will retain for one (1) year in a safe location all ballots used at the State Convention. These ballots should be placed in envelopes marked to indicate for which election they were used.
14. The Secretary shall have the Constitution printed in the Convention issue of the WASHINGTON RURAL CARRIER, which will be mailed to all members.

D. Executive Committee

1. The Executive Committee, or a majority of them, shall act as Trustees of the WARLCA, and in conjunction with the President, have general supervision and control of the WARLCA.
2. It shall be the duty of the Executive Committee members to aid in keeping carriers in their particular Regions interested in WARLCA work and in keeping up the membership of their Regions. They shall perform such other duties as the WARLCA may, from time to time, direct.
3. It shall be the duty of the Executive Committee members to search out future Convention sites in their Region and to work with the board on establishing a Convention site contract for said Convention. They are also to enlist Convention committee members to help assist them in holding the Convention in the appropriate Convention year for their Region.

E. Editor

1. The Editor shall publish issues of the WASHINGTON RURAL CARRIER as instructed by the State Board. Also, the State Board shall have the authority to identify which articles and notices will be published in each issue, and to determine and change issue dates as current events may require.
 2. The Editor shall mail each issue of the WASHINGTON RURAL CARRIER to all members of the WARLCA and will be reimbursed for all expenses incurred in publication and mailing.
- F. At each State Convention, a report in writing must be rendered by each State Officer and the report then placed on file by the State Secretary.
- G. Each State Officer and Appointed Officer will submit a proposed budget for the operating expenses of their office for the coming fiscal year to the Board for approval.

Section 3. Election.

- A. The election of officers shall take place at each State Convention of the WARLCA.
- B. To be elected an officer of the WARLCA, one must be a dues paying member of the craft and is ineligible for election if dues are in arrears.
- C. The nomination of officers shall be made by a Nominating Committee of three (3): one (1) of whom shall be selected by the President, one (1) by the Vice President, and these two (2) so chosen shall select the third member. This Committee shall report their list of nominations when called upon. However, before closing the ballot on the nominations submitted by the Committee, the President shall state, "Are there any other nominations?" If so, then the names of the additional nominees shall be added to the list.
- D. The election of officers shall be by ballot and, in no case, by acclamation, except by unanimous consent, and where there is more than one candidate for the same office, it shall require the majority of all votes cast to elect; and where there are more than two (2) candidates for the same office after the third ballot, the one receiving the least number of votes in each succeeding ballot shall be dropped until the election is had. Write-in votes shall not be considered valid.
- E. The installation of officers shall take place immediately before adjournment.

Section 4. Salaries.

- A. The elected WARLCA State Officers' salaries are as listed below. These monthly salaries are compensation for all hours worked beyond a normal work day.
 President: \$50 Month
 Vice President: \$50 Month
 Secretary Treasurer: \$425 Month
 Region Committeepersons: \$50 Month
- B. Salary for the editor will be determined, per issue of the WRC, by the State Board.

Section 5. Expenses.

- A. All elected and appointed state officers of the WARLCA shall be reimbursed for all office expenses for representing the WARLCA. Actual expenses, as defined in Board policy, will be reimbursed. Reimbursement of said expenses shall be made by the Secretary-Treasurer upon receipt of a voucher and supporting documents.
- B. Association Day of Pay (ADOP) will be reimbursed at a 44K, step 12, on table one of the current salary schedule, or their route evaluation, whichever is higher, for all elected and appointed State Officers, except for:

1. A retired and/or relief carrier elected and/or appointed State Officer, which will be at \$200 day.

Association Day of Pay (ADOP) will not be compensated to attend the State Convention or National Convention while they are in session, but may be authorized by the Board for other required business or trainings.

- C. WARLCA employees, once meeting the requirements, will be eligible and receive the WARLCA ING retirement plan. All elected and appointed State Officers that are full time for the WARLCA will have their Postal Benefits and Retirement funded and administered by the WARLCA in the same manner as the USPS does for Thrift Savings, FERS, Health Insurance, Life Insurance, Annual and Sick Leave.
- D. All lost sick and annual leave days will be compensated at a 44K, step 12, on table one of the current salary schedule, or their route evaluation, whichever is higher, at the time of loss except for the full time employees, who will be paid out their accrued annual and sick leave upon completion of full time.
- E. All elected and appointed WARLCA State Officers will be reimbursed mileage at the IRS allowable rate for authorized business of the WARLCA.
- F. All elected and appointed State Officers will be reimbursed actual hotel expenses if an overnight stay is required.
- G. All elected and appointed State Officers will be reimbursed \$30 food per diem while on travel status, and an overnight stay is required.
- H. All elected and appointed State Officers will not be paid actual expenses for business sessions of State or National Convention, but will be reimbursed the same as regular delegates to State and National Convention if they qualify as a credentialed regular delegate.
- I. All office expenses, ADOP, mileage, hotel, and food per diem reimbursements must meet Board policies, be approved in advance if possible, and be submitted on a voucher with supporting documents.

Section 6. Removal. In case of neglect of duty or violation of this Constitution on the part of any officer in the WARLCA or subordinate Unit thereof, in the interim of State Conventions, the Board shall have the power to suspend such officer after a fair hearing and subject to an appeal to the next State Convention.

- A. No officer or appointee may be disciplined or discharged except for Just Cause unless the position is eliminated.

Section 7. Association Property. At the expiration of their term of office, or upon an earlier termination thereof, they shall turn over to the WARLCA or their successors, all books, papers, and other property they may have in their possession belonging to the WARLCA.

ARTICLE VI

Meetings

Section 1. State Convention.

- A. The WARLCA shall meet annually (herein referred to as the State Convention) on a date and place assigned to Regions on a rotation basis in the following order: Region One, Region Four, Region Two, Region Three. If for any reason the date or place so assigned shall be undesirable or for reasons deemed advisable by a majority of the State Officers, the Board shall have the authority to change said date or place or set up a date and place by giving official notice to the County secretaries not less than sixty (60) days before the new date.

- B. If due to war or other conditions that would make it impossible or impractical to hold a State Convention, the Board shall have the authority to postpone the State Convention to a date and place suitable to the needs of the Association by giving the official notice as provided in Section 1 of this Article.

Section 2. Delegates.

- A. Each County Unit shall be entitled to representation in this Association by one Delegate-at-Large. Each County Unit is also entitled to one delegate for each (5) members or major fraction thereof of its own members, based on the current membership year. Each credentialed and seated delegate is entitled to one vote.
- B. The county credentialed State Paid Delegate to State Convention is responsible for the following:
 - 1. Specific assignments to a committee as notified by the State President.
 - 2. Be in attendance at all business sessions of the State Convention beginning with the opening session and not leaving until the Convention has been adjourned.
- C. The county credentialed State Paid Delegate-at-Large is responsible for the following:
 - 1. Specific assignment to a committee as notified by the State President.
 - 2. Be in attendance at all business sessions of the State Convention beginning with the opening session and not leaving until the Convention has been adjourned.
 - 3. Receiving the ballots and Voting Cards for his/her delegation and for returning them at the conclusion of each business session.
 - 4. Verifying his/her county delegates' attendance at the beginning of each business session.
 - 5. Reporting any discrepancies in his/her county delegates' attendance to the State President and Mileage and Per Diem Committee as soon as possible.
 - 6. Submitting an oral report of the State Convention at his/her county meeting during the upcoming year.
- D. Each County Unit at their annual meeting shall elect their delegates to the State Convention by ballot in all cases where there is more than one candidate for each delegate position. Delegates will be listed in accordance with the number of votes received. The delegate receiving the most votes will be the Delegate-at-Large. In the event of tie, the position will be determined by random drawing of names then listed in order drawn; except for the Delegate-at-Large position, which would be decided by another ballot.
- E. No delegate can be seated from any County Unit without properly signed credentials and current membership dues paid.
- F. Delegate positions vacant at the time of the State Convention may not be filled by a vote of the delegates present from the subject County Unit or Region or from other County Units or Regions, or delegates at the State Convention.

Section 3. Compensation for State Delegates.

- A. The WARLCA shall pay round trip mileage at 38 cents a mile, capped at 850 miles plus tolls and/or ferry fees, by the most cost effective route to each county credentialed delegate who fulfills the responsibilities identified in Article VI Section 2.B or 2.C of the WARLCA Constitution, provided that this shall in no way increase the total number of delegates to which each county unit is entitled, and also in compliance with Section 3.C of Article VI of the WARLCA Constitution concerning mileage and allowance. The mileage will be computed using a current door-to-door computer mileage program.
- B. The WARLCA shall pay a State Convention allowance of \$250 to each county credentialed delegate who fulfills the responsibilities identified in Article VI Section 2.B or 2.C of the WARLCA Constitution, provided that this shall in no way increase the total number of delegates

to which each county unit is entitled, and also in compliance with Section 3.C of Article VI of the WARLCA Constitution concerning mileage and allowance.

- C. The Board will set a total dollar cap at the first budget Board meeting of the year for the following State Convention allowance and mileage expense reimbursement. If the number of county credentialed regular delegates' reimbursement for State Convention allowance and mileage exceeds that set total dollar cap, each delegates' reimbursement will be reduced by an equal percentage to comply with the cap.

Section 4. State Officers. Each elected officer shall be entitled to a vote on every question before the State Convention.

Section 5. Quorum. Seventeen (17) members representing not less than six (6) County Units shall constitute a quorum for the transaction of the business of the WARLCA, but a lesser number than that may adjourn to some future time.

Section 6. Order of Business.

- A. Order of Business
 1. Call to Order
 2. Invocation
 3. Presentation of Colors
 4. Recite the Pledge of Allegiance
 5. Roll Call of Officers
 6. Vote on Convention Standing Rules
 7. Vote on Hearing Proposed Resolutions and Constitution Changes from the Floor under New Business
 8. Name Members of Committees
 9. Report of Credentials Committee
 10. Report of Officers
 11. Report of Standing Committees
 12. Report of the one-year future State Convention
 13. Report of the two-year future State Convention
 14. Report of the three-year future State Convention
 15. Report of Special Committees
 16. Call for Unfinished Business
 17. Call for New Business
 18. Election of Officers
 19. Installation of Officers
 20. Retirement of Colors
 21. Adjournment

- B. On the first day of the State Convention, the President will ask the elected convention delegates to decide by voting if they want to hear resolutions and proposed Constitution changes from the floor during new business. The Resolutions Committee and Constitution Committee will only be responsible for Resolutions and proposed Constitution changes that have been submitted and passed by county units, and those submitted by the Finance Committee that fall within the parameters of their responsibility. If the delegation decides to hear Resolutions and proposed Constitution changes from the floor during new business, then the delegate who is submitting it must use the proper form, have enough copies for all elected delegates, and submit them to the Vice President by the close of business the second day of the convention.

- C. A ballot vote can be called for by a simple majority vote of the delegates present at the State Convention.

Section 7. Special Meetings.

- A. Special sessions may be called by the President upon written request of one-half of the County Units in good standing.
- B. Informational and/or training meetings may be authorized by the Board.

**ARTICLE VII
National Convention Delegates**

Section 1. Eligibility.

1. Each state association shall be entitled to representation by one delegate for every 100 members or major fraction thereof and one Delegate-at-Large. Membership shall be based on the number of dues withholding and cash pay Bargaining Unit and Retired Members on June 30th of the Association year just ended.
2. Only Bargaining Unit Members and Retired Members in good standing may be nominated, elected or seated as delegates. Such "good standing" status shall be the sole prerequisite for determining eligibility or entitlement to service as a delegate or to any payment or benefit, except that a state may establish reasonable rules to ensure attendance at the Convention.
3. 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 a delegate.

Section 2. Nomination.

1. Within each state association, nominations for National Delegate shall be submitted by U.S. Mail to the Secretary-Treasurer on a nominating ballot or copy. The nominating ballot shall be signed and show the name and address of the member making the nomination, and may include self-nomination. The nominating ballot shall be published in the February, March, April and May issues of The National Rural Letter Carrier.
2. Nominations must be received in the office of the State Secretary at least 40 days prior to the opening of the state convention. Upon receipt, the State Secretary shall send a notice of nomination to the candidate by U.S. Mail.

Section 3. Election.

A. Elections.

1. A member must be on the rolls at least 40 days prior to the opening of the state convention in order to be eligible to vote for National Delegates.
2. The State Secretary shall prepare a ballot listing the candidates for National Delegate. Instructions on each ballot shall include the number of delegates to be elected, the deadline for return of the ballot and the mailing address of the designated post office box. The number of votes cast on each ballot shall not exceed the number of delegates to which the state association was entitled at the previous convention.
3. The State Secretary shall cause the ballot to be mailed to eligible members at least 20 days prior to the opening of the state convention. In addition, the State Secretary/Designee shall arrange for the rental of a post office box for the receipt of the ballots and another for the return of undeliverable ballots.
4. An envelope marked "Ballot" shall be provided in which to seal the ballot. To permit verification of membership and to maintain the integrity of the voting procedure, an outer envelope, also marked "Ballot" which clearly identifies the name and address of the member, shall also be provided. The sealed envelope containing the ballot shall be placed in the outer envelope by the member and mailed to the designated post office box.
5. An Election Committee shall be appointed by the State President. No candidate for National Delegate may serve on the Election Committee. After the deadline for receipt of ballots, the

Election Committee shall collect and tabulate the ballots and report the results at the State Convention. The post office box designated for the return of ballots shall be accessible only to the Election Committee.

6. Any candidate or designee may observe the ballot tabulation. In reporting the results of the election, the candidates shall be placed on a roster in the order of votes received. The number of delegates to which the state is entitled shall be declared regular delegates; the remaining candidates shall be declared alternates. In the event of tie, the position will be determined by random drawing of names then listed in order drawn.
7. Each state association shall be entitled to one Delegate-at-Large from the roster of elected regular delegates. That position shall be filled by a state officer in ranking order, beginning with the State President. A state officer may not be automatically declared a delegate by virtue of office unless elected by direct vote of the membership. National-Paid Delegates shall be named in accordance with the plurality of votes received.
8. The State Secretary shall prepare and send credentials to the National Secretary-Treasurer for the Delegate-at-Large, regular delegates and an appropriate number of alternates immediately following the state convention. The credentials shall be embossed with the state's seal to verify authenticity.
9. Delegate-at-Large and regular elected delegates presenting identification to the Credentials Committee at the National Convention shall be certified and seated.

Section 4. Compensation of State-Paid National Delegates.

- A. The WARLCA will pay all regular credentialed delegates to National Convention that are not reimbursed by National, the same way and rate that National reimburses, up to a total dollar cap decided by the WARLCA board at the first board meeting of the year. The WARLCA will pay the first alternate delegate, in order of votes received, the full normal pay of regular credentialed State-paid delegates. Such State-paid alternate delegate shall have the same responsibilities as set forth for regular credentialed State-paid delegates. If the reimbursement amount for both regular credentialed and alternate delegates exceeds the set total dollar cap, each delegates' reimbursement will be reduced by an equal percentage to comply with the cap. Further, all State-paid delegates to the National Convention must attend all business sessions, Western State caucus, and at least one seminar. If a State-paid delegate does not meet his/her delegate's responsibilities, the remainder of the WARLCA regular credentialed delegates will decide before the end of the National Convention and before receiving the reimbursement if that delegate is to receive all or any of the State-paid funds due to not meeting his/her responsibilities.
- B. Paid delegates to the National Convention are required to give a report of said Convention at their county meeting before the next year's State Convention. Paid delegates are to attend all association general sessions at the National Convention with the following permitted exceptions upon the approval of the National Delegate-at-Large:
 1. Specific assignments to a committee
 2. Required to man a booth
 3. Illness
- C. The Delegate-at-Large shall be responsible for the following:
 1. Polling delegates for their preferences for the seminar they wish to attend, and then ensuring at least one delegate covers each of the sessions.
 2. Taking roll of the delegates at the beginning of each general session.
 3. Establishing an adequate seating space for the Washington Delegation, including placement and collection of seat back covers and the Washington sign.
 4. Reporting to the Board any problems concerning delegates meeting their responsibilities at the convention.
 5. Collecting the ballots for his/her delegation and returning the ballots to the National Tellers Committee after his/her National delegates have voted.
 6. Submitting a single report to the State Board for publication in the WASHINGTON RURAL CARRIER.

ARTICLE VIII
State Board

Section 1. Members. There shall be a Board of Control (herein referred to as the Board) consisting of President, Vice President, Secretary-Treasurer, and four (4) Region Committeepersons.

Section 2. Duties. The WARLCA will operate on a budget each year.

Section 3. Meetings. This Board shall meet upon the call of the President or by a majority vote of the Board to the Secretary when matters of importance arise that need immediate attention during the interim between meetings of the WARLCA.

ARTICLE IX
Committees

Section 1. Appointment.

- A. Previous to the first day of each State Convention, the President shall appoint from the list of regularly elected delegates, then in the hands of the Secretary-Treasurer, a committee of three (3) on Credentials, a committee of at least four (4) on Tellers, a committee of three (3) on Constitution, a committee of three (3) on Resolutions, and a committee of three (3) on Finances. On the first day of the State Convention, he/she shall also appoint from said delegates an Auditing Committee of three (3) members; a committee of three (3) on Mileage and Per Diem; a committee of three (3) on the WASHINGTON RURAL CARRIER, a committee of three (3) on Media, a committee of three (3) on Minutes, a committee of three (3) on Hospitality, and a committee of four (4) on Sergeant at Arms. He/She shall be responsible that a Nominating Committee be appointed according to Article V, Section 3.D of the Constitution of the WARLCA. He/She may appoint any other Convention Committee advisable and may also appoint more delegates to serve on a committee if so needed.
- B. The President can, if necessary, ask the Constitution Committee, the Resolutions Committee, the Tellers Committee, and/or the Finance Committee to meet up to two (2) days prior to the State Convention. These persons would be credentialed delegates to the Convention. The President can, if necessary, authorize a stipend of \$75 per day to any/all delegates serving on these committees that were asked to meet prior to State Convention.

Section 2. Duties.

- A. The Committee on Credentials shall examine the credentials of all delegates to the State Convention. They shall also back up and assist the Tellers Committee, when voting on the issues on the floor at the State Convention requires the use of a 2nd Tellers Committee.
- B. On the first day of the State Convention, the Credentials Committee will give a preliminary report. Final report of the Credentials Committee shall be given not later than ten (10:00) a.m. on the second day of the State Convention. All delegates shall be seated by the passing of the final report of the Credentials Committee.
- C. The Committee on Audit shall examine the books of the Secretary-Treasurer, as well as the reports of the County Units, and shall report to the WARLCA when called upon.
- D. The Committee on Mileage and Per Diem shall make up a listing of delegates and/or elected and appointed officers who are entitled to receive mileage and per diem as per the WARLCA Constitution. The listing shall show the name, title (Delegate-at-Large or State-Paid county delegate, elected, or appointed officer), mileage, and per diem due for each person.
- E. The duties of the Committee on Constitution shall be: To examine all changes proposed for amending or changing the Constitution that have been passed and submitted by the county units,

and those submitted by the Finance Committee that fall within the parameters of their responsibility. They may examine and correct, when called upon, propose laws governing County Units or Region Associations so that they will not conflict with the National or State Constitutions.

- F. The duties of the Committee on Resolutions shall be to examine all proposed resolutions passed and submitted by the county units, and those submitted by the Finance Committee that fall within the parameters of their responsibility, and present same to the elected delegates, identifying them as binding (and to whom) or non binding. The Resolutions Committee can also propose any courtesy resolutions they deem necessary and present same to the elected delegates at State Convention.
- G. The duties of the Tellers Committee shall be: To count the ballots for National Convention delegates and to total the results of paper count voting on the floor. If the Tellers Committee is off the floor, then the Credentials Committee will act as a backup to the Tellers Committee concerning paper count voting on the floor.
- H. The duties of the Finance Committee shall be: 1) To review the financial condition of the WARLCA, and recommend any changes if necessary, 2) To review the proposed changes to the Constitution and binding resolutions to the State Board that would affect finances and make recommendations if necessary, 3) To review funding of county units, food per diem rates, and hotel reimbursement and make recommendations.
- I. The duties of the WASHINGTON RURAL CARRIER Committee shall be: To review the expenses to publish and mail the WASHINGTON RURAL CARRIER and to make any suggestions concerning future publications.
- J. The duties of the Nominating Committee shall be: To seek nominees for the offices open and present these names to the Convention delegates.
- K. The duties of the Media Committee are to present the proposed resolutions and constitution changes to the delegates on the LCD as well as any reports and/or presentations.
- L. The duties of the Minutes Committee are to audio record the State Convention and keep a written record of the business sessions, as well as an overview of the speakers.
- M. The duties of the Hospitality Committee are to write thank you notes to the speakers and guests and to make sure the meeting room and sound system are set up prior to each meeting, as well as securing the room and WARLCA equipment during breaks and upon adjournment each evening. At the end of convention, the Hospitality Committee will assist break down of WARLCA equipment and load out.
- N. The duties of the Sergeant at Arms are to facilitate the recess, as well as the use of the stopwatches during proposed resolutions and constitution changes.
- O. The duties of all other committees shall be those usual to such committees, and they shall report when called upon.

ARTICLE X

Appeals

Section 1. State

- A. A member aggrieved by any action of a state association and/or officer shall have the right to appeal to the State Board.

1. Appeals must be in writing and be filed with the State President within 30 days of having knowledge of said action.
 2. Within 10 days of receipt of the appeal, the State President shall notify all members of the State Board and the assigned Executive Committeeman and shall request that the Charging Party provide a letter outlining the specific charges and any relief sought. This letter of specificity, along with complete documentation, must be returned within 20 days of receipt of the President's request.
 3. Upon receipt of the letter of specificity, the State President shall forward a copy to the Charged Party for response. The Charged Party shall have 20 days to respond in writing and provide documentation to the State President.
 4. The State Board shall review the Charging Party's letter of specificity, documentation, relief sought and the response of the Charged Party. The State Board is authorized, in consultation with the Executive Committeeman, to take the necessary action to resolve the issue within 30 days. Extension of this 30-day time limit, when necessary, shall not exceed 15 days. The Charging Party(s) and Charged Party(s) (hereafter referred to as the Party or Parties) shall be notified in writing of the decision of the State Board.
- B. A Party not satisfied with this decision, or any other action of the State Board on said appeal, shall have the right to appeal to the National Board.
1. This appeal must be in writing and be filed with the President of the National Association within 30 days of receipt of the State Board's decision.
 2. Within 15 days of receipt of an appeal, the National Board shall notify the National Appeals Commission. The President shall notify the State President and the Parties that the appeal has been received and forwarded to the National Appeals Commission.
 3. Within 30 days, the National Appeals Commission shall investigate each appeal and report its findings and recommendations in writing to the National Board. Upon receipt of the findings and recommendations of the Appeals Commission, the National President shall notify the Parties that the findings and recommendations are before the National Board. The National Board shall render a decision and notify the Parties in writing within a reasonable period of time.
- C. A Party not satisfied with the decision of the National Board shall have the right to appeal to the next Convention of the National Association.
1. This appeal must be in writing and be filed with the National President within 30 days of receipt of the National Board's decision. The appeal, if received more than 45 days prior to the National Convention, will be scheduled for that Convention. If received within 45 days of the Convention the appeal may be held until the following National Convention.
 2. Within 15 days of receipt of said appeal, the President shall notify the Parties that the appeal has been received and shall be forwarded to a National Appeals Committee.
 3. The Appeals Committee shall complete an investigation and report its findings and recommendations in writing to the Parties and to the President of the state association at least 24 hours before the report is presented to the National Delegates.

Section 2. National

- A. A member aggrieved by any action of the National Association or Officer thereof shall have the right to appeal directly to the National Board.
1. The appeal must be in writing and be filed with the National President within 30 days of the action.
 2. Within 15 days of receipt of the appeal, the National Board shall retain the appeal for investigation, forward the appeal to the National Appeals Commission or, if received within 90 days of the first business session of the National Convention, refer the appeal to the Appeals Committee. The President shall notify the Charging Party(s) of the appeal's receipt and disposition.

3. Should the National Board retain the appeal, it shall investigate, render a decision and notify the Charging Party(s) in writing within a reasonable period of time.
4. Should the National Board forward the appeal to the National Appeals Commission, the commission shall complete an investigation and report its findings and recommendations in writing to the National Board within 30 days. Upon receipt, the National President shall notify the Charging Party(s) that the Commission's report is before the National Board. The National Board shall render a decision and notify the Charging Party(s) in writing within a reasonable period of time.
5. Should the National Board refer the appeal to the Appeals Committee, the appeal shall be handled in accordance with the provisions that follow.

B. A Party not satisfied with a decision rendered by the National Board shall have the right to appeal to the next National Convention.

1. The appeal must be in writing and be filed with the National President within 30 days of receipt of the National Board's decision. The appeal, if received more than 45 days prior to the National Convention, will be scheduled for that Convention. If received within 45 days of the Convention the appeal may be held until the following National Convention.
2. Within 15 days of receipt of the appeal, the President shall notify the Party(s) that the appeal has been received and shall be forwarded to a National Appeals Committee.
3. The Appeals Committee shall complete an investigation and report its findings and recommendations in writing to the Parties at least 24 hours before the report is presented to the National Delegates.

Section 3. Administration

At every level of appeal, members shall be afforded the rights of due process and the right to appeal an adverse decision to the next level. The National Board shall have full authority to intervene to protect the members of this Association. Correspondence shall be by certified mail, return receipt requested. Costs of the state investigation and action shall be borne by the state association; costs of the National Appeals Commission and Appeals Committee shall be borne by the National Association. No legal proceeding may be initiated until the appeal procedures provided herein have been exhausted.

ARTICLE XI Parliamentary Authority

The rules contained in the current edition of ROBERT'S RULES OF ORDER NEWLY REVISED shall govern the Association in all cases to which they are applicable and in which they are not inconsistent with the State and National Constitution and any special rules of order the WARLCA may adopt.

ARTICLE XII Amendment of Constitution

The Constitution shall take effect immediately upon adoption.

This State Constitution shall be in harmony with the National Constitution. The county Unit is subordinate to the WARLCA, and the WARLCA is subordinate to the NRLCA. Any provisions of this Constitution which conflicts with any Federal or State Law, regulation, or ordinance shall be inoperative as to those jurisdictions in which said Federal or State Law, regulation, or ordinance is in force.

Constitution amendments shall become effective upon adjournment of the State Convention unless otherwise stipulated and can only be amended by submitting the amendment in writing at a State Convention and shall require a two-thirds vote to amend.

Counting ballots was a major job for the Tellers Committees. Tellers 2 Committee (right) consisted of (front row L to R) Lisa Benson, Laurie Chamberlain. Back row (l to R) are Daniel Ngatia, Cheri Freeman and Alicia Peterson.



Below: The Tellers 1 Committee consisted of (L to R) Bev Crow, James Folk, Kurt Ekrem and Barbara Schmitt.



Dan Schrup partook of the chicken entrée at the banquet.

Comedian Chris Alpine was the entertainment for the banquet.

**WARLCA COUNTY OFFICERS LIST
2014-2015 Dues Year**

001 NORTH CENTRAL WASHINGTON COUNTY

DISTRICT 3

PRESIDENT: Tammy Donaghue
21 S Viewdale St
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VICE-PRESIDENT: Rebecca Odle
New 14/15 Year 1108 Crawford Ave
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SECRETARY/TREASURER: Mike Cammack
PO Box 521
Entiat WA 98822-0521
Phone: (509) 784-1548
E Mail: macamma@frontier.com

002 Clallam Jefferson – merged with Kitsap to become Penninsula on 6/30/06

003 PENINSULA COUNTIES

DISTRICT 2

PRESIDENT: Carolyn Triebenbach
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SECRETARY/TREASURER: Doug Rinehart
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004 Lincoln Grant Adams – Lincoln merged with Spokane (now East Central Washington), Grant merged with Chelan Douglas (now North Central Washington), and Adams with Yakima on 6/30/06

**WARLCA COUNTY OFFICERS LIST
2014-2015 Dues Year -- Page Two**

005 LOWER COLUMBIA COUNTY

DISTRICT 2

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SECRETARY/TREASURER: None at this time

006 MUTUAL COUNTY

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**007 OKANOGAN COUNTY – Merged with Chelan Douglas (now North Central Washington)
on 6/30/06**

008 NONE

009 NONE (WAS ALASKA)

**WARLCA COUNTY OFFICERS LIST
2014-2015 Dues Year – Page Three**

010 ISLAND, SKAGIT, SAN JUAN COUNTY

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VICE PRESIDENT
New 14/15 Year
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011 KING, SNOHOMISH (KS) COUNTY

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012 SOUTH EAST WASHINGTON COUNTY

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SECRETARY/TREASURER:
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**WARLCA COUNTY OFFICERS LIST
2014-2015 Dues Year – Page Four**

013 EAST CENTRAL WASHINGTON COUNTY

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PRESIDENT: Jeff Taylor
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014 NORTH EAST WASHINGTON COUNTY

DISTRICT 3

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SECRETARY/TREASURER: William Allen
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015 WHATCOM COUNTY

DISTRICT 1

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SECRETARY/TREASURER: Joyce Sutherland

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**WARLCA COUNTY OFFICERS LIST
2014-2015 Dues Year --- Page Five**

016 WHITMAN, ASOTIN COUNTY

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New 14/15 Year**

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**VICE-PRESIDENT:
New 14/15 Year**

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SECRETARY/TREASURER:

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017 APPLE VALLEY COUNTY

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**VICE-PRESIDENT:
New 14/15 Year**

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SECRETARY/TREASURER:

Beverly Crow
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E Mail: Twynky1955@msn.com

At right: NRLCA Seattle District Representative Patrick Pitts is surrounded by crew. Counter clockwise from Patrick is Monte Hartshorn, Joyce Patteson, Renee Pitts, Janie Walla and Jeff Taylor.



Below: Voting was sometimes hotly contested.



Carolyn Triebenbach garners a PAC contribution from Susie Hill for a massage rendered.



Tara Mohr and Doug Rinehart work the registration table.



Vice President Mariann Faulkner introduced the three First-timers: (L to R) Stephanie McMahon, Dionne Taylor and Rachelle Graves.

Washington Rural Letter Carriers Association
Statement of Activities - Previous Year Comparison

July 2013 through June 2014

	Jul '13 - Jun 14	Jul '12 - Jun 13	% Change
Ordinary Income/Expense			
Income			
400000 · Dues Income	222,199.16	392,352.89	-43.4%
410000 · National General Insurance-GM...	13,435.91	13,091.70	2.6%
420000 · Reimbursements & Refunds	2,957.50	12,387.06	-76.1%
Total Income	238,592.57	417,831.65	-42.9%
Expense			
500000 · Per Capita Expenses	4,312.50	3,343.18	29.0%
520000 · Meetings and Conventions	92,460.02	94,593.58	-2.3%
530000 · Equipment Expense	1,779.46	1,457.03	22.1%
550000 · Payroll Txns-Acct Fees-Other Exp	25,479.74	45,607.24	-44.1%
610CF · Pres & Past Pres - C. Freeman	1,400.00	6,735.80	-79.2%
610RC · President - Renee Cowan	15,967.43	0.00	100.0%
620MF · Vice President-Mariann Faulkner	8,966.29	0.00	100.0%
620RC · Vice President - Renee' Cowan	0.00	7,869.07	-100.0%
630RW · Sec/Treas. - R. Wendlandt	48,929.33	53,312.72	-8.2%
640DR · Editor - Doug Rinehart	1,500.00	1,141.00	31.5%
640SH · Editor/PAC - Susie Hill	0.00	1,508.61	-100.0%
645000 · Washington Rural Carrier (WRC)	6,077.28	5,307.63	14.5%
650MF · District 1 - M. Faulkner	0.00	5,248.39	-100.0%
650TM · Region 1 - Taralee Mohr	6,651.32	0.00	100.0%
660DA · Region 2 - Dawn Ayers	241.11	0.00	100.0%
660DR · Region 2 - Doug Rinehart	5,771.90	5,051.04	14.3%
670JL · District 3 - J. Lee	0.00	5,568.37	-100.0%
670LH · Region 3 - Levi Hanson	6,758.81	0.00	100.0%
680JP · Region 4 - Joyce Patteson	7,559.72	4,064.49	86.0%
685SH · PAC - Chair - Susie Hill	250.92	0.00	100.0%
700000 · Steward Training Expenses	0.00	3,324.20	-100.0%
700PP · Full Time State Stew - P. Pitts	0.00	31,290.69	-100.0%
740MH · Senior Asst Stew - M. Hartshorn	0.00	8,795.36	-100.0%
770JP · Senior Asst Stew - J. Patteson	0.00	12,104.93	-100.0%
791RC · Senior Asst Stew - R. Cowan	0.00	12,472.55	-100.0%
792CF · Senior Asst Stew - C. Freeman	0.00	12,576.31	-100.0%
874JT · Area Steward - J. Taylor	0.00	3,602.38	-100.0%
875JW · Area Steward - J. Walla	0.00	3,899.09	-100.0%
880LS · Local Steward	0.00	131.96	-100.0%
Total Expense	234,105.83	329,005.62	-28.8%
Net Ordinary Income	4,486.74	88,826.03	-95.0%
Other Income/Expense			
Other Income			
450000 · Interest Income	1,538.76	1,528.38	0.7%
Total Other Income	1,538.76	1,528.38	0.7%
Net Other Income	1,538.76	1,528.38	0.7%
Net Income	6,025.50	90,354.41	-93.3%

Washington Rural Letter Carriers Association
Statement of Financial Position - Compared to Previous Year
As of June 30, 2014

	Jun 30, 14	Jun 30, 13
ASSETS		
Current Assets		
Checking/Savings		
101000 · Chkg - WA Trust Bank	1,459.89	5,724.04
102000 · Svgs - APCU	79,366.85	122,337.76
103000 · Chkg - Atlanta Postal Credit Un	106.64	16.69
104000 · Emergency Fund - APCU	10,513.38	37,174.58
104100 · EmergencyFundCD#75-12mo(3-11...	40,116.28	0.00
141000 · C.D.#71 APCU 12 mo (8-1-2006)	31,621.88	31,320.22
143000 · C.D.#73 APCU-12 mo (2-8-07)	30,344.84	30,050.18
146000 · CD#74 APCU-12 mo (3-11-2014)	40,116.28	0.00
Total Checking/Savings	233,646.04	226,623.47
Total Current Assets	233,646.04	226,623.47
TOTAL ASSETS	233,646.04	226,623.47
LIABILITIES & EQUITY		
Liabilities		
Current Liabilities		
Other Current Liabilities		
210000 · Payroll Liabilities	349.66	-647.41
Total Other Current Liabilities	349.66	-647.41
Total Current Liabilities	349.66	-647.41
Total Liabilities	349.66	-647.41
Equity		
390000 · Net Assets	227,270.88	136,916.47
Net Income	6,025.50	90,354.41
Total Equity	233,296.38	227,270.88
TOTAL LIABILITIES & EQUITY	233,646.04	226,623.47

NAME	WARLCA TRACKING FORM FOR 2013/2014 DUES YEAR												Total	Total For Year
	Jul-13	Aug-13	Sep-13	Oct-13	Nov-13	Dec-13	14-Jan	14-Feb	14-Mar	14-Apr	14-May	14-Jun		
Doug Rinehart	4	0	0	0	5	0	0	0	0	3	1	3	16	
Doug Lost s/l annual	0	0	0	0	0	0	0	0	0	0	0	0	0	16
Tara Mohr	4	1	0	1	5	1	0	1	3	0	0	5	21	
Tara Lost s/l annual	0	0	0	0	0	0	0	0	0	0	0	0	0	21
Becky Wendlandt	15	7	9	16	13	11	12	11	14	10	10	20	148	
Becky Lost s/l annual	1.5	1.5	1.5	1.5	1.5	1.35	0	1.5	1.5	1.5	1.5	1.5	16.35	164.35
Joyce Patteson	5	1	0	0	5	1	0	0	6	1	1	3	23	
Joyce lost s/l annual	0	1.5	0	0	0	0	0	0	0	0	0	0	1.5	24.5
Renee Cowan	6	1	5	5	9	1	1	0	7	1	5	14	55	
Renee lost s/l annual	0	0	0	1.5	1.25	0	0	0	0	0	0	1.25	4	59
Mariann Faulkner	4	0	0	0	4	0	0	0	4	0	0	9	21	
Mariann Lost s/l annual	0	0	0	0	0	0	0	0	0	0	0	0	0	21
Levi Hanson	4	0	0	1	5	1	1	0	4	1	0	5	22	22
Cheri Freeman	0	0	7	0	0	0	0	0	0	0	0	0	7	7
Dawn Ayers	0	0	0	0	0	0	0	0	0	0	0	1	1	1
TOTALS	43.50	13.00	22.50	26.00	48.75	16.35	14.00	13.50	39.50	17.50	18.50	62.75	335.85	335.85

Note: This form shows the amount of ADOP taken for union business and the amount of ADOP paid for Lost Annual and Sick Leave
The "Total For Year" shows the total amount of both ADOP for union business and lost sick leave and annual added together

New WARLCA Members

(since April 2014)

Aprill Linear	Auburn	Monica Byrd	Mead
Crystal Wittman	Auburn	Renee Butz	Mead
Todd Baran	Battle Ground	David Heard	Milton
Ashley Miller	Bremerton	Kien Nguyen	Monroe
Gordon Gmelin	Bremerton	Kenneth Moore	Newport
Tyrone Harden	Bremerton	Tonya Clark	Newport
Jacquelyn Smith	Buckley	Karen McCann	Nine Mile Falls
Carla Henke	Buckley	Thomas Knudtzon	North Bend
Shane Isaacson	Buckley	Jesse Hickam III	Oak Harbor
Chris Rankin	Buckley	Shannon Drew	Olalla
Stuart Cranfill-Schwar	Camas	William Adamson	Olympia
Leslie Lund	Camas	Kathryn Vervalin	Orting
Jennifer Miller	Cathlamet	Svetlana Savchuk	Pasco
Nathan Hertler	Cheney	David Danilyuk	Pasco
Jennifer Schackel	Cheney	Bonnie Brown	Pasco
Amanda Wilt	Colbert	Diana Gordon	Port Angeles
Laura Orton	Deer Park	James Dooley	Port Orchard
Jodie Smalley	Duvall	Erin Ford	Port Orchard
Genevieve De Nevers	Ephrata	Steven Rhoton	Port Orchard
Aaleyah Amezcua	Ferndale	Ann Larsson	Port Orchard
Cammie Swolgaard	Gig Harbor	Ricardo Camacho	Port Orchard
James Nelson	Gig Harbor	John Powers	Port Orchard
Stephen Stock	Gig Harbor	Caleb Duerr	Poulsbo
Deana Johnson	Gig Harbor	Tamara Lee	Poulsbo
Terri Olson	Goldendale	Jennifer Shupe	Pullman
Martha Brackett	Graham	Anya Spielberg	Pullman
Sujeong Noh	Issaquah	Derek Briggs	Richland
Taylor Staton	Issaquah	Thuy Trang Nguyen	Richland
Christy Miller	Issaquah	Kathryn Waters	Ridgefield
Antonio Williams-Strong	Issaquah	Teresa Yohe	Ridgefield
Linda Studley	Lake Stevens	Chad Stanley	Ridgefield
Theresa Baker	Lake Stevens	Julie Lund	Roy
Deborah Calloway	Lake Stevens	Marc Wallace	Seattle
Elvis Hajric	Lake Stevens	Julie Goodman	Seattle
Vicky Loomer	Lake Stevens	Walter Blendermann	Seattle
Pam Cresswell-Todd	Lake Stevens	Jeremy Smith	Seattle
Erika Tice	Lake Stevens	Elizabeth Schade	Sequim
Darwin Fields	Lake Stevens	Alex Jorgensen	Sequim
Sheila Munson	Lakebay	Clyde Landsaw Jr	Shelton
Maria Hennesey	Langley	Scott Brown	Shelton
Ruben Marcial Jr	Langley	Krystal Macy	Shelton
Priscilla West	Leavenworth	Linda Symington	Shelton
Trina Bradley	Liberty Lake	Amanda Spears	Shelton
Connie Olsen	Longview	Bundo Choung	Snohomish
Kristin Jorgenson	Maple Valley	Kulwinder Dhaliwal	Snohomish
Brendan Wold	Marysville	Seung Kim	Snohomish
Matt McKay	Marysville	Quang Nguyen	Stanwood
Molly Hill	Marysville	Andrea McCrea	Sumner

New Members (cont. from page 61)

Harold Carter	Sumner
Buffy Harper	Washougal
Craig Haden	Wilbur
Timothy Hatch	Woodinville
Colin Clement	Woodinville
Melinda Stroup	Woodland

Deceased Members

Arthur Engle	
William Poggensee	Maple Valley
Donna Roakes	Richland
Albert C Staehly	
Dorine L McBride	



Delegate Sharlene Arris took a turn at microphone one to express an opinion.

Washington State's Representatives

Suzan DelBene

District One

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Fax: 425-485-0083

240 W. Montgomery St.
Mount Vernon WA 98273
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Fax: 360-485-0083

Rick Larsen

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119 North Commercial Street Suite 1350
Bellingham WA 98225
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Toll Free: 800-562-1385
Fax: 360-733-5144

Wall Street Building,
2930 Wetmore Avenue, Suite 9F
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Phone: 425-252-3188;
Toll Free: 800-562-1385
Fax: 425-252-6606

Jaime Herrera Beutler

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Washington DC 20515
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Fax: 202-225-3478

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750 Anderson St, Suite B
Vancouver WA 98661
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Fax: 360-695-6197

Chehalis City Hall Building
350 N Market Blvd
Chehalis WA 98532

Doc Hastings

District Four

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Washington DC 20515
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Fax: 202-225-3251

2715 St. Andrews Loop, Suite D
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Cathy McMorris Rodgers

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Phone: 509-684-3481

29 South Palouse St
Walla Walla WA 99362
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Derek Kilmer

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360-373-9725

332 E 5th St
Port Angeles WA 98632
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Jim McDermott

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Dave Reichert

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877-920-9208
Fax: 425-270-3589

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Wenatchee WA 98801
Phone: 509-885-6615

Adam Smith

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Fax: 425-793-5181

Denny Heck

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Maria Cantwell

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Fax: 509-946-6937

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Fax: 206-220-6404

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Fax: 509-624-9561

950 Pacific Ave, Suite 650
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Phone: 253-572-3636
Fax: 253-572-9488

WARLCA STATE OFFICERS & NRLCA SEATTLE DISTRICT REPRESENTATIVES

PRESIDENT

Assistant District Representative
Historian
Reneè Pitts
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Phone 509-315-7012
Renee.Cowan@nrlca.org

VICE PRESIDENT

Mariann Faulkner
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marifaulkner@wavecable.com

SECRETARY-TREASURER

Rural Carrier Health Insurance
Rebecca Wendlandt
2811 N Chase Ln
Liberty Lake, WA 99019*5002
Phone 509-926-9522
warlca@gmail.com

REGION 1

COMMITTEEPERSON

PAC Chair
Taralee Mohr
11303 211th Ave NE
Granite Falls, WA 98252-9148
Phone: 425-238-4316
taralee101@yahoo.com

REGION 2

COMMITTEEPERSON

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Nat. Gen. Ins. Representative
7717 126th St E
Puyallup, WA 98373-4879
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warlcaregion2@gmail.com

REGION 3

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Provident Guild
PAC Co-Chair
Levi Hanson
1418 S Tacoma St

Spokane, WA 99203-2258
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warlcaregion3@gmail.com

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Assistant District Representative
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Monte Hartshorn
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SEATTLE DISTRICT

Assistant District Representative
Also Certified in: Dakotas
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SEATTLE DISTRICT

Assistant District Representative
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Scott.Murahashi@nrlca.org

AREA STEWARD

Janie Walla
PO Box 1763
Marysville WA, 98270-1763
Phone 425-308-7305
thewallas@juno.com

If you have questions about who to contact, start with the local steward in your office. If your steward is not working the day you need to talk with him/her, leave a note on his/her case for them to talk with you as soon as possible. Leave your phone number.

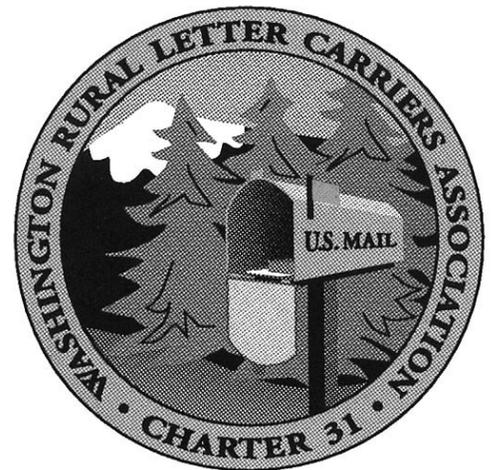
**Donate to PAC
via EFT or
automatic deduction
today!**

Need (or want) a copy of your county Constitution and your county Secretary/Treasurer does not have a hard copy available? E-mail Rebecca Wendlandt, your state Secretary/Treasurer and she will send you one (electronically or hard copy). Also, they are posted on the WARLCA website.

Washington Rural Carrier
2811 N Chase Lane
Liberty Lake, WA 99019-5002

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Change Service Requested



Where Service Begins With a Smile

Washington Rural Carrier

Upcoming Dates to Remember

2014 National Convention
Possible special mail count
Election Day
Christmas
Pay PAC or Send Check to PAC

August 12-15, 2014
September 17-30, 2014
November 4, 2014
December 25, 2014
Today