

# WASHINGTON RURAL POSTMAN

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## RURAL CARRIERS MUST BE AWARE OF THEIR WEINGARTEN RIGHTS WHEN CONFRONTED BY POSTAL INSPECTORS YOUR STATE STEWARD'S REPORT

At a recent board meeting, I was asked to write an article on Weingarten Rights. Weingarten Rights make it possible for each of us to have Union representation during any investigative interview that might lead to discipline. Please do not confuse Weingarten Rights with Miranda Warnings.

When one is arrested for a civil crime, the arresting official must inform you that you don't have to answer self incriminating questions and that you have the right to have an attorney present during questioning. That is your Miranda right. When a postal employee is undergoing an investigative interview, the official is NOT required to inform you that you have the right to have a steward present. Once a postal employee requests the presence of a Union steward, it is an unfair labor practice to proceed with questioning without the the Union steward being present.

Every rural craft employee should be carrying a little yellow card titled "The Postal Inspectors and You". These little yellow cards are handed out at most state union meetings, or can be supplied to you upon request to the state steward or the assistant state steward.

### "WEINGARTEN RIGHTS"

#### Union Representation During Interrogations

One of the most vital functions of a Union Steward is to prevent management from intimidating employees. Nowhere is this more important than in closed door meetings when supervisors or Postal Inspectors trained in interrogation techniques attempt to coerce employees into confessing to wrong doing.

The rights of employees to the presence of union representation during investigatory interviews was announced by the U.S. Supreme Court in 1975 in *NLRB v J. Weingarten, Inc.* Since that case involved a clerk being investigated by the Weingarten

Company, these rights have become known as Weingarten rights.

Unions should encourage workers to assert their Weingarten Rights. The presence of a steward can help in many ways. For example:

1. The Steward can help a fearful or inarticulate employee explain what happened.
2. The Steward can raise extenuating factors.
3. The Steward can advise an employee against blindly denying everything, thereby giving the appearance of dishonesty and guilt.
4. The Steward can help prevent an employee from making fatal admissions.
5. The Steward can stop an employee from losing his/her temper, and perhaps getting fired for insubordination.
6. The Steward can serve as a witness to prevent supervisors from giving a false account of the conversation.

Charges alleging a violation of Weingarten Rights are generally not deferred by the NLRB. Nor are violations considered "de minimus", even if the employee is not disciplined.

### WHAT IS AN INVESTIGATIVE INTERVIEW?

Employees have Weingarten Rights only during investigative interviews. An investigative interview occurs when a supervisor questions an employee to obtain information which could be used as a basis for discipline, or when an employee is asked to defend his/her conduct. If an employee has a reasonable belief that discipline or other adverse consequences may result from what they say, the employee has a right to request union representation. Investigative interviews usually relate to subjects such as:

- Absenteeism
- Accidents
- Damage to company property

Drinking  
Drugs  
Falsification of records  
Fighting  
Insubordination  
Lateness  
Poor attitude  
Sabotage  
Theft  
Violation of safety rules  
Work performance  
Improper handling of mail

#### WORK ROOM FLOOR CONVERSATIONS

Not every management initiated discussion is an investigative interview. For example, a foreman may talk to a worker about the proper way to do a job. Even if the boss asks questions, this is not an investigative interview because the possibility of discipline is remote. The same is true of routine conversations to clarify work assignments or explain safety rules. Nevertheless, even an ordinary work room floor discussion can change its character if the supervisor is dissatisfied with the employee's answers. If this happens, the employee can insist on the presence of a union representative before the conversation goes any further.

When a supervisor calls a worker to the office to announce a warning or other discipline, is this an investigative interview affording the worker the right of union representation? The NLRB says no, because the employer is merely announcing a previously arrived at decision, and is not questioning the worker. Such a meeting, however, can be transformed into an investigative interview if the supervisor begins to ask questions to support the decision.

An employer that has allowed a past practice of allowing stewards to be present when supervisors announce discipline, must maintain the practice during the contract term. Refusing to allow a steward to attend would constitute an unlawful unilateral change.

#### WEINGARTEN RULES

Under the Supreme Court's Weingarten decision, when an investigative interview occurs, the following rules apply:

1. The employee must make a clear request for Union representation before or during the interview. The employee cannot be punished for making this request.

2. After the employee makes the request, the employer must choose from among 3 options. The employer must either (a) grant the request and delay questioning until the union representative arrives and has a chance to consult privately with the employee, (b) deny the request and end the interview immediately, or (c) give the employee the choice of either having the interview without

representation or ending the interview.

3. If the employer denies the request for union representation, and continues to ask questions, an unfair labor practice has been committed, and the employee has a right to refuse to answer. The employer may not discipline the employee for such a refusal.

#### RIGHTS OF STEWARDS

Employers often assert that the only role of a steward at an investigative interview is to observe the discussion. In other words, to be a silent witness. The Supreme Court, however, clearly acknowledged a steward's right to assist and counsel workers during the interview. Decided cases establish the following procedures:

1. When the steward arrives, the supervisor must inform the steward of the subject matter of the interview, i.e. the type of misconduct for which discipline is being considered, (theft, drugs, lateness, etc.).

2. The steward must be allowed to take the worker aside for a private pre-interview conference before questioning begins.

3. The steward must be allowed to speak during the interview. However, the steward does not have the right to bargain over the purpose of the interview.

4. The steward can request that the supervisor clarify a question so that the worker can understand what is being asked.

5. After a question is asked, the steward can give advice on how to answer.

6. When the questioning ends, the steward can provide additional information to the supervisor.

It must be emphasized that if the Weingarten rules are complied with, stewards have no right to tell workers not to answer questions, or to give false answers. Workers can be disciplined if they refuse to answer questions.

As most of you know, I suffered a stroke or series of strokes October 31, 1993. I have been off work from the Postal Service since that time. My right side was pretty well shut down for a while. The prevailing opinion seems to be that the stroke resulted from uncontrolled high blood pressure. I am making an excellent recovery, and should display little or no residual evidence of the stroke. I was very lucky.

I want to take this opportunity to thank all of you who called or sent cards and flowers. The outpouring of get well wishes and prayers left me no alternative but to make a speedy recovery. THANK YOU!!

**Neil Buchanan**  
**State Steward**

# ROUTE ADJUSTMENTS SHOULD BE SUFFICIENT TO ACCOMMODATE FUTURE GROWTH

## Your President's Report

Happy New Year to all! I hope the Christmas season was a joyous one that continues on in spirit into '94. Hopefully it will be a year that continues to be favorable to the Postal Service and to the rural craft. Judging from the September, '93 mail count, this could very well be the case. Rural routes continue to grow, almost too fast in some cases. Concerns are being expressed about customer service levels and 2080 work hour control. A concern I have is the safety of our carriers. Please consider the stress you are placing on yourself in addition to the diminished level of service that is certain to follow. As mail volume continues to grow, it adds additional stress even without an increase in the number of deliveries.

There are some things you may want to keep in mind as you allow your route to grow in order to build a buffer to offset any automation impact. The memorandum of understanding (MOU) that placed a temporary moratorium on 3 contractual provisions, specifically Articles 9.2, C-7, 12.3, A-6, and 12.3, A-2, thus allowing rural routes to grow are intended for offices projected for automation within 3 years. When adjustments are required because the route is becoming excessively overburdened, then adjustment consideration should be given using the 53 to 55 hour target to adjust, providing the carrier had previously signed the required agreement, "Exhibit 1", of the MOU dated 10/4/91.

Routes not projected for automation impact within 3 years are to be adjusted using 48:00 hours, (40-K, 44-J) as the adjustment target. Routes that need assistance on a regular basis and/or cannot meet the 2080 actual work hour limits should be adjusted promptly. Documented service deficiencies, such as missing last dispatch on a regular basis, should trigger a prompt adjustment. **Keep in mind that "Blanket Adjustments" solely for the purpose of involving all routes in the office should not be made.**

Route adjustments almost always seem to create controversy as to "fairness". Remember, you have a contractual right to submit your comments in writing to be considered before a final decision is made. Consider the following guidelines in making adjustments:

1. An adjustment should be sufficient to accommodate further growth, thereby avoiding immediate future adjustments.
2. Every attempt should be made to retain stable, built-up areas on existing routes. This will help minimize the need for future adjustments.
3. Eliminate and avoid duplication of travel, unless there is a safety hazard.

4. Keep the current line of travel as stable as possible, thereby eliminating the need for customers to move their boxes. This is a good time, however, to have a box moved if the existing location constitutes a safety hazard.
5. Avoid adjusting routes so that they deliver in two different zip code areas.

Chances are, you won't find exactly the right number of boxes in exactly the right locations, or other factors such as line of travel and growth will make certain transfers less desirable. In this case, you may need to take more or less off the route. **In other words, you may have to settle for an evaluation different from that which was desired.** Your desires are just one consideration in route adjustments. Customer service, safety, and sorting schemes are some of the others.

I hope I have been able to shed some light on things that will be helpful if a route adjustment is being considered or should be considered. Your health and well being should be a primary consideration, especially if you are allowing your route to become excessively overburdened for fear of a dramatic impact as a result of automation.

**Ed Koschalk**  
President

### EDITOR'S RAMBLINGS

Dan Snyder

Not much has been going on, so not much to report on. One thing I'm concerned about is President Clinton's health care proposals. We as postal workers have, I feel, one of the best coverages around. I myself have coverage under the Group Health Cooperative, an HMO. I don't want to sacrifice ANY of my coverage in order to provide health coverage to others. I don't want to be told where to go for doctor's services, or be limited in care in ANY way, shape, or form. I don't support tearing down our current health care system in order to provide coverage to a small number of uninsured.

**Tuesday, Feb. 15, 1994** is the QWL Project Fair, for all of us on the west side. The location is the WestCoast Everett Pacific Hotel in Everett, and the hours are 8am to 3pm. Only active workteams can send paid people, but feel free to attend on your own time and see what's going on in the world of QWL. There will be display booths from each office, staffed by rural carriers. I'll be stationed at the Bellingham display. These fairs are interesting, so try and make it if you can.

**Dan Snyder**  
Editor

# **WASHINGTON TO HOST WESTERN STATES CONFERENCE IN 1995 VICE-PRESIDENT'S REPORT**

It will be our turn to host the Western States Conference, which rotates through the 10 states that belong to the conference, in 1995. If you've ever been to one, you know how exciting the conference can be:

national officers from the National Rural Letter Carriers Association and high ranking Postal Officials from Washington, D.C., in attendance, and the chance to meet fellow rural carriers from the western states. Often, the Western States Conference is referred to as a "mini national convention", with lots of important information and minimal business being conducted, so the atmosphere is even more relaxed and conducive to learning and having fun, also. Most national officers come early and stay late, so you'll get a chance to become acquainted with them. You're likely to hear information regarding the National Board's latest efforts in negotiating a rate for DPS (delivery point sequence) mail, along with any other late breaking news relating to our contract or working conditions.

Representatives from the Atlanta Postal Credit Union, and National General Auto Insurance, will be in attendance. Our national health insurance representative, Larry Waligora, will give his insight into the ramifications of the health care coverage promotion by Congress and the Clinton Administration. Bill Peer, our legal counsel, is bound to update us on the Oakton-Vienna case, which poses a potential threat to a large segment of rural carriers.

Washington State will host the conference on:

**April 22 and 23, 1995**

**DoubleTree Suites Hotel  
Southcenter, Seattle**

**Room cost, \$79.00 single or \$89.00 double**

The hotel consists of suites and the price of the room includes a full breakfast buffet, not just rolls and coffee. An indoor pool, jacuzzi, sauna, two racquetball courts, and an exercise area are some of the amenities. There is a large gathering place in the middle of the hotel on the first floor for the mixer and meeting friends. The hotel is adjacent to Southcenter Mall, which contains over 100 specialty shops and three major department stores. There are over 20 restaurants within a five mile radius. There is no requirement that lunches be bought at the hotel to pay for the meeting rooms. By staying at the hotel, you are entitling the Western States conference to free meeting rooms.

With hosting the conference comes the responsibility for having events go smoothly. Cindy Norman is chairing the fund-raising efforts for individuals and counties. Donations of money or

raffle items should go to Cindy. Joann Blackburn, Marsha Cox, and Karen Crombie have tentatively agreed to share their research gleaned for this year's state convention. Susie Hill has donated a beautiful afghan, Kit Witt plans to donate a bear, and we are trying to get a donated chain saw to be auctioned to raise funds for the event. Hazel Halleck is making refrigerator magnets of all 10 western states to be sold as fund raisers. Several county units have donated money to help pay for the conference.

**SO WHAT CAN YOU DO TO HELP?** Volunteers are needed to chair committees for banquet entertainment and table decorations. We need two or three people to staff a Washington State promotional table at this years Conference in Salt Lake City.

Western States Conference will be on May 6 and 7 in Salt Lake City this year. You'll see more about this in the National magazine. I urge you to attend this year and see what the conference is all about, but if you can attend only one, come to the Seattle Western States Conference in 1995. We think there will be excellent attendance from the other states, as everyone wants to visit breathtakingly beautiful Seattle.

Please call me if you want to volunteer to help or if you have any suggestions. We want our conference to be informative, exciting, and fun, and we need everyone's help to make this happen.

**Charles Alexander  
Vice-President**

## **FOR SALE**

**1991 Right hand drive Subaru station wagon. All wheel drive, over head sign and lights, door saddle, rain wing. 12,900 miles. New license tabs. AVAILABLE IMMEDIATELY. \$13,000,, or best offer. If interested, contact Jennie Seeley, District Two Rep., at (206) 892-6837.**

## **NATIONAL CONTRACT BOOKS AVAILABLE**

**You may order copies of the newly extended NRLCA-USPS National Agreement by sending \$1.00 per copy, and specify Handbook EL-902, 1993-1995, and send to :**

**Eastern Area Supply Center  
United States Postal Service  
Somerville, NJ 08877-9991**

**LOCAL ELECTIONS OF COUNTY  
OFFICERS MUST BE HELD BY  
MAY 18, 1994  
ASSISTANT STATE STEWARD'S REPORT**

I have been asked to give information regarding local elections in anticipation of county elections for local officers and delegates to the state convention.

Last year, I was given some information which could have overturned some county elections had a complaint been filed with the National Labor Relations Board (NLRB). Your state board has no desire to have such a thing happen.

All union members have received a copy of the National Constitution and By-laws. This document has the rules in Article IV, Appendix A. The most important thing to remember is: Any member in good standing (dues paid to date) at the time of nomination and election may be a candidate for office whether in attendance at the meeting or not.

Now is the time to start preparing for elections, and the following procedures **MUST** be followed for election of local officers and delegates to the state convention.

1. The President should select a nominating committee to research those people wishing to run for office.
2. The Secretary must send a meeting notice announcing these elections to each member in good standing no less than fifteen (15) calendar days prior to the meeting date.
3. The annual meeting date must be held at least 40 days prior to the state convention. This year the state convention dates are June 27-30. The last date to hold local elections will be May 18, 1994.
4. The election of local officers shall be by secret ballot among the members in good standing eligible to vote.
5. All delegates to the state convention shall be elected among the members in good standing eligible to vote.

**ELECTION PROCEDURES**

1. The Secretary should have ready a good supply of paper ballots, a container, and envelopes to contain the ballots after each election.
2. The President will ask the nominating committee for the names they have submitted, and then will announce, no less than three times, if there are any more nominations from the floor.

This procedure will be followed for each office in turn, followed by elections for the delegate-at-large, regular delegates, and alternate delegates, to the state convention.

Should there be only one candidate for an office, a motion may be entertained asking that nominations be closed and that the Secretary cast a unanimous ballot for the position.

Elections shall be held by secret, written ballot, and the Secretary must seal those ballots in an envelope and retain them for one year.

The NLRB rules governing the elections of Union Officers are serious business, and must not be taken lightly.

Should, for lack of privacy, a member request a "booth" or other private location, one must be arranged and the ballots monitored in the same manner that any election having a voting booth is accomplished.

It would be beneficial if all annual meetings were scheduled when a state officer could be in attendance to answer questions which could arise during the election process.

**Dorothy Iannucci  
Assistant State Steward**

**USPS FINANCIAL LIGHT  
IS DIMMING  
DISTRICT 3 REPRESENTATIVE'S REPORT**

Last year at this time, the Postmaster General was telling Managers to deliver the mail at all costs. Now it is a different tune. Marvin Runyon was quoted in USA-TODAY as saying, "We have to get a handle on overtime. We have to deliver the service at the right price." You have to wonder, what is the right price? Some sources have said that the Postal Service is losing \$25 million dollars a week. Most of this is due to the excess use of overtime. After restructuring, one can only wonder if the powers that be thought that only Santa's elves would deliver the mail. Beyond any shadow of a doubt, postage rates will go up in 1994. Many feel that the 33 cent first class stamp will try to catch up to the 14% inflation rate since 1990. Looks as though 1994 will be another year for explanations to our customers.

Don't forget our District meetings in March. Hope to see a good turnout at all of them.

**Jack Spangler  
District Three Rep.**

**SAFE WINTER DRIVING  
MEANS  
ADJUSTING TO ROAD CONDITIONS  
SOME SAFE DRIVING TIPS FROM YOUR  
DISTRICT TWO REPRESENTATIVE**

Here are a few recommendations and tips for those of us who have to operate a vehicle on snow and ice.

**IDENTIFYING SLIPPERY ROAD SURFACES:**

Shady parts of the road will remain icy and slippery long after open areas have melted.

**BRIDGES:**

When the temperature drops, bridges will freeze before the road will. Be especially careful when the temperature is close to freezing.

**MELTING ICE:**

A road surface with wet ice is more slippery than one that is icy, but dry.

**BLACK ICE:**

Black ice is a thin layer that you cannot see easily. It makes the road look wet and so whenever the temperature is below freezing, watch for black ice.

**DRIVING ON SLIPPERY SURFACES:**

Start gently and slowly. Get the feel of the road. Do not hurry.

**BRAKING AND TURNING:**

Adjust to conditions. Make turns as gently as possible. Do not brake any harder than necessary.

**VEHICLE SPEED:**

Do not pass slower moving vehicles unless absolutely necessary. Go slow and watch far enough ahead to keep a steady speed. Avoid having to speed up and slow down. Take curves at slower speeds and do not brake while in the curve. Be aware that as temperatures rise to the point where the ice begins to melt, the road becomes even more slippery.

**VEHICLE SPACE:**

Do not drive along side other vehicles. Increase your distance. Anticipate the need to stop by driving and watching further ahead. Slow down gradually.

**SKID CONTROL AND RECOVERY:**

A skid happens whenever the tires lose their grip on the road surface. This is caused by over-braking, over-steering, and over-acceleration, and driving too fast. Most serious skids result from driving too fast for road conditions. Drivers who adjust their driving to the existing conditions do not over-accelerate, and they do not have to over-brake or over-steer because they were driving too fast.

By far, the most common skid is one in which the rear wheels lose traction through excessive braking or acceleration. Skids caused by acceleration are

easily remedied by just taking your foot off of the accelerator.

Rear wheel braking skids occur when the rear drive wheels lock up. Because locked wheels have much less traction than rolling wheels, the rear wheels usually slide sideways in an attempt to "catch up" with the front wheels. To correct a braking skid, stop braking so the rear wheels can roll freely. Turn quickly in the direction you want to go, down the road.

It will take longer to stop and it will be harder to turn without sliding when the road is slippery. You must drive slower to be able to stop in the same distance as on dry pavement. On packed snow, reduce speed by half, or more. If the surface is icy, reduce speed to a crawl.

**VISIBILITY**

Make sure other vehicles can see you by using your headlights and overhead lights, if you have them. Using the four-way flashers will also be helpful. Be sure to use your turn signals. Keep your headlights and turn signals clear of snow, ice, and road grime.

I am hopeful this information will be useful to all of us. Continue to drive safely on your route as well as off the route.

**Jennie M. Seeley  
District Two Rep.**

**QWL/EI  
UPDATE**

**Karyne Ware, Postmaster  
NAPUS Editor**

For months, the Postmaster of a busy Level 18 office attempted to convince his procurement office that a photocopy machine was necessary for that office. Each time he submitted a 7381, the request was denied. During that time, the rural carriers from that office had become active in the QWL/EI process. They saw the problem, they decided that they would make the acquisition of an office photocopier one of their official projects. Through their effort, that office now has a photocopy machine.

Recently, a group of QWL/EI facilitators-Postmasters and rural carriers-from the Seattle District met in Cle Elum for a training session. This editor was invited to sit in, and what I saw and heard was impressive.

Emphasis is placed on the fact that QWL/EI is not a project, but a process. A structured process which has employees finding new ways to buy into their jobs and a process which gives managers the opportunity to use heretofore untapped resources to get things done.

One of the postmasters stated that managers are not, as some think, giving away their "power" when they agree to participate in QWL. What they are doing is tapping into a powerful fountain of

solutions and ideas. Problems are shared, thus solved more easily. Innovative ways to get the work done are found and the power gained is also shared, actually creating a stronger manager.

Anne Laurent recently had a column in the "Federal Times" which was entitled "Stop Waiting for Empowerment" It should have been called "QWL/EI".

In part, she wrote: "What really needs to happen is a revolutionary change away from patriarchy to partnership. Folks who are managers today should become partners with their staffers tomorrow. Managers must give up simply controlling work and workers, enforcing consistency and predicting and measuring results."

"Instead", she continued, "they must become creators of an environment where staffers take on most of the day-to-day responsibility for doing the work. The partners in charge are responsible for talking regularly about the purpose and goals of work teams and about the high standards the team seeks to uphold. They must continuously talk about the broad limits of budget, policy, ethics, and the law."

"Beyond that, managers must become resources for teams, sources of inspiration and guidance, and then get out of the way."

Workteams here are working hard to convince managers that they really do want to improve their offices. By being a real part of the team, they are gaining insight into the parameters Postmasters have to work within. This brings an understanding and a newfound respect for what might have been perceived as heavy-handed bossiness.

QWL/EI is available to every office with rural carriers. Participation in the northwest is very good, but could be better. Some managers are not convinced of the benefit of QWL, and some carriers remain disinterested. As team success stories increase, so will participation. The leaders who met in Cle Elum wish to stress what a good deal QWL is. They agree that it is not the management of the future, but rather it is the successful management of today.

**Karyne Ware**  
Postmaster

## **MEMBERSHIP AT 1327 AND GROWING**

### **Your Secretary/Treasurer's Report**

We have now hit a new record for membership, thanks to you! We now have 1327 members, with more joining all the time. After this last count, the total routes for Washington State went from 800 to 826. Auxiliary routes total 120, for a combined grand total of 946 routes. Would you like to know what the "average" route is? Well, it is 38 miles, with 458 regular and 52 central boxes, and is a high 45-K. On regular routes, we have 18 under 35 hours, 292 with from 35 to 55 hours, 112 with from 55 to 57 hours, and 404 with over 57 hours (48K). This shows that 49% of our routes are 48K's, with many pushing over 58 hours. This brings up an important point. **How many of the RCA's working routes over 58:12 weekly evaluation are receiving the extra daily pay?**

You all should be! Those regular carriers need to check with their RCA to make sure they are. These routes are heavy and the RCA's have earned that pay. **It can mean an additional 12 to 120 minutes a day more pay.** If you have any questions, contact your local steward or a board member. In Spokane we were told it would be done "automatically" after mail count by our DRA and guess what? He retired before it was done.

What do you think about RCA's and subs being able to go on dues withholding for union dues? That was the question asked at the National Secretaries Conference, and we all said YES! National is working with the USPS to get that completed hopefully for the 1994/95 dues year, but for sure by 95/96. All can still pay cash if they want, but dues withholding spreads it out over the whole year.

Do you feel rich? Well, you are, according to President Hillary. The new proposed health benefits would take from the rich to help those with none. In other words, we now pay 10% of the premiums and the USPS picks up 90%. Under the new proposed plan, we will pay 20% and the USPS would pay 80%. Also, we would have a diluted down benefit chart. It figures! I finally get a route after 11 years, and they start reducing benefits and raising the retirement age! Let's enjoy it while we got it. (If it gets too bad, we can always go on welfare and get 100% paid for free!) (Just kidding!)

When first elected Secretary, I had a 43-H route. It went to a 43-J after mail count. After count came route adjustments in my office, and I was added to, resulting in a 43-K.

My membership goal for the coming year is 1500. With help from all of you I am sure we can achieve it.

It's been a challenge and a never ending learning experience, with good and bad times. BUT IT HAS NEVER BEEN DULL!!!!!!

**Becky Wendlandt**  
Secretary/Treasurer

## CHAPLAIN'S CORNER

Suffering a stroke has caused me to do some serious thinking about what in life is really important and what only seems so. In this frame of mind, a short passage from a book I am reading seemed important to share.

Let me ask you to recall the MOST worthless, unnecessary expenditure you have made in the last year. Perhaps it was an electric can opener which now sits in the garage, or a suit of clothes which will never be worn. Do you realize that this item was not purchased with your money; it was bought with your time which you traded for money. In effect, you swapped a certain proportion of your allotted days on earth for that piece of junk which now clutters your home. Furthermore, no power on earth could retrieve the time which you squandered on its purchase. It is gone forever. We are investing our lives in worthless materialism, both in the original expenditures and on subsequent upkeep and maintenance.

Do I sound a bit preachy in this discourse? Perhaps it is because I am condemning my own way of life. I am sick of the tyranny of things! But I'm also addressing the "have nots", those multitudes who are depressed because they own so little. How many women today are overcome with grief because they lack something which either wasn't invented or wasn't fashionable fifty years ago? How many families are discontent with their two-bedroom house, when it would have been entirely adequate in the 1800's. How many people will have heart attacks this year from striving to achieve an ever-increasing salary? How many families will court financial ruin just to keep up with the Joneses, and then find to their dismay that the Joneses have refinanced and are ahead again?

Let me conclude this discourse with one more thought. The utter folly of materialism was dramatically emphasized during most of my recent trip to England. As I toured the museums and historical buildings, I was struck by what I called "empty castles". Standing there in the lonely fog were the edifices constructed by proud men who thought they owned them. But where are those men today? All are gone and most are forgotten. The hollow castles they left behind stand as monuments to the physical vulnerability and impermanence of the men who built them. Not one has survived to claim his possession. As Jesus said of the rich fool who was about to die and leave his wealth, "Then whose will those things be which thou hast provided?" (Luke 12:20)

May I say with the strongest conviction that I want to leave more than "empty castles" behind me when I die. At 38 years of age, I realize how rapidly my life is passing before my eyes. Time is like a well greased string which slides through my taut fingers. I've tried vainly to hold it or even slow its pace, but it only accelerates year by year.

Just as surely as the past 20 years evaporated so quickly, the next 3 or 4 decades will soon be gone. So there is no better time than now for me (and you) to assess the values which are worthy of my time and effort. Having made that evaluation, I have concluded that the accumulation of wealth, even if I could achieve it, is an insufficient reason for living. When I must reach the end of my days, a moment or two from now, I must look backward on something more meaningful than the pursuit of houses and land and machines and stocks and bonds. Nor is fame of any lasting benefit. I will consider my earthly presence to have been wasted unless I can recall a loving family, a consistent investment in the lives of people, and an earnest attempt to serve the God who made me. Nothing else makes much sense, and certainly nothing else is worthy of my agitation! How about you?

**Neil Buchanan**  
Chaplain

## SUCCESS OF PAC DEPENDS ON YOUR DONATIONS A Report from your Political Action Rep.

Greetings! Hope you all enjoyed a very joyous holiday season and that the new year brings you much happiness.

There is a saying going around that "Congress has its hands in our pockets again!" How true it is. We were able to convince the House of Representatives to defeat the Penny/Kasick Amendment to the Recission Bill before they adjourned at Thanksgiving, but the Senate has an amendment called the Kerrey/Brown Amendment. Please contact your Senators to vote NO on this. If this passes, the COLA that was set aside until April 1, 1994, of 2.6% will be cut to 1.3% for all retirees, and it is still very much in the wind to change the retirement age eligibility from age 55 to 65.

We know that Mr. Ken Parmalee, Vice-President of Governmental Affairs, is working very hard for the Rural Craft on all these issues, and we need him now more than ever to continue voicing our opinion on the Hill! This is why PAC is so very important. We need funds to keep this work striving ahead for all of us. Please stop and think how damaging this would be to anyone planning to retire in the next few years to have them pass a bill changing the retirement age to 65 in the coming months!

So far this year only 31 members have donated to PAC for a total of \$926.00. Our Secretary tells me we have 1327 members. 31 out of 1327 is not an impressive figure. Please help. It is very important to all of us. Send a donation to me or directly to the national Office. If you send your check to me, I will be sure you get a receipt and a pin. Lets work to make sure things go our way on the Hill!

**Joe Halleck**  
PAC Director



# AUXILIARY NEWS AND REPORTS

## LEADER DOGS FOR THE BLIND AND ILLITERACY WORTHY AUXILIARY PROJECTS President's Report

Another new year is upon us, and it is a good time to resolve to do our part to help stamp out illiteracy in America. All of us with a little free time could offer to help with the R.I.F. Program. So many youngsters need this one-on-one program to help bring their reading skills up to their grade average. A child who can't read is certainly handicapped and will never attain his or her full potential in life. If you haven't the time, a \$5.00 investment in one of our pewter bookmarks certainly will help.

Leader Dogs for the Blind is certainly a worthy charity. Those without sight depend on these highly trained dogs for their very life. The dogs are trained with their masters in Rochester, Michigan. All the proceeds from the sale of our little Teddy Bear pins goes to this worthy charity.

This is also the time when our Juniors who are graduating are thinking about furthering their education. Be sure to check your National Magazine regarding all the scholarships offered. There are a lot of them. Also, don't forget our own scholarship that is offered to one of our own juniors. Janet Lange will be happy to send you an application. Also, don't forget our Country Store at state convention. This finances our scholarship. Any items you care to donate will be greatly appreciated.

All Auxiliary Officers have tickets on a Subaru again this year, donated by the Subaru Company, to be raffled at National Convention. See any of your state Auxiliary Officers if you care to buy a ticket.

I hope you all have a New Year full of peace, prosperity, and especially good health.

**Hazel Halleck**  
Auxiliary President

## VICE-PRESIDENT'S REPORT

I trust all of you had a very "Happy Holiday" season and that Santa brought you all you wanted. We had all of our family together except for the daughter in Colorado and her family. It is really nice to be with your loved ones. Grandma wasn't feeling quite up to par as I had to get the crud and was sick the week just before Christmas. We are doing fine now, and thankful for the time off from work to get rested out and maybe caught up a little. Back to work on Jan.3.

I visited Whitman/Asotin County meeting in December and saw some friends that we only see once or twice a year. A very fine meeting and a delicious turkey dinner was served.

I have a daily spirit lifter that I keep in my

kitchen window, and one particular saying really gave me some food for thought, so I decided to share it with you.

MONEY will buy a bed, but not sleep;  
Books, but not brains;  
Food, but not appetite;  
Finery, but not beauty;  
A house, but not a home;

MONEY will buy medicine, but not health;  
Luxuries, but not culture;  
Amusement, but not happiness;  
Religion, but not salvation;  
A passport to everywhere but heaven.

I will end my article with a New Year's prayer for everyone:

O Lord, help me to live this year quietly, easily,  
to lean upon thy great strength trustfully, restfully.  
To wait for the unfolding of thy will patiently,  
serenely.

To meet others peacefully, joyfully.  
To face each tomorrow courageously.

Amen

**Myrtle Buchanan**  
Auxiliary Vice-President

## SUNSHINE REPORT HELEN RUDY

Happy New Year to all!!

Please keep me informed on our Rural Carriers and Auxiliary members and families when they need a card of sunshine or otherwise. Many thanks to the ones who have contacted me. If you know of someone who needs a card because of illness, death in the family, etc, you can write to me at:

Helen Rudy  
1625 Main St., # 19  
Ferndale, WA 98248-9449

My phone number is listed under my name on the Auxiliary Officers page. Many thanks to the ones who have contacted me.

There's no skill in easy sailing,  
When the skies are clear and blue.  
There's no joy in merely doing,  
Things that anyone can do.  
But there is great satisfaction  
That is mighty sweet to take,  
When you reach a destination,  
That you said you couldn't make.

**Helen Rudy**  
State Sunshine Chairperson

## **POLITICAL ACTION COMMITTEE VITAL TO RURAL CARRIER CRAFT Secretary/Treasurer's Report**

Christmas and the Holiday Season is past. Trusting each and everyone of you had a special and meaningful holiday. Now we have a new year before us. What are we going to do with 1994? It is up to each and every one of us to accept the challenges ahead. Let's all become a part of the team to accomplish our goals.

I am the PAC Chairman for the Auxiliary, and my assignment is to write an article on PAC. I know you have heard about PAC and what it stands for, but it is important to keep information about PAC in front of each of us so it is clear in our minds. Our National President, Cyndy Keyes, has PAC as part of her program.

The NRLCA Political Action Committee is vital to the rural carrier craft. It helps inform the members of Congress, nearly one-quarter of whom are newly elected this year, about the needs and concerns of rural carriers. It is essential that our voice be heard by Congress as we proceed with automation and continue to face the threat that private sector delivery services pose to the rural carrier and the USPS. While campaign reform is being considered, the Auxiliary will continue to support PAC until such time as the reform is established. Without PAC, we would have lost our EMA tax exemption. It provides the funds to help elect people who will support the USPS and the rural craft. PAC funds allow Ken Parmalee, our Lobbyist on Capitol Hill, to attend fund-raisers and put forth our views and goals to the people who will make a difference.

I have the NRLCA PAC Handbook that serves as the Auxiliary Guidelines. There is a format we must follow. Raffles are an excellent way of raising funds for PAC. When choosing a raffle, there is a checklist. This must be filled out before it is given to the state association PAC Chairman, along with the money and receipts for him to send to National. The person conducting the raffle needs to know these guidelines. The Auxiliary is an important part of the PAC effort. All monies collected go directly to the State Association PAC Chairman.

Keep the memories of Christmas and continue to celebrate it for others all year long until Christmas comes again. My thought projection for each and everyone of you is for a Happy and Healthy New Year.

**Delores Robb  
Secretary/Treasurer**

## **RETIRED AND ON THE ROAD AGAIN District One Report**

Hello again!

Well Christmas is over, and we are both well here in Yuma, Arizona. We have had a few cloudy days, but mostly sunny and in the 70's, getting down to the 40's at night.

On December 28, we drove to Casa Grande, 175 miles away, to visit Jack and Odetta Yeager, but they had gone to Las Vegas, so we left them a short note.

We saw some beautiful country on our way here. We saw a part of Zion Nat'l Park. It is rugged and beautiful. Also saw the Painted Desert. It is beautiful with the different colors of sandhills.

We took a different route from Flagstaff and went to Prescott. A lovely drive with mountains and small towns. Nice scenery, but narrow roads with lots of curves. Seemed we went up hill forever and there were very few places to stop to eat or just take pictures.

Don't forget to donate to PAC. PAC helps us keep abreast of new legislation and lets our Representatives know our views. All this costs money and our donations are needed to keep up the good work for our current and future rural carriers.

**Inez B. Nesmoie  
District One Rep.**

## **REMEMBER COUNTRY STORE District Two Report**

We hope that each of you had a very Merry Christmas. May the year of 1994 keep each of you well and happy.

Again it is time to remind you of our WRLCA Country Store. We can use any kind of craft items you would like to make. And as it gets closer to state convention, we can use baked items, flowers, etc.

Monies raised from the sale of these items is used for the scholarship. This is for a child or grandchild or guardian child of a rural carrier.

Please try to attend your local, county, and state union meetings. Learn what your job is about and what your benefits are. Thank you for your continued support.

**Odetta Yeager  
District Two Rep.**

## **NOW IS THE TIME TO APPLY FOR WRLCA SCHOLARSHIP Scholarship Chairperson's Report**

The WRLCA Auxiliary is once again offering a scholarship for one of our juniors. For an application or more information on this, write to:

**Janet Lange  
724 Trails End  
Lynden, WA 98264**

Get your applications in now, the earlier the better. There are also 4 scholarships available from National. Applications for those must be in by March 1. Write to me for info on those, also.

**Janet Lange, Scholarship Chair**

Washington Rural Letter Carriers Association  
Statement of Assets and Liabilities

June 30, 1993

**ASSETS**

Current Assets

Cash - checking	\$	1,362
Cash - savings		27,558
Accounts receivable (allowance \$-0-)		36,778
Advances		5,500

Total current assets		<u>71,198</u>
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Property and Equipment

Equipment		13,015
Less: Accumulated depreciation		(10,019)

Total property and equipment		<u>2,996</u>
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Total Assets	\$	<u><u>74,194</u></u>
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**LIABILITIES AND FUND BALANCE**

Current Liabilities

Labor and Industries tax due	\$	131
State unemployment tax due		333

Total current liabilities		<u>464</u>
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Fund Balance

General fund		<u>73,730</u>
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Total Liabilities and Fund Balance	\$	<u><u>74,194</u></u>
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Washington Rural Letter Carriers Association  
Statement of Expenses over Revenues

For the Twelve Months  
Ending June 30, 1993

**REVENUE**

Dues and assessments	\$ 136,103
Insurance commissions	23,193
Interest income	2,105
	<hr/>
Total revenue	161,401

**PAYMENTS TO OTHERS**

Percapita - National	\$ 6,859
Percapita - Counties	6,477
Percapita - Other	277
Family plan to auxiliary	7,626
	<hr/>
	21,239
	<hr/>
Net revenue	140,162

**OPERATING EXPENSES**

Accounting	2,496
Airfare	3,524
Conventions and meetings	13,178
Depreciation	1,610
Legal	900
Lodging	6,255
Meals	4,546
Mileage	14,543
Miscellaneous	800
Office expenses	4,666
Per diem	4,100
Postage and shipping	4,817
Printing	3,237
Repairs and maintenance	590
Salaries and wages	60,254
Taxes - payroll	5,496
Telephone	11,705
Training and seminars	5,804
	<hr/>
Operating expenses	148,521

**EXPENSES OVER REVENUE**

\$ (8,359)

Checks for October, November, December 1993

Number	Payable to/Expense	Amount
1166	Kinko's/ copies	\$ 11.23
1167	Office Club/ supplies	79.37
1168	NRLCA Remit # 16	711.00
1169	Cellular One/Neil's phone	160.00
1170	AT & T/Dorothy's phone	5.55
1171	U.S. West/Dorothy's phone	155.56
1172	U.S. West/Kit's phone	37.35
1173	Neil/travel exp. & postage	741.92
1174	Neil/13 days LWOP	1,635.64
1175	SPCU/ payroll tax deposit	967.62
1176	Becky/1 day LWOP office	85.62
1177	NRLCA/ Remit # 17	284.00
1178	M. McKillop/Fall Steward trn	35.00
1179	H. Patton/Fall Steward trng	30.00
1180	M. Boothby/Fall Steward trng	22.25
1181	R. Dorgan/Fall Steward trng	33.50
1182	K. Witt/Fall Steward trng	81.50
1183	S. Lavachet/Fall Steward trn	75.00
1184	L. Maurus/Fall Steward trng	205.00
1185	D. Ryan/Fall Steward trng	205.00
1186	L. Schooler/Fall Steward trn	135.00
1187	S. Hurlbut/Fall Steward trn	76.50
1188	A. Wachter/Fall Steward trn	80.50
1189	T. Spence/Fall Steward trng	65.00
1190	R. Heikkila/Fall Steward trn	50.00
1191	K. Witt/2 days LWOP	202.24
1192	K. Higbee/Fall Steward trn	35.00
1193	Ed Koschalk/Board mtg/Fall	100.00
1194	Jack Spangler/Board mtg/Fall	276.50
1195	Chris Briggs/Board mtg/Fall	213.23
1196	Steve Higgins/Board mtg/Fall	374.33
1197	Judy Peck/County Mtg	30.50
1198	Judy Peck/Steward St.Conv.	50.00
1199	Judy Peck/Board mtg/Fall	259.86
1200	D.Snydar/Postage 2 issues	535.18
1201	D.Snydar/Board Mtg./Fall	172.05
1202	Dorothy/Reno plane ticket	133.00
1203	Copperfields/Fall Booster	376.12
1204	Joe Halleck/Board mtg/Fall	145.50
1205	Charles/1 LWOP mc eval.	153.87
1206	Charles/Board Mtg/Fall	161.50
1207	Charles/Phone/Printing	161.62
1208	Copperfields/Fall Booster	273.43
1209	Becky/5days LWOP office	445.35
1210	Becky/Board mtg/Fall	445.64
1211	Office Club/supplies	46.55
1212	NRLCA Remit #18	210.00
1213	NRLCA Remit #19	212.00
1214	NRLCA/3 sets labels/printout	201.73
1215	NRLCA/B. Nelson. h. member	15.00
1216	Kinko's/copies	32.24

1217	Dept.Labor/payroll tax	\$ 82.35
1218	Employ.Sec/payroll tax	221.10
1219	Neil/travel exp	349.26
1220	U.S. West/Becky's phone	86.73
1221	Xerox Corp/Neil's copier	387.00
1222	MCI/Neil's phone	88.92
1223	PTI/Neil's phone	87.28
1224	D.Snydar/print conv. issue	555.82
1225	Steve Higgins/county mtg	37.32
1226	Neil/October Salary	452.92
1227	Becky/October Salary	344.40
1228	Dorothy/October Salary	205.87
1229	Dan/October Salary	164.70
1230	Neil/7 days LWOP	886.57
1231	USPS/Postage	38.68
1232	USPS/Stamps	52.20
1233	E.Koschalk/county mtg	77.50
1234	Cellular One/Neil's phone	155.09
1235	Kit Witt/Phone/Postage	22.93
1236	D.Snydar/Postman	257.11
1237	Becky/1 LWOP replace lost A	88.76
1238	Becky/Nat.Sec.Trng.	822.52
1239	Becky/1 LWOP office	88.76
1240	SPCU/Payroll tax deposit	1,622.77
1241	Xerox/repair Becky's copier	118.80
1242	NRLCA Remit # 20	268.00
1243	D.Snydar/postage Nov.issue	200.00
1244	D.Snydar/office supplies	58.33
1245	MCI/Neil's phone	219.84
1246	US West/Becky's phone	108.59
1247	Graham-Carlson/accounting	130.00
1248	AT & T/Dorothy's phone	5.55
1249	US West/Dorothy's phone	118.05
1250	PTI/Neil's phone	78.96
1251	Becky/1 day LWOP	105.90
1252	NRLCA/print outs	135.03
1253	Neil/ November Salary	452.92
1254	Becky/November Salary	344.40
1255	Dorothy/November Salary	205.87
1256	Dan/November Salary	164.70
1257	F. Anton/refund dues/pd 2X	35.00
1258	NRLCA Remit # 21	142.00
1259	D.Snydar/printing Nov.Post	763.11
1260	D.Snydar/Bulk mail fee	79.14
1261	Charles/Phone bill	122.58
1262	Dorothy/travel exp steward	265.30
1263	Dorothy/2 days LWOP steward	268.73
1264	Dorothy/7 days LWOP steward	937.85
1265	USPS/Stamps-Postage	81.32
1266	SPCU/Payroll tax deposit	514.92
1267	NRLCA Remit # 22	105.00
1268	Mike Watson/Retainer 3 mon	300.00
1269	Cellular One/Neil's phone	74.98
1270	US West/Becky's phone	108.26

1271	USPS/Contracts and PO 603	\$330.00
1272	Becky/1 day LWOP	118.30
1273	NRLCA Remit # 23	126.00
1274	Steve Higgins/phone	89.92
1275	Steve Higgins/county meet	58.00
1276	US West/Dorothy's phone	388.67
1277	MCI/Dorothy's phone	52.87
1278	AT& T/Dorothy's phone	11.10
1279	Neil/December Salary	452.92
1280	Dorothy/December Salary	205.87
1281	Dan/December Salary	164.70
1282	Becky/December Salary	369.40
1283	S. Anderson/20% dues refund	53.60
1284	NRLCA Remit # 24	63.00
1285	Xerox/Becky's copiercontract	340.21
1286	Kit Witt/phone	11.03
1287	PTI/Neil's phone	72.14
1288	MCI/Neil's phone	90.50
Total for October, November,		
	December, 1993 checks	\$27,919.47

Cash Flow for July, August, September,  
October, November, and December 1993 :

**CASH INCOME:**

Cash Dues	\$22,698.00
National Regular Dues Wht	\$55,744.19
National Retired Dues Wht	\$ 2,655.54
National General Insurance	\$12,027.00
Provident Guild	\$ 10.00
Nat. Ins. Booth Refund	\$ 150.00
NRLCA-Refund Pres.stew.sec.conv	\$ 150.00
NRLCA-Refund Secretary Training	\$ 500.00
NRLCA-Refund Steward Training	\$ 543.34
Closed Kit's checking account	\$ 1,426.42
Dividend SPCU checking	\$ 81.06
Total All Cash Income	\$95,985.55

**CASH EXPENSES:**

Checks written July, Aug, Sept.	\$45,637.73
Checks written Oct, Nov, Dec.	\$27,919.47
Total All Cash Expenses	\$73,557.20

**INCOME OVER EXPENSES:** \$22,428.35

Note: This will be used to pay county  
and auxiliary assessments in January, 1994.

MINUTES FROM WRLCA BOARD MEETING ON OCTOBER 15 & 16, 1993

COPPERFIELDS BEST WESTERN, TACOMA, WASHINGTON

**Members in Attendance:** Ed Koschalk, Charles Alexander, Becky Wendlandt, Dan Snyder, Judith Peck, Jack Spangler, Steve Higgins, Joe Halleck, Neil Buchanan, Dorothy Iannucci, and Christine Briggs. Jennie Seeley, absent.  
**Guests Present:** Lawrence Adams; National Executive Committeeman, and Pat Alexander.  
Meeting began at 7:15 PM on October 15, 1993 by President Ed. Time Keeper: Neil. Recorder: Pat

**AGENDA:**

Minutes  
Correspondence  
Western States Conference April 1995  
Projected Budget/Costs  
Route Evaluations  
Membership Update  
Task Force On Officers Duties  
Constitution and By Laws Update  
Steward Update/Stats  
National Convention Delegates Responsibilities  
District Meetings  
State Convention  
List of active/inactive stewards  
Editorials  
Feedback on County Meetings  
Scheduled Payments  
Next Meeting Date/Agenda  
Evaluation this Meeting

**MINUTES:**

The minutes from the August 29, 1993 were approved.

**CORRESPONDENCE:**

The board reviewed a letter from a West Side office concerning mail count. Ed and Neil will respond.

Discussion of dues payment schedule for substandard routes. Jack will review as part of constitution and by laws committee.

**WESTERN STATES CONFERENCE:**

Charles presented a letter sent to all county secretaries concerning fund raisers and donations for Western States Conference in April, 1995, hosted by Washington State. Charles is pursuing the prospects of obtaining a donated chain saw as a raffle prize. Charles felt that \$1,500.00 would be an estimated cost to be placed in the budget in 94/95 for Western States Conference.



#### **PROJECTED BUDGET/COSTS:**

Becky brought up that with the new policy of paying stewards at the time of training will make double expenses for this year since 1993's convention steward training was paid in this years budget and 1994's convention steward training will be paid in this years budget. Becky also mentioned that Kits 14 days LWOP and Neils 18 days LWOP should also be paid this year and expenses should not be carried over to next year. Becky suggested that the board be very conservative with expenses so that we are in a solid financial structure at the end of 93/94 year. All checks written will be printed in the "Postman".

#### **ROUTE EVALUATIONS:**

Charles reported that the mail count route evaluations was successful. He used only 1 day LWOP and felt that the goodwill generated will encourage membership.

#### **MEMBERSHIP UPDATE:**

Becky reported that she had a good response to the last mailing for membership. Total members as of this date is 1261. Goal is 1300. Discussion on those people having car insurance with National General that have not renewed their membership. After Becky sends out the current list of members to all board members and county secretaries, Chris will review it with the list from National General and Becky and Chris will notify those non-members.

#### **TASK FORCE ON OFFICERS DUTIES:**

Each board member present was given the task force list of officers duties. Each board member is to review this list with the duties of their office, with the constitution and by laws, and with what they are now doing. Any changes or additions should be typed and presented at the next meeting. **TASK:** Each board member to have their office duties defined and in print and send to Becky before the next meeting so that Becky can copy them and mail them out for review ahead of time.

#### **CONSTITUTION AND BY LAWS UPDATE:**

Dale Ryan working on reviewing the previous issues of the constitution and by laws. They will be printed in the Winter issue of the Postman.

#### **STEWARD UPDATE/STATS:**

Neil reported that he has worked on 12 potential step 1, and 4 at step 3 with awards on every one of them. Discussion on a rural that will not work over evaluation and expects the RCA to clean up and on routes that are getting so big that RCA's are having trouble getting them done. Neil stated that he anticipates only a couple of grievances from mail count due to resolving many problems ahead of time at mail count training.

Meeting ended at 9:30 PM, October 15, 1993.

Meeting began at 6:30 PM on October 16, 1993. Guests joining the meeting were: Ron Heikkila, Lynn Walker, and Kit Witt. President Ed began the meeting by commending Neil on an excellent labor relation seminar. The board then went back to the agenda.

#### **NATIONAL CONVENTION DELEGATES RESPONSIBILITIES:**

Charles and Pat presented their task of a letter suggesting responsibilities for National Convention Delegates. After discussion it was decided that Jack will be the key person for any members suggestions on what should be or not be the delegates responsibilities. **Jack will take all calls and report back at next meeting.** If no one contacts Jack it will be assumed to be correct as printed.

#### **DISTRICT MEETINGS:**

After a lengthy discussion it was decided that to help keep costs down and to meet the goals of this years budget that the District 1 and 2 meetings would be 1 day only with no stewards being paid to attend. Only the district rep and President (or his designate) and State Steward (or his designate) will be paid to attend. On combined meeting for District 3 and 4 it was decided to have a labor relations training Saturday and pay the District 3 and 4 stewards to attend. Sunday would be the combined district meeting with only the district rep's and President (or his designate) and State Steward (or his designate) being paid to attend. All other board members are welcome to come at any meetings however will not be paid. This is the policy for this year only to help defray some left over expenses from last year and keep in line with the planned budget.

District 1: March 13, 1993

District 2: March 20, 1993

Districts 3 and 4: March 5 and 6, 1993

**Task:** Joe to notify Jennie about date. Jennie to contact Judith if this date is not acceptable.

#### **STATE CONVENTION:**

State Convention will be on June 26, 27, 28, and 29, 1994. Neil reported that Bob West is available on June 28. Consensus to have Bob West as a speaker.

**Task:** Neil to contact Bob West and confirm the date.

#### **LIST OF ACTIVE AND INACTIVE STEWARDS:**

The board reviewed the list of stewards that Neil had prepared. Consensus that this list needed to be updated.

**Task:** All board members to review the list and notify Neil of any inactive stewards.

**Task:** Neil to contact by letter the inactive stewards to see if they want to become active or resign.

**Task:** Neil to prepare a revised current list and present to the board at or before the next meeting.

#### **EDITORIALS:**

The board was encouraged to write articles for the "Postman" stressing education. For example on postal forms such as 4241X, rural carrier responsibilities, route adjustments, etc.

**Task:** Neil to write article for the next paper on Weingarten Rights.

#### **FEEDBACK ON COUNTY MEETINGS:**

The board discussed the county meetings that they attended. Ed reported he had a request from Lower Columbia for a representative from the board for November 20, February 5, and March 7. Ed assigned Jennie as the paid representative.

#### **SCHEDULED PAYMENTS:**

Becky reported on the payment schedule. It is as follows:

**Payment to Auxiliary:** Pay total member number as of December 31, 1993 in January, 1994. Pay for members added after December 31, 1993 to cut off date from National in April, 1994.

**Payment to County Units:** Pay total member number less what the county has already kept as of December 31, 1993 in January, 1994. Pay for members added after December 31, 1993 to cut off date from National in April, 1994.

**NEXT MEETING DATE AND AGENDA:**

The next meeting will be April 9, 1994, Saturday, from 2:00 PM to 9:00 PM and on April 10, 1994 from 10:00 AM to 1:00 PM.

**Task:** Becky to make room reservations for each member and a meeting room at a inexpensive motel in Ellensburg. Becky to contact members with location, room reservation confirmation and agenda list.

**Task:** Each member to send any agenda items to Becky before March 10, 1994 to be added to meeting notice and agenda list.

**EVALUATION:**

The board evaluated this meeting and had consensus that having board meetings before and after other full day meetings is too much. It was suggested that having just a board meeting would facilitate getting more completed with a clearer mind.

Respectfully submitted:

*Rebecca Wendlandt*

Rebecca Wendlandt  
Secretary/Treasurer

**CORRECTION TO 1993 STATE CONVENTION MINUTES ON FINAL REPORT  
OF MILEAGE AND PER DIEM COMMITTEE:**

The Official Minutes of the Eighty Seventh Annual Convention of the Washington Rural Letter Carrier's in Kennewick, Washington on June 28-30, 1994 printed the previous years mileage and per diem report. It should be corrected to read as follows:

County	Delegate	Compensation
Chelan-Douglas	Lyman Schooler	\$ 216.00
Clallum-Jefferson	Terry Engel	\$ 302.00
Kitsap	Katherine Brown	\$ 274.00
Lincoln-Grant-Adam	Kay Smith	\$ 188.50
Lower Columbia	Carrie Smith	\$ 265.00
Mutual	Tommie Spence	\$ 288.00
Okanogan	-0-	-0-
Alaska	-0-	-0-
Skagit-San Juan	Verna Blackburn	\$ 287.00
SKI	Judith Peck	\$ 267.00
South East	Dave Reppe	\$ 166.50
Spokane	Dale Ryan	\$ 271.00
North East	Noretta Stritzke	\$ 250.50
Whatcom	Polly Moore	\$ 304.00
Whitman-Asotin	Jim Hemrich	\$ 203.50
Yakima	Pat Odman	\$ 193.00

## CONSTITUTION

### ARTICLE I (Name)

THIS ASSOCIATION SHALL BE KNOWN AS THE WASHINGTON RURAL LETTER CARRIERS ASSOCIATION.

### ARTICLE II (Object)

The object of this Association shall be: To unite fraternally all rural carriers, substitute rural carriers, rural carrier relief, rural carrier associate, retired, and auxiliary carriers of the State of Washington for the improvement of their own conditions and that of the rural carrier service; to assist in establishing and maintaining County Associations and supporting the National Association; and to cooperate at all times with the United States Postal Service for the advancement of the SERVICE.

### ARTICLE III (Membership)

SECTION 1 Active members of all County Associations shall be eligible to membership in the Association, such members to be Rural Letter Carriers, Auxiliary Rural Letter Carriers, Substitute Rural Letter Carriers, Rural Carrier Relief Employees, Rural Carrier Associate Employees, and Rural Carriers retired on annuity.

SECTION 2 All rural carriers in good standing at the time of retirement shall be honorary members of the Association unless they elect to remain active members by payment of the National and State dues. Honorary membership may be bestowed upon others of this Association at its regular meeting, but no honorary member shall be entitled to vote or hold office in this Association.

### ARTICLE IV (Representation)

SECTION 1 Each County shall be entitled to one delegate for each five members or major fraction thereof, and one delegate-at-large. The delegate-at-large shall cast the entire vote for his delegation. Each County is entitled to one vote for each five members or major fraction thereof. The State of Alaska shall be entitled to representation on the same basis as an organized County unit.

SECTION 2 No delegate can be seated from any County Association when said County is in arrears from National and State per capita tax, and only when holding properly signed credentials.

SECTION 3 If individual members are seated as convention delegates by a majority vote of the Convention, they will not be permitted to vote for State Officers.

SECTION 4 Delegate positions vacant at the time of the State Convention may not be filled by a vote of the delegates present from the subject County or District or from other Counties or Districts.

SECTION 5 Election of delegates shall be by secret ballot in all cases where there is more than one candidate for each delegate position.

#### ARTICLE V (Meetings)

SECTION 1 The Association shall meet annually on a date and place assigned to Districts on a rotation basis in the following order: District One; District Four; District Two; District Three. If for any reason the date or place so assigned shall be undesirable or for reasons deemed advisable by a majority of the State Officers, the Board of Control shall have the authority to change said date or place or set up a date and place by giving official notice to the County Secretaries not less than (60) days before the new date.

SECTION 1-A If due to war or other conditions that would make it impossible or impractical to hold a Convention, the Board of Control shall have the authority to discontinue the Convention entirely by giving the official notice as provided in Section 1 of this Article.

SECTION 1-B The voting for the selection of the Convention meeting place shall be under the same rules as those applying to the selection of State Officers.

SECTION 2 Special sessions may be called by the President upon written request of one-half of the County Associations in good standing.

SECTION 3 At each State Convention a report in writing must be rendered by each State Officer and the report then placed on file by the State Secretary.

#### ARTICLE VI (Quorum)

Seventeen members representing not less than six County branches shall constitute quorum for the transaction of the business of the State Association, but a lesser number than that may adjourn to some future time.

#### ARTICLE VII (Parliamentary Authority)

SECTION 1 The parliamentary authority of the Association shall be Roberts Rules of Order Revised.

SECTION 2 A single elected delegate may call for a roll call vote.

#### ARTICLE VIII (Officers)

SECTION 1 The officers of this Association shall consist of President, Vice-President, Secretary-Treasurer, Editor of Postman, and four District Representatives and the Retired Carriers' Representative who shall be elected at the State Convention and serve one year, except the District and Retired Representatives, who shall serve two years, or until their successors are elected and installed.

SECTION 1-A Each District shall nominate its own District Representative at a District meeting prior to the State Convention. Notice of said meeting will be sent to all members at least 15 days prior to the meeting. Such nominations shall then be presented to the nominating committee, who shall place it before the Convention. In case no nomination is made by the District, the nominating committee at the State Convention shall select and place in nomination the name of a member who is a resident of said District. Members are entitled to nominate from the floor any additional nominees who are qualified.

SECTION 1-B The Retired Carriers' Representative shall be a retired carrier, nominated and elected by the delegates of the Convention assembled who shall have been elected and installed.

SECTION 2 There shall be a Board of Control consisting of President, Vice-President, Secretary-Treasurer, Editor, four District Representatives, and the Retired Carriers' Representative. This Board shall meet upon call of the President or by a majority vote of the Board to the Secretary when matters of importance arise that need immediate attention during the interim between meetings of the Association. Each elected officer shall be entitled to a vote on every question before the State Convention.

SECTION 3 Any officer of this Association who shall be separated from the rural service through no fault of his own, as determined by the Board of Control, shall hold office until the next meeting of the Association. However, a former rural carrier who has been appointed to the position of Postmaster, Officer-in-Charge, or other supervisory position, may not vote, hold office, or be appointed to any committee.

SECTION 4 The nomination of officers shall be made by a nominating committee of five, two of whom shall be nominated by the President, one by the Vice-President, one by the Secretary-Treasurer, and these four so chosen shall select the fifth member. This committee shall report their list of

nominations when called upon. However, before closing the ballot on the nominations submitted by the committee, the President shall state: "Are there any other nominations?" If so, then the names of the additional nominees shall be added to the list. The election of officers shall take place at each annual meeting of this Association. The installation of officers shall take place immediately before adjournment.

SECTION 4-A The nomination committee shall be required to submit one or more names for each office except that of District Representative.

SECTION 5 The election of officers shall be by vote of the elected delegates, and in no case by acclamation except by unanimous consent. It shall require the majority of all votes cast to elect. Where there are more than two candidates for the same office after the second ballot, the one receiving the least number of votes on each shall be dropped until the election is had.

SECTION 6 No State Officer may be declared a National Delegate by virtue of his office.

SECTION 7 To be elected an officer of this Association, one must be a dues paying member of the craft and is ineligible for election if dues are in arrears.

#### ARTICLE IX (National Delegates)

SECTION 1 Nominations for National Delegate will be accomplished by submitting nominations on a Nominating Ballot which will be published in The National Rural Letter Carrier in the first issue in March, April, and May. Such nominations may include self-nominations.

SECTION 2 Nominations of candidates to National Delegate shall be in the office of the State Secretary at least 40 days prior to the opening of the State Convention.

SECTION 3 It shall be the duty of the State Secretary to prepare a ballot listing the nominees for the position of delegate to the National Convention and to mail said ballot to all members at least twenty (20) days prior to the opening of the State Convention.

SECTION 4 Ballots shall be returned to the State Secretary and counted at the State Convention by an Election Committee appointed by the State President. Any candidate may observe the ballot tabulation.

SECTION 5 A plain envelope marked "BALLOT" shall be provided each member to seal the ballot for mailing to the State Secretary.



SECTION 6 The sealed plain envelope containing the ballot shall be returned to the State Secretary by the member in another envelope clearly identifying NAME, ADDRESS, and LOCAL UNIT of the member to permit verification of membership enrollment and to maintain the integrity of the voting procedure.

SECTION 7 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.

SECTION 8 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.

SECTION 9: The delegate-at-large to the National Convention shall be the delegate receiving the most votes. Said delegate may defer to the next delegate receiving the next most votes. Delegates up to the number of votes to which the State is entitled shall be listed according to the number of votes received.

#### ARTICLE X (Impeachments and removals)

SECTION 1 In case of neglect of duty or violation of this Constitution on the part of any officer of this Association or subordinate branch thereof, in the interim of State Conventions, the Board of Control shall have the power to suspend such officer of said subordinate branch of the Association after a fair hearing and subject to an appeal to the next State Convention.

SECTION 2 In case an officer shall prove unfaithful to the Association, he/she may be impeached and removed from office and lose his/her membership in the Association when mandated by a two-thirds vote of the Convention.

## ARTICLE XI (Amendments)

This Constitution and By-Laws shall take effect immediately upon its adoption and can only be amended by submitting the amendment in writing at an annual Convention and shall require a two-thirds vote of the voting membership to amend.

### BY-LAWS

## ARTICLE I (Duties of Officers)

### PRESIDENT:

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

SECTION 2 Previous to the first day of each annual Convention, he/she 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/she 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 By-Laws; a committee of three on time and place; a committee of three on resolutions; and a committee of three on finances. He/She shall be responsible that a nominating committee be appointed according to ARTICLE VIII of the Constitution of the NRLCA. He/She may appoint any other Convention Committee advisable. If there are not enough duly elected delegates to take care of the business, members present serve, whether delegates or not.

SECTION 3 His/Her decisions upon all questions of law shall be final during the recess of this Association. He/She shall report all such decisions to the Association at its annual Convention for approval or rejection. Such decisions, when approved or revised by the State Association, shall have all the effect and force of the general laws of the Association.

SECTION 4 At the close of each annual Convention, he/she shall, in conjunction with the Board of Control, appoint an Auto Insurance Director, Provident Guild Director, Political Action Committee Director, and have the authority to fill any vacancies therein during the recess. Also, in conjunction with the Board of Control to evaluate the work of the State Steward, and if in the best interest of the Association, terminate the incumbent State Steward and nominate a replacement.

SECTION 5 He/She shall fill all vacancies pro tem caused in any way in the Board of Control of the Association subject to the approval of the remaining members of the Board of Control.

SECTION 6 He/She shall have the power to grant charters and, in conjunction with the Secretary, issue them during the interim between Conventions of the Association. He/She shall perform other duties as the Constitution and By-Laws require.

#### ARTICLE II (Vice-President)

The Vice-President shall preside in the absence of the President, and in case of death, resignation, disqualification, refusal, or neglect of the President to discharge the duties of his office, the Vice-President shall become the President and serve until such time as his successor shall be duly elected and installed.

#### ARTICLE III (Secretary-Treasurer)

SECTION 1 The Secretary-Treasurer shall keep a correct record of the proceedings of this Association, read or cause to be read, all communications, reports, etc. He/She shall affix the seal of this Association to all official documents, prepare for publication a correct copy of the entire proceedings of this Association at its annual Convention, or special meetings, not later than one month after the close of each State Convention or special meetings, and shall also present on the first day of each Convention a complete statement of the condition of this Association, including a statement of the membership of same.

SECTION 2 He/She shall conduct the correspondence of the Association, keep a record and submit same when demanded by the Board of Control.

SECTION 3 He/She shall have charge of the seal, books, papers, and documents belonging to this Association; shall deliver to this Association, or his/her successor, all property of this body at the expiration of his/her term of office, or upon an earlier termination thereof; he/she shall be given an itemized receipt for all property delivered by the party of parties receiving same.

SECTION 4 He/She shall keep a true and correct account between this Association and the County Associations.

SECTION 5 He/She shall perform all the duties of Treasurer as are required by this office.

SECTION 6 He/She shall receive all monies due the Association and shall deposit all monies in a convenient

depository, such deposits to be made in the name of the Washington Rural Letter Carriers' Association and any interest thereon shall be credited to the funds of the Association.

SECTION 7 In drawing checks on the Association, the Secretary-Treasurer shall use a form that will show for what the money was used and that will require the signature of both the President and the Secretary-Treasurer.

SECTION 8 The office of the Secretary-Treasurer shall be bonded for the sum of One Thousand (\$1000.00) Dollars issued by some reputable bonding company and said bond or similar bond shall be kept in force at all times, regardless of change of Secretary-Treasurer, and the annual premium on deposit with the Chairman of the Executive Committee and kept by him/her in a safety deposit box provided for keeping Historical Records.

SECTION 9 The Secretary-Treasurer may each State Convention employ a stenographer to take down the proceedings, and the cost shall be paid out of the treasury of the Association.

SECTION 10 He/She shall render a report to the State Association at its annual Convention or to the President and Board of Control when they may request it, showing in detail the receipts and expenditures of the Association's funds as shown by his/her books.

SECTION 11 After the close of each State Convention, the Secretary shall sort out the resolutions that go to National Convention, making a copy of each resolution on one-half page of letter paper. He/She shall send them to the National Secretary previous to the opening of the National Convention.

SECTION 12 Upon receipt of the nominees for the National Delegates, he/she will prepare a ballot listing the nominees for the position of Delegate to the National Convention and will mail said ballot to all members at least twenty (20) days prior to the opening of the State Convention.

SECTION 13 He/She will notify all members at least fifteen (15) days prior of the opening of the State Convention of the time and place and the election procedures and the offices to be filled. This notice may be included with the National Delegate ballot mailed to each member.

SECTION 14 He/She will retain for one year in a safe location all ballots used at the annual meeting. These ballots should be placed in envelopes marked to indicate for which election they were used.

#### ARTICLE IV (Executive Committee)

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

SECTION 2 It shall be the duty of the Chairman of the Executive Committee to keep a record of the history and progress of the Association, including a record of the entire proceedings of each State Convention, these records to be kept in a safety deposit box, at the expense of the Association.

SECTION 3 At the expiration of their term of office, or upon an earlier termination thereof, they shall turn over to the Association or their successors, all books, papers, and other property they may have in their possession belonging to the Association.

SECTION 4 It shall be the duty of the Executive Committee to aid in keeping carriers in his/her particular District interested in Association work and in keeping up the membership of the District. They shall perform such other duties as the State Association may from time to time direct.

#### ARTICLE V (Editor)

SECTION 1 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.

SECTION 2 The Editor shall publish the Washington Rural Postman as a Fall issue, Winter issue, and Spring issue. Winter and Spring issues will contain information about the State Convention. In addition to the publication of the Postman, the Editor will be responsible for the timely notice to all members of the Association of all State Association meetings and events.

SECTION 3 The Editor shall mail each issue of the Postman to all members of the Association.

#### ARTICLE VI (State Officers Expense)

SECTION 1 The State Officers shall receive no salary except the Secretary-Treasurer and the Editor. The salary of the Secretary-Treasurer and the Editor shall be decided at each annual Convention of the State Association.

SECTION 2 The Officers, Insurance Director, and Political Action Director of this Association shall be reimbursed for all postage, telephone calls, and travel to all meetings

outside of their own County group, connected with the business of the Association. Per diem will be paid if business necessities require an overnight stay. Expenses incurred in excess of per diem will be reimbursed with the approval of the Board of Control. LWOP will not be compensated to attend the State or National Conventions while they are in session. Reimbursement of said expenses shall be made by the State Secretary upon receipt of copies thereof from the officers, Insurance Director, or Political Action Director. The rates of pay for mileage and per diem shall be decided at each annual Convention of the State Association.

SECTION 2-A When the Board of Control requests that a state officer attend National Convention, they shall be on leave without pay for five (5) days while attending the National Convention and the Association shall pay for their wages at the same rate of pay as earned while serving their route, not to include EMA.

SECTION 2-B When the Board of Control requests that a state officer attend National Convention or other meetings for training and education, the officer will receive mileage and per diem allowance.

SECTION 3 All State Officers attending the annual State Convention shall receive mileage at the same rate as paid to the Delegates-at-Large.

SECTION 3-A The President or his/her designee will be paid mileage and per diem to the Western States Conference each Spring, and he/she will report to the membership upon his/her return from the Conference.

SECTION 4 The President of this Association, or anyone else delegated by him/her, shall receive expenses incurred in visiting unorganized counties for the purpose of securing members. The expenses incurred shall be reasonable, as determined by the Board of Control.

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 Steward, 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 their 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 their wages at the same rate of pay as earned when serving their routes, 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 5-A 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 the Assistant State Steward shall be reimbursed for actual expenses in excess of per diem with the approval of the Board of Control. In cases 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.

SECTION 6 The State Association will pay mileage one way and per diem allowance to all regular State paid delegates to the National Convention. The per diem allowance will be paid for the days the Convention is in session.

SECTION 7 Each State Officer and appointed Officer will submit a proposed budget for their operating expenses of their office for the coming fiscal year to the State Board for approval.

SECTION 8: The Board will operate on a budget each year.

SUBSECTION TO ARTICLE VI (State Steward)

SECTION 1 The State Steward and Assistant State Steward shall be appointed by the State President in conjunction with the Executive Committee. Their service shall be continuous until terminated by the State President in conjunction with the State Board or National President, or by resignation.

SECTION 2 The State Steward and Assistant State Steward shall work with and be subject to the State President and the Board of Control.

SECTION 3 The State Steward shall supervise and administer the Steward Program within the State using the following guidelines:

(a) Make all Step 2-B and Step 3 grievance appeals, coordinating all efforts closely with the Regional Representative and report monthly to the appropriate local shop steward.

(b) Be responsible for submitting the names, addresses, and telephone numbers of the Area and Local Stewards to the National Office for certification.

(c) In the event there is a need to fill or replace an Area or Local Steward position, the State Steward has the responsibility to the State and National Association in naming an individual to temporarily serve as Steward.

(d) Be responsible for the distribution of Steward Manuals and Grievance Forms to each Area and Local Steward, as well as for their training.

#### ARTICLE VII (Revenues and Dues)

SECTION 1 The revenues of this association shall be derived from per capita taxes, from the sale of supplies, and from advertising for insurance premiums. The per capita tax and dues shall be decided by each Annual Convention of the State Association. The portion of the per capita tax and dues to be distributed to the counties and the amounts allocated to the Convention Fund or other special funds shall be decided at each Annual Convention of the State Association.

SECTION 2 The Board of Control may levy a special tax when conditions seem to demand it, but the whole amount of such levies in any one year shall not exceed the amount of State per capita for that year.

SECTION 3 A regular carrier (Designation 71) having a 30 hour or less evaluated route shall pay 80% of the existing annual dues.

SECTION 4 New RCAs who join the union who do not complete their probationary period will be refunded any membership monies paid to the Association for dues.

#### ARTICLE VIII (Charters)

SECTION 1 Charters shall be granted County Associations upon members' application and payment of one years' dues for each member. The amount of dues shall be specified in Article VII of the By-Laws.

#### ARTICLE IX (Fiscal Year)

SECTION 1 The fiscal year of this Association shall be from July 1 to June 30. The term of the officers of this Association shall be from the time of installation to the installation of their successors.

SECTION 2 The fiscal year of the County or Branch Associations shall be from July 1 to June 30.

#### ARTICLE X

(Rules Governing County and District Associations)



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); LOWER COLUMBIA (Clark, Skamania, Cowlitz, and Wahkiakim Counties); and MUTUAL (Pierce, Grays Harbor, Thurston, Mason, Lewis, and Pacific Counties, and the members of the State of Alaska).

DISTRICT THREE (3) shall be composed of the Counties of CHELAN-DOUGLAS (Chelan and Douglas Counties); LGA (Lincoln, Grant, and Adams Counties); OKANOGAN (Okanogan County); NORTHEAST WASHINGTON COUNTIES (Stevens, Ferry, and Pend Oreille Counties); and SPOKANE (Spokane County).

DISTRICT FOUR (4) shall be composed of the Counties of SOUTHEAST WASHINGTON (Walla Walla, Columbia, and Garfield Counties); WHITMAN-ASOTIN (Whitman and Asotin Counties); YAKIMA VALLEY (Franklin, Kittitas, Yakima, Klickitat, and Benton Counties).

SECTION 1-A Each District shall hold at least one meeting a year and all members of said District shall be notified of the time and place of said meeting or meetings. Notice will be sent to all members FIFTEEN (15) days prior to an election.

SECTION 2 Secretaries of the County Associations shall report to the State Secretary-Treasurer not later than July 1 of each year the number of members in good standing as per last report, members suspended for non payment of per capita tax, members resigned or deceased, and total number in good standing. With this report they shall remit all monies for per capita tax with name and Post Office address of each member. Blanks will be furnished for this purpose.

SECTION 3 If any County Secretary shall fail to pay to the State Secretary its per capita tax for each regular rural carrier, auxiliary rural carrier, retired rural carrier on annuity, substitute rural carrier, rural carrier relief, and rural carrier associate member (under per capita tax as specified in ARTICLE V) before the FIRST day of the State Convention, said County shall be suspended from membership in the State Association until said per capita tax is paid. Ninety days suspension will cause the County Charter to be revoked.

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 its Delegates to the State Convention by secret ballot at its annual meeting.

SECTION 4-A The County Secretary, when submitting resolutions and changes to the Constitution and By-Laws 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 By-Laws, preferably typewritten, on one-half page of standard size paper, and state whether it is a Resolution or a change to the Constitution and By-Laws.

SECTION 5 Each County Association shall hold its Annual Meeting after October 1 and least 40 days prior to the State Convention, and the regular meeting shall be designed by statute. The County Secretary will notify all County members, their District Representative, State Secretary, State President, and State Steward at least FIFTEEN (15) DAYS PRIOR to the election of County Officers and Delegates. They shall make and adopt such other By-Laws as their needs may suggest, and such laws must harmonize with this code of laws.

SECTION 6 All County or District Constitution and By-Laws shall be in harmony with the National and State Constitution and By-Laws.

SECTION 7 The County or District Association is subordinate to the State Association. Likewise, the State Association is subordinate to the National Association. Any County or District Association or any member thereof who shall cause to have introduced or endeavor to have passed in Congress or the State Legislature any measure relative to legislation for Rural Carriers which has not had the approval of this Association or its Officers shall have charges preferred against such County, District, or Member, as the case may be, and if charges are proven true, the County, District, or Member shall be indefinitely suspended.

#### ARTICLE XI (Committees)

SECTION 1 The Committee on Credentials shall examine the credentials of all Delegates to the Annual Convention.

SECTION 1-A On the first day of the Convention, the first order of business will be the report of the Credentials Committee. Final report of the Credentials Committee to be not later than Ten A.M. (10:00 A.M.) on the second day of the Convention.

SECTION 2 The Committee on AUDIT shall examine the books of the Secretary-Treasurer, as well as the reports of the County Association, and shall report to the Association when called upon.

SECTION 3 The Committee on MILEAGE AND PER DIEM shall make up payrolls wherein shall be recorded the name, residence, and amount due each member entitled to mileage.

SECTION 4 The duties of the Committees on CONSTITUTION AND BY-LAWS shall be to examine all changes proposed for amending or changing the Constitution and By-Laws and may propose changes themselves if they see fit. They may examine and correct, when called upon, proposed laws governing County or District Associations so that they will not conflict with the National or State Constitutions.

SECTION 5 The duties of the Committee on RESOLUTIONS shall be to examine all proposed resolutions and present same to the elected Delegates with the committee's approval or disapproval.

SECTION 6 The duties of other Committees shall be those usual to such Committees, and they shall report when called upon.

#### ARTICLE XII (Mileage and Per Diem)

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 two times 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.

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 the 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. In addition to paying travel allowance and per diem of one delegate-at-large for each county unit, the Washington State Association shall pay mileage and per diem on the same basis as paid the delegate-at-large of one regular delegate for each 100 county members. Provided this shall in no way increase the total number of delegates to which each count is entitled.

ARTICLE XIII (Order of Business)

SECTION 1

- A. Call to Order
- B. Invocation
- C. Sing Star Spangled Banner
- D. Call Roll of Officers
- E. Report of Credentials Committee
- F. Name Members of Committees
- G. Reading of Minutes
- H. Report of Officers
- I. Report of Delegate-at-Large to National Convention
- J. Report of Standing Committee
- K. Report of Special Committees
- L. Call for Unfinished Business
- M. Call for New Business
- O. Election of Officers and Delegates to National Convention.
- P. Installation of Officers
- Q. Adjournment

ARTICLE XIV (Printing Constitution and By-Laws)

The Secretary shall have this Constitution and By-Laws printed in sufficient number for the needs of the Association. He/She shall mail one copy to each of the present Officers, to each of the County Officers, and to each of the Delegates-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.

ARTICLE XV

SECTION 1 The Constitution and By-Laws shall take effect as soon as adopted.

SECTION 2 All laws and parts of laws in conflict with the foregoing are hereby repealed.

Revised and prepared for publication as recommended by the Constitution and By-Laws Committee and by the authority granted by the 1984 Convention.

Revised again July 1985 (Page 10)

Revised again June 1986 (Page 2, Articles V and VII)

Revised again June 1987 (Page 1, Section 1; Page 2, New Section 5; Page 2, Meetings, Section 1; Page 3, Section 1, 1A, and 4A; Page 4, Section 5, 6, and New Section 7; Page 4, Article IX, Section 7, Lines 5 and 7; Page 8, New Section 14; Page 9, Article V, New Section 3; Page 10, Article VI, New Section 7; Page 14, Section 1, 2, and New Sentence).

Revised June 1988, Mt. Vernon, Washington

Constitution: Page 3, Article VIII, Sections 1,1B,2  
Page 6, Article I, Section 4  
Page 9, Article VI, Section 2  
Page 10, Article VI, Sections 5A, 8  
Page 12, Article X, Section 1, District 2,  
and Section 3  
Page 13, Article X, Section 5

Revised June 1989, Tri-Cities, Washington

CONSTITUTION: Page 3, Article VII, Section 1  
Page 5, Article IX, Section 8  
BY-LAWS: Page 6, Article I, Section 2  
Page 9, Article V, Section 1  
Page 10, Article VI, Section 5A  
Page 11, Article VII, Section 3  
Page 13, Article X, Section 4A  
Page 14, Article XII, Section 1  
Page 15, Article XIV

Revised June 26, 1991

Page 9, Article V Section 2 & 3

Revised June 24, 1992

CONSTITUTION: Page 1, Article II

BY-LAWS: Page 15, Article 12 Section 2

Revised June 30, 1993

CONSTITUTION: Page 5, Article IX Added Section 9

BY-LAWS: Page 9 Article V Section 2  
Page 9 Article V Section 3

Page 11 Article XI Section 6  
Page 11 Article XI Added Section 8

# ASSOCIATION OFFICERS

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# **JUNIOR OFFICERS**

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**NON-PROFIT ORGANIZATION  
U.S. POSTAGE PAID  
PERMIT # 291  
BELLINGHAM, WA 98225**

**FUTURE DATES TO REMEMBER**

**QWL/EI Project Fair, Tuesday, February 15, 1994  
Everett Pacific Hotel, Everett**

**President's Day, Monday, February 21, 1994**

**District meetings will be scheduled for weekends during the  
month of March. Districts 3 & 4 will be combined, and  
Districts 1 & 2 will have separate meetings within each District.**

**Western States Conference, Salt Lake City, Utah  
Downtown Hilton Hotel, (801) 532-3344 or  
(800) 445-8667 nationwide  
May 5, 6, 7, 1994**

**Last day for local county officer and delegate elections is  
Wednesday, May 18, 1994**

**Memorial Day, May 30, 1994**

**State Convention, June 27, 28, 29, 1994**

**Independence Day, Monday, July 4, 1994**

**National Convention, August 8-12, 1994  
Greensboro, North Carolina**