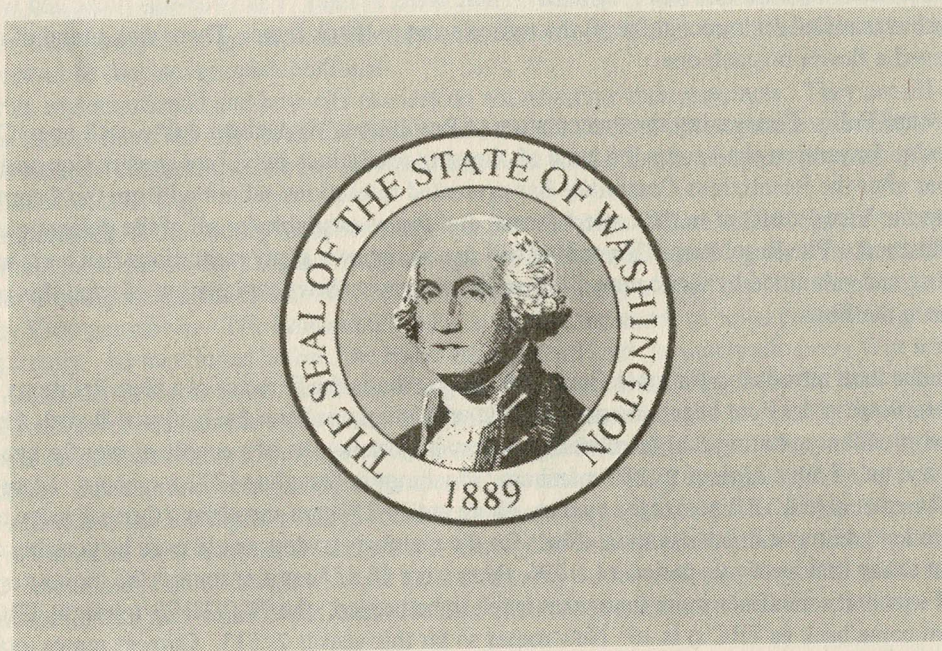


OFFICIAL MINUTES
OF THE
1996
STATE CONVENTION OF THE
WASHINGTON RURAL LETTER
CARRIERS' ASSOCIATION



BELLINGHAM, WASHINGTON

Monday, June 24, 1996, 8:10 AM

A joint meeting of the Washington Rural Letter Carrier's Association and its Auxiliary was called to order by Convention Chairperson Judith Peck in the Whatcom Room of the Best Western Lakeway Inn in Bellingham, Washington. The Presentation of colors was performed by Leonard Oswald, Mike Peck and John Koerth. Judith led in the Pledge of Allegiance and the National Anthem. An Americanism Program was presented by the Juniors, with Patience Ryan reading three poems. Chaplain Neil Buchanan gave the invocation.

The addresses of welcome were given by Bob Hall, Mayor Pro-Tem, City of Bellingham; Pete Kremen, Whatcom County Executive; Becci Perry, Manager, Customer Services, Bellingham Post Office; Fred Poppe, Owner, Best Western Lakeway Inn.

Judith asked the Convention Committee to stand and be recognized for putting this years convention together. Vice President Marc McIntosh gave the welcoming response, as well as Auxiliary Vice President Janet Lange. Judith presented the gavel to Association President Charles Alexander. Charles thanked all of the welcoming speakers.

Auxiliary President Myrtle Buchanan introduced the Auxiliary officers: Vice President Janet Lange, Secretary/Treasurer Delores Robb, District 1 Committee person Mike Peck, District 2 Committee person Hazel Halleck, District 3 Committee person Donna Walker, District 4 Committee person Steve Roakes, Scholarship Chairman Ruth Ryan, Sunshine Chairman Helen Rudy. Myrtle also introduced the Junior officers: President Yvonne Spence, Vice-President Sarah Piccici, Secretary/Treasurer Christina English. Myrtle was presented with a corsage.

President Alexander introduced the Association officers: Vice-President Marc McIntosh, Secretary/Treasurer Becky Wendlandt, Editor Dan Snyder, District 1 Representative and Convention Chairman Judith Peck, District 2 Representative Doug Rinehart, District 3 Representative Dan Schrup, District 4 Representative Donna Roakes, State Steward and Chaplain Neil Buchanan. Charles asked Harley Robb to stand and be recognized as the Retired Carriers Representative. Next he asked all first-time attendees to come forward and be recognized. There were 14 total. Each one was presented with a small photo album. Marc McIntosh was called on to recognize all the retiree's and to thank them. There was a total of eight retirees. Becky Wendlandt pinned a flower on each one.

The "WRLCA Board Policy Concerning the Presentation of Resolutions" was given out to each one. Charles read this as follows: "Delegates at convention shall settle the issue of allowing resolutions only, (not constitution and by-laws proposed changes) from the floor after the Resolutions Committee has presented resolutions submitted from the Counties. Resolutions have to be presented to the Vice-President in the correct format and copies available for all of the delegations no later than Wednesday opening business. The Resolutions Committee will not be reviewing any resolutions that were not first approved at a county unit meeting and submitted by that county." Charles then gave a brief explanation of what this policy meant and answered questions from the floor.

President Alexander then introduced National Guest, Leo Root, who is the Director of Labor Relations, NRLCA, Rural Carrier, from New Hampshire. Mr. Root began his presentation with greetings from the National Board. He was glad to see so many first-timers in attendance, stating that membership is very important. As of a couple of months ago, the National level of members reached an all-time high of 93,282 members. Washington State has 1732 members. More new members, however, still need to be established. All across the country, there are 34,251 non-members. Getting more members to pay would result in being able to do more in presentation efforts for the members or dues could even be possibly cut in half.

Mr. Root went on to say that as of pay-period 14, 1996, there were 48,537 regular routes; the highest ever. Nationwide, there are 51,326 relief carriers; sometimes more than what is felt to be needed. the 70-0 TRC's (straight TRC's) total 2,497; the 70-1's (retiree's that come back as TRC's) is 16. New routes so far this year is 2, 513. Current routes total 56,955. This means year end could reach up to 57,500 routes; the biggest year ever in route growth. In the last 3 years, approximately 8,000 new routes have been established. This rate of growth is fantastic and should be able to continue. The last four to five years have proven that out of every three new deliveries, rural carriers get two and city carriers get one. This may be even changing more to the rural carriers favor as the cost between city and rural carriers is significant. There are 11,318 LLV's on rural routes. The last two years have shown that the routes are being adjusted down.

With the gasoline escalated clause, June 8th marked a EMA increase of 1/2 cent. The gasoline escalated clause is no longer in existence and will now be an escalated cost to cover all materials and cost to purchasing and maintaining a vehicle as determined by the Department of Labor Statistics. Although not official, it is possible that by the middle of July, there could be another 1 cent increase. This will be one of the biggest positive changes in the contract. A cost of living adjustment was also given in the spring; another reasonably substantial one should be given in the next couple of months.

Mr. Root went on to say that the State officers have been very busy in their positions as well as on the National level. Task forces were implemented to get assistance from the field. The first task force that was created, and has been functioning for over two years, is the one dealing with the steward program. Changes in the last couple years to the constitutional by-laws created a mandatory uniform steward training. A continuation of this program is in the works. Along with filling out grievances, 'how to' investigating, dealing with postmasters and carriers, they will start working on 'subject matter' training. This will help the Association financially as well as the ability to represent the carriers.

The other task force that's been in effect for a couple of years is one to revise and update the steward reference guide. The last booklet was revised in 1990. Many more references will be included in this new revision. This will be sent out to every State Steward and Assistant State Steward in the country.

Mr. Root also said that the Association will also be going on line soon. The above mentioned Stewards Reference Guide will be included in this new system. Funds will be provided for each Association to buy at least the State Steward a computer system. This information will also be available for anyone who has a computer. An arbitration data base is also being put together for this program. It will include approximately the last twenty years. However, consideration will be given to the subject matter and person involved. This program should be available within the next couple of months.

The New National Agreement in magazine form, which will be coming out in the booklet size, was held up waiting for the Analysis and Questions and Answers that went with it. This will go through the contract section by section as there are many significant changes. The Analysis will be sent to every State Steward and then on to each local steward. The officers will be able to order extra as needed for those who are not stewards.

Mr. Root also noticed how many of the carriers in attendance were women. He stated that as of December, the percentage of females in our craft have passed more than fifty percent. The percentage isn't as important as the fact that everyone in the craft attends the meetings and take on the rolls of local stewards, State officers, etc. He also commented that we were the first Union in the Postal Service to have a female National officer. Everyone's involvement is important.

Next, Mr. Root read from an article that was in a National newsletter, written by an individual in the city clerk's craft, who had just taken over a position similar to his. This individual stated in his article, that currently the city had between 30,000 and 50,000 pending regional level arbitration's. A review of records also indicated there were over 3,400 grievances at National arbitration and another 2,280 pending at step four at the National level. Compared to that, Mr. Root said that rural currently has only approximately fifteen cases (as of the time he had left), and all but two are scheduled for arbitration. He has made a major effort this year to get these taken care of as fast as possible. A lot of these cases are being handled properly at the State level so they never reach National.

The new contract was mentioned and how city carriers do not negotiate their contracts. They are all sent off to an arbitrator. With our Union, there has only been one time since 1971 that we did not negotiate a contract. Because of this, we received some major changes compared to the city carriers. Mr. Root stated that he was very pleased to be part of a board with other officers that work this way.

Still of great importance, is the 'money' benefits the Postal Service gives. There is \$500 given to anyone purchasing a right hand drive vehicle to utilize on their route. And although the SET checks (Striving for Excellence Together) are gone, while a new program is being set up, the Postal Service has still given out the money based on an average over the past three years; approximately \$300 per carrier. The Education fund is available and needs to be taken advantage of. The stamp stock has been equalized, finally. As mentioned before, the EMA escalator will now be automatic every year for at least the next four years. Article 15, as the stewards know, has been changed. The concept isn't any different than what's been there before, however, now the district level has more involvement. This will enable more cases to be resolved back at the lowest levels. TRC's were brought in as carriers across the country were unable to get their relief days. Many of the grievances filed had to do with relief day issues. Resolutions were passed at National Convention letting everyone know these problems had to be solved. It was also asked that the Emergency RCR's (beneficial where they couldn't get RCA's) be expanded as well. Instead of being gone after six months, now they can work almost a whole year and the number being hired is now limited.

In closing, Mr. Root stated that although what we have today may not be perfect, we need to make it work because we will not like the alternative that may come down later. He then entertained questions from the attendees.

Becky Wendlandt announced the committee assignments. At 10:00 AM the Convention adjourned for a short break and reconvened at 10:15 AM. Becky then read roll call. All delegates were present and all officers were present with he exception of the District 2 Representative Doug Rinehart.

President Alexander asked that the Credentials Committee Preliminary Report be read by Chair Joanne Blackburn. Charles then announced that the Annual Reports of the State officers would be read next. Leonard Oswald moved to dispense with the reading of the officers' reports with the exception of those from the President, Secretary/Treasurer and the State Steward. Ed Koschalk seconded the motion. The motion went into discussion. Charles quickly explained the rules the board had established on speaking for motions. The motion to dispense with the reading of all officers' reports except the Presidents', Secretary/Treasurers' and State Stewards' was voted on. -----PASSED

President and Assistant State Steward Charles Alexander then presented his Annual report:

Fellow Officers, Delegates, Members of the NRLCA and the Washington Rural Letter Carriers' Association, Guest and Friends:

BASIC GOALS OF THE WRLCA

As I near the end of my second year as president, I would like to take this opportunity to reflect on the progress we have made as an association and offer you a perspective of the road ahead. Our organization, at the most basic level, was founded on the principle of reasonably priced service through education and representation. We exist because this is not a perfect world, and in numbers there is strength. Because we are not CEO's making 200 times workers' salaries, or even well paid managers pushing six digits, we cannot afford to ignore the cost of the service we provide. At the same time, we cannot expect the officers, stewards, and delegates who provide the education and representation to donate all of their time and expenses. The compromise solution, practiced by your current State Board and endorsed by last year's delegates to the State Convention, through Constitution and By-law changes, is a mixture of expense reimbursement and donated time/money. The budget, created at the beginning of each fiscal year and reviewed quarterly thereafter, is the plan that guides the fair distribution of the funds available while gradually rebuilding the depleted cash reserves of the past. Yes, some donation of time/money is required for our Association to finish in the black, much the same as each one of us in our private lives separates need from luxury in order to live within our means.

THE PEACE CORPS MODEL

I would ask you to think for a moment about the Peace Corps, a still existent program created during the Kennedy Administration 35 years ago. In particular, do you feel, as I do, that the Peace Corps is a good model for current and future officers and stewards for our association of rural carriers? To help you decide, I offer the following reflections on the Peace Corps as it was originally envisioned:

- * The Peace Corps was based on the concept of helping people help themselves.
- * The end objective was to help people improve their quality of life through education and empowerment.
- * Volunteers were utilized to accomplish the above objective of self help.
- * Optimism, enthusiasm, and humanitarianism were qualities looked for in potential Peace Corps volunteers.
- * Financial gain was not considered part of the program, but necessary costs were covered.
- * The normal term of enlistment was for two(2) years.
- * Rotation was assumed and expected, but reenlistment was possible.

Why did Peace Corps volunteers donate time and lost potential income to the program? The former volunteers that I have come to know over the years have offered one or more of the following reasons:

- * An opportunity to help others help themselves.
- * A sense of pride in the accomplishment of others.
- * The potential to learn more than they taught.
- * A chance to see the world from a broader perspective.
- * The possibility to form new friendships and contacts.

I respectfully suggest to you that the officers and assistant state stewards of the Washington Rural Letter Carriers' Association share many of objectives embodied in the Peace Corps. Their level of dedication and sacrifice of personal time underscores the need for rotation as the only fair way to share the load. Ask your former officers how their lives have changed since they rotated off the board. Ask a local steward how much time is never compensated by the Postal Service. All who serve this association started as volunteers seeking counsel, and all approaching rotation have the opportunity to help those who follow.

TRANSITION IN THE STEWARD PROGRAM

In the year to come the transition to a new state steward will certainly be one of our most important priorities. Neil's rotation in June 1997 gives us a year to prepare for the transfer of responsibilities, and I would expect that a significant portion of his time will be directed toward this end. Washington's steward program itself remains in transition. Over 100 local stewards have been elected and trained under the new national training program, and I hope that all of you in offices without local stewards will give serious consideration to identifying a volunteer. On behalf of the entire State Board, I would like to offer congratulations and appreciation to all newly certified stewards.

ASSISTANT STATE STEWARDS

The Assistant State Stewards have had a busy year. As I'm sure most of you know offices without local stewards are assigned representation by an assistant. Since only local stewards are partially reimbursed (in the form of compensation called "Z" time) for steward business, our association incurs additional expenses every time an assistant has to be used in lieu

of a local steward. To help share the work load, the assistants maintain close communication and frequently help each other in overload situations. Donna Roakes' depth of knowledge in on-the-job and off-the-job injury cases has enabled the other assistants and the state steward to forward such cases to her. Marc McIntosh has developed considerable expertise in territory disputes, and Judi Peck and myself continue to be involved with more discipline than ought to be issued. The Western Area's higher than planned accident rate seems to have led to an unannounced, or quietly announced, policy of accident = discipline regardless of the circumstances. During the up-coming year, all four assistant state stewards will need to participate with Neil in the aforementioned transition training leading up to his well-deserved retirement. In addition, the NRLCA's Steward Task Force is planning to issue additional training modules that will undoubtedly involve the assistants as presenters. Finally, or maybe not, by this time next year all of the assistants should be on line to take advantage of the considerable resource materials the NRLCA plans to make available to the states. Another busy year is on the way.

AREA STEWARDS COMING SOON

Washington's steward program has come a long way these last two years. With multiple assistant state stewards, local stewards trained with a national curriculum, and the ever increasing role of computers in all aspects of research, preparation, and filing, it would be tempting to ask, "what's left to do?" The answer is more than you might have suspected. We will never have enough local stewards until every office has one, and then there is rotation, new volunteers, elections, and more and more training. Reality is considerably short of a steward per office. Truth is that some of the most troublesome offices have no steward because of the veil of intimidation under which they are managed. In other offices none of the NRLCA members have the time or "Peace Corps" frame of mind that would prompt them to volunteer. When several or many of these offices without stewards are clumped together in the same general area, it would make sense to appoint a promising nearby local steward to serve as the area steward for the group of offices. Future rotations advancement from local to area to assistant to state steward would thus be an orderly progression of increasing responsibilities, and all rural craft employees would have ready access to help and representation.

WESTERN STATES CONFERENCE

As is the normal custom in the Western States Conference, I advanced last year in Seattle from Vice President to President in order to chair this year's conference in Cody, Wyoming. The Western States Conference rotates alphabetically between the 10 western states, so next year's will be in Mesa, Arizona. In 1998, California plans to have their conference on Catalina Island, 26 miles off the southern California coast, or cost permitting, on a mini-cruise to Mexico. The popular choice from this year's delegates in Cody was the cruise ship.

There were over 100 rural carriers at this year's Western States Conference, with about 14 first timers. I encourage all of you to attend these "mini-National Conventions," both for information and for fellowship with rural carriers from other states.

Scottie Hicks, our National President, was the keynote speaker. Scottie talked about the first day issue of the 100th anniversary of rural delivery stamp at the National Convention in Charleston, West Virginia. Rural carriers will meet by the river for a fireworks celebration after an informal banquet. Postmaster General Marvin Runyon will be in attendance.

Joe Mahon, Vice President, Labor Relations, and Bob West, Operations Specialist, Delivery Policies, represented the USPS at the conference. Joe talked about the USPS having too much competition and too many limits on rate changes. Rising costs are also a concern. Joe announced that there would be a Labor Summit with the NALC, Mailhandlers, Clerks, and Rural Carriers, date to be announced. Later, in a private conversation, Joe revealed that the USPS has seven proposals to modify the current city carriers' hourly pay schedule, some of which are undoubtedly similar to our evaluated system. My own opinion on the issue of declining productivity in the city craft is that while Vince Sombratto is mouthing his inflammatory rhetoric referring to our union as the "Lap log of management," (See Federal Times, June 3) many of the city carriers he represents are "busy" stretching the anticipated savings from DPS into non-existence.

Joe closed by saying, "Thank God for rural carriers. We appreciate the support, as rural carriers show that cooperation and change can be accomplished."

Bob gave some interesting statistics:

- * 27% of rural carriers could retire today.
- * Average age is 47.5. However, there are two 84 year old rural carriers.
- * There are 8,400 rural routes on DPS, with the average volume in the Western Area of 850 pieces a day.
- * Goal: 65% of rural routes automated by the year 2000.

One of Bob's most worrisome revelations was the heightened threat of conversion of territory to Highway Contract Routes. HCR's cost about \$6/hour on average, whereas city and rural carriers, with benefits added in, cost in the range of lower to mid-\$20/hour. With diminishing volumes nationwide and the increasing pressure to reduce cost, HCR's are more likely to be seen as a viable alternative to rural delivery. It will be up to all of us as rural carriers to continue to demonstrate the service and commitment that distinguishes us from this lower-cost delivery alternative.

PRESIDENT' CONFERENCE

The threat of renewed interest in Highway Contract delivery pales by comparison to privatization and decreasing First-Class mail volume because of electronic mail. This year's Presidents' Conference in the humid, 96 degree heat of Washington, D.C., focused on the changing nature of the delivery business and our need to help the USPS increase its competitive edge without cutting our own throats. Patricia and I lobbied all of Washington's Senators and Representatives and/or their Legislative Assistants to allow the USPS more freedom from the bureaucracy imposed by the Postal Rate Commission. We were emphatic, however, that the collective bargaining procedure has worked well for the NRLCA and the USPS and should therefore be left alone.

According to Scottie, the USPS is still interested in rewarding rural carriers for performance, despite the discontinuance of the Striving for Excellence Together program, know as SET. The USPS and NRLCA have already met one on this subject, but future agreement may not be easy since local postmasters' goals and rural carriers' goals are not always tied together. How should rural carriers be compared to one another? If the comparison were to be by office, should it be by size, generated revenue, or what? If it were to be by route, what would be the appropriate criteria? Thank goodness for our evaluated system and generally proactive posture relative to change. While we are negotiating for ways to further augment our incentive system, the other larger reactive-mode unions are still being dragged kicking and screaming into automation. The danger, of course, is that the "Big Guys" might capsize the Postal Service ship and take us all down together. If the USPS is unsuccessful, none of us will prosper.

In the final analysis, be it evolution, the NRLCA, or our own WRLCA Steward Program, the ability to constructively adapt to unavoidable change is the secret to success. Thank you for the opportunity you have provided me this past year to help our great Association prepare for the future.

Respectfully submitted,
Charles Alexander, Association President

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

Hello fellow members of the WRLCA and honored guests.

1995/1996 was our best year yet for organization and being on top of all rules and regulations. We put in effect all suggestions from previous National Secretaries' Trainings and met all requirements from Department of Labor and IRS. Through the hard work and dedication of your Board we developed a written board policy, ground rules, updated, printed, and distributed, our State Constitution and By-Laws, completed and reported in a timely manner all Department of Labor LM Reports for both county and state levels, as well as in IRS 990 Report for the State. We increased membership from previous years: 93/94: 1342 members, 94/95: 1633 members, 95/96: 1732 members. We had developed a monthly 7 page financial statement on our State computer that tracks every penny of our \$187,000.00 income and expenses and charges it to the appropriate function, thereby giving the Board a past history to be able to budget for the future and a monthly statement to review. However, I found we had more to do when I attended National Secretaries' Training in Washington, D.C., in October. At this meeting I found out that Department of Labor was auditing more States and putting in more requirements and rules affecting the National level down to the County level. We were given precise rules for electing State Officers and National delegates, as well as told that National would be inputting these rules immediately even though some of the rules were in opposition of National's Constitution and By-Laws. National is able to legally supersede their constitution and by-laws when it conflicts with Federal rules. This is what we have done this year at the State level. As you probably noticed when you received your ballot you did not need to sign it and it was returned to a post office box. We will be going through all the new rules when we review the proposed Constitution and By-Laws changes concerning National delegates that I have submitted through Spokane County.

Some of my other goals as secretary/treasurer have been reached thanks to the dedicated efforts and hard work of two very important groups of people. The county presidents and secretaries have all fulfilled their duties with flying colors by completing their county's LM reports with accurate data and in a timely manner. As of this year, all counties have a county constitution and by-laws on file that has been approved at their county meeting. All county secretaries have worked to increase membership and keep our membership list updated. All secretaries have sent back to me the reports and forms from their annual meeting showing delegates elected to State Convention, credentials, officers for 96/97, and resolutions and constitution and by-laws proposed changes. At this time I would like to have all the 95/96 County Officers stand so I can personally thank them.

The next group of unsung heros are the Ad Hoc Trainers. I attribute most of our increases in membership to the efforts of the Ad Hoc Trainers who recruit and sign up new RCA's at their training's. We have a much higher sign up rate from approaching RCA's at training compared to me contacting them three times a year by letter (which I do for all non members every year). Cindy Norman has graciously volunteered to be the Ad Hoc Coordinator for our State to ensure we have

adequate supplies of recruitment folders on hand and help funnel any questions or suggestions the trainers might have to the appropriate sources, as well as develop any additional ideas Cindy sees the need for. Can we have all the Ad Hoc Trainers stand so we all can thank them too!

I believe there is a need in the future for more detailed training for county officers on conducting meetings, electing delegates and county officers, completing credential forms, LM reports, accounting, and how to write resolutions and constitution and by-laws proposed changes. This could be taught at a breakout at State Convention. I also feel an Ad Hoc Trainers breakout for exchanging information on training sites, feedback forms, and brainstorming how to increase the retention rate could benefit the trainers and the craft.

Thanks to the knowledge and dedication of one auxiliary member, Steve Roakes, and patience and support of a craft member, Donna Roakes, we now have on the State Computer a complete member and non member list showing office, home address, designation, phone number, and County and District affiliation. Steve, sacrificing hundreds of hours, took a very basic program and working closely with Roger Moreland at the National level, developed a personalized program for our State. Steve has developed the "Mercedes" of a membership program that will enable us to pull stats for just about anything we want. Bless you, Steve, for seeing the need and fulfilling it beyond anyone's expectations. This year has been a challenge for me working with the new computer. After an 18 hour weekend in the office and nasty remarks about the computer's family, I realized I needed some one who spoke the same language as the rat (any mouse with a tail that long is in my terms a rat!) I was ready to really boot that computer with a solid kick to the main frame so I hired (with my own money) someone for translation and training and thanks to him I can now input and print our monthly financial statement. It is nice to have someone to call when I get stuck.

For those who love stats as much as I do I have enclosed a stat sheet showing membership by county and district. As of April 1st we are at 79% membership for regular carriers. National average is 87%. We are at 39% for retired carriers. National average is 58%. As you can see we are below standards for these two classifications, however we are in the top 6 of the Nation for relief carriers percentage at 80%. National average for relief is 60%. I will continue my efforts at raising the percentages for regulars and retired members and keeping the percentage for relief members and appreciate all you can do to help too. This percentage by the way is figured on the amount of members divided by the number of regular routes. My goal has been to reach 200% for total members and we have come close at 198%. We were at 168% three years ago. Even though the numbers did not increase drastically, for 95/96 I sent in 453 dues withholding and cash forms that helped reduce the quarterly purges of members who have changed jobs, got fired, resigned or died. This does not include the changes made each quarter on addresses, designations, and retirements which run around 350 each quarter or 1400 per year.

Now on to finances. I believe the board allocated funds wisely for the local steward training. I also feel this should be an on-going function. I do not feel we need a dues increase as we have the second highest dues in the nation for regular carriers, although many states have increased their dues to be quite close to ours. I believe we can do the training's and fund the State expenses if we stick to a budget and review it at every meeting. I do recommend that salaries be all the same since each person receiving a salary is paid for the same thing, time spent on union business on weeknights and weekends. If a person has a higher work load one week or month, they can request and receive additional LWOP that can be used to handle it. I would also like to see uniform funding in the future for the assistant state stewards' copiers, computers, and fax machines. I do not feel county or auxiliary dues need to be increased, however, I would like to see a minimum on county dues (for example \$250.00 per year) so that smaller counties will have enough funds to pay for their county mailings and possibly help fund extra delegates to state convention. I do not feel we need to raise mileage or per diem this year but think it should be reviewed for next year. One of the biggest expenses is funding LWOP. The board started with a projected LWOP budget for each person which was arrived at by each person stating how many they thought they would need and for what reasons they were needed. At each board meeting this LWOP budget was reviewed and if someone needed more or less the budget was revised. With all the board members providing a check and balance to LWOP usage, I felt that this item was treated as a National asset and monitored wisely.

Just a side not. So far this year I have written over 600 checks and balanced to the penny an income of \$187,862.80. We are not just a little union or small business concern. We are in the income level that the Department of Labor and IRS frequently audit and review. I believe your board has done all that is needed to meet and exceed all Department of Labor and IRS rulings. I will now go over the eleven month financial statement and answer any questions you may have. Our board has stood firm on full disclosure of all we do even though it is not required by Department of Labor or IRS in the detail we have done. I am proud of this. The board is always ready to listen to any suggestions and appreciates your feedback. Thank you for this past year. I love a challenge and on opportunity for growth and this position provides all of that.

Respectfully submitted,
Becky Wendlandt, Secretary/Treasurer

Personal
WRLCA II Month Actual Exp (7-1-95 to 5-31-96)
For All Account Groups

	7/1/95- 5/31/96 ACTUAL	7/1/95- 5/31/96 BUDGET
INCOME		
Income		
01 Cash Income		
Cash Dues 95/96	\$ 6,751.00	\$ 6,751.00
Cash Dues 96/97	1,463.00	2,000.00
Convention 1995 Refund	1,906.51	1,906.51
Nat Reg & Relief Dues Wht	141,568.57	141,000.00
National Gen. Insurance	22,311.00	22,700.00
National Retired Dues Wht	5,674.62	5,600.00
NRLCA-Ref PresStewSecConv	150.00	150.00
NRLCA-Ref StewTrng Supply	0.00	300.00
Provident Guild	5.00	0.00
Steward Training Refund	1,600.00	1,600.00
Total 01 Cash Income	\$ 181,429.70	\$ 182,007.51
Total Income	\$ 181,429.70	\$ 182,007.51
Investment income		
02 Other Cash Income		
APCU Saving Acct Dividend	\$ 1,871.27	\$ 2,500.00
SPCU Saving Acct Dividend	561.83	550.00
Total 02 Other Cash Income	\$ 2,433.10	\$ 3,050.00
025 Other Investment Income		
Advances- Paid Back -Dan	\$ 1,500.00	\$ 1,500.00
Advances- Paid Back -Neil	2,500.00	2,500.00
Total 025 Other Investment Income	\$ 4,000.00	\$ 4,000.00
Total Investment income	\$ 6,433.10	\$ 7,050.00
TOTAL INCOME	\$ 187,862.80	\$ 189,057.51

Personal
 WRLCA II Month Actual Exp (7-1-95 to 5-31-96)
 For All Account Groups

	7/1/95- 5/31/96 ACTUAL	7/1/95- 5/31/96 BUDGET
EXPENSE		
Expense		
03 Per Capita Expenses:		
Auxiliary Per Capita Dues	\$ 10,209.00	\$ 10,200.00
County Per Capita Dues	8,507.50	8,500.00
Nat'al Per Cap Dues 95/96	2,854.00	2,854.00
Nat'al Per Cap Dues 96/97	660.00	1,000.00
Western State PerCap Dues	380.00	400.00
	\$ 22,610.50	\$ 22,954.00
Total 03 Per Capita Expenses:		
04 Meeting Expenses		
Board Meetings #4 (3)	\$ 3,349.29	\$ 4,400.00
Contract Ratification Mtg	1,282.38	1,283.00
District 2 Meeting & #1	556.69	600.00
District 4 Meeting & #3	532.65	550.00
Mail Count Schools 1995	739.65	740.00
National Convention 95	14,347.50	14,347.50
State Convention 95	600.00	600.00
State Convention 96	3,805.68	12,000.00
	\$ 25,213.84	\$ 34,520.50
Total 04 Meeting Expenses		
045 Equipment Fund:		
Fax Machine	\$ 280.67	\$ 300.00
	\$ 280.67	\$ 300.00
Total 045 Equipment Fund:		
05 Other Expenses:		
Accounting Fees	\$ 1,605.00	\$ 1,900.00
Contracts/PO 603	112.00	100.00
Dues Refund	98.00	100.00
J. Spangler Phone Dist. 3	90.97	100.00
Memorial Gifts	0.00	100.00
Payroll Taxes	5,548.75	6,300.00
S. Roakes, Computer Work	1,500.00	1,500.00
	\$ 8,954.72	\$ 10,100.00
Total 05 Other Expenses:		
06 Pres C. Alexander's Exp.		
CA1 Copier Maint & Supply	\$ 53.89	\$ 100.00

Personal
WRLCA II Month Actual Exp (7-1-95 to 5-31-96)
For All Account Groups

	7/1/95-	7/1/95-
	5/31/96	5/31/96
	ACTUAL	BUDGET
CA1 LWOP Board Mtg #2 (1)	169.09	340.00
CA1 LWOP Nat Conv Sem #2 (2)	338.18	320.00
CA1 LWOP Office #2 (1)	169.09	320.00
CA1 LWOP Pres Sem. #4 (4)	686.96	640.00
CA1 LWOP West. States #2 (3)	515.22	340.00
CA1 Mileage - Air	721.00	750.00
CA1 Mileage - Car	136.80	150.00
CA1 Office Supplies	20.05	100.00
CA1 Per Diem	480.00	420.00
CA1 Phone & Long Distance	239.61	275.00
CA1 Postage	55.00	150.00
Total 06 Pres C. Alexander's Exp.	\$ 3,584.89	\$ 3,905.00
07 Vice Pres M. McIntosh's Exp		
MM1 Mileage	\$ 0.00	\$ 100.00
MM1 Office	0.00	10.00
MM1 Phone & Long Distance	19.61	200.00
MM1 Postage	0.00	10.00
Total 07 Vice Pres M. McIntosh's Exp	\$ 19.61	\$ 320.00
08 Sec/Tres R. Wendlandt's Exp		
RW1 Check Account Fees	\$ 122.85	\$ 100.00
RW1 Computer Supplies	0.00	150.00
RW1 Copier Maint & Supply	113.90	0.00
RW1 LWOP LostAnn/Sick #8 (6)	825.03	1,048.00
RW1 LWOP Nat. Training #3 (3)	426.42	393.00
RW1 LWOP Office #55 (47)	6,469.48	7,205.00
RW1 Nat Sec Training	84.40	85.00
RW1 Office Supplies	255.83	300.00
RW1 Phone & Long Distance	832.20	1,100.00
RW1 Postage	2,243.29	2,500.00
RW1 Printing	1,823.11	2,500.00
RW1 Salary	3,850.00	4,200.00
Total 08 Sec/Tres R. Wendlandt's Exp	\$ 17,046.51	\$ 19,581.00
09 Editor D. Snyder's Expenses		
DAS Office Supplies	\$ 42.24	\$ 50.00
DAS Postage	17.80	25.00

Personal
 WRLCA II Month Actual Exp (7-1-95 to 5-31-96)
 For All Account Groups

	7/1/95-	5/31/96	7/1/95-	5/31/96
	ACTUAL		BUDGET	
DAS Salary	1,600.00		2,000.00	
Total 09 Editor D. Snyder's Expenses	\$ 1,660.04		\$ 2,075.00	
10 Washington Rural Carrier Exp				
WRC Postage - 4 Issues	\$ 1,270.23		\$ 1,300.00	
WRC Printing - 4 Issues	3,482.84		3,800.00	
Total 10 Washington Rural Carrier Exp	\$ 4,753.07		\$ 5,100.00	
11 District 1 J. Peck's Exp.				
JP1 LWOP Board Meeting #2 (1)	\$ 169.09		\$ 330.00	
JP1 Mileage	184.32		185.00	
JP1 Office Supplies	14.30		15.00	
JP1 Phone	218.08		250.00	
JP1 Postage	0.00		25.00	
Total 11 District 1 J. Peck's Exp.	\$ 585.79		\$ 805.00	
12 District 2 D Rinehart's Exp				
DR1 LWOP Board #2 (1)	\$ 149.60		\$ 300.00	
DR1 Mileage	481.02		575.00	
DR1 Office Supplies	56.49		60.00	
DR1 Phone	117.63		150.00	
DR1 Postage	15.00		50.00	
Total 12 District 2 D Rinehart's Exp	\$ 819.74		\$ 1,135.00	
13 District 3 D. Schrup's Exp.				
DS1 Mileage	\$ 123.60		\$ 150.00	
Total 13 District 3 D. Schrup's Exp.	\$ 123.60		\$ 150.00	
14 District 4 D. Roakes's Exp.				
DR2 LWOP Board Meeting #3 (2)	\$ 320.55		\$ 510.00	
DR2 Office Supplies	0.00		30.00	
DR2 Phone	117.86		200.00	
DR2 Postage	8.32		50.00	
Total 14 District 4 D. Roakes's Exp.	\$ 446.73		\$ 790.00	

Personal
WRLCA II Month Actual Exp (7-1-95 to 5-31-96)
For All Account Groups

	7/1/95-	5/31/96		7/1/95-	5/31/96
	ACTUAL			BUDGET	
15 RetCarrier Pac H Robb's Exp					
HR1 Mileage	\$	0.00		\$	100.00
HR1 Office Supplies		0.00			10.00
HR1 Per Diem		0.00			120.00
HR1 Phone		0.00			100.00
HR1 Postage		0.00			50.00
Total 15 RetCarrier Pac H Robb's Exp	\$	0.00		\$	380.00
16 State Stew N Buchanan's Exp					
NB1 Cellular Phone	\$	501.20		\$	600.00
NB1 Copier Maint & Supply		967.07			970.00
NB1 LWOP A.St Stew Trn #2		263.06	(2)		270.00
NB1 LWOP Board Meeting #1		0.00	(0)		140.00
NB1 LWOP Lost Annual #34		4,002.72	(30)		4,650.00
NB1 LWOP Nat Con & Trn #10		1,346.38	(10)		1,350.00
NB1 LWOP Office #45		4,829.49	(36)		6,120.00
NB1 LWOP Trav Stew Bus#25		2,143.84	(16)		3,353.00
NB1 Mileage - Air		144.00			350.00
NB1 Mileage - Car		2,127.20			2,500.00
NB1 Office Supplies		170.83			300.00
NB1 Per Diem		540.00			720.00
NB1 Postage		517.03			600.00
NB1 Reg Phone & Long Dist		1,944.53			2,500.00
NB1 Salary		4,950.00			5,400.00
NB1 Subscriptions		0.00			86.00
Total 16 State Stew N Buchanan's Exp	\$	24,447.35		\$	29,909.00
17 Steward Trainings Expenses					
Stew Training Local Stewards - 4 Trngs	\$	7,412.73		\$	8,000.00
Stew Training Nat. Feb. Marc & Neil		908.62			910.00
Stew Training Newslet.#2		399.59			400.00
Stew Training St Con96		0.00			2,000.00
Stew Training Supplies For Local Stewards		1,424.75			1,500.00
Stew Training W. Area Oct All Assist & State		1,475.10			1,475.00
Stew Training Ast St Stew1 Dec 95		398.79			400.00
Stew Training Ast St Stew2 Feb 96		466.71			470.00
Total 17 Steward Trainings Expenses	\$	12,486.29		\$	15,155.00

Personal
WRLCA II Month Actual Exp (7-1-95 to 5-31-96)
For All Account Groups

	7/1/95-	5/31/96	7/1/95-	5/31/96
	ACTUAL		BUDGET	
18 Asst St Stew C Alexander's				
CA2 Copier Maint & Supply	\$	53.89	\$	100.00
CA2 LWOP A.St Stew Trn #2 (2)		338.18		340.00
CA2 LWOP Local StewTrn#2 (2)		338.18		340.00
CA2 LWOP LostAnn/SickL #3 (3)		507.27		510.00
CA2 LWOP Office #8 (6)		1,021.97		1,370.00
CA2 LWOP Trav Stew Exp #7 (5)		845.45		1,200.00
CA2 Mileage - Car		311.00		400.00
CA2 Office Supplies		370.76		450.00
CA2 Per Diem		60.00		60.00
CA2 Phone & Long Distance		1,476.15		2,000.00
CA2 Postage		221.02		300.00
CA2 Salary		2,200.00		2,400.00
CA2 Subscriptions		52.00		52.00
Total 18 Asst St Stew C Alexander's	\$	7,795.87	\$	9,522.00
19 Asst Stew. J Peck's Exp				
JP2 LWOP A.St Stew Trn #3 (3)	\$	487.71	\$	490.00
JP2 LWOP Local Stew Trn#1 (1)		159.31		160.00
JP2 LWOP Lost Annual #3 (2)		338.18		509.70
JP2 LWOP Office #7 (5)		804.55		1,130.00
JP2 LWOP Trav Stew Bus#25 (20)		3,288.22		4,100.00
JP2 Mileage		959.49		1,000.00
JP2 Office Supplies		161.22		161.00
JP2 Per Diem		60.00		0.00
JP2 Phone		2,089.69		2,700.00
JP2 Postage		166.84		250.00
JP2 Salary		2,200.00		2,400.00
Total 19 Asst Stew. J Peck's Exp	\$	10,715.21	\$	12,900.70
20 Asst Stew. M. Boothby's Exp				
MB1 LWOP Trav Stew Bus #2 (2)	\$	314.20	\$	314.20
MB1 Mileage		24.00		24.00
MB1 Office Supplies		71.27		71.27
MB1 Phone		178.26		178.26
MB1 Postage		19.20		19.20
MB1 Salary		200.00		200.00
Total 20 Asst Stew. M. Boothby's Exp	\$	806.93	\$	806.93

Personal
WRLCA II Month Actual Exp (7-1-95 to 5-31-96)
For All Account Groups

	7/1/95-	5/31/96	7/1/95-	5/31/96
	ACTUAL		BUDGET	
21 Asst Stew. M McIntosh's Exp				
MM2 LWOP A.St Stew Trn #2 (2)	\$ 338.18		\$ 340.00	
MM2 LWOP Lost Annual #2 (1)	169.09		340.00	
MM2 LWOP Nat Stew Trng #3 (3)	513.66		514.00	
MM2 LWOP Nat. Con. Trn #1 (1)	169.09		170.00	
MM2 LWOP Office #3 (2)	342.44		507.00	
MM2 LWOP Trav Stew Bus#5 (3)	509.92		850.00	
MM2 Mileage	159.60		500.00	
MM2 Phone	176.57		500.00	
MM2 Postage	32.00		50.00	
MM2 Salary	2,200.00		2,400.00	
Total 21 Asst Stew. M McIntosh's Exp	\$ 4,610.55		\$ 6,171.00	
22 Asst Stew D. Roakes's Exp.				
DR3 LWOP A.St Stew Trn #2 (2)	\$ 336.20		\$ 336.00	
DR3 LWOP Loc Stew New #1 (1)	169.09		170.00	
DR3 LWOP Local St Trn #1 (1)	151.46		152.00	
DR3 LWOP Loss Annual #2 (1)	154.45		310.00	
DR3 LWOP Office #5 (2)	303.38		775.00	
DR3 LWOP Trav Stew Bus#15 (12)	1,887.29		2,370.00	
DR3 Mileage	987.60		1,000.00	
DR3 Office Supplies	56.03		150.00	
DR3 Per Diem	300.00		480.00	
DR3 Phone	1,527.45		2,000.00	
DR3 Postage	124.34		150.00	
DR3 Salary	2,200.00		2,400.00	
Total 22 Asst Stew D. Roakes's Exp.	\$ 8,197.29		\$ 10,293.00	
23 Local Steward S Higgins Exp				
SH1 Phone	\$ 34.15		\$ 35.00	
SH1 Postage	10.74		15.00	
Total 23 Local Steward S Higgins Exp	\$ 44.89		\$ 50.00	
24 Local Steward M Boothby Exp				
MB2 Phone	\$ 36.23		\$ 36.23	
MB2 Postage	6.00		6.00	
Total 24 Local Steward M Boothby Exp	\$ 42.23		\$ 42.23	

Personal
WRLCA II Month Actual Exp (7-1-95 to 5-31-96)
For All Account Groups

	7/1/95- 5/31/96 ACTUAL	7/1/95- 5/31/96 BUDGET
25 Local Steward Jennie Seeley		
JS1 Phone	\$ 53.52	\$ 0.00
JS1 Postage	25.60	0.00
	79.12	0.00
Total 25 Local Steward Jennie Seeley	\$ 79.12	\$ 0.00
Total Expense	\$ 155,325.44	\$ 186,965.36
TOTAL EXPENSE	\$ 155,325.44	\$ 186,965.36
NET INCOME (LOSS)	\$ 32,537.36	\$ 2,092.15

Personal
WRLCA Balance Sheet - As of May 31, 1996
For Selected Accounts
As of May 31, 1996

ASSETS

Checking	
SPCU Checking	3,705.01
	<hr/>
Total Checking	3,705.01
Savings	
APCU Savings Account	49,743.67
SPCU Savings Account	26,969.28
	<hr/>
Total Savings	76,712.95
	<hr/>
TOTAL ASSETS	80,417.96

LIABILITIES

TOTAL LIABILITIES	<hr/> 0.00
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EQUITY

TOTAL EQUITIES	<hr/> 0.00
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TOTAL NET WORTH	<hr/> <hr/> 80,417.96
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COUNTY STATS FOR 1996 STATE CONVENTION

#	County Name	Total Members	Total Delegates	Total Votes	# of State Pd Delegate
001	Chelan Douglas	28	7	6	1
002	Clallam Jefferson	45	10	9	1
003	Kitsap	121	25	24	2
004	Lincoln/Grant/Adams	47	10	9	1
005	Lower Columbia	160	33	32	2
006	Mutual	286	58	57	3
007	Okanogan	22	5	4	1
010	Isl/Skagit/SanJuan	119	25	24	2
011	KS(King/Shohomish)	339	69	68	4
012	South East	37	8	7	1
013	Spokane	152	31	30	2
014	North East	53	12	11	1
015	Whatcom	88	19	18	1
016	Whitman/Asotin	45	10	9	1
017	Yakima	187	38	37	2
Totals		1729	360	345	25

Each county is entitled to:

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

Note: The Delegate At Large casts the entire vote for
his/her delegation.

Each County Unit is entitled to 1 vote for each 5 members or
major fraction thereof.

State Pays mileage (\$.30 mile) and per diem (\$60.00) for
delegate at large and for one regular delegate for every 100
members.

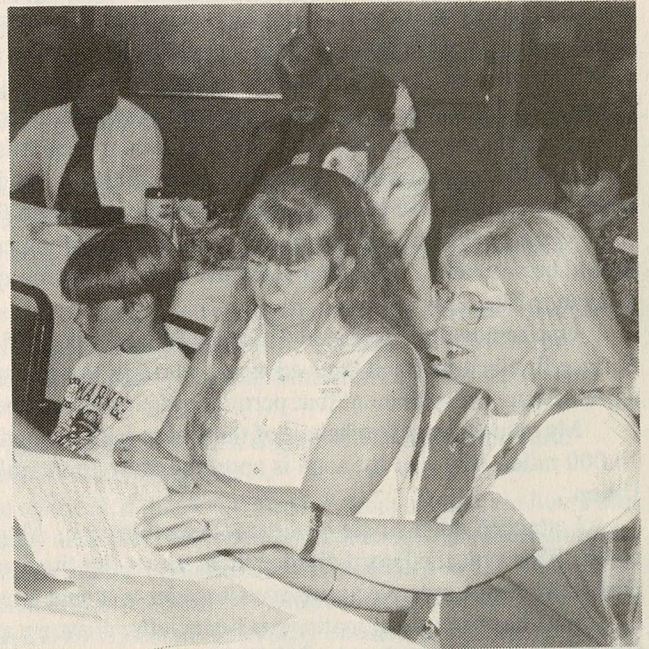
1995 / 1996 WRLCA DISTRICT MEMBERSHIP STATS

<u>DISTRICT 1</u>	<u>MEMBERS</u>	<u>TOTAL</u>
Island, Skagit, San Juan #010	119	
King, Snohomish (KS) # 011	339	
Whatcom #015	88	
Total for District One		546
<u>DISTRICT 2</u>		
Clallum, Jefferson #002	45	
Kitsap #003	121	
Lower Columbia #005	160	
Mutual County #006	286	
Total for District Two		612
<u>DISTRICT 3</u>		
Chelan, Douglas #001	28	
Lincoln, Grant, Adams #004	47	
Okanogan #007	22	
Spokane #013	152	
Northeast #014	53	
Total for District Three		302
<u>DISTRICT 4</u>		
Southeast #012	37	
Whitman, Asotin #016	45	
Yakima #017	187	
Total for District Four		269
 		<hr/>
TOTAL FOR STATE		1,729

SCENES FROM STATE CONVENTION 1996, BELLINGHAM, WA.



Neil, Myrtle, and Becky.



Kellen, Geri, and Julie



Judy Peck and Becky Wendlandt present the retirees in attendance with corsages in honor of their many years of service.

Next, State Steward Neil Buchanan presented his Annual report.

President Charles, Labor Relations Director Leo Root, Officers, Rural Carriers, and Friends.

This should be my 25th report to the members and delegates of the Washington Rural Letter Carriers Association.

Since we met at last years State Convention we have appealed 22 grievances to the Area for hearings. Of this 22, 15 were contract disputes and 7 were for discipline. This compares to 24 appealed in 94-95. Of that 24, 11 were contract disputes and 13 were for discipline, 6 less discipline cases appealed than last year.

It seems that our win/loss ratio has slipped since our Area Representative Laurance Adams has quit arguing the Step 2-B and Step 3 grievances. Laurance was an excellent advocate.

I don't know what you think, but I think our Stewards are doing a terrific job when we can take the thousands of serious problems that come up and settle all but the 22 that we had to appeal. I think the settlements agreed upon have been much better than could have been expected by sending them up for people completely removed from the scene to settle.

We have 3 rural craft employees under removal notice as of this writing. One has been appealed to arbitration and should be winnable. The other 2 involve injuries and are quite difficult to resolve. One is a loser for sure because the grievance filed very untimely.

One removal we appealed to Step 2-B in March of 95, was scheduled for arbitration in January of 96. When the Postal Service finally appointed their advocate who was to present their case at arbitration, I was able to meet with him and work out a pre-arbitration settlement that permitted the rural craft person to return to work immediately without restrictions.

My vehicle travel on behalf of the Union has been reduced nearly 50% from last year. Last year I drove in excess of 14,000 miles, this year the total is approximately 7,600 miles. I believe I have traveled more for the Postal Service than the Union.

I attended not a single county meeting this year. All past boards have asked me to attend as many county meetings as I could. This year the Board divided them up among themselves and assigned me to none. On one occasion they brought the District II Representative across the Cascades to attend a meeting in District III, where I reside.

This has been a traumatic year financially. First my route was cut from 48-K to 43-J, then the Washington Rural Carriers reduced my salary by \$1200.00 per annum, or another \$100.00 per month and in the same convention took away my ability to claim repayment for expenses incurred while serving the Union. It was by belief that part of that expense was restored when we passed an amendment providing for a meal per diem as well as the lodging per diem, but the Board ruled that since the finance committees report was accepted after the passage of the amended resolution, that the finance committee report ruled. This is a little bit similar to a situation we had the last time the convention was held in Bellingham. The delegates voted a \$6.00 per annum dues increase to be used to pay for travel and training for Local Stewards. Later in the meeting the finance committees report was accepted without amending it to reflect the dues increase. The person who was State Secretary at the time chose not to collect the increase in dues and failed to inform the Board of his decision. The Board planning on the dues increase instituted payment for Stewards to attend training meetings. That folks is why this Union found itself in debt a few years ago.

I attended the National Convention in New Orleans last year as your Delegate-at-Large. I thank you for that honor and privilege. I was appointed to the Sergeant-at-Arms committee and my responsibilities for the most part were limited to opening day. I missed the first days proceedings, but if you have to miss a day that's the best one.

I did not attend the Western States Conference in Cody, Wyoming this year since funding for this was removed at last years convention. This is the first Western States Conference I've missed since Boise, Idaho in 1972. I missed going and have some fondness for the organization since I served as its President 1 year, Secretary/Treasurer for three years and as Chaplain several years.

I attended both the joint District meeting, conducting short Labor Relations training's at both.

In February the Postal Service called all the State Stewards and at least 2 key persons from each District to Tampa, Florida for the joint roll out of the 95-99 Rural Contract.

Shortly after the Tampa meeting Assistant State Steward Marc McIntosh and I attended the National Steward Seminar in Alexandria, VA. We were subjected to some surprises at this training. When the contract was being sold to us by Area Representative Laurance Adams and Vice-President Steve Smith, both were emphatic that the RCA's would lose no work to the new TRC leave replacement. Labor Relations Officer Andrea Wilson said that when there is a vacancy among the leave replacements assigned to cover a regular route, a Form #50 could be cut giving that assignment to a TRC and that TRC would be the first called when the rural carrier is scheduled off. Also that TRC won't be bumped. All the non-resident officers in attendance were shocked by Andrea's explanation. It goes without saying that the State Stewards were upset.

Another surprise for me in this contract was the one liner in Article 9 J 2 which says the Postal Service reserves the right to provide a vehicle for any route. It used to say those on the Special Stop Chart.

Last summer Bob Nelson, the Manager Operations Program Support for the Seattle District asked me to conduct the joint mail count schools for the Seattle District. Gene Detriech, the Customer Services Analyst from Tacoma and I put on these training's. Bob told me a few weeks ago that the joint training that Gene and I put on plus the use of rural carriers as designated counters made last Septembers count the most trouble free he has experienced. He asked me to help with the count schools again this year.

One of the tasks that I have enjoyed the most this year has been the joint Postmaster and Local Steward training on the new contract. Joyce Ricks, Senior Labor Relations Specialist from Seattle and I have conducted 4 training sessions all over the District with the 5th and final class scheduled for this Friday in Seattle. Joyce invited Managers from every Post Office that has rural delivery. I gave her a list of the Local Stewards and she invited all of them.

The Managers have expressed appreciation for joint training with Management and Union reading from the same pages and not in disagreement as to the meaning.

I hope Spokane and Portland also hold joint training on the rural contract. The Spokane District Manager and the Manager Human Resources keep assuring me that they will have the training.

Some if not all of you are aware that I rotated off the Spokane District Joint Steering Committee. My involvement now is member of a work team and also I'm a facilitator.

I am a true believer in the Rural Quality-of-Work Life process. It has done great things for the Postal Service and for rural carriers. The meaningful accomplishments if listed would fill books. I remain baffled by the large number of rural carriers who will not participate in the single greatest opportunity to improve their working conditions and perhaps more important gain some control over their own destiny.

One of the foundations of rural QWL is the concept of all the participants whether a high level Manager or a rural carrier is equality. It may be our own fault but we have not come close to achieving this.

I was upset with our National President Scottie Hicks when he confronted the Postal Service about all the free hours the overburdened rural routes were donating to the Postal Service. Shortly after this confrontation Scottie co-signed a Memo-of-Understanding changing the holding of buffer hours to Auxiliary routes instead of on the over 55:47 hour routes. Many of the Districts read the memo as an order to cut routes to 40-K. I talked to Scottie about this attitude in the District. His response to me was, "You noticed that the memo recommended that the District Joint Steering Committees establish the route adjustment policies for their Districts." My response, "Yes I saw that." Scottie went on, "Well don't rural carriers make up 1/2 of those Steering Committees? You should be able to prevent a harsh policy from being adopted."

Year by year, month by month State Stewards are given more responsibilities. Seems to me that the ever increasing responsibility should earn some credit. An example, I believe of a lack of respect for the State Steward and the responsibilities he has was shown earlier this year in both the Seattle and Spokane District. The Seattle District has more rural routes than any District in the Western Area. Those Seattle District rural carriers are part of this State Stewards responsibility, yet when the District held the function that highlights the entire years accomplishments, that function their coveted project fair, the State Steward was not invited! No one is more concerned or impacted by the actions of the DJSC than the State Steward, yet when the Area Joint Steering Committee visited the Spokane DJSC for their annual evaluation guess who was not invited. The District Managers were invited to attend both those functions. We haven't achieved quality yet!

As all of you are aware, we have kicked off an all new Steward program. All the old Stewards certification has expired and in order to be a local steward at this time you must have attended the structured training and passed the test given at the conclusion of the training.

The 4 Assistant State Stewards and I conducted classes in 4 locations throughout the State. As of this writing I have certified 94 Local Stewards and with the final planned training having taken place Saturday and Sunday, we should wind up with right at 100 certified Local Stewards. We had about 88 in the old program so we have added about a dozen.

I hope the new National Steward Program initiates better funding of the States than has been the case. I give lack of proper funding the number one cause for turn overs among the State Stewards. In February they did a small survey to determine the tenure of the average State Steward. Even with John Schafer and my 25 years each in the equation, the average time the current State Steward has been in office is 4 1/2 years. Folks, that's pretty scary. Take John and me out and the average State Steward is a short-timer.

My draft of the report included about 4 more pages, but I always tend to go on, so will conclude by saying, it has been an honor to serve as your State Steward for another year. I hope you find my service to your liking.

Respectfully submitted,
Neil Buchanan, State Steward

(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 and Assistant State Steward

It was another year of dealing with a tight budget and having to make hard choices of where to spend money and where not to spend it.

To a person we have been committed to keeping a budget and improving on our surplus and not having any state dues increase.

This year marked a changing of the way our steward program worked and I feel a real positive change. The state was reimbursed for training by National, but the largest check won't come until into our next fiscal year. We had to figure out how much to pay stewards to attend the training sessions (if any) and how many training sessions to have.

We had a contract ratification vote and meeting. The board was very divided going into the meeting but went with the majority of the members who favored ratification. Since ratification we have learned of some misinformation handed out at the meeting in regards to the phrase that TRC's would not be to the detriment of RCA's. This just isn't true. If this would have changed the vote of the members it is just speculation. We have been impacted by hiring new TRC's instead of RCA's. We were among the highest ranking states with RCA's in the union and this helped our budget. It remains to be seen what the long range effect of TRC's will be to keep Saturday and annual leave on request.

The board has been doing all we can for a smooth transition when Neil retires. We have had some scares in the past few years with strokes and cars falling Neil. This is something the board has been very concerned about. It is going to be very hard to fill those shoes in the future and we cannot expect somebody to do the job for 25 years.

The board members donated much time again but donated less in line of unreimbursed expenses. This is good. A special thanks to Steve Roakes for all the work he did to get our computer lists up to date. A special thanks to Becky who makes it much easier to be a board member with monthly budgets and excellent budget forecasts at the beginning of the year. It has been a pleasure serving the organization. My one concern is trying to balance a family life with everything we all try to do. We have had a tireless working President who sets such high standards for personal integrity and is as good a role model as is possible for a President or good human being that I have felt honored to work with him and his lovely wife who has done such an excellent job helping out at board meeting and wherever else is needed. When Charles decides not to run we will really have a tough act to follow. It has been an honor working for your.

Respectfully submitted,
Marc McIntosh, Vice President

The Annual Report of the Editor

Delegates, fellow officers, and guests:

Another busy year as Editor of the "Washington Rural Carrier" is finally over. This past year I attended all of the Board meetings, and one of the King-Snohomish County Unit meetings. Also made it to the District 1 & 2 meeting in Tacoma in March. The Board meetings have been going much better than they did in the past. No more of those 1:00 A.M. adjournments! As was the case last year, I used annual leave and "X" or "O" days when working on the paper. As a matter of fact, I am the only state officer who is required to use my own leave, whether it be annual or X/O days, in the discharge of my duties. I also had no phone bills to turn in, and claimed no mileage for the paper.

Last year at this time, we were worried about the results of the congressional elections. After all, Republicans are not known for being friendly to the concerns of Federal Employees, especially those of the USPS. This year, it appears to be non other than the Postmaster General himself, Marvin Runyon, who is going after us. "We must either bring wages in line with the private sector or boost productivity to new levels.", said PMG Runyon said recently to a group of bulk mailers. He went on to tell that group that salaries and benefits have been the main driver of postage increases over the past 25 years. He also says that "If we continue down the path of excessive labor costs, we may wake up one day and find there are no more customers to pay the bills." To bemoan labor costs while seeking for himself a \$1.5 million dollar retirement benefits package is somewhat hypocritical of the Postmaster General. You want higher levels of productivity, Mr. Runyon? Well then, allow the most productive of all USPS employees, the rural carriers, to keep 48-K routes if they want. There are still enough people who will want their routes cut that RCA's will still have routes coming available to them. Also, put the city craft on the evaluated system, and give them the incentive to work efficiently and quickly. You'll also need fewer supervisors. Also, Mr. Runyon, which private sector wages are we to be "in line" with. The \$5.00 an hour clerk at the "Postal Nook" in the mall?! I know a couple of UPS drivers, and their wages are in line with ours. Perhaps you refer to the local newspaper

motor route driver. I've seen those jobs advertised for \$500-\$600 per month. One more thing for us to worry about is the Postmaster General's plan to have private couriers deliver our priority mail. That's all we need to have happen. On top of all this, the Postmaster General thinks that the collective bargaining process is broken. He wants to end binding arbitration, and even have the power to lock us out, if negotiations ever break down. It will definitely be interesting to see what the following year brings us. It'll be especially interesting to hear the PMG speak at the National Convention this year.

In closing, it has been a pleasure working for you as your Editor this past year, and I look forward to serving you again in this capacity. Hope you have a productive and enjoyable convention here in Bellingham.

Respectively submitted,
Dan Snyder, Editor

The Annual Report of District I Representative and Assistant State Steward

Welcome all fellow carriers, honored guests, Auxiliary, state officers & delegates. I extend a warm welcome to all, especially to those of you attending your first State Convention, I am sure you will enjoy all of the convention & proceedings.

I would like to thank every individual who worked so hard in planning this meeting. I know each one of you have contributed large amounts of your free time and energy into making the 1996 Convention a huge success, I personally thank you for your expertise and dedication.

As your District I Representative I have attended all of your County meetings, board meetings, participated in the county seminars, assisted in the new steward training, represented you at National Convention as one of your elected delegates and attended State Officers meetings. It has been both an honor to serve you and a learning experience for my personal growth and knowledge.

In the past year, your Board, has operated with the utmost dedication to see all of your needs are met. We have made many decisions and plans, with you the members we represent, in mind. We have taken the concerns, ideas and needs brought forth by you at the 1995 convention, used those as a foundation for building a stronger Association in our great state. I would like to applaud each and every member of this state for choosing the individuals/officers to serve on your board. The 1995-1996 Board for Washington is a dedicated one, always striving to do better and provide you, the membership, with all you need to be informed, solve your problems, perform your jobs and improve membership.

We began our 1995-1996 year with developing our Annual budget. Each of your officers once again projected their annual budget, then, at each and every Board meeting we reviewed the budget to assure our needs were being met, we were within our projected budget and made any needed adjustments. This year, the budget was easier since we had last year as a guideline. The board had a goal of using the available funds to operate efficiently to meet all of your needs. There were unusual costs this year in the implementation of the new Steward Training. We were able to meet all of the goals we set and utilize only those funds available.

This year we held joint District meetings in conjunction with Labor Relations. We held each of the joint meetings in the District that would be electing their Representatives at State Convention. The decision to have joint meetings was based on cost and attendance of past years. We felt as a Board there would be a cost savings by having Joint meetings. Your State Steward was in attendance at both meetings and presented highlights of our new contract for the Labor Relations portion of the meeting.

Our membership this past year has not grown as much as we hoped it would. However, we are doing well. RCA membership is doing well, thanks to all of the Ad Hoc trainers who do so much to promote new membership. Thanks to all of you! I know of several individuals who are inviting other carriers in their office to attend the county meetings and I applaud all of you. We all need to extend those invitations to everyone in our office.

The new Steward training took place this past spring. The number of local stewards is up from last year. However, there are still a lot of offices that have not elected a local steward. I speak with a lot of people who seem to have interest in becoming a steward but are a little shy, lets get a steward elected in every office that has rural delivery! If you need the form for electing a steward just let one of your Board members know and we will get the form to you. We held four steward training sessions in the state this year. The training sessions were very well attended by not only the newly elected stewards but also individual carriers. Each of these individuals received over 8 hours of training and were tested for their certification. Those stewards/individuals attending scored exceptionally well on the test. A special thanks to the excellent training material and especially to those individuals who did the training for the huge success of the training sessions. We held three planning meetings for the training, in which we reviewed the material, brainstormed teaching ideas and assigned roles. Our goal was to present the best training possible, I believe we were very successful. We now plan to re-enforce all that was taught, with our periodic Labor Relations meetings.

Our new Steward system in the state is now in its second year. The purpose of introducing the new Assistants was to train new individuals and also cut costs in the steward program. I believe we have been successful in doing both and still having one of the strongest steward systems nationally. I believe most of you are now well aware of who the assistants are

and what their assigned areas are. You the membership are making the new system a success with electing a local steward, relying on the Assistant State Steward assigned to your area if you have no local steward, knowing your contract/rules and having the courage to resolve your own problems. Now that we have completed the initial Steward Training, it is now the State Stewards duty to certify all new stewards and notify management of who the local steward is. The Assistants have all worked extremely hard to furnish all information from the training they performed to Neil, so that he will not be overloaded with extra work. The team of Assistants we have in place work very closely together. We discuss all issues we are dealing with, ask/offer input or ideas on cases we deal with, have each Assistant specialize in a particular area and operate as a team. We are very fortunate in this state to have so many dedicated individuals to serve as State Steward and Assistant State Stewards, willing to give their time and energy to the membership and any difficulties or questions they may have. We all have a great working relationship with our National Officers along with the ability to call on them for their assistance if we should need it. I have personally worked very hard this year to learn and support all of you and I have enjoyed all of the contact with you and the challenge of the position.

In December we held the contract ratification meeting in Seattle. As all of you know the contract was ratified by an overwhelming majority nationally. There has been concern expressed with several items in the contract. We may not agree with all of the items in the new contract, but for the most part it is a good contract. We are very fortunate to be rural carriers, earning good money, having security in our jobs and a great organization representing us. Thank you very much for allowing me the honor of representing you.

Respectfully submitted,
Judith Peck, District One Representative

The Annual Report of District II Representative

Achievement, change and learning were the by-words for the Washington Rural Letter Carrier Association in the 1995-96 year. These pertain to District II as well as the entire state.

Looking at the big picture, our state (as well as all other units) were mandated to implement a local steward training program that would give complete and equal knowledge to all local stewards. After receiving the guidelines from the National office, your state steward and the assistant state stewards formulated the classes that were mandatory for anyone wishing to be a steward but were available to all.

I was able to attend the class held in Olympia and found the information eye-opening and very useful. I felt at the time (and still do) that the new step one format would be a definite improvement over the old step one but that some of the other sections could have been structured more efficiently. That was done at the National level and that is where it will have to be changed.

All of the classes were well attended and the participants were attentive. A plus for the stewards was the fact that the final test was open book. I noticed, though, almost no one used their book when they were filling out their answer sheets and almost everyone aced their tests. The logical conclusion is that the information stuck and we now have as good or better a group of stewards as any state.

Being involved in contract proceedings was a new experience for me. The ratification meeting held in December featured National Vice-President Steve Smith and was fairly well attended. Your entire state board and several other members expressed grave concerns over the TRC concept, but when the time came to express opinions by voting, the body elected to accept the new contract by a two-to-one margin. The board cast their ballots to reflect that vote.

Even though the east side of the state beat us, the District I & II meeting went well. In the morning State Steward Neil Buchanan went over the highlights of the contract as ratified. In the afternoon, presentations were made for the upcoming events such as Western States Conference and the State Convention.

Weather proved tricky this year, with lots of rain and snow creating travel hazards. I was able to make ten (10) county meetings and racked up over 1900 miles in taking care of the business I was elected to do. It is my sincere hope the job I've done has been satisfactory.

The portion of this job that is not fun is the portion that I take the most pride in. The commitment of your present state board is to stay within budget and yet create and pay for programs that meet the needs of the membership. This is a very tough and touchy proposition and has resulted in some long, hard board meetings, but we, as a board, have accomplished this task without acrimony and sometimes with a bit of humor.

I have greatly enjoyed the many phone calls and face-to-face meetings that I have had with many of you. Your thoughts and ideas have been very beneficial in formulating my philosophy concerning many important matters concerning all of us during these changing times.

Respectfully submitted,
Doug Rinehart, District II Representative

The Annual Report of District III Representative

It hardly seems possible, another year has passed us by, and it is already time for me to give you a short synopsis - I will keep it brief - of the past year.

I would like to thank the members of the WRLCA for electing me to this position, the process of serving as your District 3 Representative has been rewarding, time consuming and educational, but most of all rewarding. I would also like to thank the other elected officers of the WRLCA for their help in getting me through this first year on the board. I would particularly like to thank Steve Roakes for the time and effort he has dedicated to the WRLCA in getting us up to speed on computerization of our records and for his suggestions on how we can better put our computers to work for us.

The main objectives of your board are in my opinion 1.) To make and implement fiscal policy so that your dues are used in an effective manner so that all of us as members of the WRLCA can see positive results and feel the benefits of membership. And 2.) To continue the precedent set in the immediate past of developing a positive savings program that will allow us to develop in the near future a reserve fund equal to at least one year's operating expenses. Were we as a board able to reach these objectives? I believe so, and as you peruse the financial statement prepared by your secretary/treasurer Becky Wendlandt you will be able to see so for yourselves.

During the past year I was able to attend the meetings in 3 counties, I missed one county meeting because of a conflict with Western States Conference, and I missed another county meeting because of a scheduling conflict - 2 counties had scheduled meetings on the same day, and the distance between the 2 sites precluded my attendance at both meetings. I would like to suggest to our county units that they try not to schedule their spring meeting - often this is their only meeting of the year - so close to the deadline for county unit elections, or perhaps they could decide on an alternative date to help facilitate the attendance of a district representative.

During the past year your board has worked together to serve you, granted we may not have always agreed on every point, but I feel that we were always able to reach an agreement that we all could live with and that served the best interests of the best interests of the WRLCA. I believe that you can be proud of the job your board has done for you.

As you review the financial statement for the District 3 Representative I feel you should know my personal philosophy on service to the WRLCA. I do not believe that I should be monetarily compensated, nor do I expect to be, for every action or portion of time that I take in service to the WRLCA. I feel I have a responsibility as a member of the WRLCA to help it grow and my purpose as an elected official is to serve you, if I serve you I have served myself as well for I too am a member of the WRLCA. To serve the whole some sacrifice of self must be made, I do not feel that I have sacrificed more of myself than I wished to. I feel that I served you to the best of my abilities, and I hope that you feel my service to you has been productive.

Again, thank you for the opportunity you have given me to serve as your representative and please feel free to contact me at any time if you have any concerns, questions or comments.

Respectfully submitted

Dan Schrup, District III Representative

The Annual Report of District IV Representative and Assistant State Steward

Greetings Members of the Washington Rural Letter Carrier's Association, National Officer, Delegates, Fellow Officers and Friends.

It has been an honor and privilege to serve as District 4 Representative. The year has been full of new experiences, training and challenges. The opportunity to serve in this position has been a rewarding experience. I thank you for your support and confidence. The State Board has made tremendous strides this year with a detailed balanced budget, an up to date membership list, a new steward program, and a newsletter to the local stewards. The dedication and sacrifice of the State Board has united them to work together as a team. The goal I set for myself was to keep the local stewards as informed as possible while controlling cost. It is hard to separate the District 4 Representative activities from the Assistant State Steward activities and the OWCP contact responsibilities. All of them intermingle and it is difficult to separate one from another. (My husband says, "I live a strange life!" He believes I now need a phone transplant in my ear.) I will try to touch on the highlights of this year.

District 4 Representative Meetings

As the District 4 Representative for the last 2 years I have attended all State Board meetings in District 4 and all the District meetings. This year, I also had the privilege to attend a Lower Columbia County meeting. I wish I could have attended more County meetings but there were several scheduling conflicts. The County meetings took me around 1,500 miles for an opportunity to meet some of the finest groups of individuals I have ever encountered. I had the opportunity to meet, serve and assist those in attendance.

I attended, at my own expense, the Western State Conference in Cody, Wyoming. I found this meeting to be the best place to talk with the National Officers and to express your concerns. I discussed DPS mail, volume only factor, management responsibility to inform the DJSC of routes that will be DPS in the next 3 years and other topic of interest to individual carriers.

One of my biggest challenges this year was to become a member of the Spokane District Joint Steering Committee (DJSC). I will do everything possible to represent all of the rural carriers in the District to the best of my ability. The DJSC deals with many problems and concerns of rural carriers. Main topics have been Automation and Route Adjustments. A major concern is rout adjustments and then the implementation of DPS. As rural carriers, we are informed that only offices with 10 routes are on the automated list; however, we are finding many offices with less then 10 routes being automated. The Postmaster General, Marvin Runyon, states, "Every route will be automated by the 2,000." He has just requested from the Board of Governors additional monies for automation. If a route has been adjusted to 48 standard hours the automation impact could be from 3 to 6 hours of lost pay. The financial impact could be overwhelming if there is no chance of rebuilding. The Postal Service needs to provide to the union and the DJSC an automation list that is realistic.

WRLCA State Board

This past year the WRLCA State Board has worked diligently to control the budget, address issues of concern to the membership and concerns with the Postal Service. I have witnessed your State Board's dedication and sacrifices to provide each and every member of the association the best possible representation. The Board members and appointees should be commended for their hard work and dedication to the membership.

As anyone on the State Board will tell you, I am very concerned about getting the maximum amount of benefit to the members for the minimum amount of cost. We spent a large amount of time on the budget and every Board member has made sacrifices to meet the goal of a balanced budget. We combined the District meetings, replaced Fall Booster with the contract negotiation meeting and had only (4) four Board meetings to minimize cost. This year cost for the New Steward training will not be reimbursed until July 1996; therefore, the budget will not reflect the amount actually saved by the State Board. There was some controversy over the payment for meals while working for the Association this year. The per diem and mileage received usually leaves plenty for meals plus some extra for the wear and tear on your vehicle. Every member of the State Board has worked very hard to control cost and has dealt effectively with the problems of the Association.

My personal budget for District 4 Representative is \$300.00 under cost. I did not take monies for mileage to the county meetings. The union needed the money to cover the cost for New Steward Training and I believe the money was better spent in this area. I now take Mondays as my scheduled day off, in order to do Assistant State Steward Business, contact the National office, and contact managers in the Postal Service. This saved you a tremendous amount of money. I spent almost every Monday working for the Association in some capacity. My budget is larger than last year due to Saturday Board meetings.

Assistant State Steward & OWCP

Over the past 2 years the Union has had major changes. Last year it was the appointment of the Assistant State Stewards to help with the overwhelming work load of the State Steward. We have been preparing for the transitional period which will occur in 1997 when Neil Buchanan retires. Neil has announced at State Convention and to the State Board his intentions to retire in June of 1997. In order to be ready for 1997, the State Board did appoint four Assistants. This next year will be another time in which the State Steward will be getting prepared to pass the position to one of the Assistant State Stewards. Not many States have had such a dedicated State Steward as Neil. The average time is 4 years. He should be commended for his long time in this challenging position. The time has come to let the State Steward enjoy his retirement and for us to express our gratitude. I know many in the Association believe that we should ask him to stay on after he retires. I ask you, "Would you give up your retirement?" With the training of the Assistants there should be sufficient time for one to be prepared for the position. I ask you, "How many years can you ask Neil for his commitment?" No one can ever match his experience but with Neil's training of the Assistants, I believe the Association will be ready. The Assistants have all worked well together, we kept each other informed on grievances, shared ideas, worked on the training, and helped with grievances. Over the past year and a half, we have worked together as a team to represent the membership and the Association.

My Assistant State Steward budget is about \$300.00 under plan. I am responsible for the largest amount of distances from Spokane District, some Seattle District and Portland District so my mileage seems a little high. I have a tremendous amount of calls from out of the area especially those that are concerned with OWCP claims. The budget has been adjusted several times to eliminate as much cost as possible. After the last adjustment to the budget I will still be under cost.

This year we had the task of putting together a New Steward Training Program. I participated in three of the Steward training's sessions. These training sessions are an outstanding program for the local Stewards. As time goes on there will be enhancement training's. As local Stewards we welcome your input to the training. We want to present the best possible training to the Stewards and members. I was tasked to put together the Steward Newsletter as additional training. I hope this will continue in the future. The period between training meetings sometimes is too long and this keeps the local Stewards up

to date. I hope the members of the Association find the Steward Newsletter a valuable tool and will continue to fund it for the local Stewards.

As the Assistant State Steward, one of my assigned areas is OWCP. The many problems associated with the Department of Labor is unbelievable. A carrier needs to report the incident as soon as possible, to management. The paperwork should include a detailed statement from the doctor stating precisely what you do in your job that created the conditions, and complete medical findings. It is very important to do the paperwork correctly in the beginning for the claim to be accepted in a timely manner.

The Sate Board has had many challenges and controversies this past year. Our goal was to meet these challenges in a positive manner and reach consensus on the best possible solution for the members. Many changes are coming in the next few years for the Union and Postal Service. The Union works to preserve and make your job better. I ran for this position to serve the rural carriers' interest. I found this position to be a learning experience with challenges and rewards. It has been my pleasure to serve and assist you. I am intrigued by your thirst for knowledge, and pursuit of fairness. As the District 4 Representative, I would like to Thank each and every one of you for this opportunity. I would really like to take this time to Thank my husband, Steve, for his support, confidence and help in pursuing my goals. Without his support, lack of meals and free time I would not have been able to do this job. Thank you, Honey! (He can still afford the weight loss so) I am again running for the Position of District 4 Representative and would appreciate your vote.

Respectfully submitted,
Donna Roakes, District 4 Representative

The Annual Report of Retired Carrier

In my year in office, I have attended District 1 & 2 meetings and three County meetings. I have attended two State Board meetings.

I collected \$728.28 from County units plus \$715.00 that was collected at '95 National Convention for a total of \$1443.28.

I've spent \$44.95 on postage and money orders and returning receipts to the members who have contributed. This money came out of the \$50.00 that Donna Roakes was awarded at the '95 National Convention.

Respectfully submitted,
Harley Robb, Retired Carrier

President Alexander then announced that the afternoon had been set aside for all committees to meet. The Convention was adjourned at 11:45 A.M.

Tuesday, June 25th, 1996, 8:40 A.M.

At 8:40 AM, President Charles Alexander called the meeting to order. Susie Juras, Washington's own area trainer on the Area Joint Steering Committee for QWLEI, was asked to stand and be recognized. She is the first rural craft employee from our State to be a trainer.

Becky Wendlandt read the roll call. All delegates were present and all officers were present with the exception of Editor, Dan Snyder. Becky also asked everyone to verify their name and address on the data sheet to be passed around and to sign.

President Alexander introduced Mike Peck, Auxiliary District I Representative to speak on safety. Mike stressed that safety is a seven day a week, twenty-four hour job; it's in everything you do.

Next, President Alexander introduced Cathy Clayton, National Auxiliary Vice-President, from Mississippi. Cathy began by saying this is one of the best organizations that anyone would want to belong to. She recognized Leo Root and expressed her appreciation for all the time and effort he gives.

The Project and Program for Compassion this year is Parkinson's. She then explained what the disease is and how it affects your life. The Compassion Program is getting out the message that sometimes the caregiver is as much a victim as the person who has the disease. They are often overlooked and taken for granted. Their needs are often forgotten. With this program we're trying to stress to people to give a little more care to the caregiver as well as the person with Parkinson's. In

America, approximately \$6 million per year is spent on care and medicine for those with this disease. Over 50,000 people a year are stricken with Parkinson's. We all need to help out as much as we can. She asked everyone to stand, turn to someone, and offer the "Handshake of Friendship" that is part of this program. Cathy closed by reading the "American Essay" from the book, "All I Really Need to Know I Learned in Kindergarten."

President Alexander again introduced Leo Root, NRLCA Director of Labor Relations.

Mr. Root began by telling everyone about "Benefits Consolidation" which is going on in three Districts in the Washington D.C. Metro Area. Instead of coming under an area Vice-President, these three Districts come under the D.C. Metro Area Vice-President at headquarters. One aspect in doing this is they're taking from these three Districts personnel departments the benefit functions and responsibilities for the following: Civil Service Retirement, Thrift Savings Plan, Health Benefits and Life Insurance, Flexible Spending Accounts, Social Security and Medicare. Any employee in these three Districts will call a 1-800 number to get any questions answered or voice any concerns they might have. A team of experts at Post Office headquarters will answer these questions and take whatever actions necessary to assist the employee. Right now, this is only a test. In doing this everyone gets the same answer, which might not always happen when dealing with so many different personnel departments.

In the last few years, there has been an Education Fund available through the QWLEI process. If a District Joint Steering Committee had an idea for something they wanted to do, affecting both rural carriers and managers, it would be ultimately sent up to headquarters level for approval and then these funds would implement the idea. However, over the past few years, this money has been left there (approximately \$750,000.00 per year) and not used. Now what's been done is between the Postal Service and the Union and our contract, is that the opportunities have been expanded so that anyone may use these funds for their ideas as long as it is joint (will affect both parties) and is an improvement in some area. All proposals will need approval by a DJSC or State Steward and a high level manager then will be forwarded to headquarters for their approval before the funds will be allocated. Some ideas to receive these funds are the following: Conflict Resolutions, Team-building, Communication Skills, Labor Management Relations, Postal Service Union National Agreement and Memorandums of Understanding. Mr. Root encouraged this money be used each of the four years of the contracts.

Some weeks ago, the Postal Service announced that it was dropping the employee involvement with the city carriers. The Postal Service felt this process no longer served the needs or mutual goals. Over the past several years the Postal Service and city carriers has had extensive discussion over changes to this process, but the parties were unable to reach an agreement on how to fix it. Around this same time, the Postmaster General and President Scottie Hicks signed a reaffirmation statement stating that the process with rural carriers was still being supported and was expected to continue and be effective all across the country. This reaffirmation statement appeared on the front page of the Postal Bulletin making the point of how Postal Service at headquarters felt about the rural carriers versus the city carriers.

There are a lot of differences in our craft and the following statistic make that point. The two longest routes are both out of Texas; one at 179.75 miles per day and the other at 173.05 miles per day. One of the shortest routes again is out of Texas at 3.05 miles per day and the next shortest routes is in New York at 3.22 miles per day. The difference also must include how much time is spent on the actual route as to how much time is spent in the office.

Carriers over the past several years have passed resolutions asking the Nation Board to look into long-term disability insurance. This type of insurance has been difficult to obtain the past due to such high premiums. However, an insurance company has been found recently where the premium would be fairly reasonable to the benefits. If the details can be worked out, you should all be receiving something on this in the next couple of months.

Mr. Root also wanted to pass along some information from the Subaru company. They have sold over 6,000 right hand drive cars and they are currently producing a utility vehicle. In the future, Subaru will more than likely send out a marketing survey to carriers asking which vehicle, the Legacy wagon or this new utility vehicle, would be preferred with the right-hand drive option.

We have heard from carriers how unhappy they might be with possibly the Union in general or that they don't think they make enough money. Sometimes we don't look at what we really have. President Scottie Hicks recently received a printout of what his monthly annuity in retirement would be. He then compared this amount to what a city carrier would get the same number of years in service and at the same age. He discovered his amount, a year ago, was \$533.00 more a month than what a city carrier would receive with the same amount of service. This is something we can count on that the others do not have.

Recently the Engineering Department of the Postal Service set up a fair project for the Postal Board of Governors. They were shown the different equipment and technology that the Engineering Department was working on. After the Board of Governors had finished, the Unions were invited to go in for a tour. One item that was seen was a new machine that sorts for several routes and no clerk is needed. Everything is done automatically. This machine will be at the National Convention for people to see in operation. Also seen were robots. Conveyor belts brought trays of mail to these robots which would ready the codes and decide where that mail should go and proceed to stack the trays very neatly. Testing is also being done on conveyor belts that are very sensitive electronically that can determine the weight of the parcel and views it for correct postage. It is all automatically put into a computer. Information has been received about a tracking system that is currently

being tested. One of the tracking devices is a wand that when passed over the item or box, the information is sent into a computer system telling its location. Another tracking device, located inside the vehicle, could also tell when the parcel was being delivered. These are just a few of the new ideas that the Postal Service is working on to satisfy our customers and keep their business.

Although a lot of mail is being sent and delivered, there are some things that we should be concerned about. More large companies are sending out bills electronically, saving time and money. Citibank of New York is offering home computer banking accounts; no checks, no stamps, no envelopes. J.C. Penney selected UPS over the Postal Service to deliver its packages. Postmaster General Runyon said the Penneys' account was lost as his agency cannot offer volume discounts on parcels by law. The Treasury Department, possibly in the next year or two, expects to issue no checks. Everything will be done electronically. The cost of producing the check and mailing it at a total of 28 cents compared to 4 cents doing it electronically. Also, a lot of the mail order catalogues and magazines are going on line. We are going to lose some of the mail we currently deliver, however, the Postal Service needs to find out what else it can do and do it very well in the future.

Mr. Root stated that he had heard that the National dues and State dues in Washington produce the second highest in the country. This is still a long way below what the clerks and city carriers pay and below what most unions pay across the country. In the craft, this Union, we have the lowest dues in the Postal Service and probably in the entire country of any union. We do very well with little but need to be aware of possibly a need of changes in the future.

Congress is something we deal with all of the time. It's important the Union negotiates with the Postal Service contract and wages and working conditions. But what happens in Congress is much more important. Congress can make the decisions whether we even have jobs, a Postal Service, any kind of retirement, whether we have health insurance or not. All of those things are happening in Congress every single year. The reason for this is that the Government frequently needs money and they can get it from Federal employees and Postal employees through their retirements and health insurance and just in general from the Postal Service.

Mr. Root also stated that it is very important that you meet with, write or call your Congressman on certain issues when asked by your National Union. We also need to make sure that the Congressman, Senator or Representatives in office understands the Postal Service and rural carriers and will support us on Capitol Hill get re-elected. This is what the PAC Fund is all about. It needs to be a group effort. In the last two years, city carriers dropped ten places on the PAC list for the amount of money raised and contributed for the re-election campaign of these Congressmen. The NRLCA PAC dropped twenty places on that list. UPS dramatically rose to be number one of all PAC's for the amount of money they raise and contribute to Congress. Again, it is very important that you contribute to PAC when asked to do so.

(Becky Wendlandt then sent a donation box around at the time for contributions to the PAC fund.)

On June 19th, city carriers did picket outside some post offices and on July 1st the clerks are planning to picket at every post office in the country if they can. They asked us to picket with them as a sister union. President Scottie Hicks respectfully declined their offer stating that although everything may not be perfect all of the time, there are internal ways of addressing these matters that have worked in the past and will continue to be handled as such in the future. Nothing is accomplished by picketing; it is to get the attention of the public only. It does nothing but hurt us.

In closing, Mr. Root told a little of the agenda planned for the National Convention to be held in Charleston, West Virginia. He invited everyone to go. Mr. Root then entertained questions from the attendees.

President Alexander thanked Mr. Root and announced that \$700.00 was just collected for the PAC fund. The Convention adjourned for a short break at 10:15 A.M. and reconvened at 10:30 A.M.

Becky Wendlandt ready the roll call. All delegates and officers were present and accounted for. At this time the "Yea/Nay" signs were distributed to the delegates-at-large for each County. The "Roberts Rules of Order Revised" was also handed out.

President Alexander then called the Credentials Committee to come forward and give their Final Report. Chair Joanne Blackburn thanked her committee members and read the Final Report as follows:

"We the Credential Committee find everything to be in order, with the exception of one credential from Lower Columbia. It was brought to our attention that the member was not elected by written or secret ballot as stated in the Constitution, Article IV section 5. As the Constitution states in Article IV section 3, the committee recommends to seat the member by a majority vote on the State Convention, and the member will not be permitted to vote for State Officers. The committee recommends that clarification and housekeeping be done in the Constitution on Article IV section 3 & 5 for next years' Convention.

Respectfully submitted,
Joanne Blackburn, Chair
Ginny Seay
Rita Busch

Joanne Blackburn made a motion to seat this member from Lower Columbia according to Article IV section 3. Ginny Seay seconded the motion. President Alexander then ready Article IV section 3. A discussion followed. The motion was then voted on. -----PASSED

Joanne then read the total votes for each County. They were as follows:

<u>County Name</u>	<u>Total Members</u>	<u>Total Votes</u>
Chelan/Douglas	28	6
Clallam/Jefferson	45	9
Kitsap	121	24
Lincoln/Grant/Adams	47	9
Lower Columbia	160	32
Mutual	286	57
Okanogan	22	4
Island/Skagit/San Juan	119	24
King/Snohomish	339	68
South East	37	7
Spokane	152	30
North East	53	11
Whatcom	88	18
Whitman/Asotin	45	9
Yakima	187	37
Total Officers	9	Officer Votes
		9
Total Votes -----		354

Joanne Blackburn made a motion to accept the Final Report from the Credentials Committee. Dan Snyder seconded the motion. A discussion followed. The motion was voted on. -----PASSED
The Credentials Committee was thanked and dismissed.

President Alexander called the Resolutions Committee to come forward. Chair Leonard Oswald read the following regarding resolutions:

"Resolutions are suggestions. They are not binding. Resolutions should start with Whereas, and always end with Be it Resolved. Resolutions can not be used to change anything in our County, State, and National Constitution and By-Laws. Resolutions can be concerning our USPS - NRLCA contract, the PO 603, the ELM, the M38, time standards, delivery, safety, etc. Resolutions take just a majority vote to pass. They then go on to National level if it is concerning the craft for all of the United States. If they are passed at National Convention, they are kept and read by our National Officers' before negotiating our contract. They are suggestions only, and can not change anything."

President Alexander again read the "WRLCA Board Policy Concerning the Presentation of Resolutions" as follows:

"Delegates at convention shall settle the issue of allowing resolutions only, (not constitution and by-laws proposed changes) from the floor after the Resolutions Committee has presented resolutions submitted from the Counties. Resolutions have to be presented to the Vice-President in the correct format and copies available for all of the delegation no later than Wednesday opening business. The Resolutions Committee will not be reviewing any resolutions that were not first approved at a county unit meeting and submitted by that county."

He then asked for a motion to accept procedure for resolutions from the floor. Doug Rinehart made a motion to accept this policy. Judith Peck seconded the motion. The motion was voted on. -----PASSED

Neil Buchanan pointed out that the vote that was just voted on was whether or not to accept them from the floor and had not actually been voted on accepting them. Neil then made a motion to accept the Board Policy on resolutions from the floor after they have been put in the proper form. Kay Smith seconded the motion. There was a parliamentary discussion. Doug Rinehart withdrew his first motion which was to allow resolutions from the floor. Judith Peck withdrew her second. The motion that Neil made to consider the resolutions according to the Board policy was voted on. -----PASSED

The following resolutions were presented for consideration by the officers and delegates.

Resolution #1.

Be it resolved, that RCA's be given health benefits after one year with USPS.

(Kitsap County)

-----OBJECTED

(Jim Hemrich, object)

Resolution #2.

Be it resolved, that RCA's be allowed to contribute to the Thrift Saving Plan (re-tax dollars) even if there are no matching funds by the Postal Service.

(Kitsap County)

-----OBJECTED

(Susie Juras, object)

Resolution #3.

Whereas, the NRLCA is a labor union and it is not fitting for a labor union to sanction the use of non union labor, therefore, Be it resolved, that the NRLCA cease to sanction the hiring of TRC's and negotiate an end to this class of employee.

(LGA County)

-----PASSED

Resolution #4.

Whereas the creation of Temporary Relief Carriers (TRC's) has established employees that are not supported by the union standard of employee-employer relationships, competing with union represented employees, therefore, Be it resolved, that the NRLCA work for the benefit and the strength of the union by seeking the elimination of the TRC provisions within the 1995-1999 National Contract.

(King/Snohomish County)

-----PASSED

Resolution #5.

Whereas the TRC's are not afforded the opportunity of union protection, therefore, Be it resolved, that TRC employees be converted to RCR and this article be eliminated.

(Yakima County)

-----OBJECTED

(David Ray, object)

Resolution #6.

Whereas the State Association now funds all elected delegates to National Convention and, Whereas we at the local level feel it is important to be represented at the Sate 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.

(LGA County)

-----OBJECTED

(Bill Allen, object)

Resolution #7.

Be it resolved, that non-union members shall be charged for grievance representation furnished by the NRLCA.

(LGA County)

-----OBJECTED

(Doug Rinehart, object)

Resolution #8.

Be it resolved, that each state represented at the National Convention be allowed to vote their full delegate strength regardless of the number of delegates in attendance.

(LGA County)

-----OBJECTED

(Lynn Walker, object)

Resolution #9.

Whereas rural routes will be affected by automation causing elimination and consolidation of some routes, therefore, Be it resolved, that regular rural carriers, district wide, be allowed to bid on vacant routes before the vacancy is posted for RCA's.

(LGA County)

-----OBJECTED

(Bill Allen, object)

Resolution #10.

Be it resolved, that print used in addresses by required to be at least 1/8" height.

(LGA County)

-----PASSED

Resolution #11.

Be it resolved, that when the box density on a route reaches or exceeds 15 per mile, that route shall be considered for conversion to an L Route.

(LGA County)

-----OBJECTED

(Cindy Norman, object)

Resolutions #12.

Whereas all year long, when doing the daily mail measurement, all items in the parcel cart, including packages of blank checks, are counted as parcels, therefore, Be it resolved, during mail count, all items measured as parcels all year shall be counted as parcels.

(LGA County)

-----OBJECTED

(Donna Roakes, object)

Resolution #13.

Whereas the position of special assistant to the non-resident officers is non-elective and therefore non-responsive to the membership, therefore, Be it resolved, that the position of special assistant to the non-resident officers be abolished. Further, Be it resolved, that an additional position as non-resident officer be created.

(LGA County)

-----OBJECTED

(Brenda Hayes, object)

Resolution #14.

Whereas there is no time allowance for dismounting when boxes are blocked by garbage cans, snow, construction, etc., therefore, Be it resolved, that rural carriers be required to dismount only to deliver accountable mail.

(LGA County)

-----OBJECTED

(Donna Roakes, object)

Resolution #15.

Be it resolved, that RCA's appointed to regular carriers at Step C have their steps increased so they will be equal as it appointed at Step A.

(LGA County)

-----OBJECTED

(Kay Smith, object)

Resolution #16.

Whereas training expenses are quite high and many leave replacements (even those with high test scores) are not capable of doing the rural carrier job, therefore, Be it resolved, that the USPS offer training before hiring leave replacements. If they pass the training, then they can be placed on a roster with no guarantee of being hired, if they are still interested in the job.

(Mutual County)

-----OBJECTED

(Pat English, object)

Resolution #17.

Whereas newly hired leave replacements do not realize the full scope of a rural carrier's job, therefore, Be it resolved, they not receive their classroom training until they spend one day observing a rural carrier casing and delivering a route.

(Mutual County)

-----PASSED

Resolution #18.

Whereas current testing for rural carrier leave replacement applicants does not give a true picture of an applicant's ability to perform the rural carrier job, therefore, Be it resolved, the USPS/NRLCA jointly develop a test for common sense.

(Mutual County)

-----OBJECTED

(Doug Rinehart, object)

Resolution #19.

Whereas current hiring practices for leave replacements are inadequate, therefore, Be it resolved, that rural carriers be allowed at interviews and have some input on hiring.

(Mutual County)

-----PASSED

Resolution #20.

Whereas unsealed envelopes can cause paper cuts and/or result in damaged mail, therefore, Be it resolved, the USPS require all envelopes be sealed by the mailers.

(Mutual County)

-----OBJECTED

(Donna Roakes, object)

Resolution #21.

Whereas mail sealed by staples can cause injuries, therefore, Be it resolved, the USPS require mailers to seal items by less dangerous methods.

(Mutual County)

-----PASSED

Resolution #22.

Whereas mail with sleeve wrapper can create casing problems, therefore, Be it resolved, the USPS require mailers not to use wrapping sleeves (i.e.. Readers Digest, National Geographic)

(Mutual County)

-----OBJECTED

(Donna Roakes, object)

Resolution #23.

Whereas rural carriers are entitled to their relief day, therefore, Be it resolved, that any carrier not getting their scheduled J or K day four (4) weeks in a row be paid 1 1/2 times their normal pay for any R day worked, even if they are provided an alternate day off during the week. If they are not provided an alternate day off, they shall receive penalty pay for 2 days a week.

(Mutual County)

-----OBJECTED

(Cindy Norman, object)

Resolution #24.

Whereas rural carriers with L routes are paid for 82% of their boxes, therefore, Be it resolved, all sets of box holders after the first 2 per week be counted as regular flats or letters, whichever category they fall into.

(Mutual County)

-----OBJECTED

(Brenda Hayes, object)

Resolution #25.

Whereas box holders require more handling time than the box holder allowance, therefore, Be it resolved, box holders that meet the criteria for flats be counted as flats and box holders that meet the criteria for parcels be counted as parcels.

(Mutual County)

-----OBJECTED

(Donna Roakes, object)

Resolution #26.

Whereas the rural carrier craft does not get a paid 10 minute break morning and afternoon, therefore, Be it resolved, rural carriers receive 20 minutes per day paid break time.

(Mutual County)

-----OBJECTED

(Brenda Hayes, object)

Resolution #27.

Whereas the high three years are most important in determining retirement pay, therefore, Be it resolved, management can not cut routes without reason.

(Mutual County)

-----OBJECTED

(Donna Roakes, object)

Resolutions #28.

Whereas current dismount delivery standards do not accurately reflect actual item required for dismount deliveries, therefore, Be it resolved, time standards for dismount deliveries on rural routes be increased to reflect actual time involved in dismount deliveries for rural carriers.

(Mutual County)

-----PASSED

Resolutions #29.

Whereas learning to do the rural carrier job correctly is very important, therefore, Be it resolved, that RCA's, RCR's, and TRC's be paid for actual time worked during the first year of employment, rather than evaluated time.

(Mutual County)

-----OBJECTED

(Pat English, object)

Resolutions #30.

Whereas shop stewards have many responsibilities, therefore, Be it resolved, that offices with 10 or more routes be allowed a second shop steward.

(Mutual County)

-----PASSED

Resolutions #31.

Whereas 49 rural carrier craft employees is too many for one local steward and whereas a percentage of rural reliefs (TRC's) are not classified as "rural craft employee" yet a local steward must oversee the route they are assigned in any disputed matter it is obvious a local steward's responsibility is going to grow beyond what the max is now even if for only 49 rural craft employees, therefore, Be it resolved, that Article 17 Section 2 A in the NRLCA National Agreement be changed to

read "Up to 25 rural carrier craft employees per station or branch - 1 steward; 26 or more employees - 2 stewards.
(Yakima County)

-----OBJECTED
(Bill Allen, object)

Resolution #32.

Be it resolved, that the union use all means at it's disposal in contract negotiations to obtain annual leave benefits for RCA's at a rate commensurate with their length of government service and the days worked per year (i.e. eight (8) hours annual leave for each ten (10) days worked for the RCA with fifteen (15) or more years of government service)
(Island/Skagit/San Jaun County)

-----OBJECTED
(Cindy Norman, object)

Resolution #33.

Whereas rural carriers are compensated for detour mileage, therefore, Be it resolved, that rural carriers also be compensated for time spent on a detour.
(Spokane County)

-----OBJECTED
(Brenda Hayes, object)

Resolution #34.

Whereas the USPS is having rural carrier budget overruns nationwide, and the vast majority of rural carriers and their leave replacements can safely deliver 48 K and overburden routes within time limits while providing the necessary good serve, therefore, Be it resolved, that the NRLCA negotiate with the USPS to gain an option for rural carriers to carry overburdened routes providing certain qualifications are met. Among those suggested are the following:

1. Rural carriers must be in the 20 - 26 day leave category.
2. Rural carrier must have maintained an adequate "cushion", defined in negotiations, under 2080 in the previous year.
3. Rural carrier must continue to maintain the minimum defined "cushion" each year.
4. Leave replacement must be able to meet dispatch.
5. Rural carrier must have no history of missed dispatch in the previous year, excluding days after holidays.
6. Rural carrier must have no previous history of exceeding 2080 hours in a work year.

Rural carriers whose routes grow to 62 hours or above should be entitled to request adjustment to the 56 - 58 standard hour range. If the standard hours are less than 62 hours and the rural carrier requests an adjustment, routes should be adjusted to the appropriate hours as stated in the National Agreement M 38 or relevant MOU.

(Whatcom County)

-----OBJECTED
(Donna Roakes, object)

Resolution #35.

Be it resolved, that when the National Contract is placed before the State Associations for ratification it will be in the exact language of the final negotiated contract.

(Whatcom County)

-----PASSED

Resolution #36.

Whereas the route adjustment process, one started, is often inordinately delayed, therefore, Be it resolved, that once a carrier requests a route adjustment, except for the months of October through January, the adjustment will be effective the beginning of a pay period a maximum of six (6) weeks later, and that any delay beyond six (6) weeks will entitle the affected carriers to twenty five (\$25) per day additional compensation.

(Whatcom County)

-----OBJECTED
(Donna Roakes, object)

Resolution #37.

Whereas in the PO 603 page 34, 213.31 (f) it now states on routes where house numbers and street names have been authorized, only that information is required. While customer names may be added at your discretion, this practice is discouraged because doing so, it may be more difficult to read and maintain the label, therefore, Be it resolved, that the PO 603 be changed to read that on routes where house number and street names have been incorporated, only that information is required. Carriers shall retain the right to have the customer name, and any other applicable information on case label. Management shall not unreasonably deny customer names on case labels.

(Yakima County)

-----PASSED

Resolution #38.

Whereas due to the difficulty of tracking the total number of TRC's within a District and keeping an updated and accurate record, therefore, Be it resolved, that every effort be made to develop a tracking system and encourage National to do the same, knowing in advance the membership listing lacks in its-self.

(Yakima County)

-----PASSED

Resolution #39.

Whereas in the Rural Carrier Duties and Responsibilities "carrier cases" 213 has no language dealing with DPS case labeling and because of physical difference and personal preferences, Be it resolved, that individual carriers have the right to label their case in whatever manner is best for that individual carrier, including but not limited to, hand written labels, computer generated labels, color coordinated, where to put CFS, NOVW, holdouts, etc.

(Yakima County)

-----PASSED

Resolution #40.

Whereas in the PO 603 page 99, 543.1 Volume only factor it states: The volume only factor is determined by converting the evaluated time from hours and minutes to minutes only and subtracting the following;

- A. Number of miles multiplied by the appropriate factor.
- B. Number of boxes multiplied by the appropriate time allowance.

C. Fixed allowances, such as replenishing stamp stock, office work not covered and personal needs, withdrawal, locked pouch, dismount, CBU collection boxes, parcel lockers, and other suitable allowances. The remaining time is divided by the total number of boxes on the route. This determines the volume only factor for the route.

Therefore, Be it resolved, that after "C" add a qualifying statement in a new paragraph that reads as follows:

- D. Evaluated time shall be clarified to include all DPS time.

(Yakima County)

-----OBJECTED

(Neil Buchanan, object)

Resolution #41.

Whereas in the NRLCA and USPS National Agreement, Article 13 does not address light duty and off the job injuries, therefore, Be it resolved, that Article 13 Section 1 be changed to read "employees who through occupational (or off the job) injury or illness are unable: and change Section 3 to read "In the rural carriers craft, at any local installation, no light duty regular rural routes will be established" and add Section 4 to read "There shall be no difference between light duty and limited duty. Light duty work shall be provided when possible.

(LGA County)

-----OBJECTED

(Donna Roakes, object)

David Ray made motion to put Resolution #38 back on the floor for reconsideration. Steve Higgins seconded the motion. A discussion followed. The motion to reconsider Resolution 38 was voted on. -----FAILED
Resolution 38 remained passed. The Resolutions Committee was excused at this time.

President Alexander called the Washington Rural Carriers Committee to come forward. Chair Paula Kenck read their report as follows:

We, the Washington Rural Carrier Committee, find all expenditures to be reasonable and accurate.

The current format of the Washington Rural Carrier adequately meets the needs of the Washington Rural Letter Carriers.

We would like to thank the editor, Dan Snyder, for his cooperation with his committee. In addition, we would like to commend him on his efforts in the position of editor.

Respectfully submitted,
Paula Kenck, Chairman
Sandy Peterson
Kay Smith

Paula then made a motion to accept their report and dismiss the committee. Bill Allen seconded the motion. The motion was voted on.-----PASSED

The Committee was thanked and dismissed.

President Alexander then asked the Mileage and Per Diem Committee to come forward and read their Preliminary report. Chair Dale Ryan read their report. The Committee was thanked and excused.

President Alexander adjourned the Convention as 12:00 PM for lunch and reconvened at 1:35 PM. Becky Wendlandt read the roll call. All delegates and officers were present and accounted for.

President Alexander then called the Constitution and By-Laws Committee to come forward. Chair Linda Maurus gave a brief explanation of what this committee actually does. The proposed amendments were then read as follows:

Constitution Article IX, National Delegates, Section 1 through Section 9

Present Language

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 proved 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.

Proposed Language

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 of February, March, April, and May. Such nominations may include self-nomination. The nominating ballot shall be signed, showing the name and address of the member making the nomination. No member shall be nominated or be a National Delegate who from the time of nomination through the end of the convention holds a position in management (either permanent or temporary) in the Postal Service; in any other postal craft; or any other job which competes with the Postal Service and/or this Association (NRLCA). A retired Associate member, a non-member or a craft member who has been separated involuntarily from the Postal Service cannot be nominated, elected or seated as a National Delegate. Delegates must be an active or retired carrier, in paid status, at the time of nomination, election and seating as a National Delegate.

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

Section 3 - The State Secretary shall arrange for the rental of two post office boxes: one post office box for receipt of the ballots and the other for return of undeliverable ballots. 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. The listing of the nominees on the ballot for the position of delegate to the National Convention shall be in order of receipt of their nominating ballot in the office of the State Secretary.

Section 4 (6) - A Teller's Committee shall be appointed by the State President. No member whose name appears on the ballot may serve on the Teller's Committee. Any candidate may observe the ballot tabulation. Ballots shall be returned to a post office box accessible only to the Teller's Committee. At the end of the cut-off period, said ballots shall be collected and counted at the State Convention.

Section 5 (4) - An envelope marked "Ballot" in which to send the ballot shall be provided each member.

Section 6 (5) - The sealed envelope containing the ballot shall be mailed in another envelope by the member to the designated post office box. The other envelope also marked "Ballot" shall clearly identify name, address and local (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 State Association (WRLCA) was entitled the previous year. Appropriate instructions shall be on each ballot stating the number of delegates to be elected and the mailing address of the designated post office box at which it must be received prior to the cut-off date. In reporting the results of the voted tabulation, the candidates shall be placed on a roster in accordance with the number of votes received.

Section 8 - 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 shall be listed according to 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 9 - 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 10 - 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.

Amendments to proposed language.

Rosalee Voshell moved, Dan Snyder seconded. Underlined parts in Sections 1 (this Association), Section 6 (local) & Section 7 (State Association) were eliminated and bold print parts were inserted.

Dale Ryan moved, Sharon Madison seconded. Sections 4 (now 6), Section 5 (now 4) & Section 6 (now 5) were changed to bold print order.

Amendments to proposed language passed.

Proposed language passed as amended.

By-Laws Article VI, State Officers Expense, Section 5

Present 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.

Proposed Language

Eliminated this section and renumber the sections.

Proposed language passed.

By-Laws Article I, Duties of Officers -- President, Section 2 and Section 2A

Present Language

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. 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) Constitution and By-Laws; a committee of three (3) on Time and Place; 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 delegate 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.

Proposed Language

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, a committee of four (4) on Teller's, a committee of three (3) on Constitution and By-Laws, and a committee of three (3) on Resolutions. 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 Finances; a committee of three (3) on THE WASHINGTON RURAL CARRIER; and a committee of three (3) on Time and Place. 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 and may also appoint more delegates to serve on a committee if so needed. 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, The Resolution Committee, and/or The Teller's 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.

Amendment to proposed language.

Kit Witt moved, Donna Roakes seconded. Underlined parts (if there are not enough duly elected delegates to take care of the business, members present serve, whether delegates or not.) were eliminated.

Amendment to proposed language passed.

Proposed language passed as amended.

By-Laws Article III, Secretary-Treasurer, Section 2

Present Language

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.

Proposed Language

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. He/She will fulfill all duties concerning delegates to National Convention in accordance with Article IX (National Delegates) of the Constitution of the WRLCA.

Proposed language passed.

By-Laws Article VI, State Officer's Expense, Section 1

Present Language

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 suggestion of the board.

Proposed Language

No State Officer 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 for the board and delegates at the convention and the convention delegates vote on the finance committee recommendations.

Amendment to proposed language.

Cindy Norman moved, Kit Witt seconded. In the underlined part, a period was inserted after the word convention, the 'and' was eliminated, and the 't' in 'the' was capitalized.

Amendment to proposed language passed.

Proposed language passed as amended.

By-Laws Article VI, State Officers' Expense, Section 4b

Present Language

Until January 1, 1996, be responsible for submitting the names, addresses, and telephone numbers of the Assistant, Area and Local Steward to the National Office for Certification. Beginning January 1, 1996, be responsible for certifying and maintaining certification records of all local and area stewards.

Proposed Language

Be responsible for certifying and maintaining certification records of all local and area stewards.

Proposed language passed.

By-Laws Article VI, State Officers' Expense, Section 4B

Present Language

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. Provision 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.

Proposed Language

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 Steward. Provision for mileage, per diem, flying, and LWOP apply in the same manner as with the State Steward.

Proposed language passed.

By-Laws Article VII, Revenues and Dues, Section 1

Present Language

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.

Proposed Language

The revenues of the WRLCA shall be derived from per capita dues and allowance for insurance promotions. The State portion of the per capita dues shall be decided at the State Convention. The portion of the State per capita dues to be distributed to the County Units, Auxiliary, Convention Fund, and other special funds shall be decided at each State Convention.

Proposed language passed.

By-Laws Article X, Rules Governing County Units and District Associations, Section 1

Present Language

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.).

Proposed Language

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

Proposed language passed.

By-Laws Article XIII, Order of Business

Present Language

- 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

Proposed Language

- A. Call to Order
- B. Invocation
- C. **Sing "Star Spangled Banner"**
- D. Roll Call of Officers
- E. Name Members of Committees
- F. Report of Credentials Committee
- G. Report of Officers
- H. Report of Standing Committees
- I. Report of Special Committees
- J. Call for Unfinished Business
- K. Call for New Business
- L. Election of Officers
- M. Installation of Officers
- N. Adjournment

Amendment to proposed language.

Jim Hemrich moved, Leonard Oswald seconded. Bold print (C. Sing Star Spangled Banner) part was inserted.

Amendment to proposed language passed.

Proposed language passed as amended.

By-Laws Article XI, Committees, Section 6

Present Language

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

Proposed Language

Section 6 - The duties of the tellers committee shall be: To count the ballots for National Convention delegates and to total the results of paper count voting on the floor. If the tellers committee is off the floor then the Credentials Committee will act as a backup to the tellers committee concerning paper count voting on the floor.

Section 7 - The duties of the finance committee shall be: To review the finances of the past year. To hear any suggestions from the board and delegates and then to propose financial suggestions concerning state, county, and auxiliary dues, salaries, and expenses for the upcoming year.

Section 8 - The duties of the time and place committee's shall be: To research (hotel) facilities for future State Conventions as well as locations and report to the delegates.

Section 9 - The duties of THE WASHINGTON RURAL CARRIER committee shall be: To review the expenses to publish and mail THE WASHINGTON RURAL CARRIER and to make any suggestions concerning future publications.

Section 10 - The duties of the Nominating Committee shall be: To seek nominees for the offices open and present these names to the convention delegates.

Section 11 - The duties of all other committees shall be those usual to such committees and they shall report when called upon.

Amendment to proposed language.

Pat English moved, Donna Roakes seconded. Underlined part committee was changed to committee's and hotel was eliminate.

*Amendment to proposed language passed.
Proposed language passed as amended.*

By-Laws Article XIV, Printing Constitution and By-Laws, Section 1

Present Language

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.

Proposed Language

The Secretary shall have the Constitution and By-Laws printed in the convention issue of THE WASHINGTON RURAL CARRIER, which will be mailed to all members.

Proposed language passed.

By-Laws Article XV, Section 2

Present Language

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

Proposed Language

All (This) State Constitution (s) and By-Laws shall be in harmony with the National Constitution and By-Laws. The County Association is subordinate to the State Association (WRLCA), and the State Association (WRLCA) is subordinate to the National Association (NRLCA). Any provisions of this Constitution and By-Laws which conflicts with any Federal or State Law, regulation, or ordinance shall be inoperative as to those jurisdictions in which said Federal or State law, regulation or ordinance is in force.

Amendment to proposed language.

Dale Ryan moved, Linda Lahti seconded. Underlined parts were eliminated (all, State Association, National Association) and bold print parts were inserted.

Amendment to proposed language passed.

Proposed language passed as amended.

By-Laws Article XI, Amendments, Section 2

Present Language

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

Proposed Language

All (This) State Constitution (s) and By-Laws shall be in harmony with the National Constitution and By-Laws. The County Association is subordinate to the State Association (WRLCA), and the State Association (WRLCA) is subordinate to the National Association (NRLCA). Any provisions of this Constitution and By-Laws which conflicts with any Federal or State Law, regulation, or ordinance shall be inoperative as to those jurisdictions in which said Federal or State law, regulation or ordinance is in force.

Amendment to proposed language.

Dale Ryan moved, Susie Juras seconded. Underlined parts were eliminated (all, s, State Association, National Association) and bold print parts were inserted.

Amendment to proposed language passed.

Proposed language passed as amended.

Constitution, Article III, Membership, Section 2

Present Language

All rural carriers in good standing at the time of their 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.

Proposed Language

Also eligible for membership in the WRLCA are associate members (non rural craft employees) that may elect to be a member by paying associate member dues. Associate members are not entitled to vote, hold office, or be a delegate to National Convention.

Proposed language passed.

By-Laws Article VI, State Officers' Expenses, Section 4A

Present Language

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. 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.

Proposed Language

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 per diem. The rates for mileage and per diem will be determined at the State Convention after the finance committee reviews the suggestions of the Board. 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.

Amendment to proposed language.

Linda Maurus moved, Bill Allen seconded. Add line stating "The State Steward is encouraged to fly rather than drive whenever flying results in significant savings to the WRLCA." This amendment was voted on; passed. Bill Allen moved for a secret ballot. Noretta Stritzke seconded. The motion for a secret ballot was voted on; passed. A secret ballot was conducted. Steve Higgins, Chair, Tellers Committee, read the results of the secret ballot; 41 for, 29 against.

Proposed language failed.

By-Laws Article VI, State Officers' Expenses, Section 3A

Present Language

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

Proposed Language

The President or his/her designee will be paid mileage to the Western State Conference each spring and he/she will report to the membership upon his/her return from the conference in the first issue of THE WASHINGTON RURAL CARRIER that is published after the conference.

Proposed language failed.

By-Law Article VI, State Officers' Expenses, Section 4

Submitted by County as:

Whereas: The State Steward and Assistant State Steward shall be appointed by the State President in conjunction with the executive Committee their service shall be continuous until terminated by the State President in conjunction with the State Board or National President or by Resignation.

Therefore, Be It Resolved: When the State Steward retires as a rural carrier he be appointed full time as State Steward of Washington.

Corrected by Committee as:

Present Language

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.

Proposed Language

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. When the State Steward retires as a rural carrier he shall be appointed full time as State Steward of Washington.

First amendment to proposed language moved by Ginny Seay, Kay Smith seconded. Second sentence to read "When the current State Steward retires as a rural carrier he shall be appointed full time for two years as the State Steward of Washington." This motion was voted on; failed. Second amendment to proposed language moved by Chris Whitmore, seconded by Steve Higgins. Add line stating "The State Steward when retiring may decline this appointment. This motion was voted on; failed. Neil Buchanan moved to postpone discussion until Wednesday. Steve Higgins seconded. This motion was voted on; failed. Third amendment was moved by Linda Lahti, Ginny Seay seconded. It was moved that the original language submitted be deleted and the present/proposed language be accepted. This motion was voted on; failed.

Proposed language (submitted by County then changed by Committee) failed.

By-Law Article 10, Rules Governing county Unites and District Associations, Section 1

Submitted by County as:

Whereas: Vancouver, Ridgefield, La Center, Battle Ground, Brush Prairie, Camas, Longview, Kalama, Kelso, Castle Rock, Woodland, Cathlamet, Stevenson, Yacolt and Amboy are served by the Portland District.

Therefore, a 5th District be composed of these offices.

Claudia Brown, Constitution and By-Law Committee, explained this was not submitted in correct format. David Ray made a motion to refer this to a committee to review for next year. Dianna Jones seconded. The motion was voted on; passed.

Original submission failed.

Bill Allen moved to dismiss the Constitution and By-Laws Committee. Susie Juras seconded. The motion was voted on; passed.

President Alexander called on the Finance Committee to come forward and read their Preliminary report. Chair Noretta Stritzke read their report. The committee was thanked and excused.

Vice President Marc McIntosh called on the Nominating Committee to read their report. Chair Pat Alexander introduced the committee and ready their report as follows:

- Nominees President -- Charles Alexander
(One Year Term)
- Vice President -- Judith Peck
(One Year Term)
- Secretary/Treasurer -- Becky Wendlandt
(One Year Term)
- Editor -- Dan Snyder
(One Year Term)
- District II -- Doug Rinehart
(Two Year Term)
- District IV -- Donna Roakes
(Two Year Term)
- District I, nominated from the floor -- Leonard Oswald and Susie Juras
(One Year Unexpired Term)

Pat Alexander then moved that the Nominating Committee report be accepted and the committee be dismissed. Lynn Walker seconded. The motion was voted on; passed.

President Alexander adjourned the Convention at 6:00 PM.

Wednesday, June 26th, 1996, 8:10 AM

At 8:10 am, President Alexander call the meeting to order. Becky Wendlandt read the roll call. All delegates and officers were present and accounted for. Yea/Nay were then dispersed. President Alexander once again explained the difference in procedures in regards to a secret ballot and a paper ballot.

President Alexander then called on the Mileage & Per Diem Committee to come forward and read their Final report. Chair Dale Ryan read their report as follows:

This is the final report of the mileage and per diem committee. Mileage and per diem for board members, delegates-at-large and state paid delegates were computed using map and mileage tables and/or computer program from town of residence to the State Convention. Current ferry schedules, where applicable, were also used. Mileage was computed at \$.30 mile and

per diem at \$60.00 pay day for the 3 days of the State Convention. If anyone feels this is incorrect please contact the committee immediately. The results are as follows:

Delegates At Large

County Name	Name of Delegate at Large	Miles	X \$.30 equals	Ferry	Per Diem	Total
Chelan Douglas	Tammy Donaghue	413	123.90		+180 =	403.90
Callum Jefferson	Claudia Brown	276	97.00	14.20	+180 =	301.20
Kitsap	Lee Ann Mitchell	164	49.20	14.20	+180 =	243.40
L.G.A.	Kay Smith	562	168.60		+180 =	348.60
Lower Columbia	Christine Whitmore	527	146.40		+180 =	326.40
Mutual	Joanne Blackburn	283	84.90		+180 =	264.90
Okanogan	Janet Wildermuth	609	182.70		+180 =	362.70
Island/Skagit/San Juan	Donna Lower	54	16.20		+180 =	196.20
K.S.	Ginny Seay	104	31.20		+180 =	211.20
South East	Steve Higgins	752	225.60		+180 =	405.60
Spokane	Dale Ryan	784	235.20		+180 =	415.20
North East	Noretta Stritzke	890	267.00		+180 =	447.00
Whatcom	Leonard Oswald	43	12.90		+180 =	192.90
Whitman Asotin	Rita Basch	881	264.30		+180 =	444.30
Yakima	Mike Calhoun	477	143.10		+180 =	323.10

State Paid Delegates

County Name	Name of State Paid Delegate	Miles	X \$.30 equals	Ferry	Per Diem	Total
Kitsap	Lester Bulyan	225	81.70	14.20	+180 =	275.90
Lower Columbia	Mel Walker	469	140.70		+180 =	320.70
Mutual	Rosalee Voshell	281	84.30		+180 =	264.30
Mutual	Karen Crombie	257	77.10		+180 =	257.10
Island/Skagit/San Juan	Carol Avery	80	22.20		+180 =	202.20
K.S.	Paula Kenck	145	40.20		+180 =	220.20
K.S.	Susie Hill	218	65.40	9.95	+180 =	254.95
K.S.	Susie Juras	212	63.60		+180 =	243.60
Spokane	Linda Maurus	784	235.20		+180 =	415.20
Yakima	Brenda Hayes	648	194.40		+180 =	374.40

Board Members

Title Name	Board Member Name	Miles	X \$.30 equals	Ferry	Per Diem	Total
President	Charles Alexander	0			+180 =	180.00
Vice President	Marc McIntosh	784	235.20		+180 =	415.20
Secretary/Treasurer	Becky Wendlandt	784	235.20		+180 =	415.20
Editor	Dan Snyder	17	5.10		+180 =	185.10
District I Rep.	Judith Peck	130	39.00		+180 =	219.00
District II Rep.	Doug Rinehart	233	84.10	14.20	+180 =	278.30
District III Rep.	Dan Schrup	810	243.00		+180 =	423.00
District IV Rep.	Donna Roakes	648	194.40		+180 =	374.40
Retired Carrier Rep.	Harley Robb	104	31.20		+180 =	211.20
State Steward	Neil Buchanan	890	267.00		+180 =	447.00

Becky Wendlandt added to this report by saying an 8% bump has been figured into this. The National Office allows this bump (more than what the computer says) to the National delegates as the computer figures from town to town, not outside of town and with no detours, etc. Claudia Brown moved to dismiss the Mileage & Per Diem Committee. Doug Rinehart seconded. The committee was thanked and dismissed.

President Alexander then called on the Tellers Committee to come forward and read their report. Chair Steve Higgins thanked his committee and read their report as follows:

We received a total of 505 ballot envelopes. Out of these 500 were valid ballots; 2 did not have name on returned envelope to verify membership; 2 had voted for more than the 17 delegates; 0 had voted twice; 1 was removed and did not vote

Delegate List to National State Convention - 1996

<u>In order of votes received:</u>	<u>Name</u>	<u>Number of Votes</u>
Delegate at Large:	Neil Buchanan	313
Regular Delegate:	Becky Wendlandt	283
Regular Delegate:	Kit Witt	274
Regular Delegate:	Judith Peck	272
Regular Delegate:	Charles Alexander	267
Regular Delegate:	Dan Snyder	253
Regular Delegate:	Pat Alexander	236
Regular Delegate:	Donna Roakes	203
Regular Delegate:	Jennie Seeley	199
Regular Delegate:	Marc McIntosh	194
Regular Delegate:	Ed Koschalk	187
Regular Delegate:	Harley Robb	182
Regular Delegate:	Lynn Walker	178
Regular Delegate:	Pat English	164
Regular Delegate:	Dan Schrup	150
Regular Delegate:	Susie Juras	146
Regular Delegate:	Joanne Blackburn	138
Alternate Delegate:	Sandra Petersen	137
Alternate Delegate:	Brenda Hayes	135
Alternate Delegate:	Joyce Sutherland	127
Alternate Delegate:	Noretta Stritzke	125
Alternate Delegate:	Polly Moore	119
Alternate Delegate:	Lee W. Pitts	112
Alternate Delegate:	Rosalee Voshell	107

Each delegate then came forward and received their packet. The Tellers Committee was thanked and dismissed.

President Alexander then called upon the Auditing Committee to come forward and read their report. Chair Karen Crombie thanked her committee and read their report as follows.

We the Auditing Committee have reviewed a random sampling of payroll and tax reports, revenue and expense reports of the Treasurer of this association and find they appear true and correct and in good order.

I, Karen Crombie, have reviewed a 10% random sample of checks from the Association account, comparing amounts deducted from the account on the Credit Union monthly statement and the amount recorded in the check register. Then cross checking corresponding invoices for expenses and payments. The figures have proven accurate in the random sampling. The Treasurer's financial statement appears to be true and correct for the period July 1, 1995 - April 30, 1996.

I, Jan Wildermuth, have compared monthly payroll reports and tax reports and randomly checked payroll totals. The figures match to the eleven month Fiscal Year report and appear to be accurate.

I, William E. Allen, have randomly audited these revenue accounts and compared deposit slips to NRLCA reports, check stubs, remittance forms and bank statements. I feel that this report is representative and appears accurate.

Recommendations:

1. The Association arrange to get canceled checks returned from the financial institution utilized for their accounts.
2. The Association consider going to an independent accounting firm to do a year end audit.

Doug Rinehart then moved to accept this report and dismiss the Auditing Committee. Claudia Brown seconded. The Auditing Committee was thanked and dismissed.

President Alexander then called upon the Time & Place Committee for 1997 to come forward and read their report. Chair Pat English read their report as follows:

Time: June 23, 24, 25 - 1997

Place: Tri-Cities

Recommendations:

1. We recommend that reliable data on at least the past two Conventions be included in each Time & Place planning folder. This information is necessary to facilitate site selection and financial negotiations with potential sites.
2. We recommend that the selection of facilities be entrusted to the 1998 Committee, with approval of the State Board.
3. We recommend the 1997 Convention be held at the Kennewick Cavanaugh's because of it's central location and the professional attitude of their staff.
4. We recommend that all State paid delegates be requested to attend meal functions, especially annual banquets, as these meals directly affect the monies charged to WSRLC.

A vote was then taken to accept Cavanaugh's in Kennewick for the State Convention in 1997. The committee was thanked and dismissed.

President Alexander then called upon the Time & Place Committee for 1998 to come forward. Chair Doug Rinehart gave the committee's recommendation for the 1998 State Convention to be held in the Vancouver area. The committee was thanked and dismissed. The Time & Place Committee for 1999 was called upon to come forward by President Alexander. Chair Dan Schrup said his committee was still looking at various cities and asked to be contacted with any recommendations that anyone might have. The committee was thanked and dismissed.

President Alexander then called upon the Resolutions Committee to come forward. Next, each Resolution that had been objected to was read by Chair Leonard Oswald and dealt with individually. Bill Allen moved to limit each discussion to three for and three against. Noretta Strizke seconded. The motion passed.

Leonard Oswald moved to adopt Resolution #1 as read and Tammy Donahue seconded.

Resolution #1 was DEFEATED.

Leonard Oswald moved to adopt Resolution #2 as read and Tammy Donahue seconded.

Resolution #2 was PASSED.

Leonard Oswald moved to adopt Resolution #5 as read and Tammy Donahue seconded.

Resolution #5 was PASSED.

Leonard Oswald moved to adopt Resolution #6 as read and Tammy Donahue seconded.

Resolution #6 was DEFEATED.

Leonard Oswald moved to adopt Resolution #7 as read and Tammy Donahue seconded.

Resolution #7 was DEFEATED.

Leonard Oswald moved to adopt Resolution #8 as read and Tammy Donahue seconded.

Resolution #8 was DEFEATED.

Leonard Oswald moved to adopt Resolution #9 as read and Tammy Donahue seconded.

Resolution #9 was DEFEATED.

Leonard Oswald moved to adopt Resolution #11 as read and Tammy Donahue seconded.

Resolution #11 was DEFEATED.

Leonard Oswald moved to adopt Resolution #12 as read and Tammy Donahue seconded.

Resolution #12 was DEFEATED.

Leonard Oswald moved to adopt Resolution #13 as read and Tammy Donahue seconded. Brenda Hayes made a motion to strike the last sentence reading "Further, Be it resolved, that an additional position as non-resident officer be created." Cindy Norman seconded. Amendment was voted on; passed.

Resolution #13 was PASSED as amended.

Leonard Oswald moved to adopt Resolution #14 as read and Tammy Donahue seconded.

Resolution #14 was DEFEATED.

Leonard Oswald moved to adopt Resolution #15 as read and Tammy Donahue seconded.

Resolution #15 was DEFEATED.

Leonard Oswald moved to adopt Resolution #16 as read and Lee Ann Mitchell seconded.

Resolution #16 was DEFEATED.

Leonard Oswald moved to adopt Resolution #18 as read and Tammy Donahue seconded.

Resolution #18 was DEFEATED.

Leonard Oswald moved to adopt Resolution #20 as read and Lee Ann Mitchell seconded.

Resolution #20 was DEFEATED.

Leonard Oswald moved to adopt Resolution #22 as read and Lee Ann Mitchell seconded.

Resolution #22 was DEFEATED.

Leonard Oswald moved to adopt Resolution #23 as read and Lee Ann Mitchell seconded.

Resolution #23 was DEFEATED.

Leonard Oswald moved to adopt Resolution #24 as read and Lee Ann Mitchell seconded.

Resolution #24 was DEFEATED.

Leonard Oswald moved to adopt Resolution #25 as read and Lee Ann Mitchell seconded.

Resolution #25 was DEFEATED.

Leonard Oswald moved to adopt Resolution #26 as read and Lee Ann Mitchell seconded.

Resolution #26 was DEFEATED.

Leonard Oswald moved to adopt Resolution #27 as read and Lee Ann Mitchell seconded.

Resolution #27 was DEFEATED.

Leonard Oswald moved to adopt Resolution #29 as read and Lee Ann Mitchell seconded.

Resolution #29 was DEFEATED.

Leonard Oswald moved to adopt Resolution #31 as read and Lee Ann Mitchell seconded.

Resolution #31 was PASSED.

Leonard Oswald moved to adopt Resolution #32 as read and Lee Ann Mitchell seconded.

Resolution #32 was DEFEATED.

Leonard Oswald moved to adopt Resolution #33 as read and Lee Ann Mitchell seconded.

Resolution #33 was DEFEATED.

Leonard Oswald moved to adopt Resolution #34 as read and Lee Ann Mitchell seconded. Neil Buchanan moved to eliminate the following: " 2. Rural carrier must have maintained an adequate 'cushion', defined in negotiations, under 2080 in the previous year. 3. Rural carrier must continue to maintain the minimum defined 'cushion' each year." Doug Rinehart seconded. The amendment was voted on; passed.

Resolution #34 was PASSED as amended.

Leonard Oswald moved to adopt Resolution #36 as read and Lee Ann Mitchell seconded. Bill Allen moved to eliminate the last part of sentence reading: "and that any delay beyond six (6) weeks will entitle the affected carriers to twenty-five (\$25) per day additional compensation." Donna Roakes seconded. The amendment was voted on; passed.

Resolution #36 was PASSED as amended.

Leonard Oswald moved to adopt Resolution #40 as read and Lee Ann Mitchell seconded.

Resolution #40 was DEFEATED.

Leonard Oswald moved to adopt Resolution #41 as read and Lee Ann Mitchell seconded.

Resolution #41 was DEFEATED.

President Alexander read again The Board Policy on Resolutions for clarification. Bill Allen moved not to accept Resolutions from the floor. Gary Larson seconded. The motion to not hear Resolutions from the floor was voted on; passed. Claudia Brown made a motion to dismiss the Resolutions Committee and Susie Juras seconded. The committee was thanked and dismissed.

President Alexander called upon the Finance Committee to come forward and read the Final report. Chair Noretta Stritzke thanked her committee and read their report as follows

We the members of the Finance Committee at 1996 State Convention, Bellingham, Washington, have the following recommendations to submit for consideration;

RECOMMENDATION FOR DUES FOR 1997 (July 1, 1997 - June 30, 1998)

REGULARS: (71)

National Per Capita	\$103.00	State Per Capita	\$182.00	Total	\$285.00
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RCA/RCR: (75, 77, 78, 79) & SUB's (72, 73)

National Per Capita	\$32.00	State Per Capita	\$29.00	Total	\$61.00
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RETIREEES:

National Per Capita	\$18.00	State Per Capita	\$19.00	Total	\$37.00
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MONEY RETURNED TO COUNTY UNITS: 1996 Membership (7/1/96 to 6/30/97)

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

*with a \$250.00 minimum to counties that have less than 50 members

MONEY RETURNED TO AUXILIARY: 1996 Membership (7/1/96 to 6/30/97)

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

RECOMMENDATIONS ON SALARY SCHEDULES: Membership Year 1996 (7/1/96 to 6/30/97)

State Steward: \$350.00 month \$4,200.00 year
Asst. State Stewards: 250.00 month 3,000.00 year
Secretary/Treasurer: 250.00 month 3,000.00 year

Editor: \$400.00 per issue of the 4 publications and \$400.00 for the Convention program for a total of \$2,000.00.

MILEAGE AND PER DIEM: Proposed 1996 - 1997

\$.30 per mile

\$60.00 per day per diem / meals and lodging

(Motion was made to amend "per day per diem" to "per day per diem/meals and lodging". Seconded and passed.)

STATE CONVENTION ALLOWANCE: Proposed 1996 - 1997

\$1.50 all members

RETIRES FUNCTION AT STATE CONVENTION: Proposed 1996 - 1997

\$200.00 Total

DOOR PRIZE ALLOWANCE: Proposed 1996 - 1997

\$300.00 State Convention

\$125.00 District Meetings

EQUIPMENT FUND: Proposed 1996 - 1997

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

Other Committee Recommendations:

1. It is the Recommendation of the Finance Committee that we work toward appropriately equalizing the current salaries. In this restructuring it is necessary for the monetary compensation to be adjusted towards usage of LWOP for office time of stewards and officers. The current structure of the new steward program is shifting the work load to a local level, in an effort to put the cost back on the Postal Service.
2. We recommend future Finance Committees review yearly LWOP usage of state officers and stewards.
3. We recommend future Finance Committees review the money that is returned to the county units.

Kit Witt moved to raise the Secretary/Treasurer salary up to \$350.00 per month. Ginny Seay seconded. This motion was voted on; failed. Neil Buchanan moved to raise State Steward up to \$550.00 per month. Steve Higgins seconded. Sharon Madison moved for a paper ballot vote for raising the State Stewards salary. Michelle Campbell seconded. The motion for a paper ballot was voted on; passed. The Tellers Committee as called upon to conduct a paper ballot vote. Chair Steve Higgins of the Tellers Committee gave the results of the paper ballot; 98 Yes, 255 No. The motion to raise State Stewards salary to \$550.00 per month was defeated. Kay Smith moved to have State Stewards salary raised to \$450.00 per month. Tom Spence seconded. Bill Allen moved to have a paper ballot vote for raising the State Stewards salary. Donna Roakes seconded. The Tellers Committee was called on again to conduct the paper ballot vote. Chair Steve Higgins gave the results of the paper ballot; 143 Yes, 211 No. The motion to raise the State Stewards salary to \$450.00 per month was defeated.

The Financial Committees' Final report was voted on and accepted. Doug Rinehart moved to dismiss the Financial Committee and Gary Larson seconded. The Financial Committee was thanked and dismissed.

President Alexander at this time accepted nominations for officers. Mark McIntosh made one nomination for Charles Alexander for President. Lynn Walker moved to close nominations for President and Doug Rinehart seconded; passed. Secretary/Treasurer Becky Wendlandt cast a unanimous vote to elect Charles Alexander for President.

President Alexander made one nomination for Judith Peck for Vice-President. Dan Snyder moved to close nominations for Vice-President and Doug Rinehart seconded; passed. Secretary/Treasurer Becky Wendlandt cast a unanimous vote to elect Judith Peck for Vice-President

President Alexander made one nomination for Becky Wendlandt for Secretary/Treasurer. Dan Snyder moved to close nominations for Secretary/Treasurer and Doug Rinehart seconded; passed. President Alexander cast a unanimous vote to elect Becky Wendlandt for Secretary/Treasurer.

President Alexander made one nomination for Dan Snyder for Editor. Kay Smith moved to closed nominations for Editor and Kit Witt seconded; passed. Secretary/Treasurer Becky Wendlandt cast a unanimous vote to elect Dan Snyder as Editor.

President Alexander made one nomination for Doug Rinehart for District II Representative. Dan Snyder moved to close nominations for District II Representative and Joanne Blackburn seconded; passed. Secretary/Treasurer Becky Wendlandt cast a unanimous vote to elect Doug Rinehart for District II Representative.

President Alexander made one nomination for Donna Roakes for District IV Representative. Lynn Walker moved to close nominations for District IV Representative and Rosalee Voshell seconded; passed. Secretary/Treasurer Becky Wendlandt cast a unanimous vote to elect Donna Roakes for District IV Representative.

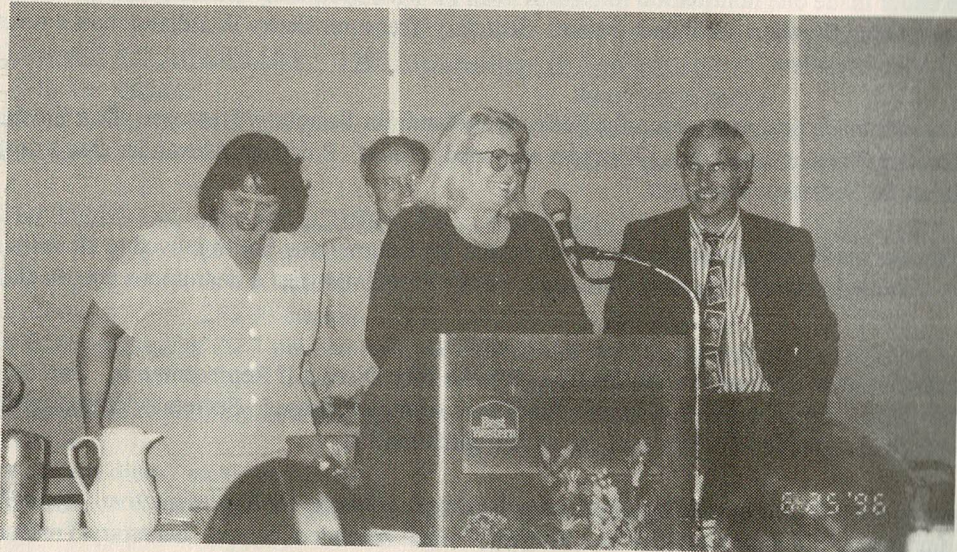
President Alexander made one nomination for Leonard Oswald for District I Representative. Harley Robb made one nomination for Susie Juras. Dale Ryan moved to close nominations for District I Representative and Joanne Blackburn seconded. Each candidate was called on to come forward and speak on their qualifications for this position. The Tellers Committee was called on to conduct a paper ballot vote on the District I candidates. Chair Steve Higgins of the Tellers Committee gave the results of the paper ballot vote; Leonard Oswald 125 votes, Susie Juras 220 votes. Susie Juras was elected for the one year unexpired term of District I Representative.

Bob Lange moved to dismiss the Tellers Committee and Kay Smith seconded. The Tellers Committee was thanked and dismissed. Bob Lange moved to dismiss the Credentials Committee and Ginny Seay seconded. The Credentials Committee was thanked and dismissed. Bob Lange moved to have the Secretary/Treasurer write courtesy thank you notes and Kit Witt seconded; passed.

Leo Root was called upon for installation of officers. The officers were asked to come to the front of the room as they were sworn in individually. Leo Root also thanked everyone for the Convention.

The colors were retired by John Koerth and Leonard Oswald. Bill Allen moved to adjourn the meeting and Lynn Walker seconded. The motion was voted on; passed. The 1996 Annual Convention of the Washington Rural Letter Carriers' Association was adjourned at 2:15 PM on June 26, 1996.

SCENES FROM STATE CONVENTION 1996, BELLINGHAM, WA.



WRLCA Carrier of the Year for 1996, Patricia Alexander, of Bellingham, expresses her thanks for being selected during the Annual Banquet.



Leo Root, NRLCA Director of Labor Relations, installs the newly elected or re-elected WRLCA officers for the 1996/97 year. L. to R., bottom row, are President Charles Alexander, Vice-Pres. Judith Peck, Sec. Treas. Becky Wendlandt, Editor Dan Snyder, Dist. One Susie Juras, Dist. Two Doug Rinehart, and Dist. Four Donna Roakes.

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CONSTITUTION

ARTICLE I (NAME)

SECTION 1 This association shall be known as the Washington Rural Letter Carriers Association (here-in referred to as 'the WRLCA').

ARTICLE II (OBJECT)

SECTION 1 The object of the WRLCA shall be: to unite fraternally all regular rural carriers, substitute rural carriers, rural carrier reliefs, rural carrier associates, 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 reliefs, rural carrier associates, retired or auxiliary carriers.

SECTION 2 Also eligible for membership in the WRLCA are associate members (non-rural craft employees) that may elect to be a member by paying associate member dues. Associate members are not entitled to vote, hold office or be a delegate to National Convention.

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

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 dues 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 each 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 or place or set up a date and place by giving official notice to the County secretaries not less than sixty (60) days before the new date.

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 (1) year, except the District and Retired

Representatives, who shall serve two (2) 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 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.

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 meetings 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 at each State Convention of the WRLCA. The installation 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)

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 of February, March, April, and May. Such nominations may include self-nomination. The nominating ballot shall be signed, showing the name and address of the member making the nomination. No member shall be nominated or be a National Delegate who, from the time of nomination through the end of the National Convention, holds a position in management (either permanent or temporary) in the Postal Service; in any other postal craft; or any other job which competes with the Postal Service and/or the NRLCA. A retired Associate member, a non-member or a craft member who has been separated involuntarily from the Postal Service cannot be nominated, elected or seated as a National Delegate. Delegates must be an active or retired carrier, in paid status, at the time of nomination, election and seating as a National Delegate.

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

SECTION 3 The State Secretary shall arrange for the rental of two (2) post office boxes; one post office box for receipt of the ballots and the other for return of undeliverable ballots. 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. The listing of the nominees on the ballot for the position of delegate to the National Convention shall be in order of receipt of their nominating ballot in the office of the State Secretary.

SECTION 4 An envelope marked "Ballot" in which to send the ballot shall be provided each member.

SECTION 5 The sealed envelope containing the ballot shall be mailed in another envelope by the member to the designated post office box. The other envelope also marked "Ballot" shall clearly identify name, address and county unit of the member to permit verification of membership enrollment and to maintain the integrity of the voting procedure.

SECTION 6 A Teller's Committee shall be appointed by the State President. No member whose name appears on the ballot may serve on the Teller's Committee. Any candidate may observe the ballot tabulation. Ballots shall be returned to a post office box accessible only to the Teller's Committee. At the end of the cut-off period, said ballots shall be collected and counted at the State

Convention.

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 mailing address of the designated post office box at which it must be received prior to the cut-off date. In reporting the results of the vote tabulation, the candidates shall be placed on a roster in accordance with the number of votes received.

SECTION 8 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 shall be listed according to 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 9 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 10 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.

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 This State Constitution and By-Laws shall be in harmony with the National Constitution and By-Laws. The County Unit is subordinate to the WRLCA and the WRLCA is subordinate to the NRLCA. Any provisions of this Constitution and By-Laws which conflicts with any Federal or State Law, regulation or ordinance shall be inoperative as to those jurisdictions in which said Federal or State law, regulation or ordinance is in force.

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, a committee of four (4) on Teller's, a committee of three (3) on Constitution and By-Laws, and a committee of three (3) on Resolutions. 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 Finances; a committee of three (3) on THE WASHINGTON RURAL CARRIER; and a committee of three (3) on Time and Place. 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 and may also appoint more delegates to serve on a committee if so needed.

SECTION 2A The President can, if necessary, ask the Constitution and By-Laws Committee, the Resolutions Committee, and/or The Teller's 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 meetings, not later than one (1) month after the close of each State Convention or special meeting, and shall also present on the first day of the State Convention a complete statement of the condition of the 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 for 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. He/She will fulfill all duties concerning delegates to National Convention in accordance with Article IX (National Delegates) of the Constitution of the WRLCA.

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 No State Officer 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 and delegates at the State Convention. The State Convention delegates vote on the Finance Committee recommendations.

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 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.

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 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 WRLCA 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) 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 WRLCA and NRLCA 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 steward 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 per diem. The rates for lodging per diem and food 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 NRLCA 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 Steward. Provision for mileage, per diem, flying and LWOP apply in the same manner as with the State Steward.

SECTION 5 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 6 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 dues and allowance for insurance promotions. The State portion of the per capita dues shall be decided at the State Convention. The portion of the State per capita dues 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: ISLAND-SKAGIT-SAN JUAN (Island, Skagit and San Juan Counties); K-S (King and Snohomish Counties); WHATCOM (Whatcom County).

DISTRICT TWO (2) shall be composed of the County Units of: 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, Yakima, Klickitat and Benton CO.s).

SECTION 1A Each District shall hold at least one (1) 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 dues 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 written or 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 State 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 NRLCA. 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 Credentials Committee will give a preliminary report. Final report of the Credentials Committee shall be submitted 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 of 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 the Teller's Committee shall be: To count the ballots for National Convention delegates and to total the results of paper count voting on the floor. If the Teller's Committee is off the floor then the Credentials Committee will act as a backup to the Teller's Committee concerning paper count voting on the floor.

Section 7 The duties of the Finance Committee shall be: To review the finances of the past year. To hear any suggestions from the board and delegates and then to propose financial suggestions concerning State, County, and Auxiliary dues, salaries and expenses for the upcoming year.

Section 8 The duties of the Time and Place Committee shall be: To research facilities for future State Conventions as well as locations and report to the delegates.

Section 9 The duties of THE WASHINGTON RURAL CARRIER Committee shall be: To review the expenses to publish and mail THE WASHINGTON RURAL CARRIER and to make any suggestions concerning future publications.

Section 10 The duties of the Nominating Committee shall be: To seek nominees for the offices open and present these names to the convention delegates.

Section 11 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, 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. Name Members of Committees
- F. Report of Credentials Committee
- G. Report of Officers
- H. Report of Standing Committees
- I. Report of Special Committees
- J. Call for Unfinished Business
- K. Call for New Business
- L. Election of Officers
- M. Installation of Officers
- N. Adjournment

ARTICLE XIV (PRINTING CONSTITUTION AND BY-LAWS)

SECTION 1 The Secretary shall have the Constitution and By-Laws printed in the Convention issue of THE WASHINGTON RURAL CARRIER, which will be mailed to all members.

ARTICLE XV

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

SECTION 2 This State Constitution and By-Laws shall be in harmony with the National Constitution and By-Laws. The County Unit is subordinate to the WRLCA and the WRLCA is subordinate to the NRLCA. Any provisions of this Constitution and By-Laws which conflicts with any Federal or State Law, regulation or ordinance shall be inoperative as to those jurisdictions in which said Federal or State law, regulation or ordinance is in force.

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, 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 !X 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, 4B
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

1996: CON A III S2
CON A IX S1, S2, S3, S4, S5, S6, S7, S8, S9, S10
CON A XI S2
BY A I S2, S2A
BY A III S11
BY A VI S1
BY A VI S4 Pb
BY A VI S4B

BY A VI S5 Delete and Renumber
BY A VII S1
BY A X S1
BY A XI added and renumbered S6, S7, S8, S9, S10, S11
BY A XIII
BY A XIV S1
BY A XV S2

SCENES FROM STATE CONVENTION 1996, BELLINGHAM, WA.



John Koerth of Bellingham carries the Washington State flag during the opening ceremonies.



Delores, Myrtle, Janet, and Ruth at the Auxiliary Board meeting.

Personal
 WRLCA 95/96 Year End Stmt 7/1/95 to 6/30/96
 For Report Group Cash Flow Report
 July 01, 1995 through June 30, 1996

INCOME

01 Cash Income

Income

Cash Dues 95/96	\$ 6,751.00
Cash Dues 96/97	2,524.00
Convention 1995 Refund	1,906.51
Nat Reg & Relief Dues Wht	141,568.57
National Gen. Insurance	22,311.00
National Retired Dues Wht	5,674.62
NRLCA-Ref PresStewSecConv	150.00
Provident Guild	5.00
Steward Training Refund	1,600.00

Total Income \$ 182,490.70

Total 01 Cash Income \$ 182,490.70

02 Other Cash Income

Investment income

APCU Saving Acct Dividend	\$ 2,492.60
SPCU Saving Acct Dividend	561.83

Total Investment income \$ 3,054.43

Total 02 Other Cash Income \$ 3,054.43

025 Other Investment Income

Investment income

Advances- Paid Back -Dan	\$ 1,500.00
Advances- Paid Back -Neil	2,500.00

Total Investment income \$ 4,000.00

Total 025 Other Investment Income \$ 4,000.00

TOTAL INCOME \$ 189,545.13

EXPENSE

03 Per Capita Expenses:

Expense

Auxiliary Per Capita Dues	\$ 10,209.00
County Per Capita Dues	8,507.50
Nat'al Per Cap Dues 95/96	2,854.00
Nat'al Per Cap Dues 96/97	1,153.00
Western State PerCap Dues	380.00

Total Expense \$ 23,103.50

Total 03 Per Capita Expenses: \$ 23,103.50

Personal
 WRLCA 95/96 Year End Stmt 7/1/95 to 6/30/96
 For Report Group Cash Flow Report
 July 01, 1995 through June 30, 1996

04 Meeting Expenses

Expense

Board Meetings (95/96) #5	\$ 4,792.89
Contract Ratification Mtg	1,282.38
District (1&2) Mtg 95/96	556.69
District (3&4) Mtg 95/96	532.65
Mail Count Schools 1995	739.65
National Convention 95	14,347.50
State Convention 95	600.00
State Convention 96	15,419.87

Total Expense \$ 38,271.63

Total 04 Meeting Expenses \$ 38,271.63

045 Equipment Fund:

Expense

Fax Machine	\$ 280.67
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Total Expense \$ 280.67

Total 045 Equipment Fund: \$ 280.67

05 Other Expenses:

Expense

Accounting Fees	\$ 1,605.00
Contracts/PO 603	112.00
Dues Refund	155.00
J. Spangler Phone Dist. 3	90.97
Payroll Taxes	6,139.22
S. Roakes, Computer Work	1,500.00

Total Expense \$ 9,602.19

Total 05 Other Expenses: \$ 9,602.19

06 Pres C. Alexander's Exp.

Expense

CA1 Copier Maint & Supply	\$ 53.89
CA1 LWOP 95/6 Board Mtg#3	512.57
CA1 LWOP 95/6 Office #2	340.83
CA1 LWOP 95/6 Pres Sem #4	686.96
CA1 LWOP 95/6 W States #3	515.22
CA1 LWOP 95/6NatConvSem#2	338.18
CA1 Mileage - Air	221.00
CA1 Mileage - Car	136.80
CA1 Office Supplies	20.05
CA1 Per Diem	480.00
CA1 Phone & Long Distance	252.85

Personal
 WRLCA 95/96 Year End Stmt 7/1/95 to 6/30/96
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CA1 Postage	55.00
Total Expense	\$ 3,613.35
Total 06 Pres C. Alexander's Exp.	\$ 3,613.35
07 Vice Pres M. McIntosh's Exp	
Expense	
MM1 LWOP 95/6 Board Mtg#1	\$ 171.74
MM1 Phone & Long Distance	30.96
Total Expense	\$ 202.70
Total 07 Vice Pres M. McIntosh's Exp	\$ 202.70
08 Sec/Tres R. Wendlandt's Exp	
Expense	
RW1 Check Account Fees	\$ 122.85
RW1 Copier Maint & Supply	113.90
RW1 LWOP 95/6 BoardMtg #3	423.63
RW1 LWOP 95/6 LostA/S #8	1,107.45
RW1 LWOP 95/6 Nat Trng #3	426.42
RW1 LWOP 95/6 Office #54	7,457.95
RW1 Nat Sec Training	84.40
RW1 Office Supplies	369.48
RW1 Phone & Long Distance	973.70
RW1 Postage	2,416.29
RW1 Printing	2,186.70
RW1 Salary	4,200.00
Total Expense	\$ 19,882.77
Total 08 Sec/Tres R. Wendlandt's Exp	\$ 19,882.77
09 Editor D. Snyder's Expenses	
Expense	
DAS LWOP 95/6 BoardMtg #1	\$ 171.74
DAS Office Supplies	42.24
DAS Postage	17.80
DAS Salary	2,000.00
Total Expense	\$ 2,231.78
Total 09 Editor D. Snyder's Expenses	\$ 2,231.78
10 Washington Rural Carrier Exp	
Expense	
WRC Postage - 4 Issues	\$ 1,270.23

Personal
 WRLCA 95/96 Year End Stmt 7/1/95 to 6/30/96
 For Report Group Cash Flow Report
 July 01, 1995 through June 30, 1996

WRC Printing - 4 Issues	3,482.84
Total Expense	\$ 4,753.07
Total 10 Washington Rural Carrier Exp	\$ 4,753.07
11 District 1 J. Peck's Exp.	
Expense	
JP1 LWOP 95/6 BoardMtg #3	\$ 491.71
JP1 Mileage	184.32
JP1 Office Supplies	14.30
JP1 Phone	233.70
Total Expense	\$ 924.03
Total 11 District 1 J. Peck's Exp.	\$ 924.03
115 District 1 Susie Juras Exp	
Expense	
SJ1 LWOP 95/6 BoardMtg #1	\$ 148.58
Total Expense	\$ 148.58
Total 115 District 1 Susie Juras Exp	\$ 148.58
12 District 2 D Rinehart's Exp	
Expense	
DR1 LWOP 95/6 BoardMtg #1	\$ 149.60
DR1 Mileage	481.02
DR1 Office Supplies	56.49
DR1 Phone	117.63
DR1 Postage	15.00
Total Expense	\$ 819.74
Total 12 District 2 D Rinehart's Exp	\$ 819.74
13 District 3 D. Schrup's Exp.	
Expense	
DS1 Mileage	\$ 123.60
Total Expense	\$ 123.60
Total 13 District 3 D. Schrup's Exp.	\$ 123.60
14 District 4 D. Roakes's Exp.	
Expense	
DR2 LWOP 95/6 BoardMtg #5	\$ 774.93
DR2 Phone	139.69

Personal
 WRLCA 95/96 Year End Stm 7/1/95 to 6/30/96
 For Report Group Cash Flow Report
 July 01, 1995 through June 30, 1996

DR2 Postage	8.32
Total Expense	\$ 922.94
Total 14 District 4 D. Roakes's Exp.	\$ 922.94

**16 State Stew N Buchanan's Exp
Expense**

NB1 Cellular Phone	\$ 549.35
NB1 Copier Maint & Supply	967.07
NB1 LWOP 95/6 BoardMtg #3	400.80
NB1 LWOP 95/6 LostA/S #32	4,269.92
NB1 LWOP 95/6 Office #42	5,631.09
NB1 LWOP 95/6AStStewTrn#2	263.06
NB1 LWOP95/6NatCon&Trn#10	1,346.38
NB1 LWOP95/6TravStwBus#18	2,411.04
NB1 Mileage - Air	144.00
NB1 Mileage - Car	2,366.90
NB1 Office Supplies	170.83
NB1 Per Diem	600.00
NB1 Postage	553.73
NB1 Reg Phone & Long Dist	2,201.26
NB1 Salary	5,400.00
NB1 Subscriptions	56.00
Total Expense	\$ 27,331.43
Total 16 State Stew N Buchanan's Exp	\$ 27,331.43

**17 Steward Trainings Expenses
Expense**

Stew Training Local 5 Trn	\$ 7,772.73
Stew Training Nat. Feb.	908.62
Stew Training Newslet.#2	399.59
Stew Training St Con96	1,678.18
Stew Training Supplies	1,432.10
Stew Training W. Area Oct	1,475.10
Stew TrainingAst St Stew1	398.79
Stew TrainingAst St Stew2	466.71
Total Expense	\$ 14,531.82
Total 17 Steward Trainings Expenses	\$ 14,531.82

**18 Asst St Stew C Alexander's
Expense**

CA2 Copier Maint & Supply	\$ 53.89
CA2 LWOP 95/6 LostA/SL #3	507.27
CA2 LWOP 95/6 Office #6	1,021.97
CA2 LWOP 95/6AStStewTrn#2	338.18
CA2 LWOP 95/6LocalStwTr#2	338.18
CA2 LWOP 95/6TravStwEx #6	1,017.19
CA2 Mileage - Car	362.60

Personal
WRLCA 95/96 Year End Stm 7/1/95 to 6/30/96
For Report Group Cash Flow Report
July 01, 1995 through June 30, 1996

CA2 Office Supplies	370.76
CA2 Per Diem	60.00
CA2 Phone & Long Distance	1,595.32
CA2 Postage	221.02
CA2 Salary	2,400.00
CA2 Subscriptions	52.00

Total Expense	\$ 8,338.38
Total 18 Asst St Stew C Alexander's	\$ 8,338.38

19 Asst Stew. J Peck's Exp
Expense

JP2 LWOP 95/6 AStStwTr #3	\$ 487.71
JP2 LWOP 95/6 Lost A/SL#4	660.80
JP2 LWOP 95/6 Office #5	804.55
JP2 LWOP 95/6LocalStwTr#1	159.31
JP2 LWOP 95/6TravStwEx#23	3,772.15
JP2 Mileage	1,007.13
JP2 Office Supplies	161.22
JP2 Per Diem	60.00
JP2 Phone	2,245.93
JP2 Postage	190.18
JP2 Salary	2,400.00

Total Expense	\$ 11,948.98
Total 19 Asst Stew. J Peck's Exp	\$ 11,948.98

20 Asst Stew. M. Boothby's Exp
Expense

MB1 LWOP 95/6 TravStwEx#2	\$ 314.20
MB1 Mileage	24.00
MB1 Office Supplies	71.27
MB1 Phone	178.26
MB1 Postage	19.20
MB1 Salary	200.00

Total Expense	\$ 806.93
Total 20 Asst Stew. M. Boothby's Exp	\$ 806.93

21 Asst Stew. M McIntosh's Exp
Expense

MM2 LWOP 95/6 AStStwTrn#2	\$ 338.18
MM2 LWOP 95/6 Lost A/SL#1	169.09
MM2 LWOP 95/6 NatConTn#1	169.09
MM2 LWOP 95/6 NatStwTn#3	513.66
MM2 LWOP 95/6 TravStwEx#3	509.92
MM2 LWOP 95/96 Office #2	342.44
MM2 Mileage	159.60
MM2 Phone	278.73
MM2 Postage	32.00

Personal
WRLCA 95/96 Year End Stmt 7/1/95 to 6/30/96
For Report Group Cash Flow Report
July 01, 1995 through June 30, 1996

MM2 Salary		2,400.00
Total Expense	\$	4,912.71
Total 21 Asst Stew. M McIntosh's Exp	\$	4,912.71

22 Asst Stew D. Roakes's Exp.
Expense

DR3 LWOP 95/6 AStStwTrn#2	\$	336.20
DR3 LWOP 95/6 LocStwNew#1		169.09
DR3 LWOP 95/6 Office #3		454.84
DR3 LWOP 95/6LocalStwTn#1		151.46
DR3 LWOP 95/6Lost A/SL #1		154.45
DR3 LWOP 95/6TravStwEx#12		1,887.29
DR3 Mileage		987.60
DR3 Office Supplies		58.02
DR3 Per Diem		300.00
DR3 Phone		1,723.87
DR3 Postage		124.34
DR3 Salary		2,400.00
Total Expense	\$	8,747.16
Total 22 Asst Stew D. Roakes's Exp.	\$	8,747.16

23 Local Steward S Higgins Exp

Expense		
SH1 Phone	\$	34.15
SH1 Postage		10.74
Total Expense	\$	44.89
Total 23 Local Steward S Higgins Exp	\$	44.89

24 Local Steward M Boothby Exp

Expense		
MB2 Phone	\$	36.23
MB2 Postage		6.00
Total Expense	\$	42.23
Total 24 Local Steward M Boothby Exp	\$	42.23

25 Local Steward Jennie Seeley

Expense		
JS1 Phone	\$	53.52

Personal
WRLCA 95/96 Year End Stmt 7/1/95 to 6/30/96
For Report Group Cash Flow Report
July 01, 1995 through June 30, 1996

JS1 Postage		25.60		
Total Expense	\$	79.12		
Total 25 Local Steward Jennie Seeley	\$	79.12		
TOTAL EXPENSE	\$	181,664.20		
NET INCOME (LOSS)	\$	7,880.93		

Personal
WRCLCA Balance Statement as of June 30, 1996
For Selected Accounts
As of June 30, 1996

ASSETS

Checking	
SPCU Checking	3,427.25
Total Checking	<u>3,427.25</u>
Savings	
APCU Savings Account	50,365.00
SPCU Savings Account	1,969.28
Total Savings	<u>52,334.28</u>
TOTAL ASSETS	<u><u>55,761.53</u></u>

LIABILITIES

0.00

TOTAL LIABILITIES	0.00
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EQUITY

0.00

TOTAL EQUITIES	0.00
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55,761.53

TOTAL NET WORTH	<u><u>55,761.53</u></u>
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Personal
 WRLCA 95/96 Year End Stm. 7/1/95 to 6/30/96
 For All Account Groups

	7/1/95- 6/30/96 ACTUAL	7/1/95- 6/30/96 BUDGET
INCOME		
Income		
01 Cash Income		
Cash Dues 95/96	\$ 6,751.00	\$ 6,751.00
Cash Dues 96/97	2,524.00	2,000.00
Convention 1995 Refund	1,906.51	1,906.51
Nat Reg & Relief Dues Wht	141,568.57	141,000.00
National Gen. Insurance	22,311.00	22,700.00
National Retired Dues Wht	5,674.62	5,600.00
NRLCA-Ref PresStewSecConv	150.00	150.00
NRLCA-Ref StewTrng Supply	0.00	300.00
Provident Guild	5.00	0.00
Steward Training Refund	1,600.00	1,600.00
Total 01 Cash Income	\$ 182,490.70	\$ 182,007.51
Total Income	\$ 182,490.70	\$ 182,007.51
Investment income		
02 Other Cash Income		
APCU Saving Acct Dividend	\$ 2,492.60	\$ 2,500.00
SPCU Saving Acct Dividend	561.83	550.00
Total 02 Other Cash Income	\$ 3,054.43	\$ 3,050.00
025 Other Investment Income		
Advances- Paid Back -Dan	\$ 1,500.00	\$ 1,500.00
Advances- Paid Back -Neil	2,500.00	2,500.00
Total 025 Other Investment Income	\$ 4,000.00	\$ 4,000.00
Total Investment income	\$ 7,054.43	\$ 7,050.00
TOTAL INCOME	\$ 189,545.13	\$ 189,057.51
EXPENSE		
Expense		
03 Per Capita Expenses:		
Auxiliary Per Capita Dues	\$ 10,209.00	\$ 10,200.00
County Per Capita Dues	8,507.50	8,500.00
Nat'al Per Cap Dues 95/96	2,854.00	2,854.00
Nat'al Per Cap Dues 96/97	1,153.00	1,000.00
Western State PerCap Dues	380.00	400.00
Total 03 Per Capita Expenses:	\$ 23,103.50	\$ 22,954.00
04 Meeting Expenses		
Board Meetings #4	(5) \$ 4,792.89	\$ 4,400.00
Contract Ratification Mtg	1,282.38	1,283.00

Personal
 WRLCA 95/96 Year End Stmt. 7/1/95 to 6/30/96
 For All Account Groups

	7/1/95- 6/30/96 ACTUAL	7/1/95- 6/30/96 BUDGET
District 2 Meeting 1#2	556.69	600.00
District 4 Meeting 3#4	532.65	550.00
Mail Count Schools 1995	739.65	740.00
National Convention 95	14,347.50	14,347.50
State Convention 95	600.00	600.00
State Convention 96	15,419.87	12,000.00
Total 04 Meeting Expenses	\$ 38,271.63	\$ 34,520.50
045 Equipment Fund:		
Fax Machine	\$ 280.67	\$ 300.00
Total 045 Equipment Fund:	\$ 280.67	\$ 300.00
05 Other Expenses:		
Accounting Fees	\$ 1,605.00	\$ 1,900.00
Contracts/PO 603	112.00	100.00
Dues Refund	155.00	100.00
J. Spangler Phone Dist. 3	90.97	100.00
Memorial Gifts	0.00	100.00
Payroll Taxes	6,139.22	6,300.00
S. Roakes, Computer Work	1,500.00	1,500.00
Total 05 Other Expenses:	\$ 9,602.19	\$ 10,100.00
06 Pres C. Alexander's Exp.		
CA1 Copier Maint & Supply	\$ 53.89	\$ 100.00
CA1 LWOP Board Mtg #2 (3)	512.57	340.00
CA1 LWOP Nat Conv Sem #2 (2)	338.18	320.00
CA1 LWOP Office #2 (2)	340.83	320.00
CA1 LWOP Pres Sem. #4 (4)	686.96	640.00
CA1 LWOP West. States #2 (2)	515.22	340.00
CA1 Mileage - Air	221.00	750.00
CA1 Mileage - Car	136.80	150.00
CA1 Office Supplies	20.05	100.00
CA1 Per Diem	480.00	420.00
CA1 Phone & Long Distance	252.85	275.00
CA1 Postage	55.00	150.00
Total 06 Pres C. Alexander's Exp.	\$ 3,613.35	\$ 3,905.00
07 Vice Pres M. McIntosh's Exp		
MM1 LWOP Board meeting (1)	\$ 171.74	\$ 0.00
MM1 Mileage	0.00	100.00
MM1 Office	0.00	10.00
MM1 Phone & Long Distance	30.96	200.00
MM1 Postage	0.00	10.00
Total 07 Vice Pres M. McIntosh's Exp	\$ 202.70	\$ 320.00
08 Sec/Tres R. Wendlandt's Exp		
RW1 Check Account Fees	\$ 122.85	\$ 0.00
RW1 Computer Supplies	0.00	0.00

Personal
 WRLCA 95/96 Year End Stm. 7/1/95 to 6/30/96
 For All Account Groups

	7/1/95- 6/30/96 ACTUAL	7/1/95- 6/30/96 BUDGET
RW1 Copier Maint & Supply	113.90	0.00
RW1 LWOP Board Meeting #0 (2)	423.63	0.00
RW1 LWOP LostAnn/Sick #8 (8)	1,107.45	1,048.00
RW1 LWOP Nat. Training #3 (3)	426.42	393.00
RW1 LWOP Office #55 (54)	7,457.95	7,205.00
RW1 Nat Sec Training	84.40	85.00
RW1 Office Supplies	369.48	300.00
RW1 Phone & Long Distance	973.70	1,100.00
RW1 Postage	2,416.29	2,500.00
RW1 Printing	2,186.70	2,500.00
RW1 Salary	4,200.00	4,200.00
Total 08 Sec/Tres R. Wendlandt's Exp	\$ 19,882.77	\$ 19,581.00
09 Editor D. Snyder's Expenses		
DAS LWOP Board #0 (1)	\$ 171.74	\$ 0.00
DAS Office Supplies	42.24	50.00
DAS Postage	17.80	25.00
DAS Salary	2,000.00	2,000.00
Total 09 Editor D. Snyder's Expenses	\$ 2,231.78	\$ 2,075.00
10 Washington Rural Carrier Exp		
WRC Postage - 4 Issues	\$ 1,270.23	\$ 1,300.00
WRC Printing - 4 Issues	3,482.84	3,800.00
Total 10 Washington Rural Carrier Exp	\$ 4,753.07	\$ 5,100.00
11 District 1 J. Peck's Exp.		
JP1 LWOP Board Meeting #2 (3)	\$ 491.71	\$ 330.00
JP1 Mileage	184.32	185.00
JP1 Office Supplies	14.30	15.00
JP1 Phone	233.70	250.00
JP1 Postage	0.00	25.00
Total 11 District 1 J. Peck's Exp.	\$ 924.03	\$ 805.00
115 District 1 Susie Juras Exp		
SJ1 LWOP Board Meeting (1)	\$ 148.58	\$ 0.00
Total 115 District 1 Susie Juras Exp	\$ 148.58	\$ 0.00
12 District 2 D Rinehart's Exp		
DR1 LWOP Board #2 (1)	\$ 149.60	\$ 300.00
DR1 Mileage	481.02	575.00
DR1 Office Supplies	56.49	60.00
DR1 Phone	117.63	150.00
DR1 Postage	15.00	50.00
Total 12 District 2 D Rinehart's Exp	\$ 819.74	\$ 1,135.00

Personal
 WRLCA 95/96 Year End Stm. 7/1/95 to 6/30/96
 For All Account Groups

	7/1/95- 6/30/96 ACTUAL	7/1/95- 6/30/96 BUDGET
13 District 3 D. Schrup's Exp.		
DS1 Mileage	\$ 123.60	\$ 150.00
Total 13 District 3 D. Schrup's Exp.	\$ 123.60	\$ 150.00
14 District 4 D. Roakes's Exp.		
DR2 LWOP Board Meeting #3 (5)	\$ 774.93	\$ 510.00
DR2 Office Supplies	0.00	30.00
DR2 Phone	139.69	200.00
DR2 Postage	8.32	50.00
Total 14 District 4 D. Roakes's Exp.	\$ 922.94	\$ 790.00
15 RetCarrier Pac H Robb's Exp		
HR1 Mileage	\$ 0.00	\$ 100.00
HR1 Office Supplies	0.00	10.00
HR1 Per Diem	0.00	120.00
HR1 Phone	0.00	100.00
HR1 Postage	0.00	50.00
Total 15 RetCarrier Pac H Robb's Exp	\$ 0.00	\$ 380.00
16 State Stew N Buchanan's Exp		
NB1 Cellular Phone	\$ 549.35	\$ 600.00
NB1 Copier Maint & Supply	967.07	970.00
NB1 LWOP A.St Stew Trn #2 (2)	263.06	270.00
NB1 LWOP Board Meeting #1 (3)	400.80	140.00
NB1 LWOP Lost Annual #34 (32)	4,269.92	4,650.00
NB1 LWOP Nat Con &Trn #10 (10)	1,346.38	1,350.00
NB1 LWOP Office #45 (42)	5,631.09	6,120.00
NB1 LWOP Trav Stew Bus#25 (18)	2,411.04	3,353.00
NB1 Mileage - Air	144.00	350.00
NB1 Mileage - Car	2,366.90	2,500.00
NB1 Office Supplies	170.83	300.00
NB1 Per Diem	600.00	720.00
NB1 Postage	553.73	600.00
NB1 Reg Phone & Long Dist	2,201.26	2,500.00
NB1 Salary	5,400.00	5,400.00
NB1 Subscriptions	56.00	86.00
Total 16 State Stew N Buchanan's Exp	\$ 27,331.43	\$ 29,909.00
17 Steward Trainings Expenses		
Stew Training Local 5 yrs	\$ 7,772.73	\$ 8,000.00
Stew Training Nat. Feb. mar/Neil	908.62	910.00
Stew Training Newslet.#2	399.59	400.00
Stew Training St Con96	1,678.18	2,000.00
Stew Training Supplies	1,432.10	1,500.00
Stew Training W. Area Oct All Areas & state	1,475.10	1,475.00
Stew Training Ast St Stew1 Dec 95	398.79	400.00
Stew Training Ast St Stew2 Feb 96	466.71	470.00
Total 17 Steward Trainings Expenses	\$ 14,531.82	\$ 15,155.00

Personal
 WRLCA 95/96 Year End Strm. 7/1/95 to 6/30/96
 For All Account Groups

	7/1/95- 6/30/96 ACTUAL	7/1/95- 6/30/96 BUDGET
18 Asst St Stew C Alexander's		
CA2 Copier Maint & Supply	\$ 53.89	\$ 100.00
CA2 LWOP A.St Stew Trn #2 (2)	338.18	340.00
CA2 LWOP Local StewTran#2 (2)	338.18	340.00
CA2 LWOP LostAnn/SickL #3 (3)	507.27	510.00
CA2 LWOP Office #8 (6)	1,021.97	1,370.00
CA2 LWOP Trav Stew Exp #7 (6)	1,017.19	1,200.00
CA2 Mileage - Car	362.60	400.00
CA2 Office Supplies	370.76	450.00
CA2 Per Diem	60.00	60.00
CA2 Phone & Long Distance	1,595.32	2,000.00
CA2 Postage	221.02	300.00
CA2 Salary	2,400.00	2,400.00
CA2 Subscriptions	52.00	52.00
Total 18 Asst St Stew C Alexander's	\$ 8,338.38	\$ 9,522.00
19 Asst Stew. J Peck's Exp		
JP2 LWOP A.St Stew Trn #3 (3)	\$ 487.71	\$ 490.00
JP2 LWOP Local Stew Trn#1 (1)	159.31	160.00
JP2 LWOP Lost Annual #3 (4)	660.80	509.70
JP2 LWOP Office #7 (5)	804.55	1,130.00
JP2 LWOP Trav Stew Bus#25 (23)	3,772.15	4,100.00
JP2 Mileage	1,007.13	1,000.00
JP2 Office Supplies	161.22	161.00
JP2 Per Diem	60.00	0.00
JP2 Phone	2,245.93	2,700.00
JP2 Postage	190.18	250.00
JP2 Salary	2,400.00	2,400.00
Total 19 Asst Stew. J Peck's Exp	\$ 11,948.98	\$ 12,900.70
20 Asst Stew. M. Boothby's Exp		
MB1 LWOP Trav Stew Bus #2 (2)	\$ 314.20	\$ 314.20
MB1 Mileage	24.00	24.00
MB1 Office Supplies	71.27	71.27
MB1 Phone	178.26	178.26
MB1 Postage	19.20	19.20
MB1 Salary	200.00	200.00
Total 20 Asst Stew. M. Boothby's Exp	\$ 806.93	\$ 806.93
21 Asst Stew. M McIntosh's Exp		
MM2 LWOP A.St Stew Trn #2 (2)	\$ 338.18	\$ 340.00
MM2 LWOP Lost Annual #2 (1)	169.09	340.00
MM2 LWOP Nat Stew Trng #3 (3)	513.66	514.00
MM2 LWOP Nat. Con. Trn #1 (1)	169.09	170.00
MM2 LWOP Office #3 (2)	342.44	507.00
MM2 LWOP Trav Stew Bus#5 (3)	509.92	850.00
MM2 Mileage	159.60	500.00
MM2 Phone	278.73	500.00
MM2 Postage	32.00	50.00

Personal
 WRLCA 95/96 Year End Stm. 7/1/95 to 6/30/96
 For All Account Groups

	7/1/95- 6/30/96 ACTUAL	7/1/95- 6/30/96 BUDGET
MM2 Salary	2,400.00	2,400.00
Total 21 Asst Stew. M McIntosh's Exp	\$ 4,912.71	\$ 6,171.00
22 Asst Stew D. Roakes's Exp.		
DR3 LWOP A.St Stew Trn #2 (2)	\$ 336.20	\$ 336.00
DR3 LWOP Loc Stew New #1 (1)	169.09	170.00
DR3 LWOP Local St Trn #1 (1)	151.46	152.00
DR3 LWOP Loss Annual #2 (1)	154.45	310.00
DR3 LWOP Office #5 (3)	454.84	775.00
DR3 LWOP Trav Stew Bus#15 (12)	1,887.29	2,370.00
DR3 Mileage	987.60	1,000.00
DR3 Office Supplies	58.02	150.00
DR3 Per Diem	300.00	480.00
DR3 Phone	1,723.87	2,000.00
DR3 Postage	124.34	150.00
DR3 Salary	2,400.00	2,400.00
Total 22 Asst Stew D. Roakes's Exp.	\$ 8,747.16	\$ 10,293.00
23 Local Steward S Higgins Exp		
SH1 Phone	\$ 34.15	\$ 35.00
SH1 Postage	10.74	15.00
Total 23 Local Steward S Higgins Exp	\$ 44.89	\$ 50.00
24 Local Steward M Boothby Exp		
MB2 Phone	\$ 36.23	\$ 36.23
MB2 Postage	6.00	6.00
Total 24 Local Steward M Boothby Exp	\$ 42.23	\$ 42.23
25 Local Steward Jennie Seeley		
JS1 Phone	\$ 53.52	\$ 0.00
JS1 Postage	25.60	0.00
Total 25 Local Steward Jennie Seeley	\$ 79.12	\$ 0.00
Total Expense	\$ 181,664.20	\$ 186,965.36
TOTAL EXPENSE	\$ 181,664.20	\$ 186,965.36
NET INCOME (LOSS)	\$ 7,880.93	\$ 2,092.15

Personal
WRCLCA Balance Statement as of June 30, 1996
For Selected Accounts
As of June 30, 1996

ASSETS

Checking	
SPCU Checking	3,427.25
	<hr/>
Total Checking	3,427.25
Savings	
APCU Savings Account	50,365.00
SPCU Savings Account	1,969.28
	<hr/>
Total Savings	52,334.28
	<hr/>
TOTAL ASSETS	55,761.53

LIABILITIES

TOTAL LIABILITIES	<hr/> 0.00
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EQUITY

TOTAL EQUITIES	<hr/> 0.00
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TOTAL NET WORTH	<hr/> <hr/> 55,761.53
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SCENES FROM STATE CONVENTION 1996, BELLINGHAM, WA.



The Juniors line up in front with American flags during the "Americanism Program" presented on the opening day of Convention '96.



Kellen and Saxxon enjoy the swimming pool at the Best Western Lakeway Inn.

AUXILIARY OF THE WASHINGTON RURAL LETTER CARRIERS' ASSOCIATION

71st ANNUAL CONVENTION, JUNE 24-26, 1996 BEST WESTERN LAKEWAY INN, BELLINGHAM, WA

Monday, June 24, 1996

Monday morning session was a joint session with the Association with welcoming addresses from Bob Hall, Mayor Pro-Tem of Bellingham, Pete Kremen, Whatcom County Executive, Becci Perry, Manager, Customer Services, Bellingham Post Office, and Heather Hoggard, Sales Manager, Best Western Lakeway Inn.

Call to order by Judith Peck, District One Rep. Presentation of colors by Armed Forces Club followed by the Pledge of Allegiance.

Americanism Program given by the Juniors. Readings by Patti Sue Ryan. All the Juniors held flags.

Invocation given by Neil Buchanan. Responses to the Welcome by Marc McIntosh and Myrtle Buchanan.

Presentation of the gavel to Charles Alexander, Association President by Judi Peck. Introduction of Auxiliary Officers by Myrtle Buchanan and Association Officers by Charles Alexander.

Marc McIntosh honored the retired carriers. There were 7 present. Recognition of the First Timers in Attendance by Charles Alexander

Auxiliary Meeting, Monday, 1:30 P.M.

The meeting was called to order by President Myrtle Buchanan. Invocation by Steve Roakes. Pledge of Allegiance.

Roll Call of Officers:

President-	Myrtle Buchanan
Vice-Pres.-	Janet Lange
Sec/Treas-	Delores Robb
Dist. 1-	Mike Peck
Dist. 2-	Hazel Halleck
Dist. 3-	Donna Walker
Dist. 4-	Steve Roakes
Jr. Past	
President-	Donna Walker

All present except Hazel Halleck, District Two Rep.

Committee Assignments:

Auditing:	Myrtle , Donna
Mileage:	Mike
Const. By-laws:	Ruth Ryan
Resolutions:	Steve

Treasurers Report, Delores Robb:

Amount in Checking:	\$3,216.12
Amount in Savings:	\$5,191.83

Correspondence: Myrtle read a note from Helen Rudy, who could not attend.

Country Store: Partial report--\$225.00, by Ruth Ryan.

Meeting adjourned. Members going to the Association Board meeting.

Tuesday, June 25, 1996

Memorial Service planned by Janet Lange. Fairly well attended. A special service as always.

Safety: Mike Peck gave us information about safety and this gave us something to think about.

National Guest: These are the special people who come to our Convention, National Auxiliary Vice-President Kathy Clayton and Leo Root, Labor Relations Director on the National Association Board. They bring messages to one and all.

Auxiliary Meeting was called to order by President Myrtle Buchanan. Invocation given by Donna Walker.

Roll call of officers taken. Mondays minutes read and approved.

Constitution and By-Laws Report:

I made a "cut-up", historical copy of the Con/Bylaws for use in making needed changes as well as extra copies of the 1992 Con/Bylaws. As requested later, I made "paste-up" copies of the 1993-95 Con/Bylaws for everyone at the meeting to use for any changes they wanted to suggest.

Find attached copies of the proposals for 'standardization' of terms and major changes that were addressed. This year it is my goal to have an updated Con/Bylaws printed in the convention issue of the "WR Carrier".

Ruth Ryan

Discussion about the family with 4 children who had to leave early. Motion made by Mike Peck to reimburse one half of the \$40.00 registration fee. Seconded by Steve, carried. Steve will follow through with this. The registration fee should be advertised. Discussion about including friends.

King/Snohomish County: Delores reported no meeting of the Auxiliary this year. We will take no membership money for K/S Co. Members. We will begin working to be active.

Country Store:

This year many new donations of items were brought to the Convention. Business started Sunday afternoon and was very good. The final total: \$580.88.

Auxiliary Member of the Year: Delores nominated Marge Armstrong for this honor. It was unanimous.

Honoring Past State Presidents: Steve Roakes honored past state presidents and presented each with a gift.

Honoring Retired Carrier Wives, Widows, & Widowers: Ruth Ryan did this honor and presented each with a gift.

Provident Guild: Steve Roakes reported that he had attended meetings and passed out pamphlets. There is an interest in the Guild.

State Officer Reports

National Guest Kathy, Fellow Officers, Members, Guests, and Friends:

The years sure to travel by faster and faster each year.

After state convention last year, Neil and I traveled to Mt. Shasta for a ten day reunion with our families from Colorado, California, and Washington.

From then until time to go to National Convention in New Orleans, I spent most of the time alone as Neil traveled for training sessions and grievance hearings.

I did not get to any meetings, including my own County Unit because of conflict of dates. I did not get to the District 1 & 2 as the travel plans couldn't work out to get me home in time to go to work Monday morning.

I did attend District 3 & 4 in the Tri-Cities and tried to sell some of our notes, wrist bands, and address compacts. None of my supplies were sold, but other officers that were there sold most of theirs.

I wrote articles for the state paper except one. The date for that article was the same time Neil had a car fall on his hand and we were quite busy with 2 different calls in the emergency room plus a night in the hospital.

I have planned the Auxiliary program for this years Convention along with the help of many others and for the Juniors.

I have enjoyed my time as State President (my second time around), but after 30 years on consecutive state conventions, I am going to take time off from any office. Most of the 30 years have been in an office capacity of one kind or another.

I have seen many changes over the last 30 years, some have been for the good of the organization and some have not. If you could leave out the politics and just do the work, of which there is plenty for everyone who wants to get involved, I think things would go a lot smoother.

It has been a privilege to serve as an officer in this organization these past years.

Myrtle Buchanan
State President

National Guest, fellow officers, and guests.

This past year I attended Whatcom County meetings, District 1 & 2, and Western States Conference in Cody, WY. I presented the Program of Compassion, wrote articles for the Washington Rural Carrier. The notes just didn't sell this year. I met with the Convention Planning Committee for State Convention.

Janet Lange
Vice-President

National Guest Kathy Clayton, Officers and Members:

Another year has passed and we meet again at this convention. It is always special to share friendships, love, and conversations and to meet and make new friends. This year has passed and I have met the challenges that came to me. Challenges are good for each and every one of us. I attend KS County meetings, the Board Meeting, and the District 1 & 2 .

I have sent monies to the 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 the members in regards to the supplies they were responsible for.

I have written articles for the Washington Rural Carrier in regards to PAC, the Program of Compassion which we supported, and other items of interest. I have sold notes, Address Compacts, and wrist pockets.

Again, it has been my privilege to have served this past year.

Delores Robb
Secretary/Treasurer

I attended County meetings in District 1. A also attended the National Convention in New Orleans. At the county meeting I shared the information and experiences at National Convention. I attended the Board meeting in Spokane. I was not able to attend Western States conference due to a business trip to Boston. I planned the Junior activities for the '96 State Convention in Bellingham. I wrote an article for the state publication. I sold National project items at County meetings.

Mike Peck
District One Rep.

National Officer--Auxiliary members. This past year I attended National Convention at New Orleans, representing Washington State. I attended both of our County meetings held in Chewelah. I was unable to attend the Fall Booster as I was ill for four months. I sold as many supplies as I could. I wrote articles on Americanism for the state paper, however they were not published. Thank you for letting me serve the Auxiliary as your representative for District 3.

**Donna Walker
District Three Rep.**

It was my privilege to complete the term as the District 4 Representative for the Auxiliary of the WRLCA. At last year's state convention in Spokane I was elected to complete the last year of this unfilled 2 year term.

I had the privilege of going to the National Convention in New Orleans as a delegate for the Auxiliary. One can't help but be impressed with the attendance and activities of the National Auxiliary. I especially enjoyed the laughs about the "Ladies Auxiliary" and how the membership had changed from a strictly Ladies organization to a mix of men and women. The Auxiliary is now becoming an organization for families of rural carriers.

I attended the daily meetings and a special meeting for the Provident Guild. At the Provident Guild meeting I gathered up handouts which I have spent the last year distributing at every county meeting I was able to attend. The Provident Guild concept was explained to many carriers for the first time and new members from the state of Washington should be pretty impressive at next year's National Convention.

During the course of the year I introduced and sold Washington Rural Letter Carrier Logo watches. The sale of these watches significantly benefitted the Auxiliary funds. This served to guarantee the ability to provide an impressive scholarship gift at the '96 state convention. In all, some 65 watches have been purchased and all but 10 of them have been sold. It was especially rewarding to find an item that was well received and highly desired among the membership. Even a few postmasters bought them as gifts for their employees.

I attended county meetings in Lower Columbia, Yakima, Whitman/Asotin, and South East Counties. Each of the county meetings graced me with an opportunity to address the attendees. I always started with, "Does anyone here know what the Provident Guild is?" I was amazed to find how many had never heard of it. I also had the opportunity to attend several steward training sessions, the Contract Ratification meeting, and the annual District 3 & 4 meeting.

During the county meetings, I had a few opportunities to sell the Humanitarian Project items and I want to express my thanks to Yakima County for the terrific support they gave to the Parkinson's cause. This year's notes and other items were not

very popular and I am certain that much of the support from Yakima was for the Humanitarian Project more than the product. National has already heard about this year's products and they are planning a nice lapel pin for next year.

I spent considerable time this year encouraging other spouses to join our activities at state convention. It is my desire to communicate that the Auxiliary is a great way to support your spouse and give your kids an opportunity at a scholarship.

**Steve Roakes
District Four Rep.**

Nominations of officers for the upcoming year were then held. Nominated were:

President:	Steve Roakes
Vice-Pres:	Janet Lange
Sec/Treas:	Delores Robb
District 4:	Sandi Reppe

District One has one year remaining in that term. Nominations will remain open until tomorrow.

Scholarship: Discussion about the scholarship. Motion made by Steve that two \$500.00 awards be given. Seconded by Mike. This was defeated. Motion made by Mike to offer one \$600.00 and one \$400.00 scholarship. Seconded by Steve, motion carried.

Donna made a motion to adjourn, seconded by Steve, carried.

Wednesday, June 26, 1996

Meeting called to order by President Myrtle Buchanan. Invocation given by Janet Lange. Flag salute.

Roll call of officers. Tuesday's minutes read and approved.

Honoring National Guest: Donna Walker introduced Kathy Clayton and presented her with some gifts. The Juniors attended our meeting. The following officers were introduced:

President:	Yvonne Spence
Vice-Pres:	Jarmine Donaghue
Sec/Treas:	Stacey Griemsman

These Junior Officers were installed by National Auxiliary Officer Kathy Clayton.

Scholarship discussion: Need deadline for Scholarship. Check to be mailed to the College. Need guidelines to follow. Recipient must be confirmed by March 15. Ruth given liberty grammatically implement resolution. Thanks to Ruth for all her work.

Reading of Bills: Motion made by Steve to accept all bills as read. Motion carried.

Mileage Report: Motion made by Steve that this report be accepted, seconded by Steve.

Resolutions Report: Steve read his report. Motion made by Donna, second by Myrtle, to accept report.

Auditing Report: Suggestions made to end each years business and start a new year, and after each transaction a balance carried forward. A motion made to accept this report.

Election of delegates to National Convention:

Delegate-At-Large:	Donna Walker
National Delegate:	Delores Robb
" ":	Myrtle Buchanan
" ":	Janet Lange
Alternate Delegate:	Mike Peck
" ":	Steve Roakes

Election of officers:

Officers elected for the coming year:

President:	Steve Roakes
Vice-Pres:	Janet Lange
Sec/Treas:	Delores Robb
District 4:	Sandi Reppe

These officers were installed by National Officer Kathy Clayton.

Constitution and By-Laws: Motion made by Ruth to delete sections 1 and 4 of Article X, seconded by Steve, carried. Motion made by Steve Section 2, Article 3 be deleted, second by Mike, carried.

Myrtle presented her Board with gifts.

Closing prayer by Delores Robb, followed by the singing of "Blest be the Tie that Binds".

Adjourned.

The following pages contain various individual and committee reports.

Scholarship Committee:

I sent out 13 sets of applications for the national and state scholarships. Three were completed and returned to me for the WRLCA Auxiliary Scholarship. I wrote articles for "The Carrier" which reminded applicants of the deadlines for the applications and also asked for donations to the Country Store.

Expenses were:

\$10.14 for postage (13 @ .78ea.)

\$6.50 for copies (13 @ .50 ea.)

\$\$16.54 Total expenses (I didn't include of couple phone calls)

I would like some clarification on the guidelines in the handbook. We discussed changes that I wanted clarified on a policy for money that is returned. Students who are not enrolled in college by March 15 should not take the award. If the student had already enrolled but did not complete a quarter or semester, then the money should be returned in time for the runner-up to use it. I also have permission to go through the guidelines and make house keeping changes so that the instructions are more clear and consistent.

We decided at the Tuesday afternoon session to award two scholarships; one for \$600 and one for \$400. The winners are:

\$600.00

Andrea V. Eaker
1085 N. Samius Ct.
Camano Island, WA 98292

\$400.00

Kurt Bishop
201 E. Third
Everson, WA 98247

Respectfully submitted,

Ruth Ryan
Scholarship Committee

NATIONAL CONVENTION REPORT

National Auxiliary Guest Kathy, Officers, members, and Friends.

If you've never been to a National Convention, you're in for a very pleasant time. The term "It get's in your blood" really is true. Each year you meet people from all over the Nation, and you all have the same thing in common by virtue of their jobs.

The first thing to be done after checking in is to find where registration is, where the tour ticket table and the banquet ticket tables are, and most important where the credential table is located. There is usually time to get oriented to where all the rooms are for meetings, and of course, the Country Store.

Monday there is a meeting in the morning for the delegate-at-large to attend and also other delegates if they choose. And in the evening the Junior Talent Show is scheduled. If you have an opportunity to see it, be sure to go. It is wonderful!

Tuesday morning is the official start of the convention. Before the convention starts there is a Memorial Service in memory of all who have passed in in the past year.

There is a brief pause while the stage is reset for the opening ceremonies starting with the Advancement of Colors and the Parade of States.

The colors come in followed by a flag from each state in the Union in the order that that State entered the Union. Washington was number 42 into the Union. It is very impressive and I never get tired of seeing it.

The rest of Tuesday morning was introductions, welcomes and responses, ending with a keynote speaker.

The Auxiliary session began Tuesday afternoon. The afternoon program is mostly welcome addresses, partial reports, and recognitions. All delegates must be in their seats at the beginning of each session to get their mileage checks. Some history was made at the beginning of this session as the National President, Bud Wilkerson, was the first male President in the history of the Auxiliary. Tuesday evening is the Officers Banquet. All officers and past officers are welcome to come. Usually, the number allowed to attend is set at 250.

Wednesday is a half day session. By Wednesday the registration was 2,508. Most of the morning is taken up with the Parade of States. Each National Officer reads the States accomplishments that the officer visited.

Wednesday afternoon is free time to rest, take a tour, or just visit with friends. The general banquet is scheduled for this evening and everyone is in the mood to having a good time. Most of the time there is not a lengthy speaker, just dinner, a few jokes, and entertainment.

Thursday is a full day. There are more committee reports and this is the day that the humanitarian project totals are revealed. A check was given to the Baddour Memorial Center for \$64,000. This is not the final total as more comes in during the remainder of the Convention. In the afternoon we meet the candidates who are running for national office. Registration is up to 2,643.

Friday ends the week with all final committee reports, presentation of the new program for the upcoming year, and installation of the officers for the 1995-96 year. Also, the mileage checks were handed out. Total mileage was 163,403 miles, with checks totaling \$73,815. I didn't get final registration numbers for this day, but I believe it was close to 3000.

This is just some of the business that goes on at a National Convention. There is a lot more, but I'd get too lengthy if I put in everything.

Thank you for sending me as your delegate-at-large.

Myrtle Buchanan

JUNIOR CONVENTION MINUTES:

Monday, June 24, 1996

We went to the Lynden Museum and we went to see old artifacts like guns from the Army and old money, restaurants, and toys. We went to Fish Trap Park and we ate lunch there. We had sub sandwiches, chips, and pop. Then we went to the Edaleen Dairy, to see how they make milk and ice cream, and we were served ice cream. We got to see cows. Then we went to their store and got ice cream and pop. After the Dairy tour, we went swimming.

Tuesday, June 25, 1996

We played softball at the beach and ate lunch. Then we went to the Wet and Wild Waterslide Park. For the Junior Banquet we had pizza and pop. The activities were swimming and Disney movies.

Wednesday, June 26, 1996

The Junior meeting was opened by the President, Yvonne Spence, at 8:30AM. The nominations were Pati, Yvonne, Amy, and Jessica for President. The new President is Yvonne Spence. The nominations were Christina, Jamie, Tonya, Amy, and Pati for Vice-President. The new Vice-President is Jamie Donaghue. The nominations were Amy, Pati, Stacy, and Christina for Secretary/Treasurer. The new Secretary/Treasurer is Stacy Griemsmann. Then we went bowling and ate lunch. After lunch we went to 3 museums and visited a taxidermist. We came back to the hotel and went swimming and watched movies.

Submitted by Christina English and Pati Ryan

RESOLUTIONS

Resolve:

1. That the Auxiliary of the WRLCA express sincere thanks to President Myrtle Buchanan for 2 consecutive years of service as President of the Auxiliary.
2. That we express our gratitude to our National Auxiliary Vice-President Kathy Clayton, for her welcomed visit, her wonderful accent, and her much appreciated knowledge of the Nat'l Constitution and By-Laws.
3. That we express our sincere thanks to the carriers and Auxiliary of District One for their gracious hospitality.
4. That we send special thanks to Polly Moore and Judi Peck as Joint Convention Chairpersons and the many people that worked with them to make this convention a success. Those supporters are noted and listed below:

Ron Bishop	Carrie Carlson
Suzie Hill	John & Joyce Koerth
Dan Snyder	Becky & Ron Pike
Shirley Smith	Janet & Bob Lange
Geri DeZarn	Joyce Sutherland
5. That appreciation be extended to the owner and Staff of the Best Western Lakeway Inn for the excellent accommodations and a very courteous staff.
6. That we thank Janet Lange for her beautiful memorial service and her courage to lead the association in song.
7. That we wish to thank Mike Peck for arranging an outstanding and very active Junior schedule that pleased many Juniors.
8. That we wish to extend special thanks to Tim Jacqmin, Ray Moore, Gary DeZarn, and Sandi Reppe for representing the Auxiliary as escorts during the Junior activities.
9. That a thank you be placed in the "Washington Rural Carrier" addressed to all those who participated in the Country Store by donating and or purchasing craft items.
10. That a special thank you be given to Jack Spangler for his early work on the WRLCA Logo Watches. Jack's work resulted in a very favorable support for the Scholarship Fund.
11. That we give thanks to the Washington Rural Letter Carriers' Association for their continued support.
12. That Ruth Ryan be thanked for her excellent support of the Scholarship Program, her hard work on the Auxiliary Constitution and By-Laws, and her committed support for the Country Store.
13. That we express thanks to Bob Hall, Pete Kremen, Becci Perry for giving us a welcoming address.

14. That we send some Washington Sunshine to Leo Root even if it is in liquid form.

15. That we thank Helen Rudy for her continuous support of the sunshine Committee.

This concludes the resolutions that were presented and approved at the 1996 State Convention held in Bellingham, Washington. Thank you for the opportunity to serve as the Resolutions Committee Chairperson.

Steve Roakes

CONSTITUTION AND BY-LAWS REPORT

Report of the changes to the Constitution and By-laws of the Auxiliary of the WRLCA.

1. Gave Ruth Ryan the job of trying to make this document non-gender specific.
2. The terminology used it to be standardized, and, where applicable, us the same terminology as the WRLCA Constitution & By-laws so there may be less confusion. For example: County Units, WRLCA, NRLCA, Washington Rural Carrier, number--two(2), District Representative, State Convention, Immediate Past President, and other grammatical and editorial changes that need to be made.
3. We changed the word 'dues' to 'membership' in the following section of the Constitution:

Article III (Membership)

Section 2. Any member whose membership is credited in one County Unit and later transfers to another County Unit shall be counted in the County Unit in which membership was credited until after the close of the State Convention, but the member may work with or represent the County Unit in which the member resides.

4. We deleted sections 1 and 4 of Article X of the By-laws and wrote a new section 1 which includes "per diem", as well as mileage, and acknowledges the possibility of having more than two compensated meetings each year.

Article X (Mileage and Per Diem)

Section 1. Mileage and per diem shall be paid to state officers when traveling to Board meetings, Booster meeting, and/or state convention, in an amount in accordance with the WRLCA, except when traveling in the same vehicle with a spouse receiving mileage and per diem. Per diem will not exceed one (1) day per meeting.

These changes (1,2,3,4,) to the Constitution and By-Laws were voted on and passed. An updated Constitution and By-Laws will be submitted for publication in the Convention issue of the "Washington Rural Carrier".

5. We need to clarify the provision for National Delegate-at-Large and National Regular Paid Delegates. Donna Walker will check on this issue at National Convention in August and get information to bring to the Fall Board meeting so that proposed revisions can be written. These proposals will then be presented at the 1997 State Convention for adoption. The affected sections are: Con. Article V Sec. 6, and By-Laws Article VIII.

6. The Juniors sections need to address whether or not we allow "guests" to participate in junior activities and to set up a registration fee provision to deal with guests. We will decide what to do on this issue at the Fall Board meeting and write proposals for adoption at the 1997 State Convention. An updated National Juniors Constitution and By-Laws will be sent from National as a guideline for our proposal. A board policy will be made on this issue at the Board meeting so the Junior program for the 1997 State Convention will be available to parents ahead of time and can be used in their decisions as to whether to bring guests. We will publish the new policy in the May issue of the Washington Rural Carrier or earlier if possible.

These two items (5 & 6) were voted on and passed.

Other proposals for discussion and decisions on how to rewrite sections are to be considered at the Fall Board meeting.

7. We need to determine what is meant by "County Unit", where are their boundaries, what is the value of a "charter" in an "Family Plan" organization, and what constitutes an "active" County Unit. These items will affect how we collect and disperse money for so called "dues", and calculate voting strength as our active membership number grows. There are many sections of the Con/By-laws that would be affected, especially By-Laws Article I, Sec.3(b), and Article IX.

8. We want to change the dollar amount in By-Laws Article XI, Sec.1.

9. The By-Law Article III (Revenues) needs to be rewritten. Following is my suggestion, but it will have to be altered after the WRLCA and Auxiliary committee decides how to word a proposal for the legal underwriting of the Auxiliary expenses.

"The revenues of this Auxiliary shall come from several sources: funds dispersed from the WRLCA for underwriting the expenses of the Auxiliary; Country Store donations which are used for the Scholarship award; and proceeds from other authorized fund raisers or donations. The National Auxiliary per capita tax (dues) will come from the general fund and the remaining money kept to pay the expenses of this Auxiliary."

Respectfully submitted,

Ruth Ryan
Chairman

CONSTITUTION AND BY-LAWS
OF THE AUXILIARY OF THE
WASHINGTON RURAL LETTER CARRIERS' ASSOCIATION

CONSTITUTION

ARTICLE I (Name)

This organization shall be known as the Auxiliary of the Washington Rural Letter Carriers' Association (WRLCA).

ARTICLE II (Object)

The object of this Auxiliary shall be to unite fraternally its members and to help create a greater interest in rural mail service and, through our united efforts, to seek beneficial legislation.

ARTICLE III (Membership)

Section 1 The membership of this Auxiliary shall consist of the spouses of all carriers eligible for membership in the National Rural Letter Carriers' Association (NRLCA).

Section 1 (a) Widows and widowers of deceased carriers may retain full membership upon payment of dues.

Section 1 (b) Partners of Rural Letter Carriers may be a guest, but have no voting rights.

Section 2 Any member whose membership is credited in one County Unit and later transfers to another County Unit shall be counted in the County Unit in which membership was credited until after the close of the State Convention, but the member may work with or represent the County Unit in which the member resides.

ARTICLE IV (Officers and Election)

Section 1 The officers of this Auxiliary shall consist of President, Vice President, and Secretary/Treasurer, who shall be elected for one (1) year or until successors are elected and installed; and a District Committee of four (4) District Representatives to be nominated by the District in which the member will serve at the Spring District Meeting, subject to the approval of the State Convention. Two (2) District Representatives will be chosen each year for a two (2) year term.

Section 2 There shall be a State Executive Board (herein called the Board) consisting of the President, Vice President, Secretary/Treasurer, and four (4) members of the District Committee, which shall meet upon the call of the President or a majority vote of the Board.

Section 3 Election of Officers. The nomination and election of officers shall take place at each State Convention of the Auxiliary. The installation of officers shall take place immediately after the election.

Section 3 (a) The election of officers shall be by secret ballot. Where there are more than two (2) candidates for for the same office, after the third ballot, the one receiving the least number of votes on each ballot shall be dropped until an election is made.

Section 3 (c) Nominations for offices shall be made from the floor and will include any nominations for District Representatives from the District meetings. o

ARTICLE V (Representation)

Section 1 Each County Unit shall be entitled to one (1) Delegate-at-Large, and in addition, one (1) delegate for each five (5) members or major fraction thereof. An alternate shall be designated to act in the case of the absence of the Delegate-at-Large. The Delegate-at-Large shall cast the entire vote of the delegation.

Section 1 (a) If no delegate holding credentials is in attendance to represent a County Unit, then a member from that County Unit may be appointed by the State Convention attendees to be the Delegate-at-Large from that County Unit.

Section 2 (a) Each County Unit is entitled to one (1) vote for each five (5) members or major fraction thereof and one (1) vote for the Delegate-at-Large. The Secretary/Treasurer or Credentials Committee shall announce the number of members and corresponding number of votes each County Unit is entitled to cast.

Section 2 (b) Each State Officer shall be entitled to one (1) vote.

Section 3 No delegate can be seated from any County Unit unless the delegate holds properly signed credentials.

Section 4 The Immediate Past President shall have the status of a Delegate-at-Large at the succeeding State Convention following retirement and shall be entitled to one (1) vote.

Section 5 No County Unit or Officer shall have the privilege of voting by proxy.

Section 6 No member of this Auxiliary shall be eligible as Delegate-at-Large to the National Convention more than twice in a period of five (5) years, unless no other qualified delegate is available.

BY-LAWS

ARTICLE I (Duties of Officers and Delegates)

Section 1 **PRESIDENT.** The President shall preside at all meetings of the Auxiliary and of the Board and enforce all laws thereof; fill all vacancies pro tem., caused in any way in the Board, subject to the approval of the District Committee; shall have general supervision over all of its affairs.

Section 1 (a) The President shall appoint committees from the members present to work on Credentials, Auditing, Constitution and By-Laws, Resolutions, and Mileage.

Section 1 (b) The President shall submit at each State Convention a written report of all activities or official acts during the term of office and shall perform such other duties as the laws, rules and regulations of this Auxiliary may require.

Section 2 **VICE-PRESIDENT.** The Vice-President shall preside in the absence of the President, and in case of death, resignation, disqualification, refusal or neglect of the President to discharge the duties of the office. The Vice-President shall perform all the duties incumbent on the President until an election shall be held or successor duly installed.

Section 2 (a) The Vice-President shall prepare and present the Memorial Service; act as Historian of this Auxiliary; present a gift to the outgoing President; be responsible for the response to the welcome at the State Convention; and oversee the business meeting and election of officers for the Juniors (but does not have to be the Junior Sponsor, also).

Section 3 **SECRETARY/TREASURER.** The Secretary/Treasurer shall keep a record of all proceedings; have charge of all banking and money; conduct the correspondence; have charge of all books, seals, papers and documents belonging to the Auxiliary. All records shall be held open to reference or inspection by the President or Board at any time until delivered to the newly elected successor.

Section 3 (a) The Secretary/Treasurer shall send fifty cents (\$.50) per member to active County Units holding at least one meeting per year.

Section 4 The DISTRICT COMMITTEE. The District Committee shall act as trustees of this Auxiliary and in conjunction with the President, have general supervision and control over the Auxiliary, subject to appeal at the next State Convention.

Section 4 (a) Duties of the District Committee Representative:

1. Aid in keeping the Auxiliary members in the District interested in Auxiliary work and in keeping up the membership of the District.
2. Encourage the County Secretaries to contact spouses of new carriers, newly retired carriers, and widows/widowers, and to keep the District Representative informed. The Secretary/Treasurer will provide a list of names and addresses of all County Unit Secretaries in each District.
3. Issue an invitation to the spouses of new carriers to attend County Unit meetings and to join our "bread and butter" organization. This shall be done by personal contact if possible.
4. Attend at least one (1) meeting in each County Unit in the District to bring greetings and information from the Board and to stress increased active participation in the Auxiliary. Urge members to write to their Congressman and Senators if so directed by the National Office.
5. Attend all Board meetings and be prepared to give a report of activities which includes: meetings attended, letters written, visits to obtain new members, and membership to date.
6. Write at least one article for THE WASHINGTON RURAL CARRIER (as requested by the State President).
7. Cooperate with the WRLCA District Representative in setting a time and place for the District Meeting.
8. Preside at the Auxiliary session at the District Meeting.

ORDER OF BUSINESS:

- (a) Introduce yourself.
- (b) Call the meeting to order.
- (c) Invocation.
- (d) Appoint a Secretary to take notes, and dispense the minutes.
- (e) Introduce State Officers.
- (f) Ask each person to introduce themselves and give name of their home town
- (g) Ask the Secretary of each County Unit, or a representative, to give a report on meetings held and membership activities to date.
- (h) Give "Pep Talk" on being an active member.

- (i) Call on the State Officers for a message.
- (j) Report on illnesses for the Sunshine correspondence.
- (k) Call for resolutions to be presented to the State Convention.
- (l) If the two (2) year term of the District Representative expires, conduct nominations for a candidate whose name will be presented to the State Convention.
- (m) Announcements.
- (n) Adjournment.

9. Send a report of the District Meeting to THE WASHINGTON RURAL CARRIER.

10. Make a report of the years' activities at the State Convention. The written report is kept on file.

11. Entitled to one (1) vote at the State Convention as a member of the Board.

Section 5 Any officer failing to fulfill the duties of the office by January 1 after election shall be taken in hand by the Board, which shall have the power to request the resignation of the officer.

Section 6 The DELEGATE AT LARGE to the State Convention. It shall be the duty of the Delegate-at-Large to: have a written report from the County Unit to be presented at the State Convention; be available to serve on a committee as appointed by the State President; chair the County Unit delegation; poll the delegates for guidance in matters which come to a vote; and report back to the County Unit on the business and events of the State Convention.

ARTICLE II (Duties of Committees)

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

Section 2 The Committee on Audit shall examine the books of the Secretary/Treasurer, as well as the reports of the County Units, and shall report to the State Convention when called upon.

Section 3 The duties of the members 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 shall examine and correct, when called upon, proposed laws governing the County Units, so the laws will not conflict with the National or State Constitutions.

Section 4 The duties of the members of all other Committees shall be those usual to such Committees and they shall report when called upon.

ARTICLE III (Revenues)

The revenues of this Auxiliary shall be derived from a per capita tax of Two Dollars (\$2.00) per annum per member of each County Unit plus National per capita tax.

ARTICLE IV (Amendments)

This Constitution and By-Laws may be amended at any State Convention by a two-thirds (2/3) vote of the members present.

ARTICLE V (Parliamentary Authority)

The Parliamentary authority of this Auxiliary shall be ROBERT'S RULES OF ORDER, REVISED.

ARTICLE VI (Governed by WRLCA Constitution and By-Laws)

In any matters not taken care of by this Constitution and By-Laws or the National Auxiliary Constitution and By-Laws, the Auxiliary shall be governed by the Constitution and By-Laws of the WRLCA until further action can be taken.

ARTICLE VII (Order of Business for State Convention)

- (1) Call to Order.
- (2) Invocation.
- (3) Singing of "America".
- (4) Roll Call of Officers.
- (5) Reading of Minutes or presentation of printed minutes.
- (6) Appointment of committees.
- (7) Report of Credentials Committee.
- (8) Report of Officers.
- (9) Report of Delegate-at-Large to National Convention.
- (10) Report of Standing Committees.
- (11) Report of Special Committees.
- (12) Unfinished Business.
- (13) New Business.
- (14) Election of Officers.
- (15) Election of Delegates to National Convention.
- (16) Installation.
- (17) Adjournment.

The order of business may be transposed at any time as occasion may require by a majority vote of the delegates at the State Convention.

ARTICLE VIII (National Delegate-at-Large)

The National Delegate-at-Large shall be given Fifty Dollars (\$50.00) each year by the Auxiliary before leaving to attend the National Auxiliary Convention.

ARTICLE IX (County Charters)

A County Unit having three (3) or more members may obtain a charter and its membership must not drop below that number to hold its charter.

ARTICLE X (Mileage and Per Diem)

Section 1 Mileage and per diem shall be paid to State Officers when traveling to Board meetings, Booster Meeting, and/or State Convention, in an amount in accordance with the WRLCA, except when traveling in the same vehicle with a spouse receiving mileage and per diem. Per diem will not exceed one (1) day per meeting.

Section 2 Each officer shall have mileage ready to submit to the Secretary/Treasurer before the opening of the State Convention.

Section 3 The President shall be paid mileage to attend District meetings in an amount in accordance with the WRLCA rate unless traveling with a spouse who has mileage and per diem expenses paid.

ARTICLE XI (Officer Expense)

Section 1 Every State Officer, except the Secretary/Treasurer whose expenses are recorded in the report, shall have an expense account not to exceed Fifteen Dollars (\$15.00) per year for postage and telephone expenses. In addition, the President may submit bills for other expenses in line with the duties of the office.

Section 2 Each Officer shall have an expense account ready to submit to the Secretary/Treasurer before the opening of the State Convention.

ARTICLE XII (Juniors)

Section 1 The Board shall appoint an Auxiliary member as the Junior Sponsor. This member should live in the area where the State Convention will be held and will be responsible for arranging for the activities and supervisors for the Junior Program at the State Convention. A schedule of Junior activities shall be ready in time to be printed with the WRLCA and Auxiliary Convention Program.

Section 2 A meeting will be held Monday morning, one-half (1/2) an hour prior to starting of opening session, with the parents of all Juniors and the Junior Sponsor.

Section 3 The Auxiliary will not be responsible for Juniors if parents, grandparents or guardians are not on site.

Section 4 A decision for a Junior registration fee for State Convention will be made on a yearly basis by the Board. This information needs to be decided on by the First (1st) of April so it can be published in the Spring issue of THE CARRIER.

Section 5 Juniors shall be from six (6) years of age to twenty-one (21) years of age.

Appendix A

MEMORIAL SERVICE

The Memorial Service may be made up of the following, in any desired order:

- Memorial message in readings, poetry, scripture or other forms;
- Placing of flowers;
- Lighting of candles;
- Prayer;
- Music.

Appendix B

GUIDELINES FOR GIFTS

The persons honoring the National Guest, Past Presidents and Retirees need to know the budget guidelines when purchasing gifts.

\$35.00 to \$50.00 for National Guest

\$5.00 for Honoring Past Presidents

\$5.00 for Honoring Retirees

ASSOCIATION OFFICERS

PRESIDENT

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

VICE-PRESIDENT

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

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
(360) 384-5214

PAC & RETIRED REP.

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

INS. REP. PAC. PROVIDENT

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

DISTRICT REPRESENTATIVES

DISTRICT ONE

SUSIE JURAS
P.O. BOX 972
ISSAQUAH, WA 98027-0972

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

STEVE ROAKES
301 N. MONTANA CT..
KENNEWICK, WA 99336
(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

SANDI REPPE
RT. 1, BOX 586
TOUCHET, WA 99360

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

JAMIE DONAGHUE
3861 DIXIE LANE
MALAGA, WA 98828

SECRETARY-TREASURER

STACEY GRIEMSMANN
1960 W. KEATING AVE., 383
MESA, AZ 85202

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

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IMPORTANT DATES TO REMEMBER

Wednesday, December 25, 1996, Christmas Day

Wednesday, January 1, 1997, New Years Day

Monday, January 20, 1997, Martin Luther King Jr. Day

April 25 & 26, 1997, Western States Conference, Mesa, AZ

Monday, May 26, 1997, Memorial Day

June 21, 22, 23, 1997, State Convention

Friday, July 4, 1997, Independence Day