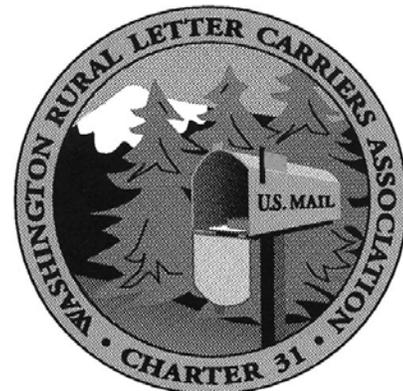


# Washington Rural Carrier

Official Publication of the Washington Rural Letter Carriers' Association

Spring 2016



*Where Service Begins With a Smile*

## Meet Executive Committeeman Shirley Baffa at State Convention!

Shirley was elected to the National Board in Reno, Nevada at the 111<sup>th</sup> National Convention to a four-year term as Executive Committeeman. Shirley is assigned to the Southern Area which consists of eight states and twelve postal districts.

Shirley was hired by the USPS in November of 1988 as an RCA at the Batesville Post Office and became a regular carrier in June of 1998.

Shirley has served many positions within the Arkansas District such as District Officer, State Vice President, State President, PAC Chair, Assistant State Steward, and State Steward. She was also appointed District Representative for the Arkansas District until her election to the National Board. She also served the NRLCA as chair of the



Constitution Committee (twice), a member of the Appeals Commission, the Appeals Committee, and Sergeant of Arms.

Shirley has the total support of her husband Gus, who understands firsthand the job, her daughter, Ashley and son-in-law Darrel, her granddaughters, Shelbie Madison and Chesney Lauren, and her sister Arkansas State Secretary, Sharon Goforth. They are all amazing and she couldn't ask for a better support group.

Shirley looks forward to meeting, serving, and mentoring carriers and stewards across our great nation.

This will be Shirley's first State Convention in Washington, perhaps it could also be yours. Come and meet our new National Officer at State Convention!

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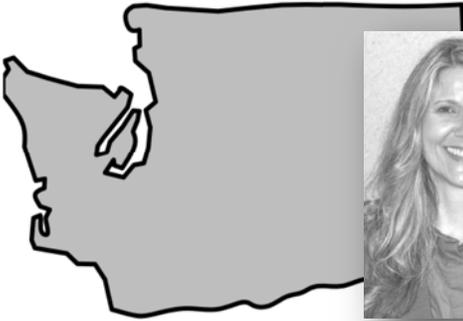
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1. Open your email program. Or, scan the QR code below with your smart phone.
2. Send an email to [emailsignup@warlca.com](mailto:emailsignup@warlca.com)
3. Include the following in your email:
  - Name
  - Office
  - Designation (Regular, Relief, Retired)
  - County Unit
  - Local Steward? (Yes/No)
4. You will receive a confirmation email.
5. Once your membership is verified, you will receive confirmation from [updates@warlca.com](mailto:updates@warlca.com)

Keep in the loop! Scan this QR code with your smart phone to instantly sign up for WARLCA email updates!





## Has Your Voice Been Heard?

By Renee' Pitts, WARLCA President

---

I'm on my way to the National office to meet with the Legislative Committee. After having both the National Ratification meeting and our State-paid Ratification meeting, I am sitting here wondering what has changed in our craft.

I remember, as an RCA, thinking it wasn't right that as an Association member, I was not afforded the opportunity to vote on my contract.

A resolution had been presented to the delegates at National Convention for years and failed every year that would allow just that. Then in 2000, the delegates at the National Convention in Madison, Wisconsin passed a constitutional amendment that provided for a one-member one-vote for any National Agreement reached between the Association and the USPS. The previous method used to determine the acceptance or rejection of a proposed agreement was similar to a caucus method. Meetings were held in each state where a presentation was given by a National Officer explaining the proposed details of the agreement. The members of that state, while attending the explanation meeting, would give their reaction of acceptance or rejection to their State Board. The indication of the will of the majority of that state was submitted in one ballot for acceptance or rejection, and the number of votes based upon that state's membership would either be identified as in favor or against. After all states' submission of that one ballot, the acceptance or rejection of the proposed agreement would be determined.

One of my fellow carriers, Sharon Madison, called me from the convention floor to give me the news when the constitutional amendment had finally passed. She knew how much I anticipated the results of the vote for that particular change.

In 2002, the first ratification meeting where members would exercise their one-member one-vote, was to have a two-year extension on the 1995-1999 contract. I don't know how many carriers attended that meeting, but I remember the room was filled to capacity and carriers were also standing outside the room. That extension was passed by the members.

Then next time we were given the opportunity to

vote on our contract was in 2007, which was rejected by the membership. Again, I recall the meeting room being full of interested members wanting to ask questions of our National Officer on different aspects of the proposed changes in the contract. Out of 86,453 ballots sent out, only 32,945 were returned by the members exercising their right to vote. The contract was rejected by 16,932 opposed and 15,927 in favor, a difference of only 1,005 votes. The state of Washington alone held 1,592 votes. This just shows that in one state, one member can make a difference in the direction of many, and for the future of all involved.

Now to the questions that fill my head today. Washington State had two ratification meetings. Our National Officer held a meeting in Seattle where we had 44 members in attendance. Your State Board felt it was important to give the same information to our members on the east side of the state, so we held a meeting in the Spokane area. We rented a meeting room and sent out notices for this meeting; we had 10 members in attendance.

All of this makes me wonder why we have such low numbers. Is it because our members can access information on the internet? Is it because our members really are not interested in their working conditions? Is it a generational gap? Do our members not know what being in a union truly means and how they improve the working conditions and pay for everyone who is afforded the opportunity to have a union in their work place?

I grew up in a union household where my dad always spoke of the importance of being protected by his union. He told us as children that if we were ever given the opportunity to be part of a union to consider it a blessing because union jobs are disappearing. To be able to have a union job was a great thing and you should get involved so that everyone entering the workforce behind you will have better working condition. He also told us that we should all remember what it was we didn't like about our jobs when we started and try to fix it or make it better so the others do not have to suffer the same.

I am sure that none of my questions will be an-

swered. My hope is that even though the numbers at our meetings may have confused me, that everyone at least has their voices heard by casting a vote.

#### **NEW RURAL REACH CONTEST:**

I'm happy to report that the Seattle District is repeating last year's rural reach contest with one new addition. The top office in the program will receive breakfast! The office will be selected by the rural reach team and me from a list of offices that have reached 100% participation. (100% office participation is based on 35% of all rural carriers submitting a lead. For example, if your office has 50 rural carriers, you will need 18 of them to submit a lead to reach 100% participation)

Here is how the contest will work:

All rural carriers who submit a lead will have their name entered into a drawing for one of three \$50.00 gift cards (one entry per rural carrier). If your office reaches 100% participation, all rural carriers in that office will receive an additional entry for the three gift cards.

If the lead submitted results in a sale, the rural carrier will receive an entry into a second drawing for a \$100.00 gift card (one entry per sale).

The top office in Rural Reach for the year will receive a breakfast. To qualify, your office must reach 100% participation and from those offices, the NRLCA and Business Development Team will decide the winner based on total leads and revenue generated.

An email was sent out to all offices with rural delivery and once again the office is required to give the rural reach stand-ups and post the stand-up around their office. The stand-up concerning this contest should have been given during the dates of March 12 thru March 19, 2016.

Seattle District is the third worst in the nation for certifying the stand-ups once they are given. Currently only 5% of the offices are completing the task of giving and certifying that the stand-ups have been given. I once again ask that if you are not receiving these stand-ups to let me know.



## **Legislative Update**

By Mariann Faulkner, WARCLA Vice President

Passage of any of the many postal reform bills before Congress this year does not look promising. Congress is focused on the 2016 elections and there is little time in the second session of the 114<sup>th</sup> Congress for getting a bill brought forward. Once again, the White House released the Fiscal Year 2017 budget proposal with the recommendation that the Postal Service be allowed to reduce delivery from six to five days if mail volume drops below 140 billion pieces for four quarters. The proposed budget is considered dead on arrival in a Republican-controlled Congress.

H. Res 12: Expresses the sense of the House of Representatives that the United States Postal Service take all appropriate measures to ensure the continuation of its 6-day mail delivery service, currently has 232 co-sponsors, 176 D and 56 R.

H. Res 54: Expresses the sense of the House of Representatives that the United States Postal Service take all appropriate measures to restore service standards in effect as of July 1, 2012, currently has 231 co-sponsors, 184 D and 47 R.

President Renee' Pitts and I will be traveling to Washington DC in May for the President/Vice President Seminar and Capital Hill visits. Please consider calling your Senators and Representatives and thank them for co-sponsoring the above resolutions or encouraging them to co-sponsor if they haven't done so. I use [www.govtrack.us](http://www.govtrack.us) to check on co-sponsors.

#### **Member of the Year**

Spring is here and the weather this week has been bright, sunny, and beautiful. Makes me glad to be here. In my travels this year to different county unit meetings, I have heard many stories of Rural Carriers who have gone the extra mile and helped their fellow carriers and customers. Some have called for emergency aid, reunited customers with their lost pets, and lent a helping hand to elderly customers. Some carriers shine brightly in their own offices and the rest of us don't hear about them. Do you know such a carrier? Why not nominate them for Member of the Year? Nomination forms can be found on the WARLCA website or on the next page.





## Good News!

By Becky Wendlandt, WARLCA Secretary-Treasurer

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**Membership Increasing!** We are now at 1,918 members (compared to 1,858 this time last year). While that sounds small, just from July 1, 2015 through March 29, 2016, I have processed 282 new membership forms. Unfortunately, out of the 282 new members, we lost 77 members that separated or resigned. That makes a 72% retention rate, which is slightly higher than before. As of March 29, 2016, we have 511 non-members to recruit, of which 188 are regulars and 323 RCAs! The good news is that after 10 years of being over 200 regular carrier non-members, we have finally dropped to 188. It is not too late to participate in the NRLCA RAFT (recruit a friend today) program. The new member receives three months of free membership and you, the recruiter, receive \$15 for relief members and \$50 for regular members who sign a Form 1187. You will then return the form to me with your name on the top as recruiter. The only stipulation is that they must remain a member for three months for you to receive your recruitment bonus.

**Finances are strong!** Check out the Statement of Financial Position, also known as the balance sheet, and you can see that we have over a year's expenses in savings. If you look at the Statement of Activities, also known as the profit/loss statement, you will see we are below projected budget in all areas except Awards and Recognition. Awards and Recognition is where the bank bags are posted that we use to recruit new members. This is great news that we needed to buy more bank bags because we have recruited more members! We will end with a profit again this year, and last year ended with \$16,293 profit. While this is all good, I believe it is time for next year's Board to set new goals of what more can be done to represent and educate the members. We have our backup savings in the bank so we need to make sure the members get as much information/training/representation as possible with what the members are paying in dues in the year they paid them. If you have any suggestions for trainings, seminars, meeting with representatives or anything that would help you as a member please share it with the county and

state officers.

**Want to be a State Convention Delegate?** Please plan on attending your county's annual meeting to put your name in for state convention delegate at Spokane, WA on June 12-14, 2016. You will get a county meeting notice on the date and time of your county meeting, and you can also check the warlca.com website for dates, time, location, etc. All county-credentialed delegates receive round trip mileage at \$.38 per mile, capped at 850 miles, and a \$250.00 State Convention allowance for attending all three days of convention.

**Planning on running for an elected state office position?** If you are planning on running for an elected state office position, please set the day after State Convention ends, Wednesday, June 15 2016 morning until noon, aside for the first 2016/2017 Board meeting of the year, just in case you are elected. Offices open for election are President, Vice President, Secretary-Treasurer, Region Committee Person Two and Region Committee Person Four, all two-year terms. If you are interested in the duties of any position, please contact any current State Officer for that list.

**2016/2017 County Officer Dinner and Recognition:** I hope all 2016/2017 county officers will plan on attending the 2016 State Convention county officer dinner. Time to be rewarded with a free dinner! We have a great bunch of dedicated county officers who work hard on doing the county union business and representing their members. I am very proud of them and enjoy working with each and every one! It takes a team and Washington State has the best! Thank you!

**Want to be a National Convention Delegate?** Nominations must be **received** by mail at PO Box 822, Liberty Lake WA 99019 by **May 2 2016**. Any nominations received after this date will be returned by the Post Office with PO Box closed endorsement, and the name will not be on the ballot. Nomination forms can be found in the *National Rural Letter Carrier* magazine, in the February, March, April, and May issues. Nominations must be on this form (or a copy of this form). You can also find the *National Rural*

Letter Carrier magazine online at nrlca.org. **Please allow 3 to 5 days when mailing your nomination to be received at the PO Box! Don't delay, mail early.**

**Notice of 2016 State Convention and Election of Officers:** The State Convention of the WARLCA (Washington Rural Letter Carriers' Association) will officially begin at 8:30 AM, Sunday, June 12 2016, at Mirabeau Park Hotel, 1100 N Sullivan Rd, Spokane Valley WA 99037

The following officers will be elected:

President, Vice President, Secretary-Treasurer:  
Two-Year Term

Region 2 Committeeperson and Region 4  
Committeeperson: Two-Year Term

There will also be elections to fill vacancies if any of the other positions become vacant during State Convention. A Nominating Committee will nominate at least one candidate for each of the offices. Nominations for any positions may be made from the floor.

**Want to remember all these dates and meetings?** Just check out the warlca.com website for all the information. And of course nrlca.org website too! And don't forget to sign up for email updates! Instructions are on page 2.

As always, I am an email (warlca@gmail.com) or phone (509)710-7840 call away. I look forward to hearing from you.

<u>Statement of Activities</u>	<u>Jul '15—Feb '16</u>	<u>Budget</u>	<u>Statement of Financial Position</u>	<u>Feb 29, 2016</u>
<b>Income</b>			<b>ASSETS</b>	
4000000 · National General Insura...	12,087.39	20,000.00	Checking/Savings	
4100000 · Interest / Dividends	1,095.27	2,000.00	1010000 · Checking - WA Trust Bank	6,738.88
4200000 · Membership Dues	176,762.87	233,350.00	1020000 · Savings - APCU	151,843.70
4400000 · Reimbursements	4,198.00		1030000 · Checking - APCU	110.45
4500000 · Sales	145.00	2,400.00	1041000 · EmergencyFundCD#75-12mo	40,691.17
<b>Total Income</b>	<b>194,288.53</b>	<b>257,750.00</b>	1410000 · C.D.#71 APCU 12 mo (8-1-06)	32,094.94
<b>Expenses</b>			1430000 · C.D.#73 APCU 12 mo (2-8-07)	30,810.01
5000000 · Accounting Fees	4,168.00	6,000.00	1460000 · C.D.#74 APCU 12mo (3-11-14)	40,691.17
5100000 · Awards & Recognition	1,474.78	700.00	1470000 · C.D.#76APCU24moEmerFund	21,058.29
5300000 · Employee Benefits	3,893.20	6,300.00	Total Checking/Savings	324,038.61
5400000 · Equipment	190.00	600.00	<b>TOTAL ASSETS</b>	<b>324,038.61</b>
5600000 · Lodging	5,407.36	11,800.00	<b>LIABILITIES &amp; EQUITY</b>	
5700000 · National Convention	19,441.44	20,000.00	Equity	
5800000 · Office Expense	1,336.62	2,200.00	3900000 · Net Assets	249,589.69
5900000 · Payroll Taxes	5,029.45	8,200.00	Net Income	74,448.92
6000000 · Per Capita Dues	2,199.83	4,625.00	Total Equity	324,038.61
6100000 · Postage	3,607.34	6,350.00	<b>TOTAL LIABILITIES &amp; EQUITY</b>	<b>324,038.61</b>
6200000 · Printing	36.53	600.00		
6600000 · Salaries and Wages	58,261.54	98,725.00		
6700000 · State Meetings	3,454.68	40,125.00		
6701000 · State Paper	4,916.33	6,300.00		
6900000 · Telephone & Internet	1,019.40	1,300.00		
7000000 · Travel	4,773.61	12,280.00		
7200000 · Western States Confere...	629.50	9,130.00		
<b>Total Expense</b>	<b>119,839.61</b>	<b>235,235.00</b>		
<b>Net Income</b>	<b>74,448.92</b>	<b>22,515.00</b>		



## You Are The Union

By Taralee Mohr, Region 1 Committeeperson

---

Do you want the post office to change? Do you get treated with dignity and respect? Do you talk about how the post office doesn't pay you enough, or you should have paid sick leave or holidays? Are you waiting for the Union to fix it all for you? If you received this magazine, I hate to break it to you but you are the Union. So the question is, what are you doing to make the changes in your job?

The first step would be to attend your county meetings. Who do you think attends these county meetings? No, it's not just bored people with no lives. It's people with things to do, and the same bills to pay as you. The scary thing is that a majority of attendees are regular carriers who are fighting to make their lives better. These meetings are where all the resolutions come from that our National office takes under advisement when bargaining with the Postal Service. So, who is fighting for the RCAs? The answer is that not enough people fight for what the RCAs want or need because the RCAs don't fight for what they need themselves.

My point is not to nag at you, but to ask you to help yourselves. Annual meetings are being held all over Washington right now. You will get a notice in the mail telling you when and where your county's annual meeting is being held. There will be people there who can help you write up the changes you want to make. Then, as a body, the members in attendance vote on the resolution and if it passes, it then goes to State Convention where it will be heard and voted on by the Washington delegates.

Do you want to see this continue up the voting levels? Attend your county meeting and become a delegate to State Convention. Are you an RCA with no leave to go to State Convention? Talk to your steward or attend your annual meeting to find out

how you get leave to go to a Union convention. Oh! Now you say you can't afford to go. Call, email, or write your Region Committeeperson on how you can be compensated to attend your State Convention. I hear a lot of chatter in my office about what's fair and how things should be. I have a funny feeling it's not just my office. It's time for you to put your money where your mouth is. Change starts with you.

### Pac Updates

State Convention is just around the corner. We still have two room night stays available for raffle. Please contact me for tickets.

I am asking that people bring silent auction items to the convention. You will receive a gift credit for the items you bring. If you can't attend State Convention and would still like to donate an item, please give it to any of your Region Committeepersons to bring for you.

Now for the cool portion of my article - the numbers! Last year from 8/1/14 to 3/28/15 we, as a state, collected \$6,052 in gift and cash donations. We were ranked 19<sup>th</sup> in the nation and 18<sup>th</sup> in the per capita amounts with \$3.27 donated per member. This year so far, from 8/1/15 to 3/28/16, we have collected \$8,233 in gift and cash donations. We are currently ranked 16<sup>th</sup> in the nation and 10<sup>th</sup> for per capita with an average of \$4.45 donated per member. If you are looking at these numbers and you are wondering how that number could be for each member when you haven't donated anything, I'll tell you. The total funds collected are divided amongst the active members to get the per capita amount, so if you haven't donated yet, please help your craft by donating. As always, don't hesitate to contact me with any questions on your current level of donations.

### Attention County Officers!

Please bring the WARLCA-issued USB drive with you to your annual meeting. The data on them needs to be updated and will be done so by a Board member at your annual meeting. Thank you!

## 2016-2017 PAC GOAL

GOAL IS \$17,000

49%

OF GOAL  
REACHED

CONTRIBUTIONS MADE \$8,233

ISLAND SKAGIT \$195 FROM 9 MEMBERS

KING SNOHOMISH \$4,635 FROM 18 MEMBERS

WHATCOM \$62 FROM 2 MEMBERS

LOWER COLUMBIA \$354 FROM 2 MEMBERS

MUTUAL COUNTIES \$1,702 FROM 10 MEMBERS

PENINSULA COUNTIES \$20 FROM 1 MEMBER

EAST CENTRAL \$445 FROM 3 MEMBERS

NORTH CENTRAL NOT YET ON THE BOARD

NORTHEAST \$225 FROM 2 MEMBERS

APPLE VALLEY \$300 FROM 2 MEMBERS

SOUTHEAST NOT YET ON THE BOARD

WHITMAN-ASOTIN \$275 FROM 1 MEMBER

Special thanks to Dawn Ayers, PAC Co-Chair, for the above information.



### **Are You Getting Your Money's Worth Out of Your Union Membership?**

By Dawn Ayers, Region 2 Committeeperson

As a member of this great Union of ours, I have been an "active" member since 2007. My involvement in this Union began with the twisting of my arm from someone whom I consider my mentor. She convinced me to take over her position as local steward for our office. Over the years, my contributions to this Union have grown and it all started because of my involvement as a steward. But I digress as this article isn't about me. It is about you!

Every pay period, you pay a portion of your salary to this great Union of ours. While it is true that even without your involvement, your dues are being well-spent on things like the National Steward System, or NSS as it is sometimes called, which is there to represent you if you decide to file a grievance for a disciplinary action or a contractual issue that needs resolving; or on our National Officers who work on a

daily basis to run the NSS, negotiate our contract, stay involved with legislation to ensure the USPS remains relevant, and on monthly publications to keep you in the loop, just to name a few.

Many of you may think that all of those things your dues are going towards are enough for you and that your contribution to the Union doesn't matter. Unfortunately, I am here to tell you that you are wrong. Your participation in this Union is what makes us stronger. With every voice we add, we become a bigger force. Expressing your views on what direction you think this Union should take or what rules should be changed makes you a valuable member to this association.

Now while it is true that we can't all be fully involved for whatever reason, we can all still participate on some level. You can be a local steward for

your office or attend a county unit meeting. Staying up to date by reading your monthly magazines from the NRLCA and the quarterly newsletters from the WARLCA are important as well. In addition, you can also sign up for email updates. Read your contract, know your rights. Run for a county-level or even a state-level position. Become a delegate to State Convention or submit your name to become a National Delegate. There are no real limits to your involvement.

One of the most frustrating things to me, as a contributor to the *Washington Rural Carrier*, is knowing that this article will fall on many a deaf ear. I

always wonder how many people actually do read our little paper that we all work so very hard produce, so for this issue I am going to run a little test. If you've gotten this far in my article, then I want you to send me an email at warlcaregion2@gmail.com with the subject line "I read your article". If I can get at least 100 of our 1,900 plus members to send me an email, I will select one of those people to receive a gift certificate to go to the movies. I look forward to seeing your emails and feel free to leave me any comments, suggestions, ideas or issues you would like to see addressed. I look forward to seeing your contributions to YOUR Union!



## Work and Play at the 2016 State Convention

By Levi Hanson, Region 3 Committeeperson

Begin this year's convention with an Old Fashion Ice Cream Social on June 11<sup>th</sup> from 7-8:30 pm in the courtyard of the Mirabeau Park Hotel. Stop by anytime for delicious ice cream, lively music, fun, and games!

This year's convention promises to be a memorable event with a banquet unlike any other; combining a food truck rally and a brief visit to a destination

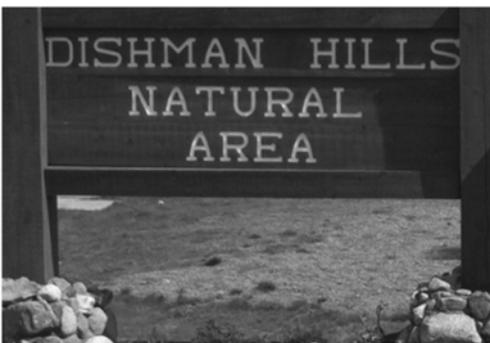
reminiscent of the summer camps of our youth. Once the work of convention is

complete, the banquet will take place on June 13<sup>th</sup> at 6 PM at Camp Caro, part of the Dishman Hills Natural Area, featuring a rustic lodge with a deck overlooking a sweeping lawn and the green trees that border it. It will

be a chance to escape the four walls of the convention hall; eat some great food from three of Spokane's best food trucks, enjoy fantastic beer and

wine while listening to lively music from Big Red Barn, a well-known local bluegrass band. Better yet, we'll all get to and from the banquet on a school bus; harkening back to our youth.

Have you registered for the 2016 WARLCA State Convention yet? No? Well, what are you waiting for? Find a copy of the registration form inside this issue of the *Washington Rural Carrier*. Read what is in store for you at this year's convention and then take a few minutes to register but do it soon because the registration deadline is May 10th. You won't regret it!



# PAC the Mirabeau Park Hotel



Win a room night at the Mirabeau!

Room night valued at \$99.00

There will be 2 chances to win!

1 entry for \$10.00

Or

3 entries for \$20.00

Contact your Region Committeeperson  
or attend your next  
local county unit meeting!



Drawing to be held on May 1, 2016. Room night must be used at the 2016 Convention in Spokane Valley.  
Need not be present to win. Convention dates are June 12th–14th, 2016.

Book your room NOW by calling (509)924-9000 and reference the Washington Rural Letter Carriers' Association room block.

Executive Room - \$99

2 Queen/1 King; Sleeps up to 4

Executive Kitchenette Suites - \$139\*

2 Queen/1 King + 1 Double Hide-A-Bed; Sleeps up to 6

\*\$99 more and add an adjoining room with 2 Queen beds or 1 King plus an additional bathroom.

No additional charge for up to 4 people for room

Rates valid 6/7/16-6/16/16

More info: [www.mirabeauparkhotel.com](http://www.mirabeauparkhotel.com)

**Convention attendees are  
invited to enjoy a lunch buffet  
at the Mirabeau Hotel on  
Sunday and Monday for \$10.95  
per person!**

The registration form is on the next page. We've made it easier this year than ever before by adding a computer-filled registration form at [www.warlca.com](http://www.warlca.com)

**WARLCA 2016 STATE  
CONVENTION REGISTRATION**

June 12, 13 & 14 2016  
Mirabeau Park Hotel - 1100 N. Sullivan Rd,  
Spokane Valley, WA 99037

Registration Deadline: May 10, 2016

Book your room NOW by calling 509-924-9000, reference the Washington Rural Letter Carriers' Association room block.

Executive Room - \$99 - 2 Queen/1 King - Sleeps up to 4  
Executive Kitchenette Suites - \$139\* - 2 Queen/1 King + 1 Double  
Hide-A-Bed - Sleeps up to 6

\*\$99 more and add an adjoining room with 2 Queen beds or 1 King plus an additional bathroom.

No additional charge for up to 4 people per room. Rates valid 6/7/16-6/16/16. Room Reservation Deadline is May 10, 2016.

NAME: \_\_\_\_\_ 1<sup>ST</sup> TIME ATTENDING? \_\_\_\_\_

ADDRESS: \_\_\_\_\_ CITY & ZIP \_\_\_\_\_

COUNTY UNIT: \_\_\_\_\_ EMAIL: \_\_\_\_\_

PHONE: \_\_\_\_\_ Post Office Where Employed: \_\_\_\_\_

**Registration Fee (Waived with at least 2-night stay at the Mirabeau Park Hotel)**

Staying at The Mirabeau Park Hotel? \_\_\_\_\_ Name on Reservation: \_\_\_\_\_

**WARLCA must meet a room night guarantee and so attendees are encouraged to stay at the site hotel.**

Cost \$50 per person #attending \_\_\_\_\_ \$ \_\_\_\_\_ Waived? \_\_\_\_\_

**Saturday, June 11**

**Ice Cream Social - All Are Welcome, 7-8:30 PM**

**Ice Cream Sundaes, Non-Alcoholic Drinks, Fun & Games**

Cost \$5.00 per person (under age 2 free), Non-Alcoholic Drinks Incl. #attending \_\_\_\_\_ \$ \_\_\_\_\_

**Sunday June 12: FIRST DAY OF CONVENTION STARTS AT 8:30AM**

**First Timer to Convention Meeting, 8 AM**

Cost: Free #attending \_\_\_\_\_

**County Officers' Recognition Dinner - All Are Welcome, 6-8 PM**

**Great Northwest Feast - Salmon and Sirloin Buffet featuring Sides with Regional Ingredients.**

**Dessert, Coffee & Hot Tea Included.**

2016-2017 County Elected Officers Free; Cost to others \$25.00 #attending \_\_\_\_\_ \$ \_\_\_\_\_

**Monday June 13: SECOND DAY OF CONVENTION STARTS AT 8AM**

**Mini Food Truck Rally at Camp Caro, 6-9 PM**

**Couple of Chefs Truck featuring Sandwiches, Salads & Non-Alcoholic Drinks. Authentic Tacos from the Tacos Camargo Truck and Locally Made Ice Cream from the Scoop Truck. No-Host Bar w/Beer & Wine, Live Music, Dancing, Fun and Games. Transportation Provided.**

Cost \$29 per person; alcoholic drinks extra #attending \_\_\_\_\_ \$ \_\_\_\_\_

**Tuesday June 14: THIRD DAY OF CONVENTION STARTS AT 8AM**

**No food functions**

**Total Enclosed \$ \_\_\_\_\_**

**CHECK HERE IF NOT ATTENDING FULL CONVENTION** (If checked you will not receive a delegate check) \_\_\_\_\_

**Checks** payable to **WARLCA** and sent with form to **2811 N Chase Ln., Liberty Lake WA 99019 by May 10, 2016 to avoid \$25 LATE FEE.** If you are unable to attend please contact Becky Wendlandt for a refund; however, **no refunds issued after June 5, 2016** and until after convention and board approval since we have to guarantee total number of meals ahead of time.

# **WARLCA**

## **110<sup>TH</sup> State Convention – Standing Rules**

### **June 12 – 14, 2016**

1. Each session shall start at the time announced in the convention program.
2. The convention shall proceed using Robert’s Rules of Order, Newly Revised (11<sup>th</sup> 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. The reports of the Officers of the WARLCA shall not be read to the delegation.
7. 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.
8. Resolutions shall be read and if no objection is voiced, they shall be considered passed at the sound of the gavel by the Chair.
9. All resolutions objected to shall be brought before the delegates for consideration after all resolutions have been presented. 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. Amendments shall only be permitted on binding resolutions.
11. During the consideration of resolutions at the second reading, the con and pro shall alternate with a two 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. There shall be no campaigning, nor distribution of campaign material on the convention floor with the exception of those campaign speeches made from the podium.
15. Once nominations are closed for each officer position and prior to voting, each candidate shall receive up to four minutes to address the delegates. Up to five minutes per candidate per officer position will be allowed for the delegates to question the candidates. Each question shall be limited to one minute; responses by candidates shall be limited to two minutes. No delegate may ask a second question while other delegates are waiting in line. No delegate may ask more than two questions per officer position.
16. These rules shall be in force throughout the convention unless amended by a two-thirds vote of the delegates.



# 2016 STATE CONVENTION COUNTY ATTENDANCE COMPETITION

Who says there is  
no such thing as  
a free lunch?



*Calling all county units and their members:*

**FREE**



**LUNCH**

for the County Unit with the highest percentage  
of county unit members in attendance at  
State Convention in Spokane Valley and  
for the county unit with the most members  
in attendance.

2016 WARLCA State Convention to be held at the Mirabeau Park Hotel in Spokane Valley from June 12th-14th, 2016.

For more details about State Convention visit [WARLCA.com](http://WARLCA.com)

To become a paid state convention delegate you must attend your annual county unit meeting and be elected as a delegate.



## **Dance Like No One Is Watching – Work Like Everyone Is!!**

By Joyce Patteson, Region 4 Committeeperson

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All of us who work for the Postal Service essentially have two lives. One that is our personal life, and the other that is our work life. One is for 'dancing', relaxing, sharing with loved ones, and enjoying ourselves; and the other is for working. A lot of us seem to get our two lives confused. Some of us like to 'dance' while working, and vice versa. It's important that we remember what action to take in each of the two lives.

When we're working, we need to remember that it is a job with certain responsibilities and expectations from management. We have a guideline for our responsibilities in general, and that is called the PO-603 – Rural Carrier Duties and Responsibilities. In essence, the PO-603 is our job description and I would bet that most of you have no idea what information you can find between the blue covers, or that there is supposed to be a PO-603 in every route book at every case. There are various sections included in the PO-603. One will tell us our basic duties; another will tell us what we are supposed to do while in the office; yet another will tell us what we are supposed to do while on the street; and so on. By now, you should get the picture.

In addition to the PO-603, we have the National Agreement between the USPS and the NRLCA, otherwise known as our contract. Again, I would bet that the majority of you have no idea of all the language in the various articles, MOUs, etc., in our contract. There are also other handbooks, manuals, publications, Step 4 settlements, management letters, etc., that provide defining language as to our responsibilities and management's responsibilities regarding our job. At the very least, you should have a limited knowledge of the contract and the PO-603. It's in your best interest.

We all know that we're not supposed to talk on our cell phone and/or text while driving – not only while on the job, but also while in our personal life. In our job, it's even taken a step further as we're also not supposed to be talking on a hands-free device. When you're delivering your route, and your cell phone rings, do you always ignore it? Or, do you go

ahead and pick it up? After all, there's no one around; it's a reasonably secluded area, and the Postal Service will never know. If you are guilty of this kind of thinking – whether it involves answering your cell phone, fingering mail while driving between boxes, dismounting your vehicle without setting the emergency brake or removing the key from the ignition, or a multitude of other things we do in order to finish the job to get back to our other life, please stop. You never know when someone is watching you. There may be a representative from the Office of the Inspector General sitting somewhere with a telephoto lens. There may be a manager doing a random driving observation. There also may be a video camera in your vehicle. Big Brother is watching!!

The bottom line here is to perform our job, each and every day to the best of our ability in a safe manner, while following all rules and procedures as if someone is watching you because someone just might be. Don't cut corners. Remember, it's safety first, accuracy second, and then efficiency. I think our local management forgets that mantra, but we can't risk it because we want to get home to our other life, our personal life, where we can 'dance'!

Now I'm going to give you a reminder that when you are approached by management or a representative of the Inspection Service, especially a representative of the Inspection Service, don't hesitate to ask whether or not this could lead to discipline. I know that for most of us, it wouldn't even cross our mind that we may be in trouble for something but don't take that chance. Ask the question. If the answer you receive is something other than a simple "No," ask for steward representation. Too many times recently has it happened that a carrier receives discipline and then contacts their steward. When asked if they've had an investigative interview, the response is usually that management or even the Postal Inspectors have talked to them or asked them questions. This is an investigative interview, even if they don't tell you that it is.

Even though we have two separate lives,

personal and work, too often they are intertwined. If we receive discipline or even lose our job due to something we did or didn't do while working, that definitely has a negative effect on our personal life. If we have something stressful going on in our personal life, that can also have a negative effect on our work life. I know it's hard, no one said it was going to be easy, but try to keep them separate. You can't afford to think about issues in your personal life while

working because it can be a distraction that can lead to serious consequences. By the same token, if you have a manager that is less than stellar, don't take that stress home. Leave it in the workplace. Let your personal life, your spouse, your kids, your parents, even just yourself, have your very best 'self' without all the work baggage. And DANCE like no one is watching!



## Rural Carriers Deserve Better

By Patrick Pitts, DR Seattle/Alaska District

Rural carriers, both regular and relief, deserve better treatment by their employer. This article is divided into two parts, the first dealing with wheel chocks, the second with Service Performance Sampling (SPM) work orders.

Recently, local managers across the Seattle district were instructed to begin purchasing wheel chocks and have carriers place them in front of or behind the vehicle tires anytime they park and dismount the vehicle. Yet there has been no instruction given regarding the safe usage of the wheel chocks nor consideration given to compensating carriers for the additional (new) duties.

While not specifically stated, it appears the usage of wheel chocks is intended to address increased occurrences of roll-away, run-away incidents throughout the district but requiring carriers to begin utilizing the wheel chocks with no clarity of instruction as to how and when, and failing to appropriately compensate craft employees is a violation of our National Agreement.

Adding insult to injury, there was no official communication with the Union at the district, area, or national level regarding these wheel chocks. Article 14, Section 1 of our National Agreement states *"It is the responsibility of management to provide safe working conditions ... and to develop a safe working force. The Union will cooperate with and assist management to live up to this responsibility."* It is understandably difficult for the Union, on behalf of rural craft employees, to cooperate with and assist management when management fails to, or refuses to, communicate with the Union. Rural carriers deserve better treatment by their employer.

### All rural carriers MUST be compensated for any required duties associated with these wheel chocks.

Article 9.2.C.14 is clear, *"When daily recurring work duties other than traditional service functions are added to or removed from a route after the latest route evaluation, the Employer shall promptly determine time requirements for such added or removed duties and authorize any appropriate adjustment of evaluated compensation."*

In addition, management should not require carriers to utilize the wheel chocks until appropriate training has been provided. This training should be on-the-clock and the carriers compensated as required per Article 9.2.M.

- **Any failure to properly train carriers prior to the required usage of the wheel chocks should be grieved.**
- **Any failure to properly compensate carriers for the training should be grieved.**
- **Any failure to properly adjust the evaluated compensation should be grieved.**

Please contact the NRLCA representative for your office or myself with any questions.

Regarding the Service Performance Measurement (SPM) sampling test, as you are aware, there have been continued changes to the SPM sampling test. On or about February 16, 2016, the number of pieces that can be scanned on one work order was increased to 15 pieces with a buffer of 4 (maximum 19 pieces). An individual route may receive a maximum of 5 sampling request per day, 30/week, and 300/quarter. There is a scan ceiling to prevent scanning a greater number of mail pieces than requested. On or about March 7, 2016, a stand-up talk went out to the field requiring carriers to scan available flats first,

then available letters.

The parties had agreed to compensation during the test period set at 50 seconds per delivery work order and 70 seconds for each collection work order. This agreement was based on up to 5 scanned pieces per delivery work order and 7 pieces per each collection work order.

When unilateral changes were made to the number of pieces per work order, and the order the items were to be scanned, the NRLCA posted on the "What's New" page information regarding compensation based on the actual time necessary to perform the SPM function.

Rather than task 114,000 rural carriers with tracking and recording the actual time for each SPM work order for an indeterminate amount of time **the NRLCA has agreed that, in the interim, until the parties can reach agreement on appropriate compensation carriers will continue to received 50 seconds or 70 seconds as appropriate.**

As stated in the September 16, 2015 instructions to the field, **"each alert received on the MDD ... is called a work order." "The rural carrier must enter the letter C or D in the comments section of the PS Form 4240, Rural Carrier Trip Report, with the number of work orders completed for each location." Leave replacements will receive compensation via PS Form 1314-A each pay period, and regular carriers will receive compensation each accounting period (once per month) via an 8127 entry on PS**

**Form 1314.**

**"As a safety precaution, it is important that rural carriers are instructed to only pull up the alerts on the MDD once they are at the next delivery stop on their route; never while the vehicle is in motion."**

There have been substantial concerns and reports of little or no training provided carriers related to the SPM sampling, and many areas where carriers are not being appropriately compensated for the sampling work orders. On April 1 2016, instructions were sent to all offices with rural delivery throughout the Seattle district to fully and completely train carriers in the procedures for the SPM sampling.

Managers were required to print out, and provide to each carrier, both regular and relief the complete training packet prior to presenting the training and, once the training is completed process the necessary paperwork to compensate the carriers for the training. In addition, management was instructed in the procedures for compensating carriers for all SPM work orders.

Management was required to complete the training by close of business, April 23, 2016. If you have not received the training, including receiving a complete, printed copy of the training material and/or you have not been compensated for the training or the SPM work orders, please contact myself or the assigned NRLCA representative for your office. I can be reached at Patrick.Pitts@nrlca.org (email) or by phone at (360)893-9182 (office) or (509)280-7444 (cell).



## Relief Day Work

By Charles Brown, DR Portland District  
Representing the Members of Lower Columbia

Relief Day Work List is soon to be posted. The sign up period is April 23 - May 7, 2016. The new list will take affect on May 14. All regular carriers, regardless of route classification, desiring to work their relief days shall place their names on the relief day work list (even if at the time of posting they do not currently have a relief day). Carriers may remove their name at any time, although if they have already been scheduled, s/he will be required to work the scheduled relief days. When signing the list, you the carrier, not management, have the choice of receiving an X day that is mutually scheduled (DACA X), an X day scheduled by management plus half a day of pay

(DACA 3), or 1.5 times the daily evaluation (DACA 5). Carriers who sign the list will be used in rotation by seniority, and agree to work their relief day before those who do not sign the list. **Any carrier on approved leave before or after the relief day will be considered unavailable, unless they notify management that they are available for that relief day.**

How the list is used:

1. It is used to cover an assigned relief day when no qualified relief carrier is available in the delivery unit.
  - The matrix is used first (2nd and 3rd assignments).

- Other qualified relief carriers in the delivery unit are used next.
- Then management may choose:
  - use other relief carriers (in the office), or
  - go to the list provisions.
  - They may go outside the office only after any list is used.

2. Regular carriers on the list are called in or scheduled in:

- By seniority, on a rotating basis, among those with the correct day off,
- To do their own route.

3. A regular carrier on the list may be bypassed when it is their turn:

- If they have a day of AL or SL, or a guaranteed X day, scheduled in conjunction with their relief day (via a signed 3971);
- If they are sick or otherwise unable to fully perform the duties of the route;
- Or if they would exceed 56 hours in a week or 2080 hours in a guarantee period.
- If a carrier is bypassed, management continues through the list the next time it is used.
- A carrier may not be bypassed due to any issue about what routes their sub knows or how slow or new they may be, etc.

4. Compensation choices, if on the list and needed to work:

- "option 1" receives an X day immediately scheduled by mutual agreement:
  - must be within 12 weeks,
  - show agreement w/ a 3971,
- "option 2" receive 50% daily rate of pay plus an X day within 12 weeks:
  - X day is scheduled by management,
  - A minimum of 3 working days' notice is required,
  - A code 3 is used on the time card for the day worked,
- "option 3" receive 150% daily rate of pay and no X day:
  - A code 5 is used on the time card for the day worked
  - Choice of option must be made no later than the relief day worked.

“Signing the relief day work list does not provide an entitlement to the regular rural carrier to work the relief day due to the unavailability of a leave replacement. Management must first follow the provisions outlined in Article 30 to provide coverage for a route by utilizing the matrix, PTFs, or qualified leave replacements in the delivery unit. Management may

then assign the route to a TRC or other leave replacements in the office, or on some occasions, management may split a route, prior to utilizing a regular to work on the relief day. A regular carrier on the relief day work list must be utilized prior to other regular rural carriers on his or her relief day, in accordance with the appropriate provisions of the Agreement. A regular carrier may not work the relief day in order to allow the assigned leave replacement a day off without utilizing the relief day work list procedures.

Article 30.2.D.4. indicates that if management has exhausted the matrix and attempted to use a qualified RCA in the delivery unit in order to cover a route, “...the Employer may designate any other leave replacement prior to selecting a regular rural carrier to work in accordance with Article 8 Section 5.” The other leave replacements referred to would be unqualified substitutes, RCAs, or RCRs in the delivery unit; TRCs in the delivery unit; or qualified or unqualified substitutes, RCAs RCRs, or TRCs in other delivery units within the office. **A leave replacement may not be borrowed from another office until all available regular rural carriers** (on and off the relief day work list) have been assigned to work the relief day. (9-01-00 Wilson Letter) Note the TRC language has expired with the 2010-2015 contract.

I hope your count went well and prior to signing the 4241, you double checked every column. The PO 603, 533.13: “Carriers if you agree with the count data, your signature is considered verification of the validity of the count data. When you disagree with the count data, you need not sign the form. However, you must promptly submit written comments to the postmaster explaining in detail the reasons for objecting and the exact nature of the supposed errors or omissions.” If you disagree, I hope you will send a copy of your written disagreement to me so I may meet with Mark Howard and process promptly. When you receive your 4241A, compare the numbers. We find the most errors with the number of boxes and mileage. Double check, this is your pay. May 14<sup>th</sup> 2016 the new evaluation goes into effect.

Steward Training, I will be scheduling local steward training within the next few months, if you have ever considered becoming a steward please drop me an email so I can send you information about the job. We provide the training and ongoing support. If you have any questions call or send me an email.

I continue to get many inquiries about the **new scanners** (MDDs) and the battery life not holding out for the whole day causing the carriers additional

work duties. We have been told by Postal Headquarters that the batteries are guaranteed for 12 hours a day, and that if they are dying the carriers are to report this to management and they should get new batteries for the MDD. I fully understand this takes time and in many cases, management has no clue how to go about getting the new batteries, but that is a management problem they need to fix.

Carriers need to track all of the actual time associated with any of these additional duties and request compensation immediately. If they are told no, or do not receive the compensation on the next pay check, then a grievance should be filed. The additional duties that require additional compensation for actual time in minutes and seconds, include but are not

limited to: When on the street and management makes you wait to bring another scanner out, the actual time spent waiting. When on the street and the scanner dies and you are required to write down the barcode numbers and time of delivery, actual time recorded. When you get back to the office and then are required to enter all the information into a new scanner, actual time recorded. All time associated with notifying management of the issue and recording the additional time on the 4240, 8127, PS Form 1234 (utility card also known as the green card). If not compensated in the next check, also record actual time notifying management that you were not compensated and the actual time associated with filing the grievance.

## **Appointed Positions of the WARLCA**

Editor of the *Washington Rural Carrier*

Webmaster

National General Insurance Rep.

Provident Guild Chair

Political Action Committee Chair

Rural Carriers Health Benefit Plan

Historian

DAC (District Advisory Committee)

If you are interested in any position, send your contact information and the position you are interested in to President Renee' Pitts, WARLCA President at P.O. Box 1746, Orting WA 98360-1746

Deadline June 3, 2016

## **WARLCA Editor Requirements and Application Procedures**

This is not a Board position.

Must be a WARLCA/NRLCA craft union member.

Appointment is for one association year. Appointment can be rescinded by either party with notice at any time.

How many papers: Currently four issues (Post-Convention is large, Fall, Winter, and Spring issues).

Reimbursement: Will be established at the State Convention (currently \$375 per issue).

Know the current NRLCA/WARLCA policy concerning the paper.

Procedure: WARLCA Board provides the articles and information to be in the paper. Editor's job is proof-read, contact author if problems, format, and send proofed paper to Board for approval. The president or designee will OK to send to printer.

Editor may be requested to attend an occasional Board meeting for a day.

Board will set the print dates and confirm with editor.

Computer Program: MS Publisher software is used. WARLCA will provide the software unless applicant has their own.

WARLCA will provide the all-in-one used copier/scanner/printer.

WARLCA will provide: computer that can run Publisher software and some type of photo shop.

Time possibly spent: Depending on skill level, may be 12 or more hours per issue, however for more detail please contact current editor.

(Hours used depend on computer abilities, how large the issue is, articles received, photos used, etc.)

To apply, provide the following:

Name

Address

City, State, Zip

Phone Number

E mail Address

Please identify why you are seeking this position, including the skills you bring to this appointment, in 500 words or less.

Send the information to WARLCA Renee' Pitts WARLCA President at P.O. Box 1746, Orting, WA 98360-1746

Deadline June 3, 2016

## **2016 National Delegate Ballot Timeline and Notification**

Here is the timeline for those wanting to be on the ballot for 2016 National Convention.

**May 2 2016:** Nominations must be **received** at the PO Box 822, Liberty Lake WA 99019-0822. Any nominations received after this date will be sent back as post office box closed. A member of the 2016 Election Committee, with the State Secretary-Treasurer observing, will do the final sweep of the post office box and close the box. Candidates, or their designee, can observe, and will need to contact the State Secretary-Treasurer for the time the final sweep will be done. Nomination forms can be found in the *National Rural Letter Carrier* magazine, in the February, March, April, and May issues. Nominations must be on this form (or a copy of this form). You can also find the *National Rural Letter Carrier* magazine online at [nrlca.org](http://nrlca.org).

**May 3 2016:** A listing of members and labels will be printed from the NRLCA database to be used for the mailing of the ballots. Also a drawing of names to determine placement on the ballot will be held at 8:00 AM in the break room of the Greenacres Post Office, 306 N Barker, Greenacres WA 99016. Two members whose names are not on the ballot will be doing the drawing, with the State Secretary-Treasurer observing. Candidates, or their designee, can observe this drawing.

**May 4 - 12 2016:** The ballots and ballot instructions will be printed by Staples. An independent contractor will pick up the ballots, ballot instructions, and envelopes. They will stuff and seal the ballots and mail them in their entirety at Spokane Valley Post Office, 11712 E Sprague, Spokane Valley WA 99206.

**May 23 2016:** The ballot mailing to the members must be completed by this date.

**The week of May 29 2016:** Two members of the 2016 Election Committee, whose names are not on the ballot and have been appointed by the WARLCA President, will check the returned undeliverable ballots at the Veradale WA Post Office. They will make a determination if a correct address can be found and resend the ballot again in a separate envelope. Please contact the State Secretary-Treasurer for the exact date if you are interested in observing. Candidates, or their designee, can observe the checking of the returned undeliverable ballot post office box.

**June 11 2016:** Two members of the 2016 Election Committee, again whose names are not on the ballot and have been appointed by the WARLCA President, will pick up all ballots at the Veradale Post Office, 15202 E Sprague, Spokane Valley, WA 99037 at 10:00 AM. Ballots will be tabulated by the 2016 Election Committee as soon as they return from the Veradale Post Office at the 2016 State Convention, Mirabeau Park Hotel, 1100 N Sullivan Rd, Spokane Valley WA 99037. Candidates, or their designee, can observe the tabulation. All observers must first check with the 2016 Election Committee Chair and read and sign an Observers Rules and Sign in Sheet. Any ballots that arrive after the final sweep of the post office box on June 11, 2016 will be returned to sender by the Post Office showing PO Box closed.

**June 12 2016:** Election results will be announced on Sunday, June 12 2016 by the 2016 Election Committee at the 2016 WARLCA State Convention held at the Mirabeau Park Hotel, 1100 N Sullivan Rd, Spokane Valley WA 99037.

If you have any questions, please contact Becky Wendlandt, WARLCA Secretary-Treasurer at 2811 N Chase Rd, Liberty Lake WA 99019-5002, or phone at (509)710-7840 or email at: [warlca@gmail.com](mailto:warlca@gmail.com).

## **Notice of Election of Officers at 2016 State Convention:**

The annual State Convention of the Washington Rural Letter Carriers' Association (WARLCA) will officially begin at 8:30 AM, June 12 2016 and adjourn at the close of business on June 14 2016. The State Convention will be held at the Mirabeau Park Hotel, 1100 N. Sullivan Rd, Spokane Valley WA 99037. Business sessions include voting on proposed constitution changes and resolutions, elections of officers, speakers, and other business that may be brought forth to the delegates.

The following officers will be elected:

President, Vice President, Secretary-Treasurer Two-Year Term

Region 2 Committeeperson and Region 4 Committeeperson Two-Year Term

There will also be elections to fill vacancies if any of the other positions become vacant during State Convention. A Nominating Committee will nominate at least one candidate for each of the offices. Nominations for any positions may be made from the floor.

This notification fulfills the requirements of pertinent labor laws issued by the Department of Labor United States Government.

**Are you planning on running for the position of President, Vice President, Secretary-Treasurer, Region 2 Committee Person and/or Region 4 Committee Person at the 2016 State Convention?**

**If so, please set this date aside.** If you are elected there will be a Board meeting on Wednesday, June 15 2016 from 8 AM to approximately noon for all elected State Officers.

# **CAMPAIGNING**



## **Rules**

1. The WARLCA Secretary's office will make available to any candidate or candidate's campaign, self-adhesive, pre-printed address labels of all WARLCA State Officers and County Officers for any campaign announcement or mailing desired. The fee for each pre-printed label is 5 cents plus \$10 fee for the labels to be mailed to the requester. Requests must be made in writing and mailed to the WARLCA State Secretary. The request must contain a statement that the purpose in obtaining the labels is for the announcement or campaigning related to the individual seeking a state officer position and/or as a delegate to national convention.
2. Due to privacy issues, the membership list is not available as public information. Any state-wide membership campaign mailing must be sent to the State Secretary as follows: individually sealed, stamped envelopes with the sender's return address two weeks prior to requested mailing date. Membership labels will be applied by the State Secretary or designee for a fee of \$250.00
3. At State Convention, campaign materials may only be distributed outside the entrance of the convention floor. Campaign materials must not violate hotel/ location policies. (See below)
4. Campaigning may be done in the Spring issue of the *Washington Rural Carrier*. Articles will be printed as submitted, without any editing. The editor may format to fit space constraints. Articles will be listed in alphabetical order by last name of author.

## **Mirabeau Park Hotel Policy:**

If you wish to bring snacks, candy bars, etc. to use as part of your campaigning, you may distribute only small items and they must be prepackaged by the factory.

# CAMPAIGNING

## State Officer Positions

At this year's State Convention we will have 5 positions up for election. As the current Region 2 Committeeperson, I ask for your support in my re-election for that position. When I stood in front of the membership at the 2014 State Convention in Richland, I pledged to help increase participation of our members, involve younger membership and provide more training. Attendance in Lower Columbia and Peninsula Counties meetings have steadily increased while Mutual Counties have remained somewhat steady. As a board we have actively strived to provide training opportunities at informational meetings and at local county meetings. We are continually trying find new ways to involve our younger members, especially RCAs, as they are the future of the rural craft. With that being said, we continue as a Board to try provide the membership with opportunities to grow and learn more about how to stand united and better our craft as a whole. My passion for this union and my career have given me the drive to work hard for you and I believe that I have much to offer the membership. I urge you to attend your annual meeting, become a delegate to State Convention and come assist in forming your State Board. I am confident that I am the right person to serve as Region 2 Committeeperson and ask for your vote.

Respectfully submitted by Dawn Ayers.



## Delegates to National Convention

National Convention is almost upon us and it is time to choose who will represent our membership. As a delegate to this convention, it is the duty of that person to represent our craft as a whole. We are not there for vacation or to vote on things that only affect ourselves. It is the responsibility of the elected delegate to help to enact changes that will make this union stronger and better for everyone including those that come after us. I have attended 5 National Conventions. If elected to represent you this will be my first year attending as a regular carrier but that will not deter me from making sure that RCAs, PTFs and regular carriers are all represented equally. We cannot function properly without all of those positions. I have never failed in fulfilling all of my duties while at convention and pledge to continue to do that very thing again. I ask that when you receive your ballot for National delegate that you vote, period. Specifically though, I ask that you put a checkmark next to Dawn Ayers and mail it back. Thank you for your confidence in me over the past 5 years and I hope that I can continue to serve this great union in that capacity. Respectfully submitted by Dawn Ayers.



My name is Lisa Benson. I have been a rural carrier for 10 years: five as a regular carrier, two as the vice president of King-Snohomish Counties, and one as your state editor. Last year I had the privilege of going to my first National Convention and attended the editors' seminar. I will be going again this year, as the editors' seminar is an important learning experience, being that I am still a rookie at the job. I have loved serving you these last two years as a county officer and look forward to potentially the next 30 serving you and this union which works so hard for all of us. Thank you so much for your vote last year, and when you mail in your ballot for 2016, please trust Lisa Benson again to represent YOU in Nashville.

# CAMPAIGNING



My name is Kurt Eckrem, and I am running for Delegate to the National Convention this year. I have been a Local Steward in my office for nearly ten years, and I'm currently in my fifth term as President of the King-Snohomish County Unit of the WARLCA. Washington State has the potential to be one of the leading states in the country, and I believe the Washington State delegation to the National Convention has begun to catch the attention of the National Board. I would very much like to once again be part of that process. When you vote, please include my name in the list of members you select to represent our State in Nashville this August. Thank You.



Hello my name is Mariann Faulkner and my name has been placed in nomination for National Convention Delegate. I have been attending National Convention for several years. I find that representing my fellow carriers is an honor. Always keep in mind that I am there to represent you and your best interests, not my own. I attend as many seminars as I can fit into the schedule and I bring back that information and share with my county unit and many others in my region.

I am asking for your vote for Delegate to National Convention.



Hello WARLCA members! My name is Colleen Headley-Lalande and I ask that you consider my name as you choose your delegates to represent you at the NRLCA 2016 National Convention.

I joined the USPS in 1986 and became a regular carrier in 1991. I was active in QWL-EI and have had the good fortune to be a county officer for several years, currently Sec/Treas. Of K-S Counties.

'United we stand, divided we beg' is a popular union rallying cry, and it is all too true. Together we are strong, together we can make things happen, and that is what I have found as I have attended past national conventions. With your peers you feel like you can weather the changes, you feel encouraged and your participation grows!

I would appreciate your vote as I look forward to the 2016 NRLCA National Convention and the chance to become a delegate representing you, our Washington state membership. Thank you.



It's that time of year again - time to vote for your delegates to National Convention! I've had the pleasure of representing you at National Convention for a number of years, and would be honored if you would see fit to elect me again this year. When on the convention floor, my vote is your collective vote. If you believe that I would give you and your views the proper consideration, please don't hesitate to vote for me, Joyce Patteson, on the National delegate ballot. Most importantly, make certain to vote for those that you believe have the knowledge they need, and will give your thoughts and views the respect they deserve. If I am one of those people, thank you for your confidence.

# CAMPAIGNING

Hello Fellow Rural Carriers. My name is Renee' Pitts and I am writing today to thank you for electing me to represent your voices at the National Convention for several years now. I truly feel honored to represent all carriers in Washington State. I believe that when the members of this association elect me to represent them they know that I look at possible language presented with the thought of how will this affect the Association as a whole and what impact will it have on Washington State members. I take the job seriously and hope that you are confident in my ability to improve our craft and working conditions. You can be confident that by selecting me to represent your voice that I am not looking at how will this affect me. Once again I ask that when you receive your ballot to select members to represent your voice, at the 2016 National Convention, that you consider Renee' Pitts to do that for you. If you have any questions feel free to contact me. Thank you again for your time and consideration.



TRUCK BANK RAFFLE  
 Win this old fashioned  
 post office box made into a  
 truck bank.

1 entry for \$5.00  
 Or  
 3 entries for \$10.00

Drawing to be held at the  
 2016 State Convention



Mail Box Styled  
 Lunch Box Raffle  
 (Drawing to be held at the 2016 State Convention)

1 entry for \$5.00  
 Or  
 3 entries for \$10.00

Win  
 this  
 Collectable Lunch Box

Contact your RCP to enter:  
 TARALEE MOHR @ 425-238-4316    DAWN AYERS @ 253-468-2119  
 LEVI HANSON @ 509-280-8610    JOYCE PATTESON @ 509-949-2510

# NOW IS THE TIME

From the desk of  
Patrick Pitts  
NRLCA District Representative  
Seattle/Alaska

**Your Union needs YOU!** In every office with rural delivery there exists one person, and quite often there is more than one, who possess the skills, drive, and determination necessary to serve as the local steward. You may be just starting in your USPS career, or you may be a tenured carrier looking to spread your wings and become more involved in the rural craft. In either case, your local office and your Union needs you. Exciting challenges and opportunities await you as local steward; now is the time to take that step.

From the NRLCA Constitution, Article IX Section 7.B.1, *“Any member in a local office or a delivery unit may be elected Local Steward and shall serve until a successor is elected and certified or until he/she resigns. Where a local steward is in place, any member may call for an election in the month of July of every fourth year. An election may also be called for any time the position is vacant, or when two-thirds of the members submit a petition to the District Representative for approval.”*

Local stewards receive training prior to being certified as a local steward and, once certified, you will have direct contact with an assigned NRLCA representative who will serve as your advisor; who will lead you step-by-step through the grievance procedure. You need not worry about “not knowing what you’re doing” because not only will you have the local steward certification training to get you started, but also direct contact with an NRLCA representative for any questions you may have.

As local steward you will be compensated by the Postal Service for time spent in grievance handling, including the time necessary for investigation and meetings with management. You will also be compensated by the Postal Service for the time necessary to write a grievance. When we have a local steward in place in a given office, the Postal Service bears the financial burden at Step 1 for any grievances that arise in that office. Without a local steward, the financial burden is borne by the Association.

The process of becoming a local steward is quite simple. A form calling for the election of a local steward is posted in your office for a minimum of 15 days. During this 15-day period, any Union member can place their name on the form indicating their desire to be considered for the position. At the end of the 15-day period, at the time and place identified on the form, an election is held and the person receiving the majority of votes cast is elected as the local steward. You will then be scheduled for the local steward certification training. The steward election form (Form 10) is available on the NRLCA website. Once you have logged on to [NRLCA.org](http://NRLCA.org), navigate to “Steward Operations”, click on “References” and then “NRLCA Forms” and select “Form 10”. You can also obtain a Form 10 by contacting me at [patrick.pitts@nrlca.org](mailto:patrick.pitts@nrlca.org), or (360)893-9182 (office) or (509)280-7444 (cell).

**Now is the time.** Feel free to contact me with any questions you may have. I look forward to welcoming you to the steward-ranks of the National Rural Letter Carriers’ Association.



## 2016 WARLCA RESOLUTION FORM

### CHECK APPROPRIATE BOX

- BINDING  
 NON-BINDING

The following Resolution was adopted at the 2016 Annual Meeting of the (County) \_\_\_\_\_ Rural Letter Carriers' Association. It is hereby submitted to the Resolutions Committee of the 2016 State Convention in Spokane Valley, WA for consideration and appropriate action.

### ISSUES

Check one:

- |   |   |  |
|---|---|--|
| <input type="checkbox"/> AUTOMATION           | <input type="checkbox"/> MAILCOUNT      | <input type="checkbox"/> VEHICLE             |
| <input type="checkbox"/> BENEFITS             | <input type="checkbox"/> RELIEF DAY     | <input type="checkbox"/> WORK RULES          |
| <input type="checkbox"/> EMA                  | <input type="checkbox"/> RETIREMENT     | <input type="checkbox"/> OTHER               |
| <input type="checkbox"/> GRIEVANCE PROCEDURES | <input type="checkbox"/> SALARY         | <input type="checkbox"/> WARLCA CONSTITUTION |
| <input type="checkbox"/> LEAVE REPLACEMENTS   | <input type="checkbox"/> TIME STANDARDS | <input type="checkbox"/> NRLCA CONSTITUTION  |

The following procedures are suggested for effectively presenting state – adopted Resolutions:

- 1) Place only one Resolution per sheet.
- 2) Formatting instructions: Font-Times New Roman; Font Size 11;  
New Language **BOLD**; Omitted Language ~~Strikethrough~~
- 3) Indicate if the Resolution is intended to be binding or non-binding (above).
- 4) Indicate the issue this resolution concerns (above).
- 5) Identify any Handbooks, Manuals, or Written Documents to be amended:  
By: (a) Name of Document \_\_\_\_\_  
(b) Article \_\_\_\_\_ Section \_\_\_\_\_ Paragraph \_\_\_\_\_
- 6) Explanatory paragraphs should be headed as follows: (If spaces below are inadequate, use additional sheets with the appropriate heading).

### WHEREAS:

### BE IT RESOLVED:

### INTENT OF / REASON FOR CHANGE:

Signature \_\_\_\_\_ Date Sent to State Sec-Treas \_\_\_\_\_  
County Secretary



# April 3-7 2016 Board Meeting Minutes

## Mirabeau Park Hotel, Spokane WA

**MEMBERS IN ATTENDANCE:** Renee' Pitts, President; Mariann Faulkner, Vice-President; Becky Wendlandt, Secretary-Treasurer; Taralee Mohr, Region 1 Committeeperson; Dawn Ayers, Region 2 Committeeperson; Levi Hanson, Region 3 Committeeperson arrived before 11 AM on the second day; Joyce Patteson, Region 4 Committeeperson. President Renee' called the meeting to order at approximately 3:00 PM on April 3 2016.

### Ground Rules:

The ground rules were read with no changes made.

### Minutes:

The minutes from the October 17-20 2015 Board meeting were read, corrected, and approved.

### RCP Correspondence:

The Board reviewed the letter the RCPs made concerning inviting the county officers to State Convention dinner and training in July.

The second letter developed by Dawn was for sending to new hired members (within last six months) to invite them to their county meeting and she wants to use it in Region 2.

The meeting was adjourned at 5:25 PM and restarted at April 4 2016 at 8 AM. Levi was absent until 10:42 AM, he was called into work.

### Mission Statement and Goals for WARLCA Board:

The Board started with Dawn's mission statement and developed the following mission statement:

*As officers of the WARLCA, we dedicate ourselves to the representation and education of rural carriers while bringing fairness, respect, and dignity to our forum. We are a member-run, member-driven organization, governed by democratic principles. The WARLCA Board promotes the use of its members' collective powers to advance our mutual interests. Our commitment is to show mutual respect for members' ideas and acknowledge that we are there to serve the membership's interests above everything else. Our views shall be an expression of the hopes and aspirations of the members of the WARLCA.*

Board Goals:

1. Fiduciary Responsibilities
2. Member Education
3. Member Advocacy
4. Membership Recruitment
5. Fellowship

### WRC:

Discussion on having sustaining donors listed in every issue and also a listing of what each county has contributed with the number of contributors.

Discussion on paper stock and color pictures.

### RCP3 Levi's Report:

Levi reported that North Central WA has had their annual meeting with the county officers remaining the same. East Central WA will be meeting April 23 and North East WA is meeting April 24.

### 2016 State Convention Spokane:

The Board reviewed all details for the upcoming State Convention and to leave the cap at \$28,000.

The Board adjourned at 5:45 PM and resumed at 8:09 AM on April 5 2016, Levi was absent from 11:00 AM and returned after lunch at 1:30 PM.

### County Officer Appreciation Dinner:

Discussion on the appreciation dinner and recognizing the service of the county officers.

### Election Committee Guidelines:

The Board discussed the name change from "tellers committee" for counting national convention delegate ballots to "election committee". Renee' and Becky reported on their meeting earlier concerning the guidelines sent by NRLCA.

### County Officer Training:

Discussion on topics for the county officer training. Suggestion to ask the county officers what they want and sequence most important to least.

### Secretary-Treasurer's Report:

Becky reported the membership totals and reviewed the financial statements, as well as the CPA review.

### President's Report:

Renee' said if she sees anything at the presentation at the legislative meeting she will bring it back for county/state officers training.

### Vice President's Report:

Mariann reported on a letter she received from Mickey Mackey.

### Budget:

The Board reached consensus to pay \$250 each, up to \$8,000 cap, for members who attend all business sessions of 2016 Western States Conference.

### Recruitment:

The Board discussed recruitment and the effectiveness of the bank bags.

### Website:

Renee' said there is no new legislative and all links to the fact sheets are ok. An email update will go out if she gets anything new.

### District Representative Report:

Patrick sent a report. He said 87 members, not including presenters, attended the five mail count

seminars and less than 30% of routes counted. The two contract ratification meetings had a total of 63 in attendance. Joyce updated the Board with her grievance activity on the east side of the state.

#### **Western States Conference 2017:**

We have a contract with Doubletree South Center in Seattle. Rate is \$119 per night for up to four people and dates are April 20, 21, 22 2017. Room rate is good three days before and after meeting.

Meeting adjourned at 5:32 PM on April 5 2016 and restarted at 8:02 AM on April 6 2016.

#### **RCP1 Tara's Report:**

Tara reported that King-Snohomish is meeting April 9, Island-Skagit-San Juan on April 14, and Whatcom on April 28. PAC has done well with her counties thanks to Sharon Madison's T-shirts.

#### **State Convention 2017 in Everett:**

Tara said that the \$4,000 food guarantee includes tax and gratuity. Tara talked about having a luncheon and being off site for a banquet. Tara has been contacted for 2021 already.

#### **RCP4 Joyce's Report:**

Joyce report that she has attended Whitman-Asotin meeting. Apple is meeting April 16 and South East WA is meeting April 24. South East WA has only two officers currently.

#### **State Convention 2018 in Pasco:**

Joyce reported she has a proposed contract for the Pasco Red Lion and working on getting a \$98 room night guarantee.

#### **PAC Updates:**

Tara reported on SPLY (same period last year) compared to this year:

8-21-14 to 3-28-15 with 1,851 members, had \$6,052.50, were 19<sup>th</sup> nationally, and 18<sup>th</sup> at \$3.27 per capita.

8-1-15 to 3-28-16 with 1,851 members, have \$8,233.00, are 16<sup>th</sup> nationally, and 10<sup>th</sup> at \$4.45 per capita.

Our goal is \$17,000 and need \$9,000 more to reach it. The credit card reader is a huge success. PAC fundraisers for 2016 State Convention include a dunk tank paid for by Renee' and a pay-to-play, possibly donated cookies, mystery box, silent auction with first day covers from Levi and John Martin.

#### **RCP2 Dawn's Report:**

Lower Columbia is meeting April 16 (now April 30), Peninsula is meeting April 28, and Mutual is meeting April 30. Dawn had trouble with printer and meeting notices for Lower Columbia did not have campaigning allowed on it.

#### **State Convention 2019 in Region 2:**

Dawn reported that the Great Wolf Lodge has contacted her for 2019 State Convention. Dates would

be June 23, 24, 25 2019. She took a tour of Great Wolf Lodge and liked it and is creating a spreadsheet to compare bids.

#### **Historian:**

Levi has not had time for an article for the WRC. Following convention, he would like to write an article comparing this convention with past Spokane conventions.

#### **June Pre-Convention Meeting:**

Next Board meeting will be pre-convention. Meeting starts Friday, 3 PM to 5 PM, and Saturday, 8 AM to 3 PM. Also Saturday, Board will meet with the editor.

#### **June Post-Convention Meeting:**

The post-convention meeting is Wednesday, June 15 2016 from 8 AM to noon.

#### **July Board Meeting:**

July Board meeting will start Sunday, July 17 from noon to 5 PM. Board will meet from 8 AM to 5 PM on Monday, Tuesday, and Wednesday. The Board will meet before and after the county officers training on Thursday, July 21 2016, meeting from 10 AM to 3 PM with a working lunch. Friday, Board will meet from 8 AM to 11 AM.

Meeting adjourned at 5:11 PM April 6 and resumed at 8 AM on April 7.

#### **Vouchers:**

Vouchers were reviewed by the Board for October, November, December 2015, and January, February, March 2016.

#### **DAC Committee:**

Joyce reported that the DAC (District Advisory Committee) has scheduled a meeting April 12 in the Seattle area that she will attend.

#### **EAP:**

Joyce talked about EAP and has flyers for website.

#### **NGIC:**

The competition closed with Mariann and WA State each getting \$200. We had 10 quotes more than last year. NGIC is not having competition this year but still giving \$10 VISA card for new quotes.

#### **Provident Guild:**

Levi said no one has asked for applications.

#### **Social Media Policy:**

The Board has a social media policy for themselves, as does the National Steward System (NSS).

#### **Region vs Informational Meetings:**

Board discussed going from two fall/spring meetings to four regional meetings. Discussion on how regional meetings would affect attendance at county meetings and if more members would attend meetings.

After a meeting critique the Board adjourned at 11:09 AM on April 7 2016.

## WARLCA Membership Statistics



*In fond remembrance of the  
following rural carriers who have  
left us:*

*James H Crowe Jr.*

*Joyce E Smith*

*Karin J Taylor*

*The WARLCA Board wishes to  
thank them for their dedication to  
our Union and the Rural Craft.*

Member Totals by Class	Nonmember Totals by Class
Regular 1004	71 - Regular 189
PTF 6	74 - RCA VAC RT 4
Retired 248	76 - PTF 3
Associate 2	78 - RCA 341
RCA 614	79 - RCA AUX RT 6
Retired Associate 1	<b>Total 543</b>
Recently Retired 11	
Cash-Paid 32	
<b>Total 1918</b>	

### Membership Longevity Awards

Congratulations Retirees!	
BAUN, PAULINE M	CHEHALIS
LUNDY, MICHEL	SPOKANE
JUDD, CANDICE L	ELK
YORK, ANN M	BREMERTON
LAMPHEAR, CHARLES J	VALLEYFORD
MCLEOD, LINDA S	PORT ORCHARD
ROBB, TAMERA K	STANWOOD
SHADOWEN, ALAN E	REARDAN
WESTERGARD, STEVEN K	YAKIMA

Last Name	First Name	MI	Award Type	Date Awarded
ADAMS	HAROLD	W	50	3/19/1999
ANDERSON	VERN	N	50	8/28/1998
BACCUS	JOHN	W	50	8/28/1998
BELLING	WILLIAM	G	50	3/29/2012
BENNER	HARRY	D	50	3/19/1999
CLIZER	RALPH	B	50	4/11/2003
CROFOOT	JAMES	R	50	8/28/1998
EVANS	CLAYTON	M	50	3/29/2012
FEARS	JOSEPH	R	50	4/8/2004
FISHER	GEORGE	E	50	8/28/1998
LYNN	JOEL	W	50	4/11/2003
MACKEY	MICHAEL	E	50	3/30/2012
MATHISON	VICTOR	J	50	8/28/1998
PATTERSON	HOWARD	W	50	4/8/2004
PETERSON	ALLEN	J	50	8/28/1998
RENTZ	WILLIE	F	50	4/11/2003
ROBINSON	EDWARD	C	50	3/17/2004
TANGUY	WALTER	H	50/60/70	2/26/2008
THOMAS	JEAN	F	50	3/17/2004
UKOSKI	EVERETT	P	50	10/8/1998
WALSTON	DALE	L	50	12/4/2013
WAPLES	DARRELL		50	8/28/1998
WODAEGE	MARIE	M	50	4/8/2004
WOODS	ARTHUR	L	50	8/28/1998

### Do You Know Someone Who Deserves The Membership Longevity Award?

Have you reached the 50 year mark yet? We honor all those members who have reached 50 years and 60 years as a member in the WARLCA/NRLCA. If you think you have or are near please contact Becky Wendlandt, phone (509)710-7840 or email warlca@gmail.com or write to 2811 N Chase, Liberty Lake WA 99019-5002 for the official form. You will receive recognition from NRLCA and an article and picture in a future issue of the WRC

## WARLCA Membership Statistics

### Please Welcome Our New Members!

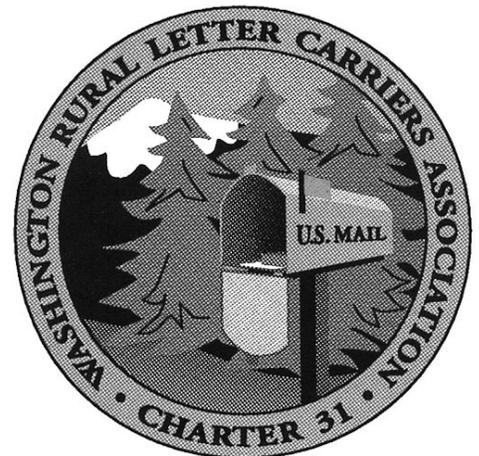
BATTLE GROUND	SILCOX	KEVIN	78 - RCA	NORTH BEND	BODEY	SONJA	78 - RCA
BATTLE GROUND	BYERS	KENNETH	78 - RCA	OAK HARBOR	ROLPH	CODI	78 - RCA
BATTLE GROUND	QUITUGUA	GLORIA	78 - RCA	OLYMPIA	PETRIE	THOMAS	78 - RCA
BATTLE GROUND	ALVAREZ	HUMBERTO	78 - RCA	OLYMPIA	HUFFMAN	HEATHER	78 - RCA
BELLINGHAM	GALLAGHER	THOMAS	78 - RCA	OUTLOOK	HUTCHINSON	JODY	78 - RCA
BLAINE	LAUGHLIN	STEVEN	78 - RCA	PORT ANGELES	PIERCE	WILL	78 - RCA
BURLINGTON	FARCY	JAY	78 - RCA	PORT ORCHARD	SCHUTZ	AMY	78 - RCA
CAMAS	PEROV	STANISLAV	71 - REGULAR	PORT ORCHARD	ANDERSON	NOAH	78 - RCA
CAMASA	KUHLMAN	JAMES	78 - RCA	PORT ORCHARD	AMES	LEAH	78 - RCA
CHEHALIS	TEIGEN	TRISHA	78 - RCA	PORT ORCHARD	BYERLEY	JOHN	78 - RCA
CHENEY	GREENE	SAVANNAH	78 - RCA	PORT ORCHARD	VICE	TAVIA	78 - RCA
CHENEY	HITCHCOCK	SHERRY	78 - RCA	PORT ORCHARD	BURT JR	JEROME	78 - RCA
CHENEY	TAYLOR	COURTNEY	78 - RCA	PORT ORCHARD	HOLLOWAY JR	BRYAN	78 - RCA
COLFAX	DAVIS	JESSICA	78 - RCA	PORT ORCHARD	HODGE	MOLLY	78 - RCA
COUPEVILLE	BEECH	MICHAEL	78 - RCA	PORT ORCHARD	MCCRACKEN	MAEGANNE	78 - RCA
DAYTON	WAGGONER	LOUISE	78 - RCA	POULSBO	WILSON	KURT	78 - RCA
DEER PARK	FARNSWORTH	LUKE	78 - RCA	PROSSER	URIBE	MARK	78 - RCA
DEER PARK	HILDE	KAILA	78 - RCA	PUYALLUP	LEE	DEIDRE	78 - RCA
DEER PARK	ERICKSON	NAOMI K	78 - RCA	PUYALLUP	FOSSELLA	KYLE	78 - RCA
EATONVILLE	MILLER	DEBORAH	78 - RCA	RICHLAND	ROSA JR	ROBERT	78 - RCA
ELK	WENDT	KENDAL	74 - RCA VAC RT	RIDGEFIELD	HALVERSON	ADAM	78 - RCA
EVERETT	MCDERMOTT	MICHAEL	78 - RCA	ROCK ISLAND	AGNEW	TAWNEE	78 - RCA
FERNDALE	PAULSEN	BRYANT	78 - RCA	SELAH	JOHNSON	SANDY	78 - RCA
FERNDALE	HASKELL	JOY	78 - RCA	SEQUIM	TAMBLYN	TRAVIS	78 - RCA
FERNDALE	WEBER	ROBERT	78 - RCA	SEQUIM	WEBB	CHRISTIANA	78 - RCA
FRIDAY HARBOR	WAYNER	DONNA	78 - RCA	SILVERDALE	WRIGHT	PATRICK	78 - RCA
GIG HARBOR	FULLER	KATY	78 - RCA	SNOHOMISH	KRUSE	STAN	78 - RCA
GIG HARBOR	WAINWRIGHT	ALYSSA	78 - RCA	SNOHOMISH	BERGLUND	MARK	78 - RCA
GIG HARBOR	REYES	JASON	78 - RCA	SNOHOMISH	PADA	DELWYN	78 - RCA
GREENACRES	ARDILLO	ADAM	78 - RCA	SOAP LAKE	JOHNSON	JENNIFER	71 - REGULAR
ISSAQUAH	MOORE	BOBBI	78 - RCA	SPANAWAY	BARTON	ELIZABETH	78 - RCA
ISSAQUAH	MARTINEZ	SAMUEL	78 - RCA	SPOKANE	MALKO	IVANNA	78 - RCA
KALAMA	MOORE	WYNNETTE	78 - RCA	STANWOOD	KANEHEN	JASON	78 - RCA
KENT	TALBOT III	EDWARD	78 - RCA	SUMNER	BAILEY	AMBER	78 - RCA
MANSON	FULTON	ELIZABETH	78 - RCA	TIETON	HAWVER	BENJAMIN	78 - RCA
MAPLE VALLEY	BROTHERS	CHERYL	78 - RCA	VANCOUVER	RANDLES	NANCY	78 - RCA
MARYSVILLE	GRONDAHL	RACHEL	78 - RCA	VANCOUVER	WRIGHT	RENEE	78 - RCA
MARYSVILLE	DENNIS	MINDY	78 - RCA	VANCOUVER	LEWELLEN	TIMOTHY	78 - RCA
MARYSVILLE	WGEISHOFSKI	NICHOLAS	78 - RCA	WALLA WALLA	HENRICHS	CHRISTOPHER	78 - RCA
MARYSVILLE	BOLZELL	JASMINE	78 - RCA	WALLA WALLA	WHITEAKER	WARREN	78 - RCA
MARYSVILLE	GONZALEZ	CARLOS	78 - RCA	WAUNA	MOFFAT	SAGE	78 - RCA
MARYSVILLE	TAMBOU	DOUPERE	78 - RCA	WAUNA	PIERCE	ELIZABETH	78 - RCA
MEDICAL LAKE	ZEEB	CLINTON	78 - RCA	WAUNA	MATOUSEK	LISA	78 - RCA
MONTESANO	SHAMBERGER	KENDRA	78 - RCA	WILBUR	WAGNER	SYLVIA	78 - RCA
MOSES LAKE	MARSH	MARY	71 - REGULAR	WOODINVILLE	RAIN	CANDENCE	78 - RCA
MOSES LAKE	DANYUK	IRINA	78 - RCA	WOODINVILLE	LAU	HUBERT	78 - RCA
MOUNT VERNON	WOOD	BROOKE	78 - RCA	WOODLAND	SHADDAY	SHAWNA	78 - RCA
NEWPORT	BURT	MARCUS	78 - RCA	YACOLT	RUCKMAN	NEAL	78 - RCA
NORTH BEND	YOUNG	BETH	78 - RCA	YELM	ROGERS	JEMINI	78 - RCA

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### **Upcoming Dates to Remember**

- Apr 20-22 2016: Western States Conference, Salt Lake City UT
- May 2 2016: Nomination for delegate to National Convention due
- May 14 2016: Stamp Out Hunger Food Drive
- June 12-14 2016: State Convention, Spokane
- Aug 16-19 2016: National Convention, Nashville TN