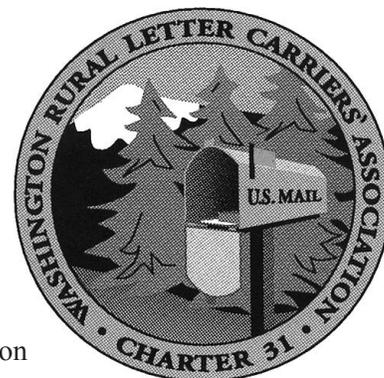


WASHINGTON RURAL CARRIER



Official Publication of the Washington Rural Letter Carriers' Association
September 2009

Where Service Begins With a Smile

2009 State Convention Updated Constitution

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BECKY PIKE

2009 WARLCA MEMBER OF THE YEAR

Becky Pike, a Union member since 1980 when she joined as a relief carrier, became a regular carrier in 1984. She recently received a pin and congratulatory letter from the Seattle District Manager, Katherine Nash for her 25 years of service to the USPS. She has shown her commitment to our craft by being a County Officer, holding the office of President and Vice



President, as well as being a QWL facilitator and serving 5 years as a DJSC member for the Seattle District during the years of QWL/EI. She has been on the Board of the WARLCA as the District One Representative for 9 years and has been the State Convention Chair twice during that time. Continuing to be supported by our state members, Becky was recently re-elected to the District One Representative position at our last State Convention and additionally was elected again as a delegate to the National Convention. Becky has demonstrated enviable commitment to our Union with her involvement at all levels, from her local office to our state board.

Becky and her husband Ron have three daughters and 7 grandchildren (aged 5 – 19). Besides her family, sewing is

her favorite past time. She not only sews for her grandchildren (clothes and pj's), she quilts for her local quilt guild and makes charity quilts for local shelters and cancer patients. Becky's car stops for fabric shops so be prepared if you happen to take a ride with her.

Becky and Ron recently built and moved into their new home. When she is not busy with her Union or Guild activities, Becky loves to sit on her new deck with a cup of coffee and marvel at her beautiful view of Mount Baker and the surrounding foothills.

Becky Pike truly represents the best qualities that make up a Member of the Year! Congratulations, Becky, and thank you for your years of service to the WARLCA.

President and Senior Assistant State Steward Patrick Pitts

Before addressing issues of concern and importance to the members of our Association, allow me a moment to address the required formalities. During the 2008-2009 Association year, I have attended all Board meetings and fulfilled all responsibilities



associated with the office of President. In addition, I attended as many District and County Unit meetings as time and circumstances allowed. As Senior Assistant State Steward, I 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 assigned me by the State Steward, or expected of me by virtue

of the position, to the best of my ability.

Transition

One goal of this past Association year was to ensure a smooth and seamless transition from the previous administration. Charles and Patricia Alexander, both in their respective roles, led this Association for many years and your State Board was determined that our members experienced no disruption, both in the administration of the Association, or in representation. I offer my commendation to your entire State Board for their diligence and dedication in ensuring a smooth administrative transition. I further commend State Steward Joyce Patteson for her diligence in completing the representational transition without disruption to our membership.

Legislative

During the month of May, 2009, Vice President Cheri Freeman and I were privileged to attend the NRLCA Legislative Seminar in Washington D.C. There, we attended two days of intensive training on the issues of concern to rural carriers followed by two days of visits to Congressional Representatives and Senators and/or their staff on Capitol Hill. We petitioned each of our Congressmen/women and both Senators, either directly, or through their respective staff, to endorse and support legislation deemed of a benefit to rural carriers and their families. At the forefront of our discussions was the restructuring of the Postal Service's required payment of future retiree health care benefits. The Postal Service currently has a fund in excess of \$30 billion and is seeking congressional authority to access this fund to pay their portion of current retiree health care benefits. Support by our legislators of current legislation (H.R. 22) or future legislation of a similar nature is crucial to alleviating the current financial pressure on the Postal Service due to the ongoing economic decline.

A second issue discussed with our legislators is contained in H.R. 958, which would allow those employees retiring under FERS (Federal Employees Retirement System) to add any unused sick leave to the number of years they have worked for the purpose of determining their annuity during retirement. Currently, there are 1.2 million employees covered by FERS. I would estimate that the majority of current rural craft employees are, or will be under FERS. Under current law, FERS employees must use their earned sick leave prior to retirement or they simply lose that leave. In essence and practice, this policy has the undesirable effect of encouraging employees to use as much sick leave as possible prior to retirement to avoid losing

this leave. This has a profound detrimental impact on productivity, by some estimates \$68 million/year in lost productivity.

Finally, we encouraged our/your representatives to support repeal of the Government Pension Offset (GPO) and Windfall Elimination Provision (WEP). The GPO reduces or eliminates the Social Security spousal or survivor benefits for which a federal retiree may be eligible based on the Social Security record of his or her spouse. The WEP can reduce an employee's earned Social Security benefit by 55 percent.

I encourage all members of our Association and their families to contact their representatives and encourage their support of these issues. I further encourage each of you to support our efforts through donations to our Political Action Committee (PAC). For further information related to PAC, please contact our State PAC representative Susie Hill. Additional legislative information is available at the NRLCA web site.

Membership

Over the past several years, growth in the rural craft (growth in the number of rural deliveries/rural routes) has been on the increase. The growth of our membership has corresponded to that growth. Lately, we have seen a stagnation of growth in territory and, in some areas even a decline due to many factors; the worsening economy resulting in a decline of new construction; decisions made by the Postal Service to consolidate vacant routes rather than post these vacancies; and to a lessening degree, an effort by the Postal Service to contract new deliveries rather than assign them to rural delivery. In conjunction with the lack of growth in our craft comes a lack of growth in our membership.

One would think that the level of grievance activity would correspond closely with our membership level. Unfortunately, that is not the case. We continue to see a steady increase in the level of grievance activity, related to both disciplinary action and those grievances related to violation(s) of our National Agreement (contractual). Along with the increase in grievance activity, comes the financial responsibility of our Association to adjudicate those grievances. While roughly 80% of those who are eligible for membership have made the conscious decision to become members, or maintain their membership, we still have a small minority who, for whatever reason, have not joined and contributed their fair share. Under the Duty of Fair Representation (DFR) we are required to provide full representation without regard to Union membership. I encourage all

members, in every office, in every corner of the State to work with those non-members and encourage them to step up, do what's right, and join the only organization recognized by the Postal Service as their exclusive bargaining representative.

Meetings

First, I want to commend each of the County Unit officers throughout the State. Their diligence in preparing for and conducting county meetings cannot be applauded enough. Countless hours of uncompensated time and effort are expended on behalf of the members in the various county units and we all owe a debt of gratitude and appreciation to these elected officers.

With that being said we all, as members of this Association, have a duty to ourselves to become informed. We have a responsibility to ourselves, and those in our office to bring to the attention of those in authority situations in our office which may be in violation of the National Agreement. While there are county units where the attendance at meetings remains strong, or is on the increase, there are too many county units where attendance is dwindling. Now it is true that our strength as an organization is directly related to the number of members, but it is also true that that strength means nothing if we do not exercise it. The proper exercise of our strength is our attendance and participation at meetings at all levels of our organization.

Your State Board has implemented a policy that requires a State-level Steward be in attendance at every county unit meeting throughout the State. This is a direct benefit to the members of this Association. To avail yourself of this benefit, you have a responsibility to be in attendance at these meetings. I challenge each and every member of this Association to commit to attending your county unit meetings this coming Association year. If you feel there is not sufficient benefit to be derived from attending these meetings I challenge you to show up, have your voice heard, tell us what we can do to provide greater value and benefit to you and I commit to doing everything within my power to provide you that value and benefit.

State Board

It has long been my position that this Association is not led by the President or by any single State-level officer. In my opinion, it is not the duty of the President to tell the members what to do, say, think, or feel. Conversely, it is the members of this Association that provide the direction, and they do so through their

elected representatives. It has been my pleasure to watch this Board work through some very difficult issues this past year. And they have done so with the interests of the membership in mind. Your District Representatives have entered the discussion and decision making process bringing the unique cares and concerns of their respective District to the table. Your Vice President, Secretary/Treasurer, Editor, and Retired Carrier Representative have all brought concerns and admonitions, accolades and recommendations to the discussion. All decisions by your Board are made by consensus and in those rare circumstances when consensus cannot be reached decisions are made by vote. In all cases, and in every circumstance, decisions are made based on the needs and interests of the membership. Your Board has a fiduciary responsibility to you, the member and I can report, without hesitation that it is a responsibility that they take very seriously.

Web Site

It is with great pleasure I report to you the creation of our very own State web site. If you have not read it in our State publication, the Washington Rural Carrier (WRC), or heard it announced at your county meeting, we now have a web site dedicated to the members of the Washington Rural Letter Carriers' Association. Your State Association has obtained and reserved the domain names of WARLCA.com, WARLCA.net, and WARLCA.org. Upon accessing the web site, you will have at your fingertips a substantial amount of information that would otherwise be unavailable or difficult to obtain.

On the "Home" page, you will find links to; the "State Board," "State-level Stewards," "Districts," "County Units," "Calendar of Events," "Recent News," "General Information," and much more. If you were to access the "State Board" page you will find the name and contact information for every member of the Board. Under "State-level Steward" you can obtain the contact information of every one of the State-level Stewards. You will also find a link to a map that identifies the territory served by each one of these appointed officers.

On the "Districts" page you will find the contact information for each of the District Representatives as well as a map identifying the territory comprising each District. The same is true for the "County Unit" page. Additional information is available under each of the County Units regarding time, date, and location of upcoming meetings.

This is only a very small sampling of the information available on our web site. I encourage each of you who have access to a computer to come browse our new web site. Feel free to make suggestions regarding appearance, content, and ease-of-use. This is YOUR web site. It is our goal to make this the best State-sponsored web site in the Nation and you, through your thoughts and suggestions can help make that goal a reality.

Mail Count and Ancillary Issues

Prior to the February/March 2009 mail count period the Postal Service made the decision to once again count all rural routes. We saw, on average, a decline in evaluated compensation which corresponded very closely with the reduction in mail volume, resultant from the economic decline. Although there was an apparent reduction in the amount of contention during this year's count there was still an unnecessary lack of knowledge of basic mail count principles demonstrated by both managers and carriers alike.

In the Seattle District, Union representatives were prohibited from attending or observing any management mail count trainings so we have no way of knowing if managers were provided complete or accurate information regarding the conduct of mail count. With that said, it was apparent that many managers, and carriers for that matter, were unfamiliar with basic mail count principles such as the proper application of the Step 4 settlement agreement out of Fall City, Washington, regarding rigid items in non-rigid packaging, or the various aspects related to Delivery Point Sequence (DPS) mail.

Your State Association authorized mail count trainings on multiple weekends, in various locations across the State. These mail count trainings are solely for the benefit of our members and serve to better enable each individual carrier to assure they are provided a full, fair, and accurate level of evaluated compensation. It is somewhat disappointing to note that less than 30% of those eligible to attend these trainings availed themselves of the opportunity to do so. I have no doubt that your State Board will continue to make these mail count trainings available; it is up to you to attend and be informed.

We are finding, prior to, during, and after the mail count, rural routes which are being vacated, most often through retirement, but are not being posted. Instead, these routes are being identified for consolidation. This

policy of consolidating vacant rural routes is especially disconcerting to relief carriers who have waited any number of years for the promotion to Regular Rural Carrier only to find they will have to wait some more. While the ability to consolidate rural routes has basis in contractual language, we are finding occurrences of the Postal Services inability to consolidate these routes within the time-constraints identified in the National Agreement. Your State-level Stewards, under the direction of our State Steward, are addressing these issues in every office we are aware the situation exists. The requested remedy is that the route(s) be immediately posted and filled in accordance with our National Agreement and the affected carrier(s) be made whole, including, but not limited to, lost wages, hours, benefits, and seniority. If there is a route in your office that has been vacant (no regular carrier) for more than 30 days please contact the appropriate steward for your office.

In closing, I want to personally thank each of you who have demonstrated your dedication to this Association, shown your sense of responsibility to yourself and others by your attendance at the various meetings and trainings, and I implore all members to commit today to fuller participation. We, along with all those who collect, distribute, move and deliver the nation's mail ARE the United States Postal Service. We bring dedication, devotion and professionalism to the table and we must stand united and demand we be treated accordingly. It is important that each and every one of us do our part to ensure and demand we be treated with dignity, respect and fairness.

I encourage all members of the Washington Rural Letter Carriers' Association to make every effort to be in attendance at their respective meetings; to take advantage of training opportunities provided by your State Board; to exercise your right to have your voice heard as a delegate to your State Convention; and, to solicit membership and participation from those members of our rural carrier family that you come into contact with on a day-to-day basis.

A heart-felt "thank you" to the members of the WARLCA State Board, County Officers, Stewards, and members of our Association. As always, I welcome your questions, comments, and expressions of concern.

Annual Report of the Vice President & Senior Assistant State Steward **Cheri Freeman**

Duty of Fair Representation is the primary function of your state officers and State level stewards. The failure of Duty of Fair Representation is the greatest liability to our state, as it can produce a lawsuit and put the entire state in jeopardy. It is



extremely important to oversee the budget and ensure that DFR requirements are met. This means that all the necessary time, training and equipment needs of the stewards are met, as it is the stewards that discharge that function. It's not a matter of choosing to represent 'some' carriers on 'selected' issues. We MUST represent all craft personnel regardless of membership, and fully investigate every grievance. All other expenditures must then be ranked and provided for as the budget allows. While this can sound like it only relates to the steward program it actually covers the entire structure of the financial make up of our state budget. In addition, your board must make sure that all decisions are in compliance with the Department of Labor, IRS rules, and Federal and State tax laws.

We now face a new challenge in our state with the financial insecurity of the Postal Service. For the first time in the history of our Union we are seeing a decline in membership. With fewer members there is a reduction in dues monies. And yet the responsibilities of your union have not been reduced. As our evaluations go down and some routes are reduced to J or H routes, it is harder to keep relief carriers and harder to entice new hires into union membership. Our ability to recruit new members has been further hampered by the demise of the DJSC's and their oversight of the Ad Hoc academies. Our instructors at the academies are the front line in promoting union membership from the new employee's first experience with the Postal Service. It was one of the duties of the Union DJSC member to encourage Ad Hoc Instructors to recruit their students. I am sure that the Instructors we have currently are doing this important job, but with the disconnect between the Union and the academies we have no way of ensuring this will continue as the District replaces instructors. It will now be even more important that each and every one of us recruit the new hires in our offices.

Remember, if that carrier standing in the case next to you is not a member, you are paying for their share of the benefits the Union has worked so hard to obtain. The mandate of Duty of Fair Representation is our highest calling and our biggest expense, and it covers non-members as well as you, the dues paying member. Membership recruitment is a job for all of us.

One of the most frustrating things to a steward is to lose a grievance because the grievant didn't file within 14 days of the incident that triggered it. If you have a problem, call your steward for advice immediately. Don't put it off and take a chance that you'll miss a deadline. Your steward will help you figure out how to document your case, fill out the proper paper work, **make that deadline**, and have the best chance to win your grievance!

2009 District One Report Becky Pike

Welcome to your state convention. Thank you for attending and taking part in the decision making process of your union. As your District 1 Representative, I have met many of you at meetings and am always eager to hear your input. Your board has many obligations and we are honored to have your trust as we oversee the budget that runs the WARLCA. As your representative, I arrange the meeting dates and places, assist with the annual meeting elections and answer your phone calls. I am not a steward and am not allowed to answer your steward related questions but will always give you the name of the steward that represents your area.



Thank you to those who have helped me find inexpensive places to hold trainings and district meetings. Remember your voice is heard through your participation. Encourage others to join our union and be active members.

~~~~~  
**Deadline for next issue  
January 15**

### District Two Representative and Senior Assistant State Steward's Report Renee' Cowan

As I complete my first year as your District Two Representative I would like to thank you for giving me the honor of being on the board representing District Two members. It has been a privilege to do so. I have attended all Board meetings and all of the County Unit annual meetings in District Two; I attended as many other county meetings across the state as was possible. I also attended and presided at the District Two meeting held in Silverdale and attended the District One meeting as well.



The members in District Two were provided with information at their county meetings on upcoming dates and events and I hope to continue providing the members with these updates as they are scheduled for our 2009-2010 Association year.

Your Board has been reviewing many contract bids for upcoming meetings and we are currently reviewing bids received for our 2011 State Convention, which will be held in District Two.

The Board has worked diligently at keeping up with the needs of our members while making sure the budget balances.

The Board has also been working hard on preparations for the 2010 National Convention in Spokane. There are many more things to do and we hope to see all of you there either as a delegate or as a volunteer.

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

#### Senior Assistant State Steward Report:

This has been a very busy year. I have noticed in my area of responsibility there has been an increase in Investigative Interviews. Granted some are (in my opinion) a means to intimidate rural carriers but most of them are due to carriers not following instruction. Please let me take this moment to remind you that you should always follow an instruction; if you feel it is an improper instruction you have the grievance procedure to utilize, but none the less the instruction

must be followed.

There is also a rise in Letter of Demands; carriers who should have been either placed on or taken off of protected pay were not. If you are currently in a limited duty status or you have previously been on limited duty, please check your PS Form 50 to see if your pay is being protected, just take a look at lines 69 thru 72, it will tell you the grade/step you are protected at and the hours. If these lines on your PS Form 50 are incorrect let your Postmaster and steward for your office know ASAP!

We continue to deal with grievances on removals, and the new current issue rearing its ugly head deals with AMS not printing customer names on CLASS labels and wearing your shoulder strap at all times in the LLV. We are researching these issues and if the issue is raised in your office let the appropriate steward for your office know.

One more reminder, as all of you know QWL/EI was terminated as of January 1, 2009. All O days should be used as of July 3, 2009. Carriers with less than eight hours accumulated toward an O day will continue to accumulate additional hours for events that qualify for O time, (LLV break downs). Carriers with accumulated O time in less than eight hour increments that do not have future opportunities to accumulate O time will be paid for O time less than eight hours on PS Form 8127. This MUST be completed by July 3, 2009.

I would like to close by thanking those local stewards in my area who are keeping in touch with me and remind those of you who are not that I am only a phone call away to please contact me, so I can be kept up to date on any issues or non-issues in your local offices.

### **Report of District Three Representative Cindy Koker**

This has been a great year to be on the WARLCA Board. I have had the opportunity to help in the planning of the 2009 and 2010 state conventions and also the 2010 National Convention, all in Spokane through August 2010. There is an Alaska



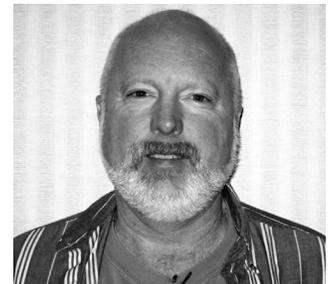
cruise that sounds enchanting immediately after the 2010 National Convention. Members can take their family and friends on the cruise for a great price that our board has negotiated for our group. Check out the newly created website at [www.warlca.com](http://www.warlca.com) and you will see all the details for every function coming up through Aug 2010, along with many other pages of valuable information. I hope you all have your resolutions ready for the 2010 state convention! Ask your local secretary for a form.

Your dues have been used to their fullest potential this year. Not only have you supported the best steward system in our Nation but you have supported the count trainings, steward trainings, your delegation to the conventions and the means necessary to keep your union running for you! I would love it if we could reach 100% membership. Maybe we could each get everyone in our offices to be members. If you need recruiting information have the potential new member give me a call (509-869-2799) or give them the website address so they can check us out.

Thank you for your support.

### **2009 District Four Representative's Report Ed Ogdon**

This has been a very fascinating year for me. I ran against Dave Reppe last year to make sure people had at least two people to vote for. As you might know by now I hate it when people run unopposed in elections. So I, somehow, was



elected to your Board and was allowed to see firsthand how your State Union is governed. I learned that the Board works VERY hard and takes their duties VERY seriously and I need to check my email almost daily, (thanks Becky). I am amazed at the work the Board gets done. Becky is simply unbelievable as State Secretary.

We have been working hard on the 2010 National Convention that will be in Spokane and I encourage you to plug into a committee and get involved with

it too. It will be a very exciting time for us as union members because anyone who wants to can help and see the “behind the scenes” work that goes on.

We are also working hard on ways to get our members to be more involved at the local, state and national levels of our union. If you have any ideas please talk to any board member and we will certainly consider them. It is important that everyone takes ownership of their part and works together to be a strong union in these times of shrinking routes and growing supervision. We don't know the future but I can guarantee it won't be the Post Office we know now. I am proud you elected me to the Board and will try my best to continue to represent you to the best of my ability.

### Retired Representative's Annual Report Daniel Schrup

Another year has passed and we have gathered here in Spokane for the WARLCA annual convention.

I have had the privilege of serving you as your Retired Representative on the state board for the past two years and I feel that this board may be the most cohesive unit that I have served with during the 17 years that I have been a member of the WARLCA.

We have addressed, and I believe solved many tough issues that have faced the members of the WARLCA; issues such as setting and monitoring the budget, scheduling meetings and steward training, and of course the very important planning for the 2010 National Convention which will be held right here in Spokane in August 2010.

I can tell you that your state board takes very seriously the responsibilities you have asked us to accept by electing each of us to represent you; and I say thank you for the faith you have expressed in our collective wisdom and competence when you asked us to be your state board

This report will be the last that I present to the assembled delegates at a WARLCA state convention, and while



this phase of my participation in the WARLCA is ending, this does not mean that my involvement with the WARLCA will end; I will continue to be a member of the WARLCA.

תוארתהל

Daniel N. Schrup

PS: What looks like “chicken scratching” right above my name is Hebrew for good-bye, or colloquially until later.

### 2009 Editor's Report Susie Hill

It's been a busy year and next year will be the culmination of everyone's hard work planning for 2010 and the Spokane National Convention.



During the past year I attended an informational meeting at the National Office dealing with hosting the National Convention, helped with the Alaska Cruise sign-up at Western States Conference in Reno, attended National Convention in Lexington, Kentucky and participated in both the Editor's and PAC seminars. PAC monies continue to be needed to fight the CDS routes, Do Not Mail legislation, the FERS unused sick leave proposals, a change in EMA calculations and a refund of State gas tax when gas is purchased for route use.

We will need YOUR help in 2010. There are many committees working on the convention, hopefully one will be of interest to you. Contact any of the chairs for more information and to sign up.

Stay in touch, stay informed and stay safe.

#### Need a TV?

PAC may be your answer. This year when you donate \$20 to PAC you have a chance to win a 32" HDTV/DVD combo. Protect your job and have a chance to win. Now that's a combo! Donate at any meeting or send your check directly to me (PO Box 93 Vashon, WA 98070-0093)

## Secretary-Treasurer Rebecca Wendlandt's Report for 2009 State Convention

Greetings Fellow Members of the WARLCA . Here is my annual report for the 08/09 WARLCA Year and some stats from previous years.



### MEMBERSHIP:

We now have 1949 members (including 20 associate members). Out of the 1949 members, 1910 are on dues withholding and 39 pay annual dues.

The total breakdown is as follows:

1045 regulars, 24 PTFs, 572 reliefs, 288 retired, and 20 associate members.

In the 08/09 year as of May 31, 2009, we had 10 members cancel their dues (not including associate members), 18 deceased, and 107 separated. We had 25 members that retired and renewed their membership. Also, we had 121 new members, of which 13 are regulars and 108 are reliefs. I have done one complete mailing for all 497 non members (205 regular, 8 PTF, and 284 relief) and National did one special mailing sending a booklet to all non-members nationwide. The board authorized a special issue of the WRC to go to all non-members in the fall of 2008. I continue doing monthly recruitment mailings for all new hires (around 30 per month), although we have seen a decreased number of new hire RCAs and an increased number of new hire TRCs. I will be doing a special mailing this fall to the non member RCAs as they are getting an hourly wage increase to \$18.50 an hour (\$.26 more an hour) on 11/21/09. I also have sent out 1950 postcards announcing the district meetings, as well as 1650 postcards to the rural craft members announcing mail count trainings. 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:

### As Reported By NRLCA on Year End June 30th

(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 got health insurance for reliefs)      |
| 06/07       | 1930 members                                                   |
| 07/08       | 1967 members (OUR UNION got mail count award)                  |
| 08/09 11 mo | 1949 members                                                   |

Starting this year the total of associate members, which we have 20, will not go towards membership totals when calculating delegate strength to National Convention. Last year we qualified for 21 delegates but this year it looks like we will only qualify for 20 delegates unless we can get over 1951 rural craft members.

**MEMBERSHIP STATS FOR 2009 WRLCA STATE CONVENTION****As of May 31, 2009 excluding the 20 associate members**

| <b><u>District One:</u></b>             | <b><u># OF MEMBERS</u></b> | <b><u>TOTAL</u></b> |
|-----------------------------------------|----------------------------|---------------------|
| ISLAND, SKAGIT, SAN JUAN #010           | 112                        |                     |
| KING, SNOHOMISH (KS) #011               | 402                        |                     |
| WHATCOM # 015                           | <u>96</u>                  |                     |
| <b><u>Total for District One:</u></b>   |                            | <b>610</b>          |
| <b><u>District Two:</u></b>             |                            |                     |
| PENNISULA #003                          | 172                        |                     |
| LOWER COLUMBIA #005                     | 212                        |                     |
| MUTUAL # 006                            | <u>366</u>                 |                     |
| <b><u>Total for District Two:</u></b>   |                            | <b>750</b>          |
| <b><u>District Three:</u></b>           |                            |                     |
| NORTH CENTRAL #001                      | 80                         |                     |
| EAST CENTRAL #013                       | 182                        |                     |
| NORTHEAST #014                          | <u>51</u>                  |                     |
| <b><u>Total for District Three:</u></b> |                            | <b>313</b>          |
| <b><u>District Four:</u></b>            |                            |                     |
| SOUTHEAST #012                          | 28                         |                     |
| WHITMAN, ASOTIN, #016                   | 37                         |                     |
| APPLE #017                              | <u>191</u>                 |                     |
| <b><u>Total for District Four:</u></b>  |                            | <b>256</b>          |
| <b><u>Total for State:</u></b>          |                            | <b>1929</b>         |

**FINANCES:**

The board is constantly trying to keep the budget down while still completing our main responsibility, which is the Duty of Fair Representation. With the always increasing number of grievances due to the present work climate in the USPS, it has been a challenge. Now with the merging of Spokane District into Seattle District as well as the increased pressure put on the carriers with mail counts and micro-managing the rural craft, we are bound to see more grievance activity. As rural carriers we have always been proud of our service to our customers but the latest, greatest rules coming down has even made that a challenge. Somewhere along the way the USPS has forgotten that our customers should come first and making numbers that have nothing to do with customer service is not the way to do it. The following stats show the ending totals from the Statement of Activities:

| <b><u>Profit and Loss for last 10 years</u></b> |                          | <b><u>ADOP<br/>Steward</u></b> | <b><u>ADOP<br/>Board</u></b> | <b><u>ADOP<br/>Total</u></b> |
|-------------------------------------------------|--------------------------|--------------------------------|------------------------------|------------------------------|
| 98/99 Year:                                     | <b>Loss of \$ 1,460</b>  | 271                            | 104                          | 375                          |
| 99/00 Year:                                     | <b>Loss of \$ 36,650</b> | 342                            | 145                          | 487                          |
| 00/01 Year:                                     | <b>Loss of \$ 8,288</b>  | 370                            | 138                          | 508                          |
| 01/02 Year:                                     | <b>Gain of \$ 20,049</b> | 424                            | 116                          | 540                          |
| 02/03 Year:                                     | <b>Loss of \$ 45,695</b> | 627                            | 156                          | 783                          |
| 03/04 Year:                                     | <b>Gain of \$ 17,234</b> | 684                            | 154                          | 838                          |
| 04/05 Year:                                     | <b>Gain of \$ 37,585</b> | 687                            | 192                          | 879                          |
| 05/06 Year:                                     | <b>Gain of \$ 33,029</b> | 737                            | 201                          | 938                          |
| 06/07 Year:                                     | <b>Gain of \$ 17,340</b> | 730                            | 214                          | 944                          |
| 07/08 Year:                                     | <b>Loss of \$ 12,138</b> | 819                            | 306*                         | 1,125**                      |

\*Additional board days due to planning, budgeting, creating contract, interviewing, and selecting State Steward

\*\*Not including 12 days spent on Planning 2010 National Convention which is funded by National.

**11 month balance as of May 31, 2009**

|                                         | <b>ADOP</b>           | <b>ADOP</b>         | <b>ADOP</b>         |
|-----------------------------------------|-----------------------|---------------------|---------------------|
|                                         | <b><u>Steward</u></b> | <b><u>Board</u></b> | <b><u>Total</u></b> |
| <b>08/09 11 month: Gain of \$79,341</b> | <b>559***</b>         | <b>216</b>          | <b>775****</b>      |

\*\*\*Not including ADOP for the State Steward since she is on salary. For 33 weeks X 5 days a week would be 165 additional paid days for a total of 719 as of May 31, 2009.

\*\*\*\*Not including 74 days spent on Planning 2010 National Convention, funded by National.

In October, 2009 we put on a full time State Steward, Joyce Patteson, because of the retirement of Charles and Patricia Alexander in November, 2009. Talk about changes with Charles and Patricia not being part of the board. We all wish them well in their retirement and hope we can live up to their high work ethic and leadership. Joyce has taken this job to heart, and has dedicated her life around it. Thank you Joyce, and thank you to the State Level Stewards who also pay the price of donating much of their evenings and days off to do the business of this association. I am very proud of all the board, who has worked diligently to make sure the finances are in order and the members are well served. Our three new district representatives have hit the ground running, and contributed much, starting with day one. Thank you to them and thanks to Becky Pike who helped them in their new jobs, as well as providing common sense to a board that has high levels of OCD (mostly me)! We will all miss Dan's wisdom and comments as this is his last year and hope he continues to enjoy his retirement.

Even with June being one of our largest outgoing months due to State Convention, I believe we will end up around \$5 K to \$10 K income over expenses. Our goal is to be able to save up to \$10,000 each year until we reach the 6 months operating expenses in assets (estimate of \$250,000) that National recommends. Right now we have \$180,000 in assets. Included with this report are the WARLCA Statement of Financial Position and WARLCA Statement of Activities, along with an ADOP tracking for 08/09 year.

**2010 NATIONAL CONVENTION IN SPOKANE:**

As of May 31, 2009 we have \$127,780.81 in our 2010 National Convention checking/savings account at APCU from WARLCA fund raising, dues assessment which has been discontinued, and National paying WARLCA \$.50 a member as advanced funds for 2010 National Convention. National will pay the 2<sup>nd</sup> and last installment of \$.50 a member in August 2009 to WARLCA. We are ahead of schedule with the planning 2010 National Convention thanks to diligent work by your board. The National Convention Committee Chairs had a meeting Sunday, June 21, 2009, working with Spokane Convention Bureau, Airport Manager, Hotel Representatives, and Riverfront Park Representatives. I have included a 2010 National Convention Statement of Financial Position and Statement of Activities with this report.

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. The very best to you and yours!

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

July 2008 through May 2009

|                                           | Jul '08 - May 09  | Jul '07 - May 08  | % Change      |
|-------------------------------------------|-------------------|-------------------|---------------|
| <b>Ordinary Income/Expense</b>            |                   |                   |               |
| <b>Income</b>                             |                   |                   |               |
| 400000 · Dues Income                      | 503,031.68        | 498,948.27        | 0.8%          |
| 410000 · National General Insurance-GM... | 25,092.00         | 28,819.52         | -12.9%        |
| 420000 · Reimbursements & Refunds         | 35,129.82         | 19,190.25         | 83.1%         |
| <b>Total Income</b>                       | <b>563,253.50</b> | <b>546,958.04</b> | <b>3.0%</b>   |
| <b>Expense</b>                            |                   |                   |               |
| 500000 · Per Capita Expenses              | 39,486.51         | 58,537.91         | -32.6%        |
| 520000 · Meetings and Conventions         | 78,915.52         | 66,857.72         | 18.0%         |
| 530000 · Equipment Expense                | 4,022.11          | 3,505.47          | 14.7%         |
| 550000 · Other Expenses                   | 50,953.70         | 40,779.77         | 25.0%         |
| 610PA · President - P. Alexander          | 434.76            | 6,810.79          | -93.6%        |
| 610PP · President - P. Pitts              | 7,823.82          | 0.00              | 100.0%        |
| 620CF · Vice President - C. Freeman       | 7,292.86          | 0.00              | 100.0%        |
| 620PP · Vice President P Pitts            | 1,900.19          | 5,720.42          | -66.8%        |
| 630RW · Sec/Treas. - R. Wendlandt         | 50,282.78         | 49,906.17         | 0.8%          |
| 640SH · Editor - Susie Hill               | 3,687.64          | 5,363.54          | -31.3%        |
| 645000 · Washington Rural Carrier (WRC)   | 5,377.90          | 5,111.72          | 5.2%          |
| 650RP · District 1 - R. Pike              | 4,064.66          | 5,541.22          | -26.7%        |
| 660JB · District 2 - J. Blackburn         | 0.00              | 3,975.62          | -100.0%       |
| 660RC · District 2 - R Cowan              | 3,406.28          | 0.00              | 100.0%        |
| 670CF · District 3 - C. Freeman           | 0.00              | 4,325.68          | -100.0%       |
| 670CK · District 3 - C. Koker             | 4,246.37          | 0.00              | 100.0%        |
| 680DR · District 4 - D. Reppe             | 0.00              | 4,941.11          | -100.0%       |
| 680EO · District 4 - E. Ogdon             | 3,617.77          | 0.00              | 100.0%        |
| 693DS · Retired Rep - D Schrup            | 777.15            | 150.00            | 418.1%        |
| 700CA · State Steward - C. Alexander      | 9,890.69          | 41,406.46         | -76.1%        |
| 700JP · State Steward - J. Patteson       | 40,848.80         | 0.00              | 100.0%        |
| 705000 · Steward Training Expenses        | 11,258.94         | 12,587.56         | -10.6%        |
| 740MH · Senior Asst Stew - M. Hartshorn   | 13,845.97         | 8,583.86          | 61.3%         |
| 750PA · Senior Asst Stew - P. Alexander   | 9,688.67          | 23,529.43         | -58.8%        |
| 770JP · Senior Asst Stew - J. Patteson    | 22,017.46         | 39,763.68         | -44.6%        |
| 780PP · Senior Asst Stew - P. Pitts       | 46,334.38         | 44,628.32         | 3.8%          |
| 790JF · Asst. Stew - J. Frymire           | 0.00              | 6,651.24          | -100.0%       |
| 791RC · Senior Asst Stew - R. Cowan       | 35,389.58         | 33,639.36         | 5.2%          |
| 792CF · Senior Asst Stew - C. Freeman     | 31,336.59         | 28,212.13         | 11.1%         |
| 880LS · Local Steward                     | 276.02            | 442.59            | -37.6%        |
| <b>Total Expense</b>                      | <b>487,177.12</b> | <b>500,971.77</b> | <b>-2.8%</b>  |
| <b>Net Ordinary Income</b>                | <b>76,076.38</b>  | <b>45,986.27</b>  | <b>65.4%</b>  |
| <b>Other Income/Expense</b>               |                   |                   |               |
| <b>Other Income</b>                       |                   |                   |               |
| 450000 · Interest Income                  | 3,265.02          | 4,801.42          | -32.0%        |
| <b>Total Other Income</b>                 | <b>3,265.02</b>   | <b>4,801.42</b>   | <b>-32.0%</b> |
| <b>Net Other Income</b>                   | <b>3,265.02</b>   | <b>4,801.42</b>   | <b>-32.0%</b> |
| <b>Net Income</b>                         | <b>79,341.40</b>  | <b>50,787.69</b>  | <b>56.2%</b>  |

**Washington Rural Letter Carriers' Association**  
**Statement of Financial Position - Compared to Previous Year**  
**As of May 31, 2009**

|                                          | May 31, 09        | May 31, 08        | % Change      |
|------------------------------------------|-------------------|-------------------|---------------|
| <b>ASSETS</b>                            |                   |                   |               |
| <b>Current Assets</b>                    |                   |                   |               |
| <b>Checking/Savings</b>                  |                   |                   |               |
| 101000 · Chkg - WA Trust Bank            | 7,725.04          | 27,370.72         | -71.8%        |
| 102000 · Svgs - APCU                     | 114,311.58        | 54,328.24         | 110.4%        |
| 103000 · Chkg - Atlanta Postal Credit... | 2,486.17          | 589.14            | 322.0%        |
| 141000 · C.D.#71 APCU 12 mo (8-1-20...   | 28,779.34         | 27,452.80         | 4.8%          |
| 143000 · C.D.#73 APCU-12 mo (2-8-07)     | 27,787.22         | 26,610.68         | 4.4%          |
| 144000 · C.D.#74 APCU 12 mo (5-14-0...   | 0.00              | 26,429.04         | -100.0%       |
| <b>Total Checking/Savings</b>            | <b>181,089.35</b> | <b>162,780.62</b> | <b>11.3%</b>  |
| <b>Total Current Assets</b>              | <b>181,089.35</b> | <b>162,780.62</b> | <b>11.3%</b>  |
| <b>TOTAL ASSETS</b>                      | <b>181,089.35</b> | <b>162,780.62</b> | <b>11.3%</b>  |
| <b>LIABILITIES &amp; EQUITY</b>          |                   |                   |               |
| <b>Liabilities</b>                       |                   |                   |               |
| <b>Current Liabilities</b>               |                   |                   |               |
| <b>Other Current Liabilities</b>         |                   |                   |               |
| 210000 · Payroll Tax Liabilities         | 1,886.90          | 0.00              | 100.0%        |
| <b>Total Other Current Liabilities</b>   | <b>1,886.90</b>   | <b>0.00</b>       | <b>100.0%</b> |
| <b>Total Current Liabilities</b>         | <b>1,886.90</b>   | <b>0.00</b>       | <b>100.0%</b> |
| <b>Total Liabilities</b>                 | <b>1,886.90</b>   | <b>0.00</b>       | <b>100.0%</b> |
| <b>Equity</b>                            |                   |                   |               |
| 390000 · Net Assets                      | 99,861.05         | 111,992.93        | -10.8%        |
| Net Income                               | 79,341.40         | 50,787.69         | 56.2%         |
| <b>Total Equity</b>                      | <b>179,202.45</b> | <b>162,780.62</b> | <b>10.1%</b>  |
| <b>TOTAL LIABILITIES &amp; EQUITY</b>    | <b>181,089.35</b> | <b>162,780.62</b> | <b>11.3%</b>  |

**2010 National Convention - Spokane**  
**Statement of Financial Position**  
**As of May 31, 2009**

|                                       | May 31, 09        |
|---------------------------------------|-------------------|
| <b>ASSETS</b>                         |                   |
| <b>Current Assets</b>                 |                   |
| <b>Checking/Savings</b>               |                   |
| APCU CD #70                           | 16,525.48         |
| APCU CD #71                           | 11,975.95         |
| APCU CD #72                           | 18,250.70         |
| APCU CD #75                           | 57,007.25         |
| APCU Checking                         | 4,862.26          |
| APCU Savings                          | 19,159.17         |
| <b>Total Checking/Savings</b>         | <b>127,780.81</b> |
| <b>Total Current Assets</b>           | <b>127,780.81</b> |
| <b>TOTAL ASSETS</b>                   | <b>127,780.81</b> |
| <b>LIABILITIES &amp; EQUITY</b>       |                   |
| <b>Equity</b>                         |                   |
| Opening Bal Equity                    | 25.00             |
| Previous Year(s) Carry O...           | 66,210.03         |
| Net Income                            | 61,545.78         |
| <b>Total Equity</b>                   | <b>127,780.81</b> |
| <b>TOTAL LIABILITIES &amp; EQUITY</b> | <b>127,780.81</b> |

## 2010 National Convention - Spokane Statement of Activities - Since Inception

|                                           | Jul '06 - May 09  |
|-------------------------------------------|-------------------|
| <b>Income</b>                             |                   |
| Dividends APCU CD's                       | 5,391.64          |
| Dividends APCU Checking-Savings           | 418.32            |
| <b>Fund Raising Sales</b>                 |                   |
| 3 Nights Red Lion Rooms                   | 330.00            |
| 6 Nights Doubletree Rooms                 | 1,958.00          |
| Bank Bags Sales                           | 124.00            |
| Cache Sales                               | 95.00             |
| Raffle Eagle Pictures                     | 474.55            |
| <b>Total Fund Raising Sales</b>           | <b>2,981.55</b>   |
| NRLCA Advanced Funds                      | 56,641.00         |
| WARLCA Dues Assessment (\$1 pp)           | 84,403.00         |
| <b>Total Income</b>                       | <b>149,835.51</b> |
| <b>Expense</b>                            |                   |
| <b>Committees-National Funded</b>         |                   |
| <b>Hospitality/Airport Committee</b>      |                   |
| 7010 Office Supplies & Expen...           | 173.90            |
| <b>Total Hospitality/Airport Commi...</b> | <b>173.90</b>     |
| <b>Planning Sessions Expenses</b>         |                   |
| 5500 Transportation Expenses              | 3,349.26          |
| 5510 Hotels                               | 1,901.40          |
| 5520 Meals/Catering                       | 840.00            |
| 7010 Office Supplies & Expen...           | 304.13            |
| ADOP                                      | 16,000.00         |
| <b>Total Planning Sessions Expen...</b>   | <b>22,394.79</b>  |
| <b>Total Committees-National Funded</b>   | <b>22,568.69</b>  |
| <b>Fund Raising Expenses</b>              |                   |
| Eagle Pictures for Fundraiser             | 130.00            |
| <b>Total Fund Raising Expenses</b>        | <b>130.00</b>     |
| <b>Total Expense</b>                      | <b>22,698.69</b>  |
| <b>Net Income</b>                         | <b>127,136.82</b> |



Delegates awaiting the  
start of the 2009 WA State  
Convention in Spokane

| NAME                                | WARLCA TRACKING FORM FOR 2008/2009 DUES YEAR FOR ADOP |              |              |               |              |              |              |              |               |              |              |             | Total For Year |               |               |
|-------------------------------------|-------------------------------------------------------|--------------|--------------|---------------|--------------|--------------|--------------|--------------|---------------|--------------|--------------|-------------|----------------|---------------|---------------|
|                                     | Jul-08                                                | Aug-08       | Sep-08       | Oct-08        | Nov-08       | Dec-08       | Jan-09       | Feb-09       | Mar-09        | Apr-09       | May-09       | Jun-09      |                | Total         |               |
| Susie Hill                          | 0                                                     | 0            | 0            | 0             | 0            | 0            | 0            | 0            | 3             | 1            | 0            | 0           | 0              | 4             | 8             |
| Dan Schrup                          | 0                                                     | 0            | 0            | 0             | 0            | 0            | 0            | 0            | 0             | 1            | 0            | 0           | 0              | 1             | 1             |
| Ed Ogdon                            | 5                                                     | 0            | 0            | 4             | 0            | 0            | 0            | 0            | 0             | 4            | 0            | 0           | 0              | 13            |               |
| <b>Ed O Lost s/l annual</b>         | <b>0</b>                                              | <b>0</b>     | <b>0</b>     | <b>0</b>      | <b>0</b>     | <b>0</b>     | <b>0</b>     | <b>0</b>     | <b>0</b>      | <b>0</b>     | <b>0</b>     | <b>0</b>    | <b>0</b>       | <b>0</b>      | <b>13</b>     |
| Becky Pike                          | 5                                                     | 0            | 0            | 4             | 0            | 0            | 0            | 0            | 0             | 4            | 0            | 0           | 0              | 13            |               |
| <b>Becky P Lost s/l annual</b>      | <b>0</b>                                              | <b>0</b>     | <b>0</b>     | <b>1.5</b>    | <b>0</b>     | <b>0</b>     | <b>0</b>     | <b>0</b>     | <b>0</b>      | <b>0</b>     | <b>0</b>     | <b>0</b>    | <b>0</b>       | <b>1.5</b>    | <b>14.5</b>   |
| Cindy Koker                         | 5                                                     | 0            | 0            | 4             | 0            | 0            | 0            | 0            | 0             | 4            | 1            | 0           | 0              | 14            |               |
| <b>Cindy K Lost s/l annual</b>      | <b>0</b>                                              | <b>0</b>     | <b>0</b>     | <b>0</b>      | <b>0</b>     | <b>0</b>     | <b>1.2</b>   | <b>0</b>     | <b>0</b>      | <b>0</b>     | <b>0</b>     | <b>0</b>    | <b>0</b>       | <b>1.2</b>    | <b>15.2</b>   |
| Cheri Freeman                       | 6                                                     | 3            | 7            | 11            | 9            | 4            | 5            | 13           | 27            | 18           | 14           | 0           | 0              | 117           |               |
| <b>Cheri Lost s/l annual</b>        | <b>1.25</b>                                           | <b>0</b>     | <b>1.25</b>  | <b>1.25</b>   | <b>1.25</b>  | <b>0</b>     | <b>1.25</b>  | <b>1.25</b>  | <b>2.5</b>    | <b>2.5</b>   | <b>1.25</b>  | <b>0</b>    | <b>0</b>       | <b>13.75</b>  | <b>130.75</b> |
| Patricia Alexander                  | 9                                                     | 7            | 12           | 6             | 0            | 0            | 0            | 0            | 0             | 0            | 0            | 0           | 0              | 34            |               |
| <b>Patricia Lost s/l annual</b>     | <b>1.5</b>                                            | <b>1.5</b>   | <b>1.5</b>   | <b>0</b>      | <b>0</b>     | <b>0</b>     | <b>0</b>     | <b>0</b>     | <b>0</b>      | <b>0</b>     | <b>0</b>     | <b>0</b>    | <b>0</b>       | <b>4.5</b>    | <b>38.5</b>   |
| Becky Wendlandt                     | 17                                                    | 11           | 16           | 18            | 7            | 8            | 8            | 12           | 26            | 14           | 9            | 0           | 0              | 146           |               |
| <b>Becky Lost s/l annual</b>        | <b>1.5</b>                                            | <b>1.5</b>   | <b>3</b>     | <b>1.5</b>    | <b>1.5</b>   | <b>0</b>     | <b>1.2</b>   | <b>3</b>     | <b>3</b>      | <b>1.5</b>   | <b>1.5</b>   | <b>0</b>    | <b>0</b>       | <b>19.2</b>   | <b>165.2</b>  |
| Charles Alexander                   | 14                                                    | 7            | 5            | 4             | 0            | 0            | 0            | 0            | 0             | 0            | 0            | 0           | 0              | 30            |               |
| <b>Charles lost s/l annual</b>      | <b>1.5</b>                                            | <b>1.5</b>   | <b>0</b>     | <b>0</b>      | <b>0</b>     | <b>0</b>     | <b>0</b>     | <b>0</b>     | <b>0</b>      | <b>0</b>     | <b>0</b>     | <b>0</b>    | <b>0</b>       | <b>3</b>      | <b>33</b>     |
| Monte Hartshorn                     | 1                                                     | 0            | 1            | 4             | 6            | 1            | 3            | 2            | 7             | 1            | 4            | 0           | 0              | 30            |               |
| <b>Monte lost s/l annual</b>        | <b>0</b>                                              | <b>0</b>     | <b>0</b>     | <b>0</b>      | <b>0</b>     | <b>0</b>     | <b>0</b>     | <b>0</b>     | <b>0</b>      | <b>0</b>     | <b>1.5</b>   | <b>0</b>    | <b>0</b>       | <b>1.5</b>    | <b>31.5</b>   |
| Joyce Patteson                      | 12                                                    | 8            | 20           | 20            | 8            | 0            | 0            | 0            | 0             | 0            | 0            | 0           | 0              | 68            |               |
| <b>Joyce lost s/l annual</b>        | <b>1.5</b>                                            | <b>1.5</b>   | <b>1.5</b>   | <b>3</b>      | <b>0</b>     | <b>0</b>     | <b>0</b>     | <b>0</b>     | <b>0</b>      | <b>0</b>     | <b>0</b>     | <b>0</b>    | <b>0</b>       | <b>7.5</b>    | <b>75.5</b>   |
| Patrick Pitts                       | 11                                                    | 3            | 19           | 16            | 18           | 13           | 14           | 19           | 25            | 20           | 19           | 0           | 0              | 177           |               |
| <b>Patrick lost s/l annual</b>      | <b>1.5</b>                                            | <b>1.5</b>   | <b>1.5</b>   | <b>3</b>      | <b>1.5</b>   | <b>1.5</b>   | <b>3</b>     | <b>1.5</b>   | <b>3</b>      | <b>3</b>     | <b>1.5</b>   | <b>0</b>    | <b>0</b>       | <b>22.5</b>   | <b>199.5</b>  |
| Renee Cowan                         | 10                                                    | 3            | 9            | 14            | 13           | 6            | 10           | 11           | 15            | 12           | 11           | 0           | 0              | 114           |               |
| <b>Renee' lost s/l annual</b>       | <b>0</b>                                              | <b>1.25</b>  | <b>0</b>     | <b>1.25</b>   | <b>1.25</b>  | <b>2.5</b>   | <b>1.25</b>  | <b>1.25</b>  | <b>1.25</b>   | <b>1.25</b>  | <b>2.5</b>   | <b>2.5</b>  | <b>0</b>       | <b>13.75</b>  | <b>127.75</b> |
| <b>TOTALS</b>                       | <b>103.75</b>                                         | <b>50.75</b> | <b>97.75</b> | <b>116.50</b> | <b>66.50</b> | <b>36.00</b> | <b>47.90</b> | <b>67.00</b> | <b>123.75</b> | <b>74.25</b> | <b>65.25</b> | <b>0.00</b> | <b>0.00</b>    | <b>849.4</b>  | <b>849.4</b>  |
| <b>Less ADOP for 2010 Nat Con</b>   | <b>27</b>                                             | <b>0</b>     | <b>3</b>     | <b>2</b>      | <b>0</b>     | <b>0</b>     | <b>0</b>     | <b>18</b>    | <b>23</b>     | <b>1</b>     | <b>0</b>     | <b>0</b>    | <b>0</b>       | <b>74</b>     |               |
| <b>TOTALS</b>                       | <b>76.75</b>                                          | <b>50.75</b> | <b>94.75</b> | <b>114.50</b> | <b>66.50</b> | <b>36.00</b> | <b>47.90</b> | <b>49.00</b> | <b>100.75</b> | <b>73.25</b> | <b>65.25</b> | <b>0.00</b> | <b>0.00</b>    | <b>775.40</b> |               |
| Running Total This Year 08/09       | 76.75                                                 | 127.50       | 222.25       | 336.75        | 403.25       | 439.25       | 487.15       | 536.15       | 636.90        | 710.15       | 775.40       | 775.40      | 775.40         |               |               |
| Running Total Last Year 07/08       | 101.25                                                | 149.50       | 227.75       | 408.00        | 481.75       | 538.75       | 598.50       | 717.25       | 787.50        | 950.25       | 1051.25      | 1137.25     | 1137.25        |               |               |
| Running Total Two Years Ago 06/07   | 96                                                    | 130          | 183.8        | 284           | 378          | 464.25       | 513.25       | 576.8        | 678.3         | 761.5        | 874.5        | 944         | 944            |               |               |
| Running Total Three Years Ago 05/06 | 113.5                                                 | 168.5        | 236.5        | 295           | 413          | 449.25       | 529.75       | 610          | 662           | 731.5        | 854.25       | 938.25      | 938.25         |               |               |

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

**Washington Rural Letter Carriers' Association**  
**Statement of Activities - Previous Year Comparison**  
 July 2008 through June 2009

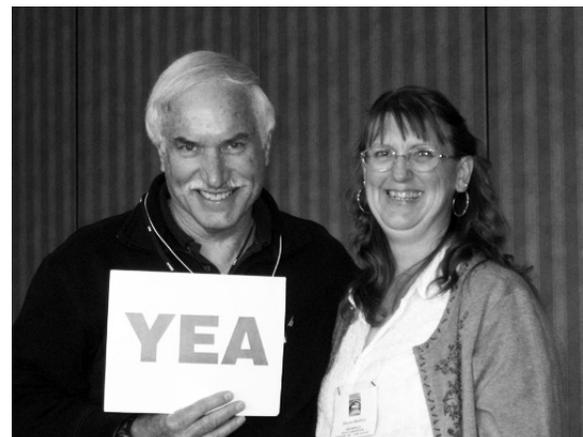
|                                           | Jul '08 - Jun 09  | Jul '07 - Jun 08  | % Change      |
|-------------------------------------------|-------------------|-------------------|---------------|
| <b>Ordinary Income/Expense</b>            |                   |                   |               |
| <b>Income</b>                             |                   |                   |               |
| 400000 · Dues Income                      | 504,519.92        | 500,492.27        | 0.8%          |
| 410000 · National General Insurance-GM... | 25,092.00         | 28,819.52         | -12.9%        |
| 420000 · Reimbursements & Refunds         | 50,909.96         | 20,385.25         | 149.7%        |
| <b>Total Income</b>                       | <b>580,521.88</b> | <b>549,697.04</b> | <b>5.6%</b>   |
| <b>Expense</b>                            |                   |                   |               |
| 500000 · Per Capita Expenses              | 40,794.51         | 58,917.91         | -30.8%        |
| 520000 · Meetings and Conventions         | 123,711.70        | 104,120.89        | 18.8%         |
| 530000 · Equipment Expense                | 4,022.11          | 3,541.21          | 13.6%         |
| 550000 · Other Expenses                   | 56,685.97         | 44,680.81         | 26.9%         |
| 610PA · President - P. Alexander          | 434.76            | 7,245.55          | -94.0%        |
| 610PP · President - P. Pitts              | 9,300.29          | 0.00              | 100.0%        |
| 620CF · Vice President - C. Freeman       | 9,394.00          | 0.00              | 100.0%        |
| 620PP · Vice President P Pitts            | 1,900.19          | 5,720.42          | -66.8%        |
| 630RW · Sec/Treas. - R. Wendlandt         | 55,467.71         | 54,117.84         | 2.5%          |
| 640SH · Editor - Susie Hill               | 3,822.64          | 5,397.64          | -29.2%        |
| 645000 · Washington Rural Carrier (WRC)   | 5,377.90          | 5,111.72          | 5.2%          |
| 650RP · District 1 - R. Pike              | 4,781.11          | 5,778.20          | -17.3%        |
| 660JB · District 2 - J. Blackburn         | 0.00              | 4,470.38          | -100.0%       |
| 660RC · District 2 - R Cowan              | 3,860.58          | 0.00              | 100.0%        |
| 670CF · District 3 - C. Freeman           | 0.00              | 4,325.68          | -100.0%       |
| 670CK · District 3 - C. Koker             | 4,962.82          | 0.00              | 100.0%        |
| 680DR · District 4 - D. Reppe             | 0.00              | 5,623.13          | -100.0%       |
| 680EO · District 4 - E. Ogdon             | 4,269.91          | 0.00              | 100.0%        |
| 693DS · Retired Rep - D Schrup            | 927.15            | 150.00            | 518.1%        |
| 700000 · Steward Training Expenses        | 15,123.02         | 14,574.37         | 3.8%          |
| 700CA · State Steward - C. Alexander      | 9,890.69          | 44,765.72         | -77.9%        |
| 700JP · Full Time State Stew-J.Patteson   | 46,817.97         | 0.00              | 100.0%        |
| 740MH · Senior Asst Stew - M. Hartshorn   | 14,527.06         | 9,368.52          | 55.1%         |
| 750PA · Senior Asst Stew - P. Alexander   | 9,688.67          | 25,611.24         | -62.2%        |
| 770JP · Senior Asst Stew - J. Patteson    | 22,017.46         | 42,203.79         | -47.8%        |
| 780PP · Senior Asst Stew - P. Pitts       | 51,942.42         | 48,372.72         | 7.4%          |
| 790JF · Asst. Stew - J. Frymire           | 0.00              | 6,651.24          | -100.0%       |
| 791RC · Senior Asst Stew - R. Cowan       | 40,039.25         | 37,118.51         | 7.9%          |
| 792CF · Senior Asst Stew - C. Freeman     | 33,869.60         | 29,491.59         | 14.8%         |
| 880LS · Local Steward                     | 276.02            | 442.59            | -37.6%        |
| <b>Total Expense</b>                      | <b>573,905.51</b> | <b>567,801.67</b> | <b>1.1%</b>   |
| <b>Net Ordinary Income</b>                | <b>6,616.37</b>   | <b>-18,104.63</b> | <b>136.6%</b> |
| <b>Other Income/Expense</b>               |                   |                   |               |
| <b>Other Income</b>                       |                   |                   |               |
| 450000 · Interest Income                  | 4,275.96          | 5,972.75          | -28.4%        |
| <b>Total Other Income</b>                 | <b>4,275.96</b>   | <b>5,972.75</b>   | <b>-28.4%</b> |
| <b>Net Other Income</b>                   | <b>4,275.96</b>   | <b>5,972.75</b>   | <b>-28.4%</b> |
| <b>Net Income</b>                         | <b>10,892.33</b>  | <b>-12,131.88</b> | <b>189.8%</b> |

**Washington Rural Letter Carriers' Association**  
**Statement of Financial Position - Compared to Previous Year**  
**As of June 30, 2009**

|                                          | <u>Jun 30, 09</u>        | <u>Jun 30, 08</u>        | <u>% Change</u>    |
|------------------------------------------|--------------------------|--------------------------|--------------------|
| <b>ASSETS</b>                            |                          |                          |                    |
| <b>Current Assets</b>                    |                          |                          |                    |
| <b>Checking/Savings</b>                  |                          |                          |                    |
| 101000 · Chkg - WA Trust Bank            | 23,549.33                | 14,380.41                | 63.8%              |
| 102000 · Svgs - APCU                     | 26,629.21                | 4,671.87                 | 470.0%             |
| 103000 · Chkg - Atlanta Postal Credit... | 2,499.42                 | 593.94                   | 320.8%             |
| 141000 · C.D.#71 APCU 12 mo (8-1-20...   | 29,086.47                | 27,841.38                | 4.5%               |
| 143000 · C.D.#73 APCU-12 mo (2-8-07)     | 28,016.42                | 26,910.76                | 4.1%               |
| 144000 · C.D.#74 APCU 12 mo (5-14-0...   | 0.00                     | 26,560.67                | -100.0%            |
| <b>Total Checking/Savings</b>            | <u>109,780.85</u>        | <u>100,959.03</u>        | <u>8.7%</u>        |
| <b>Total Current Assets</b>              | <u>109,780.85</u>        | <u>100,959.03</u>        | <u>8.7%</u>        |
| <b>TOTAL ASSETS</b>                      | <u><b>109,780.85</b></u> | <u><b>100,959.03</b></u> | <u><b>8.7%</b></u> |
| <b>LIABILITIES &amp; EQUITY</b>          |                          |                          |                    |
| <b>Liabilities</b>                       |                          |                          |                    |
| <b>Current Liabilities</b>               |                          |                          |                    |
| <b>Other Current Liabilities</b>         |                          |                          |                    |
| 210000 · Payroll Tax Liabilities         | -972.53                  | 1,097.98                 | -188.6%            |
| <b>Total Other Current Liabilities</b>   | <u>-972.53</u>           | <u>1,097.98</u>          | <u>-188.6%</u>     |
| <b>Total Current Liabilities</b>         | <u>-972.53</u>           | <u>1,097.98</u>          | <u>-188.6%</u>     |
| <b>Total Liabilities</b>                 | <u>-972.53</u>           | <u>1,097.98</u>          | <u>-188.6%</u>     |
| <b>Equity</b>                            |                          |                          |                    |
| 390000 · Net Assets                      | 99,861.05                | 111,992.93               | -10.8%             |
| Net Income                               | 10,892.33                | -12,131.88               | 189.8%             |
| <b>Total Equity</b>                      | <u>110,753.38</u>        | <u>99,861.05</u>         | <u>10.9%</u>       |
| <b>TOTAL LIABILITIES &amp; EQUITY</b>    | <u><b>109,780.85</b></u> | <u><b>100,959.03</b></u> | <u><b>8.7%</b></u> |



Scenes from the 2009 WA State  
Convention in Spokane



## State Steward's Annual Report for 2009

**Joyce Patteson**

Thank you for the opportunity to serve as your State Steward for the better part of this last year. They say that time flies when you're having fun and if this year was any indication, I must be having the time of my life!! I officially took over two weeks prior to Charles' retirement on November 1, 2008, but he and I worked together for several months before that to make the transition as smooth as possible.

The transition was reasonably painless as far as the membership and the state association were concerned, but most of that credit goes to the people serving on the WARLCA State Board, and the rest of the state-level steward team: Senior Assistant State Stewards Renee' Cowan, Cheri Freeman, Monte Hartshorn, and Patrick Pitts. The teamwork, camaraderie, and familial sense shared by all means a great deal to me.

The Local Stewards continue to be the backbone of the steward system in our state. We currently have 52 in Washington. We have approximately 20 offices in the Portland District, and 199 in Seattle including the 65 gained from Spokane. With only 52 Local Stewards, there is a lot of room for opportunity and growth. If you are in an office without local representation, have the willingness to learn, time, and level of commitment necessary to do the job, please consider posting a Form 10 and being elected as a Local Steward. Compensation for a Local Steward is a Postal Service responsibility, whereas our state-level stewards are compensated by all of you.

The past year has definitely been one of change—not just in the state association but also in Postal Service management. No matter where you work in the state of Washington, you have a new District Manager. Portland's District Manager, Kim Anderson, was appointed in November of last year, as was Seattle District Manager Katherine Nash. Those who work in what was once the Spokane District under Lloyd Wilkinson now have Ms. Nash, thanks to the district consolidation.

Speaking of the consolidation, many of you have experienced changes in your local management and in fact, have had OICs in charge of your offices. Chances are you will soon be getting new Postmasters as people that previously worked at the Spokane District office or in other now defunct management positions, will

be applying for these Postmaster vacancies. The good news is that you will finally have some consistency in your management. The bad news is that many of the new Postmasters may well be clueless about the rural carrier craft and contract. Now more than ever it's important for you to know and understand your rights and responsibilities according to the contract and other manuals such as the PO 603. Your Stewards are here to assist you, but the ultimate responsibility lies with you. Educate yourself by utilizing the tools available to you including the NRLCA website and your own recently implemented WARLCA website.

In addition, those of you working in what was formerly known as the Spokane District will be experiencing changes such as a change in start times, a reduction of casing equipment, etc. Management does have some rights in these areas, but so do you. Make sure these changes are being done correctly.

As for grievances, I wish I could report that grievance activity is down for this year but as a general rule, it is not. There was a slight decrease in the number of grievances appealed to Step 3, but the amount of grievances appealed to Step 2 has increased. The good news is that we have been able to reach agreement on more settlements at Step 2 than in the previous year. With the changes in district personnel this trend may not continue but we remain cautiously optimistic that whoever we have as a management Step 2 designee will be able to maintain a mutually respectful relationship and reach agreement at the lowest level possible with your Union Step 2 representative.

Following are some statistics:

Grievances appealed to Step 3:

2007-2008 = 20

2008-2009 = 16 + 1 re-appeal

Grievances settled at Step 2:

2007-2008 = 36

2008-2009 = 55

There were also 7 grievances remanded back to Step 1 from Step 2. This is usually due to management's lack of responsibility in meeting or providing the necessary documentation to the Local Steward in order to properly develop the joint file. This leaves the representatives at Step 2 without enough information to determine an appropriate outcome.

Discipline issued to rural craft employees is becoming a normal course of business for management. Last year, Charles reported that 8 suspensions had been issued

in the 2007-2008 year. I am dismayed to report that this year, I was notified of 19. Contractually, the State Steward is to receive notification of all suspensions issued to rural craft employees. Perhaps the increase is due in part to the fact that the requirement is spelled out more clearly in the new contract, but experience tells me that it doesn't account for all of them. I know there are managers still ignorant of that requirement so even 19 is not an accurate figure.

There was one grievance filed at Step 3 by Executive Committeeman Don Maston regarding the apparent benchmarking during the previous mail count of certain items in Column 17 such as edit book time. Management still has learned nothing from the award issued by Arbitrator Eischen regarding the 2002 mail count.

Between the Step 2 and Step 3 cash and/or equivalent awards this year, the Union has obtained approximately \$10,000 for rural employees. There could possibly be more monetary gains due to settlements of mail count grievances where additional time and/or mail pieces were granted. We have no way of knowing whether or not these settlements resulted in an evaluation change.

As you know, the Postal Service is in dire straits financially. Make no mistake about it. As reported in the latest edition of the National Rural Letter Carrier, mail volume has dropped 14.7% compared to last year. This equates to an astounding 7.5 billion pieces! Are you contributing to that loss? Do you pay your bills online because it's more convenient? If you do, then you are partially responsible for the diminishing volume. I know it doesn't sound like much, but if 100 rural carriers paid 10 bills online each month for a period of 12 months, that equals 12,000 letters not generating revenue for the Postal Service. Let's think about our future and get back to basics. Drop an old-fashioned greeting card in the mail rather than sending an e-card, and pay your bills via the Postal Service rather than electronically. Let's try to make a difference.

## **STEWARDS NEEDED—** **CODE RED!!**

***Do you have good communication skills?***

***Do you have a desire to help people?***

If you answered yes to these questions, then the WARLCA is looking for you! We need you to step up to the plate and become a local steward in your office. Currently there are only 45 local stewards in the whole state of Washington. Since there are approximately 264 offices with rural delivery and only 45 of those with local representation, you can easily see the necessity.

There are several advantages to having a local steward in your office. If there is a steward in the office, management will sometimes think before they act when planning to implement something they know is inherently a contractual violation. If you have a mutually respectful relationship with management, along with the good communication skills mentioned above, you can often resolve potential issues without resorting to the grievance process. Management will also know that you will not make "sweetheart deals" that violate carriers' rights. Another advantage to having a local steward in your office is that they are compensated by the Postal Service instead of by your hard-earned Union dues.

If you become a local steward and find that you really enjoy all the aspects such as communicating with people, paperwork, and putting together neat files; and have a desire to learn and advance, then you could possibly become an Area Steward and later an Assistant State Steward. At this time, we have four Senior Assistant State Stewards and I that cover the entire state and where there is no local steward, one of us is obligated to cover that office in lieu of a local steward. Whenever someone needs the assistance of a steward, we're there. More often than not, this involves travel—sometimes several hundred miles; and always time. In the current state of Postal affairs, issues sometimes need to be prioritized because we just don't have the manpower required.

Please think about becoming a member of our steward team. You're never in this alone as you will have a Senior Assistant State Steward or me specifically assigned as your advisor who is almost always available

for providing assistance. If your direct person doesn't happen to be available when needed, then another will be.

Please contact me by phone at (509)698-6308 or (509)949-2510; or via email at [jodonpat@fairpoint.net](mailto:jodonpat@fairpoint.net) if interested.

### **Senior Assistant State Steward Report Monte Hartshorn**

I would first like to take this opportunity to thank you all for the opportunity to serve this association for the past ten years. Over that time period, I have seen many changes, some good and lately it seems as if more for the bad.

I have served the 986 and 985 areas, which has allowed me to work in both the Portland and Seattle districts. Up to this year, I had been grateful to be in the Portland district, but in the past year, the Portland district seems determined to "catch up" with the Seattle district. The latest edict to remove casing equipment that is being used, and sell it for scrap metal seems unusually devoid of thought. I have been a regular carrier for over twenty years, and my pride of working for the United States Postal Service is near its lowest point. I have taken note that the specialists at the district level who are tasked with the office workplace have had their positions eliminated. That decision by the Postal Service has spoken very loudly to me of how the employee is valued.

As a steward, I have frequently been reminded of the saying: "We have met the enemy, and it is us." Unfortunately that continues to be proven true. The Postal Service continues to train its managers in the rules and regulations of the job, but it seems that an overwhelming majority of rural carriers spend little to no effort to become knowledgeable of the rules they are held accountable to everyday. It is this ignorance that will continue to cost us as a craft and as individuals. An example from this latest count is the mistaken office policy that PS 3821s (Clearance of Accountables) is not used for Certified. This mistake is being grieved, but could end up costing a carrier \$1900.00 this year. I am thankful to our State Board for their support of count schools, and their support of the state-level stewards to be at as many of the county meetings as possible. We

need/must continue to encourage as many rural carriers to take advantage of these opportunities to learn.

The grievance activity in my area remains on a par with the last several years. Unfortunately, at the time of this writing, I have just been informed of two removals that are being grieved. I would like to take this opportunity to urge all who receive discipline to initiate a timely grievance, whether you are "guilty" or not. A grievance can either eliminate or reduce the level or time of the discipline. As we have seen in several arbitrations, carriers have been removed for having a progression of discipline in their files, even though it is all unrelated to the last one that brought the removal. I have seen a carrier recently be given a Letter of Removal for a somewhat trivial offense, solely because they "accepted" a Letter of Suspension earlier and it was still in their record.

I continue to see grievances concerning Annual Leave denials and Formula re-calculations. In my opinion, the main issue is the Postal Service's lack of effort in hiring. When they ceased using the registers and went to E-careers on the USPS.com website, hiring seems to have dropped off to zero. While it was reasonable to expect some time to get the system in place, that time is well passed and rural carriers are paying for the lack of adhering to Article 30.2.A.2. Rural Carriers are held accountable to standards, the Postal Service must also be held accountable to those same standards.

I would hope that all rural carriers would read and understand Article 12. Up until this year, I would refer to Article 12 only sporadically, when a question of posting a route came up. While a few routes are posted, it seems that more are being consolidated. Knowing what the rules are if you are in an office with a vacant route is well worth your time to read and become educated.

This year, I have been able to attend the regional steward training forum, and the National State/Assistant State certification training. I have been privileged to train three classes of local stewards and attend several county meetings. I again thank you for the opportunity to serve this association.

## Overview of the 2009 WARLCA 103<sup>rd</sup> Convention

### Monday, June 22, 2009

At 9:00 a.m. the meeting of the Washington Rural Letter Carriers' Association was called to order by Convention Chair, Cindy Koker, at the Red Lion Inn at the Park, Spokane, Washington. After opening ceremonies and Pledge of Allegiance Cindy presented the gavel to President Patrick Pitts.

President Pitts thanked Cindy as Convention Chairperson and introduced WARLCA Vice President Jeanette Dwyer. All State Officers were then recognized as follows: Vice President Cheri Freeman, Secretary-Treasurer Rebecca Wendlandt, Editor Susie Hill, District I Representative Becky Pike, District II Representative Renee' Cowan, District III Representative Cindy Koker, District IV Representative Ed Ogdon, Retired Carrier Representative Dan Schrup, and State Steward Joyce Patteson. All Stewards were then recognized as follows: Senior Assistant State Stewards Monte Hartshorn, Patrick Pitts, Cheri Freeman and Renee' Cowan. Also recognized were County Officers, Local Stewards, Ad-Hoc Trainers, First Timers (total 8), Retirees (total 6), Auxiliary President Fred Cavazos (total 5 Auxiliary), WARLCA Aux Officer Barbara McAdams and husband, and Junior's President Nicole Cowan (total 11 juniors). Total of 71 credentialed association delegates were in attendance.

Jeanette Dwyer gave presentations throughout the convention.

### **Adopted 2009 Convention Standing Rules**

1. Each session shall start at the time announced in the convention program.
2. The convention shall proceed using Roberts 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. 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.
7. Resolutions shall be read, and if no objection is voiced, they shall be considered passed at the sound of the gavel by the Chair.
8. 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.
9. 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.
10. During the consideration of resolutions at the second reading, the con and pro shall alternate with a 2-minute time-limit per person.
11. Delegates shall be allowed to speak no more than twice on any particular issue.
12. If there is no opposing position to be presented, the resolution shall be brought to an immediate vote of the delegates.
13. 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.
14. The reports of the Officers of the WARLCA shall not be read to the delegation. Time shall be set aside for a question and answer period to be held the afternoon of the first day of convention. Reports will be available for dissemination during the morning session of the first day of convention.
15. These rules shall be in force throughout the convention unless amended by a two-thirds vote of the delegates.

The delegates voted to accept proposed resolutions and constitution and bylaws changes from the floor.

### **Committee Assignments 2009 State Convention**

#### Credentials

- Cindy Koker, Board Rep
1. Tammy Donague, Chair
  2. Any Jacqmin
  3. Katre Milliron
  4. Donna Roakes

#### Finance

- Joyce Patteson, Board Rep
1. Janie Walla, Chair
  2. Charles Alexander
  3. John Lee

#### Constitution

- Patrick Pitts, Board Rep
1. Tony Lott, Chair
  2. Patricia Alexander
  3. Mariann Faulkner

#### Tellers I: Count Nat Delegate Ballots

- Dan Schrup, Board Rep
1. Mike Cammack, Chair
  2. Brenda Odgon
  3. Judy Sitton
  4. Vicki Gannon
  5. Kathleen Beebe
  6. Carol Halverson
  7. Jim Pease
  8. Sherry Holcomb
  9. David Ray
  10. Carol Odgen
  11. Carol Nichols

#### Tellers II: Count other Ballots & Races

- Ed Ogdon, Board Rep
1. Lynda Toulou, Chair
  2. Karen Crombie
  3. Thomas Banks
  4. Annalyce Bishop
  5. Vicki Carr
  6. Mel Walker
  7. Sharon Bullion
  8. Sharon Madison
  9. Michel Schaffer
  10. Dawn Ayers
  11. Annette Kreig
  12. Donna McKay

#### Auditing

- Becky Wendlandt, Board Rep
1. Shirley Smith, Chair
  2. Mary Kay York
  3. Joyce Sutherland

#### Resolutions

- Cheri Freeman, Board Rep
1. Jim Hemrich, Chair
  2. Dan Marshall
  3. Karin Taylor

#### WRC

- Susie Hill, Board Rep
1. Paula Kenck, Chair
  2. Jill Howard
  3. Marlene Hagedorn

#### Nominating

- Patrick Pitts, Board Rep
1. Monte Hartshorn, Chair
  2. Nola Two Feathers (chosen by Vice President)
  3. Jan Frymire (chosen by committee)

#### Mileage & Per Diem

- Renee' Cowan, Board Rep
1. Dave Reppe, Chair
  2. Jeff Foote
  3. Bev Crow

#### Sergeants-At-Arms

- Becky Pike, Board Rep
1. Ann Lamm, Chair
  2. Joanne Blackburn
  3. Janice Sisley
  4. Andrew Shea
  5. Roni Gardner

#### Minutes

- Becky Wendlandt, Board Rep
1. Noretta Stritzke, Chair
  2. Carrie Smith
  3. Taralee Hill

Hospitality

Cheri Freeman, Board Rep  
 1. Doug Rinehart, Chair  
 2. Billie Shinall  
 3. Shawn Johnson  
 4. Raymond Steele

Media

Becky Wendlandt, Board Rep  
 1. Charles Alexander, Chair  
 2. Joyce Patteson  
 3. Colleen Headley

**Report of the 2010 Convention:** The 2010 State Convention will be June 21, 22, 23 (Monday through Wednesday) at the Red Lion Inn at the Park in Spokane, WA.

**Report of the 2011 Convention:** The 2011 State Convention will be at the Inn at Gig Harbor on June 27, 28, 29 (Monday through Wednesday). Room rates are \$99 single/double and \$109 triple/quad.

**Report of the 2012 Convention:** The 2012 State Convention will be in District 3.

**Report on 2010 National Convention:** The 2010 National Convention Committee Chairs met on Sunday, prior to State Convention. The board has put a lot of time into planning the details.

The meeting adjourned at 3:30 PM in order for committees to work on their tasks.

**Tuesday, June 23, 2009**

President Pitts called the meeting to order at 8:00 AM.

**Final Report of the Credentials Committee:****COUNTY STATS FOR 2009 WARLCA STATE CONVENTION**

| #                   | COUNTY NAME                                                | TOTAL MEMBERS | TOTAL POSSIBLE VOTES & DELEGATES | TOTAL DELEGATES SEATED |
|---------------------|------------------------------------------------------------|---------------|----------------------------------|------------------------|
| 001                 | North Central WA<br>Tammy Donaghue, Delegate-At-Large      | 80            | 17                               | 2                      |
| 003                 | Peninsula<br>Tony Lott, Delegate-At-Large                  | 172           | 35                               | 5                      |
| 005                 | Lower Columbia<br>Sherry Holcomb, Delegate-At-Large        | 212           | 43                               | 6                      |
| 006                 | Mutual<br>Katre Milliron, Delegate-At-Large                | 366           | 74                               | 8                      |
| 010                 | Island, Skagit, San Juan<br>Carol Ogden, Delegate-At-Large | 112           | 23                               | 3                      |
| 011                 | King, Snohomish<br>Mariann Faulkner, Delegate-At-Large     | 402           | 81                               | 17                     |
| 012                 | South East WA<br>Dave Reppe, Delegate-At-Large             | 28            | 7                                | 2                      |
| 013                 | East Central WA<br>Cindy Koker, Delegate-At-Large          | 182           | 37                               | 7                      |
| 014                 | North East WA<br>Cheri Freeman, Delegate-At-Large          | 51            | 11                               | 5                      |
| 015                 | Whatcom<br>Shirley Smith, Delegate-At-Large                | 96            | 20                               | 5                      |
| 016                 | Whitman, Asotin<br>Jim Hemrich, Delegate-At-Large          | 37            | 8                                | 3                      |
| 017                 | Apple<br>Donna Roakes, Delegate-At-Large                   | 191           | 39                               | 8                      |
| Total For Counties: |                                                            | 1,929         | 395                              | 71                     |

Each County is entitled to:

One Delegate for every 5 members or major fraction thereof, and one Delegate at Large.

One vote for every credentialed regular delegate in attendance.

**Report of the Nominating Committee:**

|           |                                |               |
|-----------|--------------------------------|---------------|
| Nominees: | President (one year term)      | Patrick Pitts |
|           | Vice President (one year term) | Cheri Freeman |
|           | District One (two year term)   | Becky Pike    |
|           | District Three (two year term) | Cindy Koker   |

**Report of the Tellers Committee.:** A total of 400 ballot envelopes were received. Out of these 383 were valid ballots, 1 voted for more than the 21 delegates as instructed, and 16 were refused and returned.

**Delegate List to National Convention 2009**

(In order of votes received)

| <u>Name</u>        | <u># of Votes</u> | <u>Name</u>      | <u># of Votes</u> |
|--------------------|-------------------|------------------|-------------------|
| Rebecca Wendlandt  | 248               | Ed Ogdon         | 114               |
| Patrick Pitts      | 227               | Joyce Sutherland | 111               |
| Patricia Alexander | 216               | Cindy Koker      | 107               |
| Charles Alexander  | 211               | Tony Lott        | 104               |
| Joyce Patteson     | 202               | Ann Lamm         | 103* coin toss    |
| Becky Pike         | 183               | John Lee         | 103* coin toss    |
| Renee' Cowan       | 175               | Janie Walla      | 97                |
| Monte Hartshorn    | 157               | Janice Sisley    | 87                |
| Susie Hill         | 153               | Shirley Smith    | 84                |
| Cheri Freeman      | 150               | Jan Frymire      | 79                |
| Joanne Blackburn   | 144               | Darline Kendall  | 75                |
| Dave Reppe         | 137               | Karin Taylor     | 69                |
| Mariann Faulkner   | 129               | Colleen Headley  | 66                |
| Jim Hemrich        | 120               | Kenzi Greene     | 55                |
| Donna Roakes       | 117               |                  |                   |

**Report of the Auditing Committee:** The audit committee has audited July 1-31, 2008. We found all files in great order with one exception on check 12231. There were two transcription errors, of ten cents each; however, the amount of the check was correct. Thank you for allowing us to be a part of the process.

**Report of the WRC Committee:**

1. We find 3 issues per year to be acceptable. In addition, a special smaller issue was sent to non-members this year. Several requests for copies of this have been sent to other states.
2. One of the main suggestions from previous years was to have a state website, which we now have, and the paper is accessible there.
3. Current compensation of \$1,125.00 for 3 issues (\$375 per issue) is considered adequate.
4. So we recommend no changes.

**Final Report of the Mileage and Per Diem Committee:** Total paid was \$28,706.30 to 69 qualified, credential state paid delegates. (Breakdown was \$17,250.00 convention pay and \$11,456.30 mileage)

**Report of the Constitution Committee:** This report is printed with the proposed language only. Number 1, 2, 3, 4, 7, 9, 17, 18, 19, and 23 were moved to adopt as a whole and the motion passed. Those dealt with making the state constitution in compliance with National.

**1. Found in 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.

***Constitution Proposed Amendment Passed***

**2. Found in Article III and Section 1****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.

***Constitution Proposed Amendment Passed***

**3. Found in Article III and Section 2****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.

***Constitution Proposed Amendment Passed***

**4. Found in Article III and Section 3**

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. Activities assigned to the QWL/EI process by agreement of the NRLCA and USPS are not considered management functions. Members who accept managerial positions shall be deemed to have resigned from all elected and appointed positions within the Association and the QWL/EI process, 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.

***Constitution Proposed Amendment Passed***

**5. Found in Article III and Section 5D**

The Proposed Language was to delete the following:

~~D. The Auxiliary of the WARLCA shall be funded through an annual assessment of \$4.00 in addition to the National Auxiliary per capita dues for all members, excluding associate members, as long as the auxiliary is responsible for, funds, and administers the Junior Program at State Convention, the Scholarship Program, and provides a financial statement at the beginning of State Convention to the WARLCA. If the Auxiliary is unable to be responsible for, administer, and fund the Junior Program and Scholarship Program, then a \$3.00 assessment per member, replacing the State and National Auxiliary assessment per member, excluding associate members, will be set aside to fund the Junior Program and Scholarship Program. Said assessment shall be in addition to the current per capita dues of the members of the Association. In the event the auxiliary ceases to be active, the State Board shall oversee the Junior Program and Scholarship Program.~~

1. ~~The Scholarship Program will consist of (2) two \$1,000.00 scholarships to be given annually. The current eligibility requirements will remain the same. Scholarships will be awarded at the State Convention.~~
2. ~~The Junior Program shall be funded with the remainder of the assessment funds. The Junior Program will consist of three days of activities, a junior banquet, an "Americanism" Program, and at least one paid chaperone age 21 or over. If there are any remaining funds, the State Board may approve helping a Junior Officer to National Convention. Such help may not exceed \$400.00. The State Board may also hold any unspent funds in a savings account. Such savings account may not exceed \$300.00. If there are still any remaining funds, they shall be returned to the Association's general fund.~~

***Constitution Proposed Amendment Failed***

**6. Found in Article III and Section 7**

**Section 7. Standards of Conduct for the Association and its Members.**

- A. Maintain democratic procedures and practices;
- B. Ensure members' rights to participation in the affairs of the Association through periodic elections, fair and equal treatment under the governing rules and due process in any disciplinary proceedings;
- C. Prevent discrimination on the basis of race, color, age, gender, religion, creed, national origin or disability, or on the basis of marital, economic, social or political status;
- D. Maintain the fiscal integrity of the Association;
- E. Prohibit business or financial interests on the part of its officers and agents which conflict with their duty to the Association.

**Section 8. Discipline.**

Any County Unit or District Association or any member thereof who shall cause to have introduced or endeavor

to have passed in Congress or the State Legislature any measure relative to legislation for Rural Carriers which has not had the approval of the WARLCA or its officers shall have charges preferred against such County Unit, District, or member, as the case may be, and if charges are proven true, the County Unit, District, or member shall be indefinitely suspended. (*Motion to strike through the above passed.*) The State Board may discipline any member of the WARLCA 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.

***Constitution Proposed Amendment Failed As Amended.***

### **7. Found in Article III and 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.

***Constitution Proposed Amendment Passed***

### **8. Found in Article IV and Section 1 and Paragraph E**

The Proposed Language was to delete the following:

~~Each District shall hold at least one (1) meeting a year by either combining with another District to have a joint meeting or by having its own District meeting. If the District meetings are combined with another District, the meeting location shall be in the District nominating the District Representative. All members of each District shall be notified of the time and place of said meeting or meetings. Notice will be sent to all members fifteen (15) days prior to an election.~~

***Constitution Proposed Amendment Failed***

### **9. Found in Article IV and Section 3**

#### **Section 7. 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 State 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.

***Constitution Proposed Amendment Passed***

### **10. Found in Article V and Section 1**

#### **Section 1. Officers.**

- A. The officers of the WARLCA shall consist of President, Vice President, Secretary-Treasurer, Editor of the

WASHINGTON RURAL CARRIER, and four (4) District Representatives who shall be elected at the State Convention and serve one (1) year, except the District, Secretary-Treasurer, and Editor, 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.

E. A Full-Time Salaried State Steward shall be elected at each annual state convention, by the delegates.

***Constitution Proposed Amendment Failed***

**11. Found in Article V and Section 1A**

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 Representative and Secretary-Treasurer, who shall serve two (2) years, or until their successors are elected and installed.

***Constitution Proposed Amendment Failed***

**12. Found in Article V Section 2 A**

1. At the close of each State Convention, he/she shall, in conjunction with the Board, appoint the Auto Insurance Director, Provident Guild Director, Political Action Committee Director, Editor, and have the authority to fill any vacancies therein during the recess. Also, in conjunction with the Board, he/she shall evaluate the work of the State Steward, and if in the best interest of the WARLCA, terminate the incumbent State Steward and nominate a replacement.

***Constitution Proposed Amendment was Removed from Consideration***

**13. Found in Article V and Section 3, Paragraph C**

Each County Unit may nominate a District Representative at their annual election meeting prior to the State Convention. Notice of said meeting will be sent to all members at least fifteen (15) days prior to the meeting. Such nominations shall then be presented to the Nominating Committee, who shall place them before the State Convention. In case no nomination is made by any County Unit, the Nominating Committee at the State Convention shall select and place in nomination the name of a member of said District. Any delegate who is a member of said District is entitled to nominate from the floor any additional nominees who are qualified.

***Constitution Proposed Amendment Failed***

**14. Found in Article V and Section 4A and B**

A. The elected and appointed WARLCA State Officers salaries shall be decided at each State Convention with the exception of the full time employees whose compensation package shall be determined by the WARLCA Board.

B. Delete

***Constitution Proposed Amendment Passed***

**15. Found in Article V and Section 5C**

C. 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 full time employees, for all days used for authorized business of the WARLCA. 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.

***Constitution Proposed Amendment Passed***

**16. Found in Article VI and Section 2D**

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 a 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.** (Bold part is amended language which was passed)

***Constitution Proposed Amendment Passed as Amended***

**17. Found in Article VII and Section 1**

A. 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. In order for a state to receive credit for cash pay members, dues must be received no later than the close of business on the first day of the Convention.
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 from the time of nomination through the end of the convention holds any position in USPS management or a job which competes with the USPS or this Association shall be ineligible to serve as delegate.

***Constitution Proposed Amendment Passed***

**18. Found in Article VII and Section 2**

A. 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.

***Constitution Proposed Amendment Passed***

**19. Found in Article VII and Section 3**

**Section 3. Elections.**

- A. 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.
- B. 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.
- C. 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.

- D. 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.
- E. 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 at the state convention. The post office box designated for the return of ballots shall be accessible only to the Election Committee.
- F. 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.
- G. 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.
- H. The State Secretary shall prepare credentials in duplicate for the Delegate-at-Large, regular delegates and an appropriate number of alternates immediately following the state convention and send originals to the National Secretary-Treasurer. The duplicate shall be provided to the delegate for identification. The state's seal shall be embossed on the face of credentials.
- I. Delegates holding proper credentials shall be seated at the National Convention if their state has paid National Per Capita Tax for members in good standing. The National Secretary-Treasurer shall notify each state association of the status of its National Per Capita Tax at least two weeks prior to the National Convention.

***Constitution Proposed Amendment Passed***

**20. Found in Article VIII and Section 1**

**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.

***Constitution Proposed Amendment was Removed from Consideration***

**21. Found in Article IX and Section 2M**

- 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.

***Constitution Proposed Amendment Passed***

**22. Found in Article XI, Section 2 and Paragraph A**

**Section 1. Selection and Compensation of Stewards.**

A. The State President, in conjunction with the Board, shall recommend to the NRLCA the ELECTED member that the WARLCA would like to have appointed as State Steward. His/her service shall be ELECTED ANNUALLY OR until terminated by the State President in conjunction with the Board or National President or by resignation.

***Constitution Proposed Amendment Was Removed From Consideration***

**23. Found in Article XI and Section A**

**Appeals**

**Section 1. State**

- A. A member aggrieved by any action of a state association, officer or steward 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.

#### ***Constitution Proposed Amendment Passed***

The meeting adjourned at 4:30 PM.

### **Wednesday, June 24, 2009**

President Pitts called the meeting to order at 8:00 a.m.

Sheila Lott, WARLCA Auxiliary Secretary-Treasurer reported on the WARLCA Auxiliary Scholarship given to Nicole Cowan for \$1,000.00. Congratulations! The Juniors presented their program and it was announced that Sheila Lott is the Member of the Year for the WARLCA Auxiliary. Congratulations!

#### **Final Report of the Finance Committee:**

##### 1. Finance Committee's Dues Recommendations:

***The Finance Committee recommended no changes in the dues structure.***

##### 2. Finance Committee's Mileage, Hotel Expense, and Food per Diem for State Officers and State Level Stewards Recommendations:

Mileage: IRS Rate

Food Per Diem: \$30 per day w/overnight stay

Lodging: Actual Expense

***The Finance Committee recommended no changes.***

##### 3. Finance Committee's Money Returned to County Units Recommendations:

We recommend the county units be funded at \$.50/member, per meeting, for up to four yearly meetings 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 and By Laws submitted to State Secretary upon making any changes, and (7) Must have submitted a signed letter of certification saying that the county officers have audited this year's county books, with the date and location where they were audited on it, and signed by the county officers.

***The Finance Committee recommended no changes.*****4. Finance Committee's Salary Recommendations 09/19 Membership Year**

|                                   |                    |                      |
|-----------------------------------|--------------------|----------------------|
| Senior Assistant State Steward's: | \$375.00 month     | \$4,500 per year     |
| Assistant State Steward:          | \$300.00 month     | \$3,600 per year     |
| Secretary-Treasurer:              | \$425.00 month     | \$5,100 per year     |
| Editor:                           | \$375.00 per issue | \$1,125 for 3 papers |

***The finance committee also recommends that board members that are not receiving a monthly salary be paid \$150 each quarter for a total of \$600.00 per year.***

**5. Finance Committee's Recommendations for Door Prize Allowance:**

|           |                   |           |                    |
|-----------|-------------------|-----------|--------------------|
| \$ 300.00 | State Convention  | \$ 150.00 | for District One   |
| \$ 150.00 | for District Two  | \$ 100.00 | for District Three |
| \$ 100.00 | for District Four |           |                    |

***The Finance Committee recommended no changes.***

***The complete Finance Committee's Report was passed.***

**Report of the Resolutions Committee:**

1. Whereas regular carriers are given on-the-clock familiarization training for major additions of territory of 100 boxes or more; Therefore be it resolved that the primary relief carrier shall also be scheduled corresponding time for on-the-clock familiarization training when their assigned primary route is substantially changed by major additions of territory of 100 boxes or more; Be it further resolved, that substitutes, RCAs, and RCRs assigned to auxiliary routes shall also be scheduled corresponding time for on-the-clock familiarization training when their assigned auxiliary route is substantially changed by major additions of territory of 100 boxes or more.

***Non Binding – Passed by Drop of the Gavel***

2. Whereas rural carrier are required to take annual leave for attending the state or national convention; Therefore be it resolved that carriers be allowed to take leave without pay instead of using their annual leave.

***Non Binding - Failed after Discussion***

3. Whereas during mail counts, rural carrier hold mail is counted as raw or DPS holdouts for mail being placed into vacation and Saturday holds; therefore be it resolved the carrier be entitled to a parcel credit during the mail count for resuming vacation hold mail which will not fit into the customers' mail receptacle.

***Non Binding – Passed by Drop of the Gavel***

4. During mail counts, rural carriers' parcels are counted for delivery; therefore be it resolved that parcels that need a signature for delivery and cannot be delivered for lack of a signature or for refused parcels being returned to sender via the carrier, be counted when brought back to the office from the route.

***Non Binding – Failed after Discussion***

5. Be it resolved that no newly hired RCA shall be required to work any other route than their primary assignment for the first 90 days of their employment.

***Non Binding - Failed after Discussion***

6. Whereas boxholders are any mail with current address or full coverage; Therefore be it resolved there be some size limit put on boxholders.

***Non Binding - Failed after Discussion***

7. Whereas in the National Agreement, Article 9.2.b. concerning working your relief day, a resolution is available; Therefore be it resolved that all carriers that have a Monday relief day and are forced to work their relief day due to a Monday Holiday, and the assigned RCA is working another route, be given the same options as if the workday relief list is applied.

***Non Binding - Failed after Discussion***

8. Whereas the Postal Service is going through major financial problems and is looking to offer early-out retirement to save money; Therefore be it resolved we direct our National Board to negotiate with Congress and the Postal Service to be able to have all RCA time credited toward retirement to allow carriers that would qualify for early retirement, if all work time was credited, to retire.

***Non Binding - Passed at National Previously***

9. Whereas the leave replacement assigned to serve a route is temporarily unavailable or no leave replacement is assigned to the route, the Employer may require a part-time flexible rural carrier to serve the route prior to requiring those substitutes, rural carrier associates, or rural carrier relief employees who are the second or third leave replacements designated for that route on the leave replacement assignment list; Therefore be it resolved whenever the leave replacement assigned to serve a route is temporarily unavailable or no leave replacement is assigned to the route, the Employer shall require a part-time flexible rural carrier to serve the route prior to requiring.....

***Non Binding - Failed after Discussion***

10. Whereas present language calls for dismount distance to be applied to distances over 50' for specific duties; Therefore be it resolved that this language be removed and replaced with "actual" time shall be recorded for all duties which require carriers to travel in/out of office.

***Non Binding - Passed by Drop of the Gavel***

11. Present language states that counters are not suppose to disrupt the integrity of the mail count by cutting open bundles, straps, etc, when counting mail; Therefore be it resolved that counters not be allowed to "sanitize" flat tubs with both letters (or fletters) and flats, by separating these items when counting them. If needed, counters can count these tubs twice, once for letters, and once for flats.

***Non Binding - Failed after Discussion***

12. Whereas the current evaluation system between the USPS and the NRLCA no longer serves the best interest of the NRLCA; Therefore be it resolved that the NRLCA no longer accept the provisions within the FLSA that allow for the evaluated system, and negotiate an hourly pay system.

***Non Binding - Failed after Discussion***

13. Present language has rural carrier level pay below city carriers; Therefore be it resolved that level pay for rural carriers be the same as for city carriers

***Non Binding - Failed after Discussion***

14. Whereas present language regarding the evaluated pay system has been deemed years ago as being antiquated and in need of change; Therefore be it resolved that the NRLCA begin immediately negotiating a new, fair, and reasonable pay system for the rural craft that still provides pay incentives for performance.

***Non Binding - Failed after Discussion***

15. Whereas more and more bar codes are unable to be scanned; Therefore be it resolved the time should be adjusted to reflect the additional time necessary for longer numbers to be manually inputted for non-scannable bar codes.

***Non Binding - Passed at National Previously***

16. Be it resolved, effective September 1, 2009, that our current database manager, Beth Klein, be paid the same amount and receive the same benefit package as the grievance specialist.

***Binding - Withdrawn***

17. Whereas, it is not uncommon for contractual grievances to be heard Nationally or Regionally two or three years after the date they were filed, and the circumstances precipitating the grievances are often so radically

changed by the long period of delay that the grievance is often no longer relevant or helpful to the grievant; Therefore be it resolved that the NRLCA Director of Labor Relations, in conjunction with the NRLCA Board, thoroughly investigate and attempt to implement a strategy to significantly reduce the average time period between the filing of contractual grievances and their disposition at the National or Regional level.

***Binding – Passed after Discussion***

18. Whereas the intent of the WARLCA's affiliation with the NRLCA auxiliary originally served the needs of both organizations, the times have radically changed; Therefore be it resolved that the WARLCA discontinue all direct or indirect affiliation with the auxiliary program at the State and National levels.

***Non Binding - Withdrawn***

19. Whereas, the seminars at National Convention give paper handouts of information for delegates to take home and refer to; Therefore, be it resolved to make the **National Convention** seminar information from union speakers **be** available on a CD for the delegates to take home **or website**, and encourage all guest speakers to do likewise.

***Non Binding – Passed after Amended (amendment in bold)***

20. Whereas during count there are numerous conflicts over what is a parcel and what is not a parcel and whereas the Postal Service has specific criteria that determines what is a parcel when they charge postage for it; Therefore be it resolved any piece of mail, which has been charged postage, as a parcel (over the counter) will be counted as a parcel during mail count.

***Non Binding – Passed after Discussion***

21. Whereas rural carriers are required to keep up and maintain ALL information on edit books. Therefore be it resolved ALL entries made on edit books will be credited as actual time, during each mail count.

***Non Binding – Passed by Drop of the Gavel***

22. A ballot vote of the Bargaining Unit Members **and Retired Rural Carriers** of the Association shall determine the ratification of the proposed National Agreement. The Secretary-Treasurer shall mail a ballot shall clearly define a Yes vote as “in favor of” ratification and a NO vote as “opposed to” ratification. The ballot shall also clearly indicate a deadline for receipt in the National Office, as determined by the National Board.

***Non Binding – Withdrawn***

Member of the Year was announced. It is Becky Pike. Congratulations!

Susie Hill announced we collected \$1,105.15 for PAC during the convention. King-Snohomish won the traveling eagle with a total of \$2,368.00. Next was Peninsula with \$1,788.00 and Mutual with \$1,335.00. Per capita winners were Peninsula with \$10.40, Whatcom with \$8.90, and Northeast with \$7.30.

### **Resolutions from the Floor**

1. Whereas the WARLCA history is to hold a memorial service at our State Convention, therefore be it resolved all future WARLCA State Conventions will hold a memorial service **prior to** the start of the second day of each convention. The WARLCA board will be responsible for organizing this service.

***Binding – Passed as Amended***

2. Whereas standardization has never been a guiding principle of the postal service, and is not mentioned in the contract, handbook or manual, and because rural carriers know best how to deliver their routes **and local managers know best the needs of their office**, therefore be it resolved that any attempt to standardize rural delivery at the District, Area, or National level be vigorously opposed as both a contractual violation and an unsound business practice.

***Non Binding – Passed as Amended***

The following motions from the floor were passed:

To provide a \$451.70 stipend to Joanne Blackburn in lieu of delegate pay.

To provide a \$455.15 stipend to Susie Hill in lieu of delegate pay.

### **Constitution Proposal from the Floor**

Jeanette Dwyer brought it to the attention of the board who presented the following to the delegates as the NRLCA approved wording concerning the Auxiliary. Any present language in the WARLCA constitution will be replaced with the following to be in compliance with National directives.

#### **Found in Article III and Section 5D**

A. In addition to the above defined amounts, annual State Auxiliary Per Capita dues shall be designated as follows, plus the National Auxiliary per capita dues as defined in the National Auxiliary Constitution.

B. Regular Rural Carriers: \$4.00

C. Part-Time Flexible Rural Carriers: \$4.00

D. Substitute Rural Carriers; \$4.00

E. Rural Carrier Associates; \$4.00

F. Rural Carrier Reliefs; \$4.00

G. Auxiliary Rural Carriers; \$4.00

H. Retired Rural Carriers; ~~\$4.00~~ **(Amended to \$ -0-)**

Those members who have signed an authorization for deduction of dues form 1187 and those that have paid cash shall have the above amounts deducted pro-rata from the total defined dues amounts by the NRLCA and remitted to the National Auxiliary quarterly.

Those NRLCA members who have signed an authorization for deduction of dues form 1187 or have paid by cash and do not wish to participate in the Family Plan may request a refund of Auxiliary dues. Such refund request must be made in writing to the NRLCA Secretary-Treasurer not more than twenty (20) days and not less than ten (10) days prior to the beginning of the NRLCA fiscal year. This refund request will stay in effect each year until the member notifies the NRLCA Secretary-Treasurer otherwise. Proviso: For the current year of 2009 the member has until October 1, 2009 to notify National to request a refund of Auxiliary dues.

***Passed as Amended***

### **State Officer's Elections**

**President:** Nominee for President was Patrick Pitts. A unanimous ballot for Patrick Pitts for 09/010 President was cast.

**Vice President:** Nominee for Vice President was Cheri Freeman. A unanimous ballot for Cheri Freeman for 09/010 Vice President was cast.

**District One:** Nominee for District One was Becky Pike. A unanimous ballot for Becky Pike for 09/010 District One Representative was cast.

**District Three:** Nominee for District Three was Cindy Koker. A unanimous ballot for Cindy Koker for 09/010 District Three Representative was cast.

Jeanette Dwyer then came forward for the installation of the newly elected officers. They were sworn in and Jeanette congratulated each one. Committees were dismissed with our thanks, yea/nay cards were collected, delegate checks handed out, benediction, and the colors were retired.

**The 2009 Annual Convention of the Washington Rural Letter Carriers' Association in Spokane, Washington, was adjourned at 4:30 PM.**

**WASHINGTON RURAL LETTER  
CARRIERS' ASSOCIATION**

**CONSTITUTION**

**July 1, 2009 to June 30, 2010 (09/10 Year)**

**Updated at the June 22-24, 2009 State Convention  
Spokane, 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. Activities assigned to the QWL/EI process by agreement of the NRLCA and USPS are not considered management functions. Members who accept managerial positions shall be deemed to have resigned from all elected and appointed positions within the Association and the QWL/EI process, 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, the Convention Fund, and any special funds as needed. The State per capita dues for regular carriers, part time flexible carriers, and associate members shall be 1% 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, Convention Fund, and other special funds shall be decided at each State Convention.
- D. In addition to the above defined amounts, annual State Auxiliary Per Capita dues shall be designated as follows, plus the National Auxiliary per capita dues as defined in the National Auxiliary Constitution.
  - A. Regular Rural Carriers \$4.00
  - B. Part-Time Flexible Rural Carriers \$4.00
  - C. Substitute Rural Carriers \$4.00
  - D. Rural Carrier Associates \$4.00
  - E. Rural Carrier Reliefs \$4.00

F. Auxiliary Rural Carriers \$4.00

G. Retired Rural Carriers -0-

Those members who have signed an authorization for deduction of dues form 1187 and those that have paid by cash shall have the above amounts deducted pro-rata from the total defined dues amounts by the NRLCA and remitted to the National Auxiliary quarterly.

Those NRLCA members who have signed an authorization for the deduction of dues form 1187 or have paid by cash and do not wish to participate in the Family Plan may request a refund of Auxiliary dues. Such refund request must be made in writing to the NRLCA Secretary-Treasurer not more than twenty (20) days and not less than ten (10) days prior to the beginning of the NRLCA fiscal year. This refund request will stay in effect each year until the member notifies the NRLCA Secretary-Treasurer otherwise.

#### **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 or District Constitution and Bylaws shall be in harmony with the National and State 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 District shall hold at least one (1) meeting a year by either combining with another District to have a joint meeting or by having its own District meeting. If the District meetings are combined with another District, the meeting location shall be in the District nominating the District Representative. All members of each District shall be notified of the time and place of said meeting or meetings. Notice will be sent to all members fifteen (15) days prior to an election.
- F. 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, 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 other Bylaws as their needs may suggest, and such laws must harmonize with this code of laws.
- G. 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, Editor of the WASHINGTON RURAL CARRIER, and four (4) District Representatives who shall be elected at the State Convention and serve one (1) year, except the District, Secretary-Treasurer, and Editor, 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 Auto Insurance Director, Provident Guild Director, Political Action Committee Director, and have the authority to fill any vacancies therein during the recess. Also, in conjunction with the Board, he/she shall evaluate the work of the State Steward, and if in the best interest of the WARLCA, terminate the incumbent State Steward and nominate a replacement.
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 require.

**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, Editor, State Steward, 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 three (3) issues of the WASHINGTON RURAL CARRIER. The State Board shall have the authority to authorize special editions. 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. Each district shall nominate its own District Representative at a District meeting prior to the State Convention. Notice of said meeting will be sent to all members at least fifteen (15) days prior to the meeting. Such nominations shall then be presented to the Nominating Committee, who shall place them before the State Convention. In case no nomination is made by the District, the Nominating Committee at the State Convention shall select and place in nomination the name of a member of said District. Any delegate who is a member of said District is entitled to nominate from the floor any additional nominees who are qualified.
  
- D. 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.
  
- E. 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.
  
- F. The installation of officers shall take place immediately before adjournment.

**Section 4. Salaries.**

- A. The elected and appointed WARLCA State Officers salaries shall be decided at each State Convention with the exception of the full time employees whose compensation package shall be determined by the WARLCA 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.
  
- B. Reimbursement of said expenses shall be made by the Secretary-Treasurer upon receipt of a voucher and supporting documents.
  
- C. 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 full time employees, for all days used for authorized business of the WARLCA. 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.

- 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.
- 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.

**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 discontinue the State Convention entirely 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, plus tolls and/or ferry fees, by the most cost effective route to each county credentialed regular delegate who attends all 3 days of the State Convention, 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 regular delegate who attends all 3 days of the State Convention, 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. In order for a state to receive credit for cash pay members, dues must be received no later than the close of business on the first day of the Convention.
- 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 from the time of nomination through the end of the convention holds any position in USPS management or a job which competes with the USPS or this Association shall be ineligible to serve as 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 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 credentials in duplicate for the Delegate-at-Large, regular delegates and an appropriate number of alternates immediately following the state convention and send originals to the National Secretary-Treasurer. The duplicate shall be provided to the delegate for identification. The state's seal shall be embossed on the face of credentials.
  9. Delegates holding proper credentials shall be seated at the National Convention if their state has paid National Per Capita Tax for members in good standing. The National Secretary-Treasurer shall notify each state association of the status of its National Per Capita Tax at least two weeks prior to the National Convention.

#### **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, one-half the 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, Editor, 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 in 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 in 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: To review the finances of the past year and to review any suggestions from the Board and delegates for the next year, and then to propose financial suggestions concerning State, County, and Auxiliary dues, salaries, and expenses for the upcoming year.
- 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 tape 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**

### **Steward System**

#### **Section 1. Selection and Compensation 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 appointed WARLCA State Officers that shall receive a salary are the State Steward, Senior Assistant State Steward, Assistant State Steward, and Area Steward. The appointed WARLCA State Officers' salaries who are not full time shall be decided at each State Convention.
- D. The State Steward shall be a full time employee of this Association. The total compensation package shall be determined by the WARLCA Board.
- E. The State Steward's base salary shall not be less than the current annual salary for an evaluated route of forty-six (46) hours at Step 12.

#### **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

## **ARTICLE XI**

### **Appeals**

#### **Section 1. State**

- A. A member aggrieved by any action of a state association, officer or steward 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 XII**

### **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 XIII**

### **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.

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## **Overview of the JULY 13-17, 2009 WARLCA Board Meeting at the Ramada Inn at the Airport, Spokane, WA**

**MEMBERS IN ATTENDANCE:** Patrick Pitts, President; Cheri Freeman, Vice-President; Becky Wendlandt, Secretary/Treasurer; Susie Hill, Editor; Becky Pike, District One; Renee' Cowan, District Two; Cindy Koker, District Three; Ed Ogdon, District Four; and Joyce Patteson, State Steward. President Patrick called the meeting to order at 1:15 PM on July 13, 2009.

**Minutes and Tasks Report:** The minutes from the June 20, 2009 were read and approved. Each task was reported out and those not completed will be added to the tasks report from this meeting.

**Board Policy:** The board did a full review of the board policy and completely updated at this meeting.

**Officers Training:** The training from National has not been updated to show the new national constitution references. Patrick suggested that all should review the resource manual, state constitution, and board policy for each of our duties. He stressed that one area that all states stand at risk is with DFR (duty of fair representation) with the DOL (Department of Labor). Also, getting new members is every board member's responsibility.

**Washington Rural Carrier:** The Convention (Fall) Issue will be to the printer by September 8. The Winter Issue will be to the printer by January 25, 2010. The Spring Issue will be in March/April.

**State Steward Report:** Joyce presented to the board a detailed steward report handout. The mission statement she developed is: We will endeavor to constantly improve our Duty of Fair Representation in the most efficient manner without overtaxing the stewards and resources that make up the Washington Steward Program. Joyce said that some concerns are the need for more local stewards (postal service pays their time) and also need more depth in the Assistant State Stewards. Two out of the 4 are projected to go over 130 days in this calendar year (2009). Joyce suggested putting in an area steward to cover part of the peninsula area for a 6 month period. She, as well as the board, is always looking for local stewards that are interested in doing the work as an area steward in the areas that are needed. We had 52 current active stewards, now down to 45, due to some not attending the National mandated enhancement training. We have 219 offices without local representation. Grievance Report since 7/1/2009: Appealed to Step 3: 2 in process (number 18 for the 2006 contract). At Step 2: 19 Contractual (mail count, letter of demands for approximately \$16,000 total), 6 settlements, 1 remand, and 1 just appealed. 3 Disciplinary (removal, virtual suspension, settlement). At Step 1: 29 contractual (mail count. Letter of demand, CDS, 3 settlements (case labels, seniority, matrix issue) 6 disciplinary (removals, 7-day). One Class Action involving all rural carriers at a former Spokane District office was settled to the union's request for around \$25,000.00 to those carriers. Joyce reviewed the problem offices that are caused by out of control Postmasters. We have no work place environment analyst anymore thanks to the USPS removing that position. Joyce is creating a form that the local stewards will need to complete each month and send to their assigned assistant state steward. The assistants will use it to update Joyce on grievance activity. Patrick has created an Access program that will be used by all the assistants in our State. Joyce reviewed the closing of Spokane District and merging with Seattle District. Joyce reported that in 08/09 WARLCA did 7 mail count trainings and trained 19 new local stewards. Joyce said there will be special mail count training in the Vancouver area and Monte will be the trainer. We will be notified by National by August 18 if there is a National special count ordered by the USPS. Consensus that for 2010 there will not be any enhancement or local steward trainings on Sunday prior to 2010 State Convention due to working on 2010 National Convention.

### **Planning 09/10 Year Meeting Dates and Location:**

#### **Steward Trainings:**

- **New Local Steward Trainings:** Train on an as-needed basis. Compensation will be \$150 for attending the full training. If a member is in the process of becoming a local steward in their office and WARLCA has a local steward training planned, that member can attend but will not get paid until they are certified as a local steward in their office.
- **Local Steward Enhancement Trainings:** Restricted to local stewards as per National instructions. Compensation will be \$150 for attending the full training. All attending will be notified to bring their lunch.
  - October 18, 2009 (Sunday) from 10 AM to 5 PM in the Olympia area. Renee' trainer.
  - October 18, 2009 Sunday from 10 AM to 5 PM in the Spokane area. Cheri trainer.
  - May 16, 2010 (Sunday) from 10 AM to 5 PM in the Pasco area. Joyce trainer.
  - May 23, 2010 (Sunday) from 10 AM to 5 PM in the Everett area. Patrick trainer.

- **Regional State Level Steward Training:** Training will be in Las Vegas, NV November 17-19, 2009. Joyce, Monte, Patrick, Cheri, and Renee' will attend.
- **WA State Level Steward Training:** Consensus to do a 2 day training in conjunction with the fall kick start rally and board meeting with travel in the morning of October 23, 2009 (Friday) training in the afternoon, full day October 24, 2009 (Saturday), and half day on October 25, 2009 (Sunday) with travel in the afternoon. Overnight stay for all on October 23-24, 2009. Fall Kick Start Rally will be 1 PM to 4 PM October 25, 2009 (Sunday). Some agenda items would be reviewing grievances, scheduling trainings, database training, etc.
- **National Steward Training:** Training will be at the National Office in Alexandria, VA in September, 2009 and Patrick and Renee' will attend. Monte and Cheri went last year and have been certified by National. Mileage and hotel will be paid by National with the WARLCA paying for ADOP.
- **Mail Count Trainings:**
  - January 18, 2010 (Monday Holiday) in Spokane area from 10 AM to 4 PM (bring lunch-no breaks). Afterwards, go into 1 hour District 3 meeting from 4 PM to 5 PM to include campaigning. Cheri will be the trainer for the mail count training.
  - January 31, 2010 (Sunday) in Tri-Cities Area from 10 AM to 4 PM (bring lunch-no breaks). Afterwards, go into 1 hour District 4 meeting from 4 PM to 5 PM to include nominations and campaigning. Joyce will be the trainer for the mail count training.
  - January 31, 2010 (Sunday) in Marysville/Arlington area. Meeting from 9 AM to 4 PM (bring lunch-no breaks). Afterwards, go into 1 hour District 1 meeting from 4 PM to 5 PM to include campaigning. Patrick will be the trainer for the mail count training.
  - January 24, 2010 (Sunday) in Puyallup area. Meeting from 9 AM to 4 PM (bring lunch-no breaks). Afterwards, go into 1 hour District 2 meeting from 4 PM to 5 PM to include nominations and campaigning. Renee' will be the trainer for the mail count training.
  - One training in Wenatchee and also in the Vancouver area.

**Fall Kick Start Rally:** October 25, 2009 from 1 PM to 4 PM will special session and/or q and a from 4 PM to 5 PM. A National Officer will be asked to attend (Joey or Ronnie). To be held on the West side and in conjunction with the WA state level steward training and board meeting.

#### **Board Meetings:**

- **FALL:** Board Meeting on October 26 and 27, 2009 from 8:30 AM to 5:30 PM and morning of October 28, 2009 ( One day agenda for 2010 planning included)
- **SPRING:** Board Meeting on March 22, 2010 from 1 PM to 5 PM, March 23 and 24, 2010 from 8:30 AM to 5:30 PM, March 25, 2010 from 8 AM to Noon (one day agenda for 2010 planning included). Board meeting in Wenatchee, Ellensburg, Moses Lake area.
- **SATURDAY BEFORE STATE CONVENTION:** The board will meet Saturday, June 19, 2010 at the Red Lion Inn at the Park, Spokane, WA from 8:30 AM to 5:30 PM.

**National Legislative Seminar:** Legislative seminar will be in DC in May, 2010. Patrick and Cheri will attend. Patrick gets paid mileage and hotel by National, and the WARLCA will pay for ADOP. WARLCA picks up all costs for Cheri.

#### **Full Time Employees:**

**Steward:** One application was received for full time assistant state steward needed in the Seattle area. The board did in depth discussion on the steward program and the number of state level stewards projected to go over 130 days LWOP this year, realizing that all but one will be or is close to going over the 130 days when they would lose retirement. Consensus on the following as per July 1, 2009: August 15, 2009 would be start day (beginning of pay period 18) for Patrick as a full-time assistant state steward. Approval to advance Patrick up to 7 days of annual leave to cover National Convention. September 26, 2009 would be start day (beginning of pay period 21) for Cheri as a full time assistant state steward for a 6 month term to cover 2009 and 2010 for going over 130 days LWOP. Cheri will also be working on 2010 National Convention. The full-time assistants will cover designated areas assigned by the State Steward. The WARLCA will pay all benefits to the full-time assistants that they pay to the State Steward. Salary for beyond the full time assistant's normal duties will be \$375 a month plus \$75 a month office rent and storage. Salary for beyond

the full time State Steward's normal duties will be \$425 a month plus \$75 a month office rent and storage. Salary will be set at 44 K Step 12 or their route evaluation whichever is higher for the full-time assistant state steward. Each full time person will set a specific scheduled day off per week with a floater day each week to be used within the same pay period. Joyce will be Sunday, Patrick will be Saturday, and Cheri will be Sunday. Necessary adjustment of weekly schedule is subject to board approval.

**State Secretary-Treasurer:** The board also did an in-depth discussion on the LWOP usage of the State Secretary-Treasurer, who is also projected to go over 130 days of LWOP this year. The past 5 years the State Secretary-Treasurer has gone over the 130 days and has set back her retirement because of it. After the State Secretary-Treasurer left the room it was voted that the position would go full time for 6 to 9 months, thus taking care of the 130 days of LWOP for 2009 and 2010. The board reached consensus on the following as per July 1, 2009: August 15, 2009 would be start day (beginning of pay period 18) for Becky as a full-time state secretary-treasurer. Approval to advance Becky up to 7 days of annual leave to cover National Convention. Becky will also be working on 2010 National Convention. The WARLCA will pay all benefits to the full-time secretary-treasurer that they pay to the State Steward. Salary for beyond the full time secretary-treasurer's normal duties will be \$425 a month plus \$75 a month office rent and storage. Salary will be set at 45 K Step 12 or route evaluation whichever is higher for the full-time secretary-treasurer. Each full time person will set a specific scheduled day off per week with a floater day each week to be used within the same pay period. Becky will have Monday. Necessary adjustment of weekly schedule is subject to board approval.

**Equipment Review:** The board put 3 MFC (Multi Function Copiers) in the budget. As of now, all the MFCs are usable but wearing out. Consensus to purchase more than one at a time so that the toner and drum can be shared if one breaks down, and to purchase needed Access and Adobe 9 software.

**State Secretary-Treasurer Report and Planning Budget for 09/10:** **Finances:** The board reviewed the budget in depth and decided to accept the budget as modified by the board and to review it as well as LWOP usage every month. Consensus to have a dollar cap at \$25,000 for State paid convention delegates for the 2010 State Convention. This will be reviewed at each board meeting. **Recruitment:** The board reached consensus to not send a WRC issue to the non members. Becky will be doing a mailing to all non member relief carriers concerning their hourly increase in November 2009. **End of Year Close Out:** Becky handed out the written conflict of interest for all board members to sign, as well as outlined what the accountant and accounting firm will need for the annual review.

**2009 State Convention Recap:** Congratulations to Cindy and all those that helped make 2009 State Convention an outstanding one. The board did a review of good/needs improvement items for next year. Consensus that the only identified speaker will be the NRLCA Officer at 2010 State Convention.

**National Convention 2009:** The board reached consensus to not put a dollar cap on the 2009 National Convention state paid delegates going to Grapevine Texas in August, 2009.

**State Convention 2010:** Ed will be the chair, at the Red Lion Inn at the Park on June 20-23, 2010.

**State Convention 2011:** Contract is signed for Gig Harbor Inn on June 27, 28, 29, 2011 for State Convention, June 25 for a board meeting, and June 26 for steward training/membership breakouts.

**State Convention 2012:** State Convention 2012 will be District 3; not to be held on Father's Day.

**State Convention 2013:** State Convention 2013 will be in District One.

**Auxiliary:** The board discussed the affiliation agreement with the Auxiliary and had some questions for the National board. Patrick to sign the affiliation agreement after finding out if the Auxiliary President will sign it, as well as find out the answers to the questions brought up concerning the WRC.

**ING:** The ING trustees will remain the same (Joyce, Becky, and Cheri). Ed and Cindy now qualify to be on the ING program starting July 1, 2009.

**Assignments (Appointments):** President Patrick made the following appointments: Monte will remain on the EAP Advisory Committee in Portland District, Shawn will remain on the EAP Advisory Committee in Seattle District, Renee' will remain as the GMAC Auto Representative and Auxiliary Liaison, Becky will remain as the Rural Carriers Health Insurance Representative, Susie will remain as PAC chair, and Cindy will remain as Provident Guild Representative

**Vouchers Review:** Each board member reviewed the final vouchers for 08/09 year.

**WARLCA.com Website:** We have had positive feedback on our WARLCA.com website. Patrick will remain the webmaster.

**National Convention 2010:** Cheri and Becky updated the board on the planning for 2010 National Convention. The Sunday Committee Chairs meeting before State Convention was a success! Cheri and Becky have sent a follow-up letter to all convention chairs asking if they need to meet before 2010 (fall 2009 meeting), how many rooms they will need at National Convention along with who will be coming, requesting a list of their committee members, and asking for monthly updates from the committee chairs. A handout was given to the board showing who was authorized the one day stipend of \$200 for checking in with the 2009 National Convention committee. They are:

- ❖ **Banquet Registration:** Susie Hill and Colleen Headley – Authorize One day each to work with Texas banquet registration committee.
- ❖ **Decorations:** Becky Pike and Joanne Blackburn – Authorize One day each to contact the Texas committee and talk about prices, decorations, set up time allowances and other suggestions they may have.
- ❖ **Ditty Bags:** John Lee and Janie Walla – Authorize One day each to contact the Texas ditty bag committee and see suggestions on who they contacted for donations, how they stored items, how many people and how much time it took to stuff bags, etc.
- ❖ **Exhibitor's Booth:** Dave Reppe and Karin Taylor – Authorize One day each to contact the Texas exhibitor's booth committee and work with them on duties, what works, what to look out for, etc. Also, check with the company (Freeman) that provides the tables, wiring, supplies, to see how it is handled during load in and load out.
- ❖ **Post Office Liaison and Photo Op:** Cindy Koker and Cheri Freeman – No days needed at 2009 Texas Convention but will contact to see if Texas has a first day cancellation and how much they sold. Also check out Texas photo op at convention.
- ❖ **Airport Hospitality:** Monte Hartshorn and Shawn Johnson – Authorize One day each to contact Texas committee and review what is being used in 2009, plus get any suggestions from the National Convention Coordinator, Elise.
- ❖ **Information:** Brenda and Ed Ogdon – No days needed at 2009 Texas Convention but will check out Texas information booth to get some ideas. Mostly need to work with Spokane Convention Bureau.
- ❖ **Publicity:** Charles and Patricia Alexander – No days needed at 2009 Texas Convention but will check with 2009 Publicity Chairs, NRLCA editor, and Spokane Convention Bureau.
- ❖ **Registration:** Mariann Faulkner and Ann Lamm – Authorize One day each to work with Texas registration.
- ❖ **Meet and Greet:** Renee Cowan and Becky Wendlandt: Authorize One day each to work with Texas Meet and Greet.
- ❖ **Country Store:** Noretta Stritzke and Cindy Koker – Authorize One day for Cindy (Noretta not attending National Convention) to check out the country store, make a list of what is for sale and what sells the most and find out how much the Country Store took in.
- ❖ **Golf Tournament:** Don and Joyce Patteson – Authorize One day for Joyce to check out the golf tournament, costs, who gave donations, etc.
- ❖ **Local Tours:** No days needed for 2009 Texas Convention. Cheri and/or Becky will check out local tours and see what sold. (Mike Cammack not coming to National Convention)
- ❖ **Memorial:** Cheri and Mitch Freeman – Authorize one day for Cheri (Mitch working route) to check on memorial, what needs to be done, coordinating with Convention Chair.

The budget was reviewed and estimated by Cheri/Becky through the close of 2010 National Convention and presented to the board. The board also discussed the social and food function, the hotels available to use, and if the country store would be profitable after paying members to work at it. The board also went to Riverfront Park and reviewed the sites for the social.

Respectfully Submitted to the WRC

*Becky Wendlandt*

## STATE OFFICERS AND STEWARDS

## PRESIDENT

Senior Assistant State Steward

Patrick Pitts  
 PO Box 1746  
 Orting, WA 98360-1746  
 Phone 360-620-6235  
 Fax 360-893-9182  
[McCormickmailman@aol.com](mailto:McCormickmailman@aol.com)

## VICE PRESIDENT

Senior Assistant State Steward

Cheri Freeman  
 603 West Clay Ave.  
 Chewelah, WA 99109-9113  
 509-675-1350  
 Fax 509-935-6681  
[cherirose99109@hotmail.com](mailto:cherirose99109@hotmail.com)

## SECRETARY-TREASURER

Rural Carrier Health Insurance

Rebecca Wendlandt  
 2811 N Chase Lane  
 Liberty Lake, WA 99019-5002  
 509-710-7840  
 Fax 509-926-9522  
[rebeccawen@icehouse.net](mailto:rebeccawen@icehouse.net)

## EDITOR

Political Action Committee  
(PAC)

Susie Hill  
 PO Box 93  
 Vashon, WA 98070-0093  
 206-463-3339  
[s.k.hill@comcast.net](mailto:s.k.hill@comcast.net)

## DISTRICT 1

REPRESENTATIVE

Rebecca Pike  
 PO Box 427  
 Lynden, WA 98264-0427  
 360-933-4899  
[rpikes@comcast.net](mailto:rpikes@comcast.net)

## DISTRICT 2

REPRESENTATIVE

Senior Assistant State Steward  
 GMAC Auto Representative  
 Renee' Cowan  
 PO Box 1746  
 Orting, WA 98360-1746  
 Phone and fax 360-893-9182  
[crazyuptightmom@comcast.net](mailto:crazyuptightmom@comcast.net)

## DISTRICT 3

REPRESENTATIVE

Provident Guild Representative  
 Cindy Koker  
 3502 N Park Rd  
 Spokane, WA 99212-1509  
 509-928-5025  
 Cell 509-869-2799  
[ciko509@aol.com](mailto:ciko509@aol.com)

## DISTRICT 4

REPRESENTATIVE

Ed Ogdon  
 212005 E 193 PR SE  
 Kennewick, WA 99337-7058  
 509-586-6198  
[kingog@live.com](mailto:kingog@live.com)

## STATE STEWARD

Joyce Patteson  
 385 Tibbling Road  
 Selah, WA 98942-9253  
 509-698-6308  
 Fax 509-698-3015  
[jodonpat@fairpoint.net](mailto:jodonpat@fairpoint.net)

SENIOR ASSISTANT STATE  
STEWARDS

Monte Hartshorn  
 141 Alder St NE  
 Castle Rock, WA 98611-9040  
 360-274-4676  
 Fax 360-274-5813  
[Postalmhbear1@msn.com](mailto:Postalmhbear1@msn.com)

Washington Rural Carrier  
PO Box 93  
Vashon, WA 98070-0093

NonProfit Org  
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Blaine, WA  
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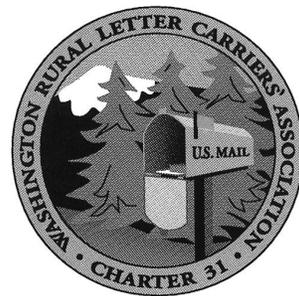
# WASHINGTON RURAL CARRIER

## UPCOMING DATES TO REMEMBER

FALL RALLY October 25

MAIL COUNT SCHOOLS see page 60

Next Deadline January 15



*Where Service Begins With a Smile*