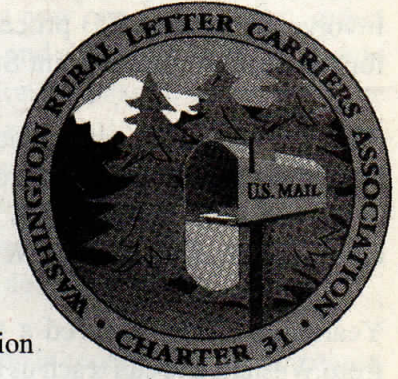


WASHINGTON RURAL CARRIER



Official Publication of the Washington Rural Letter Carriers' Association

September 2007

Where Service Begins With a Smile

State Convention 2007 Constitution and ByLaws

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SUSIE HILL

WARLCA MEMBER OF THE YEAR

The Washington Rural Letter Carriers' Association is pleased to present Susie Hill as the 2006-2007 Member of the Year. Susie, a Regular Carrier in the Vashon Post Office, has lived on Vashon Island most of her life (the only exception being during the time her husband, Loren, was serving in the Air Force). Susie and Loren have two wonderful (adult) children, Wes and Adriane and a beautiful granddaughter, Celeste.



Susie comes from a Rural Carrier family. Her father was a Rural Carrier on Vashon Island and Susie "inherited" a portion of her father's route when an Auxiliary Route was established on the Island. Susie has worked for the Postal Service for 29 years, 27 of which have been spent serving the Postal customers on Rural Route 5.

Susie has served the last 19 years (yes, that's nearly two decades) as the Secretary/Treasurer for the King-Snohomish County Unit, the largest County Unit in Washington State with more than 400 members. Susie is also serving her second term as Editor for the Washington Rural Carrier, a publication reaching more than 1,900 Rural Carriers across Washington State. As if that's not enough, Susie serves her fellow Rural Carriers and the Postal Service as a

Facilitator for the Quality of Work-Life/Employee Involvement (QWL/EI) process and as Recorder for the Seattle District Joint Steering Committee.

Susie has served her community (and her children) as a Cub Scout leader, Brownie Leader and as the High School Tennis Team fundraising Chair-person for both Wes and Adriane.

Years ago Susie received a teaching certificate from Western and can teach us all a little something about "Service with a Smile." Loved, respected, admired and nominated by her peers, Susie Hill is truly the "Outstanding Member of the Year."

PRESIDENT'S REPORT FOR 2007 CONVENTION PATRICIA ALEXANDER

I have attended all meetings required by my position as President. I have presided at the Board meetings, and I have attended



the Presidents' and Vice Presidents' Legislative Seminar where Vice President Patrick Pitts, State Steward Charles Alexander, and I voiced our concerns to our legislators about Contract Delivery Service. Our legislators and/or their staff understand that CDS would be the end of rural and city delivery, and when I emailed thank you letters to each member of Congress, letting them know how much rural carriers appreciate their support against CDS, I received positive responses and even dismay that the Postal Service is trying to save money by discontinuing benefits for its employees. Senator Patty Murray's father was a veteran of World War II and was in a

wheelchair when he came home from the war. When I mentioned to Senator Murray's staff member that there would be no more Veterans' Preference in hiring if CDS is not stopped, she was adamant that CDS is not the proper avenue for delivering the mail. I will continue writing to Congress until CDS is stopped, and I hope all of you will also write to your representatives in Congress.

Each day, I answer telephone calls and email, and when I am away, I have my laptop to keep in touch with Washington rural carriers. I also write letters of encouragement to rural carriers who are having bad times in their office or in their home. We are all a family, and we need to keep in touch.

I continue to serve on the National Joint Steering Committee for Quality of Worklife/Employee Involvement. I have heard some rural carriers say that QWL/EI is no longer working, and that the Postal Service is not sincere in wanting to work with rural carriers for the betterment of the Postal Service and for the betterment of rural carriers. In some instances, this may be true, but we have to keep trying to work together. Think of all that our work teams have been able to accomplish: the orange stamp envelopes, notices of our services for our customers, hiring and retention projects, and the list goes on and on. We should take great pride in working together to improve our workplace environment, and I hope that all of you have had a chance to look at the new safety booklet, "Lifting the Fog," a project that began with a work team and was picked up by the Headquarters Safety Team, reviewed by the NJSC members, and is now supposed to be at every rural carrier's case. Please let me know if you do not have a copy of "Lifting the Fog," as you will want to see the photographs of actual accidents and read the true stories of rural carriers who survived because they were wearing seatbelts and were very lucky. Managers are supposed to be using "Lifting the Fog" in Safety Talks and for Voice of the Employee talks.

It is interesting to note that even after our contract

ratification was voted down, NJSC meetings continued, and the same people who are doing contract negotiations are on the NJSC: Bill Daigneault and Bob West for the Postal Service, and President Donnie Pitts and Vice President Don Cantriel for the National Rural Letter Carriers' Association. The other two rural carrier members are Oklahoma State Steward Gil Sreaves and me. We are all team members, but we also always remember that the Postal Service members are managers with vested interests, and we rural carriers are there to help protect your interests while trying to work together.

The other National Committee that I am on is the Constitution and Bylaws Review Committee. We have met at least once a month for the past year, looking at our National Constitution and working to make it one instrument that is easy to understand and read. The delegates to this year's National Convention in Grand Rapids, Michigan, will be voting on this new Constitution, and all delegates will be given a copy at their respective State Conventions so that every delegate will have a chance to review the document and be ready to discuss and vote on the Revision. This new National Constitution will be the first item presented by the Constitution and Bylaws Committee. Members of the Constitution and Bylaws Review Committee will begin work on August 3, 2007, as every Constitution and Bylaws sent by the states will need to be ready to be presented to the delegates, and since we do not know if the new Constitution will be accepted, each Constitution and Bylaws will have to be ready in two ways: with the old Constitution and Bylaws as it is written now, and with the new Constitution that we hope will be passed by the delegates. The Review Committee will be working closely with the Constitution and Bylaws Committee, and we are hoping that the hotel at the National Convention will have adjoining rooms for us.

This has been an interesting project, and we hope that every delegate will see that the new instrument is almost exactly the same as the old Constitution and Bylaws, except that the new Constitution is

easier to read and is now one Constitution, rather than a Constitution and a Bylaws section. Should this new Constitution be passed, there would be no change in the way this Association is run. We are hoping that there will be no substantive amendments to the new Constitution, and that it will simply be passed. After that, amendments can be presented if delegates wish.

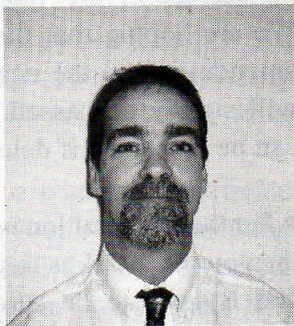
After the Constitution is accepted by the delegates, then our next task is to work on State Constitution and Bylaws to be sure they are in compliance with the Department of Labor, the Internal Revenue Service, and the National Constitution and Bylaws. We will look at the Constitutions and Bylaws of the committee members first, and then we will look at other states. Our suggestions will be given to the National officers who will then talk with State officers if necessary. Some State Presidents have approached me at meetings, wanting to know if this means that all States must have the exact same Constitution and Bylaws, and I have assured them that we understand States' Rights and autonomy. Our concern is that DOL and IRS rules be followed to keep all of us out of trouble.

It is a pleasure to be on this committee and to try to make our National Constitution easier to read and understand. We also hope that it will be easier to find subjects of interest.

Most important of all, though, is our hard work to stop Contract Delivery Service. The Postal Service is changing, and we understand that cost effectiveness is necessary, but it is criminal to have a work force without benefits. We must protect our jobs for those who follow us. Contracting out delivery is not the best way to save money.

VICE-PRESIDENT'S REPORT
FOR THE 2007 STATE CONVENTION
PATRICK PITTS

It has been an interesting year for members of the Rural Craft in Washington State. Before addressing issues of concern, allow me a moment to take care of formalities. During the 2006/2007 Association year I have attended all meetings and fulfilled all responsibilities associated with the office of Vice-President of the Washington Rural Letter Carriers' Association (WARLCA). In addition to attending and participating in all WARLCA Board meetings I attended all District meetings and as many County meetings as I was able.



I'm pleased to announce that we have seen an increase in attendance over the last year at nearly all meetings at the County level. Your County officers have worked diligently at increasing participation by members and are to be commended for their efforts. A two-fold challenge was presented to your County officers at the onset of the 2006/2007 Association year. County officers were challenged to; increase participation at local meetings and increase attendance at the State Convention. As of the writing of this report we have, approximately, a 23% increase in the number of Delegates to State Convention (as compared to the 2006 State Convention) and a record number of Delegates attending for the first time. Again, we should all give a huge "pat on the back" and a "job well done" to our County officers.

During the 2006/2007 Association year I attended various meetings at the District level including; a number of Labor/Management informational meetings, an Employee Assistance Program (EAP) Advisory Committee meeting and a Voluntary Protection Program (VPP) meeting. (VPP is an Occupational Safety and Health Administration

(OSHA) program recognizing worksites that implement exemplary systems to manage worker safety and health.) I also attended the National Presidents/Vice-Presidents Legislative Seminar held in Washington DC petitioning members of the House and Senate to support legislation which would serve to protect members of the Rural Craft and/or further their interests. Additionally, I attended and provided written testimony to a hearing of the Washington State Senate Committee on Housing and Consumer Protection opposing the implementation of a "Do Not Mail" registry in our State.

During the 2006/2007 Association year we have seen the expiration of our Agreement (Contract) with the Postal Service and a proposed Agreement presented to the membership for ratification. As most of you are aware, the proposed Agreement was not ratified, with only approximately 40% of those entitled to vote taking the time to do so. As of the writing of this report negotiations are ongoing with a strong likelihood that impasse will be declared and the matter being scheduled for Arbitration.

Also during the last year we have seen a concerted drive by the Postal Service to promote and implement the use of contract carriers to deliver the mail in what otherwise would be rural or city territory. Contract Delivery Service (CDS) is arguably the greatest single threat to the Rural Craft in recent memory. Your State and National Association is addressing this growing threat on every front and with every resource available. Never before has it been more important for every member of our Craft to become involved, to link arms and stand firm against this assault on the employees entrusted with the safe, secure and timely delivery of the Nations mail. Failure to do so could very well result in the demise of the Postal Service, and the Rural Craft as we know it.

As stated at the opening of this report, it has been an interesting year for members of the Rural Craft in Washington State. It has been a pleasure serving

you. A heart-felt "thank you" to the members of the WARLCA State Board, County Officers, Stewards and Members of the State Association. As always, I welcome your questions, comments and expressions of concern.

DISTRICT ONE REPORT FOR THE 2007 STATE CONVENTION BECKY PIKE

This past year I attended several county meetings as the District 1 Rep and met many new union members. I received many phone calls and answered some questions and referred others to the appropriate steward.



Plans have been started for our 2008 State Convention being held in Lynden at the Homestead Farms Resort. You will love the location with views of the Canadian mountains as well as Mt Baker above our foothills to the east. Take a stroll towards downtown for your favorite coffee drink. Stop in the city park with the kids to play on our brand new playground. Or bring your golf clubs and spend the day playing just a step away from your room.

DISTRICT TWO REPORT FOR THE 2007 STATE CONVENTION JOANNE BLACKBURN

Unbelievable, it's already June and here we are at State Convention again.

So many people have come to me and asked me what is the union going to do about this or about that? I like to



remind them that they are the union, and that they are the heart and soul of this association. I know that it has all been said before, but get involved. Attend those county meetings, come to State Convention, and maybe even think about going to a National Convention. You might think that it's a far-fetched idea, but National Convention in 2010 will be held in Spokane. It's a great way to learn about the process of how OUR association functions.

There is so much that you can offer, maybe you would like to become a Local Steward in your office, a County Officer, a State Officer or maybe a National officer, remember all the National officers are rural carriers, with a route in their home state.

Don't forget to thank our State, Assistant, and Local Stewards, for all the hard work and their hours of service.

Thank you for the great opportunity serving as District 2 Representative.

DISTRICT THREE REPORT FOR THE 2007 STATE CONVENTION CHERI FREEMAN

What a year for our Union. We looked at a contract given us by Postal Management and we handed it right back to them and said "NO!" it's not good enough! We put our



backs up and remembered where we came from, Union members of the past who put their jobs, even their lives on the line for the right to organize, to earn a living wage, and to have health benefits. We stood together and told the USPS that we were hard working employees and deserved to be treated with value and respect.

Our job now is to stay engaged and active in our union. Apathy is not an option if we are to survive and continue as a force for fairness against the

current cultural mores that want to cut pay and benefits while increasing productivity. Right now we have the best jobs in the Postal Service, but if we're going to maintain that status we need the involvement of everyone in our craft. I encourage you all to attend meetings, become informed on the issues, write letters to your Congress men and women, and put pressure on the Postal Service to continue to put 'Service' in the forefront of their goals.

Let us not forget what it took to build the honorable working class. The middle class of this country was brought to you by unions.

DISTRICT FOUR REPORT FOR 2007 STATE CONVENTION DAVE REPPE

As we gather for our annual state convention here in Spokane, at the site of the 2010 National Convention, it is anticipated that we will have the largest number of state delegates in quite some time.



Heartiest congratulations to our membership that has turned out and attended meetings at their county level, the district level, and now here at state convention.

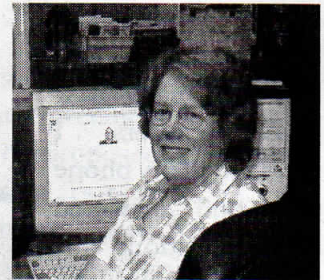
Our strength lies in our numbers, and our state membership has never been higher. But we can do better, and when you return to your office after this convention, talk to any non-members in your office, and encourage them to join with us in our organization. There are a lot of issues going on and membership will not only enable them to be informed but will allow them to participate. We need to continue the fight against CDS routes and

the more voices speaking, the greater the impact we have as an organization.

This year has had its challenges, and those challenges and more will surely continue in following years. Our strength is our membership.

EDITOR'S REPORT FOR 2007 STATE CONVENTION SUSIE HILL

I now believe that the older you get the faster time does go by. It seems like I just composed my annual report for 2006 and now it's time for 2007.



It has been a busy year.

The Postal Service seems to throw more problems and complications at us than ever before. I worry about where the breaking point is (and hopefully it's not the middle of my back)!

After last year's State Convention I attended National Convention in Charleston, SC and participated in both the Editor's and PAC seminars. Sometime after that I was appointed as the official PAC chair until State Convention 2007. PAC monies will be needed to fight the CDS routes and the Do Not Mail legislation being proposed in several states. Attendance at District and county meetings has been interesting.

The State Board has been busy planning this year's Convention and doing long-range planning for the National Convention in Spokane in August of 2010. Please plan on attending both. Knowledge is gained at State Convention plus you have a voice in the State organization and what moves on to the National level. We will need YOUR help in 2010. It will be a big job but with everyone helping it shouldn't be a burden for anyone.

Stay in touch, stay informed and stay safe.

SECRETARY-TREASURER'S REPORT FOR 2007 STATE CONVENTION
REBECCA WENDLANDT

Hello Fellow Members of the WARLCA and Honored Guests:

MEMBERSHIP:

I sent in 244 membership applications in the 06/07 year as of May 31, 2007. This does not reflect the 28 cash members that have renewed for 07/08 so far. In 06/07 as of May 31, 2007, we have had 11 cancel their dues, 22 deceased, and 141 separated. I have done one complete mailing for all 609 non members (216 regulars, 8 PTF, 385 reliefs), as well as quarterly recruitment mailings for all new hires (around 90 per quarter). I did one special mailing to all 385 relief non members about the relief carriers' health insurance available through YOUR union. We have decreased our non member totals by 100 from last year and increased our member totals by 101 members to 1938 (last year at this time we had 1837, including associates).



Here are some membership stats:

As Of May 30 As Reported at Aug National Convention

	(Not Including Associates starting 97/98)	(Including Associate Members)
93/94:	1342 members	?
94/95:	1633 members (reliefs started d/w this year)	1633
95/96:	1732 members (start of TRC designation)	1732
96/97:	1752 members	1747
97/98:	1805 members	1813
98/99:	1785 members	1796
99/00:	1773 members (new des of PTF this year)	1803
00/01:	1738 members	1726
01/02:	1749 members (Nat started membership drive)	1776
02/03:	1743 members (Mgt No longer Associate Mbr)	1791
03/04:	1757 members	1828
04/05:	1765 members	1842
05/06:	1812 members (UNION got relief health ins)	1837
06/07-11 mo	1911 members	1938

With the increase in members we now qualify for one more delegate to National Convention (20) and if we get 1951 members by National Convention we would qualify for two more delegates (21).

MEMBERSHIP STATS FOR 2006 WRLCA STATE CONVENTION

As of May 31, 2007 excluding the 27 associate members

DISTRICT ONE:	# OF MEMBERS	TOTAL
ISLAND, SKAGIT, SAN JUAN #010	115	
KING, SNOHOMISH (KS) #011	402	
WHATCOM # 015	90	
TOTAL FOR DISTRICT ONE:		607

DISTRICT TWO:

PENNISULA #003	176	
LOWER COLUMBIA #005	209	
MUTUAL # 006	358	
TOTAL FOR DISTRICT TWO:		743

DISTRICT THREE:

NORTH CENTRAL #001	85	
EAST CENTRAL #013	171	
NORTHEAST #014	46	
TOTAL FOR DISTRICT THREE:		302

DISTRICT FOUR:

SOUTHEAST #012	34	
WHITMAN, ASOTIN, #016	37	
YAKIMA #017	188	
TOTAL FOR DISTRICT FOUR:		259

TOTAL FOR STATE:		1911
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FINANCES:

We are slowly working our way back from the loss in 02/03 year and putting money into savings. We have purchased five 12 month certificate of deposit for \$25,000 each that earns double the amount of interest from the checking/savings accounts dividends. The following stats show the ending totals from the Statement of Activities:

Profit and Loss for last 7 years	Total ADOP Paid Breakdown		
	Steward	Board	Total
98/99 Year: Loss of \$ 1,460	271	104	375
99/00 Year: Loss of \$ 36,650	342	145	487
00/01 Year: Loss of \$ 8,288	370	138	508
01/02 Year: Gain of \$ 20,049	424	116	540
02/03 Year: Loss of \$ 45,695	627	156	783
03/04 Year: Gain of \$ 17,234	684	154	838
04/05 Year: Gain of \$ 37,585	687	192	879
05/06 Year: Gain of \$ 33,029	737	201	938
11 month balance as of May 31, 2007			
06/07 11 mo: Gain of \$85,078	700	174	874

With June being one of our largest outgoing months (\$47,545 net June 2006 and \$53,402 net June 2005), I estimate we will end this year with around \$25,000 to put into our savings. If we do, this would bring our total assets to around \$150,000. National has suggested we have at least 6 months

operating expenses in assets, which would be \$250,000. We are working towards that goal.

Included with this report (last three pages) are the WARLCA Statement of Financial Position and WARLCA Statement of Activities, as well as an ADOP (Association Day of Pay) breakdown for the 11 months ending May 31, 2007.

Thank you for allowing me to be your secretary-treasurer. If you ever have any questions or comments I am always available.

Thank you, County Officers, Board Members, Stewards, and Members for enriching my life with your friendship. The very best to you and yours!

WARLCA 11 Month Statement of Financial Position - Compared to Last Year

	<u>May 31, 07</u>	<u>May 31, 06</u>	<u>% Change</u>
ASSETS			
Current Assets			
Checking/Savings			
101000 · Chkg - WA Trust Bank	6,938.73	14,226.32	-51.23%
102000 · Svgs - APCU	46,466.26	101,526.80	-54.23%
103000 · Chkg - Atlanta Postal Credit Un	15.20	1,269.87	-98.8%
140000 · C.D.#70 APCU 12 mo (5-15-2006)	0.00	25,000.00	-100.0%
141000 · C.D.#71 APCU 12 mo (8-1-2006)	25,948.02	0.00	100.0%
142000 · C.D.#72 APCU-12 mo (11-6-06)	25,565.36	0.00	100.0%
143000 · C.D.#73 APCU-12 mo (2-8-07)	25,199.91	0.00	100.0%
144000 · C.D.#74 APCU 12 mo (5-14-07)	25,000.00	0.00	100.0%
145000 · C.D.#75 APCU 12 mo (5/15/07)	25,000.00	0.00	100.0%
Total Checking/Savings	<u>180,133.48</u>	<u>142,022.99</u>	<u>26.83%</u>
Total Current Assets	<u>180,133.48</u>	<u>142,022.99</u>	<u>26.83%</u>
TOTAL ASSETS	<u>180,133.48</u>	<u>142,022.99</u>	<u>26.83%</u>
LIABILITIES & EQUITY			
Equity			
390000 · Net Assets	94,477.81	61,447.95	53.75%
Net Income	<u>85,655.67</u>	<u>80,575.04</u>	<u>6.31%</u>
Total Equity	<u>180,133.48</u>	<u>142,022.99</u>	<u>26.83%</u>
TOTAL LIABILITIES & EQUITY	<u>180,133.48</u>	<u>142,022.99</u>	<u>26.83%</u>

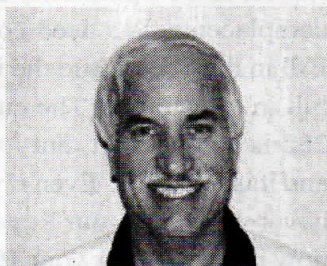
WARLCA 11 Month Statement of Financial Activities - Compared to Previous Year

	<u>Jul '06 - May 07</u>	<u>Jul '05 - May 06</u>	<u>% Change</u>
Ordinary Income/Expense			
Income			
400000 · Dues Income	459,845.70	416,922.35	10.3%
410000 · National General Insurance-GMAC	31,792.01	30,745.05	3.41%
420000 · Reimbursements & Refunds	19,462.57	8,958.34	117.26%
Total Income	<u>511,100.28</u>	<u>456,625.74</u>	<u>11.93%</u>
Expense			
500000 · Per Capita Expenses	39,857.31	16,002.70	149.07%
520000 · Meetings and Conventions	64,808.09	42,575.41	52.22%
530000 · Equipment Fund	4,856.83	13,518.72	-64.07%
550000 · Other Expenses	35,118.88	34,166.73	2.79%
610PA · President - P. Alexander	4,454.17	4,042.22	10.19%
620MH · Vice President - M. Hartshorn	0.00	5,581.21	-100.0%
620PP · Vice President P Pitts	5,102.77	0.00	100.0%
630RW · Sec/Treas. - R. Wendlandt	40,859.37	36,937.43	10.62%
640SH · Editor - Susie Hill	4,001.06	3,918.77	2.1%
645000 · Washington Rural Carrier (WRC)	6,763.51	5,018.10	34.78%
650RP · District 1 - R. Pike	2,387.69	3,104.52	-23.09%
660JB · District 2 - J. Blackburn	2,626.95	2,685.09	-2.17%
670CF · District 3 - C. Freeman	2,595.97	3,116.08	-16.69%
680DR · District 4 - D. Reppe	3,022.22	3,560.63	-15.12%
700CA · State Steward - C. Alexander	36,557.95	34,616.64	5.61%
705000 · Steward Training Expenses	16,960.44	15,068.19	12.56%
710JP · Senior Asst. Stew. - J. Peck	1,813.86	20,114.51	-90.98%
740MH · Senior Asst. Stew - M. Hartshorn	9,628.37	9,412.43	2.29%
750PA · Senior Asst. Stew - P. Alexander	19,366.32	24,328.17	-20.4%
770JP · Senior Asst Stew - J. Patteson	32,937.74	30,754.15	7.1%
780PP · Senior Asst Stew - P. Pitts	33,616.30	30,646.37	9.69%
790JF · Asst. Stew - J. Frymire	12,048.99	12,025.04	0.2%
791RC · Asst. Stew - R. Cowan	24,177.04	16,783.80	44.05%
792CF · Asst Stew - C. Freeman	25,591.52	9,749.84	162.48%
880LS · Local Steward	386.70	108.30	257.06%
Total Expense	<u>429,540.05</u>	<u>377,835.05</u>	<u>13.69%</u>
Net Ordinary Income	81,560.23	78,790.69	3.52%
Other Income/Expense			
Other Income			
450000 · Interest Income	4,095.44	1,784.35	129.52%
Total Other Income	<u>4,095.44</u>	<u>1,784.35</u>	<u>129.52%</u>
Net Other Income	<u>4,095.44</u>	<u>1,784.35</u>	<u>129.52%</u>
Net Income	<u><u>85,655.67</u></u>	<u><u>80,575.04</u></u>	<u><u>6.31%</u></u>

STATE STEWARD'S REPORT FOR
THE 2007 STATE CONVENTION
CHARLES ALEXANDER

THE 100-YEAR ISSUE WE CANNOT
IGNORE

Like the major floods, earthquakes, or hurricanes that only come around, on average, every 100 years, the two delivery crafts (rural and city) are currently facing what I do not



hesitate to call the most significant attack by the Postal Service against the very nature of our continued existence. What's at stake is all new delivery, other than fill in, which Postal Service Headquarters has ordered the field to place on Contract Delivery Service (CDS) routes. On March 17, 2007, I sent out the first in a series of emails referencing "The War Against CDS." From what has happened since that email went out, it is apparent that the warning signs and the threats to the delivery crafts were real. That March 17 email stated the following:

"The next big fight to protect the jobs and careers of both present and future mail carriers has already begun. The two attached files describe in published articles how the Postal Service is attempting to save money by creating virtual employees without benefits. Unwitting low bidders are seeking to go into the mail delivery business and ostensibly provide the same service as their rural and city carrier counterparts.

Rural craft stewards in States throughout the Country have been filing and winning grievances against the Postal Service for pursuing a USPS Headquarters' Policy of establishing all new rural and city delivery, expected to culminate at four hours per day or more of evaluation, as Contract Delivery Service. Make no mistake, the Postal Service has seriously begun a policy of delivery

privatization.

From the following Arizona email sent from a District-level manager to managers in the field, the Postal Service's intentions are perfectly clear:

We had a 2 hour telecom today with Western Area and HQ regarding CDS (contract delivery service) routes. The key points are:

1. It's not an option and we need to put in CDS everywhere practicable.
2. In short, we can put in CDS anywhere that the workload will be 4 hours or more. We can put in a CDS route in the middle of downtown Phoenix if we choose as long as it's 4 hours and was not already delivered by a city or rural route.
3. There is no longer an interpretation or position that we cannot put in CDS where a new development is surrounded by rural or city delivery. The ONLY criteria is that the new territory must be 4 hours of work per day. The 4 hours must happen within 12 months if it otherwise would have been a rural route, but where it otherwise would have been a city route, the criteria is the 4 hours must happen when the development is done.
4. Where you have an agreement between USPS and the unions establishing delivery boundaries, they do not apply to CDS. If the agreement is not signed by a USPS management person, then it is not binding. If you have been managing to a written agreement that is not signed by management or a verbal agreement, neither of them are binding and past practice does not apply. You can put in any type route in these situations based on best needs of the service.
5. HQ is nearly finished with the new forms and tools for managing CDS routes.
6. New Growth Management tool will be done soon and will encourage us to use the most cost effective delivery method by forcing us to explain any non-CDS deliveries. In short, when this tool is done all growth as far as assigning to a delivery route or mode will be controlled at the district level.
7. When starting delivery, you can have a casual or RCA deliver the route until a contract is awarded. There is not a place to transfer the hours for a casual or RCA when they carry a CDS route. HQ

is discussing this issue.

We will have to fight back with every legal means available, or the recent record growth in the rural craft will surely take a dramatic downturn. One of the best means available to push back against privatization of the Postal Service is to let your Senators and Congress Representative know what the Postal Service is up to and what you think about the initiative to put CDS everywhere possible. The NRLCA National Board has already put CDS at the top of our legislative lobbying agenda for 2007. In a similar manner, the NALC (City Carriers) and both Postmaster Associations have tagged CDS as fertile ground for a strong lobbying effort.

There are few things more effective than a sincere and widespread grassroots letter-writing campaign, so I urge each and every one of you to take up the challenge and write to your National Congressional Representatives about the Postal Service's objective to privatize a significant portion of the rural craft. The two attached files contain many good arguments ripe for the picking. Form letters are not nearly so effective as individually typed or penned correspondence, so please, double please, write to your Representatives and put the pressure where it will be felt. We cannot afford to wait."

I sent out 104 email updates this past Association year, but no issue was/is more important than the battle to stop CDS. Since I sent the March 17, 2007, email above, multiple offices in our State have announced or initiated CDS routes. We have grieved, and will continue to grieve, each and every attempt by management to assign new territory, surrounded by or adjacent to rural delivery, to CDS.

Meanwhile, at the urging of me and many others, your National Board, through President Donnie Pitts, has filed two grievances against CDS. Simultaneously, the NRLCA is working closely with the NALC City Carrier Union to develop joint strategies to combat the Postal Service's aggressive CDS initiative.

Most important of all, we need to continue to solicit help from the United States Congress to force the Postal Service to abandon their plans to privatize delivery. With the introduction of Senate Bill 1457 (The Mail Delivery Protection Act of 2007) by Iowa Senator Harkin, we have reason to be optimistic, but no excuse for being complacent. We need co-signers for the Harkin Bill in the Senate and the introduction of a similar bill in the House. The current House Resolution 282 is a good start, but its language is too broad, and it is not a bill. Even if you hate politics or have never written to your Representatives or Senators, now is the time for your 100-year letters. Nothing short of the continued existence of our craft is on the line.

GRIEVANCE STATISTICS

The total of all post offices and branches in Washington State is approximately 237. Of those 237 units, 23, or roughly 10%, had grievances filed that went to Step 2 or higher in the 2006-2007 year, 2% less than last year.

The following list of post offices and/or branch post offices shows where grievances were initiated that eventually were appealed to Step 2 during the 2006-2007 WARLCA fiscal year:

PO/BRANCH	GRIEVANCES
Arlington	2
Grandview	1
Bellevue	5
Maple Valley	1
Bellingham	3
Marysville	2
Bremerton	1
Monroe	1
Burlington	1
Oak Harbor	1

Chehalis	1	year's grievance activity, plus the net change from last year are as follows:	
Poulsbo	1		
Coupeville	1	Withdrawn at Step 2	4 (-1)
Rochester	1	Grievances Settled at Step 2	19 (-2)
Duval	1	Grievances Remanded	2 (-4)
Silverdale	3	Grievances Appealed to Step 3	12 (same)
Eatonville	1	Grievances Held in Abeyance	4 (+3)
Snohomish	4	Grievances Settled at Step 3	8 (+3)
Everett	1	Grievances Denied at Step 2	9 (+9)
Spokane	1	Grievances Denied at Step 3	3 (same)
Ferndale	2	In addition, there was 1 Labor Charge filed against the WARLCA by a non-member, but the Department of Labor refused to issue a complaint, because the investigation did not reveal that the Union failed to meet its duty of fair representation.	
Sumner	2		

Total Offices= 23

Total Step 2 Grievances= 37

It is important to remember that the above totals are only for grievances that were appealed to Step 2 of the grievance process. I do not track the grievances that are settled or withdrawn at Step 1, but I think it would be a fair estimate to state that there are at least as many grievances dispensed with at Step 1 as there are that have to go to Step 2 or beyond. The great majority of these "hidden" grievances are processed and resolved by Local Stewards, and whenever this is the case, the Postal Service picks up the bill for the Steward Time. If your office is fortunate enough to have a Union member volunteer to stand for election to fulfill the duties and responsibilities of Local Steward, the rest of you should be supportive and appreciative.

The most frequent reason I hear that Local Stewards give up their position is that they just don't want to put up with the grief that comes their way from their fellow rural craft employees. That's a sad state of affairs, indeed, when carriers prefer to abuse their Local Stewards, rather than address their issues with management directly.

The numbers for each of the categories for this

Notable from the above data is the two-fold increase in Step 2 denials and 3 fewer Step 2 settlements, compared to the same period last year. It is my opinion that the downturn in resolution of grievances at Step 2 was due mainly to the Seattle District's Step 2 Designee's reluctance to independently render decisions in opposition to the hard-line positions of some of the District staff in Operations Programs Support. This theory is further supported by the nearly 50% increase in the number of denied Step 2 grievances which were settled in the Union's favor at Step 3. The number of grievances appealed to Step 3 held constant at 12, the same as for the last two years.

The Steward System's unofficial motto remains unchanged: 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.

Overview of the 2007 WARLCA Convention**Thursday, June 14, 2007**

At 9:00 a.m. a joint meeting of the Washington Rural Letter Carriers' Association and its Auxiliary was called to order by Convention Chair, Cheri Freeman, at the Red Lion Inn at the Park in Spokane, Washington. After opening ceremonies honoring our military family and pledge of allegiance, Cheri presented the gavel to President Patricia Alexander.

President Alexander thanked Cheri as Convention Chairperson and introduced National Officer, NRLCA NRO Joey Johnson and NRLCA Manager of Insurance Programs Larry Waligora. All State Officers were then recognized as follows: Vice President Patrick Pitts, Secretary-Treasurer Rebecca Wendlandt, Editor Susie Hill, District I Representative Becky Pike, District II Representative Joanne Blackburn, District III Representative Cheri Freeman, District IV Representative Dave Reppe, Retired Carrier Representative Ed Koschalk, and State Steward Charles Alexander. All Stewards were then recognized as follows: Senior Assistant State Stewards Monte Hartshorn, Joyce Patteson, Patrick Pitts, and Patricia Alexander. Assistant State Stewards were recognized as follows: Jan Frymire, Cheri Freeman, and Renee' Cowan. President Alexander then recognized the following: Auto Insurance Representative Dave Reppe, Provident Guild Representative Joanne Blackburn, Rural Carrier Health Benefit Plan Representative Rebecca Wendlandt, PAC Chair Susie Hill, and Parliamentarian Patrick Pitts.

President Alexander introduced Auxiliary State President Joe Horlacher, who then introduced NRLCA Auxiliary President, Leanne Cook, and recognized the following WARLCA Auxiliary Officers: Vice President and District II Representative Fred Cavazos, Secretary-Treasurer and District IV Representative Donna Felgenhauer, District III Representative Myrtle Buchanan, Juniors' President Nicole Cowan, Juniors' Vice President Tiffany Walla, and Juniors' Secretary Chris Pitts. Total of 28 Juniors.

President Alexander then asked the following to stand and be recognized: County Officers, Local Stewards, Ad-Hoc Trainers, QWL/EI Facilitators, and DJSC Members and Area Trainers. Vice President Patrick Pitts asked all retirees to come forward (Mel Walker, Karen Crombie, Neil Buchanan, and Ed Koschalk). Next, all 24 first-timers were then asked to come forward. This is a State Convention record for number of first timers. Patrick Pitts presented all retirees and first-timers with a gift.

The following speakers gave a presentation:

Paul Price, NALC Business Agent, gave a presentation on Contract Delivery Service (CDS)

Spokane District Human Resources Liz Jenkins

NRLCA NRO Joey Johnson

NRLCA Manager of Insurance Programs Larry Waligora.

NRLCA Auxiliary President Leanne Cook

Spokane District Manager Lloyd Wilkinson (spoke on Friday)

After a lunch break, Secretary-Treasurer Becky Wendlandt read roll call. All officers and delegates were present. Yea/Nay cards were then distributed.

President Alexander then read the following:

2007 Convention Standing Rules

1. Each session shall start at the time announced in the convention program.
2. The convention shall proceed using Roberts Rules of Order, Newly Revised (10th Edition).
3. Voting on specific issues shall be by the use of "yea" and "nay" cards.
4. Non-delegates may be recognized and allowed to speak at the discretion of the Chair.

5. Only duly elected and seated delegates shall be allowed to vote on issues before the convention delegates.
6. Before a member can make a motion or address the convention, the member must rise and be recognized by the Chair, state his/her name, whether a delegate or a non-delegate, and his/her county affiliation.
7. Resolutions shall be read, and if no objection is voiced, they shall be considered passed at the sound of the gavel by the Chair.
8. All resolutions objected to shall be brought before the delegates for consideration after all resolutions have been presented.
9. Resolutions not passed at the first reading shall be presented to the delegation for consideration. The delegate who objected to the resolution shall be allowed to present his/her argument or call for clarification at the second reading. The delegate-at-large for the county of origin or a designee shall be allowed to present the first arguments for the resolution.
10. During the second reading of resolutions, the time limit for consideration shall not exceed 10 minutes, including all amendments to the resolution, unless extended by a majority vote of the delegates.
11. During the consideration of resolutions at the second reading, the con and pro shall alternate with a 2-minute time-limit per person.
12. Delegates shall be allowed to speak no more than twice on any particular issue.
13. If there is no opposing position to be presented, the resolution shall be brought to an immediate vote of the delegates.
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 for a question and answer period to be held the afternoon of the first day of convention. Reports will be available for dissemination during the morning session of the first day of convention.
16. These rules shall be in force throughout the convention unless amended by a two-thirds vote of the delegates.

Donna McKay made a motion to accept the 2007 Convention Standing Rules and the motion passed.

President Alexander then read the following: "WRLCA Constitution and Bylaws, 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." *Marlene Hagedorn made a motion to hear proposed Resolutions and Constitution and Bylaws from the floor and the motion passed.*

President Alexander then read the following:

Committee Assignments 2007 State Convention

Credentials

Joanne Blackburn, Board Rep

1. Ann Lamm, Chair
2. Carol Nichols
3. Ed Ogden
4. Linda Toulou
5. Brenda Sizemore
6. Mary Kay York

Auditing

Becky Wendlandt, Board Rep

1. Colleen Headley, Chair
2. Monte Hartshorn
3. Karen Carlson

Finance

Charles Alexander, Board Rep

1. Joyce Patteson, Chair
2. Shirley Smith
3. Mike Cammack

Constitution & By Laws

Patricia Alexander, Board Rep

1. Renee' Cowan, Chair
2. Jim Hemrich
3. Tony Lott
4. Mariann Faulkner

Tellers

Becky Pike, Board Rep

1. Brenda Hayes-Ogden, Chair
2. Ginny Seay
3. Malee Johnson
4. Myrna Butenschoen
5. Janice Craig
6. Janell Groff
7. Sandy Johnson
8. Raygen Lipp
9. Donna McKay
10. Kathy Beebe
11. Steve Daniel
12. James Pease
13. George Howard
14. Renee' Wagner
15. Renee' Black
16. Lori Osborn
17. Luana Anderson-Lubchuk
18. Jill Howard
19. Thomas Banks
20. Anne Carleton
21. Shirlee DeMoss
22. Karen Pope
23. Patricia Roque
24. Mary Kile
25. Donna Roakes
26. Christina Smith
27. Kenzi Greene
28. Nola Two Feathers

Minutes

Becky Wendlandt, Board Rep

1. Noretta Stritzke, Chair
2. Cindy Adams

President Alexander asked for the **Preliminary Report of the Credentials Committee**, and the

Resolutions

Patrick Pitts, Board Rep

1. Jan Frymire, Chair
2. Cindy Koker
3. Carrie Smith

WRC

Susie Hill, Board Rep

1. Bev Crow, Chair
2. Karen Crombie
3. Jim Crouse
4. Carol Odgen

Nominating

Patrick Pitts, Board Rep

1. Paula Kenck, Chair
2. Karin Taylor
3. Sharon Madison (chosen by committee)

Mileage & Per Diem

Cheri Freeman, Board Rep

1. Janie Walla, Chair
2. Patricia Aichele
3. Dee Ann Williams
4. Mitch Freeman
5. Billy Shinall

Sergeants-At-Arms

Dave Reppe, Board Rep

1. Mel Walker Chair
2. Joanne Blackburn
3. Andrew Shea

Hospitality

Dave Reppe, Board Rep

1. Karen Kayala, Chair
2. Doug Rinehart
3. Judy Sitton
4. John Lee
5. Marlene Hagedorn

Media

Becky Wendlandt, Board Rep

1. Shawn Johnson, Chair
2. Charles Alexander

Annual Reports of Elected State Officers and State Steward, and Financial Statements were distributed to the Delegates.

WRLCA Auxiliary Financial Statement for Year 2006-2007

Receipts

National Project	\$ 161.00
Per Capita from WRLCA	\$14,145.51
Country Store & Raffles	\$.00
Junior Registration Fees (prior year)	\$ 1,526.03
Scholarship(s)	<u>\$ 800.00</u>
Total	\$16,633.54

Disbursements

Board Meetings	\$ 1,559.04
Office Expense	\$ 102.85
Membership to National	\$ 7,072.00
Junior Expense	\$ 3,614.93
Misc	<u>\$ 26.98</u>
Total	\$12,375.80

Checking

Balance brought forward	\$ 2,917.39
Income	\$16,633.54
Expenses	\$12,375.80
New Balance	\$ 7,175.13

Savings

Balance brought forward	\$8,997.58 (includes interest)
Deposits	\$ 0.00
Withdrawals	\$ 0.00
Interest	\$ 0.00
New Balance	\$8,997.58

President Alexander asked for the **Preliminary Report of the Constitution & Bylaws Committee and the Preliminary Report of the Resolutions Committee**. Copies of the Constitution and Bylaws and Resolutions were distributed to the Association.

President Alexander asked for the **Report of the 2008 Convention**. Becky Pike reported that it will be at Homestead Farms and Golf Resort in Lynden, WA on June 23, 24, 25, 2008 (Monday through Wednesday).

President Alexander asked for the **Report of the 2009 and 2010 Convention**. Becky Wendlandt moved that the 2009 and 2010 Convention be held in Spokane and not rotating to the assigned Districts. Motion passed. The 2009 State Convention will be June 22, 23, 24 (Monday through Wednesday), and the 2010 State Convention will be June 21, 22, 23 (Monday through Wednesday). Both years will be held at the Red Lion Inn at the Park in Spokane, WA.

After a question and answer period and collection of Yea/Nay cards the meeting was adjourned at 4:00 p.m.

Friday, June 15, 2007

At 8:00 a.m. the Auxiliary held the memorial service and the Juniors' presented their Americanism Program, writing letters to the troops, to the Association.

President Alexander called the meeting to order at 8:30 a.m. Secretary-Treasurer Becky Wendlandt read roll call and distributed the Yea/Nay cards. All officers except Retired Representative Ed Koschalk, and delegates were present.

President Alexander asked for the **Final Report of the Credentials Committee.**

COUNTY STATS FOR 2007 WRLCA STATE CONVENTION

#	COUNTY NAME	TOTAL MEMBERS	TOTAL POSSIBLE VOTES & DELEGATES	TOTAL DELEGATES SEATED
001	North Central Mike Cammack, Delegate at Large	85	18	3
003	Peninsula Tony Lott, Delegate at Large	176	36	11
005	Lower Columbia Monte Hartshorn, Delegate at Large	209	43	5
006	Mutual Renee' Cowan, Delegate at Large	358	73	11
010	Island, Skagit, San Juan Andrew Shea, Delegate at Large	115	24	6
011	King, Snohomish Mariann Faulkner, Delegate at Large	402	81	12
012	South East Carol Nichols, Delegate At Large	34	8	3
013	East Central John Lee, Delegate at Large	171	35	8
014	North East Lynda Toulou, Delegate at Large	46	10	5
015	Whatcom Shirley Smith, Delegate at Large	90	19	6
016	Whitman, Asotin Jim Hemrich, Delegate at Large	37	8	3
017	Yakima Donna Roakes, Delegate at Large	188	39	6

Total For Counties: 1,911 394 79

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.

Mariann Faulkner made a motion that the final report of the Credentials Committee be accepted and the motion passed.

President Alexander asked for the **Preliminary Report of the Mileage and Per Diem Committee.** (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.**

(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.**

Nominees:	President (one year term)	Patricia Alexander and Monte Hartshorn
	Vice President (one year term)	Patrick Pitts
	District I (two year term)	Becky Pike
	District III (two year term)	Cheri Freeman
	Retired Rep (two year term)	Karen Crombie

Paula Kenck made a motion to have the Report of the Nominating Committee accepted and the motion passed.

President Alexander asked for the **Report of the Tellers Committee.** Chair Brenda Hayes-Ogden read the following: "We received a total of 412 ballot envelopes. Out of these 396 were valid ballots and 16 were void ballots."

Delegate List to National Convention 2007

(In order of votes received)

<u>Name</u>	<u># of Votes</u>
Charles Alexander	283
Patricia Alexander	274
Rebecca Wendlandt	270
Patrick Pitts	224
Becky Pike	207
Joyce Patteson	188
Monte Hartshorn	169
Susie Hill	167
Neil Buchanan	165
Dave Reppe	158
Mariann Faulkner	157
Renee' Cowan	145 (by toss of coin)
Joanne Blackburn	145 (by toss of coin)
Cheri Freeman	138
Shawn Johnson	136
Jim Hemrich	125
John Lee	122
Jan Frymire	119
Janie Walla	98
Cindy Koker	96
Tony Lott	81
Brenda Sizemore	75
Colleen Headley	62
Mary Kay York	61

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. The National delegates were also given a handout by Patricia Alexander, member of the National Constitution and Bylaws Committee.

President Alexander reconvened the convention at 1:00 p.m. Secretary-Treasurer Becky Wendlandt read roll call. All officers except Retired Representative Ed Koschalk, and delegates were present.

President Alexander asked for the **Report of the Auditing Committee.** Chair Colleen Headley read the following:

"At this time, the Audit Committee is unable to complete an appropriate audit due to unforeseen circumstances involving the State Secretary-Treasurer. The Audit Committee lays no blame for these circumstances upon the Secretary-Treasurer. Therefore, we have two recommendations to make at this time:

1. That the audit for fiscal year 2006-2007 be made as soon as practical, but not later than December 31, 2007. This will also enable the Secretary-Treasurer to have the books complete for fiscal year 2006-2007 prior to the year's audit.
2. That all future audits be completed in the month of September and that the results be published in the *next issue* of the WRC. These audits would be held at the Secretary-Treasurer's office, which would ensure better security for the State Association's financial records and enable a more thorough audit to be performed."

Colleen Headley made a motion that the Auditing Committee be dismissed with our thanks. Tony Lott moved to amend to insert "next issue". Amendment Passed. Becky Pike moved to amend to replace home with "office". Amendment Passed. Amended Motion Passed.

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

"This is the report of the Washington Rural Carriers Committee for 2007:

There has been a constitution and bylaw change submitted to the committee to change the number of papers issued during the year. Why reduce the number of issues to three? This committee would like to see a continuation of the current format containing updates of pertinent information on State Officers, meeting dates, etc, and information articles as well as State Board information. This committee would like to take the time to thank Susie Hill for all she does as the Editor of our Washington Rural Carrier Publication."

Bev Crow made a motion to accept the Washington Rural Carrier Committee Report and dismiss the committee with thanks. The motion passed.

President Patricia introduced Rena Thompson from Spokane Convention Visitors Bureau (SCVB). Rena is the Convention Services and Housing Coordinator. Rena updated what the SCVB will be doing to help host the 2010 National Convention and then all the delegates took a walking tour of the Convention Center.

President Alexander reconvened the convention at 4:00 p.m. Secretary-Treasurer Becky Wendlandt read roll call. All officers, except Retired Representative Ed Koschalk, and delegates were present.

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

Last Name	First Name	Rd Trip Miles	Times .33 Equals	Allowance	Ferry	Total to be Paid
ADAMS	CYNTHIA	670	221	250		471
AICHELE	PATRICIA	314	104	250		354
ALEXANDER	CHARLES	720	238	250		488
ALEXANDER	PATRICIA	720	238	250		488
ANDERSON-LUBCHUK	LUANA	604	199	250	4	453
BANKS	THOMAS	544	180	250		430
BEEBE	KATHLEEN	722	238	250		488
BLACK	RENEE	600	198	250		448
BLACKBURN	JOANNE	602	199	250		449
BUTENSCHOEN	MYRNA	738	244	250		494

CAMMACK	MICHAEL	352	116	250		366
CARLETON	ANNE	600	198	250		448
CARLSON	KAREN	636	210	250		460
COWAN	RENEE'	594	196	250		446
CRAIG	JANICE	702	232	250		482
CROMBIE	KAREN	608	201	250		451
CROUSE	JAMES	706	233	250		483
CROW	BEVERLY	216	71	250		321
DANIEL	STEVEN	790	261	250		511
DE MOSS	SHIRLEE	230	76	250		326
FAULKNER	MARIANN	656	216	250		466
FREEMAN	CHERYL	96	32	250		282
FREEMAN	DELBERT	96	32	250		282
FRYMIRE	JANICE	612	202	250		452
GREENE	KENZI	686	226	250		476
GROFF	JANELL	616	203	250		453
HAGEDORN	MARLENE	600	198	250		448
HARTSHORN	MONTE	754	249	250		499
HEADLEY	COLLEEN	604	199	250		449
HEMRICH	JAMES	148	49	250		299
HILL	SUSIE	586	193	250	12	455
HOWARD	GEORGE	65	21	250		271
HOWARD	JILL	120	40	250		290
JOHNSON	MALEE	8	3	250		253
JOHNSON	SANDRA	634	209	250		459
JOHNSON	SHAWN	564	186	250		436
KAYALA	KAREN	806	266	250		516
KENCK	PAULA	628	207	250		457
KILE	MARY	632	209	250		459
KOKER	CYNTHIA	14	5	250		255
LAMM	ANN	602	199	250	29	478
LEE	JOHN	10	3	250		253
LIPP	RAYGEN	632	209	250		459
LOTT	ANTHONY	587	194	250	29	473
MADISON	SHARON	582	192	250		442
MCKAY	DONNA	608	201	250		451
NICHOLS	CAROL	318	105	250		355
OGDEN	CAROL	608	201	250	18	469
OGDON	BRENDA	286	94	250		344
OGDON	EDWARD	286	94	250		344
OSBORN	LORI	596	197	250		447
PATTESON	JOYCE	406	134	250		384
PEASE	JAMES	44	15	250		265
PIKE	REBECCA	754	249	250		499
PITTS	PATRICK	644	213	250		463
POPE	KAREN	218	72	250		322
REPPE	DAVID	328	108	250		358
RINEHART	DOUGLAS	640	211	250		461
ROAKES	DONNA	290	96	250		346
ROQUE	PATRICIA	662	218	250		468
SEAY	VIRGINIA	664	219	250		469
SHEA	ANDREW	608	201	250	18	469

SITTON	JUDY	117	39	250		289
SIZEMORE	BRENDA	604	199	250		449
SMITH	CARRIE	755	249	250		499
SMITH	CHRISTINA	782	258	250		508
SMITH	SHIRLEY	745	246	250		496
STRITZKE	NORETTA	98	32	250		282
TAYLOR	KARIN	342	113	250		363
TOULOU	LYNDA	163	54	250		304
TWO FEATHERS	NOLA	699	231	250		481
WAGNER	VICKI	644	213	250		463
WALKER	MELVIN	790	261	250		511
WALLA	JANIE	655	216	250		466
WENDLANDT	REBECCA	39	13	250		263
WILLIAMS	DEEANN	612	202	250	12	464
YORK	MARY	6	2	250		252
		38017	12,546	19250	122	\$ 31,917

Total paid was \$31,917 to 77 qualified, credential state paid delegates.

Janie Walla made a motion to dismiss the Mileage and Per Diem committee with our thanks. The motion passed.

President Alexander asked for the **Final Report of the Constitution and Bylaws Committee**. Chair Renee' Cowan came forward and re-introduced the committee.

Proposed Constitution and Bylaws Changes

(Bold print is new and amended language, underlined is language that was proposed to be deleted but voted to be kept, and lined-out print is removed language. Only the proposed language is printed here along with the dispensation of the proposed constitution and bylaw.)

1. From East Central Washington County: Found in 06/07 Constitution, Article IX (National Delegates), 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.~~

Tony Lott made a motion to accept this proposed constitution and bylaw change. Motion Failed. Note: After President Patricia called the meeting to order on Saturday morning, Donna Roakes made a motion to reconsider this proposed constitution and bylaw change. Motion passed. Donna Roakes made a motion to divide this proposed constitution and bylaw change. Motion passed. Donna Roakes made a motion to postpone indefinitely the underlined language in section one of this divided proposed constitution and bylaw change. Motion passed. Donna Roakes made a motion to delete the strikethrough language in section two of this divided proposed constitution and bylaw. Motion passed.

The meeting was adjourned at 4:30 PM.

Saturday, June 16, 2007

President Alexander called the meeting to order at 8:00 a.m. Secretary-Treasurer Becky Wendlandt read roll call and distributed the Yea/Nay cards. All officers except Retired Representative Ed Koschalk, and delegates were present.

Donna Felgenhauer, WARLCA Auxiliary Secretary-Treasurer reported on the scholarships. Donna said 13 applications were requested that she sent out and 8 came back for the State and 6 for National. Scholarships were given to:

\$500 to Anna Pilon, Lynden, WA

\$300 to Jacob Sitton, St. John, WA

The name for the Gene Del Polito scholarship that was sent to National was Michael J. Lundy of Spokane. Joe Horlacher, WARLCA Auxiliary President thanked the association and LeAnn Cook made a presentation to Neil and Myrtle Buchanan for their 41 years of work with the WARLCA. **Myrtle was picked as Member of the Year for the WARLCA Auxiliary.**

Over \$400 was collected for Nicole Cowan to attend National Convention and run for office.

President Alexander called for the **Final Report of the Constitution and Bylaw Committee** to be continued.

Proposed Constitution and Bylaw number one was reconsidered (see notes above)

2. From East Central Washington: Found in 06/07 Bylaws, Article V (Editor), Section 1.

Proposed Language:

SECTION 1: The Editor shall publish ~~five (5)~~ **three (3)** issues of the WASHINGTON RURAL CARRIER. **The State Board shall have the authority to authorize special editions. Also,** 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.

Mariann Faulkner made a motion to accept this proposed constitution and bylaw change. Donna Roakes made a motion to amend language; to change 3 issues to 4 issues. Amendment Failed. Motion passed.

3. From King Snohomish: Found in 06/07 Bylaws, Article VII (Revenues and Dues), Section 4.

Proposed Language to be inserted:

The Auxiliary will fund a junior representative to attend National Convention. The auxiliary will pay the junior representative the same way and rate that the WARLCA pays all regular credentialed delegates to National Convention. If, however, the junior representative is traveling with a parent who is a paid delegate, the junior representative shall be paid the mileage portion of the National Delegate compensation. The junior representative will be selected at the close of State Convention by the incoming Auxiliary Board with primary consideration given to junior officers.

Renee' Cowan reported that the Constitution and Bylaws committee felt this was out of order. President Patricia ruled that this proposed constitution and bylaws change was out of order.

4. From Yakima Valley County: Found in 06/07 Bylaws, Article X, Section 1 (Districts and Counties)

Proposed Language:

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); **APPLE VALLEY** (Adams, Franklin, Kittitas, Yakima, Benton, and the non-986 offices of Klickitat Counties).

Jim Crouse made a motion to accept this constitution and bylaw change proposed change..

Motion passed.

Renee' Cowan made a motion to dismiss the Constitution and Bylaws committee with our thanks.

Motion passed.

President Alexander asked for the **Resolutions Committee** to come forward. Chair Jan Frymire introduced the committee.

Courtesy Resolution

Whereas many people have contributed to the 2007 Washington Rural Letter Carriers State Convention; therefore be it resolved

- A. That we thank the Convention Chair, Cheri Freeman, for her dedication of time and energy.
- B. That we thank the many county members that helped on committees;
- C. That we thank our National Speakers, Joey Johnson, NRLCA Executive Committeeman, and LeAnn Cook, NRLCA Auxiliary President;
- D. That we thank our other speakers:
 Larry Waligora, NRLCA Manager of Health Insurance,
 Liz Jenkins, Spokane Human Resources,
 Paul Price, NALC Business Agent
 Lloyd Wilkinson, Spokane District Manager
 Nicole Cowan, WARLCA Junior President
 Joe Horlacher, WARLCA Auxiliary President

The Courtesy Resolution was passed by the drop of the gavel.

RESOLUTIONS PASSED AND SUBMITTED BY THE COUNTIES TO THE 2007 WARLCA STATE CONVENTION SPOKANE, WASHINGTON

1. Submitted by North Central Washington: Binding: To the National Board

Be it resolved that the National Board shall have our lawyers create a legally binding release form that will allow officers, and stewards lacking direct steward responsibilities, to discuss problems with our coworkers without putting the Association in jeopardy of a lawsuit.

Jan Frymire made a motion to accept resolution number one. Resolution number one failed.

2. Submitted by Peninsula Counties: Non Binding

Whereas, a continuing primary leave replacement assignment vacancy shall only be offered again when there is a substantial change to the route.

Therefore be it resolved a continuing primary leave replacement assignment vacancy shall also be offered after 6 calendar months have passed since the last offering of the vacant assignment for the route.

Carrie Smith made a motion to accept resolution number two. Ann Lamm made a motion to amend resolution number two from 6 calendar months to 4 calendar months. Amendment Failed. Resolution number two passed.

3. Submitted by Peninsula Counties: Non Binding

Whereas rural schedules are generally determined using the evaluated office and route standard times from the route's most recent Form 4241-A.

Therefore be it resolved that for carriers choosing to case DPS mail, the evaluated time allowance for DPS letters shall be transferred from standard route time to standard office time for purposes of determining scheduled leaving and return times.

Resolution number three passed with the drop of the gavel.

4. Submitted by Peninsula Counties: Non Binding

Whereas official route mileage accounts for a significant portion of a carrier's compensation with regards to route evaluation and EMA.

Therefore be it resolved that official route mileage shall start at the authorized loading area, proceed following the official line of travel to each active delivery point (to include pulling in and out at each box or authorized dismount point), and end at the authorized unloading area.

Resolution number four passed with the drop of the gavel.

5. Submitted by Peninsula Counties: Non Binding

Whereas regular rural carriers required to work their designated holiday are compensated at the carrier's daily rate of pay (in addition to holiday leave pay) while regular rural carriers required to work their relief day are entitled to compensation up to the equivalent of 150% of the carrier's daily rate of pay.

Therefore be it resolved regular rural carriers working their designated holiday shall be compensated at 150% of the carrier's daily rate of pay. Be it further resolved that regular rural carriers working their designated holiday shall be eligible for annual leave earned in lieu of holiday leave pay.

Resolution number five passed with the drop of the gavel.

6. Submitted by Peninsula Counties: Non Binding

Whereas RCA's only earn leave when assigned to auxiliary routes, or as the primary leave replacement on routes vacant over 90 days or when the regular carrier is on extended leave over 90 days.

Therefore be it resolved all RCA's shall earn leave at the same rate as RCA's assigned to auxiliary routes, upon completion of their probationary period.

Cindy Adams made a motion to amend resolution number six to add "SRC's" -Substitute Rural Carriers - after RCA's. Amendment passed. Amended resolution number six failed.

7. Submitted by Peninsula Counties: Non Binding

Present Language: The probationary period for a new employee appointed as a regular rural carrier shall be ninety (90) calendar days. The Employer shall have the right to separate from its employ any probationary employee at any time during the probationary period, and these probationary employees shall not be permitted access to the grievance procedure in relation thereto.

Proposed Language: The probationary period for a new employee appointed as a regular rural carrier shall be ninety (90) calendar days. The Employer shall have the right to separate from its employ any probationary employee at any time during the probationary period, subject to the grievance procedure and in accordance with Article 16 of this agreement.

Jan Frymire made a motion to accept resolution number seven. Resolution number seven failed.

8. Submitted by Peninsula Counties: Non Binding

Present Language: The probationary period for a rural carrier associate shall be 90 days actually worked or one calendar year, whichever comes first. All other applicable provisions of Article 12, Section 1, shall apply. Proposed Language: The probationary period for a rural carrier associate shall be 45 days actually worked, six calendar months, or upon utilization and/or training on a route other than their assigned primary assignment, whichever comes first. All other applicable provisions of Article 12, Section 1, shall apply.

Carrie Smith made a motion to accept resolution number eight. Resolution number eight failed.

9. Submitted by Peninsula Counties: Non Binding

Whereas, Interest is paid automatically for arbitration decisions that award back pay for a disciplinary suspension or removal for employees represented by the National Postal Mail Handlers' Union (NPMHU) for cases heard after February 20, 1991, and for employees represented by the National Association of Letter Carriers (NALC) and the American Postal Workers' Union (APWU) for cases heard after June 12, 1991.

Note: For arbitration decisions that are unrelated to a disciplinary suspension or removal, interest is not paid unless it is specifically required by the award.

Therefore, be it resolved that interest be paid automatically for arbitration decisions awarding back pay for a disciplinary suspension or removal for employees represented by the National Rural Letter Carriers' Association (NRLCA).

Cindy Koker made a motion to accept resolution number nine. Resolution number nine passed.

10. Submitted by Peninsula Counties: Non Binding

Whereas, In no instance is a rural route on which an employer-provided vehicle increased in weekly evaluation by less than 30 minutes. Note: If the fueling location is not on the carrier's line of travel, use the following formula to compute the daily average deviation and include it in the total route mileage. Fueling mileage deviation times daily route miles times six divided by 100 miles per fueling divided by 6 days equals daily average deviation.

Therefore be it resolved that in no instance is a rural route on which an employer-provided vehicle increased in weekly evaluation by less than 30 minutes. Note: If the fueling location is not on the carrier's line of travel, use the following formula to compute the daily average deviation and include it in the total route mileage. Fueling mileage deviation times daily route miles ~~times six~~ divided by 100 miles per fueling ~~divided by 6 days~~ equals daily average deviation.

Jan Frymire made a motion to accept resolution number ten. Resolution number ten passed.

11. Submitted by Lower Columbia: Non Binding

Whereas EMA is inadequate compensation of POV and delivery of mail from a left hand drive is unsafe, Therefore be it resolved the USPS be required to provide vehicles to all rural routes.

Carrie Smith made a motion to accept resolution number eleven. Jim Hemrich moved to amend resolution number eleven by adding at the end "on which the assigned regular carrier requests them. Tony Lott moved to amend the amendment to take out "regular". The amended amendment passed. The amendment passed. Resolution number eleven as twice amended failed.

12. Submitted by Lower Columbia: Non Binding

Therefore be it resolved that the calculations for EMA be more reflective of the price of fuel.

Cindy Koker made a motion to accept resolution number twelve. Resolution number twelve passed.

13. Submitted by Mutual: Non Binding

Whereas carriers are being harassed over projected 2080 issues,

Therefore be it resolved that carriers who have sufficient leave, receive written notification that they are on the projected 2080 list with no further discussion by management until July 31st of that year.

Jan Frymire made a motion to accept resolution number thirteen. Tony Lott moved to amend resolution number thirteen to read: Therefore be it resolved that carriers who receive notification that they are on the projected 2080 list have no further discussion by management until July 31st of that year. Amendment Passed. Resolution number thirteen as amended passed.

14. Submitted by Mutual: Non Binding

Whereas retaining relief carriers is essential to the USPS,

Therefore be it resolved that management cannot require probationary employees to be utilized on any other than their primary route during the first 90 days of employment.

Carrie Smith made a motion to accept resolution number fourteen. Cheri Freeman moved to amend to read: Therefore be it resolved that management cannot require probationary employees to be utilized on more than three routes during the first 90 days of employment. Amendment passed. Monte Hartshorn moved to amend to insert "calendar" after 90 days. Amendment passed. Resolution number fourteen as twice amended passed.

15. Submitted by Mutual: Non Binding

Whereas rural carriers are required to take sick leave by the day,

Therefore be it resolved that rural carriers be allowed to take sick leave in 2 hour increments.

Cindy Koker made a motion to accept resolution number fifteen. Resolution number fifteen failed.

16. Submitted by Mutual: Non Binding

Whereas the USPS pays approximately ½ the pay for NDCBU's than individual curbside boxes and we have more than one type of NDCBU. The older ones take much longer than we are paid for.

Therefore be it resolved the older NDCBU's (approximately 5" X 5" or less compartments) be paid at the same rate as curbside boxes.

Jan Frymire made a motion to accept resolution number sixteen. Resolution number sixteen failed.

17. Submitted by Mutual: Non Binding

Whereas carriers in formula offices have one relief day in the middle of the week and never have 2 days off together unless it involves a holiday or leave,

Therefore be it resolved carriers in formula offices be allowed to choose rotating relief days and that management be required to offer as many Monday relief days as Saturday relief days.

Resolution number seventeen passed with the drop of the gavel.

18. Submitted by Mutual: Non Binding

Whereas new members are not receiving information on the benefits and contractual rights when becoming union members,

Therefore be it resolved that the NRLCA send out to each new RCA union member a contract and include the new health benefit package available to them.

Carrie Smith made a motion to accept resolution number eighteen. Tony Lott moved to postpone indefinitely. Resolution number eighteen was postponed indefinitely.

19. Submitted by Mutual: Non Binding

Whereas carrier pick-up pays a flat rate, no matter the number of trips to the location of the packages or the number of packages picked up,

Therefore be it resolved that carrier pickup pay should reflect the actual number of packages picked up and the number of trips to the location of the packages.

Resolution number nineteen passed with the drop of the gavel.

20. Submitted by Mutual: Non Binding

Whereas in Formula offices J route carriers are required to take Saturday relief days,

Therefore be in resolved in Formula offices, carriers assigned to a J route have the option to take a Saturday or a Monday relief day.

Resolution number twenty passed with the drop of the gavel.

21. Submitted by Mutual: Non Binding

Whereas in Formula offices J route carriers are required to take Saturday relief days,

Therefore be in resolved in Formula offices all carriers will choose their relief day according to office seniority.

Cindy Koker made a motion to accept resolution number twenty-one. Resolution number twenty-one failed.

22. Submitted by South East Washington: Non Binding

Whereas mail count is designed to accurately measure the current work load of a rural route to determine its evaluation, and; whereas, postage rate increases cause severe disruption to normal mail volumes,

Therefore be it resolved that for any contractually scheduled national mail count, no route will be counted until at least 150 days have passed since the rate increase went into effect, unless the route carrier, and route carrier only, opts in the route to be counted during scheduled count period.

Jan Frymire made a motion to accept resolution number twenty-two. Resolution number twenty-two failed.

23. Submitted by South East Washington: Binding: To the National Board

Whereas the Juniors Program, Nursery, and Latch Key Programs at National Convention brings in large number of minor children, and whereas it takes a large number of people to run or oversee the many activities of these programs, and whereas people have been brought in off the street to oversee the Juniors, Nursery, and Latch Key Programs in the past, and whereas the State funding total was created and set before the need to have background checks and before the latch key program was started, and whereas we live in an increasingly dangerous and vicious society,

Therefore be it resolved that beginning with the 2008 National Convention the National Board will fund and provide background checks on all people hired or brought in to help run the Junior Program, Nursery, and Latch Key Program.

Carrie Smith made a motion to accept resolution number twenty-three. Resolution number twenty-three passed.

24. Submitted by South East Washington: Binding: To the National Board

Whereas the basis of QWL/EI is getting management and craft to work together and whereas the USPS implemented CDS without discussion or even listening to craft's views and whereas the USPS is using CDS to destroy our craft and future of RCA's having routes,

Therefore be it resolved that the NRLCA pull out of all QWL/EI involvement until the USPS stops creating CDS routes.

Cindy Koker made a motion to accept resolution number twenty-four. Resolution number twenty-four failed.

25. Submitted by South East Washington: Non Binding

Whereas with more and more security boxes on our routes carriers are having to make more trips to the customers door for small packages such as boxes of checks and medication not fitting through the small slots of these security boxes.

Therefore be it resolved that carriers be given more time in our evaluation to service these security boxes. 4 minutes per security box.

Jan Frymire made a motion to accept resolution number twenty-five. Resolution number twenty-five failed.

26. Submitted by Northeast County: Binding: To the National Board

Therefore be it resolved when a RCA becomes a member of the NRLCA, a copy of the RCA Insurance Plan be included in the packet with the contract, sent to the new member.

Resolution number twenty-six passed with the drop of the gavel.

27. Submitted by Whatcom County: Non Binding

Therefore be it resolved any National officer who is in the National Guard or Reserves and is called to active duty shall retain his or her position and shall be eligible to be re-elected to that position while on active duty.

Carrie Smith made a motion to accept resolution number twenty-seven. Resolution number twenty-seven passed.

28. Submitted by Whatcom County: Non Binding

Whereas carriers with LLV's or Post Office vehicles receive at least 30 minutes per week included in their evaluation for daily vehicle inspection and necessary fueling,

Therefore be it resolved that ALL carriers with privately owned vehicles have at least 30 minutes per week included in their evaluation for daily vehicle inspection and necessary fueling.

Cindy Koker made a motion to accept resolution number twenty-eight. Resolution number twenty-eight passed.

29. Submitted by Whatcom County: Non Binding

Therefore be it resolved a new-hired leave replacement shall be placed on the route that has been without a leave replacement the longest of those rural routes currently without leave replacements.

Jan Frymire made a motion to accept resolution number twenty-nine. Resolution number twenty-nine passed.

30. Submitted by Whatcom County: Non Binding

Whereas (a) parcels that require the carrier to weigh, rate, and affix postage to the article, or (b) parcels weighing more than 2 pounds for which the postage has been prepaid. Routes receive 2 minutes credit in these cases, and if the parcel weighs less than 2 pounds and does not require the carrier to weigh, rate, and affix postage, that the parcel is credited as if it were a letter/flat picked up,

Therefore be it resolved parcels picked up on the route shall be considered parcels if they would have been considered parcels if they were to be delivered.

Resolution number thirty passed with the drop of the gavel.

31. Submitted by Whatcom County: Non Binding

Whereas in a formula office, the minimum number of routes on which a Saturday relief day must be authorized will be calculated using the total number of leave replacements assigned and working in that office minus the number of auxiliary routes divided by the total number of regular routes authorized a relief day,

Therefore be it resolvedexcept that each pair of J routes will be considered as one route authorized a relief day.

Carrie Smith made a motion to accept resolution number thirty-one. Resolution number thirty-one failed.

32. Submitted by Yakima: Non Binding

Whereas, the Postal Service allows up to 12 weeks off for maternity leave, it is not paid leave. The carrier must use accumulated sick leave, annual leave, and or leave lwop under FMLA,

Therefore be it resolved the Post Office allows up to 12 weeks off for maternity leave with at least 6 weeks of that as paid leave. The carrier must use sick leave, annual, lwop under FMLA for the remaining 6 weeks if the carrier desires to take the entire 12 weeks off.

Cindy Koker made a motion to accept resolution number thirty-two. Resolution number thirty-two failed.

Jan Frymire made a motion to dismiss the Resolutions Committee with our thanks. The motion passed.

President Alexander reconvened the convention at 1:00 p.m. Secretary-Treasurer Becky Wendlandt read roll call. All officers and delegates were present.

President Alexander asked for the **Final Report of the Finance Committee**. Chair Joyce Patteson introduced the committee and read the recommendations to the delegates for their consideration."

1. Finance Committee's Dues Recommendations for 08/09 Membership Year:

No change recommendation.

2. Finance Committee's Mileage, Hotel Expense, and Food Per Diem Recommendations:

Mileage: IRS Rate

Food Per Diem: \$30 per day w/overnight stay

Lodging: Actual Expense

No change recommendation.

3. Finance Committee's Money Returned to County Units Recommendations:

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, (6) copy of Constitution and By Laws submitted to State Secretary upon making any changes, and (7) Must have submitted a signed letter of certification saying that the county officers have audited these years' county books, with the date and location where they were audited on it, and signed by the county officers.

Note: Bold Print reflects change from last year.

4. Finance Committee's Salary Recommendations 07/08 Membership Year

State Steward:	\$425.00 month	\$5,100 per year
Senior Assistant State Steward's:	\$325.00 month	\$3,900 per year
Assistant State Steward:	\$300.00 month	\$3,600 per year
Secretary-Treasurer:	\$425.00 month	\$5,100 per year
Editor:	\$375.00 per issue	\$1,125 for 3 papers

Note: Bold Print reflects change from last year.

5. Finance Committee's Recommendations for Door Prize Allowance:

\$ 300.00	State Convention
\$ 150.00	for District One
\$ 150.00	for District Two
\$ 100.00	for District Three
\$ 100.00	for District Four

6. Other Recommendations:

Finance committee recommends adoption of auditing procedures.

Joyce Patteson made a motion to accept the report of the finance committee and dismiss the finance committee with our thanks. Finance Committee's report passed.

After a break and roll call (all present), Vice President Patrick Pitts announced that **no Resolutions or Constitution and Bylaws were presented to him from the floor.**

Vice President Patrick Pitts also announced the **WARLCA Member of the Year as Susie Hill.** Susie received a standing ovation.

State Officer's Elections

President: Nominees for President were Patricia Alexander and Monte Hartshorn. A secret ballot was held with Patricia receiving 47 votes and Monte receiving 31 votes. Patricia Alexander is the 07/08 President.

Vice President: Nominees for Vice President were Patrick Pitts, Ed Ogden, and Cindy Koker. A secret ballot was held with Patrick receiving 56 votes, Ed receiving 9 votes, and Cindy receiving 13 votes. Patrick Pitts is the 07/08 Vice President.

District One: Nominee for District One is Becky Pike. Dave Reppe made a motion to close nominations and cast a unanimous vote for Becky Pike. Motion passed. Becky Pike is the 07/08 District One Representative.

District Three: Nominee for District Three is Cheri Freeman. Dave Reppe made a motion to close nominations and cast a unanimous vote for Cheri Freeman. Cheri Freeman is the 07/08 District Three Representative.

Retired Representative: Nominations for Retired Representative were Karen Crombie and Dan Schrup (Mel Walker was nominated but he declined). A secret ballot was held with Karen receiving 35 votes and Dan receiving 45 votes. Dan Schrup is the 07/08 Retired Representative.

Joey Johnson then came forward for the installation of the newly elected officers. They were sworn in and Joey congratulated each one.

*Brenda Hayes-Ogden made a motion to dismiss the tellers committee with our thanks.. Motion passed.
Ann Lamm made a motion to dismiss the credentials committee with our thanks. Motion passed.*

PAC Update: Susie Hill announced that over \$5,000 was raised for PAC this year!

New Auxiliary Officers: The new auxiliary officers for 07/08 were announced.

President: Joe Horlacher

Vice President: Fred Cavazos

Secretary-Treasurer: Donna Felgenhauer

District Three: Myrtle Buchanan

Junior President: Nicole Cowan

Junior Vice President: Karissa Cavazos

Junior Secretary-Treasurer: Rachel Duff-Banks

Fred Cavazos is the WARLCA Auxiliary delegate at large to 2007 National Convention.

Yea/Nay cards were collected. Benediction was given by Cheri Freeman. Mel Walker and Jim Crouse colors retired the colors.

The 2007 Annual Convention of the Washington Rural Letter Carriers' Association in Spokane, Washington, was adjourned at 3:15 p.m.

JUNE 13, 2007 MINUTES FROM WARLCA BOARD MEETING

Red Lion Hotel at the Park, Spokane, WA

MEMBERS IN ATTENDANCE: Patricia Alexander, President; Patrick Pitts, 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; and Charles Alexander, State Steward. Ed Koschalk, Retired Carrier, was not in attendance.

AGENDA:

- **Positive Go Around - Review Agenda - President's Remarks**
- **Ground Rules**
- **Board Policy**
- **Minutes**
- **Meeting with Joe Horlacher, Auxiliary President**
- **Member of the Year**
- **State Convention 2007 in Spokane**
- **State Convention 2008 in Lynden**
- **State Convention 2009/2010 in Spokane**
- **Secretary/Treasurer's Update**
- **Washington Rural Carrier**
- **Steward Program Update**
- **National Convention 2007 in Grand Rapids, MI**
- **National Convention 2010 in Spokane**
- **DJSC Reports**

- **Next Board Meeting Date and Place**
- **Meeting Evaluation**

At 8:30 AM the board meeting was called to order by President Patricia. The board did a positive go around and reviewed the agenda.

PRESIDENT'S OPENING REMARKS:

President Patricia reported on the National Constitution and Bylaws Review Committee and on the NJSC. Both Patricia and Patrick gave a review on their Presidents/Vice Presidents legislative seminar that they attended in May in Washington DC. Patricia gave a handout from SAC (Southern Area Conference) that is proposing a National constitution and bylaw change that would raise all members' dues \$1 a year to be set aside to the host State that is putting on the National Convention.

GROUND RULES:

The reading of the ground rules was waived by consensus.

BOARD POLICY:

Becky read the pertinent parts of the board policy that dwelt with the upcoming State Convention.

MINUTES:

The minutes from March 12-13, 2007 board meeting were reviewed with each task being read and the results reported.

AUXILIARY:

WARLCA Auxiliary President Joe Horlacher joined the board meeting. He suggested next year there needs to be a definition of what "children and grandchildren of members" is; i.e. does it include stepchildren, significant others children, etc. Joe said background checks are a must! Also discussions on having the juniors register same as the parents, with late fees if not on time.

MEMBER OF THE YEAR:

Vice President Patrick conducted the discussion and voting for the member of the year. Before this started, the board members that were nominated were asked to step out. Susie Hill was voted Member of the Year.

STATE CONVENTION 2007 SPOKANE:

The board reviewed the committee assignments, agenda, and tasks that needed to be done for the State Convention starting tomorrow. Becky reported the following reservations:

Room Nights: Total 173

First Timers: 27

Retirees: 4

Thursday Lunch: 77

Thursday Night County Officers Dinner/Training: 35 (27 comp)

Friday Lunch: 67

Friday Night Dinner and Cruise: 76

Saturday Lunch: 60

Sunday Steward Training Lunch: 33 (19 comp)

SECRETARY-TREASURER'S UPDATE:

Membership:

Currently membership is at 1931, the highest we have ever been at thanks to the health insurance for RCAs.

Ad Hoc Academies:

Left over magazines from State Convention will be given to the ad hoc trainers in attendance. The board is developing "Adopt an Ad Hoc Site" program. This will have a member be responsible for checking on supplies for the ad hoc site, as well as checking with trainers on membership recruitment. So far the following "adoptions" have been suggested:

Pasco: Brenda Hayes Ogden

Post Falls: Becky Wendlandt

Lynden: Becky Pike

Puyallup: Joanne Blackburn

Wenatchee: Tammy Donaghue

Ellensburg, Yakima, and Moses Lake: Joyce Patteson

Mount Vernon: Paula Kenck

Sumner: Renee' Cowan

Chehalis: John Martin

Bremerton: Ann Lamm

STEWARD PROGRAM UPDATE:

Charles updated the board on the fight with CDS (Contract Delivery Service) and gave the grievance updates.

DJSC REPORTS:

Portland DJSC: Patricia said that the "Beaver Bulletin" had a great article on QWL/EI in it.

Seattle DJSC: Becky Pike and Patrick reported that Seattle is working hard on supporting work team meetings and their projects.

Spokane DJSC: Cheri reported on Spokane's left hand drive project. USPS nation wide is reviewing it.

NEXT BOARD MEETING DATE AND PLACE:

Immediately after State Convention on June 16.

The board meeting closed with a go around for evaluations and ended at 3:45 PM

JUNE 16, 2007 MINUTES FROM WARLCA BOARD MEETING

Red Lion Hotel at the Park, Spokane, WA

MEMBERS IN ATTENDANCE: Patricia Alexander, President; Patrick Pitts, 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; and Charles Alexander, State Steward. Dan Schrup, Retired Carrier, was not in attendance.

AGENDA:

- President Appointments
- Next Board Meeting Date and Place

At 4 PM the board meeting was called to order by President Patricia, immediately after close of State Convention.

PRESIDENT'S APPOINTMENTS:

President Patricia made the following appointments:

GMAC Insurance Representative: Dave Reppe

PAC: Susie Hill

Provident Guild: Joanne Blackburn

RCBP: Becky Wendlandt

NEXT BOARD MEETING DATE AND PLACE:

The budget and planning session of the 07/08 board will be:

Tuesday, July 10th, from 9 AM to 5 PM

Wednesday, July 11th, from 8:30 AM to 5:00 PM

Thursday, July 12th, from 8:30 AM to 5:00 PM

Friday, July 13th, from 8:30 AM to Noon

At Red Lion Hotel at the Park in Spokane, WA

The board meeting closed at 4:30 PM

JULY 10, 11, 12, 13, 2007 MINUTES FROM WARLCA BOARD MEETING

Red Lion Hotel at the Park, Spokane, WA

MEMBERS IN ATTENDANCE: Patricia Alexander, President; Patrick Pitts, 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; Dan Schrup, Retired Carrier; and Charles Alexander, State Steward.

AGENDA:

Welcome New Board Member Dan Schrup, Positive Go Around, and Review Agenda

President's Remarks

Ground Rules

Correspondence

Auxiliary President Joe Horlacher

Board Policy

Minutes

Planning Meetings' Date, Time, and Place for the Year

2008 Western States Conference in Phoenix, AZ on April 24, 25, 26th, 2008

State Steward's Budget and Report

Equipment Needs:

WRC

Secretary-Treasurer's Update and Budget for 07/08

2007 State Convention - Spokane

2007 National Convention - Grand Rapids, MI

2008 State Convention - Lynden

2009 State Convention - Spokane

2010 State Convention - Spokane

2010 National Convention – Spokane
GMAC Service Award to Cheri Freeman
DJSC's – Seattle, Spokane, and Portland
Next Board Meeting Date and Place
Evaluation

President Patricia called the meeting to order at 8:30 AM July 10th and welcomed Dan Schrup, new Retired board member. After a positive go around, the board reviewed the agenda.

President's Remarks:

President Patricia thanked everyone for all they work they do. Patricia is keeping a transition file (hard copy and computer files) on everything she does in her last year as President to be able to pass it on to the 08-09 WARLCA President. Patricia also updated the board on her NJSC and National Constitution and Bylaws Committee position. She ended her remarks with a quote: "The object of life is not to be happy but to make society a better place to live".

Ground Rules:

The ground rules were updated to replace number 2 and add a number 10. They are:

"2. All members can speak freely without fear of retribution or interruption and will treat others with dignity and respect."

"10. Cell phones will be turned off or put on vibrate."

Correspondence:

The board reviewed the following written correspondence:

- Letter from Leanne Cook, NRLCA Auxiliary President, thanking the WARLCA
- Letter from Joey Johnson, NRLCA Executive Board, thanking the WARLCA
- Letter from Carrier; Charles tasked Renee' to respond to the carrier.

Auxiliary President Joe Horlacher:

Joe joined the WARLCA board meeting and shared information on future direction of the Auxiliary. Joe suggested background checks on those working with the juniors, needing more helpers with the juniors, getting information out to the membership on the auxiliary and junior activities, definition of who qualifies as junior, junior and auxiliary pre-registration, scholarship amounts need to be higher, re-organizing the country store and needing good items donated, parents and grandparents encouraged to come to junior's banquet, juniors passed their own dress code, and future tours.

Board Policy:

The board reviewed the complete board policy and updated it as needed.

Minutes:

The minutes from June 13 and June 16, 2007 board meeting were reviewed and approved, with each task being read and the results reported.

Planning Meetings' Date, Time, and Place for the Year:

The following dates and locations were selected for the 07-08 year:

Fall Booster: Consensus not to have a fall booster since we will not be able to have a National Officer (they are working on the contract) and we will have more information in the spring.

Spring Booster: To be held in conjunction with joint District 3/4 meeting on April 6, 2008, Sunday, from 10 AM to 4 PM.

DISTRICT MEETINGS:

District One: Location will be in the Marysville area on March 2, 2008 from 1 PM to 4 PM.

District Two: Location will be Gig Harbor, Chehalis, or Centralia area on February 3, 2008 from 1 PM to 4 PM (in conjunction with Board Meeting on February 4 (full day) and February 5 (half day).

District Three and Four (combined meeting): Location will be in Pasco Area on April 6, 2008 from 10 AM to 4 PM in conjunction with Spring Booster and National Officer. Also, a board meeting (full days) on April 7th and 8th, with travel day April 9th.

Board Meetings:

October 24th, 25th, and 26th, 2007: In conjunction with Steward Summit at Kalaloch Lodge. The board, excluding state level stewards, to travel morning October 24 and meet from 1PM to 5 PM, meet 8 AM to 5 PM October 25, and 8 to noon on October 26th.

February 4th and 5th, 2008: In conjunction with District Two meeting. The Board to travel Feb 3rd meet full day Feb 4th, and half day Feb 5th and travel afternoon Feb 5th.

April 7th and 8th, 2008: In conjunction with District 3/4 Spring Booster Meeting. The board will travel April 6th, full day meeting April 7th and April 8th, and travel April 9th.

June 21st, 2008: In conjunction with State Convention. The board to travel June 20th, meet full day June 21st (No ADOP to travel home)

Steward Summit:

The Steward Summit for all state level stewards will be October 22, 23 and 24, 2007. The meeting will be held at Kalaloch Lodge. October 22 will be from 1 PM to 5 PM, October 23 from 8 AM to 5 PM and October 24 from 8 AM to Noon.

Combined Training for President, Secretary-Treasurer, and State Steward on March 24, 25, 26, 27, 28th 2008 in Washington, D.C. (new this year-but no assistant is allowed to attend)

Legislative Seminar in May, 2008:

The board reached consensus to send the President and Vice President to this seminar.

Possible Contract Ratification Meeting:

The board discussed the possibility of needing a contract ratification meeting since the city carriers had a proposed contract that they are voting on. It was decided that it would be held near Seattle and that the board and assistants would be reimbursed mileage or airfare, whichever is cheaper, hotel and per diem but no ADOP. National would pay for the meeting room and mailing. The board would meet after the meeting to decide if a letter needs to go to members, like a position statement.

2008 Western States Conference in Phoenix, AZ on April 24, 25, 26th, 2008:

The board reached consensus to allocate \$1,000 to equally divide to all members who go to Western States Conference on April 24, 25, and 26th, 2008 in Phoenix AZ, and attend all speaking/business sessions (they do not have to attend social or banquets to be eligible for funds)

State Steward's Budget and Report:

The board reviewed the state level steward's budgets and meetings.

Charles was able to get all board members and assistants grey scale business cards at a group discount.

National is providing new assistant state steward training in DC this fall. Charles has submitted Cheri, Renee', and Jan's name. The board approved ADOP for them to attend (National will provide hotel and travel reimbursement).

Charles reported that the State level stewards' assigned areas are the same as last year. Cheri said she got positive response from sending out the letters and Weingarten card to all craft (all assistants did this mailing last year). All agreed it needed to be done at least every other year, but not during the Christmas season.

Charles is adding a requirement that all local stewards give their assigned assistant steward information on step 1's and settled PS 8191's. In the future, all grievances will be tracked on line at the National level.

Charles reported that Patrick did a great job getting a removed carrier back with no loss of pay. We have had multiple pending removals or removals through out the State. The most frequently occurring is because of mishandling the mail and various forms of accidents. We are waiting for the results of grievances back to November 2006 that will affect current and future route adjustments. We are also seeing a rise in workplace environment issues, many caused by a lack on management's part to hire.

The board discussed a full time state steward position for when Charles retires November 1, 2008. The board reached consensus to continue this discussion at every board meeting. Possibly appoint new State Steward before June 30 and have this person work with Charles up until his 11/1/08 retirement.

Equipment Needs:

The board reached consensus to get a third LCD to cover the State Meetings. Currently Becky (East Side) and Patrick (South West) have one. One is needed for Charles (North West). Also a second screen is needed. Currently the screen is stored at Becky Pike's and need another one stored on East Side (Becky W). The board also reached consensus to purchase a good Multifunction laser printer, scanner for Becky W.

WRC:

The board set the following dates for the 3 issues of the WRC:

1st Issue: To the printer by end of July, 2007. This will be the convention issue, with convention overview, year end financial statement, updated constitution and bylaws, county officer listing, member of the year, minutes from board meeting, and dates of upcoming events. Susie will order 100 extra copies to be printed for 2008 State Convention.

2nd Issue: To the printer by January 15th. This will have State Convention registration (association and junior), hotel information, board minutes, financial statement, new members, notice of deadline for campaign notices, member of the year forms, fifty year member forms, and officer articles.

3rd Issue: To the printer by April 1st. This will have State Convention registration, hotel information, board minutes, financial statement, new members, campaign notices, officer articles, deceased members, and member of the year forms.

Secretary-Treasurer's Update and Budget for 07/08:

The board reviewed the vouchers for the last quarter of 06/07 year. Letterhead was distributed to the board and Charles will take them for the Assistants. Patricia made 1,000 copies of the 07/08 membership 1187 form that Becky will mail to all Ad Hoc Trainers.

Becky reported that we cashed in the latest CD to cover the expenses of the additional delegates at the 2007

State Convention. We had record number 79 delegates this year, with record number 27 first timers. Total ADOP for the year was 944 days compared to 938 days for 05/06.

The board discussed the importance of the counties having the meeting notices sent out timely and other county functions. The deadline for the annual county meeting is May 14th, 2008. The deadline to send registration for State Convention is May 20th.

Discussion on the National Constitution and bylaws committee presentation as well as having the State's updated if National passes. Tony Lott has volunteered to start on the State's for the board to review.

2007 State Convention - Spokane:

The board thanked Cheri for a great convention and reviewed the stats from the 2007 State Convention.

Total delegates: 79

Room Nights: Total 173

First Timers: 27

Retirees: 4

Thursday Lunch: 77

Thursday Night County Officers Dinner/Training: 35 (27 comp)

Friday Lunch: 67

Friday Night Dinner and Cruise: 76

Saturday Lunch: 60

Sunday Steward Training Lunch: 33 (19 comp)

Because of the change on day's (Thursday through Saturday with State Convention and ending Sunday with Steward training) it made registering the delegates and getting the teller's committee started somewhat rushed. The board agreed they all like the previous years' day's (starting Sunday with steward training and then Monday through Wednesday for State Convention), however, since this convention had the highest number of attendees and first timers it was questioned whether the days made that that happen or the advance advertising of it. Consensus to pay Charles \$35 each for the 9 beautiful picture's he printed and framed for the speaker's gifts.

Congratulations to Susie Hill as Member of the Year. Susie has volunteered tons of time as King Snohomish's County Secretary, as well as sales for fundraisers, planning conventions and district meetings, and helping out family, friends, customers, and craft!

2007 National Convention – Grand Rapids, MI:

The board did not set a cap for the 2007 National Convention delegates' reimbursement. Patricia will bring flag, banner, and chair backs. All seminars will be covered by at least one delegate, and each delegate must attend at least one seminar unless on a National committee. All delegates are required to attend all business session and caucus night on Thursday. Patricia (or Patrick) will take roll call each day after each break.

Cindy Koker called and is unable to attend so Tony Lott will move up as a regular delegate.

The board had discussion on our State's resolution for background checks and how to present it at National Convention.

2008 State Convention – Lynden:

We have a signed contract with Homestead Farms Golf Resort and Convention Center in Lynden, WA. They have 30 rooms in the hotel, plus 6 Great Links Lodge condos, so we would be their only guest during this time. Cost is \$74 single/double farmhouse std and \$89 single/double farmhouse deluxe. The Great Links Lodge Condos are \$129 single/double. All have \$2 resort fees per night. Dates are:

Friday 6/20/08: 5 rooms held in Great Links

Saturday 6/21/08: 14 rooms held. Board meeting all day

Sunday 6/22/08: 36 rooms held. Steward Training all day

Monday 6/23/08: 36 rooms held. Convention Starts, Officers Training in Evening

Tuesday 6/24/08: 36 rooms held. Convention 2nd day, Association Banquet in Evening

Wednesday 6/25/08: no rooms held. Last day of convention..

Room reservation deadline is 5/23/08. We need to meet 50% of the rooms blocked (minimum 60 rooms). If juniors are eating at the hotel for their banquet, they need a head count ahead of time. Joe and Becky Pike will need to coordinate junior functions at the hotel. Overflow hotel is the Windmill in downtown Lynden. The board reached consensus to invite District Manager Harold Matz, the Lynden PM for a short welcome, and also David Picard, workplace environment specialist.

Phone number for Homestead Farms: 1-800-354-1196 www.homesteadfarmsgolf.com

2009 State Convention – Spokane:

The delegates voted to come to Spokane in 2009 and 2010 so the contract was signed with the Red Lion Hotel at the Park. Dates will be June 20, 2009, Saturday for full day board meeting, June 21, Sunday, for steward training, Convention starts Monday, June 22 and goes to Wednesday, June 24th, 2009, (however June 25th set aside in case 2010 committees want to meet). Room rates will be set one year before. Currently the rates are Single/Double \$92.95 and Triple/Quad \$112.95 plus taxes (maybe 4% to 6% increase). One executive suite at single rate for committee/training is blocked. Block of 89 total rooms needed, (can not go under 20% without penalty). Also, one comp room for every 50 room nights. May 20, 2009 is the cut off date. Reservations can be made at 1-800-Red Lion. Meeting room rental will be waived if we meet 80% of the room block and \$3,500 minimum food and beverage.

The District 4 Representative will be the chair and be responsible for door prizes and deciding on menus.

2010 State Convention – Spokane:

Dates will be June 19, 2010, Saturday for full day board meeting, June 20, Sunday, for steward training, and convention will start June 21, Monday through June 23. June 24 has also been set aside for 2010 Committee meetings. Same contract as 2009 with the Red Lion Hotel at the Park (also the main hotel for 2010 National Convention)

The District 2 Representative will be the chair and be responsible for door prizes and deciding on menus.

2010 National Convention – Spokane:

Items to be sold at 2007 National Convention as a fundraiser are the 2 room nights at Red Lion Hotel at the Park, caches, baby basket, and license plate frames.

The board discussed having T shirts, magnets, notepads (loose or sticky notes), and cutters for 2009 and 2010 sales. Also under discussion was a cookbook. Some names given were: WA Wonders, WA Waddles, Hot Offerings, WA Eats Well, Rural Road Kill, Mail Box Munchies, From Our Box to Yours, You've Got Recipes, Have Recipes will Eat, Dinner Deliveries, Rural Free Delights, Good Eats from WA. Prices range from \$2.50 to \$5.00 for cost and sell for \$10 usually.

The USPS has offered to do a first day issue for 2010.

GMAC Service Award to Cheri Freeman:

Shirley Corno, GMAC Director, called and announced that Cheri Freeman has been chosen from the entire nation for the GMAC Service Award, which is extraordinary service to the craft, State, National, as well as community and the USPS. Congratulations Cheri!

DJSC's – Seattle, Spokane, and Portland:

Seattle DJSC: Patrick said Patricia was invited to attend and speak at the Summit 2007 on July 26, 2007 at the Seattle District Offices. Patricia was invited as the President of WARLCA and NJSC member and Joyce as AJSC member. Twenty local work teams will be displaying and presenting projects developed through the QWL/EI process. Each work team will send one craft and one manager. Seattle District Manager is providing lunch for all these attendees.

Spokane DJSC: Discussion on extending Cheri's time on the DJSC as they are working on a big project of delivering safely out of a left hand drive. Cheri said Review is coming up. Bob West and Bob Kunkel from safety (National level) will be at the review and will be taking the training on how to deliver out of a left hand drive. (Letter was sent to Janis Nimori to notify the WAJSC) They have added in a section in the facilitator's guide and if approved will go nation wide. Review is August 21st or 22nd. They created a tray and hard tray (with baby tray inside) using a hard tray, (showing different methods). Cheri said their last meeting was a telecom with Bob West and Liz Jenkins.

Portland DJSC: Patricia said she gets the Portland DJSC minutes. Discussion on the creation of CDS routes in Portland District.

Next Board Meeting Date and Place:

October 24th, 25th, and 26th, 2007: In conjunction with Steward Summit at Kalaloch Lodge. The board, excluding state level stewards, to travel morning October 24 and meet from 1PM to 5 PM, meet 8 AM to 5 PM October 25, and 8 to noon on October 26th.

**2007 State Convention Scenes**

GMAC INSURANCE AWARD FOR EXTRAORDINARY SERVICE

The GMAC Insurance Award for Extraordinary Service will be given to one individual nationwide, who, through his or her actions, best reflects the true ideals of the National Rural Letter Carriers' Association.



The individual will make a difference in their customers' lives; builds lasting, positive relationships with their customers; creates value by adding to the customers' positive image of rural letter carriers; and reflects the ongoing passion and commitment to excellent service, which is the foundation of the Association.

The state of Washington is very pleased and honored that one of their members has been selected for this award. Cheri Freeman from the Chewelah Post Office was notified that she will be presented with the GMAC Award at the 2007 National Convention in Grand Rapids, MI.

Cheri is District 3 representative, an assistant State Steward, active in her church and a participant in local theater productions.

Congratulations Cheri!

Next Deadline

All information for the next issue needs to be submitted to the Editor by December 31, 2007.

Food Drive A Success

Monroe Post Office City and Rural Carriers received an award from the Sky Valley Food Bank at a recent Monroe Community Awards Ceremony. The award was in recognition of their outstanding efforts and food collected during the National Association of Letter Carriers National Food Drive.

Pictured below, from left to right: Julie Morris, Director of Sky Valley Food Bank, Rural Carrier Tami Quinn, City Carrier Ron Steffen and Postmaster Linda Cline.



WASHINGTON RURAL LETTER
CARRIERS' ASSOCIATION

CONSTITUTION AND BYLAWS

JULY 1, 2007 THROUGH JUNE 30, 2008

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WARLCA CONSTITUTION AND BYLAWS

JULY 1, 2007 THROUGH JUNE 30, 2008

CONSTITUTION

ARTICLE I (NAME)

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

ARTICLE II (OBJECT)

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

ARTICLE III (MEMBERSHIP)

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

A. Bargaining Unit Rural Carriers:

Regular Carrier (Designation Code 71)

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

Part-Time Flexible Rural Carriers (Designation Code 76)

Substitute Rural Carriers (Designation Code 72 and 73)

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

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

Auxiliary Rural Carriers (Designation Code 77)

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

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

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

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

SECTION 2: "Members in good standing" shall be defined as any person who has fulfilled the requirements for membership and who has not voluntarily withdrawn nor been expelled or suspended by the WARLCA

and/or NRLCA. "Good standing" requires the timely payment of dues as defined in the NRLCA Constitution and Bylaws, Bylaws, Article X.1.E.

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

A – Entitled to all voting rights

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

C and D – Have no voting rights

SECTION 4: Membership shall be in the County Unit and District representing the office from which the route emanates. A Retired Carrier shall have the option of being a member of the County Unit and District in which he/she resides or in the County Unit and District where previously employed as a regular rural carrier.

ARTICLE IV (REPRESENTATION)

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

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

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

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

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

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

SECTION 3: Delegate positions vacant at the time of the State Convention may not be filled by a vote of the delegates present from the subject County Unit or District or from other County Units or Districts, or delegates at the State Convention.

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

ARTICLE V (MEETINGS)

SECTION 1: The WARLCA shall meet annually (herein referred to as the State Convention) on a date and place assigned to Districts on a rotation basis in the following order: District One, District Four, District Two, District Three. If for any reason the date or place so assigned shall be undesirable or for reasons deemed

advisable by a majority of the State Officers, the Board shall have the authority to change said date or place or set up a date and place by giving official notice to the County secretaries not less than sixty (60) days before the new date.

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

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

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

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

ARTICLE VI (QUORUM)

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

ARTICLE VII (PARLIAMENTARY AUTHORITY)

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

SECTION 2: A ballot vote can be called for by a simple majority vote of the delegates present at the State Convention.

ARTICLE VIII (OFFICERS)

SECTION 1: The officers of the WARLCA shall consist of President, Vice President, Secretary-Treasurer, Editor of the WASHINGTON RURAL CARRIER, four (4) District Representatives, and the Retired Carriers' Representative who shall be elected at the State Convention and serve one (1) year, except the District, Retired Representative, Secretary-Treasurer, and Editor, who shall serve two (2) years, or until their successors are elected and installed.

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

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

elected and installed.

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

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

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

SECTION 4: The nomination of officers shall be made by a Nominating Committee of three (3): one (1) of whom shall be selected by the President, one (1) by the Vice President, and these two (2) so chosen shall select the third member. This Committee shall report their list of nominations when called upon. However, before closing the ballot on the nominations submitted by the Committee, the President shall state, "Are there any other nominations?" If so, then the names of the additional nominees shall be added to the list. The election of officers shall take place at each State Convention of the WARLCA. The installation of officers shall take place immediately before adjournment.

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

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

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

ARTICLE IX (NATIONAL DELEGATES)

SECTION 1: Nominations for National Delegates will be accomplished by submitting nominations on a Nominating Ballot which will be published in THE NATIONAL RURAL LETTER CARRIER in the first issue of February, March, April, and May. Such nominations may include self-nomination. The nominating ballot shall be signed, showing the name and address of the member making the nomination. No member shall be nominated or be a National Delegate who, from the time of nomination through the end of the National Convention, holds a position in management (either permanent or temporary) in the Postal Service, in any other postal craft, or any other job which competes with the Postal Service and/or the NRLCA. A retired Associate member, a non-member, or a craft member who has been separated involuntarily from the Postal Service cannot be nominated, elected, or seated as a National Delegate. Delegates must be an active or retired carrier, in paid status, at the time of nomination, election, and seating as a National Delegate.

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

nomination.

SECTION 3: The State Secretary shall arrange for the rental of two (2) post office boxes: one post office box for receipt of the ballots, and the other for return of undeliverable ballots. It shall be the duty of the State Secretary to have prepared a ballot listing the nominees for the position of Delegate to the National Convention. The State Secretary shall verify membership on the 40th day prior to the opening of the State Convention, and the ballot shall be mailed to all listed members at least twenty (20) days prior to the opening of the State Convention. The listing of the nominees on the ballot for the position of Delegate to the National Convention shall be in order of random drawing. Random drawing will be done at the State Secretary's office on the 39th day prior to the opening of the State Convention, with two other WARLCA members present that are not nominated and listed on the ballot. Any member may observe the random drawing.

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

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

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

SECTION 7: The number of candidates to be voted upon by each member shall not be more than the total number of delegate votes to which the WARLCA was entitled the previous year. Appropriate instructions shall be on each ballot stating the number of delegates to be elected and the mailing address of the designated post office box at which it must be received prior to the cut-off date. In reporting the results of the vote tabulation, the candidates shall be placed on a roster in accordance with the number of votes received. In case of a tie, the Tellers' Committee will decide who is to be listed first with a coin toss.

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

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

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 seminar they wish to attend, and then ensuring at least one delegate covers 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 at least 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, a committee of three (3) on Media, a committee of three (3) on Minutes, a committee of three (3) on Hospitality, and a committee of four (4) on Sergeant at Arms. 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 up to two (2) days prior to the State Convention. These persons would be credentialed delegates to the Convention. The President can, if necessary, authorize a stipend of \$75 per day to any/all delegates serving on these committees that were asked to meet prior to State Convention.

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

convention.

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

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

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

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

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

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

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

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

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

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

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

ARTICLE II (VICE PRESIDENT)

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

ARTICLE III (SECRETARY-TREASURER)

SECTION 1: The Secretary-Treasurer shall keep a correct record of the proceedings of the WARLCA, and read or cause to be read, all communications, reports, etc. He/She shall affix the seal of the WARLCA to all official documents. He/She shall prepare for publication in the *Washington Rural Carrier*, an overview of the speakers at the WARLCA State Convention or special meetings and a correct record of the business session of the WARLCA State Convention or special meetings, not later than one (1) month after the close of each State Convention or special meeting, and shall also present on the first day of the State Convention a complete statement of the condition of the WARLCA, including a statement of the membership of same.

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

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

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

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

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

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

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

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

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

SECTION 11: Upon receipt of the nominations for the position of Delegate to the National Convention, he/she will have prepared a ballot listing the nominees for the position of Delegate to the National Convention, and the ballot shall be mailed to all members at least twenty (20) days prior to the opening of the State Convention. He/She will fulfill all duties concerning delegates to National Convention in accordance with

Article IX (National Delegates) of the Constitution of the WARLCA.

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

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

ARTICLE IV (EXECUTIVE COMMITTEE)

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

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

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

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

ARTICLE V (EDITOR)

SECTION 1: The Editor shall publish **three (3)** issues of the WASHINGTON RURAL CARRIER. **The State Board shall have the authority to authorize special editions.** Also, 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. All elected and appointed WARLCA State Officers will be reimbursed mileage at the IRS allowable rate for authorized business of the WARLCA. All elected and appointed State Officers will be reimbursed actual hotel expenses if an overnight stay is required. All elected and appointed State Officers will be reimbursed \$30 food per diem while on travel status, and an overnight stay is required. All elected and appointed State Officers will not be paid actual expenses for business sessions of State or National Convention, but will be reimbursed the same as regular delegates to State and National Convention if they qualify as a credentialed regular delegate. All office expenses, ADOP, mileage, hotel, and food per diem reimbursements must meet Board policies, be approved in advance if possible, and be submitted on a voucher with supporting documents.

SECTION 3: The State President, in conjunction with the Board, shall recommend to the NRLCA the member that the WARLCA would like to have appointed as State Steward. His/her service shall be continuous until terminated by the State President in conjunction with the Board or National President or by resignation. The State Steward shall work with and be responsible to the State President and the Board. The State Steward shall supervise and administer the Steward Program within the State using the following guidelines:

- A. The State Steward or designee shall make Step 3 Grievance appeals. The State Steward will coordinate all efforts closely with the Regional Representative and the Grievance Specialist and report monthly to the appropriate Local Steward and the grievant.
- B. Be responsible for certifying and maintaining certification records of all Local and Area Stewards.
- C. In the event there is a need to fill or replace an Area or Local Steward position, the State Steward has the responsibility to the WARLCA and NRLCA in naming an individual to temporarily serve as Steward.
- D. Be responsible for the distribution of Steward Manuals and Grievance forms to each Area and Local Steward, as well as for Steward training.
- E. The State Steward will approve payment of expenses incurred by the Area and Local Stewards, while they are involved in grievance-related business. Reimbursement shall be made by the State Secretary-Treasurer, after he/she reviews the voucher, supporting documents, and receives the State Steward's approval. Expenses for the Area and Local Stewards shall be submitted no later than three (3) months after the expense has been incurred. The State Steward will review payment of expenses incurred by the Assistant State Stewards while they are involved in grievance-related business. Reimbursements shall be made by the State Secretary-Treasurer, after he/she reviews the voucher and supporting documents. Expenses for the Assistant State Stewards shall be submitted no later than one (1) month after the expense has been incurred. All reimbursements for Assistant, Area, and Local Stewards must first meet the guidelines of the State Board Policy and State Constitution and Bylaws. Any expense that does not meet the guidelines must be reviewed by the State Board before payment can be made, and only paid after Board approval.
- F. The State Steward, in conjunction with the State President, shall appoint from the Assistant State Stewards, an Acting State Steward when he/she is unavailable. The Acting State Steward will be in charge of all State Steward duties that need to be performed while the State Steward is unavailable.

SECTION 3A: The State President, in conjunction with the Board and the State Steward, shall recommend to the NRLCA, the members that the WARLCA would like to have appointed as Senior Assistant State Steward, Assistant State Stewards, and Area Stewards. Their service shall be continuous until terminated by the State President in conjunction with the Board, or National Board,

or by resignation. The Senior Assistant State Steward, Assistant State Stewards, and Area Stewards shall work with and be responsible to the State Steward in the performance of their official duties. The geographical area served by each Senior Assistant State Steward, Assistant State Steward, and Area Steward shall be determined by the State Steward in conjunction with the Board

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

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

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

SECTION 4: Each State Officer and Appointed Officer will submit a proposed budget for the operating expenses of their office for the coming fiscal year to the Board for approval.

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

ARTICLE VII (REVENUES AND DUES)

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

SECTION 2: The Board may levy a special tax when conditions seem to demand it, but the whole amount of such levies in any one year shall not exceed the amount of State per capita for that year.

SECTION 3: The State shall underwrite the County units, the Convention Fund, and any special funds as needed. The State per capita dues for regular carriers, part time flexible carriers, and associate members shall be 1% of the yearly salary of a 40-hour route at Step A on the salary schedule as of January 15 of each year. The State per capita dues for relief carriers shall be 35% of the regular carriers' State per capita dues as

calculated above. The State per capita dues for retirees shall be a set rate of \$27.00. The annual dues will be the total of the State per capita dues in addition to the National per capita dues. All per capita dues described in this article shall be rounded up to the nearest whole dollar and become effective July 1 of each year. The portion of the State per capita dues to be distributed to the County Units, Convention Fund, and other special funds shall be decided at each State Convention. The membership and fiscal year shall begin July 1 and end June 30.

SECTION 4 The Auxiliary of the WARLCA shall be funded through an annual assessment of \$4.00 in addition to the National Auxiliary per capita dues 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 State and National Auxiliary 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.

SECTION 5: The 2010 National Convention shall be funded through an annual assessment of \$26.00 for all members, excluding retired members. The annual assessment will start July 1, 2006 and will cease June 30, 2010. The annual assessment will be deposited into the 2010 National Convention Account at Atlanta Postal Credit Union (APCU) each quarter. This annual assessment shall be in addition to the current per capita dues of the members of the Association.

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: PENINSULA (Clallam, Jefferson, and Kitsap 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: NORTH CENTRAL WASHINGTON (Chelan, Douglas, Grant, and Okanogan Counties); NORTH EAST WASHINGTON (Stevens, Ferry, and Pend Oreille Counties); EAST CENTRAL WASHINGTON (Lincoln and Spokane Counties)

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); APPLE VALLEY (Adams, 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 with the toss of a coin, except for the delegate at large position, which will be decided 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 the Media Committee are to present the proposed resolutions and constitution and bylaw changes to the delegates on the LCD as well as any reports and/or presentations.

SECTION 11: The duties of the Minutes Committee are to tape record the State Convention and keep a written record of the business sessions, as well as an overview of the speakers.

SECTION 12: The duties of the Hospitality Committee are to help in the hospitality room and write thank you notes to the speakers and guests.

SECTION 13: The duties of the Sergeant of Arms are to facilitate the recess as well as the use of the stopwatches during proposed resolutions and constitution and bylaw changes.

SECTION 14: The duties of all other committees shall be those usual to such committees, and they shall report when called upon.

ARTICLE XII (STATE CONVENTION MILEAGE AND ALLOWANCE)

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

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

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

ARTICLE XIII (ORDER OF BUSINESS)

- A. Call to Order
- B. Invocation
- C. Presentation of Colors
- D. Recite the 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.

REVISIONS SINCE 2004

- 2004 CON A I S1
- CON A II S1
- CON A III S1, 2, 3
- CON A IV S1
- CON A IX S2
- CON A IX S8
- CON A IX S9
- BY A I S2A
- BY A VII S3
- BY A VII S4

- 2005 BL A V S1
- BL A V S2

- 2006 CON A IX S10

BY A I S2
 BY A I S2A
 BY A VI S2
 BY A VII S4
 BY A VII New Section 5
 BY A X S 1
 BY A X S 3
 BY A XI S10-14

2007 CON A IX S9
 BY A V S1
 BY A X S1

Washington Rural Letter Carriers' Association
Statement of Financial Position - Compared to Previous Year
As of June 30, 2007

	Jun 30, 07	Jun 30, 06	% Change
ASSETS			
Current Assets			
Checking/Savings			
101000 · Chkg - WA Trust Bank	9,201.54	14,841.73	-38.0%
102000 · Svgs - APCU	511.97	54,300.46	-99.1%
103000 · Chkg - Atlanta Postal Credit Un	18.16	1,272.65	-98.6%
140000 · C.D.#70 APCU 12 mo (5-15-20...	0.00	25,166.81	-100.0%
141000 · C.D.#71 APCU 12 mo (8-1-200...	26,312.22	0.00	100.0%
142000 · C.D.#72 APCU-12 mo (11-6-06)	25,924.19	0.00	100.0%
143000 · C.D.#73 APCU-12 mo (2-8-07)	25,553.61	0.00	100.0%
144000 · C.D.#74 APCU 12 mo (5-14-07)	25,182.92	0.00	100.0%
Total Checking/Savings	112,704.61	95,581.65	17.9%
Total Current Assets	112,704.61	95,581.65	17.9%
TOTAL ASSETS	112,704.61	95,581.65	17.9%
LIABILITIES & EQUITY			
Liabilities			
Current Liabilities			
Other Current Liabilities			
210000 · Payroll Tax Liabilities	886.68	1,103.84	-19.7%
Total Other Current Liabilities	886.68	1,103.84	-19.7%
Total Current Liabilities	886.68	1,103.84	-19.7%
Total Liabilities	886.68	1,103.84	-19.7%
Equity			
390000 · Net Assets	94,477.81	61,447.95	53.8%
Net Income	17,340.12	33,029.86	-47.5%
Total Equity	111,817.93	94,477.81	18.4%
TOTAL LIABILITIES & EQUITY	112,704.61	95,581.65	17.9%

Washington Rural Letter Carriers' Association Statement of Activities - Previous Year Comparison

July 2006 through June 2007

	Jul '06 - Jun 07	Jul '05 - Jun 06	% Change
Ordinary Income/Expense			
Income			
400000 · Dues Income	461,677.70	421,281.50	9.6%
410000 · National General Insurance-GM...	31,792.01	30,745.05	3.4%
420000 · Reimbursements & Refunds	20,352.57	8,958.34	127.2%
Total Income	513,822.28	460,984.89	11.5%
Expense			
500000 · Per Capita Expenses	41,077.31	16,761.70	145.1%
520000 · Meetings and Conventions	106,245.58	66,202.83	60.5%
530000 · Equipment Fund	5,114.69	13,518.72	-62.2%
550000 · Other Expenses	39,701.42	37,816.63	5.0%
610PA · President - P. Alexander	5,320.21	4,467.82	19.1%
620MH · Vice President - M. Hartshorn	0.00	5,787.31	-100.0%
620PP · Vice President P Pitts	5,312.46	0.00	100.0%
630RW · Sec/Treas. - R. Wendlandt	46,416.11	40,997.12	13.2%
640SH · Editor - Susie Hill	4,210.75	4,124.87	2.1%
645000 · Washington Rural Carrier (WRC)	6,763.51	5,018.10	34.8%
650RP · District 1 - R. Pike	2,632.87	3,516.72	-25.1%
660JB · District 2 - J. Blackburn	2,866.64	3,303.25	-13.2%
670CF · District 3 - C. Freeman	3,015.35	3,528.28	-14.5%
680DR · District 4 - D. Reppe	3,471.60	4,178.93	-16.9%
700CA · State Steward - C. Alexander	38,980.62	37,518.59	3.9%
705000 · Steward Training Expenses	19,604.10	15,643.19	25.3%
710JP · Senior Asst. Stew. - J. Peck	1,813.86	20,489.51	-91.2%
740MH · Senior Asst. Stew - M. Hartshorn	10,206.68	10,224.19	-0.2%
750PA · Senior Asst. Stew - P. Alexander	20,832.68	26,114.71	-20.2%
770JP · Senior Asst Stew - J. Patteson	37,531.34	32,516.37	15.4%
780PP · Senior Asst Stew - P. Pitts	36,515.31	33,429.56	9.2%
790JF · Asst. Stew - J. Frymire	12,818.37	15,609.18	-17.9%
791RC · Asst. Stew - R. Cowan	24,736.29	18,589.22	33.1%
792CF · Asst Stew - C. Freeman	26,704.45	11,022.99	142.3%
880LS · Local Steward	386.70	127.14	204.2%
Total Expense	502,278.90	430,506.93	16.7%
Net Ordinary Income	11,543.38	30,477.96	-62.1%
Other Income/Expense			
Other Income			
450000 · Interest Income	5,796.74	2,551.90	127.2%
Total Other Income	5,796.74	2,551.90	127.2%
Net Other Income	5,796.74	2,551.90	127.2%
Net Income	17,340.12	33,029.86	-47.5%

**WRLCA COUNTY OFFICERS LIST
2007 – 2008 Dues Year**

001 NORTH CENTRAL WASHINGTON COUNTY

DISTRICT 3

PRESIDENT: Tammy Donaghue
21 S Viewdale St
Wenatchee, WA 98801
Phone: (509) 662-3032
E Mail: donagh@crcwnet.com

VICE-PRESIDENT: Judy Breshears
836 8th St N.E.
East Wenatchee, WA 98802
Phone: (509) 886-3015
E Mail: gemini2948@aol.com

SECRETARY/TREASURER: Mike Cammack
P. O. Box 521
Entiat, WA 98822-0521
Phone: (509) 784-1548
E Mail: macamma@verizon.net

002 Clallam Jefferson – merged with Kitsap to become Peninsula on 6/30/06

003 PENINSULA COUNTIES

DISTRICT 2

PRESIDENT: Patrick Pitts
7351 Ashridge Ave SW
Port Orchard, WA 98367-7686
Phone: (360) 769-8453
E Mail: McCormickMailman@aol.com

VICE-PRESIDENT: Tony Lott
1972 NE Ridgewood St
Poulsbo, WA 98370-8517
Phone: (360) 697-6476
E Mail: anthonylott@comcast.net

SECRETARY/TREASURER: Doug Rinehart
3899 SE Conifer Park Dr
Port Orchard, WA 98366-2236
Phone: (360) 440-0889
E Mail: dugeditor@wavecable.com

004 Lincoln Grant Adams – Lincoln merged with Spokane (now East Central Washington), Grant merged with Chelan Douglas (now North Central Washington), and Adams with Yakima on 6/30/06

005 LOWER COLUMBIA COUNTY**DISTRICT 2****PRESIDENT:**

Polly Nugen
PO Box 801
Woodland, WA 98624-0801
Phone: (360) 574-0087
E Mail: polly@corporatemedias.com

VICE-PRESIDENT:

Roxanne Cavazos
408 S Parkway Ave
Battle Ground, WA 98604-9296
Phone: (360) 666-8206
E Mail: lownslow48@aol.com

SECRETARY/TREASURER:

Carrie Smith
823 4th Ave SW
Castle Rock, WA 98611
Phone (360) 274-6957
E Mail: postalgriffon@msn.com

006 MUTUAL COUNTY**DISTRICT 2****PRESIDENT:**

Renee' Cowan
PO Box 1746
Orting WA 98360-1746
Phone: (360) 893-9182
E Mail: crazyuptightmom@comcast.net

VICE-PRESIDENT:

Sharon Madison
8515 146th Ave Ct E
Puyallup WA 98372-5218
Phone: (253) 200-1055
E mail: sharonbmad@iglide.net

SECRETARY/TREASURER:

Karen Crombie
6108 150th St. SW
Lakewood, WA 98439-2120
Phone: (253) 588-8321 or cell (253) 310-6435

007 OKANOGAN COUNTY – Merged with Chelan Douglas (now North Central Washington) on 6/30/06**10 ISLAND, SKAGIT, SAN JUAN COUNTY****DISTRICT 1****PRESIDENT:**

New 07/08

Andrew Shea
7241 Cultus Bay Rd
Clinton WA 98236
Phone: (360) 579-3669

VICE-PRESIDENT:

New 07/08

Carol Ogden
 PO Box 888
 Clinton WA 98236
 Phone: (360) 914-0901

SECRETARY/TREASURER:

New 07/08

Christina Smith
 110 SE Ely St
 Oak Harbor WA 98277
 Phone: (360) 240-0491
 E Mail: smitty_cd@hotmail.com

011 KING, SNOHOMISH (KS) COUNTY**DISTRICT 1****PRESIDENT:**

Janie Walla
 27208 104th DR NW
 Stanwood, WA 98292-8049
 Phone: (360) 629-5036
 E Mail: thewallas@juno.com

VICE-PRESIDENT:

Colleen Headley
 15509 Three Lakes Rd.
 Snohomish, WA 98290-9334
 Phone: (360) 568-0718
 E: mail crae2@verizon.net

SECRETARY/TREASURER:

Susie Hill
 P. O. Box 93
 Vashon, WA 98070-0093
 Phone: (206) 463-3339
 E Mail: S.K.Hill@comcast.net

012 SOUTH EAST WASHINGTON COUNTY**DISTRICT 4****PRESIDENT:**

New 07/08

Pat Aichele
 1833 Fern St
 Walla Walla WA 99362
 Phone: (509) 525-9508

VICE-PRESIDENT:

Adena Avery
 800 S 3rd St
 Dayton, WA 99328
 Phone: (509) 382-4142
 E Mail: ranhero@bmi.net

SECRETARY/TREASURER:

New 07/08

Carol Nichols
 229 W Chestnut
 Walla Walla WA 99362
 Phone: (509) 529-3145
 E Mail: nichols066@msn.com

013 EAST CENTRAL WASHINGTON COUNTY**DISTRICT 3****PRESIDENT:**

John Lee
2224 E Joseph
Spokane WA 99208
Phone: (509) 939-4546
E Mail: JLEE99207@aol.com

VICE-PRESIDENT:

New 07/08

Mary Kay York
2714 N. Stone
Spokane WA 99207
Phone: (509) 489-0617
E Mail: MKYORK@netzero.com

SECRETARY/TREASURER:

Cindy Koker
3502 N Park Rd
Spokane, WA 99212
Phone: (509) 928-5025
E Mail: ciko509@aol.com

014 NORTH EAST WASHINGTON COUNTY**DISTRICT 3****PRESIDENT:**

Cheryl R. Freeman
603 W. Clay Ave.
Chewelah, WA 99109-9113
Phone: (509) 935-6681
E Mail: Cherirose99109@hotmail.com

VICE-PRESIDENT:

Lynda Toulou
1130 Pine Bluff Rd
Kettle Falls WA 99141
Phone: (509) 738-4087

SECRETARY/TREASURER:

William Allen
2633 Highline Rd
Chewelah, WA 99109
Phone: (509) 935-8779
E Mail: sago@theofficenet.com

015 WHATCOM COUNTY**DISTRICT 1****PRESIDENT:**

Shirley Smith
1186 E Laurel Road
Bellingham, WA 98226
Phone: (360) 398-1726
E Mail: shirley.smith82@verizon.net

VICE-PRESIDENT:

Bonnie Lagerway
446 W Wiser Lake Rd
Ferndale, WA 98248-9462
Phone: (360) 354-3606
E Mail: bdl69@ncplus.net

SECRETARY/TREASURER:

Joyce Sutherland
1107 Sudden Valley
Bellingham WA 98229
Phone: (360) 676-8125
E Mail: Josuthe@comcast.net

016 WHITMAN, ASOTIN COUNTY**DISTRICT 4****PRESIDENT:**

Billie Shinall
52 Becker Rd
Colton, WA 99113-8711
Phone: (509) 334-3074
E Mail: bshinall@hotmail.com

VICE-PRESIDENT:

Judy Sitton
7002 SR 23
St John WA 99171
Phone: (509) 648-3607
E Mail: jandj@stjohncable.com

SECRETARY/TREASURER:

Jim Hemrich
P. O. Box 123
Endicott, WA 99125-0123
Phone: (509) 657-3435
E Mail: rlcjim@stjohncable.com

017 YAKIMA COUNTY**DISTRICT 4****PRESIDENT:**

New 07/08

Ed Ogdon
212005 E 193 PR SE
Kennewick WA 99337
Phone: (509) 586-6198
E Mail: Kingog@myfam.com

VICE-PRESIDENT:

New 07/08

My My Banh
1825 Stevens Dr
Richland WA 99354
Phone: (509) 946-0508
E Mail: tuantran59@msn.com

SECRETARY/TREASURER:

Beverly Crow
6307 Desert View Dr
West Richland, WA 99353
Phone: (509) 967-2787
E Mail: Twynky@msn.com

Overview of the 2007 WARLCA AUXILIARY Convention

Thursday, June 14, 2007

Another fun year was had by all, including the chaperones, auxiliary members, and National Auxiliary President, Leanne Cook at State Convention in Spokane this year.

The Juniors first day was spent at Silverwood Theme Park which had something for everyone including amusement rides for all ages to Boulder Beach Water Park for everyone to keep cool after doing the other activities. A BBQ was enjoyed by all in the picnic area with our own Auxiliary and Juniors helping to prepare and eat!! Fairchild Air Force Base was the first stop on our second day of Convention with a tour of the fire station and demonstrations of the trucks, to a tour and mock flying of a refueler plane, along with seeing many different planes in the park. It was a big attraction and educational for all. Lunch at the Golden Corral was a big hit, with everyone having something to eat they liked and all they wanted to eat. Then it was on to Cat Tails Zoological Park where a tour guide showed and told everyone about the 40 plus different large tigers, lions, and other wild cats. The petting zoo at the end of the tour was very popular for the younger Juniors, especially feeding the goats and chickens. After getting back to the hotel and changing, it was off to Triple Play for the Junior Banquet where everyone could go on indoor waterslides, bowl, miniature golf, go-karts, water boats, and much more with plenty of pizza for dinner. Many of the Juniors felt this was one of the best Junior Banquets for quite a while—something for everyone to enjoy!! The last day of Convention, the Juniors stayed near the hotel and went to Riverfront Park, seeing a movie about Hurricane Katrina at the Imax, another delicious BBQ, after which the park was open to the Juniors to go on amusement rides, train, carousel, big red wagon, or just to walk around and enjoy the beauty and squirrels in the park, after which swimming was a big hit back at the hotel until the Convention was over.

As well as enjoying the activities, the Juniors wrote letters to service men and women overseas this year for their Americanism Program, with some even being read aloud by the Juniors who wrote them at their program. Juniors President Nicole Cowan was in charge of the program this year and did an excellent job!! With military background scenery and music played by Cheri Freeman from the Association, it was a great tribute to our military. Thank you Juniors for your support to our troops!!

The Juniors elections of new officers for the year 2007-2008 were held on Saturday morning with Nicole Cowan being elected as Juniors President, Karissa Cavazos as Vice-President, and Rachel Duff-Banks as Secretary-Treasurer. They were all sworn in by National Auxiliary President Leanne Cook. The Juniors then discussed shirts, activities, dress code, and other issues for the coming new year.

Two state scholarships were awarded again this year by the Auxiliary. A \$500.00 scholarship was awarded to Anna Pilon of Lynden and a \$300.00 scholarship was awarded to Jacob Sitton of St. John. The Gene Del Polito Honorary Scholarship winner for the State of WA. was announced as Michael J. Lundy of Spokane. Michael's scholarship will be taken back to the National Convention where it will be judged with the same scholarship winners of the other states and one winner will be chosen, along with one alternate for this \$2,000.00 scholarship. Congratulations to all of you!! The Auxiliary wants to commend all the Juniors who filled out scholarship applications and got them back completed in full and on time. This year 12 packets of scholarships were sent out with 8 State Scholarships and 6 Gene Del Polito Honorary Scholarships being returned completed. This is wonderful and we encourage and hope more will respond in the coming year. Even if you didn't win this year, you never know what next year will bring. The Auxiliary wishes all of you the best in your future education! If you would like applications for the 2007-2008 year, please feel free to contact Donna Felgenhauer, State Auxiliary Secretary-

Treasurer and she will see that you get them. More information will be coming out in our next issue but we want you to feel free to start early!!

The Auxiliary was happy to have two fundraisers this year. Caryn Sweitzer with Home Interior Products and Joseph & Emily Morris of Amsoil/Cutco Cutlery brought their products for display, demonstration, and sale to benefit the Juniors. A basket was also brought for silent auction along with money donations. We appreciate everyone who helped this year in raising funds for the Juniors and say a big "Thank You!" It really does mean a lot to the Auxiliary to be able to in turn do more for the Juniors at Convention. Thank you!!

A motion was passed this year that the Auxiliary Officers from 2006-2007 be reinstated. The Auxiliary Officers for 2007-2008 will be Joe Horlacher as President, Fred Cavazos as Vice-President, and Donna Felgenhauer as Secretary-Treasurer. District #1 Representative is vacant at this time with Fred Cavazos as District #2 Representative, Myrtle Buchanan as District #3 Representative, and Donna Felgenhauer as District #4 Representative. If you are an Auxiliary member and are interested in being a representative for District #1, please contact any of our Auxiliary Officers. The Auxiliary would really appreciate and benefit the Association by having someone in this position.

The Outstanding Auxiliary Member of the year for 2006-2007 is Myrtle Buchanan. She and her husband, Neal Buchanan of the Association have been with WARLCA & Auxiliary for over 40 years. The Auxiliary honored them for their service with a gift certificate to stay at the Davenport Hotel in Spokane. Myrtle will go on to be recognized at the National Convention.

Fred Cavazos was elected as Delegate-at-Large to attend the National Convention in Rapid City, Michigan with Myrtle Buchanan as National Paid and Donna Felgenhauer as National Paid Alternate. Fred was also given the winning Gene Del Polito Honorary Scholarship to take back to National.

The Financial report was given by Donna at the Auxiliary meeting showing that the Auxiliary had \$3,434.17 in the checking account and \$5,977.58 in the savings account. There are still Junior activity expenses to be paid. The Auxiliary Financial Books were audited by Brenda Hays of the Association and Myrtle Buchanan of the Auxiliary. The books were found to be in excellent order.

This year, the Juniors also have one of their own going to the National Convention to run for office, Juniors President Nicole Cowan. It is truly an honor for the State of WA. to have Nicole represent our State. She has grown through the years as a Junior and has really been an asset to the Juniors and the Auxiliary. We wish her all the best at National!!

This year the Auxiliary was very happy to have some new Juniors join us and also a few new parents come to the Juniors events with us. We hope you both enjoyed your time with us and we welcome you back next year!! To the parents, we want to thank you for coming also. We truly enjoyed having you with us and also your help was very much appreciated!! We encourage any new Juniors and spouses to come and enjoy going with the Juniors in this coming year!!

The Auxiliary also want to thank the Juniors this year for being such a great group—you truly were!! You helped each other out as well as helping the Auxiliary when asked or needed. We are very proud of all of you and look forward to another fun-filled year next year!!

The Auxiliary is already looking into fun activities to do at and around Lynden, WA. for the Juniors at the State Convention in 2007-2008. A meeting in October for the Auxiliary and Juniors Officers and Representatives is being planned to discuss activities further.

NOTE: IF ANYONE IS INTERESTED IN THE SCHOLARSHIPS OR FUND RAISERS FOR THE JUNIORS FOR THE YEAR 2007-

2008, PLEASE CONTACT ANYONE OF THE AUXILIARY OFFICERS. WE WILL BE GLAD TO HELP YOU AND APPRECIATE IT. ALSO THE HUMANITARIAN SUPPLIES MAKE NICE GIFTS AND WILL BE AVAILABLE AFTER NATIONAL CONVENTION TO HELP WITH A VERY GOOD CHARITY.

Respectfully submitted,
Donna Felgenhauer
Auxiliary Secretary-Treasurer/District 4 Representative

2007-2008 AUXILIARY OFFICERS:

PRESIDENT

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

VICE- PRESIDENT

Fred Cavazos
408 S. Parkway Avenue
Battleground, WA 98604
(360) 666-8206
Lownslow48@aol.com

SECRETARY-TREASURER

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

DISTRICT 1

Vacant

DISTRICT 2

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

DISTRICT 3

Myrtle Buchanan
41255 Sunset Hwy Rd. E
Davenport, WA 99122-8680
(509) 725-0435

DISTRICT 4

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

2007-2008 JUNIOR OFFICERS

Nicole Cowan
PO Box 1746
Orting, WA 98360
(360) 893-5221

VICE-PRESIDENT

Karissa Cavazos
408 S. Parkway Avenue
Battleground, WA 98604
(360) 666-8206

SECRETARY-TREASURER

Rachel Duff-Banks
PO Box 255
Maple Valley, WA 98038
(206) 330-6809

Congratulations to
Myrtle Buchanan,
Outstanding Auxiliary
Member of the Year

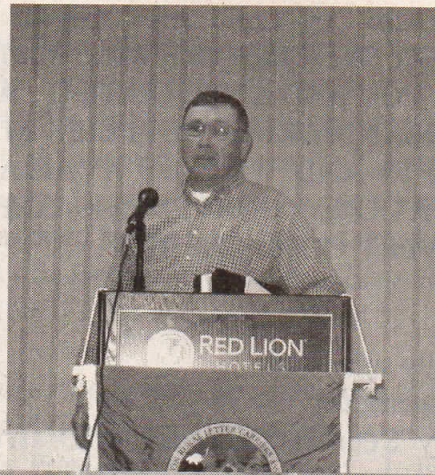
Leanne Cook, National Auxiliary President Visits Washington

I would like to take a few moments of your time to thank you again for sharing your families with me during your convention this year. I have spent the last four years on the board waiting for my turn to be able to visit Washington and I was able to this year. No one prepared me for the all-out welcome I received from you. I was taken in and treated like family right from the start and that is the greatest compliment anyone can be given.

It was wonderful to be able to put faces with names. After a year of "talking" on the computer back and forth with Joe, Nicole, Patricia and several others like Becky and Donna who offer encouragement when I was going crazy in the middle of my juggling act throughout the year, it truly was like coming home. Then I get to go with the Juniors and learn how a Junior program should work. I will be trying to work some of the Washington's magic into Tennessee's program in the near future.

Your pride in the Junior program shows through the success you have created and that happens only when you have supported your Auxiliary as well as you obviously have. I am so pleased to have witnessed such great family dynamics at work, you have every reason to be peacock proud of what you have accomplished and I applaud you and your state. I am glad I was able to wait until my President year to attend your convention! Thank you again for your wonderful generosity during my visit.

Leanne Cook



2007-2008 STATE OFFICERS AND STEWARDS**PRESIDENT**

Sr. Assistant State Steward
 Patricia Alexander
 2201 30th Street
 Bellingham, WA 98225-8209
 360-733-9201
 Fax 360-650-0803
patriciaka@nas.com

VICE PRESIDENT

Sr. Assistant State Steward
 Patrick Pitts
 P.O. Box 434
 Port Orchard, WA 98366-0434
 360-769-8461 (also fax)
 Cell 360-620-6234
McCormickMailman@aol.com

SECRETARY-TREASURER

Rural Carriers Health Insurance
 Representative
 Rebecca Wendlandt
 2811 N. Chase Lane
 Liberty Lake, WA 99019-5002
 509-926-9522
 Cell 509-710-7840
rebeccawen@icehouse.net

EDITOR

PAC Chair
 Susie Hill
 PO Box 93
 Vashon WA 98070-0093
s.k.hill@comcast.net

**DISTRICT 1
REPRESENTATIVE**

Rebecca Pike
 PO Box 427
 Lynden, WA 98264
 360-933-4899
rpikes@comcast.net

**DISTRICT 2
REPRESENTATIVE**

Joanne Blackburn
 7415 201st St. Ct. E.
 Spanaway, WA 98387
 253-846-3778
jojo_Rt06@msn.com

**DISTRICT 3
REPRESENTATIVE**

Assistant State Steward
 Cheri Freeman
 603 W. Clay Av.
 Chewelah, WA 99109
 509-935-6681
cherirose99109@hotmail.com

**DISTRICT 4
REPRESENTATIVE**

GMAC Auto Representative
 Dave Reppe
 48 Walnut Street
 Touchet, WA 99360-9696
 509-394-2972
Dis4Dave@msn.com

**RETIRED
REPRESENTATIVE**

Dan Schrup
 6802 N Old Fort Dr.
 Spokane, WA 99208-3867
 509-325-0282
mxykes@icehouse.net

STATE STEWARD

Charles Alexander
 2201 - 30th St.
 Bellingham, WA 98225-8209
 360-733-9201
 Fax 360-650-0803
charleska@nas.com

**SENIOR ASSISTANT
STATE STEWARDS**

Joyce Patteson
 385 Tibbling Road
 Selah, WA 98942-9253
 509-698-6308 (also fax)
jodonpat@fairpoint.net

Monte Hartshorn
 141 Alder St. NE
 Castle Rock, WA 98611-9040
 360-274-4676 (also fax)
postalmhbear1@msn.com

Patricia Alexander
 Patrick Pitts
 see Officers listing

**ASSISTANT STATE
STEWARDS**

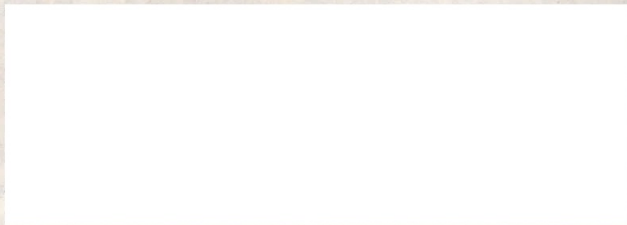
Renee' Cowan
 PO Box 1746
 Orting, WA 98360-1746
 253-820-3371
 Fax 360-893-9182
crazyuptightmom@comcast.net

Jan Frymire
 15105 OK Mill Road
 Snohomish, WA 98290-4504
 425-377-2020 phone and fax
janice.frymire@verizon.net

Cheri Freeman
 see Officers listing

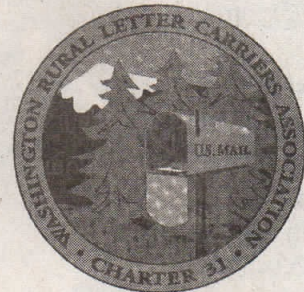
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