

# OFFICIAL MINUTES OF THE EIGHTY-THIRD ANNUAL CONVENTION OF THE WASHINGTON RURAL LETTER CARRIERS

TRI-CITIES, WASHINGTON • JUNE 25-28, 1989

Monday Morning, June 26, 1989 - 9 a.m.

A joint meeting of the Washington Rural Letter Carriers Association and its Auxiliary was called to order by Convention Chairperson, Cindy Norman. The presentation of the colors was made and Cindy Norman led in the Pledge of Allegiance. Virginia Mackey led in the Star Spangled Banner, and Bob Lange gave the Invocation, and read from Ephesians 2:4, 5, & 7.

The addresses of welcome were given by Alex Hernandez, Richland Postmaster; Roxie Simmelink, Tri-Cities Visitors and Convention Bureau; and Doug Whitehouse, General Manager, Hanford House. Responses were given by Dan Snyder, Vice-President, WRLCA; Donna Walker, Vice-President, Auxiliary; and Alicia Peterson, President, Juniors.

Cindy Norman gave announcements and thanks to all of those in attendance and to those who helped in planning this convention. At this time the gavel was presented to President Dorothy Iannucci.

Alicia Peterson introduced her fellow Junior officers, Melissa Norman, Vice-President; and Heidi Lafferty, Secretary/Treasurer.

Auxiliary President Inez Nesmoe introduced her officers, Donna Walker, Vice President; Myrtle Buchanan, Secretary/Treasurer; Delores Robb, District 1; Donna Walker, District 3.

President Dorothy Iannucci introduced her fellow association officers as follows: Dan Snyder, Vice-President; Dexter Nesmoe, Secretary/Treasurer; Icelia Peterson, Editor; Gerald Thompsen, District 1; Kit Witt, District 2; Lynn Walder, District 3; Darline Kendall, District 4; Neil Buchanan, State Steward; Retired Representative and PAC Chairman, Bob Lange, Insurance Director, Ed Koschalk.

Dorothy Iannucci then introduced the National Officers in attendance at this convention: JaNeil Buttars, NRLCA Auxiliary Secretary; and Roger Moreland, National Committee person.

Dan Snyder then asked for all of the retired carriers in attendance to come forward for recognition. There were 15 retired carriers in attendance with a combined total of 433 years and 10 months of service given to the craft.

Next the first time attendees at a State Convention were recognized. There were 13 new attendees at this session. The joint session recessed for a break at 9:50 a.m.

Dorothy Iannucci called the meeting to order at 10:20 a.m. Secretary/Treasurer Dexter Nesmoe gave the roll call of the officers and delegates. All were present except a delegate from Alaska. It was noted that as there was no delegate from Alaska, Alaska would be represented by Mutual Counties.

President Iannucci made the committee assignments as follows: CONSTITUTION AND BYLAWS: Chair: Charles Alexander, Ken Side, and Joanne Nelson. RESOLUTIONS: Chair: Dale Ryan, Rosa Papineau, Pat English. TELLERS: Chair: Gloria Rector, Marge Erickson, Steve Higgins. FINANCE: Chair: Jennie Seeley, Ed Koschalk, Rita Rae Youngs. AUDITING: Chair: Kaye Smith, Lyman Schooler, Marge Grivey. NOMINATING: Chair: Bertha Kamstra, Lynn Walker, Don Sullivan, Dorothy Fell, Martha Nilson. TIME AND PLACE: Chair: Kurtis Buttars, Janice Weddle, Sonja Johansen, Karen DeBella. CREDENTIALS: Chair: Shirley Anderson, Donna Roakes, Linda Porter. MILEAGE AND PER DIEM: Chair: Larry VanDyke, Joanne Blackburn, Christy Berg. ELECTIONS: Chair: Bob Lange, Harley Robb. WASHINGTON

RURAL POSTMAN: Chair: Laver Root, Marjorie Gump.

Shirley Anderson gave the preliminary report of the Credentials Committee. The Credentials Committee for 1989 has found 37 delegates paid up and ready to vote. There are fifteen delegates-at-large with Alaska being the only county not represented by a delegate-at-large or a regular delegate. There were twenty-two regular delegates registered.

Dorothy Iannucci then gave the following report as the annual report of the Association President:

*My warmest welcome to Western Regional Representative, Roger Moreland, State Officers, delegates, members and guests to the 83rd annual convention of the Washington Rural Letter Carriers Association.*

*Have you ever ridden on a roller coaster? I believe I just rode on a beaut! Since last June 22, I have had more ups and downs than if I had been on a roller coaster ride.*

*I started the year as your President by asking the Board to join me in healing the wounds of the State Association, and turning all our energies to increasing membership. There has been both ups and downs in this regard, but, for the most part, pretty level and mostly up.*

*The first few months saw the Association too broke to really do the job we needed to do. As the year progressed, things got much better financially.*

*One of the first letters I received from the National office was a reminder that each state delegation was responsible for seeing that the State flags were brought to the National Convention. The last time I had seen the flags was at the State Convention in Mount Vernon. I started to call the Board members and narrowed the search down to "Dexter had them the last time I saw them." I called Dex—no answer. I called Dex again—no answer. I called Dex several times more—no answer. By this time, I am beginning to panic. I finally got a hold of his daughter, Anna, and asked why I couldn't reach her dad, and she informed me that he had left for Florida the previous Friday. Fortunately, she knew he had the flags aboard.*

*In late October, the Fall Booster meeting was held in Wenatchee. The attendance was very low, which was a disappointment, but this was offset by Kit and I having the privilege of being able to drive National Vice President Vernon Meier over from Seattle. The quality of the conversation, when you have someone of his calibre locked in the car with you for several hours is something any officer should hope to experience.*

*In November, just before Thanksgiving, the lowest of the lows happened. My daughter, Tina, who has leukemia and had a bone marrow transplant in August of 1987, had a relapse. She was immediately scheduled to have a second bone marrow transplant before Christmas, but the doctors could not get her fever down to normal so they could not start the procedure until January 9, 1989. They did allow her to come home on pass for four hours so we could have Christmas at home together.*

*For four months, my husband, Bill and I went daily,*



after work, into Seattle to spend as much time as possible with her while she went through this ordeal. We took turns taking days off work in order to give platelets to sustain her until the new marrow began to build enough of her own blood cells to sustain her.

Every low has a high, and because our daughter, Cherie was Tina's donor, we were able to have our grandchildren from Salt Lake City stay with us too, and believe me, a three year old, and a three month old can sure lift your spirits after a trying day.

Somehow, during this time, I managed to send a mailing to all craft members, 1493 of them, and in each, I enclosed a membership application, and an invitation to join the Association.

Although I was able to get out the mailing, I did have to cancel some County meetings during this time. I also had to go through the procedure of having the Board remove a County President for non-payment of dues. History like this I do not care to make.

About this time the roller coaster started upward again. Tina was released from the transplant unit, and we prepared to return to a little more normal existence. She did return to the hospital again for another month, but was not quite so sick.

Being Spring, it was time to begin District Meetings, which I was able to attend. I was also again able to attend County Meetings.

The highlight of my year as your President came when I was able to attend the Presidents' Legislative Conference in Washington, D.C. Washington is a beautiful city, but there was no time to see very much. They really kept us busy! (If you ever get the chance to go to Washington D.C., do not take new shoes!)

The other Presidents, and I, learned how to approach, and speak to, our representatives, in an effective manner so we could help our chances at reaching our goals.

We also learned just how lucky we were, and how effective Ken Parmalee is, along with the membership, in getting the EMA Bill passed. Even the lawmakers are surprised we did it!

I was also privileged to be your representative to Western States Conference in Colorado Springs. This was also a high point until we learned that the Postal Service was seriously planning to turn rural territory into Highway Contract Routes (HCR's). This is a very serious matter, and we must all help the union to fight these conversions.

We also learned that the NALC is after us again! A few years ago they tried to raid us, and now they just want our jobs by asking that our routes be converted to city delivery! In California, 35 routes have gone to Step IV, and in Virginia, two grievances have been filed at Step IV. Some city carriers have even gone so far as to tell some of the rural carriers that they have a choice: They can be HCR carriers, or convert to city delivery.

Roller coasters go down much faster than they go up. Upon returning from Western States Conference a letter was awaiting me from Karen DeBella resigning as Assistant State Steward. Karen said she feels the need to spend more time with her family. I sympathize with Karen, as I was forced to do the same thing when I was Secretary/Treasurer because my children were still too young.

At first, Neil wanted to wait until after the Board meeting to name a new Assistant State Steward, but there are just too many problems on the West side to put it off. When Neil asked me, because of my experience, and my central location on the West side, to be his Assistant, I jumped at the chance to be of service. I am looking forward to the challenge.

I spent \$2,932.39 of the State's money this year. It breaks down as follows:

6 days LWOP	\$ 726.02
8 days per diem	360.00
5,636 miles	1,127.20
Phone	469.17
Postage	250.00
<b>TOTAL</b>	<b>\$2,932.39</b>

I am proud of the job I did this year under trying circumstances. But it was a truly wonderful learning experience!

I thank those members of the Board who helped whenever I called upon them to do something I could not do. I couldn't have done it without you!

Roller coaster rides are exciting! I pray you will give me the opportunity to ride that roller coaster again in the coming year!

Respectfully Submitted,  
Dorothy Iannucci,  
President WRLCA

Dan Snyder then submitted the following as the Annual Report of the Association Vice-President:

Good morning Ladies and Gentlemen, distinguished guests and visitors. This is the annual report of your State Vice-President.

It has been a very busy year. I attended two mail count seminars, the Fall Booster in Wenatchee, one steward seminar in Tacoma, all four District Meetings, and a total of 11 County Meetings. The end of April I attended the Western States Conference in Colorado Springs, Colorado. Not counting the mileage and per diem to this convention, I spent a total of \$1,755.14. The trip to Western States Conference in Colorado was at my own expense.

I hear we won't be counting our own mail after all. Well, there goes my hopes for a 75-K!

I am tired of hearing the Postmaster General, Tony Frank, talk out both sides of his mouth. In one breath he is making remarks against privatization of the Postal Service, then in the next breath he talks about contracting out. He's just a two faced as the rest of them, and I look upon him with contempt and distrust.

In my travels around the state, I've heard many carriers talk about having to deliver excess boxholders the next day. I've been informing these people that this is something they do NOT have to do, and that they should file grievances. On September 30, 1985, I had a grievance sustained at Step III in our favor concerning the delivery of excess boxholders. The M-37 calls for boxholders to be delivered one to each mailbox, with the leftovers marked as excess. We are not paid to deliver the excess, whether they buy a flyer from a local store, or a newsletter from a Congressman. A boxholder is a boxholder. If anyone has that problem and needs a copy of my grievance decision award, let me know.

I've enjoyed the last two years serving you as your Vice-President. Thank you for your support and good luck!

Respectfully Submitted,  
Dan Snyder,  
WRLCA Vice-President

Dexter Nesmoie gave the following report as the annual report of the Association Secretary/Treasurer:



Madame President, fellow officers, national guests, delegates, and friends, this is my annual report.

Since last convention, I attended the National Convention in Florida. We pulled our 32 foot fifth wheel trailer and had as our guests my daughter and two grandchildren from Northwestern Montana. My son-in-law joined us in Florida. He flew down as he could only get one week of vacation. We had a very nice trip, seeing more of this wonderful country.

In October, I flew to Alexandria, Virginia for the Secretary's Conference at National Headquarters. This trip didn't cost the State Association one penny, as National paid for the motel and reimbursed me \$300.00 for my flight ticket. I absorbed the additional costs.

I attended all four District Meetings this Spring, and enjoyed seeing old friends and meeting new ones.

The Association is in better financial condition this year. Last year we borrowed money from the Atlanta Postal Credit Union so we could pay our bills and could afford to pay delegates to the Convention. We have since repaid half of the loan with three more payments to be made.

The Association ended the 1988-1989 membership year with 1,120 paid up members. So far this year we have 842 paid up members and I have about another hundred to process when I return home from this convention.

I want to thank all of the Board members, County Officers, and other members who helped recruit new members, keep up the good work!

It has been a pleasure to serve as your Secretary/Treasurer for the past three years and I hope you will reelect me so I can continue to work for the Association. I believe continuity is important for this position. Many of the other State Secretaries have served for up to seventeen years in this capacity.

Respectfully Submitted,  
Dexter A. Nesmoe

## TREASURER'S REPORT FOR JULY 1, 1988-DECEMBER 31, 1988

BEGINNING CASH BALANCE		
July 1, 1987	\$	2,617.20
INCOME		
Dues income	53,556.52	
Insurance income	7,690.00	
Interest on bank account	357.99	
Travel reimbursement	120.00	
Convention reimbursement	135.00	
Convention reimbursement - Management	890.34	
Other	50.00	62,799.85
Available for disbursement		65,417.05
DISBURSEMENTS		
Overhead:		
Per capita to National	2,788.00	
Per capita to Counties	5,502.00	
Family plan to Auxiliary	1,500.00	
Transfer to savings	2,000.00	
Loan payment to Atlanta Cr. Union	4,560.37	(16,350.37)
Management:		
Payroll taxes	5,097.37	

Printing	753.05	
Salaries - net	1,407.28	
Postage	586.55	
Telephone	538.01	
Travel	2,307.00	
Conventions	2,995.00	
Miscellaneous	1,552.47	(15,236.73)
Postman:		
Printing	1,238.18	
Salaries - net	1,294.86	
Postage	555.55	
Telephone	29.42	
Travel	61.60	
Miscellaneous	1,004.80	(4,184.41)
Insurance:		
		(0.00)
Training:		
		(0.00)
State Steward:		
Printing	1.78	
Supplies	554.86	
Salaries - net	9,786.61	
Postage	174.11	
Telephone	1,758.94	
Travel	4,463.41	
Miscellaneous	206.09	
Convention advance	1,150.00	(18,095.80)
Assistant State Steward:		
Printing	10.02	
Salaries - net	4,053.91	
Telephone	902.55	
Travel	1,235.26	
Miscellaneous	1,059.13	
Convention advance	1,000.00	(8,260.87)
OWCP Director:		
Telephone	67.48	
Miscellaneous	838.50	(905.98)

ENDING CASH BALANCE  
December 31, 1988 - Checking \$2,382.89

## TREASURER'S REPORT FOR JANUARY 1, 1989-JUNE 17, 1989

BEGINNING CASH BALANCE		
January 1, 1989		\$2,382.89
INCOME		
Dues income	60,604.87	
Insurance income	8,375.00	
Interest on bank account	479.20	
Travel reimbursement	300.00	
Other	587.50	
Available for disbursement		70,346.57
Available for disbursement		72,729.46
DISBURSEMENTS		
Overhead:		
Per capita to National		1,293.00
Per capita to Counties		0.00
Per capita - Other		173.50
Family Plan to Auxiliary		3,180.00
Loan payment to Atlanta Cr. Union		9,120.74
		(13,767.24)



**Management:**

Conventions	16.12	
Payroll taxes	4,005.95	
Printing	184.00	
Salaries - net	1,405.49	
Supplies	24.45	
Postage	617.68	
Telephone	29.61	
Miscellaneous	171.30	(6,454.60)

**Postman:**

Equipment	150.00	
Printing	372.20	
Miscellaneous	4,500.00	
Salaries - net	1,294.86	(6,317.06)

**Insurance:**

Conventions	2,893.55	
Miscellaneous	82.07	
Postage	42.34	
Supplies	72.23	
Telephone	875.01	
Travel	4,879.24	(8,844.44)

**Training:0.00****State Steward:**

Dues and subscriptions	74.00	
Miscellaneous	1,451.31	
Postage	175.00	
Salaries - net	7,288.95	
Supplies	727.27	
Telephone	1,380.16	
Travel	3,127.24	(14,223.93)

**Assistant State Steward:**

Miscellaneous	1,189.20	
Printing	206.92	
Salaries - net	2,659.40	
Supplies	110.73	
Telephone	1,139.50	
Travel	89.41	(5,395.16)

**OWCP Director:**

Miscellaneous		(300.00)
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**ENDING CASH BALANCE**

June 17, 1989	\$17,427.03
WRLCA Secretary/Treasurer	

(Please see attached financial records for the Treasurer's Report.)

The following was submitted by Icelia Peterson as the annual report of the Editor of the Washington Rural Postman:

*National Guests, Delegates, Members, Auxiliary, Juniors, Friends. It is a wonderful to see all of you again.*

*It has been an eventful year since we last met at Mount Vernon for Convention. I know you are as pleased as I am at having the opportunity to meet at this fine facility. Cindy Norman is to be congratulated on her planning.*

*This has been a year of change for the "Postman". We changed the format to tabloid to save money on printing costs. We had two different typesetters. That change also cut costs. The size of the "Postman" has been cut, again to cut costs. Not all of these changes have met with approval. However, the paper is more like the other state papers now. If you choose to elect me as Editor again next year, I have other changes to propose.*

*First, with the exception of the Conventiion Issue, I plan*

*to typeset the paper myself with my own computer thus saving all typesetting costs. Hopefully that would save enough money to return to the magazine style format that seemed to be more popular.*

*Second, I intend to add some photos to our paper so I hope I could get some co-operation on that with the officers and other members.*

*Third, I would like to research the cost of changing from bulk rate to second class. I want to do this to speed delivery to the east side and to insure the being forwarded to a member that moves and doesn't give us a change of address, or I mail an issue before I get the change. It would save some money in postage due and more members would get their papers intended.*

*This year my daughter, Alicia, and I attended the National Convention, the Fall Booster, Mail Count and Steward Seminar, three of the four District Meetings and several County Meetings. I really appreciate her companionship on some long trips.*

*Except for the Convention Issue, we mailed all issues of the "Postman" to all members of the craft. It only cost around \$75.00 more each issue for extra postage and since there is a minimum number of 2,000 the printer will print, there was no extra cost involved in printing.*

*The expenses for the "Postman" this year were as follows:*

Salary	\$2,400.00
Printing and Typesetting	4,380.87
Postage	1,734.40
Travel	207.20
Telephone	108.34
Miscellaneous	16.01
Change of Address	47.95
Bank Fees	34.65
P.O. Box Rent	17.00
Per Diem	225.00
Bulk Mailing Permit	120.00

*This brings the total to \$6,282.22 for "Postman" expenses and \$3,008.20 Officer's expenses, for a grand total of \$9,288.42.*

*Thank you for the opportunity to serve you this year. It has been a real honor.*

*Respectfully Submitted,*

**Icelia Peterson**

WRLCA Editor

Gerald Thomsen gave the following District I annual report:

*My year started with the 1988 Convention in Mount Vernon. That was an interesting but busy time.*

*In the fall the County Meetings started. From Marysville to Ferndale. District I encompasses Snohomish, King, Island, Skagit, San Juan and Whatcom Counties.*

*I attended the Fall Booster in Wenatchee. The Spring District I Meeting was in Mount Vernon. I also attended the District IV Meeting here in the Tri-Cities.*

*I didn't get to the Board Meeting in Fife. It was 10 above zero and the electricity was out.*

*It has been a good year, and the coming one should be good also.*

*Respectfully Submitted,*

**Gerald Thomsen**

District I Representative

The District II annual report was given by Kit Witt as follows:



National Officer Roger Moreland, National guests, delegates, and members of the Association. Welcome to our 1989 Washington State Convention.

This has been a busy and fast moving year. In August, I attended the National Convention in Orlando, Florida as the Delegate-at-Large for the State of Washington. Also the Mail Count Seminar and a Board Meeting that were held in August. Fall Booster was held in October in Wenatchee with Vernon Meier, Vice-President as our National Guest. Steward Training for the West side was in February and the District II Annual Meeting was in March. Interwoven with these meetings were County Meetings and many, many QWL/EI functions. No one realized how much time and effort would go into QWL/EI. As a member of the Divisional Joint Steering Committee, we are meeting or attending a training, or giving an Orientation, or visiting a Work Team on an average of once a week if not more. It has been such an informative process and I have learned so much about people, attitudes and the functions of the Postal Service, that I would never have known if not for QWL/EI. Over the past year, we have seen the process start with uncertainty and many unknowns, grow into a positive, working relationship with carriers and management. Not only do we as carriers understand why management personalities make some of the decisions they do, but they in turn understand our side of the every day operations. The trust is also growing between both sides.

The Board has had some tough decisions to make this year, but by working together I feel confident that we have made the right decisions. Membership is improving and we are looking forward to making the last three payments on our debt. We are not looking forward to the Postal Service's attempts to convert some of our rural routes to HCR's and the cannibalism by City Carriers of our rural routes. We must all work on not letting this happen.

I have enjoyed working for you this year and again, I have learned so much, and hope to continue learning over the next year. Please enjoy this 1989 Convention.

Respectfully Submitted  
Kit N. Witt  
District II Rep.

Lynn Walker gave the following as the District III Representative's Annual Report:

Welcome, fellow carriers, National and State Officers, and guests.

I feel this past year has been a good year for WRLCA. Donna and I have visited all units of the N.E. District at least once this past year, some twice. Wish that we could have attended more. We attended the board meetings, with the exception of the one in Tacoma. Due to the weather with a -75 chill factor in our corner of the State which made it impossible to leave. My apologies for missing it. I have spent \$682 in expenses since July 1, 1988.

Good news first, QWL is continuing to be initiated in much of the State. It has come to the fringes of Spokane MSC and hopefully it will be implemented in more in the near future. Our State finances continue to improve, and for all the problems we had financially in 1987 and 1988 we are probably far ahead of many states, in addressing the financial concerns of our organization. We expect an increase in the near future of the national dues, but feel that we can absorb them in the state level, without any increase. President Doty has given us excellent leader-

ship this past year. Leadership's real test is to take an organization from where it is to where it has never been. Leadership knows the way, shows the way, goes the way. Mark Twain once said, "Do what you feel is right, and you'll satisfy most of the people and astonish the rest."

The bad news is, the possible erosion of rural routes, to city and contract routes, loss of revenue to the postal service from outside interests such as UPS, Federal Express, and of course, privatization. Of special concern to we rural carriers, mandatory central mark-up, direct sort, and on the list goes. All the better to emphasize the need for us as rural carriers to support our organization with our time, talents and resources. Apathy and perhaps timidity well could be our Number 1 enemy. Apathy says - "it'll fly, I don't need to attend the meeting, write a letter, pay my dues, it'll be all right. Someone else will do it." Timidity says - I won't speak up. I might embarrass or offend someone or myself. Someone else will say it." If they do, they will never say it as well as you would have. It was your idea, your thought, you were afraid to express it, so we didn't do it. As to offending someone, let us remember to never err, is to never try. Let us remember that our last mistake is often our best teacher. We as rural carriers need to extend the spirit of cooperation to our customers for they are our livelihood, to management and other crafts for pulling in opposite directions will achieve nothing, to our fellow carrier, for we share a common bond of our livelihood but it is our voice in maintaining service to rural America as we know it. Singularly, we are but one small voice, united our voices carry from rural America to the Capital where in a spirit of cooperation our national organization represents us at the bargaining table in labor relations and with a voice in the halls of the capital where both sides must feel they gain something or it won't stand. We need the spirit of cooperation between State and National Officers to unite in a common goal, setting aside pettiness, self-servicing, or jealousy, creating a joint effort on all fronts. As an officer of the State, I appreciate the resources of the National Officers in answering questions, giving advice and a host of joint concerns. I do take issue with any National Officer bypassing the State Officers when called upon by a member for an opinion. This too often without adequate communication between the two entities. It is my hope that some of our delegates to the National Convention will take the opportunity to express our concern in these matters.

I'm very proud to have had the opportunity to have been an officer and a part of the growing and maturing of the organization these past two years. Thank you for allowing me to represent the third district. I've enjoyed meeting and working with the officers and you members. As I am seeking re-election for another term, I appreciate your support and I hope you will enjoy the convention and working together, we can make this the best convention yet. Thank you.

Respectfully Submitted,  
Lynn Walker  
District III Rep.

District IV Representative, Darline Kendall requested that her report be postponed. President Dorothy Iannucci agreed and said that the report could be given Wednesday afternoon.

Retired Carriers Representative and PAC Chairman Bob Lange gave the following reports:

President Iannucci, National Guest, State Officers, delegates, and friends at the 83rd Convention. I have



attended all the Board Meetings of the WRLCA. I attended the National Convention in Orlando, Florida and Western States in Colorado Springs, Colorado.

I have attempted to represent the needs of the Retired Carriers at the State Board Meetings and have talked to several carriers about retirement problems.

Respectfully Submitted,  
**Bob Lange**  
Retired Carriers Rep.

President Iannucci, National Guest, State Officers, delegates, and friends at the 83rd Convention. I have attended all Board Meetings of the WRLCA. I also attended the National convention in Orlando, Florida and Western States in Colorado Springs, Colorado.

I attended the four District Meetings. As of June 13, 1989 Washington had contributed \$1,004.75 to the Political Action Fund. On June 24, I received another \$5.00 for a total of \$1,009.75.

I attended five County Meetings as the P.A.C. representative this past year. I would encourage you to contribute to P.A.C. to help defeat the inroads of privatization in our craft.

Respectfully Submitted,  
**Robert Lange,**  
P.A.C. Chairman

At this time, Neil Buchanan, the State Steward gave the following Annual Report.

Regional Representative, Roger Moreland, President Dorothy, other officers, members, and friends.

It has been another busy year for me in my capacity as your State Steward.

Travels included the National Convention in Orlando, Florida; Steward Training in Reno; Steward Training in Alexandria, Virginia and Western States Conference in Colorado Springs, Colorado. I attended a meeting with most of the County Units at least once. Conducted Steward Training at special sessions on both sides of the State and provided mail count training for those making special counts last September on both sides of the State. Attended all the State Board Meetings; the Fall Booster in Wenatchee. Lots of travel, in fact not counting the mileage by air, I drove 19,369 miles for you last year.

Discipline cases were up last year. Two removals got away from us. Both were up last year. Two removals got away from us. Both were grieved and appealed through the various steps, but were not arbitrated. Bill Peer, our legal counsel recommended against arbitrating both cases because the evidence secured by the Inspection Service was just too convincing.

I had hoped that with QWL finally being diffused in Washington that the number of grievance or problems would rapidly decline. Such has not been the case. Recently there was a 14 day suspension issued in an office that we were hearing was very successful in the QWL process. It appears to me that this office is showing good progress with projects, but has still not adopted the attitude. Perhaps it will in time. According to my records we have appealed some 34 grievances to Step 2-B or 3. This will no doubt get me a scolding from Don Vannoy, Roger's Step 3 hearing Officer counterpart.

I have made it a practice to take Wednesdays off to work in the office. When I started doing this, it was my intention that I could catch up on the letter writing etc. with the one

day each week. Such has not been the case. I save the phone calls that need to be made up for Wednesdays and some days it seems there is not a lot else that gets done. There has still not been time for the little things I would like to put together and print up for the use of carriers and Stewards.

Before leaving the subject of grievances, I want to thank our Regional Representative, Roger Moreland for maintaining the very high percentages of favorable grievance awards. One should always remember that you and I have failed to resolve these at the local level where they should be easier to resolve. They are already losers when Roger gets them. Not that we aren't doing OK locally; we still resolve better than 10 for every one appealed out of State. Our biggest project is to prevent the problems so that grievances become unnecessary. I really believe that if we implement QWL as it should be, that we will prevent nine out of ten grievances.

Most of the difficulties encountered by rural carriers result from lack of knowledge or lack of information. A very high percentage of the mistakes made would not have been made had that individual belonged to the Union and was attending meetings. I really believe we do a pretty good job providing the knowledge or tools needed, but we are really failing to reach the non-participant.

All of us need to spread the word that your Union is not just to get you out of trouble, but prevent the trouble in the first place. How does one know if he/she will learn anything of importance if he/she fails to attend.

I like to think about Dallas Fields' statement on Union attendance dues. His statement is something like this: I learned something at my very first Union meeting that I feel was worth all the dues I have paid altogether since joining. What did he learn? That Saturdays and that is Saturdays plural are free when taking five or more days annual leave.

This union was recently involved in grievance resolution wherein the Union has attempted to work out of a situation wherein the Postal Service had made an illegal appointment. I'm sorry to say that I learned of the situation late. Positions had already been taken. Feelings had been hurt. Supposedly the Union had assumed various positions as to what was right and wrong and what was needed to correct the situation. The State Steward was quoted as taking various positions, all of this prior to my learning that a problem existed.

It was really a no win situation by this time. People after a job are a lot like two automobiles trying to occupy the same space. There is a collision. Whenever the Union, the contract, the Postal Service, or whomever dictates who is awarded a rural route, that means that someone else will not be awarded that same route.

In this case, the individual who was not eligible when appointed, served as rural carrier for some five plus months. She bought a car and did the normal things one does when such a position is secured. Suddenly, she finds herself removed. This if further complicated by the fact that the Auxiliary route she had moved to this office to serve, was no longer available to her. For all intents and purposes, she went from a 44-J rural carrier to unemployed in one day.

Was this separation for just cause? There is no precedence nor do we want to establish one for separation. I argued the Step 2-A appeal in Seattle. Before a settlement was reached it was discovered that this route had been posted three times and all of the postings contained



errors, at least 17 errors in all. When I consulted with the National Office, they recommended that all the postings be cancelled and that the Postal Service start with a local posting properly done. This was agreed to as settlement of the removal grievance.

Even though the rural carrier who had been separated filed a timely grievance the Postal Service went ahead with the MSC postings and even sent a rural carrier a notice of award. However, just days after receiving it, the award had been cancelled as a result of the grievance award just mentioned. The rural carrier who had his transfer cancelled filed charges against me before the National Labor Relations Board. I have had to answer those charges. I do not yet know the final results of the charges.

Was this a reckless action for this rural carrier to take? What would happen to this Union, "his Union", that has come to his aid more than once when he was under discipline, were his charges to be accepted and the Union prosecuted as per his wishes? Somehow I fail to understand retaliation and the hurt it imposes. How does that help the injured party?

Few of you, if any, have any reason to know this, but if the State Stewards job is done even reasonably well, and if 40 hours a week is considered full time, then the State Stewards job is full time. One can do a good job, but it is not the best job that can and should be done when there is only time enough to hit the high spots.

It is not fair to expect anyone to devote 30 to 50 hours a week to a job and still carry a rural route as well. One must possess a long suffering and tolerant mate or it will not work. One should also remember that the State Steward is expected to be able to give the correct answer on any subject from the heavy duty agreement to the retirement system. He needs several hats because he has numerous titles. These include school teacher, counselor, diplomat, and S.O.B. Above all, he is always the advocate for the rural craft employee.

He has to accept the burden put upon him by rural carriers who have made just plain dumb mistakes. He must develop a good defense from next to no evidence and needs to be an excellent judge of credibility because there are few who undergo discipline who are going to candidly relate to you the facts when the facts will make him or her look bad.

This is not a plea to be made full time. I don't expect that to happen on my watch. But should I survive long enough to retire from this position, when I retire from the Postal Service, I intend to recommend with all of my influence that my replacement be full time and adequately salaried. I'm sorry if this sounds like complaining, I don't mean it to. Just seems like something that needed to be said.

Actually, I really like this job of State Steward. I get joy from helping people, in fact I guess that has almost become my religion.

I would have to say the most stubborn and ongoing problem we have as a craft is the securing and retaining of good R.C.A.'s. Everyone expected that when the R.C.A. title replaced the R.C.R. and along with that the bidding privileges after one year in the vacancy office that the sub problem would be solved. In my mind, it is worse now than four years ago. It now takes longer to get an R.C.A. and the retention percentage is worse. I hope there will be resolutions offered at the National Convention to help this situation.

I was very surprised in late April to receive a phone call

from Vice-President Dan informing me that Karen was resigning from the position of Assistant State Steward. When I called Karen to learn why this was occurring, she informed me that she had a daughter excelling in gymnastics, wanting to take up swimming and she needs a cheering section. I need to spend more time with my family.

These are noble reasons and I respect them. I made no attempt to talk her out of resigning. One of the biggest regrets I have with serving as State Steward is the loss of time spent with my family. I remain forever grateful to Myrtle for doing so well with our four kids in my absence.

It was my intention after Karen resigned to delay until State Convention to appoint her replacement. For a time this seemed prudent, however a number of serious problems arose in the Northwest section of the State that required a lot of time and attention. These problems seemed to make it wise to make the appointment immediately so as to have someone to share the work with. Additionally the problems existing seemed to be excellent training situations involving a wide range of difficulties. Since there was no doubt in my mind who should be appointed Assistant State Steward, I appointed Dorothy Iannucci. Dorothy has done an excellent job as local steward in her own office for several years under several different managers. She has acted in our behalf as an Area Steward on special assignments. Her geographic location is about as good as one gets in the State. She is located in the center of the I-5 corridor where the majority of the rural carriers work and live.

One of my favorite activities this past year has been serving as co-chair of the Seattle Field Division Quality of Work Life committee. It has been gratifying to see the process come at last to Washington. The best part I guess is the feeling that the way it is being diffused in this Division promotes as high quality a process as can be obtained. It remains however a big frustration that we are not diffusing at a more rapid pace. This frustration is expressed at virtually every committee meeting. It is an ongoing discussion. The rurals will suggest we expand the area, management says let's make sure everything that has been done works as it should before we move on. A list of frustrations might read like this:

1. We are into the process for more than a year, yet are only between 20 and 30% diffused.
2. Guidelines suggest rotating facilitators off after two years service. We will soon be there and there is much work left for these facilitators.
3. Many rural craft employees doubt that the process will remain working long enough to reach my office.
4. We still have high level managers who put far more emphasis on financial returns instead of improving the Quality of Work Life for a lasting benefit.
5. It is a problem when planning for diffusion that the NALCA process came on much faster than we. Most managers assigned to our process have or have had responsibilities in the City Employee Involvement process and are tainted by its problems. We just keep pointing out that it works better in the rural craft.

I am proud of the rural half of our QWL start up team of Facilitators. The trainers indicated that they felt they were as good a group as they had worked with.

Dorothy Iannucci, Kit Witt, and I represent the rural carriers on the Steering Committee. I am very proud of these two ladies and the way they represent you. We are fortunate in this division to have top level managers on the Steering Committee. They are the shakers and movers and



have the authority to make decisions without asking their superiors. Let me tell you each meeting is a challenge.

Most of the money budgeted for equipment at last years convention remains unspent. I hope that the finance committee and this convention will add enough this year to allow for the purchase of a computer for the State Stewards Office. Once programmed and on line, this should be a most valuable tool for the State.

I am convinced that this State is on the right track financially. I hope the convention will refrain from making any cuts in income. The National will be seeking a dues increase in Buffalo this August. Our current structure will allow us to absorb that increase and not pass any of it on to the members.

I am equally convinced that many if not most of the states are dangerously under financed. A little more than a year ago when Washington had a removal case scheduled for arbitration, Roger invited all the State Stewards in the Western Region to attend the arbitration hearing. None of these states could spare the money to send their state steward to this most important learning event. The State Steward from Oregon came at her own expense. No other attended. Folks, that's scary.

The NRLCA reserves will have been dipped into substantially before the dues increase can be passed in Buffalo begins to be collected. This problem is aggravated by the demands of the states for National to assume a larger share of the Steward Program costs.

At the Steward training session in Alexandria in March, our Legal Counsel, Bill Peer again warned the state stewards about the danger of underfinancing. I believe we should take Bill seriously. He is our friend as well as counsel and has our best interest at heart.

He warned us that if the Postal Service is to survive, they will have to professionalize and if they succeed, then we must match them or we will surely fail in our role of protecting the jobs and benefits of the rural carriers of the U.S.

He also said something to the effect that if we as a Union continue to rely on volunteer labor, we can expect to get exactly what we pay for. Please think about that for a moment.

I don't like it when people stand up and blow their own horns. I find it distasteful to blow my own also. However, I really believe Washington has an effective Steward program. It is far from perfect, but we have many outstanding stewards. Some of the best we rarely see or hear from because they succeed in resolving problems before they become grievances. I hope that you or they feel as I do that what we have been able to accomplish in labor relations has been a team effort, a successful team effort.

I'm not sure if the following statement is praise of our success or a condemnation of the mind set in the Postal Serviced. Approximately 10% of the rural routes in Washington are being served by rural craft employees who have been removed and the reinstated through the efforts of this Union. Some removals were reversed at Step 1, some at Step 2-A, some at Step 2-B, and the balance at arbitration. These successes were a team effort. It takes all of us. To me, that is what Unionism means.

Occasionally there are those among us who need to remember that we all need to be pushing in the same direction. We must be working for the good of the rural letter carriers as opposed to self serving.

I am proud of the National Rural Letter Carriers Association. I am proud of the Washington Rural Letter

Carriers Association. Both have proud histories. I am anxious that we make few mistakes in those we elect as leaders. Part of the tradition is that we do not deliberately impede the Postal Service attempts to serve America and survive. Also, part of our proud tradition is that we do not ever roll over and play dead. When the rights of one R.C.A. or a group of rural carriers is violated, you will find this union tenacious in its effort to protect the welfare of its members. How do we do that? Well, I'm sure honey collects more flies than vinegar. In other words, firm politeness works far more often than what some of us think of as the teamster approach. You do it my way or else.

The Postal Service in my opinion must come up with a workable method for replacing poor managers.

If the five worst Postmasters in the State were replaced with good managers, we would have 90% less problems. That in my opinion is a criminal waste of rate payer's money as well as the union's not to mention the stress those who work for them must endure.

At this writing, I do not know if the rural carriers will count their own routes or not this September. All winter and spring we were assured that it would come to pass. Headquarters failed to approve the plan developed through QWL.

The last word I had was that we would have an answer on June 22nd.

Dale Zinser, Manager, Delivery and Retail Programs for the Seattle Field Division and my co-chair on the QWL Steering Committee, suggested that should the Postal Service turn the procedure down on a National level, that we get together and work out methods for doing it anyway in the Seattle Division. I would like to do that if it does not undermine the NRLCA position. That position might be the rurals count the mail nationwide, or not at all.

It has been an honor and a privilege to serve under Washington's first Lady President. Little more than a year ago the NRLCA was warning Washington State to get its affairs in order or they might well assume control. Under Dorothy's leadership, Washington now again enjoys their respect as being a good state organization. Both President Dallas and Vice-President Vernon have expressed to me their feelings that Dorothy is doing Washington a good job and confidence has been restored in Washington State.

This concludes my report to the delegates of this convention. I hope my conduct of the Steward Program for the State of Washington will be found to be satisfactory.

Following is the Financial Report of the State Steward's Office:

Mileage (25,019 miles)	\$5,003.80
L.W.O.P. (113 days)	13,871.08
Phone	263.62
Postage	361.61
Food	2,078.98
Motels	2,907.40
Misc.	841.82
Publications	142.00
Tolls and parking	13.75
	\$24,484.06
Salary	3,000.00
<b>TOTAL</b>	<b>\$27,484.06</b>

Respectfully Submitted,  
Neil Buchanan,  
State Steward



There was no report from the New Assistant State Steward, Dorothy Iannucci, and Karen DeBella failed to prepare a report for the portion of the year which she served as Assistant State Steward.

Ed Koschalk, State Insurance Director, gave his annual report as follows:

*Fellow Officers, National Guests, Rural Carriers, and Friends,*

*I was appointed Auto Insurance Director by your State President following last year's convention in Mount Vernon.*

*It has been a pleasant learning experience for me. I'm not a salesman - so once I realized I didn't have to go door to door to sell insurance, and meet a pre-determined quota - I felt better about accepting the position.*

*The State association receives a substantial rebate from National General based on the policies sold to members of the association. Being a policyholder myself, and realizing the savings and peace of mind that go along with being a policy holder, makes the task of promoting National General to the members a pleasant task. Keep in mind that National General is able to keep premium rates affordable by being very selective in insuring only safe and responsible drivers. Rural carriers, as a general rule, are considered safe and responsible drivers.*

*The number of members insuring with National General at the end of 1987 stood at 503. 1988 saw this increase to 519. As of May, 1989 there are 528 members insured with National General and twenty (20) more members have requested rate quotes. The interest and steady growth in the number of members insuring their autos with National General tends to speak for itself.*

*During the past year, I have received invitations to several County Meetings as well as to the annual District Meetings. I apologize for not being able to attend the many County Meetings, but I was able and did attend all four District Meetings, and the Fall Booster in Wenatchee.*

*I have enjoyed having had the opportunity to promote some of the benefits of insuring your autos with National General and hope that those of you that have not done so, will at least request a rate quote and compare.*

*Thanks to all of you who have made this an enjoyable year.*

*Respectfully Submitted,  
Ed Koschalk,  
Insurance Director*

Dorothy Iannucci thanked everyone for giving their annual reports and dismissed the meetings for a lunch break.

President Dorothy Iannucci called the meeting back to order at 1:30 p.m. There was no report from the Provident Guild Director. Ed Koschalk gave no formal report from the Armed Forces Veteran's Club, but stated that there was money from previous years that had not been sent in for the membership dues. Mickey Mackey moved that the money be sent in this year to cover the membership dues for this year. The motion was seconded and passed.

Kit Witt gave the following report as the Delegate-at-Large to last years National Convention:

*Greetings and welcome to our National Guests, delegates, and other convention attendees.*

*It is an honor to present my report to you. first, I would like to thank all of you who selected me to attend the 84th Convention in Florida as the National Delegate-at-Large for the State of Washington. Second, I would like to thank our National Board for the very interesting speakers this*

*year. Honorable William H. Gray IIIK, U.S. House of Representatives from Pennsylvania; David Charters, Assistant Post Master General; and H. Ross Perot, just to name a few. They all held your attention!*

*At the opening ceremony, each state is represented by their State Flag. It is a very impressive sight. As the State President usually carries the flag, and Dottie was not there, I carried Washington's flag and Butch Peterson carried the Alaska flag.*

*Now, let me tell you a little about the Delegate-at-Large position. Part of your assignments are to see that the State gets a good position on the convention floor, and that all of the seminars are covered. All the delegates that attended from Washington covered one or more of the seminars or conferences. I thank you all for doing a good job. Now for obtaining a good position on the convention floor. This means getting up very early, standing by the door until it is unlocked, and out-manuevering everyone else. It was worth it because Washington had good seats!*

*If selected, you also serve on a committee. I was fortunate to be assigned to the Time and Place Committee, who's function is to determine if the proposals by the prospective host cities bidding for the 1991 National Convention meet the requirements set forth by our National Office. The delegation chose St. Paul, Minnesota for the 1991 Convention.*

*a quick run-down of the convention. Monday consisted of Conferences for Secretaries, Stewards, Presidents and Vice-Presidents and Officers. Tuesday, Committee reports, National Officers reports and some awards. Wednesday, Final reports of some committees and the afternoon filled with Seminars. Wednesday evening was the Annual Banquet. It was a spectacular production. The Stouffer Hotel has a huge inner area, about the size of an enlarged football field and ten stories high, called an Atrium. It contains a waterfall, pond with large fish, a gazebo, trees, an oversized bird cage, a restaurant, etc. The banquet was a Hawaiian Luau with dancers performing all through the Atrium among the tables. It was a fun night. No head table, no speakers, no introductions, just have fun as President Fields insisted. Thursday, Presentation of awards and final reports. Friday morning the 1991 National Convention site was selected and the Election and Installation of the National Officers concluded the convention.*

*In closing, I would like to again thank the membership for allowing me to be a part of the 1988 National Convention. It has been an honor to represent the State of Washington and Rural carriers of our State.*

*Thank you,  
Kit Witt  
Delegate-at-Large*

At this time, Willis Cadman, from the National Association of Retired Federal Employees (NARFE) spoke. He was very informative about the ways NARFE can help the retired craft person and offered to stay and answer any questions that anyone might have. He also gave an opportunity for anyone who might want to join NARFE or who might want an introductory sample of the newsletter.

National Auxiliary Secretary, MaNeil Buttars spoke on Alzheimer's disease. It was very interesting as she shared some personal experiences with a relative who has Alzheimer's. She also spoke about the Liberty Bell, this years Americanism project and about ways the auxiliary can support the craft at home. Such ideas



as always requesting packages be sent via U.S.P.S. rather than U.P.S. or Federal Express.

Roger Moreland, National Committeeperson spoke on many subjects including, right hand drive vehicles, the importance of defensive driving and safety, the responsibility that rural carriers have to keep their cars in good repair, the benefits of insuring your vehicle through the rural carriers insurance plan, and some of the uses that the PAC money went for this year. It was a very informative speech.

President Dorothy Iannucci gave some final announcements in regards to the Retired Carriers Banquet and the meetings for tomorrow. The meeting was dismissed at 4:00 p.m.

On Tuesday morning at 8:30 a.m., Donna Walker, auxiliary Vice-President led in the Memorial Service. The separate meetings were then convened. Dorothy Iannucci called the meeting to order, and Bob Lange led in an invocation for the day's meetings. Secretary Dexter Nesmoe gave the roll call. All were present except a delegate from Alaska.

The final report of the Credentials committee was read and approved. The committee was dismissed with thanks.

The preliminary report of the Resolutions committee was given. There were twenty-one resolutions submitted prior to the convention which will all be voted on this afternoon. The resolutions were passed out to all of the delegates in order that they might look them over and be ready for the vote.

The preliminary report of the constitution and By-laws committee was given. There were thirteen proposed changes to the constitution and By-laws. These were also passed out to the delegates, along with the committee's recommendations regarding the proposed changes.

The Postman committee final report was given. They recommended that the changes suggested in the Editor's annual report be approved and implemented. The report was accepted and the committee was dismissed with thanks.

The Mileage and Per Diem committee report was read. There were some questions as to the accuracy of the mileage given to some delegates. It was suggested that the delegates who had questions or corrections alert the Mileage and Per Diem committee so that the changes could be made and Secretary/Treasurer Dexter Nesmoe could write out the checks. The final report of the Mileage and Per Diem committee was scheduled for later this morning.

The preliminary report of the Finance committee was given. They gave the following recommendations:

*Dues are to stay the same. The current rates are as follows:*

Regular carriers	\$260.00 yearly
Subs #73	57.00 yearly
RCR-RCA #78 #75	47.00 yearly
Retirees	33.00 yearly
Auxiliary	6.00 yearly

*Money returned to the county units to remain the same as follows:*

Regulars	\$8.00 yearly
Subs	3.00 yearly
Retirees	1.00 yearly

*The salary schedules are currently:*

State Steward	\$500.00 monthly
Assistant State Steward	200.00 monthly
Editor	200.00 monthly
Secretary/Treasurer	200.00 monthly

*The committee recommends that the salaries stay the same with the exception of the Assistant State Steward,*

*which would be raised to \$250.00 monthly.*

*Mileage and per diem would be paid at the current rate of \$45.00 per day, and \$.20 per mile.*

*State convention allowance is to remain the same, \$1.00 for regulars and \$.25 for Retirees.*

*Door Prize Allowance to remain the same, \$300.00 for the State Convention and \$125.00 for District Meetings.*

*The equipment fund has \$2,000.00 from last year that has not been used. We recommend that approximately \$3,000.00 be added to the existing equipment fund to buy a quality IBM computer with a quality printer and compatible IBM hardware and software. The approximate cost for the computer and programming in order to be ready to work is \$4,000.00 to \$5,000.00. The computer is to be in the possession of the State Steward for use as needed in the Steward Program and the entire state for the use of mailing labels, membership lists, etc.*

*The Finance committee also recommends that the State President appoint a committee to report back to the 1990 State Convention findings from investigating the possibility of a percentage formula for dues as opposed to the fixed amount we have now.*

*Respectfully submitted,*

**Jennie M. Seeley**

**Ed Koschalk**

**Rita Rae Youngs**

The Preliminary report of the Time & Place committee was given by Karen DeBella. It is recommended that the place be either Ocean Shores, or Tacoma. The committee also recommends that the delegates consider the possibility of having the convention take place on a Thursday, Friday, Saturday, Sunday rather than the current Sunday, Monday, Tuesday, and Wednesday.

The Nominating committee gave their preliminary report as follows: Nominees for President: Dorothy Iannucci and Dar Snyder. Vice-President: Gerald Thomsen and Ed Koschalk. Secretary/Treasurer: Dexter Nesmoe, Kit Witt, and Karen DeBella. Editor: Icelia Peterson. District I: JoAnne Nelson. District II: No election needed. District III: Lynn Walker. District IV: No election needed. Retired Carriers Representative: Bob Lange. There will be a time for nominations from the floor at the time of the actual voting.

There were some announcements given and a break was called for.

President Dorothy Iannucci called the meeting to order. A roll call was given with all present except for those delegates excused to be in committee.

The Mileage and Per Diem committee gave their final report. The report was accepted and the committee was dismissed with thanks.

The Resolutions committee was called upon for voting on the resolutions. As each resolution was read, there was time given for objections. If there were no objections stated, the resolution was passed unanimously. The following is a list of the resolutions and how they were handled.

#### **Resolution #1 Mutual Counties.**

Whereas: The negotiating board representing the NRLCA vote entirely on our contract without membership input or votes,

Therefore: be it resolved that the NRLCA membership have a one member one vote right on any future contracts.

Objection.

#### **Resolution #2 Mutual Counties.**

Whereas: The regular carriers are not being included in the interview of new people for their routes,



Therefore: be it resolved that carriers are to be notified when the interviews are to take place, and that auxiliary assistance, if necessary, be provided.

Objection.

### Resolution #3

Whereas: According to the M-37; carriers in non-central mark-up offices are allowed two options in addition to 3982's for recording address changes,

And whereas: the 3982's are not convenient because of:

1. The non-alphabetical name recording order;
2. They are time consuming when trying to locate a name when non-alphabetized;
3. The greater possibility of errors in forwarding due to lack of visual eye contact with non-alphabetized names;
4. The lack of holding space in the case,

Therefore: be it resolved that carriers in offices with central mark-up be allowed the same change of address recording options as carriers in non-central mark-up offices. The alphabetical loose-leaf form 1564 allows the carrier to find the name quickly and thus he remains more alert to those patrons who have filed change of addresses.

This reduces the possibility of error.

PASSED.

### Resolution #4 Mutual Counties.

Whereas: One half hour lunch break is not long enough to eat a meal,

Therefore: be it resolved that all rural carriers be allowed a one hour lunch break.

Objection.

### Resolution #5 Yakima County

Whereas: Article 9.2, paragraph L1, training pay allows training pay to be provided until proficient, provided more than one route is involved;

Therefore: be it resolved that the words "assigned to more than one route" be deleted from Article 9.2, paragraph 1.

PASSED

### Resolution #6

Whereas: Some carriers use annual leave towards the end of the guarantee period to stay within 2080,

And whereas: many carriers would like to have leave credited along with the new guarantee period,

Therefore: be it resolved that the Postal Service credit rural carriers with their annual leave at the beginning of the guarantee period.

Objection.

### Resolution #7

Whereas: Some organizations such as the N.A.L.C. have ensued to the point where an executive committee controls what resolutions are reported to the floor of the convention for consideration by the delegates,

Therefore: be it resolved that the NRLCA resolutions committee shall be instructed to report out all resolutions that have been passed by state and submitted to the National for passage or rejection. This committee shall have the authority to delete those that duplicate those passed since the last contract was negotiated, combine those on similar subjects and recommend approval or rejection.

PASSED

### Resolution #8 Mutual Counties.

Whereas: Non-union members are able to get auto insurance,

Therefore: be it resolved that proof of union membership be mandatory before rural carriers can benefit from auto, home and health insurance.

PASSED.

### Resolution #9 Yakima County

Whereas: When a regular carrier voluntarily switches to a different route within the office, he is given no training days,

Therefore: be it resolved that he be given three days training pay when switching route (Article 9.2, L-3, page 35)

PASSED.

### Resolution #10 SKI Counties

Whereas: There is a two month wait for a change in wages after the count of a route is made,

Therefore: be it resolved that no adjustment in pay be made after a route is cut until after 60 days.

Objection.

### Resolution #11 Lincoln-Grant-Adams

Whereas: Regular Carriers have had their bidding rights to outside offices greatly reduced due to the new RCA agreement,

Therefore: be it resolved that regular carriers and substitutes MSC wide be given priority bidding rights before all RCA's and/or RCR's.

Objection.

### Resolution #12 Yakima County

Whereas: Rural carriers are continuing to get Carpal Tunnel Syndrome, Tennis Elbow, and other "over-use syndromes",

Therefore: be it resolved that a series of educational articles be published in the national paper to inform carriers of risks, helpful ideas to prevent damage, and information on how cases have been resolved.

PASSED.

### Resolution #13 Mutual Counties

Whereas: We find it not agreeable to be automatically a member of the auxiliary association,

Therefore: be it resolved that the auxiliary family plan be repealed.

Objection.

### Resolution #14 Mutual Counties.

Whereas: RCA/RCR casing time for the route is not adequate, and there is not enough consistency in training,

Therefore: be it resolved that more casing hours are allowed for the RCA/RCR until proficient.

Objection.

### Resolution #15 Mutual Counties.

Whereas: The voting of Carrier of the Year has been left up to the previous three winners of the Carrier of the Year,

Therefore: be it resolved that Delegates-at-large be included in the voting.

Objection.

### Resolution #16 Spokane County

Let it be resolved that when the office, at which the Regular Carriers, Substitutes, or RCA's were originally hired, splits into two or more offices, may the Regular Carriers, Substitutes, and RCA's exercise retreat rights to the original office and to the offices that have split away from the original office.

Objection.



### Resolution #17 Spokane County

Let it be resolved that any RCR or RCA that was hired before January 21, 1988 as a RCR be able to use the time served as an RCR to determine their time of service when bidding on a vacant route. (This must be continuous service).

PASSED.

### Resolution #18 Spokane County

Let it be resolved that RCA's with three years or more of continuous service as an RCR or RCA before January 21, 1988 who bid out of their offices to accept appointments as regular carriers between January 21, 1988 and November 20, 1990, will be considered for residual vacancies in the office from which they came from, before the residual vacancies are filled by RCA's with less than three years of continuous service before January 21, 1988. The following procedure will apply to all such RCA's who wish to return to their original office:

1. Written request for such re-assignment must be submitted by the carriers to the office from which they came, no later than April 1, 1991.

2. It shall be the carriers responsibility to keep his/her written request updated with current duty stations, home address and phone number.

3. The selecting official will notify all eligible former RCA's of the vacancy. Carriers who desire to accept the re-assignment opportunity must respond no later than two (2) weeks from receipt of notice.

4. Failure to respond or accept the re-assignment will constitute cancellation of the written request for re-assignment and the carrier will not be considered for any future vacancies through this process.

5. In the event more than one (1) carrier desires to accept the route, the vacancy shall be awarded to the carrier having accrued the longest period of continuous service as a Substitute, RCR, RCA, and Regular Carrier.

Objection.

### Resolution #19 Yakima County

Whereas: More than one half of the grievances processed are for non-members,

Therefore: be it resolved that when a grievance is processed for a non-member, the non-member shall be assessed a cost that is reasonable for handling the case.

Objection.

### Resolution #20

Whereas: The 3849 notice slip is unsatisfactory for the following reasons:

1. Does not have a claim check number.

2. "Zip of origin" space is too narrow.

3. Address name space is too narrow.

4. It takes longer for the clerk to shelve the parcels because the name must be written on the parcel end so the window clerk can locate it more easily.

5. Names and addresses are not always correctly read by shelving clerk so parcels/letters are frequently misfiled and window clerk cannot locate the article quickly.

And whereas: the 3849-A is more efficient for the following reasons:

1. It has a claim check number on addressee's notice slip and tab for notified article.

2. "Zip of origin" space is larger.

3. Addressee name space is larger.

4. Claim check number eliminates need to write addressee's name on parcel, thus saving time.

5. Post office name, address, phone number, and office hours are printed on notice slip.

6. Parcel/letter can be filed quickly by the last digit of claim check number.

7. Notice tab is bright color and readily seen.

Be it resolved: that form 3849-A be printed again and returned to us for use.

PASSED.

### Resolution #21 Whitman-Asotin Counties

Whereas: Rural Carriers are not organized to buy route vehicles at a fleet price,

Therefore: Be it resolved that the Washington Rural Letter Carriers organize at a state level and send out to new car dealers a bid sheet for fleet prices (on) for cars and 4-wheel drive vehicles. And also if possible, right hand steering.

Objection.

The following resolutions were discussed further after being objected to the first time through.

### Resolution #1

Neil Buchanan moved to reject. Rosa Papineau second. Motion carried. Resolution rejected.

Karen DeBella moved that comments be allowed as follows: alternate comments for or against the resolution. Icelia Peterson seconded. After some discussion, Karen DeBella moved to amend to state name, for or against, and limit the comments to three for and three against in alternating turns. Lynn Walker seconded. The motion was rejected. It was commented that business such as this should be taken care of at the beginning of the resolutions and not in the middle for the next convention.

### Resolution #2

Cindy Norman moved to reject resolution. Lynn Walker seconded. Motion carried. Resolution rejected.

### Resolution #4

Karen DeBella moved to accept the resolution. Icelia Peterson seconded. Comments for and against. Kay Smith moved to amend the resolution to read:

Whereas: onhalf hour lunch break is not long enough to eat a meal,

Therefore: be it resolved that all rural carriers be allowed up to a one hour lunch break, to be taken in increment of the carriers option, in or out of the office. Pat English seconded. Motion carried. Resolution passed as amended.

### Resolution #6

Lynn Walker moved to reject. Cindy Norman seconded. Motion passed. Resolution rejected.

### Resolution #8

Lynn Walker moved to accept the resolution. Karen DeBella seconded. Motion carried. Resolution passed.

At this point, President Dorothy Iannucci adjourned the meetings for a lunch break. The meeting was reconvened at 1:30 p.m. by President Dorothy Iannucci. Secretary/Treasurer Dexter Nesmoie gave the roll call. All present and accounted for. President Iannucci turned the meeting over to Dale Ryan, chair, Resolutions committee.

### Resolution #10

Rita Rae Youngs moved to accept the resolution. Lynn Walker seconded. Motion carried. Resolution passed.



**Resolution #11**

After much discussion and clarification, Dan Snyder moved to accept the resolution. Charles Alexander seconded. A roll call vote was called for. 121 voted yes. 105 voted no. The motion carried. Resolution passed.

**Resolution #13**

Rita Rae Youngs moved to reject. Pat Alexander seconded. Motion carried. Resolution rejected.

**Resolution #14**

Rita Rae Youngs moved to reject after some discussion. Charles Alexander seconded. Motion carried. Resolution rejected.

**Resolution #15**

Lynn Walker moved to reject. Laver Root seconded. Motion carried. Resolution rejected.

**Resolution #16**

Charles Alexander moved to reject. Donna Roakes seconded. Motion carried. Resolution rejected.

**Resolution #18**

Larry VanDyke moved to accept the resolution after some discussion. Lynn Walker seconded. Motion defeated. Resolution rejected.

**Resolution #19**

Cindy Norman moved to accept. Kay Smith seconded. Motion carried. Resolution passed.

**Resolution #21**

Neil Buchanan moved that the resolution be amended to read: Whereas: Rural Carriers are not organized to buy route vehicles at a fleet price,

Therefore: be it resolved that the National Rural Ledtter Carriers organize at a national level and send out to new car dealers a bid sheet for fleet prices (on) for cars and 4-wheel drive vehicles. And also if possible, right hand steering. Charles Alexander seconded. Motion carried. Resolution amended. Lynn Walker moved to accept the resolution as amended. Laver Root seconded. Motion carried. Resolution passed as amended.

At this point, Bob Lange moved that a courtesy resolution be put on the floor. Rosa Papineau seconded. The following courtesy resolution was placed on the floor.

Be it resolved that the Secretary be instructed to send letters of appreciation to the appropriate persons, including but not limited to: Roger Moreland, Curtis and JaNeil Buttars, Alex Hernandez, Roxie Simmelink, Doug Whitehouse, Cindy Norman, Willis Cadman, Junior Sponsor (Marci Morris) and the babysitters.

The resolution was voted on and passed unanimously. Kay Smith moved that rules regarding the voting procedures, etc., be decided prior to the next State Convention. Martha Nielsen seconded. The motion was tabled. A break was called for and given.

Dorothy Iannucci called the meeting back to order. The Tellers Committee was called on. Gloria Rector, chair reported that the mail in ballots for Delegate-at-Large to National Convention had been counted. There were a total of 353 ballots. 13 were unsigned, leaving 340 good ballots. The voting went as follows:

<i>Neil Buchanan</i>	248 votes
<i>Dexter Nesmoe</i>	228 votes
<i>Dorothy Iannucci</i>	218 votes
<i>Karen DeBella</i>	211 votes

<i>Cindy Norman</i>	205 votes
<i>Dan Snyder</i>	197 votes
<i>Kit Witt</i>	196 votes
<i>Robert Lange</i>	189 votes
<i>Icelia Peterson</i>	187 votes
<i>Gerald Thomsen</i>	173 votes
<i>Dorothy Fell</i>	152 votes
<i>Ken Side</i>	145 votes

Dexter Nesmoe asked that he be moved to position 10 of the delegates. Neil Buchanan stated that since he was paid to go to the National Convention as the State Steward, he felt that someone else should be Delegate-at-Large. Marge Griby seconded. Cindy Norman was nominated also. Cindy declined. Dan Snyder and Dorothy Iannucci were nominated. Dorothy Iannucci declined. Kit Witt was nominated. The nominations were closed and it was moved that a secret ballot be held between Karen DeBella, Dan Snyder, and Kit Witt. Lynn Walker moved that the voting be postponed until the next morning. Kay Smith seconded. Motion carried. Voting postponed.

Charles Alexander, Chair, Constitutions and ByLaws Committee made a few preliminary comments regarding the voting on Constitution and ByLaws changes.

Neil Buchanan moved that the voting for Delegate-at-Large to National Convention be held with a written ballot, not a secret ballot. Lynn Walker seconded. Motion passed. The meeting was adjourned until Wednesday morning.

**WEDNESDAY, June 28, 1989.**

The meeting was called to order at 8:00 a.m. by President Dorothy Iannucci. Secretary/Treasurer Dexter Nesmoe gave the roll call. All were present. The Auditing Committee gave their final report. They reported that the books of the Association were in order and that all was accounted for. The report was accepted and the committee dismissed with thanks.

After some discussion regarding the voting, Marge Griby moved that all voting be carried out to the third decimal place. Dale Ryan seconded. The motion carried. Lynn Walker moved to amend the Constitution and ByLaws in regards to the voting procedures, but after some discussion, he removed his motion. In order to clarify who was seated as a delegate and had voting powers, it was moved that the Credentials Committee be reactivated. This was done.

Jennie Seeley, Chair, Finance Committee gave the final report of the Finance Committee. She recommended that the preliminary report printed earlier be accepted as the final report. Kit Witt moved to accept the report and the recommendations of the Finance Committee. Rosa Papineau seconded. A roll call vote was called for. 146 voted yes. 81 voted no. The report was accepted and the Finance Committee Report and recommendations will be put in place for the 1989-1990 year. Lynn Walker moved to dismiss the committee with thanks. Rosa Papineau seconded. Motion carried. Committee dismissed with thanks.

Karen DeBella gave the final report of the Time and Place Committee. She gave the following options: Place would be either Tacoma or Ocean Shores. The time would be either Sunday through Wednesday or Thursday through Sunday. Kay Smith moved that the convention take place in Ocean Shores, with the Sunday through Wednesday, June 24 -27, 1990. Dale Ryan seconded. Motion carried. Rosa Papineau moved that the committee be dismissed with thanks. Kit Witt seconded. Motion carried. Committee dismissed with thanks.

Gloria Rector requested that Chris Briggs be added to the Tellers Committee. President Dorothy Iannucci agreed. After totalling the number of votes each county was allotted and who was eligible to vote from each county, Lynn Walker moved and Cindy Norman seconded that the Credentials Committee again be dismissed and



thanked. Motion carried. Committee dismissed with thanks.

It was then suggested that a second Tellers Committee be appointed so that voting would be able to move at a quick pace. President Dorothy Iannucci appointed Sharon Newcomb, Rita Rae Youngs, and Betty Smith to act as the second Tellers Committee.

President Dorothy Iannucci then turned the meeting over to Charles Alexander, Chair, Constitution and ByLaws Committee. The first order of business to be taken care of was in regards to the selecting of the Delegate-at-Large to the National Convention. Article IX, Section 7, currently reads:

The number of candidates to be voted upon by each member shall not be more than the total number of delegate votes to which the State Association was entitled the previous year. Appropriate instructions shall be on each ballot stating the number of delegates to be elected and the address of the State Secretary to whom they should be returned. The ballot must be returned to the State Secretary prior to the first business session of the State Convention. The State Secretary's name shall not appear on the plain envelope. The address should read:

Secretary/Treasurer  
Washington Rural Letter Carriers Association  
Address  
Town, Zip Code

In reporting the results of the vote tabulation, the candidates shall be placed on a roster in accordance with the number of votes received. The required number of delegates for the State Association, in accordance with Article IV, Section 1 of the National Constitution, shall be declared alternates in the order of their finish.

Neil Buchanan moved that the section be amended by adding the following after the last sentence:

The Delegate-at-Large shall be the candidate with the highest number of votes. Should that delegate decline the position, the Delegate-at-Large shall be the next highest candidate in succeeding order of votes. The declining candidate shall then be moved to the bottom of the paid delegate list.

Lynn Walker seconded the motion. The amendment passed. It was then moved that the amendment be amended to read:

The Delegate-at-Large shall be the candidate with the highest number of votes from the mail in ballots for the National Delegates. Should that delegate decline the position, the Delegate-at-Large shall be the next highest candidate in succeeding order of votes. The declining candidate shall then be moved to the bottom of the paid delegate list. This amendment passed. Bob Lange moved that the proposed change to the Constitution be accepted as amended. Lynn Walker seconded. The motion passed unanimously.

#### Proposal #1

Article VII -Parliamentary Authority - Constitution - Page 3 - Section 1. The parliamentary authority of the association shall be Roberts Rules of Order.

Change to read: Roberts Rules of Order Revised.

The committee recommended to accept this proposal. PASSED Unanimously.

#### Proposal #2

Article 9-National Delegates - Constitution - Page 5 - Section 8 (new section) Delegates to the National Convention, paid by the State, are required to submit a report of said convention, verbally or in writing, to the State Association at or before the Fall Booster. If no report is submitted, the delegate will repay to the State Association all monies received.

The committee recommended that the proposal be revised to read:

Delegates to the National Convention, paid by the State, are required to submit a report of said convention, in writing, to the

State Secretary/Treasurer at or before the Fall Booster. If no report is submitted, the delegate will repay to the State Association all monies received. Icelia Peterson moved to accept the proposal as revised.

Karen DeBella seconded. Neil Buchanan moved to amend the revision to read:

Paid delegates to the National Convention, are required to submit a report of said convention, in writing, to the State Secretary/Treasurer at or before the Fall Booster. If no report is submitted, the delegate will repay to the State Association all monies received.

Lynn Walker seconded. The amended revision of the proposed change was PASSED unanimously.

#### Proposal #3

By Laws - Article 1-Duties of Officers - President - Page 6.

Section 1. The President shall preside at all meetings of the Association of the Board of Control and enforced all laws thereof. He shall sign all papers and documents that require his signature to properly authenticate them.

Section 2. Previous to the first day of each annual Convention he shall appoint from the list of regularly elected delegates, then in the hands of the Secretary, a committee of three on credentials, who shall report immediately after the roll call of officers. On the first day of the Convention he shall also appoint from said delegates, an auditing committee of three members; a committee of three on mileage and per diem; a committee of three on elections; a committee of three on the Washington Rural Postman; a committee of three on Constitution and ByLaws; a committee of three on resolutions; and a committee of three on finances. He shall be responsible that a nominating committee be appointed according to ARTICLE VIII of the Constitution of the NRLCA. he may appoint any other Convention Committee adviseable. If there are not enough duly elected delegates to take care of the business, members present serve, whether delegates or not

Change to read:

Section 2, after "Constitution and ByLaws;" a committee of three on time and place; ... the rest would remain the same.

The committee recommends to accept the proposal as submitted. PASSED unanimously.

#### Proposal #4

By Laws - Article IV - Executive Committee - Page 8

Section 1. The Executive Committee, or majority of them shall act as Trustees of this Association and in conjunction with the President, have general supervision and control of this association.

Add second sentence to read:

The Executive Committee shall consist of the four District Representatives and the Retired Representative. Charles Alexander moved to reject the proposed change. Neil Buchanan seconded. The proposal was REJECTED.

#### Proposal #5

By Laws - Article V - Editor - Page 9

Section 1. Within sixty (60) days following the close of the State Convention, the editor shall publish the proceedings of the Convention, and distribute the same to all members at the expense of the Association.

Add to Section 1 before the final period:  
providing state funds are available.

The committee recommended that the proposal be revised to read:

Within sixty (60) days following the close of the State Convention, the editor shall publish the proceedings of the convention, and distribute the same to all members at the expense of the association when State funds are available.



Karen DeBella moved to amend the proposed revision to read:  
Within sixty (60) days following the receipt of the minutes of the State Convention, the editor shall publish the proceedings of the convention, and distribute the same to all members at the expense of the association when State funds are available.

Marge Gripe seconded. The amendment passed. Charles Alexander moved that the proposal be accepted as revised and amended. Icelia Peterson seconded. PASSED as revised and amended.

#### Proposal #6

By Laws - Article VI - State Officers Expense - Page 10  
Section 5. The State Steward and the Assistant State Steward shall receive a salary. The State Steward and the Assistant State Steward shall be reimbursed for expenses incurred in the administration of the steward program within the state. The State Steward may approve payment of expenses incurred by the Assistant State, Area, and Local Stewards, while involved in grievance-related business. Reimbursement shall be made by the State Secretary/Treasurer. The State Steward and Assistant State Steward shall be reimbursed for three days leave without pay to attend the State Convention. The State Steward and Assistant State Steward shall be reimbursed for sick and annual leave days lost due to leave without pay days taken in performing his responsibilities for the State Association. When grievances are being processed and it is essential that the State Steward and Assistant State Steward be on leave without pay and for five (5) days while attending the National Convention, the Association shall pay his wages at the same rate of pay as earned when serving his route, not to include mileage. The State Steward and Assistant State Steward are expected to attend the National Convention and other out of state meetings for Steward Training and education, and will receive mileage and per diem allowance. The amount paid to State Steward and Assistant State Steward for salary and the rate for mileage and per diem shall be decided at each Annual Convention of the State Association.

Section 5A. There are many occasions when the State Steward and Assistant State Steward travel outside the state of Washington in the conduct of the state's business and to attend training, therefore for all authorized travel outside the state as well as in the state the State Steward and Assistant State Steward shall be reimbursed for actual expenses plus the current mileage. In case where the travel shall be by commercial airlines, the mileage factor shall not apply. The cost of the airline ticket coach fare, shall be reimbursed in lieu of mileage.

Change Section 5 to read:

The State Steward and Assistant State Steward shall receive a salary. The State Steward and Assistant State Steward shall be reimbursed for actual expenses while involved in grievance related business; conducting steward trainings, and for attending county and state meetings. They shall be authorized LWOP at the same rate of pay as their mail routes's evaluation for:

- 1) While grievances are being processed.
- 2) 3 days LWOP for attending State Convention.
- 3) 5 days LWOP for attending National Convention.

Also, they will be reimbursed for any sick or annual leave lost due to LWOP for union business for which the union has compensated them. They are expected to attend Western Regional and National Steward Training and will receive their actual expenses plus LWOP. They are expected to attend National Convention and will receive compensation at the same rate as the other delegates receive to National Convention plus their LWOP as stated above. They shall not be compensated while attending other out of state meeting such as Western States Conference, regional or National meetings unless authorized by the Board. When authorized, they

shall be reimbursed for their actual expenses plus LWOP. The amount paid to them for salary and the rate for mileage and per diem shall be decided at each annual convention of the State Association.

Delete Section 5A entirely.

The committee does not recommend the above proposal, but rather recommends that Section 5A be re-written to read:

There are many occasions when the State Steward and Assistant State Steward travel outside the state of Washington in the conduct of the State's business and to attend training, therefore, for all authorized travel outside the state as well as in the state, the State Steward and Assistant State Steward shall be reimbursed for actual expenses in excess of per diem with the approval of the Board of Control. In case where the travel shall be by commercial airlines, the mileage factor shall not apply. The cost of the airline ticket coach fare shall be reimbursed in lieu of mileage. Neil Buchanan moved to accept the committee's recommendation was PASSED unanimously.

#### Proposal #7

By Laws - Article VI - State Officers Expense - Page 10  
Section 6. The State Association will pay mileage and per diem allowance to two (2) regular delegates to the National Convention. The per diem allowance will be paid for the days the convention is in session. The rate of pay for mileage and per diem shall be decided by each Annual Convention of the State Association.

Change second sentence to read:

The per diem allowance will be paid for five (5) days while attended the National Convention.

The committee does not recommend the proposal as submitted. Lynn Walker moved to accept the committee's recommendation and reject Proposal #7. Kit Witt seconded. The motion carried. Proposal #7 was REJECTED.

A break was called for and taken. After the break, President Dorothy Iannucci called the meeting back to order. Secretary/Treasurer Dexter Nesmoe gave the roll call. All were present. Charles Alexander, Chair, Constitution and ByLaws Committee was again given control of the meeting.

#### Proposal #8

By Laws - Article VII - Revenues and Dues - Page 11  
Section 3. (New section) A regular carrier (Designation 71) having 30 hour or less evaluated route, pay 80% of the existing annual dues.

The committee abstained from making a recommendation regarding this proposal as it was submitted by one of the committee's members.

Charles Alexander moved to accept the proposed change. Kay Smith seconded. PASSED.

#### Proposal #9

By Laws - Article X - Rules Governing County and District Associations - Page 12

Section 1. District and Counties:

District One (1) shall be composed of the County Units of: SKAGIT-SAN JUAN (Skagit and San Juan Counties), SKI (Snohomish, King, and Island Counties), WHATCOM (Whatcom County).

District Two (2) shall be composed of the Counties of: KITSAP (Kitsap County), CLALLAM-JEFFERSON (Clallam and Jefferson Counties), and Wahkiakum Counties), and MUTUAL (Pierce, Grays Harbor, Thurston, Mason, Lewis and Pacific Counties and the members of the State of Alaska).

Change Section 1, District Two (2) to read:

Shall be composed of KITSAP (Kitsap County), CLALLAM-JEFFERSON (Clallam and Jefferson Counties), LOWER COLUMBIA (Pacific, Clark, Skamania, Cowlitz and Wahkiakum



Counties), and MUTUAL (Pierce, Grays Harbor, Thurston, Mason, and Lewis Counties and the members of the State of Alaska).

The committee does not recommend the proposal as submitted, but would recommend that it read:

District One (1) shall be composed of the County Units of SKAGIT-SAN JUAN (Skagit and San Juan Counties), SKI (Snohomish, King and Island Counties), WHATCOM (Whatcom County and the members of the State of Alaska).

District Two (2) shall be composed of the County Units of: KITSAP (Kitsap County), CLALLAM-JEFFERSON (Clallam and Jefferson Counties), LOWER COULUMBIA (Clark, Skamania, Cowlitz and Wahkiakum Counties) and MUTUAL (Pierce, Grays Harbor, Thurston, Mason, Lewis and Pacific Counties).

After much discussion, Karen DeBella moved to reject the committee's recommendation and the entire proposal. Icelia Peterson seconded. A roll call vote was called for. 129 voted yes. 97 voted no. The proposal was REJECTED.

#### Proposal #10

By Laws - Article X - Rules Governing County and District Associations - Page 13

Section 4. Each County Association shall immediately after the regular annual meeting of said association fill out credentials of delegates-at-large and regular delegates to the State Convention in duplicate to be retained for identification by the delegates. The names of newly elected officers should also accompany this report. Such newly elected officers shall not assume office until the beginning of the association year. Each county association shall elect their delegates to the State Convention by secret ballot at their annual meeting.

Section 4A. The County Secretary, when submitting resolutions to the State Secretary shall submit them in the proper form as follows: Make a copy of each resolution, preferably typewritten, on one half page of standard size letter paper.

Change Section 4A to read:

The County Secretary, when submitting resolutions and changes to the Constitution and ByLaws to the State Secretary, shall submit them in the proper form as follows: Make a copy of each resolution and change to the Constitution and ByLaws, preferably typewritten, on one half page of standard size paper and state whether it is a Resolution or a change to the constitution and ByLaws.

The committee recommends the proposal as submitted. Dale Ryan moved to accept the proposal. Karen DeBella seconded. PASSED.

#### Proposal #11

By Laws - Article XII - Mileage and Per Diem - Page 14

Section 1. The Association shall pay mileage to each delegate-at-large, State Officer, Insurance Director and Political Action Committee Director, Assistant State Steward, OWCP Director and State Steward attending the State Convention. The mileage table printed on the standard automobile maps shall be used as a guide. The mileage allowance paid to a delegate-at-large from Alaska shall be equal to the largest amount paid to a delegate-at-large from an organized County Unit. The mileage rate shall be decided at each Annual Convention of the State Association.

Change the third sentence to read:

The delegate-at-large from the State of Alaska shall be reimbursed either mileage allowance if transportation is by a privately owned vehicle or the cost of an airline ticket at the economy fare.

The committee does not recommend this proposal as submitted, but recommends the third sentence read:

The mileage allowance paid to a delegate-at-large from Alaska shall be two times the largest amount paid to a delegate-at-large from an organized County Unit.

Karen DeBella moved to accept the committee's recommenda-

tion. Icelia Peterson seconded. PASSED.

#### Proposal #12

By Laws - Article XII - Mileage and Per Diem - Page 14  
Section 2. The Association shall pay a per diem allowance to each delegate-at-large, State Officer, Insurance Director, Political Action Committee Director, OWCP Director, State Steward and Assistant State Steward attending the State Convention. The amount of per diem allowance shall be decided by each Annual Convention of the State Association. When more than one person otherwise entitled to mileage and per diem travel to meetings together, only one shall be paid mileage.

Change the first sentence by recommend the proposal as submitted. Charles Alexander moved to reject the proposal. Marge Griby seconded. Proposal #12 REJECTED.

#### Proposal #13

By Laws - Article XIV - Printing Constitution and By Laws - Page 15

The Secretary shall have this Constitution and By Laws printed in pamphlet form in sufficient number for the needs of the Association. He shall mail one copy to each of the present officers, to each of the County Officers, and to each of the Delegate-at-Large to this Convention. The balance of the copies shall be kept on hand and given out only on request to members of the Association.

Change first sentence by deleting "in pamphlet form".

The committee recommends the proposal be accepted as submitted. Dale Ryan moved to accept the proposal. Karen DeBella seconded. PASSED unanimously.

Lynn Walker moved to dismiss the Constitution and By Laws committee with thanks. Kay Smith seconded. Motion carried. Committee dismissed with thanks.

The final report of the Resolutions Committee was called for. There was one final resolution submitted. It was as follows:

Whereas: Rural Carriers are required to long hours after a holiday,

Therefore: be it resolved that the Christmas overtime provisions be extended to cover the two (2) days following a holiday, and that all hours over the route evaluation be paid at the overtime rate, and those hours shall not be included in the hours worked in excess of 2080.

Rita Rae Youngs moved to accept the resolution. Pat Alexander seconded. The motion carried. Resolution PASSED.

Kit Witt moved to accept the final report of the Resolutions Committee and to dismiss the committee with thanks. Marge Griby seconded. Motion carried. Committee dismissed with thanks.

The next order of business was the election of the new officers. The first election was for president. Those nominated were Dorothy Iannucci and Dan Snyder. There were no nominations from the floor. Dorothy Iannucci received 140.770 votes and Dan Snyder received 82.228 votes. Dorothy Iannucci was declared the winner.

The next election was for Editor. Icelia Peterson was nominated. There were no nominations from the floor, so Dan Snyder moved that the nominations be closed and that a unanimous ballot be cast for Icelia Peterson. Rosa Papineau seconded. Motion carried. Icelia Peterson was elected.

District Three elections were held next. Lynn Walker was nominated. There were no nominations for the floor. Rosa Papineau moved to close nominations and that a unanimous ballot be cast for Lynn Walker. Kit Witt seconded. The motion carried. Lynn Walker was elected.

Retired Committee Person nominations were Bob Lange. There were no nominations from the floor. Rosa Papineau moved that the nominations be closed and that a unanimous ballot be cast for Bob Lange. Kit Witt seconded. Motion carried. Bob Lange was elected.



It was announced at the time that Bob Lange had also been chosen as the Washington State Carrier of the Year.

At this time, Darline Kendall was called upon to give the District IV annual report. She reported as follows:

*National Officers, State Officers, fellow carriers, friends, and guests.*

*I have enjoyed being on your State Board this past year. I had eye surgery in February and was unable to attend as many meetings as I would have liked to. As it was, I was able to attend all board meetings, two county meetings, my district meeting, and the Fall Booster.*

*I am looking forward to the next year as your Fourth District Representative and hop to be able to be more involved this year.*

Thank You.

Respectfully Submitted,

Darline Kendall

District IV Rep.

Rosa Papineau moved to accept the report as read. Icelia Peterson seconded. Motion carried.

Next the Vice-Presidential elections were conducted. Gerald Thomsen and Ed Koschalk were nominated. Dan Snyder was nominated from the floor. It was noted that since Dan had served two consecutive terms, in order to be re-elected he would have to have a unanimous vote. Rosa Papineau moved to close the nominations. Dale Ryan seconded. The voting went as follows: Ed Koschalk received 157.670 votes. Gerald Thomsen received 43.128 votes. Dan Snyder received 22.5 votes. Ed Koschalk was elected.

District I Representative elections were held next. JoAnne Nelson was nominated. Dan Snyder was nominated from the floor. As the ballots were still being counted for the Vice-President election, this election was tabled.

Neil Buchanan moved that the discussion of the Delegate-at-Large be continued at this point. The previous motion and second were withdrawn and the convention agreed to follow the suggestions and changes made to the Constitution and By Laws in regards to the Delegate-at-Large selection. The following is the list of the delegates to National Convention in the final order after the top three vote receivers declined the position of Delegate-at-Large:

1. Karen DeBella, Delegate-at-Large, paid by National.
2. Cindy Norman, alternate, paid by National.

3. Dan Snyder, delegate, paid by State.
4. Kit Witt, delegate, paid by State.
5. Dorothy Iannucci, delegate, paid by State.
6. Neil Buchanan, delegate, paid by State.
7. Bob Lange, delegate, not paid.
8. Icelia Peterson, delegate, not paid
9. Gerald Thomsen, delegate, not paid.
10. Dexter Nesmoe, delegate, not paid.
11. Dorothy Fell, alternate, not paid.
12. Ken Side, alternate, not paid.

The election for Secretary/Treasurer was next. Dexter Nesmoe, Karen DeBella, and Kit Witt were nominated. There were no nominations for the floor. Rosa Papineau moved that the nominations be closed. Charles Alexander seconded. The voting went as follows: Dexter Nesmoe received 61.760 votes. Karen DeBella received 50.5 votes. Kit Witt received 110.728 votes. There was not a clear majority winner and so the voting was repeated. In the re-vote, Dexter Nesmoe received 49.056 votes. Karen DeBella received 46.5 votes. Kit Witt received 127.442 votes. Kit Witt was elected.

At this time the District I voting was re-called. Nomination were JoAnne Nelson and Dan Snyder. There were no more nominations from the floor. Dale Ryan moved that the nominations be closed. Rosa Papineau seconded. JoAnne Nelson received 140.560 votes. Dan Snyder received 82.428 votes. JoAnne Nelson elected.

Cindy Norman moved that while the voting for District I was being counted, the Credentials Committee be dismissed with thanks. Charles Alexander seconded. The motion carried and the committee was dismissed with thanks.

Nominations from the floor were accepted for District II Representative to fill Kit Witt's unexpired term. Those nominated were Jennie Seeley and Karen DeBella. Rosa Papineau moved to close the nominations. Bertha Kamstra seconded. Jennie Seeley received 138.084 votes and Karen DeBella received 84.914 votes. Jennie Seeley was elected.

Rosa Papineau moved to dismiss the Nominating Committee with thanks. Kay Smith seconded. Motion carried.

Committee dismissed with thanks.

Rosa Papineau moved to dismiss the Teller's Committees with thanks. Lynn Walker seconded. Motion carried. Committees dismissed with thanks.

Roger Moreland then swore in the newly elected officers. The colors were retired and Bob Lange gave a benediction. Rosa Papineau moved that the State Convention be adjourned. Marge Gribby seconded. Motion carried. Meetings adjourned.

## AUXILIARY OF THE WASHINGTON RURAL LETTER CARRIERS' ASSOCIATION

SIXTY-FOURTH ANNUAL CONVENTION • JUNE 25-28, 1989  
HANFORD HOUSE • TRI-CITIES, WASHINGTON

Monday June 26, 1989

MEETING CALL TO ORDER BY President Inez Nesmoe at 10:30 A.M. ADVANCEMENT OF COLORS AND PLEDGE OF ALLEGIANCE: Flag was brought forward by Ruth Ryan with Curtiss Buttars (guest) as color guard.

INVOCATION: Delores Robb gave a reading titled "Peace and Calm; in the 23rd Psalm".

ROLL CALL OF OFFICERS:

President

Inez Nesmoe

Vice-President

Sec./Treas.

Dist. #1

Dist. #3

Districts #2 and #4 are vacant.

Junior Past President

Donna Walker

Myrtle Buchanan

Delores Robb

Donna Walker

Janet Lange

DELEGATES SEATED FROM THE FLOOR: Ruth Ryan, Lincoln-Grant-Adams County; Odetta Yeager, Lower Columbia County; Donna Walker, Northeast County; Delores Robb, S.K.I. County; Bernice Messinger, Whatcom County, and Virginia Mack-



ey, Yakima County.

Motion was made by Odetta Yeager, seconded by Janet Lange that these delegates be seated.

**JUNIORS:** The Junior chaperon Marci Morris was introduced and the Juniors were dismissed to have their meeting.

It was announced to the Juniors that they are required to attend all Junior functions, not just the banquet on Tuesday evening.

**TREASURER'S REPORT:** Myrtle Buchanan

BEGINNING BALANCE		
AFTER 1988 CONVENTION		\$1939.97
General Fund	\$1602.18	
Scholarship Fund	337.79	

**RECEIPTS:**

Membership Dues	\$4680.00	
Project	928.50	
P.A.C.	69.00	
Raffle	163.00	
Interest	30.40	
		\$5870.90

**DISBURSMENTS:**

Membership Dues (788)	\$3152.00	
Project	928.50	
P.A.C.	69.00	
Raffle	69.00	
Postage	264.90	
(250 for stamps to mail cards)		
Supplies (envelopes)	41.33	
C. Dues for S.K.I.	102.50	

**Balance**

\$4627.23  
\$1939.97  
1243.67  
\$3183.64

**CORRESPONDENCE:**

A letter of Thanks was read from last years scholarship recipient Stacy Bartholomew.

Myrtle Buchanan requested that all bills be presented.

**NATIONAL DELEGATE REPORT:** Inez Nesmoe  
National Convention — Orlando, Florida — Aug. 2-5, 1988:

*We left home on July 22, 1988. We met our daughter Mary and her two children, Mandi & Matt in Missoula, Montana on July 23rd.*

*We stopped at KOA camps along the way. Nearly all had swimming pools and Mary and the kids went swimming every evening.*

*On Wednesday night we stopped at Nashville, Tennessee. Got there just in time to catch the entertainment as people from the Grand Old Opry entertain there each evening with country music.*

*We arrived in Orlando on Friday about 4:30 p.m. We had parked the trailer at Yogi Bear's Jellystone Park and made the hookups when Mary's husband Jesse joined us. He flew in as he didn't have enough vacation to travel with us. Jesse had reserved a rental car.*

*The first car he got the air conditioning didn't work, so we took it back and got a second car. That one stopped on us just as we got to the camp ground. It took about 15 minutes to get it started and then it quit again just as we got to our trailer so Jesse called the rental company to*

*have them come and get it. A third car was delivered when they came to pick up car #2. That one ran fine.*

*Saturday being a free day we all went to Sea World. Had a very enjoyable day watching the different kinds of whales, sea lions, walrus and other sea animals perform. Saw the different kinds of sharks in tanks and penguins in a polar setting. Also a water ski show.*

*On Sunday Jesse, Mary, and kids went to Baseball and Boardwalk and then to Ft. Lauderdale to visit Jesse's parents.*

*Dexter and I went to Convention headquarters and registered. Picked up banquet tickets and such. Then we drove to Daytona Beach and I went swimming in the Atlantic Ocean. Then over to St. Petersburg where I swam in the Gulf of Mexico. The water was warm both places.*

*On Monday, Dexter and I both attended workshops and got all the information on projects for the upcoming year.*

*In the afternoon went to Provident Guild workshop and got information sheets to bring back.*

*On Tuesday we attended Memorial Services before the start of regular business meetings.*

*Congressman William Gray spoke out of turn as he had to catch a plane back to Washington, D.C. Congressmen Gray spoke on National Debt. Each generation going faster, farther, and higher than forefathers and being the strength of the nation.*

*Also he spoke on the government cutting services to balance the budget. Cutting pensions and putting the burden on working people.*

*We should cut desirables and keep essentials to get on balance again.*

*For the opening of the joint session we began with the parade of flags. Kit Witt carried the Washington State flag and Butch Peterson carried the Alaska State flag.*

*After the flag salute we sang the Star Spangled Banner and had a prayer. At a special presentation by Jennifer Wales, sang songs.*

*After lunch attended meetings. Thad Wilkinson sang "He" but they had trouble with the record that accompanied him.*

*Had a program of "just kids". Eighteen kids from high drug traffic areas. They sang "Just Say No" to drugs and "Crack Attack". Miss Hopkins is leader of the group.*

*First timers were given ribbons and a crocheted butterfly magnet.*

*I had the honor of receiving an Auxiliary history and pin for Hazel Hallack as our outstanding Auxiliary member.*

*Aunt Lee Shores, 91 years young was introduced. She is Florida's last living charter member of the Auxiliary.*

*Larry Walagora introduced his wife Sharon and daughter Michelle and his mother at the back by the door. He then spoke on medical quackery. Beware when testimonials are the only endorsement. Beware if it sounds too good to be true.*

*Know what to expect. Ask your doctor or specialist. Also libraries are a good source of information. Quacks don't like questions. Call or write insurance about treatment if in doubt.*

*On Wednesday the report of the mileage committee reported 137,080 miles total travel paid by National Auxiliary.*

*Dallas Fields praised the Auxilliary for support and help in getting legislation for benefits by writing to Congressmen. He expressed concern to get male spouses to join and asked for future support.*



After the roll call of delegates, Ken Parmelee visited the Auxiliary and spoke on upcoming legislation.

Cliff Edwards spoke on P.A.C. fund. It was started in 1975. In 1987 the Auxilliary raised \$19,960.50. Wanda Van Meter is secretary and takes care of funds. P.A.C. outside of contract and is most important in getting our concerns and needs before Congress.

Awards for the most money went to 3rd place Oklahoma; 2nd place Missouri; and 1st place to Pennsylvania. Most money per member awards were 3rd place Rhode Island; 2nd place New Hampshire; and 1st place was Arkansas.

Ruthann Saenger from the National Carrier Magazine thanked those sending reports for their timely and informative reports. Those doing the best were Indiana, Kansas, South Dakota, Minnesota, and Idaho.

Active Carriers spouses were honored. We were given a folding fan.

In the evening we went to the banquet. The entertainment was Hawaiian dancers for the adults and records and dancing for the Juniors. Flowers and seashells were used for table decorations with a seashell necklace at each place setting. The Juniors were presented with plastic glasses of seashells on a styrofoam base. On the top of the glass was a small mouse like animal made of seashells and playing a musical instrument.

On Thursday, August 4th the Juniors were introduced and the officers installed. The awards for the Junior contest were made.

Had a lady Postmaster Mary Jo speak on QWL/EI.

Kenneth Joe Hunter, Associate Postmaster General, 3rd in rank of Postal Service Spoke to us. Told us Grandparents and grandchildren get along so well because they have a common enemy, the parents.

We then had nomination of officers. Those nominated were: President--Joyce Griffith; Vice-President--Sue Bousman; Secretary--JaNeil Buttars; Treasurer--Sharon Brown; Jr. Boardmember--Barbara Hutchinson and Marilyn Jones.

Increased membership awards were given: 23 in all. Myrtle Buchanan received the award for Washington, also the 100% award.

After lunch Juvenile Diabetes representative Scott Tilberg and his mother spoke to us. Scott checks his own blood and gives himself his shots according to the results. Scott goes out with friends who know about his diabetes and can help him.

Awards were given to those who donated the most to Juvenile Diabetes. In our group Washington got the award.

Several donations were made to Juvenile Diabetes. On Friday we had final reports. Secretary report showed 39,279 3/4 members. Treasurer report showed \$57,519.73 for Juvenile Diabetes and \$23,566.74 for P.A.C.

The Officers elected were: President--Joyce Griffith; Vice-President--Sue Bousman; Secretary--JaNeil Buttars; Treasurer--Sharon Brown; and Jr. Boardmember--Marilyn Jones.

Joyce presented her program for the coming year.

Installation of officers with the Texas delegation, the installing officer, the National Auxiliary, the Juniors and local Auxiliary and Joyce's family presenting her with checks for her project of Alzheimer's Disease and Related Disorders. The convention was ajourned about noon and everyone started for home.

Respectfully Submitted,

Inez Nesmoe

#### JUNIOR OFFICERS FOR THE YEAR 1989-1990:

President—Alissa Peterson—Tacoma, WA.

Vice-President—Melissa Norman—Kennewick, WA.

Secretary—Adrienne DeBella—Spanaway, WA.

#### PROVIDENT GUILD REPORT: Janet Lange

Janet Lange gave a short report on the Provident Guild and had some fact sheets to hand out.

#### HONORING PAST PRESIDENTS: Donna Walker

Present were: Delores Robb, Myrtle Buchanan, Ellen Nunn, Janet Lange, and Odetta Yeager. Donna presented each of the past presidents with a small gift.

#### RETIRED CARRIERS WIVES AND WIDOWS: Myrtle Buchanan

Present were: Odetta Yeager, Delores Robb, Mary Dovovan, Virginia Mackey, Ellen Nunn, Janet Lange, and Bernice Messinger.

Each was presented with a butterfly pin for their years of support and guidance.

Inez Nesmoe presented our National Guest JaNeil Buttars with a gift. She will be introduced at a later time when she will address the Auxiliary.

#### COMMITTEES:

AUDITING: Virginia Mackey, Ch. and Donna Walker

MILEAGE: Ruth Ryan

RESOLUTIONS: Janet Lange, Ch. and Delores Robb

COUNTRY STORE: Odetta Yeager

Meeting recessed at 11:30 A.M.

Monday afternoon session was with the Association. National Auxiliary Guest JaNeil Buttars and National Association Guest Roger Moreland spoke to the joint session.

#### TUESDAY MORNING JUNE 27, 1989 KENNEWICK ROOM

Memorial Service with the joint session was a most inspiring service. With poetry, music, and lighting of the candles for the organization plus a candle for the families of our departed ones.

Donna Walker, Vice-President was in charge of the program Meeting called to order by President Inez Nesmoe at 9:20 A.M.

Roger Moreland, National Western Region Representative spoke to the Auxiliary.

He praised the Auxiliary members for the work they do on behalf of the Association.

#### INVOCATION: Odetta Yeager

#### PLEDGE OF ALLEGIANCE:

NATIONAL GUEST JANEIL BUTTARS was introduced by President Inez Nesmoe. She spoke on the National Presidents project Alzheimer's Disease. There is some evidence that this disease is hereditary.

She emphasized P.A.C., how to write letters to our Congressman, and hit on some National Convention highlights.

JANET LANGE honored JaNeil with a gift from the State and also it was her birthday so we sang "Happy Birthday" to her.

Minutes from Monday morning session were read. Corrected and accepted.

#### SCHOLARSHIP REPORT: Odetta Yeager

National Guest JaNeil Buttars, Madam President Inez, State Officers and Auxiliary members.



I've enjoyed working on the scholarship program this year.

We had 5 applicants this year from around our state. Needless to say, it was a good feeling to know our carrier children are taking advantage of this program.

Last years applicant Stacy Bartholomew said she has learned more about herself and college has been a wonderful experience for her.

Stacy has changed her major to Elementary Education-Psychology and would like to work with children that have learning disabilities.

The applications were taken to the Longview's Superintendents office. He chose three people to judge the entries. The results will be learned at the banquet Tuesday night. Since we have a nice balance in our treasury, I would like to suggest we raise our scholarship to \$500 this year (1989).

I wrote articles for Washington Postman.

Suggest a note be written to the applicant so they know you have received their application.

Respectfully,  
Odetta Yeager  
Scholarship Ch.

#### SUNSHINE REPORT: Delores Robb

National Guest JaNeil, President Inez, and Members. Sunshine means cheerful, bright warmth and joy.

This is what happens as the cards are mailed out across the state. Everyone likes to be cared for.

Through our Auxiliary we are caring and sharing with our rural carrier family and we touch many lives.

I have written articles for the Postman.

When Mariam Personett was State President, Anniversaries and Birthdays were added to the Sunshine for carriers and spouses. Little did she realize this list would grow and grow.

Many cards were mailed out for illness, sickness, deaths, retirements, cheer, get well, etc.

This added to the 246 Anniversary and 557 Birthday cards, over 900 cards were mailed. I am completing my 9th roll of stamps. Last convention 740 cards were mailed so you can see how it has grown.

I believe you cannot put Sunshine and Love into others lives without this returning to your own life. Truly this is true in my own life through Sunshine, and I do enjoy this. President Inez has allowed me to continue on the Sunshine Committee and send cards for illness, cheer, get well, deaths, retirements, etc.

For the Birthday and Anniversary cards, someone else will have to do this and be helpers. It is too much for one person to do.

I truly hope and pray this will be continued.

Delores Robb  
Sunshine

#### COUNTRY STORE REPORT: Odetta Yeager

At this time we have \$83.00 from the sale of items at the country store.

#### STATE OFFICERS REPORTS: PRESIDENT—INEZ NESMOE

Since becoming your Auxiliary President at the State Convention in Mt. Vernon in June of 1988 I have attended

National Convention, Orlando, Florida in August of 1989, Fall Booster and Board meeting at Wenatchee in Oct 22-23, 1988, S.K.I. County at Kent Jan. 21, 1989, accompanied Dexter to Tacoma on February 5 for Steward Seminar.

March 5, 1989 I attended District #1 meeting at Mt. Vernon, District #2 meeting in Tacoma on March 12, and District #3 March 18 at Davenport, District #4 meeting on April 2 at Richland and got preview of convention site.

During April went to Western States Conference at Colorado Springs, Colorado.

I am sorry I didn't get to more meetings, but working 10 and 12 hours a day during the week and nearly every weekend didn't leave much time for travel.

I have sold bells and notes for Alzheimer's disease, spoke on National Programs at meetings, written articles for the Postman and to National.

Received letters from National President Joyce Griffith and written letters to her.

Respectfully Submitted,  
Inez B. Nesmoe

#### VICE PRESIDENT: DONNA WALKER

Officers and members of the Washington State Auxiliary. It's been a busy year at home base. I was able to visit with Lynn each unit meeting in all districts, in district 3 this year.

It's a great way to meet new people who share the same interest in the U.S. Postal Service that we do.

Always enjoy going to the Okanogan unit meeting. They have a silent bid auction and we came home with mouth watering black caps, jam and cinnamon bread. What a treat!

Spokane unit is always much fun-if you have met Jessie you know why.

This is the first year we attended the Chelan-Douglas county meeting. The drive to Wenatchee was lovely with the apple blossoms just peeping out. Our host and hostess there were warm and friendly, so it was a nice trip.

Our own unit meeting held in Kettle Falls this year was well attended, and we enjoyed the food, (excellent). At our Northeast unit meeting we knew all the names that go with all the faces. They are a great group. The District #3 meeting in Davenport went well. I love to entertain that way. Just invite all our friends and sit back and enjoy while the chef does the work.

We have an auction each year for the benefit of the Auxiliary project and we did well. The gift wrapped boxes were fun and made a good profit of \$77.25. The look on the guest's faces when they had seen what they just paid \$10.00 for was priceless.

Was so glad Dan Snyder won the stuffed rabbit from the door drawing. They looked just like they belonged together?

We attended state convention in Mt. Vernon, that's how I got lucky enough to be your V.P. Its now Quail and Walker.

Booster meeting in the fall was at Wenatchee. The hotel was excellent, just like Neil said it would be. Enjoyed seeing everyone again. While Lynn boasted, I shopped.

Wherever we went we took our notes and bells to sell for the project of Alzheimer's and related disorders.

Alzheimer's I'm sure has touched all of our lives. It may have been friend, mother, father, brother, sister, our



neighbor and it goes on and on. Alzheimer's is a dreaded-disabling disease. To watch those we care for change day by day is heart wrenching. I pray some day there will be a cure. Alzheimer's is a long goodbye.

**Donna Walker**  
Aux. V-Pres.

#### SECRETARY'S REPORT: MYRTLE BUCHANAN

After State Convention last year, Neil and I went to Orlando, Florida to National Convention. I was really looking forward to it as I had never been to Florida before. Our son Marc (who lived in California at the time) met us in Chicago and flew the rest of the trip with us. He stayed the week with us sight seeing and taking insome of the activities at the convention.

I mentioned that Marc lived in California. He now lives in Puyallup where the company he works for transferred him to. It happened around Mothers Day and I said that was a real nice Mothers Day present as we have always wanted him out of California, which were his wishes also.

I wrote articles for the Postman, sent dues and project monies in. There was a delay on the bell order due to back orders from the factory, but we finally did receive our full order late in May.

I didn't travel as much thought out the year as in the past, because to help save on the expenses for the Association, Neil co-ordinated hearings, interviews, and Quality-of-Work Life (QWL) travels together when he could.

In April I went to Western States Conference and had a very good time. We took Neil's brother and his wife with us as they have a daughter in Ault, Co. just west of Fort Collins.

Colorado Spring is an interesting place and would like more time to visit the area. I've been there several times as our daughter and son-in-law still have their home there. Our son-in-law taught at the Air Force Academy 4 years. The one thing I hadn't seen before was the inside of the beautiful chapel. On the tour to the Academy we got to go inside the chapel and it was breath taking.

We had interesting weather on the trip and most of it happened while in colorado Springs. It rained some, sun shined very little, and mostly snowed. When we left there were 3 or 4 inches of snow on the freeway and all the snow plows that we saw were always going the opposite direction..

Finally ran out of the snow half way between Denver and Fort Collins, and had nice weather the rest of the way home.

The rest of the year will be busy with helping Neil with the papers he needs for the 4 mail count schools that he will put on before going to National Convention, and then going to National Convention.

I have been called to work some as a sub bus driver and was pretty busy during the Spring sport time. I'm hoping it will be full time this fall.

I attended a few county meetings, most of them on the East side and always enjoy seeing all the old friends and meeting some new ones. Tha Auziliary is about non-existent as far as formal meetings go, but a few still come to hear the latest information.

Each year seems to be quite different than the last. Not only different projects, but the way people react to them. The notes have been a big success, especially the ones with a mail box or rural route pictured on them.

The family membership plan is in affect and we're healthy financally, but we still need more participation from our members. I guess we just keep plugging along and maybe we'll finally get through to some of the spouses.

Respectfully Submitted,  
**Myrtle Buchanan**

#### DISTRICT #1: DELORES ROBB

National Secretary, JaNeil, President Inez and members.

District #1 included SKI, Whatcom, Skagit, and San Juan Counties.

SKI is the only active Auxiliary. I have attended meetings in SKI counties.

Pamphlets were distributed promoting the project-Alzheimers. Bells and notes were sold.

Due to a fractured ankle in March I was unable to attend District #1 meeting. I wrote articles to the Postman on Defensive Driving and Alzheimers.

**Delores Robb**  
Committeeperson

Virginia Mackey gave a short report on District #4 from the floor.

Inez Nesmoe gave some additional information on Western States Conference in conjunction the Myrtle Buchanan's report.

#### COUNTY REPORTS: DELORES ROBB—SKI COUNTY.

Nationa Guest, President Inez and members.

SKI includes Snohomish, King, and Island Counties. We meet in October, January, March, and May. At this time we are the only active auxiliary in the state. We received \$102.00 from SEc/Treas. This is the 50 cents per member on Family Plan for SKI members. We gave \$35.00 towards flowers for 2 carriers spouses who had passed away.

SKI donated \$29.00 to the project. This was given at a County meeting including Association members.

Alzheimers, our project was promoted with literature, articles in Postman, note cards sent across the state for Birthdays and speaking at meetings. One of the talks was on Do's and Don'ts for care givers of persons with Alzheimers. This was in the National paper.

Notes and bells were sold.

Due to fractured ankle, I was not able to complete all meetings and missed District #1.

We persevere and keep active in SKI. We do have spouses of the carriers who attend. We need to keep inviting and encouraging spouses and promote good ideas and interesting ideas and perhaps crafts for these spouses who will become interested, we surely need them.

**Delores Robb**  
SKI Secretary

#### AUDITING COMMITTEE REPORT: VIRGINIA MACKEY, CH.

To the Members of the W.R.L.C.A. AUX.

We the auditing committee have examined the treasur-



ers books and found them in excellent order. Thanks to Myrtle Buchanan for a job well done.

#### MILEAGE COMMITTEE REPORT: RUTH RYAN

One State Officers is entitled to mileage. Delores Robb traveled 502 miles round trip from Arlington to Richland for the State Convention.

#### RESOLUTION COMMITTEE: JANET LANGE, Ch.

We, the resolution committee, submit the following report:

(1) Resolved, that the members of the W.R.L.C.A. Auxiliary express our sincere appreciation to our President, Ines Nesmoe for all the time and effort she has put forth to make our 64th State Convention run smoothly.

(2) Resolved, that we express our gratitude to our National Guest, JaNeil Buttars for her interesting and informative messages.

(3) Resolved, that we sincerely thank the carriers and auxiliary of the District #4 for their gracious hospitality and planning which made for a smooth running convention.

(4) Resolved, that we express a special gratitude and appreciation to the retired Carriers and their spouses, who have given us information and encouragement as they uphold us with their attendance at our state convention.

(5) Resolved, that we send special thanks to Cindy Norman, convention chairperson, and the many people who worked with her to make this convention a success.

(6) Resolved, that appreciation be extended to Alex Hernandez, Richland Postmaster, Roxie Simmelink, Tri-Cities Visitor and Convention Bureau, and Todd Thorson, Manager-Handford House.

(7) Resolved, that thanks be expressed to our find group of Juniors and their Sponsor, Marcy Morris.

(8) Resolved, that we thank Donna Walker and those who helped her for the thoughtful Memorial Service they presented.

(9) Resolved, that we express our sincere thanks to Delores Robb for the excellent job she always does as our Sunshine Chairperson. We are really blessed to have such a caring and sensitive person in that position.

(10) Resolved, that we thank Odetta Yeager for the excellent job she did as Scholarship Chairperson this past year.

(11) Resolved, that we thank Odetta Yeager for all the effort given in behalf of the Country Store, and all who contributed the items to be sold.

(12) Resolved, that we give a special thanks to Jack Yeager for stepping in and helping out at the Country Store when the auxiliary members were otherwise occupied.

Respectfully Submitted,  
Janet Lange, Ch.  
Delores Robb

#### NOMINATIONS OF OFFICERS:

Motion was made to retain the same slate of officers. The motion seconded and passed by unanimous ballot.

#### NEW BUSINESS:

Motion by Delores Robb, seconded by Virginia Mackey to reimburse Janet Lange for materials used in the quilt. Motion passed.

Odetta Yeager suggested that the Auxiliary repay the Association \$1200 that they gave to support us before the Family Membership Plan took effect.

Discussion on the matter was that monies was given to the Auxiliary to use and does not want it back.

The Auxiliary is to send a thank you to the Association for the support.

**JUNIOR PROGRAM** was thoroughly discussed with Guidelines and Junior Program printed in convention program next year.

**SCHOLARSHIP:** It was discussed that we raise the Scholarship to \$500.00. Tabled it til Fall Booster Meeting.

#### WEDNESDAY JUNE 28, 1989:

Meeting was called to order by President Inez Nesmoe at 8:35 A.M.

Odetta Yeager gave the invocation titled, "5 Kernels of Corn".  
Flag Salute

Minutes of Tuesday's minutes were read and approved.

**BILLS:** Motion made, seconded and passed to pay the bills that were turned in.

#### OUTSTANDING AUXILIARY MEMBER:

Myrtle Buchanan was voted as the Outstanding Auxiliary Member for the year of 1989.

Delores Robb made a motion to pay Myrtle Buchanan \$50.00 for her secretarial duties for the last two years. Donna Walker seconded. Passed.

#### DELEGATE TO NATIONAL CONVENTION:

Donna Walker a motion that Myrtle Buchanan be Delegate-at-large and Inez Nesmoe and Janet Lange be National Paid delegates. Motion seconded by Delores Robb. Passed.

#### INSTALLATION OF OFFICERS:

JaNeil Buttars, National Secretary installed the Junior officers. President--Alessia Peterson; Vice-President--Melissa Norman; Secretary--Adrienne DeBella.

After the Juniors, JaNeil installed the officers of the Auxiliary, President--Inez Nesmoe; Vice-President, Donna Walker; Secretary/Treasurer--Myrtle Buchanan; District #1--Delores Robb; District #3--Donna Walker.

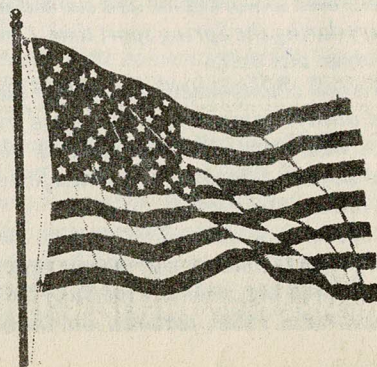
Inez Nesmoe presented each of her board members with a gift of appreciation.

#### CLOSING PRAYER: MARGE ARMSTRONG

**RETIREMENT OF COLORS:** Ruth Ryan, Odetta Yeager, and Janet Lange.

Convention closed with the singing of "Blest Be the Tie That Binds".

Adjourned 10:00 A.M.





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\*Discounts available in most states

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Please print and answer all questions completely. Use separate sheet if necessary.

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 One National General Plaza  
 Hazelwood, MO 63045

### 1 PERSONAL INFORMATION

Name \_\_\_\_\_  
 Address \_\_\_\_\_  
 City/State/Zip \_\_\_\_\_  
 Phone #: Days (\_\_\_\_) \_\_\_\_\_ Eve. (\_\_\_\_) \_\_\_\_\_  
 Occupation: \_\_\_\_\_ If military/rank: \_\_\_\_\_  
 No. of employers in past 3 years? \_\_\_\_\_

Do you own your home?  Yes  No  
 How long at your present address? \_\_\_\_\_  
 If 3 years or less, how long at previous address? \_\_\_\_\_  
 Do you live on a farm?  Yes  No  
 My present insurance co.: \_\_\_\_\_  
IF NONE EXPLAIN BELOW  
 My current policy expires: \_\_\_\_\_ mo / \_\_\_\_\_ day / \_\_\_\_\_ year

### 2 PASSENGER CAR & TRUCK INFORMATION

Veh No	Year	Make (Ford/Chevy)	Model (Escort/Malibu)	Body Style (2 Dr./Sta. Wagon)	Cyl	Miles Driven Each Way To Work/School	Annual Miles Driven	Used in Business?	Place Car Garaged If Not Residence
1									
2									
3									

\*If yes describe use \_\_\_\_\_

### 3 RECREATIONAL VEHICLE INFORMATION (Motor Home • Trailer • Camper • Van Conversions)

Veh	Year	Body (Mtr. Hm. Van)	Make (Winnebago/Ford)	Model (Chester/Sundancer)	Length	Date Purchased		New Or Used	Cost New	Current Market Value	State Registered In	Driven To Work/School	Estimated Annual Mileage
						MO	YEAR						
4													

Current Value \_\_\_\_\_

### 4 DRIVER INFORMATION

(Texas ONLY) Date RV Purchased \_\_\_\_\_

Date of Birth	Sex	Marital Status	Driver's Training?	Date Licensed?	% of Use of Veh			
					Veh #1	Veh #2	Veh #3	Veh #4

TOTAL USAGE MUST BE 100%

100% 100% 100% 100%

Has any driver had a license revoked?  Yes  No

If yes, who, when & why? \_\_\_\_\_

List all accidents or violations in past 5 years: \_\_\_\_\_

Describe accident(s) & dollar amount of damage: \_\_\_\_\_

NC and TX rates and coverages are state mandated. Coverage not yet available to HI, MA and Canadian residents.

RS7



# Official Publication of the Washington Rural Letter Carrier's Association

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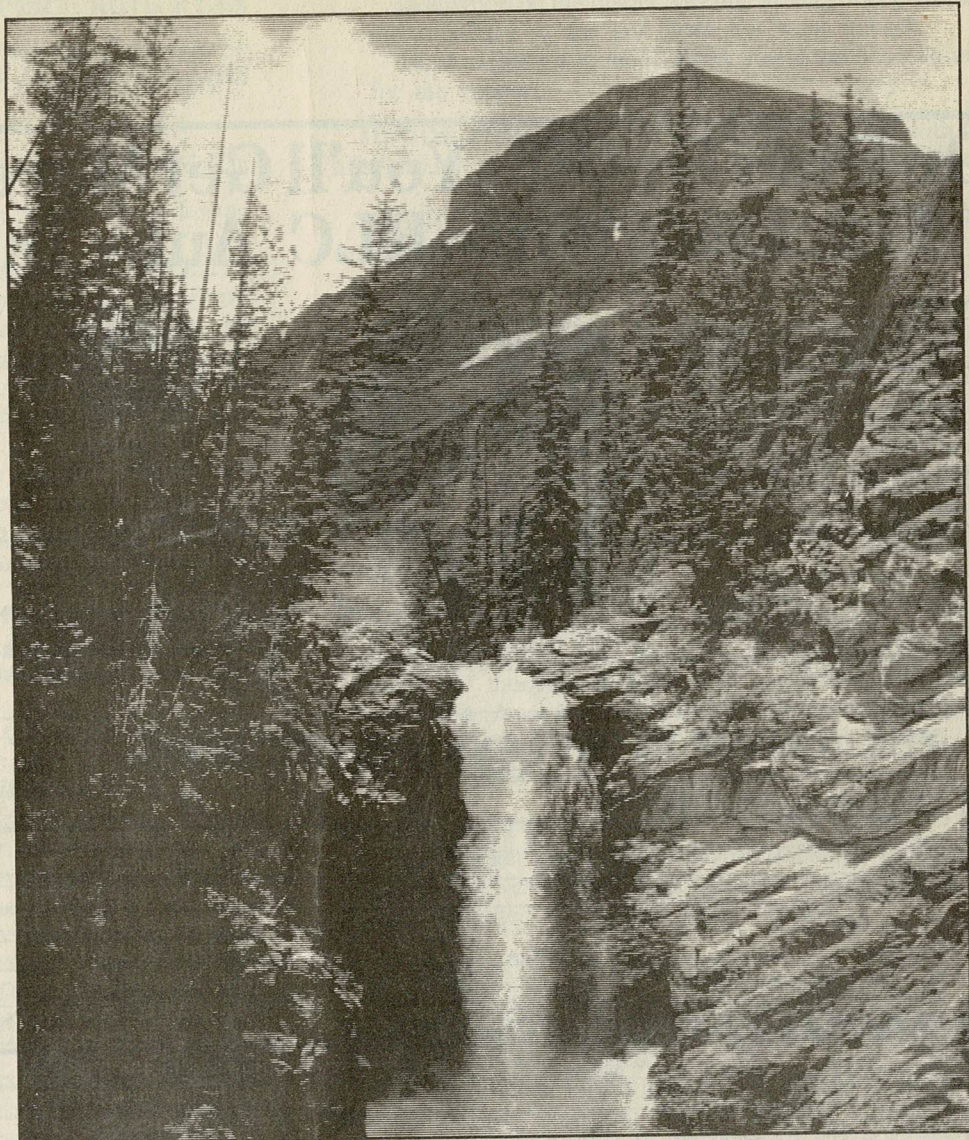
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US Postage Paid  
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Permit No. 38

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