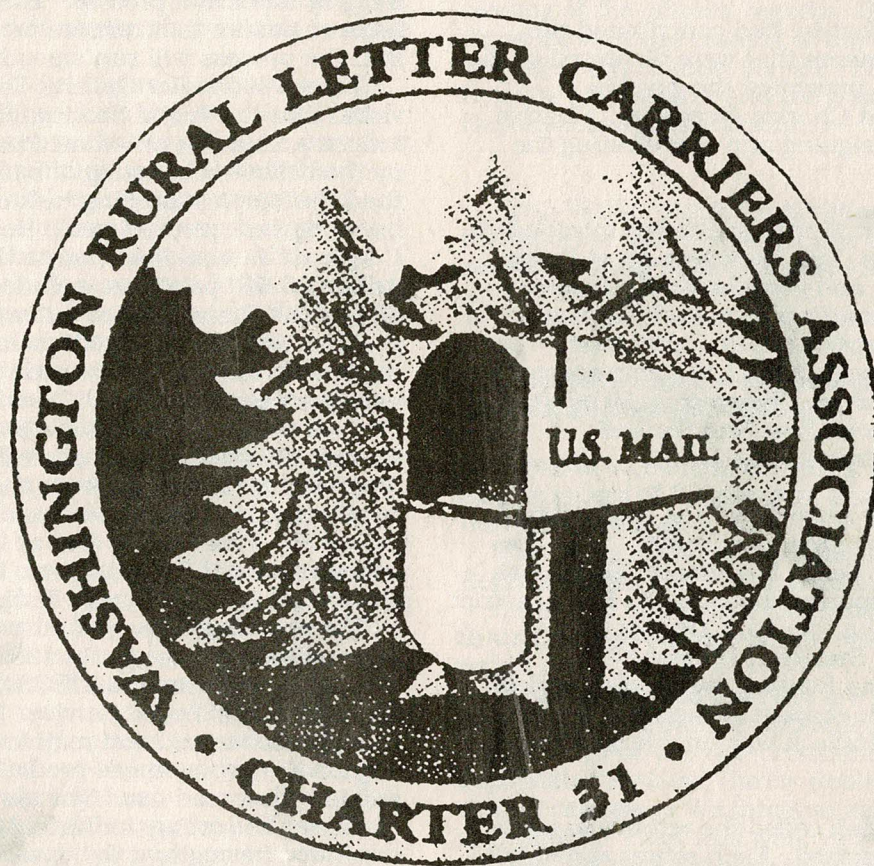


OFFICIAL MINUTES
FROM THE
89TH ANNUAL CONVENTION
OF THE
WASHINGTON RURAL
LETTER CARRIER'S ASSOC.



SPOKANE, 1995

Monday, June 26, 1995, 9:03 AM

A joint meeting of the Washington Rural Letter Carriers' Association and its Auxiliary was called to order by Convention Chairperson Jack Spangler in the Legend Room of the WestCoast Ridpath Hotel in Spokane, Washington. The Presentation of Colors was performed by Ed Koschalk and Lynn Walker. Jack led the Pledge of Allegiance, and Chaplain Neil Buchanan gave the invocation.

The addresses of welcome were given by Renee Miller, Director of Sales and Marketing for the Ridpath Hotel; Jack Geraghty, Mayor of Spokane; Ken Symbol, Spokane Postmaster; and Linda Wilson, Spokane District Manager.

Vice President Marc McIntosh gave the welcoming response, as well as Auxiliary Vice President Janet Lange. Junior Vice President Christina English gave a welcoming response also, and thanked the Auxiliary for helping with the Juniors program.

Jack mentioned that he had contributed the podium and wall banners that were displayed in the meeting room. Jack presented the gavel to Association President Charles Alexander. Charles thanked Jack for designing and contributing the banners.

Auxiliary President Myrtle Buchanan introduced the Auxiliary officers: Vice President Janet Lange, Secretary/Treasurer and Parliamentarian Delores Robb, District I Committeeperson Inez Nesmoe, District II Committeeperson and Junior Past President Hazel Halleck, District III Committeeperson Donna Walker, Sunshine Chairperson Helen Rudy, Provident Guild Director Inez Nesmoe and Scholarship Chairperson Janet Lange.

Charles Alexander introduced the Association officers: Vice President Marc McIntosh, Secretary/Treasurer Becky Wendlandt, Editor Dan Snyder, District I Representative Judith Peck, District II Representative Doug Rinehart, District III Representative Jack Spangler, District IV Representative Donna Roakes, and State Steward and Chaplain Neil Buchanan. Charles noted that Retired Carrier Joe Halleck was unable to attend the convention.

Next, Marc McIntosh called the retirees to come forward and be recognized. Each retiree stated his name and the number of years that he had served. Honored were Bob Lange, 36 years, and Dexter Nesmoe, 20 years, for a total 56 years in service.

Donna Roakes then recognized the first-time attendees to the State Convention. A total of 14 first-timers came forward and introduced themselves. Donna also mentioned that copies of Robert's Rules of Order, as well as information on individual committees, were available on the table at the back of the meeting room.

Charles introduced Michael H. Lewark, Manager of Delivery Programs for Western Area Customer Service and Sales.

Mr. Lewark began his presentation with a history of the automation program. Automation began in the early 70s with the letter sorting machine, which required 17 operators. Mail processing barcode sorters were next, which were introduced in the early 1980s. A single line optical character reader actually reads the last line of each address. It then translates this part of the address (for example, "Spokane, Washington 99299") into a five-digit barcode and prints the barcode out on a label that can then be affixed to the piece of mail.

Next came a multi-line optical character reader that reads the street address as well and determines whether or not it is a valid mailing address. This is translated into a nine-digit barcode. In order for this process to work, however, it is very important that the carriers have good "address hygiene". If addresses are improperly entered into the computer, this can be a highly inefficient process. This is where QWL/EI helps to ensure that carriers are trained correctly so that the process will run smoothly.

It was Postmaster General Tony Frank who had a vision that the Postal Service, like the banking industry, could be automated using barcodes. This method allows for sorting of batches of mail rather than the time-consuming task of individually handling each piece of mail. He developed the Corporate Automation Plan to these ends. The so-called "95-95" provision includes the goal of having 95% of the Postal Service automated by 1995. This goal has not been reached, mainly because there are many different ways to barcode mail and they have not all been implemented. The first way is the method previously mentioned, with an optical character reader. Postal customers are also able to receive barcode stickers from the Postal Service that correspond to their address and use these on their deliveries. This saves a step at the post office. In addition, now there are remote barcoding sites, one of which is being set up in Spokane.

The next step, Phase I of the Corporate Automation Plan, began in 1991. Twelve hundred delivery barcode sorters (DBCSs) were installed throughout the Postal Service. The DBCSs read these barcodes and sort mail into delivery point sequence. Two methods predating the DBCSs are still in widespread use. One system is called 876, or carrier route sorting; individual carriers sort mail randomly throughout the case. Another system is called 879, or sector-segmented mail, whereby mail is sorted into cases according to the nine-digit barcode.

In 1993, Phase II was achieved when 1,100 more DBCSs were installed at various sites. Phase III was implemented in 1994 with the introduction of carrier sequencing barcode sorters (CSBCSs).

Postal workers may want to know how they will be impacted by automation. Every office is evaluated for automation implementation feasibility, which is determined by the number of routes and employee hours at each office. Offices with four routes or less are not likely to be affected by

automation and will continue with 876, or carrier route sorting. Offices with five to nine routes will fall under the Corporate Automation Plan, and will implement carrier route or sector-segmented mail strategies, as is appropriate. Offices with ten or more routes will have delivery point sequencing.

The goal is to have 5,600 DBCSs as well as 3,100 CSBCSs; presently 2,400 delivery barcode sorters are installed. Another 1,000 delivery barcode sorters are on their way.

It was decided in the 1980s that building plants to house automation would be unmanageable due to the volume of mail going through each plant; therefore, it was decided that mail would be broken up in to delivery distribution units (DDUs) and subsequently sorted into delivery point sequence by the DBCSs.

Currently there are 36 small CSBCSs in the Seattle area, and 16 in the Spokane area. These measure only 410 square feet and they are working beautifully at a processing capability of 99.8%. The contractor plans on deploying 60 of these machines per week to the whole United States. Carriers still have the right to case the mail, but automation is available to make the job easier.

As for certified mail, certified mail detectors will separate certified mail out from the rest most of the time. Carriers may have to check and make sure that the detector is indeed picking out all the certified mail. For changes of address, Saturday mail and forwarded mail, special technologies are being developed. If anyone has any questions while they are learning the automation process, Michael stated that the delivery program is ready and available to help carriers through the transition period.

Nine of the ten fastest-growing states are in the Western area. The automation program was set up to handle larger volumes of mail using the same number of carriers. Therefore as rural routes expand (as they already have) automation will make the job easier to handle for the carriers that are presently employed; no one will be laid off.

Some of the routes are getting too big, namely the 47 and 48Ks. Although it may be difficult for some to adjust down their salaries from earning overtime, quality of worklife and customer service may be suffering. RCRs, RCAs and subs may find it too strenuous to fill in for very large routes, which could be contributing to the high rate of turnover. The Postal Service cannot afford to have a higher turnover rate than it already has.

If the postmaster, branch managers and postal employees could work together and come up with a fair salary for work done and a good benefits package, the rate of worker turnover may decrease. Postal employees have not had a raise since November 20, 1994, despite the enormous profits that the Postal Service enjoys. In the Western area alone, it costs \$11 million each day to operate the Postal Service, but the Postal Service generates \$12 million per day. The cost of mailing has increased 10% during this two-year rate cycle while the rate of inflation increases only 2-3% per year.

Mr. Lewark entertained questions from the attendees. At 11:00 AM the Convention adjourned for a coffee break and then reconvened at 11:20 AM.

Becky Wendlandt read the roll call. All delegates were present with the exception of those representing the counties of Chelan-Douglas and Okanogan. All officers were present and accounted for. Becky announced the committee assignments.

Dan Snyder then asked that the attendees contribute to a fund for Fred Ricci, an RCA who was recently diagnosed with inoperable cancer. Dan stated that he monies will be used to fund a trip to Disneyland for Fred and his family.

Charles Alexander announced that over \$700 had been donated to the Oklahoma Bombing Relief Fund during the Western States Conference, and he thanked all those who contributed.

Charles then entertained motions concerning the reading of the officers' reports. Bob Lange moved to dispense with the reading of the officers' reports with the exception of those for the President, Secretary/Treasurer and the State Steward. Brenda Hayes seconded the motion.

PASSED

Lynn Walker made an additional motion to have the report of Retired Carrier Joe Halleck read in his absence. Doug Rinehart seconded the motion.

PASSED

President Charles Alexander read the report of Retired Carrier Joe Halleck:

National Vice President Roger Moreland, Officers and Members of Washington State Rural Letter Carriers, greetings to all.

This is the report of the Retired Carriers' Representative and P.A.C. Director.

Since it is impossible for Hazel and I to be at this State Convention, will do the next best and send my report in.

We of the Retired Carriers are very sorry that none of the retirees from the Spokane area would volunteer to be the vice president of our group. So Past State President Harley Robb is representing the retired carriers of Washington state at this convention. Treat him well, you will need all the help you can get in the months and years to come protecting your jobs and benefits. In some of the reports I read, there are a few who do not think that we should be at any conventions at all.

As for P.A.C., we did fairly well with all the help I received collecting the money. As of May 10, 1995, I was able to turn in to National P.A.C. Fund the sum of \$1,687.00. Please give until it hurts now so we can go over the \$2,000 mark for the state of Washington.

Now on a personal note, Hazel and I wish to thank you for all the beautiful cards and letters we

received when we celebrated our 50th anniversary in March.

I also wish to thank you for your prayers, cards, flowers and personal visits you have given to Hazel on her road to recovery from her stroke. She has a long way to go, but every day she is showing some improvement. The doctors now say that it will be six more months before they can tell us how long she has for complete recovery.

Thank you for all the help you have given to me, it has been a great year.

Respectfully submitted,

Joe Halleck

Retired Carriers' Representative and
Political Action Committee Director

Charles mentioned that Joe Halleck was unable to attend due to his wife's illness.

President Charles Alexander then presented his annual report:

Fellow officers, delegates, members of the Washington Rural Letter Carriers' Association, guests and friends:

It has been my privilege to have had the honor to serve as your president this past year. Thanks to the teamwork, dedication and sacrifice of your State Board, county officers and everyone involved in the steward program, our Association has been able to make giant strides forward to prepare for whatever new challenges await us in the rapidly approaching twenty-first century. I have tasked myself to help your leaders to define and stay focused on the priorities necessary to underpin a vision of service, readiness and constant improvement. I hope you will feel as I do that their efforts were indeed noteworthy.

The biggest challenge and accomplishment of the year just past was the major revision of the state's steward program to create multiple assistants for the state steward. At the beginning of our year in July 1994, I found myself in the unenviable position of responsibility for nearly all of the assistant state steward tasks on the west side of the state. Since approximately 75% of Washington's rural carriers live west of the Cascades, the job would have been difficult even without my duties as state president. Clearly there was an immediate need to select and train additional stewards. The Board, in conjunction with the state steward, agreed that since assistant state stewards would be certified for the entire state, the union would have more options for representation than would have been possible with area stewards confined to specific offices. Four new assistant state stewards were selected on the basis of qualifications, willingness to serve and geographical location. These four, in conjunction with myself (as senior assistant state steward) and the state steward, attended a three-day training in Puyallup in January. Each of us researched and presented an assigned topic, the details of which are covered in the senior assistant state steward's annual report.

The transition from one assistant state steward to five has gone relatively smoothly. From the beginning

we realized the value of sharing problems and information to build greater collective strength. I have tasked myself to assemble a newsletter of sorts specifically aimed at helping the other assistants stay up to date with labor/management issues. In addition, we all receive periodic mailings from Leo Root, the National Director of Labor Relations for the NRLCA.

There are four things that all Washington rural craft employees can do to make our state's steward program run at optimum efficiency:

- Elect and utilize a local steward
- Rely on the assistant state steward assigned to your area when a local steward is unavailable.
- Take responsibility for knowing your contract and work rules.
- Demonstrate the courage and commitment to resolve your own problems through discussion, QWL/EI, or by filing grievances.

Along with the new assistant state steward system for Washington, we can look forward to a totally revised program for local stewards. Beginning in January of 1996, there will be a phasing in of a new nationally standardized training program for local stewards. After being elected or reelected, local stewards will be required to successfully complete the new course before they will receive their certification for the state steward. Our state will be receiving a \$3.00-per-route reimbursement from the NRLCA to help defray some of the costs for the new training. Barbara Elliott, State Steward of California and National Steward Task Force member, clearly stated the philosophy of training local stewards when she wrote, "The goal and concept of the \$3.00-route reimbursement is to encourage the states to train local stewards. The NRLCA is the only Union to bear the majority of the cost of grievance handling. Our previous system of using area, assistant state and state stewards to process the majority of the grievances directed the cost to the individual states. We are getting too big to continue to do this, and it is a financial burden on the states. With the increase of grievances in our craft due to growth, and the changing USPS culture, this is simply not fair. The USPS pays its fair share for the other crafts because they utilize the local steward payment provisions but do not have to for the rural craft because we have had so few local stewards. It is for this reason there is an incentive to train local stewards." Your State Board realizes that the coming year will generate significant excess local steward training costs beyond the expected \$3,200 reimbursement from the NRLCA. It is expected however that the long run gain from having a well-trained cadre of local stewards will far outstrip any short-term financial burden.

I am proud to be able to report to you that thanks to diligent planning, thorough review, dedication, and sacrifice, your State Board has been able to more than meet its pledge to operate under a balanced budget. To ensure that the WRLCA finished well in the black, every officer absorbed many of his/her own expenses. I do not expect, nor would I advocate that similar sacrifices continue into the following year. None of us felt comfortable with the minimum contribution to reserves achieved in

recent years, and thus we were all willing to do what was necessary to dramatically reverse the downward trend.

The trend has been reversed and now we have a better concept of what constitutes a reasonable estimate of likely expenses. Thanks to exceptional effort by your secretary/treasurer, Becky Wendlandt, the state board now has a reliable system of forecast and review to responsibly establish expenditures in relation to income. Unlike the federal government, we will live within our means.

I hope all of you who are delegates to this State Convention seriously consider several important board recommended changes to our Association's By-laws. The existent two-tier system of expense reimbursement has no place within the working rules of our state Association. No arbitrator mandated that some who serve this Association should receive actual expenses while others are only paid \$50.00 per day for food and lodging. We have the responsibility to rectify this inequity with our votes, the same as we did for the similar disparate funding for national delegates. The new proposal by the Board encourages discretion without demanding sacrifice. I hope you will give it your sincere consideration.

After two years of planning and nail biting, the Western States Conference finally took place this past April in Seattle. A large part of the success of this once-every-ten-years' conference must be attributed to the excellent work of the WSC committee, composed of volunteer Washington state rural carriers, listed by name in a previous report, who selflessly gave time, money and effort to contributing to one of the best conferences ever held. In fact, the State Board had budgeted \$2,500 towards the conference, but because of sales of various items and contributions from county units and individuals, we were able to pay all expenses and still have \$1,000 left to use toward the State Convention expenses this year.

In March, the Board attended the Area Officers' Conference in Las Vegas. Incidentally, the reason Las Vegas is chosen as a meeting place is that hotels and meals are less expensive in Las Vegas. At the conference, your Board told National Secretary/Treasurer Sharon DeLarme about priority items of special importance at the contract negotiations that will begin in the fall. At county meetings, the Board had asked for your input, and some of the items we heard you emphasize were having a substitute for each rural route, putting penalties into the contract if rural carriers are forced to work their relief days, and equalizing the pay disparity for RCAs.

At the Presidents' Legislative Conference in Washington, D.C. in April, I visited almost all of Washington state's senators and representatives or their assistants, if they were not available. One member of Congress, Richard A. White, would not make time for me. When I called his office, his assistant said that five different postal groups had met with Representative White, and that if I wanted to meet with him, I should come to his district. Needless to say, I was surprised at this reception,

since every other senator and representative made time for a visit.

Presidents from across the nation asked the elected representatives to reconsider changing the formula for retirement from high 3 to high 5, to give EMA relief for L-route carriers who now have to pay taxes on some of their mileage allowance, and to listen to Postmaster General Marvin Runyon in his plea for commercialization instead of privatization. It looks as if we were unsuccessful in our pleas for keeping the high 3 formula, and it may be that we shall be paying more toward retirement in the rush to balance the budget. I would urge all rural carriers to keep in touch with your representatives to keep them informed of issues important to the Postal Service and to us. I do thank the Auxiliary for their support in writing to Congress on our behalf.

I feel it is important that all rural carriers have a chance to be leaders in the WRLCA. To that end, each of us who has been given the opportunity to serve in a leadership capacity for the WRLCA should accept as a primary responsibility the encouragement and training of our potential replacements. Networking is encouraged and desired, and people who attend the State Convention, the Western States Convention and the National Convention often come home enthusiastic and encouraged to become a part of the leadership of the Association. Largely because of the efforts of Becky Wendlandt, your state secretary/treasurer, and the efforts of the ad hoc trainers, we now have a large membership that will enable us to send at least 15 Washington state rural carriers to the National Convention in New Orleans. Once people begin attending national conventions, they usually become hooked and continue attending.

The Board continues to actively support county meetings by having at least one officer in attendance, usually the district representative for the respective county. County meetings are the backbone of the organization, for information and networking can occur in a large degree at this level.

I have enjoyed being your president his year. I fell that I have learned more about rural carriers and the Association during this time than ever before, and I thank all of you for your support and help.

Respectfully submitted,
Charles Alexander
Association President

At the conclusion of the president's report at 12:05 PM, the meeting adjourned for lunch. The meeting reconvened at 1:20 PM. Becky Wendlandt read the roll call. All delegates were present and accounted for with the exception of those representing Chelan-Douglas and Okanogan counties. All officers were present with the exception of Editor Dan Snyder.

Resolutions Committee Chairperson Kay Smith stated that if there were any more resolutions to be submitted to the Resolutions Committee, they should be forwarded immediately for consideration.

The convention adjourned at 12:00 PM for lunch. When the meeting reconvened, Secretary/Treasurer Beckly Wendlandt read the roll call. All delegates and officers were present and accounted for with the exception of the delegates from Chelan-Douglas and Okanogan.

Next, State Steward Neil Buchanan presented his Annual Report:

NRLCA Vice President Roger Moreland, officers, rural carriers and friends:

This should be my twenty-fourth annual report to the members and delegates of the Washington Rural Letter Carriers' Association.

We had about a year of relative quiet and absence of discipline in the rural craft during the period of time when the postmaster general declared "we will not have budgets, we won't talk about budgets" and so on. At the end of that quiet period when the budget returned, it seemed that managers just felt the need to strike out in response to the pressure they were subjected to. Now, I heard several postmasters say that when they started having those budget meetings and the managers pleaded that it was impossible to meet, they were told by their bosses that they would be subjected to discipline if they failed to meet.

We continue to handle most problems including proposals to discipline short of the grievance procedure and when it is necessary to file a grievance we resolve most before it becomes necessary to appeal to Step 2B or Step 3. Since last June we have found it necessary to appeal twenty-four grievances to the area level. Of these, thirteen were to appeal discipline grievances and eleven were contract disputes. Four of the discipline grievances were for removals, and of those four, two have returned to work. Our area representative was successful at 2B in getting one returned to work, the other was arbitrated and that was successful. The remaining two removals have been appealed to regional arbitration. Because they were appealed to arbitration doesn't mean they will be arbitrated. I don't know if that decision has yet been made.

My single biggest concern or fear of discipline is the rampant falsifications of the rural carrier official time record, the 4240. We had one real scare with this very problem this year, fortunately it did not result in removal. That is what was threatened and it could have happened. There is only one penalty for falsifying a time record, and that penalty is removal. They won't consider anything short of removal; no letters of warning, etc.

Excuses rural carriers use for falsifying the 4240 are as varied and diverse as there are different car models on our roads and highways. They vary from the need to stay under 2080 work hours to why should I record a break as part of my lunch period. None of the other crafts have to do this. From the Stewards stand point being 20 minutes late for work is defensible; however, being 20 minutes late and recording on time on the 4240 is very, very difficult to defend, because that is falsification.

As you know at last year's State Convention there was talk of additional assistant state stewards. At the time we had one assistant state steward. We now have five assistant state stewards. All but one of these is a member of the Board.

It seemed abundantly clear soon after Charles and the Board appointed the additional assistant state stewards that this state steward's authority and responsibility would soon be history. There were some pretty stormy discussions about this. I was told that I was very poor at delegating authority. My position was, I'll be happy to delegate authority, I just don't want it all taken away before I am comfortable with where it is going and how it will be used. Fortunately we were able to work through this difficult period and as of this writing I think we are working well together. I kid you not, every one of these individuals is strong willed. But, would you want your steward to be any other way?

The assistant state stewards, especially the three on the west side of the state, have picked up a tremendous work load. I think every one of them has felt at times it was overwhelming. All the assistant state stewards have demonstrated wisdom and skill in dealing with the problems they have taken on. In hindsight, it is hard to imagine what it would have been like these past couple months without them!

Becky, the county secretaries, the ad hoc trainers, officers, and many more have done an outstanding job recruiting new members thus helping income; however, many of the dollars to finance the new steward program have come right out of the state steward's budget.

It was not an easy thing to do to fit the cost of the new stewards into the budget. All the stewards and the board members were persuaded to donate time and resources in order to balance the budget. Donating especially when you are convinced that it should not be necessary gets old. Donating to this union reminds me of the saying, "It's kind of like peeing your pants, you get a nice warm feeling, but it doesn't last long."

The Board has proposed a number of Constitution and By-Laws changes for the delegates to consider at this convention that again call for donations. Several years ago the Board proposed, the delegates accepted and passed regulations that had the intention of making working for this union a no-gain, no-loss situation. Now that we have five assistant state stewards and an active board, it has become an issue, because the state steward was allowed to break even while the rest donated expenses.

I'll be the first to say that is a situation that is wrong and should be fixed. My problem is the remedy put forth. Instead of making it possible for all to break even, it is bring the state steward back into the donating category with the others. I see a parallel with the RCA serving the 35-hour auxiliary route in an office with routes up to and including 48Ks. "It is only fair that we equalize all the routes." If we do that all would be able to have 43K routes including the RCA who then can go regular. This union has never supported route equalization and I doubt that it will very soon. I'm sorry, but I refuse

to accept that dues are too high in an organization where more than half the members earn over \$40,000 per annum and dues are far less than 1% of salary.

While working on behalf of the rural carriers of this state I have taken 117 days LWOP and driven approximately 14,088 miles. I attended only two county meetings on the west side this last year. I was able to attend all four district meetings. I prepared and conducted steward training (labor relations) in conjunction with each of the district meetings. Please consult Becky's budget report for the balance of my financial report. Some other assignments I didn't mention in the report, but I probably should mention: I am still a member of the Spokane DJSC; my term expires in November. I was appointed to the Employee Opinion Survey AC, but I was convinced that any time anything came up with employees the district manager could say, "I have a committee working on it." But since attending a few of those meetings and performing some tasks, I am happy to report that this is a reactive committee and they have every intention of correcting some problems that have been presented to us. For instance, 18% of the carriers reported that good works were properly rewarded and poor conduct was properly corrected. That means that 82% felt that good work was not recognized, and poor work was tolerated. This committee gives employees a chance to get things corrected, and it has my stamp of approval.

Since I seldom get into Seattle or Portland anymore, I miss meeting, exchanging views and maintaining the good friendships with the managers that were built up over the years.

Bob Nelson, Manager of Operations Program Support for the Seattle district, again asked me to lead the mail count training to be put on jointly in the Seattle district. Spokane and Portland districts are also conducting joint training. I expect to be involved in all the Spokane district joint training and although I was involved in the preparations for the Portland training, scheduling prevents me being involved in their joint schools. Assistant State Steward Donna Roakes will take part in the two trainings that are scheduled to take place in Longview, Washington, so the Washington carriers in southwest Washington will have one of our own helping put on the classes there. And having been involved in the preparation of the agenda, I would have to say that Portland really did a good job of training, and I mean that sincerely.

By putting on the mail count schools jointly, the Postal Service picks up almost all the costs. I say costs. This is probably some of the best money the Postal Service spends and it has for the past two years resulted in the most trouble-free counts we have experienced.

At last year's National Convention, a dues increase and resolutions were passed with the intentions of establishing a modernized steward training program.

It was decided that all current local and area steward certification would end as of December 31, 1995, "at the end of this year." While I believe it is true that all stewards taking office hereafter must be trained and establish some knowledge of the job by

passing a test, I doubt that we will terminate all certification on the announced date.

The task force is planning for training the trainers during October and whereas it may be possible for the states to have completed the local steward training by the end of the year, I suspect it may not happen. Sometimes there is mail to deliver in December and sometimes we have winter at this latitude.

The Spokane district manager, Linda Wilson, agreed to fund the Arizona version of rural STS training for the Spokane district. I was privileged to attend the first class taught by our own Becky Wendlandt and C.S.A. John Wozniak. Very good training and obviously much needed. Spokane's main objective with this training is to teach managers how to manage rural delivery; however, they are including a few rural carriers in each of these classes. This benefits the training by bringing in the rural carrier view; it also is very beneficial to the rural carriers who get the training. Now I would like to say a little about that training, about how much it is needed everywhere. If I had been a higher level manager sitting in the corner observing, I think I would have been hanging my head in shame. It was a safe environment, as it should be, and managers were free to ask any questions that crossed their minds, and did; but by doing so, they displayed such abysmal ignorance of rural delivery, I wondered how we could have survived to this point. I mean to tell you, rural carriers have been self-managed, and I worry about these managers that have had a smattering of knowledge in rural delivery. If they are ever told to manage the routes, we may have more headaches as a result of it than if they were not used to step in and manage rural routes.

At a recent board meeting President Charles Alexander asked me what my retirement plans were. He didn't make it sound like the sooner the better. Anyway, my hope is to work until June 19, 1997. If I should enjoy my present good health through that time frame I shall feel fortunate indeed. June 19, 1997 would give me 32 years service with the Postal Service plus two years service with the U.S. Army for a total of 34 years credit. My hope is that our Washington, D.C. legislators do not dilute the retirement system benefits in the meantime.

I guess I could go on and on and my friends say I do, so I will wind this up.

I have to admit to giving serious consideration to resigning this position a couple times this year. Whenever I got close to making that announcement, I always got strong urging from rural carriers that I admire and trust to stick it out and to go for the announced retirement date. I thank those good friends.

It is truly a privilege to serve the good rural carriers of this state. I hope my service is found to be satisfactory.

Respectfully submitted,
Neil Buchanan
State Steward

Next, Secretary/Treasurer Becky Wendlandt read her Annual Report:

This year concludes my second year as your secretary/treasurer. I hope you feel that I have represented you well. For the salary you have paid me (\$400 per month) you have received 1,098 hours at board meetings, on the phone and in the office. The board budgeted my 51 days of LWOP that I used with a minimum of ten-hour days. I have also used 14 of my own LWOP days in the office and seven annual days for the National and State Conventions that were not reimbursed. I also lost a total of four days from lost sick leave and annual that were not reimbursed. Like many of your officers I made a commitment to you not to be over budget this year and because the Board knew it would not receive one-fourth of the dues withholding for reliefs till next year, many of the board members gave and gave. We have hit that goal and will be in the black this year; however, I do not recommend the loss of LWOP in the future for any board members outside of State and National Convention of which all of you have donated your time to attend.

My goal for this year was to not only be on budget but increase membership to 1,600. My first year, 1993-94, we ended at 1,342 members. This year we hit 1,633 members, almost 300 more. I sent three mailings to nonmembers this year, with a letter and dues withholding form. A big thanks goes to the ad hoc trainers for their diligence in recruiting the new hires, and they have really done a great job. As of April, we still have 171 nonmember regular carriers out of 896. We also have 501 nonmember relief carriers out of 996 total. I feel we can go to 1,800 in membership if everyone helps. You can help by checking with your fellow employees to see if they would like to join, especially the new hires.

Another goal I started out with this year was to make sure our state and counties were meeting all the requirements of the Department of Labor and IRS. All have filed correct LM reports and we are now in the process of making sure every county has a constitution and by-laws on file. So far out of the 15 counties we have six on file. The rest have been working on theirs and plan to get them completed in 1995. Many of the counties could not find theirs and had to draw up a new one that had to be ratified at their county meetings. These county secretaries deserve a big thanks for their efforts on this not so little task. I feel confident we would pass all audits with flying colors.

Now to the "B" word. Yes, budget was the main topic at all our board meetings. I am so proud of your Board. Each line item on the five pages of financial report was reviewed at each meeting. Because of this time spent, we were able to plan training for the new assistant state stewards as well as mileage and per diem paid for a steward training at this State Convention. I feel we have the best financial budget in the nation and can use this as a tool for future planning and training needs. I just wish I was this detailed in my own budget because I know it is the key to succeed financially. I feel very strong on having a detailed financial report and

budget because it is not just my money but All Of Our Money and we owe it to each member to spend each penny wisely. Part of my report will be to go over our 11-month statement to you and open it up for questions.

This year has been an ongoing learning experience. From last year not knowing how to enroll members or create committee folders for the State Convention, to reviewing all that I did and trying to improve it. I have used my own computer to create forms for letters, committee instructions, reports, etc. This year the Board purchased a 486 computer (commonly referred to as "the Rat") and all that remains to be done is to input membership and create financial records and software to fit our needs. This will be a tremendous job but once done can travel to each new secretary. In the future, the state may want to consider splitting the job of secretary and treasurer to two positions. It would cost a little more in terms of national training and board meetings but many states growing such as ours have found it necessary to recruit new secretaries and treasurers. Yes the job is a large one and a challenge which I to the most part enjoyed; however, most people have a real life and might not want such a large challenge.

I want to thank the Board for their support of this union, their many hours of hard work, and their friendship that has grown throughout the marathon board meetings and working together this year. I also want to thank those of you who have encouraged me. Those little notes and someone saying thanks goes a long way. To the county secretaries and other county officers I say thanks, you are appreciated! I would like to now go over the financial report and answer any questions.

Respectfully submitted,
Becky Wendlandt
Secretary/Treasurer

WASHINGTON RURAL LETTER
CARRIERS' ASSOCIATION
Financial Report, Dues Year 1994-95

July 1, 1994 through May 31, 1995 (Eleven Months)

CASH INCOME:

Cash Dues 1994-95	\$ 8,002.00
Cash Dues 1995-96	\$ 2,706.00
Natl Reg & Relief Dues Wht	\$ 131,104.91
Natl Retired Dues Wht	\$ 5,493.45
Natl General Insurance	\$ 23,026.00
NRLCA-Refund Pres.Stew.Sec.Conv.	\$ 150.00
NRLCA-Refund Natl. Secty Training	\$ 500.00
NRLCA-Refund Natl. Stew. Training	\$ 1,100.00
NRLCA-Refund Area Officers' Mtg.	\$ 1,400.00
Checking Account Dividends	\$ 847.00

TOTAL CASH INCOME: \$ 174,329.56

CASH EXPENSES:

Per Capita Expenses:

National Per Capita Dues 1994-95	\$ 3,104.00
National Per Capita Dues 1995-96	\$ 1,307.00
County Per Capita Dues	\$ 7,521.00
Auxiliary Per Capita Dues	\$ 9,684.00
Western States Per Capita Dues	\$ 330.40

Total Per Capita Expenses \$ 21,946.40

Meeting Expenses:

Fall Booster	\$ 351.26
1994 State Convention	\$ 696.24
1994 National Convention Delegates	\$ 11,130.25
Board Meetings (4)	\$ 4,766.87
Mail Count Meeting	\$ 38.75
1995 State Convention	\$ 3,503.54
District One Meeting	\$ 216.94
District Two Meeting	\$ 216.94
District Three Meeting	\$ 250.85
District Four Meeting	\$ 262.32
Area Officers Meeting	\$ 2,993.37

Total Meeting Expenses \$ 24,427.33

Other Expenses:

Accounting Fees	\$ 1,760.00
Mike Watson, Retainer	\$ 1,200.00
Dues Refund	\$ 163.00
Contracts/PO 603 (Less \$ collected)	\$ 57.79
Memorial Gifts	\$ 52.92
Payroll Taxes	\$ 5,297.48
Membership Promo (Mag signs)	\$ 584.76

Total Other Expenses \$ 9,115.95

Equipment Fund:

Xerox copier	\$ 873.70
Computer, printer, software	\$ 1,827.88

Total Equipment Fund \$ 2,701.58

President Charles Alexander's Expenses:

Copier	\$ 35.47
Postage	\$ 131.92
Office Supplies	\$ 25.74
Per Diem	\$ 250.00
Phone and Long Distance	\$ 317.94
Mileage - Air	\$ 529.00
Mileage - Car	\$ 142.00
LWOP (1) Natl Convention Seminar	\$ 167.42
LWOP (2) Area Officers' Meeting	\$ 169.09
LWOP (2) Office	\$ 338.18
LWOP (4) President Seminar	\$ 676.36

Total President Expenses \$ 2,783.12

Vice President Marc McIntosh's Expenses:

Postage	\$ 14.18
Office Supplies	\$ 8.26
Phone & Long Distance	\$ 188.45
LWOP (1) Area Officers' Meeting	\$ 169.90

Total Vice President Expenses \$ 380.79

Secretary/Treasurer Rebecca Wendlandt's Expenses:

Postage	\$ 1,935.57
Printing	\$ 1,918.45
Phone & Long Distance	\$ 1,056.13
Mileage - Air (Natl Sec Training)	\$ 481.00
Computer Supplies	\$ 71.25
Copier Supplies	\$ 243.00
Office Supplies	\$ 359.96
Checking Account Fees	\$ 66.90
Salary:	\$ 4,400.00
Total LWOP 50	
LWOP (4) National Training	\$ 526.09
LWOP (5) Lost Annual/Sick Leave	\$ 655.11
LWOP (1) Area Officers' Meeting	\$ 131.88

Total Secretary/Treasurer's Expenses \$ 17,195.09

Editor Dan Snyder's Expenses:

Office Supplies	\$ 39.22
Salary	\$ 2,200.00

Total Editor Expenses \$ 2239.22

Washington Rural Carrier Expenses: (3 Issues)

Postage	\$ 1,128.03
Printing	\$ 2,894.15

Total Carrier Expenses: \$ 4,022.18

District One Judith Peck's Expenses:

Postage	\$ 22.62
Phone	\$ 145.45
Mileage	\$ 37.75
LWOP (1) Area Officers' Meeting	\$ 169.90
LWOP (2) Board Meetings	\$ 339.80

Total District One Expenses \$ 715.52

District Two Doug Rinehart's Expenses:

Postage	\$ 35.00
Phone	\$ 29.18
Office Supplies	\$ 86.16
Mileage	\$ 77.00

Total District Two Expenses \$ 227.34

District Three Jack Spangler's Expenses:

Postage	\$ 4.25
Phone	\$ 86.60
Office Supplies	\$ 20.75

District Three Expenses \$ 111.60

District Four Donna Roake's Expenses:

Phone	\$ 208.15
LWOP (1) Area Officers' Meeting	\$ 154.45

District Four Expenses \$ 362.60

Retired Carrier-PAC Joe Halleck's Expenses:

Postage \$ 61.10

Total Retired Carrier Expenses \$ 61.10

State Steward Neil Buchanan's Expenses:

Postage \$ 345.10

Office Supplies \$ 32.94

Subscriptions \$ 86.00

Regular Phone & Long Distance \$ 2,841.78

Cellular Phone \$ 631.60

Mileage - Air \$ 1,116.60

Mileage - Car \$ 2,595.75

Motel \$ 1,059.65

Meals \$ 740.88

Copier: \$ 236.50

Total LWOP 103:

LWOP (51) Office \$ 8,126.92

LWOP (11) Natl Training & Conv. \$ 1,783.61

LWOP (1) Area Officers' Meeting \$ 169.09

LWOP (2) Western States \$ 338.18

LWOP (31) Travel Steward Business \$ 5,023.11

LWOP (7) Lost Annual \$ 1,108.82

Salary \$ 6,050.00

Total State Steward Expenses \$ 32,286.53

Steward Training Expenses:

District One Steward Training \$ 959.34

District Two Steward Training \$ 591.47

District Three Steward Training \$ 231.85

District Four Steward Training \$ 506.85

1995 State Conv. Steward Trng. \$ 346.63

Steward Training Supplies \$ 421.41

Specialized Asst. Steward Trng. (1) \$ 1,327.73

Specialized Asst. Steward Trng. (2) \$.00

Total Steward Training Expenses \$ 4,385.28

Senior Assistant State Steward Charles Alexander's Expenses:

Subscriptions \$ 52.00

Phone & Long Distance \$ 1,954.46

Postage \$ 131.68

Copier \$ 570.27

Mileage - Air \$ 631.00

Mileage - Car \$ 765.25

Per Diem \$ 300.00

Office Supplies \$ 142.66

Salary \$ 2,500.00

Total LWOP: 32 (As Steward)

LWOP (2) Lost Annual/Sick Leave \$ 336.51

LWOP (13) Office \$ 2,191.49

LWOP (12) Travel Steward Business \$ 2,029.07

LWOP (5) National Training \$ 845.45

Total Sr. Asst. St. Steward Expenses: \$ 12,449.84

Asst. State Steward Judith Peck's Expenses:

Mileage \$ 194.78

Phone \$ 507.96

Postage \$ 34.86

LWOP (7) Travel Steward Business \$ 1,186.82

Total Asst State Steward Expenses \$ 1,924.42

Asst. State Steward Melanie Boothby's Expenses:

Postage \$ 116.08

Office Supplies \$ 180.74

Mileage \$ 230.10

Phone \$ 337.95

LWOP (1) Office \$ 155.61

LWOP (4) Travel Steward Business \$ 622.44

Total Asst. State Steward Expenses \$ 1,642.92

Asst. State Steward Marc McIntosh's Expenses:

Mileage \$ 79.25

LWOP (4) Travel Steward Business \$ 676.36

Total Asst. State Steward Expenses \$ 755.61

Asst. State Steward Donna Roake's Expenses:

Postage \$ 53.21

Office Supplies \$ 81.06

Mileage \$ 152.00

Phone \$ 175.12

LWOP (3) Travel Steward Business \$ 492.57

Total Asst. State Steward Expenses \$ 953.96

TOTAL CASH EXPENSES: \$ 140,688.38

Total All Income \$ 174,329.56

Total All Expenses \$ 140,688.38

**Income Over Expenses,
7/1/94 to 5/31/95** \$ 33,641.18

Bank Reconciliation:

Spokane Postal Credit Union:

Beginning Balance \$.00

Check Overstated \$.20

Check Out 1993-94 \$ 8.00

11-Month Profit \$ 33,641.18

Ending Balance \$ 33,649.38

(Checking Balance: \$ 28,291.93

Savings Balance: \$ 5,357.45)

Atlanta Postal Credit Union:

Beginning Balance \$ 41,204.06

(Includes Profit from 1993-94)

Dividends \$ 1,182.49

Ending Balance \$ 42,386.55

(All in Savings)

(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

It has been both a very rewarding and frustrating year. I felt that the members of this Union had voted for a board that would be financially responsible and set up a budget that could be used for future boards. The board was a pleasure to work with and Charles did an excellent job of using the QWL/EI process at the Board meetings.

The budget was the biggest problem area we had to deal with. How do you allocate members dues the best way possible? Some have voiced their concern about cutting the Steward program too much, others not enough. The approach I feel we used was to get several people trained so they wouldn't suffer burnout. This Union has relied for too long on Neil to solve all their problems. With Neil having given the Board a retirement date, we had to take some action. This is why we trained several assistant state stewards. The Board felt we could only afford to pay for lunches at the district steward training sessions. We ended up having enough in the treasury to pay our stewards better at the State Convention training. I hope everyone takes advantage of this. We also had enough to do another concentrated training session for assistant state stewards. The long range plan is to avoid having to pay LWOP for travel for grievances. We still insisted that Neil attend and do the work on all removal grievances. The new steward program puts the emphasis on local stewards which the post office has to pay and cost the union basically nothing except maybe postage and telephone charges.

The Board faced a one-time occurrence of only three payments from RCA's being on dues withholding. We won't face this next year. The one-time sacrifice was worth it. It cuts down the long-term work for the state secretary. It also makes it more affordable for RCA's to belong to the union. Becky has really pushed the nonmembers to join and it looks like she made her goal of 1,650 members. A job well done.

The frustrating part of this year has been seeing how much sacrifice officers and others involved in the union have given. Donna and Charles were terrific about attending every district meeting. An even bigger thanks goes to their mates Steve and Pat. I hope you notice nobody claimed hardly any mileage. An even bigger sacrifice was made by Becky who is working under the FIRS retirement program. When she takes off a day of LWOP she misses the matching part of the FIRS program that the post office matches. She contributed \$1,000 less because of her union job and \$333 of that \$1,000 would have been the free matching money. When you compound that

amount out in the future you are really talking some serious money. Because of this problem, I introduced the idea of establishing a 403B program for board members that have to take LWOP and employees of this union. We won't have the matching that the post office has but at least some money can be set aside tax deferred much like a person who will retire under the CSRS system who has a TSP plan but can only put in 5% of their base pay as a maximum. Again we made a promise to our members that we would balance the budget and get the union headed in what we feel is the right direction.

Who knows what the next year will bring. I was involved in a high speed wreck a few days before writing this report and it makes me question myself about why I make some choices that I have made, when I have no real reason not to be golfing all the time, spending more time with my family, and becoming less involved with others and taking care of just me. Enough reflection, I want to thank all the board members for all their help and encouragement. I want to thank Neil for working hard to stay in his budget and for the legacy for rural carriers with an excellent cadre of trained stewards to carry on the work of the union.

Respectfully submitted,
Marc McIntosh
Association Vice President

ANNUAL REPORT OF THE EDITOR

Delegates, guests and fellow officers:

Another interesting and busy year as your state editor has come to pass. I didn't do much traveling this past year. Attended a couple of SKI and Skagit-San Juan county meetings, fall booster, an area officers' meeting in Las Vegas, and a couple of board meetings. Missed two board meetings due to family outings that had been planned long before the board meetings were ever scheduled. Again this year, I did not bill the union for any LWOP for doing the paper, using annual leave instead, and I turned in no phone bills and claimed no mileage for the paper. I let the editor salary somewhat cover that.

Despite the 1994 Congressional elections, there seems to be some good news for the USPS. For one thing, the push to privatize the post office seems to have died down. There is a minority of GOP Congressmen who still have a strong dislike of the USPS, such as Dana Rohrabacher of California, and Phil Crane of Illinois. Luckily, theirs is not a strong, prominent group. Rohrbacher doesn't see a need for universal mail service. He says that if it's too expensive to deliver to some small town in North Dakota, for example, then those residents can do without. Phil Crane annually submits a bill to sell off the USPS, but it goes nowhere. One of our friends in the Senate is Ted Stevens (R) of Alaska. Any changes that come from the House would probably hit a brick wall in his Senate Committee. A surprise to me when I read the article in Federal Times was that Postal Rate Commission Chairman Ed Gleiman is opposed to selling off the USPS. He

feels that many mailers would not like the rates set by a private operation. Seventy-six percent of the mailers surveyed said that the USPS represents the best service and price. Many of United Parcel Service's rates, for example, are much higher than our Parcel Post. Mr. Gleiman doesn't want the USPS tinkered with.

On the financial side of things, our employer seems to be doing good, according to an article in Federal Times. We are setting new records in volume, finance and service. Volume is increasing, and expected to keep growing. That's good to hear with a four-week mail count coming up. With the high level of service that rural carriers provide, I expect the Postal Service to continue to improve financially.

It's been a pleasure working for you as your editor, and I look forward to serving you again in that capacity.

Respectfully submitted,

Dan Snyder

Washington Rural Carrier Editor

THE ANNUAL REPORT OF DISTRICT I REPRESENTATIVE

Welcome all fellow carriers, honored guests, Auxiliary, state officers and delegates. We are here at our annual meeting to learn and conduct the business of this Association. Welcome to those who are attending for the first time, I am sure you will enjoy all of the convention.

Thank you to all individuals who worked so hard in planning this meetings. I am sure everyone in attendance will enjoy the great accommodations, events and business during this 1995 State Convention.

In the past two years as your District I representative, I have attended your county meetings, board meetings, count seminars, labor relation trainings, annual meetings and state officers' meetings. I am impressed with your dedication, search for knowledge and voicing of concerns.

This past year, as a member of the Board of Control for the Washington Rural Letter Carriers' Association, I have seen all of your officers working diligently to meet the needs set forth by you, the membership. We have dealt with many issues, some new, and others that have been ongoing for some time now. The dedication of all the members of your Board of Control is impressive. I applaud all of you who spend so much time working for this Association and each member. The Board is dedicated to providing each and every member of this Association with the knowledge you need to perform your jobs, solve your individual problems, create solutions to problems of the State Association, develop a budget, work diligently to stay within that budget, improve membership and make sure each and every one of you is informed.

We started the year with developing a budget. Each board member was to look at their respective position, look at the expenses and see where we could improve and save money. Our goal was to use the available funds efficiently to meet the needs of

you, the members. Each member of the Board made sacrifices personally to meet this goal and I commend each and every one of them.

As you know, each district meeting was held in conjunction with a labor relation meeting. The board felt this would be convenient for each member attending because you would not have to travel as far. We hoped this would improve attendance at these meetings and save money. There were some problems with having the labor relations meeting on a Saturday because not everyone wishing to attend was able to do so because of Saturday delivery. I recognize the need to have these meetings on Sunday because all carriers, regular and RCAs, are then able to attend. In addition, we now realize that there is no cost savings in having the state steward travel to each district to conduct and attend each labor relations meeting. Neil is a dedicated member, but having four meetings to conduct and attend requires a lot of time away from home on the weekends. The attendance at these meetings was not what the Board had hoped for, each meeting had between 25 and 40 people in attendance. We will need to revisit this issue and could use some input from you to achieve both better attendance and cost savings.

The Western States Conference that was hosted by Washington state in April was a great success. Everyone in the state contributed to the success of this event. Attendance was over 200 with out-of-state guests and state members. I was impressed by the great attendance by all of you and I hope you were able to gain from the experience. We were able to host this event without having to use any of the \$2,500 budgeted. I am sure it was a conference that will not soon be forgotten.

We have watched our membership grow in the past two years which is promising. The growth in membership is partially due to the new dues withholding for RCAs and the efforts of our secretary/treasurer, Becky Wendlandt. Although there has been growth in our membership, I have visited county meetings that are not well attended. I know this is a problem that we are all dealing with. I applaud all members who make the time to attend these meetings and extend invitations to co-workers. If you have any ideas that may improve the attendance, please share them with us. If we, your Board, can be of assistance, please make us aware of it. There has been a noticeable increase in attendance by RCAs, both new and old, and my hat goes off to all of you that are taking the time to become involved and informed! Once again, invite your coworkers, both members and nonmembers, to attend a meeting with you. Let the individuals you work with know what they are missing and what they can gain from attending and joining.

The steward system in our state has gone through major changes this year with the addition for four new assistant state stewards working under our state steward, Neil, and existing assistant Charles. Hopefully you know all of the individuals who have taken on these positions and where they are located. The state stewards and the assistants are located around the state to make it convenient for you to utilize them when the need arises.

With the placement of the assistants we have been able to cut the cost of travel and time for the state steward. Please remember these individuals are there for you, to answer your questions and aid you in dealing with any problems you may encounter, efficiently and professionally. Our great state has been blessed with having one of the best steward programs in the nation, and I look for this to continue. Serving you, the members, is what we are here for. I have personally enjoyed the challenge of this new position as I am sure each of the new assistants have. The changes that have taken place this year are just a beginning for us, with the new National Steward Program there will be many more changes and improvements to come.

This year has been one filled with many challenges and some controversy. We have been able to take the challenges and deal with each of them in a positive way. The controversial issues have been dealt with in an open and positive way with respect for each individual issue. I feel positive about the direction this Association is heading and I am impressed with the dedication and dignity of each of your state officers.

We are fortunate to be rural carriers. I know you all feel as I do that we have the best job in the Postal Service. This organization works to make what is already good even better and assure that it remains that way. When I ran for office two years ago, I was interested in serving you, the members of this great organization. In the past two years, as District One representative, I have had the opportunity to meet, serve and assist you. With any job, each of us has the ability to increase our knowledge and responsibilities if we challenge ourselves. I would like to thank each and every one of you for the opportunity to serve you. I am running for a second term for the office of District One representative and would appreciate your vote.

Respectfully submitted,
Judith A. Peck
District One Representative

THE ANNUAL REPORT OF THE DISTRICT III REPRESENTATIVE

Members, delegates, officers:

The year 1994-95 has been one of great change for this union and myself personally. I am extremely proud of both my personal accomplishments and those of this Association.

Last June, you, the delegates to the State Convention of this Association, elected me as District II representative. At the time of my election, I vowed to attend every county association meeting possible. I kept that promise. Only two meetings were missed, one when another county meeting was scheduled for the same day and the other when I received no notice for the meeting.

Western States Conference also took a bit of my time this past spring. Planning this type of mini-national convention is a huge task and the people involved deserve all the accolades we can bestow upon them. It was a privilege and an honor to work

with such people as Charles Alexander, Judith Peck, Mary McKillop, Sandy Peterson, JoAnn Blackburn, Rosalee Voshell, Karen Crombie and Pam Hall. On top of that, the conference was a total hit and finished in the black financially.

An added responsibility this past year was in being named a rural carrier ad hoc trainer. After a week of classes designed to get me ready for my first class, I found that it was real nice to sit in on a class before I had my own alone. It gets easier each time, for I continue to find new ways to get the points across.

One of the most important parts of this job is to interact personally and professionally with the other board members in an effort to conduct the business of this Association. This Board has shown that it can and will tackle very complicated and sensitive issues in an adroit and professional manner.

Even without one quarter's dues from RCAs who are enrolled on dues withholding, the 1994-95 Board has instituted an assistant state steward program which, in the next few years should save money in the areas of mileage and LWOP. It should also create better representation for all carriers in this grievance and discipline procedures.

If you look carefully at the financial report for this Association, you will notice that the officers have tried real hard to stay within their estimated budgets. Yes, some of it is unrealistic as far as actual expenses are concerned, but that is the sacrifice we chose to accept as our contribution to the new steward program that is in the offing. My mileage claimed as the District II representative is \$77.00. I was actually entitled to almost \$500.00. The cause is worth every penny. Everyone else on the Board has made similar sacrifices for the same reasons.

It has been my pleasure to serve as your District II representative this past year and it has also been a learning experience that I will cherish for the rest of my life. Thank you.

Respectfully submitted,
Doug Rinehart
District II Representative

THE ANNUAL REPORT OF DISTRICT III REPRESENTATIVE

Mr. President, honored guests and delegates to this 89th Annual Convention of the Washington Rural Letter Carriers' Association. It has been an honor and a privilege for me to serve as your District III representative these past four years. It was indeed both a learning and growing experience. I truly believe that Washington Rural Letter Carriers' Association is blessed to have such a large number of capable individuals who are willing to give of themselves (both time and money) and to keep our state organization on an even keel and to attend to the needs of our growing membership.

This year we broke away from the joint district meetings of District III and District IV. This was done with a consensus of members in both districts. Our District III meeting had only 22 in attendance, including guests. This perhaps needs to be reexamined and looked at more closely

from both a financial and attendee perspective. I recognize that it has been said before, but something or someone needs to inspire the members to attend local and district meetings if for no other reason than to stay abreast of the continuous changes in our jobs and the U.S. Postal Service.

I was unable to attend the fall booster meeting in Spokane in October because of recent shoulder surgery. I did travel with the rest of the Board in March to attend the area officers' meeting in Las Vegas. This was a very informative meeting as it dealt with contract negotiations. I attended numerous county meetings as well as my own and have been involved with the necessary arrangements for this State Convention.

My heartfelt thanks to our secretary/treasurer, Becky, for all the excellent help given to me in getting ready for State Convention and throughout the year.

My thanks to President Charles and the rest of the Board for all that you give to and do for this organization. Again my thanks to the membership for giving me the opportunity to serve. I shall remain an active participant in the WRLCA.

A copy of my financial statement is attached.

Respectfully submitted,
Jack L. Spangler
District III Representative

THE ANNUAL REPORT OF THE DISTRICT IV REPRESENTATIVE AND ASSISTANT STATE STEWARD

Fellow officers, members of the Washington Rural Letter Carriers' Association, National Board Member, National Auxiliary, friends and guests:

As District IV representative, it has been a privilege, an honor and my responsibility to attend all the county meetings in my district this year. It has been an honor for me to meet you at those meetings. Each meeting has been filled with questions and concerns about our craft. It has been a year full of excitement, learning about our craft, and an adventure with great challenges.

I attended the National Convention in Greensboro, North Carolina, which proved to be a most valuable experience. I was in attendance at all board meetings, all district meetings, area officer meetings and other county meetings outside my district. I was here, and there. It felt like I was everywhere.

This year the Board's major concern was a balanced budget. Every penny of the Association money was taken into consideration. The Board spent endless hours on the budget to get the most out of your dollar. In order to control cost it was necessary to look at all LWOP days taken by board members and appointees. Every board member and appointee gave up days without compensation, in order to make the budget. It has been said, "Just give LWOP days whenever they are needed." This lack of accountability is how it has been done in the past and resulted in cost overruns. I am proud to say that this year there is a balanced budget as a result of the board commitment. I consider the days given up as volunteer time to the union. I think the union and

its members are worth it. Bear in mind that members of the Board and appointees still have to feed their families and pay their bills; therefore, it becomes necessary to take some LWOP days. A person can only volunteer so much.

I was fortunate this year to become assistant state steward, and with this office came added responsibilities. I received training from the best. I also received STS, Covey and Portland mail count training all paid for by the Postal Service. This job requires endless phone calls, reading, research, interviews, and long hours at the computer. I hope that I have offered some members help. I have become very dedicated to this position and will continue in this next year.

I would like to take this opportunity to thank those who gave me this privilege to serve as District IV representative.

Respectfully submitted,
Donna J. Roakes
District IV Representative
Assistant State Steward

Next, President Alexander introduced Chairperson Carla Picicci who read the Preliminary Report of the Credentials Committee.

Then Charles welcomed NRLCA Manager of Health Programs Larry Waligora, who presented his address regarding the Rural Letter Carriers' Health Plan and current issues that pertain to it.

Mr. Waligora began by outlining the changes in the Rural Carriers' Health Benefit Plan which went into effect in January, 1995.

Childhood vaccinations are now paid for 100%. Previously they had been subjected to a deductible of which only 75% was covered.

Some benefits have been added for a new treatment of breast, ovarian and multiple melanoma. The treatment is called autologous bone marrow transplant, and is accompanied by high dose chemotherapy. Each treatment costs between \$100-150,000. This treatment used to be considered experimental, and therefore was not covered. As of January, there is no deductible and the treatment is covered at 100%.

An amendment passed by Congress in 1993 extends coverage for retired federal employees over the age of 65 who have chosen not to participate in Medicare Part B. This amendment took effect in January, 1995. It pays the amount that Medicare would have provided and discharges the insured from any fees over and above what Medicare would have provided. Another words, if the doctor bill was \$100, and the coverage pays \$50, the doctor only gets paid \$50. The participant in the plan does not have to make up the difference. If any physicians have difficulty with this new plan, contact the national office for assistance.

The mail-order prescription drug program has been in existence for nine years. This program was designed for people who have prescriptions on a continuing, long-term basis for an illness that they are suffering from. The program was

not designed to be an emergency prescription service. To use this plan effectively, ask your doctor to write a prescription for a 60- to 90-day supply of medication. Explain to your doctor that you will save money on copayments by filling your prescription less frequently. Under this program, you can also get refills for your prescription over the phone. The telephone number is toll free, 1-800-344-8075 and is operating 24 hours a day. If you have a rotary phone or for some other reason cannot use the refill-by-phone system, please mail in your refill request in a separate envelope from requests for new prescriptions in order to save time and paperwork in filling prescriptions. Above all, allow three to four weeks for mail-in requests.

Last year at about this time, the National Board reached an agreement with the U.S. Postal Service with regard to the amount of the employer contribution for health insurance for several years into the future.

As of January, 1995, the first change in that contribution level was made. Previously, the contribution was 75% of the average health benefits premium of the six largest plans in the Federal Employee Health Benefit program. In January, that was reduced to 74%. In January, 1996 that will be reduced to 72%; and again in January, 1997 it will be reduced to 71%. Rural carriers have had an advantage over the other crafts, because in the past few years they have had an extra percentage point contributed. In 1996, however, the rural carriers will join the other crafts at the 72% level.

Another part of the plan is the Flexible Spending Account. Payments to this account can be used to cover health care not included in the health plan, or health care for dependents, contingent upon the type of account in which you wish to participate.

If you are not already participating, open season is coming up in November and December of this year; this is the only time of the year that you can open a Flexible Spending Account. This is a good way to put money aside for health plan deductibles, copayments and any major expenses not covered by the health plan, such as dental care.

The account will cover health costs as large as the amount of money that you plan to contribute in a year, based on your monthly payments. Therefore if you plan to pay \$600 into your account, but it's February and you've only contributed \$100, up to \$600 will be covered in February even though that amount has not accrued.

Should you be retiring soon thereafter, you will not be held responsible for any costs covered above and beyond your account. A good way to get a little extra money from the Postal Service! However, if the accounts are not used by the end of the year, they are forfeited.

The Senate now has a proposal to change the current percentage of contribution for retirees. Currently 60% of the average premiums of the six largest plans (mentioned previously) is the percentage of the contribution for retirees. Congress wants to change that to a flat dollar amount and then increase that amount according to the Consumer Price Index (CPI) each year.

This would mean an unfair reduction for retirees because the current contribution is based on the inflation rate of medical care costs, which runs about three times the CPI inflation rate. This translates to a two-thirds decrease in the incremental increase of the contribution each year. The flat dollar amount currently proposed for 1996 is \$1,535 for self-only coverage. This is \$61 less than the current contribution of \$1,596. The proposal for family coverage is \$3,430, or \$62 less than the current \$3,492. Then in 1997, this reduced amount will be increased according to the CPI. If such a plan had been initiated in 1987, retired employees with self-only coverage would have paid \$4,700 more and those with family coverage would have paid \$9,200 more over that period of years.

This revision may affect active carriers as well, since a sweeping change such as this one proposed by Congress opens bargaining for changes in employer contribution for everyone. Write to your senator or congressman; in this state, the person to contact is Senator Randy Tate.

In 1996, the Rural Carrier Benefit Plan will undergo some changes that will amount to both increases and reductions in benefits. Hopefully these changes will not affect the rural carriers to any great degree.

Mr. Waligora thanked the attendees for inviting him to the convention and said that he would be happy to answer any questions with regard to the health benefits provided to rural carriers.

At 2:45 PM the meeting adjourned for a short break and reconvened at 3:05 PM. Secretary/Treasurer Becky Wendlandt took the roll call. All were present with the exception of the delegates from Chelan-Douglas and Okanogan. A number of delegates were present but meeting with their committees at the time that the roll was taken.

Editor Dan Snyder announced that \$320 was contributed towards the Fred Ricci fund. All officers were present and accounted for.

President Alexander then introduced Dr. Terry L. Smith, Employee Assistance Coordinator of the Seattle District who presented her address.

First Dr. Smith described the free services that the Employee Assistance Program (EAP) provides to all U.S. Postal Service employees. The EAP may intervene to provide counseling services when any type of disagreement occurs in the workplace. The EAP may also help an employee who is going through a difficult time psychologically, be it due to personal, physical or financial stresses. Family counseling, referrals and follow-up visits are also provided if the situation warrants these services.

Dr. Smith mentioned that her position is unique in that she is not only a coordinator for EAP counselors in the Seattle district, but also acts as a counselor for the work facilities in her own district.

Next, Dr. Smith presented the percentages of workplaces that used EAP services in 1994. In Seattle and Spokane, the percentages

were 4.1 and 5.5, respectively. These percentages are relatively high, and show that when disputes or difficult situations arise at work, people are aware of the EAP and are using its resources. The target utilization rate is 3.5%.

Dr. Smith then elaborated on a new initiative regarding violence in the workplace. The Postal Service experiences less violence per capita than industry as a whole: 0.54 violent incidents per 10,000 postal employees as compared to 0.68 incidents per 10,000 employees industrywide. Yet 34% of postal employees are concerned about violence in the workplace, probably due to the negative publicity that the Postal Service has been receiving in recent years with regard to this issue.

The postmaster general has been working with the EAP to create an initiative that will reduce violent episodes in the workplace. Strategies include: selecting post offices that need the most immediate attention and security; adopting a "zero-tolerance" policy, whereby even overtones of violence will be taken seriously and will be reprehensible; shifting from a totalitarian management style to a collaborative one; providing services and tools to ameliorate the employee work environment; and adopting a sensitive approach to terminating employees in order to prevent backlash. The plan is to educate 40,000 stewards, managers and supervisors in the implementation of these strategies.

Dr. Smith then explored the causes of violence in the workplace. The fewest but most widely publicized violent incidents are those that are caused by handguns. Personal conflicts, family and marital problems, alcohol and drug abuse, stress, firing, financial and legal difficulties, violent criminal histories and layoffs are more likely to provoke violence.

Characteristics of a "toxic" working environment include: an authoritarian workplace style; changing or unpredictable supervision; employees and/or supervisors feeling undervalued; frequent invasions of privacy; few employee support systems; and strained labor/management relations.

Fifty-four percent of violent interactions consist of verbal confrontations and verbal or nonverbal harassment. Therefore intervention by the EAP is going to concentrate on preventing these types of interactions, which are often precursors to physical confrontation, homicide, and other bodily harm.

Intervention will involve education in crisis management. The key to avoiding a crisis situation in the first place is to recognize when an individual is in a pre-crisis state. Symptoms include a breakdown in self-worth, relationships and quality of work. If a person or workplace is already in crisis, coping strategies can help to relieve the situation. Education in postcrisis management will serve to aid those dealing with post-traumatic stress disorder (PTSD) and strained interpersonal relationships.

Dr. Smith entertained questions posed by the attendees. Then Charles thanked Terry for her informative presentation and announced that the convention would reconvene the next day with a memorial service at 8:30 AM.

Secretary/Treasurer Becky distributed the checks for Sunday's steward training and the meeting adjourned at 3:55 PM.

Tuesday, June 27, 1995, 9:05 AM

At 9:05 AM, President Charles Alexander called the meeting to order. Auxiliary President Myrtle Buchanan introduced the next speaker, Sandy Richards, member of the Auxiliary Program on Crime Prevention and police officer in the city of Spokane.

Ms. Richards began by stating that a large part of her job consists of crime prevention education. Although Washington state is the fourteenth safest state in the country, times are changing and it is no longer acceptable to leave spare housekeys under the doormat or pack up the car the night before a roadtrip.

Ninety percent of all crimes occur to personal property, with the remaining 10% involving crimes to individuals. Ironically, the crime we fear the most is bodily harm committed by a complete stranger; however, this type of crime makes up the smallest percentage of all crimes committed. Most crimes that involve people are done by criminals who know their victims.

Crimes to property are becoming more commonplace because of the drug trade. Drugs nowadays are cheap, and criminals are usually looking for items that are worth about \$10 so that they can sell them for drugs. Many stolen items wind up at garage sales or are sold on the street. Therefore even the most mundane possessions may prompt a criminal to break into your car or home.

It only takes ten seconds to break into a car and less than five minutes to break into a house. Don't think that if you are only gone for a half hour your possessions are safe.

Attractive targets are purses, wallets and briefcases. Ms. Richards suggested that women should get out of the habit of carrying purses. Instead, items should be kept in pockets; the number-one item stolen out of locked cars is purses, followed by wallets.

In 1994 alone, \$3 billion worth of credit card fraud occurred; MasterCard will not entertain any fraudulent claims under \$3500 because these crimes happen so frequently. Criminals often steal credit card numbers and use them to order items over the telephone; beware of people who watch you entering credit card numbers into a telephone and do not say them out loud. This practice should also be implemented during ATM transactions.

Grocery stores are becoming a common milieu for crime. Shoppers are not expecting a crime to occur at the supermarket and criminals know this. Victims are usually approached from behind and their purses or wallets taken before they know what hit them.

Criminals, when asked, say they choose their victims based on a body language that projects disorientation, meekness or fear. Therefore it pays to be aware no matter where you are, whether you are at the market or driving down the

street; carrying yourself confidently and surely is the best defense.

Look at strangers in the face and be aware of everyone around you; people that look "nice", like senior citizens or clean-cut men, are capable of criminal activity and are often the perpetrators of crime.

Fifty-one percent of burglaries occur because a door or window was left unlocked. Criminals by and large are not that clever and most crimes can be prevented by just paying attention.

Since many adults are working days now, children need to be educated in crime prevention as well. Ms. Richards stated that she thought code words are stupid, because they invite children to talk to strangers in order to get the code word. Instruct children to walk away from strangers. Also, do not put a child's name on his or her clothing. Strangers then know the child's name and may pretend to be familiar with the child, calling them by name and inviting conversation.

Ms. Richards closed her presentation by reminding women to not carry purses and telling everyone to always be aware.

Charles thanked Ms. Richards and Auxiliary President Myrtle Buchanan excused the juniors from the meeting room. Then Charles introduced Larry Shown, member of the National Auxiliary Board in North Carolina.

Mr. Shown thanked everyone for their support of the Auxiliary. He called the attendees' attention to the new logo which features a mailbox, the livelihood of rural letter carriers.

Mr. Shown then mentioned ingratitude suffered by carriers every time the price of a stamp goes up. When the price was increased to 29 cents a few years ago, an article ran describing a community in Alaska with 95 inhabitants. It cost \$1600 to deliver mail to each inhabitant yearly, yet these people did not pay any more than anyone else and they got full mail service. Mr. Shown mentioned that mail delivery from United States to anywhere around the world still costs very little as compared to making a phone call or using another service such as UPS.

Mr. Shown then talked about some programs that the Auxiliary contributes to, namely Drew Memorial Center for mentally challenged adults and the Americanism program for juniors.

With regard to safety, Mr. Shown reiterated Ms. Richards' sentiment that everyone must be aware; traffic accidents are often caused because the driver was distracted or not paying attention. He recommended a self-defense class, which could come in handy if a carrier is threatened, and cautioned against carrying pepper spray or mace because it can be used against oneself.

Mr. Shown encouraged everyone to get involved in the Political Action Committee (PAC) by writing congressmen and/or legislatures on different issues. Many changes are occurring in the area of retirement benefits; individuals who are opposed to these changes should get out and vote, either in person or by absentee ballot.

Already the retirement plan was decreased from the 6% plan initiated in 1979 when a vote to lower the percentage passed by a very small margin. Often the people complaining the loudest about these issues are the ones who have not gone to the trouble to cast their votes.

Mr. Shown then mentioned the programs for juniors who will be attending National Convention. Tours and a banquet have been organized, which will cost only \$26 for juniors because the National Board will generously pick up half of the costs. The banquet will include a mixer and dancing. Junior guests will pay the full cost of \$52.

Six scholarships are offered by the National Auxiliary. One scholarship consists of two awards of \$500 that will be given to a boy and girl each. All the others are \$1000. These are offered only to children of rural carriers and are earmarked for their education. The application deadline for this year's scholarships has already passed; the applications for next year are due March 20, 1996.

Mr. Shown finished his talk with an anecdote about a thief that was trying to crack a safe in a "Ma and Pa" hardware store. He was approached by a parrot riding on a mean-looking Doberman. The parrot repeatedly called "Hello", which he found very annoying. Finally he said, "Can't you say anything else?" To which the parrot replied "Sick'em." Mr. Shown said that the moral of the story is that sometimes we may see the danger but we ignore it, and then one day it bites us in the "you know where."

The meeting adjourned at 10:00 AM for a short coffee break and resumed at 10:15 AM.

President Charles Alexander introduced NRLCA Vice President Roger Moreland.

Mr. Moreland apologized for arriving to the convention on its second day; he was in California at a rural carriers' convention there.

Firstly, Mr. Moreland congratulated Secretary/Treasurer Becky Wendlandt for her contribution to the record membership year. Association membership increased 202.36% in the past year, and with 52.39% of the current members now relief people, another record was set. In Washington state, membership increased to 1633 members, 197.7% higher than the year previous, largely if not entirely due to Becky's efforts.

Some unforeseen expenses occurred at the national level, including a \$2,700 bill for the extermination of termites and some refrigeration and heating refurbishments.

The rural carrier craft is the fastest growing, with 1687 routes as of pay period #11, which cover 25 million deliveries. In addition, there are 7,168 auxiliary routes. Route buffering will be changing route structure in the near future.

Mr. Dole and Mr. Gingrich are discussing the balancing of the national budget in the Senate; the plan is to eradicate the \$10 billion debt over the next seven years.

Some changes that will affect government employees:

Pension contributions will be raised and the amount that the government contributes will be reduced. Government premiums will go from high 3 to high 4 in 1997, and from high 4 to high 5 in 1998. These figures have already been decided upon and there is nothing much that anyone can do about it.

Pension contributions will increase 0.25% in 1996, an additional 0.25% in 1997 and 0.5% each year from 1998 to 2002.

Health care contribution will probably have the biggest impact; it has not been passed yet. Mr. Shown reminded the attendees of the decreasing dollar amounts of health care contributions, as previously quoted by Mr. Waligora: a \$4,700 increase for self-only participants and \$9,200 for families over the next seven years.

Mr. Moreland proposed to Senator Stevens that postal workers receive only a 1.5% increase in return for not having the change from high 3 to high 5, and not implementing the contribution increase.

Please write to your congressmen; Randy Tate from Washington should be contacted with regard to amending the changes that have been proposed to balance the budget.

Senator Stevens also proposed converting civil service to FIRS by offering incentives. In his proposal, Senator Stevens stated that he would keep the Social Security portion and the COLA for FIRS, as well as the thrift savings contributions. The matching would be changed slightly in that it would be scaled based on income. The incomes above \$100,000 would have no matching while people with lower incomes would receive more matching monies. Many of the membership are in the middle section of those incomes and will be affected.

The basic portion of the FIRS contribution would be removed entirely; this was originally implemented to take over when civil service contributions ceased.

Senator Stevens created the FIRS program, therefore he is very knowledgeable and powerful when it comes to making changes. The national office will keep carriers abreast of any new proposals or changes that Senator Stevens makes. Currently the membership has 19,855 in civil service and 25,910 in the FIRS program.

This is a critical year to do letter writing in order to protect your rights and benefits. Rural carriers should not be paying a disproportionate share to balance the budget.

In the membership, there are 5,812 members aged 55 to 59 and 4,633 aged 60 and older. This is a total of 10,445 members who may retire, or one-fourth of the membership. Of course, many of these individuals have not worked enough years to get full retirement benefits, but many may retire soon given all the changes occurring. Presently, 55.8% of the craft is male and 44.16% is female. These demographics may change to 50-50 if a lot of members retire in a short space of time. Hopefully retirement plans will stay the same and only contributions will increase.

The Postal Service is considering putting post offices in Walmart and some other stores. Postal employees would staff these offices and they would be

open during store hours. This may take some revenue from the routes.

People are talking about how faxes and electronic mail are taking the place of mail service. Yet even e-mail is prone to inefficiency; 9% of all e-mails are directed to the wrong place. Next time somebody complains about mail service, hand them an envelope and tell them to run it to Miami for 32 cents!

With regard to workplace stress, Charles Alexander is one of the national appointees from the rural carrier craft to investigate workplace stress for the National Joint Committee on violence in the workplace. Hopefully tactics he's learned will not be necessary.

Nobody should have to put up with a stressful environment. By taking violence seriously hopefully we can bring it to a halt. Joking about violence at work is no longer funny to people; harassment is a serious offense and will be treated as such.

The educational fund for QWL/EI may not be available at this next round of negotiations. Perhaps the application procedure for these funds will change so that monies are applied for earlier in the year, allowing more time to utilize these funds. This is an excellent way to get educational programs financed and implemented to educate both managers and craft.

Rural carrier academy training manuals are being revised. Bobby Foster, who was responsible for a lot of the changes, will be present at the National Convention.

The National Convention will be held in Portland in 1997. Potential sites for the 1998 convention are Colorado and Tennessee; and for 1999, South Dakota, Michigan and Tennessee are in the running. (If Tennessee does not get the convention for 1998, they will try again in 1999.) Room rates for the 1997 convention are \$80 per night. The convention is contained in one facility.

Safety has been a concern due to the increase in rural carrier accidents. It seems that LLBs may have contributed to a rise in accident reports. But since an accident report must be filed if the damages are greater than \$1, the number of reports has been increasing in general. Of course, almost any accident inflicts damage of over \$1, even chipping a little paint off a mailbox.

In the same vein as Ms. Richards' presentation, pay attention! The accident rate for rural carriers has been steadily increasing since 1991; presently 20.3% of accidents occur in the rural carrier craft and 64.9% to the city carriers. In 1991, this was 16.9%; in 1992, 16.3% (this decrease may have been due to a greater awareness of safety issues as a result of numerous safety programs implemented in this year); in 1993, 17.1%; and in 1994, 18.3%. Be aware and you will avoid accidents.

The APW and NALC have chosen arbitrators: Jack Clark represents the APW and Arthur Stark represents the NALC. Negotiations between the NALC and the Postal Service have been going on for three days. The next meeting will be in July. The arbitration seems to be saying (according to the Fact Finder published in the monthly

national magazine) that the Postal Service should be able to keep the cost of living increases (COLAs) but that the salaries should be changed to a lump sum rather than the built-in increases that the Postal Service has had in the past. If this turns out to be true, we will have to address these issues when negotiations are completed.

In addition to resolving the benefits issues with the Postal Service, National wants to take the tack that the primary concern is relief for regular rural carriers. Every rural carrier should have a relief person on hand to step in as needed. Currently the proposal is to have a pool of annuitants or retired carriers available to perform this duty.

There are possible inequities in stamp stock purchases for L-routes. In order the remedy this, the way that information is disseminated could be changed from the current "area officers" concept to the "paired state" concept.

Under this new arrangement, officers would visit pairs of states; for instance, a tentative agreement would be discussed with the membership of Washington state on Saturday; then the officer would move on to another state closeby such as Oregon to discuss tentative agreements with the membership there on Sunday. In this way, informed decisions on issues can be made.

Rural carriers have saved the Postal Service a lot of money by helping to implement automation, and by continuing to carry overburdened routes. Therefore rural carriers as a whole are deserving of recognition; President Hicks is currently trying to come up with a way to best recognize and recompense the rural carriers for their contributions.

The last time that the size of the National Board was changed was in 1975, when the Director of Labor Relations position was created. At that time, the ratio of national membership to national officers was 6,275 to one. Currently the ratio is approximately 12,000 members to each national officer. Therefore it has been proposed that assistants to the National Board be appointed. Two assistants to the committeemen's positions would be appointed by the Board; they would be dealing with grievances at the Step 2B and Step 3 level. One assistant would reside on the West coast and one on the East coast, handling grievances in their respective geographical areas. In addition, they would assist the National Regional Officers (NROs) with the steward training and would also be required to help the national office on a regular basis. The cost would be approximately \$250,000 which would consist of travel and housing expenses.

The assistant program could potentially be funded from a number of sources. Some monies remain that were not spent in negotiations this year. In addition, monies collected from the Postal Employee Relief Fund (as described in the Constitution) total between \$50-55,000. There is also an additional \$50-55,000 from the same fund from the year before. The dues increase effective July 1, 1995 was intended to build back membership equity, but additional dues increases in upcoming years could also fund the assistant program. If the program does not work, it will be discontinued and replaced by an alternate

strategy that does not require a change in the Constitution. We hope that the delegates support this program; the membership deserves the best representation.

National has agreed to a memorandum that changes the buffering arrangement from the current one that is in place. Currently the arrangement is to buffer regular routes to overburdened status first, then buffer on auxiliary routes, followed by buffering on vacant routes. This memorandum will change the order of buffering; first, auxiliary routes will be buffered, followed by vacant routes. If those two strategies don't work, then regular routes will be allowed to go to overburdened status. This will mandate that super-overburdened routes be adjusted to the 53- to 55-hour range (or the 44 to 46K range). This memorandum is currently in the process of dissemination. President Hicks is about to sign the document. This arrangement does not change anything except the buffering.

The reasoning behind this memorandum is that automation was supposed to be done by 1995, but it is not. As a result, there are numerous carriers with super-overburdened routes that cannot get management to adjust down their routes to a civilized size.

Mr. Moreland concluded by asking the attendees to put their questions in the "parking lot", a large flip chart pad in the lobby from which he will draw to address the concerns of the carriers.

President Charles Alexander thanked Mr. Moreland for his informative speech. He then asked that Western States Conference Treasurer Cindy Norman come forward and give a quick overview of the expenses incurred during that event.

Cindy Norman stated that the conference was very successful. The remaining balance after all bills were paid was \$1,180.11. She found this commendable because it was not clear at the start that there would be enough money to fund the conference. Total expenses of the convention, including hotel bills and meals, were approximately \$11,000 (the hotel bill being approximately \$5,900). Income included fundraisers and contributions and totalled approximately \$5,510. The remaining monies totalling \$1,180.11 were sent to Judith Peck and the account was zeroed.

Cindy Norman then entertained questions with regard to the Western States Conference account. Charles stated that the remaining monies should be directed to expenses for the current State Convention. Secretary/Treasurer Becky Wendlandt added that indeed, the overage was used to pay for the boat cruise on Lake Coeur d'Alene at the current State Convention; the boat cruise itself cost over \$1,000 and the food provided on the boat was an additional \$300.

Becky said that if anyone found this an inappropriate use of funds, please present this suggestion to the Board. Cindy Norman stated that the extra monies did not go back to the

Western State Conference coffers because there was no money in the account for the conference when fundraising began.

Becky then read the roll call; all delegates were present with the exception of those representing Chelan-Douglas and Okanogan. All officers were present, although some were meeting with their respective committees at the time that the roll was called.

Charles called the Credentials Committee forward to present their Final Report. Chair Carla Picicci read the Final Report of the Credentials Committee as follows: Chelan-Douglas: 0 delegates + 0 delegates-at-large = total of 0 votes; Clallum-Jefferson: 8 + 1 = 9; Kitsap: 20 + 1 = 21; Lincoln-Grant-Adams: 9 + 1 = 10; Lower Columbia: 30 + 1 = 31; Mutual: 52 + 1 = 53; Okanogan: 0 + 0 = 0; Skagit-San Juan: 14 + 1 = 15; SKI: 71 + 1 = 72; South East: 8 + 1 = 9; Spokane: 28 + 1 = 29; North East: 10 + 1 = 11; Whatcom: 18 + 1 = 19; Whitman-Asotin: 9 + 1 = 10; Yakima: 34 + 1 = 35.

Jenny Seay moved to accept the Final Report of the Credentials Committee, and Kay Smith seconded the motion.

PASSED

Next, President Charles Alexander called the Resolutions Committee forward. Chair Jennie Seeley and Committeepersons Kay Smith and David Reppe read the Resolutions as they were presented to the committee.

Donna Iannucci moved that Resolutions submitted at the last minute should be handled after the Resolutions submitted in a timely manner are reviewed. Bill Allen seconded the motion.

PASSED

The meeting was adjourned at 12:05 PM for lunch, and reconvened at 1:35 PM. Secretary/Treasurer Becky Wendlandt read the roll call. All delegates were present and accounted for, with the exception of those representing Chelan-Douglas and Okanogan counties. All officers were present as well.

President Alexander announced that the protocol for voting would be different from past years; instead of the voice vote, large cards would be handed out to all the delegates and officers with the word "YEA" printed on the green side and the word "NAY" printed on the red side. Delegates and officers could then vote by raising their card with the side appropriate to their decision facing the podium at the front of the meeting room.

Next, Charles called the Constitution and By-Laws Committee to come forward to present their Preliminary Report. Chair Becky Pike, accompanied by committee member Susie Hill, read the proposed changes to the Constitution and By-Laws.

Charles thanked the committee for their Preliminary Report, and asked Chair Lynn Walker to

come forward and present the Report of the Washington Rural Carrier Committee.

Mr. Walker read the Report of the Washington Rural Carrier Committee as follows:

Committee Chairperson Lynn Walker, as well as members Sharon Madison and Amy Jacquemin, met with Dan Snyder. It was agreed that 40 hours were spent on layout and 24 hours devoted to the mailing and labeling of each issue, totalling 64 hours invested per issue. Three issues = 192 hours.

The Convention issue required approximately 20 hours for the layout and 24 hours for mailing, totalling 44 hours. Total time is approximately 236 hours. Since \$2700 was the budgeted fee, we were in effect paid \$11.45 per hour.

The Board recommended that the convention issue deadline be shortened to 30 days, and a 10% reduction in fee be imposed for each week the mailing of the magazine is delayed from the date of receipt of the minutes of the convention or articles for publication. Instead, we recommend if a deadline is to be imposed, that a 45-day deadline would be more reasonable, especially in light of the timing conflict with the National Convention.

We further recommend that the Association pay the editor's phone bill and mileage to the printer and for the mailing. Mileage would total approximately 440 miles per year. The editor has chosen not to turn in his mileage for this current year, as is his prerogative.

We also recommend that the editor's expenses connected with the convention issue be entered separately or be so noted in the editor's checkbook so as to correlate with the treasurer's report.

We further recommend that bulk mailing be evaluated, in lieu of a first-class blanket mailing, since this option may be less costly.

A recommendation was made to us by a member that when the convention information can take up to 90 days to appear in the Washington Rural Carrier, the membership is not aware of who the new officers or appointees may be or who to contact. Some communication should be sent perhaps to all shop stewards stating who the newly appointed or elected officers are, within two weeks of the close of the convention. This would not necessarily be a responsibility of the editor.

We further recommend that the editor's position remain an elected position as opposed to an appointed position to ensure the impartiality of the position.

We would like to thank the editor for his cooperation with this committee. We would also like to commend him on his efforts in this position as editor.

Respectfully submitted,
Lynn Walker, Chairperson
Sharon Madison
Amy Jacquemin
Washington Rural Carrier Committee

Kay Smith made a motion to accept the Report of the Washington Rural Carrier Committee and to dismiss them. Doug Rinehart seconded the motion.

PASSED

Next, President Charles called forward the Mileage and Per Diem Committee. Mileage and Per Diem Committee member Claudia Brown read the Preliminary Report. Susie Hill suggested that each delegate should keep track of his or her own mileage. Charles stated that this suggestion may be added to the final report.

Charles then called the Financial Committee to come forward to present their Preliminary Report. Cindy Norman presented the report with Committee Chair Karen Crombie and committee member Ed Koschalk.

The first topic of discussion was the annual dues for regular carriers. At \$269 per annum, it is the second highest dues in the nation.

National dues comprise \$87 of the total dues, and Washington state dues make up the remaining \$182. This year, the total dues will reflect the increase in National dues from \$87 to \$103 (as of July 1, 1995), bringing up the total to \$285.

Cindy Norman noted that in order to compensate for the rise in National dues by lowering state dues, the Association will lose money. The Finance Committee supported the total dues increase to \$285 so that the Association will still receive the same funds from regular carrier dues.

Cindy Norman read the rest of the Preliminary Report, and added that leave without pay (LWOP) should have a ceiling only because LWOP comprises a large part of Association expenses. She stressed that suggesting a limit to LWOP does not imply that it is not deserved remuneration.

The last item mentioned was the retainer and use fee of OWCP Mike Watson. Currently he is receiving a \$1200 retainer and a \$100-per-person yearly use fee. The proposed rates are a \$1500 retainer and a \$600-per-person yearly use fee.

Charles thanked Cindy for her presentation of the Preliminary Report of the Finance Committee. Then he introduced the Time and Place Committee. Chair Polly Moore presented the Preliminary Report. Sites considered for the 1996 convention were the Holiday Inn Hotel & Conference Center in Everett, the Best Western Lakeway Inn in Bellingham, and the LaConner Country Inn/LaConner Channel Lodge in LaConner. Bellingham was strongly favored by the committee, but Polly stated that site suggestions from the attendees would be entertained.

Next, Chair JoAnn Blackburn gave the Report of the Nominating Committee:

For the office of the President, Charles Alexander; for the office of Vice President, Marc McIntosh, for the office of Secretary/Treasurer, Becky Wendlandt; for the office of Editor of the Washington Rural Carrier, Dan Snyder; for the office of District I Representative, Judith Peck; for the office of District III Representative, Dan Schrup; and for the office of Retired Carrier, Harley Robb.

President Charles thanked Joanne for the report and adjourned the meeting for a short break at 3:02 PM. The meeting resumed at 3:25 PM with the roll call read by Secretary/Treasurer Becky Wendlandt. All delegates and officers were present with the exception of delegates representing Chelan-Douglas and Okanogan.

The "YEA/NAY" cards for voting were handed out to the delegates and officers attending the convention. Clallum-Jefferson received two cards; Kitsap, 2; Lincoln-Grant-Adams, 2; Lower Columbia, 3; Mutual, 8; Skagit-San Juan, 3; SKI, 11; Southeast, 3; Spokane, 6; Northeast, 3; Whatcom, 6; Whitman-Asotin, 3; and Yakima, 7. Each officer voted separately with the exceptions of President Alexander and Vice President McIntosh who voted with their respective counties.

For the remainder of the day, the Constitution and By-Laws proposed changes were considered and voted upon by the attendees (see end of minutes for detail). The convention was adjourned at 5:00 PM until the following day.

Wednesday, June 28, 1995, 8:05 AM

President Charles Alexander called the meeting to order at 8:05 AM. Secretary/Treasurer Becky Wendlandt read the roll call. All delegates were present and accounted for with the exception of delegates representing Skagit-San Juan, Okanogan and Chelan-Douglas counties. All officers were present and accounted for.

Charles briefly clarified parliamentary procedure, and consideration of the Constitution and By-Laws proposed changes continued until 10:02 AM, when the meeting adjourned for a break.

At 10:20 AM, the convention reconvened and Jack Spangler recognized the individuals who had generously donated their time to make the convention possible: Jan Platt, Lynn Walker, Donna Walker, Judy Dilly, Donna Gunzell, Dale Ryan, Larry Brigg, Marc McIntosh, Kate Daniel, Linda Morris, Donna Roakes, Father Flanagan, Ed Koschalk and Dan Schrup.

Next, Committee Member Claudia Brown read the Final Report of the Mileage and Per Diem Committee:

COUNTY	DELEGATE- AT-LARGE	MILES	COMP
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Cl-Jeff	Claudia Brown	746	\$350.00
Kitsap	Sharon Hurlbut	738	348.70
LGA	Kay Smith	210	202.50
Low Col	Jennie Seeley	850	362.50
Mutual	Karen Crombie	605	301.25
Skag-SJ	Judy Suta	720	330.00
SKI	Sandy Peterson	586	356.50
S.E.	David Reppe	348	237.00
Spokane	Dale Ryan	30	157.50
N.E.	Lynn Walker	88	172.50
Whatcom	Becky Pike	760	390.00
Whit-Asot	Robin Whitmore	152	188.00
Yakima	Cindy Unglesby	500	275.00

**ADDITIONAL STATE-PAID
DELEGATES**

COUNTY	DELEGATE	MILES	COMP
Kitsap	Kathy Brown	708	\$327.00
Low Col	Peg Knippel	850	362.50
Mutual	JoAnn Blackburn	605	301.25
Mutual	Sharon Madison	605	301.25
SKI	Susie Hill	590	357.00
SKI	Jenny Seay	650	312.50
SKI	Paula Kenck	650	312.50
Spokane	Linda Maurus	10	152.50
Yakima	Carla Picicci	290	222.50

NAME OF BOARD MEMBER	MILES	COMP
Charles Alexander	760	\$340.00
Marc McIntosh	34	158.50
Becky Wendlandt	14	151.75
Judy Peck	596	299.00
Doug Rinehart	708	327.00
Jack Spangler	94	173.50
Donna Roakes	284	221.00
Dan Snyder 802	350.50	

Dale Ryan moved to accept the Final Report of the Mileage and Per Diem Committee, and Dorothy Iannucci seconded the motion. The Committee made the recommendation that in the future, a single formula be used to compute the mileage for all attendees. Each attendee would either 1) be responsible for turning in his/her own mileage and credential sheet at check-in or 2) be responsible for computing his/her own mileage using a map. The Mileage and Per Diem Committee was dismissed and Charles Alexander stated that their recommendation concerning tabulation of mileage would be considered by the Board.

PASSED

The consideration of the remaining Constitution and By-Laws proposed changes was recommended. At 12:05 PM, the Constitution and By-Laws Committee was dismissed and the meeting adjourned for lunch.

At 1:15 PM, the meeting was reconvened. NRLCA Vice-President Roger Moreland addressed the parking lot questions proposed by the attendees.

First, Mr. Moreland spoke about an MOU by the DPS to reduce hours on 48K routes. He clarified that buffers were not going to be taken away from routes, but given to auxiliary carriers, since DPS felt that some routes are becoming safety hazards due to their large size. In this way, a decrease in hours due to automation will be taken into consideration so that the overall hours to perform the route will not be reduced too low.

Charles Alexander brought up the point that some carriers may be perfectly happy with their large routes and that the double impact of reducing hours and automation may cut the routes too low. Roger explained that the reductions would be more flexible than that, and the auxiliary route would be the first thing to go before regular carrier hours got too low. He further explained that 47K and 48K routes were never meant to be permanent route sizes and that carriers should not be demanding rights to provisions that were only temporary in the first place. Charles reiterated that the flexibility of the MOU should be underscored.

Next, Charles Alexander called the Finance Committee to come forward to present their Final Report. In the meantime, Secretary/Treasurer Becky Wendlandt read the roll call. All delegates were present and accounted for with the exception of those representing Chelan-Douglas and Okanogan Counties. All officers were present.

Karen Crombie read the Final Report of the Finance Committee as follows:

THE FINAL REPORT OF THE FINANCE COMMITTEE

We, the members of the Finance Committee at the 1995 State Convention, Spokane, Washington, have the following recommendations to submit to you for consideration:

**YOUR RECOMMENDATION FOR DUES FOR 1996
(July 1, 1996 to June 30, 1997)**

Note: Your recommendation is for state per capita only. National is governed by the delegates at National Convention. Assume that National will remain the same for your total figure.

REGULARS: (71)

Nat'l Per Cap: \$103 State Per Cap: \$182 Total: \$285

RCA/RCR: (75, 77, 78, 79) & SUB's (72, 73)

Nat'l Per Cap: \$32 State Per Cap: \$29 Total: \$61

RETIREES:

Nat'l Per Cap: \$18 State Per Cap: \$19 Total \$37

MONEY RETURNED TO COUNTY UNITS:

1995 Membership (July 1, 1995 to June 30, 1996)

Regulars (71) Per Capita	\$5.00
Reliefs (73, 75, 77, 78, 79) Per Capita	\$5.00
Retirees Per Capita	\$5.00

MONEY RETURNED TO AUXILIARY:
 1995 Membership (July 1, 1995 to June 30, 1996)

Regulars (71) Per Capita	\$6.00
Reliefs (73, 75, 77, 78, 79) Per Capita	\$6.00
Retirees Per Capita	\$6.00

CURRENT SALARY SCHEDULES:
 1994 Membership (July 1, 1994 to June 30, 1995)

State Steward:	\$550.00/month
Assistant State Steward:	\$250.00/month
Editor:	\$200.00/month
Secretary/Treasurer	\$400.00/month

RECOMMENDATIONS ON SALARY SCHEDULES:
 1995 Membership (July 1, 1995 to June 30, 1996)

State Steward:	\$450.00/mo	\$5400.00/yr
Sr Asst State Steward:	\$200.00/mo	\$2400.00/yr
Asst State Steward:	\$200.00/mo	\$2400.00/yr
X 4 Asst State Stewards:	\$9600.00/yr	
Secretary/Treasurer:	\$350.00/mo	\$4200.00/yr
Editor:	to be paid per issue published and mailed, plus publishing of State Convention program.	
Total four (4) publications:		
Fall, Winter, Spring, & Conv. @400.00-	\$1600.00/yr	
Convention Program-	\$400.00/yr	
	<u>\$2000.00/yr</u>	

MILEAGE AND PER DIEM:

<u>1994-1995</u>	<u>1995-1996</u>
\$.25 per mile	\$.30 per mile
\$50.00/day (room/food)	\$60.00/day (room/food)

STATE CONVENTION ALLOWANCE:

Note: This is given to the State Convention Chairman to pay for meeting rooms, decorations, banquets, entertainment, etc. You will need to check with the State Convention Chairman this year (Jack Spangler) and last years' (Karen Crombie) to see if it is adequate.

1995-1996

\$1.50 for all members, with \$200.00 set aside for a retiree function for this convention.

DOOR PRIZE ALLOWANCE:

Note: This is used to buy door prizes at State Convention and at the District Meetings.

<u>1994-1995</u>	<u>1995-1996</u>
\$300.00 State Conv	\$300.00 State Conv
\$125.00 Dist Meetings	\$125.00 Dist Meetings

EQUIPMENT FUND:

Note: This is used to purchase new equipment. It is currently part of the balance in Atlanta Postal Credit Union and is not kept separate.

1995-1996: \$2000.00

RECOMMENDATIONS TO THE 1995 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 the continued use of 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 continue to be purchased at cost to the membership.
- 3) We suggest that all elected WRLCA board members and appointees continue to submit a proposed LWOP budget request as a part of their budget request for each budget year and that those same members attempt to live within their approved budgets.
- 4) We suggest that the 1996 Finance Committee evaluate the per diem allowance with special consideration towards a more realistic increase to balance out actual expenses.
- 5) We suggest cash be considered as door prize incentives from National General, rather than actual materialistic prizes.
- 6) We suggest the 1996 Finance Committee follow-up on the outlined salary schedule with possible increases if deemed necessary.
- 7) We suggest the retainer of Mike Watson be dropped and encourage the membership to utilize the services provided on the national level.

Respectfully submitted,
Karen Crombie, Chair
Cindy Norman
Ed Koschalk
 The Finance Committee

Doug Rinehart moved to accept the Final Report of the Finance Committee. Donna Roakes seconded the motion.

PASSED

Discussion was now open with regard to the recommendations of the Finance Committee. Donna Roakes expressed that Recommendation 5 should not imply that cash be the only type of door prize. Ed Koschalk stated that many people like the idea of cash door prizes.

Next, Doug Rinehart moved to have the Editor's salary based upon the issues of the

Washington Rural Carrier that are published. He proposed that the Editor be paid \$500 per quarterly issue and \$400 for the annual convention issue. Kay Smith seconded the motion. The motion failed.

Steve Higgins amended the motion to not accept the recommendation on salary schedules but accept the current salary schedules with the exception of the proposed salaries for the Senior Assistant State Steward and Assistant State Stewards. Kay Smith seconded the motion. Discussion regarding the salaries of the Senior Assistant State Steward and the Assistant State Stewards ensued. The amendment was voted on and failed.

Kit Witt moved to accept the recommendations of the Finance Committee and Brenda Hayes seconded the motion.

PASSED

Next, Chair Robin Whitmore gave the Final Report of the Teller's Committee as follows:

We received a total of 466 ballot envelopes. Out of these, 439 were valid ballots. Four were received unsigned, none had voted for more than the 15 delegates, 1 was signed by the spouse of a deceased member, 8 ballots were not in the ballot envelope, 2 were received late, 1 ballot envelope was empty, 1 ballot envelope was sealed at the wrong end, and 10 ballot envelopes were signed instead of the ballot.

DELEGATE LIST TO THE NATIONAL CONVENTION - 1995

1.	Neil Buchanan	272
2.	Charles Alexander	246
3.	Becky Wendlandt	240
4.	Kit Witt	212
5.	Dorothy Iannucci	207
6.	Dan Snyder	204
7.	Judith Peck	195
8.	Pat Alexander	193
9.	Ed Koschalk	173
10.	Cindy Norman	145
11.	Jack Spangler	140
12.	Doug Rinehart	139
13.	Marc McIntosh	127
14.	JoAnn Blackburn	118
15.	Jennie Seeley	111
16.	Steve Higgins	109
17.	Chris Briggs	107
18.	Lynn Walker	106
19.	Melanie Boothby	104
20.	Donna Roakes	100
21.	Pat English	94
22.	Mary McKillop	92
23.	Polly Moore	79
24.	Sandy Peterson	79
25.	Noretta Stritzke	76
26.	Daniel Schrup	74
27.	Rosalee Voshell	70
28.	Kenneth Side	66
29.	Kay Smith	61

Next, Robin Whitmore put forth the following recommendations by the Teller's Committee:

1. This Committee needs additional time to count ballots and proposes that the Teller's Committee meet and begin counting the ballots a day earlier.
2. An envelope-sized ballot card would be easier to process.

Respectfully submitted,
Robin Whitmore, Chair
Peg Knippel
Paula Kenck
Sharon Hurlbut
 The Teller's Committee

Dorothy Iannucci moved to accept the Report of the Teller's Committee and Bob Lange seconded the motion.

PASSED

Peg Knippel made a motion to adopt the recommendation that would give the Teller's Committee and extra day to count the ballots. Robin Whitmore seconded the motion. However, in the interest of saving money, the original recommendation to have the committee meet a day earlier was withdrawn. The recommendation to increase the number of committee members was suggested instead.

Next, Dale Ryan read the Report of the Auditing Committee:

We, the Auditing Committee, have reviewed the financial records of the secretary/treasurer. We checked bank statements, reviewed the check register, reviewed the CPA Financial Report and compared receipts with vouchers submitted for payment. We found all neatly organized and in proper order. The records were well kept and relatively easy to examine. We would like to commend Becky for a superb job.

I, as chairman, would like to give special thanks to Brenda Hayes and Ron Heikkela for their work on this committee.

Respectfully submitted,
Dale Ryan, Chairman
Brenda Hayes
Ron Heikkela
 Auditing Committee

Dorothy Iannucci moved to accept the Report of the Auditing Committee and dismiss them, and Kay Smith seconded the motion.

PASSED

The Time and Place Committee was called forward and Polly Moore once again strongly suggested that Bellingham be the site of the 1996 State Convention. Lynn Walker moved to let the District I Representative and the Time and Place Committee decide on the 1996 convention site

rather than having the attendees vote. Kay Smith seconded the motion.

PASSED

PASSED

Jim Hemrick moved to accept the Final Report of the Time and Place Committee and Bob Lange seconded the motion.

PASSED

Then President Charles Alexander called the Nominating Committee forward. Chair JoAnn Blackburn reread the list of nominees, and Vice President Marc McIntosh asked if there were any further nominations from the floor for the office of President. Dorothy Iannucci moved to close the elections and cast a unanimous ballot for Charles Alexander for the office of President. Dale Ryan seconded the motion.

PASSED

No further nominations were presented for the office of Vice President. Dale Ryan moved to close the elections and cast a unanimous ballot for Marc McIntosh for the office of Vice President. Doug Rinehart seconded the motion.

PASSED

No further nominations were presented for the office of Secretary/Treasurer. Brenda Hayes moved to close the elections and cast a unanimous ballot for Becky Wendlandt for the office of Secretary/Treasurer. Doug Rinehart seconded the motion.

PASSED

No further nominations were presented for the office of Editor. Bob Lange moved to close the elections and cast a unanimous ballot for Dan Snyder for the office of Editor. Tom Spence seconded the motion.

PASSED

No further nominations were presented for the office of District I Representative. Dorothy Iannucci moved to close the elections and cast a unanimous ballot for Judith Peck for the office of District I Representative. Doug Rinehart seconded the motion.

PASSED

No further nominations were presented for the office of District III Representative. Lynn Walker moved to close the elections and cast a unanimous ballot for Dan Schrup for the office of District III Representative. Doug Rinehart seconded the motion.

PASSED

No further nominations were presented for the office of Retired Carrier. Lynn Walker cast a unanimous ballot for Harley Robb for the office of Retired Carrier. Doug Rinehart seconded the motion.

PASSED

Dorothy Iannucci moved to accept the Report of the Nominating Committee and dismiss them. Brenda Hayes seconded the motion.

Donna Roakes moved to dismiss the Teller's Committee and Doug Rinehart seconded the motion.

PASSED

Charles called the Constitutions and By-Laws Committee forward, and Chair Becky Pike read the proposed amendments:

1. Page 1, CONSTITUTION ARTICLE I, NAME, SECTION 1: This association shall be known as the Washington Rural Letter Carriers' Association (herein referred to as 'this Association').

CHANGE TO READ: This association shall be known as the Washington Rural Letter Carriers' Association (herein referred to as '**the WRLCA**').

Becky Pike moved to accept the proposed change and Susie Hill seconded the motion.

PASSED

2. Page 2, CONSTITUTION ARTICLE IV, REPRESENTATION, SECTION 5: Election of delegates shall be by secret ballot in all cases where there is more than one candidate for each delegate's position. CHANGE TO READ: Election of delegates shall be by **written or** secret ballot in all cases where there is more than one candidate for each delegate's position.

Sandy Peterson moved to accept the proposed change. Susie Hill seconded the motion. Kay Smith amended the change to read "or secret" (original change omitted secret ballot provision.) Donna Roakes seconded the amended change.

PASSED

3. Page 3, CONSTITUTION ARTICLE VIII, OFFICERS, SECTION 1A: Each District shall nominate its own District Representative at a District meeting prior to the State Convention. Notice of said meeting will be sent to all members at least fifteen (15) days prior to the meeting. Such nominations shall then be presented to the Nominating Committee, who shall place them before the State Convention. In case no nomination is made by the District, the Nominating Committee at the State Convention shall select and place in nomination the name of a member of said District. Members are entitled to nominate from the floor any additional nominees who are qualified. CHANGE TO READ: Each District shall nominate its own District Representative at a District meeting prior to the State Convention. Notice of said meeting will be sent to all members at least fifteen (15) days prior to the meeting. Such nominations shall then be presented to the Nominating Committee, who shall place them before the State Convention. In case no nomination is made by the District, the Nominating Committee at the State Convention shall select and place in nomination the name of a member of said District. **Any delegate who is a member of said District is entitled to nominate from the floor any additional nominees who are qualified.**

Becky Pike moved to adopt the proposed change. Susie Hill seconded the motion. Dale Ryan amended the change to replace the word

"resident" in the proposed language to read "member". Donna Roakes seconded the amended change.

PASSED

4. Page 3, CONSTITUTION ARTICLE VIII, OFFICERS, SECTION 1B: The Retired Carriers' Representative shall be a retired carrier, nominated and elected by the delegates at the State Convention assembled who shall have been elected and installed.

CHANGE TO READ: The Retired Carriers' Representative shall be a retired carrier, nominated **by a retired carrier** and elected by the delegates at the State Convention assembled who shall have been elected and installed.

Susie Hill moved to accept the proposed change and Becky Pike seconded the motion.

PASSED

5. Page 3, CONSTITUTION ARTICLE VIII, OFFICERS, SECTION 2: There shall be a Board of Control (herein referred to as the Board) consisting of: President, Vice President, Secretary/Treasurer, Editor, four District Representatives, and the Retired Carriers' Representative. This Board shall meet upon call of the President or by a majority vote of the Board to the Secretary when matters of importance arise that need immediate attention during the interim between meetings of this Association. Each elected officer shall be entitled to a vote on every question before the State Convention.

CHANGE TO READ: There shall be a Board of Control (herein referred to as the Board) consisting of: President, Vice President, Secretary/Treasurer, and four District Representatives. This Board shall meet upon call of the President or by a majority vote of the Board to the Secretary when matters of importance arise that need immediate attention during the interim between meetings of the WRLCA. Each elected officer shall be entitled to a vote on every question before the State Convention.

Becky Pike moved to accept the proposed change and Sandy Peterson seconded the motion; however, the motion was defeated by a majority vote since it was deemed necessary to keep the Retired Carriers' Representative on the Board of Control.

(Proposed change DEFEATED)

6. Page 5, CONSTITUTION ARTICLE IX, NATIONAL DELEGATES, SECTION 9: The Delegate-at-Large to the National Convention shall be the delegate receiving the most votes. Said delegates may defer to the next delegate receiving the next most votes. Delegates up to the number of votes to which this Association is entitled shall be listed according to the number of votes received.

CHANGE TO READ: The **national-paid** Delegate-at-Large to the National Convention shall be the delegate receiving the most votes. **Other national-paid delegates shall be the delegates receiving the next most votes.** Delegates up to the number of votes to which the WRLCA is entitled shall be listed according to the number of votes received.

Becky Pike moved to accept the proposed change, and Susie Hill seconded the motion.

PASSED

7. Page 9, BY-LAWS ARTICLE V, EDITOR, SECTIONS 1-3: SECTION 1: Within sixty (60) days following the receipt of the minutes of the State Convention, the Editor shall publish the proceedings of the State Convention, and distribute the same to all members at the expense of this Association, when state funds are available. SECTION 2: The Editor shall publish the Washington Rural Carrier as a fall issue, winter issue, and spring issue. Winter and spring issues will contain information about the State Convention. In addition to the publication of the Washington Rural Carrier, the Editor will be responsible for the timely notice to all members of this Association of all State Association meetings and events. SECTION 3: The Editor shall mail each issue of the Washington Rural Carrier to all members of this Association.

CHANGE TO READ: SECTION 1: The Editor shall publish **four issues** of the Washington Rural Carrier as a **convention issue**, fall issue, winter issue, and spring issue. **At the first Board meeting after the State Convention, the Board will determine the mailing deadlines for the fall, winter and spring issues of the Washington Rural Carrier. In addition to articles and information, each specified issue will contain the following: The fall issue will contain the fall booster announcement and reports of all delegates to the National Convention; the winter issue will contain information on upcoming District Meetings and the upcoming State Convention; and the spring issue will contain information about the upcoming State Convention, campaign announcements, and criteria for Carrier of the Year.**

Within **forty-five (45)** days following the receipt of the minutes of the State Convention, the Editor shall publish **a convention issue of the Washington Rural Carrier containing the proceedings of the State Convention, including the updated Constitution and By-Laws**, and distribute the same to all members at the expense of the WRLCA.

The Editor will publish all Board minutes and WRLCA financial statements as they occur in a timely manner in the Washington Rural Carrier. SECTION 2: **The Editor will receive a salary after the mailing of each issue of the Washington Rural Carrier. Said salary will be determined at each State Convention. The salary will be reduced 10% for each week that the mailing exceeds the Board-determined deadline for mailings, unless waived by the Board.**

The Editor will also receive a salary for the publication of the State Convention program. Said salary will be determined at the State Convention. SECTION 3: The Editor shall mail each issue of the Washington Rural Carrier to all members of the WRLCA **and will be reimbursed for all expenses incurred in publication and mailing.**

Becky Pike moved to accept the proposed change and Susie Hill seconded the motion; however, Lynn Walker amended first section of the proposed change to read "45 days" instead of the proposed language of

"30 days". Sharon Madison seconded the motion.

Dale Ryan moved to change "the WRLCA" to "this Association" since the amendment to change all language from "this Association" to "the WRLCA" was not in effect yet. Lynn Walker seconded the motion.

Lynn Walker made an additional motion to change the word "fee" to "salary" in Section 2, and Dale Ryan moved to replace the wording "**The salary will be reduced 10% for each week**" by "**One-month's salary**". Kay Smith seconded the motion. This amendment to the proposed change was defeated by ballot vote.

Doug Rinehart moved to delete Section 2. Kay Smith seconded the motion. This proposed change was defeated also.

Tom Spence moved to table the proposed change until next year. Sandy Peterson seconded the motion. The motion to table the proposed change was defeated. Finally, Brenda Hayes called for question, and Lynn Walker seconded the motion to adopt the proposed change as amended.

PASSED

8. Page 9, BY-LAWS ARTICLE VI, STATE OFFICERS EXPENSE, SECTION 1: The State Officers shall receive no salary except the Secretary/Treasurer and the Editor.

CHANGE TO READ: No State Officer shall receive a salary except the Secretary/Treasurer and Editor.

The salary of the Secretary/Treasurer and Editor shall be decided at each State Convention of the WRLCA after the Finance Committee reviews the suggestions of the Board.

Becky Pike moved to accept the proposed change, and Susie Hill seconded the motion. Bill Allen made a motion to amend the proposed change by adding "and Editor" after Secretary/Treasurer, in keeping with the language change in By-laws Article V (Editor). Lynn Walker seconded the motion.

PASSED

9. Page 10, BY-LAWS ARTICLE VI, STATE OFFICERS EXPENSE, SECTION 2: The officers, Insurance Director and Political Action Committee Director of this Association shall be reimbursed for all postage, telephone calls, and travel to all meetings **outside of their own County Unit**, connected with the business of this Association. Per diem will be paid if business necessitates an overnight stay. Expenses incurred in excess of per diem will be reimbursed with the approval of the Board. LWOP will not be compensated to attend the State or National Conventions while they are in session. Reimbursement of said expenses shall be made by the State Secretary upon receipt of receipts or copies thereof from the officers, Insurance Director or Political Action Committee Director. The rates of pay for mileage and per diem shall be decided at each State Convention of this Association.

CHANGE TO READ: The officers, Insurance Director and Political Action Committee Director of the WRLCA shall be reimbursed for all postage, telephone calls, and travel to all meetings connected with the business of the WRLCA. Per diem will be paid if business necessitates an overnight stay. Expenses

incurred in excess of per diem will be reimbursed with the approval of the Board. LWOP will not be compensated to attend the State or National Conventions while they are in session. Reimbursement of said expenses shall be made by the State Secretary upon receipt of receipts or copies thereof from the officers, Insurance Director or Political Action Committee Director. The rates of pay for mileage and per diem shall be decided at each State Convention of the WRLCA.

Becky Pike moved to accept the proposed change, and Susie Hill seconded the motion.

However, Bill Allen spoke against the proposed change, stating that the individuals specified in the by-law should not be reimbursed for mileage and per diem for meetings within their own county unit. The proposed change failed to achieve a majority vote.

(Proposed change DEFEATED)

10. Page 10, BY-LAWS ARTICLE VI, STATE OFFICERS EXPENSE, SECTION 2: The officers, Insurance Director and Political Action Committee Director of this Association shall be reimbursed for all postage, telephone calls, and travel to all meetings outside of their own County Unit, connected with the business of this Association. Per diem will be paid if business necessitates an overnight stay. Expenses incurred in excess of per diem will be reimbursed with the approval of the Board. LWOP will not be compensated to attend the State or National Conventions while they are in session. Reimbursement of said expenses shall be made by the State Secretary upon receipt of receipts or copies thereof from the officers, Insurance Director or Political Action Committee Director. The rates of pay for mileage and per diem shall be decided at each State Convention of this Association.

CHANGE TO READ: The officers, Insurance Director and Political Action Committee Director of the WRLCA shall be reimbursed for all postage, **office supplies**, telephone calls, and **mileage** to all meetings outside of their own County Unit, connected with the business of the WRLCA. Per diem will be paid if business necessitates an overnight stay. Expenses incurred in excess of per diem will be reimbursed with the approval of the Board. Reimbursement of said expenses shall be made by the Secretary/Treasurer upon receipt of **a voucher and supporting documents**. Leave Without Pay (LWOP) will not be compensated to attend the **State Convention or National Convention** while they are in session, **but may be authorized by the Board for other required business.**

All State Officers attending the State Convention shall receive mileage at the same rate as paid to the delegates-at-large. Officers are encouraged to fly rather than drive whenever flying results in a significant savings to the WRLCA. In cases where travel shall be by commercial airlines, the mileage factor shall not apply. The cost of the lowest reasonable airline fare shall be reimbursed in lieu of mileage.

Becky Pike moved to accept the proposed change, and Susie Hill seconded the motion. Dale Ryan moved to amend the proposed change

to read "the Association" instead of "the WRLCA" for the reason stated previously. Ed Koschalk seconded the motion. Lynn Walker moved to adopt the proposed change as amended and Kathy Brown seconded the motion.

PASSED

11. Pages 10-11, BY-LAWS ARTICLE VI, STATE STEWARD, SECTIONS 4 AND 4A AND SUBSECTION TO ARTICLE VI, STATE STEWARD, SECTION 1. SECTION 4: The State Steward **and the Assistant State Steward** shall receive a salary. The State Steward **and Assistant State Steward** shall be reimbursed for expenses incurred in the administration of the Steward Program within the State. The State Steward may approve payment of expenses incurred by the Assistant State Steward, Area, and local stewards, while involved in grievance-related business. Reimbursement shall be made by the State Secretary/Treasurer. The State Steward **and Assistant State Steward** shall be reimbursed three (3) days LWOP to attend the State Convention. When grievances are being processed and it is essential that the State Steward **and Assistant State Steward** be on LWOP and for five (5) days while attending the National Convention, this 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 the State Steward **and Assistant State Steward** for salary and the rate for mileage and per diem shall be decided at each State Convention of this Association. SECTION 4A: There are many occasions when the State Steward **and Assistant State Steward** travel outside the State of Washington in the conduct of Association business and to attend training; therefore, for all authorized travel outside the State as well as in the State, the State Steward **and the Assistant State Steward** shall be reimbursed for actual expenses in excess of per diem with the approval of the Board. In cases where the travel shall be by commercial airlines, the mileage factor shall not apply. The cost of the airline ticket coach fare shall be reimbursed in lieu of mileage. SUBSECTION TO ARTICLE VI, SECTION 1: The State Steward **and Assistant State Steward** shall be appointed by the State President in conjunction with the Board. Their service shall be continuous until terminated by the State President in conjunction with the Board or National President, or by resignation. CHANGE TO READ: SECTION 4: The State Steward shall receive a salary. The 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 shall be reimbursed three (3) days LWOP to attend the State Convention. When grievances are being

processed and it is essential that the State Steward be on LWOP and for five (5) days while attending the National Convention, the WRLCA shall pay his/her wages at the same rate of pay as earned when serving his/her route, not to include mileage. The State Steward is 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 the State Steward for salary and the rate for mileage and per diem shall be decided at each State Convention of the WRLCA. SECTION 4A: There are many occasions when the State Steward travels outside the State of Washington in the conduct of Association business and to attend training; therefore, for all authorized travel outside the State as well as in the State, the State Steward shall be reimbursed for actual expenses in excess of per diem with the approval of the Board. In cases where the travel shall be by commercial airlines, the mileage factor shall not apply. The cost of the airline ticket coach fare shall be reimbursed in lieu of mileage. SECTION 4B: **The State in conjunction with the Board and the State Steward, shall recommend to the National Association the members that the WRLCA would like to have appointed as Assistant State Stewards. Their service shall be continuous until terminated by the State President in conjunction with the Board or National Board, or by resignation. The Assistant State Stewards shall work with and be subject to the State Steward.**

The geographical area served by each Assistant State Steward shall be determined by the State Steward in conjunction with the Board.

At the State Convention, a salary will be determined for all Assistant State Stewards and administered in the same fashion as for the State Board. Provisions for mileage, meals, per diem, flying, and Leave Without Pay apply in the same manner as with the State Steward, with the exception of four (4) days LWOP to attend National Convention. SUBSECTION TO ARTICLE VI, SECTION 1: The State Steward shall be appointed by the State President in conjunction with the Board. His/her service shall be continuous until terminated by the State President in conjunction with the Board or National President, or by resignation.

Becky Pike moved to accept the proposed change and Susie Hill seconded the motion.

Bill Allen amended the proposed change to add "with the exception of LWOP to attend National Convention" at the end of proposed Section 4B. Lynn Walker seconded the motion. Dale Ryan further amended this amendment by adding the stipulation of "four (4) days" LWOP. Donna Roakes seconded the motion and the proposed change was adopted as amended.

PASSED

12. Pages 10-11, BY-LAWS ARTICLE VI, STATE STEWARD, SECTIONS 4 AND 4A AND SUBSECTION TO ARTICLE VI, STATE STEWARD, SECTIONS 1-3. SECTION 4: The State Steward and the

Assistant State Steward shall receive a salary. The State Steward and Assistant State Steward shall be reimbursed for expenses incurred in the administration of the Steward Program within the State. The State Steward may approve payment of expenses incurred by the Assistant State Steward, Area, and local stewards, while involved in grievance-related business. Reimbursement shall be made by the State Secretary/Treasurer. The State Steward and Assistant State Steward shall be reimbursed three (3) days LWOP to attend the State Convention. When grievances are being processed and it is essential that the State Steward and Assistant State Steward be on LWOP and for five (5) days while attending the National Convention, this 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 the State Steward and Assistant State Steward for salary and the rate for mileage and per diem shall be decided at each State Convention of this Association.

SECTION 4A: There are many occasions when the State Steward and Assistant State Steward travel outside the State of Washington in the conduct of Association business and to attend training; therefore, for all authorized travel outside the State as well as in the State, the State Steward and the Assistant State Steward shall be reimbursed for actual expenses in excess of per diem with the approval of the Board. In cases where the travel shall be by commercial airlines, the mileage factor shall not apply. The cost of the airline ticket coach fare shall be reimbursed in lieu of mileage. **SUBSECTION TO ARTICLE VI, SECTION 1:** The State Steward and Assistant State Steward shall be appointed by the State President in conjunction with the Board. Their service shall be continuous until terminated by the State President in conjunction with the Board or National President, or by resignation. **SECTION 2:** The State Steward and Assistant State Steward shall work with and be subject to the State President and the Board. **SECTION 3:** The State Steward shall supervise and administer the Steward Program within the state using the following guidelines:

(A) Make all Step 2B and Step 3 grievance appeals, coordinating all efforts closely with the Regional Representative and report monthly to the appropriate Local Steward and grievant. (B) Be responsible for submitting the names, addresses and telephone numbers of the Area and Local Stewards to the National Office for certification. (C) In the event there is a need to fill or replace an Area or Local Steward position, the State Steward has the responsibility to the State and National Associations in naming an individual to temporarily serve as Steward. (D) Be responsible for the distribution of Steward Manuals and Grievance Forms to each Area and Local Steward, as well as for their training.

CHANGE TO READ: SECTION 4: The State President in conjunction with the Board, shall recommend to the National Association the

member that the WRLCA would like to have appointed as State Steward. His/her service shall be continuous until terminated by the State President in conjunction with the Board or National President, or by resignation. The State Steward shall work with and be subject to the State President and the Board. The State Steward shall supervise and administer the Steward Program within the State using the following guidelines:

- a) Make all Step 2B and Step 3 Grievance appeals, coordinating all efforts closely with the Regional Representative and report monthly to the appropriate Local Steward and grievant.
- b) **Until January 1, 1996,** be responsible for submitting the names, addresses, and telephone numbers of the Assistant, Area, and Local Stewards to the National Office for certification. **Beginning January 1, 1996, be responsible for certifying and maintaining certification records of all local and area stewards.**
- c) In the event there is a need to fill or replace an Area or Local Steward position, the State Steward has the responsibility to the State and National Associations in naming an individual to temporarily serve as steward.
- d) Be responsible for the distribution of Steward Manuals and Grievance forms to each Area and Local Steward, as well as for their training.
- e) The State Steward may approve payment of expense incurred by the Assistant State Stewards, Area, and Local Stewards, while involved in grievance-related business. Reimbursement shall be made by the State Secretary/Treasurer. Expenses shall be submitted no later than three months after the expense has been incurred.

SECTION 4A: The salary of the State Steward shall be decided at each State Convention of the Association, after the Finance Committee reviews the suggestions of the Board. The State Steward shall be reimbursed for sick and annual leave days lost due to LWOP days taken in performing his/her responsibilities for the WRLCA. When grievances are being processed and it is essential that the State Steward be on LWOP, the WRLCA shall pay his/her wages at the same rate of pay as earned when serving his/her route, not to include EMA. **The State Steward shall be allowed a mileage allowance for all steward business. When an overnight stay is required in order for the State Steward to conduct necessary Steward business, the State Steward shall be entitled to per diem. The rates for mileage, lodging per diem and meals per diem will be determined at the State Convention after the Finance Committee reviews the suggestions of the Board. The State Steward is encouraged to fly rather than drive whenever flying results in a significant savings to the WRLCA.** In cases where travel shall be by commercial airlines, the mileage factor shall not apply. The cost of the **lowest reasonable airline fare** shall be reimbursed in lieu of mileage. The State Steward shall be reimbursed for one (1) day LWOP for steward training at National Convention and four (4) days while attending the National

Convention if he/she is elected as a delegate.

Becky Pike made a motion to accept the proposed change, and Susie Hill seconded the motion. Donna Roakes then made a motion to amend the proposed change, Section 4A, to insert the word "after" before the phrase "the Finance Committee reviews the suggestions of the Board." Judy Peck seconded the motion.

Bill Allen moved to amend Section 4A as well, striking the bolded words in the phrase "the State Steward shall be entitled to a **mileage allowance and per diem**" and adding the sentence "The State Steward shall be allowed a mileage allowance for all steward business" before the sentence beginning "When an overnight stay is required..." Dale Ryan seconded the motion. Discussion ensued regarding the most cost-effective way to reimburse the State Steward for expenses incurred.

Dale Ryan moved to strike the phrase "after the Finance Committee reviews the suggestions of the Board" but the motion was defeated.

Donna Iannucci moved to further amend the proposed change to read "the State Steward shall be entitled to reimbursement of lodging and a meal allowance to be determined at the State Convention", to replace "the State Steward shall be entitled to per diem." Jenny Seay seconded the motion, but this motion was also defeated.

Kay Smith moved to replace "mileage allowance and per diem" in the same section, with "actual expenses". This amendment was defeated.

Dorothy Iannucci called for a paper ballot vote to determine whether or not the proposed change should be adopted as amended. The Teller's Committee came forward to distribute and count the ballots. The motion failed the two-thirds majority needed for passage.

Neil Buchanan made a motion to reconsider the proposed change and Dan Schrup seconded the motion.

Neil Buchanan moved to further amend the proposed change by inserting the bolded phrase, "The rates for mileage, **lodging per diem and meals per diem** will be determined at the State Convention..." Dorothy Iannucci seconded the motion. Bill Allen moved to vote on the proposed change by secret ballot, and Lynn Walker seconded the motion. By secret ballot, the proposed change was adopted as amended.

PASSED

13. Page 11, BY-LAWS ARTICLE VI, STATE STEWARD, SECTION 5, proposed new language: The WRLCA 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. **The rate of pay for mileage and per diem shall be decided at each State Convention of the WRLCA.**

Becky Pike moved to accept the proposed change, and Susie Hill seconded the motion.

PASSED

14. Page 11, BY-LAWS ARTICLE VI, STATE STEWARD, SECTION 6, proposed new language:

Each State officer and appointed Officer will submit a proposed budget for the operating expenses of their office for the coming fiscal year to the Board for approval **within sixty (60) days of the close of the State Convention.**

Becky Pike moved to accept the proposed change, and Susie Hill seconded the motion. Donna Roakes spoke against the motion, stating that a 60-day time period was too long.

(Proposed change DEFEATED)

15. Page 12, BY-LAWS ARTICLE VII, STATE STEWARD, SECTION 4: The RCAs who join this Association 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.

CHANGE TO READ: **New relief carriers** who join the WRLCA 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.

Becky Pike moved to accept the proposed change and Susie Hill seconded the motion. Dorothy Iannucci moved to amend the proposed change, substituting "new relief carriers" for "New RCAs/'emergency hires'/RCRs". Susie Hill seconded the motion.

PASSED

16. Page 12, BY-LAWS ARTICLE X, RULES GOVERNING COUNTY UNITS AND DISTRICT ASSOCIATIONS, SECTION 1: District One (1) shall be composed of the County Units of: Skagit-San Juan (Skagit, San-Juan Counties); SKI (Snohomish, King and Island Counties); Whatcom (Whatcom County).

CHANGE TO READ: District One (1) shall be composed of the County Units of: Skagit-San Juan-Island (Skagit, San Juan **and Island Counties**); **K-S (King and Snohomish Counties)**; Whatcom (Whatcom County).

Sandy Peterson moved to accept the proposed change and Dorothy Iannucci seconded the motion.

PASSED

17. Page 13, BY-LAWS ARTICLE X, RULES GOVERNING COUNTY UNITS AND DISTRICT ASSOCIATIONS, SECTION 3: If any County Secretary shall fail to pay to the State Secretary its per capita tax for each regular rural carrier, auxiliary rural carrier, retired rural carrier on annuity, substitute rural carrier, rural carrier relief and rural carrier associate member (under per capita tax as specified in ARTICLE VII) before the first day of the State Convention, said County Unit shall be suspended from membership in this Association until said per capita tax is paid. Ninety (90) days suspension will cause the County Charter to be revoked.

CHANGE TO READ: Delete entire paragraph.

Sandy Peterson moved to pass the proposed change and Susie Hill seconded the motion.

PASSED

18. Page 14, BY-LAWS ARTICLE X, RULES GOVERNING COUNTY UNITS AND

DISTRICT ASSOCIATIONS, SECTION 4A: The County Secretary, when submitting resolutions and changes to the Constitution and By-Laws to the State Secretary, shall submit them in the proper form as follows: Make a copy of each resolution and change to the Constitution and By-Laws, preferably typewritten, on one half page of standard size paper and state whether it is a Resolution or a change to the Constitution and By-Laws.

CHANGE TO READ: The County Secretary, when submitting resolutions and **proposed** changes to the Constitution and By-Laws to the State Secretary, shall submit them in the proper form as follows: Make a copy of each resolution and **proposed** change to the Constitution and By-Laws, preferably typewritten, **following the form provided by the State Secretary** and state whether it is a Resolution or a **proposed** change to the Constitution and By-Laws.

Sandy Peterson moved to accept the proposed change. Susie Hill seconded the motion. Neil Buchanan moved to amend the change by inserting the word "proposed" before the word "change" whenever this language occurred in the original proposed change. Brenda Hayes seconded the motion. The proposed change was adopted as amended.

PASSED

Dan Schrup moved to dismiss the Constitution and By-Laws Committee and to accept the proposed changes. Dorothy Iannucci seconded the motion. This concluded the changes to the Constitution and By-Laws.

PASSED

Next, the Resolutions Committee, presented the following twenty-five resolutions for consideration by the officers and delegates:

RESOLUTION #1

WHEREAS: (not specified)

THEREFORE: be it resolved that EL 902 National Agreement, Article 15, Section 4, Paragraph C 1993-1995 Agreement that presently reads: "Failure by the Employer to schedule a meeting or render a decision in any of the steps of this procedure within the time herein provided (including mutually agreed-to extension periods) shall be deemed to move the grievance to the next step of the grievance-arbitration procedure" be changed to read: "Failure by the Employer to schedule a meeting or render a decision in any of the steps of this procedure within the time herein provided (including mutually agreed-to extension periods) shall be deemed a **granting of the grievance**."

PASSED

RESOLUTION #2

WHEREAS: The density criteria of L routes should be increased;

THEREFORE: be it resolved that EL 902 National Agreement, Article 9, Section 2, Paragraph D 1993-1995 Agreement that presently reads: "L routes are those routes that have a density of twelve (12) boxes

per mile or more. These routes are to be compensated under the evaluated compensation provisions of this Agreement. Any route that meets the density criteria, as determined by a mail count, will be converted to an L route" be changed to read: "L routes are those routes that have a density of **twenty (20)** boxes per mile or more. These routes are to be compensated under the evaluated compensation provisions of this Agreement. Any route that meets the density criteria, as determined by a mail count, will be converted to an L route."

DEFEATED

RESOLUTION #3

WHEREAS: The time denoted on the Rural Route Evaluation Worksheet does not accurately reflect time required to perform duties on the route;

THEREFORE: be it resolved that PO 603, page 100, Rural Route Evaluation Worksheet that presently reads: "Line 5 NDCBU Collection Compartments X 1.0 minutes, Line 9 Parcels X .333 office time and .167 route time, Line 32 USPS Vehicle Route Miles X 6 divided by 100 X 4.5" be changed to read: "Line 5 NDCBU change to **actual time**, Line 9 Parcels X **.500 office and .250 route time**, Line 32 USPS Vehicle Route Miles X 6 divided by **25 X 4.5**."

DEFEATED

RESOLUTION #4

WHEREAS: (not specified)

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

DEFEATED

RESOLUTION #5

WHEREAS: Delegates to the State Convention in 1993 felt it was important to send State 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 received be returned to the county unit.

DEFEATED

RESOLUTION #6

WHEREAS: (not specified)

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

DEFEATED

RESOLUTION #7

WHEREAS: (not specified)

THEREFORE: be it resolved that each state represented at the National Convention be allowed to vote their full total of delegate votes regardless of number of delegates in attendance.

PASSED

RESOLUTION #8

WHEREAS: New regulations will require local stewards to attend training;

THEREFORE: be it resolved that local stewards attending required training will be paid mileage.

DEFEATED

RESOLUTION #9

WHEREAS: Mobility within the rural carrier craft is restricted, and limited, for all rural carriers;

THEREFORE: be it resolved that regular rural carrier vacancies be awarded to that Regular Carrier, RCA or substitute having greatest seniority, and who has filed, in the appropriate District personnel office, a written declaration of interest. A written declaration is required for each vacancy. Note: Current rules regarding priority assignments of regulars in vacancy offices, and those having retreat rights to the same shall be unchanged. Provided the seniority of vacancy bidding will be determined using the following criteria: Full length of carrier service accredited while serving within the District, and one-half length of carrier service accredited while serving outside of the District. Service time is computed from hiring date to vacancy open date and is not based on number of days worked. Provided each district personnel office shall maintain a recorded phone message listing all unfilled vacancies within their area. This message will be updated at the beginning of each month. Provided so as to avoid abusive office hopping, carriers will be limited to two assignments per career and each applicant must have served a minimum of one year in their current assignment. Rules governing mutual transfers remain the same.

DEFEATED

RESOLUTION #10

WHEREAS: New hires are not given union protection until they have completed their probationary period even if they are union members;

THEREFORE: be it resolved that new hires be able to avail themselves of union protection beginning at their hire date in all matters except discipline.

DEFEATED

RESOLUTION #11

WHEREAS: The contract between the NRLCA and the USPS affects each individual employed in the rural craft;

THEREFORE: be it resolved that each NRLCA member be able to vote yes or no on any National Agreement between the NRLCA and the USPS.

DEFEATED

RESOLUTION #12

WHEREAS: L routes are given stamp stock credit based on sale of 150 first-class stamps (or the equivalent in other forms of postage);

THEREFORE: be it resolved L routes receive stamp stock credit on the same basis as non-L routes.

PASSED

RESOLUTION #13

WHEREAS: Rural carriers are on an evaluated pay system; and

WHEREAS: everything they do is counted and timed; and

WHEREAS: we do not receive a time evaluation for unloading;

THEREFORE: be it resolved that rural carriers be compensated for unloading time.

DEFEATED

RESOLUTION #14

WHEREAS: Current dismount delivery standards do not accurately reflect actual time required for dismount deliveries;

THEREFORE: be it resolved that time standards for dismount deliveries on rural routes be increased to reflect actual time involved in dismount deliveries for rural carriers.

DEFEATED

RESOLUTION #15

WHEREAS: The allowance for boxholders was determined before "marriage mailing";

THEREFORE: be it resolved that an increased allowance be provided for oversized "marriage mailing", i.e., bundles of boxholders containing four or five newspapers, booklets and samples, which often require reassembly.

PASSED

RESOLUTION #16

WHEREAS: The present language regarding compensatory time for participation in the QWL/EI process now states: "Those hours that exceed the actual work hours on the route, but are not in excess of 12 in a day are banked toward 'O' time and the carrier is granted a day off for each eight hours of the accumulated time worked performing QWL/EI duties";

THEREFORE: be it resolved that the present language be modified to read as follows: "Those hours that exceed the actual work hours on the route, but are not in excess of 12 in a day are banked toward 'O' time and the carrier is granted a day of for each accumulation of time worked performing QWL/EI duties equal to that carrier's "daily evaluated hours."

DEFEATED

RESOLUTION #17

WHEREAS: A day after a holiday is a consolidation of two or three days of mail;

THEREFORE: be it resolved that the RCA who is scheduled to work that day be paid actual hours worked over the evaluation.

DEFEATED

RESOLUTION #18

WHEREAS: Express mail can be delivered by any postal employee;

THEREFORE: be it resolved that when express mail arrives for delivery at an office after the route has left, management contact RCAs and RCRs as per local seniority and encourage them for auxiliary help in delivering express.

PASSED

RESOLUTION #19

WHEREAS: Regular carriers are paid EMA only on days worked, and considering that the cost of vehicles, maintenance, and insurance continues to escalate;

THEREFORE: be it resolved that when regular carriers are on paid days off, rural carriers receive 50% EMA to supplement those ongoing costs.

DEFEATED

RESOLUTION #20

WHEREAS: It is desireable and important for the membership of the NRLCA to be well informed of how national legislation would directly affect our career as rural carriers;

THEREFORE: be it resolved that, with our membership intelligent and diverse, our national leadership refrain from directly specifying or suggesting how the individual members should vote or what their opinion should be in contacting their elected officials.

DEFEATED

RESOLUTION #21

WHEREAS: It is desireable and important for the membership of the WRLCA to be well informed by our state newspaper and state union representatives of local and national legislation and candidates running for office that would directly affect our career as rural carriers;

THEREFORE: be it resolved that, with our membership intelligent and diverse, our state leadership and representatives refrain from directly specifying or suggesting how the individual members should vote or what their opinion should be in contacting their elected officials.

DEFEATED

RESOLUTION #22

WHEREAS: After the holidays there are two days' worth of mail accumulated;

THEREFORE: be it resolved that the carrier working that day receive auxiliary assistance.

DEFEATED

RESOLUTION #23

WHEREAS: (not specified)

THEREFORE: 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:

- Ken Symbol, Spokane Postmaster
- Renee Miller, Ridpath Representative
- Michael H. Lewark, Manager, Delivery Programs, Western Area Customer Service and Sales
- Ms. Linda Wilson, Spokane District Manager, USPS
- The Honorable Jack Geraghty, Mayor of Spokane
- Larry Waligora, Manager of Health Programs, NRLCA
- Dr. Terry L. Smith, Employee Assistance Coordinator, Seattle District
- Larry Shown, National Auxiliary Board
- Roger Moreland, NRLCA Vice-President

Sandy Richards, Spokane Police Department

We also wish to thank Jack Spangler, Marc McIntosh, Becky Wendlandt and the Convention Committee 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

RESOLUTION #24

WHEREAS: (not specified)

THEREFORE: be it resolved that the State Steward be paid by the WRLCA to attend the Portland DJSC meetings.

DEFEATED

RESOLUTION #25

WHEREAS: (not specified)

THEREFORE: be it resolved that, concerning Constitution and By-Laws changes approved at this convention, changes to the same article and section with different change numbers that the changes be merged unless the changes are in conflict where the last change will supercede.

PASSED

Next, each resolution was dealt with individually.

Donna Roakes moved to adopt Resolution 2; however, Becky Winter moved to amend the resolution to read "twenty (20) boxes" instead of fifteen (15) boxes. Sharon Madison seconded the motion. **Amended Resolution 2 PASSED.**

Jennie Seeley moved to adopt Resolution 3 and Dave Reppe seconded the motion. **Resolution 3 PASSED.**

Jennie Seeley moved to adopt Resolution 4 and Dave Reppe seconded the motion. **Resolution 4 was DEFEATED.**

Dave Reppe moved to adopt Resolution 5 and Jennie Seeley seconded the motion. **Resolution 5 was DEFEATED.**

Dave Reppe moved to adopt Resolution 6 and Jennie Seeley seconded the motion. **Resolution 6 was DEFEATED.**

Kay Smith moved to adopt Resolution 8 and Jennie Seeley seconded the motion. **Resolution 8 was DEFEATED.**

Kay Smith moved to adopt Resolution 9 and Dave Reppe seconded the motion. **Resolution 9 was DEFEATED.**

Dave Reppe moved to adopt Resolution 10 and Jennie Seeley seconded the motion. Neil Buchanan then moved to amend Resolution 10 to add the phrase, "in all matters except discipline." Donna Roakes seconded the motion. **Amended Resolution 10 PASSED.**

Dave Reppe moved to accept Resolution 11 and Jennie Seeley seconded the motion. **Resolution 11 was DEFEATED.**

Dave Reppe moved to adopt Resolution 13 and Jennie Seeley seconded the motion. **Resolution 13 PASSED.**

Dave Reppe moved to adopt Resolution 14 and Jennie Seeley seconded the motion. **Resolution 14 PASSED.**

Dave Reppe moved to adopt Resolution 16 and Jennie Seeley seconded the motion. **Resolution 16 PASSED.**

Jennie Seeley moved to adopt Resolution 17 and Dave Reppe seconded the motion. Dorothy Iannucci moved to amend the resolution to add "over the evaluation" at the end. Judy Peck seconded the motion. **Amended Resolution 17 PASSED.**

Jennie Seeley moved to adopt Resolution 19 and Dave Reppe seconded the motion. **Resolution 19 was DEFEATED.**

Jennie Seeley moved to adopt Resolution 20 and Dave Reppe seconded the motion. **Resolution 20 was DEFEATED.**

Kay Smith moved to adopt Resolution 21 and Jennie Seeley seconded the motion. **Resolution 21 was DEFEATED.**

Kay Smith moved to adopt Resolution 22 and Jennie Seeley seconded the motion. Dorothy Iannucci moved to add the phrase "when needed" to the end of the Resolution. Jennie Seeley seconded the motion. **Amended Resolution 22 PASSED.**

Dave Reppe moved to adopt Resolution 23 and Jennie Seeley seconded the motion. **Resolution 23 PASSED.**

Dale Ryan made a motion to include Resolution 25 which was not submitted to the Committee previously. Dorothy Iannucci seconded the motion. **Resolution 25 PASSED.**

Dorothy Iannucci moved to accept the report of the Resolutions Committee and to dismiss them. Dan Schrup seconded the motion.

PASSED

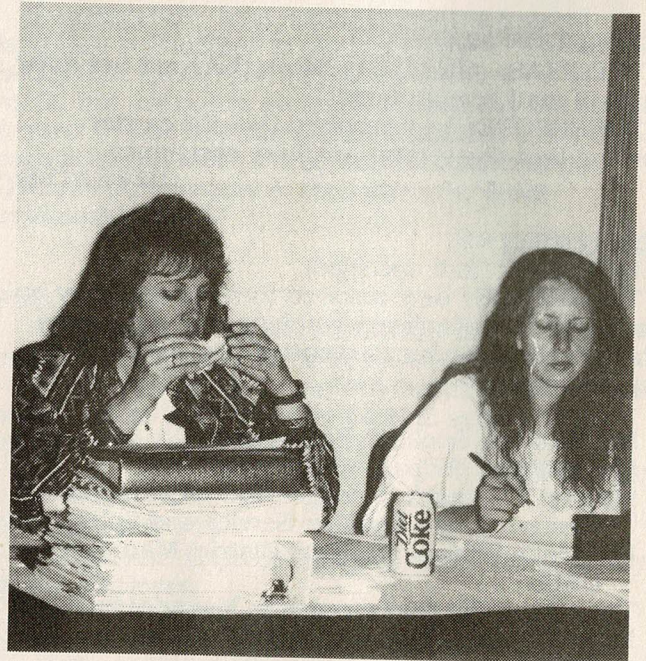
Kay Smith thanked the Auxiliary for providing the juniors program. Charles Alexander announced that the Country Store collected \$500 to be used towards a scholarship award.

The officers came to the front of the meeting room to be installed by NRLCA Vice President Roger Moreland. Chaplain Neil Buchanan gave the closing Benediction and the colors were retired by Ed Koschalk and Lynn Walker. Jim Hemrick moved to

adjourn the meeting and Donna Roakes seconded the motion; hence, the 89th Annual Convention of the Washington Rural Letter Carriers' Association adjourned at 4:59 PM on June 28, 1995.



(Above) Some of the first time at state convention attendees come forward to be recognized. (Below) Becky and Julie take notes of the proceedings.



WASHINGTON RURAL LETTER CARRIERS' ASSOCIATION

12 MONTH CASH FLOW FOR YEAR 94/95

Updated June 30, 1995

CASH INCOME:	July, 1994 through June, 1995 (12 Months) Actual Spent 12 Months	Yearly Budget Estimated For Year 94/95
Cash Dues 94/95	\$ 8,002.00	\$ 8,000.00
Cash Dues 95/96	\$ 4,363.00	\$.00
National Regular & Relief Dues Wht	\$ 131,104.91	\$ 131,104.00
National Retired Dues Wht	\$ 5,493.45	\$ 5,400.00
National General Insurance	\$ 23,026.00	\$ 23,000.00
NRLCA-Refund Pres.Stew.Sec.Conv.	\$ 150.00	\$ 150.00
NRLCA-Refund Secretary Training	\$ 500.00	\$ 500.00
NRLCA-Refund Pres.Seminar	\$ 507.00	\$ 500.00
NRLCA-Refund Steward Trainings	\$ 1,100.00	\$ 1,100.00
NRLCA-Refund Area Officers Meeting	\$ 1,400.00	\$ 1,400.00
OTHER CASH INCOME:		
Checking Account Dividends	\$ <u>847.20</u>	\$ <u>847.00</u>
TOTAL CASH INCOME	\$ 176,493.56	\$ 172,001.00
CASH EXPENSES:		
<u>Per Capita Expenses:</u>		
National Per Capita Dues 94/95	\$ 3,104.00	\$ 3,104.00
National Per Capita Dues 95/96	\$ 2,073.00	\$.00
County Per Capita Dues	\$ 7,521.00	\$ 7,400.00
Auxiliary Per Capita Dues	\$ 9,684.00	\$ 9,400.00
Western States Per Capita Dues	\$ <u>330.40</u>	\$ <u>331.00</u>
Total Per Capita Expenses	\$ 22,712.40	\$ 20,235.00
<u>Meeting Expenses:</u>		
Fall Booster	\$ 351.26	\$ 355.00
94 State Convention	\$ 696.24	\$ 700.00
94 National Convention Delegates	\$ 11,130.25	\$ 11,130.25
Board Meetings (5)	\$ 5,231.37 (5)	\$ 5,600.00
Mail Count Meeting (1994)	\$ 38.75	\$ 50.00
Mail Count Meeting (1995)	\$ 540.82	\$.00
95 State Convention	\$ 14,457.61	\$ 14,000.00
District One Meeting	\$ 216.94	\$ 300.00
District Two Meeting	\$ 216.94	\$ 300.00
District Three Meeting	\$ 250.85	\$ 300.00
District Four Meeting	\$ 262.32	\$ 300.00
Western States 1995	\$.00	\$.00
Area Officers Meeting	\$ <u>2,993.37</u>	\$ <u>3,000.00</u>
(LWOP Expense in Individual Budget)		
Total Meeting Expenses	\$ 36,386.72	\$ 36,035.25

Page Two: WRLCA 12 Month Cash Flow For Year 1994/1995

<u>Other Expenses:</u>	July, 1994 through June, 1995 (12 Months) Actual Spent 12 Months	Yearly Budget Estimated For Year 94/95
Accounting Fees	\$ 1,880.00	\$ 2,600.00
Mike Watson, Retainer	\$ 1,200.00	\$ 1,200.00
Dues Refund	\$ 270.40	\$ 200.00
Contracts/PO 603 (Less \$ Collected)	\$ 29.79	\$ 138.00
Memorial Gifts	\$ 52.92	\$ 100.00
Payroll Taxes	\$ 6,283.28	\$ 6,000.00
Membership Promo-Mag. Signs	\$ 615.11	\$ 600.00
Total Other Expenses	<u>\$ 10,331.50</u>	<u>\$ 10,838.00</u>

Equipment Fund:

Xerox Copier	\$ 873.70	seperate fund
Computer, printer, software	\$ 1,827.88	seperate fund
Less Sale of Cell Phone to Neil	\$ (5.00)	
	<u>\$ 2,696.58</u>	seperate fund

President Charles Alexander's Expenses:

Copier	\$ 35.47	\$.00
Postage	\$ 186.92	\$ 100.00
Office Supplies	\$ 43.84	\$ 100.00
Per Diem	\$ 250.00	\$ 200.00
Telephone	\$ 334.80	\$ 330.00
Mileage - Air	\$ 529.00	\$ 529.00
Mileage - Car	\$ 142.00	\$ 200.00
Total LWOP (10) As President		
LWOP (1) Area Officers Mtg	\$ 169.09	
LWOP (2) Office	\$ 338.18	
LWOP (1) Nat. Convention Seminar	\$ 167.42	Total
LWOP (2) Board Meeting	\$ 338.18	7 LWOP 1.225.00
LWOP (4) President Seminar	\$ 676.36	
Total President Expenses	<u>\$ 3,211.26</u>	<u>\$ 2,684.00</u>

Vice President Marc McIntosh's Expenses:

Postage	\$ 14.18	\$ 50.00
Mileage	\$.00	\$ 100.00
Per Diem	\$.00	\$.00
Printing	\$ 8.26	\$ 50.00
Phone and Long Distance	\$ 188.45	\$ 500.00
LWOP (1) Area Officers Meeting	\$ 169.90	1 LWOP 175.00
Total Vice President Expenses	<u>\$ 380.79</u>	<u>\$ 875.00</u>

Page Three: 12 Month WRLCA Cash Flow For Year 1994/1995

July, 1994 through
June, 1995 (12 Months)
Actual Spent 12 Months

Yearly Budget
Estimated For
Year 94/95

Secretary-Treasurer Rebecca Wendlandt's Expenses:

Postage	\$ 2,469.32		\$ 2,200.00
Printing	\$ 2,780.41		\$ 2,600.00
Phone & Long Distance	\$ 1,255.52		\$ 1,300.00
Mileage - Air	\$ 481.00		\$ 481.00
Motel	\$ 100.97		\$ 101.00
Computer Supplies	\$ 71.25		\$ 100.00
Copier Supplies	\$ 243.00		\$ 125.00
Office Supply	\$ 572.46		\$ 450.00
Check Account Fees	\$ 90.13		\$ 100.00
Salary	\$ 4,800.00		\$ 4,800.00
Total LWOP 52			
LWOP (5) Lost Annual/Sick Leave	\$ 655.11	94/95	.00
LWOP (41) Office	\$ 5,380.66	Total	.00
LWOP (1) Area Officers Meeting	\$ 131.88		.00
LWOP (1) Board Meeting	\$ 133.18		
LWOP (4) National Training	\$ 526.09	51 LWOP	6,687.00
Total Secretary-Treasurer Expenses	\$ 19,690.98	\$	18,944.00

Editor Dan Snyder's Expenses:

Office Supplies	\$ 39.22		\$ 125.00
Salary	\$ 2,400.00		\$ 2,400.00
LWOP (1) Board	\$ 164.19	1 LWOP	175.00
Total Editor Expenses	\$ 2,603.41	\$	2,700.00

"Washington Rural Carrier" Expenses: (3 Issues)

Postage	\$ 1,128.03		\$ 960.00
Printing	\$ 2,894.15		\$ 3,250.00
Total W.R.C. Expenses (3 issues)	\$ 4,022.18		\$ 4,210.00

District One Judith Peck's Expenses:

Postage	\$ 22.62		\$ 50.00
Mileage	\$ 37.75		\$ 40.00
LWOP (1) Area Officers Meeting	\$ 169.90	Total	.00
LWOP (4) Board Meetings	\$ 677.98	3 LWOP	525.00
Phone	\$ 152.81		\$ 200.00
Total District One Expenses	\$ 1,061.06	\$	815.00

District Two Doug Rinehart's Expenses:

Mileage	\$ 77.00		\$ 77.00
Phone	\$ 29.18		\$ 60.00
Office Supplies	\$ 86.16		\$ 75.00
Postage	\$ 35.00		\$ 35.00
Total District Two Expenses	\$ 227.34	\$	247.00

Page Four: WRLCA 12 Month Cash Flow For Year 1994/1995

July, 1994 through
June, 1995 (12 Months)
Actual Spent 12 Months

Yearly Budget
Estimated For
Year 94/95

District Three Jack Spangler's Expenses:

Office	\$	20.75	\$	21.00
Postage	\$	4.25	\$	5.00
Phone	\$	86.60	\$	150.00
Total District Three Expenses	\$	111.60	\$	176.00

District Three Daniel Schrup's Expenses:

LWOP (1) Board Meeting	\$	163.10	\$.00
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District Four Donna Roakes's Expenses:

Postage	\$.00	\$	25.00
LWOP (1) Board Meeting	\$	164.19		
LWOP (1) Area Officers Meeting	\$	154.45	(1)	160.00
Phone	\$	208.15	\$	300.00
Total District Four Expenses	\$	526.79	\$	485.00

Retired Carrier-Pac Joe Halleck's Expenses:

Postage	\$	61.10	\$	100.00
Total Retired Carrier-Pac Expenses	\$	61.10	\$	100.00

State Steward Neil Buchanan's Expenses:

Postage	\$	367.15	\$	450.00
Office Supplies	\$	32.94	\$	100.00
Subscriptions	\$	86.00	\$	86.00
Regular Phone & Long Distance	\$	3,253.17	\$	3,000.00
Cellular Phone	\$	640.40	\$	800.00
Mileage - Air	\$	1,116.60	\$	1,120.00
Mileage- Car	\$	2,628.00	\$	2,500.00
Motel	\$	1,059.65	\$	1,500.00
Meals	\$	747.45	\$	1,000.00
Copier	\$	236.50	\$	236.00

Total LWOP: 113

LWOP (56) Office	\$	8,806.77	94/95	.00
LWOP (11) Nat. Convention & Trng	\$	1,783.61	Total	.00
LWOP (32) Travel Steward Business	\$	5,159.08	115 LWOP	.00
LWOP (7) Lost Annual	\$	1,108.82	Equals:	18,711.00
LWOP (1) Area Officers Mtg.	\$	169.09		.00
LWOP (2) Western States Conf.	\$	338.18		.00
LWOP (3) Asst. State Stew Trng	\$	407.91		
LWOP (1) Board Meeting	\$	135.97		
Salary	\$	6,600.00	\$	6,000.00
Total State Steward Expenses	\$	34,677.29	\$	35,503.00

Page Five: WRLCA 12 Month Cash Flow For Year 1994/1995

July, 1994 through
June, 1995 (12 Months)
Actual Spent 12 Months

Yearly Budget
Estimated For
Year 94/95

Steward Trainings Expenses:

District One Steward Training	\$ 959.34	\$	950.00
District Two Steward Training	\$ 591.47	\$	600.00
District Three Steward Training	\$ 231.85	\$	150.00
District Four Steward Training	\$ 506.85	\$	400.00
95 State Convention Steward Trng	\$ 5,370.24	\$	4,000.00
Steward Training Supplies	\$ 421.41	\$	500.00
Specialized Assistant Steward Trng.	\$ 1,327.73	1st trng	1,327.00
Specialized Ast. Stew Trng (Conv)	\$ 629.19	2nd trng	1,300.00
Total Steward Trainings Expenses	\$ 10,038.08	\$	9,227.00

Senior Assistant State Steward Charles Alexander's Expenses:

Subscriptions	\$ 52.00	\$	52.00
Postage	\$ 131.68	\$	200.00
Phone & Long Distance	\$ 2,106.23	\$	2,500.00
Mileage - Air	\$ 631.00	\$	630.00
Mileage - Car	\$ 788.75	\$	1,000.00
Per Diem	\$ 300.00	\$	300.00
Office Supplies	\$ 210.55	\$	130.00
Copier	\$ 570.27	\$	570.00
Salary	\$ 2,750.00	\$	2,750.00
Total LWOP: 38 (as Steward)			
LWOP (13) Travel Steward Business	\$ 2,198.16	\$.00
LWOP (5) National Training	\$ 845.45	\$.00
LWOP (2) Asst. State Stew Trng.	\$ 338.18		
LWOP (2) Lost Annual/Sick Leave	\$ 336.51	Total	.00
LWOP (16) Office	\$ 2,698.76	48 LWOP	8,072.00
Total Sen. Asst. St. Steward Exp.	\$ 13,957.54	\$	16,204.00

Assistant Steward Judith Peck's Expenses:

Mileage	\$ 257.18	\$	300.00
Phone	\$ 823.73	\$	500.00
Office Supplies	\$ 51.10	\$	10.00
Postage	\$ 173.10	\$	75.00
LWOP (2) Asst. State Stew Trng.	\$ 338.18		
LWOP (1) Office	\$ 169.90		
LWOP (8) Travel Steward Business	\$ 1,356.72	Total 14 LWOP	2,380.00
Total Assistant Steward Expenses:	\$ 3,169.91	\$	3,265.00

Assistant Steward Melanie Boothby's Expenses:

Postage	\$ 116.08	\$	100.00
Office Supplies	\$ 180.74	\$	100.00
Mileage	\$ 346.50	\$	350.00
Phone	\$ 511.03	\$	350.00
LWOP (1) Route Adjustments	\$ 155.61	\$.00
LWOP (1) Office	\$ 155.61	Total	.00
LWOP (8) Travel Steward Business	\$ 1,247.86	10 LWOP	1,600.00
Total Assistant Steward Expenses:	\$ 2,713.43	\$	2,500.00

Page Six: WRLCA 12 Month Cash Flow For Year 1994/1995

July, 1994 through
June, 1995 (12 Months)
Actual Spent 12 Months

Yearly Budget
Estimated For
Year 94/95

Assistant Steward Marc McIntosh's Expenses:

Postage	\$.00	\$	25.00
Mileage	\$ 105.00	\$	150.00
Phone	\$ 170.28	\$	100.00
LWOP (1) Office	\$ 169.09		
LWOP (2) Asst. State Stew Trng.	\$ 338.18		
LWOP (4) Travel Steward Business	\$ 676.36	Total 10 LWOP	1,700.00
Total Assistant Steward Expenses:	\$ 1,458.91	\$	1,975.00

Assistant Steward Donna Roakes's Expenses:

Postage	\$ 53.21	\$	50.00
Office Supplies	\$ 92.04	\$	100.00
Mileage	\$ 152.00	\$	200.00
Phone	\$ 242.34	\$	250.00
LWOP (2) Asst. State Stew Trng.	\$ 328.38		
LWOP (3) Travel Steward Business	\$ 492.57	Total 8 LWOP	1,360.00
Total Assistant Steward Expenses:	\$ 1,360.54	\$	1,960.00

Note:

Owe Neil for 22 days LWOP
at \$178.00 day (with tax)

Total: \$3,916.00 Less \$2,500.00 Advance _____ \$ 1,416.00

Total All Expenses \$ 171,562.51 \$ 170,394.25

Income Over Expenses (12 Month Total) \$ 4,931.05 \$ 1,606.75

Bank Reconciliation:

Spokane Postal Credit Union July 1, 1994 to June 30, 1995

Beginning Balance	\$.00
Check Overstated	\$.20
Check Out 93/94	\$ 8.00
12 Month Profit	\$ 4,931.05
Ending Balance	\$ 4,939.25

(Checking Balance \$ 2,531.80 Savings Balance \$ 2,407.45)

Atlanta Postal Credit Union July 1, 1994 to June 30, 1995

Beginning Balance	\$ 41,204.06	(Includes Profit from 93/94)
Dividends	\$ 1,737.29	
Ending Balance	\$ 42,941.35	(All in Savings)

CONSTITUTION
AND
BY-LAWS
OF THE
WASHINGTON RURAL LETTER
CARRIER'S ASSOCIATION

REVISED JUNE, 1995

CONSTITUTION

ARTICLE I (NAME)

This association shall be known as the Washington Rural Letter Carriers Association (here-in referred to as 'the WRLCA').

ARTICLE II (OBJECT)

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

ARTICLE III (MEMBERSHIP)

SECTION 1 Active members of all County Units shall be eligible for membership in the WRLCA; such members to be regular rural carriers, substitute rural carriers, rural carrier relief, rural carrier associates, retired or auxiliary carriers.

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

SECTION 3 Membership shall be in the County or District representing the office from which the route emanates. A Retired Carrier shall have the option of being a member of the County Unit and District in which he/she resides or in the County and District where previously employed as a regular rural carrier.

ARTICLE IV (REPRESENTATION)

SECTION 1 Each County Unit shall be entitled to one delegate for each five (5) members or major fraction thereof, and one (1) Delegate-at-Large. The Delegate-at-Large shall cast the entire vote for his/her delegation. Each County Unit is entitled to one (1) vote for each five (5) members or major fraction thereof.

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

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

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

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

ARTICLE V (MEETINGS)

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

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

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

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

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

SECTION 4 Informational and/or training meetings may be authorized by the Board.

ARTICLE VI (QUORUM)

SECTION 1 Seventeen (17) members representing not less than six (6) County Units shall constitute a quorum for the transaction of the business of the WRLCA, but a lesser number than that may adjourn to some future time.

ARTICLE VII (PARLIAMENTARY AUTHORITY)

SECTION 1 The parliamentary authority of the WRLCA shall be Robert's Rules of Order Revised.

SECTION 2 Any elected delegate may call for a roll call vote.

SECTION 3 A secret ballot vote can be called for by a simple majority vote of the delegates present at the State Convention.

ARTICLE VIII (OFFICERS)

SECTION 1 The officers of the WRLCA shall consist of: President, Vice-President, Secretary-Treasurer, Editor of the WASHINGTON RURAL CARRIER, four (4) District Representatives and the Retired Carriers' Representative who shall be elected at the State Convention and serve one year, except the District and Retired Representatives, who shall serve two years, or until their successors are

elected and installed.

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

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

SECTION 2 There shall be a Board of Control (here-in referred to as the Board) consisting of: President, Vice-President, Secretary-Treasurer, Editor, four (4) District Representatives and the Retired Carriers' Representative. This Board shall meet upon the call of the President or by a majority vote of the Board to the Secretary when matters of importance arise that need immediate attention during the interim between meeting of the WRLCA. Each elected officer shall be entitled to a vote on every question before the State Convention.

SECTION 2A There shall be an Executive Committee consisting of the four (4) District Representatives and the Retired Carriers' Representative.

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

SECTION 4 The nomination of officers shall be made by a Nominating Committee of five (5): two (2) of whom shall be selected by the President, one (1) by the Vice-President, one (1) by the Secretary-Treasurer, and these four (4) so chosen shall select the fifth member. This Committee shall report their list of nominations when called upon. However, before closing the ballot on the nominations submitted by the committee, the President shall state, "Are there any other nominations?". If so, then the names of the additional nominees shall be added to the list. The election of officers shall take place immediately before adjournment.

SECTION 4A The Nominating Committee shall be required to submit one (1) or more names for each office except that of District Representative.

SECTION 5 The election of officers shall be by vote of the elected delegates, and in no case by acclamation except by unanimous consent. It shall require the majority of all votes cast to elect. The Delegate-at-Large shall cast the entire vote for his/her delegation. Where there are more than two (2) candidates for the same office after the second ballot, the one receiving the least number of votes on each ballot shall be dropped until the election is had.

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

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

ARTICLE IX (NATIONAL DELEGATES)

SECTION 1 Nominations for National Delegates will be accomplished by submitting nominations on a Nominating Ballot which will be published in THE NATIONAL RURAL LETTER CARRIER in the first issue in March, April and May. Such nominations may include self-nominations.

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

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

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

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

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

SECTION 7 The number of candidates to be voted upon by each member shall not be more than the total number of delegate votes to which the WRLCA was entitled the previous year. Appropriate instructions shall be on each ballot stating the number of delegates to be elected and the address of the State Secretary to whom they should be returned. The ballot must be returned to the State Secretary prior to the first business session of the State Convention. The State Secretary's name shall not appear on the plain envelope. The address should read:

Secretary-Treasurer
Washington Rural Letter Carriers Association
Address
Town State Zip Code

In reporting the results of the vote tabulation, the candidates shall be placed on a roster in accordance with the number of votes received. The required number of delegates for the WRLCA, in accordance with ARTICLE IV, SECTION I of the National Constitution, shall be declared regular delegates and the remaining candidates shall be declared alternates in the order of their finish.

SECTION 8 Paid delegates to the National Convention are required to submit a report of said Convention, in writing, to the State Secretary-Treasurer prior to October 1. If no report is submitted, the state paid delegate will repay the WRLCA all monies received.

SECTION 9 The National Paid Delegate-at-Large to the National Convention shall be the delegate receiving the most votes. Other national-paid delegates shall be the delegates receiving the next most votes. Delegates up to the number of votes to which the WRLCA is entitled shall be listed according to the number of votes received.

ARTICLE X (IMPEACHMENTS AND REMOVALS)

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

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

ARTICLE XI (AMENDMENTS)

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 repealed.

SECTION 3 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 amendment in writing at a State Convention and shall require a two-thirds vote to amend.

BY-LAWS

ARTICLE I (DUTIES OF OFFICERS--PRESIDENT)

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

SECTION 2 Previous to the first day of each State Convention, he/she shall appoint from the list of regularly elected delegates, then in the hands of the Secretary, a committee of three (3) on Credentials, who shall report immediately after the roll call of officers. On the first day of the State Convention he/she shall also appoint from said delegates, an Auditing Committee of three (3) members; a committee of three (3) on Mileage and Per Diem; a committee of three (3) on Elections; a committee of three (3) on THE WASHINGTON RURAL CARRIER; a committee of three (3) on Constitution and By-Laws; a committee of three (3) on Time and Place; a committee of three (3) on Resolutions and a committee of three (3) on Finances. He/She shall be responsible that a Nominating Committee be appointed according to ARTICLE VIII of the Constitution

of the WRLCA. He/She may appoint any other Convention Committee advisable. If there are not enough duly elected delegates to take care of the business, members present serve, whether delegates or not.

SECTION 2A 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.

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

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

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

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

ARTICLE II (VICE-PRESIDENT)

SECTION 1 The Vice-President shall preside in the absence of the President, and in case of death, resignation, disqualification, refusal or neglect of the President to discharge the duties of his/her office, the Vice-President shall become the President and serve until such time as his/her successor shall be duly elected and installed.

ARTICLE III (SECRETARY-TREASURER)

SECTION 1 The Secretary-Treasurer shall keep a correct record of the proceedings of the WRLCA, read or cause to be read, all communications, reports, etc. He/She shall affix the seal of the WRLCA to all official documents, prepare for publication a correct copy of the entire proceedings of the WRLCA at its State Convention or special meeting, and shall also present on the first day of the State Convention a complete statement of the condition of the WRLCA, including a statement of the membership of same.

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

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

SECTION 4 He/She shall keep a true and correct account between the WRLCA and the County Units.

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

SECTION 6 He/She shall receive all monies due the WRLCA and shall deposit all monies in a convenient depository; such deposits to be made in the name of the Washington Rural Letter Carriers' Association and any interest thereon shall be credited to the funds of the WRLCA.

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

SECTION 8 The Secretary-Treasurer may at each State Convention employ a stenographer to take down the proceedings and the cost shall be paid out of the treasury of the WRLCA.

SECTION 9 He/She shall render a report to the WRLCA at its State Convention or to the President and Board when they may request it, showing in detail the receipts and expenditures of the WRLCA's funds as shown by his/her books.

SECTION 10 After the close of each State Convention the Secretary shall send the appropriate resolutions to the National Secretary-Treasurer, keeping a copy on file.

SECTION 11 Upon receipt of the nominations for the position of Delegate to the National Convention, he/she will prepare a ballot listing the nominees for the position of Delegate to the National Convention and will mail said ballot to all members at least twenty (20) days prior to the opening of the State Convention.

SECTION 12 He/She will notify all members, at least fifteen (15) days prior to the opening of the State Convention, of the time and place, the nominating and election procedures and the offices to be filled. This notice may be included with the National Delegate ballot mailed to each member.

SECTION 13 He/She will retain for one (1) year in a safe location all ballots used at the State Convention. These ballots should be placed in envelopes marked to indicate for which election they were used.

ARTICLE IV (EXECUTIVE COMMITTEE)

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

SECTION 2 At the expiration of their term of office, or upon an earlier termination thereof, they shall turn over to the WRLCA or their successors, all books, papers and other property they may have in their possession belonging to the WRLCA.

SECTION 3 It shall be the duty of the Executive Committee members to aid in keeping carriers in their particular Districts interested in WRLCA work and in keeping up the membership of their Districts. They shall perform such other duties as the WRLCA may, from time to time, direct.

ARTICLE V (EDITOR)

SECTION 1 The Editor shall publish four issues of THE WASHINGTON RURAL CARRIER as a convention issue, fall issue, winter issue and spring issue. At the first Board meeting after the State Convention, the Board will determine the mailing deadlines for the fall, winter and spring issues of THE WASHINGTON RURAL CARRIER. In addition to articles and information, each specified issue will contain the following: The fall issue will contain the fall booster announcement and reports of all delegates to the National Convention. The winter issue will contain information on up-coming District Meetings and the up-coming State Convention, and the spring issue will contain information about the up-coming State Convention, campaign announcements and criteria for Carrier of the Year.

Within forty-five (45) days following the receipt of the minutes of the State Convention, the Editor shall publish a convention issue of THE WASHINGTON RURAL CARRIER containing the proceedings of the State Convention, including the updated Constitution and By-Laws, and distribute the same to all members at the expense of the WRLCA.

The Editor will publish all Board minutes and WRLCA financial statements as they occur in a timely manner in THE WASHINGTON RURAL CARRIER.

SECTION 2 The Editor will receive a salary after the mailing of each issue of THE WASHINGTON RURAL CARRIER. Said salary will be determined at each State Convention. The salary will be reduced 10% for each week that the mailing exceeds the Board-determined deadline for mailings, unless waived by the Board. The Editor will also receive a salary for the publication of the State Convention program. Said salary will be determined at the State Convention.

SECTION 3 The Editor shall mail each issue of THE WASHINGTON RURAL CARRIER to all members of the WRLCA and will be reimbursed for all expenses incurred in publication and mailing.

ARTICLE VI (STATE OFFICERS' EXPENSE)

SECTION 1 The State Officers shall receive a salary except the Secretary-Treasurer and the Editor. The salary of the Secretary-Treasurer and Editor shall be decided at each State Convention of the WRLCA after the Finance Committee reviews the suggestions of the Board.

SECTION 2 The officers, Insurance Director and Political Action Committee Director of the WRLCA shall be reimbursed for all postage, office supplies, telephone calls and mileage to all meetings outside their own County Unit, connected with the business of the WRLCA. Per diem will be paid if business necessitates an overnight stay. Expenses incurred in excess of per diem will

be reimbursed with the approval of the Board. Reimbursement of said expenses shall be made by the Secretary-Treasurer upon receipt of a voucher and supporting documents. Leave Without Pay (LWOP) will not be compensated to attend the State Convention or National Convention while they are in session, but may be authorized by the Board for other required business. All State Officers attending the State Convention shall receive mileage at the same rate as paid to the Delegates-at-Large. Officers are encouraged to fly rather than drive whenever flying results in a significant savings to the WRLCA. In cases where travel shall be by commercial airlines, the mileage factor shall not apply. The cost of the lowest reasonable airline fare shall be reimbursed in lieu of mileage.

SECTION 2A 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.

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

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

SECTION 4 The State President in conjunction with the Board, shall recommend to the National Association the member that the WRLCA would like to have appointed as State Steward. His/Her service shall be continuous until terminated by the State President in conjunction with the Board or National President or by resignation. The State Steward shall work with and be subject to the State President and the Board. The State Steward shall supervise and administer the Steward Program within the State using the following guidelines:

- a) Make all Step 2-B and Step 3 Grievance appeals, coordinating all efforts closely with the Regional Representative and report monthly to the appropriate Local Steward and grievant.
- b) Until January 1, 1996, be responsible for submitting the names, addresses, and telephone numbers of the Assistant, Area and Local Stewards to the National Office for certification. Beginning January 1, 1996, be responsible for certifying and maintaining certification records of all local and area stewards.
- c) In the event there is a need to fill or replace an Area or Local Steward position, the State Steward has the responsibility to the State and National Associations in naming an individual to temporarily serve as steward.
- d) Be responsible for the distribution of Steward Manuals and Grievance forms to each Area and Local Steward, as well as for their training.
- e) The State Steward may approve payment of expenses incurred by the Assistant State Stewards, Area and Local Stewards, while involved in grievance-related business. Reimbursement shall be made by the State Secretary-Treasurer. Expenses shall be submitted no later than three (3) months after the expense has been incurred.

SECTION 4A The salary of the State Steward shall be decided at each State Convention of the WRLCA after the Finance Committee reviews the suggestions of the Board. The State Steward shall be reimbursed for sick and annual

leave days lost due to LWOP days taken in performing his/her responsibilities for the WRLCA. When grievances are being processed and it is essential that the State Steward be on LWOP, the WRLCA shall pay his/her wages at the same rate of pay as earned when serving his/her route, not to include EMA. The State Steward shall be allowed a mileage allowance for all Steward business. When an overnight stay is required in order for the State Steward to conduct necessary Steward business, the State Steward shall be entitled to lodging and meals per diem. The rates for mileage, lodging per diem and meals per diem will be determined at the State Convention after the Finance Committee reviews the suggestions of the Board. The State Steward is encouraged to fly rather than drive whenever flying results in significant savings to the WRLCA. In cases where travel shall be by commercial airlines, the mileage factor shall not apply. The cost of the lowest reasonable airline fare shall be reimbursed in lieu of mileage. The State Steward shall be reimbursed for one (1) day LWOP for steward training at National Convention and four (4) days while attending the National Convention if he/she is elected as a delegate.

SECTION 4B The State President in conjunction with the Board and the State Steward, shall recommend to the National Association the members that the WRLCA would like to have appointed as Assistant State Stewards. Their service shall be continuous until terminated by the State President in conjunction with the Board or National Board, or by resignation. The Assistant State Stewards shall work with and be subject to the State Steward. The geographical area served by each Assistant State Steward shall be determined by the State Steward in conjunction with the Board.

At the State Convention, a salary will be determined for all Assistant State Stewards and administered in the same fashion as for the State Board. Provisions for mileage, meals, per diem, flying, and leave Without Pay apply in the same manner as with the State Board with exception of four (4) days LWOP to attend National Convention.

SECTION 5 The WRLCA 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. The rate of pay for mileage and per diem shall be decided at each State Convention of the WRLCA.

SECTION 6 Each State Officer and appointed officer will submit a proposed budget for the operating expenses of their office for the coming fiscal year to the Board for approval.

SECTION 7 The WRLCA will operate on a budget each year.

ARTICLE VII (REVENUES AND DUES)

SECTION 1 The revenues of the WRLCA shall be derived from per capita taxes, from the sale of supplies and from advertising from insurance premiums. The State portion of the per capita tax shall be decided at the State Convention. The portion of the State per capita tax to be distributed to the County Units, Auxiliary, Convention Fund and other special funds shall be decided at each State Convention.

SECTION 2 The Board may levy a special tax when conditions seem to demand it,

but the whole amount of such levies in any one year shall not exceed the amount of State per capita for that year.

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

SECTION 4 New Relief Carriers who join the WRLCA 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.

ARTICLE VIII (CHARTERS)

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

ARTICLE IX (FISCAL YEAR)

SECTION 1 The fiscal year of the WRLCA shall be from July first (1st) to June thirtieth (30th). The term of the officers of the WRLCA shall be from the time of installation to the installation of their successors.

SECTION 2 The fiscal year of the County Units and District Associations shall be from July first (1st) to June thirtieth (30th).

ARTICLE X (RULES GOVERNING COUNTY UNITS AND DISTRICT ASSOCIATIONS)

SECTION 1 Districts and Counties:

DISTRICT ONE (1) shall be composed of the County Units of: SKAGIT-SAN JUAN-ISLAND (Skagit, San Juan and Island CO.s); K-S (King and Snohomish CO.s); WHATCOM (Whatcom CO.).

DISTRICT TWO (2) shall be composed of the County Units of: KITSAP (Kitsap CO.); CLALLAM-JEFFERSON (Clallam and Jefferson CO.s); LOWER COLUMBIA (Clark, Skamania, Cowlitz, and Wahkiakum CO.s); MUTUAL (Pierce, Grays Harbor Thurston, Mason, Lewis and Pacific CO.s)

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

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

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

SECTION 2 Secretaries of the County Units shall remit to the State Secretary-

Treasurer within fifteen (15) days of their receipt, all monies for per capita tax along with the State and National portions 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.

SECTION 3 Each County Unit shall immediately after the regular annual meeting of said Unit fill out credentials of Delegates-at-Large and regular delegates to the State Convention in duplicate. The duplicate is to be retained for identification by the delegate. The names of newly elected officers should also accompany this report. Such newly elected officers shall not assume office until the beginning of the WRLCA year. Each County Unit shall elect its delegates to the State Convention by secret ballot at its annual meeting.

SECTION 3A The County Secretary, when submitting resolutions and proposed changes to the Constitution and By-Laws to the State Secretary, shall submit them in the proper form as follows: Make a copy of each resolution and proposed change to the Constitution and By-Laws, preferably typewritten, following the form provided by the Secretary-Treasurer, and state whether it is a resolution or a proposed change to the Constitution and By-Laws.

SECTION 4 Each County Unit shall hold its annual meeting after October 1st and at least forty (40) days prior to the State Convention and the regular meeting shall be designed by statute. The County Secretary will notify all County members, their District Representative, State Secretary, State President and State Steward at least fifteen (15) days prior to the election of County Officers and Delegates. They shall make and adopt such other By-Laws as their needs may suggest and such laws must harmonize with this code of laws.

SECTION 5 All County Unit or District Constitution and By-Laws shall be in harmony with the National and State Constitution and By-Laws.

SECTION 6 The County Unit or District Association is subordinate to the WRLCA. Likewise, the WRLCA is subordinate to the National Association. Any County Unit or District Association or any member thereof who shall cause to have introduced or endeavor to have passed in Congress or the State Legislature any measure relative to legislation for Rural Carriers which has not had the approval of the WRLCA or its officers shall have charges preferred against such County Unit, District or member, as the case may be, and if charges are proven true, the County Unit, District or member shall be indefinitely suspended.

ARTICLE XI (COMMITTEES)

SECTION 1 The Committee on Credentials shall examine the credentials of all delegates to the State Convention.

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

SECTION 2 The Committee on Audit shall examine the books of the Secretary-Treasurer, as well as the reports to the County Units, and shall report to

the WRLCA when called upon.

SECTION 3 The Committee on Mileage and Per Diem shall make up payrolls wherein shall be recorded the name, residence and amount due each member entitled to mileage.

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

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

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

ARTICLE XII (MILEAGE AND PER DIEM)

SECTION 1 The WRLCA shall pay mileage to each Delegate-at-Large, State Officer, Insurance Director and Political Action Committee Director, State Steward and Assistant State Steward attending the State Convention. The mileage table printed on the standard automobile maps shall be used as a guide. The mileage rate shall be decided by each State Convention of the WRLCA.

SECTION 2 The WRLCA shall pay a per diem allowance to each Delegate-at-Large, State Officer, Insurance Director, Political Action Committee Director, State Steward and Assistant State Steward attending the State Convention. The amount of per diem allowance shall be decided at each State Convention of the WRLCA. When more than one (1) person otherwise entitled to mileage and per diem travel to meetings together, only one (1) shall be paid mileage. In addition to paying travel allowance and per diem of one (1) Delegate-at-Large for each County Unit, the WRLCA shall pay mileage and per diem on the same basis as paid the Delegate-at-Large of one (1) regular delegate for each one-hundred (100) county members. Provided this shall in no way increase the total number of delegates to which each County Unit is entitled.

ARTICLE XIII (ORDER OF BUSINESS)

- A. Call to Order
- B. Invocation
- C. Sing "Star Spangled Banner"
- D. Roll Call of Officers
- E. Report of Credentials Committee
- F. Name Members of Committees
- G. Reading of Minutes
- H. Report of Officers
- I. Report of Delegate-at-Large of National Convention
- J. Report of Standing Committees
- K. Report of Special Committees
- L. Call for Unfinished Business

- M. Call for New Business
- N. Select Next Meeting Place
- O. Election of Officers and Delegates to National Convention
- P. Installation of Officers
- Q. Adjournment

ARTICLE XIV (PRINTING CONSTITUTION AND BY-LAWS)

SECTION 1 The Secretary shall have this Constitution and By-Laws printed in sufficient number for the needs of the WRLCA. He/She shall mail one copy to each of the present officers, to each of the County Officers, and to each of the Delegates-at-Large to the State Convention. The balance of the copies shall be kept on hand and given out only on request to members of the WRLCA.

ARTICLE XV

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

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

SECTION 3 Constitution and By-Laws amendments shall become effective upon adjournment of the State Convention unless otherwise stipulated and shall require a two-thirds vote to amend.

REVISIONS SINCE 1983

- 1984: CON A IV S1
BY A VI S5
BY A XII S1
- 1985: BY SUB A VI S1, 2
- 1986: CON A V S1
CON A VII S2
- 1987: CON A II S1
CON A IV S5
CON A V S1
CON A VIII S1, 1A, 4A, 6, 6, 7
CON A IX S7
BY A III S14
BY A V S3
BY A VI S7
BY A XII S1, 2
- 1988: CON A VIII S1, 1B, 2
BY A 1 S4
BY A VI S2, 5, 5A, 8
BY A X S1 (Dist 2), 3, 5
- 1989: CON A VII S1
CON A IX S7, 8

BY A I S2
BY A V S1
BY A VI S5A
BY A VII S3
BY A X S4A
BY A XII S1
BY A XIV

1990: CON A VIII S1
BY A V S2
BY A VI S2A, 2B
BY A SUB VI S3A
BY A VII S4, 5 (TABLED)
BY A X S5

1991: BY A V S2, 3
BY A SUB VI S3A

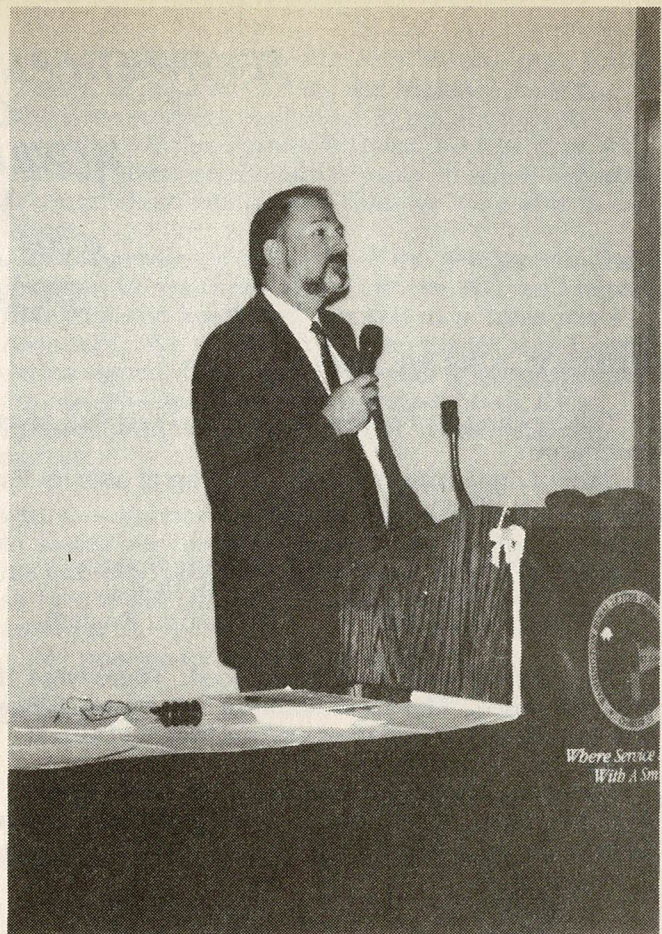
1992: CON A II
BY A XII S2

1993: CON A IX S9
BY A V S2, 3
BY A VI S2, 6, 8

1994: Generic Changes:
Delete Alaska
Use "County Units", "Board", "State Convention", "He/She" and "this Association"
State paper changed to THE WASHINGTON RURAL CARRIER in BY A V
CON A III S3
CON A V S4
CON A VII S3
CON A VIII S2A
CON A IX S8
CON A XI S1
BY A I S2A
BY A III S8 deleted and renumbered
BY A IV S2 deleted
BY A VI S2A deleted and renumbered
BY A VI S2B
BY A VI S4 deleted and renumbered
BY A VI S5A
BY A VII S1
BY A VII S4
BY A X S2

1995: CON A I CHANGE THIS ASSOCIATION TO THE WRLCA
CON A IV S5
CON A VII S2
CON A VIII S1A
CON A VIII S1B
CON A VIII S4
CON A IX S9

CON A X S1
BY A III S10
BY A III S11
BY A V S1, 2, 3
BY A VI S1
BY A VI S2
BY A VI S4, 4A
BY A VI S5
BY A VI S7
BY A VII S4
BY A X S1
BY A X S3 (delete and renumber)
BY A X S4A



NRLCA Vice-President Roger Moreland answers questions from rural carriers.



Karen Crombie and Cindy Norman give their Finance Committee report at state convention.

**SEVENTIETH ANNUAL CONVENTION
OF THE
AUXILIARY OF THE
WRLCA
JUNE 26-28, 1995
SPOKANE, WA.**

MONDAY, JUNE 26, 1995

The meeting was called to order by President Myrtle Buchanan.

Janet Lange conducted the election of officers for the Juniors. Those elected were:

President:	Yvonne Spence
Vice-President:	Sarah Picicci
Sec.-Treasurer:	Christina English

The Juniors were then introduced. There were 15 in attendance. The installation of the Junior Officers will be held on Tuesday when our National Guest, Larry Shown, arrives.

President Myrtle then led us in the Lords Prayer and the Pledge of Allegiance. Committee assignments were made as follows:

Auditing:	Myrtle Buchanan
Mileage:	Inez Nesmoe
Resolutions:	Janet Lange
Constitution & By-Laws:	Ruth Ryan

The Treasurer's Report was given by Myrtle Buchanan for Delores Robb:

Scholarship	\$78.50
Savings:	\$5211.55
Checking:	\$2268.14

This was followed by the presentation of bills to be paid, and the minutes of the previous board meeting were read and approved. There was no correspondence received.

SCHOLARSHIP REPORT

I sent out 20 applications and 8 were returned. My judges were a public school teacher and an Instructor from Eastern Washington University. They made their selections, but wanted me to know that some of the applicants did not follow instructions of the application form, and it counted against them. I wrote articles for the "Rural Carrier".

Thank you for the opportunity to serve on the Scholarship program. The winner will be announced at the Banquet.

Ruth Ryan

**NATIONAL CONVENTION
DELEGATE-AT-LARGE REPORT**

In August of 1994 we flew out of Spokane Airport on our way to Greensboro, NC. Other Delegates from our state in attendance were Delores Robb, Myrtle Buchanan, and Shirley Salisbury. I always enjoy being with our delegation. We had supper with Harley and Delores Robb and did a lot of sight-seeing with Shirley and her husband, Leonard.

Along with the fun times, our delegation attended all of the meetings, along with serving on committees. Mine was working at the Subaru Ticket Sales table. Another Subaru had been donated, so we were busy selling again. If only some Washington Carrier would win!

Bud Wilkinson was elected President of the National Auxiliary, and Cindy Keyes left the Board after serving out her terms.

One of the heated resolutions for the Auxiliary was to change the Constitution to include "significant others" as voting members. It was rejected after much discussion.

As always, it was a real learning experience and lots of fun. Thank you for sending me as one of your delegates.

Donna Walker

Ruth Ryan then conducted a service to honor retired spouses, husbands, widows and widowers. All those being honored were given a special placemat.

**SUNSHINE
REPORT**

National Guest Larry, President Myrtle, Officers, Members, and Guests:

It's been a pleasure to serve as your Sunshine Chairman. I'm sorry I am unable to attend the state convention. My husband and I will be on a tour to Alaska.

I'd like to thank the people who informed me on who needed a cheerful, get-well, retirement, or sympathy card. I sent out 27 cards. I also attended several county meetings, sold pins, notes, and some Love-Knots.

Helen Rudy

PRESIDENT'S REPORT

National Guest Larry, Officers, members, and Guests:

After being elected last year in Puyallup, my first act of business was to hold a board meeting for the coming year. The appointed offices were filled, addresses were recorded for the new Auxiliary and Junior officers.

I have assigned articles to the officers to be written for the state paper and I have written 2 articles for the National Magazine. I also wrote articles for our state paper.

I've attended meeting throughout the state telling about the National President's program. I've sold all the items that we have, Subaru tickets, and chances on a Postal Mailbox.

I've attended 4 District meetings, but didn't get to attend Western States Conference because the Sweet Adelines Competition was scheduled for the same weekend.

I have planned, with lots of help from others, the Junior Program for the '95 Convention.

I would like to thank all who have helped me in the past year to make this convention a success.

Myrtle Buchanan

VICE-PRESIDENT'S REPORT

Madam President, National Officer Larry Shown, and members:

I attended our County meetings, and the District 1 and 2 meetings, and Western States. I presented the "Program of Miracles" at the Whatcom County meetings, and sold notes, pins, and Love Knots. I wrote articles for the "Washington Rural Carrier".

Janet Lange

SECRETARY-TREASURER'S REPORT

Another year has passed and we meet again at this Convention. It is always special to share Friendship, Love, conversations, and meet new friends.

This year has passed and I have met the challenges that came to me. Challenges are good for each and everyone of us. I attended SKI county meetings, board meetings, District One meeting and Western States Conference. I was proud of our state as we hosted this.

I have sent money to our national treasurer for the project and to the national secretary for membership. I have kept records of all the supplies and kept in touch across the state with members in regards to the supplies that each was accountable for.

I have written articles for the "Washington Rural Carrier" in regards to PAC, the National Project, which we support, and other items of interest.

I believe in the Family Plan for the Auxiliary, as this has given us the opportunity to reach out and accomplish so much more than we were able to do before.

I was privileged to be one of the delegates to the National Convention in Greensboro, NC, and I give thanks to the Auxiliary. I served as a Treasurer's Assistant. We wrote out all the checks and Juanita Jones signed them later. This was a fun committee. On our way home, we saw our daughters, their spouses, and our grandchildren, which was very special.

As I am writing this report, know that I am there with you in heart and spirit. I had so looked forward to seeing our national guest, Larry Shown. At least his gift was mailed to me at home by Odetta Yeager, so I got to see the special stamp paper wrapping anyway.

My prayers for a good convention.

Delores Robb

FINANCIAL REPORT

Beginning balance after 1994 Convention:
\$1,528.27

Income:

Membership:	\$6480.00
Project:	1602.50
Interest:	34.42

Disbursements:

'95 Members Dues:	\$6480.00
'95 Project:	1602.50
Juniors Activities:	1695.00
Scholarship:	500.00
Mileage & Per Diem:	1392.50
Postage:	226.07
Flowers:	70.40
Nat'l Convention:	50.00
SKI County Dues:	178.00
Miscellaneous:	<u>219.64</u>

TOTAL: \$12,414.11

Savings balance, as of August, 1995: \$1,491.89

Checking balance , after 1995 Convention:	\$5,211.55
Interest:	<u>14.16</u>
Balance:	\$5,225.71
Withdrawals:	<u>2,000.00</u>
Ending balance:	\$3,225.71

Delores Robb

**DISTRICT ONE
REPORT**

Due to being in Arizona from October of last year to May of this year, I do not have a report to give. I did write articles for the paper, and sold supplies/

Inez Nesmoe

**DISTRICT THREE
REPORT**

My first thought to share with you is my trip to Greensboro, NC, last August as one of your delegates. It was a very enjoyable trip, and a learning experience. One thing that I am sure of is that I'm thankful that I live out west in Washington state. I guess hush puppies and black eyed peas are not my fortay.

I attended the Fall Booster meeting last year, but was unable to attend the Western States Conference in Seattle. I have attended my local County meetings. But Myrtle, being in our County unit, was a sweetie and represented the Auxiliary well.

I've sent my prayers to God in regards to Hazel's health. Our Auxiliary is small, but through the years we have grown. I am proud to represent my 3rd District and the Washington Auxiliary.

Donna Walker

President Myrtle then demonstrated the new stand that was made by Harley Robb for National Convention. The Country Store total for Monday is \$38.70. The meeting adjourned for the day.

TUESDAY, JUNE 27, 1995

The meeting was called to order by President Myrtle. The invocation was given, and a reading of Delores Robb's "Polish your Pearls". This was followed by the Flag Salute.

The Auditing Report will be given at the Booster meeting in the fall.

Inez Nesmoe gave the mileage committee report.

**SKI COUNTY
REPORT**

Our County Auxiliary keeps trying to remain active. We support national president Bud Wilkinson's "Program of Miracles". The mailbox pins sold very well. I have sold over 40 pins myself. The notes go well, plus the Love Knots are selling. We support Country Store and donate items to keep the scholarship fund available to give our juniors the opportunity to receive the scholarship that is offered each year. We support the Association in all their efforts for hosting Western States Conference in our state. We donated wind chimes to be raffled off.

We have our widows that are special to us. When our Auxiliary collects their dues, it's our way of keeping in touch with them. This year, as their dues were paid, we to each of them a mailbox pin, package of notes, and a Love Knot, and they in turn appreciated us.

This year we put together a basket of items, and at one of our SKI meetings, for a donation to PAC, they could perhaps win this basket of goodies. Judy Peck, our District One Rep., was the winner. Our PAC donation was \$140.00, and the money was turned over to Joe Halleck, PAC Chairman, to send in to National.

We encourage our spouses to attend our meetings. We most certainly take our hats off to Charles Alexander, state president, and WSC Chairman, for a job well done. One highlight for Harley and I was to have lunch with our national president, Bud Wilkinson, and his wife, Mary, at the Western States Conference in Seattle.

Delores Robb

The Country Store report for today is \$81.25. Discussion was held on the cut off age for our scholarships. A motion was made that scholarships for our juniors be available up to 21 years of age on or before December 1st, and recipient be un-married. The amount of the scholarship for 1995 will be decided at the meeting on Wednesday.

Discussion was held on the Auxiliary member of the year. It was tabled until Wednesday. National Board Member Larry Shown talked on scholarships, scrapbooks, and Subaru tickets.

Nominations of officers was tabled until Wednesday morning. Meeting adjourned.

Wednesday, June 28, 1995

The meeting was called to order by President Myrtle. Invocation was given by Donna Walker.

After the flag salute and roll call of officers, Donna Walker, acting as Secretary Pro-Tem for the absent Delores Robb, read the minutes. Larry Shown suggested that we keep up the good work and continue to strive forward.

Ruth Ryan recommended no new changes to the Constitution and By-Laws this year. It was moved and seconded. It was also moved and seconded that all outstanding bills be paid.

Bessie Brunner was nominated as Auxiliary Member of the Year. The vote was taken, and Bessie will be the Auxiliary Member of the Year.

Country Store total to date is \$147.50.

It was moved and seconded that the amount of the scholarship be \$500.00. Motion passed.

Renee Greco is the winner of the 1995 Scholarship.

Delegate-at-Large to the National Convention in New Orleans will be Myrtle Buchanan. Other delegates are Donna Walker, Steve Roakes, and Mike Peck.

Auxiliary officers for the following year are as follows:

President:	Myrtle Buchanan
Vice-President:	Janet Lange
Sec.-Treasurer:	Delores Robb
District One:	Mike Peck
District Two :	Hazel Halleck
District Three	Donna Walker
District Four	Steve Roakes

National Board Member Larry Shown installed the officers with the oath of office.

It was suggested by Steve that we hold a blanket membership drive by personal mailings to upgrade our membership. It will be finalized at the Fall Booster Meeting.

Myrtle Buchanan presented her Board with Thank You gifts.

The grand total for the Country Store was **\$213.36.**

The closing prayer was given, and the 1995 Auxiliary Convention adjourned.



Janet Lange, Dale Ryan, and Ruth Ryan staff the Auxiliary Country Store at state convention.

ASSOCIATION OFFICERS

PRESIDENT

CHARLES ALEXANDER
2201 30TH ST.
BELLINGHAM, WA 98225
(360) 733-9201

VICE-PRESIDENT

MARC MCINTOSH
11024 N. FORKER RD.
SPOKANE, WA 99207
(509) 891-9435

SECRETARY-TREASURER

BECKY WENDLANDT
S. 4210 SUNDERLAND RD.
SPOKANE, WA 99206
(509) 926-9522

EDITOR

DAN SNYDAR
P.O. BOX 711
FERNDALE, WA 98248
(360) 384-3295

PAC & RETIRED REP.

HARLEY ROBB
6213 208TH ST. NE
ARLINGTON, WA 98223
(360) 435-2223

AUTO & HOME INS. REP.

MARC MCINTOSH
11024 N. FORKER RD.
SPOKANE, WA 99207
(509) 891-9435

DISTRICT REPRESENTATIVES

DISTRICT ONE

JUDITH PECK
12332-51st AVE. S.E.
EVERETT, WA 98208
(206) 337-4998

DISTRICT TWO

DOUG RINEHART
P.O. BOX 2131
PORT ORCHARD, WA 98366
(206) 895-9035

DISTRICT THREE

DAN SCHRUP
223 E. WESTCREST CT.
COLBERT, WA 99005-9200
(509) 468-4160

DISTRICT FOUR

DONNA ROAKES
301 N. MONTANA CT.
KENNEWICK, WA 99336
(509) 783-2044

LABOR RELATIONS

STATE STEWARD

NEIL M. BUCHANAN
2030 STEINMETZ RD.
CHEWELAH, WA 99109-9511
(509) 935-8282

ASSISTANT STATE STEWARD

CHARLES ALEXANDER
2201 30TH ST.
BELLINGHAM, WA 98225
(360) 733-9201

ASSISTANT STATE STEWARD

JUDITH PECK
12332-51ST. AVE. SE
EVERETT, WA 98208
(206) 337-4998

ASSISTANT STATE STEWARD

MARC MCINTOSH
11024 N. FORKER RD.
SPOKANE, WA 99207
(509) 891-9435

ASSISTANT STATE STEWARD

DONNA ROAKES
301 N. MONTANA CT.
KENNEWICK, WA 99336
(509) 783-2044

AUXILIARY OFFICERS

PRESIDENT

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

VICE-PRESIDENT

JANET LANGE
724 TRAILS END
LYNDEN, WA 98264
(360) 354-3372

SECRETARY-TREASURER

DELORES ROBB
6213-208TH ST. N.E.
ARLINGTON, WA 98223
(360) 435-2223

DISTRICT ONE

MIKE PECK
12332 51st. AVE. S.E.
EVERETT, WA 98208
(206) 337-4998

DISTRICT TWO

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

DISTRICT THREE

DONNA WALKER
2485 HIGHLINE RD.
CHEWELAH, WA 99109
(509) 935-8356

DISTRICT FOUR

STEVE ROAKES
301 N. MONTANA CT.
KENNEWICK, WA 99336
(509) 783-2044

SCHOLARSHIP

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

SUNSHINE

HELEN RUDY
1625 MAIN ST. #19
FERNDALE, WA 98248
(360) 384-4987

JUNIOR OFFICERS

PRESIDENT

YVONNE SPENCE
P.O. BOX 1117
McCLEARY, WA 98557

VICE-PRESIDENT

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

SECRETARY-TREASURER

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

WASHINGTON RURAL CARRIER
DAN SNYDAR, EDITOR
P.O. BOX 711
FERNDALE, WA 98248

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



FUTURE DATES TO REMEMBER

Monday, October 9, 1995, Columbus Day

Saturday, Nov. 11, 1995, Veterans Day
(All "K" Routes get Friday off)

Thursday, Nov. 23, 1995, Thanksgiving

Monday, December 25, 1995, Christmas Day

Monday, January 1, 1996, New Years Day