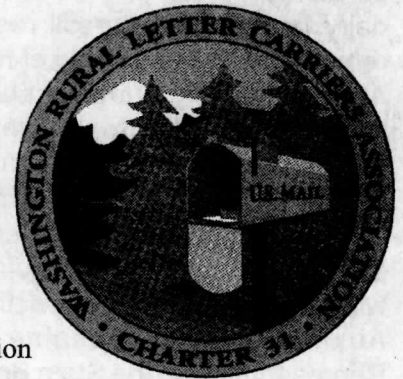


WASHINGTON RURAL CARRIER



Official Publication of the Washington Rural Letter Carriers' Association

September 2005

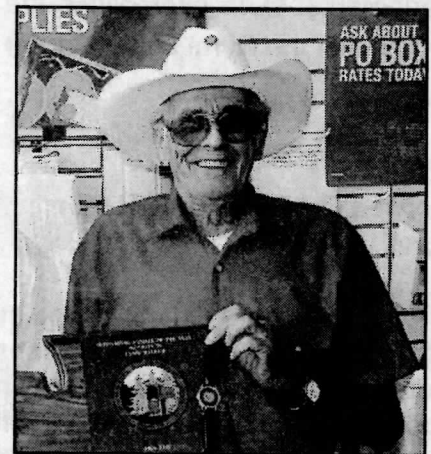
Where Service Begins With a Smile

OFFICIAL MINUTES FROM THE 2005 STATE CONVENTION RICHLAND, WASHINGTON

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LYNN WALKER WARLCA MEMBER OF THE YEAR

Local retired Rural Carrier, Lynn Walker, was the recipient of the 'Member of the Year' Award at the recent State Convention of the Washington Rural Letter Carriers in Richland WA. Eligibility is open to all members of the WARLCA including



active and retired carriers. The criteria for selection are: service rendered to the Union; dedication and willingness to participate in local, state, and national meetings; and a fraternal attitude to all in the rural carrier craft. The National Board of the NRLCA awarded Lynn another plaque and a watch on Aug. 5 in Minneapolis, MN. Since he was unable to attend the National Convention, Chewelah Postmaster Stan Johnson presented Lynn his plaques and watch on Friday, Aug 12.

Lynn has had a long and distinguished carrier with the Postal Service. In 1975 he took the first test offered for the position of Rural Carrier Relief. He 'subbed'

on the mail route, drove school bus, and ran the dairy farm (where he still resides). Lynn fondly remembers the beginning of his Postal career as Alcoa was hiring and they sent out employment letters by certified mail. Lynn had 19 certified letters on that first day. Lynn persevered and became a 'Regular' Rural Carrier in Feb. of '83.

Lynn joined the WARLCA as a sub and by the time he became a regular he (and his late wife, Donna) were already active in the Union and Auxiliary. Lynn became the District 3 Representative to the State Board in '87. In '91 he was voted in as Vice President and served for 2 years. He retired from the Postal Service in May '96. In 2000 he was elected Retired Carrier Representative to the Board. He served in this position until the recent State Convention when he 'retired' for the last time.

Lynn is also a Korean War Vet, serving in the military from Jan. of '53 to Jan '56. Attention to duty, hard work, and sense of humor, are Lynn's trademarks. Lynn exemplifies the best of what represents the Rural Letter Carrier Craft.

Retired Carrier – PAC Report Lynn Walker

This year I did not attend the cross state board meetings as I felt the expenses involved would negate the input that I may have contributed, such as the planning for Western States planning, etc. I did attend the Board meeting in Spokane, our third District meeting and our own county meetings. Dave handled fourth district for PAC contributions. Thanks again to Susie Hill, Joyce Sutherland and many others who collected for PAC on the west side at county and district meetings.

I have accrued a minimum of expenses this year. PAC contributions were \$1,110.00 to March 31st. I sent \$619.00 in May after the spring meetings for a total of \$1,793.00.

As this is my last year as an officer, I would like to thank all of you for your help in making my memories of serving on the Board such good ones. Thank you!
Lynn Walker

President's Annual Report

Patricia Alexander

Possibility of Spokane as 2010 National Convention Site:

The most exciting recent news is that Spokane is one of the two finalists for the 2010 National Convention. For many years, delegates from other states have been coming up to the Washington delegation asking when we were going to host another National Convention. Our response has universally been, "Never!" However, we weren't counting on State Secretary-Treasurer Becky Wendlandt's tenacity and resolve.



When National Vice President Donnie Pitts and his Assistant, Ruth Pugh, let Becky know that Spokane was in the running, along with Albuquerque, Phoenix, Sacramento, Anaheim, and Portland, Oregon, then Becky called Charles and me to meet with Donnie and Ruth and the Spokane Convention Bureau to see if we could persuade Donnie and Ruth that Spokane would be a great host for the 2010 National Convention. Spokane went all out, and since the NRLCA logo sports a horse-drawn mail wagon, the Spokane Convention Bureau treated us to a horse-drawn carriage ride to visit all the hotels that would be used should Spokane be chosen.

Mainly because Becky was the local contact, and because we all assured Donnie and Ruth that our State Association was ready and willing to support a National Convention, at the May 2005 National Board meeting, Spokane was chosen as one of the two finalists, along with Phoenix. The site will be chosen by a vote of the delegates at this year's National Convention in Minneapolis, but before this happens, Eric Allen from the Spokane Convention Bureau will speak to our State Convention in Richland at 1:30 p.m. on Monday. The Spokane Convention Bureau will provide a booth at this year's National Convention, along with all sorts of enticements to encourage the delegates to vote for Spokane. I am sure Eric will tell us all about the booth when he speaks to us on Monday.

We are also having the first Board Meeting of the year in Spokane in July so that we will be well prepared for our presentation at the Minneapolis National Convention. Becky Wendlandt and Cheri Freeman have volunteered to be co-chairs of the 2010 National Convention should Spokane get the final

bid, and this seems logical, as Becky lives in Spokane, and Cheri lives nearby in Chewelah.

Along with enthusiasm and energy, we will need ideas for fund raisers, such as T-shirts, pens, pins, note cards, etc. Charles will be donating the profit from sales of framed 11 by 14" photographs of Washington sites. As you probably saw in the May 2005 Special Pre-Convention Issue of the National magazine, there are 16 committees for a National Convention, so there is plenty of work to do, and lots of volunteers are needed.

This will be an opportunity to showcase our wonderful state. Some of you might wonder why Seattle was not chosen instead of Spokane, but Seattle is just too expensive in August, and delegates will still be able to either take a tour or rent a car to see the rest of Washington State should they want to see the west side of the State.

Please keep your fingers crossed that the National delegates will vote for Spokane instead of Phoenix. In jest, some of the Arizona people have said they will vote for Spokane, but since our National speaker, Bill Gordon, is from Arizona, we do have stiff competition. We will try our best to bring the 20 10 National Convention to Spokane, Washington.

Presidents' Legislative Seminar:

On May 14-18 2005, I attended the NRLCA Legislative Seminar in Washington, D.C. Sunday and Monday were spent hearing speakers and learning how to talk with legislators. The maximum time we are given with each legislator is 15 minutes, and since we had three issues to discuss (copies attached), we were given time to practice what we would say, and we were instructed to follow up our legislative visits with email to keep the issues foremost in the legislators' minds.

National Secretary-Treasurer Clifford Dailing spoke to us on Appeals, Meeting Preparation, and Membership, and he also stressed the importance of Officers' Resource Manual Training. Your State Secretary-Treasurer Becky Wendlandt always has this training at the first Board Meeting of the year, as the Officers' Resource Manual lays out the duties and responsibilities of each State officer. Connecticut State Secretary-Treasurer Norma Kryanowski spoke on LM/Budget matters. Our parliamentarian, Jim Slaughter, spoke on Robert's Rules and gave handouts that we will use during our State Convention.

One of our more interesting speakers was Ilona Nickels who talked about the political division in the United States. Ms. Nickels said that 60% of people get their news from television, and since television is set up with sound bites and is often not in depth because of the necessity of commercial breaks,

many Americans are not getting a true picture of what is going on in the world. (I have to disagree with Ms. Nickels, as I believe that many people, especially rural carriers, get most of their news from the radio, but perhaps television and radio could be used interchangeably in this instance.) Ms. Nickels said that the United States is a conflicted, large country that does not agree on anything. She stated that Unions are shrinking in size, mainly because of the onslaught of technology.

We also heard from Frank Cavanaugh, the Father of the Thrift Savings Plan. Mr. Cavanaugh talked about the feasibility of Social Security Individual Accounts, and he stated that the Individual Accounts would be centrally managed, apparently by a TSP-like agency. Of course, this is still a topic of debate in Congress and would only affect taxpayers under age 55, and then only on a voluntary basis. One interesting fact that Mr. Cavanaugh stated was that 85% of small businesses do not have retirement plans for their employees. Most U. S. companies have fewer than 10 employees.

Tuesday and Wednesday were spent visiting our legislators and talking about Postal Reform Legislation Goals, Social Security Reform, and Medicare Subsidy Part D. Vice President of Governmental Affairs Ken Par-melee, Legislative Representative Paul Swartz, and Political Affairs Representative Christine Baker provided the position papers for each legislator and gave suggestions on contacting our legislators. Charles and I met with the Washington legislators and/or their assistants. All listened and asked serious questions.

If you wish to contact your Representative or Senator, please be sure to discuss only one issue in each email or fax, as each email or fax is filed under a subject. Feel free to use the information in the position papers in your contact.

Before I left for the Legislative Seminar, I contacted Washington State's 9 Representatives and 2 Senators to set up times for meetings. Because of 9/11, it is now best to contact Congress by email or fax, as letters are delayed by irradiation, and irradiation causes burns in the letters, as well as an unpleasant odor, so here we are, Postal Service employees, having to contact Congress by email and fax. How sad!

2005 Western States Conference, Tacoma, Washington:

This year's Western States Conference was held in Tacoma, and there were approximately 115 attendees from the 11 Western states. Speakers included National President Dale Holton, National Director of Steward Operations Don Cantriel, and our National Committeeman Bill Gordon. Our attorney, Michael Can, gave an hour's training for stewards, with all rural carriers welcome to attend. USPS

Manager Contract Administration (NRLCA) Bill Daigneault was the keynote speaker. Charles picked Bill up at the airport, so they had a chance to visit and get to know each other a bit before the meeting began. Bill deals with rural carrier issues at the National level, and he told us that he had never been asked to speak at a Union function before this meeting, and after Bill Daigneault spoke to us, then Dale Holton joined him for a Question and Answer session.

Don Cantriel gave a training on Duty of Fair Representation that was attended by Local Stewards and anyone else who wanted to hear the presentation. National Auxiliary President Diana Hausfeld talked about the Alexander Graham Bell project and deafness.

Thursday night, Charles showed a Chinese film with subtitles, "Postmen in the Mountains," about a father who delivered a three-day mail route, walking up in the mountains, and even though he was only age 47, his knee was bothering him, so he was training his son to take over the route. The film takes place on the son's "Shadow Day," and we meet the villagers who have come to love the postman, much as often happens on our own routes.

After the film was over, several people remarked that this might have been the first time a Western States Conference had shown a film with subtitles, and even more amazing, people stayed in the room to watch the film.

The Friday night banquet entertainment was "Little Bill and the Blue Notes," and since Little Bill is a personal friend of our blues enthusiast, Shawn Johnson, Shawn was instrumental in getting Bill and his group to perform for Western States. We had a preview of Little Bill and his group last year at our State Convention. Thank you, Shawn.

Thank you to all the Washington rural carriers who helped make the Tacoma Western States Conference one of the best ever: Susie Hill, Becky Pike, Joanne Blackburn, Becky Wendlandt, Shawn Johnson, Judi Peck, along with the rest of the State Board. Thanks to everyone who purchased T-shirts, raffle tickets, notepads, and other items to help with the financial part of Western States.

It will be 11 years before the Western States Conference rotates back to Washington, but look out, as 11 years may fly by. It may be a little early to begin preparations, though.

Patricia Alexander

WRLCA President

NRLCA FACT SHEET

Postal Reform Legislation Goals

Overall Goal

Our goal is to ensure the United States Postal Service's (USPS') long-term viability, and to guarantee 6-day delivery and universal service to all Americans. A second goal is to support the mailing industry, which is a \$900 billion sector representing almost 9% of the Gross Domestic Product, employing more than 9 million Americans. It is an industry that includes companies involved in paper, printing, financial services, advertising, and mailing. All of these industries depend upon the collection and delivery of mail.

Pricing Flexibility

The USPS needs greater flexibility in setting price and service changes than the current law allows, so it can respond faster to changes in the marketplace. Title 39, the Postal Reorganization Act implemented in 1971, created pricing and service regimes appropriate for another era. The freedom to change prices and services should go together with increased regulatory powers to protect the public and ensure financial transparency.

CSRS Escrow

Last session, Congress approved legislation (PL 108-18) that prevented a \$78 billion-dollar overpayment of retirement obligations, and at the same time required the USPS to put the money that would have gone toward the retirement program into a new "escrow" account. The USPS may not spend money in that account without Congress' approval. We support legislation to abolish the escrow account and allow the USPS to spend the accrued savings.

Military Retirement

PL 108-18 also created a new, unprecedented policy concerning postal retirees, transferring to the USPS the retirement costs postal employees earned through military service. Previously the Treasury Department funded these benefits—a direct cost transfer of \$27 billion from taxpayers to postage ratepayers. No other cabinet-level agency pays for these retirement costs. Only the Patent & Trademark Office pays military costs prospectively, the Administration wants USPS to pay military costs retroactively. Congress should treat the USPS like other government agencies and relieve it of these obligations.

Collective Bargaining

The bill should continue to ensure management and employees have the right to bargain collectively over wages and working conditions. This right of collective bargaining has created the most stable postal-labor management relations in the world. Unlike other parts of the developed world, there have not been any strikes, work stoppages, or slowdowns for 33 years. We also support language in the bill that formalizes a

new process, developed by the Postmaster General in partnership with the four union Presidents, to enhance the arbitration process.

NRLCA Position

The NRLCA has always recognized the need for Postal Reform. While we are supportive in the process of both H.R. 22 and S. 662 Postal Reform bills, there are still some outstanding issues in both bills that we feel need to be resolved. We will continue working with the members of both the House of Representatives and the Senate to see these issues are resolved in a bipartisan manner.

NRLCA FACT SHEET

Social Security Reform

Social Security's solvency is of critical importance to most Americans, particularly Federal/Postal employees that participate in the Federal Employees Retirement System (FERS). NRLCA is grateful to President Bush for highlighting the future financial problems of Social Security.

In a May 6, 2005 interview, former Republican Senate Majority Leader and Presidential Nominee Bob Dole was asked "How do you break the impasse on Social Security?" Senator Dole responded, "It takes a willing President to sit down with the bipartisan leadership on the Senate Finance (and House Ways & Means) Committees. Not just for a Photo-op. For an hour.. a week.. a month.. or 3 months to find some common ground. Bipartisan is not a bad word. Social Security Reform has got to be bipartisan. Republicans can't do it alone. Democrats can't do it alone. You can't legislate that way. You've got to compromise"

NRLCA agrees completely with Senator Dole. Social Security is the foundation of the nation's retirement income system, helping to protect the vast majority of American workers and their families from poverty in old age. However, it is much more than a retirement program, also providing millions of Americans with disability insurance and survivor's benefits.

NRLCA believes Congress needs to solve the solvency problem of Social Security first and foremost.

The Honorable David M. Walker, Comptroller General of the U.S., said in testimony before the House Ways & Means Committee " . . . Personal Accounts might work as an Add-on, but not as a Carve-out."

The NRLCA agrees with General Walker and we remain skeptical of the workability of Personal Accounts.

2005 NRLCA State Presidents' Legislative Seminar, Washington, DC

NRLCA FACT SHEET

Medicare Subsidy Part D

The Medicare Prescription Drug, Improvement and Modernization Act (MMA) was enacted into law in late 2003. The comprehensive prescription drug part of the law starts in 2006.

Congress established the Medicare-eligible retiree drug subsidy to ensure the continued availability of affordable employer-sponsored retiree drug coverage. The Medicare law defined employers to include local, state, and federal government health plans that offer qualified prescription drug coverage.

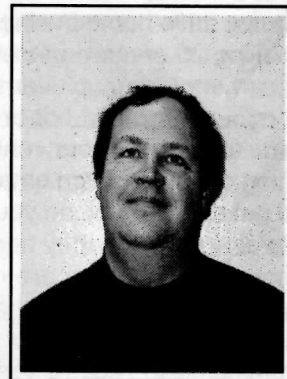
The Federal Employees Health Benefit Program is clearly eligible to receive the MMA subsidy. Unfortunately, the Office of Personnel Management (OPM) does not intend to apply for the MMA subsidy for the Federal Employees Health Benefit Program.

The United States Postal Service (USPS) is unique among Federal agencies that participate in the Federal Employees Health Benefit Program. USPS pays the full government share of Postal Service retiree's health insurance premium. Last year the Postal Service sent the Office of Personnel Management a check for \$1.3 billion dollars. All of this revenue was generated from postage rate payers, and not the taxpayer.

The Center for Medicare and Medicaid Services (CMS), an office in the Department of Health and Human Services, estimates the Medicare subsidy to be \$668 per retiree per year. The U S Postal Service has approximately 330,000 Medicare eligible retirees and survivors. The guesstimate of the subsidy owed to USPS and its health plans is \$237 million per year. 2005 NRLCA State Presidents' Legislative Seminar, Washington, DC

Vice President's Annual Report **Monte Hartshorn**

This past year has had a lot of important events that has affected all of us. The 2004 National Convention in Kansas City was a lesson on the importance of our selections for National Delegate. There was a choice between raising the National dues (Regular Carriers in Washington pay among the most in the nation) or have a National Convention every other year. Unfortunately, in my



opinion, the people supporting a dues increase won. The second issue that directly affected Washington State was a reduction of travel expenses reimbursed by National, for National level conferences. It was reduced from \$1200 to \$600, which is fine for those states on the East Coast. It can be very difficult to get airline tickets, parking, etc. and go to Washington D.C. to represent our state on \$600. Now, we have to dip into our state dues.

This past fall, the Seattle District decided to implement the formula in a number of large size offices. Management had noticed an increased use of "premium pay", what we refer to as DACA 3 and 5. Management was correct in wanting to reduce the DACA 3 and 5 usages, and received a number of good ideas from our State Steward, Charles Alexander. Charles first suggested that management continue to hire reliefs (too much work for management??), and then suggested that local management be given some training in scheduling. As in the past, Delivery Operations in Seattle was not interested in listening and went ahead full steam ahead. It seems the end result is a modest reduction in DACA 3 and 5, and a major decrease in morale among rural carriers. The Postal Service continues to talk of "Dignity and Respect"; rural carriers continue to wonder if it is only talk.

Your stewards worked hard against the implementation of the formula. In their offices, and in the QWL/EI process, there were some victories in modifying the formula, but we were unable to stop it. It is my opinion that Step 4, signed by Director Labor Relations Randy Anderson in July, 2003 made it too easy for management to claim that they had "made an effort to hire". Management has not followed the intent of the agreement; they have used circumstances, largely created by themselves to harm rural carriers.

For the past year or so, we have been a part of a "test program" called carrier pick-up. It seems to be working ok of those carriers who are picking up one or two parcels at a time. Unfortunately, many routes have home businesses or E-Bayers who are mailing 25 or more parcels at a time. I have heard of a carrier picking up over 100. Rural Carriers are paid 4 minutes for this, but are working much more. The time to load into your vehicle (hoping it is at the end of the route and you are empty), going into the Post Office to get a cart to unload your vehicle and then to get the parcels to where they need to be tends to take much more time than you are compensated for. As of this writing, no agreement has been made on adequate compensation for this function and carriers are continuing to receive the two, three or four minutes per carrier pick-up request.

February 2005 mail count was finally a decent one for most carriers who counted. About 30% of

Seattle and Spokane carriers counted, and about 80% of Portland carriers counted. The Joint Count Schools seem to still be working well in the Portland District, and we seem to have the same problems with the Seattle District. The Union is supposed to be able to at least observe the management classes, but a funny thing happened this year; they were all over before the Union knew that they were being conducted. So, the same problems of pill bottles, No-Mail-Receiptable mark-ups, parcels etc. still occurred. I am hopeful that someday, Seattle Delivery Operations may learn that openness is a benefit to both parties.

This year's District Meetings were not well attended, even though Non-Resident Officer Jeannette Dwyer was in attendance. Jeannette brought a lot of current and helpful information, and it was a real shame that more Union Members were not there to hear her. I believe it is time that we, as a state organization must look at the ways we try to disseminate information. Are we doing it in a way that members want and will participate in? How can we increase attendance? We are all being held accountable by the Postal Service's rules: Do you not think it important that every rural carrier know what they are?

Finally, your State Board decided to distribute a survey written by Charles Alexander. I have been doing some of the tabulations, and hope to have them ready for Charles's report and the next issue of our State Paper. However, some comments I noticed are worth sharing. I read several NON-MEMBERS complaining that the EMA was not enough, there were not benefits for RCA, or they were not being paid for the hours worked. I hope that the "free-loaders" learn that they have no voice for their problems; it is only when we all stand together that we can be heard.

I wish to thank every rural carrier that has consistently been a member of this Association. It is only by our participation that we can change things. I also want to thank the rest of the State Board for their diligence in working for the betterment of rural carriers in this state. Finally, my thanks go to all our stewards in the state. I am grateful that you all are standing up for your fellow rural carriers.

Monte Hartshorn, Vice President

**DEADLINE FOR THE NEXT
ISSUE IS OCTOBER 14**

Secretary-Treasurer Annual Report

Becky Wendlandt

Hello Fellow Members of the WARLCA and Honored Guests:

MEMBERSHIP:

Even though we only gained a small percentage in membership, I sent in 284 membership applications in the 04/05 year. This shows we are a craft that is experiencing high turnover every year. In fact, we had 171 separated and 17 died last 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)
04/05:	1765 members

**MEMBERSHIP STATS FOR 2005 WRLCA STATE CONVENTION**

<u>DISTRICT ONE:</u>	<u># OF MEMBERS</u>	<u>TOTAL</u>
ISLAND, SKAGIT, SAN JUAN #010	113	
KING, SNOHOMISH (KS) #011	354	
WHATCOM # 015	92	
<u>TOTAL FOR DISTRICT ONE:</u>		559
<u>DISTRICT TWO:</u>		
CLALLUM, JEFFERSON #002	48	
KITSAP #003	122	
LOWER COLUMBIA #005	196	
MUTUAL # 006	314	
<u>TOTAL FOR DISTRICT TWO:</u>		680
<u>DISTRICT THREE:</u>		
CHELAN, DOUGLAS #001	35	
LINCOLN, GRANT, ADAMS #004	44	
OKANOGAN #007	25	
SPOKANE #013	143	
NORTHEAST #014	49	
<u>TOTAL FOR DISTRICT THREE:</u>		296
<u>DISTRICT FOUR:</u>		
SOUTHEAST #012	34	
WHITMAN, ASOTIN, #016	34	
YAKIMA #017	162	
<u>TOTAL FOR DISTRICT FOUR:</u>		230
<u>TOTAL FOR STATE:</u>		1,765

CRAFT TOTALS BY POSTAL DISTRICT:

PORTLAND:	177 Members	40 Non Members	Total 217 Craft
SEATTLE:	1047 Members	513 Non Members	Total 1560 Craft
SPOKANE:	269 Members	102 Non Members	Total 371 Craft
TOTAL WASHINGTON STATE CRAFT - MEMBERS AND NON MEMBERS:			2148

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 savings (checking and savings as of July 1, 2004 was \$33,046). The following stats show the ending totals from the Statement Of Activities:

Profit and Loss for last 6 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:	Loss of \$ 45,695
03/04 Year:	Gain of \$17,234
	Total Loss \$ 54,810

04/05 Year: 11 month only \$90,903 gain

With June being one of our largest outgoing months (\$50,553 net, last June and \$42,543 net June 2003, and \$46,369 net, June 2002), I feel we will end this year with around \$35,000 to put into our savings.

Here are some Steward stats for the last 10 years, for 11-month period July 1 thru May 30:

11 month Period	LWOP Days Used	Total Steward Cost
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
02/03 dues year	574 days	\$176,402 (\$61,203 increase)
03/04 dues year	614 days	\$178,747 (\$2,345 increase only)
04/05 dues year	630 days	\$185,012 (\$6,265 increase only)

Do you realize that 630 days is almost 2 * FULL TIME positions (5 days X 52 weeks a year equal 260 days) and this does not include the month of June.

Thank you for allowing me to do this job, as well as working on projects at National that will benefit all the State Secretaries. If you ever have any questions or comments I am always available. Thank you, County Officers, board members, and stewards for enriching my life with your friendship. The very best to you and yours,

Becky Wendlandt
Secretary-Treasurer

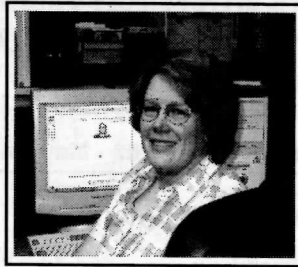
Washington Rural Letter Carriers Association
Previous Year Comparison Statement of Activities
 July 2004 through May 2005

	<u>Jul '04 - May '05</u>	<u>Jul '03 - May '04</u>	<u>\$ Change</u>	<u>% Change</u>
Ordinary Income/Expense				
Income				
400000 · Dues Income	387,003.93	329,455.97	57,547.96	17.5%
410000 · National General Insurance	32,613.92	30,213.00	2,400.92	8.0%
420000 · Reimbursements & Refunds	11,275.05	18,123.67	-6,848.62	-37.8%
Total Income	430,892.90	377,792.64	53,100.26	14.1%
Expense				
500000 · Per Capita Expenses	16,480.81	17,760.94	-1,280.13	-7.2%
520000 · Meetings and Conventions	39,603.98	35,808.52	3,795.46	10.6%
530000 · Equipment Fund	7,202.48	1,656.11	5,546.37	334.9%
550000 · Other Expenses	33,238.04	28,877.94	4,360.10	15.1%
610PA · President - P. Alexander	3,500.50	4,373.15	-872.65	-20.0%
620MH · Vice President - M. Hartshorn	1,954.20	1,525.98	428.22	28.1%
630RW · Sec/Treas. - R. Wendlandt	35,227.00	28,877.63	6,349.37	22.0%
640SH · Editor - Susie Hill	3,634.37	2,805.98	828.39	29.5%
645000 · Washington Rural Carrier (WRC)	4,139.84	4,108.19	31.65	0.8%
650RP · District 1 - R. Pike	2,686.69	1,901.44	785.25	41.3%
660AL · District 2 - A. Lamm	0.00	1,670.78	-1,670.78	-100.0%
660JB · District 2 - J. Blackburn	2,552.69	0.00	2,552.69	100.0%
670CF · District 3 - C. Freeman	2,935.93	1,141.78	1,794.15	157.1%
680DR · District 4 - D. Reppe	2,848.36	1,363.88	1,484.48	108.8%
691LW · Ret/Car PAC - L. Walker	45.00	0.00	45.00	100.0%
700CA · State Steward - C. Alexander	39,271.02	35,575.14	3,695.88	10.4%
705000 · Steward Training Expenses	14,349.16	10,572.04	3,777.12	35.7%
710JP · Asst. Stew. - J. Peck	23,139.63	28,957.16	-5,817.53	-20.1%
730SJ · Asst. Stew. - S. Johnson	10,607.74	23,575.69	-12,967.95	-55.0%
740MH · Asst. Stew. - M. Hartshorn	8,549.28	8,369.72	179.56	2.2%
750PA · Asst. Stew. - P. Alexander	29,245.96	23,828.05	5,417.91	22.7%
770JP · Asst Stew - J. Patteson	29,923.31	26,240.35	3,682.96	14.0%
780PP · Asst Stew - P. Pitts	25,774.96	21,370.41	4,404.55	20.6%
790JF · Apprentice Jan Frymire	1,834.19	0.00	1,834.19	100.0%
791RC · Apprentice Renee' Cowan	1,453.07	0.00	1,453.07	100.0%
792CF · Apprentice Cheri Freeman	494.44	0.00	494.44	100.0%
880LS · Local Steward	369.40	258.57	110.83	42.9%
Total Expense	341,062.05	310,619.45	30,442.60	9.8%
Net Ordinary Income	89,830.85	67,173.19	22,657.66	33.7%
Other Income/Expense				
Other Income				
450000 · Interest Income	1,156.59	615.44	541.15	87.9%
Total Other Income	1,156.59	615.44	541.15	87.9%
Net Other Income	1,156.59	615.44	541.15	87.9%
Net Income	90,987.44	67,788.63	23,198.81	34.2%

Editor's Annual Report

Susie Hill

It's been a busy, interesting year for the WARLCA. Hosting the Western States Conference was the highlight (?) of the year and I think we all survived. It was fun seeing carriers from other states come to Washington and enjoy the rain. The sun did show up as everyone was leaving.



I attended the Editor's seminar at National Convention last August. A presentation on photography and the use of the computer was helpful. Because the term of Editor was changed to a two year term I am planning on attending the seminar again this year.

I continually find new ideas to put into the paper-figuring out how to do it on the computer is the trick. Please let me know what you'd like to see in the paper. More of something? Less? I need all the help I can get!

I am looking forward to serving with your State Board for another year.
Thank you, Susie Hill

District I Representative Annual Report

Becky Pike

This past year as the District 1 Representative has been busy and fulfilling. I've attended most of the scheduled county meetings to share information with those attending. We've had several fund raising items that you so generously bought either for yourself or as a gift for another carrier in your office. By request, we had a joint District 1 & 2 meeting that Joanne Blackburn and I coordinated. All of the board members planned the Western States Conference and we want to thank you for all the help and goodies you contributed. I am also a member of the District Joint Steering Committee and we meet monthly to discuss concerns of carriers and management with a goal of working on solutions to these concerns. Thank you for supporting your union and doing your very best every day.



Respectfully,
Becky Pike, District 1 Representative

District II Representative Annual Report

Joanne Blackburn

Wow! What a busy year!! Being your new District 2 Representative, I think I have been broken in well. There has been board, district, and county meetings to attend. Then Washington State hosted the Western States Conference in Tacoma. In my opinion the Conference was a big success, with lots information and fun. The next Western States Conference will be held in Cheyenne, Wyoming.



2006 State Convention will be hosted by District 2, June 26th - 28th at the Red Lion Inn at the Quay in Vancouver Wa. Room rates are \$55 single, \$65 double, \$75 triple, and \$85 quad. Up grades are available with a view of the river for \$15. As always I'm looking for volunteers and fresh ideas. If you would like to help, please contact me.

I want to thank you for electing me as your District 2 Representative. It has been my pleasure serving you this year, and I'm looking forward to the upcoming year.

Respectively submitted,
Joanne Blackburn, District 2 Representative

District III Representative Annual Report

Cheri Freeman

A couple of years ago the former District III rep. (Noretta Stritzke) asked me to consider running for her office as she no longer had the time to devote to the job. I had been President of our county unit (Northeast) for several years and had always attended State Convention, but getting totally involved with the Union was not on my radar screen at all. What I have found is, once you get to know the people and see how hard they work for all of you, it is impossible not to jump in and start paddling while attempting to keep my head above water!

I am now a member of the Spokane DJSC and an Apprentice Assistant State Steward. These new jobs



have added a new dimension to my Union involvement! I have been privileged to attend National Convention, Booster Meetings, Count School, and the Western States Conference. The more I learn the more I see I need to know!

I have attended County Unit Meetings in every county in my District, except for LGA, (which did not notify me of their meeting). Getting to know members on the local level has been one of the perks of the job! I hope everyone in my District feels that they can contact me, talk to me, and give me their input. This has not been just a good year – it has been a great year - a year of expanding my personal comfort zone. Thank You, for the opportunity to serve.

Respectively submitted:

Cheri Freeman

District IV Representative Annual Report

Dave Reppe

Once again it has been a busy year as District 4 representative especially with District 4 hosting the state convention in 2005 and with Washington hosting the Western States Conference in Tacoma. In addition to all of the State Board Meetings, I attended the Fall Booster, the District 4 meeting, National Convention 2004, and attended all scheduled county meetings in District 4, Western States Conference in Tacoma, as well as a Spokane County meeting this spring.



Again this year we have experienced a poor turnout of carriers attending meetings, whether it is a local county meeting or a district 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 annual spring District Meetings drew very small numbers though Washington enjoyed a superb turnout in Tacoma for Western States Conference.

Our organization's strength lies not only in our membership base, but also on that base being well a well informed membership. The meetings held are your opportunity to network with your fellow carriers and to become informed on the issues of your craft. When your state paper arrives with the schedule of meetings printed, take time to mark your calendar and resolve to attend these meetings so that you will be informed.

Respectfully submitted,

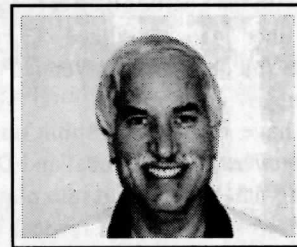
Dave Reppe

State Steward Annual Report

Charles Alexander

WHERE WE'VE BEEN AND WHAT LIES AHEAD

National Executive Committeeman Bill Gordon, Fellow Officers, Delegates, Members of the NRLCA and the Washington Rural Letter Carriers' Association, Auxiliary Members, Guests, and Friends:



As my eighth year as your State Steward draws to a close, it is time to reflect on where we have been and what lies ahead. Our Union has set itself apart from those representing the other crafts by attempting to work with management to achieve mutually beneficial objectives wherever possible. Working together has tremendous potential, so long as certain fundamental ground rules are recognized and practiced. Chief among these unwritten attitudes are **trust** and **respect**. Where we have problems between individuals, or craft and management at any level, trust and respect are almost certainly lacking.

At the local level, if management is unable or unwilling to ask the carriers to do something without threatening discipline as a consequence for failure to complete a given task, then management is broadcasting to the carriers that the carriers can't be trusted. If carriers feel it is necessary to document every request to management, then carriers are broadcasting to management that management can't be trusted. It follows closely behind that if trust is lacking, respect is non-existent. Several "problem offices" throughout the state continue to claim an inordinate amount of steward time. Upset carriers in an office without trust and respect will call their Assistant State Steward to seek relief from a perceived atmosphere of oppression. In some instances, problem offices do not have, or no longer have, a local steward. The pressure of working in an atmosphere without trust and respect, where threatened discipline is a normal course of action and subtle retaliation is a very real fear, leaves few who are willing to step forward and risk the consequences of serving as the local steward. When problem offices actually have local stewards, management and/or other carriers seeking a scapegoat for management's oppressive actions often target those local stewards. Problem offices usually have more than the normal number of Labor-Management meetings as the assigned steward tries to seek common ground and clarify contractual responsibilities. Finally, stewards at all levels spend an inordinate amount of their time and Union dues in trying to resolve the much greater than average level of grievances that are frequently filed in problem offices.

At the District level, lack of trust and respect is usually demonstrated by an unwillingness to render agreements to writing, a tendency to substitute endless talk and meetings for meaningful action, and a not-so-subtle management perception that rural carriers claim more than they deserve. Rural carriers in such a District could reasonably be expected to view District-level managers as not valuing them as individuals or respecting their integrity.

I believe in the concept of working together for mutually beneficial objectives, not in facilitating bonuses for self-serving managers who think they have discovered a loophole to force carriers to work for free. We still have a way left to go with the Seattle District before the essential trust and respect necessary for a teamwork approach to problems resolution can once again be utilized. The current adversarial approach, particularly for count-related issues, wastes both the resources from the decreasing revenues of the Postal Service, as well as the Washington Rural Letter Carriers' Association dues money.

I have felt for years that our State needed a tool to measure the level of trust and respect perceived by rural craft employees for their local and District-level managers. This year, I'm pleased to report that your State Board has enabled me to develop and put into play a 20-question survey designed to measure, among other things, our craft's perception of their worth, trust, and respect in the eyes of Postal management at both the local and District levels. The new survey, dubbed "Relevant Survey" in recognition of the preponderance of questions concerning issues of generally high importance to the rural craft, received a much higher than expected level of response.

State Secretary-Treasurer Becky Wendlandt mailed out approximately 2,148 "Relevant Surveys" to active rural craft employees, both members and non-members of the Union. Your State Board in general, and Becky Wendlandt and Monte Hartshorn in particular, as Monte did the initial tabulation of the received data, deserve your thanks and appreciation for agreeing to fund the "Relevant Survey" project. By Postal District, the following response was received:

Portland District

Regular Carrier Union Members responding	35
Regular Carrier Non-Union Members responding	5
RCA Union Members responding	36
RCA Non-Union Members responding	<u>4</u>

Total responding	80
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Total Active Craft	217
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Total Members	117
Total Members responding	71
Percentage Members responding	40%
Percentage Non-Members responding	23%
Overall Percentage responding	37%

Seattle District

Regular Carrier Union Members responding	242
Regular Carrier Non-Union Members responding	38
RCA Union Members responding	88
RCA Non-Union Members responding	<u>40</u>

Total responding	408
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Total Active Craft	1560
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Total Members	1047
Total Members responding	330
Percentage Members responding	32%
Percentage Non-Members responding	15%
Overall Percentage responding	26%

Spokane District

Regular Carrier Union Members responding	
------------------------------------------	--

Regular Carrier Non-Union Members responding	8
RCA Union Members responding	26
RCA Non-Union Members responding	<u>15</u>
Total responding	117
Total Active Craft	371
Total Members	269
Total Members responding	94
Percentage Members responding	35%
Percentage Non-Members responding	23%
Overall Percentage responding	32%

ANALYZING THE RESULTS

As you look through the four graphs included with this report, you will undoubtedly notice the similar patterns for each of the lines representing a Postal District in Washington State. While the three lines appear to be mostly parallel to each other, Portland regular carriers and RCAs, members and non-members alike, seem to be slightly more satisfied than Spokane District regular carriers, and Seattle District regular carriers are the least satisfied of the three. In fact, 55% of the rated items in the surveys completed by Seattle District regular carrier members were in the "Poor" or "Disagree" area, vs. only 10% for Spokane District regular carriers members, and 5% for Portland District regular carrier members. Seattle District regular carrier non-members also rated 55% of the 20 items in the "Poor" or "Disagree" area of the graph, but 15% of the questions rated by Spokane District regular carrier non-members and 10% of those rated by Portland District regular carrier non-members were in the "Poor" or "Disagree" area. The most amusing result from the non-member regular carriers is that they gave significantly higher marks to the last two questions on the survey than the members of the Union. The questions were as follows: 19. Management treats my Union representatives with dignity and respect, 20. Management utilizes Union representatives to help resolve problems.

Some of the other highlights/lowlights of the survey are as follows:

All groups, but particularly those from the Seattle District, gave an extremely poor rating to question 4. "My District demonstrates that it considers employees to be its most valuable resource." Another very low-rated question for Seattle District regulars was 11. "Managers at the District level trust and respect rural craft employees."

There are still reasons to be optimistic, however, because members of the Union, regulars and RCAs, gave some of their highest marks to question 3. "I am proud to work for my Postal Service District." Such was not the case for non-members answering the same question. Also, members and non-members alike tended to agree with question 9. "Management never allows/encourages rural craft to work off the clock."

I hope you will take the time to analyze the survey in depth. There is ample room for improvement for the issues represented by all questions in all Districts. If permitted, I plan to share the results of our "Relevant Survey" with management at the District level of all three Districts. The percentage return was very good for a mailed out survey without return postage. Obviously, Washington State's rural craft wants to share with management how they feel about issues that affect the quality of the workplace environment. I remain optimistic that some managers will be open to hearing what we had to say. I hope you will take the time to thank your State Board for choosing the "Relevant Survey" as a means to make our collective voices heard.

As a reminder, the 20 questions of the Relevant Survey are as follows:

QUESTIONS FROM RELEVANT SURVEY

1. Overall, how would you rate your District as a place to work?
2. I believe the information relayed to me from my District.
3. I am proud to work for my Postal Service District.
4. My District demonstrates that it considers employees to be its most valuable resource.
5. Rate your job satisfaction as a rural carrier today compared to 5 years ago or when you first started, whichever is less.
6. Rate your management's efforts to hire leave replacements.
7. Rate your management's level of knowledge concerning rural delivery.
8. Rate your management's ability to pay you correctly and fix any pay errors that occur.
9. Management never allows/encourages rural craft to work off the clock.
10. There is no disparate treatment or favoritism in my office.

11. Managers at the District level trust and respect rural craft employees.
12. I receive recognition, when warranted, for a job well done.
13. Starting times are realistically based on the availability of mail.
14. Mail counts are accurately and fairly conducted by management.
15. Management at the local and District level never knowingly violate the National Agreement or other Postal handbooks and manuals.
16. Managers at the District level honestly care about the health and well being of me and all the other rural craft employees.
17. I can make suggestions to management and/or seek advice from Union officials without fear of retaliation from management.
18. Local management has the authority to settle disputes in the office.
19. Management treats my Union representative with dignity and respect.
20. Management utilizes Union representatives to help resolve problems.

The summary graphs of the survey results appear on the following two pages.

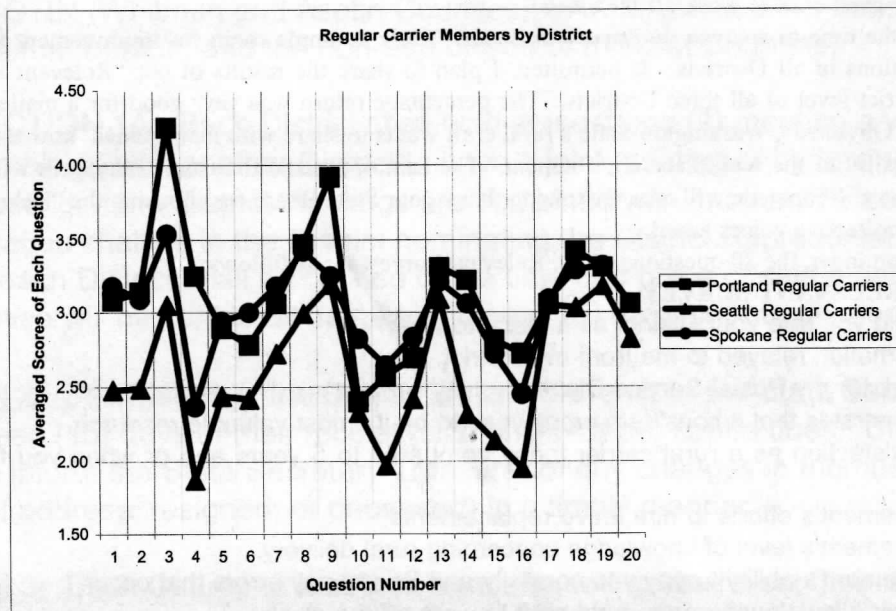
The following is a summary of the State-wide response to the survey:

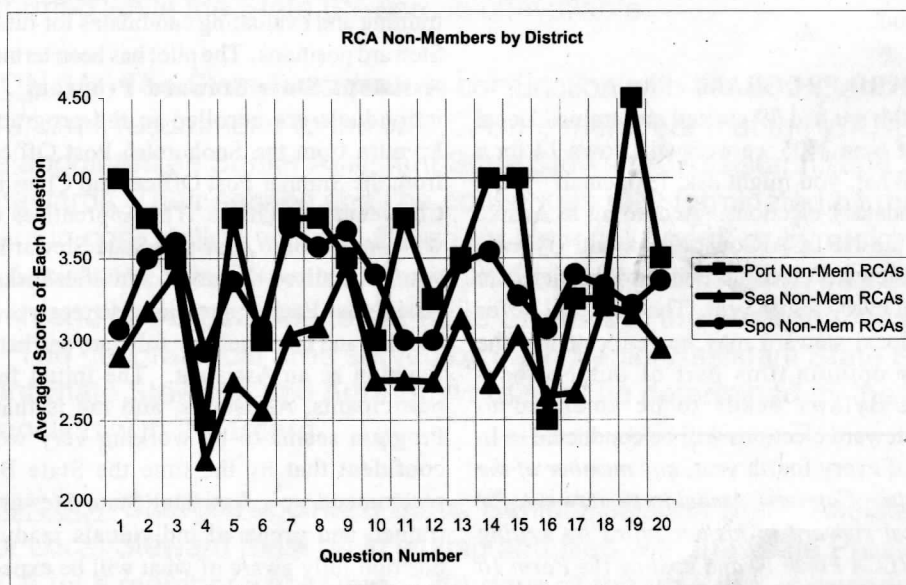
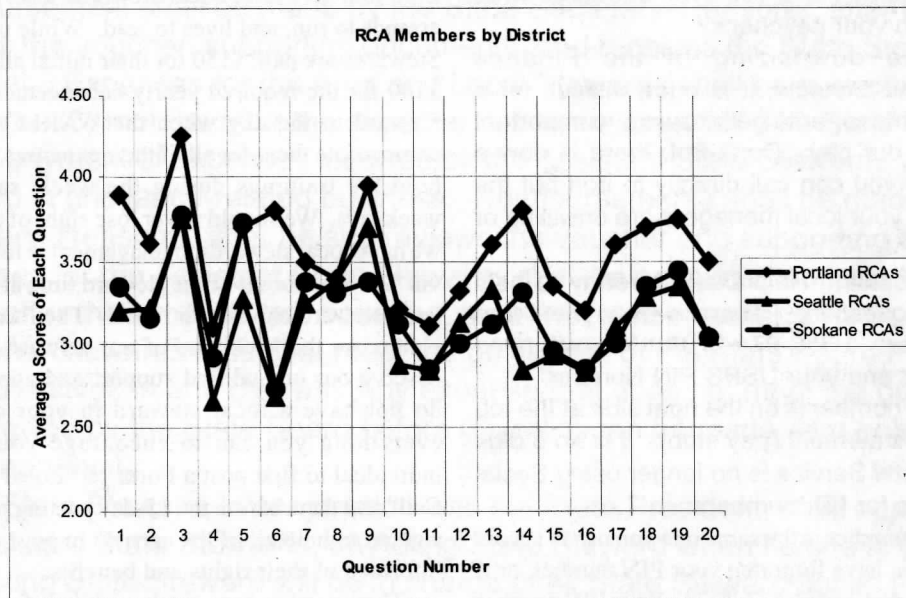
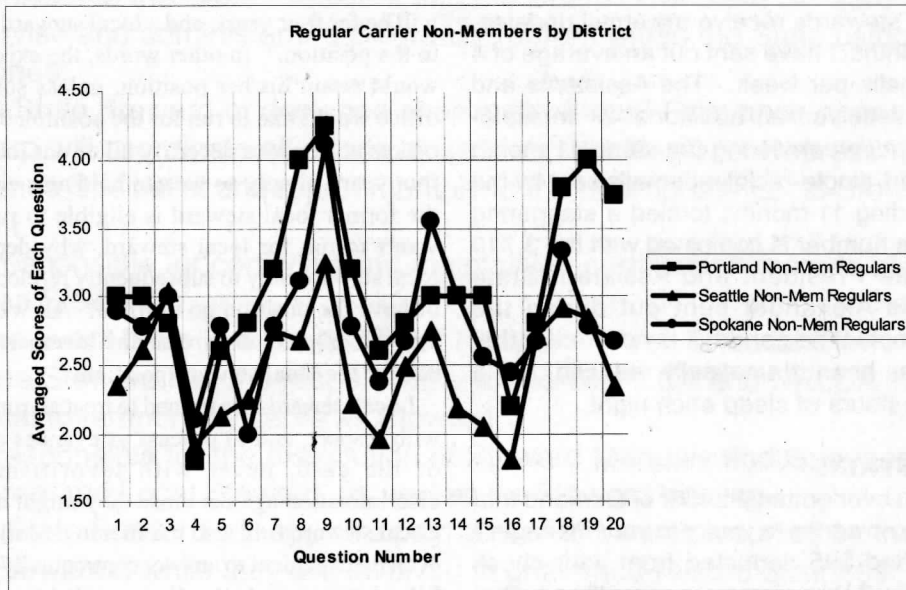
Washington State Active Rural Craft

Total Members	1493
Total Non-Members	655
Total Mailed Surveys	2148
Total Members Responding	495
Total Non-Members Responding	110
Total responding	605
Percentage Members responding	33%
Percentage Non-Members responding	17%
Overall Percentage responding	28%

SHARING INFORMATION

If you have a computer, an email address, and you like to stay informed about Postal-related issues, then you should give serious consideration to joining with the 234 WARLCA members and the 137 out-of-state NRLCA members who regularly receive information and updates from my computer. It has long been my philosophy that shared knowledge is power, true power that enables people to make informed decisions. So if you have the means and interest, and you aren't already receiving my updates, just send an email to charleska@nas.com and I will be happy to add you to the list. I am very proud that all of our Assistant





Apprentice Assistant State Stewards, and more than 80% of our local stewards receive my email updates. In the past 11 months, I have sent out an average of 4 informational emails per week. The Assistants and the Board have received an additional 2+ multiple-recipient emails per week during the same 11 month period. In addition, single-recipient emails sent by me during the preceding 11 months totaled a staggering 3,366. When this number is combined with the 3,710 emails that State President and Assistant State Steward Patricia Alexander sent out during the referenced 11-month time period, it is no wonder that our phone bill has been dramatically reduced, along with our average hours of sleep each night.

PAYROLL QUESTIONS

Have you ever gotten a Letter of Demand that makes absolutely no sense to you or to your manager? Have you ever had \$95 deducted from your check with no explanation? Have you ever wondered what is happening with your paycheck?

With the downsizing of the Finance Department in the Districts, it is often difficult for a rural carrier or a manager to get answers to important questions about our pay. Don't fret; there is now a National number you can call directly to iron out the payroll problems your local managers are unwilling or unable to fix.

The Accounting Help Desk is ready to help you with payroll questions. There is even a toll-free telephone number: 1-866-974-2733. You will need your I.D. Number and your USPS PIN Number.

Your I.D. number is on the right side at the top of your earnings statement (pay stub). It is an 8 digit number. The Postal Service is no longer using Social Security numbers for I.D. numbers.

Your USPS PIN number is the same one you use to access PostaleASE. If you have forgotten your PIN number, or if you never got one, dial 1-877-477-3273. Your PIN number will be mailed to you.

WARLCA STEWARD PROGRAM

On July 1, 2004, we had 79 elected and trained Local Stewards, and as of June 2005 we were still down 14 for a new total of 65. What, you might ask, happened? What happened was mandatory elections. According to Article XV, Section 7 of the NRLCA Constitution and Bylaws, "Mandatory local steward elections will be conducted in the month of July of every fourth year. The term will be for four years, and a local steward may be re-elected to the position." In my opinion, this part of our National Constitution and Bylaws needs to be amended to ~~"Mandatory local steward elections will be conducted in~~ In the month of July of every fourth year, *any member of the National Rural Letter Carriers' Association may run for the position of local steward in his/her office by writing their name on a NRLCA Form 10 and posting the Form 10*

for at least 15 days before the date of the election. The term will be for four years, and a local steward may be re-elected to the position." In other words, the existing local steward would retain his/her position, unless someone else in the office would like to run for the position of local steward. It makes no sense to decertify all of our local stewards every four years, simply so we can hold new elections, for which the former local steward is eligible to run. If no one else wants to run for local steward, why decertify the current local steward only to subsequently re-elect the same person, or have the position go unfilled? All we really need to do every four years is provide any member the opportunity to run for the local steward position.

Local stewards are trained to treat all rural craft employees with respect, and to process grievances only on the merits of the case, never with favoritism for friends or discrimination against those they might not happen to like. Local stewards are also the first to be called on by craft and even management to answer contractually-related questions. Like non-stewards, local stewards have routes to deliver, errands to run, and lives to lead. While it is true that Local Stewards are paid \$150 for their initial all-day training, and \$100 for the required yearly enhancement training, I look forward to the day when the WARLCA will be able to compensate them for all of their expenses, and perhaps even hold the trainings during the week, rather than on the weekends. We should never lose sight of the fact that where we have local stewards, management is forced to pay a price via "Z" time for all of the steward time at the office that the local steward chooses to report. The local stewards of our Union are the backbone of our steward system, and they deserve our unqualified support and appreciation. If you do not have a local steward in your office, please do everything you can to encourage yourself or another individual to first post a Form 10 "Local Steward Election Call" and then, before the 15-day posting period has expired, sign on to help all of the carriers in your office to be better informed of their rights and benefits.

This year has seen the launching of a pilot program for training and evaluating candidates for future Assistant State Steward positions. The pilot has been termed the **Apprentice Assistant State Steward Program**. Currently, three individuals are enrolled in the program. They are Jan Frymire from the Snohomish Post Office, Renee' Cowan from the Sumner Post Office, and Cheri Freeman from the Chewelah Post Office. The Apprentices work very closely with one or more Assistant State Stewards, "shadowing" if you will, all of the usual activities/tasks encountered by Assistants. Each Apprentice also receives a day of computer training and the necessary software and hardware to properly function as an Assistant. The initial feedback from the participants, Assistants, and me is that the Apprentice Program seems to be working very well indeed. I am confident that by the time the State Board is ready to recommend new Assistant State Stewards, we will have trained and prepared individuals ready to step into the position fully aware of what will be expected of them.

GRIEVANCE STATISTICS

When you add up all of the post offices and branch post offices in Washington State that have rural delivery, the total comes to 237. Of those 237 units, 29, or roughly 12%, had grievances filed that went to Step 2 or higher in the 2004-2005 year. On the following page, I will list those 29 post offices/branches and indicate the number of Step 2 or higher grievances that were initiated in each.

The following list of post offices and/or branch post offices shows where grievances were initiated, or where decisions were received during the 2004-2005 WARLCA fiscal year:

PO/Branch	Grievances
Arlington	2
Auburn	1
Bellevue	2
Bellingham	2
Bremerton	2
Buckley	2
Centralia	4
Deer Park	1
Eatonville	1
Everett	5
Ferndale	1
Gig Harbor	1
Issaquah	1
Maple Valley	10
North Bend	1
Oak Harbor	1
Olympia	1
Puyallup	1
Seattle Bainbridge	1
Seattle District	1
Sedro Woolley	2
Silverdale	1
Stanwood	1
Sumner	9
Tacoma	3
Vashon	1
Walla Walla	4
Yakima	8
Zillah	1
Total=29	Total = 71

The 71 decisions noted on the previous page can be broken down into 11 categories. Because the same grievance often generates multiple decisions, the total of the grievance awards by category will always be larger than the breakdown of grievances per office/branch. The 77 grievance awards in 11 categories are as follows:

Regional Step 4 Arbitrations	3
City – Rural Awards	2
Grievances Denied at Step 2	6
Grievances Settled at Step 2	28
Grievances Held in Abeyance	8
Grievances Remanded	10
Grievances Appealed to Step 3	5
Grievances Settled at Step 3	1
Grievances Re-appealed to Step 3	1
Grievances Settled at Step 4	3
Withdrawn at Step 2, 3, or 4	10

From the data above, it is clear that our efforts to resolve issues at the lowest possible level have seen moderate success. The category with the most grievance awards (28) is "Grievances Settled at Step 2." Even the 6 grievances appealed/re-appealed to Step 3 represent an improvement over previous years, but the steward team at the State level is always striving to do better. One grievance that cannot be resolved at Step 2 is one too many.

On behalf of all of our stewards at all levels, I would like to remind everyone that our strength is in our openness to work together with management when mutual benefit is possible, and teamwork to stay the course when the going gets rough.

Charles Alexander
WARLCA State Steward

Minutes of the 2005 WARLCA Convention**Monday, June 27th, 2005**

At 9:00 a.m. a joint meeting of the Washington Rural Letter Carrier's Association and its' Auxilliary was called to order by Convention Chair, Dave Reppe, in the International II & III Ballroom of the Shilo Inn, Richland, Washington. Cheri Freeman gave the invocation. Lynn Walker and Judi Peck entered with the American and Washington State flags for the Presentation of Colors. Dave Reppe led everyone in the Pledge of Allegiance then presented the gavel to WARLCA President, Patricia Alexander.

President Alexander thanked Dave Reppe as Convention Chairperson and introduced National Officer, NRLCA Executive Committeeman, Bill Gordon. All State Officers were then recognized as follows: Vice President Monte Hartshorn, Secretary-Treasurer Rebecca Wendlandt, Editor Susie Hill, District I Representative Becky Pike, District II Representative Joanne Blackburn, District III

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 five (5) issues of the WASHINGTON RURAL CARRIER. The State Board shall have the authority to identify which articles and notices will be published in each issue, and to determine and change issue dates as current events may require.

President Alexander then asked Spokane Customer Service Analyst's, Colleen Baker and Marietta Gilmore, to come forward and address the Association. They gave a slide presentation showing statistical data using charts on the following topics:

- ❖ Total Rural Routes
- ❖ Rural Routes/Units per Area
- ❖ Average Routes per Unit
- ❖ Routes by Type (K,J,A,H,M)
- ❖ High Density Routes (L and Non-L)
- ❖ Growth by fiscal year and % change to SPLY (same as last year)
Rural — routes, box deliveries, box growth (2003-2005), standard hours per route, average miles, deliveries per hour, per house, per route
- ❖ D.O.I.S. (Delivery Operation Information Systems), city vs. rural carriers
Workload Status Report, Route/Carrier Daily Performance Report, Clock ring Discrepancies Report

A lunch break was given at 12:10 p.m. Door prizes were awarded before the meeting reconvened at 1:10 p.m. Announcements were made regarding the Country Store and the PAC auction items and door prizes were given away. Secretary-Treasurer Becky Wendlandt read roll call. All officers and delegates were present with the exception of Okanogan. Yea/Nay cards were then distributed.

President Alexander then read the following:

2005 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 (most current 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. A delegate may not speak to an issue, and then immediately call for the question, without being recognized by the chair a second time.
14. Campaign materials may only be distributed at or near the entrance of the convention floor.
15. 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.
16. These rules shall be in force throughout the convention unless amended by a two-thirds vote of the delegates.

Doug Rinehart made a motion to accept the 2005 Convention Standing Rules and Patrick Pitts gave the second. A discussion followed. Dale Ryan moved to amend standing rule #15 by striking "in the morning of"

and Shawn Johnson gave the second. The motion was voted on and passed. The amended 2005 Convention Standing Rules were voted on and passed.

President Alexander then read the following: "WRLCA 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 Constitution and By Laws changes from the floor during new business." Patrick Pitts made a motion to hear proposed Resolutions and Constitution and By Laws from the floor and Joann Blackburn gave the second. A discussion followed. The motion was voted on and passed.

Secretary-Treasurer Becky Wendlandt was asked to read the WRLCA Constitution and By Law, Article 1, Section 2B, in its' entirety. She read the following: "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 By Laws changes from the floor during new business. The Resolutions Committee and Constitution and By Laws Committee will only be responsible for Resolutions and proposed Constitution and By Laws 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 By Laws 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."

President Alexander then read the following:

Committee Assignments 2005 State Convention

Note: Final Selection Made at State Convention

Credentials

Becky Pike, Board Rep

1. Dan Schrup, Chair
2. Roxanne Cavazos
3. Jan Frymire

Finance

Charles Alexander, Board Rep

1. Judi Peck, Chair
2. Shawn Johnson
3. Mike Cammack

Constitution & By Laws

Patricia Alexander, Board Rep

1. Patrick Pitts, Chair
2. Tammy Donaghue
3. Cindy Koker

Tellers

Dave Reppe, Board Rep

1. Bill Allen, Chair
2. Jodi Suta
3. Dianna Jones
4. Nola Two Feathers
5. Carolyn Triebenbach
6. Paige Barrett
7. Leo Dillon
8. Colleen Headley
9. Carol Nichols
10. Gloria Rector
11. Tony Lott
12. Dee Ann Williams

Auditing

Becky Wendlandt, Board Rep

1. Renee' Cowan, Chair
2. Leonard Oswald
3. Joyce Patteson

Resolutions

Monte Hartshorn, Board Rep

1. Jim Hemrich, Chair
2. John Lee
3. Shirley Smith

WRC

Susie Hill, Board Rep

1. Noretta Stritzke, Chair
2. Johnna Horlacher
3. Mel Walker

Nominating

Joanne Blackburn, Board Rep

1. Carol Halverson, Chair
2. Carrie Smith
3. Jack Stewart
4. Karen Kayala
5. Paula Kenck (chosen by committee)

Mileage & Per Diem

Cheri Freeman, Board Rep

1. Doug Rinehart, Chair
2. Karen Crombie
3. Royella Jaynes

13. Katre Milliron
14. Andrew Shea
15. Bev Crow

Sergeants at Arms
Joanne Blackburn
Dave Reppe
Janie Walla
Marlene Hagedorn

President Alexander asked for the **Preliminary Report of the Credentials Committee**. Chair Dan Schrup introduced the committee and read the following: "We are meeting and need all delegates to check in their credentials at this time if they have not already done so. Thank you."

President Alexander asked for the **Preliminary Report of the Constitution & By Laws Committee**. Copies of the Constitution & By Laws were distributed to the Association. Chair Patrick Pitts introduced the committee and 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 move to approve 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 Alexander asked for the **Preliminary Report of the Resolutions Committee**. Copies of the Resolutions were distributed to the Association. Chair Jim Hemrich introduced the committee and read the following: "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."

President Alexander then asked speaker Eric Allen from Spokane's Convention Bureau to come forward and address the Association. He spoke on the following topics:

- ❖ Spokane possible site for the 2010 National Convention (Phoenix is contending city)
- ❖ Presentation of Spokane to be given at this years National Convention
- ❖ Double Tree and Red Lion Hotels – room rates from \$124 - \$129

President Alexander asked for the **Report of the 2006 Convention**. Joanne Blackburn came forward and read the following: "Join us in Vancouver to celebrate 100 years of the Washington Rural Letter Carriers Association, June 26th through 28th. District II will be hosting the convention at the Red Lion at the Quay. Room rates are \$55 for single, \$65 for double, \$75 for triple, \$85 for quad, \$15 for a river view up grade, \$15 for a rollaway bed. Reservations can be made individually through June 10th, 2006, by calling 1-360-694-8341 or 1-800-733-5466 and request Washington Rural Letter Carriers special conference rates. I'm looking for volunteers and fresh ideas. Please contact me if you would like to help. Thank you."

President Alexander asked for the **Report of the 2007 Convention**. Cheri Freeman came forward and announced that definite plans were being postponed until the final announcement of the 2010 National Convention site.

President Alexander asked for the **Report of the 2008 Convention**. Becky Pike came forward and announced that the sites being considered are the Red Lion at SeaTac or the Quality Inn at Everett. Convention dates are June 22nd, 23rd, and 24th.

President Alexander than called for a question and answer period.

- Q. Bill, could you please explain why or your thoughts on second trips and how many trips can management make a carrier take in one day.
- R. There's suppose to only be one second trip; not plural as was printed in the National Magazine. The carrier is responsible for the size of his/her vehicle that fits their route. We're looking at compensation at two minutes a mile plus loading time; not overtime. This has gone to arbitration. The second case could involve stop and go, not necessarily a deadhead run. There are special instances regarding express mail and so on. The language has still not been resolved.
- Q. Charles, do you know the thinking in the Seattle District concerning the allocation of LLV's to rural routes this year?

- R. The thought surmised by Bob Nelson was to put LLV's in offices that already had LLV's but not to border the absurd. Another thought was to put LLV's in offices that were more urban and offices that couldn't hire leave replacements.
- Q. Bill, are rural carriers going on R-Tacs (Rural Time Attendance Control System? If so, when?
- R. There are already test sights for time control in place. I'm not exactly sure the exact time frame.
- Q. Bill, whereas formulating an office, in my opinion is a horrible punishment for most offices and an unsatisfactory burden to the carriers who have worked long and hard to then be rewarded with split days off, could we ask for more support from the National Officers in defeating the formulation of offices?
- R. You could have Saturdays, however, this would leave no leave replacements. There cannot be 100% leave replacements for each route. There are other options: seniority, work lists, no formula, junior person must work the relief day, split shifts.
- Q. Bill, at a meeting I was told by a MPOO that the city business agent wins pain and suffering awards. Why don't we?
- R. City carrier's have an advantage over rural. I'm not familiar with the pain and suffering awards. Possible matrix violation. City has local negotiations.

President Alexander called for the collection of Yea/Nay cards. The meeting was adjourned at 3:00 p.m.

Tuesday, June 28th, 2005

At 8:30 a.m. the Junior's started today's meeting my presenting their Americanism Program to the Association. Each one carried an American flag and they all sang 'Living in the USA'. The Junior's participating in the program were Vince Cavazos, Karissa Cavazos, Alex Cavazos, Anthony Shaffer, Tisha Santana, Nicole Cowan, Kirk Dawson, Brandon Dawson, Jessie Keele, Steve Cochran, Brittany Beckman, Joey Cochran, Kristin Cochran, Keileigh Hagedorn, Alyssa Walla, Tiffany Walla, Simone Tuilaepa, Julia Halverson, John Halverson, Eric Chomka, and Jacob Supak. Escorts were Cori Milliron and Patience Ryan.

President Alexander called the meeting to order at 8:45 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.

President Alexander asked for the **Final Report of the Credentials Committee**. Chair Dan Schrup read the following: "The Credentials Committee recommends that all delegates be seated by the passing of the final report of the Credentials Committee."

County Stats for 2005 WRLCA State Convention

#	County Name	Total member's	Total possible votes & delegates	Total delegates seated
01	Chelan, Douglas	35	8	2
02	Clallam, Jefferson	48	11	1
03	Kitsap	122	5	5
04	Lincoln, Grant, Adams	44	10	3
05	Lower Columbia	196	40	4
06	Mutual	314	64	6
07	Okanogan	25	6	0
10	Island, Skagit, San Juan	113	24	5
11	King, Snohomish (KS)	354	72	11
12	South East	34	8	2
13	Spokane	143	30	6
14	North East	49	11	4
15	Whatcom	92	19	5
16	Whitman, Asotin	34	8	2
17	<u>Yakima</u>	<u>162</u>	<u>33</u>	<u>7</u>
Total for Counties:		1,765	369	62

Each County is entitled to:

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

One vote for every credentialed regular delegate in attendance.

Name of Delegate at Large

	<u>County Name</u>	<u>Delegate at Large</u>
001	Chelan Douglas	Mike Cammack
002	Clallum Jefferson	Carolyn Triebanbach
003	Kitsap	Doug Rinehart
004	Lincoln, Grant, Adams	Neil Buchanan
005	Lower Columbia	Roxanne Cavazos
006	Mutual	Joanne Blackburn
007	Okanogan	none
010	Island, Skagit, San Juan	Andrew Shea
011	King, Snohomish	Carol Halverson
012	South East	Carol Nichols
013	Spokane	Daniel Schrup
014	North East	Bill Allen
015	Whatcom	Leonard Oswald
016	Whitman, Asotin	Jim Hemrich
017	Yakima	Beverly Crow

Dan Schrup made a motion that the final report of the Credentials Committee be accepted and Carrie Smith gave the second. The motion was voted on and passed.

President Alexander then asked Bill Gordon, NRLCA Executive Committeeman, to come forward one again and address the Association. He spoke on the following topics:

- ❖ Generation 3 – LLV's
- ❖ Carrier pickup discussion between Postal Service and NRLCA
- ❖ Second trips
- ❖ Formula

A question and answer period then followed, with Mr. Gordon providing the answers.

- Q. How can an office get additional case equipment?
 R. It's the responsibility of the employer to provide.
- Q. Is someone assigned to keep the web page current? Would it be possible to bring more material to the "What's New" section?
 R. Angela Morris is responsible for the web page and it has become more modernized.
- Q. Who is entitled to the work on excessive parcels, or second trip, with an auxiliary carrier in office – the auxiliary or the assigned relief or is the regular required to do the second trip?
 R. Excessive situation. If the regular needs assistance, less than two hours, then any sub can be used rather than primary sub.
- Q. My postmaster asked me to ask this question – Is there anything in the works to do away with DACA codes 3 & 5? Any discussion between union and USPS?
 R. I've heard no such rumor.
- Q. LLV's are not placed on routes with substantial amounts of dirt and gravel roads partly because they cannot take the extra abusive road conditions. However, the amount of EMA paid to carriers trashing their personal vehicles is far less than the maintenance costs for LLV's. Why the big discrepancy?
 R. It comes down to the LLV's vs. EMA. Mileage vs. cost.
- Q. Since the Post Office is now under OSHA and I understand that OSHA requires breaks after a certain length of time, why don't we get paid breaks?
 R. A total of 30 minutes of breaks are available to take. Some carriers want to take; some don't.
- Q. My office has not processed any forms 2847, nor have they completed the tracking form for the time study on carrier pickup. How does the Board insure their data is correct?
 R. I don't have absolute knowledge on that. Carriers should be keeping track of the 2847 forms. Should be paid as an adjustment.
- Q. What is the plan developed by the Postmaster General in partnership with the 4 Union Presidents that will enhance the arbitration process, including which Union's, and will it put the Unions' Collective Bargaining power in jeopardy?

- R. At Postal Reform legislation now. Some will want to go to mediation instead of binding arbitration. The Board believes in more pay, but the postal service says no. This can be decided by a third party and binding.
- Q. Do you have any information about changes to the CSRS offset retirement plan?
- R. No changes. So much cost is involved that it's hard to accomplish.
- Q. When an injured carrier has gone over two years and placed in the special code for injured rural carriers, who is responsible for representing that rural carrier?
- R. Depends. Form 50 normally controls. Both unions want to represent their own craft.

A short discussion then followed. A fifteen-minute break was called 9:55 a.m. Door prizes were awarded before the meeting reconvened. Secretary-Treasurer Becky Wendlandt read roll. All officers and delegates were present with the exception of Okanogan.

President Alexander asked for the **Preliminary Report of the Mileage and Per Diem Committee**. Chair Doug Rinehart introduced the committee and read the following: "This is the preliminary report of the Mileage and Per Diem Committee. Copies are being distributed at this time. 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.)

President Alexander asked for the **Preliminary Report of the Finance Committee**. Chair Judi Peck introduced the committee. Secretary-Treasurer came forward and read the following: "WARLCA Constitution & By Laws, Article XI, Section 4: The duties of the Committee on Constitution and By Laws shall be: To examine all changes proposed for amending or changing the Constitution and By Laws 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 Convention." Becky then read the following: "WARLCA Constitution & By Laws, Article XII, 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." Judi then read the following: "We, the members of the Finance Committee at the 2005 State Convention in Richland, Washington, have the following recommendations to submit to the delegates for consideration:

- 5 Senior Assistant State Stewards at \$325.00/month, 3 Assistant State Stewards at \$275.00/month
- The approval of three (3) new Assistant State Stewards necessitates a change of titles for the existing Assistant State Stewards to Senior Assistant State Steward, reflecting the different responsibilities between the two positions.
- Constitution & By Law proposal for Editor
- We recommend an increase in the number of issues of the Washington Rural Carrier, and are submitting a Constitution and By Laws change for the delegate's consideration. We recommend that the delegates consider our proposal concurrently with the similar proposal from Lower Columbia County.

(This report is typed later in the minutes, in its' entirety, when the final report was submitted.)

President Alexander asked for the **Report of the Nominating Committee**. Chair Carol Halverson introduced the committee and read the following:

Nominees:	President (one year term)	Patricia Alexander
	Vice President (one year term)	Monte Hartshorn and Daniel Schrup
	District I (two year term)	Becky Pike
	Retired Rep. (two year term)	Judi Peck

"There will also be a chance to nominate for these offices from the floor until nominations are closed prior to elections." Carol made a motion to have the Report of the Nominating Committee accepted and the committee dismissed. District III (two year term) Cheri Freeman Committee accepted and the committee dismissed. Carrie Smith gave the second and it was voted on and passed.

President Alexander asked for the **Report of the Teller's Committee**. Chair Bill Allen introduced the committee and read the following: "We received a total of 413 ballot envelopes. Out of these 410 were valid ballots, 2 did

not have a name on the return envelope to verify membership, and 1 had no ballot in the envelope.”

Delegate List to National Convention 2005

(In order of votes received)

<u>Name</u>	<u># of Votes</u>
Charles Alexander	308
Patricia Alexander	270
Rebecca Wendlandt	252
Judi Peck	246
Neil Buchanan	181
Becky Pike	175
Monte Hartshorn	162 (by coin toss)
Joyce Patteson	162
Dan Schrup	156
Susie Hill	150
Joanne Blackburn	146
Patrick Pitts	140
Ann Lamm	137
Dave Reppe	134
Shawn Johnson	123
Jim Hemrich	114
Cheri Freeman	103 (by coin toss)
Melvin Walker	103
Mariann Faulkner	96
Renee Cowan	92
Janice Frymire	86
John Lee	77
Cindy Koker	75
Royella Jaynes	68
Roxanne Cavalos	67 (by coin toss)
Janice Walla	67
Roni Gardner	47

Verification and Commitment Forms were then distributed and the delegates were asked to fill out and return to Secretary-Treasurer Becky Wendlandt by the next break.

President Alexander asked for the **Report of the Auditing Committee**. Chair Renee' Cowan read the following:

“I would like to thank President Patricia Alexander for allowing me the opportunity to chair the Auditing Committee, and I would also like to thank the other members of my committee, Leonard Oswald and Joyce Patteson.

After a thorough spot-check of the Association's records, we, the Auditing Committee find:

- ✓ The receipts were reflected accurately.
- ✓ The disbursements were legitimate and properly accounted for.
- ✓ The accounting of all wages, vouchers, and related disbursements such as social security, retirement, etc., for Association employees were accurately represented and complete.
- ✓ The fixed asset inventory, i.e. office equipment, is complete with each item's value and location.
- ✓ The county unit LM forms were provided and verified.
- ✓ The employee vouchers are reviewed for accuracy by both the President and the Vice President. In addition, they are also reviewed by the State Steward and a District Representative on a rotating basis.

The committee did a random sampling of vouchers, deposits, and disbursements in comparison with the check register and the copies of the cancelled checks themselves. We also checked several bank statements to find that they had been reconciled and balanced. In doing this, we found the checking account certified to be correct to the best of our knowledge.

This committee feels that the State Secretary/Treasurer's triple back-up system insures the safety and security of the Association's financial records. We would like to thank her and ask the convention floor's

recognition for her impeccable and well-organized record keeping abilities.

We would also like to thank the rest of the Association's officers for their hard work in keeping the WARLCA an organization of which to be proud, and would like to move that this report be accepted and the committee be dismissed."

Joyce Patteson gave the second and the motion was voted on and passed.

President Alexander asked for the **Report of the WRC Committee**. Chair Noretta Stritzke introduced the committee and read the following:

"The committee met with our Editor, Susie Hill. We would like to commend Susie for the outstanding job she does on our paper. We would also like to recognize Susie's husband for the support he lends to Susie to complete her job.

Susie informed the committee that she is dealing with a new printer to reduce printing costs for the paper. This new printer would also shorten the turn around time for getting the paper mailed. Currently the existing mailer takes up to 2 weeks to prepare and get the paper to the Association. The new printer would shorten this time considerably, making information contained in the paper more available and timely to the membership.

The body should be aware of an upcoming proposed Constitution and By Laws change coming before us today. This change would have the paper published 6 times a year instead of the current 3. The committee supports this proposed change. We feel that informing the membership in a timely manner would increase the member's awareness of crucial issues facing our craft.

The committee feels that having the paper published more often would eliminate at least 2 full coverage mailings currently prepared by our State Secretary. The State Secretary estimated the cost for these mailings to be approximately \$1080 (just postage alone). This does not take into consideration our Secretary's time to prepare post cards and prepare mailings. (Not counting Sunny or Lucy's time!)

The committee also recommends that the Editor's salary be changed. Currently the Editor receives \$400 per issue x 3 issues = \$1200. We recommend that the salary be set at \$300 per issue x 6 issues = \$1800. While this would be an increase to the Editor's salary, the Association would see an overall savings since some of the Secretary's mailings would be eliminated.

Susie will also be looking at slightly restyling the paper to save on printing costs. Overall, the number of pages printed in the 6 issues should not increase.

The committee feels putting the paper out more often would keep our current members more updated on hot issues. However, it is our hope that by increasing the frequency of the paper, more 'non-active' members would become interested in participating in the union business. We need more people at our meetings. We all need to work at getting more people involved.

I would like to thank Johnna, Mel and Susie for their input. We truly have great people in our Association.

I move that we accept the Washington Rural Carrier Committee Report and dismiss the committee with thanks."

Melvin Walker gave the second and the motion was voted on and passed.

President Alexander asked for the **Final Report of the Mileage and Per Diem Committee**. Chair Doug Rinehart re-introduced the committee and read the following: "This is the final report, as corrected, of the Mileage and Per Diem Committee.

Name	Round Trip		Ferry	Convention	
	Miles	x .33 =		Allowance	Total Paid
Charles Alexander	606	199.98		\$ 250.00	\$ 450.00
Patricia Alexander	606	199.98		\$ 250.00	\$ 450.00
Bill Allen	393	129.69		\$ 250.00	\$ 380.00
Paige Barrett	68.8	22.704		\$ 250.00	\$ 273.00
Joanne Blackburn	474.2	156.486		\$ 250.00	\$ 406.00
Neil Buchanan	256	84.48		\$ 250.00	\$ 334.00
Mike Cammack	333.8	110.154		\$ 250.00	\$ 360.00
Roxanne Cavazos	471.2	155.496		\$ 250.00	\$ 405.00
Renee' Cowan	491.6	162.228		\$ 250.00	\$ 412.00
Karen Crombie	482.2	159.126		\$ 250.00	\$ 409.00

Beverly Crow	17.4	5.742		\$ 250.00	\$ 256.00
Leo Dillon	464.8	153.384		\$ 250.00	\$ 403.00
Tammy Donaghue	292	96.36		\$ 250.00	\$ 346.00
Mariann Faulkner	542.2	178.926		\$ 250.00	\$ 429.00
Cheryl Freeman	387.2	127.776		\$ 250.00	\$ 378.00
Janice Frymire	479	158.07		\$ 250.00	\$ 408.00
Roni Gardner	14.6	4.818		\$ 250.00	\$ 255.00
Marlene Hagedorn	477	157.41		\$ 250.00	\$ 407.00
Carol Halverson	479.2	158.136		\$ 250.00	\$ 408.00
Monte Hartshorn	550.6	181.698		\$ 250.00	\$ 432.00
Colleen Headley	470.4	155.232		\$ 250.00	\$ 405.00
James Hemrich	232	76.56		\$ 250.00	\$ 327.00
Susie Hill	460	151.8	17	\$ 250.00	\$ 419.00
Johnna Horlacher	357.8	118.074		\$ 250.00	\$ 368.00
Royella Jaynes	462.6	152.658		\$ 250.00	\$ 429.00
Shawn Johnson	439.4	145.002		\$ 250.00	\$ 395.00
Diana Jones	109.8	36.234		\$ 250.00	\$ 286.00
Karen Kayala	593.8	195.954		\$ 250.00	\$ 446.00
Paula Kenck	525.2	173.316		\$ 250.00	\$ 423.00
Cynthia Koker	302.8	99.924		\$ 250.00	\$ 350.00
Ann Lamm	477.6	157.608	26.6	\$ 250.00	\$ 434.00
John Lee	300	99		\$ 250.00	\$ 349.00
Tony Lott	562.6	185.658		\$ 250.00	\$ 436.00
Katre Milliron	470	155.1		\$ 250.00	\$ 405.00
Carol Nichols	114	37.62		\$ 250.00	\$ 288.00
Leonard Oswald	653.4	215.622		\$ 250.00	\$ 466.00
Joyce Patteson	164.8	54.384		\$ 250.00	\$ 304.00
Judith Peck	484	159.72		\$ 250.00	\$ 410.00
Becky Pike	657.8	217.074		\$ 250.00	\$ 467.00
Patrick Pitts	518.4	171.072		\$ 250.00	\$ 421.00
Gloria Rector	77.2	25.476		\$ 250.00	\$ 275.00
Dave Reppe	79.4	26.202		\$ 250.00	\$ 276.00
Doug Rinehart	519.6	171.468		\$ 250.00	\$ 421.00
Donna Roakes	11.2	3.696		\$ 250.00	\$ 254.00
Harley Robb	526.4	173.712		\$ 250.00	\$ 424.00
Dale Ryan	289.8	95.634		\$ 250.00	\$ 346.00
Dan Schrup	305	100.65		\$ 250.00	\$ 351.00
Andrew Shea	482.2	159.126	15.8	\$ 250.00	\$ 425.00
Carrie Smith	549	181.17		\$ 250.00	\$ 431.00
Shirley Smith	627.6	207.108		\$ 250.00	\$ 457.00
Jack Stewart	312.4	103.092		\$ 250.00	\$ 353.00
Noretta Stritzke	386.6	127.578		\$ 250.00	\$ 378.00
Jodi Suta	564.4	186.252		\$ 250.00	\$ 436.00
Judy Suta	564.4	186.252		\$ 250.00	\$ 436.00
Karin Taylor	64.6	21.318		\$ 250.00	\$ 271.00
Carolyn Triebenbach	543	179.19	6.1	\$ 250.00	\$ 435.00
Nola Two Feathers	587.2	193.776		\$ 250.00	\$ 444.00
Lynn Walker	393.4	129.822		\$ 250.00	\$ 380.00
Melvin Walker	536.4	177.012		\$ 250.00	\$ 427.00
Janie Walla	541.8	178.794		\$ 250.00	\$ 429.00
Rebecca Wendlandt	308	101.64		\$ 250.00	\$ 352.00
Dee Williams	483.2	159.456		\$ 250.00	\$ 409.00
Total	24996	8248.68	112.6	\$16,000.00	\$24,340.00

Dale Ryan made a motion to change the order of the program not to dismiss the Mileage and Per Diem Committee until after the Constitution and By Laws were completed and Mike Cammack gave the second. The motion was voted on and passed. The Yea/Nay cards were collected at this time and the President called for a lunch recess at 11:40 a.m.

President Alexander reconvened the convention at 1:00 p.m. Secretary-Treasurer Becky Wendlandt read roll call. All officers and delegates were present with the exception of Okanogan, Editor, and District I Representative. Yea/Nay cards were re-distributed.

President Alexander asked for the **Final Report of the Constitution and By Laws Committee**. Chair Patrick Pitts came forward and re-introduced the committee and 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 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."

Proposed Constitution and By Laws Changes
(Bold print is new and amended language and lined-out print is removed language.)

1. From Lower Columbia:

Currently found in 04/05 State Bylaws in Article V, Section 1 and 2

Proposed Language:

SECTION 1: The Editor shall publish ~~three~~ **six** issues of the WASHINGTON RURAL CARRIER ~~as a combined fall and Convention issue, winter issue, and spring issue.~~

to be published during the months of January, March, May, July, September, and November. The State Board shall have the authority to change issue dates as current events may require. 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.

The March issue will contain information on up coming meetings, criteria for Member of the Year, and information about the up coming State Convention and campaign announcements. 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 September issue shall contain an overview of the State Convention, any changes in the State Constitution and Bylaws, the report of the Delegate-At-Large to the National Convention and an announcement for the Fall Booster. The Editor will publish current Washington State Board meeting minutes, the latest WARLCA financial statement on a bi-annual basis, State Steward article, Association Officer articles, any received Auxilliary Officer articles, and a current list of Association Officers, Auxilliary Officers, and Junior Officers as they occur in a timely manner and as space allows 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.

Patrick Pitts moved to accept Section 1 only and Tammy Donaghue gave the second. Discussion. Dan Schrup moved to postpone the discussion of Section 1 until after the related proposal from the Finance Committee was reviewed. Bill Allen gave the second and the motion was voted on and passed. Discussion. (The below recommendation was then considered and then this one was continued.) Patrick Pitts moved to postpone Section 1 indefinitely. Charles Alexander gave the second and it was voted on and passed. Patrick Pitts moved to accept Section 2 only. Tammy Donaghue gave the second and it was voted on and passed.

Proposed language for Section 2 only passed.

F1. From Finance Committee:

Currently found in 04/05 State Bylaws in Article V, Section 1, 2, and 3

Proposed Language:

SECTION 1 The Editor shall publish **four** issues of the WASHINGTON RURAL CARRIER. **The State Board shall have the authority to identify which articles and notices will be published in each issue, and to determine and change issue dates as current events may require.**

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.

Intent: To provide for an additional issue for the membership each year, while being fiscally responsible. For simplicity's sake, to allow the State Board to continue the current practice of establishing which notices, subjects, and articles will be included in each issue without mandating those items in the State Constitution and By Laws.

Patrick Pitts moved to accept Section 1 only and Tammy Donaghue gave the second. Becky Wendlandt moved to amend by changing the 'four issues' to 'five issues' and Tammy Donaghue gave the second. Discussion. The amendment was voted on and passed. Cindy Koker moved to amend by adding 'five issues with an option of adding up to 2 more issues on an as needed basis'. Monte Hartshorn gave the second and the motion was voted on but was defeated. The proposed language was voted on.

Proposed language for Section 1 only passed as amended.

2. From Lower Columbia:

Currently found in 04/05 State Constitution in Article VIII, Section 1A

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 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 for District Representative the name(s) of a member(s) of said District. 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.

Intent: The idea of a Spring Booster instead of District Meetings because the District Meetings have been poorly attended and the State must be fiscally responsible.

Tammy Donaghue moved to accept the proposed language. Cindy Koker gave the second and it was voted on.

Proposed language was defeated.

3. From King Snohomish County:

Currently found in 04/05 State Bylaws in Article XII, Section 1

Proposed Language:

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 **and incurs the expense of public transportation or by driving his or her vehicle the entire way**, 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. The mileage will be computed using a current door-to-door computer mileage program. **The WARLCA shall pay mileage at 33 cents per mile to each county credentialed regular delegate who attends all 3 days of State Convention for actual miles driven prior to joining and after leaving a carpool, provided that this shall in no way increase the total number of delegates to which each county is entitled, and is also in compliance with section 3 of Article XII of the State Constitution and Bylaws concerning mileage and allowance. It is the duty of these delegates and those that incurred no expense to report to the Committee on Mileage and Per Diem.**

Intent: The WARLCA has limited resources and should first direct those resources to reimburse actual expenses incurred.

Tammy Donaghue moved to accept proposed language. Cindy Koker gave the second. Discussion. Bill Allen moved to amend to add at the end 'Per Diem not to go into effect until July 1st, 2005.' Mike Cammack gave the second and it was voted on and passed. Discussion. Dan Schrup called for the previous question (closes debate) and Mariann Faulkner gave the second and it was voted on and passed.

Proposed language was defeated as amended.

4. From King Snohomish County:

Currently found in 04/05 State Bylaws in Article XII, Section 3

Proposed Language:

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. **If the number of county credentialed regular delegates' reimbursement for State Convention does not exceed that set total dollar cap, the excess will first be applied to the cost of the meeting rooms if the minimum number of registered hotel rooms has not been met. If the minimum number of registered hotel rooms has been met and there is no meeting room expense, the excess shall be paid by an equal amount to each registered hotel room. It shall be the responsibility of one county credentialed regular delegate who attends all 3 days of the State Convention from each room to report to the Committee on Mileage and Per Diem.**

Intent: To provide an incentive to stay in the hosting hotel and thereby save the WARLCA meeting room expenses.

Tammy Donaghue moved to accept the proposed language. Cindy Koker gave the second and it was voted on and passed.

Proposed language was defeated.

**5. From Spokane County:
Currently found in 04/05 State Constitution in Article IX, Section 9**

Proposed Language:

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.

Intent: In order to truly make the State paid regular credentialed paid delegates equal in all respects to those reimbursed by National then we need to make sure that the budget reflects the full cost of reimbursement. If, as been stated numerous times, all of our delegates are equal, then let us make sure that that is so.

Tammy Donaghue moved to accept the proposed language. Cindy Koker gave the second. Discussion. Patrick Pitts called for the previous question (closes debate) and Bill Allen gave the second. The proposed language was voted on.

Proposed language was defeated.

President Alexander called for a break at 3:00 p.m. The meeting reconvened at 3:15 p.m.

**6. From Spokane County:
Currently found in 04/05 State Constitution in Article VIII, Section 1**

Proposed Language:

SECTION 1: The officers of the WARLCA shall consist of President, Vice President, Secretary-Treasurer, Editor of the WASHINGTON RURAL CARRIER, and the 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.

Intent: The Retired Carrier's Representative is a superfluous position. Neither the National Union nor the State Association can have any impact on the conditions of the retirement policy that is controlled by the OPM upon a carrier's retirement. Since the repeal of the Hatch Act a retired individual is not required to head our PAC. We should continue to acknowledge and honor all those carriers that have entered retirement.

Tammy Donaghue moved to accept proposed language. Cindy Koker gave the second. Discussion. The proposed language was voted on.

Proposed language was defeated.

Patrick Pitts made a motion that Constitution and By Laws #7, #8, and #9 not be considered and Constitution and By Laws #10 thru #22 not be considered as Constitution and By Laws but rather as Resolutions and the committee be dismissed with thanks. Doug Rinehart gave the second and it was voted on and passed.

**7. From Spokane County:
Currently found in 04/05 State Constitution in Article VIII, Section 1B**

Proposed Language:

~~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.

Intent: To insure that the Constitution is worded and labeled correctly if the previous change is accepted. Also renumber the constitution to reflect the change if approved.

8. From Spokane County:

Currently found in 04/05 State Constitution in Article VIII, Section 2

Proposed Language:

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.

Intent: To insure that the constitution reads correctly if Article VIII Section 1 is approved.

9. From Spokane County:

Currently found in 04/05 State Constitution in Article VIII, Section 2A

Proposed Language:

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

Intent: There will no longer be a Retired Carrier's if the previous changes are approved.

Doug Rinehart made a motion to have the final report of the Mileage and Per Diem be accepted and the committee be dismissed. Royella Jaynes gave the second and it was voted on and passed. Monte Hartshorn made a motion to suspend the rules and consider Resolutions (previously Constitution and By Laws #10 through #22) at this time. Judy Peck gave the second and it was voted on and passed. Dan Schrup made a motion to have the delegation accept Resolutions (previously Constitution and By Laws) #10 through #22 as written. Mariann Faulkner gave the second and it was voted on and passed.

10. From Whatcom County:

Currently found in 04/05 National Bylaws in Article XVIII

Proposed Language:

SECTION 1.A. This Association shall meet ~~each year~~ **for a Biennial Convention on odd- numbered years** 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. **PROVISO: Beginning in 2011.**

Intent: This proposal is intended to reduce the rising cost, which has the attributing cost of over 1 million dollars to the National Association and subsequent costs to each State Association, each year in which a National Convention is held. The reason for starting with the 2011 year provides the least amount of financial obligations that the National Headquarters is contracted to at this point. When a change of this magnitude is made, there are certain administrative items for which to prepare. It simply makes the most sense and less disruption to put in place all the secondary items that will come with this change beginning in the year 2011.

Proposed language was passed.

11. From Whatcom County:

Currently found in 04/05 National Constitution in Article V, Section 1

Proposed Language:

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~~ **a two-year term**, or until their successors are elected and installed, and an Executive Committee of four members ~~to be elected one each year~~ **who shall be elected, two at each Convention**, for a four-year term or until their successors are elected and installed. If for any reason....

PROVISO: The Resident National Officer positions will begin a two-year term with the 2011 elections. Beginning in 2011 two Executive Committee positions will be filled for a four-year term and in 2013 the remaining two Executive Committee positions will be filled for a four-year term. Refer to attached election matrix.

Intent: This proposal is initially submitted in support of a biennial National Convention and if passed provides the necessary avenue to elect National Officers. The altering of when the four Executive Committee positions are elected provides safeguards for the interests of the operation of the organization to

not have the possibility of a completely new Executive Committee at each Convention.

Proposed language was passed.

12. From Whatcom County:

Currently found in 04/05 National Bylaws in Article I, Section 1.E

Proposed Language:

SECTION 1.E. At the close of each Annual Biennial National Convention, to make such appointments of special committees as have been provided for, and have the authority to fill all vacancies occurring therein during recess;

PROVISO: This language will carry same authority until the Biennial Convention cycle begins.

Intent: This change corresponds with a change from an Annual to Biennial Convention.

Proposed language was passed.

13. From Whatcom County:

Currently found in 04/05 National Bylaws, Article I, Section 2.F

Proposed Language:

SECTION 1.F. To make decisions upon all questions of law, which shall be subject to a vote of the National Board during the recess of this Association. The President and the Board shall report all such decisions to the Association at its next Annual Biennial National Convention, for approval or rejection; such decisions, when approved, shall have the effect and force of the general laws of the Association;

PROVISO: This language will carry same authority until the Biennial Convention cycle begins.

Intent: This change corresponds with a change from an Annual to Biennial Convention.

Proposed language was passed.

14. From Whatcom County:

Currently found in 04/05 National Constitution in Article I, Section 1.G

Proposed Language:

SECTION 1.G. To submit at each Annual Biennial National Convention a written report of all official acts.

PROVISO: This language will carry same authority until the Biennial Convention cycle begins.

Intent: This change corresponds with a change from an Annual to Biennial Convention.

Proposed language was passed.

15. From Whatcom County:

Currently found in 04/05 National Bylaws in Article XVIII, Section 5.C

Proposed Language:

SECTION 5.C. The committees outlined in paragraph B. of this section shall meet at the headquarters of the Annual National Convention on the date to be determined by the President to proceed with the discharge of their duties. On the first day of the convention the first order of business will be the preliminary report of the Credentials Committee, with the final report of the Credentials Committee to be not later than 9 a.m. on the second day of the Convention.

Intent: This change is intended to comply with the appropriate language change should a Biennial Convention be approved in this Article.

Proposed language was passed.

16. From Whatcom County:

Currently found in 04/05 National Bylaws in Article XVIII, Section 1.C.

Proposed Language:

SECTION 1.C. The host city for the National Convention shall be selected, at least five six years in advance, as follows:

PROVISO: This will be done on odd numbered years beginning with the 2011 Convention.

Intent: The intent of this change is to comply with the time frame needed to select the convention site should a Biennial Convention occur.

Proposed language was passed.

17. From Whatcom County:

Currently found in 04/05 National Bylaws in Article XVIII, Section 2.A.1

Proposed Language:

SECTION 2.A.1. Nominations for National Delegates within each State Association shall be accomplished by submitting the nominations on a nominating ballot to be published in The National Rural Letter Carrier in the first issue of February, March, April and May of the Convention year. Such nominations may include self-nomination. The nominating ballot shall be signed, showing the name and address of the member making the nomination and sent by U.S. Mail to the appropriate state secretary.

Intent: This change is intended to complement the administrative change to just elect Delegates to the National Convention of odd-numbered years. If the Biennial Convention is accepted, there is no need for the State Association to comply with this procedure for the even-numbered years and incur that expense.

Proposed language was passed.

18. From Whatcom County:

Currently found in 04/05 National Bylaws in Article VIII, Section 2.A.9

Proposed Language:

SECTION 2.A.9. The number of candidates to be voted upon by each member shall not be more than the total number of delegates' votes to which the State Association was entitled ~~the previous year at the~~ **previous convention.** 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 cutoff 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. The required number of delegates for the State Association, in accordance with ~~Section 1, Subsection 1, of Article XVI;~~ **Article XVIII, Section 2.A.** shall be declared regular delegates and the remaining candidates shall be declared alternates.

Intent: These changes are administrative changes should a Biennial Convention occur to comply with the delegate system as outlined in Article XVIII, Section 2.A. This change corrects the reference of Article XVI, Section 1, Subsection 1 which does not exist nor does Article XVI apply to this issue of elections.

Proposed language was passed.

19. From Whatcom County:

Currently found in 04/05 National Bylaws in Article XVIII, Section 6

Proposed Language:

SECTION 6. The Secretary of each State Association, immediately after the State Convention of said Association, **held on odd-numbered years,** shall fill out credentials of Delegates-at-Large and regular delegates to the National Convention in duplicate, the original to be immediately sent to the National Secretary-Treasurer, the duplicate to be retained for identification by the delegate. ~~The State Secretary shall, immediately after the closing of the State Convention, prepare all resolutions adopted at said Convention which deal with matters that come within the jurisdiction of the National Convention by listing only one resolution on each sheet of paper or form furnished by the National Office and mail to the National Secretary-Treasurer.~~ **In addition, the State Secretary shall prepare and submit all State adopted resolutions which deal with matters that come within the jurisdiction of the National Convention on the appropriate form furnished by the National Office. Any State adopted resolutions to amend the National Constitution and Bylaws shall be accompanied by the appropriate forms as instructed and furnished by the National Office and mailed to the National Secretary-Treasurer.**

PROVISO: This language will carry the same authority until the Biennial Convention cycle begins.

Intent: This change is intended to address the administrative issues if a Biennial Convention is accepted for the State Secretary to not be required to deal with the issues of submitting annual reports that contain delegate information and issues to be brought before the National Convention in years when no Convention is scheduled. In addition, it has a time and cost savings to the State Associations.

Proposed language was passed.

20. From Whatcom County:

Currently found in 04/05 National Bylaws in Article III, Section 1.F

Proposed Language:

SECTION 1.F. To keep a true and correct account between the Association and the State Associations and of all other financial transactions. Following the end of the Association year, June 30, the books and records for the fiscal and Association year's operation, July 1 to June 30, shall be immediately audited by a certified public accountant who shall be employed by the President. The report of the certified public accountant ~~shall be submitted to the National Convention.~~ **and a financial report of the Secretary-Treasurer shall be printed in *The National Rural Letter Carrier*;**

Intent: If a Biennial Convention is approved, this provides the avenue for the membership to still receive a financial report and certified audit report to be printed in *The National Rural Letter Carrier* for their review in the year of no National Convention.

Proposed language was passed.

21. From Whatcom County:

Currently found in 04/05 National Bylaws in Article XVIII, Section 5.G

Proposed Language:

SECTION 5.G. **The In the years in which a National Convention is scheduled,** the Finance Committee shall examine the books, records, and financial statement of the Secretary-Treasurer's Office from June 30 until the opening of the National Convention. The Finance Committee shall finalize their review of the Association's total revenues and expenditures from the past year and hear suggestions from members of the National Board and/or delegates. The Finance Committee shall evaluate and submit recommendations from said review, including but not limited to, general expenditures, officers' salaries, benefits and expenses. Additionally, the committee will propose the level of dues for the upcoming year. The Finance Committee shall submit a final report to the delegation. All recommendations shall be submitted to the Constitution and Bylaws Committee for consideration by the delegation. The Finance

Committee will have access to the CPA firm retained by the National Office and to all records necessary to effectively perform these functions.

Intent: This language change is offered in conjunction of a Biennial Convention being accepted to ensure the continued work and reporting of the Finance Committee.

Proposed language was passed.

22. From Whatcom County:

For 04/05 National Bylaws in Article XVIII, New Section 5.H

Present Language:

None (new language).

Proposed Language:

SECTION 5.H. In a year in which no Convention is scheduled, the Finance Committee will meet at the Association's headquarters office to examine the books, records, and financial statement of the Secretary-Treasurer's Office for the period ending June 30. The report of the Finance Committee shall be printed in *The National Rural Letter Carrier* in conjunction with the report of the Certified Public Accountant and the financial report of the Secretary-Treasurer.

Intent: The intent of this change is if a Biennial Convention is accepted that an avenue continues to exist for the current financial reports that are given to be printed for the members to review.

Proposed language was passed.

President Alexander asked for the **Resolutions Committee** to come forward. Chair Jim Hemrich introduced the committee and read the following: "After the first reading, those Resolutions objected to will be voted on. To avoid confusion, the committee chair will recommend to accept.

Courtesy Resolution

Whereas many people have contributed to the 2005 Washington Rural Letter Carriers State Convention;

Therefore be it resolved

- A. That we thank the Convention Chair, Dave Reppe, and all who have dedicated their time and effort in the planning and setting up of this Convention;
- B. That we thank the many county members serving on committees;
- C. That we thank our National Speakers, Bill Gordon, NRLCA Executive Committeeman, and Dian Allman, NRLCA Auxiliary Vice President;
- D. That we thank our WARLCA Auxiliary State President, Joe Horlacher, and all Auxiliary Officers and members for

their support of and contributions to our Association;

- E. That we thank our Juniors' State President, Nicole Cowan, and all Junior Officers and members, for their contributions to our Association;
- F. That we thank our State Guests: Colleen Baker, Marietta Gilmore, Bob Lavigne, Eric Allen, et.al.; and
- G. That we thank all State & County Officers, and all Stewards, for their dedication and hard work in serving us all.

The Courtesy Resolution was passed by the drop of the gavel. The committee then took turns reading the following Resolutions. (The Resolutions will be typed in order in their entirety for better understanding.)

Resolutions Passed and Submitted by the Counties

Submitted by Chelan Douglas County:

1. Binding: To the National Board

Therefore be it resolved that the National Officers shall take the position that the option to case Delivery Point Sequence mail should be retained in future contracts.

(Object, Doug Rinehart) Jim Hemrich moved to accept and Shirley Smith gave the second. Discussion. Doug Rinehart moved to amend by adding 'contracts until LLV's are supplied to all rural routes nationwide.' Dan Schrup gave the second and it was voted on but defeated. Discussion. Carolyn Triebenbach moved to change to non-binding. Donna Roakes gave the second and it was voted on but defeated. Discussion and voted on.

Resolution was passed.

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

(Object, Donna Roakes) Jim Hemrich moved to accept and Shirley Smith gave the second. Discussion and voted on.

Resolution was passed.

Submitted by Lower Columbia County:

3. Binding: To the National Board

Whereas there has been seven (7) rural carrier fatalities this fiscal year, Whereas Right Hand Drive vehicles are safer for mail delivery, Whereas this Association values safety of our craft members, and Whereas even one fatality is too many, therefore be it resolved that the National Board must require the United States Postal Service to supply all rural routes with a right-hand drive vehicle by January 1, 2008. Be it further resolved that if the Postal Service does not comply, then the NRLCA National Board file a complaint of an unsafe work practice with OSHA.

Intent: We have lost too many rural carriers in vehicle accidents. It is unsafe driving and delivering mail, much more unsafe when the carrier is not behind the steering wheel with easy access to the gas and brake pedals. Five of the seven fatalities occurred in left hand drive vehicles. How many might have been spared if they had had the proper equipment to do the job.

(Object, Donna Roakes) Shirley Smith moved to accept and Jim Hemrich gave the second. Discussion. Monte Hartshorn asked for appeal from the decision of the chair (submit matter to assembly) for media on a vehicle accident. The decision was voted on and passed. Discussion. Carol Nichols moved to add 'vehicle suitable for the route by January 1, 2008.' Monte Hartshorn gave the second and it was voted on and passed. Discussion. Tony Lott moved to add 'routes utilizing left hand drive POV's (privately owned vehicles) be provided with a right-hand...' and Shawn Johnson gave the second. Nola Two Feathers moved to extend time by 5 minutes. Renee' Cowan gave the second and it was voted on and passed. Discussion. The amendment was voted on but was defeated. Discussion and voted on.

Resolution was defeated as amended.

Submitted by Mutual County:

4. Non Binding

Whereas employees who have non-career years prior to 1982 were able to buy back their non-career years to apply toward retirement. Therefore be it resolved that all employees, after becoming a regular carrier, be entitled to buy back all their non-career years, to count toward their retirement computation.

Intent: Allow current employees the same retirement buy back as past employees had available.

(Object, Doug Rinehart) Shirley Smith moved to accept and Jim Hemrich gave the second. Discussion.

Resolution was defeated.

The final report of the Finance Committee was distributed to the Association at this time.

5. Non Binding

Whereas the current compensation step progression only allows for A-C and 1-12 step increases, therefore be it resolved that additional incentives to retain carriers, increase step progression from 12 to 18 steps. The additional steps

would be at the 15th, 18th, 21st, 24th, 27th, and 30th years respectively.

Intent: Incentive to retain experienced carriers.

(Object, Dale Ryan) John Lee moved to accept and Jim Hemrich gave the second. Discussion. Monte Hartshorn moved to amend to add 'respectively with no monetary decrease in the existing steps.' Donna Roakes gave the second and it was voted on and passed. Discussion and it was voted on.

Resolution was passed as amended.

Dan Schrup made a motion to address Resolution's #23 and #25 next, as they related to Resolution #6. Judy Peck gave the second and it was voted on and passed. Charles Alexander made a motion to reconsider #25. Renee' Cowan gave the second and it was voted on and passed. Doug Rinehart made a motion to adjourn for the day. Melvin Walker gave the second and it was voted on and passed. Secretary-Treasurer Becky Wendlandt collected the Yea/Nay cards. President Alexander adjourned the meeting at 4:50 p.m.

6. Binding: To the National Board

Whereas a great deal of effort was expended by Association members developing binding and non binding resolutions, therefore be it resolved all binding and non binding resolutions passed at the 2002, 2003, and 2004 National Conventions be reinstated.

Intent: The issues were not addressed in Contract negotiations due to the extension of the old contract.

Resolution was passed by the drop of the gavel.

7. Non Binding

Whereas carriers are recommended to have continuous documentation for grievances that have gone beyond Step 2, therefore be it resolved that when our National Board settles grievances at any level, all properly documented grievance settlements be retroactive.

Resolution was passed by the drop of the gavel.

Submitted by Island, Skagit, San Juan County:

8. Non Binding

Therefore be it resolved when an office has substantial growth or territory change, a regular rural carrier with a sub standard, an "H", or a "J" Route will have precedence in obtaining said growth over making a new auxiliary or adding to an existing auxiliary route, therefore allowing these routes to grow and become a "K" route

Intent: By making this change subs will be given an assigned day, thus encouraging subs to stay at the post office. New hires are told this is an "H" route, they don't have a day off, but you need to be available when they call you. How can we expect a sub to stay without knowing when will work or how often.

(Object, Donna Roakes) John Lee moved to accept and Jim Hemrich gave the second. Discussion.

Resolution was defeated.

Submitted by South East County:

9. Non Binding

Whereas the EMA has not kept pace with the cost of fuel, therefore be it resolved that the Postal Service will provide suitable right hand drive vehicles for every rural route depending on route requirements, even if the route would require a 4 X 4.

(Object, Dale Ryan) Jim Hemrich moved to accept and Shirley Smith gave the second. Discussion.

Resolution was defeated.

10. Binding

Whereas our National Officers experience and knowledge is relied upon to represent rural carriers nation wide, therefore be it resolved that every National Officer or other carrier serving as a National Employee will be required to run their own route a minimum of two (2) weeks every year.

Intent: Gain first hand experience on current operating needs as a carrier.

(Object, Monte Hartshorn) Jim Hemrich moved to accept and Shirley Smith gave the second. Discussion. Dan Schrup moved to amend the resolution by changing it back to non-binding. Mike Cammack gave the second and it was voted on and passed. Discussion. Paige Barrett moved to add 'two (2) consecutive weeks...'. Beverly Crow gave the second and it was voted on and passed.

Resolution was passed as amended.

Submitted by Spokane County:

11. Non Binding

Therefore be it resolved that box holders that are sent out by USPS be counted throughout the year and that total be divided by the box holder rate to get a representative time. This figure would be entered under box holder on a weekly basis.

Intent: USPS controls these box holders and doesn't mail during a count.

Resolution was passed by the drop of the gavel.

12. Non Binding

Whereas we previously had two (2) donations entitled a rural carrier one (1) day leave. Other crafts receive four (4) hours leave per donation. Therefore be it resolved that the NRLCA negotiate four (4) hour leave for blood donation and placed in contract or MOU.

Intent: 1. Allow rural carriers to be equal to other crafts. 2. Specify how blood leave is to be implemented for the rural craft.

(Object, Doug Rinehart) Shirley Smith moved to accept and Jim Hemrich gave the second. Discussion.

Resolution was passed.

13. Non Binding

Therefore be it resolved that carriers be permitted three (3) day bereavement leave for the death of spouse, child, parent, parent-in-law, step child, and sibling.

Intent: There is no policy in place for bereavement.

(Object, Doug Rinehart) Shirley Smith moved to accept and Jim Hemrich gave the second. Katre Milliron moved to change Resolution to read 'Therefore be it resolved that a carrier may use up to 3 days USPS paid bereavement leave for the death of spouse, children, parents, parent-in-laws, step children, or siblings.' Donna Roakes gave the second and it was voted on and passed. Discussion.

Resolution was passed as amended.

14. Non Binding

Therefore be it resolved that the L route concept be eliminated.

Resolution was passed by the drop of the gavel.

15. Non Binding

Therefore be it resolved that the NRLCA negotiate a specific time standard for non-scannable bar codes.

Resolution was passed by the drop of the gavel.

16. Non Binding

Therefore be it resolved that all mail counts are conducted over a period of no less than four (4) weeks.

(Object, Doug Rinehart) John Lee moved to accept and Jim Hemrich gave the second. Discussion. Doug Rinehart moved to strike 'a period of no less than four...'. Diana Jones gave the second and it was voted on and passed. Donna Roakes moved to add 'conducted in the month of September over a...'. Gloria Rector gave the second and it was voted on but was defeated. Discussion and voted on.

Resolution was passed as amended.

Submitted by Northeast County:

17. Binding: To the National Board

Therefore be it resolved that before a pre-arbitration settlement is signed by NRLCA Board Members, it must be reviewed by a panel of no less than five (5) State Stewards. Intent: To prevent the NRLCA board from signing off on language with negative implications to the Rural Carriers Jobs.

(Object, Donna Roakes) John Lee moved to accept and Jim Hemrich gave the second. Discussion and voted on.

Resolution was defeated.

Submitted by Whatcom County:

18. Binding: To the National Board

Whereas current board policy prevents disclosure to the membership of how each National Officer voted on issues pertaining to grievance resolutions/appeals, therefore be it resolved the National Board Policy will be modified to reflect the following: All votes by the National Board on

grievance-related issues shall be posted on the NRLCA Website with two (2) weeks of the vote. Such posting shall show how each National Officer voted.

Intent: National Officers are our elected representatives, and without knowing how each officer voted, it is difficult for the membership to make informed decisions when each National Officer comes up for re-election. We wouldn't accept anything less than full disclosure of the voting records of our Congressional representatives, so why shouldn't we be provided with the opportunity to read how our elected Union Officers voted on issues that would likely have an effect on our wages, hours, or working conditions?

Resolution was passed by the drop of the gavel.

19. Binding: To the National Board

Whereas it is often difficult or impossible to meet all travel expenses when traveling across the country with the current \$600.00 travel expense cap for meetings called by the National Board. Therefore be it resolved that the current travel expense cap of \$600.00 be adjusted. Travel expenses when attending any meetings called by the National Board, excluding National Convention and ratification meetings, shall be reimbursed as follows:

- Actual expense for the nationally-selected hotel
- Actual mileage or airfare, including mileage to and from the airport, capped at \$800.00.

Intent: To fairly reimburse members traveling long distances to attend meetings called by the National Board.

(Object, Charles Alexander) Jim Hemrich moved to accept and Shirley Smith gave the second. Charles Alexander moved to **change** 'capped at \$900.00. Donna Roakes gave the second and it was voted on and passed. Discussion and voted on.

Resolution was passed as amended.

20. Binding: To the National Board

Whereas the current board policy has the President only voting to break tie votes by the other National officers, and the majority of those voting is sufficient to pass a proposal. Therefore be it resolved that the National Board Policy will be modified to reflect the following: It shall require a vote of 2/3 of the National Officers, including the President, to approve the acceptance of proposed settlement language for contractual Step 4 interpretive grievances, or to withdraw same from appeal to National Arbitration.

Intent: Before proposed settlement language should be accepted for the resolution of contractual Step 4 interpretive grievances, rather than appealing these grievances to arbitration, at least 2/3 of all elected National Officers should be convinced that the proposed settlement language would be in the best interest of the craft as a whole. If the proposed settlement language clearly would be better for the craft than the probable outcome of arbitrating the issue, it should not be difficult to achieve a 2/3 favorable vote.

Resolution was passed by the drop of the gavel.

21. Non Binding

Whereas there was no increase in value for the NDCBU boxes, therefore be it resolved that NDCBU boxes be increased in value to 1.64 minutes per box.

(Object, Tammy Donaghue) Jim Hemrich moved to accept and Shirley Smith gave the second. Tammy Donaghue moved to **change** (in both places) NDCBU to **centralized**. Shawn Johnson gave the second and it was voted on and passed. Discussion and voted on.

Resolution was passed as amended.

Submitted by Whitman Asotin County:

22. 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, 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.

Resolution was passed by the drop of the gavel.

23. Binding: To the National Board

Therefore be it resolved that all non-binding resolutions passed at National Conventions since the 2002 arbitrated contract, and not specifically enacted in the 2004 Contract Extension, be wholly considered as "Passed" at the 2005 National Convention.

Intent: The 2004 Contract Extension made very limited changes to rural carriers pay and working conditions. This resolution will effectively retain the intent and desires of rural carriers as expressed through previously passed National resolutions.

(Object, Donna Roakes) Shirley Smith moved to accept and John Lee gave the second. Discussion and voted on.

Resolution was defeated.

Submitted by Yakima County:

24. Non Binding: In USPS/NRLCA Contract Article 10, Section 1, Paragraph A

Regular rural carriers shall be granted annual leave in minimum units of one day. Rural carriers should be granted annual leave in accordance with their personal wishes. ~~Provided a leave replacement is available. It shall be the responsibility of each rural carrier to plan annual leave at times when a leave replacement is available. If the leave replacement for the route is committed to serve another regular rural route, such leave replacement is not available. A regular rural carrier shall not be unreasonably denied annual leave because of the leave replacement's assignment to a vacant route, auxiliary route, or a route where the regular rural carrier is on extended leave.~~ A regular rural carrier should not be unreasonably denied annual leave because of the leave replacement's assignment to a vacant route, auxiliary route, or a route where the regular rural carrier is on extended leave, or there is no leave replacement is assigned to the regular carrier rural route.

Intent: In order to allow the regular carrier to plan for their annual in accordance with their wishes.

Resolution was passed by the drop of the gavel.

25. Binding: To the National Board

Whereas the 2004 NRLCA Contract with the USPS was extended through 2005, which deleted all past resolutions by delegates of previous National Conventions, therefore be it resolved the National Board will extend resolutions passed prior to 2004 by the National delegates as binding in 2005 for consideration in future Contract Negotiations with the USPS.

Intent: To save time at the National Convention, for the National Board to give full considerations to previous passed Resolutions in future negotiations. So the National Board represents the wants and needs of the membership and past delegates.

(Object, Charles Alexander) Shirley Smith moved to accept and Jim Hemrich gave the second. Discussion.

Resolution was defeated.

Doug Rinehart made a motion to dismiss the Resolutions Committee with thanks. Dan Schrup gave the second and it was voted on and passed.

Wednesday, June 29th, 2005

President Alexander called the meeting to order at 8:00 a.m. Secretary-Treasurer Becky Wendlandt read roll call. All officers and delegates were present with the exception of Okanogan. Yea/Nay cards were then distributed. Auxiliary Secretary-Treasurer Myrtle Buchanan came forward and announced the recipients of the Auxiliary Scholarships as Dillon Higgins (\$600) and Andy Walker (\$400).

Myrtle was also recognized as attending 40 years of consecutive conventions.

President Alexander asked for the Resolutions Committee to come forward. (The rest of the Resolutions were read and voted on at this time. They were, however, typed in their entirety previously.) Doug Rinehart made a motion to dismiss the Resolutions Committee with thanks. Dan Schrup gave the second and it was voted on and passed. A thirty-minute break was given at 10:00 a.m. Door prizes were given away before the meeting reconvened. Secretary-Treasurer Becky Wendlandt read roll call. All officers and delegates were present with the exception of Okanogan.

President Alexander asked for the **Final Report of the Finance Committee**. Chair Judith Peck read the following:

"Thank you Madame President, Patricia, for allowing us to serve this Association by serving on the Finance Committee. Once again I would like to introduce my committee members, Shawn Johnson and Mike Cammack.

We spoke to several people and reviewed a lot of materials prior to making these recommendations to you, the delegates.

I would like to share with you a short explanation regarding the recommended salaries. The Board has made the decision to convert/promote the current "Apprentices to the Steward System" to Assistant State Steward's, which is currently pending approval by the National Office. State Steward, Charles Alexander, explained his plan in regard to this change. The current plan is for the duties of the new Assistants to be somewhat different than those of the current Assistant State Steward's. This necessitated the change of title for the current Assistants to Senior Assistant State Steward's. We will continue to train the new Assistant's, which we felt allowed for a slight difference in salary.

We spend a tremendous amount of money performing our duty of fair representation annually. In making our determination to not recommend a change in the current dues structure the finance committee reviewed the financial statement and ADOP usage. We did not include the ADOP used by State Steward, Charles Alexander, or President, Patricia Alexander. From the total ADOP used by the remainder of Assistants we subtracted the ADOP used by Shawn Johnson for 7 months, a portion of Joyce Patteson's and my own. We subtracted a portion of Joyce's because we felt Cheri Freeman's location would cut down the amount of travel/ADOP needed. We also took a portion of my own travel/ADOP for the same reason because Jan and Renee's location. We then took the average and estimated what the new

Assistants would need to perform their responsibilities. We also considered the additional cost of Regional training based on the average cost this past year.

After these considerations and the fact that your State Board has worked hard to keep costs down which according to Becky will allow us to deposit money in our savings account, we felt there was no need for a change in the dues structure.

We will now read the recommendations to the delegates for their consideration."

Final Report of the Finance Committee

Current 05/06 Dues Structure: (Note: Any changes require a proposed C & BL change)

Regulars, PTF's & Associates: (71, 76)

National Per Capita: \$153.00

State Per Capita: \$338.00

Aux: \$8.00

Total: \$449.00

RCA/RCR: (72,73,74,75,78,79)

National Per Capita: \$ 50.00

State Per Capita: \$119.00

Aux: \$8.00

Total: \$177.00

Retirees':

National Per Capita: \$ 30.00

State Per Capita: \$ 27.00

Aux: \$8.00

Total: \$ 65.00

Note on the Dues Structure as per WARLCA By Laws, Article VII, Section 3:

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.

Finance Committee Dues Recommendations:

05/06 Membership (July 1, 2005 – June 30, 2006)

No change recommendation.

Shawn Johnson made a motion to accept the membership dues recommendation. Mike Cammack gave the second and it was voted on and passed.

Mileage, Hotel Expense, and Food Per Diem: (Note: Any changes require a proposed C & BL change)

Current: 2004-2005

Proposed: 2005-2006

\$.405 per mile IRS Rate

No change

\$30.00 per day food per diem w/overnight stay

No change

Actual Expense for Lodging

No change

Mike Cammack made a motion to accept the mileage and per diem recommendation. Shawn Johnson gave the second and it was voted on and passed.

Money Returned to County Units: (Note: The delegates decide this at State Convention – does not require a proposed C & BL change)

Current (04/05 Dues Year) voted on by delegates at 2004 State Convention:

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 or \$1.00 per member, whichever is greater. 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 attend the previous year's state convention, and (6) copy of Constitution and By Laws submitted to State Secretary upon making any changes.

Actual Reimbursement for 04/05 Year:

County Name and Code #

Ending \$ Amt On L-M Return-Line 14

Number of Members

\$Amt per member

Qualifies For 04/05 Dues?

Chelan-Douglas	WA 001 \$ 571	35	\$16.31	
Clallam-Jefferson	WA 002 \$ 717	46	\$15.59	
Kitsap	WA 003 \$1,096	117	\$ 9.37	
Lincoln-Grant-Adams	WA 004 \$1,550	41	\$37.80	
Lower Columbia	WA 005 \$ 405	195	\$ 2.08	
Mutual	WA 006 \$2,137	136	\$ 6.76	
Okanogan	WA 007 \$1,053	23	\$45.78	
Island-Skagit-				
San Juan	WA 010 \$ 580	108	\$ 5.37	
King-Snohomish	WA 011 \$1,039	358	\$ 2.90	
South East	WA 012 \$ 646	37	\$17.46	
Spokane	WA 013 \$ 665	152	\$ 4.38	
North East	WA 014 \$ 456	52	\$ 8.77	
Whatcom	WA 015 \$ 382	85	\$ 4.49	
Whitman-Asotin	WA 016 \$ 114	38	\$ 3.00	Yes - \$19.00
Yakima	WA 017 \$ 362	156	\$ 2.32	

Finance Committee Recommendations 05/06 Dues Year for Funding County Units
No Change Recommended

Shawn Johnson made a motion to accept the funding county units recommendation. Mike Cammack gave the second and it was voted on and passed.

Finance Committee Salary Recommendations 05/06 Membership Year (Note: The delegates decide this at State Convention – does not require a proposed C & BL change)

Current Salary Schedules 04/05 Membership Year

State Steward:	\$425.00 month	\$5,100 per year
Senior Assistant State Steward:	\$325.00 month	\$3,900 per year
Assistant State Steward:	\$325.00 month	\$3,900 per year
Secretary-Treasurer:	\$325.00 month	\$3,900 per year
Editor:	\$400.00 per issue	\$1,200 for 3 papers

Finance Committee Recommendations 05/06 Membership Year

State Steward:	\$425.00 month	\$5,100 per year
Senior Assistant State Steward:	\$325.00 month	\$3,900 per year
Assistant State Steward:	\$275.00 month	\$3,300 per year
Secretary-Treasurer:	\$325.00 month	\$3,900 per year
Editor:	\$350.00 per issue	\$1,750 for 5 papers

The approval of three (3) new Assistant State Stewards necessitates a change of titles for the existing Assistant State Stewards to Senior Assistant State Stewards, reflecting the limited responsibilities between the two positions. We recommend an increase in the number of issues of the Washington Rural Carrier.

Shawn Johnson made a motion to accept the salary recommendation and Mike Cammack gave the second. Discussion and it was voted on and passed.

State Convention Allowance: (Note: The delegates decide this at State Convention – does not require a proposed C & BL change)

Current: 2004 – 2005

\$1.50 All members

Proposed: 2005 – 2006

No Change Recommendation

Shawn Johnson made a motion to accept the state convention recommendation. Mike Cammack gave the second and it was voted on and passed.

Retirees Function at State Convention: (Note: The delegates decide this at State Convention – does not require a proposed C & BL change. This year the banquets were combined so the retirees function (usually spent on door prizes) were given out at the main banquet to all who purchased a banquet meal.

Current: 2004 – 2005

\$200.00 Total

Proposed: 2005 - 2006**No Change Recommendation**

Mike Cammack made a motion to accept the retiree's function recommendation. Shawn Johnson gave the second and it was voted on and passed.

Door Prize Allowance: (Note: The delegates decide this at State Convention – does not require a proposed C & BL change.)

Current: 2004 – 2005

\$300.00 State Convention

\$125.00 Each District for their meeting, for a total of \$250.00 for combined district meetings if they are combined. Note in 2004 they were not combined.

Proposed: 2005 – 2006**No Change Recommendation**

Shawn Johnson made a motion to accept the door prize allowance recommendation. Mike Cammack gave the second and it was voted on and passed.

Other Committee Recommendations:

(1) We recommend that the format of this financial form be altered in the future to include totals on salaries and numbers of employees.

Judy Peck made a motion to accept the committee's other recommendation. Shawn Johnson gave the second and it was voted on and passed. Judy Peck made a motion that the committee be excused with thanks. Shawn Johnson gave the second and it was voted on and passed.

President Alexander asked for Vice President Monte Hartshorn to come forward and announce the 2005 Member of the Year. The recipient for this years' award was **Lynn Walker**, who came then came forward and received an engraved plaque and gave a brief acceptance speech.

President Alexander then addressed unfinished business. Resolutions and Constitution and By Laws from the floor were distributed to the Association. President Alexander read the following:

1A. Non-Binding Resolution from the floor

Whereas when the formula is recalculated in an office, not all days of the week are considered and awarded by seniority, therefore be it resolved, when the formula is recalculated, all days will be offered by seniority.

Intent: Often when the formula in an office is recalculated, less senior rural carriers stay on days of the week that more senior rural carriers would rather have. Seniority should always count, especially when the formula is recalculated. It is bad enough to work in a formula office without having a less senior rural carrier getting the best K days when the office is recalculated.

Charles Alexander moved to accept and Shawn Johnson gave the second. Discussion. Doug Rinehart moved to add 'all relief days...'. Mike Cammack gave the second and it was voted on and passed. Discussion and voted on.

Resolution was passed as amended.

Jim Hemrich made a motion that the same time limits apply to these resolutions from the floor as to the regular resolutions. Carol Halverson gave the second and it was voted on and passed.

2A. Resolution from the floor

Whereas new employees have the need to be well informed as to the use of scanners, which are considered essential in the delivery of all accountable mail, and more, by management, therefore be it resolved that the most recent versions of scanning equipment be installed in the Ad-Hoc training rooms for the enhanced training of the new employees.

Installation of the equipment should be before or during the installation of the most recent version of scanning equipment in the classrooms zip code area.

Intent: The scanning process can be taught in the comfort of the classroom during hands-on mock deliveries.

Joann Blackburn moved to accept and Renee' Cowan gave the second. Discussion. Donna Roakes moved to change 'the most recent' (in both sentences) wording to 'all' and Melvin Walker gave the second. Discussion and it was voted on but was defeated. Discussion. Resolution was voted on.

Resolution was passed.

3A. Constitution and By Law from the floor, National, Article XV, Section 7, A & B

Present Language:

SECTION 7.A. Whereas the selection of a Local Steward should be in accordance with democratic procedures. To become a steward, a rural carrier must be a member of the National Rural Letter Carrier's Association. Mandatory local steward elections will be conducted in the month of July of every fourth year. The term will be for four years and a local steward may be re-elected to the position. Written notification to all NRLCA members shall be given at least 15 days before the date of the election. A majority vote of those NRLCA members voting is required for an election. When there is more than one (1) Local Steward at an installation, one (1) shall be selected by the National Rural Letter Carriers' Association members of said office as Chief Steward.

SECTION 7.B. Whereas an election for Local Steward shall not be held sooner than the four-year mandatory election, unless the position becomes vacant, the incumbent Local Steward retires, or a petition requesting replacement of the Steward is signed by a majority of NRLCA members of said office to the State Steward, and upon approval of the State Steward.

Proposed Language:

SECTION 7.A. The selection of a Local Steward should be in accordance with democratic procedures. To become a steward, a rural carrier must be a member of the National Rural Letter Carriers' Association. **Any member may call for local steward elections to be conducted in the month of July of every fourth year without having to satisfy the petition requirements set forth in Section 7.B.** The term will be for four years if a **new local steward is elected or the previous local steward is re-elected. If a new local steward election is not called in the month of July every fourth year, the incumbent local steward(s) shall be considered to have automatically extended his/her term for an additional four years.** Written notification to all NRLCA members shall be given at least 15 days before the date of the election. A majority vote of those NRLCA members voting is required for an election. When there is more than one (1) Local Steward at an

installation, one (1) shall be selected by the National Rural Letter Carriers' Association members of said office as Chief Steward.

SECTION 7.B. Whereas an election for Local Steward shall not be held sooner than the four-year election, unless the position becomes vacant, the incumbent Local Steward retires, or a petition requesting replacement of the Steward is signed by a majority of NRLCA members of said office to the State Steward, and upon approval of the State Steward.

Intent: The existing local steward should retain his/her position, unless someone else in the office would like to run for the position of local steward. It makes no sense to decertify all of our local stewards every four years, simply so we can hold new elections for which the former local steward is eligible to run. If no one else wants to run for local steward, why decertify the current local steward only to subsequently re-elect the same person or have the position go unfilled? All we really need to do every four years is to provide any member the opportunity to run for the local steward position.

Charles Alexander moved to accept and Renee' Cowan gave the second. Discussion.

Proposed language was passed.

President Alexander adjourned the meeting for lunch at 12:00 and reconvened at 12:45 p.m. Mailboxes that had been decorated by some of the delegate's were auctioned off to help benefit the 2006 Convention. A total of \$156.00 was raised. Secretary-Treasurer Becky Wendlandt read roll call. All officers and delegates were present with the exception of Okanogan.

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. Donna Roakes gave the second and it was voted on and passed. Secretary-Treasurer Becky Wendlandt cast a unanimous vote for Patricia Alexander for 2005-2006 President.

President Alexander announced the nominee's for Vice-President as Monte Hartshorn and Dan Schrup. Donna Roakes made a nomination for Patrick Pitts. 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. The rules regarding the voting between three candidates were reviewed. While the votes were being tallied, Lynn

Walker came forward and auctioned items for PAC funds. Bill Allen, Chair of the Tellers Committee, announced the results: Patrick Pitts, 26 votes; Monte Hartshorn, 28 votes; Dan Schrup, 8 votes. At this time, Dan Schrup withdrew his name from the nominations. Another secret ballot vote was conducted with the remaining two candidates. More items were auctioned for PAC during this time. Bill Allen announced the results: Patrick Pitts, 31 votes; Monte Hartshorn, 31 votes. The Tellers Committee conducted another secret ballot vote because of the tie. More PAC items were auctioned. Bill Allen announced the results: Patrick Pitts, 29 votes; Monte Hartshorn, 33 votes. Monte Hartshorn was announced as 2005-2006 Vice-President.

President Alexander announced the nominee for District I Representative as Becky Pike. Charles Alexander made a motion to close nominations for District I and the Secretary-Treasurer cast a unanimous vote for Becky Pike for District I. Becky Wendlandt gave the second and it was voted on and passed. Secretary-Treasurer Becky Wendlandt cast a unanimous vote for Becky Pike for District I Representative.

President Alexander announced the nominee for District III Representative as Cheri Freeman. Noretta Stritzke made a motion to close nominations for District III and the Secretary-Treasurer cast a unanimous vote for Cheri Freeman for District III. Charles Alexander gave the second and it was voted on and passed. Secretary-Treasurer Becky Wendlandt cast a unanimous vote for Cheri Freeman for District III Representative.

President Alexander announced the nominee for Retired Representative is Judi Peck. Lynn Walker made a motion to close nominations for Retired Rep. and the Secretary-Treasurer cast a unanimous vote for Judi Peck for Retired Rep. Carrie Smith gave the second and it was voted on and passed. Secretary-Treasurer Becky Wendlandt cast a unanimous vote for Judi Peck for Retired Representative.

Bill Gordon, NRLCA Executive Committeeman, then came forward for the installation of the newly elected officers. They were sworn in and Bill congratulated each one. The officers received a standing ovation from the Association.

Bill Allen made a motion that the Teller's Committee be dismissed. Mariann Faulkner gave the second and it was voted on and passed. Becky Wendlandt made a motion that the Credentials Committee be dismissed. Doug Rinehart gave the second and it was voted on and passed. Secretary-Treasurer Becky Wendlandt collected the Yea/Nay

cards. President Alexander asked Cheri Freeman to come forward and give the benediction. Cheri then lead the Association in the song 'Let There Be Peace On Earth'. Ann Lamm and Noretta Stritzke Retired the Colors (Washington State flag and American flag).

The 2005 Annual Convention of the Washington Rural Letter Carriers Association in Richland, Washington, was adjourned at 3:00 p.m.

WARLCA BOARD POLICY

JULY 1, 1993 THROUGH JULY 27, 2005

Last Update on July 27, 2005 at Spokane, WA Board Meeting. Bold Print indicates change from last update.

ADOP (ASSOCIATION DAY OF PAY):

July 26, 2004 Spokane, WA

1. An Approved PS Form 3971 for all scheduled work days shall be submitted for ADOP.
2. ADOP cannot be paid in conjunction with sick leave or any day while on official postal employment.
3. Any required meeting, when a person's total travel/meeting time exceeds 12 hours in 1 day, that person is eligible for ADOP the following day.
4. The Board policy is to preview ADOP needs for current and future meetings.
5. The Senior and Assistant State Stewards should notify the State Steward on their ADOP usage.
6. The Area Stewards will notify the appropriate Senior or Assistant State Steward prior to using LWOP.
7. Any ADOP taken on Sunday or Holidays must have prior approval from the State Steward if they are in the steward program or State President if they are on the board.

February 17, 2005 Tacoma, WA

8. All ADOP vouchers must be in the State Secretary's office by the Monday preceding the Postal Service's Pay Day.

LOST SICK LEAVE AND ANNUAL LEAVE:

December 30, 2003 Tacoma, WA

1. Lost Annual and Sick Leave when using LWOP chart:

LEAVE EARNING CAPACITY:

1 3

Days 20 Days 26 Days

Lost Sick Leave: (1/2)

(1/2) (1/2)

Lost Annual: (1/2)

(3/4) (1)

SIZE OF ROUTE: H J

K-

Day you lose sick leave and annual 12

11

10

July 26, 2004 Spokane, WA

2. 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 f of a full day loss.

3. State Secretary/Treasurer to send monthly printouts of ADOP usage for association work and ADOP usage for lost sick leave and annual with each financial statement sent to the board.

4. ADOP will be paid at a 44 K step 12 on the current USPS salary chart, or the employee's route evaluation, whichever is higher. A Form 50 or pay stub must be submitted once a year and/or at any route evaluation change if ADOP is paid at the employee's route evaluation

MAILING LISTS:

July 22, 2001 Spokane, WA

1. Upon request, all board members will receive a Post Office listing of the rural craft every quarter from the State Secretary.

2. Upon request, all board members will receive a listing of Local, Area, and Senior and Assistant State Stewards from the State Steward.

July 29, 2002 Bellingham, WA

3. The Area, and Senior and Assistant State Stewards will receive a Post Office listing of the rural craft upon request, from the State Secretary.

4. Certified Local Stewards will receive a printout of members and non-members in their office upon request, from the State Secretary.

5. County Secretaries will receive a printout of all members and non-members in their county upon request, from the State Secretary.

6. All mailing lists to be used for Association business only and will be available from the State Secretary only.

7. Any Board member or steward doing a mailing will send to the State Secretary, a copy of that mailing, who it was sent to, and date, to be kept on file in the secretary's office.

8. The auxiliary will receive a membership list showing name, designation, and address once a year, and membership documentation with each remittance.

E MAIL LISTS:

July 10, 2000 Spokane, WA

1. All elected and appointed officers and stewards are not to forward E-mail addresses without permission of the address holder.

CAMPAIGNING:

July 23, 1996 Spokane, WA

1. Campaigning only allowed in the Spring Issue of the "Washington Rural Carrier" and at meetings where the meeting notices states "Campaigning will be allowed".

July 29, 2002 Bellingham, WA

2. Campaigning in the "Washington Rural Carrier" will be unedited, no more than 1/4 of page in size, and may be modified by the Editor to fit the paper's format.

August 16, 1998 Renton, WA

3. No Board member shall include campaign announcements in their reports including the intent to run for re-election or for any other position. Reports are not to include candidate endorsements.

July 26, 2004 Spokane, WA

4. The WARLCA Secretary's office will make available to any candidate or candidate's campaign, self-adhesive, pre-printed address labels of all WARLCA Officers, State Steward, Assistant State Stewards, Area Stewards, and County Officers for any campaign announcement or mailing desired. The fee for the labels is 4 cents each. Requests must be made in writing and sent to the WARLCA State Secretary. The request must contain a statement that the purpose in obtaining the 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. The recipient will receive an invoice for the number of labels on the list at the time of mailing from the State office

5. 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.

August 2, 1997 Spokane, WA

6. At State Convention, campaign materials may only be distributed at or near the entrance of the convention floor.

October 16, 1999 Tacoma, WA

7. The Editor will review all articles from the Board Members and Stewards for compliance to the Board policy on campaigning and has the right to edit it.

July 10, 2000 Spokane Wa

8. No elected WARLCA officers, State Steward, Senior Assistant State Steward, Assistant State Stewards, or Area Stewards are to use E-mail addresses to campaign for themselves or others on a State level.

BOARD REPRESENTATION AT COUNTY MEETINGS:

August 29, 1993 Everett, WA

1. The Board recommends that county meetings holding elections have state officer(s) in attendance.

July 27, 2005 Spokane, WA

2. District Representatives are encouraged to attend each county meeting in their District. District Representatives (or their State-level designee) must attend each annual county meeting in their District. District Representatives are not required to attend any county meetings outside their District unless designated to do so by the Board.

July 26, 2004 Spokane, WA

3. If a Board member receives a written invitation to be the speaker at a county meeting other than their own, they should consult with the President or Vice President first. (This applies to District Representatives only if the county meeting is outside their district.) Any Board member can go to any meeting at his or her own expense without consulting with the President or Vice President.

4. The State Steward and/or Senior and Assistant State Stewards, when requested in writing to be the main speaker at county meetings, once approved by Board or President, should coordinate with appropriate Senior Assistant State Steward or Assistant State Steward and District Representative.

July 27, 2005 Spokane, WA

5. For attending the counties Annual meeting in their District, except for their own county, District Representatives (or their state-level designee) will be reimbursed a stipend of \$100 plus round trip mileage or ADOP if total time expenditure is over 12 hours.

July 10, 2000 Spokane, WA

5. District Representatives or their designee are to send to the Board members an E-mail overview of the county meetings they attend within one week following the meeting.

REIMBURSEMENT OF EXPENSES:

June 29, 1995 Spokane, WA

5. Local Steward reimbursement for training will be established by the board on a meeting-by-meeting basis.

August 29, 1993 Everett, WA

1. No vouchers are paid without receipts.
2. All expenses must be turned in on a WARLCA Expense Claim Form that is signed, dated, and includes receipts. (Original Receipts whenever possible.)

July 26, 2004 Spokane, WA

3. *All vouchers from Board members, the State Steward, and Senior and Assistant State Stewards should be turned in at least monthly to the State Secretary-Treasurer. All vouchers from Local Stewards and Area Stewards should be submitted to the State Steward for approval at least every three months.*

July 26, 2004 Spokane, WA

4. *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, Senior and 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.

July 13, 2003 Spokane, WA

6. Any requests for reimbursement in excess of current allowances and/or approved expenses as listed in Board policy or WARLCA Constitution and Bylaws are to be submitted on a separate voucher to be reviewed by the Board before payment.

July 26, 2004 Spokane, WA

7. 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, Senior and Assistant State Stewards, and Secretary actual cost of high speed internet.

December 30, 2003 at Tacoma, WA.

8. WARLCA will pay \$50 a month, excluding July, to the Assistant State Stewards, Senior Assistant State Stewards, State Steward, and Secretary Treasurer for personal office and equipment usage. The Editor shall receive \$50 per WRC issue for personal office and equipment usage.

October 27, 2004 at Seattle, WA

9. Any equipment and/or software over \$200 need to have prior board approval. Such approval can be from a board meeting and/or E mails by a majority of the board members.

July 27, 2005 Spokane, WA

10. Actual reasonable cost of lodging and a meal allowance of \$30.00 will be reimbursed for each overnight stay that is required for association business.

11. Mileage, at the current IRS allowable rate, will be reimbursed to driver only for approved association business.

12. *All board members and appointees are responsible for confirming, guaranteeing, and canceling their own room reservations. If they are*

unable to attend, they are to notify the President or Secretary-Treasurer.

CONTRACTS AND PO 603'S:

July 26, 2004 Spokane, WA

1. 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.

MEMBER OF THE YEAR:

July 26, 2004 Spokane, WA

1. 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.

March 28, 2004 Spokane, WA

2. Selection Committee to be all members of the Board not nominated for Member of the Year.
3. Nominations for Member of the Year should be postmarked no later than 14 days prior to the opening of State Convention but received no later than the beginning of the Board meeting preceding State Convention.
4. Nominations to be sent to Vice President.

October 18, 1997 Wenatchee, WA

5. Decision will be made at Board Meeting before State Convention by secret ballot. Selected nominee must receive more than 50% (majority) of the votes cast.

August 16, 1998 Renton, WA

6. The current Vice President will be responsible for securing photo and plaque, and writing a short article for the convention and fall issue of WRC.

AREA STEWARDS:

July 13, 2003 Spokane, WA

1. Area Steward bills and voucher to be submitted to the State Steward and forwarded on to the Secretary/Treasurer.

STATE CONVENTION:

July 13, 2003 Spokane, WA

1. The Vice President will be responsible for developing 'Convention Standing Rules' that will first be reviewed by the Board for Board approval and then submitted to the delegates for approval

July 22, 2001 Spokane, WA

2. Concerning Delegates to National Convention:
A. Secretary to ask at State Convention for those who were on the ballot to sign a form indicating their intention of going or not going to National Convention.
B. Secretary to send a certified letter to those who have not signed a form asking that they notify the Secretary by July 10 or they will not be eligible for reimbursement.
C. A delegate who has credentials for National Convention and then decides not to go must immediately return their credentials to the State Secretary-Treasurer.

July 26, 2004 Spokane, WA

3. The Board will review and the President will sign all contracts relating to State Convention.
4. The Convention chair will be responsible to have financial closure for the State Convention at the close of business of that year's convention. Financial report will be submitted to the State Secretary-Treasurer no later than September 1 following closure of convention.
5. The State Convention County Officer Training will be free for all current County Presidents, Vice Presidents, and Secretary-Treasurers.

DOOR PRIZES AT DISTRICT MEETINGS AND STATE CONVENTION:

October 16, 1999 Tacoma, WA

1. All Association and Auxiliary Members present may participate in the door prize drawings.

"WASHINGTON RURAL CARRIER" PAPER:

April 6, 1997 Kennewick, WA

1. The Editor is to notify each board member two (2) weeks prior to article deadline and to print article deadline in the previous issue of the WRC paper. Articles received after the deadline may be printed at Editor's discretion.

August 2, 1997 Spokane, WA

2. If the Editor wants to correct any article, he/she will contact the author before printing.

July 13, 2003 Spokane, WA

3. The Editor may include articles and letters from the membership at his/her discretion.

STATE SECRETARY-TREASURER:

August 2, 1997 Spokane, WA

1. A full audit will be authorized by the Board whenever the State Secretary-Treasurer leaves office.

BOARD OFFICERS & STATE STEWARD ANNUAL DUTIES & RESPONSIBILITIES:

April 9 – 10, 1999, Spokane, Wa

1. At the first Board meeting all meeting dates for the year will be established and published in the minutes and in the WRC.
2. At the first Board meeting all mailing dates for the WRC will be established and published in the minutes and in the WRC.
3. At the first Board meeting the budget will be projected and published in the WRC.

July 13, 2003 Spokane, WA

4. At the first Board meeting the Officers' Duties and Responsibilities Notebook will be reviewed to ensure that it is up to date and will be used for a group/Board training to update each Board member of their duties and responsibilities.

BOARD MEETINGS:

July 29, 2002 Bellingham, WA

1. The State Steward will attend all board meetings.

WARLCA EQUIPMENT:

December 30, 2003 at Tacoma, WA.

1. All WARLCA equipment is to be labeled "Property of WARLCA".
2. The State Secretary is to keep on file a listing of all WARLCA equipment. Each year the list is to be reviewed by the Board.

3. Any WARLCA computer and/or hard drive that are sold or destroyed shall have all union data irretrievably erased.

4. Any union data on personal computers must be irretrievably erased after file data transfer when an officer/steward vacates their position.

RETIREMENT PROGRAM:

July 26, 2004 Spokane, WA

1. 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.

RURAL CARRIER LONG TERM DISABILITY PLAN (RCLTDP):

July 26, 2004 Spokane, WA

1. The WARLCA will reimburse 25% of the RCLTDP expense for all elected Board officers, State Steward, Senior Assistant State Stewards, Assistant State Stewards, and Area Stewards, or equivalent plan with Board approval.

CONTRACT INFORMATIONAL MEETINGS:

October 27, 2004 Seattle, WA

1. When a new National contract is proposed, the WARLCA Board will conduct at least one informational meeting for the active carrier membership of the WARLCA.

DELEGATE AT LARGE 2005 NATIONAL CONVENTION REPORT

NATIONAL CONVENTION 2010 TO BE IN SPOKANE:

Exciting times are in store for those of us who will still be active in the Association in 2010. The 2005 National Convention delegates overwhelmingly voted to have the 2010 National Convention in Spokane. Our competition was Phoenix, and we were a bit concerned, as Phoenix stressed the Grand Canyon being nearby, and how can we compete against the Grand Canyon? Besides that, many delegates have snowbird friends in Arizona, and some of the snowbirds enjoy Arizona so much that they have decided to stay in Arizona year round.

The Washington delegation, along with the Spokane Visitors and Convention Bureau, had a booth and made a terrific presentation to the assembly. In the end, Spokane's beauty, along with the cooler temperature, won the hearts of the delegates. Spokane's slogan is "Near Nature, Near Perfect," and now our goal is to make this slogan come true for all the National delegates in 2010.

The 2010 National Convention Co-Chairs are Becky Wendlandt and Cheri Freeman. Please contact Becky or Cheri if you would like to volunteer to be on one of the committees or if you have fund-raising ideas. We are all very excited at the prospect of having National delegates from all over the country in our beautiful state. Many people have indicated that they intend to take extra days either before or after the National Convention so that they may visit Mount St. Helens, Seattle, Leavenworth, and other Washington treasures.

CONSTITUTION AND BYLAWS:

The Biennial Convention failed after much discussion. This would have changed the Annual Convention to every other year, and the benefit would have been a saving of approximately \$1 million each year that the National Convention is not held, plus the states could have had their conventions every other year, saving our state approximately \$25,000 every year that we did not have to send delegates to a National Convention. The delegates who voted against this stated that they wanted the opportunity to vote on National officers every year, along with Constitution and Bylaws changes and Resolutions.

I imagine that this will be brought up next year for further discussion.

RESOLUTIONS:

1. All binding and non-binding resolutions passed at the 2002, 2003, and 2004 National Conventions are reinstated. This was a resolution by Washington State, as it seemed redundant to pass the same resolutions year-after-year.
2. Leave replacements be paid actual hours or the route evaluation, whichever is greater, during the Christmas overtime period or days after a holiday. This is a non-binding resolution, since it has to be negotiated with the Postal Service.
3. For work which the carrier gets supplemental pay, a regular carrier may choose to be compensated on an 8127 or accumulate "O" time. This is a non-binding resolution, since it has to be negotiated with the Postal Service, but it would be good to have a choice of the way we are paid for Voice of the Employee time and any other extra work we do.
4. All mail counts be no less than four (4) weeks. Washington submitted this resolution, along with Connecticut.

Again, this is non-binding, as this must be negotiated with the Postal Service.

5. National mail counts be conducted in the month of September. This is non-binding, as it must be negotiated with the Postal Service.
6. Under no circumstances should the option to case DPS be taken away. Washington, Connecticut, and Oklahoma submitted this resolution, and it is also non-binding, since it must be negotiated with the Postal Service.
7. An interim adjustment to a route shall not be done until the service change (bank time) minutes are sufficient to change the route evaluation. How many of us have just missed going to the next hour when an interim adjustment is just minutes short, since much of the time more than 60 minutes are needed to go up an hour? Districts seem to delight in putting the interim adjustment through right at 60 minutes, and then we have to get another 60 minutes worth of boxes and miles to go up an hour. Of course, this resolution is non-binding, too, so we will have to negotiate for this resolution.
8. The USPS cease and desist from making available the names and addresses of current and former employees to any credit card companies. I believe many of us have received unsolicited credit card offers, and since this is non-binding, we will have to negotiate for this resolution.

There were 419 resolutions presented to the Resolutions Committee, and the Resolutions Committee was able to combine several resolutions, so that we ended up looking at 159 resolutions. Non-binding resolutions are often called a "wish list," but on the other hand, the delegates have let the National officers know what resolutions are important to rural carriers, and now it is up to the National officers to negotiate in earnest for us.

WASHINGTON'S DELEGATES:

Washington's 19 delegates attended all sessions of the National Convention, a seminar, Thursday's caucus night, and helped to promote Spokane for the 2010 National Convention. Everyone took the delegate position seriously, paying attention to the speakers and listening carefully to both sides of the Constitution and Bylaws and Resolutions.

Patricia Alexander
Delegate at Large



Rural Carriers

Active – Retired – Subs

NEEDED: YOUR FAVORITE JOB RELATED STORY

Happy, sad, exciting, funny, scary or maybe even stupid! Tell me about the car trouble, the roads, the weather, the people, management, animals or anything else you've experienced in your career as a Rural Letter Carrier that would be of interest to others.

My plan is to publish these stories in book form so please include full ID information with the story you submit. Will need a name, address and/or phone number and also note whether you would like to be identified with the story or if you wish to remain anonymous.

Am looking forward to hearing from ALL of you as I know everyone has a story or two to share!

Send to:
D.V. SCHUERMAN
508 MEADOW LANE
BENSON MN 56215-1035
or
dvschuerman@charter.net

Dale Holton Appreciation Dinner

The Louisiana Rural Letter Carrier Association cordially invites you to join with us in honoring NRLCA outgoing president Dale Holton at an appreciation dinner for all he has done on behalf of the national, state, and district organizations during his years of service.

The event will be Saturday, October 22, 2005 at the Hilton New Orleans Airport, New Orleans, Louisiana. Cash Bar, 6-7 p. m., Dinner 7: p. m. -10 p. m.

Lodging reservations:

Hilton New Orleans Airport

1-504-469-5000 or 1-800-872-5914

Through 9/28/05: Singles/Doubles \$79; Triples/Quad \$89; plus applicable tax and fees. Rates available Thursday, 10/20/05 through Sunday, 10/23/05. Early checkout fee \$50. Must specify Dale Holton Appreciation Dinner for special rates.

Dinner reservations:

\$35/person-

Check/Money Order payable to:
Dale Holton Appreciation Dinner.

Mail to: Lawrence Adams, 3002 Homer Adams Road, Morse, Louisiana 70559-2925.

For additional information contact:

Lawrence Adams 337-783-0582
or lladams@bellsouth.net

Ramona Malcombe, 985-632-3454 or rammac@mobiletel.com

Barbara Dickens, 337-589-2283

DBDickens@aol.com

Mike Froelich, 318-255-9447
froelich@cox-internet.com

2005 CONVENTION MINUTES OF THE WARLCA AUXILIARY

MONDAY JUNE 27, 2005 SHILO INN RICHLAND, WA

President Joe Horlacher opened the meeting at 11:20 am. President Joe led the flag salute followed with Delores Robb giving the Invocation.

Roll Call was taken finding one officer absent and District 3 vacant. Financial report was given with the correction of 113 more members totaling 1729 for the year 2004-2005.

Scholarship; report given by Myrtle Buchanan stating that only two (2) scholarship applications were returned this year. A motion was made by Ruth Ryan to give two (2) scholarships with the first one being awarded \$600.00 and the second awarded \$400.00. The motion was seconded by Delores Robb. Motioned carried.

Officer's reports were tabled until further discussions. Ruth Ryan honored the retiree's wives and widows.

It was announced that there were 22 Junior members plus 2 chaperons.

Meeting was recessed until 12 noon Tuesday, June 28.

TUESDAY JUNE 28, 2005

Meeting called to order by President Joe Horlacher. Ruth Ryan gave the Invocation and President Joe led the flag salute.

The following people were assigned to the following committees. AUDIT: Johnna Horlacher, Mariann Faulkner; MILEAGE: Sandy Reppe; CONSTITUTION & BYLAWS: Ruth Ryan; and RESOLUTIONS: Donna Felgenhauer.

Ruth reported as of Monday evening the Country Store took in \$28.10. Ruth also reported that there were no changes to the Constitution & Bylaws.

The Outstanding Auxiliary Member of the Year was selected. Fred Cavazos received the honor. He will be recognized at the National Convention.

Nomination of Officers: Motion was made to retain the slate of officers with the addition of Andy Edenholt along with Delores Robb in District 1. Motion was seconded and passed.

Meeting recessed until Wednesday morning.

WEDNESDAY JUNE 29, 2005

Wednesday morning started the Junior meeting with their election of officers. Elections were held and the following

officers were elected:

PRESIDENT: Jake Supak of Benton City
 VICE PRESIDENT: Jessie Kule of Castle Rock
 SECRETARY: Tiffany Walla of Stanwood
 National Auxiliary Guest Diane Allman installed the new Junior Officers.

The chaperons for the Juniors were: Cori Millison and Patience Ryan along with help from the auxiliary officers.

After the Juniors left for their activities, the Auxiliary meeting began. Minutes of Tuesday's meeting were read and approved. Financial report shows a balance of \$7941.14 in checking.

ELECTION OF OFFICERS: Ruth Ryan made a motion that we keep the same slate of officers with the addition of Andy Edenholt in District 1. Donna Felgenhauer seconded the motion. Motion carried.

Officers elected for the 2005-2006 year were:

PRESIDENT: Joe Horlacher
 VICE PRESIDENT: Ruth Ryan
 SECRETARY/TREASURER: Myrtle Buchanan
 DISTRICT 1: Delores Robb
 Andy Edenholt
 DISTRICT 2: Fred Cavazos
 DISTRICT 3: Vacant
 DISTRICT 4: Donna Felgenhauer

IMMEDIATE PAST PRESIDENT: Steve Roakes
 The National Auxiliary Guest, Diane Allman, installed the new officers.

The Mileage, Auditing, Constitution & Bylaws, and Resolutions Committees gave their respective reports. Reports remain on file.

Delegate-at-Large to the National Convention was elected. Fred Cavazos was elected with National paid Myrtle Buchanan, Andy Edenholt and Joe Horlacher. If Joe can't attend then Donna Felgenhauer was elected as an alternate.

Ways of helping a Junior attend National Convention was discussed. Auxiliary dues money cannot be used for this purpose.

It was voted to do away with the Country Store for next year and the left over items be sorted to use as prizes for Junior activities, (door prizes, etc.). Joe Horlacher and Fred Cavazos will work with the Association for a fund raiser at next year's state convention.

Ruth Ryan gave the Benediction.

Meeting was closed at 10:55 A.M.

Myrtle Buchanan
 WARLCA AUX
 Secretary/Treasurer

2004-2005 Auxiliary Officers**PRESIDENT**

Joe Horlacher
41810 S. Atterbury Road
Tekoa, WA 99033
(509) 286-3771

VICE PRESIDENT

Ruth Ryan
W 1409 Paradise Road
Spokane, WA 99224
(509) 4489363

SECRETARY-TREASURER

Myrtle Buchanan
41255 Sunset Hwy. Rd. E
Davenport WA 99122
(509) 725-0435

DISTRICT 1

Delores Robb
6213 - 208th St. NE
Arlington, WA 98223
(360) 435-2223

Andy Edenholtm

236 David St.
Camano Island, WA 98292

DISTRICT 2

Fred Cavazos
408 S. Parkway Av.
Battleground, WA 98604
(360) 666-8206

DISTRICT 3

Vacant

DISTRICT 4

Donna Felgenhauer
209 N. 6th St.
Oakesdale, WA 99158
(509) 285-5272

IMMEDIATE PAST PRESIDENT

Steve Roakes
301 N. Montana Ct.
Kennewick, WA 99336-1030
(509) 783-2044

WRLCA Auxiliary Financial Statement 2004-2005

Income	Outflow
National Project	
\$255.00	\$ 255.00
Per Capita from WRLCA	
\$13,915.00	
Country Store & Raffles	
\$408.20	
Junior Registration Fees (prior year)	
\$ 390.00	
Per Capita to National	\$ 6,504.00
Mileage & Per Diem (Board Meetings)	\$ 1,543.50
Mileage & Per Diem (State Convention)	\$ 1,002.74
Scholarship(s)	\$ 1,000.00
Juniors Expenses (prior year)	\$ 1,594.32
Postage	\$23.95
Returned per capita	\$0.00
<u>Misc. (Gifts, Sunshine Committee, etc.)</u>	<u>\$ 253.20</u>
Totals	\$12,176.51
\$14,968.30	
Checking	
Balance brought forward	\$ 3,782.90
Income	\$14,963.30
<u>Expenses</u>	<u>\$12,176.51</u>
New Balance	\$ 6,569.69
Savings	
Balance brought forward	\$2,272.93
Deposits	\$ 0.00
Withdrawals	\$ 0.00
<u>Interest</u>	<u>\$ 6.39</u>
New Balance	\$2,279.32

JULY 24-25-26-27, 2005 MINUTES FROM WRLCA BOARD MEETING

Doubletree, 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; Judith Peck, Retired Carrier; and Charles Alexander, State Steward. Joyce Patteson, Senior Assistant State Steward, joined the board for a partial day on Monday, July 25, 2005.

AGENDA:

- **Welcome New Board Member Judi as Retired Representative**
- **Positive Go Around and Review Agenda**
- **President's Remarks**
- **Ground Rules**
- **Minutes**
- **Correspondence**
- **Board Policy**
- **State Convention 2005**
- **State Officers' Training/Resource Manual**
- **Budget for 2005-2006**
- **ING Trustees**
- **Steward Program Update**
- **National Convention 2005 in Minneapolis & the bid for 2010 National Convention in Spokane.**
- **DJSC Reports**
- **State Convention 2006: 100 Year Celebration**
- **State Convention 2007**
- **State Convention 2008**
- **Report on Spokane for 2010 National Convention**
- **Planning for Next Year**
- **Next Board Meeting Date and Place**

• Meeting Evaluation

At 12:30 PM the board meeting was called to order by President Patricia. After welcoming new member Judi Peck, the board did a positive go around and reviewed the agenda. President Patricia opened with her remarks about an article from the New York Times with ideas on how to work together.

GROUND RULES:

The ground rules were updated.

MINUTES:

The minutes from the June 25, 2005 board meeting were approved.

CORRESPONDENCE:

- ✓ The board reviewed the positive feedback from a first timer at State Convention.
- ✓ Patricia and Charles presented the 60 year pin and picture to Walt Tanguy.

BOARD POLICY:

The board policy was reviewed and updated as follows:

- 1) The "Reimbursement of Lodging and Meals Allowance" was moved to "Reimbursements of Expenses"
- 2) Under "Board Representation at County Meetings" number 2 was changed to read: "District Representatives are encouraged to attend each county meeting in their District. District Representatives (or their State-level designee) must attend each annual county meeting in their District. District Representatives are not required to attend any county meetings outside their District unless designated to do so by the Board."
- 3) Under "Board Representation at County Meetings" number 5 was changed to read: "For attending the counties Annual meeting in their

District, except for their own county, District Representatives (or their state-level designee) will be reimbursed a stipend of \$100 plus round trip mileage or ADOP if total time expenditure is over 12 hours."

- 4) Becky to add Senior Assistant State Stewards to everywhere it has Assistant State Steward.

2005 STATE CONVENTION RICHLAND

Dave reported that he ended with \$58.92 in the black. We had 62 delegates attend. Steward lunch was 34 people, County Officers' training was 34, Sunday social was 66, Monday lunch was 35, Tuesday lunch was 37, Tuesday banquet was 52, and Wednesday lunch was 46.

We had around 120 sleeping rooms from Friday through Tuesday night. (Average was 35 for Sunday, Monday, and Tuesday night) Dave said that people registering late was a problem, as well as delegates not staying at the convention hotel. The board brainstormed the following ideas:

- % Late Registration Fee
- % Registration Fee for those who do not purchase a meal function and/or sleeping room
- % Not have lunches or Sunday social if we don't need food functions for reduced meeting room rates
- % Charge a \$5 or \$10 fee for County Officers' Training, with the State picking up the rest of the bill
- % Charge \$5 per person or \$15 for family for Sunday Social
- % No registration fee if you have one paid meal function stays at the hotel 2 nights, and register on time.
- % Registering late fee of \$25 or \$50

What worked well was:

- % Buffet worked best, and could sell more tickets last minute <http://www.dol.gov/esa/regs/compliance/olms/Electronic-Forms.htm>
- % Postcard notification that their registration was received had great feedback
- % Meal function stickers on back of the name tag on what they signed up and paid for
- % District Rep's take registration to county meetings and hand out to delegates

STATE OFFICERS' TRAINING/RESOURCE MANUAL:

The board spent 2 hours on completing the enhancement training on the State Officers' Training/Resource Manual.

BUDGET FOR 2005-2006

The board reviewed the 04-05 year end financial statement and then projected the budget for 05-06 year. The following is what was reached by consensus for meeting dates, reimbursements, location, and time.

Mail Count Schools and Enhancement Training along with District Meetings::

Mail Count is Feb 24 thru March 9 (2 weeks) so pre count conference has to be done by Feb 9.

1. Winter/District 1/Enhancement/Mail Count Meeting with National Officer on Sunday, January 15, 2006, from noon to 5 PM for Enhancement/District Meeting and on Monday, January 16, 2006 (Holiday), from 9 AM to 3 PM for mail count training. Monte suggested inviting Bob Nelson, MOPS, to it. Judi suggested one postcard to list all the meetings (details in newspaper)
2. District 2/Enhancement Meeting in Tacoma on March 19, 2006, Sunday, from noon to 5 PM.

3. District 3/Enhancement Meeting on April 2, 2006, Sunday, from noon to 5 PM.
4. District 4/Enhancement Meeting on March 12, 2006, Sunday, from noon to 5 PM.
5. Enhancement Training at State Convention in Vancouver, Sunday, June 25, 2006 from 10 AM to 4 PM.
6. Labor Combat Training (Labor Relations) at State Convention in Vancouver, Sunday, June 25, 2006 from 10 AM to 4 PM.
7. New Local Steward Training at State Convention in Vancouver, Sunday, June 25, 2006 if needed, from 9 AM to 4 PM.

Mail Count Training:

1. January 16, 2006 (Monday Holiday), from 9 AM to 3 PM in District One Area. National Officer Training
2. January 22, 2006, Sunday, from 9 AM to 3 PM in Spokane Area. Cheri training.
3. January 22, 2006, Sunday, from 9 AM to 3 PM in Sequim. Patrick Training.
4. January 29, 2006, Sunday from 9 AM to 3 PM in Pasco Area. Joyce training.
5. January 29, 2006, Sunday, from 9 AM to 3 PM in Longview. Monte training.
6. February 5, 2006, Sunday, from 9 AM to 3 PM in Tacoma Area. Renee and Jan training.
7. Wenatchee area: Tammy and Mike training.

Board Meetings: The board decided to save costs by only have 3 board meetings this year. The next two meetings for 05/06 are:

1. January 13 and 14, 2006 from 8:30 AM to 5:30 PM each day.
2. June 24, 2006 from 8:30 AM to 5:00 PM (day before State Convention Steward Training)

State Convention Delegates Pay: After much discussion it was set for \$25,000 for the CAP for State Convention delegate pay.

National Convention Delegates' Pay: After much discussion it was set at 90% of the total possible reimbursement, which came to \$25,100.

Presidents' Legislative Seminar: The board reached consensus to send the Vice President along with the President to National's Legislative Seminar in May 2006.

Stewards' November 2005 Training in Las Vegas: The board decided to send the 5 Senior Assistant State Stewards and the 3 Assistant State Stewards with the State Steward to National's Steward Training in November 2005.

Stewards' Training in Washington, D.C.: The board decided to send Jan Frymire as the Assistant State Steward with Charles to the National Steward Training in February in Washington DC.

Assistants' Annual Retreat/Training Seminar: Regrettably, the board decided to forego this training this year due to budget constraints.

ING TRUSTEES:

ING Trustees for 05/06 will be the same as 04/05 which are, Judith Peck, Charles Alexander, and Becky Wendlandt. No other changes at this time.

STEWARD PROGRAM UPDATE

Charles and Joyce had a meeting with Spokane MPOO Petruzzelli on Pasco issues on July 25. They also met with the District Manager Lloyd Wilkinson concerning the WARLCA "Relevant Survey" and Spokane MPOO Sandy Cook will be on the DJSC. Lloyd said he will give the DJSC the results of this survey and ask them to work on it. Also, they talked to the District Manager, Lloyd Wilkinson on lack of training for managers of rural carriers.

Apprentice Program: This was a pilot program that was very successful. All the apprentices and Assistants loved it, as did Charles. Their

training and comfort level was greatly enhanced. Jan worked on a very ugly grievance with Judi on a carrier that had been removed, and they were able to go through each step of the process. Renee' has been a local steward for some time, and she is working with Patrick and Judi. Judi reported on the grievances she is working on, and she talks to Jan on a daily basis. Cheri is working closely with Joyce and helped train new local stewards. Randy Anderson and Terry Leeper came to our State to deal with an old 1998 DPS grievance. As Charles appeals to Step 3, he is scanning the entire grievances in and making them available to all the Assistants so they can read each others work and what was done on the same subject. This is great for networking. Charles is also indexing the monthly updates from Randy Anderson and creates them so they are searchable. He does this for the entire nation.

NATIONAL CONVENTION 2005 IN MINNEAPOLIS & BID FOR 2010 NATIONAL CONVENTION IN SPOKANE:

Since Lynn is not able to be at National Convention, Ann will pick up Lynn's plaque. Susie is to go to the PAC seminar for Judi, who is not going, as well as doing the PAC table for Washington assigned time. Discussion on caucus night and the food costs. Patricia will schedule candidates and States for the caucus.

The board reached consensus that if we win the Spokane 2010 bid, the co-chairs will be Cheri Freeman and Becky Wendlandt. Eric Allen, Spokane Visitors and Convention Bureau, and Therese Goodwin of Doubletree Hotel, and Dawn Jackson of Red Lion, came into the board meeting to show their presentation for the Spokane 2010 National Convention bid. The board discussed the cost of hosting the National Convention. Dave suggested on getting rooms at the hotel to raffle each year for Spokane 2010 (6 nights at

each hotel-package deal-sell one each year). Suggestion: Susie to be in charge of raffles.

DJSC REPORTS:

Portland DJSC: Charlie Brown is staying on longer on the Portland DJSC. Roy Hamilton, State Steward, was appointed to be on the AJSC, and was on the Portland DJSC, which left an opening that they filled. Karen Gray rotates off in 2006, and Monte will rotate on in 2006.

Seattle DJSC: Becky Pike reported that from the forum in Minneapolis, each DJSC was given a project. Seattle DJSC's project is the DACA code 3 and 5, and they are working on that. With the turnover of 2 leaving it is hard starting over. No rotation now till early 2007. The board reached consensus to recommend Susie Hill as facilitator.

Spokane DJSC: John Scinto is being replaced this fall because he went to the blue side (City Delivery). John and Becky have the same rotation date (April 2006). Becky asked that she rotate off early, the same time as John, and Lisa Hall would then stay on till April 2006. The board discussed possible members to replace Becky on the DJSC.

STATE CONVENTION 2006:

This year is the 100 Year Celebration. Joanne hopes to do have a special celebration for this. The board reviewed the contract with the hotel and asked Judi to check into some changes. The registration was discussed in detail and was tabled for the next meeting after Judi has checked into the contract. Note: Some of the suggestions for registration were.

1. If you don't stay at the hotel 2 nights you pay a \$50 registration fee. Let people know ahead of time and write articles for paper.
2. Also pay \$5.00 a head for social or \$15.00 for family for the social.

STATE CONVENTION 2007:

Cheri reported that we are holding off till we see if we get the bid for Spokane for 2010 before getting a contract for State Convention 2007. Ramada has put in a good price, as well as Oxford Suites, without tying anything into food or sleeping room guarantees.

STATE CONVENTION 2008:

Becky Pike reported on two contracts that she is looking at and has asked Judi to check into them both. One is the Red Lion at Sea Tac, and Judi said she would check into the Howard Johnson at Everett. Judi and Becky will check into other hotels, and possibly a smaller room set up theatre style, not classroom, so it would not cost as much.

PLANNING FOR NEXT YEAR:

The board discussed membership recruitment and county meetings. Brainstorming on having class for new regulars on what they need to know to survive.

NEXT BOARD MEETING DATE AND PLACE:

- ✓ January 13, 2006 Friday at 9 AM to 5 PM and January 14, 2006 Saturday at 8:30 AM to 5 PM.
- ✓ June 24, 2006 from 8:30 AM to 5:00 PM (day before State Convention Steward Training)

The board meeting closed with a go around for evaluations and ended at 11 AM

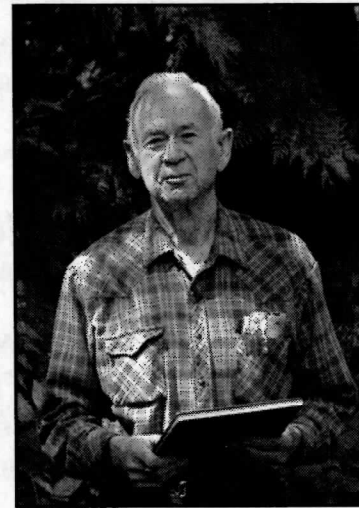
Respectfully Submitted:

Rebecca Wendlandt

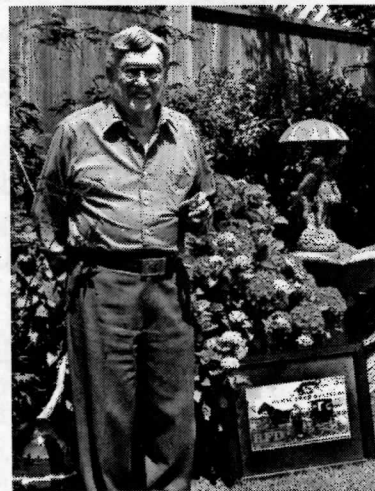
WARLCA Secretary/Treasurer



Mike Cammack presents Joseph Fears 50 year pin



Joel Lynn 50 year member award



Walt Tanguy receives 60 year membership pin

**WASHINGTON RURAL LETTER
CARRIERS' ASSOCIATION**

CONSTITUTION AND BYLAWS

JULY 1, 2005 THROUGH JUNE 30, 2006

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WARLCA CONSTITUTION AND BYLAWS

JULY 1, 2005 THROUGH JUNE 30, 2006

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 Bylaws, 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 credentialed State-paid delegates to the National Convention must attend all business sessions, Western States 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.

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 five (5) issues of the WASHINGTON RURAL CARRIER. The State Board shall have the authority to identify which articles and notices will be published in each issue, and to determine and change issue dates as current events may require.

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 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 polices, 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 Stewards, 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 Stewards, 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 (2) 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 Bylaws 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 Pledge 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.

Juniors present their Americanism program



Washington Rural Letter Carriers Association
Previous Year Comparison Statement of Activities

July 2004 through June 2005

	Jul '04 - Jun '05	Jul '03 - Jun '04	\$ Change	% Change
Ordinary Income/Expense				
Income				
400000 · Dues Income	390,223.91	334,659.97	55,563.94	16.6%
410000 · National General Insurance	32,613.92	30,213.00	2,400.92	8.0%
420000 · Reimbursements & Refunds	11,275.05	19,740.43	-8,465.38	-42.9%
Total Income	434,112.88	384,613.40	49,499.48	12.9%
Expense				
500000 · Per Capita Expenses	17,662.81	19,571.94	-1,909.13	-9.8%
520000 · Meetings and Conventions	66,245.53	60,558.41	5,687.12	9.4%
530000 · Equipment Fund	7,642.47	6,112.90	1,529.57	25.0%
550000 · Other Expenses	36,577.13	32,252.60	4,324.53	13.4%
610PA · President - P. Alexander	3,500.50	3,672.14	-171.64	-4.7%
620MH · Vice President - M. Hartshorn	2,152.52	1,718.08	434.44	25.3%
630RW · Sec/Treas. - R. Wendlandt	39,290.73	32,948.11	6,342.62	19.3%
640SH · Editor - Susie Hill	3,832.69	2,998.08	834.61	27.8%
645000 · Washington Rural Carrier (...)	4,139.84	4,108.19	31.65	0.8%
650RP · District 1 - R. Pike	3,189.04	2,093.54	1,095.50	52.3%
660AL · District 2 - A. Lamm	0.00	2,054.98	-2,054.98	-100.0%
660JB · District 2 - J. Blackburn	2,757.46	0.00	2,757.46	100.0%
670CF · District 3 - C. Freeman	3,332.57	1,525.98	1,806.59	118.4%
680DR · District 4 - D. Reppe	3,039.97	1,988.83	1,051.14	52.9%
691LW · Ret/Car PAC - L. Walker	45.00	40.00	5.00	12.5%
700CA · State Steward - C. Alexander	42,089.62	39,075.54	3,014.08	7.7%
705000 · Steward Training Expenses	16,274.16	10,733.04	5,541.12	51.6%
710JP · Senior Asst. Stew. - J. Peck	23,514.63	29,332.16	-5,817.53	-19.8%
730SJ · Asst. Stew. - S. Johnson	10,607.74	24,852.45	-14,244.71	-57.3%
740MH · Senior Asst. Stew - M. Hartsh...	10,033.45	9,587.49	445.96	4.7%
750PA · Senior Asst. Stew - P. Alexan...	31,575.22	26,612.77	4,962.45	18.7%
770JP · Senior Asst Stew - J. Patteson	35,012.32	28,550.12	6,462.20	22.6%
780PP · Senior Asst Stew - P. Pitts	29,562.93	23,752.91	5,810.02	24.5%
790JF · Asst. Stew - J. Frymire	2,038.28	0.00	2,038.28	100.0%
791RC · Asst. Stew - R. Cowan	2,950.34	0.00	2,950.34	100.0%
792CF · Asst Stew - C. Freeman	742.58	0.00	742.58	100.0%
880LS · Local Steward	387.40	258.57	128.83	49.8%
Total Expense	398,196.93	364,398.83	33,798.10	9.3%
Net Ordinary Income	35,915.95	20,214.57	15,701.38	77.7%
Other Income/Expense				
Other Income				
450000 · Interest Income	1,668.86	894.57	774.29	86.6%
Total Other Income	1,668.86	894.57	774.29	86.6%
Other Expense				
441000 · Depreciation	0.00	3,874.40	-3,874.40	-100.0%
Total Other Expense	0.00	3,874.40	-3,874.40	-100.0%
Net Other Income	1,668.86	-2,979.83	4,648.69	156.0%
Net Income	37,584.81	17,234.74	20,350.07	118.1%

Washington Rural Letter Carriers Association
Statement of Financial Position
 As of June 30, 2005

	Jun 30, '05	Jun 30, '04	\$ Change	% Change
ASSETS				
Current Assets				
Checking/Savings				
101000 · Chkg - WA Trust Bank	27,146.23	25,830.64	1,315.59	5.1%
102000 · Svgs - APCU	34,204.87	6,068.49	28,136.38	463.7%
103000 · Chkg - Atlanta Postal Credit ...	1,213.25	1,147.02	66.23	5.8%
Total Checking/Savings	<u>62,564.35</u>	<u>33,046.15</u>	<u>29,518.20</u>	<u>89.3%</u>
Total Current Assets	<u>62,564.35</u>	<u>33,046.15</u>	<u>29,518.20</u>	<u>89.3%</u>
TOTAL ASSETS	<u>62,564.35</u>	<u>33,046.15</u>	<u>29,518.20</u>	<u>89.3%</u>
LIABILITIES & EQUITY				
Liabilities				
Current Liabilities				
Other Current Liabilities				
210000 · Payroll Tax Liabilities	1,116.40	5,814.45	-4,698.05	-80.8%
250000 · Retirement Plan Payable	0.00	3,368.56	-3,368.56	-100.0%
Total Other Current Liabilities	<u>1,116.40</u>	<u>9,183.01</u>	<u>-8,066.61</u>	<u>-87.8%</u>
Total Current Liabilities	<u>1,116.40</u>	<u>9,183.01</u>	<u>-8,066.61</u>	<u>-87.8%</u>
Total Liabilities	<u>1,116.40</u>	<u>9,183.01</u>	<u>-8,066.61</u>	<u>-87.8%</u>
Equity				
390000 · Unrestricted Net Assets	23,863.14	6,628.40	17,234.74	260.0%
Net Income	37,584.81	17,234.74	20,350.07	118.1%
Total Equity	<u>61,447.95</u>	<u>23,863.14</u>	<u>37,584.81</u>	<u>157.5%</u>
TOTAL LIABILITIES & EQUITY	<u>62,564.35</u>	<u>33,046.15</u>	<u>29,518.20</u>	<u>89.3%</u>

UNITED STATES POSTAL SERVICE

AUTHORIZATION FOR DEDUCTION OF DUES

(SOCIAL SECURITY NUMBER)

DESIGNATION

Reg (71) PTF (76)
 Sub (73) RCR (75)
 Aux (77) RCA (78)

LAST										FIRST					MIDDLE	
STREET AND NUMBER										CITY					STATE	ZIP CODE +

POSTAL INSTALLATION	(ZIP CODE)	INSTALLATION FINANCE NO.
---------------------	------------	--------------------------

SECTION A - AUTHORIZATION BY EMPLOYEE

I hereby assign to the **NATIONAL RURAL LETTER CARRIERS' ASSOCIATION**, from any salary or wages earned by me as your employee (in my present or any future employment by you) such regular and periodic membership dues as the union may certify as due and owing from me, as may be established from time to time by said Union. I authorize and direct you to deduct such amounts from my pay and to remit same to said Union at such times and in such manner as may be agreed upon between you and the Union at any time while this authorization is in effect.

This assignment, authorization and direction shall be irrevocable for a period of one (1) year from the date of delivery hereof to you, and I agree and direct that this assignment, authorization and direction shall be automatically renewed, and shall be irrevocable for successive periods of one (1) year, unless written notice is given by me to you and the Union not more than twenty (20) days and not less than ten (10) days prior to the expiration of each period of one year.

This assignment is freely made pursuant to the provisions of the Postal Reorganization Act and is not contingent upon the existence of any agreement between you and my Union.

Contributions or gifts (including dues) to the NRLCA are not tax deductible as charitable contributions. However, they may be deductible under other provisions of the Internal Revenue Code.

SIGNATURE OF EMPLOYEE	DATE	PHONE
-----------------------	------	-------

SECTION B - FOR USE BY EMPLOYEE ASSOCIATION

R - NATIONAL RURAL LETTER CARRIERS' ASSOCIATION	CONGRESSIONAL DISTRICT	LOCATION NO.	STATE
			<input type="checkbox"/>

I hereby certify that the dues of this organization for the above named member, for the applicable designation, are currently established at

\$ _____ per pay period.

SIGNATURE OF _____, State Secretary	DATE	REMIT NO.
-------------------------------------	------	-----------

Date of Delivery to Employer (For National Office use)

Important!
Be Sure To Include
Postal Installation ZIP
CODE Where Indicated.

Original - NRLCA
Copy 2 - State Copy
Copy 3 - Member's Copy

Original - NRLCA

Submit Original to **WRLCA** State Secretary



Where Service Begins With a Smile

**APPLICATION FORM
FOR MEMBERSHIP IN THE
WASHINGTON RURAL LETTER CARRIERS' AND
NATIONAL RURAL LETTER CARRIERS' ASSOCIATIONS
DUES YEAR 2005/2006**

NAME: _____

ADDRESS: _____

CITY: _____ **STATE:** _____ **ZIP:** _____

SOCIAL SECURITY NUMBER: _____

POST OFFICE WHERE EMPLOYED: _____

POST OFFICE TELEPHONE NUMBER: _____

HOME TELEPHONE NUMBER: _____

SIGNATURE: _____ **DATE:** _____

DUES YEAR RUNS FROM JULY 1, 2005 TO JUNE 30, 2006:

_____ **REGULAR CARRIER (71) PTF (76) \$499.00 YEAR / \$19.19 A PAY PERIOD.**

_____ **RELIEF CARRIER (73,74,75,78 & 79) \$177.00 YEAR / \$6.81 A PAY PERIOD.**

_____ **RETIREE \$65.00 YEAR OR \$5.42 A MONTH.**

**NOTE: IF YOU WANT TO HAVE YOUR DUES DEDUCTED EACH PAY PERIOD YOU MUST COMPLETE A DUES WITHHOLDING FORM AND RETURN IT WITH THIS APPLICATION FORM TO THE STATE SECRETARY.
IF YOU DO NOT WORK IN A PAY PERIOD YOU DO NOT HAVE TO PAY DUES WHEN ON DUES WITHHOLDING.**

SEND THIS APPLICATION, EITHER WITH A CHECK, OR A DUES WITHHOLDING FORM TO:

**WRLCA STATE SECRETARY
4210 S. SUNDERLAND DRIVE
SPOKANE, WA 99206-9674**

Phone: (509) 926-9522

Fax: (509) 892-3044

E Mail: rebeccawen@icehouse.net



Happy Retirees Leonard, Neil, Lynn, Harley and Judi



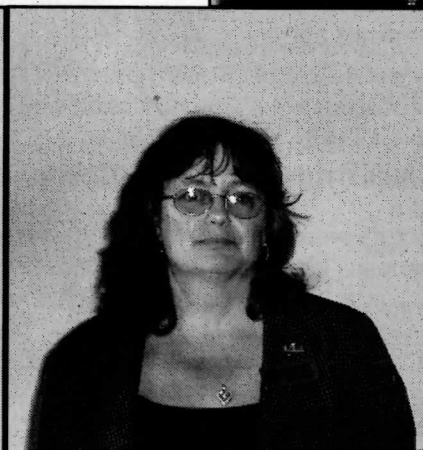
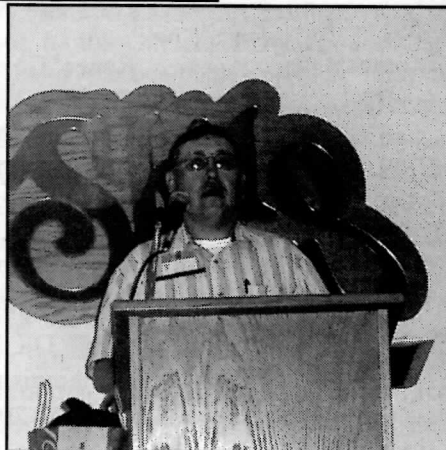
Left: Waiting for the plane after Natl. Convention-Ann and Mariann

Right: Junior President Nicole Cowen



Left: Auxiliary Pres. Joe Horlacher

Right: Auxiliary National Guest Diane Allman



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Snohomish, WA 98290-4504
425-377-2020 phone and Fax

SAVE THESE DATES

MEETING NOTICES FOR 2005-2006

LOCATIONS AND DETAILS IN FUTURE ISSUES OF PAPER

Enhancement Training for Local Stewards and District 1 Meeting:
January 15, 2006 12 noon to 5:00 PM

Mail Count School WITH a National Officer:
January 16, 2006

All District Meetings and Enhancement Training Times: 12 Noon to 5 PM

District 2 and Enhancement Training:
March 19, 2006

District 3 and Enhancement Training:
April 2, 2006

District 4 and Enhancement Training:
March 12, 2006

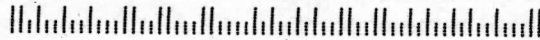
The newspaper articles will be your only notice. No postcards will be mailed.



Washington Rural Carrier
PO Box 93
Vashon, WA 98070-0093

NonProfit Org
U.S. Postage Paid
Blaine, WA
Permit # 106

Change Service Requested



*****AUTO**5-DIGIT 98366



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36#

WASHINGTON RURAL CARRIER



*See Inside Back page for
Important Dates*

Where Service Begins With a Smile