

*OFFICIAL MINUTES
FROM THE
88TH ANNUAL CONVENTION
OF THE
WASHINGTON RURAL
LETTER
CARRIER'S ASSOC.*



PUYALLUP, 1994

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Seattle District Manager
Craig Wade addresses the
rural carriers at the 88th
state convention in Puyallup.

Putting the 1994
convention together
proved to be not too
big a task for
Joanne Blackburn,
Karen Crombie, and
Rosalie Voshell.



Monday, June 27, 1994, 9:10 A.M.

A joint meeting of the Washington Rural Letter Carriers' Association and its Auxiliary was called to order by Convention Chairperson Jennie M. Seeley in the Georgian Room of the Best Western Park Plaza in Puyallup, Washington. Jennie Seeley led the Pledge of Allegiance, and State Steward Neil Buchanan gave the invocation.

The addresses of welcome were given by Kris Benum, Sales Manager of the Best Western Park Plaza; Dick Clark, Deputy Mayor of Puyallup; and Dave Eberhart, Puyallup Postmaster. Responses were given by Association Vice President Charles Alexander and Auxiliary Vice President Myrtle Buchanan. Afterwards, the gavel was presented to Association President Ed Koschalk by Chairperson Seeley.

President Koschalk then introduced his officers: Vice President and Ass't State Steward Charles Alexander, Secretary/Treasurer Becky Wendlandt, Editor Dan Snyder, District I Representative Judy Peck, District II Representative Jennie Seeley, District III Representative Jack Spangler, District IV Representative Steve Higgins, Insurance Director Christine Briggs, State Steward Neil Buchanan, and Retired Carriers' Representative Joe Halleck.

President Koschalk invited Auxiliary President Hazel Halleck to introduce her Board: Vice President Myrtle Buchanan, Secretary/Treasurer Delores Robb, District I Committee person Inez Nesmoe, District II Committee person Odetta Yeager, District III Committee person Donna Walker, District IV Committee person Marian Personett, Scholarship Chair Janet Lange and Sunshine Chair Helen Rudy.

President Koschalk then introduced the national guests who would be speaking later on in the convention: William R. Brown, Jr., NRLCA President and Mrs. Lynda Wise, National Auxiliary Board Member.

Then Janet Lange, Director of the Americanism Program, gave a brief puppet show and talk which illustrated the importance of literacy programs in the United States. She concluded with a poem on the subject of friendship.

Next, Vice President Charles Alexander asked the retired carriers to come forward and be recognized. Each retiree stated his or her name and the number of years that they had served. Honored were: Micky Mackie, 40 years; Jack Yeager, 35 years; Joe Halleck, 34 years; Harley Robb, 28.5 years; Marian Personett, 20 years; Francis Personett, 35 years; Bob Lange, 36 years; Dexter Nesmoe, 20 years and Roger Armstrong, 23 years, for a total of 271.5 years in service.

President Koschalk then recognized the first-time attendees to the State Convention. A total of 18 first-timers came forward and introduced themselves.

President Koschalk introduced the District Manager of the Seattle Customer Service District, Craig G. Wade.

Mr. Wade thanked President Koschalk for inviting him to the convention and acknowledged the presence of NRLCA President William R. Brown, Jr.

He announced that the Seattle District has been ranked number one in the nation for overnight delivery for 14 of the 18 quarters that overnight delivery has been ranked. The Spokane District has not been far behind, with a ranking only two or three points below the Seattle District each quarter. Concerning the Customer Satisfaction Index (CSI) rating, last year the Seattle District ranked tenth nationally, with a score of 91, and the Spokane District achieved a score of 92.

Mr. Wade mentioned the extensive reorganization occurring in the Postal Service and how it has affected him personally. He then listed the services now offered which compete directly with the Postal Service and are taking away much of its business, especially in the first- and third- class letter-sized mail sectors. Facsimile machines and electronic mail are shrinking first- and third-class mail volume; it is projected that interactive television will further reduce the volume of mail in these sectors. In 1992 alone, it is estimated that the Postal Service lost 5 billion first-class messages, or \$1.25 billion, to the fax machine, and this is a conservative estimate.

Mr. Wade expressed his frustration with the growing availability of fax machines and the fact that he often receives faxes from postal employees. The rate increase in February of 1995 will be only 10 percent in order to keep first-class rates competitive with technological advances such as the fax machine.

He stressed that the immediate implementation of automation is an absolute necessity. He also mentioned that the tragic shootings by postal employees can be attributed to the stresses of being a city carrier, and stated that rural carriers should be thankful that they are not subject to these pressures.

Mr. Wade congratulated the attendees on their choice of officers and acknowledged that he and the WRLCA Board have worked hard and continue to support issues that are in the best interest of the rural letter carriers. He then entertained questions from the audience for the next 45 minutes.

At 11:00 AM, the convention adjourned briefly for a coffee break and reconvened at 11:25 AM. The Western States Conference Report, to be delivered by Charles Alexander, was postponed until the afternoon session in order to allow some time for the presentation of reports. Susie Hill presented the Preliminary Report of the Credentials Committee and Secretary/Treasurer Becky Wendlandt read the Assignment of Committees.

The convention adjourned for lunch at 11:40 AM and reconvened at 1:10 PM.

When the attendees were reassembled in the Georgian Room, President Koschalk read a letter from Governor Mike Lowry addressed to the convention attendees, welcoming them to Pierce County.

Becky Wendlandt read the roll call. All delegates were present and accounted for.

President Koschalk then submitted the Annual Report of the Association President as follows:

Fellow officers, Delegates, members of the Washington Rural Letter Carriers' Association, National President William R. Brown, Jr., National Auxiliary Executive Committee Member Mrs. Cliff (Lynda) Wise, friends and guests:

Three years ago I had the honor of being elected to serve as your President. Little did I know that three years later I would still be serving in that capacity. Each day has brought forth new challenges, as will each day of this convention, and the days that are to follow.

During my first year as your President, a new Postmaster General was appointed and it was no longer business as usual. Through all that has taken place, we, as rural carriers, still continue to go to work, case our mail, and deliver same. Even so, changes in how we receive our mail and the time standards that apply to certain categories of the mail we receive for delivery have changed. Automation and the technological advances in the equipment processing the mail we receive play a major role in changing the way we do our jobs. We can expect changes to continue to occur. We are in the process of moving from sector segmented mail to Delivery Point Sequenced mail (DPS). As a result, time standards will again be affected. Some would say that we are doing more for less. In reality, we are becoming more efficient and productive in the way we do our jobs. The key to survival for the Postal Service is to move the mail in the most effective way possible. As rural carriers, I feel we are accomplishing just that.

Last year's National Convention in Philadelphia saw a change to our Constitution and By-Laws relating to ratification of Memorandums of Understanding which prevented the Postal Service from continuing to work on changes through the QWL/EI process. Fellow carriers, the changes in the way we do our job is a reality that we must be prepared to deal with. Being involved in the QWL/EI process, it is my firm belief that we are much better off participating in the decision-making process jointly, from the beginning. The most recent impact of the change to our Constitution and By-Laws deals with the implementation of DPS mail. The Postal Service proposed changed to Handbook PO-603, Rural Carrier Duties and responsibilities, concerning DPS implementation under Articles 19 and 34 of our National Agreement. Because of the involvement of both parties in the QWL/EI process, the Postal Service, I feel, went beyond the scope of Articles 19 and 34 and allowed the Union to have equal involvement in the DPS studies. Furthermore, the DJSCs have been tasked with the implementation and monitoring of DPS and in assisting managers, supervisors and rural carriers in improving their knowledge and understanding of DPS scheme development.

This past year I did not visit with many county units. The reason was two-fold. Last year, the Board made a commitment to reduce expenses to stem the flow of deficit spending before we found

ourselves in financial trouble. Secondly, I indicated this would be my final year as your President, therefore, I did not feel it was necessary to visit as many county units outside my local area. I feel that we have lived up to our commitment as a Board to reduce expenses and still keep the members informed. The quality of the articles appearing in the Washington Rural Postman has gone a long way in fulfilling the latter -- keeping the members informed. I did attend the Western States Conference in Salt Lake City, Utah the latter part of April. Washington was well represented. Issues covered by the various speakers covered a range of topics from DPS, health benefits, the ramifications of the proposed health care reform, the Postal Service's financial condition, membership statistics of the association, improper testing of RCRs and the delays in hiring of RCAs. In addition, Charles and company gave a rousing chain saw presentation to promote next year's Western States Conference to be hosted by our state in Seattle. A booth was faithfully manned by the Hallecks, Yeagers, Alexanders, Becky Wendlandt, Sandy Peterson, and others to raise funds to help with the cost of putting on the conference next year. In May, Ann and I attended the President's Legislative Seminar in Washington, D.C. Our primary issues of concern during our trek to Capitol Hill dealt with Health Care Reform, Campaign Finance Reform, the Sawyer Bill, H.R. 3246 (Solution to the Relief Carrier problem), and Deficit Amendments. I was able to meet with congressional members or their aides from six districts with two of Senator Patty Murray's aides. The Health Care Reform bill is having its problems getting out of committee and the Sawyer Bill has run into a snag.

On May 13, 1994 agreement with the Postal Service was reached regarding the employer contribution for health insurance. This was an item that had been included in an MOU to the current National Agreement pending the outcome of the arbitrator's ruling for the Joint Bargaining Committee (JBC). A complete summary of the impact it will have on rural carriers is contained in the June 4, 1994 edition of your National magazine. If you have not already received a brochure from the Postal Service explaining in detail tax-saving benefit features regarding health insurance premiums and the flexible spending accounts, you should be receiving one very soon. This applies to most career bargaining-unit employees. Each individual will have to assess their needs and act accordingly.

One item that remains unresolved is the outcome of the Vienna/Oakton Virginia Arbitration. For those of you who are not aware of what this arbitration is all about, let me just briefly say it is the result of an NALC grievance initiated at the Step 4 level in March of 1989 concerning city letter carrier bargaining unit work assigned to rural carriers, or so the NALC would have you believe. Anyway, the arbitrators have received all the briefs from the three parties to the grievance -- NALC, NRLCA and USPS. It is now up to the arbitrators to decide the merits of the grievance and whether the territory now being served by rural carriers will continue to be so served or instead will be given to the NALC. You can

imagine the impact that a decision in favor of the NALC would have on our craft. A decision could be forthcoming by the time our convention has been concluded or within a short period of time thereafter. Of course we are confident a decision will be rendered that is favorable to our craft.

In conclusion, I feel this past year has been a good year in terms of the direction we are headed. From a financial standpoint of our state association, I feel we have taken a positive step in stemming the flow of red ink without sacrificing representation of our members. We continue to be actively involved in the QWL/EI process with the Postal Service -- leading to a better working environment. We need to now focus some of our energies to increasing revenue for the Postal Service, this ensuring job security not only for ourselves, but for the survival of the Postal Service as well. It has been an honor and a pleasure to have served as your President these past three years. I have had the privilege of having a group of supporting officers I feel have worked together for the good of this association. From my viewpoint, it has been a real team effort, and each officer has contributed their fair share -- if not more. I want to thank each and every member for their support and the confidence they have placed in me. THANK YOU ONE AND ALL!

Respectfully submitted,
Ed Koschalk
President

Bob Lange moved to absolve the officers from the duty of reading their reports to the attendees. Christine Briggs amended this motion to have only the Secretary/Treasurer and the State Steward read, and the other reports would be circulated for the attendees' perusal. Dan Snyder seconded the motion.

PASSED

Secretary/Treasurer Becky Wendlandt followed with her Annual Report:

Well, it seems a lifetime has passed in the form of a year and it is time to relate all that has transpired in a short report, so here goes.

I should have seen it as an omen when after State Convention Kit informed me that I would need to rent a U-Haul to be able to transport all that she had for me. We did manage to fit it all in the U-Haul AND the Explorer and headed home with one afternoon of training when a rock managed to break the Explorer's windshield. (I never realized how fond Ron was of HIS Explorer till then.) After arriving home and storing 32 boxes in the basement I started in on enrolling members for 1993/1994 and in one week went from 922 to 1160 members, with only four hours of telephone calls to Kit. From that time on it was in the office every spare minute and many late nights. In October I went to secretaries' training in Washington, D.C. and spent the first two nights writing notes on what I felt I needed to do or learn to be effective as a secretary for the state. I have not stopped asking questions since. At training I found

the states that have near the same routes as us, such as Iowa, and I asked to be on their newsletter. Also I compared constitution and by-laws with neighboring states to get some ideas on how other states are managed. Looking back, I would certainly say it would have helped a great deal if I had been a county secretary first or knew more about the constitution and by-laws; however, being relatively new to all gave me an open-minded outlook and what I took as a right to ask dumb questions.

Our first of four marathon Board meetings was in August in Everett and I was impressed that the Board members all worked hard to develop unity and goals for the upcoming year. Just as QWL/EI when new members come on, the group has to form, storm, norm and perform and we experienced all four at our next meeting in October in Tacoma with the Fall Booster. It was there that we all agreed that trying to have a 16-hour Board meeting in conjunction with other meetings does not work. Even so, we managed to again set future goals and agree on issues. From there we went to the April weekend meeting in Ellensburg that was truly the best one yet. Maybe we were just getting used to 12-hour-a-day meetings or maybe I was just getting to understand this job better but I left feeling good that we were able to go over each agenda item and reach consensus. I want you to know that every Board member not only gave and gave of their own time but also of their own money. The Board member would be paid to attend any county meetings unless they were invited to be the main speaker and only the president and steward, or their designate, would be reimbursed to attend the district meetings, along with that district representative. All the others paid their own way. When we had Board meetings the \$50.00 per diem did not cover the motel, much less the food too. I truly appreciate all that they did because my number one goal this year was to be not only in the black but grow in membership and that is what they and many of you helped to achieve. We grew 73 more members for a total of 1,342 members this year and with the new dues withholding for relief carriers I believe we can hit 1,500 for 1994/1995. (That's my goal for next year.)

As of June 15, I have already pre-enrolled members for 1994/1995 from a mailing in April and we have reached 1,190 members so far. We still have around 150 regular carriers that are non-members but enjoying all the union benefits; however, I am still working on them. Thanks to the Ad Hoc trainers we get many new RCAs as they come through the training.

From last September's mail count we have grown from 800 regular routes to 826 with 120 auxiliary routes, with 49% of the regular routes being in an overburdened status (over 57:37 weekly hours). We now have 676 regular carriers, three subs of records, 320 relief carriers, (RCA and RCR) and 343 retired carriers as members for a total of 1,342.

You have paid me \$400.00 a month salary for a total of \$4,800.00 of which I spent 988 hours in the office, on the phone, or at meetings this year. This averages to 21 hours a week. I have also used a total of 59 LWOPs which includes lost annual and sick

leave LWOPs. Last year Kit used 43 LWOPs and carried over 12 for a total of 55 LWOPs. Because my LWOPs average \$45.00 a day less than Kit's, I was able to reach last year's Board budget of \$2,000.00 cut in expenses.

As you know I have my own computer that I use for word processing and my husband's business. It does not have the capacity for our name list so I used National's printouts. This year we changed to costing out the events such as training, meetings, etc., so I completely set up a new set of books, posting the records by hand. Four days and 26 ledger 13 column pages later, I came up with the financial statement that accompanies this report. By costing out to the function rather than the person I hope to create a history that we can work with on the budget process, especially to pull out the fixed costs and then set limits on the variable costs. Since this is all new I am going to estimate that we will be around \$10,000 to \$15,000 of income over expenses, however I am not very comfortable with this until I have had a full year's history with this accounting system to compare to. (Just a note, our year ends at the end of June, so that's why our statement is only 11 months and I did enclose last year's full-year statement.)

Some of the reasons that we are not higher on income over expenses it that we started paying stewards at the training for mileage and per diem so we have both state conventions for 1993 and 1994 on this year's cash outlay. Also we picked up some leftover expenses from the 1993 convention and last year's LWOP this year. A the end of this year we will still owe Neil 18 days LWOP. I hope by the end of next year we will have paid as we go and not carry expenses over because it better matches the income received with the expense accrued earning it.

As most of you know, we now have dues withholding for relief carriers costing only \$1.96 a pay period. This is a great program and I am sure we will increase membership because of it; however, there are a few things that we need to be aware of. First, the cash flow we normally have due to getting all of the dues up front will take over a year to straighten out. We will not be getting our first of four checks for the relief carriers until October/November. Our last check for the 1994/95 due's year will not come until the following dues year. Also, at the present rate structure for paying \$6.00 to the auxiliary and \$3.00 to the county, if a relief carrier signs up anytime after March 1, the state will not collect enough to cover the per capita expense to the auxiliary and county. Already though, I have seen many people sign up for dues withholding that never paid cash before.

I will never forget my birthday this year, not just because my husband and kids forgot until they saw the card from my mother-in-law, but because that was the day I got the letter from the Department of Labor saying they were doing a routine audit that would only last a week. An audit on my life would only last four days so I figured this might be beyond fun. So with only two hours of phone calls to Kit, Ed and I tackled the preparation and two days later we were ready. We came out very well (bless you Kit

for good records) and I am pleased to say we passed with flying colors and only two minor recommendations that we are now doing.

We have some very serious changes coming up. The Post Office is changing, our jobs are changing, and we need to change to meet the needs of our members. Change is one of the hardest things to do. Each Board member needs to hear from you, what you want, what is important to you, and what you want us to continue with or change. Please do not leave this convention without telling the Board or addressing the floor if you have any ideas or suggestions to improve our association. This is your union too! We cannot complain where we end up if we have not taken part of helping to change and shape the future. President Ed has said he will leave time for a question/answer period later on in this convention. I am looking forward to hearing from you and/or reviewing any financial questions you may have. I want to thank all of you for your encouragement. It has truly been a learning experience, and I also want to thank Kit. You'll see at the very end is the year's financial statements from our CPAs for the past year and then after that is our 11-month statement, a five-page statement. This is a change; National has asked us to go to functional accounting, or cost accounting, that's the way the IRS and everybody else wants it, so that's what I tried to do here. If you have any questions, later we can discuss it. I have everything with me if you want to know where it was posted to and how we arrived at that figure. Personally, Ed went over each bill and initialed each one as a double check. Plus our checking account has two signatures on it. Last year the Financial Committee asked that the price of an audit be secured which I put into the Financial Committee's folder and they can report on that if you would like an audit. That's it on my report. Thank you.

Respectfully submitted,
Rebecca Wendlandt
Association Secretary/Treasurer



WASHINGTON RURAL LETTER
CARRIERS' ASSOCIATION
Statement of Assets and Liabilities

ASSETS	
Current Assets	
Cash - checking	\$1,362.00
Cash - savings	\$27,558.00
Accounts receivable	\$36,778.00
Advances	\$5,500.00
Total Current Assets	\$71,198.00

Property and Equipment	
Equipment	\$13,015.00
Less: Depreciation	(\$10,019.00)
Total Property and Equipment	\$2,996.00
TOTAL ASSETS	<u>\$74,194.00</u>

LIABILITIES AND FUND BALANCE	
Current Liabilities	
L & I tax due	\$131.00
State unemployment tax due	\$333.00
Total Current Liabilities	\$464.00
Fund Balance	
General fund	\$73,730.00
TOTAL LIABILITIES & FUND BALANCE	<u>\$74,194.00</u>

Statement of Expenses over Revenues

REVENUE	
Dues and assessments	\$136,103.00
Insurance commissions	\$23,193.00
Interest income	\$2,105.00
Total Revenue	\$161,401.00

PAYMENTS TO OTHERS	
Per capita - National	\$6,859.00
Per capita - Counties	\$6,477.00
Per capita - Other	\$277.00
Family plan to auxiliary	<u>\$7,626.00</u>
	\$21,239.00
Net Revenue	\$140,162.00

OPERATING EXPENSES	
Accounting	\$2,496.00
Airfare	\$3,524.00
Conventions and meetings	\$13,178.00
Depreciation	\$1,610.00
Legal	\$900.00
Lodging	\$6,255.00
Meals	\$4,546.00
Mileage	\$14,543.00
Miscellaneous	\$800.00
Office expenses	\$4,666.00

Per diem	\$4,100.00
Postage and shipping	\$4,817.00
Printing	\$3,237.00
Repairs and maintenance	\$590.00
Salaries and wages	\$60,254.00
Taxes - payroll	\$5,496.00
Telephone	\$11,705.00
Training and seminars	\$5,804.00

Operating expenses	\$148,521.00
EXPENSES OVER REVENUE	<u>(\$8,359.00)</u>

Statement of Fund Balance

Beginning Fund Balance, 7/1/92	\$82,089.00
Expenses over Revenues	<u>(\$8,359.00)</u>
ENDING FUND BALANCE, 6/30/93	<u>\$73,730.00</u>

Statement of Cash Flows

CASH FLOWS FROM OPERATING ACTIVITIES (Items converted to cash basis)	
Cash received	\$156,577.00
Cash paid for op. expenses	(\$167,686.00)
Interest received	<u>\$2,105.00</u>
Total cash flows used by operating activities	(\$9,004.00)

CASH FLOWS FROM INVESTING ACTIVITIES	
Purchase of equipment	<u>(\$772.00)</u>

CASH FLOWS FROM FINANCING ACTIVITIES	
	<u>(\$0.00)</u>
Net increase in cash	(\$9,776.00)

Cash at beginning of year	<u>\$38,696.00</u>
CASH AT END OF YEAR	<u>\$28,920.00</u>

Reconciliation of net loss to net cash provided by operating activities:	
Net loss	(\$8,359.00)
Adjustments to reconcile net loss to net cash used by operating activities:	

Depreciation	\$1,610.00
Change in accounts receivable	(\$2,719.00)
Change in payroll tax accrual	<u>\$464.00</u>

NET CASH USED BY OPERATING ACTIVITIES	<u>(\$9,004.00)</u>
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WASHINGTON RURAL LETTER
 CARRIERS' ASSOCIATION
 FINANCIAL REPORT
 July 1, 1993 through May 31, 1994
 (Eleven Months)

CASH INCOME:

Cash Dues 94/95	\$2,190.00
Cash Dues 93/94	\$23,471.00
Natl. Regular Dues Wht	\$113,172.32
Natl. Retired Dues Wht	\$4,019.76
Natl. General Insurance	\$23,465.00
Provident Guild	\$10.00
Natl. Insurance Booth Refund	\$150.00
NRLCA-Refund Pres.Stew.Sec.Conv.	\$150.00
NRLCA-Refund Secretary Training	\$500.00
NRLCA-Refund Pres.Seminar	\$500.00
NRLCA-Refund Steward Training	\$1,043.34
Closed Kit's Checking Account	\$1,426.42
Sale of Contracts & PO 603	\$55.00
Checking Account Dividends	\$394.87
Return of D.Iannucci Advance	\$1,500.00
Refund D.Iannucci Telephone	\$69.99
TOTAL CASH INCOME	\$172,117.70

CASH EXPENSES:

Per Capita Expenses:

National Per Capita Dues	\$10,487.00
County Per Capita Dues	\$6,065.00
Auxiliary Per Capita Dues	\$8,016.00
Western States Per Capita Dues	\$280.00
Total Per Capita Expenses	\$24,848.00

Meeting Expenses:

Fall Booster	\$594.17
93 State Convention	\$812.44
93 Natl. Convention Delegates	\$9,521.82
Board Meetings	\$3,744.38
Mail Count Meeting	\$379.45
94 State Convention	\$2,125.00
District I Meeting	456.82
District II Meeting	\$459.30
District III & IV Meetings	\$512.97
Western States 1995	\$10.76
Total Meeting Expenses	\$18,617.11

Other Expenses:

Membership Promotion	\$901.96
Accounting Fees	\$1,765.00
Mike Watson, Retainer	\$1,500.00
Dues Refund	\$397.60
Contracts & PO 603	\$380.00
Memorial Gifts	\$28.49
Payroll Taxes	\$3,203.08
Total Other Expenses	\$8,176.13

President Ed Koschalk's Expenses:

Meals	\$62.14
Motel	\$349.80
Telephone	\$209.77
Mileage	\$612.50
LWOP (6 Total) 5 Seminar, 1 Office	\$946.44
Total President Expenses	\$2,180.65

Vice President Charles Alexander's Expenses:

Mileage	\$282.00
Per Diem	\$150.00
Printing	\$10.35
Phone and Long Distance	\$842.31
LWOP (2) Seminar	\$334.84
Total Vice President Expenses	\$1,619.50

Vice President Steward Expenses:

Per Diem	\$50.00
Postage	\$34.75
Mileage	\$231.25
LWOP (1) Mail Count Evaluation	\$163.64
LWOP (3) Steward Business	\$499.78
Total Vice President Steward Expenses	\$979.42

Sec/Treasurer Rebecca Wendlandt's Expenses:

Postage	\$1,879.38
Printing	\$2,281.36
Phone & Long Distance	\$1,193.50
Mileage - Air	\$309.00
Mileage - Car	\$335.06
Per Diem	\$50.00
Motel	\$158.48
Copier	523.81
Office Supply	\$445.41
Check Account Fees	\$218.54
Salary	\$4,400.00
LWOP (49) Office	\$5,609.23
LWOP (04) National Training	\$427.76
Total Secretary/Treasurer Expenses	\$17,831.53

Editor Dan Snyder's Expenses:

Office Supplies	\$69.55
Salary	\$2,200.00
LWOP (2) Office	\$334.84
Total Editor Expenses	\$2,604.39

Washington Rural Postman Expenses: (4 Issues)

Postage	\$959.39
Printing	\$3,146.40
Total Postman Expenses	\$4,105.79

District I Judith Peck's Expenses:

Mileage	\$147.75
LWOP (1) Board	\$162.28
Phone	\$118.80
Total District I Expenses	\$428.83

District II Jennie Seeley's Expenses:

LWOP (1) Lost S/L owed	\$166.18
Phone	\$119.31
Printing/Copies	\$71.99
Postage	\$38.67
Total District II Expenses	<u>\$396.15</u>

District III Jack Spangler's Expenses:

Mileage	\$144.75
Phone	\$60.99
Total District III Expenses	<u>\$205.74</u>

District IV Steve Higgins' Expenses:

Postage	\$25.80
Mileage	\$125.50
LWOP (1) Board Meeting	\$21.65
Phone	\$154.12
Total District IV Expenses	<u>\$416.99</u>

Retired Carrier-PAC Joe Halleck's Expenses:

Postage	\$13.85
Total Retired Carrier-PAC Expenses	<u>\$13.85</u>

State Steward Neil Buchanan's Expenses:

Postage	\$349.37
Office Supplies	\$206.85
Subscriptions	\$108.95
Regular Phone & Long Distance	\$2,244.84
Cellular Phone	\$2,018.53
Steward Expenses:	
Mileage-Air	\$769.50
Mileage-Car	2,581.00
Motel	\$1,585.05
Meals	\$1,443.31
LWOP (58) Office & Travel	\$8,982.71
LWOP (12) National Training	\$1,858.41
DJSC Expenses:	
Mileage-Car	\$1,004.30
Motel	\$825.26
Meals	\$556.55
LWOP (16) Meetings	\$2,490.89
Salary	\$6050.00
Copier	\$920.74
Total State Steward Expenses	<u>\$33,996.26</u>

Steward Trainings Expenses:

Mail Count Training	\$1,312.08
93 State Convention Steward Trng	\$2,580.07
Fall Booster Steward Training	\$1,505.37
District III/IV Steward Training	\$1,113.06
94 State Convention Steward Trng	\$401.94
Total Steward Trainings Expenses	<u>\$6,912.52</u>

Assistant Steward Dorothy Iannucci's Expenses:

Postage	\$87.52
Phone & Long Distance	\$1,710.33
Mileage-Air	\$610.00

Mileage-Car	\$799.92
Motel	\$543.51
Meals	\$205.72
Office Supplies	\$41.03
Copier	\$219.58
Salary	\$2,250.00
LWOP (12) National Training	\$1,969.53
LWOP (27) Steward	\$4,437.95
Total Assistant Steward Expenses	<u>\$12,875.09</u>

Insurance Director Christine Briggs Expenses:

LWOP (1) Board	\$138.85
Total Insurance Director Expenses	<u>\$138.85</u>

Former Officer's Expenses:

Kit Witt:	
LWOP (9) Lost S/L Owed	\$1,477.42
Phone	\$289.77
Postage	\$18.65
Total Expenses for Kit Witt	<u>\$1,785.84</u>

Lynn Walker:	
LWOP (3) State Convention	\$486.84
Phone	\$51.49
Total Expenses for Lynn Walker	<u>\$538.33</u>

TOTAL ALL EXPENSES \$138,670.97

INCOME OVER EXPENSES \$33,446.73
(All in Spokane Postal Credit Union)

Balance in Atlanta Postal Credit Union:

7/1/93 Balance	\$27,558.25
Dividends	\$940.59

5/30/94 Balance \$28,498.84

State Steward Neil Buchanan presented his annual report:

President Brown, President Koschalk, Officers, Members of the Washington Rural Letter Carriers' Association and friends:

The following is my report for the past year. Another year of change and trauma. Few postmasters really believed it, but a year ago this time they were being told, forget the budget, run your Post Office as you think you should and everything will work out. Some of them have worked themselves out of a job when they attempted to do that.

WRONG!!! History has proven many mid-level managers right. We can't get by the fourth year of a three-year rate cycle spending almost incomprehensible amounts of money to automate, get little or no return from those zillions spent on automation machinery and continue to operate as usual. A year ago we had unprecedented good relations with the Postal Service at nearly all levels. Right now I believe the pressure on postmasters to make impossible budgets or face the consequences of

failure to follow instructions is at least in part responsible for a rash of discipline. I have discussed this with our National Officers and it appears to be a nationwide trend.

In order to keep them timely, I found it necessary to prepare five grievance appeals on Father's Day. One on a removal, one a letter of warning, one on conversion to Star route, one on working off the clock and one on pay for RCAs carrying overburdened routes in an office soon to be automated. Then I had 210 miles to drive after 9 PM.

Not long after the State Convention last year, we were in attendance at the National Convention in Philadelphia, PA.

Philadelphia is such a historic place and the local citizens are so anxious for all to know that it is, that it was sure an interesting city for a National Convention.

Two items of considerable discussion and some heat that stand out in my memory of the National Convention are: (1) the issue of RCAs within the local Post Office being able to bid on residual routes and thus preventing regular rural carriers from outside the office from bidding a bigger and more desirable route. I'm sure this will be discussed at length again this August in Greensboro. I feel sure that at some point in time the current procedure on bidding vacant routes will be modified to offer some limited transfer rights. Whatever happens, it is sure to erode RCA bidding rights. My guess is that those on board will be grandfathered in and won't be impacted. Only those who come on new will have their bidding rights less firm than those on now. The second debate of interest was the attempt by the state stewards to cause a task force to be formed that would be charged with updating the current steward system that has remained virtually unchanged since 1971. This task force was formed and has been working on a variety of proposals that will deal with training, certification and financing. We will hear lots more about this at the National Convention, I'm sure.

Last year while in attendance at a Seattle DJSC meeting, Bob Nelson, the Manager Operations Programs Support for the Seattle District asked me to conduct the mail count training for both the managers and rural carriers in the Seattle District. And incidentally, Seattle went ahead, and alone I guess, in encouraging postmasters to have their rural carriers to count the routes, all of the routes, and we conducted that training with that in mind.

Harry Fiest, Delivery Analyst Senior, Joyce Fernandez, Senior Operations Specialist, Randy Hundley, Delivery & Retail Analyst and Gene Deitrich, Tacoma Delivery & Retail Analyst and I conducted the count schools. All the sessions were very well attended. In fact, it became clear we would outgrow the Tacoma GMF facility in Tacoma, so we scheduled another session farther North, I think it was Mount Vernon, and still, even though we made two meetings out of those expected to attend Tacoma, we had standing room only, and I mean 30 or 40 people standing in that conference room at Tacoma. Rural carriers trained right along with their managers. These same rural carriers counted a good

share of the routes. I feel this process was an outstanding success. Trust was developed by managers, and rural carriers gained new respect for what managers have to get done during count. And best of all, NOT A SINGLE STEP 1 GRIEVANCE was filed about mail count in the Seattle District.

I helped with the count schools in the Spokane District, and incidentally that process, the count school, was virtually underwritten by the Postal Service: my time, my travel, the facilities, the refreshments. The one exception to that was the Sunday session at Tacoma, we furnished the orange juice and the danish, so we got by with about one or two percent of what we would normally spend on count schools, with the Postal Service picking up the remainder.

I helped with the count schools in the Spokane District: one in Lewiston, one in Spokane, however missed the last one held in Pasco because of illness.

Only two offices in Washington who are in the Portland District (and I'm not going to leave Portland out, Jennie, as Craig Wade did) received sector segment mail last September. Those offices were Kelso and Longview (or at least counted it last September). I visited both offices during mail count to see if they were being counted O.K. I observed many irregularities, however the carriers were so sure they were being treated first class that I did not make an issue of what I saw as problems. For instance, the only person in either office that was throwing out the mail that was out of the segment to be counted as regular mail was the local steward in Longview. He had attended the Seattle District count school in Tacoma. I questioned every other carrier about not separating out the out-of-sequence letters, all said it isn't necessary, they are really counting it fair. Well, my response was, "How can they count it fair if you don't point it out to them?" They counted it as perfect sector-segmented mail in every instance except one route. In Kelso a city carrier counted the rural mail, then went back and carried her own city route. I feel sure she was not in a higher level.

Last Halloween morning I had what I refer to as a wake up call. Sometime prior to waking I had suffered a stroke. Even though I have gone through EMT training and knew full well what was wrong with me, I was in denial. Meetings of some consequence were scheduled for the next day in Walla Walla and Pasco, therefore I drove to Walla Walla Sunday afternoon. Good friends Steve Higgins and Chris invited me out for dinner upon arrival in Walla Walla. Chris was only a few minutes determining that I had problems. They quickly got me into a hospital where it was concluded that not only had I suffered from a stroke, but was still suffering extreme hypertension. My blood pressure was extremely high. It was generally agreed that the high blood pressure had precipitated the stroke. Thanks to many people I have been able to make a splendid recovery.

I received many, many get well cards, and calls and even a beautiful bouquet from those super carriers at Battle Ground. THANKS TO ALL.

Fall Steward training for the state stewards was once again held in Reno, NV. Lawrence Adams is currently our area representative. Lawrence is an excellent area representative. He is an exacting taskmaster when it comes to grievance files.

Lawrence conducts good training. Whenever he feels a state steward has demonstrated superior work, he provides an opportunity for that individual to share that project with all the stewards. The year before last he asked me to share the body language project I had given for one of our Labor Relations Seminars, and afterwards most of the stewards asked me to send them hard copies of that same program.

I was able to attend the National Steward training near Washington, DC this February. These are tremendous training sessions. I always enjoy having the headquarters people present, and when I say headquarters, I don't mean headquarters of the Union, I mean headquarters of the Postal Service. It is fun to watch them learn what is really happening in the field. While in DC I spent some time in Speaker Foley's office. As usual, I felt good about the pledges of support for those things near and dear to rural carriers.

In April we were in attendance at a very well-planned Western States Conference in Salt Lake City. As luck would have it, the Postal Service scheduled DPS (Delivery Point Sequence) training in Denver just two days after the conclusion of the Western States Conference, so we were able to get both meetings in the same trip. Based on what I learn at the various DJSC meetings and what I hear from the field, I expect Seattle to introduce and count DPS mail in many offices with few serious hitches. I wish we could expect the same from the other two districts.

Now Bob Nelson explained DPS yesterday and he's very modest. He never got any plaques, he never got any awards, and he didn't get a big cash bonus, but that gentleman is about 90 percent responsible for the class system, and when he says that in the merging of the two [systems], that they threw out the best of it. He knows what he is talking about because he presented them with a program that would have worked with minimum delay and problems, but you can't talk to those people up the ladder, you can only talk to those people down the ladder in the Postal Service, it seems.

QWL is alive and well. Having said that I feel it necessary to qualify the statement.

Seattle is doing so well that I believe the QWL process, especially the rural carrier QWL process, can rightfully claim some of the credit for the good numbers Seattle accrues, and they won't argue that.

Spokane within the last few weeks lost their management co-chair. (His term was not up; he resigned early.) Most of us are of the opinion he was catching far more than his share of heat over Spokane's poor financial numbers. The committee of which I am a member has some immediate challenges that need to be dealt with. Not the least of which are training and preparation for DPS, LLV deployment and Work Team replacement training. I don't know all of the reasons why, but they have

about 29 vehicles sitting on the lot in Spokane that have been there for over 90 days, they are serviced and all it takes to get them into use is to turn the key on and drive them away, and yet they sit, and in the meantime six offers that were accepted by the carriers, if my memory serves me correctly, have expired. So the Postal Service, in my opinion, no longer has the right to impose vehicles on those carriers who say, "No, the offer has expired, I don't choose to take one." If I ask to meet with each of those six carriers and if any of them wanted one, then I say the Union should waive the agreement on the time of expiration and let them have them. But if they don't want them, as far as I'm concerned, we have to enforce the memo and say that the Postal Service has failed to supply them in the 60 days that they had. The carriers are trained, ready for the vehicles, all they had to do was drive them down and say "here they are."

We are fortunate I believe to have our own Jennie Seeley as a member of the Portland DJSC. One of her first tasks was to convince the committee that little had been done to institutionalize the process even though they had super numbers. The relationship between what was indicated and what had actually happened in the rural offices was far apart, and she informed them of that fact.

I have been attending most of the Seattle DJSC meetings and this is a cost to the association, I remain convinced that the rural carriers get a good return. The cost may not be as great as it may seem. I am able to schedule other hearings and meetings in the area around the DJSC meetings. In my mind, cultivation of good labor relations with the managers in the Seattle District has really borne fruit for rural carriers and it would be unfortunate to let it slide.

Bob Nelson invited me to attend the Covey training that was put on for the Seattle DJSC. This was tremendous training. I feel Washington Rural Carriers will reap many benefits from having four rural carriers included in this fine training.

At last year's budget planning for the State Convention I pledged to save \$7,000.00 from what was spent in the Steward Program the previous year. Secretary Becky has presented the financial report and once she has done that I believe you will agree that we were able to save more than \$7,000.00. Not counting any air travel I drove more than 14,959 miles for the Union and took some 85 days leave without pay.

Last July I went to Vancouver to help Jennie Seeley defend an RCA removal case. This RCA had suffered an off-the-job injury. She was in a serious car wreck. We were successful in getting her job held for one year, however she was still not well enough at the end of the year to return to work, so was removed.

In the last few months we have had lots more grievance activity than in past years. I feel sure that part of it is due to the tension managers are working under because of the budget constraints.

You have heard me say many times that I consider any grievance a failure. Among other things a failure to communicate. The Postal Service uses some rather funny synonyms. In the plant when they fail

to get all the mail worked and dispatched, they call it a plan failure; when you and I have to resort to the grievance procedure that's a plan failure because we plan for zero grievances.

Since last year's convention we have only appealed two discipline grievances to Step 2-B and eight contract disputes to Step 3 for a total of ten appealed out of State. When the testers were out gathering information, and Kit has said the same thing, they used to determine our pay rates under automation, approximately eight out ten of workers were working one hour prior to the indicated starting time. In other words, the tests were planned to be at an office where they were going to watch the carriers work and input into the computers, a motion and time study. They usually planned to get there from 30 to 45 minutes early. In eight out of ten situations there were carriers there that had much mail in the cases already, but when they looked at their time sheets, they weren't even due to report and the day before they'd indicated that they hadn't reported until they arrived. Now that's scary. A year ago at this time, falsification of 4240's was the number one cause for discipline. It's settled back and we aren't hearing that much about it, but I hate to say it but it's probably because the postmaster is anxious about the hours that they've entered at the office. And that's sad. But if the inspection service ever decides to clamp down on that, folks, then look out. I mean look out.

The Postal Service negotiators thought that the implementation of automation might be a good time to eliminate the "bump" or under time rural carriers have. I'm glad they didn't go for that because I believe it is almost entirely false. Sure there are many carriers who work under their evaluations an hour or more a day. Those who manage rural carriers always brag that they are fast carriers. It is my belief that for every carrier who works under an hour a day, there are two who work almost an hour over, and often do not report it; their 4240's never indicate work over the evaluated time.

Whenever our National Officers ask for another benefit in negotiations, such as a coffee break, they are confronted with the so-called "bump". And incidentally, folks, that's gone from three hours and 17 minutes to almost seven hours according to paper. It's getting up there. The Postal Service feels they would be ridiculed for granting us more time to make the "bump" even bigger.

I could go on and on like this, but will conclude by saying rural carriers and subs please do a good job and guard that you do not do anything that will in hindsight look dumb. It is a depressed economy out there and we still have one of the most coveted jobs there are in the towns and cities where we work. Amen, Bill!

It is a special privilege to serve as your State Steward and my hope is you find my service satisfactory.

Respectfully submitted,
Neil M. Buchanan
State Steward

Doug Reinhardt moved to accept the reports of the President, the Secretary/Treasurer and the State Steward. Gary Larsen seconded the motion.

PASSED

Next, President Koschalk introduced Retired Carrier Representative and PAC Chairman Joe Halleck who presented the following report:

The PAC to me is a very, very serious thing. I think all of you should realize that and I see I was real disappointed when I got started this year. The \$1,800 that I had gone out and collected didn't show much for our total membership. Then I went to the National office and they showed me that everyone else had put their money into National, which made me feel real good. So they collected \$1,775 from your answering their letter that they had sent out, and to me that was real good.

We had a good year; I traveled to all the State Board meetings and talked about PAC. We have a lot of good people in our Congress and House of Representatives that need to know what we want, and the only way we're going to let them know what we want is by being out there and donating our funds to PAC to help them once in a while, and getting them to turn around and help us.

Patty Murray has put out a great big plea to all the ladies for their help, and she says the ladies are getting sold down the river completely. With health care and everything else, there's not enough time allowed for the ladies to be brought into a doctor's office to get good examinations and things that are necessary in their lifestyle, and handled correctly. Gals, get behind her. She's the only one we've got in the state of Washington, and she is good. It'll really do you a lot of good, and that's important to all of us. Of course, guys, you get behind it too. Some gals are our wives so we have to get behind it anyway.

I don't have much else to say about it, but I would like to thank you for all the help and assistance that you gave me this past year. What comes up next year and how we'll handle it I don't know yet. It's a project that will have to be looked at and worked on in the future. I want to thank you for all your assistance this year. Thank you.

Respectfully submitted,

Joe Halleck

Retired Carrier Representative and PAC Chairman

Next, Charles Alexander presented his report on the Provident Guild. He began by defining it as a "fraternal death benefit fund". For a very low annual premium, rural carriers under the age of 55 can enroll with no health exam requirement. The annual premiums decrease with age: \$40-\$50 under 35, \$30 under 40, \$20 under 45, \$15 under 50 and only \$10 under 55. The benefits for heirs are 30 to 100 times the total amount contributed to the fund. The big discrepancy in the return is due to the fact that the fund is a pool shared by fellow carriers. If many people pass away in a particular year, and

there are numerous claims, there will be less money available.

Additionally, the maximum benefit is contingent upon how much you are currently paying into the fund. The maximum benefit for an individual 50-55 is \$1,000, because only \$10 is being donated to the fund annually. But a carrier under 35 would receive \$4,000 to \$5,000, depending, again, on the size of their annual contribution.

If heirs notify the Guild within 30 days of the time of death, they will automatically receive 25% of the claim immediately, no questions asked, upon receipt of a copy of the death certificate.

Brochures were provided for attendees who were interested. Charles encouraged those who were not currently enrolled with the Guild to get involved.

Charles continued with announcements for the Western States Conference to be held in Seattle April 21-22, 1995. He was interrupted by Secretary/Treasurer Becky Wendlandt who dashed into the room wielding a chainsaw, which she stated "is just what she needs to cut the budget". Pat Alexander protested on behalf of the spotted owl. Becky defiantly responded that she doesn't "give a hoot". She then expressed her chagrin that alas, the chainsaw may be raffled off for \$2 a ticket, or three tickets for \$5, and she may not be able to employ it for budget slashing.

Charles then stated that skits such as the one just seen was used at the Western States Conference to raise money. One thousand dollars has been raised so far, which will more than cover the at-cost expense of the saw, which includes a carrying case, a spare chain and tools.

The goal is to raise \$4,000 to pay for the costs incurred to hold the Western States Conference. County units, the Auxiliary and individual rural carriers have generously donated their money and raffle items to the cause.

Next, Charles gave a brief history of the Western States Conference:

There was an informal organization of Western States approximately 50 years ago, but the Western States as we know it today probably got started about 25 years ago. And what it was designed to do is not much different from what the National Rural Letter Carriers' Association is designed to do. It was designed to provide representation for a small group in a large-group setting. As a result, the rural carrier union that represents the Western states has quite a bit of clout, even though is the smallest union of all.

There were ten states involved, the ten Western states, and originally, the idea was for it to be a caucus of these states at the National Convention where carriers could meet together as a group with common interests that might be slightly different than the interests in the East, the Northeast and the Southeast. It was also a place for the candidates to come and talk about their various pitches and pledges with feedback from the carriers. It gave carriers in the Western states a unified voice.

The breakfast was how it got started. But then, they decided to have a conference in each of the Western states in the third week of April, rotating the states alphabetically, from Arizona to Wyoming.

In 1995 it will be held in Washington. Since the Western States Conference has been held in Spokane for the only two times that it has been held in Washington, Seattle was selected this year instead. Seattle's not a cheap place to hold a convention, but it had good name appeal. The Doubletree Suites in Southcenter is the chosen site for the Conference, to be held on Friday, April 21 and Saturday, April 22, 1995. The rates are \$79 for single and \$89 for double.

Charles emphasized that although it is a great site for a convention, its proximity should also be looked upon as an opportunity to go to a national convention for those who have never been. It should be a heavily attended conference since the contract is about to expire; national officers, including the legal, insurance and Atlantic Coast Credit Union representatives, are all scheduled to attend. He encouraged the attendees to support their local representatives by attending.

Ed Koschalk has picked the preliminary Western States Committee. Judy Peck, District I Representative, has donated her time in order to select interesting tours that the attendees may want to participate in. Cindy Norman has been collecting and recording all the monies that have been donated. If anyone wishes to donate, checks can be made out to "Western States Conference" and forwarded to Cindy Norman or Charles Alexander.

The Auxiliary has been making many objects that have been raffled off and they have been keeping the money separate from their other projects, of which they have many that they're doing.

One of the largest money-making projects is tee shirts. And Jack Spangler has taken it upon himself to design a logo for the state which the Board has given thumbs up to. That logo, with the inscription, "Western States Conference, Seattle 1995" has been suggested as a tee shirt design.

Charles concluded by mentioning that the Committee is open for suggestions on decorations and fundraisers. He then introduced Judy Peck, who announced that she had checked into the Tillicum Village tour for attendees of the 1995 Western States Conference in Seattle, and the cost per person was \$56. This cost includes the boat trip out to Blake Island with clam appetizers, a salmon dinner and entertainment in the log house.

Kit Witt announced that the Seattle DJSC has 120 Long-Life Vehicles (LLVs) that will be deployed beginning at the end of July. She also mentioned that a sample vehicle is parked outside of the hotel lobby for those attendees who are interested.

President Koschalk adjourned the convention for a short break at 2:45 PM.



Your County Presidents (above) and County Secretary/Treasurers (below) were recognized and honored for the years of service.



(The following reports were not read but written copies were provided by each officer. Their contents are published below for the edification of WRLCA members who did not attend the convention and/or who did not receive a copy of the reports.)

THE ANNUAL REPORT OF THE VICE PRESIDENT

Fellow officers, Delegates, members of the Washington Rural Letter Carriers' Association, National President Bill Brown, National Auxiliary Representative, friends, and guests:

As WRLCA Vice President, I have been appointed to the following committees:

1. Co-Chair for the QWL/EI Seattle District Joint Steering Committee where I represent the rural perspective for the QWL/EI process in the Seattle District. Because consensus must be reached, nothing can be railroaded through without investigation and discussion. In that light, I ask that rural carriers call me with their concerns and problems so that I may represent their ideas accurately and completely. LLV deployment, Ad Hoc training, and DPS are three of the issues being decided at the present time.

Perhaps the most noteworthy achievement of the Seattle DJSC this past year was the holding of the widely attended workteam Project Fair in Everett during a period of postal budget crisis which led many other Western Area districts to curtail the QWL/EI process. I would like to extend a special note of appreciation to rural carrier Project Fair Task Force members Judith Peck and Roger Eelkema, whose efforts were primarily responsible for the success achieved.

2. I was appointed as the rural carrier representative for the Seattle Performance Cluster, which now meets at least every two weeks. The PC is composed of a core group of senior-level managers from customer service and processing and distribution, along with associate members who represent management and craft associations. The PC's primary mission is to promote communication and teamwork between mail processing and delivery in the Seattle District. As the associate member representing rural carrier interests for the Seattle District, I am in a position to provide input to decisions made which affect our craft.

3. I am the rural carrier representative on the Violence in the Workplace Committee for the Seattle District. Our committee develops monthly stand-up talks which are given in all postal facilities in the Seattle District. These talks are aimed at promoting an environment free from harassment, threats, or intimidation. We have also attempted to promote awareness of important resources for employees in need of special assistance, including the Inspection Service hotline to report threats or assaults and the Employee Assistance Program. (See report on EAP in the May '94 issue of *The Postman*.)

In addition, I attended Violence Intervention Training in Washington, DC, which was initiated in response to the many violent incidents which have occurred in postal installations around the nation. It is the objective of the National Committee that

combined management and craft teams be trained and available to gather information in postal facilities reported to have severely deteriorated working conditions.

4. I also served on the Employee Opinion Survey Committee which looked at the EOS results and decided the best way to get in information from this survey to the employees. The committee asked that employees look at the results, perhaps in their workteam meetings, to see if the results accurately reflected conditions in their offices. In addition, workteams were encouraged to work toward increasing employee commitment and job satisfaction in their own offices.

As Vice President, I attended Skagit-San Juan, SKI, and Whatcom County meetings, speaking about route adjustments, automated mail, LLV deployment, and also answering questions.

I also attended the District II meeting, but because I was in Washington, DC for the Violence Intervention Training, I was unable to attend the District I and combined District III and IV meetings.

I attended the National Convention in Pennsylvania as a paid delegate, and I also developed a proposal on the responsibilities for paid delegates to the National Convention. After minor modification and approval by the State Board, this was sent to the editor for publication in *The Postman*.

The Board elected to send me to the Western States Conference in Salt Lake City to promote and coordinate the fundraising efforts for the 1995 Western States Conference which will take place in Seattle. I am happy to report that we collected \$531 for donated raffle items, sale of other items, and the Stihl Chainsaw raffle. Adding to this the \$59 collected for the Stihl chainsaw at the SKI County meeting, and subtracting the cost of the chainsaw and some of the items provided by the auxiliary, I was able to send \$250 to Cindy Norman, our Contributions Treasurer for the 1995 Western States Conference.

Since the chainsaw has not been paid for, all future \$2 or 3 for \$5 raffle ticket sales will go directly to our fundraising effort. All rural carriers are encouraged to buy raffle tickets for the Stihl Chainsaw and accessories, worth more than \$500, to be given away April 22, 1995, at the Western States Conference, Doubletree Suites, Southcenter Mall, in Seattle. You do not have to be present to win, but we do hope you will be there.

I would like to give special thanks to Hazel and Joe Halleck and Odetta and Jack Yeager who were at the WRLCA booth for the two days of the Western States Conference in Salt Lake City, thereby allowing the rural carriers from Washington State the opportunity to attend all the sessions of the conference.

Also, I would like to take this opportunity to thank all county units and individuals who have elected to help us achieve our \$4,000 fundraising objective. We have a long way to go, but I am confident that we will be successful and will make this one of the best Western States Conference's ever.

In addition, I was on the call list for questions from association members, and many postmasters with rural delivery also called me to ask for advice or have a question answered.

I developed a computer program for route adjustments, and many rural carriers called or wrote to me so that they would immediately know what their routes were evaluated right after the September 1993 count. This computer program also provided the volume factor so that rural carriers would better know how to adjust their routes and would also know how many boxes were needed for a two-hour adjustment.

Route adjustments in my own office were completed before the Christmas season, so the carriers did not have to deal with overburdened routes during this heavy mail period. Many other post offices asked for my help with route adjustments, an area I find challenging and interesting, as the appearance of fairness is essential to the well-being of employees who work side-by-side.

I also developed a written proposal for a major revision of the State Steward's program, which resulted in the Board authorizing me to work with the State Steward to finalize a recommendation for presentation to the membership and Board at the 1994 State Convention in Puyallup.

I accepted the President and State Steward's request that I serve in the capacity of Acting Assistant State Steward (without salary) until the completion of the 1994 State Convention.

I have enjoyed being your Vice President, and I am dedicated to the viability and strength that our association brings to the USPS. Thank you for your help and support.

Respectfully submitted,
Charles Alexander
Vice President

ANNUAL REPORT OF THE EDITOR

Fellow Rural Carriers, and guests:

Another busy and interesting year as editor of your state's paper has come to an end. This was my fourth year as Washington State Editor. It has been a joy and pleasure to serve. In addition to publishing, printing and mailing four issues of the paper, I also print and mail meeting notice letters and handle your address changes. It keeps me busy.

Due to budget restraints this year, we on the Board did very little traveling to county meetings. In May I attended the Skagit-San Juan Counties meeting in Mount Vernon, and that was it. I tried to make it to a couple of SKI Counties meetings, but schedule conflicts kept me home. The only other meetings I attended, except for a special Board meeting in Ellensburg, were the Fall Booster last October and the District I meeting in Lynnwood and District II in Vancouver.

You all know by now that we have a 30-letters-per-minute rate for Delivery Point Sequence (DPS) mail. I was hoping that DPS mail would never be worth less,

time value-wise, than a boxholder is. Guess we'll just have to live with it now.

I would like to see a health plan made available for all citizens of the United States who want it, but I hope the Clinton Health Care Plan fails. I do not support Regional Alliances and Employer Mandates. I want to be able to pick my physician and have freedom of choice in health care.

It was an honor to represent you as one of your delegates to the National Convention in Philadelphia, PA last August. I've been attending Nationals as one of your delegates since 1986, and will be attending again this year in Greensboro, North Carolina, August 8th through the 12th. Can't wait to ride them rails back East again.

Hope you have found The Postman interesting and informative. Thank you for all the opportunities to serve and represent you.

Respectfully submitted,
Dan Snyder
Association Editor

THE ANNUAL REPORT OF DISTRICT I REPRESENTATIVE

As your District I Representative I have had the privilege and responsibility of getting out to all of your County Meetings. During attendance at these meetings I have had the opportunity to meet a lot of you, which has been a great honor for me. You also have had a chance to meet and hopefully get to know me a little better. Each meeting I go to I find out more of your concerns, hear more questions and get to know you even better. In March, we had the District I meeting in Lynnwood. We had a good attendance and I would like to thank all of you who attended.

Although it has been wonderful seeing attendance grow and meeting those in attendance, it also concerns me that so many of our members are not at your county meetings and our State meetings. We, as rural carriers are or should be, are not only concerned with belonging to our Union but being active. I am sure that with all of the questions from those of you who loyally attend the meetings that there are a million questions and concerns out there in your offices and the offices that have no representatives at the meetings. What can we do as members to get all of our fellow workers to the meetings? What can we do to get the other fellow employees that do not belong to our Union to join us? The one thing I believe we can do is to talk to them, ask them, invite them, and inform them. Yes, they know we are here, but how often do they ask if they can come to a meeting? We need to, as active Union members, make an extra effort to invite them to join us, not only to become members but to come to our meetings. I have seen several of the counties attempt to bring in new members, some of the offices are now 100% or close to being 100% Union members. This is not happening by itself. It's happening because there are those of you out there making and taking extra steps to see that all people are invited to attend/join. To those of you taking

the extra time and energy, I say hurrah!!! Maybe if each of us takes on a little of the enthusiasm that these people display and generate we will succeed even more than we already have. I have seen a trend of the new RCAs coming in and joining the Union and attending the meetings, which says a lot for all of you getting the word out. Let's get the other members of our craft to come with us to a meeting, the carriers that have been around a while, who have for one reason or another not joined the Union or maybe even dropped out of the Union. Maybe they have just never been asked or maybe they need to be asked to join us again. It seems that sometimes this responsibility falls on the shoulders of the Steward in the local office, but does it have to?

We are still facing a leave replacement problem in District I. We have several offices that are down at least one sub and in a lot of cases are short more than that. When this happens, especially with the sizes of our routes, it can create a lot of problems as you are all well aware of. The process starts with you working your days off or even taking a day you would rather work just to get time off. We rural carriers usually work well together and get through these trying times, but you get tired of this and complain to management, who is trying to get a hiring list and can't seem to get one fast enough. Once management gets their hiring list of 12, they send out letters and get maybe, I repeat maybe, two to three responses. Out of these maybe one will fit the job description and have a car they can drive and live on wages of one day's pay per week. If none of the applicants are hired the management will do emergency hires. When this is done, they should go through orientation, driver's training, classroom training and then to you for their on-the-job training. The aforementioned is not always adhered to, sometimes they just head directly to you.

I believe this does an injustice to them, you and the Postal Service. I'll bet there are those of you that have never seen an On-the-Job instructor's manual. They are out there and each of you should be receiving one prior to receiving your new RCA/RCR. I know there has been a lot of discussion about the classroom training recently, some workteams have been working on it and from those I have spoken to, they have come to the conclusion that it isn't the classroom training that is the problem. There have been discussions about the orientation and time it takes to get people through the training and on to the workroom floor. The problem I believe starts way back at the beginning of this paragraph when we are low on people. If, when we know we are losing someone, we usually have some advance notice, we can make sure that steps are taken to start the process of getting a hiring list, we could maybe cut out a great deal of time lost getting our new subs hired and trained properly.

This past year, as member of the Board of Control for the Washington Rural Letter Carriers' Association, I have seen the Board strive to meet your requests to efficiently utilize the available funds of the WRLCA to the optimum benefit of you, the members. We have worked through this past year with that being uppermost in our minds. With

1994-1995 coming up, I am sure that these goals will continue. All Board members and you the membership are challenged with the goals of the WRLCA. We cannot do it without your ideas and support.

Thank you for electing me to serve as your District I Representative.

Respectfully submitted,
Judith A. Peck
District I Representative

THE ANNUAL REPORT OF DISTRICT II REPRESENTATIVE

Welcome fellow carriers, national and state officers and guests to the 1994 Washington State Convention in Puyallup.

I attended the following as your committeeperson:

- *Mail Count Training in Tacoma, WA, Aug 1, 1993.
- *National Convention in Philadelphia, PA, Aug 10-13, 1993.
- *Lower Columbia Meeting in Vancouver, WA, Aug 21, 1993.
- *Oregon Steward Training in Portland, OR, Nov 6, 1993.
- *Lower Columbia Meeting in Castle Rock, WA, Nov 20, 1993.
- *Visited State Convention Site in Puyallup, WA, Jan 16, 1994.
- *Lower Columbia Meeting in Vancouver, WA, Feb 5, 1994.
- *QWL/EI Project Fair in Everett, WA, Feb 15, 1994.
- *District I Meeting in Lynnwood, WA, Mar 13, 1994.
- *District II Meeting in Vancouver, WA, Mar 20, 1994.
- *Lower Columbia Budget Meeting in Ridgefield, WA, Mar 24, 1994.
- *State Board Meeting in Ellensburg, WA, Apr 9-10, 1994.
- *Western States Conference in Salt Lake City, UT, Apr 21-24, 1994.
- * Lower Columbia Meeting in Vancouver, WA, May 7, 1994.
- *Lower Columbia Audit Meeting in Ridgefield, WA, Jun 8, 1994.
- *State Board Meeting in Puyallup, WA, Jun 25, 1994.
- *Labor Relations Meeting in Puyallup, WA, Jun 26, 1994.
- *Washington State Convention in Puyallup, WA, Jun 27-29, 1994.
- *State Board Meeting in Puyallup, WA, Jun 30, 1994.

As a member of DJSC out of Portland, Oregon, it has been a very busy schedule. Travel for this committee has included numerous trips to Eugene, Salem and Portland. Other travel included Beaverton, Gresham, Bend, Sisters, Medford and Vancouver.

As a member of the "A-Team" for route adjustments I have visited Battle Ground, Camas, Washougal, Long Beach, Ocean Park and Ridgefield post offices in preparation to have successful route adjustments in these offices. The other craft member is Rural Carrier Mary Carlile. Management members are

Postmaster Warren Weimer of Battle Ground and Postmaster Duane Huntley of Camas. We go into the offices as a team and explain guidelines for a route adjustment for the 986 Zone.

I am currently active at my own QWL/EI workteam when time allows. I represent Vancouver Carriers as the Local Steward. As a District II Representative I get communications and questions from many offices about contract violations, rights of the carriers, interpretations, or just someone to vent their frustrations having to do with our craft or management. I am more than happy to listen and possibly give some guidance and assistance or direct them to who they need to contact. Responsibilities, opportunities and cooperation go hand in hand. Please get involved in QWL/EI and have a voice in decision-making and proposal changes in your office.

You will get information and education of our craft. One thing can be assured of is CHANGE and we need to deal with and accept it. I am a firm believer that QWL/EI is the road to improve the day-to-day relationship of our carriers and management. Commit yourself to the Six-Step Process and have pride and ownership of your workteam. Be proud of your successes.

Respectfully submitted,
Jennie M. Seeley
District II Representative

THE ANNUAL REPORT OF DISTRICT III REPRESENTATIVE

Mr. President, National President Bill Brown, National Auxiliary Officers, honored guests, state officers, delegates and fellow rural carriers:

I would like to begin my report by offering my thanks to those individuals whose responsibility it was to make the necessary arrangements in these fine surroundings. Because of their diligent efforts, we will be able to conduct the business of this association. Thanks also to all of you, the delegates and non-delegates, for coming and giving your voices and input on important issues that will come before us. Without your attendance, we would be unable to have a successful convention.

Many of you probably are aware that for the last three years, the district meetings were combined: Districts I and II on the west side and Districts III and IV on the east side of the mountains. This was done in part to cut expenses, such as officer's travel and lodging. We also found that by combining them, we were able to increase attendance. Not everyone has been comfortable with this set up and have suggested that we go back to having separate district meetings. This year at the combined Districts III and IV meeting, the state secretary/treasurer asked those present if they would prefer to hold separate district meetings. Although no consensus was evident, it appeared that the majority of District III attendees would like to have their district meeting separate. I posed this same question at the county meetings that I traveled to and the response was pretty much the same. Although they did enjoy the larger turnouts and the opportunity to visit with more

carriers, most felt that the biggest drawback was the location of the meetings and the long distance that many had to drive. Unless I hear differently from the members, I will recommend to the Board when we meet after this convention to hold separate meetings for Districts III and IV.

The county meetings that I went to were not well attended. In conversing with the county officers and members, this seems to be a continuous problem. Perhaps this is an area where the Board could focus some attention and develop some type of program that would encourage the local stewards, with assistance from the state steward, to have a mini labor relations seminar and even go over different sections of the national agreement. Perhaps county officers could poll their members and see what would entice them to attend the meetings and also why they are not attending.

The resolutions from some of the county meetings will surely spark some controversy and bring about some strong debates. However, what better place and time to present these important issues which affect each of us and this association. To me, this represents the true democratic process in action.

The new dues withholding program for RCRs and RCAs has made it easier to increase the membership, at least in numbers. One RCA in my own office was very adamant about NOT joining until this program started. Now our office is 100%. It is also easier to sign up the new hires at the academy under this program. Many have wanted to join, but did not have the extra dollars at that particular time. A minus factor for this program is that we will not have available the ready cash as before.

One of the duties that I inherited with the District III Representative job was to secure the plaque for the Carrier of the Year award. I think Lynn Walker volunteered to get it and he informed me that first year when and where to get it. After picking it up the first year and last year, it seemed to me that the recipient might think that this award was from the U.S. Postal Service. That is, however, not the case. This award is given by the Washington Rural Letter Carriers' Association. In conferring with a couple of officers, I believe I have come up with an appropriate plaque that would perhaps better represent the WRLCA. The Secretary/Treasurer has a plaque with her that she received in '91 for a comparison with the new one. If you have any comments positive or negative, please let me know.

In closing, I would like to commend our Secretary/Treasurer for insisting that the Board work from a budget and with diligence has kept us in the black. Her job is surely not an easy one, but I am sure it could be made less hectic if this office had a computer which could be transferred upon leaving office. This office could then generate its own labels and keep a closer handle on the membership numbers.

Finally, I would like to publicly thank our president, Ed Koschalk, for giving of himself and his time to this organization. I recognize that it hasn't always been easy, but things that are worth working for never come easy. Thanks Ed, I for one have appreciated your efforts.

A copy of my financial statement accompanies this report.

Respectfully submitted,
Jack L. Spangler
District III Representative

THE ANNUAL REPORT OF DISTRICT IV REPRESENTATIVE

It is sometimes hard to believe that four years have gone by since I became the District IV Representative. Like any job, the passage of time increases one's knowledge, resulting in increased responsibility. I have done my best to accept this responsibility and to pass on whatever I have learned to you, the membership. I have done my best to attend every county meeting within my district and on the rare occasion, when it was not possible, I have made sure another Board member attended in my place. I have attended all Board meetings. I think I've done a good job of representing all rural carriers and hope that I'll again be elected District IV Representative at this convention.

We have a great Union. Look at the sacrifices that are necessary to participate. You have to be willing to give up weekends. You have to give up some of your annual leave. While your expenses are often reimbursed, for the most part, your time is donated. Only certain individuals are going to be willing to make those choices and I applaud all of you who do.

Our Union dues are incredibly low. Ask anyone who belongs to any other union what they pay and you'll discover how low they are. This Board and association has done a great job of providing excellent representation and education to all Washington rural letter carriers on a limited budget. Each of us has our own agenda item that we think is most important to be funded and I just hope we continue on a path of exploring each idea in the realm of ideas and not personalities, for personality conflicts hold the seeds of our destruction and the diversity of ideas is our strength.

Respectfully submitted,
Steve Higgins
District IV Representative

The convention reconvened at 3:10 PM. Secretary/Treasurer Becky Wendlandt took the roll call. Everyone was present.

President Ed Koschalk introduced Mrs. Lynda Wise, NRLCA Auxiliary Board Member.

The topic of her presentation was the Blind Leader Dog Academy in Michigan. The Academy is a non-profit organization which raises and trains leader dogs, and then matches them with blind individuals in need of the service that the leader dogs provide.

To train a leader dog at the Academy it costs \$12,000. The Auxiliary has raised \$37,484 which will place three dogs with three unsighted people.

Mrs. Wise endorsed Auxiliary Scholarship Committee person Janet Lange's presentation on

literacy programs in the United States. She quoted the statistic that 55% of Americans are illiterate, meaning that they cannot read at a 12th-grade level. By reading to children and by educating illiterate adults, we can help each other to a better quality of life and save the country unnecessary expense.

Another organization that Mrs. Wise promotes as a member of the Auxiliary is the Political Action Committee (PAC). There are a lot of changes going on in the Postal Service and the PAC represents the needs of the rural letter carriers during these changes. The money donated to PAC is paid back to the rural carriers over and over in the form of a committee that will try to ensure that the restructuring of the Postal Service will take into consideration the needs of the rural carriers.

Beings that the NRLCA is family-oriented, the Juniors Auxiliary is a necessary component of the association. Through raffles and other fundraisers, scholarships have been garnered for the children and grandchildren of the rural carriers, and they should "reap the benefits of it".

As of May, the National Auxiliary had 27,584 members across the nation. Some changes in the Auxiliary reflect changes in the Postal Service in general: one is that there are more female carriers. The Auxiliary is encouraging men to join and help to support the causes that the Auxiliary takes an interest in.

Mrs. Wise closed with a mention of her work as an elementary school counsellor and told a few jokes. She also thanked the Washington Rural Letter Carriers' Association for making her feel special as a guest to the convention.

President Koschalk thanked Mrs. Wise and introduced NRLCA President Mr. William R. Brown, Jr. He has served on the state and national levels in many capacities and has been President of the National Association for the past three years. President Brown spoke to the delegation on a variety of topics, then entertained questions until the convention adjourned for the day at 5:40 PM.

Tuesday, June 28, 1994, 9:10 A.M.

The meeting reconvened for the second day and Secretary/Treasurer Becky Wendlandt took the roll call. All delegates and officers were present.

President Koschalk introduced the members of the Seattle, Spokane and Portland QWL/EI District Joint Steering Committees (DJSCs). He mentioned that there are some difficulties in having three districts in the state of Washington; specifically, he cited the problems with communication between districts and in getting the needs of each district met.

He also noted that the new co-chair of the Spokane DJSC, Kent Erickson of Boise, will be speaking instead of John Hardin, who he has recently replaced. John Wasniak is also a new committee member. Both Kent and John Wasniak have yet to attend DJSC and facilitator training, but

they plan to complete it during the next training session in August.

President Koschalk introduced himself as the co-chair of the Spokane DJSC. He has been a rural letter carrier since 1977 and served as a part-time flexible clerk for a year and a half. Prior to working for the Postal Service, he served in the Air Force for twenty years. He has served in the offices of county president, county treasurer, state vice president and now three years as the state president. President Koschalk announced that he will be stepping down from this office in order to "make room for new blood" as of Wednesday, June 29, 1994.

President Koschalk then introduced the members of the DJSC and asked them to speak on behalf of their co-chairs as well.

Charles Alexander, Co-Chair of the Seattle DJSC, in turn introduced his Co-Chair Bob Nelson. Bob will be stepping down from his position as co-chair because "his boss has other plans for him" working with the city carriers. He mentioned that while he was co-chair, sector segment mail was instituted on over 300 routes without one grievance being filed. Also, the district is in the process of deploying Long-Life Vehicles (LLVs). Bob stated that he has enjoyed working for the rural carriers and that he will always be available if anyone should have an issue to discuss with him, even if he is no longer serving as co-chair for the Seattle district.

Jim Sullivan, Co-Chair of the Portland DJSC, introduced Vickie Brown, Postmaster of Lafayette, Oregon, who is standing in for Portland DJSC Co-Chair Jim Bogroff. She has been a postmaster for ten years and has served on her state board, most recently as president. Jim also mentioned that Jennie Seeley is a member of the Portland DJSC.

Ms. Brown stated that she got to know Jim Sullivan and Jennie Seeley during DJSC training in San Diego. She praised the collaborative efforts of the committee and described the activities of Co-Chair Sullivan.

President Koschalk also introduced members of the National Joint Steering Committee who were present: Co-Chair Bill Brown, Jr. and Operations Specialist of Delivery Policies and Programs, Robert West. He then invited the attendees to present their questions to the DJSC panel.

When the question-and-answer session concluded, Vice President and Seattle DJSC Co-Chair Charles Alexander presented former Seattle DJSC Co-Chair Bob Nelson with a "lame duck" toy that dispenses jelly beans and a Dammit Doll on which to work out the frustrations that a person dealing with city carriers might encounter.

The meeting adjourned for a break at 10:07 AM and reconvened at 10:23 AM.

Then President Koschalk introduced NRLCA President Mr. Brown, Jr. once again. He announced that Craig Wade has been elected to the post of Vice President for the Western States.

Next, President Koschalk introduced Robert S. West, Operations Specialist of Delivery Policies and Programs, USPS Headquarters. Mr. West presents postal facts and figures and statistics in a very comical and humorous way. A question and answer period followed Bob's presentation, then the convention adjourned for lunch at 12:25 PM.

The convention was called to order after lunch at 1:45 PM. Secretary/Treasurer Becky Wendlandt read the roll call and determined that all officers and delegates were present. Next, Susie Hill, Chair of the Credentials Committee, introduced her committee members Judy Larson and Hattie Owens. She read the Final Report of the Credentials Committee as follows: Chelan-Douglas: 5 delegates + 1 delegate-at-large = total of 6 votes; Clallum-Jefferson: 6 + 1 = 7; Kitsap: 16 + 1 = 17; Lincoln-Grant-Adams: 8 + 1 = 9; Lower Columbia: 24 + 1 = 25; Mutual: 43 + 1 = 44; Okanogan: 3 + 1 = 4; Skagit-San Juan: 12 + 1 = 13; SKI: 60 + 1 = 61; Southeast: 7 + 1 = 8; Spokane: 22 + 1 = 23; Northeast: 8 + 1 = 9; Whatcom: 16 + 1 = 17; Whitman-Asotin: 8 + 1 = 9; Yakima: 29 + 1 = 30.

Charles Alexander moved to accept the Final Report of the Credentials Committee. Doug Rinehart seconded the motion.

PASSED

President Koschalk asked the Time and Place Committee to come forward and present their research on the convention site for the 1994-1995 year. The Spokane area is the site slated for next year. Marc McIntosh proposed two hotel options, the Red Path and the Red Lion, both located in Spokane. He listed the pros and cons of each site. The Committee recommended the Red Path.

Charles Alexander moved to accept the Preliminary Report of the Time and Place Committee and Doug Rinehart seconded the motion.

PASSED

Secretary/Treasurer Wendlandt then announced that Judy Peck would chair the Time and Place Committee for the convention in 1996. Judy recommended the Embassy Suites in Lynnwood.

Charles Alexander moved to accept the Preliminary Report of the 1996 Time and Place Committee. Sandy Peterson seconded the motion.

PASSED

Next, Chair Doug Rinehart read the Preliminary Report of the Finance Committee. Neil Buchanan recommended an amendment to the proposal that the distribution of magnetic door protectors be discontinued as a cost-saving procedure. He proposed that Ad Hoc trainers need the door protectors for identification of their vehicles, and

that they exclusively should receive the signs. Also discussed was the proposal that Board members submit and LWOP proposed budget request. There was much controversy concerning the redefinition of the duties of the State Steward so that the Assistant State Steward might handle grievances on the west side of the state.

Charles Alexander moved to accept the Preliminary Report of the Finance Committee as written, with the provision that the committee take into consideration the information that they have received from the delegates and will continue to receive from the delegates until the time of the Final Report. Lynn Walker seconded the motion.

PASSED

Rosalee Voshell then read the Report of the Washington Rural Postman Committee:

We, the Washington Rural Postman Committee, find all expenditures to be reasonable and accurate. We wish to thank Dan Snyder on his assistance in this review.

We recommend, however, that the editor keep the records in a more precise and legible manner.

Respectfully submitted,
Dale Ryan, Chairperson
Pat English

Rosalee Voshell
Washington Rural Postman Committee

Joe Halleck moved to accept the Report of the Washington Rural Postman Committee. Charles Alexander seconded the motion.

PASSED

Becky Wendlandt moved to dismiss the same Committee. Joanne Blackburn seconded the motion.

PASSED

Chair Chris Briggs of the Mileage and Per Diem Committee called her committee members, Claudia Brown and Barbara Youngquist, to accompany her at the podium. She presented the Preliminary Report of the Mileage and Per Diem Committee, to be amended as deemed by the delegates.

Kay Smith moved to accept the Preliminary Report of the Mileage and Per Diem Committee and Kathy Brown seconded the motion.

PASSED

President Koschalk introduced the Constitution and By-Laws Committee headed by Kit Witt. Kit mentioned that packets of the proposed changes to the Constitution and By-Laws can be found on the back table for the perusal of the attendees present, including supplements.

Charles Alexander moved to accept the Preliminary Report of the Constitution and By-Laws Committee and Kathy Brown seconded the motion.

Chair Jim Hemrick of the Resolutions Committee introduced committee members Marsha Cox and Cindy Norman. Jim Hemrick thanked Becky for preparing the Resolutions and Constitution and By-Laws proposed changes packets. Jim called Marsha Cox forward to read Resolutions #1 through #13. Next, Cindy Norman read Resolutions #14 through #26 and Jim read the remainder.

Kay Smith moved to accept the Preliminary Report of the Resolutions Committee and Bill Allen seconded the motion.

PASSED

The convention adjourned for a break at 3:25 PM and reconvened at 3:40 PM.

After the Break, NRLCA President Bill Brown, Jr. announced that Vernon Myers has been diagnosed with inoperable cancer.

Terry Engel gave the Report of the Nominating Committee:

For the office of President, Charles Alexander; for the office of Vice President, Dan Schrup and Marc McIntosh; for the office of Secretary/Treasurer, Becky Wendlandt; for the office of Editor of the Washington Rural Postman, Dan Snyder; for the office of District II Representative, Jennie Seeley; and for the office of District IV Representative, Steve Higgins and Donna Roakes. (The office of Retired Carrier is already occupied by Joe Halleck, who was elected last year to a two-year term.) Doug Rinehart was nominated for the office of District II Representative by Sharon Hurlbut.

Terry Engel moved to accept the Report of the Nominating Committee and Lynn Walker seconded the motion.

PASSED

President Koschalk then announced that WRLCA member Brenda Hayes' sister has recently lost her daughter to Sudden Infant Death Syndrome (SIDS).

The ground rules for voting on the Constitution and By-Laws were decided up on by the attendees. A two-thirds majority voice vote would pass or defeat an amendment. If it were impossible to determine a two-thirds majority by this method, a show of hands would determine the outcome.

Chair Kit Witt, and committeepersons Brenda Hayes and Jenny Seay read the proposed changes to the Constitution and By-Laws.

The convention was adjourned at 4:40 PM to be reconvened at 8:00 AM the following morning.

Wednesday, June 29, 1994, 8:10 A.M.

President Koschalk called the meeting to order. Secretary/Treasurer Becky Wendlandt read the roll call of the officers and delegates.

Chair Mary Carlile of the Auditing Committee came forward and read their Report as follows:

Next, Chair Chris Briggs read the Final Report of the Mileage and Per Diem Committee:

We, the Auditing Committee, have reviewed the records of Secretary/Treasurer Becky Wendlandt for the 1993-1994 fiscal year, and found them to be very well organized and in good order.

We chose three months at random, reviewed the deposits and the expenses, then compared them to the bank statements and check ledger. We found no discrepancies.

Becky's practice of using a ledger to show accountability of every expense and deposit enabled us to audit without any great difficulty. Her system of noting expenses into categories will be useful for doing cost comparisons on an annual basis.

We commend Becky for doing such an outstanding job of accounting and bookkeeping for our association.

Respectfully submitted,
Mary Carlile, Chairperson
Frank Flanigan
Kathy Brannon
 Auditing Committee

Mary Carlile moved to accept and dismiss her committee, and Joe Halleck seconded the motion.

PASSED

Chair Kay Smith gave the final report of the Teller's Committee. The results of the mail-in ballot were as follows:

We received a total of 401 ballot envelopes. Out of these, 383 were valid ballots, 12 were received unsigned, one had voted for more than the 13 delegates, and five did not enclose the ballot envelope inside.

DELEGATES TO THE NATIONAL CONVENTION - 1994

1.	Charles Alexander	244
2.	Neil Buchanan	243
3.	Kit Witt	230
4.	Rebecca Wendlandt	212
5.	Ed Koschalk	212
6.	Dan Snyder	205
7.	Dorothy Iannucci	191
8.	Jennie Seeley	176
9.	Judith Peck	172
10.	Cindy Norman	161
11.	Patricia Alexander	156
12.	Lynn Walker	146
13.	Jack Spangler	137
14.	Gary Larsen	119
15.	Marc McIntosh	116
16.	Donna Roakes	108
17.	Noretta Stritzke	90
18.	Daniel Schrup	77

Kay Smith moved to accept the Report of the Teller's Committee and Doug Rinehart seconded the motion.

PASSED

<u>COUNTY</u>	<u>DELEGATE-AT-LARGE</u>	<u>MILES</u>	<u>COMP</u>
Ch-Doug	Kathy Brannon	400	250.00
Cl-Jeff	Terry Engel	226	206.50
Kitsap	Kathy Brown	76	168.00
LGA	Kay Smith	380	245.00
Low Col	Mary Carlile	260	215.00
Mutual	Kit Witt	130	232.00
Okanogan	Hattie Owens	540	285.00
Skag-SJ	Barbara Youngquist	216	204.00
SKI	Susie Hill	65	175.75*
Spokane	Marc McIntosh	667	316.75
N.E.	Gary Larsen	726	331.50
Whatcom	Leonard Oswald	280	220.00
Whit-Asot	James Hemrich	558	339.50
Yakima	Patricia English	410	252.50

*\$166.25 mileage and per diem plus \$9.50 extra

ADDITIONAL STATE PAID DELEGATES

<u>COUNTY</u>	<u>DELEGATE</u>	<u>MILES</u>	<u>COMP</u>
Low Col	Peg Knippel	310	\$227.50
Mutual	Sharon Madison	5	151.25
Mutual	JoAnne Blackburn	20	155.00
SKI	Mary McKillop	140	185.00
SKI	Jenny Seay	160	240.00
SKI	Paula Kenck	194	198.50
Spokane	Dale Ryan	608	302.00
Yakima	Brenda Hayes	410	202.50
Yakima	Gloria Rector	0	100.00

<u>NAME OF BOARD MEMBER</u>	<u>MILES</u>	<u>COMP</u>
Ed Koschalk	0	\$200.00
Joe Halleck	196	249.00
Charles Alexander	240	260.00
Judith Peck	120	230.00
Jennie Seeley	274	268.00
Jack Spangler	726	381.50
Becky Wendlandt	652	363.00
Dan Snyder	392	298.00
Steve Higgins	580	345.00
Christine Briggs	0	200.00
Neil Buchanan	620	155.00

<u>NAME OF COMMITTEE PERSON</u>	<u>MILES</u>	<u>COMP</u>
Cindy Norman	410	\$152.50
Marsha Cox	24	56.00

Christine Briggs moved to accept and dismiss her committee and Jenny Seay seconded the motion.

PASSED

Next, Gary Larsen presented the Final Report of the Finance Committee as follows:

We, the members of the Finance Committee at the 1994 State Convention, Puyallup, Washington, have the following recommendations to submit to you for consideration:

DUES

1994 Membership (7/1/94 to 6/30/95)

REGULARS: (71)

National per cap: \$87 State per cap \$182 Total: \$269

SUBS: (73)

National per cap: \$22 State per cap \$39 Total: \$61

RCA/RCR (75, 77, 78, 79)

National per cap: \$22 State per cap \$29 Total: \$51

RETIREEES:

National per cap: \$16 State per cap \$19 Total: \$35

Associate Active Dues the same as Regular Carriers.
Associate Retired Dues the same as Retired Carriers.

DUES

1995 Membership (7/1/95 to 6/30/96)

REGULARS: (71)

National per cap: \$87 State per cap \$182 Total: \$269

SUBS: (73)

National per cap: \$22 State per cap \$29 Total: \$51

RCA/RCR: (75, 77, 78, 79)

National per cap: \$22 State per cap: \$29 Total: \$51

RETIREEES:

National per cap: \$16 State per cap: \$19 Total: \$35

Associate Active Dues: Same as Regular Carriers.
Associate Retired Dues: Same as Retired Carriers.

MONEY RETURNED TO COUNTY UNITS

1994 Membership (7/1/94 to 6/30/95)

Regulars (71) per capita	\$8
Reliefs (73, 75, 77, 78, 79) per capita	\$3
Retirees per capita	\$1

MONEY RETURNED TO AUXILIARY

1994 Membership (7/1/94 to 6/30/95)

Regulars (71) per capita	\$6
Reliefs (73, 75, 77, 78, 79) per capita	\$6
Retirees per capita	\$6

SALARY SCHEDULES

1994 Membership (7/1/94 to 6/30/95)

State Steward	\$550/month	\$6,600/year
Asst State Steward	\$250/month	\$3,000/year
Editor	\$200/month	\$2,400/year
Secretary/Treas	\$400/month	\$4,800/year

MILEAGE AND PER DIEM

1993-1994

\$.25 per mile
\$50.00 per diem

1994-1995

\$.25 per mile
\$50.00 per diem

STATE CONVENTION ALLOWANCE

1993-1994

\$ 1.25 per member
\$.50 per member

1994-1995

\$ 1.25 per member
\$.50 per member

DOOR PRIZE ALLOWANCE

1993-1994

\$300.00 State Conv
\$125.00 District Mtg

1994-1995

\$300.00 State Conv
\$125.00 District Mtg

EQUIPMENT FUND

1993-1994: \$2,000.00 to be allocated for the equipment fund for a total of \$2,000.00.

1994-1995: \$2,000.00 to be allocated for the equipment fund for a total of \$2,000.00.

RECOMMENDATIONS TO THE 1994 STATE CONVENTION FROM THE FINANCE COMMITTEE

These suggestions are for the express purpose of maintaining a fiscally viable and fiscally responsible association:

- 1) We suggest that the use of the magnetic door protectors as membership promotional materials be used in a uniform manner by the Ad Hoc trainers at the discretion of the WRLCA Board.
- 2) We suggest that all copies of the National Agreement and all copies of the PO 603 be purchased at cost to the membership without exception.
- 3) We suggest that all elected WRLCA Board members and appointees submit a proposed LWOP budget request as a part of their total budget request for each budget year. It is also strongly suggested that these same members attempt to live within their approved budgets for LWOP.
- 4) We suggest the scrutinization of telephone usage for the maximization of savings with the possibility of eliminating several services that are now in place (800 number, cellular phone, briefcase phone).
- 5) We suggest that within the current structure of the steward program, the Assistant State Steward be charged with the responsibility of handling grievances for the west side of the state. This will result in savings in the areas of mileage, lodging, meals and LWOP.

6) We suggest that NO ONE be paid by this association to attend any DJSC meeting unless they are mandated to attend said meeting by a majority vote of the WRLCA Board.

Respectfully submitted,
Gary Larsen, Chair
Mary McKillop
Doug Rinehart
The Finance Committee

Neil Buchanan made a motion to remove the Finance Committee's recommendation that "the Assistant State Steward be charged with the responsibility of handling grievances for the west side of the state" which would "result in savings". Steve Higgins seconded the motion. Question was called but the vote was close enough that a paper ballot vote was implemented. The majority ruled to keep the recommendation.

Neil Buchanan then moved to reject the Finance Committee's recommendation that "NO ONE be paid by this association to attend any DJSC meeting unless they are mandated to attend said meeting by a majority vote of the WRLCA Board". Christine Briggs seconded the motion. Once again, the vote was close and it was necessary to conduct a paper ballot vote. Again, the majority ruled to keep the recommendation.

During one of the ballot counts, Joe Halleck announced that he had collected about \$418.00 in donations and he thanked the attendees for their generosity. At 9:50 AM, the meeting adjourned for a short break.

When the convention reconvened at 10:10 AM, Charles Alexander moved to allow President Koschalk to chair the convention even though he will shortly be stepping down from his office. Doug Rinehart seconded the motion.

PASSED

Then the subject returned to the Final Report of the Finance Committee. Secretary/Treasurer Becky Wendlandt moved to have the \$6 annual dues paid by the RCAs to the Auxiliary an optional fee. Pat Alexander seconded the motion, but the motion did not pass a paper ballot vote. Issues surrounding the Final Report were postponed again to a later time in the convention in favor of electing the officers for the 1994-1995 term.

President Koschalk called the Nominating Committee forward. Terry Engel reread the list of the nominees, and President Koschalk asked if there were any further nominations from the floor for the office of President. Dale Ryan moved to close the elections and cast a unanimous ballot for Charles Alexander for the office of President. Vern Sanderson seconded the motion.

PASSED

No further nominations were presented for the office of Vice President. Dale Ryan moved the close the nominations, with Marc McIntosh and Dan

Schrup as the two candidates for the office. Doug Rinehart seconded the motion.

PASSED

Dan Schrup withdrew from the nominations, stating that he felt that his political views were in accordance with Marc McIntosh's and that for lack of time he would have to decline the opportunity to serve as vice president. Dan stated that he backed Marc wholeheartedly and urged the attendees to support him. Dan moved to defer to Marc McIntosh and Gary Larsen seconded the motion.

PASSED

Dale Ryan made a motion to cast a unanimous ballot for Marc McIntosh for the office of Vice President and Doug Rinehart seconded the motion.

PASSED

Secretary/Treasurer Becky Wendlandt cast a unanimous ballot for Marc McIntosh for the office of Vice President.

Next, Ed Koschalk asked if there were any further nominations from the floor for the office of Secretary/Treasurer. No further nominations were presented. Jack Spangler moved that the nominations be closed and that a unanimous ballot be cast for Becky Wendlandt for the office of Secretary/Treasurer. Jenny Seay seconded the motion.

PASSED

Newly elected President Charles Alexander cast a unanimous ballot for Becky Wendlandt for the office of Secretary/Treasurer.

No further nominations were presented for the office of Editor. Dale Ryan moved to close the nominations and to cast a unanimous ballot for Dan Snyder for the office of Editor. Doug Rinehart seconded the motion.

PASSED

Ed cast a unanimous ballot for Dan Snyder for the office of Editor.

Ed Koschalk asked if there were any further nominations from the floor for the office of District II Representative. Sharon Hurlbut nominated Doug Rinehart. Then Jack Spangler moved to close the nominations with incumbent Jennie Seeley and Doug Rinehart as candidates. Dan Snyder seconded the motion.

PASSED

Jennie Seeley declined the opportunity to give a campaign speech. Doug Rinehart spoke in support of himself, stressing his ability to work with people and work hard.

Ballots were collected and Ed Koschalk moved to call a second ballot in the event that the tallies of the two nominees were closer than the number of officers present. Gary Larsen seconded the motion.

PASSED

By a paper ballot vote, **Doug Rinehart** took over the office of District II Representative.

No further nominations were presented for the office of District IV Representative. Dale Ryan moved to close the nominations with Steve Higgins and Donna Roakes as candidates. Bill Allen seconded the motion.

PASSED

Incumbent Steve Higgins spoke first on his experience in the Postal Service and how his views regarding unions has changed from disdain to support. Then Donna Roakes gave her speech, noting that her district is in trouble and that she is willing to work with her fellow carriers to make the necessary changes.

By a paper ballot vote, **Donna Roakes** became the new District IV Representative.

The convention adjourned for a short break at 11:42 AM, and reconvened at 12:12 PM. Terry Engel asked for a motion to dismiss the Nominating Committee. Charles Alexander so moved and Doug Rinehart seconded the motion.

PASSED

Next, Doug Larsen moved to accept the Final Report of the Finance Committee and Bill Allen seconded the motion.

PASSED

The Time and Place Committee was called forward and Chair Marc McIntosh moved that the Red Path Hotel in Spokane, Washington be the site of the 1995 Washington Rural Letter Carriers' Association Annual Convention. Sharon Hurlbut seconded the motion.

PASSED

Chair Kit Witt read the proposed amendments to the Constitution and By-Laws:

1. **NRLCA CONSTITUTION & BY-LAWS, ARTICLE XVIII, SECTION 7C**, proposed new language: Shop Stewards not attending at least one-half of the training sessions within one year (determined by certification date) in their area, can have their certification revoked if just cause for missed sessions cannot be given.

Kit Witt recommended that the proposed change be accepted and Darlene Kendall seconded this recommendation. The change was discussed for several minutes until Neil Buchanan moved that the proposal be tabled until the next annual convention. Bill Allen seconded the motion.

(Proposed change TABLED).

2. **WRLCA CONSTITUTION & BY-LAWS**, proposed new language: To eliminate all reference to Alaska throughout the Constitution and By-Laws.

Charles Alexander moved to accept the proposed change and Lynn Walker seconded the motion.

PASSED

3. **WRLCA CONSTITUTION & BY-LAWS**, throughout said document, all references to the following present language:

1) "County Units", also called "branches", "associations", etc.

2) "Board" is referred to as "board" and "board of control".

3) "State Convention" is called both "state convention" and "annual meeting".

4) "He" or "She" is used as well as "he/she" or "she/he".

5) "This association" is used as well as "the association".

CHANGE TO READ:

1) "County Units"

2) "Board"

3) "State Convention"

4) "He/she"

5) "This association"

Lynn Walker moved to accept the proposed change and Charles Alexander seconded the motion.

PASSED

4. Page 1, **CONSTITUTION ARTICLE III, MEMBERSHIP, SECTION 3**, proposed new language: Membership shall be in the County and District representing the office from which the route emanates. A Retired Carrier shall have the option of being a member of the County and District in which they reside or in the County and District where previously employed as a regular rural letter carrier.

Charles Alexander moved to accept the proposed change and Darlene Kendall seconded.

PASSED

5. Page 2, **CONSTITUTION ARTICLE V, MEETINGS, SECTION 4**, proposed new language: Informational and/or training meetings may be authorized by the Board.

Charles Alexander moved to accept the proposed change and Lynn Walker seconded the motion.

PASSED

6. Page 3, **CONSTITUTION ARTICLE VII, PARLIAMENTARY AUTHORITY, SECTION 3**, proposed new language: A secret ballot vote can be called for by a simple majority vote of the delegates present at the State Convention.

Lynn Walker moved to accept the proposed change and Donna Roakes seconded the motion.

PASSED

7. Page 3, **CONSTITUTION ARTICLE VIII, OFFICERS, SECTION 2A**, proposed new language: There shall be an Executive Committee consisting of the four District Representatives and the Retired Carriers' Representative.

Neil Buchanan moved to accept the proposed change and Marc McIntosh seconded the motion.

PASSED

8. Page 4, **CONSTITUTION ARTICLE IX, NATIONAL DELEGATES, 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.

CHANGE TO READ: State-paid delegates to the National Convention are required to submit a report of said convention, in writing, to the State Secretary/Treasurer, **prior to October 1**. If no report is submitted, the **state-paid** delegate will repay to this association all monies received.

Pat English made a motion to accept the proposed change. Neil Buchanan amended the change to read "state-paid delegates" instead of the originally proposed change reading simply "delegates". Lynn Walker seconded the amended change.

PASSED

9. Page 6, CONSTITUTION ARTICLE XI, AMENDMENTS, SECTIONS 1-3:, proposed new language: **SECTION 1:** The Constitution and By-Laws shall take effect immediately upon its adoption. **SECTION 2:** All laws and parts of laws in conflict with the foregoing are hereby repealed. **SECTION 3:** The Constitution and By-Laws amendments shall become effective upon adjournment of the State Convention unless otherwise stipulated and can only be amended by submitting the amendments in writing a State Convention and shall require a two-thirds vote of the delegates to amend. (See By-Laws Article XV).

Kay Smith moved to accept the proposed change and Bill Allen seconded the motion.

PASSED

10. Page 6, BY-LAWS ARTICLE I, DUTIES OF OFFICERS - PRESIDENT, SECTION 2A, proposed new language: The President can, if necessary, ask the Constitution and By-Laws Committee and/or the Resolutions Committee to meet one (1) day prior to the State Convention. These persons would be only state-paid delegates to the Convention and would receive one (1) additional day per diem.

Joe Halleck moved to accept the proposed change and Kay Smith seconded the motion.

PASSED

11. Page 7, BY-LAWS ARTICLE III, SECRETARY/TREASURER, SECTION 8: The office of the Secretary/Treasurer shall be bonded for the sum of One Thousand (\$1,000.00) 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.

CHANGE TO READ: Delete because no longer applicable.

Bill Allen moved to accept the proposed change and Marc McIntosh seconded the motion.

PASSED

12. Page 9, BY-LAWS ARTICLE IV, EXECUTIVE COMMITTEE, SECTION 2: It shall be the duty of the Chairman of the Executive Committee to keep 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.

CHANGE TO READ: Delete because no longer applicable.

Kathy Brown moved to accept the proposed change and Cindy Norman seconded the motion.

PASSED

13. Page 9, BY-LAWS ARTICLE IV, EXECUTIVE COMMITTEE, SECTION 5, proposed new language: It shall be the duty of the Executive Committee to choose the Carrier of the Year, from the nominees submitted for consideration. If an Executive Committee members is nominated, he/she will withdraw their name from consideration for the year they are serving.

Jenny Seay moved to accept the proposed change and Kay Smith seconded the motion, however the motion was defeated when it was voted upon by the attendees. It was suggested that this proposal be re-submitted next year.

(Proposed change DEFEATED)

14. Page. 9, BY-LAWS ARTICLE V, EDITOR: The State Paper is referred to as "**The Washington Rural Posman.**"

CHANGE TO READ: "**The Washintgon Rural Carrier.**"

Brenda Hayes moved to accept, Pat Alexander 2nd.

PASSED

15. Page 10, BY-LAWS ARTICLE VI, STATE OFFICERS EXPENSE, SECTION 2A: When the Board of Control requests that a State Officer attend National Convention, they shall be on leave without pay for five 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.

CHANGE TO READ: Delete entire paragraph.

Dale Ryan made a motion to accept the proposed change and Vern Sanderson seconded.

PASSED

16. Page 10, BY-LAWS ARTICLE VI, STATE OFFICERS EXPENSE, SECTION 2B: When the Board requests that a state officer attend any National training, the officer will receive mileage and per diem **or actual expenses whichever is less, and LWOP, not including EMA, for travel (unless already funded) and days of training. This must be approved in advance by the Board.**

Kay Smith moved to accept the proposed change and Bill Allen seconded the motion, with the stipulation that "LWOP" read more specifically "LWOP for formal training days" but then withdrew this amendment. The original writing held.

PASSED

17. Page 10, BY-LAWS ARTICLE VI, STATE OFFICERS EXPENSE, 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.

CHANGE TO READ: Delete entire paragraph.

Dale Ryan made a motion to accept the proposed change and Gary Larsen seconded.

PASSED

18. Pages 10-11, BY-LAWS ARTICLE VI, STATE OFFICERS EXPENSE, 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 Stewards 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 5A: There are many occasions when the State Steward and Assistant State Steward travel outside the State of Washington in the conduct of the State's business and to attend training; therefore, for all authorized travel outside the State as well as in the State, the State Steward and the Assistant State Steward shall be reimbursed for the actual expenses in excess of per diem with the approval of the Board of Control. In cases where the travel be by commercial airlines, the mileage factor shall not apply. The cost of the airline ticket coach fare shall be reimbursed in lieu of mileage.

CHANGE TO READ: The State Steward and the Assistant State Steward shall receive a salary. The State Steward and the Assistant State Steward shall be reimbursed for **leave without pay days and** expenses incurred in 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, **with approval by the Board of Control**. Reimbursement shall be made by the State Secretary/Treasurer. 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 steward's responsibilities for the State Association. When grievances are being processed and it is

essential that the State Steward or Assistant State Steward be on leave without pay, 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, **or his designee**, is expected to attend formal National Steward Training and other out-of-state meetings for formal steward training. **The State Steward or his designee will be reimbursed for leave without pay days taken and will receive mileage and per diem allowance for attending formal steward training. When the State Steward or his designee's expenses exceed the per diem allowed while that person is conducting steward business or is at formal steward training, then that person's actual expense will be reimbursed with the Board of Control's.** In cases where the travel shall be by commercial airlines, the mileage factor shall not apply. The cost of the airline ticket, **least expensive fare**, shall be reimbursed in lieu of mileage. **The amount paid to the 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.**

Kay Smith moved to reject the amendment on the grounds that it would be unfair to withhold LWOP for the State Steward attending National Convention, Western States Conference and State Convention. Sharon Hurlbut seconded the motion. The voiced vote was too close to call so Dan Snyder called for a paper ballot vote. The majority rejected the amendment.

(Proposed change DEFEATED).

19. Pages 10-11, BY-LAWS ARTICLE VI, STATE OFFICERS EXPENSE, SECTION 5A: There are many occasions when the State Steward and Assistant State Steward travel outside the State of Washington in the conduct of the State's business and to attend training; therefore, for all authorized travel outside the State as well as in the State, the State Steward and the Assistant State Steward shall be reimbursed for the actual expenses in excess of per diem with the approval of the Board of Control. In cases where the travel be by commercial airlines, the mileage factor shall not apply. The cost of the airline ticket coach fare shall be reimbursed in lieu of mileage.

CHANGE TO READ: There are many occasions when the State Steward and Assistant State Steward travel outside the State of Washington in the conduct of the State's business and to attend training; therefore, for all authorized travel outside the State as well as in the State, the State Steward and the Assistant State Steward shall be reimbursed for the actual expenses in excess of per diem with the approval of the Board of Control. In cases where the travel be by commercial airlines, the mileage factor shall not apply. **The cost of the airline ticket, purchased at the lowest possible rate, shall be reimbursed in lieu of mileage.**

Bill Allen moved to accept the amendment and Gary Larsen seconded the motion.

PASSED

20. Page 11, BY-LAWS ARTICLE VI, STATE OFFICERS EXPENSE, 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.

CHANGE TO READ: The State Association will pay mileage and per diem allowance to all regular State-paid delegates to the National Convention **at the same rates as the National paid delegates**. The per diem allowance will be paid for the days the Convention is in session.

Kay Smith moved to reject the amendment and Chris Briggs seconded the motion.

(Proposed change DEFEATED).

21. Page 11, BY-LAWS ARTICLE VI, STATE OFFICERS EXPENSE, SECTION 9, proposed new language: If any frequent flyer miles are accumulated by any officer or appointee of the Board of Control of the State Association those frequent flyer miles are to be turned over to the State Association to be used for association business purposes.

Since there was dissenting information on the legality of how frequent flyer miles may be transferred, Kit Witt moved to reject this amendment and Kay Smith seconded the motion.

(Proposed change DEFEATED).

22. Page 11, BY-LAWS ARTICLE VI, STATE OFFICERS EXPENSE, SECTION 9, proposed new language: In order to capture frequent flyer miles for the association, the WRLCA Secretary/Treasurer shall be required to purchase all airline tickets for all authorized travel by association officers, appointees and employees.

Neil Buchanan moved to reject the amendment and Chris Briggs seconded.

(Proposed change DEFEATED).

23. Page 12, BY-LAWS 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 amount allocated to the Convention Fund or other special funds shall be decided at each Annual Convention of the State Association.

CHANGE TO READ: The revenues of this association shall be derived from per capita taxes, from the sale of supplies, and from advertising for insurance premiums. The State portion of the per capita tax **shall be decided at the Annual Meeting**. The portion of the State per capita tax to be distributed to the counties, auxiliary, convention fund, and other special funds **shall be decided at each Annual Meeting**.

Dale Ryan moved to accept the proposed change and Donna Roakes seconded the motion.

PASSED

24. Page 12, BY-LAWS ARTICLE VII, REVENUES AND DUES, SECTION 3: A regular carrier (Designation 71) having a 30-hour or less evaluated route shall pay 80% of the existing annual dues.

CHANGE TO READ: Delete.

Noretta Stritke moved to accept the proposed change and Vern Sanderson seconded the motion. The voice vote was inconclusive so the roll call was read and delegates voted on the amendment. A two-thirds majority was needed to pass the amendment, and this was not attained.

(Proposed change DEFEATED).

25. Page 12, BY-LAWS ARTICLE VII, REVENUES AND 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.

CHANGE TO READ: New RCAs who join the union by paying cash and who do not complete their probationary period will be refunded **their total cash paid less National per capita upon written request**.

Kit Witt moved to accept the proposed change and Pat Alexander seconded the motion.

PASSED

26. Page 13, BY-LAWS ARTICLE X, RULES GOVERNING COUNTY AND DISTRICT ASSOCIATIONS, 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 his purpose.

CHANGE TO READ: Secretaries of the County Associations shall remit to the State Secretary/Treasurer within 15 days of their receipt, all monies for per capita tax along with the state and national portion of the membership card. County Secretaries shall also inform the State Secretary/Treasurer of any changes in membership such as change of address, resigned, or deceased, in a timely manner.

Jenny Seay moved to accept the proposed change and Donna Roakes seconded the motion.

PASSED

This concluded the Constitution and By-Laws changes. Donna Roakes moved to dismiss the committee and Doug Rinehart seconded the motion.

PASSED

Next, Jim Hemrich, Chair of the Resolutions Committee, presented the following thirty-four resolutions for consideration by the officers and delegates:

RESOLUTION #1

WHEREAS: Some boxholders contain inserts that require additional handling by the carrier because of size and shape of the insert;

THEREFORE: be it resolved that those boxholders with inserts contained within the boxholder shall be no larger than the outside cover of the boxholder, nor less than one half (1/2) the size of the outside cover, and be it further resolved that if any boxholder not meeting these requirements are received by the carriers for delivery, that mandatory auxiliary assistance will be given to the carrier.

DEFEATED

RESOLUTION #2

WHEREAS: There are boxholders that cannot be cased and exceed the measurements and weight limits of letters and flats.

WHEREAS: These boxholders have to be handled as a parcel or receive special handling.

WHEREAS: Because of their size and weight, these boxholders have caused serious injuries to the carriers delivering them;

THEREFORE: be it resolved that in the event that any boxholder received by a carrier exceeds the measurements of twelve (12) inches in width, fourteen (14) inches in length, or weighs more than ten (10) ounces, that mandatory auxiliary assistance will be given to the carrier.

DEFEATED

RESOLUTION #3

WHEREAS: Recent agreements between the USPS management and the NRLCA have been reached on the subject of delivering parcels to the door. The amount of parcels being handled has increased significantly since UPS has increased its prices. There is now extra mileage and time that is uncompensated and unaddressed by the current route evaluation system;

THEREFORE: be it resolved that the NRLCA and the USPS conduct a study to determine a suitable resolution for the Route Evaluation formula associated with delivery time allowed for handling parcels. Such resolution should account for random extra time and mileage and proved "fair and equitable" additional compensation by way of route evaluation time.

PASSED

RESOLUTION #4

WHEREAS: The USPS has favored the use of employee surveys in recent years;

THEREFORE: be it resolved that the USPS be required to survey craft personnel in regards to their health in relationship to repetitive motion injuries.

PASSED

RESOLUTION #5

WHEREAS: Rural Carriers continue to fall prey to repetitive motion injuries (including but not limited to Carpal Tunnel Syndrome, elbow and shoulder injuries);

THEREFORE: be it resolved that the NRLCA survey all members in an effort to collect data pertaining to repetitive injuries, compile the data, and publish the results in the National Rural Letter Carrier magazine.

DEFEATED

RESOLUTION #6

WHEREAS: New regular carrier appointees with appointment dates as of August 7, 1991 or later start

at Step C, and those appointed before that date start at Step A, necessitating an extra three years of step progression;

THEREFORE: be it resolved that all regular carriers appointed before August 7, 1991 be granted step increases which bring them to an equal status with those carriers appointed after August 7, 1991.

DEFEATED

RESOLUTION #7

WHEREAS: Current hiring registers seem to be very hard to come by.

WHEREAS: Many officers are having a hard time getting qualified RCAs or RCRs;

THEREFORE: be it resolved that there be continuous available testing in order to fill the hiring registers and there be a clarification of the phrase "reasonable waiting time" for the purpose of filling RCA/RCR vacancies.

PASSED

RESOLUTION #8

WHEREAS: Carriers on L-routes, in general, sell more stamps than non-L-route carriers, and

WHEREAS: non-L-route carriers receive five (5) minutes per day for stamp stock purchase whether they purchase stamps or not;

THEREFORE: be it resolved that all carriers, L or non-L, receive the same five (5) minutes per day for the purchase of stamp stock.

DEFEATED

RESOLUTION #9

WHEREAS: Only union members are currently able to be members of QWL/EI work teams, and

WHEREAS: non-union members have good ideas and solutions to office problems;

THEREFORE: be it resolved that all carriers be allowed to be members of QWL/EI work teams with the stipulation that only union members can be compensated by the methods now in place.

DEFEATED

RESOLUTION #10

WHEREAS: Rural Carrier Associates assigned to an auxiliary route shall earn leave benefits based on the number of hours worked when serving the auxiliary route in excess of 90 days;

THEREFORE: be it resolved that Rural Carrier Associates assigned to an auxiliary route shall earn leave benefits based on the number of hours worked for the USPS in all capacities up to 40 hours in a given week.

DEFEATED

RESOLUTION #11

WHEREAS: In many offices there is a disparity in work allocation for leave replacements;

THEREFORE: be it resolved that leave replacements be precluded from serving on more than three regular routes. In the case of previous knowledge each replacement must pick three preferred routes.

DEFEATED

RESOLUTION #12

WHEREAS: Rural carrier craft employees may stop for not more than thirty (30) minutes for lunch. If carriers stop for lunch, the exact time used must be recorded;

THEREFORE: be it resolved that Article 30 F.1 reads as follows:

Rural carrier craft employees may stop for not more than forty-five (45) minutes for lunch. If carrier stops for lunch, the exact time must be recorded.

Be it further resolved that any other articles or segments in the USPS-NRLCA contract, handbooks and publications reflect the change of 30 minutes' lunch break to 45 minutes' lunch break.

DEFEATED

RESOLUTION #13

WHEREAS: A Step 4 grievance award maintains that a rural carrier is entitled to a full day of relief, and

WHEREAS: any regular rural carrier working the day after an official USPS holiday receives only partial route time relief for the mail that otherwise would have been available to be worked on the holiday;

THEREFORE: be it resolved that rural carriers will be granted an "X" day for every three days worked after a holiday per guarantee year. All post-holidays worked by a regular rural carrier must be recorded on the Form 4240-Rural Carrier Trip Report as "AH" (After Holiday) days. After the completion of the third "AH" (After Holiday) day, the rural carrier will have eight weeks to schedule an "X" day, subject to the special provisions of the scheduling of "X" days during November and December.

DEFEATED

RESOLUTION #14

WHEREAS: Christmas overtime ends immediately after Christmas, but this does not take into consideration the high volume of mail that comes in immediately after Christmas;

THEREFORE: be it resolved that Christmas overtime should be extended through the first pay period of January to compensate for the high volume of mail.

DEFEATED

RESOLUTION #15

WHEREAS: (not specified)

THEREFORE: Be it resolved that RCAs be allowed to use their entire length of employment in an office to determine seniority when bidding on a vacant route.

DEFEATED

RESOLUTION #16

WHEREAS: Rural routes will be affected by automation, causing elimination of some routes;

THEREFORE: be it resolved that regular carriers, district-wide, be allowed to bid on vacant routes before the vacancy is posted for RCAs.

DEFEATED

RESOLUTION #17

WHEREAS: (not specified)

THEREFORE: Be it resolved that the National magazine print "Letters to the Editor" once a month.

DEFEATED

RESOLUTION #18

WHEREAS: Some postmasters have required that customers on rural routes hold their mail for at least four days and that all customers must then pick up their mail at the post office;

THEREFORE: be it resolved that the NRLCA work toward having all rural route customers be allowed to pick up their mail after one day hold providing that they do not abuse that policy on a regular basis.

DEFEATED

RESOLUTION #19

WHEREAS: (not specified)

THEREFORE: be it resolved that all rural carriers and substitutes, RCRs and RCAs be required to join the NRLCA.

DEFEATED

RESOLUTION #20

WHEREAS: There currently is no provision for funeral or bereavement leave in the national agreement;

THEREFORE: be it resolved that all regular carriers be eligible for three (3) days paid funeral or bereavement leave in the case of the death of an immediate family member. Immediate family member shall be defined as father, mother, spouse and children.

DEFEATED

RESOLUTION #21

WHEREAS: A twelve-day count does not reflect a true and accurate count of mail on a route;

THEREFORE: be it resolved that all mail counts, special or national counts, be for twenty-four (24) working days.

PASSED

RESOLUTION #22

WHEREAS: Neighborhood Delivery Collection Box Units (NDCBUs) have become more abundant on rural routes, causing the time factor to be inadequate;

THEREFORE: be it resolved that a time study be implemented to further understand where the problem is and a means for its correction.

DEFEATED

RESOLUTION #23

WHEREAS: The collection feature on an NDCBU is not large enough for large envelopes or parcels to accommodate the needs of rural patrons;

THEREFORE: be it resolved that large collection boxes be installed one per square mile in developments housing NDCBUs.

PASSED

RESOLUTION #24

WHEREAS: At the 89th National Rural Letter Carriers' Convention an Administrative Resolution

was passed for a study to be completed of the costs related to NDCBUs;

THEREFORE: be it resolved that the findings be made available to the rural carriers and discussed on the national level for positive follow up procedures in the carriers' favor.

PASSED

RESOLUTION #25

WHEREAS: Rural patrons are encouraged to mail parcels from their mailboxes utilizing their rural carrier, and

WHEREAS: due to the hindrance of mailing from an NDCBU, carriers are having to make trips to patrons' homes up to one-half mile to retrieve parcels;

THEREFORE: be it resolved that either a time study be implemented or an increase in time allowance for column N, which designates "Ordinary and insured parcels accepted."

PASSED

RESOLUTION #26

WHEREAS: For shop stewards to remain effective and of benefit to those they represent in their office, a continuing education and training of shop stewards should be required;

THEREFORE: be it resolved that all shop stewards shall be required to attend a minimum of one-half the training sessions given in their area each year; the year's time being determined by the steward's certification date. Any steward failing to attend the required number of sessions shall be reviewed by that steward's district officers, and if just cause cannot be given for missed training, that steward shall lose his certification, and the office from which the steward had his certification revoked shall hold an election for a new shop steward. Any steward so disciplined shall be prohibited from holding office for a period of two years, determined from the date that the certification was revoked.

DEFEATED

RESOLUTION #27

WHEREAS: Budget and cost is a key factor for determining how to serve the needs of the membership;

THEREFORE: be it resolved that when the Board establishes their budget, they establish a "rainy day" fund for emergencies; and

THEREFORE: be it further resolved that the remainder of the funds be distributed to the various officers; and

THEREFORE: be it additionally resolved that the Board will run the business of the association, showing a break even or surplus at the end of each fiscal year.

DEFEATED

RESOLUTION #28

WHEREAS: The budget and cost is a key factor for determining how to serve the needs of the membership;

WHEREAS: the Seattle DJSC now has three qualified craft members paid by the Postal Service;

THEREFORE: be it resolved that the State Steward not be authorized by the Board to attend the Seattle DJSC using the WRLCA funds.

DEFEATED

RESOLUTION #29

WHEREAS: Delegates to the State Convention in 1993 felt it was important to send state delegates to the National Convention; and

WHEREAS: the State Association now funds all delegates to the National Convention; and

WHEREAS: we at the local level feel it is important to be represented at the State Convention; and

WHEREAS: our only source of income is from dues;

THEREFORE: be it resolved that 5% of dues collected be returned to the county unit.

DEFEATED

RESOLUTION #30

WHEREAS: County Units receive only 3% of a regular carrier's yearly dues;

THEREFORE: be it resolved that the state return 6% of a regular carrier's yearly dues back to the county unit.

DEFEATED

RESOLUTION #31

WHEREAS: The current funding of county per capita tax is \$8.00 for regulars, \$3.00 for reliefs and \$1.00 for retirees.

WHEREAS: It takes much time and tracking to keep current on paying different rates for each category.

WHEREAS: One rate of \$5.00 for each member would be very close to the average of what is now being paid. (State returned \$5,999.00 to the counties in 1993-94. At the \$5.00 rate, it would have been \$6,590.00).

THEREFORE: Be it resolved that this resolution be addressed to the State Convention and Finance Committee for consideration, and that the per capita tax to the county units be \$5.00 per member, payable as follows:

Total membership as of December 31 times \$2.50 per member, payable in January.

Total membership as of May 31 times \$2.50 per member, payable in June.

The counties would not take their cash out of any per capita tax remittance to the State. They would all receive their per capita tax only by these two payments a year.

This resolution would be effective for 1995-96 membership and not on the 1994-95 membership since collection for this year has already begun.

DEFEATED

RESOLUTION #32

WHEREAS: The Auxiliary of the WRLCA is funded by a \$6.00 per capita tax on all WRLCA members, excluding any member who asks for a \$6.00 refund, for a total cost for 1993-94 of over \$7,900.00.

WHEREAS: The Auxiliary of the WRLCA then send in dues to National Auxiliary of \$4.00 per member,

leaving \$2.00 per member for Washington State Auxiliary (approximately \$2,600.00).

WHEREAS: The Auxiliary is composed of a few dedicated members who support the WRLCA wholeheartedly.

WHEREAS: In the current budget crunch this is a large expense that might possibly be reduced;

THEREFORE: be it resolved that the Auxiliary per capita dues be reduced to \$4.50 per member. This would keep about \$700.00 for the State Auxiliary; and

THEREFORE: be it further resolved that the Auxiliary present to the Board a presentation on possible fundraisers (sell signs, etc.) that the membership of the WRLCA could assist them with during the year and at State Convention.

DEFEATED

RESOLUTION #33

WHEREAS: Subs need all the information that we can possibly supply them with;

THEREFORE: be it resolved that an information booklet be given to all subs that come in, and include what is expected of them, a little bit about the city, etc.

DEFEATED

RESOLUTION #34

BE IT RESOLVED THAT our secretary be instructed to write thank you letters to the guests who helped make our convention a success. The guests include: William R. Brown, Jr., NRLCA President; Mrs. Cliff (Lynda) Wise, NRLCA Auxiliary Board member; Vickie Brown, Postmaster, OJSC Portland; Robert West, Operations Specialist-Delivery Policies and Programs; Craig Wade, District Manager-Seattle; Dick Clark, Deputy Mayor-Puyallup; Kris Benum, Sales Manager-Best Western Park Plaza; Dave Eberhart, Postmaster Puyallup. We also wish to thank Jennie Seeley, Karen Crombie, JoAnn Blackburn and Rosalee Voshell for providing us with such a wonderful convention. A special thanks to all other guests and to those individuals who helped out behind the scenes.

PASSED

Next, each resolution was dealt with individually.

Charles Alexander moved to reject Resolution 1 and Kathy Brannon seconded the motion. **Resolution 1 was DEFEATED.**

Sharon Madison moved to adopt Resolution 2 and Kit Witt seconded the motion. The Second Teller's Committee was called forward to tally the vote. A majority ruled to accept Resolution 2. **Resolution 2 PASSED.**

Pat English moved to adopt Resolution 5 and Sharon Madison seconded the motion; however, it failed to garner a majority of votes. **Resolution 5 was DEFEATED.**

Becky Wendlandt moved to adopt Resolution 6 and Kay Smith seconded the motion. Neil Buchanan then moved to amend Resolution 6 to read:

"WHEREAS: **All RCAs converted to regular carriers before August 7, 1991 start at Step C, and those appointed before that date start at Step A, necessitating an extra three years of step progression.**

THEREFORE: be it resolved that **all RCAs converted to regular carriers before August 7, 1991 be granted step increases which bring them to an equal status with those carriers appointed after August 7, 1991.** **Amended Resolution 6 PASSED.**

Dan Snyder moved to reject Resolution 8 and Gary Larsen seconded the motion; however, this motion failed to garner a majority of votes. **Resolution 8 PASSED.**

Neil Buchanan moved to adopt and speak against Resolution 9 and Becky Wendlandt seconded the motion. **Resolution 9 was DEFEATED.**

Leonard Oswald made a motion to adopt and speak against Resolution 10 and Charles Alexander seconded the motion. **Resolution 10 was DEFEATED.**

Neil Buchanan moved to adopt Resolution 11 and Ed Koschalk seconded the motion. **Resolution 11 was DEFEATED.**

Sharon Madison moved to adopt Resolution 12 and Kit Witt seconded the motion. **Resolution 12 was DEFEATED.**

Jenny Seay moved to adopt Resolution 13 and Pat Alexander seconded the motion. **Resolution 13 was DEFEATED.**

Jenny Seay moved to adopt Resolution 14 and Vern Sanderson seconded the motion. **Resolution 14 was DEFEATED.**

Neil Buchanan moved to adopt Resolution 15 and Doug Rinehart seconded the motion. **Resolution 15 was DEFEATED.**

Neil Buchanan moved to adopt Resolution 16 and Jack Spangler seconded the motion. **Resolution 16 was DEFEATED.**

Kay Smith moved to adopt Resolution 17 and Jenny Seay seconded the motion. **Resolution 17 was DEFEATED.**

Kay Smith moved to adopt Resolution 18 and Chris Briggs seconded the motion. **Resolution 18 was DEFEATED.**

Kay Smith moved to adopt Resolution 19 and Gary Larsen seconded the motion. **Resolution 19 was DEFEATED.**

Charles Alexander moved to adopt Resolution 20 and Kathy Brown seconded the motion. **Resolution 20 was DEFEATED.**

Kay Smith moved to adopt Resolution 22 and Doug Rinehart seconded the motion. **Resolution 22 was DEFEATED.**

Charles Alexander moved to adopt Resolution 26 and Doug Rinehart seconded the motion. **Resolution 26 was DEFEATED.**

Neil Buchanan moved to table Resolution 27 and Kay Smith seconded the motion. **Resolution 27 was TABLED.**

Cindy Norman moved to adopt Resolution 28 and Neil Buchanan seconded the motion. **Resolution 28 was DEFEATED.**

Kay Smith moved to adopt Resolution 29 and Jenny Seay seconded the motion. **Resolution 29 was DEFEATED.**

Becky Wendlandt moved to table Resolution 30 and Doug Rinehart seconded the motion. **Resolution 30 was TABLED.**

Joe Halleck moved to adopt Resolution 31 and Cindy Norman seconded the motion. **Resolution 31 PASSED.**

Dale Ryan moved to table Resolution 32 and Becky Wendlandt seconded the motion. **Resolution 32 was TABLED.**

Kay Smith moved to adopt Resolution 33 and Judy Larsen seconded the motion. **Resolution 33 was DEFEATED.**

Charles Alexander moved to accept the report of the Resolutions Committee and to dismiss them. Doug Rinehart seconded the motion.

PASSED

Next, Kay Smith moved to dismiss the Teller's Committee and Sandy Peterson seconded the motion.

PASSED

Sandy Peterson made a motion to dismiss the Credentials Committee and Susie Hill seconded the motion.

PASSED

Being no further business or unfinished business to attend to, Neil Buchanan gave the closing Benediction, the colors were retired, and the 88th Annual Convention of the Washington Rural Letter Carriers Association adjourned at 4:57 PM on June 29, 1994.



(Above) Washington State Carrier of the Year for 1994, Cindy Norman, receives her award and congratulations from National Association President Bill Brown at state convention in Puyallup. (Below) Kaye Smith (R), and a member of her Tellers Committee get ready to count the votes during a paper ballot.



WASHINGTON RURAL LETTER CARRIERS' ASSOCIATION

FINANCIAL REPORT - DUES YEAR 93/94

July 1, 1993 through June 30, 1994 (Twelve Months)

CASH INCOME:

Cash Dues 94/95	\$ 5,044.00	
Cash Dues 93/94	\$ 23,471.00	
National Regular Dues Wht	\$ 113,172.32	
National Retired Dues Wht	\$ 5,354.31	
National General Insurance	\$ 23,465.00	
Provident Guild	\$ 10.00	
Nat. Insurance Booth Refund	\$ 150.00	
NRLCA-Refund Pres.Stew.Sec.Conv.	\$ 150.00	
NRLCA-Refund Secretary Training	\$ 500.00	
NRLCA-Refund Pres.Seminar	\$ 500.00	
NRLCA-Refund Steward Trainings	\$ 1,043.34	
TOTAL REGULAR CASH INCOME:		\$ 172,859.97
OTHER CASH INCOME:		
Closed Kit's Checking Account	\$ 1,426.42	
Sale of Contracts & PO 603	\$ 55.00	
Checking Account Dividends	\$ 394.87	
Return of D.Iannucci Advance	\$ 1,500.00	
Refund D. Iannucci Telephone	\$ 72.57	
TOTAL OTHER CASH INCOME		\$ 3,448.86
TOTAL CASH INCOME		\$ 176,308.83

CASH EXPENSES:

Per Capita Expenses:

National Per Capita Dues	\$ 11,644.00	
County Per Capita Dues	\$ 6,065.00	
Auxiliary Per Capita Dues	\$ 8,016.00	
Western States Per Capita Dues	\$ 280.00	
Total Per Capita Expenses		\$ 26,005.00

Meeting Expenses:

Fall Booster	\$ 594.17	
93 State Convention	\$ 812.44	
93 National Convention Delegates	\$ 9,521.82	
Board Meetings	\$ 4,665.38	
Mail Count Meeting	\$ 379.45	
94 State Convention	\$ 11,930.72	
District One Meeting	\$ 456.82	
District Two Meeting	\$ 459.30	
District Three & Four Meeting	\$ 512.97	
Western States 1995	\$ 10.76	
Total Meeting Expenses		\$ 29,343.83

Other Expenses:

Membership Promotion	\$	901.96	
Accounting Fees	\$	1,836.00	
Mike Watson. Retainer	\$	1,500.00	
Dues Refund	\$	409.60	
Contracts & PO 603	\$	380.00	
Memorial Gifts	\$	28.49	
Payroll Taxes	\$	5,521.28	
Total Other Expenses			\$ 10,577.33

President Ed Koschalk's Expenses:

Meals	\$	62.14	
Motel	\$	349.80	
Telephone	\$	209.77	
Mileage	\$	612.50	
LWOP (6 Total) 5 Seminar. 1 Office	\$	946.44	
Total President Expenses			\$ 2,180.65

Vice President Charles Alexander's Expenses:

Mileage	\$	282.00	
Per Diem	\$	150.00	
Printing	\$	10.35	
Phone and Long Distance	\$	1,082.51	
LWOP (2) Seminar (1) Board	\$	502.26	
Total Vice President Expenses			\$ 2,027.12

Steward Expenses: Vice President

Per Diem	\$	50.00	
Postage	\$	34.75	
Mileage	\$	327.65	
LWOP (1) Mail Count Evaluations	\$	163.64	
LWOP (6) Steward Business	\$	1,002.04	
Total Vice President Steward Expenses			\$ 1,578.08

Secretary-Treasurer Rebecca Wendlandt's Expenses:

Postage	\$	2,205.64	
Printing	\$	2,589.81	
Phone & Long Distance	\$	1,292.58	
Mileage - Air	\$	309.00	
Mileage - Car	\$	335.06	
Per Diem	\$	50.00	
Motel	\$	158.48	
Copier	\$	523.81	
Office Supply	\$	464.46	
Check Account Fees	\$	219.54	
Salary	\$	4,800.00	
LWOP (56) Office	\$	6,513.42	
LWOP (04) National Training	\$	427.76	
Total Secretary-Treasurer Expenses			\$ 19,889.56

Editor Dan Snyder's Expenses:

Office Supplies	\$	69.55	
Salary	\$	2,400.00	
LWOP (2) Office	\$	334.84	
Total Editor Expenses			\$ 2,804.39

"Washington Rural Postman" Expenses: (4 Issues)

Postage	\$	959.39	
Printing	\$	3,146.40	
Total Postman Expenses			\$ 4,105.79

District One Judith Peck's Expenses:

Mileage	\$	147.75	
LWOP (2) Board	\$	329.70	
Phone	\$	118.80	
Total District One Expenses			\$ 596.25

District Two Jennie Seeley's Expenses:

LWOP (1) Lost S/L owed	\$	166.18	
Phone	\$	129.45	
Printing/Copies	\$	128.85	
Postage	\$	38.67	
Total District Two Expenses			\$ 463.15

District Three Jack Spangler's Expenses:

Mileage	\$	144.75	
Phone	\$	110.38	
Total District Three Expenses			\$ 255.13

District Four Steve Higgin's Expenses:

Postage	\$	43.86	
Mileage	\$	125.50	
Meals	\$	21.65	
LWOP (1) Board Meeting	\$	154.12	
Phone	\$	154.76	
Total District Four Expenses			\$ 499.89

Retired Carrier-Pac Joe Halleck's Expenses:

Postage	\$	13.85	
Total Retired Carrier-Pac Expenses			\$ 13.85

State Steward Neil Buchanan's Expenses:

Postage	\$	387.74	
Office Supplies	\$	206.14	
Subscriptions	\$	108.95	
Regular Phone & Long Distance	\$	2,568.27	
Cellular Phone	\$	2,197.51	
Steward Expenses:			
Mileage- Air	\$	769.50	
Mileage- Car	\$	2,850.00	
Motel	\$	2,042.64	
Meals	\$	1,655.37	
LWOP (71) Office & Travel	\$	11,033.20	
LWOP (12) National Training	\$	1,858.41	
DJSC Expenses:			
Mileage-Car	\$	1,004.30	
Motel	\$	825.26	
Meals	\$	556.55	
LWOP (17) Meetings	\$	2,648.62	
Salary	\$	6,600.00	
Copier	\$	1,656.09	
Total State Steward Expenses			\$ 38,968.55

Steward Trainings Expenses:

Mail Count Training	\$	1,312.08	
93 State Convention Steward Trng	\$	2,580.07	
Fall Booster Steward Training	\$	1,505.37	
District 3/4 Steward Training	\$	1,113.06	
94 State Convention Steward Trng	\$	1,929.85	
Total Steward Trainings Expenses			\$ 8,440.43

Assistant Steward Dorothy Iannucci's Expenses:

Postage	\$	87.52	
Phone & Long Distance	\$	1,710.33	
Mileage - Air	\$	610.00	
Mileage - Car	\$	799.92	
Motel	\$	543.51	
Meals	\$	205.72	
Office Supplies	\$	41.03	
Copier	\$	219.58	
Salary	\$	2,250.00	
LWOP (12) National Training	\$	1,969.53	
LWOP (27) Steward	\$	4,437.95	
Total Assistant Steward Expenses			\$ 12,875.09

Insurance Director Christine Briggs Expenses:

LWOP (1) Board	\$	138.85	
Total Insurance Director Expenses			\$ 138.85

1994/1995 Officer's Expenses:

Doug Rinehart, District Two			
LWOP (1) Board Meeting	\$	167.42	
Total Expenses for Doug Rinehart			\$ 167.42

Marc McIntosh, V. President			
LWOP (1) Board Meeting	\$	167.42	
Total Expenses for Marc McIntosh			\$ 167.42

Former Officer's Expenses:

Kit Witt:			
LWOP (12) Lost S/L Owed	\$	1,979.68	
Phone	\$	289.77	
Postage	\$	18.65	
Total Expenses for Kit Witt			\$ 2,288.10

Lynn Walker:			
LWOP (3) State Convention	\$	486.84	
Phone	\$	51.49	
Total Expenses for Lynn Walker			\$ 538.33

Total All Expenses			\$ 163,924.21
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Income Over Expenses			\$ 12,384.62
(All in Spokane Postal Credit Union)			
Savings \$10,394.87			
Checking \$ 1,989.75			

Balance in Atlanta Georgia Credit Union:

7/1/93 Balance	\$	27,558.25
Dividends	\$	1,261.19
5/30/94 Balance	\$	28,819.44

SIXTY-NINTH ANNUAL CONVENTION OF THE WASHINGTON STATE AUXILIARY 1994 OFFICIAL PROCEEDINGS

Monday, June 27, 1994

Monday morning was a joint session with the Association. The Association and Auxiliary officers were introduced, followed by the introductions of the National Association President, William Brown, and National Auxiliary Board Member, Lynda Wise.

Janet Lange presented the Americanism Program about Literacy.

Retired carriers were then honored. There was a total combined years of service of 271 years. This was followed by recognition of the first time attendees.

Monday afternoon the Auxiliary reconvened to its separate meeting. The Juniors met with Vice-President Myrtle Buchanan for their meeting. Upon their return to the Auxiliary, Myrtle introduced their new officers for the 1994/95 year. They are:

President:	Pati Sue Ryan
Vice-President:	Christina English
Secretary:	Sarah Picicci

National Board Member Lynda Wise then installed the new Junior Officers, and they were excused to go to their activities.

The annual convention of the Auxiliary was then called to order by President Hazel Halleck. The flag was advanced by Inez Nesmoie, who then led the group in the Pledge of Allegiance. The invocation, "Things of Prayer", was given by Marian Personett. The 1993/94 Auxiliary officers are: President, Hazel Halleck; Vice-President, Myrtle Buchanan; Secretary/Treasurer, Delores Robb; District One, Inez Nesmoie; District Two, Odetta Yeager; District Three, Donna Walker; District Four, Marian Personett; Jr. Past President, Donna Walker.

After introductions, committee assignments were made as follows: Resolutions, Odetta Yeager, Janet Lange; Auditing, Hazel Halleck, Myrtle Buchanan; Constitution/By-Laws, Donna Walker, Marian Personett.

After the reading of any correspondence received and the treasurers report, Janet Lange gave her report.

SCHOLARSHIP REPORT

I gave out information about the Scholarship. There were 11 applications sent out. There were also several for the National Scholarships. I received 6 applications back.

Janet Lange
Scholarship Chair

NATIONAL DELEGATE-AT-LARGE REPORT

Donna Walker

In early August, 1993, Lynn and I found ourselves at the Spokane Airport ready to board the plane to attend the 89th Annual Convention to be held in Philadelphia, PA, the city where our government got its' start and America came to life. As much as I hate to fly, I couldn't wait to see where it all began and represent the Washington Auxiliary as delegate-at-large.

Arriving in Philly, we gathered our luggage and struggled through the crowd to find the right bus to our hotel. Our accommodations were excellent, but we soon found out we could not walk the streets alone as the convention center was in a rather high crime neighborhood. The buildings en route to the convention center were spectacular, tall, colonial, and full of history, and everywhere you looked there were Ben Franklin statues and works of art welcoming us to this beautiful city.

We took 3 of the tours while there. We went to the Boardwalk in Atlantic City, saw Ben Franklin's grave, and the home of Betsy Ross. As a history buff, I loved it!

Tuesday, the convention got underway with a joint session in the morning. In the afternoon, the Auxiliary took up their session with the reading of officer reports and the assigning of committees. That evening we took a tour of Snob Hill, had dinner at a great restaurant, and saw many of the sights and sounds of the district via a horse drawn carriage.

Wednesday afternoon was free time for the Auxiliary, so some of us took tours. We toured Independence Hall and saw the Liberty Bell. In the evening we attended the Banquet where Ronnie Milsap was the entertainment.

Seated in the Washington delegation were Myrtle Buchanan, Janet Lange, and myself, who were present to enjoy the Parade of Flags and States that is held yearly. Juanita Jones was the National Officer who helped us represent Washington State.

Thursday was back to business with the committee meetings and a chance to meet the auxiliary candidates running for office.

Friday, August 13, was the last day of the convention. Elections were held for national office. Following was the presentation of the Program for 1993/94 for the new President, Cyndy Keyes.

Cyndy's humanitarian project is Leader Dogs for the Blind, and the Teddy Bear is her symbol. Literacy is her Americanism Program, and Pedestrian Safety is her safety theme.

After the closing prayer and retirement of colors, the 89th Annual Convention came to an end. Thank you for sending me as your delegate-at-large.

Donna Walker
Delegate-at-Large

NATIONAL DELEGATE REPORT

Janet Lange

Madam President, National Officer, members, and guests.

I want to thank you for sending me to National Convention in Philadelphia. We landed at the airport and caught the shuttle to the Inner City Holiday Inn, about 5 blocks from the Convention Center. A lot of time we walked it. It was a different experience, our first time walking past someone sound asleep on the sidewalk. During the winter they were literally picked up and taken to a shelter, but wouldn't stay there because they weren't allowed to have their booze there. In a local park, there were many people sleeping in boxes or lying around with a blanket or coat. We can be thankful for having a home to live in and a job to meet our needs.

We enjoyed the Vicksburg Quartet at the Sunday evening gathering. We went on tours of Historic Square, Lenon Hall, Betsy Ross Home, and saw and touched the Liberty Bell.

I served on the Pins, Emblems, and Supply Committee with Wanda Allen as Chairman.

Present in Philadelphia were 2320 people, including 806 association, 267 auxiliary, 268 juniors, 221 guests, and 757 non delegates.

SIDS raised over \$80,000, minus expenses. Presented to the SIDS Foundation was a check for \$55,305. It was neat watching the seeing eye leader dog. What a help to those who are blind.

I presented the Program throughout the year at our county meetings, sold notes, bookmarks, and some pins. I gave out information about scholarship applications, including National scholarships.

Janet Lange
National Delegate

Hazel Halleck then honored the following who have served as Presidents. A small gift was presented to each. Past State Auxiliary Presidents present were: Odetta Yeager, Marian Personett, Myrtle Buchanan, Janet Lange, Inez Nesmoe, Donna Walker, and Delores Robb.

ANNUAL REPORT OF THE SUNSHINE CHAIRPERSON

Helen Rudy

National Guest, President Hazel, Officers, Members, and Guests:

I'm very sorry that I cannot attend the State Convention due to my husbands recent heart surgery.

Many thanks to Delores Robb for keeping me informed of the people who needed to be remembered with a card.

I sent sympathy, get well, friendship, and retirement cards for a total of 15 cards. It's been a pleasure serving as Sunshine Chairman.

Helen Rudy
Sunshine

Ruth Ryan then honored the Retired Carriers Wives and presented them with a token for their years of support. Honored were: Odetta Yeager, Janet Lange, Helen Rudy, Marge Armstrong, Inez Nesmoe, Marian Personett, Hazel Halleck, and Delores Robb.

ANNUAL REPORT OF THE AUXILIARY PRESIDENT

Hazel Halleck

National Officer Lynda Wise, Officers, members, and guests:

Health did not permit my traveling too much this past year, but I did attend as many meetings as I could. I attended 3 SKI meetings.

I attended the District 3 & 4 meeting in Moses Lake, District 1 in Lynwood, and District 2 in Vancouver. At each meeting I presented our National President's Program of Literacy and Leader Dogs for the Blind. Along with selling pins, notes, and bookmarks, I also sold jelly bean ducks to help raise money for our upcoming 1995 Western States Conference in Seattle.

I attended the Western States Conference in Salt Lake City in April. At the request of the Association, we manned a table selling chances on raffle items to help raise funds for next years Conference in Seattle. I would like to personally thank those who made and donated the beautiful items we raffled at their banquet. Myrtle Buchanan made an afghan, Odetta Yeager made a beautiful album and several other items, Marian Personett made a beautiful set of ceramic geese, Delores Robb donated a set of pewter wind chimes, and my daughter made a beautiful set of ceramic Indian busts. Jack and Odetta Yeager also made pins in the shapes of the 10 western states. All in all we did a rousing business. Thanks to Jack and Odetta Yeager and my husband Joe, who spent all of their time manning the raffle table in Salt Lake City. What would we do without our faithful, hardworking retirees?

Again this year I would like to thank Jack and Odetta Yeager for all their hard work managing the Country Store. They always do such a great job. Also, the unsung hero of the Auxiliary, Secretary/Treasurer Delores Robb. It's a big job with much responsibility, and done most efficiently. Thanks to Janet Lange for all her work for the Scholarship Program, and for once again agreeing to do the Americanism Program. Thanks also to Helen Rudy for taking care of our Sunshine program and donating the beautiful quilt we are raffling off for the project. Thanks to Myrtle Buchanan for arranging and presenting the Memorial Program, and for the mail box bank we are raffling off. And thanks to all members for their hard work on the project and for their dedication to the Auxiliary.

Hazel Halleck
Auxiliary President

ANNUAL REPORT OF THE VICE-PRESIDENT

Myrtle Buchanan

Madam President, National Officer Lynda Wise, officers, members, and guests.

This year has been a very busy and varying one. After state convention, I traveled to Philadelphia to the National Convention. In some ways I was disappointed. I guess I didn't expect guards and policemen on every street corner. The Convention was in a new facility downtown and I guess Rural Carriers were the first big convention in the facility. You had to have your name tag on to gain entrance into the building.

I went to as many county meetings and district meetings as I could, which wasn't as many as I'd liked to have attended, but I was either working and couldn't get away or Neil would leave early and be gone longer than I could stay.

I wrote several articles for the paper and sold notes, bookmarks and pins whenever possible. Some county units just were not interested in buying if no Auxiliary members were present. Not even Subaru tickets.

This past year has had many ups and downs with Neil having a stroke last fall. He was off work for 3 months and it changed my routine quite a bit. In April I did get a trip and an unexpected visit with my daughter in Boulder, CO. We had traveled to Salt Lake City for Western States Conference and Neil was scheduled for QWL in Denver 2 days later, so I stayed with our daughter and her family while he was in Denver.

Our children gave us an open house this summer to celebrate our 40th wedding anniversary. It was really nice and we had lots of friends and family around.

I hope this year runs more smoothly and I hope to make it to more meetings.

Myrtle Buchanan
Vice-President

ANNUAL REPORT OF THE SECRETARY/TREASURER

Delores Robb

National Officer Lynda Wise, Officers, and members:

Another year has passed and I'm still learning and meeting challenges that are required. It has been a very interesting year. I have kept the minutes up to date. Moneys have been sent to the National Treasurer for the Projects. I have kept records of the supplies and have been in touch with the members as to how they are doing with selling supplies.

I have written articles for the Postman. I attended SKI Counties meetings and attended District 1 meeting.

I have supported our National President, Cyndy Keyes, and her programs. I have sold pins, bookmarks, notes, and Subaru tickets.

Delores Robb
Secretary/Treasurer

ANNUAL REPORT OF THE DISTRICT ONE REPRESENTATIVE

Inez Nesmoe

Madam President, National Officer, fellow officers and guests.

I have not been very active this year and I do apologize for this.

I did attend the state convention in Kennewick and the board that followed. Immediately after convention Dexter and I drove up the Alaska Hiway and visited relatives. We returned home in mid August, and in October we left to winter in Yuma, AZ.

I sold pins, bookmarks, and notes. I also wrote articles for the Postman. I donated embroidered pillow cases for the raffle and kitchen towels for the Country Store.

Sorry I didn't get to meetings as I did in the past. I do thank all who sent meeting invitations.

Inez Nesmoe
District One Rep.

ANNUAL REPORT OF THE DISTRICT TWO REPRESENTATIVE

Donna Walker

President Hazel, National Guest, & Auxiliary.

As the year comes to an end, I find that as your District 2 Rep. I've had the opportunity to attend the Fall Booster at Tacoma, District 3 & 4 in Moses Lake, and the meetings of our local Northeast Counties Unit.

ANNUAL REPORT OF THE JUNIOR ACTIVITIES COORDINATOR

Marian Personett

As always, one keeps learning more about the workings of the Postal Union and the role our Auxiliary plays in the support of the Union. The Auxiliary of Washington is dedicated to the National Project of the President. The sponsorship of our youth is another project we can be proud of. I congratulate all of you for your dedication and service.

I understand there is a proposal to change the amount of money the Auxiliary receives from the Rural Craft. If this proposal is passed, we will receive fifty cents per member, or approximately \$700.00 per year from dues collected.

I feel we need to object to the passage of this proposal. If it passes, the good work of the Auxiliary will have to be discontinued. The youth of our Association would end up being the real losers if this happens. Their Scholarship would end, as well as the youth activities at our state convention.

As your District Three Representative, I ask you, can we let this happen?

Donna Walker
District Three Rep.

ANNUAL REPORT OF THE DISTRICT FOUR REPRESENTATIVE

Marian Personett

District 4 as a unit is no longer active. However, I did a small bit to represent this District.

I sold pins, notes, bookmarks, and Subaru tickets. I told everyone that would listen of President Cyndy Keyes' worthwhile programs. One of the spouses locally goes 3 days each week to tutor children in reading. He is a very conscientious person and we are proud of his endeavors.

I wrote letters to my National Committee Member, Lynda Wise, and sent articles in to the Postman.

I donated a set of garden ducks to raffle for Western States, and I contributed to Country Store.

Reading is so very much a part of everyday life that I'm sure we take it too much for granted. We encourage our grandchildren to read and to love books. We read to them all the time and never a holiday goes by that we don't give books as gifts.

Along with my other travels, I attended the President's Board Meeting and the District 3 & 4 meeting.

Marian Personett
District Four Rep.

Securing very capable and trustworthy chaperones made my job much easier. I obtained chaperones from local, well-known friends who I knew had children, worked with children, and were good, Christian people.

I required a lot of answers from President Hazel and others who had done this before, but I believe everything went very well and that everyone involved was satisfied with the program. Having written, helpful notes from past chairpersons would have been a benefit. Also, the chairperson must have sufficient time to prepare. At state convention, our state president should start preparing for the Junior Chairperson from the host district, and that person should have the Junior Notebook and begin to work immediately.

I would also like to add that we need to encourage the youth to be active Juniors. This years active Juniors had the NRLCA Auxiliary "Discovery Scholarship" available to them. Several of our members attend National Conventions and we should put more emphasis on Junior participation.

Marian Personett
Junior's

After officer reports, Odetta Yeager came forward to honor our National Guest, Auxiliary Board Member Lynda Wise. She received a mailbox as her gift from the WA. Auxiliary.

Lynda Wise had brought to convention with her Bruno, the Leader Dog, a stuffed animal. They are using Bruno to get the message across to all the states about the Leader Dogs for the Blind program. Lynda also led us in the song, "Singing in the Rain". This was humorous and provided a good laugh for all.

Being no further business, the meeting was adjourned for the day.

Tuesday, June 28, 1994

The Auxiliary joined the Association for the memorial Service at 8:30 AM. Myrtle Buchanan, Auxiliary Vice-President, is to be commended for the impressive and beautiful service. The Rainbow theme was meaningful. After the service, the Auxiliary reconvened to its separate meeting.

The meeting was called to order by President Hazel. Donna Walker gave the invocation, followed by the Pledge of Allegiance. Inez Nesmoe was excused to go swimming with the juniors. Before leaving she gave the Mileage Committee report. Next the Secretary called the roll, and Mondays minutes were read and approved.

Next came the following committee reports:

RESOLUTIONS COMMITTEE:

1. Resolved that the members of the WRLCA Auxiliary express our sincere thanks to President Hazel Halleck, for all the time and effort she has put in for our 69th State Convention.
2. Resolved that we express our gratitude to our National Guest, Lynda Wise, for her cheerful smile, her happy song, and her informative message she brought to our group.
3. Resolved that we express our sincere thanks the carriers and Auxiliary of District Two for their gracious hospitality.
4. Resolved that we send special thanks to Jennie Seeley, Convention Chairperson, and to the many people who worked with her to make this Convention a success.
5. Resolved that appreciation be extended to Dick Clark, Puyallup Deputy Mayor, Kris Benum, Sales Manager, Best Western Park Plaza, and to Dave Eberhard, Puyallup Postmaster, for all their warm welcomes.
6. Resolved that we thank Myrtle Buchanan for her beautiful Memorial service.
7. Resolved that we thank Janet Lange for her program on Literacy and her work on the Scholarship program.
8. Resolved that we thank Marian Personett for all her help with our Junior Program during our emergency.
9. Resolved that we put a Thank You in the Postman to all who donated items to the Country Store.
10. Resolved that we send a thank you to Helen Rudy for being Sunshine Chairperson and for the beautiful quilt she made for our raffle.
11. Resolved that we give thanks to the Association for their continued support.
12. Resolved that we thank Joanne Blackburn, Karen Crombie, Kris Blackburn, and Shilo Chidatster, for their help with our Juniors Program. Also thanks to Inez Nesmoe and Delores Robb for help with the Juniors.

**Odetta Yeager, Janet Lange
Resolutions Committee**

Next, Delores Robb gave the SKI Counties Report.

Snohomish, Island, and King Counties make up SKI Unit.

I have sold pins, bookmarks, and notes for the national president's program. I also promoted her Americanism Program for this year, which is Literacy. I donated items for the Country Store. We donated pewter chimes to help funds for Western States Conference to be in Washington in 1995. This year SKI Auxiliary gave a pin, bookmark, and notes to our widows. We need to encourage and invite spouses to be a part of our Auxiliary. This needs to be done across the state.

**Delores Robb
SKI Secretary/Treasurer**

ANNUAL REPORT FROM THE COUNTRY STORE

Odetta Yeager

National Guest Lynda Wise, President Hazel, fellow officers and members:

Again this year we have had a wonderful response to our Country Store. Without the support of the Auxiliary, Retirees, and the Association, this wonderful project could not continue. So, on behalf of the Auxiliary, we say THANK YOU!!

We made \$258.00 on the Quilt raffle, which was donated by Helen Rudy. This will be going to the project, "Leader Dogs for the Blind". Our grand total for the Country Store was \$541.83.

Appreciation is extended to all those special people who donated items this year for the Country Store.

**Odetta Yeager
Country Store**

AUXILIARY MEMBER OF THE YEAR

It was announced that **HELEN RUDY** was selected as the Auxiliary Member of the Year.

AUXILIARY SCHOLARSHIP WINNER

Janet Lange, Scholarship Chairperson, announced at the Banquet that the winner of the \$1000.00 scholarship for 1994 was **Tamara Graves**.

Nominations were then taken for the coming 1994/95 year Officers. Nominated were:

President: Myrtle Buchanan
Vice-Pres.: Janet Lange
Sec/Treas.: Delores Robb
District 2: Hazel Halleck
District 4: None received

Nominations will remain open until Wednesday.

Being no further business, the meeting was adjourned.

Wednesday, June 29, 1994

The meeting was called to order by President Hazel Halleck. Invocation was given by Delores Robb, followed by the Pledge of Allegiance.

The Secretary then called the roll, and the minutes from Tuesday were read and approved.

A motion was made and seconded to give a \$1000.00 scholarship. Motion passed.

Joanne Blackburn and Karen Crombie were given gifts in appreciation for all their help with the juniors.

NATIONAL CONVENTION DELEGATES

Selected as Delegate-at-Large to the National Convention in Greensboro, NC, was Donna Walker. Regular delegates to the National Convention are: Delores Robb, Myrtle Buchanan, and Shirley Salsbury.

OFFICER ELECTIONS

Auxiliary Officers for 1994/95 are as follows:

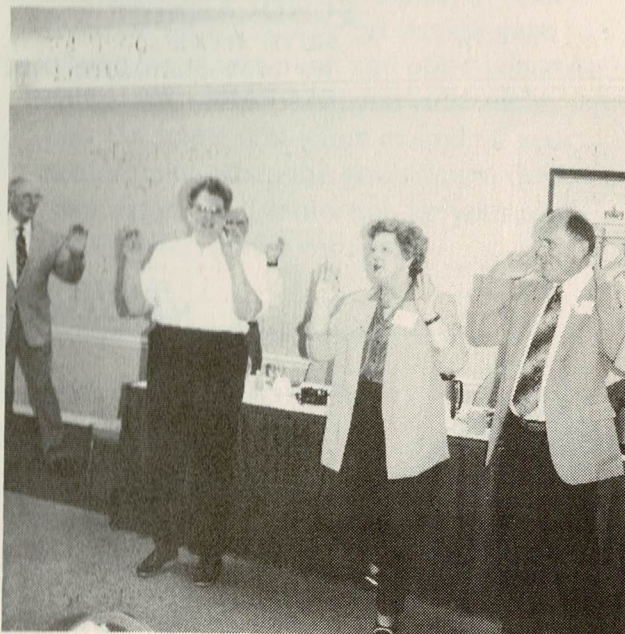
President: Myrtle Buchanan
Vice-President: Janet Lange
Secretary/Treas.: Delores Robb
District One: Inez Nesmoe
District Two: Hazel Halleck
District Three: Donna Walker
District Four: Vacant

The officers were installed by Barbara Brown, wife of NRLCA Association President William Brown.

The colors were retired by Inez Nesmoe. Everyone sang "Blessed Be the Tie that Binds", and the 69th State Convention came to a close.



(Above) Mickey Mackey chairs the business session during the Retirees Banquet Tuesday night at State Convention. (Below) WRLCA President Ed Koschalk takes part in a skit during the Retirees Banquet. Next to him is Lynda Wise, National Auxiliary Board Member.



AUXILIARY OFFICERS

PRESIDENT

MYRTLE BUCHANAN
2030 STEINMETZ RD.
CHEWELAH, WA 99109
(509) 935-8883

VICE-PRESIDENT

JANET LANGE
724 TRAILS END
LYNDEN, WA 98264
(206) 354-3372

SECRETARY-TREASURER

DELORES ROBB
6213-208TH ST. N.E.
ARLINGTON, WA 98223
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DISTRICT ONE

INEZ NESMOE
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MARYSVILLE, WA 98270
(206) 659-4923

DISTRICT TWO

HAZEL HALLECK
912 S. 4TH ST.
KELSO, WA 98626
(206) 425-4050

DISTRICT THREE

DONNA WALKER
2485 HIGHLINE RD.
CHEWELAH, WA 99109
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DISTRICT FOUR

SCHOLARSHIP

RUTH RYAN
W. 1409 PARADISE RD.
SPOKANE, WA 99204

SUNSHINE

HELEN RUDY
1625 MAIN ST. #19
FERNDALE, WA 98248
(206) 384-4987

JUNIOR OFFICERS

PRESIDENT

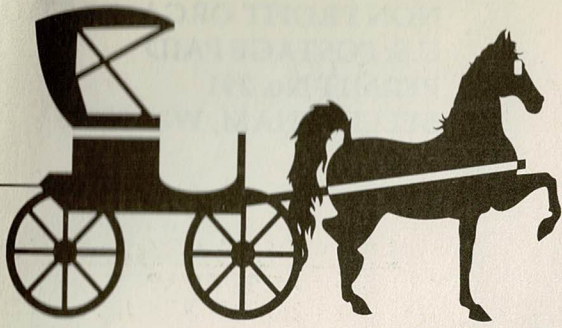
PATI SUE RYAN
W. 1409 PARADISE RD.
SPOKANE, WA 99204

VICE-PRESIDENT

CHRISTINA ENGLISH
4608 W. 4TH ST.
KENNEWICK, WA 99336

SECRETARY-TREASURER

SARAH PICICCI
1008 W. MARGARET ST.
PASCO, WA 99301



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FUTURE DATES TO REMEMBER

MONDAY, OCTOBER 10, 1994, COLUMBUS DAY

SATURDAY, OCTOBER 29, 1994, BEGINNING OF NEW
GUARANTEE PERIOD (2080 WORKHOUR)

SUNDAY, OCTOBER 30, 1994, FALL BOOSTER MEETING,
RIDPATH HOTEL, SPOKANE

FRIDAY, NOVEMBER 11, 1994, VETERANS DAY

THURSDAY, NOVEMBER 24, 1994, THANKSGIVING DAY

SUNDAY, DECEMBER 25, 1994, CHRISTMAS DAY,
POST OFFICE CLOSED MONDAY THE 26TH