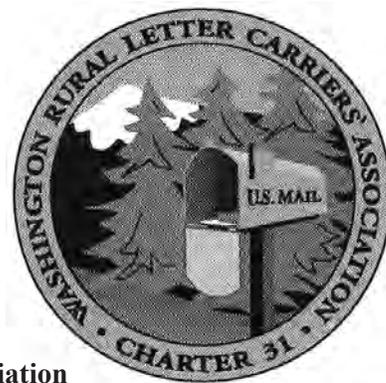


# WASHINGTON RURAL CARRIER



Official Publication of the Washington Rural Letter Carriers' Association

August 2012

*Where Service Begins With a Smile*

## HIGHLIGHTS OF THE 2012 STATE CONVENTION

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### OUTSTANDING MEMBER OF THE YEAR

#### Patrick Pitts

One of the more favorable tasks associated with the office of Vice President is to present to the membership the association's Outstanding Member of the Year. It gives me great pleasure to present to you, Patrick Pitts, the Washington Rural Letter Carriers' Association Outstanding Member of the Year for the 2012-2013 association year.



Patrick began his postal career not as a career employee, but as a casual laborer, hired off the street in 1984 to install locks in Post Office Boxes in the newly built Port Orchard, Washington post office. Patrick's father, Jewell Pitts, who retired from the rural craft after more than 30 years with the USPS, knowing he was looking for employment and knowing that work was available in Port Orchard, hinted to Patrick that he might be able to find some work by speaking with the Postmaster. As the job of installing locks drew to a close, Patrick spoke with the Postmaster about providing relief on rural routes and was hired as a Rural Carrier Relief (RCR) and on more than one occasion, served as the leave replacement for his father. Soon after, Patrick took the rural carrier exam and was converted to a Rural Carrier Associate (RCA). It was December of 1989 that Patrick became a Regular Rural

Carrier assigned to Port Orchard Route 19.

Since that time, Patrick has served as a member of the local Quality of Worklife/Employee Involvement workteam, as a Local Steward, an Area Steward, an Assistant State Steward, and as a Senior Assistant State Steward. Patrick also served as Vice-President of the Kitsap County Rural Letter Carriers' county unit as well as President of that same organization. Patrick served the rural carriers in the Seattle District as a member of the District Joint Steering Committee, for several years as the craft Co-Chair on that committee. Just prior to the cessation of the QWL/EI program Patrick was selected as a QWL/EI trainer for the Western Area. Patrick served as the first President of the Peninsula Counties Rural Letter Carriers' county unit back when the Clallam-Jefferson county unit merged with the Kitsap county unit.

Patrick has served as Vice President as well as President of the WARLCA, has served for several years on NRLCA national convention committees and is currently a member of the National Rural Letter Carriers' Association Labor Relations Special Assignment Committee. Currently serving as State Steward for the WARLCA and selected by the national office to be the first District Representative for the Seattle/Alaska districts Patrick truly epitomizes "Service with a Smile." Please join me in congratulating Patrick Pitts, our Outstanding Member of the Year.

Check the WARLCA.com website for upcoming meeting dates and locations as well as important news and information. NRLCA.com has legislative information and sample letters to Congress.

## **YEAR END REPORTS OF WARLCA ELECTED AND APPOINTED OFFICERS**

### **WARLCA PRESIDENT AND SENIOR ASSISTANT STATE STEWARD CHERI FREEMAN**

I have been proud to serve the Washington Rural Letter Carriers as President of our Association this past year. One of my greatest pleasures has been to attend the Legislative Seminar in Washington DC, lobbying on your behalf, for the continuation of our jobs, wages, and benefits. Vice President Monte Hartshorn and I were trained for two days before we headed up to the Hill to meet with the aides of our Representatives in Congress and our Senators (we met with both Senators Murray and Cantwell personally). Although it is always interesting to hear the updated arguments, it is discouraging that we've made so little progress in actually bettering the position of the Union, let alone the viability of the Postal Service. I feel like we are living under the Chinese Curse: May you live in interesting times! I started my Rural Carrier career in 1986. Never did I dream that my job as a rural carrier would be in a political, ideological fight affecting the whole concept of Universal Service, Rural Free Delivery, or even the continuation of the Postal Service. We are in the sights of a political movement that sees us as a governmental entity and therefore ripe for privatization. The largest segment of the Postal Service's budget is wages and benefits so it is a natural progression for the Postal Service, in its fight for survival, to want to lower wages and benefits. It makes good sound bites to talk about the "Cadillac health care, pensions, & wages" some Federal employees enjoy without ever recognizing that this is not the case with all Federal employees. Rarely will a retired rural carrier receive much more than \$1000/month for a pension. All the years we spend as RCAs count against having the kind of pensions available to other Federal employees. And yet we are lumped in with all the other Federal employees on the

media stage. Our wages are about average for the public sector average, but if you read the political blogs about our jobs, you would think we're highly overpaid for a job anyone who reads can do. I would love to get one those folks into the case, hand them the mail and tell them to get the job done before the truck comes!

The American public continues to hear the misconception that the demise of the Postal Service is eminent due to the internet, when the real truth is that the need to pre-pay the retiree health benefits for 75 years out within 10 years, accounts for 96% of the loss the Postal Service has experienced since the PAEA Act was passed in 2006 (Postal Accountability and Enhancement Act). We have not done a good job of counteracting this propaganda.

As I write this, we are still waiting for the Arbitrator to produce our contract, but it may mean nothing if HR 2309 is passed by the House. I realize I am repeating myself from past articles in the WRC, but I can't help myself. Our contract will be worthless if the language in this bill persists into law. A committee will have the authority to nullify any contract or any part of a contract. The ability of the Union to negotiate for wages, benefits, and working conditions will be gone. Mail delivery will be reduced to 5 days and possibly even less. Contract delivery will be the name of the game. You might be able to bid on your route, but be prepared for minimum wages and no benefits. If this sounds dire, I meant it to be. Here we are, fighting for our jobs, our wages, our Union and the membership is going down and participation is dwindling! Attendance at local meetings is at an all time low. To be honest, I don't know how much time we have left to correct the course we're headed down and I'm trying not to be discouraged, but this is fight we all need to be actively participating in, or else we're done for.

My report as a State Level Steward is also grim. The grievance level continues to elevate, especially severe discipline. In the last year I have handled 44 grievances; 21 Discipline and 24

Contractual. The discipline grievances included three Removals (2 are back to work and one is pending Arbitration); six 14-Day Suspensions; eight 7-Day Suspensions; three Letters of Warning; and one Emergency Placement. Notice the escalation of suspensions in contrast to the few Letters of Warning. Management has decided that progressive discipline is not required when there is a failure to observe safety rules. Carriers with no prior discipline are receiving suspensions for incidents that in the past may have only been an official discussion. It is a trend that is undermining the workplace environment and costing the Union big bucks to provide representation. I encourage any of you who have considered becoming a local steward to do so NOW! WE NEED YOU!

As President, I have attended every board meeting as well as preparing the agenda for those meetings. I have been a presenter at both of the Informational Meetings put on to help educate our membership on the issues before us. As a State Level Steward I have attended all county meetings in my area to provide our membership with access to contractual information. Thank you, for the opportunity to serve.

**VICE PRESIDENT AND  
SENIOR ASSISTANT STATE STEWARD  
MONTE HARTSHORN**

**VICE PRESIDENT:** This year was made up of two themes for me: Membership and Legislative Action.

**Membership:** It seems that most of my articles for the Washington Rural Carrier paper were concerning membership. With the Postal Service consolidating every rural route that they can possibly consolidate, trying to maintain our level of membership has been very challenging. Added to that, the Seattle District seems to be issuing severe discipline for minor infractions, the costs associated with representing our craft members continues to take a large part of our budget. And further, with the loss of QWL/EI it is more difficult to recruit the new hires at the ad-hoc training

sites. Even with all the difficulties, it is even more critical now that we all band together to protect our livelihoods.

We all need to continue to invite the non-members to join the Union. It is especially critical to invite those who are not aware of the benefits of union membership. I often ask carriers: *“Do you have a child? Do you remember when they were young? If you played Monopoly with them, but did not explain the rules, who would win?”* The Postal Service does not explain our rights to us, and in general considers it NOT in their best interest to tell us of benefits we might have earned. How often are RCAs working a vacant route, but not receiving annual or sick leave? While visiting offices, I have been asking management for permission to recruit. I have been moderately successful in getting carriers to join. For those who decline, I tell them that I hope they are right, that a majority will continue to support the union so there will be stewards to represent and folks to fight for rural carrier jobs.

We continue to write articles trying to explain the benefits of Union membership and inviting all rural carriers. While continuing that theme, one of my articles looked at the flip side. What would happen if a large majority of rural carriers were not union members? I hope we all consider the security and solidarity we would lose. I have been a rural carrier for almost 25 years, and have never had the fear of keeping my job like I have now. It is only the union that is fighting for me. If the union is starved of members and resources, then there will be no one fighting for me.

**Legislative:** The day after I returned from state convention in June 2011, I received a robo-call from my congressperson. She had not signed on to co-sponsor HR 137 (protects six day delivery). Representative Herrera-Beutler was going to have a coffee the next morning at a restaurant right next to the Post Office. I decided to attend during my lunch time and spoke to her of the importance of six day delivery. It was not long after that she co-sponsored HR 137 and she has been very

supportive of mail delivery in rural areas. While I do not believe it was only my voice that changed her mind, I do believe that my talking to her helped. It has become even more important when I think of the 50,000 rural carrier jobs that are at jeopardy.

I feel honored and blessed to have been able to represent our state at the President’s and Vice President’s Legislative conference in May. We were updated on the current legislation being debated in the House and the Senate on Sunday and Monday. Beginning Tuesday, we went to the “hill” to lobby our senators and representatives. Overall, I think our message was well received, but some of our representatives have not co-sponsored HR 137. With the Senate already passing Postal Reform, the House members are now critical. A few of the issues that we (President Cheri Freeman and I) discussed:

- o Six Day Delivery--The Senate passed a bill which protects six day delivery for only two years. While there are some hurdles that would have to be passed after the two years, this is definitely not the guarantee that we need. The house version (HR 2309) allows for an immediate conversion to five day delivery. At issue are approximately 50,000 rural jobs. Those are real people, with the same hopes and dreams we all have. Being threatened with unemployment ought to fire up all of our relief carriers.
- o Changing delivery standards from 1-3 day delivery to 2-5 day delivery--This is absolutely critical to us especially when combined with the possible loss of six day delivery. Both of these issues take the value out of the mail. Since the Postal Service receives no tax money, we are totally dependent upon the revenue for our service. If we degrade the service so much, people will choose other companies that can deliver their products in a timely manner.
- o Universal Service--The Postal Service is the only company that delivers the first and last mile to every address in the United States. I get the same service in Castle Rock that a fellow citizen receives in Seattle. Without the Postal

Service, Americans in rural areas will receive much less, and probably more expensive, service.

- o The House has already voted to require federal employees to contribute more to their pensions. There are bills being discussed that could require 5% of our pay to go to fund our pensions. In addition, the high three could go to a high five. Even worse, the “multiplier” (currently when a person under FERS retires, the high three is multiplied by .1 or .11 times the number of years. There is legislation to cut this to .07. So, we could be paying six times our current payments for a pension that is approximately 35% less than we have now.

With the above in mind, it becomes even clearer why union membership and participation in our PAC are critical to every rural carrier. We can no longer “opt out” and hope that our fellow rural carriers will carry the load. All of us need to be active and make sure that our voices are heard.

On a personal note: I have been honored to represent this association as its vice president. As of this time, I have accepted a full time Assistant District Representative position and will not be able to run for a board position. While I look forward to this new challenge, I look back on this year with gratitude to the members of this association.

#### **SENIOR ASSISTANT STATE STEWARD:**

First and foremost, I wish to thank the membership for the honor and privilege of serving this association as an Assistant State Steward these past 14 years. I cannot remember a year when things seemed to change the most and also change the least. In addition, I want to thank the Local Stewards in my area. Without their diligence and determination to represent the carriers in their office to the best of their ability, I would have been utterly lost. Thanks to a wonderful team!!!!

The grievance activity in Southwest Washington this past year seems to be consistent with the past several years. The issues of having enough relief

carriers, availability and who gets to work when are year after year favorites. There also have been several Investigative Interviews involving accidents, mainly vehicular but also some industrial accidents. In addition, in the Seattle District what would have been termed “incidents” a couple of years ago are now being termed accidents and the carriers are generally receiving various levels of suspensions. In the Portland District, the most recent topic seems to revolve around trying to force new hire reliefs to take DPS to the street.

The phone keeps ringing with carriers asking questions, but I am concerned that more carriers are not asking the questions that they ought to be asking. Management, in most cases, will not let carriers know about benefits due them or their rights in certain circumstances. We continue to be a craft with a lot of members who have a “do the job and go home” attitude. Unfortunately, this attitude no longer works in the present workplace. Rural Carriers are being more and more managed and those who do not know the rules will be taken advantage of, to the detriment of all of us.

This year has also seen a tremendous amount of change, and it is only the tip of the iceberg. We have the new National Steward System phasing in this fall, which will change the representation from the states to the postal districts, overseen by our National office. How it will work remains to be seen. We also will have a new National Bargaining Agreement, set by an arbitrator. What the details remain to be seen at the time of this writing, but we all need to pay attention to any change in time standards. National President Jeanette Dwyer has told us that the “bump” between actual work hours and evaluated hours has increased to over five hours per week. The Postal Service successfully attacked us in 2002 over this issue and we must be watchful that carriers are not working off the clock.

With the changes that Congress could legislate on the Postal Service and the worse changes that the Postmaster General wants to impose, it seems that there is more and more anxiety in the work

place. Local management seems to be required to do things that make no sense, and the workplace environment is continuing to deteriorate in most offices. Also, rural carriers need to continue to be diligent in watching for management requiring new duties that were not part of the last count. We need to make sure that we are paid for what we do, and do what we do with professionalism.

We have conducted new local steward trainings, enhancement of existing local stewards and attended the area State Level Steward trainings. We continue to have one of the best steward systems in the nation. A couple of “rules” that I always train with, I hope that all of the membership would learn. The first is, like the game show “*Who Wants to be a Millionaire?*” to always phone a friend when in doubt. You should always know your local steward or which Assistant State Steward is assigned to your office. I continue to urge each office to elect a Local Steward so that the Postal Service has to pay for the trouble they cause. My Steward Golden Rule #1 that I hope everyone remembers is:

**“If it is not in writing, it never happened.”**

Again, I want to thank the membership for the privilege of serving as a Senior Assistant State Steward.

## **Welcome to our New Members**

Stephanie Arnold  
Candelito Azurin  
Teresa Berard  
Christina Bevandich  
Cassandra Buffum  
Betty Carlstrom  
Lynda Claffin  
Andrew Dacosta  
Carla Davis  
Katherine Doty  
Melissa Erickson  
Tristan Gillespie  
Ivan Grantham  
Rachelle Graves

Nickolas Hafer  
Kelly Hamilton  
Donna Hubbard  
Lisa Kendall  
Barbara Lindal  
Becky Naylor  
Ksusha Novos  
Hattie Owens  
Tara Poublon  
Scott Richmond  
Nichole Sens  
Natalya Shulikov  
Melinda Sjolund  
Ryan Skucas  
Richard Slater  
Jamie Smith  
Lynda Spencer  
Charis Stivala  
Angela Thelen  
Gabriela Tinajero  
Ashley Weissenfluh  
Daniel Winten  
Rumen Zdravkov



John Lee, District 3 Representative, passes the gavel to President Cheri Freeman to open the 2012 WARLCA State Convention.

**WARLCA SECRETARY – TREASURER  
RURAL CARRIER BENEFIT PLAN REPRESENTATIVE  
REBECCA (BECKY) WENDLANDT**

Greetings Fellow Members of the WARLCA ☐. Here is my annual report of the 11/12 WARLCA Year and some stats from previous years. This year has been a year of preparing for the changes for next year in the steward system. Our main duty of oversight of the WARLCA steward system will soon be changed. We will be requesting the District Representative (DR) and Assistant District Representatives (ADR) to attend county and state meetings only, with the oversight of the WARLCA steward system under the NRLCA. Hopefully the WARLCA Board will allocate more time for legislative issues, calling on our representatives to support the rural craft. I also hope we can intensify membership recruitment. Now more than ever, the non-members need to become members so they can be informed on the latest issues.

**MEMBERSHIP:**

We now have 1805 members (including 4 associate members). Last year at this time we had 1840 members, so we are down 35 members! This is due to the USPS slow hiring practices, high turnover of those RCAs they do hire, retired members not maintaining their membership, and 9 deceased members. In the 11 months of the 11/12 year I processed 97 new members, and out of those 19 have been separated. Thank you to Ann York, Taralee Mohr, Monte Hartshorn, Patrick Pitts, Renee' Cowan, Ed and Brenda Ogdon, John Lee, Cheri Freeman, Sherrie Flansburgh, Mariann Faulkner, and other members for recruiting members!

The total breakdown is as follows:

Members: 1001 regulars, 19 PTFs, 509 reliefs, 272 retired, and 4 associate for a total of 1805 members.

Non-Members: 205 regulars, 5 RCAs serving on Vacant Routes, 6 PTFs, 213 RCAs, and 9 RCAs on Aux Routes for a total of 438 potential members.

With now having our new web site, WARLCA.com, thanks to many hours donated by Patrick Pitts, we have another venue to be able to keep our members updated and informed, along with the *Washington Rural Carrier* (a big thank you Susie for a job well done) and specialized mailings.

Here are some membership stats. I go back to when I started because the history is interesting to see how we have grown as a union.

**As Reported By NRLCA on Year End June 30<sup>th</sup> (Including Associate Members)**

93/94:	1342 members
94/95:	1633 members (reliefs went on dues withholding this year)
95/96:	1732 members (start of TRC designation)
96/97:	1747 members
97/98:	1813 members
98/99:	1796 members
99/00:	1803 members (new designation of PTF created this year)
00/01:	1726 members
01/02:	1776 members (National had a nation-wide membership drive)
02/03:	1791 members (Management Could No longer be Associate Members)
03/04:	1828 members
04/05:	1842 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 as of June 11, 2012

**MEMBERSHIP STATS FOR 2012 WRLCA STATE CONVENTION**

As of June 11, 2012

<b><u>District One:</u></b>	<b><u># OF MEMBERS</u></b>	<b><u>TOTAL</u></b>
ISLAND, SKAGIT, SAN JUAN #010	111	
KING, SNOHOMISH (KS) #011	356	
WHATCOM # 015	<u>91</u>	
<b><u>Total for District One:</u></b>		<b>558</b>
<b><u>District Two:</u></b>		
PENNISULA #003	164	
LOWER COLUMBIA #005	199	
MUTUAL # 006	<u>341</u>	
<b><u>Total for District Two:</u></b>		<b>704</b>
<b><u>District Three:</u></b>		
NORTH CENTRAL #001	78	
EAST CENTRAL #013	171	
NORTHEAST #014	<u>51</u>	
<b><u>Total for District Three:</u></b>		<b>300</b>
<b><u>District Four:</u></b>		
SOUTHEAST #012	27	
WHITMAN, ASOTIN, #016	35	
APPLE #017	<u>181</u>	
<b><u>Total for District Four:</u></b>		<b>243</b>
<b><u>Total for State:</u></b>		<b>1805</b>

**FINANCES:**

The board is constantly monitoring the finances and this year has seen a growth in LWOP usage due to the increase in grievances. The USPS has shown how little they value the employee by giving discipline, including removal, for falling on the ice in the parking lot when management had been notified the day before concerning the ice and for a customer backing into a rural carrier, to veteran (over 25 years of service) rural craft employees without one safety violation in their files. The gigantic increase in investigative interviews has kept our stewards busy. Hopefully once National takes over the steward system the NRLCA will get more involved in reducing the grievances by addressing the districts and areas directly on the topic of no longer using progressive discipline and the increase in investigative interviews. If not, we can expect our dues to rise to fund more time in the steward system.

The complete WARLCA board reviews all the vouchers quarterly. To help understand the process of disbursements let's review it. All payroll and expense vouchers are submitted the Monday before the Postal Pay Day. The State Steward first reviews the Area and Local stewards' vouchers. All steward

vouchers are sent to the State Steward and to the President, as well as the Secretary/Treasurer before payment. ALL disbursements must meet the WARLCA constitution and board policy before being disbursed. ALL disbursements are reviewed individually each quarter by the COMPLETE board, and they notate their approval. I submit the bi-weekly payroll taxes, ING, and Thrift savings with each payroll. At the end of each month I reconcile the books and send them to our accountant who does our 990, LM, quarterly, and yearly taxes. 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 at the end of 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 suggestions so that we remain in compliance with NRLCA, DOL, and IRS. The NRLCA holds one State Secretary-Treasurer's seminar each year, and from that I review our policies and procedures to make sure they are also in compliance with National's.

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

**Profit and Loss for last 5 years**

<b>06/07 Year:</b>	<b>Gain of \$ 17,340</b>
<b>07/08 Year:</b>	<b>Loss of \$ 12,132</b>
<b>08/09 Year:</b>	<b>Gain of \$ 10,892</b>
<b>9/10 Year:</b>	<b>Loss of \$ 58,127</b>
<b>10/11 Year:</b>	<b>Gain of \$68,916</b>
<b>11/12 Year:</b>	<b>11 month balance as of June 11, 2012 Gain of \$95,937.</b>

Each function, LWOP used, meeting, steward training and costs, and all expenditures were looked at by the complete board. The hard questions were asked, like "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. However, 11/12 year we were in Savannah, GA! With anticipated state convention expenses and two more payrolls we should end up for the year with around a \$10,000 gain.

Included with this report are the WARLCA Statement of Financial Position and WARLCA Statement of Activities along with an ADOP tracking for 11 months of the 11/12 year, and finally our CPA review for 10/11 year.

As the RCBP Representative I have attended RCBP seminar at National Convention, as well as keeping in touch with our RCBP Manager, Larry Waligoria. Here are a couple of important items are 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 Waligoria, Program Manager to help get it straighten 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. Thank you, County Officers, Board Members, Stewards, and Members for enriching my life with your friendship. You have become family to me. It is indeed a pleasure to work with you! ☺

**DISTRICT ONE AND PROVIDENT  
GUILD REPRESENTATIVE  
MARIANN FAULKNER**

Representing Island-Skagit-San Juan County Unit, King-Snohomish County Unit and Whatcom County Unit.

First let me thank you for allowing me to represent you for this past year. It has been an honor to meet many of you at the county meetings. I have attended all but one county meeting; I was unable to attend a Whatcom county meeting due to scheduling miscommunication. I have done my best to bring you current information regarding meeting dates, legislative issues, open seasons, and PAC, etc. I have attended all annual meetings and have helped county officers' conduct their meetings and answered their questions. Attendance is down in some of our county meetings, I encourage all of you to at least attend your county meetings and the state convention if you can. Your union is only as good as you make it. Do your part to stay informed on the issues affecting your job, your union and thereby affecting your family.

It has been a very interesting and challenging first year on the state board. Creating and balancing a budget takes a lot of work. Just when you think you have it all worked out an unexpected expense appears, like the September mail count. The board looks at the budget continually to make sure we stay in balance and still meet the needs of our members. The 2013 state convention will be held in our district. Plans are underway; the Best Western Hotel and Conference Center in Oak Harbor is where we will meet. The meet and greet, banquet and possible tours are being looked at now. Volunteers and ideas are always welcome.

I am looking forward to next year as it will bring many changes to our state association. The National Steward program is set to take effect in the fall. New faces will come to the board and a new and different budget will have to be worked out. Hopefully by convention we will have a new contract and can breathe a little easier. No matter

what the New Year brings please know that I am only a phone call or a meeting away and I am here to serve you. Stay safe and stay informed.

**Provident Guild Report:**

The Provident Guild is a non-profit, fraternal organization, created and operated by rural carriers for our membership and auxiliary members. It gives their survivors an amount of ready cash for those days when routine procedures of the courts and legal action tie up our estates after death. The Guild is not insurance, rather it is a fraternal death benefit fund that guarantees you at least 30 times your annual dues and depending on the number of claims in any given year, can pay you up to 100 times your annual dues. There are no physical examinations, no assessments, no commissions and no high salaries so your benefit remains high. This low cost protection does not decrease, nor can it be cancelled when you reach age 65, as long as you pay your dues. But, you must join before you reach age 56. There is a \$2 entrance fee when joining. Your maximum benefit is between \$1,000 and \$5,000 depending on which class of benefits you choose. Your dues will range from \$10 to \$50 per year.

If you have any questions or wish to join please contact Mariann Faulkner at 425-308-1163. More contact information is at back of paper.



Some of the participants who played Bingo or poker to benefit PAC.

**DISTRICT TWO REPRESENTATIVE,  
SENIOR ASSISTANT STATE STEWARD,  
AND GMAC REPRESENTATIVE  
RENEE' COWAN**

This report will conclude the Association year for 2011-2012. I have fulfilled my requirements as District Two Representative by attending all Board meetings and all of the County Unit annual meetings in

District Two. I also attended as many other county meetings across the state as possible. I missed one meeting due to the birth of my granddaughter.

The Board has worked diligently at keeping up with the needs of our members while making sure the budget stays in balance. We are still trying to get information to the members and continually brainstorm ideas to determine the best way to accomplish this goal but also stay within the budget.

The Board also has been trying to increase member participation at union meetings. We need all of our members to help in this area, with the Postal Service and Congress attacking our very livelihood all members need to unite and become as informed as possible. Thank you all for being willing to give up one day to obtain the information provided at these meetings.

I provided the members in District Two with information at their county meetings on upcoming dates and events for our 2011-2012 Association year and I hope the members found this to be useful information.

Once again I would like to let the members in District Two know that it has been an honor for me to represent all of you in District Two again this past association year and a privilege being your voice during our board meetings.

If you have any questions or concerns feel free to contact me or one of the Board members.

**Senior Assistant State Steward:**

During the 2011-2012 Association year I have adjudicated all grievances presented to or filed

by myself. Additionally, I fielded phone calls, answered email, and responded to correspondence from concerned carriers. I have fulfilled all duties expected of me or assigned to me by the State Steward to the best of my ability.

I have handled 100s of grievances during the 2011-2012 year. All of the grievances handled by me where settled at either Step 1 or Step 2 except for 7 grievances appealed to Step 3, most of which have already been settled in the Unions favor.

This year I handled more removed (fired) carriers than I have in any other year I have work as an Assistant State Steward beginning in 2004. From January 1<sup>st</sup> to May 31, 2012 I have logged in 72 days of Union LWOP for the association, only 2 of those days were for a board meeting. I have also worked another 9 days of ADOP (working on Saturday and Sundays) during the same time frame.

For the Association year (July 1 to May 31, 2012) I have worked 121 days of LWOP, 18 days of ADOP and I have been compensated for 5,969.36 miles, (miles that involved carpooling to a location for union business with other Association officers have not been included). I was present for more than 40 investigative interviews and handled over 64 Step 1 grievances, 20 Step 2 and appealed 7 grievances to Step 3.

After looking at the all of this I guess it would be redundant to say grievance activity, including investigative interviews are on the increase in my area. I continue to deal with removals, suspensions and letter of warnings.

The past year continued to be one of changes in Postal Service management. I continue to go into offices and encounter new OIC's (Officer in Charge), sometimes there is a new OIC every month, or it seems that way to me. I would like to close by again thanking those local stewards in my area that are keeping in touch with me and remind those of you who are not that I am only a phone call away; please contact me so I can be kept up to date on any issues or non-issues in your local offices.

**DISTRICT THREE REPRESENTATIVE  
JOHN LEE**

It has been a year since I was sworn in as the District Three Representative and Board member. It has been a learning experience for this first timer as a new member of the board. The work that your board is doing for you is in good hands and we are focused on keeping this Union financially strong. We will always see changing times that will challenge us to be versatile at a fast pace. Being able to make your points in debate is one of the best things that come out of our meetings. When a stalemate comes to surface we vote and that vote is respected. Our board each year may and probably will change; we need the membership to step up and run. We will lose at least one board member and possibly more to the National Steward System. And with that being said, what we need is more people to fill the void left by those officers.

On a personal note I want to thank all County Officers for all their hard work. This also goes out to the local members that work hard with their officers. Our union is under attack along with other high profile unions. Remember we have a long fight to keep our union strong. This attack will not stop because we are the middle class. Blue collar jobs move this country. We need to be more involved in insuring our future. We need to join hand in hand with any union that needs us, just as we need them.

Stand together and build together and we can grow stronger together. Fight hard, live well and help your fellow man.



President Cheri's son and his band provided entertainment for the banquet.

**DISTRICT FOUR REPRESENTATIVE  
AND HISTORIAN  
ED OGDON**

It has been an extremely quiet year with quite a bit of turmoil. I realize that sentence seems to contradict itself but what I mean is that there wasn't a contract finalized, no plants were closed or moved, (in District 4) and no legislation passed and signed by President Obama that would end 6-day delivery. Unfortunately District 4 has finally got the full meal deal treatment from Seattle. Any hope that they would be too busy and just ignore us vaporized when the new District Manager took over. Long gone are the days when they left us alone and let us do our job. We will probably see a lot of changes in the coming years and I hope we can all remember that this is just our job, it is not our life. We should all be working to have a good life and not let our feelings about our job ruin our life.

It was my pleasure to go to all the county meetings but participation was way down this year. Maybe it's because most of you are receiving the updates from our website; maybe it's because of some of the reasons stated above. I truly believe District 4 needs to start considering merging with District 3 and saving the union money in the process.



Dave and Sandy Reppe surprised us with a visit at the banquet Monday evening.

**WARLCA STATE STEWARD  
PATRICK PITTS**

President Freeman, Board members, Delegates to the 106th State Convention and members of the Washington Rural Letter Carriers' Association; the following is my 2011-2012 annual report as State Steward.

First, I would like to take this opportunity to express my sincere appreciation to the members of the WARLCA Board, and by extension, the members of the state association for allowing me to serve in this capacity. It is an honor and a privilege to serve the members of the rural craft in Washington State and I strive daily to live up to the expectations our members rightly have of those who are called as their representatives.

**STEWARD PROGRAM**

It has been a pleasure working with and for the stewards, both appointed and elected in Washington who have offered their services on behalf of the members of the rural craft they have been called to represent. Specifically, and listed in alphabetical order (by last name) Senior Assistant State Stewards Renee' Cowan, Cheri Freeman, Monte Hartshorn, and Joyce Patteson who serve as leaders of the steward program in the state. I appreciate the advice, guidance, input and corroborative nature that each of these individuals offer as we work together to protect and defend the rights of rural carriers and further their interests. In addition I would like to thank Mariann Faulkner, Jeff Taylor and Janie Walla, Area Stewards representing multiple offices in their respective areas and demonstrating a high level of professionalism and dedication to those they have been called to serve. Mariann, Jeff and Janie have provided a report of their activities, included as an addendum to this report. Lastly, but certainly not least are the local stewards across the state who have been elected by the members in their office and although compensated by the postal service for their steward-related activities frequently and consistently go above and beyond the requirements of their position and give freely of their time and

effort in service to the members of the rural craft in their local office.

We currently have 54 local stewards serving in Washington state, up from the 47 local stewards at the end of the 2010-2011 association year. Two of these 54 local stewards also serve as Senior Assistant State Stewards and the Area Stewards also serve as local stewards in their respective office. There are 8 local stewards in the area served by Cheri Freeman; 5 in Joyce Patteson's area; 13 in the area served by Monte Hartshorn; 10 in Renee' Cowan's area; with the remaining stewards in the area I have overseen in addition to my duties as State Steward.

This past association year has been witness to the foundation of the National Steward System being laid. As the 2012-2013 association year progresses, responsibility for the administration and funding of the steward program will transition from the state association (WARLCA) to the national office (NRLCA). It is anticipated that the transition will occur on or around November 3, 2012 and accompanying the transition will be a change in the territorial responsibilities of what are now referred to as state-level stewards. No longer will stewards be confined by state boundaries, areas of responsibility will encompass postal service districts with select stewards serving in more than one district. Titles of steward positions will also change with the position of State Steward becoming District Representative and Assistant/Senior Assistant State Steward becoming Assistant District Representative. The title of Local and Area Steward will remain unchanged.

As we draw closer to the implementation of the National Steward System more detailed information will be provided via the Washington Rural Carrier publication, the WARLCA web site (<http://www.warlca.com>) and the WARLCA email updates as appropriate.

**ROUTE AND OFFICE STATISTICS**

According to the information currently available, there are 225 offices with rural delivery in

Washington State, 20 in the Portland District, and 205 in the Seattle District. Within the 225 offices we have 1,388 rural routes; 1,248 in the Seattle District and 140 in the Portland District. As of the latest master-listing of rural routes available there are 772,876 delivery points in the Seattle District and 493,724 in the Portland District. Please note that the delivery point totals are based on district, not state boundaries.

### **GRIEVANCES**

This past year has seen a substantial increase in the level of grievance activity. I commend your state board for providing the support and resources necessary to ensure our association's duty of fair representation is maintained. The increase in grievance activity is due in part to an increase in route consolidations and an elevated level of attention to safety related incidents and attendance. While the contractual authority for route consolidation exists it is the demonstrated failure to effect those consolidations as required by the contract which has obligated stewards at all levels to address those failures via the grievance/arbitration procedure, in many cases stopping the consolidation or restoring the route and making craft employees whole for all lost wages, hours, benefits and seniority. As it relates to safety related incidents and attendance the increase in grievance activity is attributable to many local offices administering discipline as a first, rather than a last resort.

Your state-level stewards and I have been working with the local and area stewards in compiling information related to steward activity and while a select few stewards have had little or no reported activity the information obtained is astounding. During this past association year there have been no less than 231 investigative interviews where a steward has been in attendance. This does not include investigative interviews where the employee has elected not to have their representative in attendance. Stewards in Washington State have processed 374 grievances; 259 of those contractual and 115 related to an employee receiving discipline.

Of the 115 disciplinary grievances 32 concerned a Letter of Warning, 33 7-Day Paper Suspensions, 33 14-Day Paper Suspensions, 8 concerned an employee being placed in a no-work, no-pay status, and 9 concerned a craft employee being discharged. Add to this the 151 Labor-Management meetings that have been conducted by stewards at all levels and it becomes evident that the appreciation we all show for our local, area and state-level stewards is well deserved. The great majority of those grievances noted above were resolved at either Step 1 or 2 of the grievance procedure however 15 grievances were appealed to Step 3, nearly twice the number appealed last year (7) but less than half than the record number appealed during the 2009-2010 association year (37).

### **WARLCA.COM AND EMAIL UPDATES**

While not specifically a responsibility of the state steward I have been fortunate to be involved with the maintenance and administration of both the WARLCA web site and the WARLCA email distribution network. Since the inception of the web site in December, 2009 there have been 15,840 visits from 5,614 visitors. During those 15,840 visits a total of 58,289 WARLCA web pages were viewed. From July 1, 2011 to the present we have had 5,410 visits from 2,135 visitors with 17,942 pages viewed. The great majority of the visits were from residents of Washington State (3,597) followed by Oregon (323), Idaho (253) and California (190).

We currently have 174 members who have become part of the WARLCA email distribution list and while that is an increase from last year in is only a small percentage of those who are eligible to join. The WARLCA board and I use the email updates to provide relevant, timely, important or interesting information to our members and I encourage each of you to consider becoming part of this important information network. Since the email updates began (August 8, 2010) there have been 112 updates on a variety of topics, an average of 5 per month or 1 per week.

**OTHER ACTIVITIES**

In addition to responding to phone calls, providing email correspondence in response to inquiries, certifying and decertifying stewards as appropriate, keeping in contact with Don Maston, Executive Committeeman for the NRLCA when necessary or desirable I have attended all board meetings, all state-level meetings and as many county unit meetings as time and circumstances allowed. I also attended the NRLCA Regional Steward training and the National Steward training as well as attending all 5 of the Local Steward Enhancement trainings conducted across the state during the 2011-2012 association year.

I have also conducted numerous labor/management meetings in local offices and, while not specifically called for in our contract, I have met with the Seattle District Manager as well as the Manager, Operations Programs Support; the Manager, Human Resources; and the Manager, Labor Relations for the Seattle district. These meetings have proven beneficial to our craft on any number of fronts. While it is true that we at times find ourselves in disagreement with our employer it is of great value and benefit to our members to have an open line of communication with those responsible for implementing policy and procedure throughout the district and I am committed to continue meeting as long as those meetings are a potential benefit to our members.

**IN CLOSING**

I want to thank the WARLCA board for the support they have given the steward program in Washington State; the state-level, area and local stewards for their dedication, devotion and professionalism; and most importantly the members of the Washington Rural Letter Carriers' Association for allowing me the honor and privilege of serving as the State Steward.

**SENIOR ASSISTANT STATE STEWARD  
JOYCE PATTESON**

Greetings to all Washington Rural Carriers! It's hard to believe but another year has passed and we are still delivering to all addresses on our respective routes six days per week. Many thanks to all of you who have called, written, and/or emailed your senators and representatives to allow us to continue serving our customers in the manner to which they're accustomed.

I attended all Apple Valley County meetings where I served as Vice President and also as the steward representative; and as the steward representative for one meeting each in East Central County and Southeast County. In addition, I attended all trainings to which I was assigned—either as trainer or trainee. Also, there were a few random Labor/Management meetings along the way—usually in conjunction with other functions such as investigative interviews and/or grievance meetings.

I was privileged to attend both the 2011 Washington State Convention and the NRLCA National Convention in Georgia as an elected delegate, and I also attended the recent Western States Conference held in Montana. If you ever have a chance to attend a Western States Conference, I highly recommend that you do. They are usually attended by at least 4 of our National officers and they are more easily accessible to the member attendees than at any other venue.

Thanks for allowing me to serve and/or represent you this past year.

Following is an accountability list for the year beginning June 16, 2011, and ending May 31, 2012:

Miles logged—5,265  
ADOP/LWOP days taken—58  
Investigative Interviews—15  
Step 1 informal meetings—17  
19 grievances

11 contractual (4 settlements achieved—3 monetary awards approx. \$960.

9 disciplinary (3 settlements achieved)

2 Letters of Warning

1 7-Day Paper Suspension (safety violation)

4 14-Day Paper Suspensions (all safety violations)

2 Emergency Placement (safety violations)

1 Notice of Removal

Step 1 formal meetings—8

13 grievances

8 contractual (4 settlements achieved—4 monetary awards approx. \$900)

5 disciplinary (3 settlements achieved including reduction of the removal)

3 14-Day Paper Suspensions

1 Emergency Placement

1 Notice of Removal

Step 2 meetings—8

8 grievances

7 contractual (1 remand and 4 settlements achieved)

1 disciplinary (1 settlement achieved)

1 14-Day Paper Suspension

Step 3 Appeals—2

2 grievances

2 contractual (1 settlement achieved—1 monetary award approx. \$20)

**Area Steward Mariann Faulkner**

My latest term as an area steward was from June 2011 until I resigned in December of 2011. During that time I handled 1 contractual grievance on a letter of demand. 15 labor/management meetings concerning; count issues, pay issues, the matrix, LLV, etc. Numerous phone calls from fellow carriers and management, covering count, pay, working your relief day, DUO's, sick leave, express mail, LLVs, bidding, and more. When I left my area steward position I had one grievance being held in abeyance at Step 2. Between June 2011 and December 2011 I used 1 day of ADOP as an area steward.

Thanks to the carriers who called and gave me timely information that led to issues being resolved without having to file a grievance. A big thank you to those carriers that encouraged their managers to call me so we could work together to handle the issues quickly and efficiently.

Although I enjoyed my work as an area steward I found that the inability to get time off from my office made it impossible for me to give all the time needed to serve you best. Knowing that there others to pick up the job made it easier to step aside. It was an honor to serve as an area steward and I appreciate the opportunity to help and support my fellow rural carriers.

**Area Steward Janie Walla**

My current offices are:

- Blaine
- Custer
- Duvall
- Eastsound
- Lopez Island

Local Stewards have been elected in three former offices:

- Lake Stevens



WARLCA State Level Stewards

Snohomish  
Woodinville

I have processed twelve contractual grievances, eight of which were settled at Step 1 and four of which were appealed and settled at Step 2.

I processed four disciplinary grievances. All were appealed and settled at step 2.

I have visited all of my assigned offices with the exception of Lopez Island, but I have been in contact with the carriers from that office via e-mail and phone.

I took seventeen days of LWOP for Union business resulting in the loss of one day of annual leave and one half day of sick leave.

I would like to thank the WARLCA Board and State Steward Patrick Pitts for the confidence in me and trust they have shown by appointing me to this position. It has been at times challenging and at times fulfilling serving this Association in this way, but all the time an honor.

#### **Area Steward Jeff Taylor**

WARLCA members, WARLCA State Board, and WARLCA State Level Stewards, this is my annual report of grievance activity for my appointment as a WARLCA Area Steward. My original certification and appointment began on September 12<sup>th</sup>, 2010, and I have been reappointed for another six month term beginning in April of this year.

The offices that I represent are Chattaroy, Liberty Lake, Newman Lake, Otis Orchards, Rockford, Valleyford, and Veradale. I also became Local Steward for the Greenacres office in January of this year. These offices are in the assigned area of Senior Assistant State Steward Cheri Freeman and include approximately 59 carriers. I have attended all county meetings for the assigned offices, since being appointed as Area Steward. I also attended the 2011 WARLCA State Convention, the 2011 Fall Rally held in Spokane, as well as the 2011

Mail Count Class. I also attended the annual Steward Enhancement Training on April 22<sup>nd</sup> of this year.

During my appointment I have introduced myself to all of the carriers that I am assigned to represent by postal letter, attaching my WARLCA business card with contact information, and a Weingarten Rights card. Unfortunately, the last time I checked there are several carriers who have chosen not to join our prestigious Union. With all of the turmoil that the Post Office seems to be in at this time, I strongly urge those carriers to consider joining in the fight to retain our jobs for the future by supporting the NRLCA.

During my tenure from July 1<sup>st</sup> of last year to date, I have handled 20 grievances. One was disciplinary in nature; the other 19 were contractual. The disciplinary grievance was a 7 day suspension which was denied at Step 1 and had to be appealed to Step 2. The contractual grievances consisted of 10 mail count issues, 5 pay issues, 2 work environment issues, an accident repeater issue, and a hardship dismount. Thirteen of the contractual grievances were denied at Step 1 and were appealed to Step 2. One was denied, but wasn't appealed due to the merit of the grievance. One was withdrawn, three were settled at Step 1, and one is still active. Of the 3 settled at Step 1, 2 were settled by a Step 1 Discussion, and an actual PS8191 Grievance form did not have to be filed. I have discovered that by using the Issue Resolution worksheet that you yourself can download and print from the WARLCA website, that you can present this to your manager or supervisor, and try to work out your issue without having to file a grievance. Even if management is not able to resolve your issue using this method, you still have very good documentation that you can now pass on to your assigned Steward. Go to WARLCA.org and check it out!

I have met with Postmasters, supervisors, and carriers in most of my offices. I have only had meetings at the Chattaroy, Greenacres, Liberty Lake, and Newman Lake offices, so far. I have

attended 3 Investigative Interviews. I have had 18 Labor/Management meetings in the past year. Due to the fact that I am not at all of my offices on a full time basis, quite a few of these meeting were conducted via the telephone, FAX, or email. If the topic is serious, I have made a point to go to the site to discuss it personally with the manager. I have fielded and responded to hundreds of phone calls, both from carriers and from managers.

Investigative Interviews, grievance interviews, Step 1 meetings, Labor Management meetings, and Step 2 appeals have resulted in 16 days of LWOP/ADOP taken since July 1<sup>st</sup> of last year. The WARLCA has also provided reimbursement for business travel mileage to my assigned offices and any other steward related expenses incurred while performing my assigned duties.

I would like to thank State Steward Patrick Pitts, Senior Assistant State Steward/State President Cheri Freeman, and former Greenacres Local Steward Cindy Koker for their invaluable assistance, support, guidance and advice in performing my duties as Area Steward. I thank the State Board for the opportunity to represent my fellow carriers. I especially want to thank State Secretary-Treasurer Becky Wendlandt for showing a Rural Carrier Associate that it's possible to get involved with the WARLCA functions, even if you are just a substitute carrier! It has been a fascinating year so far! I also need to give a huge thanks to the most important people of all – the carriers that I have been tasked to represent. I still don't know that many of you yet, but I hope to meet more of you in the future, and please don't be afraid to contact me, or anyone in the WARLCA, if you feel that you may need assistance. Please attend your local County Unit meetings, and stay informed. Try attending your State Convention too. There is a lot of things going on with the USPS right now, and the more we know, the better off we will be in adapting to the future of the organization we have chosen for employment.

## EDITOR AND PAC CHAIR SUSIE HILL

Every year I wonder where it went so quickly but now I look back on the 9 years I've spent as the editor of the WRC and am really shocked. It seems like just a few years since I started. It's been a learning experience and at times at trying one but it has been fun. Working on the 2010 National Convention has to be a highlight of my time spent working on the paper. I wish the new editor much success and enjoyment.

I attended many county meetings, State and National convention and Western States Conference since my last report. I have published 3 issues of the paper in a timely fashion. Another task was to assist Becky, our State secretary-treasurer, on several projects including membership recruitment and State convention preparation.

I also helped raise money for PAC by doing a short training for county officers during the last State convention, attending various meetings to twist arms and then sending the proceeds in to the National office. The need for PAC is ongoing and I hope everyone will contribute. The yard sale at the convention in Wenatchee will be a major fundraiser. Thanks to all of you who have supported PAC, especially the few who have signed up for automatic payments to PAC.

I'd like to thank everyone who has supported me for the past nine years as Editor. It always makes the job a little easier. Continue to be safe – and happy!



NRLCA Officer Susan Knapp  
enjoys the banquet

## Overview of 2012 State Convention, Wenatchee, WA

The 106th WARLCA State Convention was called to order at 8:30 AM Sunday, June 24, 2012 by District Three Representative John Lee. Vice President Monte Hartshorn gave the invocation. Presentation of colors was done by Jeff Taylor and Mel Walker. John recognized all the people who served in the military. Next, John presented the gavel to President Cheri Freeman. Cheri welcomed all and introduced NRLCA Executive Committeeman, Susan Knapp. Cheri then introduced the State board; Vice President Monte Hartshorn, Secretary-Treasurer and RCBP Representative Becky Wendlandt, District One and Provident Guild Representative Mariann Faulkner, District Two and GMAC Representative Renee' Cowan, District Four Representative and Historian Ed Ogdon, and Editor and PAC Chair, Susie Hill. Next Cheri introduced State Steward and Webmaster Patrick Pitts. Cheri introduced Senior Assistant State Stewards Monte Hartshorn, Joyce Patteson, Cheri Freeman, and Renee' Cowan and Area stewards Jeff Taylor, and Janie Walla. Patrick asked that all local stewards stand and be recognized. Cheri asked that all County Officers to stand and be recognized. Monte had all first timers (total 12) stand and be recognized. The retirees were also introduced (total 18). Mariann honored our 50 year member, Clayton Evans, with an award.

Becky Wendlandt took roll call of officers and county delegates at large and all were present except for South East Washington. Yea/nay cards were then distributed. Total delegates present were 68. (Note Mutual increased one delegate after lunch the first day).

The convention standing rules were read and Monte Hartshorn moved to accept them as read. Shawn Johnson moved to amend standing rule 15 from 2 minutes to up to 4 minutes per candidates. Amendment passed. Amended motion 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 (10<sup>th</sup> 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 4 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.

Cheri read the committee assignments.

Auditing: Becky Wendlandt – Board Representative, Mike Cammack – Chair, Krysta Johnson, David Ray, Mel Walker

Constitution: Monte Hartshorn – Board Representative, Colleen Headley – Kristian Granish, Shirley Smith-Oswald, Dawn Bruns

Credentials: John Lee– Board Representative, Joyce Sutherland– Chair, Karen Crombie, Kurt Eckrem, Melanie Spurrier

Finance: Cheri Freeman – Board Representative, Joyce Patteson – Chair, Kathy Beebe, Renee Wagner, Jeff Taylor

Hospitality: Monte Hartshorn– Board Representative, Joanne Blackburn– Chair, Sharon Bullion, Nancy Granish, Jamie Stark

Media: Patrick Pitts –Board Representative, Doug Rinehart – Chair, Janelle Mee

Mileage and Per Diem: Mariann Faulkner – Board Representative, Taralee Mohr – Chair, Sharon Madison, Katre Milliron, John Wangelin

Minutes: Mariann Faulkner – Board Representative, Mitch Freeman – Chair, Mitch Freeman, Levi Hanson

Nominating: Mariann Faulkner – Board Representative, Jim Hemrich – Chair, Carole Hanson, Thomas Banks

Photography: Patrick Pitts – Board Representative, Charles Alexander – Chair, Patricia Alexander

Resolutions: Renee’ Cowan – Board Representative, Janie Walla – Chair, Susan (Lorrie) Crayne, Jan Frymire, Janice Sisley, David Wood

Sergeant-at-Arms: Ed Ogdon – Board Representative, Shawn Johnson – Chair, James Folk, Carol Halverson, Karen Hill, Daniel Ngatia

Tellers One: (Tabulate National Delegate Ballots) Ed Ogdon – Board Representative, Brenda Ogdon – Chair, Tammy Donaghue, Mitch Freeman

Tellers Two: (Tabulate Election / Other Ballots) Renee’ Cowan – Board Representative, Dawn

Ayers – Chair, Annette Anderson, Sharlene Arras, Stella Fazzino, Sherrie Flansburgh, Janell Groff, Rachel Hoisington, Isabella Lopez, Andrew Shea, Rita Tarbet, Melissa Ticknor, Lisa Benson  
Washington Rural Carrier: John Lee, Board Representative, Becky Pike– Chair, Susie Hill, Kristine Skewis, Wayne Spurrier

Shawn Johnson moved to accept additional proposed constitution changes and resolutions during new business. Motion passed.

The credentials committee gave their preliminary report saying they were meeting and needed all credentials to be turned in to them.

Cheri reported that the Officers Reports, Proposed Constitutions, and Resolutions were in the delegates' ditty bags.

District One Representative Mariann Faulkner informed the delegates about the 2013 State Convention with the following: Good morning, I am not implying that the morning is either good or bad it just is. I am Mariann Faulkner, District One Representative. District One makes no claim to be better or more important than any other district by having the number one in its name. The first part of my name Mari in no way implies that I am a cheerful person. Please bear with me as I am not used to giving informational speeches to such a large and diverse group. Large group does not refer to the size or shape of any members or future members of this group and should not be misconstrued. The 2013 State Convention being held on beautiful Whidbey Island. Beautiful does not imply that other islands are ugly. Whidbey Island does not claim to be the only island in Washington State. We will be staying at the Best Western Harbor Plaza in the lovely town of Oak Harbor. "Best" is part of the official name of this hotel and is not the opinion of the speaker who has not verified this claim. Lovely is a description of the city and is by no means meant to imply that you will have the same opinion. This speaker can neither confirm nor deny the existence of any Oak trees in Oak Harbor but can confirm the existence of a harbor. We have negotiated some very good room rates for you. If you do not agree that the rate is good you may of course pay more for your room. There are many restaurants, coffee shops and fast food establishments in Oak Harbor and to help you find them I have created this map using the same color and size dots to as to not influence you or to show favoritism. Fast does not mean that service is quick and is not guaranteed by the speaker. I hope you will join us next year for our state convention. The word hope is not meant impose any pressure upon you. Are there any questions? Yes, will your question or my answer result in any misunderstandings or disciplinary action against me? If so I will evoke my Weingarten rights and request that my local steward be present. OH!! I am the local steward, then I request that my state steward be present. If he is not in the room your question will have to wait. Today's speech was inspired by the Mayor of Missoula Montana, whose name I cannot remember. That is not to say that his name is forgettable or that he personally is not memorable, but that I am getting older. Not to say that I am the oldest person in this room.

The 2013 Convention will be at the Best Western Harbor Plaza in Oak Harbor. Room rates are deluxe double queen and king for \$99 a night. There is a \$10 surcharge for adding a third person to a double room. There is a complimentary breakfast.

District Four Representative Ed Ogdon asked Becky Wendlandt to update the delegates about the 2014 Convention. Becky reported 2014 Convention will be at the Red Lion Hanford House, located on the Columbia River in Richland, WA, with guaranteed \$97.95 room rates for single/double and \$107.95 for triple/quad.

District Two Representative Renee' Cowan said she is taking suggestions for the 2015 convention as to location and days of convention.

Susie Hill, PAC Chair, explained what PAC was about, and that there will be 50/25/25 drawings and sales from the items in the back. King Snohomish is currently in the lead for the county challenge with Mutual following. North East Washington has the highest per capita with \$5.50 per member. President Cheri followed with updates from the May, 2012 legislative seminar in Washington, DC where she and Monte were able to meet with Senators Maria Cantwell and Patty Murray, along with Governor Gregoire. Monte added more information and encouraged carriers to keep contacting their congressional representatives.

NRLCA Executive Committeeman Susan Knapp updated the delegates with information from the National office, contract negotiations, legislative issues, motor vehicle and safety accidents, EMA, plant closings, and rural reach.

After a break the convention was called back to order at 10:50 AM and Becky did roll call of state officers and county delegates at large, with 68 delegates present. South East Washington did not have a delegate present throughout the convention.

NRLCA Executive Committeeman Susan Knapp related to the delegates labor relations updates, territory disputes, route growth, membership, NLRB, mail count and took questions from the floor.

After a lunch break the afternoon session was called to order by WARLCA President Cheri at 1 PM. Becky did roll call and those officers/delegates present were 69.

Patrick Pitts, State Steward, gave updates on the WARLCA steward system, noting the need for more local stewards. He also talked about the increase in employee discipline and thanked Washington State and the state board for fully supporting the steward program for many years. Patrick also took questions from the floor.

Cheri presented Susan Knapp with a picture taken by Charles Alexander called "Snowy Owl Still Life".

Susan continued with information on the evaluation system, asking carriers not to work off the clock, and went through the National Steward System. As of this date, we will have 4 Regional Reps, 48 District Representatives, 39 full time Assistant District Representatives, 99 part time Assistant District Representatives, and 143 area stewards. Next Susan gave updates on the 2012 National Convention in Buffalo, NY. Susan finished with information on the Rural Carrier Benefit Plan and again took questions from the floor.

Cheri adjourned the delegates at 3:15 PM to work on their committees. County Officers Training/Banquet was held at 6 PM.

Monday morning, June 25, 2012, session was called to order by President Cheri at 8 AM after the WARLCA memorial service. Becky conducted roll call and all 69 officer/delegates were present. South East Washington, as stated earlier, did not have a delegate in attendance the entire convention.

The credentials committee gave their report and Karen Crombie moved that the delegates be seated with the passing of the credentials report. Motion passed.

### Credentials Committee Report

	<u>County Name</u> <u>&amp; Delegate at Large</u>	<u># of members</u>	<u># of possible delegates</u>	<u># of seated delegates</u>
001	North Central Mike Cammack	78	17	4
003	Peninsula Doug Rinehart	164	34	6
005	Lower Columbia Mel Walker	199	41	5
006	Mutual Kristian Granish	341	69	17
010	Island, Skagit, San Juan Andrew Shea	111	23	1
011	King, Snohomish Janie Walla	356	72	18
012	South East No Delegate-at-large	27	6	0
013	East Central Jeff Taylor	171	35	4
014	North East Mitch Freeman	51	11	5
015	Whatcom Shirley Smith-Oswald	91	19	5
016	Whitman, Asotin Jim Hemrich	35	8	1
017	Apple Brenda Ogdon	181	37	3
	<b>Total for Counties:</b>	<b>1805</b>	<b>372</b>	<b>69</b>

The mileage and per diem committee handed out their preliminary report. Chair Taralee Mohr asked delegates to check the report and let her know immediately if there are any corrections.

The finance committee handed out their preliminary report. They recommended constitution change page three for dues and no other changes. Chair Joyce Patteson said the committee is available for feedback and the final report will be given later.

The nominating committee gave their report:

- President: Cheri Freeman
- Vice President: Renee' Cowan and John Lee
- Secretary-Treasurer: Becky Wendlandt
- District Two Representative: Dawn Ayers, Doug Rinehart, and Janice Sisley
- District Four Representative: Joyce Patteson

Jim Hemrich moved that the nominating committee be dismissed with our thanks. Motion passed.

The tellers (1) one committee gave their final report. A total of 359 ballots were returned. Two were declared invalid. A total of 357 ballots were counted as valid.

<b><u>DELEGATE ORDER</u></b>	<b><u>NAME</u></b>	<b><u>TOTAL VOTES</u></b>
1	Patrick Pitts	244
2	Rebecca (Becky) Wendlandt	226
3	Charles Alexander	184
4	Renee' Cowan	181
5	Patricia Alexander	169
6	Joyce Patteson	160
7	Cheryl Freeman	153
8	Becky Pike	148
9	Monte Hartshorn	148
10	Mariann Faulkner	142
11	Joanne Blackburn	127
12	Joyce Sutherland	122
13	Susie Hill	122
14	John Lee	120
15	Shawn Johnson	115
16	Jim Hemrich	109
17	Karen Hill	102
18	Janie Walla	94
19	Dawn Ayers	93
20	Jeff Taylor	90
21	Janice Sisley	84
22	Colleen Headley	81
23	David Ray	80
24	Daniel Ngatia	76
25	Taralee Mohr	65
26	Kristian Granish	54
27	Kristine Skewis	53
28	Sharon Bullion	50
29	Katre Milliron	47

Susie Hill announced she will be going to National Convention but asked that her name be placed at the bottom of the alternate delegates listing. Charles and Patricia Alexander announced that they did not place their names in nomination and were not going this year. Joyce Sutherland and Becky Pike both stated that they will not be able to attend.

The auditing committee gave their report as follows:

Secretary-Treasurer Becky Wendlandt explained the bookkeeping system to us. We went through the suggested checklist with Becky and found that she, and the State Board as a whole, met or exceeded all standards. We reviewed all of the vouchers paid in March of 2012, comparing them with the check images from the bank statements, and found the vouchers documented and all checks properly issued and accounted for. We recommend that receipts be initialed and dated to avoid confusion if documents are accidentally mixed since some had come loose from their binder clips. We also recommend that the actual dates for timely completion of the IRS 990 and the LM forms be noted in the checklist questions.

Mike Cammack moved that the report be accepted and the committee be dismissed with our thanks. Motion passed.

The Washington Rural Carrier committee gave their report as follows:

The WRC Committee recommends the WARLCA publish several smaller issues in addition to the larger convention issue. These issues could cover breaking news in a 3 sheet, double-sided, edition. It could be mailed 1<sup>st</sup> class to our 1800 members or sent with the bulk mailing permit currently in use. Some of the member's comments include:

1. They would like more frequent issues.
2. Acronyms spelled out would benefit those new to the job when reading articles.
3. It would be helpful to have the location of a meeting next to the date when listed on the back page.

Becky Pike moved that the report be accepted and the committee be dismissed with our thanks. Motion passed.

Next the Constitution Committee gave their report. They clarified that passed constitution changes become effective at the close of convention. The committee moved to dispense with the reading of the current language. Motion passed. (Note: Bold language denotes new language.)

### **1. Article III, 5.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 **.45% of the yearly salary of a 40 hour route** at Step A on the salary schedule as of January 15 of each year. 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 and become effective July 1 of each year. 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.

Colleen Headley move to accept, 2<sup>nd</sup>, Motion Failed.

### **2. Article III, 5. 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 on the salary schedule as of January 15 of each year. 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 and become effective July 1 of each year. 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.

Proviso: This would act as a proviso until the implementation of the National Steward Program is initiated by the National Office.

Colleen Headley moved to accept, 2<sup>nd</sup>, Motion Passed.

### 3. Article III, 5.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.

Proviso: This change will only go into effect when the National Steward System begins.

Colleen Headley moved to accept, 2<sup>nd</sup>, Motion Passed.

### 4. Article V, Section 2.E.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.

Shirley Smith-Oswald moved to accept, 2<sup>nd</sup>, Motion Passed.

### 5. Article V, Section 4.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.**

A. President: \$50 Month

Vice President: \$50 Month

Secretary Treasurer: \$425 Month

District Representatives: \$50 Month

B. -Delete-

Shirley Smith-Oswald moved to accept, 2<sup>nd</sup>, Motion Passed.

### 6. Article V, Section 4.B

**B. Salary for the editor will be determined, per issue of the WRC, by the State Board.**

Shirley Smith-Oswald moved to accept, 2<sup>nd</sup>, Motion Passed.

### 7. Article VI, Section 3.A

The WARLCA shall pay round trip mileage at 33 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, **and, if a delegate is unable to fulfill the obligations of Article VI, Section 2.b or 2.c due to denial of leave (annual or leave without pay), said delegate shall be paid one round trip**, 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.

Colleen Headley moved to accept. 2<sup>nd</sup>. Tammy Donaghue moved to amend by inserting **but attends at least 1 day, after ....without pay**). 2<sup>nd</sup> Amendment failed. David Wood moved to extend time by 2 minutes. 2<sup>nd</sup>. Time extension passed. Proposed Constitutional Change 7 Failed.

#### 8. Article VI, Section 3.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, **and, if a delegate is unable to fulfill the obligations of Article VI Section 2.b or 2.c due to denial of leave (annual or leave without pay), said delegate be allowed to be compensated at the amount of \$75 for each full day in attendance** 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.

Tammy Donaghue made a motion to object to consideration to the question from #8. Motion Passed and Proposed Constitutional Change 8 Failed.

#### 9. Article VII, Section 1.1

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 30<sup>th</sup> of the Association year just ended**.

Colleen Headley moved to accept, 2<sup>nd</sup>, Motion Passed.

#### 10. Article VII, Section 1.3

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**.

Colleen Headley moved to accept, 2<sup>nd</sup>, Motion Passed.

#### 11. Article VII, Section 3.A.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.

Colleen Headley moved to accept, 2<sup>nd</sup>, Motion Passed.

#### 12. Article VII, Section 3A. 8 & 9

**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.**

Colleen Headley moved to accept, 2<sup>nd</sup>, Motion Passed.

**13. Article IX, Section 1 B**

**The President can, if necessary and with conjunction with the board, ask convention committees and/or members to meet up to two (2) days prior to the State Convention. The President can, if necessary and in conjunction with the board, authorize a reimbursement of \$75 per day to any/all members serving on these committees that were asked to meet prior to State Convention.**

Colleen Headley moved to accept, 2<sup>nd</sup>, Motion Fails after standing vote.

**14. Article IX, Section 2H**

**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.**

Colleen Headley moved to accept, 2<sup>nd</sup>, Motion Passed.

**15. These are multiple constitution changes to reflect the updates in the National Steward System. Proposed Changes are shown by striking through the words to be eliminated and Bold for words to be added.**

**Present and Proposed Language:**

**ARTICLE IV, 1E**

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 District Representative, State Secretary, **and** State President, ~~and State Steward~~ 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.

**ARTICLE V, 2.A.3**

~~Prior to the opening of each State Convention, he/she shall, in conjunction with the Board, evaluate the work of the State Steward over the previous year, and if in the best interest of the WARLCA, terminate and nominate a replacement.—~~ **(Eliminate and Renumber)**

**ARTICLE V, 2.C.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, ~~State Steward~~, and all District Representatives review the payments and supporting documents on a quarterly basis.

**ARTICLE V, 4.A. Section 4**

The elected and appointed WARLCA State Officers' salaries are as listed below. These monthly salaries are compensation for all hours worked beyond a normal work day. If an officer holds two salaried positions they will receive only one salary, paid at the higher position.

President: \$50 Month

Vice President: \$50 Month

Secretary Treasurer: \$425 Month

District Representatives: \$50 Month

~~State Steward: \$425 Month~~

~~Senior Assistant State Stewards: \$375 Month~~

~~Assistant State Stewards: \$300 Month~~

~~Area Stewards: \$50 Month~~

**ARTICLE V, 5 B**

Association Day of Pay (ADOP) will be reimbursed at a 44K, step 12, or their route evaluation, whichever is higher, for all elected and appointed State Officers, except for:

1. ~~The full time State Steward, which will be at a 46K, step 12, or his/her route evaluation, whichever is higher. (Eliminate and Renumber)~~
2. 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.

**ARTICLE V, 5 D**

All lost sick and annual leave days will be compensated at a 44K, step 12, ~~(full time state steward will be at 46K, step 12)~~ 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.

**ARTICLE X****~~Section 1. Selection of Stewards.~~**

- A. ~~The State President, in conjunction with the Board, shall recommend to the NRLCA the member that the WARLCA would like to have appointed as State Steward. His/her service shall be continuous until terminated by the State President in conjunction with the Board or National President or by resignation.~~
- B. ~~The State President, in conjunction with the Board and the State Steward, shall recommend to the NRLCA, the members that the WARLCA would like to have appointed as Senior Assistant State Steward, Assistant State Steward, and Area Steward. Their service shall be continuous until terminated by the State President in conjunction with the Board, or National Board, or by resignation.~~
- C. ~~The State Steward shall be a full time employee of this Association.~~

**~~Section 2. Duties and Responsibilities of Stewards.~~**

- A. ~~The State Steward shall work with and be responsible to the State President and the Board.~~
- B. ~~The State Steward shall supervise and administer the Steward Program within the State using the following guidelines:~~
  1. ~~The State Steward or designee shall make Step 3 Grievance appeals. The State Steward will coordinate all efforts closely with the NRLCA assigned Executive Committeeman and the Grievance Specialist and report monthly to the appropriate Local Steward and the grievant.~~
  2. ~~Be responsible for certifying and maintaining certification records of all Local and Area Stewards.~~
  3. ~~In the event there is a need to fill or replace an Area or Local Steward position, the State Steward has the responsibility to the WARLCA and NRLCA in naming an individual to temporarily serve as Steward.~~
  4. ~~Be responsible for the distribution of Steward Manuals and Grievance forms to each Area and Local Steward, as well as for Steward training.~~
  5. ~~The State Steward will approve payment of expenses incurred by the Area and Local Stewards, while they are involved in grievance-related business. Reimbursement shall be made by the State Secretary-Treasurer, after he/she reviews the voucher, supporting documents, and receives the State Steward's approval. Expenses for the Area and Local Stewards shall be submitted no later than three (3) months after the expense has been incurred. The State Steward will review payment of expenses incurred by the Assistant State Stewards~~

while they are involved in grievance-related business. Reimbursements shall be made by the State Secretary-Treasurer, after he/she reviews the voucher and supporting documents. Expenses for the Assistant State Stewards shall be submitted no later than one (1) month after the expense has been incurred. All reimbursements for Assistant, Area, and Local Stewards must first meet the guidelines of the State Board Policy and State Constitution. Any expense that does not meet the guidelines must be reviewed by the State Board before payment can be made, and only paid after Board approval.

6. The State Steward, in conjunction with the State President, shall appoint from the Assistant State Stewards, an Acting State Steward when he/she is unavailable. The Acting State Steward will be in charge of all State Steward duties that need to be performed while the State Steward is unavailable.

C. The Senior Assistant State Stewards, Assistant State Stewards, and Area Stewards shall work with and be responsible to the State Steward in the performance of their official duties. The geographical area served by each Senior Assistant State Steward, Assistant State Steward, and Area Steward shall be determined by the State Steward in conjunction with the Board.

(Eliminate and Renumber)

## ARTICLE XI

### Section 1. A

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

**Proviso: This would act as a proviso until the implementation of the National Steward Program is initiated by the National Office.**

**The following language will follow the last Article of our State Constitution:**

**Note: The Constitutional amendments that were passed at the 2012 State Convention to delete all references to the Steward Program and Stewards duties and responsibilities take effect when the National Steward Program is implemented.**

Colleen Headley moved to accept, 2<sup>nd</sup>, motion passed.

Colleen Headley moved to dismiss the committee with our thanks. 2<sup>nd</sup>, Motion passed.

After a short break Susan Knapp addressed the delegates and took questions from the floor.

After a lunch break the afternoon session was called to order by WARLCA President Cheri at 1 PM. Becky did roll call and those officers/delegates present were 69.

The Mileage and Per Diem committee gave their final report as follows:

<u>Last Name</u>	<u>First Name</u>	<u>One-Way Mileage</u>	<u>Round-Trip Mileage</u>	<u>Times 33¢ equals</u>	<u>Conven tion Allowance</u>	<u>Add'L Per Diem</u>	<u>Ferry/Toll</u>	<u>Gross Pay</u>
Alexander	Charles	177.7	355.4	\$117.28	\$250.00			\$367.28
Alexander	Patricia	177.7	355.4	\$117.28	\$250.00			\$367.28
Anderson	Annette	179	358.0	\$118.14	\$250.00		\$4.00	\$372.14
Arras	Sharlene	223	446.0	\$147.18	\$250.00			\$397.18
Ayers	Dawn	162.8	325.6	\$107.45	\$250.00			\$357.45
Banks	Thomas	138.2	276.4	\$91.21	\$250.00			\$341.21

Beebe	Kathy	298.9	597.8	\$197.27	\$250.00		\$447.27
Benson	Lisa	134.4	268.8	\$88.70	\$250.00		\$338.70
Blackburn	Joanne	167.7	335.4	\$110.68	\$250.00		\$360.68
Bruns	Dawn	309.6	619.2	\$204.34	\$250.00		\$454.34
Bullion	Sharon	162.8	325.6	\$107.45	\$250.00		\$357.45
Cammack	Mike	18.80	37.6	\$12.41	\$250.00		\$262.41
Cowan	Reneé	164.7	329.4	\$108.70	\$250.00		\$358.70
Crayne	Susan (Lorrie)	202.7	405.4	\$133.78	\$250.00		\$383.78
Crombie	Karen	170.7	341.4	\$112.66	\$250.00		\$362.66
Donaghue	Tammy	3	6.0	\$1.98	\$250.00	\$150.00	\$401.98
Eckrem	Kurt	131.7	263.4	\$86.92	\$250.00		\$336.92
Faulkner	Mariann	144.8	289.6	\$95.57	\$250.00		\$345.57
Fazzino	Stella	187.5	375.0	\$123.75	\$250.00		\$373.75
Flansburgh	Sherrie	221.8	443.6	\$146.39	\$250.00		\$396.39
Folk	James	194.10	388.2	\$128.11	\$250.00		\$378.11
Freeman	Cheri	188	376.0	\$124.08	\$250.00		\$374.08
Freeman	Mitch	188	376.0	\$124.08	\$250.00	\$75.00	\$449.08
Frymire	Jan	121	242.0	\$79.86	\$250.00		\$329.86
Granish	Kristian	185.8	371.6	\$122.63	\$250.00		\$372.63
Granish	Nancy	181.2	362.4	\$119.59	\$250.00		\$369.59
Groff	Janell	175.9	351.8	\$116.09	\$250.00		\$366.09
Halverson	Carol	92.6	185.2	\$61.12	\$250.00		\$311.12
Hanson	Carole	46	92.0	\$30.36	\$250.00		\$280.36
Hanson	Levi	172	344.0	\$113.52	\$250.00		\$363.52
Hartshorn	Monte	243.5	487.0	\$160.71	\$250.00		\$410.71
Headley	Colleen	111.2	222.4	\$73.39	\$250.00		\$323.39
Hemrich	Jim	174.9	349.8	\$115.43	\$250.00		\$365.43
Hill	Karen	122.9	245.8	\$81.11	\$250.00		\$331.11
Hill	Susie	159.2	318.4	\$105.07	\$250.00	\$13.45	\$368.52
Hoisington	Rachel	224.6	449.2	\$148.24	\$250.00		\$398.24
Johnson	Krysta	192.3	384.6	\$126.92	\$250.00	\$4.00	\$380.92
Johnson	Shawn	148.9	297.8	\$98.27	\$250.00		\$348.27
Lee	John	177.1	354.2	\$116.89	\$250.00		\$366.89

Lopez	Isabella	131.4	262.8	\$86.72	\$250.00		\$336.72	
Madison	Sharon	158.1	316.2	\$104.35	\$250.00		\$354.35	
Mee	Janelle	284.8	569.6	\$187.97	\$250.00		\$437.97	
Milliron	Katre	50.1	100.2	\$33.07	\$250.00		\$283.07	
Mohr	Taralee	129	258.0	\$85.14	\$250.00		\$335.14	
Ngatia	Daniel	160.9	321.8	\$106.19	\$250.00		\$356.19	
Ogden	Brenda	136.8	273.6	\$90.29	\$250.00	\$75.00	\$415.29	
Ogdon	Ed	136.8	273.6	\$90.29	\$250.00		\$340.29	
Patteson	Joyce	105.2	210.4	\$69.43	\$250.00		\$319.43	
Pike	Becky	195.1	390.2	\$128.77	\$250.00		\$378.77	
Pitts	Patrick	164.7	329.4	\$108.70	\$250.00		\$358.70	
Ray	David	160.1	320.2	\$105.67	\$250.00		\$355.67	
Rinehart	Doug	186.4	372.8	\$123.02	\$250.00	\$4.00	\$377.02	
Shea	Andrew	136	272.0	\$89.76	\$250.00	\$19.50	\$359.26	
Sisley	Janice	227.1	454.2	\$149.89	\$250.00		\$399.89	
Skewis	Kristine	192.7	385.4	\$127.18	\$250.00		\$377.18	
Smith-Oswald	Shirley	188.6	377.2	\$124.48	\$250.00		\$374.48	
Spurrier	Melanie	125.4	250.8	\$82.76	\$250.00		\$332.76	
Spurrier	Wayne	125.4	250.8	\$82.76	\$250.00		\$332.76	
Stark	Jamie	242.9	485.8	\$160.31	\$250.00		\$410.31	
Sutherland	Joyce	176.6	353.2	\$116.56	\$250.00		\$366.56	
Tarbet	Rita	208.50	417.0	\$137.61	\$250.00		\$387.61	
Taylor	Jeff	186.7	373.4	\$123.22	\$250.00		\$373.22	
Ticknor	Melissa	186.2	372.4	\$122.89	\$250.00		\$372.89	
Wagner	Reneé	157.4	314.8	\$103.88	\$250.00	\$25.40	\$379.28	
Walker	Mel	258.5	517.0	\$170.61	\$250.00		\$420.61	
Walla	Janie	145.6	291.2	\$96.10	\$250.00		\$346.10	
Wangelin	John	141.7	283.4	\$93.52	\$250.00		\$343.52	
Wendlandt	Rebecca	190	380.0	\$125.40	\$250.00		\$375.40	
Wood	David	192.8	385.6	\$127.25	\$250.00	\$26.50	\$403.75	
	<b>TOTALS</b>	<b>11,558.20</b>	<b>23,116.40</b>	<b>\$7,628.40</b>	<b>\$17,250.00</b>	<b>\$300.00</b>	<b>\$96.85</b>	<b>\$25,275.25</b>

Taralee Mohr moved to accept the report and dismiss with our thanks. Motion passed.

Next the Resolutions Committee gave their report.

The following are the 2011 State Convention resolutions that were remanded to Committee for the 2012 State Convention.

**1. Non-Binding - Submitted by Peninsula County:**

Whereas; Regular rural carriers and substitute rural carriers (Designation 72) are not compensated for 2<sup>nd</sup> trips or deviation for Express during the Christmas period; and

Whereas all other leave replacements are compensated for 2<sup>nd</sup> trips and deviation for Express during the Christmas period when their compensation is based on the regular or auxiliary route evaluation and their actual work hours do not exceed forty hours per week;

Therefore be it resolved: That regular rural carriers and substitute rural carriers (Designation 72) are compensated for 2<sup>nd</sup> trips and deviation for Express during the Christmas period when they do not exceed the weekly route evaluation and are thereby not entitled to Christmas overtime.

Passed by drop of the gavel.

**2. Non-Binding - Submitted by Peninsula County**

Whereas; The time needed to accumulate 8 hours of "O"- time or "Z"- time for a full day of leave is indeterminate and can take many months or longer; and

Whereas circumstances may prevent a carrier from being able to accumulate a full 8 hours of either "O"- time or "Z"- time for a full day leave;

Therefore be it resolved: That rural carriers may, at their option, combine their "O"-time and "Z"-time balances to total 8 hours for an "O" day of paid leave.

Committee moved to adopt. Shawn Johnson moved to extend time by 4 minutes. Out of order. Standing vote. Resolution Failed.

**3. Non-Binding - Submitted by Peninsula County:**

Whereas; The time needed to accumulate 8 hours of "O"-time or "Z"-time for a full day of leave is indeterminate and can take many months or longer; and

Whereas circumstances may prevent a carrier from being able to accumulate additional "O"-time or "Z"-time to reach 8 hours for a full day of leave;

Therefore be it resolved: That rural carriers may, at their option, be paid their "O"-time and/or "Z"-time balance under 8 hours as 8127 time.

Committee moved to adopt. Resolution Failed.

**4. Non-Binding - Submitted by Peninsula County**

Whereas; The time needed to accumulate 8 hours of "O"-time or "Z"-time for a full day of leave is indeterminate and can take many months or longer;

Therefore be it resolved: That rural carriers may, at their option, be paid their "O"-time and/or "Z"-time as 8127 time in the pay period in which it was earned.

Committee moved to adopt. Resolution Failed.

**5. Non-Binding – Submitted by Mutual County:**

Whereas: MOU 6 "The employee will continue to perform the current limited duty assignment until the appropriate action is taken to have the carrier reassigned to a modified job. Management will continue to make every effort to assign this employee to a modified job." Addresses injured on the job regular carriers being reassigned to a modified job after MMI.

Therefore be it resolved: That the modified job should be for a permanent position of at least 30 hours or more per week, provided it is not in violation of the carrier's medical restrictions.

Committee moved to adopt. Resolution Failed.

**6. Non-Binding – Submitted by Island, Skagit, San Juan County:**

Whereas: When a regular carrier becomes ill or cannot finish the route while on duty, either in the office or on the route, and is unable to complete service for the day, she/he is granted sick or annual leave for the entire day.

Therefore be it resolved: That carriers who do not complete a trip are provided compensation for the work they

have done plus EMA if applicable, in lieu of annual or sick leave at the carrier's option.  
Committee moved to adopt. Resolution Failed.

**7. Non-Binding – Submitted by King Snohomish County:**

Whereas: Union representation is not accepted during the EEO redress process. Knowledge of the National Agreement could be beneficial to both parties.

Therefore be it resolved: That a union representative may be present/represent complainant in the EEO Redress process. In an advisory position.

Passed by drop of the gavel.

**8. Non-Binding – Submitted by King - Snohomish County:**

Whereas: Confidentiality is essential for union business. The steward(s) needs a secure place to conduct union business without interruption while at the Post Office.

Therefore be it resolved: That management supply adequate equipment such as stools at the carrier case, in which union reps could do union business in a secure comfortable manner within their case.

Committee moved to adopt. Discussion followed. Daniel Ngatia moved the previous question. Resolution Failed.

**9. Non-Binding – Submitted by East Central Washington County:**

Whereas: The plant sends bundled flats out without heeding the customer requested delivery dates.

Therefore be it resolved: The plant or the clerks shall hold dated flats and distribute them according to the customer requested delivery date.

Passed by drop of the gavel.

**10. Non-Binding – Submitted by East Central Washington County:**

Whereas: The plant sends flat tubs out with letters mixed in with flats.

Therefore be it resolved: The plant or the clerks shall separate the letters from the flat tubs and distribute them to the routes with raw letters.

Passed by drop of the gavel.

**11. Non-Binding – Submitted by East Central Washington County:**

Whereas: Due to automation and decrease in mail volume, the non – “L” routes have experienced a great disadvantage in that there are few, if any, buffer zones to help rebuild these routes due to the loss.

Therefore be it resolved: That the Postal Service reinforce their prior regulations that state, “if a carrier's route passes by a customer's box who is entitled to a free “Post Office Box”, the customer will be forced to pay for their P.O. box or choose to put up a mailbox on the route”.

Passed by drop of the gavel.

**12. Non-Binding – Submitted by East Central Washington County:**

Whereas: Due to automation and decreases in mail volume, the non – “L” routes have experienced a great disadvantage in that there are few, if any, buffer zones to help rebuild these routes due to the loss,

Therefore be it resolved: That those non “L” routes be built back up in volume by those Post Office Box Customers who currently have no choice to have street delivery. Give customers a choice between a free box or having route delivery. This would help those non “L” routes (whose salaries are decreasing) - help to rebuild.

Passed by drop of the gavel.

Next are the 2012 County Passed Resolutions for 2012 State Convention.

**1. Submitted by North Central Washington: Binding to the NRLCA**

Whereas; The ballots for National delegates only list the candidate's name;

Therefore be it resolved: That NRLCA add after the candidate's name whether the candidate is an

active or retired member.

The resolutions committee said they cannot properly bring it forward.

**2. Submitted by Island, Skagit, San Juan: Non-Binding.**

Whereas; Postal Employees are given time during mail count to take the addressed box holders off the floor and place onto our carts only;

Therefore be it resolved: Postal Employees be given actual time under column 17 to mark and place the addressed box holders in delivery order on the carts.

The committee moved to accept. Resolution Failed.

**3. Submitted by King-Snohomish: Non-Binding.**

Whereas; A representative identified by the Union shall be notified and provided ample opportunity to address new employees during the course of any employment orientation program for new rural carriers, provided that this provision does not preclude the Employer from addressing employees concerning the same subject;

Therefore be it resolved: The Union will also identify a membership coordinator who will have access to postal facilities that have no local steward for the purpose of updating the Union bulletin board and providing rural carriers with current Union representative contact information.

Passed by drop of the gavel.

**4. Submitted by East Central Washington: Binding to the NRLCA Board.**

The National Board said the District Representatives of the National Steward System will be approving the Assistant District Representatives and Area Stewards vouchers. The National board said that the Assistant District Representatives and Area Stewards will not have to submit a mileage printout with their voucher, and that the District Representatives will be responsible for checking the mileage to see if it looks correct, however all other expenses must have detailed documentation before payment is authorized;

Therefore be it resolved: That the NRLCA board requires a mileage printout for all mileage billed on each expense voucher for each NRLCA employee under the National Steward System. Each position in the National Steward System will be responsible for attaching their mileage printout to their own voucher, thus reducing the workload of checking the vouchers by the district and regional representatives and ensuring accuracy of mileage reimbursed.

The committee moved to adopt. Discussion followed. Jim Hemrich moved the previous question. Resolution Passed.

**5. Submitted by East Central Washington: Non-Binding.\_**

Whereas: The Rural Carriers' Health Insurance is one of the most desirable insurances;

Therefore be it resolved: That the NRLCA do all they can to preserve our right to choose their plan for our personal health insurance plan.

Passed by drop of the gavel.

**6. Submitted by Whatcom: Binding to the NRLCA Board.**

Whereas: The current National Board Policies are unknown to the membership at large;

Therefore be it resolved: That the NRLCA Board codify all board policies in effect and either publish the updated version of these policies every year in one of the fall issues of the National Magazine, or make this information available on the NRLCA website.

Passed by drop of the gavel.

Janie Walla moved to dismiss the committee with our thanks. Motion passed.

President Cheri called for a break.

President Cheri called the meeting back to order at 2:45 P.M. Becky took roll call and all 69 delegates were present.

The Finance Committee gave their final report.

The finance committee recommends the passing of the WARLCA constitutional proposed change on page 3 of our packets submitted by East Central Washington concerning dues.

The finance committee proposes no changes in the current mileage reimbursement at the IRS rate of \$.555 per mile, \$30.00 per day food per diem with overnight stay, and actual expense for lodging.

The finance committee proposes no changes in the funding of county units which is:

“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 delegates 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, and (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 it, and signed by the county officers.”

The finance committee recommends no changes in salaries.

Lastly the finance committee recommends the following:

1. Even though the National Steward System will be implemented during this association year, we have no way of knowing the complete impact on the state’s finances. The target date for implementation is set for November 3, 2012, but the only certainty is that the National Steward System will go into effect on no earlier than that date. There is however, a possibility of a later date for implementation. That said, until we’ve lived with the new system long enough to understand the full effect on the state’s budget and fiduciary responsibilities we recommend no drastic changes at this time.

Joyce moved to accept the finance committee recommendations. Motion passed.

Monte Hartshorn announced our Member of the Year, Patrick Pitts.

President Cheri announced no unfinished business. Cheri then asked for any new business. Patrick Pitts moved to suspend the rules that close of business for this session is 5 P.M. no matter what time we adjourn. Motion passed.

After announcements President Cheri adjourned the session at 3:20 P.M. Banquet was held at 6 P.M.

President Cheri called the convention to order at 8 A.M. Tuesday, June 26, 2012.

Becky conducted roll call. All 69 delegates were present. South East Washington did not have any delegates.

PAC Chair Susie Hill announced we have almost hit \$1,500 so far for PAC.

President Cheri called for New Business. Janie Walla presented a constitution proposed change from the floor. Patrick Pitts moved that only the proposed language be read. Motion passed.

**1. Article VII, Section 4.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. Janie Walla moved to adopt. 2<sup>nd</sup>. Motion passed.

President Cheri asked for any other new business. There was none.

Monte Hartshorn called for nominations for 1 year term of President. The nomination committee had placed in nomination Cheri Freeman. Ed Ogdon nominated John Lee. John declined. Jim Hemrich moved that nominations be closed and the secretary/treasurer cast a unanimous ballot for Cheri Freeman for President. Motion passed. Cheri Freeman is the 12/13 WARLCA President.

President Cheri called for nominations for 1 year term of Vice-President. The nomination committee had placed in nomination Renee' Cowan and John Lee. After a candidate forum a secret ballot was held. Total votes: 69, 1 no vote, 23 votes for John Lee, 45 votes for Renee' Cowan. Renee' Cowan is the 12/13 WARLCA Vice President.

President Cheri called for nominations for 2 year term of Secretary-Treasurer. The nomination committee had placed in nomination Becky Wendlandt. Patrick Pitts moved that nominations be closed and the president cast a unanimous ballot for Becky Wendlandt for Secretary-Treasurer. Motion passed. Becky Wendlandt is the 12/13 WARLCA Secretary-Treasurer.

President Cheri called for nominations for 2 year term of District Two. The nomination committee had placed in nomination Doug Rinehart, Dawn Ayers, and Janice Sisley. Ed Ogdon moved that we extend the candidate forum for 4 minutes. Motion passed. After the candidate forum a secret ballot was held. Total votes: 69, 2 no votes, 1 invalid vote, 30 votes Doug Rinehart, 23 votes Dawn Ayers, 13 votes Janice Sisley. Since no majority was reached, another vote is called as per the WARLCA constitution. Second secret ballot was held. Total votes: 69, 2 no votes, 1 invalid vote, 32 votes Doug Rinehart, 25 votes Dawn Ayers, 9 votes Janice Sisley. Janice Sisley withdrew her name for consideration. Third secret ballot was held. Total votes: 69, 41 votes Doug Rinehart, 28 votes Dawn Ayers. Doug Rinehart is the 12/13 WARLCA District Two Representative.

Susan Knapp answered more questions from the floor.

President Cheri called for a short break. After the break Becky did roll call. All 69 delegates present.

President Cheri called for nominations for 2 year term of District Four. The nomination committee had placed in nomination Joyce Patteson. Patrick Pitts moved that nominations be closed and the president

cast a unanimous ballot for Joyce Patteson for District Four Representative. Motion passed. Joyce Patteson is the 12/13 WARLCA District Four Representative.

Shawn Johnson moved to dismiss all standing committees with our thanks. Motion was seconded and passed.

Susie Hill, PAC Chair, announced that King Snohomish won again with \$3,426 which is \$9.26 per member. North East won the per capita award, which will be sent to them by last year's winner. They donated an average of \$6.98 per member. Drawings were also held for the \$100 and \$50 cash awards. Tickets were issued for every \$20 donated throughout the year. Raymond Steele and Jan Frymire were the lucky winners. Cash contributions from this convention are close to \$1800. Yearly total was approximately \$10,000. A very big thanks goes to all donors!

Susan Knapp installed the 12/13 WARLCA officers. President Cheri asked for the retirement of colors and adjourned the 106<sup>th</sup> Annual WARLCA State Convention at 12:03 P.M.



Members of various committees are hard at work during State convention.

**Thank You PAC Donors**

The following names are those who have supported our PAC effort during the past year. Please consider signing up to become a sustaining donor. It's an easy, painless way to donate on a regular basis.

Sustaining Donors

Michael Abbott  
Dawn Bruns  
Jan Frymire  
Levi Hanson  
Monte Hartshorn  
Susie Hill  
Janice Sisley  
Raymond Steele

The following have also donated throughout the year:

Gina Adams  
Charles Alexander  
Patricia Alexander  
Joe Anderson  
Dawn Ayers  
Thomas Banks  
William Belling  
Joanne Blackburn  
Theodore Bonk  
Christine Brotche  
Lester Brown  
Melanie Brown  
Benhart Brynildsen  
Sharon Bullion  
Michael Cammack  
Karen Carlson  
James Carr  
Vickie Carr  
Jeanne Coburn  
Michelle Conrow  
Renee' Cowan  
Lorrie Crayne  
Karen Crombie  
Jennifer Dewolf  
Carol Doherty

Tammy Donaghue  
Kurt Eckrem  
Arthur Engle  
Mariann Faulkner  
Cheri Freeman  
Mitch Freeman  
Vicki Gannon  
Kristian Granish  
Nancy Granish  
Marlene Hagedorn  
Carol Halverson  
Kathy Harvey  
Colleen Headley  
Jim Hemrich  
Karen Hill  
Rachel Hoisington  
Johnna Horlacher  
David Johnson  
Krysta Johnson  
Shawn Johnson  
Cindy Koker  
Roger Koontz  
John Lee  
Marguerite Long  
Isabella Lopez  
Tony Lott  
Dan Marshall  
John Martin  
Jamie Matthews  
Donna McKay  
Stephanie McMahan  
Katre Milliron  
Billy Mitchell  
Shari Moffett  
Taralee Mohr  
Lora Needham  
Eric Nelson  
Delores Norris  
Rebecca Odle  
Stephanie Olsen  
Zachary Oswalt  
Wilmer Otterson  
Joyce Patteson  
Barbara Peringer  
Mary Petry  
Becky Pike  
Patrick Pitts

Robert Power  
Anna Ramer  
David Ray  
Doug Rinehart  
Elizabeth Schade  
Greg Seider  
Andrew Shea  
Christina Smith  
Jeff Smith  
Shirley Smith-Oswald  
Melanie Spurrier  
Wayne Spurrier  
Jamie Stark  
Sundae Stone  
Joyce Sutherland  
Mary Syreen  
Rita Tarbet  
Jeff Taylor  
Carolyn Trienbenbach  
Primo Two Feathers  
Renee Wagner  
Janie Walla  
Dale Walston  
John Wangelin  
Becky Wendlandt  
Roger West  
Janet Wildemuth  
Dee Ann Williams  
David Wood  
Zuoren Zhu

and numerous others who purchased items at the Convention Yard Sale.

If you don't see your name here consider sending a donation to your WA PAC Chair. Make your check out to NRLCA-PAC. Mailing information is on the inside back cover. Consider it part of job insurance-you insure your car, your home and your life. Now you can help protect your job too.

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

July 2011 through May 2012

	Jul '11 - May 12	Jul '10 - May 11	% Change
<b>Ordinary Income/Expense</b>			
<b>Income</b>			
400000 · Dues Income	492,779.35	495,799.35	-0.6%
410000 · National General Insurance-GM...	15,978.74	19,601.59	-18.5%
420000 · Reimbursements & Refunds	12,886.90	56,315.45	-77.1%
<b>Total Income</b>	<b>521,644.99</b>	<b>571,716.39</b>	<b>-8.8%</b>
<b>Expense</b>			
500000 · Per Capita Expenses	2,383.10	2,702.58	-11.8%
520000 · Meetings and Conventions	69,047.56	26,930.74	156.4%
530000 · Equipment Expense	783.66	3,614.17	-78.3%
550000 · Payroll Txns-Acct Fees-Other Exp	62,882.81	78,462.86	-19.9%
610CF · President - Cheri Freeman	4,605.80	1,419.32	224.5%
610PP · President - P. Pitts	0.00	2,105.40	-100.0%
620CF · Vice President - C. Freeman	0.00	4,720.96	-100.0%
620MH · Vice President - M. Hartshorn	3,141.39	0.00	100.0%
620RP · Vice President - R. Pike	20.00	2,787.61	-99.3%
630RW · Sec/Treas. - R. Wendlandt	43,201.91	55,064.50	-21.5%
640SH · Editor - Susie Hill	3,069.96	6,279.62	-51.1%
645000 · Washington Rural Carrier (WRC)	4,709.38	4,288.11	9.8%
650MF · District 1 - M. Faulkner	3,840.50	0.00	100.0%
650RP · District 1 - R. Pike	0.00	2,337.90	-100.0%
650SH · District 1 - Susie Hill	0.00	1,940.95	-100.0%
660RC · District 2 - R Cowan	3,009.03	5,128.33	-41.3%
670CK · District 3 - C. Koker	134.82	7,118.84	-98.1%
670JL · District 3 - J. Lee	4,587.16	0.00	100.0%
680EO · District 4 - E. Ogdon	3,863.48	5,236.59	-26.2%
700000 · Steward Training Expenses	13,901.95	13,074.15	6.3%
700JP · Full Time State Stew-J.Patteson	0.00	11,803.43	-100.0%
700PP · Full Time State Stew - P. Pitts	72,964.56	65,329.66	11.7%
701PP · Full Time Assistant-P. Pitts	0.00	8,423.82	-100.0%
740MH · Senior Asst Stew - M. Hartshorn	14,838.34	13,507.77	9.9%
770JP · Senior Asst Stew - J. Patteson	24,129.23	16,342.91	47.6%
791RC · Senior Asst Stew - R. Cowan	40,414.29	45,687.42	-11.5%
792CF · Senior Asst Stew - C. Freeman	39,664.55	38,562.44	2.9%
873MF · Area Steward - M. Faulkner	858.17	3,283.19	-73.9%
874JT · Area Steward - J. Taylor	4,365.42	2,744.75	59.1%
875JW · Area Steward - J. Walla	6,464.02	1,294.62	399.3%
880LS · Local Steward	222.87	165.77	34.5%
<b>Total Expense</b>	<b>427,103.96</b>	<b>430,358.41</b>	<b>-0.8%</b>
<b>Net Ordinary Income</b>	<b>94,541.03</b>	<b>141,357.98</b>	<b>-33.1%</b>
<b>Other Income/Expense</b>			
<b>Other Income</b>			
450000 · Interest Income	1,396.64	1,484.61	-5.9%
<b>Total Other Income</b>	<b>1,396.64</b>	<b>1,484.61</b>	<b>-5.9%</b>
<b>Net Other Income</b>	<b>1,396.64</b>	<b>1,484.61</b>	<b>-5.9%</b>
<b>Net Income</b>	<b>95,937.67</b>	<b>142,842.59</b>	<b>-32.8%</b>

**Washington Rural Letter Carriers' Association**  
**Statement of Financial Position - Compared to Previous Year**  
**As of May 31, 2012**

	May 31, 12	May 31, 11
<b>ASSETS</b>		
Current Assets		
Checking/Savings		
101000 · Chkg - WA Trust Bank	21,398.85	18,952.89
102000 · Svgs - APCU	129,331.16	120,437.48
103000 · Chkg - Atlanta Postal Credit Un	1,015.97	300.39
104000 · Emergency Fund - APCU	23,779.24	10,180.79
141000 · C.D.#71 APCU 12 mo (8-1-2006)	30,874.63	30,417.18
143000 · C.D.#73 APCU-12 mo (2-8-07)	29,641.31	29,241.54
<b>Total Checking/Savings</b>	<b>236,041.16</b>	<b>209,530.27</b>
<b>Total Current Assets</b>	<b>236,041.16</b>	<b>209,530.27</b>
<b>TOTAL ASSETS</b>	<b>236,041.16</b>	<b>209,530.27</b>
<b>LIABILITIES &amp; EQUITY</b>		
Liabilities		
Current Liabilities		
Other Current Liabilities		
210000 · Payroll Liabilities		
210100 · 941 Employee FICA Tax W/H	-4,079.89	-4,290.83
220000 · Full Time Employee Liabilities		
220100 · Full Time Life Insurance	92.04	92.70
220200 · Full Time FERS Liability	1,811.82	1,839.54
220300 · Full Time Health Insurance	3,569.16	3,421.38
220400 · Full Time Thrift Savings	0.00	0.02
220500 · Full Time Accrued Annual & S/L		
220502 · Patrick Pitts Accrued A/SL	17,168.85	12,999.31
<b>Total 220500 · Full Time Accrued Annual &amp;...</b>	<b>17,168.85</b>	<b>12,999.31</b>
<b>Total 220000 · Full Time Employee Liabilities</b>	<b>22,641.87</b>	<b>18,352.95</b>
<b>Total 210000 · Payroll Liabilities</b>	<b>18,561.98</b>	<b>14,062.12</b>
<b>Total Other Current Liabilities</b>	<b>18,561.98</b>	<b>14,062.12</b>
<b>Total Current Liabilities</b>	<b>18,561.98</b>	<b>14,062.12</b>
<b>Total Liabilities</b>	<b>18,561.98</b>	<b>14,062.12</b>
Equity		
390000 · Net Assets	121,541.51	52,625.56
Net Income	95,937.67	142,842.59
<b>Total Equity</b>	<b>217,479.18</b>	<b>195,468.15</b>
<b>TOTAL LIABILITIES &amp; EQUITY</b>	<b>236,041.16</b>	<b>209,530.27</b>

### Clayton Evans 50-Year WARLCA Member



Clayton Evans' association with the U S Postal Service really began in October, 1943 when he was appointed Mail Clerk on the USS Salinas until he was discharged in 1945.

During that time he learned how to register letters, write money orders, weigh all the parcel post, and then made all the necessary trips to and from the ship to the Fleet post office in every port the ship was anchored. Taking care of the mail for over 300 personnel was really a very enjoyable job.

So when the vacancy came open for the route at North Bend, WA he wrote the examination and was appointed a year later as the carrier on Route One. He still had a week's vacation coming from the Milwaukee Railroad so he used the time to break in and learn the route.

He started on the route June 24, 1961 and turned in the mail sack, which was used to protect the right window of his various delivery vehicles, on January 28, 1978. He earned a grand salary of \$421 a month. With a transmission breaking down about every five months, it didn't leave much.

One of the greatest pleasures he had during all those years was having the most wonderful wife that any man could have. Whenever a transmission broke down she never complained and she backed him all the way. Being able to save vacation time enabled them to take some long and wonderful trips together.

Clayton currently lives in Des Moines, WA and enjoys touring with his travel trailer and seeing the USA.



Retirees are always a happy bunch!



Everyone waiting for the Banquet buffet to open



First-timers look like they're happy to be at the convention,

**WASHINGTON RURAL LETTER**  
**CARRIERS' ASSOCIATION**

**CONSTITUTION**

**July 1, 2012 to June 30, 2013 (12/13 Year)**

**Updated at the June 24-26, 2012 State Convention  
Wenatchee, 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 District representing the office from which the route emanates. A Retired Carrier shall have the option of being a member of the County Unit and District in which he/she resides or in the County Unit and District 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 on the salary schedule as of January 15 of each year. 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 and become effective July 1 of each year. 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 District 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 District 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. District and County Associations  
DISTRICT 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).  
  
DISTRICT 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).  
  
DISTRICT 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).  
  
DISTRICT 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 District Representative, 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 in duplicate, credentials of Delegate-at-Large, Regular, and Alternate delegates to the State Convention in order of votes received. The duplicate is to be retained for identification by the delegate, and 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) District Representatives who shall be elected at the State Convention and serve one (1) year, except the District Representatives and Secretary-Treasurer, who shall serve two (2) years, or until their successors are elected and installed.
- B. There shall be an Executive Committee consisting of the four (4) District Representatives.
- 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 District Representatives 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 Districts interested in WARLCA work and in keeping up the membership of their Districts. 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 District 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 District.
- 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
  - District Representatives: \$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, 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, 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 Districts on a rotation basis in the following order: District One, District Four, District Two, District 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 District or from other County Units or Districts, or delegates at the State Convention.

**Section 3. Compensation for State Delegates.**

- A. The WARLCA shall pay round trip mileage at 33 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 30<sup>th</sup> 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.
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) District Representatives.

**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 2<sup>nd</sup> 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 District 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.

**Note: The Constitutional amendments that were passed at the 2012 State Convention to delete all references to the Steward Program and Stewards duties and responsibilities shall not take effect until the National Steward Program is implemented.**



The group we all  
appreciate--  
Local Stewards.  
Thank you!

**STATE OFFICERS AND STEWARDS**

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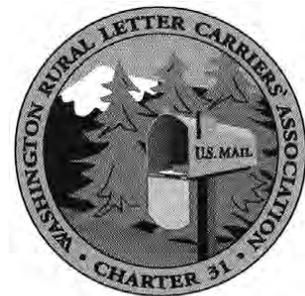


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# WASHINGTON RURAL CARRIER



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## UPCOMING DATES TO REMEMBER

Fall Info Meeting.....October 28, 2012  
.....Federal Way  
State Convention 2013.....June 23-25, 2013  
.....Oak Harbor  
[warlca.com](http://warlca.com)

The opinions reflected in each officer's articles are their own and do not necessarily reflect the opinions or policies of the State Board.