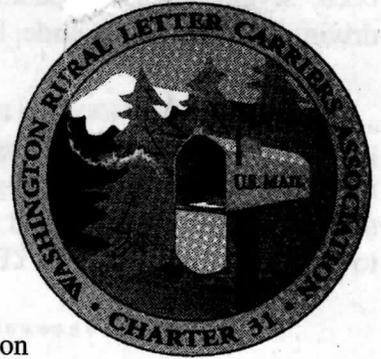


WASHINGTON RURAL CARRIER



Official Publication of the Washington Rural Letter Carriers' Association

September 2004

Where Service Begins With a Smile

OFFICIAL MINUTES FROM THE 2004 STATE CONVENTION BELLINGHAM, WASHINGTON

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Ann Lamm 2003-04 Member of the Year

It is with great pleasure that the Washington Rural Letter Carriers Association announces that **Ann Lamm** is the 2003-04 Member of the Year. We are all proud of Ann and wish to congratulate her.



Ann has served as the District II Representative to the State Board for the past five years. As a District Representative, Ann has been a regular fixture at the Lower Columbia, Mutual, Kitsap and Callum-Jefferson county meetings. At each meeting, Ann brought news from the state board, as well as her observations from the state and national conventions.

Ann has also served the Association as an Ad-hoc New Hire Trainer, a Seattle DJSC member and a local steward (seven years). She has worked for the Postal Service 16 years, making Regular Carrier almost 10 years ago.

Often Ann would be accompanied by her daughter, Carol to the county meetings. Ann has volunteered with her daughter to help at her grandkid's school. Indeed, Devon (age 9) and Andrea (age 8) are very lucky to have such an involved grandma. Lately, Ann has

been "styling" in her pride and joy, a red 2002 35th Anniversary Edition Camero. When Ann is not driving, her hobbies include; bowling, fly fishing, cross-stitch and her flowers.

This summer, Ann traveled to British Columbia to fish for trout in a lake that can only be accessed by plane. Just as she was reeling in "the big fish" a helicopter appeared and told her that she had to be ready to evacuate as the nearby forest fire was heading her way. While Ann did not get the fish, she says she has pictures. We are glad that she is back safe and sound, and wish to express our pride and thanks to our MEMBER OF THE YEAR, ANN LAMM.

Minutes of the 2004 WARLCA Convention

Monday, June 21, 2004

At 9:00 a.m. a joint meeting of the Washington Rural Letter Carriers' Association and its' Auxiliary was called to order by Convention Co-Chairperson, Becky Pike, in the Whatcom room of the Bestwestern Lakeway Inn, Bellingham, Washington. Patrick Pitts gave the invocation. Bellingham's' American Legion came forward with the American and Washington State flags for the Presentation of Colors. Becky Pike then led everyone in the Pledge of Allegiance. District III Representative, Cheri Freeman, invited everyone to sing 'God Bless America' with her.

Patricia Alexander then introduced Postmaster Dale Pomery. He welcomed everyone to the city of Bellingham. Dale also spoke about the 'I Care Program' he's involved in to improve the workplace environment. Employees are encouraged to give new ideas to management, via surveys, in hopes of building a positive and productive workplace. Dale said the surveys would continue until measures are taken to improve each workplace.

Becky Pike then announced the Presentation of Gavel to WARLCA Association President, Patricia Alexander, who welcomed everyone to the 2004 State Convention. Cheri Freeman and Becky Pike were introduced as the Sergeants-at-Arms and the Association was made aware of their duties. The Convention Co-Chairs Becky Pike, Shirley Smith, Mariann Faulkner and everyone who helped organize the Convention was asked to stand and was thanked.

The Association welcomed NRLCA Vice-President Donnie Pitts. All 03-04 State Officers were then recognized as follows: President Patricia Alexander, Vice -President Monte Hartshorn, Secretary-Treasurer Becky Wendlandt, Editor Susie Hill, District I Representative Becky Pike, District II Representative Ann Lamm, District III Representative Cheri Freeman, District IV Representative Dave Reppe, and Retired Carrier Representative Lynn Walker. The Steward Program was then recognized as follows: State Steward Charles Alexander, Senior Assistant State Steward Judith Peck, Assistant State Stewards Monte Hartshorn, Patricia Alexander, Joyce Patteson, Shawn Johnson and Patrick Pitts.

The Association then welcomed NRLCA Auxiliary Treasurer Charles Adams and Mary Jo Pitts, also with the National Auxiliary. The 2004 Auxiliary Convention Officers were recognized as follows: President Joe Horlacher, Vice-President Ruth Ryan, Secretary-Treasurer Myrtle Buchanan, District I Representative Delores Robb, and District IV Representative Sandy Reppe. (District's II and III Representative offices are currently vacant. Hillary Faulkner was introduced as the Juniors' State President with Nicole Cowan as Vice-President and Jessie Keele as Secretary-Treasurer. The honorary auxiliary members were then recognized.

Retired Carrier, Lynn Walker, gave a touching tribute in memory of his wife, Donna, who had recently passed away. Sandy Reppe set up a memorial with pictures and poems in the back of the Convention room for anyone to view.

President Patricia Alexander then introduced Western Area Operations Programs Analyst & Team Leader for Area Delivery Programs Manager, Pat Conrad, to come forward and address the Association. He spoke on the following topics:

- * Formula Implementation
- * DPS Flats
- * Mail Count Process
- * Parcel business makeup for 1st Class mail (online mailing, route stats)
- * Vehicles
- * Standard hours and volume change
- * PMG 'Star' Program
- * 2003 VOE Survey Performance & VOE Score (some questions were asked regarding this topic, and Pat said he would take these concerns back to National)
- * OSHA I & I's (Injuries & Illnesses)
- * Pursuing reform
- * Growing revenue – Carrier pickup
- * Managing costs
- * Improving service

The Association thanked Pat Conrad for his presentation.

A ten-minute break was given at 10:40 a.m. Door prizes were awarded before the meeting reconvened.

President Patricia then introduced NRLCA Auxiliary President, Charles Adams, to come forward and address the Association. He spoke on the following topics:

- * We're a 'family organization'
- * Working together as a team
- * Juniors program
- * Encouraged spouses to attend Conventions
- * Auxiliary needing active members

He ended by saying how he appreciates the Association and thanked them.

WRLCA Auxiliary Financial Statement for Year 2003-2004

	<u>Income</u>	<u>Outflow</u>
National Project	\$ 181.90	\$ 181.90
Per Capita from WRLCA	\$13,529.54	0.00

Country Store & Raffles		0.00	0.00		
Junior Registration Fees (prior year)	\$	460.00	0.00		
Per Capita to National		0.00	\$ 6,016.00		
Mileage & Per Diem (board meetings)		0.00	0.00		
Mileage & Per Diem (State Convention)		0.00	\$ 2,641.67		
Scholarship(s)		0.00	\$ 500.00		
Juniors Expenses (prior year)		0.00	\$ 1,262.59		
Postage		0.00	\$ 771.97		
Returned per capita		0.00	0.00		
<u>Misc. (gifts, Sunshine Committee, etc)</u>		<u>0.00</u>	<u>\$ 153.10</u>		
Totals		\$13,989.54	\$11,527.23		
Checking			Savings		
Balance brought forward	\$	2,992.85	Balance brought forward	\$	2,267.71
Income		13,943.44	Interest		4.26
Expenses		<u>11,477.23</u>	Deposits		0.00
New Balance	\$	5,459.06	Withdrawals		<u>0.00</u>
			New Balance	\$	2,271.97

President Patricia then introduced APWU (American Postal Workers Union) State President, Peter Holter-Mehren, to come forward and address the Association. He spoke on the following topics:

- * Represents about 4500 postal carriers
- * His email address – buffeagle@plix.com
- * APWU needs to network with the Association more
- * Postal Commission (report is now online)
- * Getting people involved with the union
- * Small office politics

He ended by stating that we need to look ahead in a positive direction and look behind at our legacy.

President Patricia then introduced NALC (National Association of Letter Carriers) State President, Jo Ann Pyle, to come forward and address the Association. She spoke on the following topics:

- * Route Evaluation System
- * Carrier Commitment Program
- * MSP Scans
- * Legislation
- * COEPS
- * Carrier Pickup Program
- * Rural vs. City disputes
- * Food drive

She ended by saying that rural and city carriers need to succeed together.

A lunch break was taken between 12:00 p.m. and 1:30 p.m. Door prizes were awarded before the meeting reconvened.

President Patricia introduced NRLCA Vice-President, Donnie Pitts, to come forward and address the Association. He spoke on the following topics:

- * Mail count issues at arbitration
- * FSM (flat sorting machines) 1000 vs.100
- * Inverted DPS mail run
- * Arbitration and the Wells directive
- * Contract negotiations
- * National Convention 2004 – Kansas City, Missouri
- * National Magazine

He ended by thanking the Association.

All County Officers, Local Stewards, Assistant State Stewards, Ad-Hoc Trainers, QWL/EI Facilitators, DJSC Members and Area Trainers were asked to stand and be recognized. All retirees were asked to come forward. Their names and years of service are as follows: Lynn Walker – 23 years, Harley Robb – 28 years, Neil Buchanan – 32 years, Judith Peck – 30 years; for a total of 113 years of service to the rural craft. All first time attendees were then asked to come forward. They were Jackie Albertson, Jan Frymire, John Lee, Roni Gardner, Annette Anderson, Roxanne Cavazos, Raygen Lipp, and Cindy Adams.

President Patricia Alexander officially called the 98th Convention of the Washington Rural Letter Carrier's Association to order with a strike of the gavel.

Secretary-Treasurer Becky Wendlandt read roll call. All officers and delegates were present with the exception of Okanogan and Lincoln/Grant/Adams counties.

President Alexander read the following: "WA-RLCA Constitution and By-Laws, Article 1, Section 2B, states in part: On the first day of the State Convention, the President will ask the elected convention delegates to decide by voting if they want to hear proposed resolutions and by-law changes from the floor during new business." Shawn Johnson made a motion to hear proposed resolutions and by-law changes from the floor during new business and Bill Walker gave the second. The motion was voted on and passed. President Alexander explained the duties of the Delegate-at-Large. The Convention Standing Rules were then read.

2004 Convention Standing Rules

1. Each session shall start at the time announced in the convention program.
2. The convention shall proceed using Robert's Rules of Order, Newly Revised (10th edition).
3. Voting on specific issues shall be by the use of yea and nay cards.
4. Non-delegates may be recognized and allowed to speak at the discretion of the Chair.
5. Only duly elected and seated delegates shall be allowed to vote on issues before the convention delegates.
6. Before a member can make a motion or address the convention, the member must rise and be recognized by the Chair, state his/her name, whether a delegate or a non-delegate, and his/her county affiliation.
7. Resolutions shall be read and if no objection is voiced, they shall be considered passed at the sound of the gavel by the Chair.
8. All resolutions objected to shall be brought before the delegates for consideration after all resolutions have been presented.

9. Resolutions not passed at the first reading shall be presented to the delegation for consideration. The delegate who objected to the resolution shall be allowed to present his/her argument or call for clarification at the second reading. The delegate-at-large for the county of origin or a designee shall be allowed to present the first arguments for the resolution.
10. During the second reading of resolutions, the time limit for consideration shall not exceed 10 minutes including all amendments to the resolution unless extended by a majority vote of the delegates.
11. During the consideration of resolutions at the second reading, the con and pro shall alternate with a 2 minute time limit per person, and no person can speak more than 2 times to the same issue.
12. If there is no opposing position to be presented, the resolution shall be brought to an immediate vote of the delegates.
13. Campaign materials may only be distributed at or near the entrance of the convention floor.
14. The reports of the Officers of the WARLCA shall not be read to the delegation. Time shall be set-aside during a question and answer period on the first day to allow the delegates to question or comment on the reports. Reports will be available for dissemination in the morning of the first day of the convention.
15. The paid county credentialed Delegate to State Convention is responsible for the following:
 - Specific assignments to a committee as notified by the State President.
 - Be in attendance at all business sessions of the State Convention starting Monday morning and not leaving until the Convention has been adjourned.
16. The paid county credentialed Delegate-at-Large is responsible for the following:
 - Specific assignment to a committee as notified by the State President.
 - Be in attendance at all business sessions of the State Convention starting Monday morning and not leaving until the Convention has been adjourned.
 - Receiving the ballots and Voting Cards for his/her delegation and for returning them at the conclusion of each business session.
 - Verifying his/her county delegates attendance at the beginning of each business session.
 - Reporting any discrepancies in his/her county delegates attendance to the State President and Mileage and Per Diem Committee as soon as possible.
 - Submitting an oral report of the State Convention at his/her county meeting during the upcoming year.
17. These rules shall be in force throughout the convention unless amended by a two-thirds vote of the delegates.

Shawn Johnson made a motion to accept the Convention Standing Rules and Doug Rinehart gave the second. The motion was voted on and passed.

COMMITTEE ASSIGNMENTS

2004 STATE CONVENTION

Note: Final Selection Made at State Convention

CREDENTIALS

Monte Hartshorn, Board Rep

1. **Carrie Smith, Chair**

2. Mariann Faulkner

3. Leo Dillon

AUDITING

Becky Wendlandt, Board Rep

1. **Doug Rinehart, Chair**

2. Paula Kenck

3. Karen Crombie

FINANCE

Charles Alexander, Board Rep

1. **Joyce Patteson, Chair**
2. Noretta Stritzke
3. Royella Jaynes

CONSTITUTION & BYLAWS

Patricia Alexander, Board Rep

1. **Shawn Johnson, Chair**
2. Patrick Pitts
3. Jim Hemrich

TELLERS

Ann Lamm, Board Rep

1. **Joyce Sutherland, Chair**
2. Michael Cammack
3. Jodi Suta
4. Jan Frymire
5. Nola Two Feathers
6. Karen Carlson
7. Jack Stewart
8. Roni Gardner
9. Catheresa Stewart
10. Paige Barrett
11. Andrew Shea
12. Leonard Oswald
13. Colleen Headley
14. Tammy Donaghue

RESOLUTIONS

Becky Pike, Board Rep

1. **Judith Peck, Chair**
2. Mary Kile
3. Joanne Blackburn

WRC

Susie Hill, Board Rep

1. **Marc McIntosh, Chair**
2. Cindy Adams
3. Mel Walker

NOMINATING

Cheri Freeman, Board Rep

1. **Beverly Crow, Chair**
2. Robert Simuel
3. Patricia Aichele
4. Carolyn Tribenbach
5. Roxanne Cavazos
(chosen by committee)

**MILEAGE AND
AND PER DIEM**

Dave Reppe, Board Rep

1. **Daniel Schrup, Chair**
2. Janie Walla
3. Renee' Cowan

A fifteen-minute break was called at 3:25 p.m. Door prizes were awarded before the meeting reconvened.

President Patricia asked for the preliminary report of the Credentials Committee. Chair Carrie Smith read the following:

Preliminary Report of the Credentials Committee

"We are meeting and need all delegates to check in their credentials at this time if they have not already done so."

The annual reports of elected State Officers, State Steward, and financial statements were distributed to the Association. (The following are the reports that the delegates received. None of these reports were read out loud.)

2004 ANNUAL REPORTS

**PRESIDENT
AND ASSISTANT
STATE
STEWARD**

Patricia Alexander



**Possibility of
Formula Offices:**

Like many of you, I am getting tired of rural carriers having to pay the price for local managers failing to do their job. It is management's job to hire leave replacements, and our contract specifies that every rural route is entitled to a primary leave replacement. Unfortunately, many managers find it easier to schedule regular rural carriers to work their relief days, rather than take the time to make a sincere effort to hire leave replacements. When rural carriers, on or not on the Relief Day Work List, are required to work their relief days, DACA Code 3 and 5-premium pay is generated. District Managers with tight budgets do not like the added expense of 50% or 150% premium pay, and so it is that in the Seattle District, 21 post offices with rural delivery are currently being looked at by Operations Programs Support with the possibility of being put on the formula. There is one reason for this: these offices have shown up on a spreadsheet as using more than 275 hours of DACA Code 3 and 5 since the beginning of the fiscal year, thus coming to the attention of the District Manager. This raises a red flag in Seattle, as it looks as if money is being indiscriminately wasted. Of course, rural carriers, myself included, would say that if we have to work our day off, then we should be paid extra for this, as this was one item that we got in the 1999 extension that benefited us.

However, since management does not want to reward rural carriers for helping out their offices by working on their designated day off, and since it looks as if the formula is more than just a threat on the horizon, let's think about what we can do to

avert offices from becoming formula. As you know, in a formula office, a certain number of Saturday days off are determined, and all J routes must have Saturday as their designated day off. This can cause hard feelings, as many of the junior rural carriers have J routes, thus causing some of the more senior rural carriers to have other days of the week as their day off. In most cases, only one Monday day off is allowed, with most of the days off being designated as Tuesday, Wednesday, Thursday, or Friday, effectively keeping the rural carrier from having two days off together. With all the DPS and parcels, most of us need two days off in a row, just for our bodies to heal.

One way for us to help prevent our offices from going formula is to help management find leave replacements for every route. If you know of a friend, family member, or someone on your route who might like a part-time job that pays \$15.02 an hour, then mention to him/her that your post office has job openings. Be sure there is an announcement in your lobby, and you could also ask management to run an advertisement in the local newspaper. You can probably think of other good ways to secure leave replacements for your office.

If the formula is mentioned by management in your office, please get in touch with the Assistant State Steward for your area. We cannot guarantee that we can stop the formula, but we will certainly try. Management must meet at least three hiring criteria before the formula can be implemented, and the State Steward will look at the evidence provided by management used to determine if the minimum three criteria were met in a good faith effort to hire more leave replacements.

If the Seattle District is thinking of implementing the formula in additional offices, it is only logical that the Spokane and Portland Districts may do the same. Again, please keep your Assistant State Steward informed.

Presidents' Legislative Seminar:

From May 15-19, 2004, the State Steward and I attended the Presidents' Legislative Seminar in

Washington, D.C. The purpose of the seminar was to have all the State Presidents lobby their legislators on one issue: Postal Reform. We visited all 9 representatives and the two Senators, and all were in favor of Postal Reform. While we were in Washington, D.C., the House Postal Reform bill came out of committee with an unprecedented 40-0 vote, and since we have been home, the Senate Postal Reform Bill has come out of committee with no votes against it. The bill will now be scheduled for the floor, and the one sticking point is that President Bush is against having the Treasury pay for military time for those Postal employees who were in the military and are retiring from the Postal Service. No other government entity must pay for the military time, except the Postal Service, so we continue to lobby for fairness and equity, and for the Postal Service staying solvent.

Senator Patty Murray, Representative Adam Smith, Representative Brian Baird, and Representative Rick Larsen met with us personally, and we met with the staff of the other legislators. Thanks to Vice President of Governmental Affairs Ken Parmelee, we had lunch with Senator Murray and 13 other Union lobbyists, and we spoke personally with Representative Larsen about Postal Reform at an evening social.

Before meeting with our legislators, we attended two and one-half days of instruction on Robert's Rules, Ratification of National Agreements, Everything You Need to Know Before You Go to Capitol Hill, Legislative Politics of Capitol Hill, and Interviewing on Capitol Hill, including a mock Congressional Visit to make us feel comfortable when we visited with our legislators.

We also were given a manual on "Membership Campaigns That Work," and your Board and I will be studying this.

Membership:

Are there people in your office who do not belong to the Union? If they were members, then your

dues could be lowered, as we would all be paying our fair share.

Have you noticed that when things go wrong, the Union is blamed? As Polly Moore said in a meeting recently, "That is exactly what management wants."

Let's all stick together and be a strong Union. We can fight against bad decisions, and we can make the Workplace Environment better. In times like these, we need each other more than ever.

Hiring Responsibilities:

Finally, for the year ahead, I would recommend that everyone make it his/her personal responsibility to ensure that management makes a sincere effort to hire leave replacements for every route in your office. It is easy to become complacent when we have our own primary leave replacement, and it is sometimes attractive to receive premium pay for work our relief day. Thanks to the wording of the 1999 Extension, management has been given very sharp teeth to bite back. Those teeth are known as "The Formula," that can be imposed on an office simply because there is a shortage of leave replacements in the office and regular rural carriers are working their relief days on more than infrequent occasions. Armed with only those two conditions, and a half-hearted effort to hire leave replacements using a minimum of three hiring strategies from a Postal Service manual, some of us could easily find that our K day has been switched to Thursday, or Wednesday, or some other day not adjacent to Sunday. Our evaluated system took a serious beating from Arbitrator Wells in 2002. Let's not put one of the last and greatest remaining benefits of being a rural carrier in jeopardy. The right to a Saturday relief day and leave on demand are benefits enjoyed only by the rural craft. Like freedom, if we do not defend our leave benefits, we could easily lose them.

Respectfully submitted,
Patricia Alexander

REPORT OF THE VICE PRESIDENT

Monte Hartshorn

For the past year, it has been my honor to serve this association as your Vice President. The past year has been one of change and challenge to our craft. We continue to struggle after two years of the Wells arbitration, having carriers work more hours, suffer more injuries and earn less in salary due to a substantial loss of evaluated hours.



We continue to debate the value of the evaluated pay system. More and more duties are added to us, with the words of management ringing in our ears: "Don't worry; it is built in to your evaluation." We are seeing a continual erosion of duties that do pay, especially in the area of mark-ups. We know that PARS (PARS is a system in which letters that normally would be a mark-up for you would be intercepted and either sent to where the letter is being forwarded to or returned *Undeliverable as Addressed* without you ever seeing the piece of mail) is coming soon to a rural route near you.

Turning to the issue of count, the carriers in the Portland District continue to take advantage of the joint count schools that have been held for the past several years (exclusive of 2002). We have also seen management in the Spokane District take an interest in fairly settling count issues. The Seattle District has fulfilled their promise of "No Redlining". Instead, they have made a great effort in training their managers to deny credit in the delivery unit; hence the district does not have to redline. I especially found egregious the change in definition of the "No Mail Receptacle" mark-ups. A NMR was/is defined by the Seattle managers as "a mailbox that was knocked down, taken down for maintenance or for new construction". Carriers were instructed to hold the mail for 10 days, on the eleventh day to put a NMR endorsement on the bundle and on the 12th day, to put the mail in the

UAA bundle. This practice was and is in complete violation of the NMR National Agreement, the PO-603 and the Domestic Mail Manual. You can be assured that your State Association is vigorously fighting practice.

Rural carriers are also challenged by the changing future of the Postal Service. We are seeing Congress debate the future of the Postal Service. Will there be flexible pricing, consolidation of small post offices, and end to our collective bargaining rights, or a reduction in our benefits? Rural Carriers and their families must get involved in the process now and let their voices be heard. At all costs, we must protect our collective bargaining process.

Another challenge that continues to plague our State Association is the non-members who expect to be informed and represented, To fulfill our constitutional obligations, to fulfill our federal obligation of *Duty of Fair Representation*, we must all sacrifice a little more to make up for the carriers who take a free ride on our backs. I am grateful to the continued efforts of our state Secretary-Treasurer, Rebecca Wendlandt to try to convince every Rural Carrier to shoulder their fair share of the burden.

On a closing note, I want to take the opportunity to thank each and every person who has put time and effort into this Association. I thank the County Officers who set up and run meetings so the carriers in their area may stay informed. I thank the State Board for their dedication and excellence. I especially want to thank all of you who have served as Local Stewards. A local steward is on the front lines, dealing with unhappy carriers and management, often with little or no thanks. It is because of the Local Stewards and their efforts that we are able represent every carrier. Lastly, I want to thank the State and Assistant State Stewards for their hours of care and service.

Monte Hartshorn
WARLCA Vice President

REPORT OF THE SECRETARY-TREASURER

Becky Wendlandt



Hello Fellow Members of the WRLCA and Honored Guests:

MEMBERSHIP:

Even though we only gained a small percentage in membership, I sent in 185 membership applications in the 03/04 year. This shows we are a craft that is experiencing high turnover every year. Here are some membership stats:

- 93/94: 1342 members
- 94/95: 1633 members (reliefs went on dues withholding this year)
- 95/96: 1732 members (start of TRC designation)
- 96/97: 1752 members
- 97/98: 1805 members
- 98/99: 1785 members
- 99/00: 1773 members (new designation of PTF created this year)
- 00/01: 1738 members
- 01/02: 1749 members (National started a nation wide membership drive)
- 02/03: 1743 members
- 03/04: 1757 members (A gain thanks to Ad Hoc Trainers and Your Help- Bless you)

The good news is that our number of TRC's dropped too 37, less then any other year, thanks to the efforts of our State Steward and Assistants.

	<u>Non Members</u>	<u>Members</u>
Regulars	207 (18%)	945
Reliefs	467 (48%)	500
Total	674	1445

Will you make a commitment to help change these numbers (18% of all regulars are not members and 48% of all reliefs are not members)? I send a complete mailing once a year, and to each new hire quarterly to reach the non-members, but we need YOU! If we would recruit more, dues would not need to go up.

DISTRICT STATS FOR 2004 WRLCA STATE CONVENTION

<u>DISTRICT ONE:</u>	<u># OF MEMBERS</u>	<u>TOTAL</u>
ISLAND, SKAGIT, SAN JUAN #010	108	
KING, SNOHOMISH (KS) #011	358	
WHATCOM # 015	84	
TOTAL FOR DISTRICT ONE:	550	
<u>DISTRICT TWO:</u>		
CLALLUM, JEFFERSON #002	49	
KITSAP #003	119	
LOWER COLUMBIA #005	195	
MUTUAL # 006	315	

TOTAL FOR DISTRICT TWO:**678****DISTRICT THREE:**

CHELAN, DOUGLAS #001	35
LINCOLN, GRANT, ADAMS #004	41
OKANOGAN #007	23
SPOKANE #013	147
NORTHEAST #014	<u>52</u>

TOTAL FOR DISTRICT THREE:**298****DISTRICT FOUR:**

SOUTHEAST #012	37
WHITMAN, ASOTIN, #016	38
YAKIMA #017	<u>156</u>

TOTAL FOR DISTRICT FOUR:**231****TOTAL FOR STATE:****1,757****FINANCES:**

Thanks to the 2003 State Convention Delegates that voted in a substantial dues increase we have been able to meet our duty of fair representation and not go into what's left of our savings (we started this year with \$11,334 in savings/checking). The following stats show the ending totals from the Statement Of Activities:

Profit and Loss for last 5 years:

98/99 Year:	Loss of \$ 1,460
99/00 Year:	Loss of \$ 36,650
00/01 Year:	Loss of \$ 8,288
01/02 Year:	Gain of \$ 20,049
02/03 Year:	<u>Loss of \$ 45,695</u>
	Total Loss \$ 72,044

03/04 Year: 11 month only \$67,788.63.

With June being one of our largest outgoing months (\$42,543 net, last June and \$46,369 net, June 2002), I feel we will end this year with around \$15,000 to put into our savings.

Here are some Steward stats for the last 9 years, for 11-month period July 1 thru May 30:

<u>11 month Period</u>	<u>LWOP Days Used</u>	<u>Total Steward Cost</u>
95/96 dues year:	176 days	\$ 69,225
96/97 dues year:	230 days	\$ 79,935
97/98 dues year:	210 days	\$ 77,076
98/99 dues year:	296 days	\$ 91,643
99/00 dues year:	299 days	\$ 96,660
00/01 dues year:	326 days	\$103,677
01/02 dues year:	314 days	\$115,199



REPORT OF THE EDITOR

Susie Hill

To the members of the WARLCA,

Thank you for the opportunity of serving as Editor during the past year. It has been a learning experience in many different areas.

I attended the Editor's seminar at the National Convention and that was the beginning of finding out what all I had to learn. Margene was also a big help getting me started. Thanks.

I've also attended meetings of a couple of counties other than my own. It's always interesting to see how other groups work.

I have come to realize that I had no idea how much time our President, Secretary and Stewards put into their jobs. I always had an idea they worked hard at their jobs but the time spent is beyond what I had imagined. We are lucky to have them.

Lastly, I want to thank my husband, Loren for all the computer assistance and goof-up fixes.

Thank you,
Susie Hill



REPORT OF DISTRICT I REPRESENTATIVE

Becky Pike

My obligations as your District 1 Representative include many things; trustee of the association, compliance with Department of Labor, compliance with NRLCA Board policies, being knowledgeable of elections, meetings and contract, provide support of the Auxiliary and Junior programs and to promote membership. I don't always have the answers to your questions, but I am tasked with guiding you to the right person for information. I attended many meetings at the state, area and national level to get information to share at our county meetings. I missed three meetings this past year due to training I attended for becoming a member of our DJSC and a family vacation. I did arrange to have other board members attend to share any new information you would want to hear about.

With help from some of you, I arranged meeting places for our district meeting and the state convention. Thank you to everyone who has helped put this state convention together.

I truly enjoy this job and want you to know the position is open for election every other year so if you think this is something you would like to do, let your county know next year when nominations are made.

Respectfully,
Becky Pike



REPORT OF DISTRICT II REPRESENTATIVE

Ann Lamm

This has been a busy year. I attended the State Convention in Leavenworth, Spring and Fall Boosters, District 2 meeting, 11 county meetings, and 3 Start board meetings. I truly hope that you, our members, will start taking advantage of all the

knowledge and information that is present and available to you at these meetings. They are for us to learn and become familiar with the old and the new rules, which govern our jobs.

It has been an honor to have been your District 2 Representative for the passed 5 years. It has been a pleasure meeting everyone and I hopefully been a help to all those who asked for it. It is now time to pass the position on to another member of YOUR choosing. Remember, every vote counts! Be active and let your voice be heard!! Support your local, assistant and State Stewards. They are all working HARD for YOU!

Respectfully Submitted,
Ann Lamm
District 2 Representative

**REPORT OF
DISTRICT III
REPRESENTATIVE**

Cheri Freeman



These are the "comment – questions" I most hear when I talk to non-members or disgruntled members. "What does the Union do for me? Why should I pay all this money when the things I really want and need are rarely (or only partially) attained? & We seem to lose something with every contract so why bother paying dues?" But what I want to know is what would our jobs look like if we had no union, no presentation, and no grievance process? What pay scale and health benefits would we have without collective bargaining? How many individual jobs have been saved just this year because of our terrific stewards? And my question to Subs, who are frustrated with no health care or retirement benefits, is what kind of a job do you want when you finally get your fulltime route? Do you want Leave-on-Demand? Do you want days off scheduled by management or two day weekends? Where do you want to

give to gain? What is really in the best interest of the craft as a whole? Even having bidding rights to get that route is something the union did for you that was not in place when I started subbing.

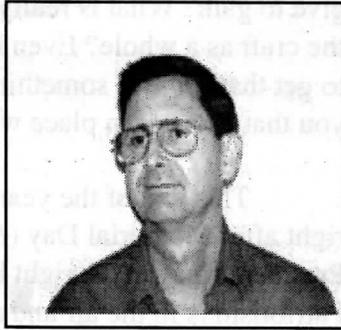
This end of the year report seems to come right after Memorial Day (& the death of former President Reagan) & right before the 4th of July. Patriotism is in the air and as we remember those Heroes who gave their lives, their health, and their well being for the sake of others I feel we should also ponder the sacrifices of the men and women who led the fight for the right to organize. Labor laws were passed only after generations of workers marched, participated in strikes, and were locked out, beaten up, and gunned down by powerful, rich, and politically connected elite who had not only the ear of government but the access to the military to keep labor in check. We take for granted the 8-hour day/ 40-hour workweek with overtime for work above that standard, safe working environment, compensation for on the job injuries, retirement benefits, etc. But these are the rewards of the tenacious organizers that came before us and literally battled for fairness in the work place. They were ordinary working men and women who understood that united they had the power they could never realize individually and they used that power to improve the working lives of all. We carry that legacy. How utterly Remarkable!

Thank you for the opportunity to learn more about our union and how it functions. This is one fabulous group of people.

Respectively submitted,
Cheri Freeman

**REPORT OF
DISTRICT IV
REPRESENTATIVE**

Dave Reppe



W A - R L C A
Delegates to the
2004 Convention

Once again it has been indeed a pleasure to serve this year as District 4 representative. In addition to all of the State Board Meetings and Area Officers Meeting, I have attended the Fall Booster, the District 3 meeting, the District 4 meeting, and have attended all scheduled county meetings in District 4 with one exception, as well as a LGA county meeting this spring.

Of growing concern to me is the low percentage of carriers attending meetings, whether it is a local county meeting or a district or a state meeting. Each county unit is required to hold one annual meeting in order to maintain their union charter and these annual meetings are drawing only a small number of carriers. The same people are re-elected to office for another term just to keep the county unit with a slate of officers, when in fact the incumbent officers might prefer to have another carrier step up and hold the office.

Is it time to consider re-organizing the structure of our union? If we continue to struggle to get attendance at the county meetings, one possible alternative is to re-organize to have only district entities, requiring only one slate of officers and one annual LM report for each district.

These meetings are not held too frequently and are an opportunity to receive new information affecting our craft and an opportunity to voice your opinion as well.

Washington will be hosting the Western States Conference 2005 in Tacoma on April 22-24, so start making plans now to attend. It would be just

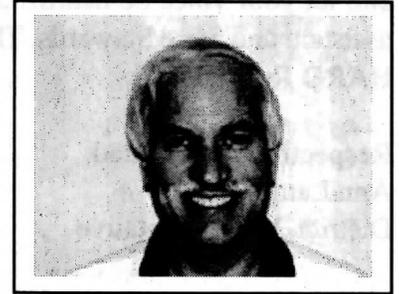
wonderful to have more Washington carriers in attendance than all other state carriers combined.

Respectfully submitted,
Dave Reppe
District 4 Representative

**STATE
STEWARDS'S
REPORT**

**PROGRESS AT
LAST**

As Postal Service
budgets continue
to tighten and the



benefits of our evaluated system and leave on demand begin to look like pleasant memories of the past, it is not always easy to see the progress right before our eyes. There is little doubt that the year just passed had its highs and lows, but now that the final tally is in, I think it is safe to say that on the whole, we gained more than we lost. Redlining of Column R time, particularly in the Seattle District, has been plaguing us for well over the last 5 years. This year it ended! Bringing Seattle-style redlining to its knees was one of the most difficult tasks the Assistant State Stewards and I have ever undertaken. We hounded our National Representative Bill Gordon to file Step 3 Class Action grievances against District redlining. We met with Bill and Randy Anderson, the NRLCA Director of Labor Relations, at the National Convention and pleaded with them to come see for themselves what we have been dealing with all these years in Seattle. As far as I was concerned, the primary goal/objective for the meeting was to break the destructive cycle of redlining in the Seattle District that had financially and emotionally disrupted a normal working relationship between our craft and management.

Bill and Randy agreed to join us in Seattle on August 24, 2003, and on August 25th at the Seattle District Headquarters. Also present at the August 25th meeting were District Manager Dale Zinser; Manager, Operations Programs Support Bob Nelson; Manager, Human Resources Linda Smith; Western Area Labor Relations Manager Ken DeHate; Delivery Programs Manager Joyce Fernandez; all of your Assistant State Stewards, except one; and myself. The meeting was tense at first, and Randy even at one point said frankly that the Seattle District was the worst in the Nation for redlining. The District Manager asked for examples, and I gladly gave them to him, including denying all Saturday closure time in some offices, denying time for sorting bundled mail into the proper slots on the case, and denying R time for everyone in an office when only one route's R time was actually in question.

After an unprofessional emotional outburst and personal attack aimed directly at me and the Assistants, Bob Nelson announced that redlining in the Seattle District was over. Silently, inside our respective heads, the Assistants and I were cheering. The end of redlining, after all, was our primary objective. Bob also announced that he would meet with me to resolve any outstanding redlining issues from the February/March 2003 mail count. In September 2003, Bob did meet with me twice, and the results were that we returned 272,754 seconds of previously disallowed R time to rural carriers who were counted in the 2003 National Count. Those 272,754 seconds amount to 4,546 minutes of added time, or 1,136 minutes of evaluation. There were approximately 18 of the 142 affected routes that retroactively increased by an hour of evaluation, plus there are 11 additional routes that we scheduled to have specific functions re-timed during the September 2003 Special Count period. Specifically, all throwback/CFS case time, all riffling time, and all Saturday closure time was either re-credited, or the route was scheduled for re-timing in September. Collection box time and nearly all Edit Book time was also restored

Finally, we agreed to re-appeal the only issue we were unable to resolve. The R time credit for the

return of a key when there are no entries in Columns F and G, but a carrier has one or more items in Column H Postage Due, was the sole unresolved issue. The Union had previously received a favorable Step 3 decision on this issue, but Bob Nelson's staff found that decision to be so distasteful that they called Kathy Peron at USPS Headquarters to lobby her to change the advice she had given to USPS Step 3 Designee Stella Newsom that resulted in our favorable Step 3 decision on the Postage Due/Key grievance out of Issaquah during the 2002 mail count. Kathy Peron was apparently convinced to change her mind on this issue as well as on pill bottles, so now both issues are back in the grievance process.

I hope you are all as optimistic as I have suddenly become that at last we have come to the end of a very bad time in our history of dealing with the Seattle District. Thank you all for your above-and-beyond perseverance, dedication, commitment, and support. I think it is even reasonable to conclude that the Western Area's involvement with bringing redlining to an end in Seattle had some positive spill-over impact with Operations Programs Support in Spokane. For the first time ever, we achieved a tripartite agreement with Idaho and the Spokane District regarding mail count. It wasn't earth shattering or even monumental, but the agreement was a good start. Perhaps in the future we will be able to actually settle some of the historical conflicts that always plague mail counts. This year, we wanted to ensure that route inspections were done while the mail was being delivered and to the extent possible, with the regular carrier. Getting it in writing that disputes will be documented and initialed on the 4239 was a major objective. We also wanted managers to demonstrate during the pre-count conference how they want carriers to riffle mail in order to avoid disputes about the actual time needed for riffling when the carriers riffle as instructed. Finally, we managed to provide the basis for the first time ever (for the Spokane District and the WA-RLCA) pre-redlining review of mail count data. I am pleased to report that the post-count review was conducted with Assistant State Steward Joyce Patteson

representing the WA-RLCA, and that the meeting went extremely well.

In Joyce's own words, the following is what was accomplished at the Spokane District post-count meeting: "No safety talk time was disallowed, markups were left alone, and other miscellaneous time was left alone, such as vacation holds, seemingly high CFS/throwback case time, etc. In fact, the only time redlined in the Spokane District was for working on the edit book or for customer contact, such as phone calls.

Spokane allowed 1 minute per week for edit book time, and this will go to all routes in the Spokane District. All time claimed for edit books above the total 3 minutes was redlined. A few routes that claimed edit book time were redlined down to 2 minutes per week, or 6 minutes total. These were routes that had lots of transient residences, such as apartments on their routes, and that had a history of turning in their edit book. We need to make sure we don't put any more time into our edit book than what we are compensated for. Remember, changing the names in the edit book is not a compensable function. This is our/your choice to have the names on the labels.

It has long been said that it is management's responsibility to talk to the customer on the phone, or over the counter. It is not the job of the rural carrier, and don't be afraid to tell management your position on this issue.

A few offices claimed 28 seconds in Column R for delivered Express mail pieces. This time was redlined as well because the 28 seconds is already built in to the program for accountable items. By claiming the 28 seconds in Column R, carriers were actually being credited twice.

I was also able to go over the letters of dispute with them, and resolve some of those issues. Unfortunately, most of the dispute letters were more of a griping nature, with nothing specific to be resolved. Those we could do nothing about. The ones that were specific in nature with tangible

numbers of pieces, etc., were discussed, and we either agreed or we disagreed. In other words, some were resolved, some were not. A few had the AARP's documented, and those will be resolved by the outcome of the National grievance."

In the Portland District, post-count discussions yielded equally satisfying results. To paraphrase Assistant State Steward Monte Hartshorn, there were about ten count disagreements, mostly concerning National issues. Each was responded to. In addition there was an issue concerning the rights of carriers to review the daily count sheets (4239s) and end-of-run reports. That was dealt with, in conjunction with CSA Mark Howard, via a letter to the offending postmaster's superior. There were 3 instances of red-lining. Each was been dealt with to the satisfaction of both parties. In summary, the Portland District had no count-related grievances other than National issues held pending outcomes. There were no costs incurred by the Union for post-count activities by a steward.

You may have noticed, however, that even though there was no redlining in the 2004 mail count, the Seattle District did try to manipulate the count by interfering and changing items that had been agreed upon during the Pre-Count Conference. It is my hope that the Union will prevail on the base lining/count manipulation grievances currently being heard at the National level. Maybe then it would be possible to have something resembling a fair and representative mail count, given, of course, that one is willing to accept February/March as a representative time period.

It looks as if we have many fewer mail count grievances this year, and that may be because many rural carriers did not file grievances if they decided that the incorrect count data would not affect their evaluations. It would not surprise me to find that future mail counts will be conducted entirely differently from the way they now are, as the pressure against the evaluated system continues to grow. Management should take note that we are not in the mood to "pitch in" and work for free anymore. We have seen our standards cut, our

September mail count changed to February/March, and our 8127 time go unpaid. Many of us have now adopted the motto embodied in Article 34.1 of the Contract, "A fair day's work for a fair day's pay." If the task is within our craft, we are happy to perform it, just not for free!

Have you ever noticed that city carriers do not feel stressed on the day after a holiday? Some of us worked on Saturday after the President Reagan Remembrance Day, and we worked hard to get every morsel of mail delivered. Not so for city carriers who had their mail delayed by management. Rural carriers pride themselves on delivering every piece of mail every day, and our bodies pay the toll for this attitude.

We can still say that the evaluated system allows our overtime hours to be included in our retirement computation, and we are the only craft with this distinct advantage. On the other hand, city carriers work 40 hours, on average, to get the same pay that rural carriers get for working 42 hours. There seems to be something wrong with this picture. Let's hope that our soon-to-be negotiated contract achieves more parity of compensation without sacrificing the distinct benefits we have fought so hard to achieve.

LOCAL STEWARD ELECTIONS IN JULY 2004:

Local Stewards are elected for a four-year term, and elections will take place in July 2004. Those Local Stewards who wish to continue their terms may place their names on the Form 10 to be re-elected, and anyone else in the office who is a member of the Union may also run for election. Current Local Stewards will remain in the position until the election is held. The Form 10 should be posted on the rural carrier bulletin board for at least 15 days before the stated date of election, which according to the National Bylaws has to be held during the month of July. Only Union members are entitled to vote on the Local Steward for their office.

If this is a good time in your life to assist others, then perhaps being a Local Steward is a place to begin. If you enjoy helping those who are in trouble, whether through no fault of their own, or perhaps because they have made a mistake in judgment, then perhaps you should run for Local Steward. Whether you get along with management in your local office, or not, being a Local Steward and having the advantage of training in the Contract and manuals will often deter problems that could arise.

At the present time, there are **79** Local Stewards in Washington State, and there are **207** rural offices, so as you can see, we presently have **128** rural offices with no Local Stewards to help protect rural carrier rights. It would be reasonable to add another **25** rural offices, if we counted the stations, because many offices, like Spokane, Everett, and Vancouver have multiple stations with rural delivery.

Please think about being and/or continuing as a Local Steward beginning in July 2004. Any time that you spend as a Local Steward is accrued as Z time, and this would encompass working in the post office on grievances or meeting with the postmaster in quarterly Labor-Management meetings. Best of all, time spent on Local Steward work is paid for by the Postal Service, while the Union must pay for Assistant State Stewards to represent an office. Managers are more likely to settle grievances at the lowest possible level when management, as opposed to the Union, is paying for steward representation. Most of all, you will be helping others, as others have undoubtedly helped you at some time in your career. As State Steward, and on behalf of the entire State Board, I would like to take this time to sincerely thank all of you who have stepped forward, and who will agree in July to step forward to meet the challenge of fairly representing all of the regular carriers and non-TRC leave replacements in your office. Please know that you are sincerely appreciated even if your fellow rural carriers and leave replacements forget to thank you. You are the foundation of the entire Steward System.

GRIEVANCE-RELATED ACTIVITIES:

I have asked all the Assistant State Stewards to give me a report on their yearly activity, and I was not surprised to see that much of their work helped prevent the necessity of filing grievances. Sometimes rural carriers and managers just need a bit of information to help clear up problems. Anytime we can help with the Workplace Environment, especially if we have Local Stewards in an office, then problems that might seem large can be worked on together, thus giving both management and rural carriers an opportunity to find a win-win solution.

Many of our Assistant State Stewards worked with rural carriers in offices with Workplace Environment issues. Sometimes, sadly enough, the issues were between rural carriers, and it is particularly difficult to solve these problems fairly. We can look around our own post offices and see that we are all very different. In many post offices, mine included, there are subjects we cannot discuss, with religion and politics being at the top of the list. Like the old song says, "Can't we just get along?" Unfortunately, often we can't, and just like in any family, it is easy to push someone's hot button, and then fireworks can begin. With the new Violence in the Workplace directive, even if we are talking to someone quietly, someone else who overhears the conversation may be offended, and this can escalate into hard feelings and intimidating body language. Now more than ever, we must treat everyone with dignity and respect, especially our fellow rural carriers. After all, sometimes we do not know what is going on in the other person's life, nor do they know what we are going through.

Besides the countless telephone calls and email messages that must be answered promptly, the Assistant State Stewards handled 150 Step 1 grievances, with the majority of these being settled at Step 1 and not having to be appealed; 65 Step 2 grievances, and most of these were count grievances that were settled favorably at Step 2; 18 Step 3 appeals, some for removals; 9 Step 4 appeals, but some of these were withdrawn at the National level because the Director of Labor

Relations and our Attorneys deemed us unlikely to prevail.

We had several large back pay awards announced and/or paid this past year, but in every instance, we ran into considerable resistance from the Postal Service. The phrase, "getting blood out of a turnip" comes to mind. In one case, the Union at the National level had to go back to the Arbitrator to have an award clarified to the satisfaction of the Postal Service. As harsh and unprofessional as it may sound, the Postal Service (the Seattle District in particular) has been reluctant to pay its debts. Tragically, we had a regular carrier who had a minor-damage low-speed run-away while she was out of the driver's seat but still in her LLV retrieving more trays of mail lose her regional arbitration. None of us could believe the Arbitrator's decision. Even at the National Office, everyone who read the decision shook their heads in disbelief. The cold, hard facts are, however, that the grievant exhausted the grievance process and lost her job. There is nothing else we can do for her, and saying those words is enough to cause pain to any steward. Please always shut off your engine, put your vehicle in Park, and set your parking break before you leave the seat of your vehicle. None of us can afford the risk of doing otherwise.

On a less serious note, I was pleased to learn that using the restroom does NOT count as part of your allowed 30-minute lunch break. Believe it or not, management in a San Juan Island Post Office called Operations Programs Support in the Seattle District and received the advice that restroom breaks will count as part of the 30 minutes maximum allowed for lunch and "coffee" breaks. Even more incredible, the grievance had to go all the way to Step 4 before the Postal Service representative could bring herself to agree that using the restroom should be considered part of the 30 minutes of personal time built into every evaluation. For amusement value, but also to demonstrate how thoroughly Assistant State Stewards counter erroneous claims by management, I would like to share with you a portion of the Additions and

Corrections to the Step 2 decision on this grievance. Those Additions and Corrections read in part:

“The claim by the Step 2 Designee for the Postal Service that personal time is defined as wash-up time is similar to her claim that it is District policy to deduct time spent in the restroom from a rural carrier’s lunch break. Both claims are equally unsubstantiated. A more reasonable, common sense interpretation of the category of personal time would be time spent by employees in the restroom using the facilities and washing their hands. Most convincingly, it is clearly stated in the Undisputed Facts on the Joint Step 1 Grievance Form that “Using the restroom is a personal issue.” If using the restroom is a personal issue, then it stands to reason that the time for using the restroom is personal time.

The Step 2 Designee for the Postal Service claims that “there is no language clearly defining which category restroom time falls under.” As demonstrated above, the parties at Step 1 disagree with her interpretation. Obviously, there was mutual agreement that “Using the restroom is a personal issue,” and by logical deduction, time for restroom use would have to be personal time. Furthermore, the Step 2 Designee’s claim that Article 3 is somehow relevant to determining the definition of restroom time seems to be without merit. Article 3 Subsection a. references directing employees in the performance of official duties. Not even the greatest stretch of “official duties” could logically incorporate going to the restroom. Article 3 Subsection b. references hiring, promoting, transferring, assigning, suspending, demoting, discharging, and taking other disciplinary action against employees. What does any of this have to do with employees going to the restroom? Article 3 Subsection c. references maintaining the efficiency of the operations entrusted to the Postal Service. Again, there is no connection between this subsection and the issue at hand. Article 3 Subsection d. references the methods, means, and personnel by which efficient operations are conducted. This subsection perhaps comes the closest to being remotely relevant to the

definition of personal time, but it still misses by a wide margin. Article 3 Subsection e. references the prescribing of uniform clothing. Clearly, there is no relevance here. Article 3 Subsection f. references taking emergency actions when unforeseen circumstances occur that are not expected to be of a reoccurring nature. No one can contend that employees’ need to utilize the restroom is not of a reoccurring nature. In conclusion, Article 3 is totally irrelevant to the issue at hand.”

No discussion of the past year’s grievance activity would be complete without reference to the decidedly favorable change of attitude demonstrated by the current Postal Service Step 2 Designee for the Seattle District. Instead of the past and common practice of routinely denying almost every grievance appealed to Step 2, the opposite is now true. More often than not, well-documented grievances are being settled at Step 2. We even had a removal grievance settled at Step 2 recently, in Seattle. While this happens occasionally in the Spokane and Portland Districts, it is the first time in a long time that Seattle’s Step 2 Designee was open to a settlement.

Sadly, we had to withdraw more grievances than in previous years because of the lack of sufficient documentation. All State and Assistant State Stewards have been advised that poorly documented count grievances will likely be withdrawn at Step 3. Since we do not need to incur the expense of appealing a poorly documented grievance to Step 3, I have concurred with most of the Assistants this past year when they requested to withdraw a poorly documented count grievance. The lesson is obvious: If an issue is worth grieving, it is worth documenting thoroughly.

NEW TOOL FOR RESOLVING ISSUES

Sometimes, necessity really is the mother of invention. For as long as I’ve had the privilege of serving as your State Steward, carriers, managers, and even the occasional Local Steward have often misunderstood the workings of the Discussion and Step 1 of the grievance process. When I asked the Director of Labor Relations at the National Steward

Training in Washington, D.C. if there was any likelihood of the parties at the National level agreeing to clarify the Discussion/Step 1 grievance procedures, the answer was that it was unlikely. Thus it was that I decided to take on the project as a Union-only endeavor and see if a clearer set of instructions and a form could be devised to help non-stewards and stewards alike resolve their issues at the lowest possible level. The result was a 4-page document entitled, "Resolving Issues with Postal Management." The Assistants and I are optimistic that this document will help everyone better understand the issue-resolution process, and if it becomes necessary to file a grievance, better document the issues and facts pertaining to that grievance. A copy of the 4-page document appeared in the last "Washington Rural Carrier," and all Assistant State Stewards and many Local Stewards should be able to provide the document. Let's give this new tool a fair try this coming year, and see if it does the job intended.

CONGRATULATIONS ARE IN ORDER

Congratulations to Senior Assistant State Steward Judi Peck! Judi will be retiring from the Postal Service on June 30, 2004, after 30 years of excellent service as a rural carrier, with many of those years as a Local Steward and Assistant State Steward. Fortunately for all of us, Judi has decided to stay on at least another year as an Assistant State Steward, and we are more than pleased. We look forward to many more days of working with Judi and having her kindness, good advice, intelligence, and knowledge as the backbone of our Steward system. Hooray for Judi!

When I was on Task Force 1 and was in Washington, D.C., once a month or so, then it was necessary to have a Senior Assistant State Steward to help put out fires that happened while I was gone. However, my days on Task Force 1 have ended, so I am mostly either working my route or at home working on Union business. The Board and I have decided to eliminate the position of Senior Assistant State Steward. This will also save \$300 a year in dues money.

I'm pleased that Judi has stayed with us long enough to actually see undeniable progress regarding Labor Relations in the Seattle District. All of us in the Steward System look forward to working with Judi as long as she will continue to put up with us. There is plenty of work to do. Carrier removals are at an all-time high, and the District Manager of Seattle has mandated that any office paying more than an insignificant amount of DACA Code 3 and/or 5 premium pay to carriers working their relief days will be targeted for implementation of the formula. See the State President's Annual Report for further details.

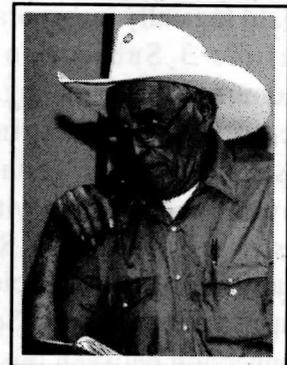
There are automated flats and maybe even automated parcels on the horizon, the new Postal Automated Redirection System (PARS) is poised to change the number and nature of our markups and forwards, and our new National Agreement-to-be looms as the biggest mystery of all. How can anyone even consider not being actively involved in the only organization in town that looks after rural carrier craft interests and provides its membership with cutting-edge information?

Respectfully submitted,
Charles Alexander
WA-RLCA State Steward

RETIRED CARRIER REPORT

I attended the Area Officers Meeting in Spokane in March and the board meeting held in conjunction with it.

This has been a trying time in my life. My family and I can only express our appreciation for all your prayers, kindness and support. It reinforces something we always knew;



that is, what a great group of caring people make up WRLCA.

A special thanks to all of you who collected for PAC at your meetings, etc. Susie Hill has been a PAC extraordinaire collector. Thank you Susie.

We are ahead of our collections last year as of this report time, June 17, 2004. Our State contributions are \$5,258.00. I will present a plaque to the individual making the largest contribution for 2003-2004 at convention.

I have spent no money this year as I donate mailing expenses, which I am glad to do.

Again I say thank you all for being a wonderful, caring, and supportive group.

Lynn Walker
Retired Representative
PAC Chair

President Patricia asked for the preliminary report of the Constitution & By-Laws Committee. Copies of the Constitution & By-Laws were distributed to the Association. Chair Shawn Johnson read the following:

Preliminary Report of the Constitution & By-Laws Committee

"In the interest of keeping the voting clear that a 'yea' vote will pass the proposed constitution and by-law change and a 'nay' vote will fail it, the committee will read the proposed constitution and by-law change and then will move to approve it. Another committee member will second it. The President will then bring it to the floor for discussion. One delegate will speak for it and another delegate will speak against it until the end of discussion. It will then take a 2/3 vote to conclude."

President Patricia asked for the preliminary report of the Resolutions Committee. Copies of the Resolutions were distributed to the Association. Chair Judith Peck read the following:

Preliminary Report of the Resolutions Committee

"The Resolutions Committee's first meeting will be at the close of Monday's session. We will hand out the resolutions now for the delegates to review. The resolutions will be formally read Tuesday afternoon."

The yea/nay cards were collected and the Teller's Committee was excused at this time for their work session. The Co-Chairs for the 2005, 2006, and 2007 State Conventions were asked to come forward and give their reports to the Association.

Report of the 2005 Convention given by Dave Reppe

"The 2005 State Convention is planned for June 27, 28, and 29, at the Shilo Inn in Richland, Washington. These are the same facilities that were used for the 2001 Convention, along the banks of the Columbia River. The rooms are blocked until May 24, 2005. Reservations can be made at (509) 946-4661. Room rates are \$89 for king, \$89 for double queen, and \$79 for single queen."

Report of the 2006 Convention given by Ann Lamm

"Dates for this convention will be June 26, 27, and 28, at the Red Lion Hotel, Vancouver, Washington. Room rates will be from \$55 to \$85 with a \$15 upgrade for a river view room. The room block is good until June 11, 2006. Prices include a shuttle from the airport and a shuttle to and from Portland. Reservations can be made at (360) 694-8341 or 1-800-RED-LION or online at www.redlion.com.

Report of the 2007 Convention given by Cheri Freeman

"The Ridpath Hotel located in downtown Spokane, Washington, is being considered for this convention. Room rates range from \$79 to \$89.

Leavenworth, where the 2003 Convention was held, is also being considered due to popular demand.

All State Officers, State Steward, and NRLCA Vice-President, Donnie Pitts, came forward for a question and answer period from the Association.

- 1) Q. Might one of the reasons the postal service wants a two year extension be that they have been guaranteed no rate increases until 2006 on the website? (Doug Rinehart)

A. The main reason hinges on the money paid to the civil service retirement; the military portion retirement. They are going to throw what they can at us. (Donnie Pitts)
- 2) Q. Isn't upside down mail in the DPS the same issue as helicopter flats? (Janie Walla)

A. It's the same as we're concerned. The 'helicopter' term came about because of the 'air' the mail catches when it comes off the machine chute and how disheveled it becomes. DPS is not the product we bargained for; being purposely run backwards is unacceptable. (Donnie Pitts)
- 3) Q. Where are we on the 'lovely' fletters (flats and letters together) Step 4 arbitration? (Judi Peck)

A. We're still waiting for its time to be heard. (Donnie Pitts)
- 4) Q. What is the value of our 'no lay off clause'? (Marc McIntosh)

A. Cannot be paid less than what's guaranteed. Work will be found. They won't pay you to do nothing. It's not a retirement system. APWU would like this in their contract; possibly offering an early out. (Donnie Pitts)
- 5) Q. We receive flat credit for standard rate flats endorsed "do not bend or fold". If we handle them as we are being paid to, we fold and/or bend them as we do casing and strapping out all other flats. This very often lends to angry customers who do NOT understand standard vs. first class rate structures and treatments. All they care about is their item endorsed "do not bend or fold" and it has been bent and folded. How do we carriers attempt to convince our customers to trust US with their mail and business when they see us bending and folding their mail as we are paid to do? (Jim Hemrich)

A. This is a very hot issue that comes up all the time. It's agreed upon at the local and national levels, but cannot come to a resolve. Nothing can happen until the postal service decides to put 'service' back in; the approval rate is currently only at 84%. (Donnie Pitts)

A. Can it be cased? Carriers need to document these circumstances. Unfortunately, it's up to the manager's discretion and if the parcel is damaged in handling by the carrier, then the carrier will be written up. (Monte Hartshorn)

A. It's very difficult to have a mail count with gray areas. (Charles Alexander)
- 6) Q. If the USPS is so concerned about money (i.e. DACA 3's & 5's), why in a 5-city route station are some of our city carriers working sometimes over twenty hours OT and not hiring?

A. The city craft has to balance overhead with overtime; excess work carries costly benefits. Up to 12% maximum overtime is considered acceptable. The reasons this DACA is used is because of mismanagement; all that's cared about is covering the route. (Donnie Pitts)

A. There are some alternatives to this; (1) do not have to go to the formula, bring in on a Saturday and Monday, and carry a route, (2) make managers call in and ask permission to put someone in a DACA 3 & 5. (Charles Alexander)
- 7) Q. What is the procedure for first class mail being sent to another office and not getting back to our office until 9:00 a.m. and 9:15 a.m. for the carriers? (Roxanne Cavazos)

A. If mail is being not being sent correctly, someone is being paid overtime to track it down. You're probably being expected to work it. If it's within twenty minutes of your leaving time, then you must stay to work it. Anything over that is straight time. (Judith Peck, Charles Alexander, Monte Hartshorn)

- 8) Q. Management believes the AFSM100 puts out a better product than an AFSM1000. Do the National Officers agree with the perspective? (Shawn Johnson)
A. It's true, the 1000's have been modified. The 100's are smaller and does a better job except for windows with cellophane will jam them up. (Donnie Pitts)
- 9) Q. Pay adjustments (pay stubs) are not showing particulars unless you order the payroll journal. Then you still have to figure it out. Can we do anything about this?
(Robert Simuel)
A. This same issue has also been discussed at headquarters recently. Looking at a different pay system, but it won't be implemented for several years. (Donnie Pitts)
- 10) Q. We are also the most injured (repetitive motion) craft in the postal service. Will there be a weight limitation for DPP (delivery point parcels)? Will the Board discuss/represent this issue?
(Shawn Johnson)
A. Currently it's 70#. This issue to be addressed Tuesday. There have not been any formal talks. (Donnie Pitts)
- 11) Q. Two routes in Spokane went to less than 38 hours per week. If they did not grow enough to meet 40 hours at the guarantee, the wages would go from 40 hour to actual hours. What stops our wages from going down too much as to economically bankrupt these carriers? (Linda McIntosh)
A. With growth, if a vacant route is used then you must take all. If an auxiliary route is taken then you do not have to take all. Contractually right now, we cannot do anything. (Charles Alexander)

Patricia Alexander thanked everyone for participating the question and answer period.

Monday's meeting was adjourned at 4:50 p.m.

Tuesday, June 22, 2004

At 8:30 a.m. the Juniors started today's meeting by presenting their Americanism Program to the Association. Each one carried an American flag and they all sang the National Anthem. The Juniors participating were Scott Barrett, Kirk Dawson, Brandon Dawson, Jessie Keele, Tiffany Walla, Ally Walla, Nicole Cowan, John Halverson, Keileigh Hagedorn, Karissa Cavazos, Hillary Faulkner, Tim Faulkner, Julia Halverson, and Kathy Kemp as chaperone. Door prizes were then awarded.

President Patricia called the meeting to order at 9:00 a.m. Secretary-Treasurer Becky Wendlandt read roll call and distributed the yea/nay cards. All officers and delegates were present with the exception of Okanogan and Lincoln/Grant/Adams counties.

President Patricia then asked NRLCA Vice-President, Donnie Pitts, to come forward once again and address the Association. He spoke on the following topics:

- * Labor meeting invoking formula
- * PAC (payroll deductions)
- * Postal reform
- * Civil service retirement fund
- * Carrier pickup program (stats, 'my post office' network)
- * State of rural delivery

- * Grievances
- * Contract negotiation issues (economic, leave replacements, work rules, vehicles, EMA, time standard, evaluated system, mail count)
- * Long range planning for National office building (property purchases)
- * National Magazine and web base service
- * Officer's Bulletin (looking at a bi-annual National Convention)
- * Safety (eliminating left hand turns)

Donnie ended by saying this was one of the best-run state conventions he's attended. He gave special recognition to the state board and stewards and thanked the Association for the attentiveness.

A fifteen-minute break was called at 10:30 a.m. Door prizes were awarded before the meeting reconvened.

President Patricia called the meeting to order and Secretary-Treasurer Becky Wendlandt read roll call. All officers and delegates were present with the exception of Okanogan and Lincoln/Grant/Adams counties.

The Credentials Committee was asked to come forward and give their final report. Chair Carrie Smith introduced the committee as Mariann Faulkner and Leo Dillon, then read the following:

Final Report of the Credentials Committee

Names of Delegate at Large

<u>COUNTY NAME</u>	<u>DELEGATE AT LARGE</u>
001 Chelan Douglas	Michael Cammack
002 Clallum Jefferson	Carolyn Triebenbach
003 Kitsap	Mary Kile
004 Lincoln, Grant, Adams	N/A
005 Lower Columbia	Mel Walker
006 Mutual	Joanne Blackburn
007 Okanogan	N/A
010 Island, Skagit, San Juan	Jodi Suta
011 King, Snohomish	Judith Peck
012 South East	Patricia Aichele
013 Spokane	Dan Schrup
014 North East	Noretta Stritzke
015 Whatcom	Joyce Sutherland
016 Whitman, Asotin	Jim Hemrich
017 Yakima	Beverly Crow

COUNTY STATS FOR 2004 WRLCA STATE CONVENTION

TOTAL	TOTAL	TOTAL
COUNTY NAME	MEMBERS	POSSIBLE VOTES
DELEGATES		

		<u>& DELEGATES</u>	<u>SEATED</u>
01 Chelan, Douglas	35	8	3
02 Clallum, Jefferson	49	11	1
03 Kitsap	119	25	9
04 Lincoln, Grant, Adams	41	9	0
05 Lower Columbia	195	40	4
06 Mutual	315	64	5
07 Okanogan	23	6	0
10 Island, Skagit, San Juan	108	23	5
11 King Snohomish	358	73	13
12 South East	37	8	2
13 Spokane	147	30	8
14 North East	52	11	3
15 Whatcom	84	18	7
16 Whitman, Asotin	38	9	2
<u>17 Yakima</u>	<u>156</u>	<u>32</u>	<u>4</u>
Total for Counties:	1,757	367	66

Each County is entitled to:

One Delegate for every five members or major fraction thereof, and one Delegate at Large.
One vote for every credentialed regular delegate in attendance.

Carrie Smith made a motion to have their report accepted and Mariann Faulkner gave the second. The motion was voted on and passed.

President Patricia asked for the preliminary report of the Mileage and Per Diem Committee. Chair Dan Schrup introduced the committee as Janie Walla and Renee' Cowan and then read the following:

Preliminary Report of the Mileage and Per Diem Committee

"This is the preliminary report of the Mileage and Per Diem Committee. This report includes round trip mileage, ferry costs, and per diem for delegates at large, state paid delegates, board members, state steward, assistant state stewards, and area stewards. A total dollar amount is calculated along with a total dollar amount less 14% to meet the cap suggested by the board. If anyone feels that their mileage is incorrect, or anything in this report is incorrect, please contact the committee immediately." (This report is typed later in the minutes when the final report was submitted.) Copies of the report were then distributed to the Association members. Dan Schrup made a motion to accept the preliminary report of the Mileage and Per Diem Committee and Renee' Cowan gave the second. The motion was voted on and passed.

President Patricia asked for the preliminary report of the Finance Committee. Chair Joyce Patteson introduced the committee as Noretta Stritzke and Royella Jaynes and then read the following:

Preliminary Report of the Finance Committee

"We, the members of the Finance Committee of the 2004 State Convention in Bellingham, WA., have the following recommendations to submit to the delegates for consideration:

- < We recommend reducing the retiree's dues to a flat rate of \$60 per year. We've submitted a proposed Constitution & By-Law change.
- < We recommend that proposed Constitution & By-Laws #12 not be passed.
- < We recommend the Mileage and Per Diem stay the same.
- < We recommend the county units be funded at \$.50/member, per meeting, for up to four yearly meetings provided the total checking/savings account falls below \$100. This would be subject to the following conditions: (1) L/M report submitted to State Secretary on time, (2) meeting minutes submitted in a timely manner, (3) most current bank statement to be made available to State Secretary as needed prior to convention, (4) no additional pay given to state for national delegates from county funds, (5) must have at least one delegate to state convention, and (6) copy of Constitution and By-Laws submitted to State Secretary upon making any changes.
- < We recommend raising the salary schedule of State Steward to \$425 a month, Assistant State Stewards to \$325 a month, and Secretary-Treasurer to \$325 a month. This would just be a small token of appreciation because of all the hard work and dedication.
- < We recommend the State Convention allowance remain the same.
- < We recommend the name 'Retirees' Function at State Convention' be changed. This year the banquets are combined so the retiree's function (usually spent on door prizes) will be given out at the main banquet to all who purchase a banquet meal. We recommend the banquets remain combined and the name be changed to 'Association Banquet'.
- < We recommend the door prize allowance remain the same.
- < Other committee recommendations:
 1. Because of the rising costs and declining attendance, we recommend the district representatives review the structure of all aspects of the State Convention (i.e. length, location, etc.) and have proposals and recommendations to present to the remainder of the State Board by spring meeting 2005.
 2. We recommend Constitution & By-Law #14 be passed rather than #13. Numbers 13 and 14 are essentially the same except for the proposed language; #13 proposes the funds be set aside for steward training and #14 proposes the funds be set aside for steward training and equipment.
 3. We recommend the elected retired representative to the State Board receive a \$100 stipend for each board meeting day of attendance.
 4. We recommend the proposed Constitution & By-Law change #9 be amended to our proposed language. (Typed in bold print in the amended portion of #9.)

President Patricia thanked the Finance Committee and asked for the Report of the Nominating Committee. Chair Beverly Crow introduced the committee as Robert Simuel, Patricia Aichele, Roxanne Cavazos, and Carolyn Triebenbach and read the following:

Report of the Nominating Committee

Nominees:	President (one year term).....	Patricia Alexander
	Vice-President (one year term).....	Monte Hartshorn Shawn Johnson
	Secretary-Treasurer (two year term).....	Becky Wendlandt
	Editor (two year term).....	Susie Hill
	District II (two year term).....	Patrick Pitts Joanne Blackburn

District IV (two year term).....Joyce Patteson

Dave Reppe

“There will also be a chance to nominate for these offices from the floor until nominations are closed prior to elections.” Beverly Crow made a motion to have their report accepted and the committee be dismissed with thanks. Doug Rinehart gave the second. The motion was voted on and passed.

President Patricia then asked for the report of the Tellers Committee. Chair Joyce Sutherland introduced the committee as Michael Cammack, Jodi Suta, Nola Two Feathers, Karen Carlson, Jack Stewart, Roni Gardner, Catheresa Stewart, Paige Barrett, Andrew Shea, Leonard Oswald, Colleen Headley, Jan Frymire, and Tammy Donaghue and read the following:

Report of the Tellers Committee

“We received a total of 465 ballot envelopes. Out of these 462 were valid ballots, 2 had voted for more than the 19 delegates as instructed, and 1 had no ballot envelope enclosing the ballot.

Delegate List to National State Convention – 2004

(In order of votes received)

	<u>Name</u>	<u># of Votes</u>
Regular Delegate:	Charles Alexander	325
Regular Delegate:	Patricia Alexander	295
Regular Delegate:	Judith Peck	280
Regular Delegate:	Rebecca Wendlandt	272
Regular Delegate:	Neil Buchanan	207
Regular Delegate:	Becky Pike	195
Regular Delegate:	Monte Hartshorn	181
Regular Delegate:	Daniel Schrup	167
Regular Delegate:	Shawn Johnson	165
Regular Delegate:	Joyce Patteson	163
Regular Delegate:	Susie Hill	155
Regular Delegate:	Marc McIntosh	151
Regular Delegate:	Linda McIntosh	150
Regular Delegate:	Carol Halverson	149
Regular Delegate:	Dave Reppe	143
Regular Delegate:	Patrick Pitts	138
Regular Delegate:	Lynn Walker	137
Regular Delegate:	Joanne Blackburn	136
Regular Delegate:	Jim Hemrich	114
Alternate Delegate:	Melvin Walker	103 (by coin toss)
Alternate Delegate:	Mariann Faulkner	103
Alternate Delegate:	Renee' Cowan	101
Alternate Delegate:	Cheri Freeman	96
Alternate Delegate:	DeAnn Williams	71
Alternate Delegate:	Royella Jaynes	69
Alternate Delegate:	Janie Walla	63
Alternate Delegate:	Jackie Albertson (not eligible)	57
Alternate Delegate:	Lillian Edenholtm	40

Alternate Delegate: Cloanne Schourup

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The delegates were then asked to fill out their Verification and Commitment Forms and turn in to Secretary-Treasurer Becky Wendlandt at the next break. Joyce Sutherland made a motion to have their report accepted and Cindy Adams gave the second. The motion was voted on and passed.

President Patricia asked for the report of the Auditing Committee. Chair Doug Rinehart introduced the committee as Paula Kenck and Karen Crombie and read the following:

Report of the Auditing Committee

"First, I would like to recognize and thank the other members of the Auditing Committee: Paula Kenck and Karen Crombie.

We, the Auditing Committee find:

- The Association's receipts were accurately reflected in the records.
- The Association's disbursements were properly accounted for and made for legitimate purposes. We compared random samplings of vouchers and receipts to paid out entries in the check ledger and compared copies of checks to the ledger to verify the checks written matched the ledger entries. We also checked to see if the account balanced at the end of each month.
- There is a careful and complete accounting of wages, Leave With Out Pay (LWOP) and other corresponding disbursements (i.e. payment for unemployment tax, workers' compensation, 401K's, etc.) for employees of this Association and a complete file of W2's for each employee.
- There is an accurate inventory of this Association's fixed assets (office equipment), stating value and location of each item.
- There are complete files of LM forms for county units and copies of each county's end of year banks statements to provide a method of safeguard for assets in county accounts.
- All vouchers paid by the Secretary-Treasurer have been reviewed by the President and the Vice-President to safeguard State Association funds. In compliance with new Department of Labor rules, they have also been reviewed regularly by the State Steward and the Secretary-Treasurer and by the District Representatives on a rotating basis.
- There are copies of all completed forms for the IRS.

While we did not review all records available, we believe our random sampling to be good indicator of the accuracy of the Secretary-Treasurer's records. We commend the Secretary-Treasurer for impeccable records and organized record keeping and wish to thank her for her help while we completed our tasks. This Association should feel extremely proud of and confident in this record keeping, with the hard copy files and not one, but two back-up copies on disc.

We would also like to recognize and thank the officers of this Association for the days of LWOP they have donated to the operation of this Association. Their time sacrifices are appreciated by this committee and should be acknowledged by this gathering."

Doug Rinehart made a motion that their report be accepted and the committee be dismissed with the Associations thanks. Cindy Adams gave the second. The motion was voted on and passed.

President Patricia then asked for the report of the Washington Rural Carrier Committee. Chair Marc McIntosh introduced the committee as Cindy Adams and Melvin Walker and read the following:

Report of the Washington Rural Carrier

"We first met with the editor and had some carriers provide input. We recommend the following:

(1) Each issue have a disclaimer that Constitution & By-Laws are available through state officers and at all county meetings, (2) two columns instead of one on a large page, (3) keep the font at size 12, and (4) keep the 'Change of Service'. We also recommend (5) possibly sending the real small issue first class, (6) publish possibly five or six issues at board discretion, (7) use front of paper to announce Fall Booster and Spring District meetings, and (8) each issue to publish an article from the President, State Steward and Secretary-Treasurer (checks, balances – not an article). Currently there are three issues that the Editor is paid \$400/issue. We recommend (9) that if the board so decides to increase the number of issues to five or six, then the Editor would be paid \$300/issue and (10) have district representatives get quotes for mailing and printing from other print companies in their districts (currently it's being printed in Lynden) for next years committee. And finally (11) we recommend keeping the Constitution & By-Laws printed in the paper."

Marc McIntosh made a motion have their report accepted and dismiss the committee with thanks. Doug Rinehart gave the second. The motion was voted on and passed.

President Patricia asked that Donnie Pitts, NRLCA Vice-President, come forward and address the Association. He spoke on the following topics:

- Territorial disputes (updates in National Magazine and website.
- Carriers working under evaluated system at last arbitration.

A lunch break was taken at 12:20 p.m. The meeting reconvened at 1:20 p.m. and door prizes were awarded. Secretary-Treasurer Becky Wendlandt read roll call. All officers and delegates were present with the exception of Okanogan and Lincoln/Grant/Adams counties.

President Patricia asked for the final report of the Mileage and Per Diem Committee. The committee came forward and Chair Dan Schrup read the following:

Final Report of the Mileage and Per Diem Committee

"This is the final report, as corrected, of the Mileage and Per Diem Committee. This report calculates round trip mileage at \$.33 per mile, plus any ferry costs incurred, and a convention allowance of \$250. A total dollar amount is calculated along with a total dollar amount less 14% to meet the cap suggested by the board."

Name of Delegate	Trip Miles		x .33	Conv. Allow.		Sub Total	Ferry
Total	86% Less						
Adams, Cynthia	218	\$71.94	\$250.00	\$321.94	\$25.00	\$346.94	\$298.02
Aichele, Patricia	702	\$231.66	\$250.00	\$481.66		\$481.66	\$413.75
Alexander, Charles	6	\$1.98	\$250.00	\$251.98		\$251.98	\$216.45
Alexander, Patricia	6	\$1.98	\$250.00	\$251.98		\$251.98	\$216.45
Anderson, Annette	194	\$64.02	\$250.00	\$314.02	\$19.50	\$333.52	\$286.49
Barrett, Paige	534	\$176.22	\$250.00	\$426.22		\$426.22	\$366.12
Blackburn, Joanne	254	\$83.82	\$250.00	\$333.82		\$333.82	\$286.75
Cammack, Michael	380	\$125.40	\$250.00	\$375.40		\$375.40	\$322.47
Carlson, Karen	206	\$67.98	\$250.00	\$317.98	\$19.50	\$337.48	\$289.90

Cavazos, Roxanne	596	\$196.68	\$250.00	\$446.68		\$446.68	\$383.70
Cowan, Renee'	248	\$81.84	\$250.00	\$331.84		\$331.84	\$285.05
Crombie, Karen	244	\$80.52	\$250.00	\$330.52		\$330.52	\$283.92
Crow, Beverly	600	\$198.00	\$250.00	\$448.00		\$448.00	\$384.83
Dillon, Leo	244	\$80.52	\$250.00	\$330.52		\$330.52	\$283.92
Donaghue, Tammy	364	\$120.12	\$250.00	\$370.12		\$370.12	\$317.93
Edenholm, Lillian	78	\$25.74	\$250.00	\$275.74		\$275.74	\$236.86
Faulkner, Mariann	78	\$25.74	\$250.00	\$275.74		\$275.74	\$236.86
Freeman, Cheryl	670	\$221.10	\$250.00	\$471.10		\$471.10	\$404.67
Frymire, Janice	128	\$42.24	\$250.00	\$292.24		\$292.24	\$251.03
Gardner, Roni	630	\$207.90	\$250.00	\$457.90		\$457.90	\$393.34
Hagedorn, Marlene	220	\$72.60	\$250.00	\$322.60		\$322.60	\$277.11
Halverson, Carol	174	\$57.42	\$250.00	\$307.42		\$307.42	\$264.07
Hartshorn, Monte	406	\$133.98	\$250.00	\$383.98		\$383.98	\$329.84
Headley, Colleen	138	\$45.54	\$250.00	\$295.54		\$295.54	\$253.87
Hemrich, James	684	\$225.72	\$250.00	\$475.72		\$475.72	\$408.64
Hill, Susan	202	\$66.66	\$250.00	\$316.66	\$16.25	\$332.91	\$285.97
Jaynes, Royella	166	\$54.78	\$250.00	\$304.78	\$25.00	\$329.78	\$283.28
Johnson, Shawn	240	\$79.20	\$250.00	\$329.20		\$329.20	\$282.78
Kayala, Karen	68	\$22.44	\$250.00	\$272.44		\$272.44	\$234.03
Kenck, Paula	120	\$39.60	\$250.00	\$289.60		\$289.60	\$248.74
Kile, Mary	206	\$67.98	\$250.00	\$317.98	\$19.50	\$337.48	\$289.90
Lamm, Ann	158	\$52.14	\$250.00	\$302.14	\$25.00	\$327.14	\$281.01
Lee, John	744	\$245.52	\$250.00	\$495.52		\$495.52	\$425.65
Lipp, Raygen	202	\$66.66	\$250.00	\$316.66	\$19.50	\$336.16	\$288.76
McIntosh, Linda	758	\$250.14	\$250.00	\$500.14		\$500.14	\$429.62
McIntosh, Marc	758	\$250.14	\$250.00	\$500.14		\$500.14	\$429.62
McKenzie, Dawn	352	\$116.16	\$250.00	\$366.16		\$366.16	\$314.53
Moore, Polly	30	\$9.90	\$250.00	\$259.90		\$259.90	\$223.25
Oswald, Leonard	44	\$14.52	\$250.00	\$264.52		\$264.52	\$227.22
Patteson, Joyce	456	\$150.48	\$250.00	\$400.48		\$400.48	\$344.01
Peck, Judith	132	\$43.56	\$250.00	\$293.56		\$293.56	\$252.17
Pike, Rebecca	32	\$10.56	\$250.00	\$260.56		\$260.56	\$223.82
Pitts, Patrick	296	\$97.68	\$250.00	\$347.68		\$347.68	\$298.66
Reppe, David	666	\$219.78	\$250.00	\$469.78		\$469.78	\$403.54
Rinehart, Doug	202	\$66.66	\$250.00	\$316.66	\$19.50	\$336.16	\$288.76
Robb, Harley	96	\$31.68	\$250.00	\$281.68		\$281.68	\$241.96
Ryan, Dale	734	\$242.22	\$250.00	\$492.22		\$492.22	\$422.82
Schrup, Daniel	678	\$223.74	\$250.00	\$473.74		\$473.74	\$406.94
Shea, Andrew	140	\$46.20	\$250.00	\$296.20		\$296.20	\$254.44
Simuel, Robert	216	\$71.28	\$250.00	\$321.28		\$321.28	\$275.98
Smith, Carrie	408	\$134.64	\$250.00	\$384.64		\$384.64	\$330.41
Stewart, Cathersa	692	\$228.36	\$250.00	\$478.36		\$478.36	\$410.91
Stewart, Jack	692	\$228.36	\$250.00	\$478.36		\$478.36	\$410.91
Stritzke, Noretta	676	\$223.08	\$250.00	\$473.08		\$473.08	\$406.38
Suta, Jodi	52	\$17.16	\$250.00	\$267.16		\$267.16	\$229.49
Suta, Judy	52	\$17.16	\$250.00	\$267.16		\$267.16	\$229.49

Sutherland, Edith	14	\$4.62	\$250.00	\$254.62		\$254.62	\$218.72
Triebenbach, Carolyn		176	\$58.08	\$250.00	\$308.08	\$25.00	\$333.08
							\$286.12
Two Feather, Nola	28	\$9.24	\$250.00	\$259.24		\$259.24	\$222.69
Walker, Lynn	670	\$221.10	\$250.00	\$471.10		\$471.10	\$404.67
Walker, Melvin	432	\$142.56	\$250.00	\$392.56		\$392.56	\$337.21
Walla, Janie	78	\$25.74	\$250.00	\$275.74		\$275.74	\$236.86
Wendlandt, Rebecca		746	\$246.18	\$250.00	\$496.18		\$496.18
							\$426.22
Williams, Dee	202	\$66.66	\$250.00	\$316.66	\$16.25	\$332.91	\$285.97
	Totals	20616	\$6,803.28	\$16,000.00		\$22,803.28	
\$230.00		\$23,033.28					\$19,785.55

Noretta Stritzke made a motion to accept monies at the 14% less margin and Mariann Faulkner gave the second. There was a discussion. Dan Schrup made a motion to have their report accepted and the committee be dismissed with thanks. Renee' Cowan gave the second. The motion was voted on and passed.

President Patricia then asked for the final report of the Resolutions Committee. Chair Judith Peck read the following:

Courtesy Resolution

"Whereas many people have contributed to the 2004 State Convention;

Be it resolved;

1. That we thank the Convention Chair, Becky Pike, and all of those on her committee who assisted in the dedication of time, planning, and running of our State Convention.
 2. That we thank our State Board.
 3. That we thank our National Speakers, NRLCA Vice President Donnie Pitts, and NRLCA Auxiliary Treasurer Charles Adams.
 4. That we thank our WA-RLCA Auxiliary President Joe Horlacher, his board, and all Auxiliary members.
 5. That we thank our Juniors' State President Hillary Faulkner, her board, and all of the Juniors in attendance.
 6. That we thank our USPS Speakers, Western Area Operations Programs Analyst & Team Leader for Area Delivery Programs Manager, Pat Conrad, and Lynden Postmaster Dale Pomeroy.
 7. That we thank our speaker, APWU President Peter Holter-Mehren.
 8. That we thank our speaker, NALC State President, Jo Ann Pyle.
- And, that we thank all of our Committee Members, Delegates, and all attendees for their participation and hard work."

Joann Blackburn made a motion to accept the courtesy resolution and Mary Kile gave the second. The motion was voted on and passed. President Patricia then reread the Convention Standing Rules #10 and #11. The committee then took turns reading the following resolutions.

RESOLUTIONS PASSED AND SUBMITTED BY THE COUNTIES TO THE

**2004 WRLCA STATE CONVENTION
BELLINGHAM, WASHINGTON**

Submitted by Chelan Douglas County:

1. Non Binding:

It is difficult to find and retain qualified persons to help provide part time help on a permanent basis, it is in the best interest of both the Postal Service and the National Rural Letter Carriers' Association to provide benefits that would help retain such individuals, therefore be it resolved that RCA's receive the same benefits as career employees on a prorated basis.

Resolution #1 was passed by the drop of the gavel.

2. Non Binding:

RCA's assigned to auxiliary routes work six days a week and are essentially permanent, part time employees, and it is difficult to find and retain qualified persons to help provide part time help on a permanent basis, it is in the best interest of both the Postal Service and the National Rural Letter Carriers' Association to provide benefits that would help retain such individuals, therefore be it resolved that RCA's assigned to auxiliary routes receive the same benefits as career employees.

(Object, Mike Cammack) Discussion. Judith Peck made a motion to accept resolution #2 and it was seconded and voted on.

Resolution #2 was passed.

Submitted by Lincoln, Grant, Adams County:

3. Binding: To the National Board

Therefore be it resolved that our National Organization work diligently and lobby for total repeal of the Windfall Elimination Provision (WEP) and the Government Pension Offset (GPO).

Intent: Financial fairness for retirees.

Resolution #3 was passed at National Convention, Chicago 2003.

4. Binding: To the National Board

Therefore be it resolved that our National Organization work diligently and lobby to increase the percentage of the employers share of health benefit premiums for retirees.

Intent: Retirees income decreases with retirement, but shares of health premiums increases.

Resolution #4 was passed at National Convention, Chicago 2003.

Submitted by Lower Columbia County:

5. Non Binding: USPS/NRLCA Contract Article 10

Therefore be it resolved Rural Carriers should be able to participate in the Annual Leave exchange, as do City Carriers.

Intent: To have the same options as the City Carriers have.

(Object, Dan Schrup) Discussion. Judith Peck made a motion to accept resolution #5 and it was seconded and voted on.

Resolution #5 was defeated.

Jim Hemrich made a motion to suspend the rules to consider each resolution after this second reading and to automatically make a motion, accept, and second, and not to read again, all in the interest of saving time. Polly Moore gave the second and it was voted on and passed.

6. Non Binding: USPS/NRLCA Contract Article 30 Section P2

Whereas an office-wide list will be established for substitutes, rural carrier associates, and rural carrier relief employees who desire to work on Sunday. When there is a need to work leave replacements on Sunday, the Employer may require a part-time flexible rural carrier to work prior to selecting qualified employees from the list. The Employer will make every reasonable effort to avoid requiring substitutes, RCA's, and RCR's not on the list to work.

Therefore be it resolved an office-wide list will be established for substitutes, rural carrier associates, and rural carrier relief employees who desire to work on Sunday. When there is a need to work leave replacements on Sunday, the Employer may require a part-time flexible rural carrier to work prior to selecting qualified employees from the list. The Employer will make every reasonable effort to avoid requiring substitutes, RCA's, and RCR's not on the list to work. All rural employees required to work Sunday will be paid at the double-time rate for all Sunday work.

Intent: To fall in line with other crafts who are compensated for working on Sunday at a premium pay.

Resolution #6 was passed by the drop of the gavel.

Submitted by Mutual County:

7. Non Binding: ELM515.2

Whereas when there is a death in the family (son or daughter, parent, spouse or guardian) as defined in the ELM 515.2 be it resolved that when there is a death in the family, a regular rural carrier be entitled to 3 days of bereavement leave per year.

Intent: Allow regular carriers up to 3 days a year of bereavement leave when necessary.

(Object, Susie Hill) Susie Hill made a motion to strike "per year" and it was seconded, voted on, and passed. Discussion. Cindy Adams made a motion to add, "paid bereavement leave." This motion was seconded, voted on, and passed. Discussion. Shawn Johnson made a motion to strike "as defined in the ELM 515.2". This motion was seconded, voted on, and passed. The amended resolution was voted on.

Resolution #7 was passed as amended.

8. Non Binding: PO 603 #542.22 Centralized Boxes

Whereas in the PO 603 #542.22 Centralized boxes - the box allowance for each centralized box is 1 minute, therefore be it resolved that Centralized box allowance be 1.82 minutes.

Intent: Increase time allowance to more accurately reflect time used to deliver.

Resolution #8 was passed at National Convention, Portland, Maine 2002

9. Non Binding:

Whereas the Postal Service is actively seeking to increase their share of parcel business, therefore be it resolved that the USPS increase compensation to rural carriers to cover increased delivery expenses and be it resolved a daily mileage log be kept and reviewed bi-weekly and mileage compensation be paid for all miles above the daily route miles at the current EMA rate on routes in excess of 40 miles with privately owned vehicles.

Intent: Routes in excess of 40 miles with privately owned vehicles shall be compensated based on actual miles driven.

(Object, Mariann Faulkner) Discussion. Joann Blackburn made a motion to accept resolution #9 and it was seconded and voted on.

Resolution #9 was defeated.

10. Non Binding:

Whereas accurate tracking of Delivery Confirmations is important to the customer, therefore be it resolved the USPS Delivery Confirmation Program standardize placement of the bar code labels to be on the postage side of articles.

Intent: Increase accuracy of bar code scanning.

Resolution #10 was passed by the drop of the gavel.

Submitted by Spokane County:

11. Non Binding:

Whereas, the USPS is in control of a large amount of circulars that are mailed each year and it seems to send out none of them during mail count, therefore be it resolved that each office keep track of circulars mailed by the USPS. The time frame would be beginning of count and would go for one year unless or until a route is counted. Each route would receive an R time value for each set of circulars delivered throughout that year. If a rural route picks up food during NALC food drive it would receive credit for 2 sets of circulars. (Example: 10 sets of circulars in one year – none during count – 500 boxes – each set worth 20 minutes (10X20=200 minutes divided by 52 weeks =3.85 min/week R time).

Intent: That rural carriers are paid appropriately for the work they do.

(Object, Shawn Johnson) Discussion. Joann Blackburn made a motion to accept resolution #11 and it was seconded and voted on.

Resolution #11 was defeated.

12. Non Binding:

Whereas DPS is paid to Rural Carriers as a street function, and if it is delivered on the street extra gas and wear and tear happens to vehicles, therefore be it resolved that all routes who receive DPS receive an extra \$.20 (twenty cents) EMA for each 10 minutes of DPS received on a daily evaluation.

Intent: To help defray vehicle expense.

Resolution #12 was passed by the drop of the gavel.

13. Non Binding:

Whereas, the USPS is working to implement DPF's and the impact on Rural Routes could be devastating, therefore be it resolved that all carriers who have 6 years seniority and are on a route evaluated over 40 hours be entitled to 40 hours minimum pay.

(Object, Jim Hemrich) Judith Peck made a motion to accept resolution #13 and it was seconded and voted on.

Resolution #13 was defeated.

14. Non Binding:

Whereas security has become a much greater concern in the USPS, this has led to increased accountability for arrow keys and vehicle keys, therefore be it resolved that Rural Carriers receive Form 3821 credit when clearing keys – not actual time.

Intent: Carriers to have a signed receipt for keys.

Resolution #14 was passed by the drop of the gavel.

Submitted by Whatcom County:

15. **Non Binding:**

Whereas all rural carriers should have the opportunity to be employed full-time on a route rated at 39:30 standard hours (40H) or higher if they so choose, and whereas all rural carriers regardless of their route evaluation should be allowed an opportunity for employment at a location of their choice, within their present Postal District, therefore be it resolved that the NRLCA negotiate with the USPS a process in which regular rural craft employees be allowed to place their name on up to three (3) seniority lists in offices, other than the office they are currently working in, for the purpose of bidding on routes. Such transfer would be limited to a carrier's own Postal District. The order of placement by office seniority will be as follows: regular carriers, PTF's, Substitute 73's, RCA's, then the first regular who put their name on the list, then any new RCA who was hired to that office after the dates of any regular carrier who requested their name to be placed on the seniority list of that office. Any transfer applicant who does not accept a successful bid shall be removed from the seniority list of that office. This process would not affect excess carriers or those who have retreat rights.

Intent: To provide all rural carriers with the chance to achieve full-time employment in the office of their choice within their District, while having absolutely no impact on present craft members.

(Object, Cheri Freeman) Discussion. Patrick Pitts made a motion to extend the time of five minutes for discussion and it was seconded, voted on, and passed. Discussion. Judith Peck made a motion to accept resolution #15 and it was seconded and voted on.

Resolution #15 was passed.

Judith Peck made a motion to dismiss the Resolutions Committee with thanks and Royella Jaynes gave the second. The motion was voted on and passed.

A fifteen-minute break was called for at 3:05 p.m. When the meeting reconvened door prizes were awarded. Dan Schrup made a motion to address the Constitution & By-Law proposed changes that are not affected by the final report of the Finance Committee. Doug Rinehart gave the second and it was voted on and passed. Carol Halverson made a motion to adjourn the meeting today, Tuesday, at 4:30 p.m. and Polly Moore gave the second. The motion was voted on and passed. Secretary-Treasurer Becky Wendlandt read roll call. All officers and delegates were present with the exception of Okanogan and Lincoln/Grant/Adams counties.

President Patricia called for the Constitution & By-Laws Committee to come forward. Chair Shawn Johnson re-introduced the committee as Patrick Pitts and Jim Hemrich then read the following:

“In the interest of keeping the voting clear that a yea vote will pass the proposed Constitution and By-Law change and a nay vote will fail it, the committee will read the proposed Constitution and By-Law change and then will moved to approve it. Another committee member will second it. The

President will then bring it to the floor for discussion. One delegate will speak for it and another delegate will speak against it until the end of discussion. It will then take a 2/3 vote to conclude.”

CONSTITUTION & BY-LAW PROPOSED CHANGES
 COUNTY PASSED & SUBMITTED FOR 2004 STATE CONVENTION
 BELLINGHAM, WASHINGTON

(Bold print is new and amended language and underlined print is removed language.)

1. Constitution, Article I, Section 1

Present Language:

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

Proposed Language:

SECTION 1 This association shall be known as the Washington Rural Letter Carriers' Association (here-in-referred to as 'the WARLCA'). **The Washington Rural Letter Carriers' Association (WARLCA), by its Secretary-Treasurer, maintains custody and control of the State Association name as well as any State Association logo or symbol. Unauthorized use of the State Association name, logo, or symbol shall be addressed by the filing of an internal union charge or legal action or both.**

Please note: If passed, all references to WRLCA in the Constitution and By-Laws will be changed to WARLCA.

Intent: This is needed so that we are not confused with the other "W" States (Wisconsin, Wyoming). Our trademark will also be under the WARLCA.

Proposed language was passed.

2. Constitution, Article II, Section 1

Present Language:

SECTION 1 The object of the WRLCA shall be: to unite fraternally all regular rural carriers, substitute rural carriers, part time flexible carriers, rural carrier reliefs, rural carrier associates, and retired 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 Service.

Proposed Language:

SECTION 1 The object of the WRLCA shall be: **to improve the methods used by rural letter carriers, to benefit their conditions of labor with the United States Postal Service (USPS) and to promote fraternal spirit among its members. This Organization shall not affiliate or merge with any other organization or group without a majority vote of the delegates at a national or special convention or a majority mail referendum vote of all members voting.**

Intent: To update the language with what was passed last year and National Convention.

Dale Ryan made a motion to amend but it was defeated. Discussion.

Proposed language was passed.

3. Constitution, Article III, Section 1, 2, & 3

Present Language:

SECTION 1 Active members of all County Units shall be eligible for membership in the WRLCA; such members to be regular carriers, substitute rural carriers, part time flexible rural carriers, rural carrier reliefs, rural carrier associates and retired 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.

Proposed Language:

SECTION 1 Membership of the WARLCA shall be in compliance with the NRLCA Constitution and By-Laws, Article III, Membership, and composed of:

A. Bargaining Unit Rural Carriers:

Regular Carrier (Designation Code 71)

This would include Regular Carriers who are in injured-on-duty/leave without pay (IOD/LWOP) status and assigned to (980-989) rural routes.

Part-Time Flexible Rural Carriers (Designation Code 76)

Substitute Rural Carriers (Designation Code 72 and 73)

Rural Carrier Associates (RCA) (Designation Codes 74, 78, 79)

Rural Carrier Reliefs: (RCR) (Designation Code 75)

Auxiliary Rural Carriers (Designation Code 77)

Rural Letter Carriers who are serving in the Armed Forces of our country, provided they were members of the WARLCA at the time of their entry into the Armed Forces.

B. Retired Rural Carriers: Rural Carriers who were members in good standing at the time of their retirement, retired on an annuity, and have joined the WARLCA as a retired member.

C. Associates: Former rural letter carriers who were members in good standing and are now working in other postal related jobs; excluding those in management positions, and former rural letter carriers who were members in good standing when they left the service and are not receiving an annuity.

D. Retired Associates: Associates who have been retired on an annuity.

SECTION II "Members in good standing" shall be defined as any person who has fulfilled the requirements for membership and who has not voluntarily withdrawn nor been expelled or suspended by the WARLCA and/or NRLCA. "Good standing" requires the timely payment of dues as defined in the NRLCA Constitution and By-Laws, By-Laws, Article X.1.E.

SECTION III Members in categories A-D, as defined in Article III of this Constitution, are entitled to voting rights as follows:

A – Entitled to all voting rights

B – Entitled to all voting rights with the exception of ratification of National Agreements

C and D – Have no voting rights

****Rename Current Section III to Section IV.**

Intent: To update and be in compliance with National.

Proposed language was passed.

4. Constitution, Article IV, Section 1

Present Language:

SECTION 1 Each County Unit shall be entitled to representation in this Association by one delegate-at-large. Each County Unit is also entitled to one delegate for each (5) members or major faction thereof of its own members, based on the current membership year. Each credentialed and seated delegate is entitled to one vote. The Delegate-at-Large is responsible for collecting the ballots

for his/her delegation and for returning the ballots to the Tellers' Committee after his/her county delegates have voted.

Proposed Language:

SECTION 1 Each County Unit shall be entitled to representation in this Association by one delegate-at-large. Each County Unit is also entitled to one delegate for each (5) members or major faction thereof of its own members, based on the current membership year. Each credentialed and seated delegate is entitled to one vote.

The county credentialed Delegate to State Convention is responsible for the following:

1. Specific assignments to a committee as notified by the State President.
2. Be in attendance at all business sessions of the State Convention starting Monday morning and not leaving until the Convention has been adjourned.

The county credentialed not leaving until the Convention has been adjourned. Delegate-at-Large is responsible for the following:

1. Specific assignment to a committee as notified by the State President
2. Be in attendance at all business sessions of the State Convention starting Monday morning and not leaving until the Convention has been adjourned.
3. Receiving the ballots and Voting Cards for his/her delegation and for returning them at the conclusion of each business session.
4. Verifying his/her county delegates' attendance at the beginning of each business session.
5. Reporting any discrepancies in his/her county delegates' attendance to the State President and Mileage and Per Diem Committee as soon as possible.
6. Submitting an oral report of the State Convention at his/her county meeting during the upcoming year.

Intent: To clarify the duties of the County Credentialed Delegates to State Convention.

Becky Wendlandt made a motion to add "The county credentialed paid Delegate to State..." and "The country credentialed paid Delegate-at-Large..." and to strike "...State Convention starting Monday morning and not leaving..." and add "...State Convention beginning with opening session and not leaving..." in both #2 sentences. Doug Rinehart gave the second and it was voted on and passed. Dan Schrup made a motion to add the word "state" in front of 'paid' (both times) in the above first amendment. Polly Moore gave the second and it was voted on and passed. The amended proposed language was voted on.

Proposed language passed as amended.

5. Constitution, Article VIII, Section 1A

Present Language:

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.

Proposed Language:

SECTION 1A Each district shall nominate its own District Representative at a District meeting prior to the State Convention. Notice of said meeting will be sent to all members at least fifteen (15)

days prior to the meeting. **Such nominations shall be placed before the State Convention.** In case no nomination is made by the District, the **delegates** at the State Convention shall select and place in nomination the name of a member of said District.

Intent: The nomination committee is not really needed since all members have an equal chance to be placed on the ballot for election of officers at the State Convention when the President asks for nominations. This would free up committee members to help in other areas.

Dale Ryan made a motion to add "...the District, the delegates of said district at the State Convention..." and Doug Rinehart gave the second and it was voted on and passed. Discussion. Monte Hartshorn made a motion to reconsider the amendment and Renee' Cowan gave the seconded and it was voted on and passed. Discussion. Melvin Walker made a motion to postpone the reconsideration of this proposal until Wednesday morning and Renee' Cowan gave the second and it was voted on and passed.

Constitution & By-Law #5, with the proposed amended language, was tabled indefinitely. (This was voted on Wednesday a.m. but typed in now for clarity.)

The yea/nay cards were collected, the convention was adjourned for the day at 4:30 p.m.

Wednesday, June 23, 2004

President Patricia Alexander called the meeting to order at 8:00 a.m. and door prizes were awarded. Auxiliary Secretary-Treasurer Myrtle Buchanan came forward and announced the recipients of the auxiliary scholarships. The first scholarship of \$600 was given to Michael Gagman and the second scholarship of \$400 was given to Hillary Faulkner. Myrtle requested that the auxiliary hopes that more apply for the scholarships next year. Secretary-Treasurer Becky Wendlandt read roll call. All officers and delegates were present with the exception of Okanogan and Lincoln/Grant/Adams counties.

President Patricia then asked for the final report of the Finance Committee. Chair Joyce Patteson re-introduced the committee as Noretta Stritzke and Royella Jaynes then read the following:

Final Report of the Finance Committee

"We, the members of the Finance Committee at the 2004 State Convention in Bellingham, WA., have the following recommendations to submit to the delegates for consideration:"

Recommendations 04/05 Dues Structure (July 1, 2004 through June 30, 2005):

The state shall underwrite the county units, the Convention fund, and any special funds as needed. The state per capita dues for regular carriers, part time flexible carriers, and associate members shall be 1% of the yearly salary of a 40-hour route at Step A on the salary schedule as of January 15 of each year. The state per capita dues for relief carriers shall be 35% of the regular carriers' state per capita dues as calculated above. The state per capita dues for retirees shall be a set rate of \$27.00. The annual dues will be the total of the State per capita dues in addition to the National per capita dues. All per capita dues described in this article shall be rounded up to the nearest whole dollar and become effective July 1 of each year. The portion of the State per capita dues distributed to the County Units, the Convention Fund, and other special funds shall be decided at each State Convention. The membership and fiscal year shall begin July 1 and end June 30.

Intent: To reduce the retiree's dues to a flat rate of \$60 per year.

(This is the amended proposed language that is passed later in Constitution & By-Laws #12.)

Mileage, Hotel Expense, and Food Per Diem for 04/05 Membership:

No change recommendations.

Robert Samuel made a motion that "If a delegate ride-shares with another delegate, than the mileage reimbursement should equally be shared between the delegates." Renee' Cowan gave the second. Discussion. Shawn Johnson made a motion to amend by adding to the front of his statement "The Finance Committee will include a recommendation that..." and Polly Moore gave the second. Discussion. The amendment was voted on and passed. Discussion. Clarification of minutes was asked to make sure this was only a 'recommendation' to the State Board. The amended motion was voted on and passed.

Money Returned to County Units for 04/05 Dues Year:

We recommend the county units be funded at \$.50/member, per meeting, for up to four yearly meetings provided the total checking/savings account falls below \$100. This would be subject to the following conditions: (1) L/M report submitted to State Secretary on time, (2) meeting minutes submitted in a timely manner, (3) most current bank statement to be made available to State Secretary as needed prior to convention, (4) no additional pay given to state delegates from county funds, (5) must have at least one delegate to state convention, and (6) copy of Constitution and By-Laws submitted to State Secretary upon making any changes.

Susie Hill made a motion to add to the end of the 1st sentence " or \$1 per member, which ever is greater." Judi Peck gave the second and it was voted on and passed. Becky Wendlandt made a motion to amend (5) by replacing the wording with "must have at least one delegate attend the previous years' convention". Shawn Johnson gave the second and it was voted on and passed.

Salary Recommendations for 04/05 Membership Year:

State Steward:	\$425 Month	\$5100 Year
Assistant State Steward:	\$325 Month	\$3900 Year
Secretary-Treasurer:	\$325 Month	\$3900 Year
Editor:	\$400 Per Issue	\$1200 For 3 Papers

Intent: This would just be a small token of appreciation because of all the hard work and dedication.

State Convention Allowance:

No change recommendations.

Retirees Function at State Convention:

Change the name to 'Association Banquet' and the banquet's (Retirees' and Associations') remain combined. No change recommendation in the fund amount.

Door Prize Allowance:

No change recommendations.

Other Committee Recommendations:

1. Because of the rising costs and declining attendance, we recommend the district representatives review the structure of all aspects of the State Convention (i.e. length, location, etc.) and have proposals and recommendations to present to the remainder of the State Board by spring meeting 2005.

Becky Wendlandt made a motion to add, "Any changes would not apply to contracts already negotiated for the upcoming Conventions." Shawn Johnson gave the second and it was voted on and passed.

2. No amendments to the original recommendation typed in the preliminary report.

3. No amendments to the original recommendation typed in the preliminary report.

4. No amendments to the original recommendation typed in the preliminary report.

Monte Hartshorn made a motion to have the final report of the Finance Committee be accepted as amended and Renee' Cowan gave the second and it was voted on and passed. Joyce Patteson made a motion to dismiss the Finance Committee, with thanks, and Doug Rinehart gave the second and it was voted on and passed.

President Patricia then asked for the Constitution & By-Laws Committee to come forward and continue with their final report. Chair Shawn Johnson then re-read #5, all of #6, #10, and #15, consecutively, as they all relate to the Nominating Committee. Doug Rinehart made a motion to consider #15 first. Royella Jaynes gave the second and it was voted on and passed. Dale Ryan made a motion that since the intent of Constitution & By-Laws #5, #6, and #10 were to eliminate the Nominating Committee, that they all be table indefinitely. Doug Rinehart gave the second and it was voted on and passed. (They are all being typed in numerical order, however, for clarity reasons.)

#6. Constitution, Article VIII, Section 4

Present Language:

SECTION 4 The nomination of officers shall be made by a Nominating Committee of three (3): one (1) of whom shall be selected by the President, one (1) by the Vice President, and these two (2) so chosen shall select the third 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.

Proposed Language:

SECTION 4 The nomination officers shall be made at State Convention. The President shall ask, "Are there any nominations?" three times. The names of the nominees shall be placed on the ballot. The election of officers shall take place at each State Convention of the WARLCA. The installation of officers shall take place immediately before adjournment.

Intent: The nomination committee is not really needed since all members have an equal chance to be placed on the ballot for election of officers at the State Convention when the President asks for nominations. This would free up committee members to help in other areas.

Constitution & By-Law #6 was tabled indefinitely.

7. Constitution, Article IX, Section 2

Present Language:

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.

Proposed Language:

SECTION 2 Nominations for candidates for National Delegates' shall be received by US Mail in the office of the State Secretary at least forty (40) days prior to the opening of the State Convention. Upon receipt of nomination, the State Secretary shall send by U.S. Mail a notice to the nominee acknowledging receipt of the nomination.

Intent: To update as per changes made in the National Constitution and By-Laws.

Discussion.

Proposed language was passed.

8. Constitution, Article IX, Section 8**Present Language:**

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 the National Constitution, shall be declared regular delegates and the remaining candidates shall be declared alternates in the order of their finish. If a delegate decides not to attend National Convention and either notifies the State Secretary in writing or does not check in with the National Convention Credentials Committee by noon on the first day of the National Convention, all the following delegates will move up in order of votes received.

Proposed Language:

SECTION 8 From the elected National Delegates, the Delegate-at-Large will be filled by State officer ranking, beginning with the State President, provided that they are a regular elected delegate. In addition, other National-Paid Delegates and State-Paid Delegates shall be named in accordance with the plurality of votes received. The required number of delegates for the WARLCA, in accordance with the National Constitution, shall be declared regular delegates and the remaining candidates shall be declared alternates in the order of their finish. If a delegate decides not to attend National Convention and either notifies the State Secretary in writing or does not check in with the National Convention Credentials Committee by noon on the first day of the National Convention, all the following delegates will move up in order of votes received.

Intent: To update as per changes made in the National Constitution and By-Laws.

Discussion.

Proposed language was passed.

#9. Constitution, Article IX, Section 9**Present Language:**

SECTION 9 The WARLCA will pay mileage one way at the IRS allowable rate and National Convention allowance of \$400 to all regular credentialed State-paid delegates to the National Convention that attend all business sessions, Western States caucus, and at least one seminar, as long as the total reimbursement for mileage and National Convention allowance does not exceed the total dollar cap set by the Board at the first budget board meeting prior to National Convention. If the mileage and National Convention allowance exceeds the total dollar cap, each state paid delegate will receive an equal percentage less to comply with the dollar cap. Mileage will be computed using a door-to-door mileage program. All State-paid delegates must be present for roll call at each session of National Convention and attend all of the required sessions to qualify for reimbursement from the State. If a State-paid delegate does not meet his/her delegate's responsibilities, the remainder of the WARLCA delegates will decide before the end of the National Convention and before receiving the reimbursement if that delegate is to receive all or any of the State-paid funds due to not meeting his/her responsibilities. To qualify to receive reimbursement from the State as a regular delegate to National Convention, the member must also have been a county credentialed delegate to at least one State Convention in the preceding two years.

Proposed Language:

SECTION 9 The WARLCA will pay mileage round trip at the IRS allowable rate and National Convention allowance of \$375 to all regular credentialed State-paid delegates to the National Convention that attend all business sessions, Western States caucus, and at least one seminar.

Mileage will be computed using a door-to-door mileage program. All State-paid delegates must be present for roll call at each session of National Convention and attend all of the required sessions to qualify for reimbursement from the State. If a State-paid delegate does not meet his/her delegate's responsibilities, the remainder of the WARLCA delegates will decide before the end of the National Convention and before receiving the reimbursement if that delegate is to receive all or any of the State-paid funds due to not meeting his/her responsibilities. To qualify to receive reimbursement from the State as a regular delegate to National Convention, the member must also have been a county credentialed delegate to at least one State Convention in the preceding two years.

Intent: There was much discussion at last years State Convention about making all of the delegates equal in reimbursement for attending the State Convention, and yet the State paid delegates to National Convention continue to fall further behind in compensation when compared to what our National Paid delegates are reimbursed. We need to start to compensate our State-paid delegates at a more equitable rate. If we approve the dues increase we should generate an additional income in the range of approximately \$32,000. This change in this article would cost approximately \$15,000.

*Becky Wendlandt made a motion to strike all wording from beginning of the section "The WARLCA will pay.....reimbursement from the State." (first three sentences) and to replace with the following wording recommended by the Finance Committee (starting the section): **The WARLCA will pay all regular credentialed delegates to National Convention that are not reimbursed by National, the same way and rate that National reimburses, up to a total dollar cap decided by the WARLCA board at the first board meeting of the year. If the reimbursement amount exceeds the set total dollar cap, each delegates' reimbursement will be reduced by an equal percentage to comply with the cap. Further, all regular credential State-paid delegates to the National Convention must attend all business sessions, Western State caucus, and at least one seminar. If a State paid...". Dan Schrup gave the second and it was voted on and passed.***

Proposed language passed as amended.

10. By-Laws, Article I, Section 2

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, a committee of four (4) on Tellers', a committee of three (3) on Constitution & By-Laws, a committee of three (3) on Resolutions, and committee of three (3) on Finances. 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 THE WASHINGTON RURAL CARRIER. 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.

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 **five (5)** on Tellers', a committee of three (3) on Constitution & By-Laws, a committee of three (3) on Resolutions, and committee of **four (4)** on Finances. 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 **four (4)** on Mileage and Per Diem; a committee of three (3) on THE

WASHINGTON RURAL CARRIER. He/She may appoint any other Convention Committee advisable and may also appoint more delegates to serve on a committee if so needed.

Intent: To take out the nominating committee and put another member on the tellers, mileage and per diem, and finance committees.

Constitution & By-Law #10 was table indefinitely.

11. By-Laws, Article I, Section 2A

Proposed Language:

SECTION 2A The President can, if necessary, ask the Constitution and By-Laws Committee, the Resolutions Committee, the Tellers' Committee, and /or the Finance Committee to meet one (1) day prior to the State Convention. These persons would be regular delegates to the Convention and would receive one (1) additional day per diem. They will also receive round trip mileage if they are not already reimbursed from the State and/or County as a delegate.

Proposed Language:

SECTION 2A The President can, if necessary, ask the Constitution and By-Laws Committee, the Resolutions Committee, the Tellers' Committee, and /or the Finance Committee to meet one (1) day prior to the State Convention. These persons would be **credentialed** delegates to the Convention and would receive one (1) additional day per of diem of **\$75**.

Intent: To show the reimbursement of any committee brought in early.

Proposed language was passed.

12. By-Laws, Article VII, Section 3

Present Language:

SECTION 3 The state shall underwrite the County units, the Convention Fund, and any special funds as needed. The state per capita dues for regular carriers, part time flexible carriers and associate members shall be 1% of the yearly salary of a 40-hour route at step A on the salary schedule as of January 15 of each year. The state per capita due for relief carriers shall be 35% of the regular carriers' state per capita dues as calculated above. The state per capita dues for retirees shall be 13% of the regular carriers' state per capita dues as calculated above. The annual dues will be the total of the State per capita dues in addition to the National per capita dues. All per capita dues described in this article shall be rounded up to the nearest whole dollar and become effective July 1 of each year. The portion of the State per capita dues distributed to the County Units, the Convention Fund, and other special funds shall be decided at each State Convention. The membership and fiscal year shall begin July 1 and end June 30.

Proposed Language:

SECTION 3 The state shall underwrite the County units, the Convention Fund, and any special funds as needed. The state per capita dues for regular carriers, part time flexible carriers and associate members shall be 1% of the yearly salary of a 40-hour route at **step B** on the salary schedule as of January 15 of each year. The state per capita due for relief carriers shall be **40%** of the regular carriers' state per capita dues as calculated above. The state per capita dues for retirees shall be **15%** of the regular carriers' state per capita dues as calculated above. The annual dues will be the total of the State per capita dues in addition to the National per capita dues. All per capita dues described in this article shall be rounded up to the nearest whole dollar and become effective July 1 of each year. The portion of the State per capita dues distributed to the County Units, the Convention Fund, and other special funds shall be decided at each State Convention. The membership and fiscal year shall begin July 1 and end June 30.

Intent: To allow the WARLCA to continue to operate in a fiscally responsible manner. This would result in an increase in a regular carrier's dues at the most current Pay Schedule (March 6, 2004) of \$1.23 a pay period (\$32 annually): a RCA's dues would increase by about \$1.12 a pay period (\$29 annually): a retired carrier's dues would increase by 92 cents a month (\$11 annually).

*Chair Shawn Johnson then read the Finance Committee's resolution recommendation. Discussion. Judi Peck made a motion to strike all wording from beginning of section "The state shall underwrite.....dues as calculated above." (first four sentences) and **replace with** the following wording recommendation by the Finance Committee's resolution (starting the section): **The state shall underwrite the county units, the Convention fund, and any special funds as needed. The state per capita dues for regular carriers, part time flexible carriers, and associate members shall be 1% of the yearly salary of a 40-hour route at Step A on the salary schedule as of January 15 of each year. The state per capita dues for relief carriers shall be 35% of the regular carriers' state per capita dues as calculated above. The state per capita dues for retirees shall be a set rate of \$27. The annual dues will be...**. Doug Rinehart gave the second and it was voted on and passed. Dan Schrup made a motion to change "step B" back to "step A". Melvin Walker gave the second and it was voted on but was defeated. The amended proposed language was voted. **Proposed language passed as amended.***

A fifteen-minute break was called and the meeting reconvened at 10:35 a.m. Door prizes were then awarded. Secretary-Treasurer Becky Wendlandt then read roll call. All officers and delegates were present with the exception of Okanogan and Lincoln/Grant/Adams counties. Mariann Faulkner made a motion to suspend the rules and consider her resolution from the floor, out of order (usually read during new business), as it pertains to #13. Jim Hemrich gave the second and it was voted on and passed. Patrick Pitts then read Constitution & By-Laws #13, #14, and the one presented from the floor, consecutively, as they all pertain to the Auxiliary.

From the Floor, By-Laws, Article VII, Section 4

Present Language:

SECTION 4 The Auxiliary of the Washington Rural Letter Carriers' Association shall be funded through an annual assessment of \$8.00 for all members, excluding associate members. Said assessment shall be in addition to the current per capita dues of the members of the Association, providing the Auxiliary Secretary-Treasurer provides a financial statement at the beginning of State Convention to the finance committee. If a member does not wish to pay the assessment, he/she may request a refund of the current assessment from the Auxiliary Secretary-Treasurer.

Proposed Language:

SECTION 4 *The Auxiliary of the WARLCA shall be funded through an annual assessment of \$8.00 for all members, excluding associate members as long as the auxiliary is responsible for funds, and administers the Junior Program at State Convention, the Scholarship Program and provides a financial statement at the beginning of State Convention to the WARLCA. If the Auxiliary is unable to be responsible for, administer, and fund the Junior Program and Scholarship Program, then a \$3.00 assessment per member, replacing the \$8.00 assessment per member, excluding associate members, will be set aside to fund the Junior Program and Scholarship Program. Said assessment shall be in addition to the current per capita dues of the members of the Association. If a member does not wish to pay the assessment for the Junior Program and Scholarship Program, he/she may request a refund of the current assessment from the State Secretary-Treasurer. **The State Board shall oversee the Junior Program and Scholarship Program.***

The Scholarship Program will consist of two \$1000.00 scholarships to be given annually. The current eligibility requirements will remain the same. Scholarships will be awarded at the State Convention.

The Junior Program shall be funded with the remainder of the assessment funds. The Junior Program will consist of three days of activities, a junior banquet, an "Americanism" Program and at least one paid chaperon age 18 or over. If there are any remaining funds the State Board may approve helping a junior officer to National Convention. Such help may not exceed \$400.00. The State Board may also hold any unspent funds in a savings account. Such savings account may not exceed \$300.00. If there are still any remaining funds they shall be returned to the Association general fund.

Intent: This is a back up plan in case the auxiliary is not able or chooses not to function due to lack of active participation by auxiliary members. This would keep the dues at the same amount, but set aside \$3.00 per member for the Scholarship Program and Junior Program. Two programs that would be a shame to lose and put a hardship on many families that counts on the Junior Program.

*Cheri Freeman made a motion to change the age of the chaperon from '18' to '21'. Mike Cammack gave the second and it was voted on and passed. Discussion. Shawn Johnson made a motion to strike 2nd from the last sentence of first paragraph "If a member does.....State Secretary-Treasurer.", and add "**In the event the Auxiliary ceases to be active, the State Board shall oversee.....**" to the beginning of the next sentence and **adding an outline "a" and "b" under the Section 4 to the paragraphs immediately following.** Renee' Cowan gave the second and it was voted on and passed. Dale Ryan made a motion to strike "is responsible for funds, and administers the Junior Program at State Convention, the Scholarship Program and" from 1st sentence and strike entire 2nd sentence starting "If the Auxiliary.....and Scholarship Program. Mariann Faulkner gave the second and it was voted on but was defeated. Amended proposed language was voted on. **Proposed language passed as amended.***

Jim Hemrich made a motion to table indefinitely Constitution & By-Law's #13 and #14 as they pertained to the resolution from the floor that was just passed. Renee' Cowan gave the second and it was voted on and passed. (These Constitution & By-Law's, although tabled, will still be typed for uniformity.)

13. By-Laws, Article VII, Section 4

Present Language:

SECTION 4 The Auxiliary of the Washington Rural Letter Carriers' Association shall be funded through an annual assessment of \$8.00 for all members, excluding associate members. Said assessment shall be in addition to the current per capita dues of the members of the Association, providing the Auxiliary Secretary-Treasurer provides a financial statement at the beginning of State Convention to the finance committee. If a member does not wish to pay the assessment, he/she may request a refund of the current assessment from the Auxiliary Secretary-Treasurer.

Proposed Language:

SECTION 4 The Auxiliary of the **WARLCA** shall be funded through an annual assessment of \$8.00 for all members, excluding associate members, **as long as the auxiliary is responsible for funds, and administers the Junior Program at State Convention, the Scholarship Program, and provides a financial statement at the beginning of State Convention to the WARLCA.** If the Auxiliary is unable to be responsible for, administer, and funding steward training. Said assessment shall be in addition to the current per capita dues of the members of the Association,

providing the Auxiliary Secretary-Treasurer provides a financial statement at the beginning of State Convention to the finance committee. If a member does not wish to pay the assessment **for the auxiliary**, he/she may request a refund of the current assessment from the Auxiliary Secretary-Treasurer.

Intent: This is a back up plan in case the auxiliary is not able to function due to lack of active participation by auxiliary members. This would keep the dues at the same amount, but set aside the \$8.00 for steward training.

Constitution & By-Law was tabled indefinitely.

#14. By-Laws, Article VII, Section 4

Present Language:

SECTION 4 The Auxiliary of the Washington Rural Letter Carriers' Association shall be funded through an annual assessment of \$8.00 for all members, excluding associate members. Said assessment shall be in addition to the current per capita dues of the members of the Association, providing the Auxiliary Secretary-Treasurer provides a financial statement at the beginning of State Convention to the finance committee. If a member does not wish to pay the assessment, he/she may request a refund of the current assessment from the Auxiliary Secretary-Treasurer.

Proposed Language:

SECTION 4 The Auxiliary of the **WARLCA** shall be funded through an annual assessment of \$8.00 for all members, excluding associate members, **as long as the auxiliary is responsible for funds, and administers the Junior Program at State Convention, the Scholarship Program, and provides a financial statement at the beginning of State Convention to the WARLCA. If the Auxiliary is unable to be responsible for, administer, and fund the Junior Program and Scholarship Program, then the \$8.00 assessment per member will be set aside for funding steward training and steward equipment.** Said assessment shall be in addition to the current per capita dues of the members of the Association. If a member does not wish to pay the assessment **for the auxiliary**, he/she may request a refund of the current assessment from the Auxiliary Secretary-Treasurer.

Intent: This is a back up plan in case the auxiliary is not able to function due to lack of active participation by auxiliary members. This would keep the dues at the same amount, but set aside the \$8.00 for steward training and steward equipment.

Constitution & By-Law was table indefinitely.

#15. By-Laws, Article XI, Section 9

Present Language:

SECTION 9 The duties of the Nominating Committee shall be: To seek nominees for the offices open and present these names to the Convention delegates.

Proposed Language:

Delete Section 9 and renumber accordingly.

Intent: All members get an equal chance to be nominated for state office, so the nominating committee is not needed, thus allowing these committee members to serve on other committees.

Discussion. The Nominating Committee's duties were read. Discussion.

Proposed language was defeated.

Charles Alexander made a motion to read Constitution & By-Law #17 before considering #16 as they are relating to the same By-Law. Polly Moore gave the second and it was voted on and passed. Chair Shawn Johnson then read #17. Charles Alexander made a motion to consider #17 before voting on #16. Patrick Pitts gave the second and it was voted on and passed. (However, they will still be typed in numerical order.)

#16. Constitution (National), Article V, Section 1

Present Language:

NATIONAL OFFICERS SECTION 1 The officers of this Association shall consist of President, Vice President, Secretary-Treasurer, Director of Labor Relations, and Director of Steward Operations who shall be elected for one year, or until their successors are elected and installed, and an Executive Committee of four members to be elected one each year for a four-year term or until their successors are elected and installed.

Proposed Language:

NATIONAL OFFICERS SECTION 1 The officers of this Association shall consist of President, Vice President, Secretary-Treasurer, Director of Labor Relations, and Director of Steward Operations who shall be elected for **two years beginning in 2005**, or until their successors are elected and installed, and an Executive Committee of four members to be elected **for a two-year term beginning in 2005**, or until their successors are elected and installed. **Proviso: The two members of the Executive Committee whose terms expire on an even-numbered year between 2005 and 2009 will have their terms extended one year.**

Intent: By 2009, all National Officer positions will be up for election at each National Convention, and the term length for all positions will be two years.

Discussion.

Proposed language was passed.

#17. By-Laws, Article XVIII, Section 1A

Present Language:

A. This Association shall meet each year between August 1st and September 30th at such time as the National Board shall designate; such date to be set not later than March 1st in the year in which the convention will be held. The National Board shall cancel, postpone or change the place of the National Convention, when and if a majority of the States so direct in writing to the National President and the National Secretary-Treasurer.

Proposed Language:

A. Beginning in 2005, this Association shall meet **every odd-numbered** year between August 1st and September 30th at such time as the National Board shall designate; such date to be set not later than March 1st in the year in which the convention will be held. The National Board shall cancel, postpone or change the place of the National Convention, when and if a majority of the States so direct in writing to the National President and the National Secretary-Treasurer.

Intent: To save approximately \$1 million each year at the National level for the year we do not have a National Convention.

Discussion.

Proposed language was passed.

18. By-Laws (National), Article VIII, Section 1A

No present language.

Proposed Language:

A. In the event 20% of rural routes are evaluated below a 40 H, the salary of all National Officers be reduced by 20%. In the event 40% of rural routes are evaluated below a 40 H, the salary of all National Officers be reduced by 40%.

No Intent.

Discussion.

Proposed language was defeated.

Shawn Johnson made a motion to dismiss the Constitution & By-Laws Committee with thanks. Doug Rinehart gave the second and it was voted on and passed. Unfinished business was then addressed. A resolution from the floor was distributed to the Association. President Patricia then read the following:

Non Binding:

Whereas rural carrier adjustments and pay are not identified clearly on their paycheck stub, or carriers are not made aware of changes in pay;

Therefore be it resolved that any adjustments (addition's or subtraction's) to a rural carrier's wages should be identified regarding the origin, which, would be included with employee pay records for each pay period.

Intent: To give the carrier the ability to easily identify the origin of wages earned or adjustments made.

Discussion. Judi Peck made a motion to accept and it was seconded and voted on.

Resolution was passed.

President Patricia then asked Vice-President, Monte Hartshorn, to come forward and announce the **2004 Carrier of the Year**. The recipient for this years' award was **Ann Lamm**, who came forward and received an engraved plaque and gave a brief acceptance speech.

At this time, for the Election of Officers, the delegates were reminded that all nominations were open until closed by the Chair and procedures of a secret ballot vote were reviewed.

Vice-President Monte Hartshorn announced the nominee for President was Patricia Alexander. Charles Alexander made a motion to close nominations for President and that the Secretary-Treasurer cast a unanimous vote for Patricia Alexander for President. The motion was seconded, voted on, and passed. Secretary-Treasurer Becky Wendlandt cast a unanimous vote for Patricia Alexander for 2004-2005 President.

President Patricia announced the nominee's for Vice-President were Monte Hartshorn and Shawn Johnson. The nominations for Vice-President were closed. Each nominee spoke briefly to the Association. The Tellers Committee was then asked to come forward and conduct a secret ballot vote. Chair Joyce Sutherland gave the results of the vote. Monte Hartshorn was announced as 2004-2005 Vice-President.

President Patricia announced the nominee for Secretary-Treasurer was Becky Wendlandt. Charles Alexander made a motion to close nominations for Secretary-Treasurer and that the President cast a unanimous vote for Becky Wendlandt for Secretary-Treasurer. The motion was seconded, voted on, and passed. President Patricia cast a unanimous vote for Becky Wendlandt for 2004-2005 Secretary-Treasurer.

President Patricia announced the nominee for Editor was Susie Hill. Charles Alexander made a motion to close nominations for Editor and that the President cast a unanimous vote for Susie Hill

for Editor. The motion was seconded, voted on, and passed. President Patricia cast a unanimous vote for Susie Hill for 2004-2005 Editor.

President Patricia announced the nominee's for District II Representative were Patrick Pitts and Joann Blackburn. The nominations for District II were closed. Each nominee spoke briefly to the Association. The Tellers Committee was then asked to come forward and conduct a secret ballot vote. Chair Joyce Sutherland gave the results of the vote. Joann Blackburn was announced as 2004-2005 District II Representative.

President Patricia announced the nominee's for District IV Representative were Dave Reppe and Joyce Patteson. The nominations for District IV were closed. Each nominee spoke briefly to the Association. The Tellers Committee was then asked to come forward and conduct a secret ballot vote. Chair Joyce Sutherland gave the results of the vote. Dave Reppe was announced as 2004-2005 District IV Representative.

Political Action Committee (PAC) Chair, Lynn Walker, came forward and gave the amounts of total monies received for PAC as of to date (as recorded by Lynn Walker).

Island, Skagit, San Juan (given award for largest contribution)——— \$1,095

Mutual	\$300	Kitsap	\$140
Spokane	275	Whitman/Asotin	80
Whatcom	155	Chelan/Douglas	495
Lincoln/Grant/Adams	10	Clallum/Jefferson	115
Yakima	120	North East	271
Lower Columbia	66	South East	75

This is a total of yearly contributions as of 12:00 p.m. today. The award for the biggest single contribution went to Mike Cammack for his donation of \$340. Lynn then announced the winners of the PAC drawings.

Vice-President Monte Hartshorn came forward and announced the silent auction winners, the auction(s) they had won, and the amount of purchase. The auction was for used office equipment. The money received goes in to the equipment fund for purchase of new equipment possibly needed in the future.

Donnie Pitts, NRLCA Vice-President, then came forward for the installation of the newly elected officers. They were sworn in and Donnie congratulated each one. They received a standing ovation from the Association. Donnie also gave special recognition and thanks to Charles Alexander and Becky Alexander for all their work at the National level as well as State.

Mike Cammack made a motion to dismiss, with thanks, the Tellers Committee and Tammy Donaghue gave the second and it was voted on and passed. Renee' Cowan made a motion to dismiss, with thanks, the Credentials Committee and Melvin Walker gave the second and it was voted on and passed. Secretary-Treasurer Becky Wendlandt collected the yea/nay cards. Charles Alexander gave a brief update on his conversation with District Manager, Dale Zinser, regarding the offices (17) that are targeted to start the Formula and the ones (4) that have already started. Charles also completed the Association on how well the Convention was conducted this year.

President Patricia then read the last four questions from the Association in the previous question and answer period.

- 12) Q. Where are we with pill bottles? (Cindy Adams)
A. We are currently at a step 4. (Donnie Pitts)
- 13) Q. During count, vacant cards, postage envelopes, and moving COA's were counted as first class letters but had to be verified by management as were all markups. Are there any directions for managers to follow for these mailings? (Carolyn Triebenbach)
A. There is nothing in the guidelines. Not yet. (Donnie Pitts)
- 14) Q. In our last contract negotiations, the USPS argued that they were \$1.2 million in the red. Roughly one month after the arbitrated decision, they revised those figures to \$600 million in the black. They 'gained' \$1.8 almost overnight. Please, let us negotiate our new contract while we are still in the black and not agree to a contract extension.
(Jim Hemrich)
A. Basically, all I can say to that, is that they lied to us. (Donnie Pitts)
- 15) Q. When a carrier files for retirement and then passes away shortly thereafter, how long before the route should go up for bid? (no name on card)
A. Normal rules apply to this situation. (Donnie Pitts)

At this time, President Patricia Alexander asked that Patrick Pitts come forward and give the benediction. Lynn Walker and Ann Lamm retired the colors (flags). The 2004 Annual Convention of the Washington Rural Letter Carriers Association in Bellingham, Washington, was adjourned at 3:00 p.m.

Fall Booster Meeting

Sunday, September 26, 2004

10 am to 4 pm

Tacoma area-specific location to be announced

**Bill Gordon, our National Executive Committeeman
will be there to answer your questions and give us
the latest news from the National office**

Steward Enhancement Training

Saturday, September 25, 2004

10 am to 4 pm

Same location as Booster Meeting, when selected

JUNE 19, 2004 MINUTES FROM WRLCA BOARD MEETING

Lakeway Inn, Bellingham, Washington

MEMBERS IN ATTENDANCE: Patricia Alexander, President; Monte Hartshorn, Vice President; Becky Wendlandt, Secretary/Treasurer; Susie Hill, Editor; Becky Pike, District One; Ann Lamm, District Two; Cheri Freeman, District Three; Dave Reppe, District Four; Lynn Walker, Retired Carrier; and Charles Alexander, State Steward.

AGENDA:

- Positive Go Around & Review Agenda**
- Ground Rules**
- Minutes**
- Board Policy**
- Secretary's Update & Budget Review**
- PAC Update**
- Member of The Year**
- State Conventions: 2004, 2005, 2006, and 2007**
- Western States Conference**
- Steward Program Update**
- WRC**
- Fall Booster**
- Next Board Meeting Date**
- Evaluation**

After a positive go around and reviewing the agenda, the meeting started at 9:15 AM.

GROUND RULES:

The ground rules were waived by consensus.

MINUTES:

The minutes from the March 28-29, 2004 board meeting were approved with a correction on 2004 State Convention adding the word "nights" after we reach 50 rooms.

BOARD POLICY:

The board reviewed the board policy concerning the upcoming State Convention.

SECRETARY'S UPDATE AND BUDGET REVIEW:

The board reviewed the following items:

- * **Retiree's Dues** – Consensus to recommend dues be set at \$60.00 per year
- * **Equipment** – Consensus to purchase Patrick and Becky a computer, and get the upcoming MFC Brother laser printer going on sale at Costco for the Assistants who need it. Budget around \$3500 for computers.
- * **Membership Drive** – The board will brainstorm this the first board meeting of the year.
- * **The board reviewed the 11 month financial statements and expenses for June.**
- * **We have 3 more 50 year members. They are: Joseph Fears, Howard Patterson, and Marie Wodaege. The board signed National history books for them and Becky will mail them out.**
- * **Consensus to pay Lynn as retired carrier and PAC person \$100 stipend to attend the board meeting.**
- * **Consensus to recommend that the counties per refunded 50 cents per member per meeting as long as they do the following:**
 - ⊙ **Have representation at previous year State Convention**
 - ⊙ **Submit June bank statement with LM return**
 - ⊙ **Submit LM on time**
 - ⊙ **Submit minutes to State Secretary to be disbursed to board**
 - ⊙ **County is not to fund state convention delegates**

- ⊙ Update their county Constitution and By Laws each year as needed.
- ⊙ Must go below the minimum of \$1.00 per member or \$100, whichever is greater, in checking/savings account before any funds is given to county.

PAC UPDATE:

Lynn reported that the PAC totals so far are \$5,258. He has a plaque for individual making the largest contribution.

MEMBER OF THE YEAR:

The board reviewed the nominations for member of the year. Ann Lamm is the member of the year.

STATE CONVENTIONS:

2004: The board reviewed the committees, the program, and agenda for the 2004 State Convention, as well as the use of the Sergeant of Arms. Becky Pike said that reservations were down.

Future State Conventions:

2005: Contract has been signed for the 2005 State Convention in Richland. The dates are June 27, 28, 29, 2005. We will be at the Shilo Suites. Prices are \$89 for 1 King or 2 Queen beds, or \$79 for 1 Queen only. The block will be held till 5/24/05. Cost for board meeting room on Saturday is \$50. All other meeting room fees (except microphones) are waived as long as food and beverage are at least \$4,200 from Sunday through Wednesday. Charges for 2 wireless microphones each day are currently at \$45.00

2006: Contract has been signed for 2006 in Vancouver with Red Lion Inn at the Quay. Room rates are \$55 single, \$65 double, \$75 triple, and \$85 quad (or prevailing government rates) with upgrades available for river view costing \$15. Dates are June 26-27-28, 2006. Meeting room charges based on number of sleeping rooms used and food and beverage purchased.

2007: Consensus to hold getting a contract for the 2007 State Convention until after the 2004 State Convention to have current total of attendees.

WESTERN STATES CONFERENCE APRIL 2005:

It is Washington's turn to host Western States Conference for April 28, 29, 30th, 2005. Thursday the 28th is an evening social with meetings on Friday and Saturday. The banquet is Friday evening. Patricia signed a contract with Sheraton Tacoma Hotel in Tacoma for the conference. Room rates are:

Traditional: \$99 single, \$109 double, \$10 per additional person

Mini-Suite: \$179 single, \$189 double, \$10 per additional person

King Suite: \$225 single, \$225 double, \$10 per additional person

We will get one complimentary guestroom for every 50 occupied, one upgrade for a mini-suite at the Traditional price, and one king suite for two nights. The block will be held until April 7, 2005. The rates and complimentary items are based on a \$1,800 minimum of food and beverage and usage of at least 80% of room block of 50 rooms for Thursday and Friday each for this event. Also there is a \$200 set up fees for both Friday and Saturday's general session. Discussion on Chair for Western States Conference and consensus was for Patricia Alexander. We need to come up with items for the hospitality bags.

STEWARD PROGRAM UPDATE:

Charles updated the board on the latest steward activities and arbitrations. One of the latest arbitrations has the largest step 3 appeal in terms of pages in the nation (over 1,000 pages). We still are having problems getting back pay for those we have won. Current hot button issue is Seattle District setting up formula offices because the use of DACA code 3 and 9 (overtime pay for working relief day). Arbitrator has sustained our decision that any drop in DPS is a significant decrease. Arbitrator is still working on the mail count grievances of 2002, 2003, and some in 2004. Charles said Judi is retiring on June 30 this year. Consensus to have Judi start July 1 as retired assistant state steward. Judi will receive the same monthly salary as the other assistant state stewards and be on call as they are. Any day that

she works for the union she will be reimbursed a day of ADOP.

WASHINGTON RURAL CARRIER:

Discussion on the WRC. Consensus to have more issues and fewer reports/pages. Suggested issue dates would be September, October or November, January, April, and May.

FALL BOOSTER:

The board set a tentative date of September 25/26, 2004 for the fall booster with a possible location of LaQuinta Inn at the Tacoma Dome.

NEXT BOARD MEETING:

◁ June 23, 2004 right after State Convention for 10 minutes.

◁ July 25th, Sunday from 9 to 5 and July 26, Monday, from 8 to 2 at the Hilton Garden Inn in Spokane, WA.

Respectfully Submitted: *Rebecca Wendlandt*, WRLCA Secretary / Treasurer

JUNE 23, 2004 MINUTES FROM WRLCA BOARD MEETING

Lakeway Inn, Bellingham, Washington

MEMBERS IN ATTENDANCE: Patricia Alexander, President; Monte Hartshorn, Vice President; Becky Wendlandt, Secretary/Treasurer; Susie Hill, Editor; Becky Pike, District One; Joanne Blackburn, District Two; Cheri Freeman, District Three; Dave Reppe, District Four; Lynn Walker, Retired Carrier; and Charles Alexander, State Steward.

AGENDA: Appointments for 04/05

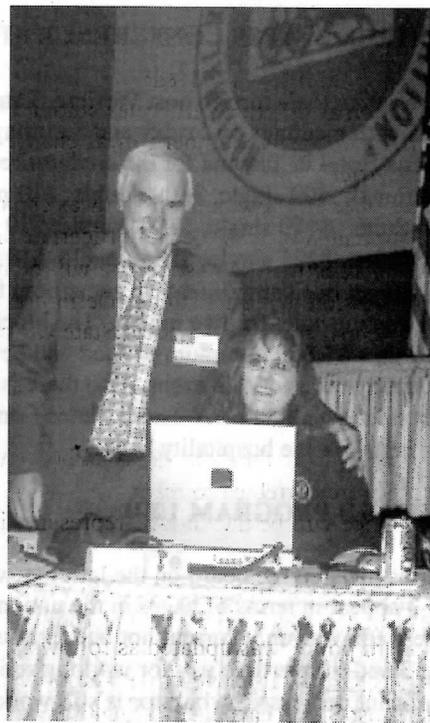
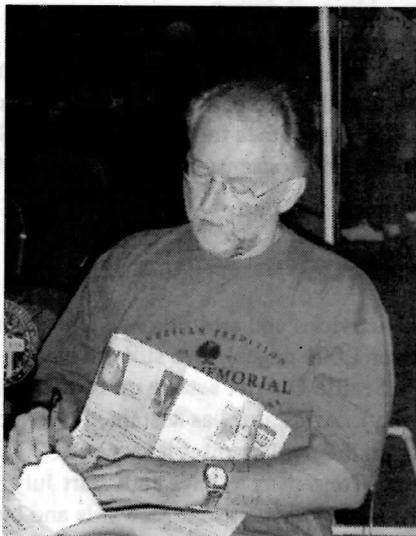
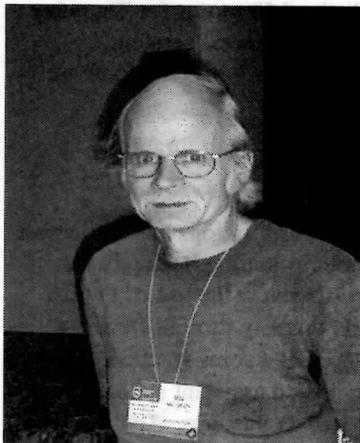
Patricia, with the approval of the board, made the following appointments for 04/05:

- * Becky Pike: Provident Guild
- * Becky Wendlandt: RCBP
- * Monte Hartshorn: GMAC
- * Lynn Walker: PAC

Becky to get letterhead and bring to the next board meeting.

Respectfully Submitted:

Rebecca Wendlandt, Sec/
Treasurer



JULY 25-26, 2004 MINUTES FROM WRLCA BOARD MEETING

Hilton Garden Inn, Spokane, Washington

MEMBERS IN ATTENDANCE: Patricia Alexander, President; Monte Hartshorn, Vice President; Becky Wendlandt, Secretary/Treasurer; Susie Hill, Editor; Becky Pike, District One; Joanne Blackburn, District Two; Cheri Freeman, District Three; Dave Reppe, District Four; Lynn Walker, Retired Carrier; and Charles Alexander, State Steward.

AGENDA: Positive Go Around and Review Agenda**Ground Rules**

Minutes

Secretary-Treasurer's Update and Budget

Correspondence

Membership Drive

State Convention 2004 Review

State Convention 2005 in Richland

State Convention 2006 in Vancouver

State Convention 2007 in District 3

State Convention 2008 in District 1

National Convention 2004

Western States 2005

Steward Program Update

WRC

Fall Booster 2004

District Meetings

Next Board Meeting

Evaluation

At 9 AM the board meeting was called to order by President Patricia. After the positive go around, the board reviewed the agenda.

GROUND RULES:

A new ground rule was added:

#4. As soon as practical, all issues among the team members will be resolved by discussion.

Rule number 5 (now number 6) was changed to read: The most recent minutes will also be printed in the "Washington Rural Carrier".

Rule number 10 (now number 11) was changed to read: If discussing the appointment of or reviewing the performance of an appointed officer, elected officer, or rural craft employee, the board can call for an Executive Session. No decisions affecting the Association will be made in the Executive Session. Decisions will be reached only at a regular general session board meeting. (Definition of Executive Session is a closed performance evaluation and/or fact finding meeting consisting of all elected State Officers.)

MINUTES:

The minutes from the June 19, 2004 board meeting were approved as read. The minutes from the June 23, 2004 board meeting were corrected to read:

Dave Reppe will be the GMAC representative

BOARD POLICY:

The board policy was updated as follows:

Under ADOP: # 4 should read "The Board policy is to preview ADOP needs for current and future meetings."

Under Lost Sick Leave and Annual Leave: #2 should read "Lost sick leave and annual days will be paid at the time they are lost. Each employee is responsible to track his/her lost sick leave and annual and submit a voucher for

reimbursement. Only LWOP days used at the Post Office are eligible to be used for lost sick leave and annual. Unscheduled days, relief days, annual days, sick leave days, F, P, X, or Z days, and holidays at the Post Office are not added to the lost sick leave and annual days tracked total. Voucher can reflect full days and ° or ∫ of a full day loss.”

Under Campaigning: Number 5 should read “The WARLCA Secretary’s office will also provide the Department of Labor rules concerning the use of the WARLCA membership’s address being available for campaigning for state officer position and/or as a delegate to National Convention. Once Department of Labor rules are complied with, the WARLCA State Secretary’s office will honor any reasonable request, as determined by the board, by a WARLCA member candidate/delegate to distribute campaign literature to all WARLCA members at the candidate’s expense. Requests will be honored in the order received. Campaign literature must be provided to the Secretary’s Office in sealed, return address affixed, stamped envelopes, which are ready for mailing. Each candidate should check with postal officials to determine the proper postage. The hourly cost to affix the label to each envelope will be the responsibility of the candidate, and the recipient will receive an invoice for the hourly cost at the time of mailing from the State office. The hourly cost will be the same hourly rate as a 48 K, step 12. The candidate will also need to provide with the request a statement that the purpose in using the WARLCA’s membership labels is for the announcement or campaigning related to the individual seeking a state officer position and/or as a delegate to National Convention. A copy of that mailing must also be included with the request for the WARLCA files.”

Under Campaigning: Take out # 6 and renumber.

Under Board Representation at County Meetings: Number 4 should read “The State Steward and/or Assistants, when requested in writing to be the main speaker at county meetings, once approved by Board or President, should coordinate with appropriate Assistant State Steward and District Representative.”

Under Reimbursement of Expenses: Number 4 and 5 (was #6) should read “Secretary to review all bills before paying. The Secretary to call the President with any questionable bills. President then will call person submitting the bill. After explanation, the President talks with the Secretary and then notifies the rest of the Board if problem still exists. All bills and vouchers can be reviewed by individual board members if requested. The President, Vice President, State Steward, and 1 District Representative will review all bills on a quarterly basis. Each District Representative shall be responsible for reviewing one quarter of each year.

5. For State Steward, Assistant State Stewards, and Secretary-Treasurer, the Board recommends a separate dedicated phone line or cell phone for Union business, and the WARLCA will pay all costs, including installation, associated with that Union line upon receipt of voucher and bill.”

Under Reimbursement of Expenses: Take out # 5 and renumber and take out #7 and renumber

Under Reimbursement of Expenses: Number 7 should read “The WARLCA will reimburse the President, Vice President, District Representatives, Retired Representative, and Area Stewards up to \$15.00 a month for internet fees. The WARLCA will reimburse the Editor, State Steward, Assistant State Stewards, and Secretary actual cost of high speed internet.”

Under GMAC: Take completely out.

Under Contracts and PO 603’s: Number 1 should read: “The PO 603’s, contracts, and analysis will be sold to any one who requests them. Certified Local Stewards will receive at no cost one copy of the PO 603, contract, analysis, and Supervisors Guide to Discipline after certification.”

Under Member of the Year: Number 1 should read “Member of the Year Forms to be available from all Officers and at District Meetings. Form will also be printed in the “Washington Rural Carrier.” The State Secretary will send forms to all county presidents and/or secretaries once a year.”

Under State Convention: Take out number 5 and renumber. New number 5 is then “The State Convention County Officer Training will be free for all current County Presidents, Vice Presidents, and Secretary-Treasurers.”

Under Retirement Program: Number 1, 2, and 3 should read “The WARLCA will fund a retirement program for all employees who have met the minimum qualification of having used over 10 days of ADOP in the preceding year.

2. The Board will decide at the first Board meeting who will be the trustees of the retirement program.

3. The WARLCA will pay 1% for all and will match up to an additional 4% of wages.”

Under Rural Carrier Long Term Disability Plan: Take out number 2

SECRETARY-TREASURER’S UPDATE AND BUDGET:

Becky updated the board on the following:

- We ended the 03/04 year at 1790 members according to National
- We are currently at 1784 members now.
- At 1784 members we will have 19 delegates to National Convention. In order to have 20 delegates we would need to be at 1851 members.
- We have 15 members from last year that pay by cash that have not renewed. I will be contacting them again.

- We have purchased the 6 laser brothers and at this time we have no equipment purchases planned. Charles will need some software updating.
- Consensus to use the 10 T shirts left over from 100 year anniversary items from National as recruitment gifts at the Ad Hoc Academy.
- The board reviewed the Department of Labor video on the changes for the upcoming year.
- The board also reviewed the county reimbursement plan that was passed at State Convention.
- The board decided on the same trustees as last year for the ING retirement plan. They are: Judith Peck, Charles Alexander, and Rebecca Wendlandt.
- The board went over line by line the budget for 04/05. It came out with a possible \$1,391 to go to savings. The board reached consensus on the following:
 - ❖ To put a 90% cap on the National Convention delegates pay that would make that cap at \$22,179.00.
 - ❖ To put the cap for the state convention delegates pay at \$25,000.00.
 - ❖ The board estimated 20 new local stewards will need to be trained.
 - ❖ The board estimated 45 certified local stewards will attend the one time enhancement training as required by National.
 - ❖ The board estimated that 5 more certified local stewards will attend the 2nd training (given the day before State Convention) and planned on providing lunch for 30 total certified local stewards.
 - ❖ Consensus to pay new local stewards \$150 to be trained, to pay \$100 for certified local stewards to attend their first (and required) enhancement training, and to pay \$25 for those certified local stewards that attend their 2nd enhancement training. Also lunch will be provided to the certified local stewards that attend Sunday's enhancement training the day before the 2005 State Convention.
 - ❖ Charles gave an update on the Assistant State Stewards Retreat/Training to be held on September 14, 15, and 16th, 2004 at the Freestone Inn in Mazama, WA. This was also put into the budget.
 - ❖ All the Assistants except for Shawn will attend the Fall National Area Steward Training held in Las Vegas. This was also put into the budget.
 - ❖ Charles and one Assistant will attend the Spring National Steward Training in DC. Judi Peck is the Assistant whose turn is next, then Monte Hartshorn. This was also put into the budget.
 - ❖ The board authorized Becky to check into bank pouches to be imprinted with our name to cover what we need for our trademark application, as well as request that the name WARLCA be trademarked also.

CORRESPONDENCE:

- ⊙ Thank you from Judi Peck for her retirement gift
- ⊙ Letter from Richard Stultz's wife. He passed away and was our former State President.
- ⊙ Becky Pike got information for tours for Western States
- ⊙ Kate Caffey sent a thank you letter for her get well gift.
- ⊙ Dave reported about Yakima County. They have new officers and they got together and planned their year out. Dave will coordinate with Charles on when he is available to attend their meeting.

MEMBERSHIP DRIVE:

The board reviewed the handout from the Presidents Seminar (it was outdated) and decided to budget the District Representatives each a day to contact non members in their area by either writing or calling on them. Consensus to pay \$50 for all regular non members who sign an dues withholding form and \$20 to all relief members who sign a dues withholding form from the District Representatives membership drive.

STATE CONVENTION 2004 REVIEW:

Becky Pike reported on the finances from 2004 State Convention. She said they had started out from the State with \$2284.50, money from registrations was \$2734.00, money from hospitality donations was \$27.00, interest was \$4.74, and the state added \$1500.00. Total income was \$6500.24. Costs were: Hotel Cost \$5533.39 for rooms and food, Supplies \$75.70, Entertainment \$350.00, Bank Charges \$3.00, for total Expenses of \$5962.09. This leaves \$538.15 income over expenses (but not all checks have cleared and payment needs to be made to Karen who donated so much!).

Becky added that the following were donated:

Maryann Faulkner: donated name badges holders and lanyards.

Teresa Mitchell: donated printed name tags.

Gift Baskets: Shirley Smith got local business donations.

Ditty Bags: bags donated by GMAC, Mutual of Omaha, APCU, and local businesses.

Polly Moore: Donated banquet decorations.

Susie Hill and Karen Kayala donated pop and food.

Consensus Items for Next Year:

- > Patricia did a great job running the meeting and explaining so new people could feel welcomed.
- > Vice President: Be at podium and help out as a runner for the President
- > Teller's Committee: Went really well – use same structure next year
- > Door Prizes: Everyone got one went well
- > Negative: Microphone and room set up. Want one microphone per aisle and Set up long not wide for the room.
- > Sergeant of Arms went well. Have dist rep's not running for election and not the chair of convention be the sergeant of arms.
- > Starting right on time is great.
- > Suggest to next year's committee that they need to ask for donations way ahead of time.
- > Assign the tables at the count officers training to be all county secretaries, vice presidents, and presidents to have them get ideas from their peers along with time for brainstorming ideas. Choose a salad and sandwich to be waiting for us when we get in.
- > Start at 8:30 on Monday
- > Change arm forces breakfast to banquet on Tues (retirees, arm forces and main banquet)
- > County officers Dinner 6 to 8:30 on Monday evening – everybody welcome to come, no charge for 05/06 county officers.

STATE CONVENTION 2005 IN RICHLAND:

We have the contract for the 2005 State Convention in Richland. The dates are June 27, 28, 29, 2005. We will be at the Shilo Suites. Prices are \$89 for 1 King or 2 Queen beds, or \$79 for 1 Queen only. The block will be held till 5/24/05. Cost for board meeting room on Saturday is \$50. All other meeting room fees (except microphones) are waived as long as food and beverage are at least \$4,200 from Sunday through Wednesday. Charges for 2 wireless microphones each day are currently at \$45.00. The board reached consensus not to have any postal speakers except for Vice President Black. The board also asked Patricia to write National and request Ronnie Stutts be our National speaker. It was decided to have the Monday banquet be our county officers training and the Tuesday banquet be our Joint Retirees-Armed Forces-Association Main Banquet. Dave will decide on entertainment, if any.

STATE CONVENTION 2006 IN VANCOUVER:

We have a contract for 2006 in Vancouver with Red Lion Inn at the Quay. Room rates are \$55 single, \$65 double, \$75 triple, and \$85 quad (or prevailing government rates) with upgrades available for river view costing \$15. Dates are June 26-27-28, 2006. Meeting room charges based on number of sleeping rooms used and food and beverage purchased.

STATE CONVENTION 2007 IN DISTRICT 3:

The board reached consensus to hold on planning state convention 2007 until the next meeting.

STATE CONVENTION 2008 IN DISTRICT 1:

The board reached consensus to hold on planning state convention 2008 until the next meeting.

NATIONAL CONVENTION 2004:

The dollar cap for state paid delegates to National Convention was set at 90%. Patricia is the delegate at large and will instruct the delegates on their duties, as well as taking role call each day. Cheri is going as the first alternate and will not be receiving any reimbursement.

WESTERN STATES CONFERENCE 2005:

Susie updated the board on the finances for 2005 Western States Conference. We have \$4,224.13 in checking. The WSC conference gave us \$1,500 and the rest was from fund raisers. Hotel costs will be \$400 for set up fees. Entertainment will cost around \$600 with the social estimated at \$2,000. We do not plan any funds needed from the State Association.

STEWARD PROGRAM UPDATE:

Assistant State Steward Joyce Patteson reported on her area and the grievances and possible removals. She also helped review her budget. Joyce said that Sandy Cook is the new MPOO that she will be working with out of Spokane District. Discussion on rural area possibly being transferred to Liberty Lake from Greenacres as Liberty Lake has annexed it. Also, the same thing is happening at Winlock and Toledo. Charles had given much of his update during the budget process (see under secretary-treasurer's updated and budget). Charles has also sent reminder letters and Form 10 to all current local stewards. Charles updated the board on Judi's responsibilities now that she is retired and how great it is working out. With regret, Charles reported that Shawn will be leaving the end of December, 2004. We will miss her greatly! The areas on the west side will be shifted to the other assistant state stewards. This will be worked out at their fall retreat/meeting.

WRC:

The dates for the WRC 3 issues are:

- Fall/Convention Issue: Sept. 1 mailing deadline: Maybe sooner?
- Winter Issue: January 10 mailing deadline
- Spring Issue: To Be Decided

FALL BOOSTER 2004 AND ENHANCEMENT TRAINING:

The date for the fall booster is September 26 from 10 AM to 4 PM.

The date for the fall enhancement training is September 25 from 10 AM to 4 PM.

DISTRICT MEETINGS:

The board reached consensus to hold each district meeting separate instead of combining them, and then set the dates and times. They are:

District One: April 10 from 1 PM to 5 PM

District Two: April 3 from 1 PM to 5 PM

District Three: April 3 from 1 PM to 5 PM

District Four: March 20 from 1 PM to 5 PM

DJSC:

Seattle: Becky Pike and Joyce updated the board concerning the Seattle DJSC. They have interviewed ad hoc trainers. They meet once a month for 5 to 6 hours and trying to get facilitators in place to do workteam trainings. The "I care" program is going in a couple of offices in Seattle District. Dale Pomeroy is handling the program for the DJSC now. They went into Issaquah (Joyce and Dale), for 2nd review. Issaquah is a formula office. Next Seattle meeting they hope to have Dale Zinser and Linda Smith to discuss the formula issue implementing it into the Seattle district. Seattle district does not do rural training and DJSC is encouraging them to do it. Lee Roscoe handles the training and notifies the DJSC and Joyce will forward it to Becky. They are having trouble with it taking so long to get new employees on.

Spokane: Dave announced that his term comes up January, 2005. Consensus that Cheri be the board appointed person. Dave updated the board that they continue to work on the Ad Hoc Academies.

Portland: Monte updated the board concerning the Portland district.

NEXT BOARD MEETING:

The 04-05 board meeting dates and locations are as follows:

2nd Board Meeting for 04-05 will be October 25-26-27, 2004.

The board will travel Monday, October 25 in the morning, then meet from noon to 6 PM, Tuesday, October 26, from 8 AM to 5 PM, and Wednesday, October 27, from 8 AM to 3 PM. Travel Wednesday evening.

3rd Board Meeting for 04-05 will be February 16, 17, 18, 2005.

The board will travel Wednesday, February 16, in the morning, then meet from noon to 6 PM, Thursday, February 17, from 8 AM to 5 PM, and Friday, February 18, from 8 AM to 3 PM. Travel Friday evening.

4th Board Meeting for 04-05 will be June 25, 2005.

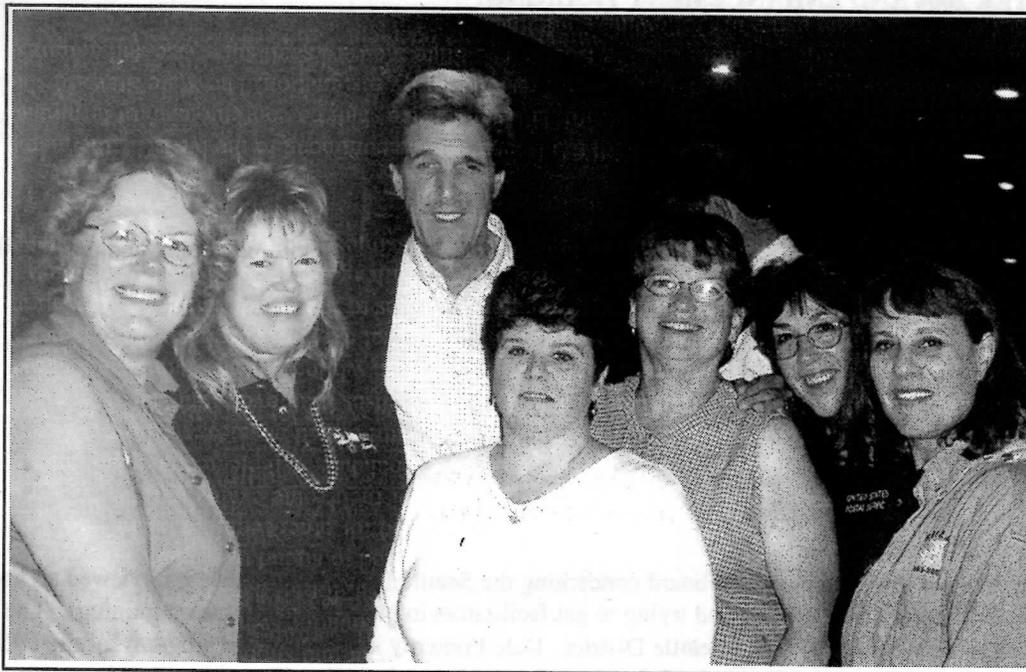
The board will meet from 9 AM to 5 PM, Saturday, June 25, 2005, before State Convention.

EVALUATION:

Consensus was that we need at least two full days for the first board meeting of the year, so as not to be so rushed and to be able to get everything done.

Respectfully Submitted:

Rebecca Wendlandt
WARLCA Secretary/Treasurer



A few friends want to end the National Convention with a quiet dinner and look who walks in! Susie, Joyce, Joanne, Becky, Cheri and Becky enjoy a quick visit with Presidential candidate John Kerry.

Statement of Financial Position

Jun 30, '04

ASSETS

Current Assets

Checking/Savings

101000 · Chkg - WA Trust Bank 25,830.64

102000 · Svgs - APCU 6,068.49

103000 · Chkg - Atlanta Postal Credit Un 1,147.02

Total Checking/Savings 33,046.15

Total Current Assets

33,046.15

Fixed Assets

150000 · Fixed Assets

151000 · Office Equipment 18,097.40

159000 · Less Accum. Depr. -14,273.00

Total 150000 · Fixed Assets 3,824.40

Total Fixed Assets

3,824.40

TOTAL ASSETS

36,870.55

LIABILITIES & EQUITY

Liabilities

Current Liabilities

Other Current Liabilities

210000 · Payroll Tax Liabilities

210100 · 941 Employee Withholding Taxes 4,620.26

210200 · 940 (FUTA) Federal Unemployment 185.14

210300 · State Unemployment Tax 526.64

210400 · Labor and Industries Tax 482.41

Total 210000 · Payroll Tax Liabilities 5,814.45

250000 · Retirement Plan Payable

251000 · 401K Employer's Portion 795.63

252000 · 401K Employee's Portion 2,572.93

Total 250000 · Retirement Plan Payable 3,368.56

Total Other Current Liabilities

9,183.01

Total Current Liabilities

9,183.01

Total Liabilities

9,183.01

Equity

390000 · Unrestricted Net Assets 6,628.40

Net Income 21,059.14

Total Equity 27,687.54

TOTAL LIABILITIES & EQUITY

36,870.55

Ordinary Income/Expense	Jul '03 - Jun '04	Jul '02 - Jun '03	\$ Change	% Change
Income				
400000 · Dues Income	334,659.97	270,754.30	63,905.67	23.6 %
410000 · National General Insurance	30,213.00	31,999.00	-1,786.00	-5.58%
420000 · Reimbursements & Refunds	19,740.43	14,865.83	4,874.60	32.79%
Total Income	384,613.40	317,619.13	66,994.27	21.09%
Expense				
500000 · Per Capita Expenses	19,571.94	26,179.62	-6,607.68	-25.24%
520000 · Meetings and Conventions	60,558.41	60,071.75	486.66	0.81%
530000 · Equipment Fund	6,162.90	3,107.37	3,055.53	98.33%
550000 · Other Expenses	32,252.60	29,112.69	3,139.91	10.79%
610DS · President & GMAC - D. Schrup	0.00	1,612.48	-1,612.48	-100.0 %
610PA · President - P. Alexander	3,672.14	0.00	3,672.14	100.0 %
620MH · Vice President - M. Hartshorn	1,718.08	0.00	1,718.08	100.0 %
630RW · Sec/Treas. - R. Wendlandt	32,948.11	33,936.92	-988.81	-2.91%
640MH · Editor - Margene Horrell	0.00	2,999.56	-2,999.56	-100.0 %
640SH · Editor - Susie Hill	2,998.08	0.00	2,998.08	100.0 %
645000 · Washington Rural Carrier (WRC)	4,108.19	4,896.55	-788.36	-16.1 %
650RP · District 1 - R. Pike	2,093.54	1,554.98	538.56	34.63%
660AL · District 2 - A. Lamm	2,054.98	1,407.93	647.05	45.96%
670CF · District 3 - C. Freeman	1,525.98	0.00	1,525.98	100.0 %
670NS · District 3 - N. Stritzke	0.00	1,181.39	-1,181.39	-100.0 %
680DR · District 4 - D. Reppe	1,988.83	275.00	1,713.83	623.21%
691LW · Ret/Car PAC - L. Walker	40.00	217.60	-177.60	-81.62%
700CA · State Steward - C. Alexander	39,075.54	44,407.05	-5,331.51	-12.01%
705000 · Steward Training Expenses	10,733.04	23,196.98	-12,463.94	-53.73%
710JP · Asst. Stew. - J. Peck	29,332.16	33,226.83	-3,894.67	-11.72%
720MM · Asst. Stew. - M. McIntosh	0.00	4,229.97	-4,229.97	-100.0 %
730SJ · Asst. Stew. - S. Johnson	24,852.45	21,094.16	3,758.29	17.82%
740MH · Asst. Stew. - M. Hartshorn	9,587.49	7,521.98	2,065.51	27.46%
750PA · Asst. Stew. - P. Alexander	26,612.77	27,289.95	-677.18	-2.48%
760RG · Asst. Stew. - R. Gerke	0.00	659.82	-659.82	-100.0 %
770JP · Asst Stew - J. Patteson	28,550.12	19,827.44	8,722.68	43.99%
780PP · Asst Stew - P. Pitts	23,752.91	6,121.15	17,631.76	288.05%
820JS · Area Stew. - J. Sisley	0.00	2,232.11	-2,232.11	-100.0 %
870DS · Area Stew - Dan Schrup	0.00	2,261.28	-2,261.28	-100.0 %
871PP · Area Steward - Patrick Pitts	0.00	2,835.07	-2,835.07	-100.0 %
880LS · Local Steward	258.57	754.87	-496.30	-65.75%
Total Expense	364,448.83	362,212.50	2,236.33	0.62%
Net Ordinary Income	20,164.57	-44,593.37	64,757.94	-145.22%
Other Income/Expense				
Other Income				
450000 · Interest Income	894.57	1,710.48	-815.91	-47.7 %
Total Other Income	894.57	1,710.48	-815.91	-47.7 %
Other Expense				
441000 · Depreciation	0.00	2,813.00	-2,813.00	-100.0 %
Total Other Expense	0.00	2,813.00	-2,813.00	-100.0 %
Net Other Income	894.57	-1,102.52	1,997.09	-181.14%
Net Income	21,059.14	-45,695.89	66,755.03	-146.09%

WASHINGTON RURAL LETTER CARRIERS' ASSOCIATION

CONSTITUTION AND BYLAWS

JULY 1, 2004 THROUGH JUNE 30, 2005

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WARLCA CONSTITUTION AND BYLAWS

JULY 1, 2004 THROUGH JUNE 30, 2005**CONSTITUTION****ARTICLE I (NAME)**

SECTION 1: This association shall be known as the Washington Rural Letter Carriers' Association (here-in referred to as 'the WARLCA'). The Washington Rural Letter Carriers' Association (WARLCA), by its Secretary-Treasurer, maintains custody and control of the State Association name as well as any State Association logo or symbol. Unauthorized use of the State Association name, logo, or symbol shall be addressed by the filing of an internal union charge or legal action or both.

ARTICLE II (OBJECT)

SECTION 1: The object of the WARLCA shall be: to improve the methods used by rural letter carriers, to benefit their conditions of labor with the United States Postal Service (USPS), and to promote fraternal spirit among its members. This Organization shall not affiliate or merge with any other organization or group without a majority vote of the delegates at a national or special convention or a majority mail referendum vote of all members voting.

ARTICLE III (MEMBERSHIP)

SECTION 1: Membership of the WARLCA shall be in compliance with the NRLCA Constitution and By Laws, Article III, Membership, and composed of:

A. Bargaining Unit Rural Carriers:

Regular Carrier (Designation Code 71)

This would include Regular Carriers who are in injured-on-duty/leave without pay (IOD/LWOP) status and assigned to (980-989) rural routes.

Part-Time Flexible Rural Carriers (Designation Code 76)

Substitute Rural Carriers (Designation Code 72 and 73)

Rural Carrier Associates (RCA) (Designation Codes 74, 78, 79)

Rural Carrier Reliefs: (RCR) (Designation Code 75)

Auxiliary Rural Carriers (Designation Code 77)

Rural Letter Carriers who are serving in the Armed Forces of our country, provided they were members of the WARLCA at the time of their entry into the Armed Forces.

B. Retired Rural Carriers: Rural Carriers who were members in good standing at the time of their retirement, retired on an annuity, and have joined the WARLCA as a retired member.

C. Associates: Former rural letter carriers who were members in good standing and are now working in other postal related jobs, excluding those in management positions, and former rural letter carriers who were members in good standing when they left the service and are not receiving an annuity.

D. Retired Associates: Associates who have been retired on an annuity.

SECTION 2: "Members in good standing" shall be defined as any person who has fulfilled the requirements for membership and who has not voluntarily withdrawn nor been expelled or suspended by the WARLCA and/or NRLCA. "Good standing" requires the timely payment of dues as defined in the NRLCA Constitution and Bylaws, Bylaws, Article X.1.E.

SECTION 3: Members in categories A-D, as defined in Article III of this Constitution, are entitled to voting rights as follows:

A – Entitled to all voting rights

B – Entitled to all voting rights with the exception of ratification of National Agreements

C and D – Have no voting rights

SECTION 4: 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 representation in this Association by one Delegate-at-Large. Each County Unit is also entitled to one delegate for each (5) members or major fraction thereof of its own members, based on the current membership year. Each credentialed and seated delegate is entitled to one vote.

The county credentialed State Paid Delegate to State Convention is responsible for the following:

- A. Specific assignments to a committee as notified by the State President.
- B. Be in attendance at all business sessions of the State Convention beginning with the opening session and not leaving until the Convention has been adjourned.

The county credentialed State Paid Delegate-at-Large is responsible for the following:

- A. Specific assignment to a committee as notified by the State President.
- B. Be in attendance at all business sessions of the State Convention beginning with the opening session and not leaving until the Convention has been adjourned.
- C. Receiving the ballots and Voting Cards for his/her delegation and for returning them at the conclusion of each business session.
- D. Verifying his/her county delegates' attendance at the beginning of each business session.
- E. Reporting any discrepancies in his/her county delegates' attendance to the State President and Mileage and Per Diem Committee as soon as possible.
- F. Submitting an oral report of the State Convention at his/her county meeting during the upcoming year.

SECTION 2: No delegate can be seated from any County Unit without properly signed credentials and current membership dues paid.

SECTION 3: 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, or delegates at the State Convention.

SECTION 4: Election of State Convention delegates by county units shall be by ballot in all cases where there is more than one candidate for each delegate position. If there is a tie for a delegate position, the county shall hold another ballot to break the tie. The delegates shall be listed in order of votes received, with the Delegate-At-Large being the one who received the most votes.

ARTICLE V (MEETINGS)

SECTION 1: The WARLCA shall meet annually (herein 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 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 WARLCA, but a lesser number than that may adjourn to some future time.

ARTICLE VII (PARLIAMENTARY AUTHORITY)

SECTION 1: The rules contained in the current edition of ROBERT'S RULES OF ORDER NEWLY REVISED shall govern the Association in all cases to which they are applicable and in which they are not inconsistent with the State and National Constitution and Bylaws and any special rules of order the WARLCA may adopt.

SECTION 2: A 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 WARLCA 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, Retired Representative, Secretary-Treasurer, and Editor, 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 (herein 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 WARLCA. 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 WARLCA 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 WARLCA. 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 three (3): one (1) of whom shall be selected by the President, one (1) by the Vice President, and these two (2) so chosen shall select the third 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 WARLCA. The installation of officers shall take place immediately before adjournment.

SECTION 5: The election of officers shall be by ballot and, in no case, by acclamation, except by unanimous consent, and where there is more than one candidate for the same office, it shall require the majority of all votes cast to elect; and where there are more than two (2) candidates for the same office after the third ballot, the one receiving the least number of votes in each succeeding ballot shall be dropped until the election is had. Write-in votes shall not be considered valid.

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 WARLCA, 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 received by U.S. Mail in the office of the State Secretary at least forty (40) days prior to the opening of the State Convention. Upon receipt of nomination, the State Secretary shall send by U.S. Mail a notice to the nominee acknowledging receipt of the nomination.

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 have prepared a ballot listing the nominees for the position of Delegate to the National Convention. The State Secretary shall verify membership on the 40th day prior to the opening of the State Convention, and the ballot shall be mailed to all listed 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 random drawing. Random drawing will be done at the State Secretary's office on the 39th day prior to the opening of the State Convention, with two other WARLCA members present that are not nominated and listed on the ballot. Any member may observe the random drawing.

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 and address of the member to permit verification of membership enrollment and to maintain the integrity of the voting procedure.

SECTION 6: A Tellers' Committee shall be appointed by the State President. No member whose name appears on the ballot may serve on the Tellers' Committee. Any candidate may observe the ballot tabulation. Ballots shall be returned to a post office box accessible only to the Tellers' 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 WARLCA 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. In case of a tie, the Tellers' Committee will decide who is to be listed first with a coin toss.

SECTION 8: From the elected National Delegates, the Delegate-At-Large will be filled by State officer ranking, beginning with the State President, provided that he/she is a regular elected delegate. In addition, other National-Paid Delegates and State-Paid Delegates shall be named in accordance with the plurality of votes received. The required number of delegates for the WARLCA, in accordance with the National Constitution, shall be declared regular delegates, and the remaining candidates shall be declared alternates in the order of their finish. If a delegate decides not to attend National Convention and either notifies the State Secretary in writing or does not check in with the National Convention Credentials Committee by noon on the first day of the National Convention, all the following delegates will move up in order of votes received.

SECTION 9: The WARLCA will pay all regular credentialed delegates to National Convention that are not reimbursed by National, the same way and rate that National reimburses, up to a total dollar cap decided by the WARLCA board at the first board meeting of the year. If the reimbursement amount exceeds the set total dollar cap, each delegates' reimbursement will be reduced by an equal percentage to comply with the cap. Further, all regular credential State-paid delegates to the National Convention must attend all business sessions, Western State caucus, and at least one seminar. If a State-paid delegate does not meet his/her delegate's responsibilities, the remainder of the WARLCA delegates will decide before the end of the National Convention and before receiving the reimbursement if that delegate is to receive all or any of the State-paid funds due to not meeting his/her responsibilities. To qualify to receive reimbursement from the State as a regular delegate to National Convention, the member must also have been a county credentialed delegate to at least one State Convention in the preceding two years.

SECTION 10: Paid delegates to the National Convention are required to give a report of said Convention at their county meeting before the next year's State Convention. Paid delegates are to attend all association general sessions at the National Convention with the following permitted exceptions upon the approval of the National Delegate-at-Large:

- A. Specific assignments to a committee
- B. Required to man a booth
- C. Illness

The Delegate-at-Large shall be responsible for the following:

- A. Polling delegates for their preferences for the afternoon breakout sessions they wish to attend, and then jointly agreeing to have at least one delegate to cover each of the sessions.
- B. Taking roll of the delegates at the beginning of each general session.
- C. Establishing an adequate seating space for the Washington Delegation, including placement and collection of seat back covers and the Washington sign.
- D. Reporting to the Board any problems concerning delegates meeting their responsibilities at the convention.
- E. Collecting the ballots for his/her delegation and returning the ballots to the National Tellers' Committee after his/her National delegates have voted.
- F. Submitting a single report to the State Board for publication in the Washington Rural Carrier.

ARTICLE X (IMPEACHMENT AND REMOVALS)

SECTION 1: In case of neglect of duty or violation of this Constitution on the part of any officer in the WARLCA 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.

ARTICLE XI (APPEALS)

SECTION 1: Any member aggrieved by any action of a State Association, or Officer thereof, shall have the right to appeal to the State Board. Such appeal must be in writing and must be filed with the State President within thirty (30) days of the action. Within ten (10) days of receipt of such appeal, the State President shall cause to be notified all members of the State Board and NRLCA Assigned Executive Committee Representative, and also request that the charging party provide a letter outlining the specific charges, complete documentation, and relief sought. The letter outlining the specific charges, complete documentation, and relief sought must be returned within twenty (20) days of receipt of such request. Upon receipt, the State President shall cause a copy to be forwarded to the charged party for response. The charged party will have twenty (20) days to respond in writing and provide documentation to the State President. The State Board will review the charging party's letter of specificity, documentation, relief sought, and the response of the charged party. The State Board is authorized, in consultation with the NRLCA assigned Executive Committee Representative, to take the necessary action to resolve the issue within thirty (30) days, unless extensions of time limits are necessary, not to exceed an additional fifteen (15) days. If the State Board resolves or is unable to effect the relief sought, all parties must be notified in writing.

SECTION 2: Any member not satisfied with this decision, or any action of the State Board on said appeal, shall have the right to appeal to the National Board. This appeal must be in writing and must be filed with the President of the National Association within thirty (30) days of receipt of the State Board's decision.

SECTION 3: At any level of appeal, all members shall be afforded the rights of due process, and all members have the right to appeal an adverse decision to the next level. At any time, the National Board shall have full authority to intervene to protect the members of this Association. All correspondence shall be by certified mail,

return receipt requested. All costs of the State Investigation and action shall be borne by the State Association, and all costs of the National Appeals Committees shall be borne by the National Association. No court proceeding may be instituted until and unless the appeal procedures provided herein have been exhausted.

ARTICLE XII (AMENDMENTS)

SECTION 1: The Constitution and Bylaws shall take effect immediately upon adoption.

SECTION 2: This State Constitution and Bylaws shall be in harmony with the National Constitution and Bylaws. The county Unit is subordinate to the WARLCA, and the WARLCA is subordinate to the NRLCA. Any provisions of this Constitution and Bylaws 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 Bylaws 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.

In Memory of

George Richard (Dick) Stultz died on July 8, 2004 at his home in Hermiston, OR at the age of 76. He is survived by his wife Mary and 8 children, grandchildren and great-grandchildren and brother Robert Stultz.

He started his Postal career in Kennewick in 1957. He transferred to Sumner Post Office in 1968 and became a rural carrier and then retired in 1985. He served as committeeman, vice president and president of the WARLCA.

Kate Caffey died August 21, 2004 in Seattle after a series of strokes. She was an RCA and a local steward at the Vashon Post Office for 13 years and became a regular carrier last September. Health problems forced her to resign a few months later. She was a loyal employee with a caring heart and a positive attitude. Kate let you know she was there!

Cards may be sent to her good friend, Reva Sparkes PO Box 616 Vashon, WA 98070

BYLAWS**ARTICLE I (DUTIES OF OFFICERS—PRESIDENT)**

SECTION 1: The President shall preside at all meetings of the WARLCA 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 Tellers, a committee of three (3) on Constitution and Bylaws, a committee of three (3) on Resolutions, and a committee of three (3) on Finances. 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 THE WASHINGTON RURAL CARRIER. He/She shall be responsible that a Nominating Committee be appointed according to Article VIII of the Constitution of the WARLCA. 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 Bylaws Committee, the Resolutions Committee, the Tellers' Committee, and/or the Finance Committee to meet one (1) day prior to the State Convention. These persons would be credentialed delegates to the Convention and would receive one (1) additional day of per diem of \$75.

SECTION 2B: On the first day of the State Convention, the President will ask the elected convention delegates to decide by voting if they want to hear resolutions and proposed Constitution and Bylaws changes from the floor during new business. The Resolutions Committee and Constitution and Bylaws Committee will only be responsible for Resolutions and proposed Constitution and Bylaws changes that have been submitted and passed by county units, and those submitted by the Finance Committee that fall within the parameters of their responsibility. If the delegation decides to hear Resolutions and proposed Constitution and Bylaws changes from the floor during new business, then the delegate who is submitting it must use the proper form, have enough copies for all elected delegates, and submit them to the Vice President by the close of business the second day of the convention.

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

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 WARLCA, 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 WARLCA 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 WARLCA. He/She shall perform other duties as the Constitution and Bylaws require.

SECTION 7: The President, with approval of the State Board, may place in trusteeship any Local/County/District Association (Unit) or subordinate body for any of the following reasons:

- A. To uphold the principles and integrity of this Constitution;
- B. To correct corruption or financial malpractice;
- C. To assure performance of collective bargaining agreements or other duties of a bargaining representative;
- D. To restore democratic procedures; and
- E. To otherwise carry out the legitimate objectives of the State Association.

SECTION 7A: The trustee shall assume immediate control and authority of the Local/County/District Association, with full authority over the Officers and property thereof. The trustee shall continue to act in such a capacity for the duration of the trusteeship.

SECTION 7B: Within 30 days of the imposition of the trusteeship, a hearing shall be held before an impartial member of the State Association acting as a hearing officer, to determine facts on continuing the trusteeship. All interested persons shall have the right to present evidence at the hearing to the hearing officer, who shall have the sole discretion on the conduct and procedures at the hearing.

SECTION 7C: The hearing officer shall report, as soon as practicable, after the close of the hearing, the findings and recommendations to the President. The President may accept or reject these findings and recommendations, and the trusteeship may be continued or terminated accordingly.

SECTION 7D: Upon a petition filed with the President, no earlier than six months after the appointment of the trusteeship, and at six-month intervals thereafter, any party may request termination of the trusteeship. The President, acting on such petition, or at any time, may terminate the trusteeship and restore government to the Local/County/District Officers.

SECTION 7E: Any party not satisfied with the decision of the President under Sections 7C or 7D shall have appeal rights as provided under Constitution Article XI (APPEALS).

ARTICLE II (VICE PRESIDENT)

SECTION 1: The Vice President shall preside in the absence of the President, and in the 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 WARLCA, and read or cause to be read, all communications, reports, etc. He/She shall affix the seal of the WARLCA to all official documents. He/She shall prepare for publication in the *Washington Rural Carrier*, an overview of the speakers at the WARLCA State Convention or special meetings and a correct record of the business session of the WARLCA 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 WARLCA, including a statement of the membership of same.

SECTION 2: He/She shall conduct the correspondence of the WARLCA, 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 WARLCA; shall deliver to the WARLCA, or his/her successor, all property of the WARLCA 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 WARLCA 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 WARLCA 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 WARLCA.

SECTION 7: The Secretary-Treasurer will issue checks in payment of all properly itemized invoices, statements, vouchers, authorized payroll payments, and for other obligations of the WARLCA as directed by the State Board. He/She will have the President, Vice President, State Steward, and one District Representative review the payments and supporting documents on a quarterly basis. Each District Representative shall be responsible for reviewing one quarter of each year.

SECTION 8: The Secretary-Treasurer may at each State Convention employ a stenographer to take down the proceedings as directed by the State Board, and the cost shall be paid out of the treasury of the WARLCA.

SECTION 9: He/She shall render a report to the WARLCA at its State Convention or to the President and Board when they may request it, showing in detail the receipts and expenditures of the WARLCA'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 have prepared a ballot listing the nominees for the position of Delegate to the National Convention, and the ballot shall be mailed 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 WARLCA.

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 WARLCA, and in conjunction with the President, have general supervision and control of the WARLCA.

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

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

SECTION 4: It shall be the duty of the Executive Committee members to search out future Convention sites in their District and to work with the board on establishing a Convention site contract for said Convention. They are also to enlist Convention committee members to help assist them in holding the Convention in the appropriate Convention year for their District.

ARTICLE V (EDITOR)

SECTION 1: The Editor shall publish three issues of the WASHINGTON RURAL CARRIER as a combined fall and Convention issue, winter issue, and spring issue. At the first Board meeting after the State Convention, the Board will determine the mailing deadline for the spring issue of the WASHINGTON RURAL CARRIER. The combined State Convention and Fall Issue deadline will be September 1st and the Winter Issue will be January 10th of each year. In

addition to articles and information, each specified issue will contain the following: The winter issue will contain information on up-coming District Meetings and the up-coming State Convention. The Spring issue will contain information about the up-coming State Convention, campaign announcements, and criteria for Member of the Year. Within sixty (60) days following the receipt of the minutes of the State Convention, the Editor shall publish a combined Fall Booster and Convention issue of the WASHINGTON RURAL CARRIER with the Fall Booster announcement, the report of the Delegate at Large to the National Convention, and the proceedings of the State Convention that is provided by the State Secretary, including the updated Constitution and Bylaws, and distribute the same to all members at the expense of the WARLCA. The Editor will publish current Washington State Board meeting minutes, the latest WARLCA financial statement, State Steward article, Association Officer articles, any received Auxiliary Officer articles, and a current list of Association Officers, Auxiliary Officers, and Junior Officers as they occur in a timely manner in each edition of the WASHINGTON RURAL CARRIER. Articles and Letters to the Editor from the membership may be included, at the discretion of the Editor. In addition, all items mandated by the State Board shall be included.

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, if directed by the Board to publish it. 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 WARLCA and will be reimbursed for all expenses incurred in publication and mailing.

ARTICLE VI (STATE OFFICERS' EXPENSE)

SECTION 1: The elected WARLCA State Officers that shall receive a salary are the Secretary-Treasurer and Editor. The appointed WARLCA State Officers that shall receive a salary are the State Steward, Senior Assistant State Steward, Assistant State Stewards, and Area Stewards. The elected and appointed WARLCA State Officers' salaries shall be decided at each State Convention.

SECTION 2: All elected and appointed state officers of the WARLCA shall be reimbursed for all office expenses for representing the WARLCA. Actual expenses, as defined in Board policy, will be reimbursed. Reimbursement of said expenses shall be made by the Secretary-Treasurer upon receipt of a voucher and supporting documents. Association Day of Pay (ADOP) will be reimbursed at a 44K, step 12, or their route evaluation, whichever is higher, for all elected and appointed State Officers, excluding the Retired Carriers' Representative, for all days used for authorized business of the WARLCA. Association Day of Pay (ADOP) 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 or trainings. All lost sick and annual leave days will be compensated at a 44K, step 12, or their route evaluation, whichever is higher, at the time of loss or at the request of the employee, not to exceed a 5 day balance. All elected and appointed WARLCA State Officers will be reimbursed mileage at the IRS allowable rate for authorized business of the WARLCA. All elected and appointed State Officers will be reimbursed actual hotel expenses if an overnight stay is required. All elected and appointed State Officers will be reimbursed \$30 food per diem while on travel status, and an overnight stay is required. All elected and appointed State Officers will not be paid actual expenses for business sessions of State or National Convention, but will be reimbursed the same as regular delegates to State and National Convention if they qualify as a credentialed regular delegate. All office expenses, ADOP, mileage, hotel, and food per diem reimbursements must meet Board policies, be approved in advance if possible, and be submitted on a voucher with supporting documents.

SECTION 3: The State President, in conjunction with the Board, shall recommend to the WARLCA the member that the WARLCA 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 responsible 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. The State Steward or designee shall make Step 3 Grievance appeals. The State Steward will coordinate all efforts closely with the Regional Representative and the Grievance Specialist and report monthly to the appropriate Local Steward and the 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 WARLCA 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 will approve payment of expenses incurred by the Area and Local Stewards, while they are involved in grievance-related business. Reimbursement shall be made by the State Secretary-Treasurer, after he/she reviews the voucher, supporting documents, and receives the State Steward's approval. Expenses for the Area and Local Stewards shall be submitted no later than three (3) months after the expense has been incurred. The State Steward will review payment of expenses incurred by the Assistant State Stewards while they are involved in grievance-related business. Reimbursements shall be made by the State Secretary-Treasurer, after he/she reviews the voucher and supporting documents. Expenses for the Assistant State Stewards shall be submitted no later than one (1) month after the expense has been incurred. All reimbursements for Assistant, Area, and Local Stewards must first meet the guidelines of the State Board Policy and State Constitution and Bylaws. Any expense that does not meet the guidelines must be reviewed by the State Board before payment can be made, and only paid after Board approval.

F. The State Steward, in conjunction with the State President, shall appoint from the Assistant State Stewards, an Acting State Steward when he/she is unavailable. The Acting State Steward will be in charge of all State Steward duties that need to be performed while the State Steward is unavailable.

SECTION 3A: The State President in conjunction with the Board and the State Steward, shall recommend to the NRLCA the members that the WARLCA would like to have appointed as Senior Assistant State Steward, Assistant State Stewards, and Area Stewards. Their service shall be continuous until terminated by the State President in conjunction with the Board, or National Board, or by resignation. The Senior Assistant State Steward, Assistant State Stewards, and Area Stewards shall work with and be responsible to the State Steward in the performance of their official duties. The geographical area served by each Senior Assistant State Steward, Assistant State Steward, and Area Steward shall be determined by the State Steward in conjunction with the Board

SECTION 3B: Charges against a State, Senior Assistant State, Assistant State, Area, or Local Steward must be in writing and filed with the State President of the WARLCA by a member within thirty (30) days of the time that knowledge of the alleged offense comes to such members. Within ten (10) days of receipt of such appeal, the State President shall cause to be notified all members of the State Board and NRLCA Assigned Executive Committee Representative and also request that the charging party provide a letter outlining the specific charges, complete documentation, and relief sought. The letter outlining the specific charges, complete documentation, and relief sought must be returned within twenty (20) days of receipt of such request. Upon receipt, the State President shall cause a copy to be forwarded to the charged party for response. The charged party will have twenty (20) days to respond in writing and provide documentation to the State President. The State Board will review the charging party's letter of specificity, documentation, relief sought, and the response of the charged party. The State Board is authorized, in consultation with the NRLCA Assigned Executive Committee Representative, to take the necessary action to resolve the issue within thirty (30) days, unless extensions of time limits are necessary, not to exceed an additional fifteen (15) days. If the State Board resolves or is unable to effect the relief sought, all parties must be notified in writing.

SECTION 3C: Any member not satisfied with this decision, or any action of the State Board on said appeal, shall have the right to appeal to the National Board. This appeal must be in writing and must be filed with the President of the National Association within thirty (30) days of receipt of the State Board's decision.

SECTION 3D: At any level of appeal, all members shall be afforded the rights of due process, and all members have the right to appeal an adverse decision to the next level. At any time, the National Board shall have full authority to intervene to protect the members of this Association. All correspondence shall be by certified mail, return receipt requested. All costs of the State Investigation and action shall be borne by the State Association, and all costs of the National Appeals Commission and Appeals Committees shall be borne by the National Association. No court proceeding may be instituted until and unless the appeal procedures provided herein have been exhausted.

SECTION 4: 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 5: The WARLCA will operate on a budget each year.

ARTICLE VII (REVENUES AND DUES)

SECTION 1: The revenues of the WARLCA shall be derived from per capita dues and allowance for insurance promotions.

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: The State shall underwrite the County units, the Convention Fund, and any special funds as needed. The State per capita dues for regular carriers, part time flexible carriers, and associate members shall be 1% of the yearly salary of a 40-hour route at Step A on the salary schedule as of January 15 of each year. The State per capita dues for relief carriers shall be 35% of the regular carriers' State per capita dues as calculated above. The State per capita dues for retirees shall be a set rate of \$27.00. The annual dues will be the total of the State per capita dues in addition to the National per capita dues. All per capita dues described in this article shall be rounded up to the nearest whole dollar and become effective July 1 of each year. The portion of the State per capita dues to be distributed to the County Units, Convention Fund, and other special funds shall be decided at each State Convention. The membership and fiscal year shall begin July 1 and end June 30.

SECTION 4 The Auxiliary of the WARLCA shall be funded through an annual assessment of \$8.00 for all members, excluding associate members, as long as the auxiliary is responsible for, funds, and administers the Junior Program at State Convention, the Scholarship Program, and provides a financial statement at the beginning of State Convention to the WRLCA. If the Auxiliary is unable to be responsible for, administer, and fund the Junior Program and Scholarship Program, then a \$3.00 assessment per member, replacing the \$8.00 assessment per member, excluding associate members, will be set aside to fund the Junior Program and Scholarship Program. Said assessment shall be in addition to the current per capita dues of the members of the Association. In the event the auxiliary ceases to be active, the State Board shall oversee the Junior Program and Scholarship Program.

SECTION 4A: The Scholarship Program will consist of two \$1,000.00 scholarships to be given annually. The current eligibility requirements will remain the same. Scholarships will be awarded at the State Convention.

SECTION 4B: The Junior Program shall be funded with the remainder of the assessment funds. The Junior Program will consist of three days of activities, a junior banquet, an "Americanism" Program, and at least one paid chaperone age 21 or over. If there are any remaining funds, the State Board may approve helping a Junior Officer to National Convention. Such help may not exceed \$400.00. The State Board may also hold any unspent funds in a savings account. Such savings account may not exceed \$300.00. If there are still any remaining funds, they shall be returned to the Associations general fund.

ARTICLE VIII (CHARTERS)

SECTION 1: Charters shall be granted County Units upon members' application and payment of one (1) year's 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 WARLCA shall be from July first (1) to June thirtieth (30th). The term of the officers of the WARLCA 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 (1) 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 County); CLALLAM-JEFFERSON (Clallam and Jefferson Counties); LOWER COLUMBIA (Clark, Skamania, Cowlitz, Wahkiakum, and the 986 offices of Pacific and Klickitat Counties); MUTUAL (Pierce, Grays Harbor, Thurston, Mason, Lewis, and the non 986 offices of Pacific Counties)

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

DISTRICT FOUR (4) shall be composed of the County Units of: SOUTHEAST WASHINGTON (Walla Walla, Columbia, and Garfield Counties); WHITMAN-ASOTIN (Whitman and Asotin Counties); YAKIMA VALLEY (Franklin, Kittitas, Yakima, Benton, and the non-986 offices of Klickitat Counties).

SECTION 1A: Each District shall hold at least one (1) meeting a year by either combining with another District to have a joint meeting or by having its own District meeting. If the District meetings are combined with another District, the meeting location shall be in the District nominating the District Representative. All members of each 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. 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 at their annual meeting shall elect their delegates to the State Convention by ballot in all cases where there is more than one candidate for each delegate position. Delegates will be listed in accordance with the number of votes received. The delegate receiving the most votes will be the Delegate-at-Large. In case of tie, the members will decide the placement by another ballot. Each County Secretary shall immediately, after the regular annual meeting of their County Unit, fill out in duplicate, credentials of Delegate-at-Large, Regular, and Alternate delegates to the State Convention in order of votes received. The duplicate is to be retained for identification by the delegate, and the original is to be sent to the State Secretary with proper endorsement by the County President and the County Secretary. Also, each County Secretary shall submit the names of the newly elected County Officers to the State Secretary. Such newly elected officers shall assume office upon election.

SECTION 3A: The County Secretary, when submitting resolutions and proposed changes to the Constitution and Bylaws to the State Secretary, shall submit them in the proper form as follows: Make a copy of each resolution and proposed change to the Constitution and Bylaws, 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 Bylaws.

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 designated 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 Bylaws as their needs may suggest, and such laws must harmonize with this code of laws.

SECTION 5: All County Unit or District Constitution and Bylaws shall be in harmony with the National and State Constitution and Bylaws.

SECTION 6: The County Unit or District Association is subordinate to the WARLCA. Likewise, the WARLCA 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 WARLCA 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. They shall also back up and assist the Tellers' Committee, when voting on the issues on the floor at the State Convention requires the use of a 2nd Tellers' Committee.

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 given not later than ten (10:00) a.m. on the second day of the State Convention. All delegates shall be seated by the passing of the final report of the Credentials Committee.

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 WARLCA when called upon.

SECTION 3: The Committee on Mileage and Per Diem shall make up a listing of delegates and/or elected and appointed officers who are entitled to receive mileage and per diem as per the WARLCA Constitution and Bylaws. The listing shall show the name, title (Delegate-at-Large or State-Paid county delegate, elected, or appointed officer), mileage, and per diem due for each person.

SECTION 4: The duties of the Committee on Constitution and Bylaws shall be: To examine all changes proposed for amending or changing the Constitution and Bylaws that have been passed and submitted by the county units, and those submitted by the Finance Committee that fall in parameters of their responsibility. 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 passed and submitted by the county units, and those submitted by the Finance Committee that fall in parameters of their responsibility, and present same to the elected delegates, identifying them as binding (and to whom) or non binding. The Resolutions Committee can also propose any courtesy resolutions they deem necessary and present same to the elected delegates at State Convention.

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 and to review any suggestions from the Board and delegates for the next year, 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 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 9: The duties of the Nominating Committee shall be: To seek nominees for the offices open and present these names to the Convention delegates.

SECTION 10: The duties of all other committees shall be those usual to such committees, and they shall report when called upon.

ARTICLE XII (STATE CONVENTION MILEAGE AND ALLOWANCE)

SECTION 1: The WARLCA shall pay round trip mileage at 33 cents a mile to each county credentialed regular delegate who attends all 3 days of the State Convention, provided that this shall in no way increase the total number of delegates to which each county unit is entitled, and also in compliance with section 3 of Article XII of the State Constitution and By Laws concerning mileage and allowance. The mileage will be computed using a current door-to-door computer mileage program.

SECTION 2: The WARLCA shall pay a State Convention allowance of \$250 to each county credentialed regular delegate who attends all 3 days of the State Convention, provided that this shall in no way increase the total number of delegates to which each county unit is entitled, and also in compliance with section 3 of Article XII of the State Constitution and Bylaws concerning mileage and allowance.

SECTION 3: The Board will set a total dollar cap at the first budget Board meeting of the year for the following State Convention allowance and mileage expense reimbursement. If the number of county credentialed regular delegates' reimbursement for State Convention allowance and mileage exceeds that set total dollar cap, each delegates' reimbursement will be reduced by an equal percentage to comply with the cap.

ARTICLE XIII (ORDER OF BUSINESS)

- A. Call to Order
- B. Invocation
- C. Presentation Of Colors
- D. Recite The Plëdge Of Allegiance
- E. Roll Call of Officers
- F. Vote on Convention Standing Rules
- G. Vote on Hearing Proposed Resolutions and Constitution and Bylaws Changes from the Floor Under New Business
- H. Name Members of Committees
- I. Report of Credentials Committee
- J. Report of Officers
- K. Report of Standing Committees
- L. Report of the one-year future State Convention
- M. Report of the two-year future State Convention
- N. Report of the three-year future State Convention
- O. Report of Special Committees
- P. Call for Unfinished Business
- Q. Call for New Business
- R. Election of Officers
- S. Installation of Officers
- T. Retirement of Colors
- U. Adjournment

ARTICLE XIV (PRINTING CONSTITUTION AND BYLAWS)

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

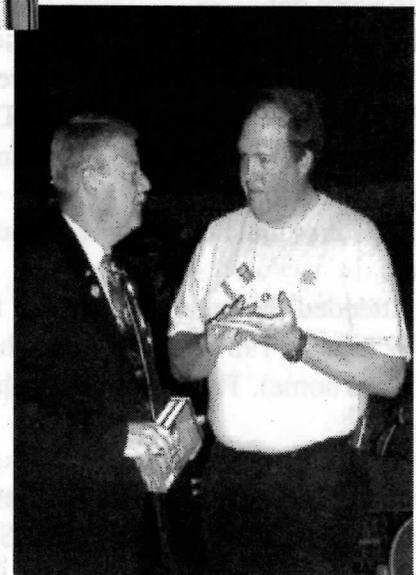
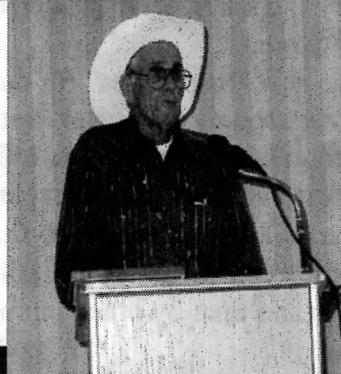
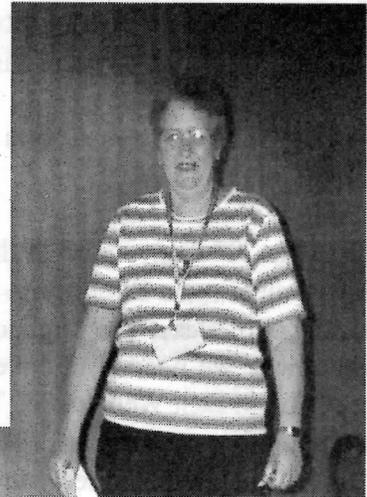
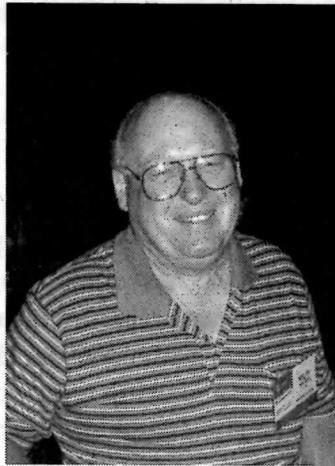
ARTICLE XV (AMENDMENTS)

SECTION 1: The Constitution and Bylaws shall take effect as soon as adopted.

SECTION 2: This State Constitution and Bylaws shall be in harmony with the National Constitution and Bylaws. The County Unit is subordinate to the WARLCA, and the WARLCA is subordinate to the NRLCA. Any provisions of this

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



Auxiliary Report
Best Western Lakeway Inn
Bellingham, WA June 21, 2004

After a joint session with the Association, President Joe Horlacher called the Auxiliary into session. Invocation was given by Delores Robb, followed by the flag salute. Roll Call was taken finding 2 officers absent; District II George Sisley and Immediate Past President Steve Roakes.

The following State Officers reports were given.

Vice President Ruth Ryan

Welcome to the 79th Convention of the Auxiliary. I attended the Fall board meeting in Spokane and the Spring board meeting in Ellensburg. Joe, Myrtle and I also met with the Association board in Spokane about mailing our letter requesting more active participation of Auxiliary members. Since Donna Walker had passed away we needed to cover some of her district meetings. I attended the Chelan/Douglas county meeting in East Wenatchee. The Lincoln/Grant/Adams county meeting turned out to be on the same day as another meeting I already had scheduled and there was not enough time for me to travel to Moses Lake. I did phone the secretary and asked her to pass on our request for more active participation and to prepare items for the Country Store.

We were allowed \$50 to purchase new "brief cases" for our office. The V-P case had fallen apart several years ago. I wanted one that was roomy enough to contain the Memorial Service materials and was easy to transport. Dale and I found a ° price sale on office luggage and purchased a computer porter case. This allows room in the future for a laptop computer if the V-P ever has one.

The Juniors may want to work on a Constitution and By Laws and I have requested a copy of the National Juniors C/B to use as a prototype. This project was requested a few years ago when my daughter was an officer in the Juniors and then by other Junior officers since then. It will take some time to work out.

This year I wanted to recognize the support from the Association members who are spouses of the Auxiliary officers. Over the last ten years the list of folks includes: Neil Buchanan, Harley Robb, Lynn Walker, Judith Peck, Donna Roakes, Dave Reppe, Janice Sisley, Beverly Crow, Johnana Horlacher and Dale Ryan. (Joe Halleck and Bob Lange have passed away.) Mariann Faulkner also is included in this group for her work with the Juniors.

Other duties that I am assigned, Country Store and Constitution/By-Laws will be covered in separate reports.

I attended the memorial service for Donna Walker. We miss her very much. She came to this organization in 1987 and accepted the District 3 office (because I could not do it with 2 pre-school children at home). From then on, she held whatever office position was needed to keep this organization going.

Respectfully submitted, Ruth Ryan

Secretary/Treasurer Myrtle Buchanan

National Guest, State President Joe, State Officers and Friends,

The year started out with the same few of us trying to keep the Auxiliary going. Our District 4 office was not filled at all this year. In early spring we lost one of our dearest friends and colleague and District 3 officer, Donna Walker. She is sorely missed.

My year consisted of sending out mailings, writing articles for the Washington Postman, sending monies to the National Auxiliary for membership dues and for the project.

I have not attended meetings on the County level but did attend all the Board meetings and my District 3 meeting.

Respectfully submitted, Myrtle Buchanan

DISTRICT 1 REPORT and Sunshine Committee

Greetings to our carrier family. I attended one County meeting, it was KS county. I was in the hospital and had my broken hip replaced. I am well now and will go to Counties. I will be happy to go to County meetings in District 1.

I have sent cards for those needing them. It is my pleasure and I need the addresses, please be my helper. I appreciate your help so I can sent the cards and make people happy.

Delores Robb, District 1 Committeeperson

Scholarship Committee

The Gene Del Polito scholarship applications need to be read by the board and an applicant be selected to represent the State of Washington at National Convention. The task was done and Mitchell Gagnon of Waitsburg was selected.

The Auxiliary year of 2003-2004 has been a very slow year as far as our youth applying and returning scholarship applications. I had only 5 application requests with 4 being returned. I know there are more graduating seniors of our Rural Carrier family out there. I hope some of the applicants sent in their applications to National by the deadline of March 1, 2004.

Myrtle Buchanan

COUNTRY STORE REPORT:

Preliminary Country Store Report 2004 pre-Convention Board Meeting.

This year I am going to have Silent Auctions for the donated items that are especially suited for larger dollar collections. Also, I have arranged an "IOU" system for the table items so that Association members may shop even when an Auxiliary member is not available. Hopefully, we can be more flexible in our schedule and help with the Junior activities.

I phoned Susie Hill and Lynn Walker to explain why I was not going to help out with "raffles". We need to find out more about the laws in this state before doing "gambling" type of fund raising. The Juniors need to be careful with their activities, also. If the "Family Plan" is allowed to continue for dues collections, the Juniors will not have to raise extra funds.

The Country Store balance from last year gives us enough of a cushion so we could award two scholarships—\$600 and \$400—if we have two worthy candidates.

Note to Juniors sponsors: the Country Store suitcases have American flags for use in the Americanism presentation. Also, there are a couple of games, paper plates, napkins, plastic flatware and small paper bags.

Ruth Ryan

Andy Edholm was elected as the outstanding Auxiliary member of the year. He will be recognized at National convention in August at Kansas City.

Election of Auxiliary officers was held Wednesday, June 23. Ruth made a motion that all officers in their present positions remain. Delores seconded the motion. Motion carried. Fred Cavazos of Battleground was elected District 2 representative and Donna Felgenhauer of Oakdale was chosen for District 4.

Junior officers for the 2004-2005 were elected. President Nicole Cowen of Orting, Vice President Jessee Keels of Castle Rock and Secretary Julia Halverson of Gold Bar were elected. Charles Adams of the National Auxiliary installed the new officers.

Delegate-at-large to the National Convention was elected. Andy Edholm will be the delegate-at-large. National paid delegates elected are Sandy Reppe and Fred Cavazos.

Ruth Ryan gave a total to date on the Country Store. \$169.29 has been collected.

Post-Convention Country Store Report:

This year the Country Store brought in \$408.20 for the State Junior Scholarship Fund. The Auxiliary awarded two scholarships—\$600 and \$400—and used some money from the general fund as well as a carry over amount from last year.

Thank you all for the donation of items and then purchase of items. Thanks to the Auxiliary and Honorary auxiliary members for helping with the business of the Country Store. Ruth Ryan

Respectfully submitted,
Myrtle Buchanan, Sec/Treas
W.R.L.C.A. AUX.

WARLCA AUXILIARY OFFICERS 2004/2005

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VICE PRESIDENT

Ruth Ryan
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SECRETARY/TREASURER

Myrtle Buchanan
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DISTRICT 2

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DISTRICT 3

Vacant

DISTRICT 4

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Immediate Past President

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STATE STEWARD

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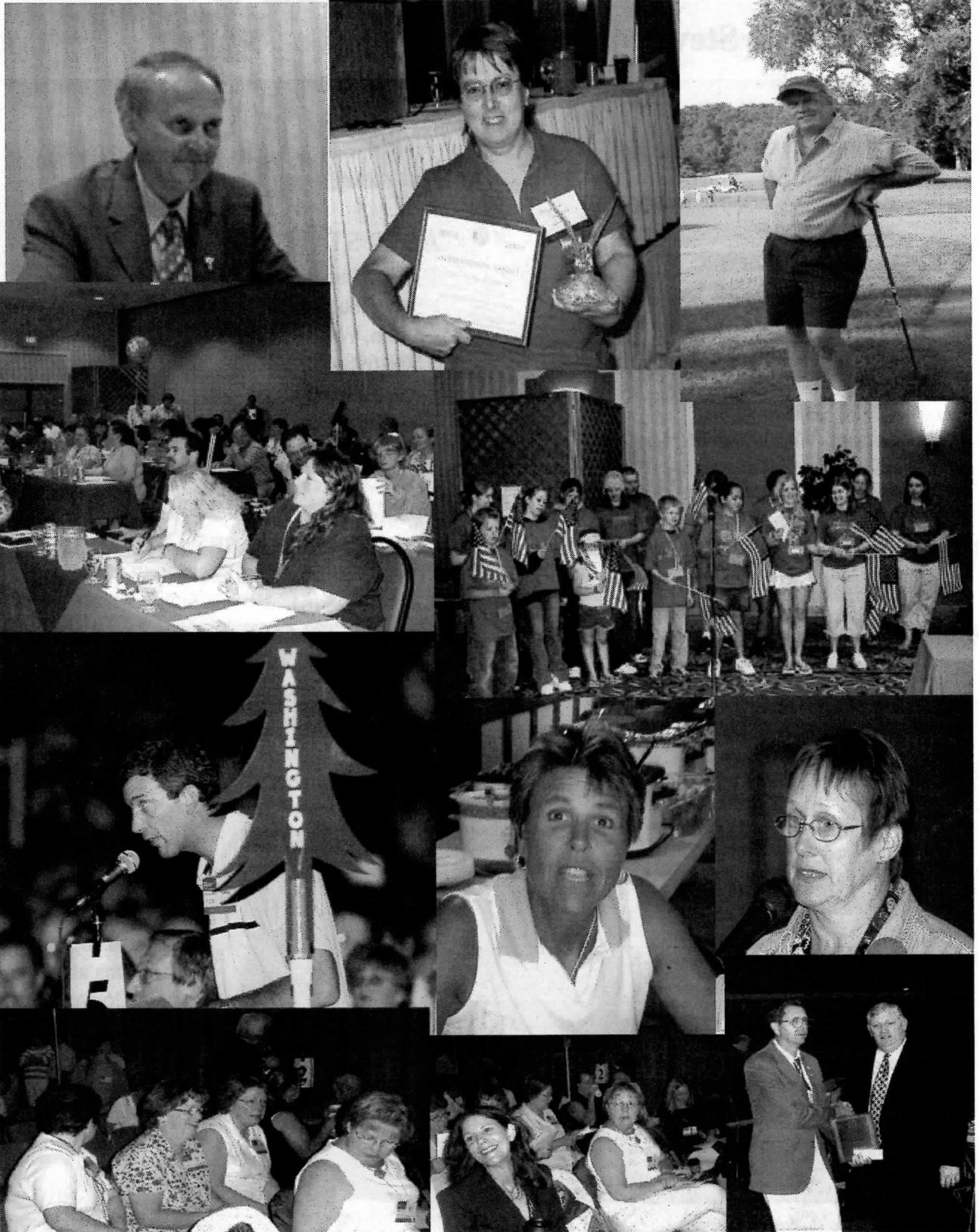
ASST. STATE STEWARDS

Patricia Alexander
Monte Hartshorn



Stewards answer questions at State Convention in Bellingham

SCENES FROM STATE AND NATIONAL CONVENTIONS



WRLCA OFFICERS FOR 2003-2004

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GMAC Auto Representative
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RETIRED CARRIER REP. & PAC

Lynn Walker
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 509-935-8356



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**WASHINGTON
RURAL CARRIER**



Where Service Begins With a Smile