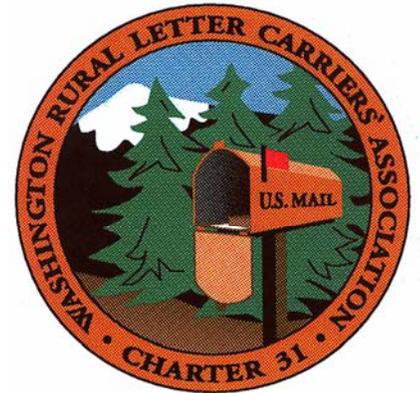


# Washington Rural Carrier

Official Publication of the Washington Rural Letter Carriers' Association

Convention 2017



*Where Service Begins With a Smile*

## **Jim Hemrich, WARLCA 2017 Outstanding Member of the Year**



Jim Hemrich was recently honored by the Washington Rural Letter Carriers' Association as its 2017 Outstanding Member of the Year. Jim was presented his award at the WARLCA State Convention in June in Everett. Currently working in the Garfield office, Jim began his career as an RCA in Moscow, Idaho, before becoming a regular carrier in

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### **Info About Auxiliary**

*How to get it going again*

### **Annual Reports**

*What happened last year*

### **State Convention Summation**

### **NEW Constitution!**

### **New Area Steward!**

*Meet Alicia*

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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!



## Funding the Auxiliary Through the WARLCA Constitution

At the 2017 State Convention, the delegates passed a constitution change to fund the auxiliary of the WARLCA through an annual assessment of \$4.00 in addition to the National Auxiliary per capita dues for all members, excluding associate and retired members.

While trying to implement this change, the NRLCA said the language submitted was not in compliance with the 2009 NRLCA agreement with the Auxiliary concerning the Model State Association Affiliation Agreement and Necessary State Constitution Language to show legal separation of the Union and the Auxiliary and to adopt the family plan for funding the Auxiliary.

Because of this, the constitution change was not implemented. It is suggested that those interested in forming or restarting the auxiliary should contact the National Auxiliary Officers listed in the National paper and website. Because of liability reasons, changes have been made that must be complied with to protect both the Union and the Auxiliary.

### WARLCA State Board 2017-2018



Front row, left to right: Secretary-Treasurer Becky Wendlandt; President Levi Hanson; Vice President Kurt Eckrem

Back row, left to right: Region 4 Committeeperson Paige Barrett; Region 3 Committeeperson Lorrie Crow; Region 2 Committeeperson Stella Fazzino; Region 1 Committeeperson Taralee Mohr

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(continued from page 1) Endicott, WA. In total, Jim has been a rural letter carrier for nearly 31 years, almost exclusively on H routes, delivering the mail throughout the hot summers and the cold winters of eastern Washington and earning the trust and admiration of his customers. Often asked if he doesn't get bored delivering the same roads six days per week, year after year, Jim's response is "every day is different, every day is unique".

Jim has served as the secretary-treasurer of the Whitman/Asotin Counties unit of the WARLCA for more than 20 years. He was also appointed as, and subsequently elected one term to, the position of WARLCA District 4 Representative, before the execu-

tive committee positions were renamed as Region Committeepersons. Jim has also served as an ad-hoc trainer. Jim figures this year's State Convention was his 22<sup>nd</sup> or 23<sup>rd</sup> State Convention, oftentimes as the sole member representing his county unit, yet he does it cheerfully and faithfully. Always ready with a smile or an amusing anecdote, or performing his trademark "If I Only Had a Brain" routine from the Wizard of Oz movie, Jim is a favorite among his fellow rural letter carriers. Jim truly embodies the fraternal spirit of the rural carrier family.

Please join us in congratulating Jim Hemrich, the Washington Rural Letter Carriers' Association 2017 Outstanding Member of the Year!

## Previous Member of the Year Award Recipients

2016 Renee' Pitts	1996 Patricia Alexander	1976 Roger Armstrong
2015 Doug Rinehart	1995 Charles Alexander	1975 Richard Vogt
2014 Tammy Donaghue	1994 Cindy Norman	1974 Willie Rentz
2013 Cheri Freeman	1993 Jennie M. Seeley	1973 Neil Buchanan
2012 Patrick Pitts	1992 Rebecca R. Wendlandt	1972 Leroy L. Neifert
2011 Joyce Sutherland	1991 Kit N. Witt	1971 Wesley Rogers
2010 Ed Koschalk	1990 Dexter A. Nesmoe	1970 Grant Wills
2009 Becky Pike	1989 Robert J. Lange	1969 E. C. Chuck Robinson
2008 Patricia & Charles Alexander	1988 David R. Stover	1968 None Listed
2007 Susie Hill	1987 Michael E. Mackey	1967 Frank A. Arnot
2006 Joyce Patteson	1986 Robert Dickens	1966 Bracie V. Dodge
2005 Lynn Walker	1985 Joseph V. Halleck	1965 Leo Greenwood
2004 Ann Lamm	1984 Marian I. Personnett	1964 Jim C. McMillan
2003 Monte Hartshorn	1983 Theodore Lynn Ricks	1963 No award to a Washington Carrier
2002 Karen Crombie	1982 Jack L. Yeager	1962 William Weeks
2001 Dave Reppe	1981 Allen J. Peterson	1961 D. H. Bartlett
2000 Janice Sisley	1980 Lyle S. Olsen	1960 Joel Shaffer
1999 Judith Peck	1979 Harley Robb	1959 Outstanding Local Officer
1998 Marc McIntosh	1978 Albert C. Staehly	Victor J. Mathison
1997 Brenda Hayes	1977 Vern N. Anderson	

## Thank You, Local Stewards!

Laura Aries, Langley	Kristian Granish, Olympia	Corina O'Day, Puyallup South Hill
James Arvin, Cheney	David Hamilton, Blaine	Alicia Peterson, Eatonville
Dawn Ayers, Sumner	Elisabeth Havekost, Silverdale	Katie Peterson, Selah
Paige Barrett, Grandview	Karen Hill, Woodinville	Trina Robinson, Colfax
Hannah Bucheit, Olympia/Lacey	Kerr Howell, Nine Mile Falls	Bonnie Salzman, Graham
Amy Bullion, Ferndale	Shawn Johnson, Vashon	Billie Shinall, Pullman
Kimberly Burress, Bow	Chris Kaufmann, Eastsound	Christina Smith, Coupeville
Laureen Chamberlin, Newport	Justin King, Walla Walla	Dominic Talavera, Oak Harbor
Beverly Crow, West Richland	Tony Lott, Bremerton/West Hills	Jeffrey Taylor, Greenacres
Lorrie Crow, Colville	Derek Merritt Jr., Arlington	Debbie Thompson, Chewelah
Tammy Donaghue, Wenatchee	Taralee Mohr, Lake Stevens	Debra Trueax-Hilger, Shelton
Kurt Eckrem, Marysville	Cassidy Munn, Rockford	Janie Walla, Marysville Annex
Janice Frymire, Snohomish	Henry (Quang) Nguyen, Stanwood	Susan (Diane) Way, Mount Vernon

## Overview of 2017 State Convention, Mukilteo, WA

The 111th WARLCA State Convention was called to order at 8:30 a.m. Sunday, June 25, 2017 by Region 1 Committeeperson Taralee Mohr. Monte Hartshorn gave the invocation. After the presentation of colors by Mel Walker and Jeff Taylor, the delegates recited the Pledge of Allegiance. Taralee presented the gavel to President Levi Hanson. President Levi welcomed all and introduced the State Board: Vice President and Legislative Director Kurt Eckrem, Secretary-Treasurer and Rural Carrier Benefit Plan Representative Becky Wendlandt, Region One Committeeperson and PAC Chair Taralee Mohr, Region 2 Committeeperson Stella Fazzino, Region 3 Committeeperson and Provident Guild Representative Lorrie Crow, and Region 4 Committeeperson and National General Insurance Representative Paige Barrett. President Levi then introduced Patrick Pitts, NRLCA Seattle District Representative, Monte Hartshorn, NRLCA Portland District Representative, Assistant District Representatives Joyce Patteson and Renee' Pitts, and Area Steward Janie Walla. All local stewards and county officers were asked to stand and later had a picture taken. Vice President Kurt Eckrem came forward to do the group recognitions.

First Timers: Trina Robinson—Whitman Asotin, Kristy McKee—Mutual, Brian Poage—Apple, Jamie McComb—North Central, Aron Godfrey—Lower Columbia, Philip Bergman—Whatcom, Terri Preston—Lower Columbia, Hannah Buchheit—Mutual, Joel Keelin—Lower Columbia, Amy Bullion—Whatcom, Linda L'Heureux—Lower Columbia, Beth Selfridge—Peninsula, David Hamilton—Whatcom, and Carol Marchand—Peninsula, for a total of 14 first timers.

Retirees: Karen Crombie, Marlene Hagedorn, Mel Walker, Mike Ogdon, Joanne Dillon, Doug Rinehart, Dan Schrup, Susie Hill, and Becky Wendlandt, for a total of 9 retirees.

Military: Patrick Pitts, Hannah Buchheit, Nancy Granish, Mike Odgon, Mel Walker, Jeff Taylor, and Dan Schrup for a total of seven who served in the military.

Stewards: Jan Frymire, Cassidy Munn, Jeff Taylor, Dawn Ayers, Patrick Pitts, Lorrie Crow, Lauri Chamberlin, Kurt Eckrem, Renee' Pitts, Hannah Buchheit, Taralee Mohr, Kristian Granish, Karen Hill, Janie Walla, Monte Hartshorn, Joyce Patteson, Trina Robinson, Alicia Peterson, Paige Barrett, and Shawn Johnson for a total of 20 stewards.

OJI Trainers: Kris Skewis, Kristy McKee,

Christina Smith, Karen Hill, Isa Lopez, Cassidy Munn, Dawn Ayers, Paige Barrett, and Dionne Taylor for a total of nine OJI Trainers.

Vice President Kurt asked that former state officers and stewards, as well as current county officers to stand and be recognized.

Becky Wendlandt took roll call at 8:55 a.m. and county delegates-at-large came forward to receive their delegates' yea/nay cards. No delegate from South East WA RLCA was in attendance throughout the convention.

Vice President Kurt Eckrem read the convention standing rules and moved to accept. It was seconded. Dawn Ayers moved to change rule #13 to what it was last year. It was seconded and passed. The standing rules as amended were also passed.

### Convention Standing Rules

1. Each session shall start at the time announced in the convention program.
2. The convention shall proceed using Robert's Rules of Order, Newly Revised (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 del-

legates. 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 the same resolution. If at any time during consideration there is no opposing position presented, the resolution shall be brought to an immediate vote of the delegates.

13. Campaign materials may only be distributed at or near the entrance of the convention floor. 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.

14. Once nominations are closed for each officer position, and prior to voting, each candidate shall receive up to four minutes to address the delegates.

15. A maximum of five minutes per candidate per officer position will be allowed for questions by the delegates. Each question shall be limited to one minute. Responses by candidates shall be limited to two minutes per question. No delegate may ask a second question while other delegates are waiting in line.

16. No delegate may ask more than two questions per officer position.

17. These rules shall be in force throughout the convention unless amended by a two-thirds vote of the delegates.

President Levi read from WARLCA Constitution, Article VI, Section 6B on resolutions and proposed constitution changes from the floor. It is as follows:

*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 changes from the floor during new business. The Resolutions Committee and Constitution Committee will only be responsible for Resolutions and proposed Constitution 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 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.*

Doug Rinehart moved to accept resolutions and proposed constitution changes from the floor. It was

seconded and motion passed.

PAC Chair Taralee Mohr updated the delegates on PAC. First place for county collecting the most for PAC was King-Snohomish with Mutual in second. Whitman-Asotin was first place in per capita donations. As of now the PAC total is \$21,722.97. The desert auction collected \$870.

President Levi read the committee assignments.

Auditing: Becky Wendlandt - Board Representative, Kristian Granish - Chair, Cassidy Munn, David Ray, and Patti Roque.

Constitution: Kurt Eckrem - Board Representative, Isabella Lopez - Chair, Dionne Taylor, Linda L'Heureux, and Mariann Faulkner.

Credentials: Lorrie Crow - Board Representative, Joanne Dillon - Chair, Karen Crombie, and Trina Robinson.

Finance: Kurt Eckrem - Board Representative, Kim Burress - Chair, Jeff Taylor, and Joyce Patteson.

Hospitality: Paige Barrett - Board Representative, Lauri Chamberlin - Chair, Marlene Hagedorn, and Mel Walker.

Media: Becky Wendlandt - Board Representative, Lisa Benson - Chair, and Brian Poage.

Mileage and Per Diem: Lorrie Crow - Board Representative, Susie Hill - Chair, Jamie McComb, and Kris Skewis.

Minutes: Becky Wendlandt - Board Representative, James Folk - Chair, and Amanda Phipps.

Nominating: Paige Barrett - Board Representative, Renee' Pitts - Chair, Dawn Boyer, and Philip Bergman.

PAC: Taralee Mohr - Board Representative, Sharlene Arras - Chair, Alicia Peterson, and Terri Preston.

Photography: Taralee Mohr - Board Representative, Patrick Pitts - Chair, Carol Marchand, and Kerri Foster.

Registration: Becky Wendlandt - Board Representative, Susie Hill - Chair, Jamie McComb, and Kris Skewis.

Resolutions: Levi Hanson - Board Representative, Jim Hemrich - Chair, Joel Keelin, Kristy McKee, and Nancy Granish.

Sergeant-at-Arms: Kurt Eckrem - Board Representative, Dan Schrup - Chair, Amy Bullion, Aron Godfrey, Mike Ogdon, Hannah Buchheit, and Monyah Beaumont.

Pre-Election: Jaymie Tiffany, Paula Kenck, Vicky Loomer.

Election: (Tabulate National Delegate Ballots) Levi Mohr - Board Representative, Doug Rinehart - Chair, Angela Thelen, Karen Hill, Kathy Beebe, Lauri

Chamberlin, and Mary Petry.

Tellers: (Tabulate Officers Election/Other Ballots) Lorrie Crow - Board Representative, Dawn Ayers - Chair, Daniel Ngatia, Elizabeth Selfridge, Estee Javin-iar, Jan Frymire, and Christina Smith.

Washington Rural Carrier: Paige Barrett, Board Representative, Colleen Headley-Lalande - Chair, David Hamilton, and Lisa Benson.

President Levi reminded all delegates to register if they have not yet done so. President Levi announced that the annual reports of the elected and appointed state officers were in the convention ditty bag and all should have received them. The reports were not read, as per the standing rules. The annual reports of the elected and appointed State Officers can be found on page 24.

President Levi called for the Election Committee Report. The election committee chair, Doug Rinehart, gave the election report as follows:

There were 2,004 ballots mailed with 294 returned. Out of the 294 returned, 15 were void, 0 were unresolved, leaving 279 valid ballots counted. Doug moved that the election committee's report be accepted and the committee be dismissed with our thanks. It was seconded and motion passed. The report of the election committee is to the right.

Becky Wendlandt gave an update on the rules for alternate delegates moving up to regular delegates and announced WARLCA qualifies for 21 delegates to National Convention.

President Levi asked Monte Hartshorn, NRLCA Portland District Representative, to give his presentation. Monte spoke concerning the implementation and recalculation of the formula, bidding procedures on a vacant or newly created route, and the entitled relief day.

After a short break, Becky took roll call at 10:48 a.m. President Levi asked Patrick Pitts, NRLCA Seattle District Representative, to give his presentation. Patrick spoke about the contract, RDSOP, schedules, right to case mail, and M38. President Levi asked both Monte and Patrick to come forward for a question and answer session and at noon the delegates stopped for lunch.

President Levi called the delegates back to order at 1:35 p.m. Becky took roll call and spoke that a delegate had transferred to another county after being elected at the previous county and she should be seated with the county that she currently works in. Doug Rinehart moved that delegate Beaumont be seated as a delegate from King-Snohomish. After discussion, Monte Hartshorn moved to amend the lan-

guage that delegate Beaumont be seated with Mutual. It was seconded and after discussion, was passed. Doug Rinehart moved to amend the language to note that this was a one-time occurrence. Dawn Ayers moved to amend the language to strike the "one-time

## **Delegates to National Convention**

<u>ORDER</u>	<u>NAME</u>	<u>TOTAL VOTES</u>
1	Patrick Pitts	177
2	Renee' Pitts	174
3	Becky Wendlandt	160
4	Monte Hartshorn	127
5	Joyce Patteson	111
6	Charles Alexander	110
7	Patricia Alexander	103
8	Becky Pike	95
9	Dawn Ayers	90
10	Mariann Faulkner	89*
11	Taralee Mohr	89*
12	Kurt Eckrem	87
13	Joyce Sutherland	86
14	Susie Hill	82*
15	Shawn Johnson	82*
16	Lisa Benson	82*
17	Levi Hanson	79
18	Janie Walla	78*
19	Jeff Taylor	78*
20	Jim Hemrich	77
21	James Folk	74
22	Kristian Granish	73*
23	Isabella Lopez	73*
24	Lorrie Crow	69
25	Stella Fazzino	66
26	Dan Schrup	65
27	Joanne Dillon	63
28	David Ray	57*
29	Colleen Headley-Lalande	57*
30	Cassidy Munn	53
31	Kris Skewis	49*
32	Paige Barrett	49*
33	Alicia Peterson	48
34	Daniel Ngatia	43
35	Monyah Beaumont	40

\*In the event of tie, the position will be determined by random drawing of names then listed in order drawn.

## State Convention

Yes, Convention is where the business of the association is completed, but it's also a place for fun, camaraderie, sweet treats, and recognition. Convention is also a place to gather knowledge from your District Representatives and to speak one-on-one with a National Officer. This year, we were honored to have NRLCA Vice President Ronnie Stutts join us. Ronnie also gives out commemorative pins to convention first-timers!

So what's holding you back? Come and make your voice heard at State Convention! Chances are, you won't be sorry!





occurrence” and replace it with “applies to the 2017 State Convention of the WARLCA”. It was seconded and passed. After more discussion, Mariann Faulkner called the question and it was seconded and passed. The final language that was passed was “The delegate would be seated in Mutual Counties and that this would apply to the 2017 State Convention of the WARLCA”.

President Levi asked Wendy Averett from EAP to the podium to give her presentation. Wendy talked about grief, death in the family, cancer and long-term sickness, and how to be supportive of those going through it.

Next, RCP4 Paige Barrett gave the 2018 State Convention report. It will be June 24-26, 2018 at the Pasco Red Lion. Rooms are \$98 and \$108. Vice President Kurt Eckrem gave the 2019 State Convention report. It will be on June 23-25, 2019 at the Great Wolf Lodge in Grand Mound. Rooms are \$119 per night. Next, RCP3 Lorrie Crow gave the 2020 State Convention report. It will be June 14-16, 2020 at the RL Hotel in Spokane. Rooms are \$99 per night.

President Levi called for Q & A period on officers’ reports. Questions asked and answered were about

the legislative conference, equipment, and ADOP used for Western States Conference, and who made the raspberry no-bake cookies.

The convention was adjourned for committee work sessions at 3:06 p.m.

President Levi called the convention to order at 8:03 a.m. on June 26, 2017. Secretary-Treasurer Becky took roll call. Taralee Mohr came forward to give a PAC update. So far, the PAC total is \$24,977.55 with \$2,866.68 in PAC donations for the last two days.

President Levi called for the report of the Credentials Committee. Joanne Dillon, chair, gave the report as follows and then moved that the committee be dismissed. It was seconded but not passed as other delegates might be arriving late.

Next President Levi Hanson called for the preliminary report of the mileage and per diem committee. Chair, Susie Hill, asked the Sergeant-At-Arms to hand out the report and stated that if there are any changes please let the committee know.

President Levi called for the preliminary report of the Finance Committee. Chair Kim Burress asked the Sergeant-At-Arms to hand out the report. Kim then read the preliminary report.

### **Credentials Committee Report**

<u>County Name</u>	<u># of members</u>	<u># of possible delegates</u>	<u># of seated delegates</u>
<u>&amp; Delegate at Large</u>			
001 North Central Michael Ogdon	86	17	2
003 Peninsula Amanda Phipps	201	40	5
005 Lower Columbia Monte Hartshorn	217	43	9
006 Mutual Dawn Ayers	385	77	17
010 Island, Skagit, San Juan Christina Smith	104	20	4
011 King, Snohomish Angela Thelen	416	83	12
012 South East No delegate present	30	6	0
013 East Central Cassidy Munn	199	39	5
014 North East Lorrie Crow	47	9	2
015 Whatcom Amy Bullion	107	21	3
016 Whitman, Asotin Jim Hemrich	26	5	2
017 Apple Brian Poage	186	37	3
<b>Total for Counties:</b>	<b>2,004</b>	<b>397</b>	<b>64</b>

President Levi called for the report of the Nominating Committee. Chair Renee' Pitts gave the following report:

Nominees:

Region 1 Committeeperson: (Two-Year Term)  
Taralee Mohr

Region 3 Committeeperson: (Two-Year Term)  
Cassidy Munn and Lorrie Crow

Renee' announced that there will also be a chance to nominate for these offices from the floor until nominations are closed prior to elections, and moved to dismiss the nominating committee with our thanks. It was seconded and passed.

President Levi called for the report of the Auditing Committee. Chair Kristian Granish read the following:

"The Auditing Committee has reviewed the documents and receipts provided by the secretary-treasurer. In addition, we have reviewed the audits provided by outside CPAs as required by the WARLCA and NRLCA policies. We have discovered that our state secretary-treasurer has been impeccable as usual and have found no errors. As such, we consider the financial records are balanced and in good order."

Kristian moved that the report be accepted and the committee be dismissed with our thanks. It was seconded and passed.

President Levi called for the report of the Washington Rural Carrier. After introducing the members of her committee, Chair Colleen Headley-Lalande gave the following report:

"We had a long discussion about what we would like to see for the future of our State magazine. Obviously, the spending is controlled by our State Board and here are some of the things that we would recommend that they consider. We feel that the change in paper quality from the basic type used for many years to the mid-grade quality is an improvement and should be continued. Also, the limited use of color brought brightness to the publication and should also be continued. The editor told us it had been several years since printing bids had been researched. It may be a good time for the Board to check out bids again and make sure we are getting the best deal available for what we print. Also it has been several years since the budget for the paper has been looked at. There was a cost overage this year and while it was easily covered, cost overruns on year-end reports never look good. Reviewing the budget and possibly raising it should be considered. Trying to catch the eye and interest of members was consid-

ered up to even going to glossy paper like the National magazine. We realized that this could be more cost than prudent to spend, but did wonder if the cost of a glossy insert of a limited number of pages could be researched. The editor also mentioned the possibility of the insert of a survey with mailing envelope attached, perforated and included as part of the magazine in the centerfold. That is a way of communicating with the membership and asking about their needs we didn't believe has ever been attempted. That is something that should be researched as getting more of the membership active is a constant concern. Also in line with seeking a more active membership, scrutiny of our magazine by a consultant be a consideration. This publication goes to every member and finding ways to get positive action from them is ongoing. Is this an outlandish idea? Maybe. But we were exploring options and inspiring positive thoughts and changes is one thing we considered as well. Going to a volume/issue format rather than 'spring issue', 'summer issue', etc. was suggested. A mission statement was brought up as a way of stating what the magazine wants to achieve as part of the union's success. Requested in topics was the grievance activity/results as can be shared by the DRs and ADRs on a more frequent basis. We realize there are usually end of year reports but it was thought that a little more ongoing news would be of interest. This is the end of the report from the 2017 convention WRC committee."

Colleen moved that the report be accepted and the committee be dismissed with our thanks. It was seconded and passed.

President Levi asked Monte and Patrick to come forward to answer more questions from the previous day.

President Levi called for the PAC Committee Report. Chair Sharlene Arras introduced the committee members and gave the report. "For policies and procedures: The mission statement for PAC is to provide a lobbying tool to work for positive legislation and works against legislation that can harm rural carriers. PAC receives funds, and collects receipts, verifies cash, check, debit, and gift, alphabetizes the receipts and the checks, and then remits it to the National office where the National office completes the check and balances. Credit card transactions are sent automatically to National and are immediately remitted. All cash is converted into postal money order and then mailed via certified mail with the return receipt requested to the National headquarters and checks are sent with the money orders. The PAC committee

brainstormed several ideas to raise funds for PAC. While raffles, dunk tanks, and poker tournaments have been successful, the committee strongly encourages county units to support participation in donating items, cash and donations and then sharing ideas to raise funds and raise awareness of what PAC actually is. The counties are encouraged to reach out to every local office. Friendly competition between county units is encouraged. Some ideas for county units include combined donations to create a county unit basket to auction or raffle big ticket items at state convention, for example scooters, beach baskets, barbeque baskets, canoe, kayak, camping items, services, etc. The PAC committee encourages the membership to join the \$5 challenge and become a sustaining donor. Recommendations: Continue to explain to membership what PAC actually does and how the funds are spent. The common goal is to represent the craft because we all benefit, to thank everyone for working together, and especially to thank the members who have donated and remind you to continue the efforts for the future. Your efforts have made a significant difference, so pat yourself on the back. Washington state is 7<sup>th</sup> in National gross and 4<sup>th</sup> per capita in the Nation.”

Sharlene moved that the report be accepted and the committee be dismissed with our thanks. The mo-

tion was seconded and passed.

Next President Levi introduced NRLCA Vice President Ronnie Stutts. Ronnie spoke on the USPS requiring carriers to take DPS to the street, National route data, mail counts and the cost, Amazon parcel lockers, rural delivery vehicles, time study, and EMA.

After a short break, President Levi called the convention back to order at 10:26 a.m. Secretary-Treasurer Becky took roll call. National Vice President Ronnie Stutts then continued his presentation with grievance statistics, the ARC position, RCA retention, TSP, current legislative issues, Rural Carrier Benefit Plan (RCBP), SPM, National Convention, and safety. After announcements, the delegates broke for lunch at 11:46 a.m.

President Levi called the convention back to order at 1:03 p.m. Becky did roll call. President Levi called for the final report of the Mileage and Per Diem Committee. Chair Susie Hill read the changes from the preliminary report that was handed out to the delegates. Susie moved that the committee be dismissed with our thanks. The motion was seconded and passed. The report is as follows.

Note: After the mileage and per diem report was accepted Kristy McKee had to leave early so was not compensated.

## Mileage & Per Diem Report

Last Name, First Name	One-Way Mileage	Round-Trip Mileage	Multiplied by 0.535	Convention Allowance	Additional Per Diem	Ferry/Toll	Gross Pay
Arras, Sharlene	124	248.0	\$132.68	\$250.00			\$382.68
Ayers, Dawn	65.5	131.0	\$70.09	\$250.00			\$320.09
Barrett, Paige	209	418.0	\$223.63	\$250.00			\$473.63
Beaumont, Monyah	72.8	145.6	\$77.90	\$250.00			\$327.90
Beebe, Kathy	191	382.0	\$204.37	\$250.00	\$250.00		\$704.37
Benson, Lisa	20.5	41.0	\$21.94	\$250.00			\$271.94
Bergman, Philip	76.1	152.2	\$81.43	\$250.00			\$331.43
Boyer, Dawn	168	336.0	\$179.76	\$250.00			\$429.76
Buchheit, Hannah	82	164.0	\$87.74	\$250.00			\$337.74
Bullion, Amy	87.6	175.2	\$93.73	\$250.00			\$343.73
Burress, Kim	36.7	73.4	\$39.27	\$250.00			\$289.27
Chamberlin, Lauri	336	672.0	\$359.52	\$250.00	\$250.00		\$859.52
Crombie, Karen	71.4	142.8	\$76.40	\$250.00			\$326.40
Crow, Lorrie	371	742.0	\$396.97	\$250.00			\$646.97
Dillon, Joanne	64.1	128.2	\$68.59	\$250.00			\$318.59
Eckrem, Kurt	2.5	5.0	\$2.68	\$250.00			\$252.68
Faulkner, Mariann	32.8	65.6	\$35.10	\$250.00			\$285.10
Fazzino, Stella	0.0	0.0	\$0.00	\$0.00			\$0.00
Folk, James	93.2	186.4	\$99.72	\$250.00			\$349.72
Foster, Kerri	89.9	179.8	\$96.19	\$250.00			\$346.19
Frymire, Jan	16.7	33.4	\$17.87	\$250.00			\$267.87

Washington Rural Carrier — Convention 2017

Last Name, First Name	One-Way Mileage	Round-Trip Mileage	Multiplied by 0.535	Convention Allowance	Additional Per Diem	Ferry/Toll	Gross Pay
Godfrey, Aron	172	344.0	\$184.04	\$250.00			\$434.04
Granish, Kristian	85.8	171.6	\$91.81	\$250.00			\$341.81
Granish, Nancy	82	164.0	\$87.74	\$250.00			\$337.74
Hagedorn, Marlene	63.1	126.2	\$67.52	\$250.00			\$317.52
Hamilton, David	91.1	182.2	\$97.48	\$250.00			\$347.48
Hanson, Levi	305	610.0	\$326.35	\$250.00			\$576.35
Hartshorn, Monte	0.0	0.0	\$0.00	\$0.00			\$0.00
Headley-LaLande, Colleen	19.9	39.8	\$21.29	\$250.00			\$271.29
Hemrich, Jim	282	564.0	\$301.74	\$250.00			\$551.74
Hill, Karen	6.2	12.4	\$6.63	\$250.00	\$250.00		\$506.63
Hill, Susie	46.1	92.2	\$49.33	\$250.00		\$14.93	\$314.26
Javiniar, Estee	193	386.0	\$206.51	\$250.00			\$456.51
Johnson, Shawn	0.0	0.0	\$0.00	\$0.00			
Keelin, Joel	185	370.0	\$197.95	\$250.00			\$447.95
Kenck, Paula	0.0	0.0	\$0.00	\$0.00			
L'Heureux, Linda	176	352.0	\$188.32	\$250.00			\$438.32
Lopez, Isabella	2.6	5.2	\$2.78	\$250.00			\$252.78
Marchand, Carol	39.8	79.6	\$42.59	\$250.00		\$28.60	\$321.19
McComb, Jamie	134	268.0	\$143.38	\$250.00			\$393.38
McKee, Kristy	<del>114</del>	<del>228.0</del>	<del>\$121.98</del>	<del>\$250.00</del>			<del>\$371.98</del>
Mohr, Tara Lee	25.6	51.2	\$27.39	\$250.00			\$277.39
Munn, Cassidy	310	620.0	\$331.70	\$250.00			\$581.70
Ngatia, Daniel	62.3	124.6	\$66.66	\$250.00			\$316.66
Ogdon, Michael	137	274.0	\$146.59	\$250.00			\$396.59
Patteson, Joyce	163	326.0	\$174.41	\$250.00			\$424.41
Peterson, Alicia	72.4	144.8	\$77.47	\$250.00			\$327.47
Petry, Mary	22	44.0	\$23.54	\$250.00	\$250.00	\$21.60	\$545.14
Phipps, Amanda	91.1	182.2	\$97.48	\$250.00		\$18.20	\$365.68
Pitts, Patrick	0.0	0.0	\$0.00	\$0.00			\$0.00
Pitts, Renee'	0.0	0.0	\$0.00	\$0.00			\$0.00
Poage, Brian	166	332.0	\$177.62	\$250.00			\$427.62
Preston, Terri	177	354.0	\$189.39	\$250.00			\$439.39
Ray, David	60.9	121.8	\$65.16	\$250.00			\$315.16
Rinehart, Doug	83.2	166.4	\$89.02	\$250.00	\$250.00	\$5.00	\$594.02
Robinson, Trina	290	580.0	\$310.30	\$250.00			\$560.30
Roque, Patricia	25.6	51.2	\$27.39	\$250.00		\$36.40	\$313.79
Schrup, Daniel	494	850.0	\$454.75	\$250.00			\$704.75
Selfridge, Elizabeth	52.7	105.4	\$56.39	\$250.00		\$36.40	\$342.79
Skewis, Kris	93	186.0	\$99.51	\$250.00			\$349.51
Smith, Christina	72.2	144.4	\$77.25	\$250.00			\$327.25
Taylor, Dionne	66.4	132.8	\$71.05	\$250.00			\$321.05
Taylor, Jeff	316	632.0	\$338.12	\$250.00			\$588.12
Thelen, Angela	20.3	40.6	\$21.72	\$250.00	\$250.00		\$521.72
Walker, Mel	160	320.0	\$171.20	\$250.00			\$421.20
Walla, Janie	0.0	0.0	\$0.00	\$0.00			\$0.00
Wendlandt, Becky	319	638.0	\$341.33	\$250.00			\$591.33
<b>TOTALS</b>			<b>\$7,938.46</b>	<b>\$15,000.00</b>	<b>\$1,500.00</b>	<b>\$161.13</b>	<b>\$24,599.59</b>

President Levi then called for the report of the Constitution Committee. Chair Isabella Lopez moved to dispense with the reading of the present language. It was seconded and motion passed. (**Bold** is new language and ~~strikethrough~~ is removing the lan-

guage). The committee then started with the reading of the first proposed constitution change. Each constitution change was moved by the committee to be accepted and no second was required.

## **Proposed Constitution Changes**

### 1. Article II, Section Purpose

This Association shall seek, with all of the resources at its command **while maintaining its fiduciary responsibilities**, to assist its members in the realization of their highest aspirations as workers and citizens. Such aspirations are our right and shall be protected against all threats.

The Association is dedicated to the discharge of its responsibilities and the achievement of its objectives in accordance with the democratic principles embodied in this Constitution **all the while remembering that this is a member-run and member-driven organization.**

After discussion, proposed constitution change number one failed.

### 2. Article III Members, Section 2. Classifications:

Bargaining Unit Member: Membership is open to the following rural carriers:

Regular Carriers (Designation Code 71), including regular carriers **on limited duty assignments and assigned to (960-979) rural routes or** who are in Injured-on-Duty/Leave Without Pay (IOD/LWOP) status and assigned to (980-989) rural routes; ...

After discussion, proposed constitution change number two passed.

### 3. Article III, Section 2. Classifications, Paragraph 3:

Retired Member. Retired membership is open to Rural Carriers who were members in good standing at retirement on an annuity. Eligibility for Retired membership expires on June 30 of the year following retirement. Failure to pay dues for one full membership year terminates Retired membership. However, a Retired carrier whose membership has lapsed, due to extenuating circumstances, may apply for reinstatement to the National Secretary-Treasurer by providing proof of prior membership and the current year's dues. The National Secretary-Treasurer shall present the request for membership to the National Board for a decision. Retired Members in good standing are entitled to all voting rights with the exception of ratification of National Agreements. Retired Members may not be elected to National office **or re-elected to State Board positions, elected or appointed.**

Dawn Ayers moved to amend the language to strike the word "re-elected". It was seconded and after discussion the amendment failed. Joanne Dillon called the question. It was second and passed. Proposed constitution change number three failed.

### 4. Article III, Section 5, New Paragraph E.

~~E. 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 and retired members as long as the auxiliary is responsible for, funds and administers the Juniors Program at State Convention, the Scholarship Program and provides a financial statement at the beginning of State Convention to the WARLCA. If the auxiliary is unable to be responsible for, administer and fund the Junior Program and Scholarship Program, then a \$3.00 assessment per member, replacing the State and National Auxiliary assessment per member, excluding associate and retired membership, 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.~~

~~1. The Scholarship Program will consist of (2) two \$1000.00 scholarships to be given annually. Eligibility requirements will be announced each year. Scholarship will be awarded at State Convention.~~

~~2. 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 \$500.00. The State Board may also hold any unspent funds in a savings account. Such savings account may not exceed \$300.00. If there are still any remaining funds, they shall be returned to the Association’s general fund. Proviso: To be put in place upon reestablishment of the charter.~~

Kristian Granish moved to put the proviso at the end of the language. Motion was seconded and passed. Mariann Faulkner moved to amend the language so that all language after “and retired members” be deleted. It was seconded, and during discussion Kristian Granish moved to amend the amended language to place the proviso at the end of the amended language. It was seconded and failed. The first amendment passed. After more discussion, David Ray called the question. It was seconded and passed. Proposed constitution change number four passed.

**Note:** After convention was over, the NRLCA said the language submitted was not in compliance with the 2009 NRLCA agreement with the Auxiliary concerning the Model State Association Affiliation Agreement and Necessary State Constitution Language to show legal separation of the Union and the Auxiliary and to adopt the family plan for funding the Auxiliary. Because of this, the constitution change was not implemented. It is suggested that those interested in forming or re-starting the auxiliary contact the National Auxiliary Officers listed in the national paper and website to get the rules for forming and running State Auxiliaries. Because of liability reasons, changes have been made that must be complied to in order to protect both the union and the auxiliary.

5. Article III, New Section 8 & 9:

**Section 8. Magazine.**

**Members in good standing shall receive each issue of *The Washington Rural Carrier*.**

**Section 9. Standards of Conduct for the Association and its Members.**

- 1. Maintain democratic procedures and practices;**
- 2. Ensure members’ rights to participation in the affairs of the Association through periodic elections, fair and equal treatment under the governing rules and due process in any disciplinary proceedings;**
- 3. Prevent discrimination on the basis of race, color, age, gender, religion, creed, national origin, or disability, or on the basis of marital, economic, social, or political status;**
- 4. Maintain the fiscal integrity of the Association;**
- 5. Prohibit business or financial interests on the part of its officers and agents which conflict with their duty to the Association.**

Proposed constitution change number five passed.

6. Article IV, Section 1. Subordinate Units, Paragraph D Region Four

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

Jim Hemrich moved to amend the language to change the name from Whitman-Asotin to Whitman-Southeast. It was seconded and passed. After discussion David Ray called the question. It was seconded and passed. Motion to amend number six passed. The amended proposed constitution change number six passed.

Monte Hartshorn moved to suspend the rules and vote on constitution change number nine next. The motion was seconded and passed.

9. Article V, Section 1.A

The officers of the WARLCA shall consist of President, Vice President, Secretary-Treasurer, and four (4) Region Committeepersons who shall be elected at the State Convention and serve ~~two~~ **one (1)** years, **except**

**the Region Committeeperson, who shall serve two (2) years, or until their successors are elected and installed.**

Dawn Ayers moved to amend to strike the word “two” after “serve” and before “(1)”. It was seconded and passed. After discussion Doug Rinehart called the question. The motion was seconded and passed. Proposed constitution change number 9 failed.

7. Article V, Section 1.

The officers of the WARLCA shall consist of President, Vice President, Secretary-Treasurer, and four (4) Region Committeepersons who shall be elected at the State Convention and serve two (2) years, or until their successors are elected and installed. **Proviso: The election of the Vice President at the 2018 State Convention be for a one-year term, and thereafter the term of the Vice President shall be a two-year term, beginning with the election at the 2019 State Convention.**

After discussion and a standing vote proposed constitution change number seven passed.

8. Article V, Section 1.

The officers of the WARLCA shall consist of President, Vice President, Secretary-Treasurer, and four (4) Region Committeepersons who shall be elected at the State Convention and serve two (2) years, or until their successors are elected and installed. **Vice President shall serve a one (1) year term 2018-2019, after such time term or service will be two (2) years.**

Patrick Pitts moved that the motion be postponed indefinitely. It was seconded and passed.

After a short break, President Levi called the convention back in session at 3:05 p.m. Secretary-Treasurer Becky took roll call. President Levi then asked that the Constitution Committee continue.

10. Article V, Section 4.A

The elected WARLCA State Officers’ salaries are as listed below. These monthly salaries are compensation for all hours worked beyond a normal work day.

- President: **\$150** Month
- Vice President: **\$150** Month
- Secretary Treasurer: **\$500** Month
- Region Committeepersons: **\$150** Month

Joyce Patteson moved to amend to change the Secretary-Treasurer to \$150. It was seconded and passed after a standing vote was taken. During discussion Monte Hartshorn asked for the number of ADOP days used by Board members. The following was put on the screens: President 54, Vice President 48, Secretary-Treasurer 143, RCP One 48, RCP Two 46, RCP Three 34, RCP Four 37, Renee Pitts 1, James Folk 3, Lisa Benson 5. After more discussion vote was taken and amended proposed constitution change number 10 failed.

11. Article V Officers and Appointees, Section 6 Removal.

Section 6. Removal. 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 **appeals as listed in NRLCA Constitution, Article X Appeals, Section 1. State.**

Patrick Pitts moved to postpone the motion to the end of the constitution changes to give the National Officer time to research the question of where is this in the National Constitution. It was seconded and passed. It will be reconsidered at the end of proposed constitutions.

12. Article 5, Section 6

Section 6. Removal. 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; **with procedures as determined by the Board.**

A. No **elected** officer ~~or appointee~~ may be disciplined or discharged except for Just Cause unless the position is eliminated.

**B. Appointed officers may be removed by the President in conjunction with the Board.**

After discussion proposed constitution change number 12 failed.

13. Article VIII, Section 3 New A

**A. When a vote is called for during a regular Board meeting ~~or a decision is rendered in executive session~~, a record of each WARLCA Board member's vote/decision will be kept on file and published in the minutes of the WRC.**

Janie Walla moved to amend by striking out "or a decision is rendered in executive session" and add "with the exception of a secret ballot" to the end. It was seconded and passed. After discussion David Ray called the question. It was seconded and passed. A vote was taken for proposed constitution change number 13 and appeared to pass but division was called. A standing vote was unclear so tellers committee was brought in to count the votes. Proposed constitution change number thirteen failed.

14. Article VIII, Section 4 New Language

**A record of each WARLCA Board member's vote on Board decisions at Board meetings and via e-mail will be kept on file and published in the WRC, except for those made during executive sessions.**

After discussion, a vote was taken. Division was called and after a standing vote proposed constitution change number 14 passed.

15. Article X Appeals, Section 1-3.

Section 1. State

A. A member aggrieved by any action of a state association and/or officer shall have the right to appeal to the State Board.

1. Appeals must be **filed and mailed individually**, in writing and be filed with the State President **via first class mail** within 30 days of having knowledge of said action.

2. Within 10 days of receipt of the appeal, the State President shall notify all members of the State Board and the assigned Executive Committeeman and shall request that the Charging Party provide a letter outlining the specific charges and any relief sought. This letter of specificity, along with complete documentation, must be returned within 20 days of receipt of the President's request.

3. Upon receipt of the letter of specificity, the State President shall forward a copy to the Charged Party for response. The Charged Party shall have 20 days **from receipt of said letter** to respond in writing and provide documentation to the State President **via first class mail**.

4. The State Board shall 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 Executive Committeeman, to take the necessary action to resolve the issue within 30 days. Extension of this 30-day time limit, when necessary, shall not exceed 15 days. The Charging Party(s) and Charged Party(s) (hereafter referred to as the Party or Parties) shall be notified in writing of the decision of the State Board.

B. A Party not satisfied with this decision, or any other action of the State Board on said appeal, shall have the right to appeal to the National Board.

1. This appeal must be in writing and be filed with the President of the National Association **via first class mail** within 30 days of receipt of the State Board's decision.

2. Within 15 days of receipt of an appeal, the National Board shall notify the National Appeals Commission. The President shall notify the State President and the Parties that the appeal has been received and

forwarded to the National Appeals Commission.

3. Within 30 days, the National Appeals Commission shall investigate each appeal and report its findings and recommendations in writing to the National Board. Upon receipt of the findings and recommendations of the Appeals Commission, the National President shall notify the Parties that the findings and recommendations are before the National Board. The National Board shall render a decision and notify the Parties in writing within a reasonable period of time.

C. A Party not satisfied with the decision of the National Board shall have the right to appeal to the next Convention of the National Association.

1. This appeal must be in writing and be filed with the National President within 30 days of receipt of the National Board's decision. The appeal, if received more than 45 days prior to the National Convention, will be scheduled for that Convention. If received within 45 days of the Convention the appeal may be held until the following National Convention.

2. Within 15 days of receipt of said appeal, the President shall notify the Parties that the appeal has been received and shall be forwarded to a National Appeals Committee.

3. The Appeals Committee shall complete an investigation and report its findings and recommendations in writing to the Parties and to the President of the state association at least 24 hours before the report is presented to the National Delegates.

## Section 2. National

A. A member aggrieved by any action of the National Association or Officer, **representative or steward** thereof shall have the right to appeal directly to the National Board.

**1. Appeals must be filed and mailed individually, in writing, and be filed with the National President via first class mail within 30 days of having knowledge of said action.**

2. Within 15 days of receipt of the appeal, the National Board shall retain the appeal for investigation, forward the appeal to the National Appeals Commission or, if received within 90 days of the first business session of the National Convention, refer the appeal to the Appeals Committee. The President shall notify the Charging Party(s) of the appeal's receipt and disposition, **and if necessary, request that the Charging Party provide a letter outlining the specific charge and any relief sought. The letter of specificity, along with complete documentation, must be returned via first class mail within 20 days of receipt of the National Board's request.**

3. Should the National Board retain the appeal, it shall investigate, render a decision and notify the Charging Party(s) in writing within a reasonable period of time.

4. Should the National Board forward the appeal to the National Appeals Commission, the commission shall complete an investigation and report its findings and recommendations in writing to the National Board within 30 days. Upon receipt, the National President shall notify the Charging Party(s) that the Commission's report is before the National Board. The National Board shall render a decision and notify the Charging Party(s) in writing within a reasonable period of time.

5. Should the National Board refer the appeal to the Appeals Committee, the appeal shall be handled in accordance with the provisions that follow.

B. A Party not satisfied with a decision rendered by the National Board shall have the right to appeal to the next National Convention.

1. The appeal must be in writing and be filed with the National President **via first class mail** within 30 days of receipt of the National Board's decision. The appeal, if received more than 45 days prior to the National Convention, **shall** be scheduled for that Convention. If received within 45 days of the Convention the appeal may be held until the following National Convention.

2. Within 15 days of receipt of the appeal, the President shall notify the Party(s) that the appeal has been received and shall be forwarded to a National Appeals Committee.

3. The Appeals Committee shall complete an investigation and report its findings and recommendations in writing to the Parties at least 24 hours before the report is presented to the National Delegates.

## Section 3. Administration

At every level of appeal, members shall be afforded the rights of due process and the right to appeal an adverse decision to the next level. The National Board shall have full authority to intervene to protect the members of this Association. Correspondence shall be by certified mail, return receipt requested. **Timeli-**

**ness shall be determined by postmark.** Costs of the state investigation and action shall be borne by the state association; costs of the National Appeals Commission and Appeals Committee shall be borne by the National Association. No legal proceeding may be initiated until the appeal procedures provided herein have been exhausted.

After discussion proposed constitution change number 16 passed.

#### 16. Article V Section 5 Paragraph B

B. Association Day of Pay (ADOP) will be reimbursed at a 44K, step 12, on Table One of the current salary schedule, or their route evaluation, whichever is higher, for all elected and appointed State Officers. Association Day of Pay (ADOP) will not be compensated to attend the State Convention, National Convention, **or Western States Conference** while they are in session, but may be authorized by the Board for other required business or trainings.

Proposed constitution change number 16 passed.

The delegates then went back to proposed constitution change number 11.

#### 11. Article V Officers and Appointees, Section 6 Removal

Section 6. Removal. 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 **appeals as listed in NRLCA Constitution, Article X Appeals, Section 1. State.**

Renee' Pitts moved to amend to strike "appeals". It was seconded and passed. Proposed constitution change number 11 passed.

The Constitution Committee moved to dismiss the committee with our thanks. It was seconded and passed. Ronnie Stutts asked for a moment of personal privilege and thanked the first-timers for attending convention and presented them with a pin.

Joyce Patteson, chair of finance committee, moved the finance committee would like the auditing committee to be brought back to the floor so that the finance committee could review some of the documents. It was seconded and passed. President Levi adjourned the convention at 5:10 p.m.

The convention was called to order by President Levi on June 27, 2017 at 8:05 a.m. Secretary-Treasurer Becky took roll call. Levi read the standing rules regarding resolutions. President Levi called for the report of the resolutions committee. Chair Jim Hemrich introduced the members of his committee and explained the difference between binding and non-binding resolutions. Jim explained the procedures for passing the resolutions, if they are not objected to, they will be considered passed at the drop of the gavel. After going through the 20 resolutions the first time, those objected to will be reconsidered. The committee will read them and moved to be accepted, second them, and then discussion will start.

## **Proposed Resolutions**

#### Submitted by Peninsula:

##### 1. Non-Binding.

Whereas: Parcel volume increases leading up to Thanksgiving,

Be it resolved: That rural letter carrier Christmas overtime period begin the Saturday after Thanksgiving and end after December 31<sup>st</sup>.

Resolution number one passed after discussion.

#### Submitted by Lower Columbia:

##### 2. Non-Binding.

Whereas: The Postal Service continues to struggle to hire enough RCAs and

Whereas: the Postal Service spends a tremendous amount to hire, then lose RCAs

Be it resolved; that Table Four and Article 9.1.I be deleted.

Reason for Change: For all RCAs hired after August 24, 1991 be paid via Table 3.

Resolution number two passed at the drop of the

gavel.

3. Non-Binding.

Whereas: RCAs work years without benefits and without their service hours counted towards their retirement.

Be it resolved: That the NRLCA negotiate for hours worked by RCAs be counted towards their retirement.

Reason for Change: So that all actual hours worked by RCAs count towards their retirement.

Resolution number three passed at the drop of the gavel.

Submitted by Mutual:

4. Non-Binding.

Whereas: All newly hired relief carriers earn less than other relief carriers hired before them.

Be it resolved: That Table Four be eliminated.

Reason for Change: All RCAs should make the same wage and receive increase at the same time.

Resolution number four failed after discussion.

5. Non-Binding.

Whereas: The NALC union representative is compensated by the USPS to attend the Union information portion of the new hire orientations.

Be it resolved: The NRLCA negotiates a means of compensating the Rural Craft for attending the Union information portion of the new hire orientations.

Reason for Change: To have the USPS bear the cost of union portion the new hire orientation as they are currently doing for the NALC.

Resolution number five passed after discussion.

6. Non-Binding.

Whereas: One year or 90 actual working days is too long a probation period for new hires.

Be it resolved: That the NRLCA negotiate a six-month probation or 90 actual working days for new hires, whichever comes first.

Reason for Change: We have a very hard time retaining RCAs.

Resolution number six passed at the drop of the gavel.

7. Non-Binding.

Whereas: The last arbitrator implemented a two-tier pay system and reduced the hourly wage for relief carriers

Be it resolved: That the NRLCA negotiate benefits for relief carriers similar to CCAs.

Reason for Change: Not being able to retain enough subs.

Resolution number seven passed after discussion.

Submitted by King-Snohomish:

8. Non-Binding.

Whereas: A newly appointed leave replacement rural carrier craft employee will be paid the greater of the actual hours worked or the evaluation of the route (up to 40 hours) for the first (5) five pay periods of employment.

Be it resolved: A newly appointed leave replacement rural craft employee will be paid the greater of the actual hours worked or the evaluation of the route (up to 40 hours) for the first (5) five pay periods upon completion of all required training.

Reason for Change: An RCA may not be scheduled for academy for several weeks after employment.

Resolution number eight passed at the drop of the gavel.

9. Binding to the NRLCA Board

Whereas: The USPS has no further obligation to provide more government vehicles for rural use.

Be it resolved: The NRLCA board negotiate with the USPS to provide additional government vehicles to facilitate hiring, training, and repairs.

Reason for Change: The shortage of government provided vehicles has created single routes in multiple route offices that are not assigned a vehicle. This makes it difficult to hire for or cover these routes. Furthermore, it has prevented the timely training of relief carriers in many cases, as well as stranding carriers whose vehicles have broken down.

Resolution number nine passed at the drop of the gavel.

Submitted by East Central:

10. Binding to the NRLCA Board.

Whereas: Only NSS DRs/ ADRs have access to SharePoint,

Be it resolved: All NSS stewards have access to SharePoint.

Reason for Change: Ensure all NSS stewards have access to the SharePoint website which contains a wealth of knowledge compiled for the steward system.

Resolution number 10 passed at the drop of the gavel.

11. Binding to the NRLCA Board.

Whereas: The NRLCA magazine articles can be accessed by category on SharePoint.

Be it resolved: The NRLCA magazine articles can be accessed by category on the NRLCA.org website.

Reason for Change: Ensure that all NRLCA members have access to the NRLCA magazine articles by category, similar to the Steward Link articles by category.

This will allow members to access the information from the NRLCA magazines more easily.

Resolution number 11 passed at the drop of the gavel.

12. Non-Binding.

Whereas: Some new leave replacements are not receiving OJT from a certified OJI.

Be it resolved: All new leave replacements receive OJT from a certified OJI.

Reason for Change: Ensure all new leave replacements receive proper OJT. Take the burden off of the leave replacement's regular carrier, as far as the hours needed to train the leave replacements.

Resolution number 12 passed at the drop of the gavel.

13. Non-Binding.

Whereas: A carrier who does not agree to terminate the guarantee, as described above, shall be compensated at the rate in accordance with Article 8.3. in the attained step and overtime for work performed only after eight (8) hours on duty in any one service day or forty (40) hours in anyone service week, pursuant to Section 7(a) of the Fair Labor Standards Act, until the beginning of the next guarantee period at which time the carrier shall be compensated under the provisions of Section 7(b)(2) of the Fair Labor Standards Act in accordance with Article 9.2.A.

Be it resolved: A carrier will have the option to be compensated at the rate in accordance with Article 8.3 at the beginning of each guarantee period.

Reason for Change: The carrier should have the option of which way he/she chooses to be compensated.

Resolution number 13 failed after discussion.

14. Non-Binding.

Whereas: Carriers are limited to working 2,080 hours in the guarantee period.

Be it resolved: Carriers be allowed to work over 2,080 hours, based on their route's weekly evaluation, i.e. a 45K route would allow 2,340 in a guarantee period.

Reason for Change: The carrier should not be limited to working 40 hours per week, if their route evaluation exceeds 40 hours.

Resolution number 14 failed after discussion.

15. Non-Binding.

Whereas: Regular carriers are paid their route evaluation when training a new leave replacement.

Be it resolved: Regular carriers are paid their route evaluation plus 8127 time when over the evaluation when training a new leave replacement.

Reason for Change: Regular carriers should be paid actual hours worked when training a new leave re-

placement.

Resolution number 15 failed after discussion.

16. Non-Binding.

Whereas: All Ad-Hoc instructors are paid their daily route evaluation.

Be it resolved: Any Ad-Hoc instructors whose daily route evaluation is less than 8 hours will be paid 33 hours (8.5, 8, 8, and 8.5) for the four days of classroom work.

Reason for Change: Ad-Hoc instructors should be compensated for all hours worked plus an additional hour of prep time.

Resolution number 16 passed at the drop of the gavel.

17. Non-Binding.

Whereas: RCAs probationary period is 90 working days or one year, whichever comes first.

Be it resolved: RCAs probationary period be 60 working days or six months, whichever comes first.

Reason for Change: Reduce the latitude that management has when removing probationary employees.

Resolution number 17 passed at the drop of the gavel.

18. Non-Binding.

Whereas: Current EMA is 67 cents per mile.

Be it resolved: The EMA rate have an additional 10 cents built into the base.

Reason for Change: EMA should reflect current gas prices, vehicle maintenance, state gasoline tax, insurance rates.

Resolution number 18 failed after discussion.

19. Non-Binding.

Whereas: New leave replacements receive 24 hours of OJT.

Be it resolved: New leave replacements receive 40 hours of OJT.

Reason for Change: To ensure that all new leave replacements receive adequate OJT.

Resolution number 19 failed after discussion

20. Non-Binding.

Whereas: Ad-Hoc trainers don't receive travel time from home to the academy.

Be it resolved: All Ad-Hoc trainers will receive O time for all travel between their duty station or home, whichever is shorter, to the Ad-Hoc training site.

Reason for Change: Ad-Hoc trainers should be paid travel time.

Resolution number 20 passed at the drop of the gavel.

Jim Hemrich moved that the resolutions committee be dismissed with our thanks. It was seconded

and passed. President Levi called the auditing committee forward.

Chair Kristian Granish said that since the committee had been recalled, they decided to submit another report. "The auditing committee noted that the WARLCA Constitution does not clearly define their duties. As such, we feel it is necessary to make it clear to the body how this committee has approached its duties. We understand the auditing committee's duties are to review the accounting documents of this association to verify whether the expenses and expenditures have been documented and recorded accurately and properly. Also, to verify all the other documents, such as LM-2 and LM-4s, have been submitted properly and filed in a timely manner. Upon our second review, we did discover an error on the ADOP tracking spreadsheet. This form noted that in May 2017 James Folk was paid three (3) days of ADOP, but the whole year total stated he was only paid two (2) days. After examination of the vouchers and money paid, it was an improper computer calculating error."

Kristian Granish moved that the final report of the auditing committee be accepted and the committee be dismissed with our thanks. It was seconded and passed.

PAC Chair Taralee Mohr gave an update on the PAC totals. So far \$3,361.58 has been collected and Kris Skewis won the sustaining donor drawing. NRLCA Vice President Ronnie Stutts put in a challenge to WA that they only need \$450 more to surpass Iowa. Shawn Johnson said she would donate \$200 and challenged the body to raise the \$450.

After Wendy Averett, EAP Representative, drew Monyah Beaumont's name for the EAP drawing, Vice President Kurt Eckrem gave a legislative update and spoke about the legislative seminar in Washington D.C. Next, NRLCA Vice President Ronnie Stutts came forward for questions.

President Levi called for the final report of the finance committee. Chair Kim Burress gave the following report:

"1. The finance committee recommends constitution change submitted as resolution number 10 be adopted with an amendment changing the secretary-treasurer salary from \$500/month to \$150/month.

"2. The finance committee recommends no change on the money returned to county unit. The current wording is:

"We recommend the county units be funded at \$0.50/member, per meeting, for up to four meetings per year 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 submitted to State Secretary upon making any change, (7) must have submitted a signed letter of certification saying that the county officers have audited current year's county books, with the date and location where they were audited on, and signed by the county officers, and (8) All county officer positions must be filled for the current year in order to receive funding. Note: Currently five counties still have bank accounts and seven counties have closed their bank accounts. However, counties that have closed their bank accounts can, by a vote of the county members, start a bank account and request funding.

"3. The finance committee has submitted a constitution change to the constitution committee with proposed language in Article 5, Section 5, Paragraph B, regarding ADOP for Western States Conference.

"4. The finance committee was approached with concerns with the Western States Expense report provided by the Board. We determined there is a misunderstanding with regards to what delegates wanted in that report. Therefore, actual expenses to the State included:

3 days ADOP for 7 people @ \$254.18 = \$5,337.78  
 3 days ADOP for 2 people @ \$250.00 = \$1,500.00  
 3 nights hotel for 9 people @ \$139.76 = \$3,665.52  
 3 days per diem for 9 people @ \$90.00 = \$810.00  
 57 reimbursed for registration @ \$65.00 = \$3,705.00  
 3 people paid for committee work @ \$280.00 = \$840.00  
 1 person paid for committee work @ \$606.25 = \$606.25

For a total of \$16,464.55 in addition to the WSC report."

Joyce Patteson moved that the finance committee report be accepted and the committee dismissed with our thanks. It was seconded and passed.

Vice President Kurt Eckrem then presented an overview of what the Member of the Year award is all about and the criteria. Jim Hemrich is Member of the Year. After many hugs, he gave a very heartfelt thank you.

After a short break at 10:23 a.m., President Levi

called the convention back to order and Secretary-Treasurer Becky did roll call. President Levi noted that there was no unfinished business and moved to new business.

Resolution Number One from the Floor: NRLCA Constitution Article IX, Section 13, Paragraph D.

Sick Leave. Full-time Representatives shall earn thirteen (13) days sick leave per year. Unused sick leave shall be carried forward for future use. Within six (6) months of termination of service, a representative ~~or representative's estate~~ shall be paid for accumulated sick leave at the ~~current~~ **sub-hire** rate.

Becky Wendlandt moved to accept the proposed NRLCA constitution change and it was seconded. After discussion, the motion failed.

Resolution Number Two from the Floor: Binding to the WARLCA Board

Whereas; the Raft incentive money is being returned to the State Association to be distributed as they choose.

Be it resolved; any raft incentive monies earned by a Board member while on a day of ADOP be paid to the joining member. Further, any monies paid to the State for any recruitments by members not on the Board shall be paid to the recruiter.

Kris Skewis moved to accept the binding resolution. It was seconded. Becky Wendlandt moved to add "after 3 months of employment" after "joining member". It was seconded and passed. Becky Wendlandt made a motion to amend adding the language "and not being compensated by WARLCA or USPS" after "not on the Board". After seconded and discussion, Becky Wendlandt made a friendly amendment to her amendment to replace "USPS" with "NRLCA". It was seconded. After discussion, the friendly amendment passed. The wording "and not being compensated by WARLCA or NRLCA" was then voted on. It passed. Paige Barrett moved to amend to add "at orientations" after "recruitments by members". It was seconded and after discussion, the amendment failed. Vote on amended resolution was taken and it failed.

Constitution Number One from the Floor: WARLCA Constitution Article III, Section 4.

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

Dawn Ayers moved that constitution number one

be accepted and it was seconded. Janie Walla moved to amend with replacing "from which the route emanates" to "where employed or previously employed". It was seconded. After discussion, Lisa Benson moved to amend the amendment to add "or if retired" before "where previously employed". It was seconded. The amendment to the amendment failed. The original amendment failed. Constitution Number One from the floor failed.

Taralee Mohr gave an update that the additional rush netted \$1,609.50. The convention then broke for lunch at 12:01 p.m. President Levi called the convention back to order at 1 p.m. Roll call was taken.

President Levi announced that elections are next. For RCP One the nominees are Taralee Mohr and Janie Walla. President Levi read the standing rules for the candidate forum. After both candidates spoke, Dawn Ayers moved to suspend the rules and extend debate for six minutes. It was seconded and passed. After a secret ballot, voting the results were announced: 65 votes counted; 34 Taralee Mohr, 29 Janie Walla, 1 blank, and 1 voided. Taralee Mohr is the RCP One for a two-year term.

Next President Levi announced elections for RCP Three. The nominees are Lorrie Crow and Cassidy Munn. After the candidate forum, a secret ballot was taken. The results from the secret ballot are: 65 votes counted; 37 Lorrie Crow, 28 Cassidy Munn. Lorrie Crow is the RCP Three for a two-year term.

President Levi moved that we dismiss the tellers committee with our thanks. It was seconded and passed. PAC Chair Taralee Mohr announced the PAC drawings. President Levi moved to dismiss all standing committees with our thanks at 3:15 p.m. It was seconded and passed.

NRLCA Vice President came forward for the installation of officers. The YEA/NAY cards were then collected and delegate checks were distributed at 3:18 p.m. Alicia Peterson moved to suspend the rules and accommodate the delegate who left early (Kristy McKee) to be compensated \$166 plus mileage for the time she was here. It was seconded. After discussion, the motion failed. Karen Hill asked why the delegate (David Hamilton) who left for one hour would not be compensated. Another delegate (Jan Frymire) said she had arrived late due to an emergency. Karen Hill moved that both delegates be paid. The motion was seconded and after discussion, it was passed.

PAC auction continued as well as the raffle drawing. President Levi called the convention to a close at 4:12 p.m. after the colors were retired.



## Annual Report

By Levi Hanson, WARLCA President

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My first year as your President has been a doozy! It began with a significant changing of the guard; with myself in a new position along with four brand new Board members. We faced several hurdles from the start; not the least of which was a significant learning curve. As a result, some mistakes were made but we learned from those mistakes and moved ahead with the best interests of the membership always in the forefront of our minds.

Challenges were abundant for this new Board; challenges that included several charges that were filed against members of the Board. These represented the first charges filed against the WARLCA Board in more than 20 years. As a result, much time and money were spent in the handling of these charges as was required by both the State and National Constitutions. While an expensive and timely process, the appeals process is a right afforded to all members should they feel aggrieved and as such should be taken seriously and handled with the utmost care and attention. Ideally, preventative measures are taken so that charges aren't filed to begin with; measures that include open communication between members and officers and a strict adherence to the rules by your elected officials.

As these charges and the resulting appeals were unforeseen by the Board, the cost associated was not budgeted for and as such played a large part in exceeding our budget for the year. It is only through the foresight, budgeting, and planning of previous Boards that we were able to weather the financial ups and downs of this year.

Additional expenditures associated with hosting the Western States Conference, the first one in Washington in 11 years, also caused the Board to exceed its budget for the year. Those expenditures included investments in new equipment that we will continue to benefit from for many years to come and the food and meeting costs that came with a record number of attendees. In addition, the Board also hosted a separate training for county officers, in the fall, that, while well attended and well received, was also a large expense. The Board also made improvements to the

*Washington Rural Carrier*, our quarterly newspaper which has resulted in many compliments from the membership. I believe these improvements, while resulting in additional costs, are important as the paper is the only means of communication that ends up in the hands of every member and has been shown, through surveys, to be the best mode of communication available to the Association.

In addition to the above-mentioned expenditures, in an effort to continue to recruit new members, we committed ourselves to attending all new hire orientations in Spokane, Yakima, Tacoma, and Seattle as long as there were at least two Washington carriers present. At the pace that the Postal Service has been hiring new RCAs, there have been many orientations for Board members to attend and while there are expenses associated with these recruitment efforts, it remains beneficial and vital to the future of our Association.

All in all, while we end this year over budget, we remain on solid financial footing with money in the bank as we move into the next Association year. That being said, going forward the Board intends to look for new ways to save members' money in addition to things we are already doing like combining meetings whenever possible, shortening the length of our Board meetings, traveling in the most cost-effective way by carpooling, sharing lodging, and negotiating for the best hotel contracts possible.

The Board, despite the challenges we were faced with, continued to grow as a team throughout the year. These challenges provided Board members with an opportunity to learn, and as a result we are a better, stronger team; well equipped to handle the future, whatever may come. I am proud of each and every currently elected and appointed WARLCA officer and thank them for their hard work; work that was done in a respectful and professional manner.

A highlight of the year was the annual legislative seminar held in Washington DC, May 20-24. The seminar was attended by myself, Vice President Kurt Eckrem, and for the first time, our PAC Chair and Region 1 Committeeperson Taralee Mohr. The train-

ing provided by the NRLCA National Office was well done with very informative speakers and provided us with the knowledge and confidence to represent our members on Capitol Hill. The meetings with our ten House Representatives and two Senators went very well. Many of them seemed receptive of our message and some were in complete agreement with our stance on the issues. We met, in person, with Representatives Jayapal, Kilmer, McMorris-Rodgers, Larsen, and with Senator Cantwell. The rest of our Congressional members made available someone from their staff to meet with us. Considering that the three of us were new to the legislative seminar, I think we made a good case for the postal legislation that the NRLCA supports and represented the members of the WARLCA to the best of our abilities. I want to extend a special thank you to past WARLCA President, Renee Pitts, for mentoring us and attending several of the legislative appointments with us.

Before being elected to this position, I committed to the members of this Association that I would do

my best to make the workings of the WARLCA Board more transparent and to facilitate communication between the membership and Board. To that end, we have instituted changes to our Board policy that make it possible for Board members to talk about the discussions had and actions taken at Board meetings when in general session. We have, thanks to a resolution submitted by convention delegates, made clear in advance where and when Board meetings are to be held. We also make available, upon request, the meeting agenda. We have provided an opportunity for members to submit letters to the editor of the *Washington Rural Carrier* and are looking into the inclusion of classified ads for route transfers and vehicle sales. I welcome suggestions as to ways we can be more inclusive, transparent, and responsive to the needs of the membership.

I consider it an honor to serve as your President and I look forward to hearing from you in the coming year.

In Solidarity,  
Levi Hanson



## Annual Report

By Kurt Eckrem, WARLCA Vice President

First off, I want to congratulate every rural carrier reading this article for hanging in there this year. You are to be commended for doing your jobs, day in and day out, in spite of everything that is going on. Being a rural carrier is a tough job. Thank you.

Before beginning to write my first annual report as WARLCA Vice President, I decided to go back and reread all the Vice President reports as far back as my first State Convention, in Gig Harbor in 2011. I was amazed, really, at the consistency of the issues we have been dealing with throughout those years: maintaining 6-day delivery, new-hire retention, declining service standards, plant and office closures, excessive discipline, and a Congress seemingly incapable of passing any kind of meaningful postal reform legislation. While it may be discouraging to think we are still fighting the same battles year after year, giving up is not an option. We continue to fight because we are right. As I write this article, it is becoming obvious that there are more battles looming

in the weeks and months ahead, just to keep what we have now.

I have attended all the State Board meetings, and completed the tasks I have been assigned. One of those tasks was to review our State Constitution, with an eye towards reconciling any differences with the National Constitution. Those Constitutions provide the groundwork for how the respective Associations, both the NRLCA and the WARLCA, conduct their business. The Board did determine there were several instances where language needed to be added to our State Constitution, and some clarification provided. While the two documents do not have to contain completely identical language, I am certain the few resolutions brought forth by the Board will adequately address those differences.

I attended the National Convention in Nashville in August. I was excited to represent our State as one of 21 elected delegates. To be able to be involved in the business of our Union at the highest level is an

honor. I was also very proud of the four WARLCA members who chose to attend at their own expense. We have a very energetic and active core of members in the WARLCA, and that bodes very well for the future of our Association.

As a Board, we decided it was time to upgrade our *Washington Rural Carrier* magazine, starting with the Convention issue last year. Our State Editor emails a copy of most of the other States' papers to each Board member, and it was clear that we needed to enhance ours to make it more appealing to the reader. We weighed the costs involved against the various options available, and decided that upgrading the paper quality and including some color were worth the additional cost. We also looked at making some changes to the content, such as featuring an article on a specific retiree in each edition, front-page teasers, and a letters-to-the-editor section. I feel confident we now have a paper that our members will take the time to read and enjoy.

I became involved early on this past year with attending new-hire orientations in Tacoma and Seattle. We are given one hour during the orientation process to talk to the new RCAs about what the Union does and the benefits of Union membership, as well as correcting much of the misinformation they are given during those couple days. While having someone attend and sign up new hires has been a big benefit to our member totals, it has also brought home the problems with retention we are seeing. The implementation of the new training program was cause for hope that the issues with new hires quitting or being fired before being adequately trained would be a thing of the past. At the Academies, days were added and additional equipment was brought in. The OJI training was expanded, and there was supposed to be more follow-up with the new RCAs to make

sure everything was being done according to plan. Unfortunately, that hasn't proven to be the case. Local management is not following through on the guidelines, and District management is merely paying lip service to the training program rather than requiring postmasters and supervisors to comply. It is frustrating to see all the work that was put into creating the new training program not succeed because of the lack of effort by Postal management.

The Board had a huge project this past year, the planning of the Western States Conference, which was held in Tukwila in April. The 11 states in the Western States organization rotate hosting the Conference, and this year was our turn. From creating flyers and information packets to send to the other states, to planning seminars and inviting the National Officers and other guest speakers, from planning what to serve at the meals and how many rooms to reserve, all the way down to what to put in the hospitality bags, the event consumed a great deal of the Board's time leading up to it. The conference agenda was a constantly changing project, and it became apparent early on that we were going to have a bigger crowd than we had planned on. It turned out to be a great event. Thank you to those of you who attended.

This past year, I have been working with three other new Board members, as well as three experienced Board members. While it hasn't always been easy to blend the talents of seven unique individuals, I believe we are making real strides to mesh together and work for the benefit of the WARLCA. I want to thank my fellow Board members for their efforts in that regard, and I look forward to working with them in the year ahead. I anticipate many challenges, as well as many rewarding experiences. In Union there is Strength.



## Annual Report

By Becky Wendlandt, WARLCA Secretary-Treasurer

Greetings fellow members of the WARLCA and NRLCA. This is my annual report for the 16/17 WARLCA year and some stats from previous years.

**MEMBERSHIP:** Good news. Our membership is growing. May 31, 2016 we had 1,952 members and May 31, 2017 we have 2,007. We have pushed really

hard to increase membership by paying Board members to attend training orientations and recruit. However, NRLCA said that nationwide, they are only retaining 1 out of 5 new hires. Membership is increasing, now if we can just retain them!

As of June 6, 2017 we have the following:

Members: 1,013 Regulars, 7 PTFs, 695 RCAs, 13 ARCs, 286 Retirees, and 2 Associates for a total of 2,016.

Non-Members: 188 Regulars, 1 PTF, 326 RCAs, and 74 ARCs for a total of 589.

From June 1, 2016 to June 1, 2017 we had the following changes in the database:

USPS hired 734 RCAs and ARCs for Washington (up from 591 last year!) and out of the 734 hired, we have the following stats:

Members: 452 were recruited and then 153 were separated, leaving 299 members as of June 1, 2017

Non Members: 282 said no to recruitment efforts at least twice, and then 71 were separated, leaving 58 non-members as of June 1, 2017

I completed the following this 16/17 dues year concerning membership:

Mailings to new hires that did not join at orientation, sent every other week.

Billed and processed 29 Cash Paid Members.

Billed 24 members on OWCP to pay dues. Those that don't pay dues are put on Hold for membership status until dues start up again.

Wrote at least two letters to 50 regular carriers who retired to become a retired member.

Checked on quarterly NOA (Nature of Action) reports on the database and updated the database for location, class, and membership.

A complete mailing to all 589 non-members.

Researched quarterly those RCAs or ARCs who were separated and then rehired again at another office, yet the database leaves them coded as separated. I update their status to non-member and send recruitment letters.

One frustration is that the USPS is separating the ARCs who become RCAs and then rehiring them as RCAs, rather than changing their designation. So if the ARC was a member and became a RCA we have to recruit them all over again. For this reason, the Board decided not to send a Board member to the 30-minute recruitment given to ARCs as it was not cost effective. However, the Board has sent a Board member as much as possible to every orientation that has two or more RCAs. While this costs an ADOP now, it will in the future provide revenues to the State. We have found that we have a higher percentage of recruiting RCAs before they actually go to the route.

Here are some membership stats:

**As Reported By NRLCA on Year End June 30th**  
**(Including Associate Members)**

12/13	1757 members
13/14	1851 members
14/15	1911 members
15/16	1962 members
16/17	2007 members as of 5/31/17

MEMBERSHIP STATS FOR 2017 WARLCA STATE CONVENTION As of May 31, 2017

	<b><u># OF MEMBERS</u></b>	<b><u>TOTAL</u></b>
<b><u>Region One:</u></b>		
ISLAND-SKAGIT-SAN JUAN #010	104	
KING- SNOHOMISH (KS) #011	416	
WHATCOM # 015	<u>107</u>	
<b><u>Total for Region One:</u></b>		<b>627</b>
<b><u>Region Two:</u></b>		
PENINSULA #003	201	
LOWER COLUMBIA #005	217	
MUTUAL # 006	<u>385</u>	
<b><u>Total for Region Two:</u></b>		<b>803</b>
<b><u>Region Three:</u></b>		
NORTH CENTRAL #001	86	
EAST CENTRAL #013	199	
NORTHEAST #014	<u>47</u>	
<b><u>Total for Region Three:</u></b>		<b>332</b>
<b><u>Region Four:</u></b>		
SOUTHEAST #012	30	
WHITMAN-ASOTIN, #016	26	
APPLE #017	<u>186</u>	
<b><u>Total for Region Four:</u></b>		<b>242</b>
<b><u>Associate Members:</u></b>		<b>3</b>
<b><u>Total for State:</u></b>		<b>2,007</b>

**TRAINING:** I attended the National State Secretary-Treasurers seminar in March 2017. Most of the training was on the new, but not completed, database, and also on elections. I reviewed all handouts and PowerPoint presentations to make sure we are in compliance. I also keep current on new documents and handouts put on SharePoint concerning the secretary-treasurers' duties.

**COUNTIES:** WARLCA held a one-day training for all county officers on July 21, 2016 that was a great success. All WARLCA counties completed their LM4 online and received training and handouts concerning their duties and responsibilities. I have filed the IRS 990 EZ report for all counties so that they can maintain their non-profit status. South East Washington RLCA was unable to hold elections this year due to not enough members wanting to serve in one of the three county officers positions. As of this writing, the WARLCA, after consulting with NRLCA, has called a special meeting on June 11 for South East Washington RLCA because they are not in compliance with their county constitution. The results will be reported out at State Convention.

**FINANCES:** We have one year's operating expenses in savings/CDs. This year, in part due to constitutionally mandated meetings, we will show a loss. However, the last five years we have put \$196,962 into savings from income exceeding expenses. While we always hope to break even or have a small profit each year, this year was an exception. We also hosted Western States Conference, which we host once every 11 years, and we had the highest turnout in many years (200 attendees). Washington had 65 members attend. This conference gave those 65 members information and training that they normally would never had the chance to get in their own State. We spent \$2,548 in new equipment to be first used at Western States Conference that would have cost us over \$3,000 to rent, so it only made sense to purchase the equipment, especially since we needed to update our failing older equipment. We did not have a fall or spring informational meeting because we hosted Western States Conference in April, 2017 and felt it would benefit more members with information from National Officers than local State meetings. We had the one-day training for our local county officers that we have not held in the past and the feedback was extremely positive. I believe money spent for training and information to our members is money well spent.

This is the process we use for vouchers: All payroll and expense vouchers are submitted to the complete Board each pay period. All disbursements must

meet the WARLCA Constitution, Board policy, and minutes. After each biweekly payroll, the retirement plan deposits and payroll taxes deposits are made. At the end of each month, I reconcile the books and send them to our accountant. The Board again reviews all vouchers each quarter when meeting. The accountant does our IRS Form 990, DOL LM, quarterly, and yearly taxes, and sends them to me to be reviewed, filed, and paid. Each year, the audit committee at State Convention reviews the books, usually one full month. Each year an outside accounting firm does a complete review of our books. Also to meet DOL and IRS guidelines, we have each appointed and elected officer, including county officers, sign a confidentiality statement. All State level elected and appointed officers also sign a written conflict of interest and social media policy statement each year. We have incorporated a whistleblower policy in our Board policy as suggested by NRLCA. Each year I review our WARLCA Constitution and propose any necessary changes so that we remain in compliance with NRLCA, DOL, and IRS. I have reviewed and filed the State LM2 as well as our VOYA (ING) form 5500 for our retirement plan. I have also sent in the quarterly bonding worksheets and reviewed and paid our VOYA bond so we are in compliance.

The following stats show the ending totals from the Statement of Activities:

**Profit and Loss for last 5 years**

<b>10/11 Year:</b>	<b>Profit of \$ 68,916</b>
<b>11/12 Year:</b>	<b>Profit of \$ 15,374</b>
<b>12/13 Year:</b>	<b>Profit of \$ 90,354</b>
<b>13/14 Year:</b>	<b>Profit of \$ 6,025</b>
<b>14/15 Year:</b>	<b><u>Profit of \$ 16,293</u></b>
<b>Total:</b>	<b>\$196,962</b>

Each function, LWOP used, meetings, and all expenditures were reviewed by the complete Board. The Board recognizes that constitutionally mandated meetings have to be held and worked hard at keeping the costs down while representing our members' rights. With four brand new Board members coming on, each Board member worked hard to represent all the members. While we might not always agree, I feel every Board member was able to speak out and share their views, and they treated the other Board members with dignity and respect. It was a learning experience I am proud to be a part of and I hold the other Board members in high regard. As a Board, we also agreed to send a Board member to as many orientations that had two or more RCAs in attendance as possible. Although this is costly now, it will provide income for years to come.

The two major financial events are our State Convention, averaging \$35,000 and National Convention, averaging \$50,000, depending on the location of the National Convention. With anticipated State Convention expenses and two more payrolls, we should end up the year with a loss of around \$65,000.

Included with this report are the 11-month WARLCA Statement of Financial Position and WARLCA Statement of Activities along with our 15/16 year CPA review.

**WEBSITE:** I have updated the website and sent out reminders for county meetings. We have 210 members in our email updates. I would like to see more members sign up for it, and also more updates

go out so that members see this as a source of information. I believe the more informed our members are the, more they feel part of their Union.

**RURAL CARRIER BENEFIT PLAN (RCBP):** As the RCBP (Rural Carrier Benefit Plan) Representative, I have attended the RCBP seminar at National Convention, as well as keeping in touch with our RCBP Manager, Cameron Deml. Here are a couple of important reasons why you should have RCBP:

RCBP is the only Federal Plan that has 100% full cancer coverage, including second opinions, specialized treatment, and drugs.

RCBP has added massage therapy to the plan and I personally know it has helped me.

NRLCA sponsors the RCBP, which means if you have any problems you can contact Clifford Dailing, NRLCA Secretary-Treasurer, or Cameron Deml, Program Manager, to help get it straightened out. It is great to have a contact that is working for us!

Thank you for allowing me to be your Secretary-Treasurer. I want to especially thank our county officers and local stewards for their dedication! You are appreciated! If you ever have any questions or comments I am always available.

United in Support of the Rural Craft,  
Becky Wendlandt

<b>Statement of Activities</b>	<b>Jul '16 - May '17</b>	<b>Budget</b>
<b>Income</b>		
4000000 · National General Ins...	16,472.94	17,500.00
4100000 · Interest / Dividends	1,1710.71	2,500.00
4200000 · Membership Dues	234,006.68	240,575.00
4400000 · Reimbursements	802.16	40.00
4500000 · Sales	18,081.32	4,000.00
<b>Total Income</b>	<b>271,073.81</b>	<b>264,615.00</b>
<b>Expense</b>		
5000000 · Accounting Fees	4,464.50	4,800.00
5100000 · Awards & Recognition	2,478.83	170.00
5300000 · Employee Benefits	6,526.18	3,800.00
5400000 · Equipment	2,545.88	1,250.00
5600000 · Lodging	21,363.02	12,200.00
5700000 · National Convention	48,845.40	48,845.00
5800000 · Office Expense	2,668.32	1,750.00
5900000 · Payroll Taxes	11,241.38	8,000.00
6000000 · Per Capita Dues	3,369.47	4,300.00
6100000 · Postage	4,563.95	5,350.00
6200000 · Printing	1,122.71	600.00
6600000 · Salaries and Wages	131,050.77	121,475.00
6700000 · State Meetings	15,867.27	31,575.00
6701000 · State Paper	8,242.06	6,300.00
6900000 · Telephone & Internet	1,210.00	1,440.00
7000000 · Travel	17,520.32	9,610.00
7100000 · Website Expenses	710.77	
7200000 · Western States Conf...	31,840.53	630.00
<b>Total Expense</b>	<b>315,631.36</b>	<b>262,095.00</b>
<b>Net Income</b>	<b>-44,557.55</b>	<b>2,520.00</b>

<b>Statement of Financial Position</b>	<b>May 31, 17</b>
<b>ASSETS</b>	
Checking/Savings	
1010000 · Chkg - WA Trust Bank	11,706.29
1020000 · Savings - APCU	48,083.91
1030000 · Chkg - APCU	383.77
1041000 · EmergencyFundCD#75-12mo	41,245.28
1410000 · C.D.#71 APCU 12 mo	32,536.61
1430000 · C.D.#73APCU 12 mo	31,200.16
1460000 · C.D.#74 APCU 12mo	41,245.28
1470000 · C.D.#76APCU24moEmerFund	21,378.69
Total Checking/Savings	227,779.99
<b>TOTAL ASSETS</b>	<b>227,779.99</b>
<b>LIABILITIES &amp; EQUITY</b>	
<b>Equity</b>	
3900000 · Net Assets	272,337.54
<b>Net Income</b>	-44,557.55
<b>Total Equity</b>	<b>227,779.99</b>
<b>TOTAL LIABILITIES &amp; EQUITY</b>	<b>227,779.99</b>

WARLCA TRACKING FORM FOR 2016/2017 DUES YEAR															
NAME	Jul-16	Aug-16	Sep-16	Oct-16	Nov-16	Dec-16	17-Jan	17-Feb	17-Mar	17-Apr	17-May	17-Jun	Total	Total	
														For Year	
Tara Mohr	9	1	8	1	5	2	0	6	2	0	14	5	53		
<b>Tara Lost s/l annual</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>53</b>											
Becky Wendlandt	15	10	22	4	18	5	10	16	13	9	21	19	162		
<b>Becky Lost s/l annual</b>	<b>3</b>	<b>0</b>	<b>4.2</b>	<b>0</b>	<b>0</b>	<b>7.2</b>	<b>169.2</b>								
Levi Hanson	8	1	10	2	5	2	2	5	3	2	14	7	61		
<b>Levi Lost s/l annual</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1.25</b>	<b>1.25</b>	<b>4.5</b>	<b>65.5</b>	
Lisa Benson	2	0	0	0	0	0	0	0	0	0	3	0	5		
<b>Lisa Lost s/l annual</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>5</b>											
Paige Barrett	8	1	4	0	5	1	0	5	1	3	9	4	41		
<b>Paige Lost s/l annual</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1.5</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1.5</b>	<b>0</b>	<b>3</b>	<b>44</b>	
Lorrie Crow	8	0	4	0	6	0	0	6	0	0	10	5	39		
<b>Lorrie Lost s/l annual</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1.5</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0.5</b>	<b>2</b>	<b>41</b>	
Kurt Eckrem	7	1	4	1	7	1	2	6	1	3	15	5	53		
<b>Kurt Lost s/l annual</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1.5</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1.5</b>	<b>0</b>	<b>0</b>	<b>3</b>	<b>56</b>	
Stella Fazzino	8	2	6	2	6	0	3	7	1	2	9	3	49		
<b>Stella Lost s/l annual</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>49</b>											
Renee' Pitts	0	0	0	0	1	0	0	0	0	0	0	0	1		
<b>James Folk</b>	<b>0</b>	<b>3</b>	<b>0</b>	<b>3</b>	<b>3</b>										
<b>TOTALS</b>	<b>68.00</b>	<b>16.00</b>	<b>63.20</b>	<b>12.50</b>	<b>54.50</b>	<b>12.50</b>	<b>17.00</b>	<b>51.00</b>	<b>21.00</b>	<b>20.50</b>	<b>100.75</b>	<b>49.75</b>	<b>486.70</b>	<b>486.70</b>	

Note: This form shows the amount of ADOP taken for union business and the amount of ADOP paid for Lost Annual and Sick Leave.  
The "Total For Year" shows the total amount of both ADOP for union business and lost sick leave and annual added together



## Annual Report

By Tara Mohr, Region 1 Committeeperson

Another year has come and gone. This year has been a personal challenge for me. With the election of four new Board members last convention, I was placed in a position of being a senior Board member. I was scared because I relied on the experience and knowledge of my previous senior Board members. I learned to step up my game and be more vocal in my beliefs. This year has also been a personal growth year for me because I had to learn that even though things may not go how I think they should go, I at least voice my opinion and have learned not to take the opposition personally. We have had to hold extra meetings this year. I was present for all Board meetings.

There have been some really great things that we have done as a Board. First, we held a new officers training that provided our counties to get their LM-4s completed and get training on legislative issues, recruiting new members, and running a meeting. We as a Board took off the confidential aspect of our Board meetings so the Board members can discuss what has been going on at the State level without censor.

Then we were off to planning for Western States Conference. Western States Conference was a whole new animal for most of us. I was very happy that my portion was PAC. I knew how to do that. I started a competition between the 11 states. We raised over \$10,000 for PAC. I have been fortunate enough to be asked to host PAC for next year's Western States.

The Board voted to send me to the legislative seminar in Washington D.C. I only was able to attend a portion of the actual seminar. Our State is only allowed two people in the room at a time. Kurt was gracious enough to switch spots with me to allow me to learn enough to be effective on Capitol Hill. We discussed three resolutions and a postal reform bill with each of our representatives. Meeting with our Congressmen and Senators was an experience that I will take to the grave.

This State Convention was my year to plan and it has been interesting to say the least. The hotel that I had a contract with backed out of our contract. The hotel had delays in their renovating process. I've had to scramble to get a new location that would fit our guests. We settled on the Hilton Garden Inn in Ever-

ett.

I have attended all county meetings held in my region, four King-Snohomish meetings, four Island-Skagit-San Juan meetings, and three Whatcom meetings.

King-Snohomish had an outstanding picnic meeting to start the year off. The meeting was well attended with members and families. Business was still conducted at the meeting. At the annual meeting, a new president was elected.

Island-Skagit-San Juan has had an increase in attendance at their meetings. The annual meeting a new Secretary-Treasurer and a new Vice President were elected.

Whatcom has been steady in their attendance until this annual meeting. This annual meeting had the highest turn out in the last four years. A whole new

Board was elected.

It is always hard to find new and creative ways to get our members to donate to PAC. As the PAC Chair, I set a goal for the year. I then try to give incentives to reach our goal. Our goal was \$20,000 for the year and the total collected for the year will be reported out at State Convention. Sustaining donors have been my focus since I took over as PAC Chair. We are now up to 35 sustaining donors. I really would not be a successful PAC Chair if not for the generosity of our members.

On a side note, I have also attended new hire orientations and was also selected to be a new facilitator in the Rural Street Database program.

Respectively submitted;  
Taralee Mohr



## Annual Report

By Stella Fazzino, Region 2 Committeeperson

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“It’s better to look back on life and say I can’t believe I did that than look back and say I wish I did that.” Whoa! This year has gone so fast and one to remember indeed. Here we are after my first year as your elected WARLCA Region Two Committeeperson. I have learned an incredible amount about of our Association, Board, and my region. I have also luckily equally trekked an unexpected journey of my own personal growth.

As one of four new members of the WARLCA Board, I attended all Board meetings as well as accomplishing assigned tasks. Another responsibility of a Board member is to write articles for the *Washington Rural Carrier* and I have had the chance to write four so far. We tackled difficult challenges early on and also had the great demanding opportunity of hosting Western States Conference in Tukwila in April. I feel that I have put forth a fresh perspective as well as bringing balance and cohesiveness to this new team. It has been a powerful experience seeing what we are capable of doing together. With a first year of learning under my belt, my goal is to make an impact sharing my knowledge so our members better understand what the Association has to offer them and also

what they may have to offer the Association.

A great experience for me was getting to attend county meetings for Peninsula Counties, Mutual Counties, and Lower Columbia. I attended all meetings even despite a bridge closure (Peninsula, well done with my initiation). It is my responsibility to bring information from the Board about upcoming events, meetings, PAC, National General, Provident Guild, APCU, State Convention, and Western States Conference. I appreciated the chance to participate and build relationships with members outside my own county unit as well as see the dynamics and growth that these counties have also made throughout the year.

As a Board member, I also got to attend new hire orientations at the Tacoma Processing Plant and the Seattle P&DC. I have the job of telling these newcomers what the Union has to offer them and sign them up as new members. It truly amazes me how little information our new RCAs get and I am proud to be able to help them find their new start with Postal Service. Our bigger challenge is definitely retention after recruitment.

As a whole, I think it's been a learning year for this Board. We have supported each other and I believe that we've accomplished beyond an abundance of work collectively. Errors have been made, but so

have strides. I've seen the success that we are capable of and I look forward to another year serving YOU, the members.



## Annual Report

By Lorrie Crow, Region 3 Committeeperson

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It hardly seems possible that another year has come and gone. And what a year it has been! Whether it is as a Carrier, Steward, County Officer, or Board Member, there is always an opportunity to continue to learn and grow as a member of this organization. Every meeting or function I have attended in the past has always proven to provide an abundance of information and education. This past year has of course been a continuing learning experience on a whole new level. As a Board member, I hope that the choices we made to help you in your continuing education has been helpful as well.

With so many different personalities and opinions, we the Board Members, as a whole, don't always agree, as a matter of fact seldom agreed on many topics. With the encouragement and honest constructive criticism of the other Board members, there was not any other option but to grow personally. This past year has been full of joys and sorrows, frustration and irritation, learning and understanding. We started out as basic strangers that learned to work together and come to decisions that we felt best represented the members. At the end of the day, we have been able to share a meal and enjoy each other's company.

One of the first things we agreed on as your Board members, was that we wanted to be more transparent and hope we have accomplished that. Although we didn't have many visitors during the meetings, I hope everyone felt free to ask questions of your Board members. If there is ever an opportunity for any member to stop by and observe a Board

meeting, I encourage you to do so. Education is strength!

It is only once every 11 years that the WARLCA has the privilege of hosting the Western States Conference. As I am sure you all are aware, this was our year. Thankfully, we have Becky Wendlandt, she has been part of the planning of this function before, and was able to guide us through and keep us on track. Let me not forget, without all of the hard work of the Western States Board, especially Renee' Pitts, it would not have been the success it was.

I am happy to inform you that I was able to secure a contract with the New RL (formerly the Red Lion at the Park) in Spokane for the 2020 State Convention. I am really excited about this venue, I think it will meet all of our needs, plus including a secure area for registration, with plenty of room for storage of sensitive materials, i.e. ballots. The RL is right next to Riverfront Park and within walking distance of down town.

I was in attendance of the two East Central Meetings, the one North Central Meeting. As the current President of North East County, both of our meetings as well. Although I hope I provided some wanted information, I always feel as though I come away with, yet again, more than I arrived with. Having the opportunity to see how others run their meetings will hopefully help me in running a better meeting for my County.

Respectfully:  
Lorrie Crow



## Annual Report

By Paige Barrett, Region 4 Committeeperson

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A year ago, I thought, “I would like to serve this Association more. I will put my best foot forward and see where it ends up.” Today, I say, “Wow, I sure didn’t expect it to go that way! That was interesting, let’s jump in for another year!”

I have had an awesome experience working alongside six fantastic people (Levi, Kurt, Becky, Tara, Stella, and Lorrie) this year as a member of the Board. We were seven people who didn’t know much about each other last July. At this time, I feel we have all made new friendships along the way. We have had our moments of disagreements, frustrations, and heartaches, but we also have had laughs, support, understanding, and comradery. At the end of each day, we are able sit at a table and enjoy a meal together, and even go for small ventures afterwards. Together this Board made decisions that we felt were in the best interest of YOU, our Union Association. Some were easy to make, some were very difficult. I am, as a Board member, bound by duty of fair representation and that meant putting my own feelings aside at times. This has been a year of learning, of growing, and of gaining.

I started my year by meeting Mickey Mackey, our 60-year member to present him with his plaque and certificate that was presented at the last State Convention. That was a whole lot of fun listening to him retell the days of delivering mail in Moxee City, and his relationships with people in his life then.

I decided to attend the National Convention in Nashville, TN last summer. It was my first time attending National and I had been told that once you go to one, you likely won't stop going. I am looking forward to going this summer, whether as an elected delegate or not. (My kids often tell me that they think I could go just about anywhere in the United States and know at least one person there. Going to National sure does help to further the possibilities of that! LOL) There is so much information to be gathered at the National Convention that it can be mind boggling. It was really cool to meet many, many other rural carriers who struggle with the demands of our

jobs as I do. It helped me realize that we need this Union and the support we have from it! I found the whole constitution and bylaws process very interesting. I loved hearing from our National Officers and being able to spend a little time with some of them. There were several small breakout classes one could attend and as the appointed representative to go to the meetings for National General Insurance. I also attended the Provident Guild and brought back the info on that for Lorrie Crow as she was not able to attend the convention. The highlight was the Denim and Diamonds banquet. Because I was there as a non-paid delegate, I volunteered to help set up for the banquet. What a fun afternoon that was. I got a little silly with David Ray while we were putting the “diamonds” on the tables. I was also amused when Kurt Eckrem and Ronnie Stutts both showed up in the same shirts! That made them look even MORE alike in my mind. It was a night of many laughs!

So, what else did I do this year? I have attended two Apple Valley County meetings, and the annual meetings for Whitman-Asotin and for Southeast Counties. I have also been going to Orientations in Yakima every other Tuesday to present the Union benefits. The Board and I had an awesome time setting up and presenting the Western States Conference in Tukwila. It was a first for all but Becky, as the Western States Conference is held in every state, alphabetically. This means that each state hosts it every 11 years. Next year’s WSC will be in Wyoming.

The 2018 State Convention is in Pasco, where I will be working closely to ensure it flows very smoothly. I would encourage you to come ahead a few days or stay later for a few days. While in Pasco, you could take in a tour of the Hanford Reach and visit the B Reactor. These tours need to be scheduled ahead of time. Watch for a reminder of when the date is to go online to sign up in a future issue of the *Washington Rural Carrier*. There are also many wineries in the area that await your taste buds as you sample the flavors they produce. This area is very similar to that of France and there is an abundance of wine

grapes grown to help in the production of wines. Bring your clubs and a buddy and go spend a day at the Sun Willows Golf Course located right behind the Red Lion Inn. Pasco is located just a bit east of the conflux of the Columbia and the Snake rivers. Boats can be rented to go out on the rivers in the Pasco area. Certainly, there is an abundance of fish to be had should one bring a pole and cast it out. Salmon, bass, trout, steelhead, sturgeon, and catfish to name a few.

It has been an honor to serve as your Region 4 Committeeperson. I will continue to do as I have this past year in the year to come. If you have any suggestions to improve upon the position I hold, I would ask you to let me or one of the other Board members know.

United we stand,  
Paige Barrett



## Annual Report

By Lisa Benson, WARLCA Editor

As we bring another year of business to close, it is my hope that this report finds you healthy and successful. The 2016-17 dues year saw many changes for the WARLCA, the biggest being a substantial rearrangement of the State Board at the conclusion of Convention in June 2016. After the close of Convention business, I was again appointed as your editor. In my second year in the position, we were able to implement many changes which I hope you find have brought value and interest to your State's publication.

I began the year by attending my second National Convention, partaking in the Editors' Seminar as I did at the previous Convention. The 2016 year would have been the first opportunity I could have had to enter our State's magazine into the publications contest that is held annually at Convention. Each year, State Associations' editors may submit two issues of their publication from the previous year into a contest judged by independent, contracted judges. The judging criteria are based on content, layout, use of design elements, photography, among other considerations, and then categorized based on the size of the States' membership. I chose not to compete, seeing as how last year was my first experience as a State Editor and did not feel that my work was up to standard yet. At the time of writing this report, the contest has not yet opened, but I do intend to enter submissions this year.

After having now two years of experience as a State Editor under my belt, I am pleased to report that I feel like I am finally able to use my skills and

experience with graphic design to enhance the value of Union membership. It is through our quarterly magazine, *Washington Rural Carrier*, that we dispense the majority of information which we hope you find to be pertinent. As you may already be aware, the Board uses multiple modes of communication, including email updates which must be voluntarily signed up for, to share with you. Our magazine is the most universal, as it is automatically mailed to every member of the WARLCA.

The past year has allowed our publication to continue to evolve, as we have implemented new features and elements, and also made multiple upgrades to the magazine itself. We are also seriously considering including a section for ads of mutual transfers and route vehicle sales. Our mission this year has always been to increase member knowledge. We felt that perhaps the easiest way to achieve this goal was to entice more readership. It seemed that the best way would be to make your magazine more relevant to you; to make it more interesting to you; to make it easier to read and follow.

Beginning with the Spring 2016 issue, we decided to try an upgrade in the paper quality. However, there seemed to not be much difference from the paper previously used. With the Convention issue of this year, we went with the highest quality paper our printer provides, as well as used three signatures of color spreads. These upgrades did come at a cost. For comparison purposes, the following charts show the 2015-16 year's publication costs as well as this year's costs.

**2015 – 2016 Dues Year, Publication Costs**

Issue:	Convention	Fall	Winter	Spring
# of Copies	1,940	1,922	1,881	1,940
# of Pages	56	32	32	32
Printing	\$976.96	\$915.80	\$901.94	\$774.20
Postage	\$605.05	\$610.61	\$595.37	\$593.41
Handling	\$103.64	\$104.73	\$102.23	\$105.43
<b>TOTAL</b>	<b>\$1,685.65</b>	<b>\$1,631.14</b>	<b>\$1,599.54</b>	<b>\$1,473.04<sup>1</sup></b>

<sup>1</sup> For this issue, an upgrade in paper quality was used.

**2016 – 2017 Dues Year, Publication Costs**

Issue:	Convention	Fall	Winter	Spring
# of Copies	2,000 *	2,014	2,014	2,001
# of Pages	72	32	32	32
Printing	\$2,221.80	\$952.40	\$953.04	\$949.77
Postage	\$731.17	\$752.19	\$753.68	\$619.40
Handling	\$106.25	\$109.46	\$109.68	\$108.75
<b>TOTAL</b>	<b>\$3,058.80<sup>2</sup></b>	<b>\$1,814.05<sup>3</sup></b>	<b>\$1,816.40<sup>3</sup></b>	<b>\$1,677.92<sup>3</sup></b>

<sup>2</sup> For this issue, another upgrade in paper quality was used. An additional \$350 is included in the cost for three signatures of full color.

<sup>3</sup> For these issues, paper quality was reverted to the midrange. Only one signature of full color was used, resulting in a cost of \$150.

\* It should also be noted that for this issue, an additional 50 copies were printed but not mailed.

The annual budget currently set for our State’s magazine is \$6,300. The 2015-16 year’s cost totaled \$6,389.37. This year’s cost totaled \$8,367.17. This information can also be gleaned from the Statement of Activities report (line 6701000) printed in every issue of *Washington Rural Carrier*.

At the time of writing this report, with regards to compensation, I have received five days of ADOP, 105.6 miles reimbursed, one hotel night reimbursed, and a salary paid for each publication. The Board saw fit to increase the Editor’s salary, beginning with the Fall Issue, from \$375 per publication to \$425 per

publication. It is my sincere hope that your investment in my skills and time has yielded a worthy dividend. It has certainly been an honor to put my skills to work for YOU.

I am always looking for ways to bring added notice to our publication and am always open to new ideas and suggestions. All comments can be directed to [WARLCAeditor@outlook.com](mailto:WARLCAeditor@outlook.com), my inbox is always open and I love to hear from you.

Respectfully and humbly,  
 Lisa Benson  
 WARLCA Editor



Editor’s note:

The results from the State Publications contest were revealed at National Convention in National Harbor. Washington’s State Publication received an Honorable Mention award!

Far left, NRLCA Managing Editor Melissa Ray (left) and WARLCA Editor Lisa Benson.

Left: Honorable Mention for Category III (2,001-3,000 members).



## DR Annual Report

By Monte Hartshorn, Portland District Representative  
(Representing the members of Lower Columbia)

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I want to express my sincere gratitude to the NRLCA National Board and my fellow rural carriers for the opportunity to serve as the District Representative for the Portland District. I especially want to thank Assistant District Representatives Renee Pitts, Herschel Howard, Area Stewards Scott Murahashi, Oksana Tropets, Sharon Harvey and Doug Adamson for their support, tireless efforts and camaraderie.

This year has been busy. I have logged 95 grievances (settlements at the Step 1 discussion are not logged), of which 17 are disciplinary. We have had six removals and I have been involved in three Area Arbitrations. I have worked with our NRO Don Maston so that five (5) Step 3s were filed directly against the Portland District. I have heard grievances at the Step 1 discussion, the Step 1 formal and at Step 2 and have been able to settle a majority of the grievances. I continue to be fortunate in settling many issues before they become grievances. I have conducted 12 Labor/Management meetings at the office and district level. I have represented 108 rural carriers in the Investigative Interview process.

The Portland District is made up of all of the State of Oregon plus the 986 zip code area of Southwest Washington. Assistant District Herschel Howard is handling the eastern part of Oregon. Area Steward Scott Murahashi is covering Bend and most of the central part of Oregon. I am handling 970, the mid valley and the southern end of the state that is not covered by another steward. I have travelled almost 26,000 miles for the Association this year. I have attended the Lower Columbia County meetings in Washington. I have attended most of the Fall District meetings and every Spring District meeting in Oregon. I have also attended both the Washington and Oregon State Conventions, 2017 Western States, and the 2016 National Convention.

I have trained local stewards and have conducted the local steward enhancement training in the Portland District. I have attended both the Regional and the National District Representative conferences. I have met with the Portland MOPS, Labor Relations Manager, Human Resources Manager, Safety Manager, Injury Compensation Manager and the District Manager.

I continue to recruit new members for our Association. I have given the Union presentation at orientation and have been able to drop in on several classes going through the training academy. I have written articles for the Beaver Bulletin and the Washington Postman.

I continue to mentor the Local Stewards that I am fortunate to work with. Their dedication to our fellow rural carriers in our office is amazing. It is through their efforts that the National Steward System works. The Local Stewards are truly our future.

While I am unable to log every call, my log shows well over 400 calls this year from rural carriers who had questions or concerns. I appreciate having the ability and resources available to me to return calls in a timely manner. I believe it is extremely important for representatives to be available to rural carriers. I see a large part of my job in educating carriers about our rights and responsibilities. We all, as a Union, need to continue to explore how to effectively disseminate information. We must continue to be creative in getting our membership more involved and knowledgeable.

Again, I am most appreciative of the opportunity to serve our union and rural carriers.

Monte Hartshorn  
Portland District Representative



## DR Annual Report

By Patrick Pitts, Seattle/Alaska District Representative

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July 1, 2016 - June 30, 2017

What follows is a report of my activities as NRLCA District Representative for the Seattle and Alaska USPS Postal Districts. This is my fifth annual report as District Representative and the fourth covering a complete Association year.

First, I would like to express my appreciation to the NRLCA Board for giving me the opportunity to serve in this position and to Don Maston, NRLCA Executive Committeeman for his support, guidance and assistance.

Also due thanks are Assistant District Representatives, Joyce Patteson and Renee' Pitts. Joyce has taken on the monumental task of representing carriers and offices throughout Eastern Washington and Northern Idaho except those offices with a Local Steward or assigned Area Steward. Renee' shares responsibility for all offices without a Local or Area Steward throughout Western Washington and is serving as a split-district representative certified in both the Seattle and Portland districts.

I would also like to express my appreciation and thanks Area Stewards Janie Walla and Pete Haynos as well as the 41 local stewards in the Seattle District, and Pamela Nicholson who serves as the sole local steward in the Alaska District. I am also pleased to announce the recent appointment of Alicia Peterson as an Area Steward for the Seattle District.

Lastly, and certainly not least, I am thankful for and appreciate the input, guidance and support of the State Boards and the NRLCA members of the Washington Rural Letter Carriers' Association (WARLCA) and Idaho Rural Letter Carriers' Association (IDRLCA).

At the close of the 2016-2017 Association year the Seattle District has 41 Local Stewards, 3 Area Stewards who also serve as local stewards for their respective office, 1 full-time Assistant District Representative whose responsibilities are split between the Seattle and Portland District and 1 part-time Assistant District Representative.

According to the most recent USPS Master Listing of Rural Routes there are 1,276 routes in 198 active

rural delivery offices in the Seattle District and 15 routes in 3 offices in the Alaska District. Of the routes and offices in the Seattle District, there are currently 1,152 routes in 172 offices in Washington and 124 routes in 26 offices in Idaho.

Throughout this past Association year I have made every effort to fulfill all duties associated with my position including certifying/decertifying stewards; conducting steward enhancement trainings; local steward certification trainings; attending national trainings/seminars; attending the Western States Conference and the annual convention of both the WARLCA and IDRLCA; meeting with the respective State Boards; attending and participating in informational meetings in both Washington and Idaho; and providing articles for the *Washington Rural Carrier* and the *Pony Express* (state publications). I was also honored to serve as the Chairman of the Media Committee for the NRLCA national convention; as Chairman for the Labor Relations Special Assignment Committee and a member of Steward Task Force 1.

In addition to the administrative duties of my position I have represented rural craft employees during Investigative Interviews (Pre-disciplinary interviews) and adjudicated grievances at Step 1 and Step 2 of the grievance/arbitration procedure including, when necessary, appealing grievances to Step 3. I have participated in or conducted Labor/Management meetings in local offices and attended county unit meetings (WARLCA) and the IDRLCA District 5 annual meeting. During this Association year I have met with the USPS District Manager (Seattle District) as well as the Manager, Operations Programs Support; Manager, Human Resources; Manager, Labor Relations; Manager, Learning Diversity and Development; and Manager, District Safety.

During the 2016-2017 Association year I have been on the road 195 days with 43 of those days requiring an overnight stay, driving 7,495 miles in my personal vehicle and another 9,783 miles in rental vehicles in addition to accumulating 47,834 air-miles, all for NRLCA business.

In closing, it has been an honor and privilege

servicing the members of the rural craft in the Seattle and Alaska District and I look forward to the 2017-2018 Association Year

Respectfully submitted,  
Patrick Pitts  
NRLCA District Representative  
Seattle/Alaska



## ADR Annual Report

By Joyce Patteson, Assistant District Representative

NRLCA Association Year – July 1, 2016 thru June 30, 2017

Total Miles Driven: 17,473

Personal Vehicle: 1,644

Rental Vehicles: 15,829 (Not guaranteed for accuracy)

21 Overnight Stays including for Regional Seminar.

105 Total ADOP days – 95 were LWOP

7 – Travel Status (2 – Regional Seminar); (5 – Misc. w/partial Office Day)

9 – Trainings

3 – Regional Seminar

1 – Enhancement

5 – Local Steward

35 – Office Days

Various tasks were performed including but not limited to emails; phone calls; database and calendar updates; scanning and e-filing documents; labeling files and filing documents; correspondence; meeting preparation; minimum grievance appeals.

The remaining days were spent in a combination of ways including but not limited to travel; grievance meetings; investigative interviews; labor/management meetings; workplace environment meetings; miscellaneous meetings such as 1 day of reflection meeting and steward representation at 1 county unit annual meeting – all days were spent combining functions wherever and whenever possible.

The following is a breakdown of other steward representation activity:

36 Investigative Interviews in 14 offices – 12 resulting in discipline

18 Informal Step 1 Discussions resulting in 8 Settlements

2 Disciplinary

1 – Notice of Proposed Removal

1 – Letters of Warning  
29 Formal Step 1 Meetings resulting in 13 Settlements

4 Disciplinary

2 – Emergency Placement

2 – Notice of Removal

10 Resulted in a Second Meeting

2 – Appealed to Step 2

9 Step 2 Meetings resulting in 7 Settlements

2 Disciplinary

1 – Emergency Placement

1 – Notice of Removal

2 Resulted in a Second Meeting

19 Labor/Management Meetings

3 – Involving the MPOOs

1 – Involving District EAP Coordinator; HR Mgr; 2 LR Spec; OIG Agent

Some of the grievance meetings did result in payments to carriers and also some Postal debts that were either cancelled or reduced. Unfortunately, I didn't keep track of the total amounts this year.

My area of responsibility covers all offices and rural craft members in the Seattle District in eastern Washington and northern Idaho. Of those offices, 20 are represented by a Local Steward – seven of which were just trained in 2017. One of the Local Stewards is also an Area Steward who is assigned to three additional offices. When called upon, Patrick Pitts also fields phone calls and emails in my area, and would also handle investigative interviews and/or grievances if necessary.

Thank you for selecting me to continue in my representation of carriers in the Seattle District as an Assistant District Representative.



## ADR Annual Report

By Renee Pitts, Assistant District Representative

The following is a report of my activities as NRLCA Assistant District Representative for the Portland/Seattle Postal Districts. This is my first annual report as a full time Assistant District Representative, covering an entire association year.

First, I would like to express my appreciation to the NRLCA Board for giving me the opportunity to serve in this position and to Don Maston, NRLCA Executive Committeeman for his support and guidance. Also due thanks is Portland District Representative Monte Hartshorn and Seattle District Representative Patrick Pitts for their support.

This Association year I have met with both the USPS District Managers (Portland & Seattle Districts). I have also continued my NRLCA appointment to The Legislative Committee training newly elected state presidents and the committee also trains state presidents and vice presidents in postal legislative issues to prepare them when visiting their representative in Washington DC. I also had the privilege to serve on a committee at the NRLCA National Convention.

During the 2016-2017 Association year I have been on the road approximately 162 days with 15 of those days requiring an overnight stay or in a travel status.

While on the road I drove 8,785 miles in my personal vehicle and another 6,224 miles in rental vehicles, a total of 15,009 miles for NRLCA business. (These days do not include days used for the Legislative Committee)

Various tasks were performed including but not limited to emails; phone calls; database and calendar

updates; scanning and e-filing documents; labeling files and filing documents; correspondence; meeting preparation; grievance appeals; new steward trainings and local steward enhancement trainings.

My days were also spent in a combination of ways including grievance meetings; investigative interviews; labor/management meetings; workplace environment meetings; miscellaneous meetings such as day of reflection meeting and steward representation at multiple county unit and new hire orientations - all days were spent combining functions wherever and whenever possible.

The following is a breakdown of other steward representation activity:

- 39 Investigative Interviews
- 46 Informal Step 1 Discussions
- 47 Step 1 Meetings (multiple grievance per meeting)
- 11 Step 2 Meetings (multiple grievance per meeting)
- 15 Step 2 Appeals
- 37 Individual Contract Grievances
- 7 Discipline Grievances
- 11 Class Action Grievances
- 4 Meetings involving MPOO concerning Postmasters

In closing, it has been an honor and privilege serving the members of the rural craft in the Portland/Seattle District and I look forward to the 2017-2018 Association Year. Thank you for selecting me to continue in my representation of carriers in the Portland/Seattle District as an Assistant District Representative.

Respectfully Submitted.

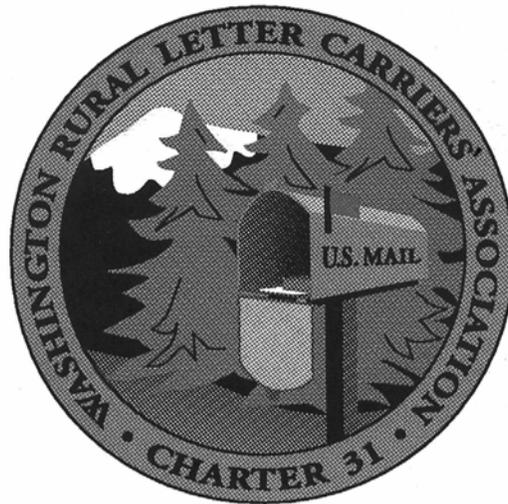
Renee' Pitts

### **Thank you, NSS Stewards, for all that you do!**

**Did you know that the USPS bears the cost of grievance activity handled at the local level?**

Did you know that the NRLCA bears the cost of grievance activity handled by Area Stewards, Assistant District Representatives, and District Representatives? You can help your association; become a steward in your office today! For more information on becoming a local steward, contact any of the NSS stewards listed on page 2.

**WASHINGTON RURAL LETTER  
CARRIERS' ASSOCIATION**



*Where Service Begins With a Smile*

**CONSTITUTION**

**July 1, 2017 to June 30, 2018 (17/18 Year)**

**Updated at the June 25-27, 2017 State Convention  
Mukilteo, WA**

## ARTICLE I

### Name

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

## ARTICLE II

### Purpose

A. The Association is established upon the long-recognized need of Rural Letter Carriers to organize and create a united force, advance the interests of all members, ensure job security, enhance opportunities and assure our full share in the success of the United States Postal Service to which we contribute so substantially.

B. The Association shall seek, with all of the resources at its command, to assist its members in the realization of their highest aspirations as workers and as citizens. Such aspirations are our right and shall be protected against all threats.

C. The Association is dedicated to the discharge of its responsibilities and the achievement of its objectives in accordance with the democratic principles embodied in this Constitution.

D. The object of the Association shall be to improve conditions of labor with the United States Postal Service, advance the methods used by Rural Letter Carriers and promote fraternal spirit among its members.

E. This Association shall not affiliate or merge with any other organization or group without a majority vote of the delegates at a national convention.

## ARTICLE III

### Members

#### Section 1. Member in Good Standing.

A "member in good standing" is a member who has made timely payment of dues and has not voluntarily withdrawn or been expelled or suspended by the Association.

#### Section 2. Classifications

A. Bargaining Unit Member: Membership is open to the following rural carriers:

Regular Carriers (Designation Code 71), including regular carriers **on limited duty assignments and assigned to (960-979) rural routes** or who are in Injured-on-Duty/Leave Without Pay (IOD/LWOP) status and assigned to (980-989) rural routes;

Part-Time Flexible Rural Carriers (PTFs, Designation Code 76);

Substitute Rural Carriers (Designation Codes 72 and 73);

Rural Carrier Associates (RCAs, Designation Codes 74, 78, 79);

Rural Carrier Reliefs (RCRs, Designation Code 75);

Auxiliary Rural Carriers (Designation Code 77);

Assistant Rural Carriers (ARCs, Designation Code 70-5); and

Rural Carriers in the Armed Forces of our country, provided they were members when their duty began.

B. Bargaining Unit Members in good standing are entitled to all voting rights and to hold both elective and appointive office at all levels of the Association.

C. Retired Member. Retired membership is open to Rural Carriers who were members in good standing at retirement on an annuity. Eligibility for Retired membership expires on June 30 of the year following retirement. Failure to pay dues for one full membership year terminates Retired membership. However, a Retired carrier whose membership has lapsed, due to extenuating circumstances, may apply for reinstatement to the National Secretary-Treasurer by providing proof of prior membership and the current year's dues. The National Secretary-Treasurer shall present the request for membership to the National Board for a decision. Retired Members in good standing are entitled to all voting rights with the exception of ratification of National Agreements. Retired Members may not be elected to National office.

D. Associate Member. Associate membership is open to Rural Carriers who were members in good standing and are now either working in other non-managerial Postal Service jobs or have left the service and are not receiving an annuity. Failure to pay dues for one full membership year terminates Associate member-

ship. Associate Members shall not be entitled to vote or to hold elective or appointive office in the Association.

E. Retired Associate Member. Retired Associate membership is open to Associate Members who have retired on an annuity. Eligibility for Retired Associate membership expires on June 30 of the year following retirement. Failure to pay dues for one full membership year terminates Retired Associate membership. Retired Associates may not apply for reinstatement. Retired Associate Members shall not be entitled to vote or to hold elective or appointive office in the Association.

F. Honorary Member. Honorary membership may be bestowed by the Association at the National Convention upon recommendation of the National Board. Honorary Members shall not be entitled to vote or to hold elective or appointive office in the Association.

### Section 3. Restrictions.

A. Inasmuch as it is an unfair labor practice under the Labor Management Relations Act (LMRA) for any employer (including persons acting in that capacity) to dominate or interfere with the administration of any labor organization, it follows that employers, while they may be members, may not be candidates for office or serve as officers.

B. Members are prohibited from participation in the Association while serving in managerial or supervisory positions, such as Officer-in-Charge (OIC), Acting Supervisor (204-B) or Postmaster Relief (PMR) or acting in any capacity normally performed by a manager. Members who accept managerial positions shall be deemed to have resigned from all elected and appointed positions within the Association and shall be prohibited from holding any elected or appointed Union positions for a period of one year from the last day served in that capacity.

### Section 4. Affiliation.

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

### Section 5. Dues.

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

B. 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.

C. The State shall underwrite the County Units and any special funds as needed. The State per capita dues for regular carriers, part time flexible carriers, and associate members shall be 0.5% of the yearly salary of a 35-hour route at Step A from Table One of the current rural carrier evaluated schedule in effect. The State per capita dues for substitute, rural carrier associates, rural carrier reliefs, assistant rural carriers, and auxiliary rural 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. The portion of the State per capita dues to be distributed to the County Units and other special funds shall be decided at each State Convention.

D. In addition to the above defined amounts, an annual assessment of \$8.00 for regular, part-time flexible, substitute, rural carrier associates, rural carrier reliefs, **assistant rural carriers**, and auxiliary rural carriers, and \$4.00 for retired rural carriers will be collected and transferred to a dedicated APCU savings/CD account until reaching a balance of over \$60,000. This account will be an emergency account and can only be used by a vote of the WARLCA Board and only after all other accounts have been exhausted.

**E. 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 and retired members.**

### Section 6. Membership Year.

A. The membership and fiscal year of the WARLCA shall be from July 1 to June 30.

B. The fiscal year of the County Units and Region Associations shall be from July 1 to June 30.

### Section 7. Discipline.

The National Board may discipline any member of the Association or subordinate unit for misconduct or neglect of duty in office after a fair and impartial hearing. Any member so disciplined shall have a right of

appeal as provided in this Constitution.

**Section 8. Magazine.**

Members in good standing shall receive each issue of *Washington Rural Carrier*.

**Section 9. Standards of Conduct for the Association and its Members.**

- A. Maintain democratic procedures and practices;
- B. Ensure members' rights to participation in the affairs of the Association through periodic elections, fair and equal treatment under the governing rules and due process in any disciplinary proceedings;
- C. Prevent discrimination on the basis of race, color, age, gender, religion, creed, national origin, or disability, or on the basis of marital, economic, social, or political status;
- D. Maintain the fiscal integrity of the Association;
- E. Prohibit business or financial interests on the part of its officers and agents which conflict with their duty to the Association.

**ARTICLE IV  
Subordinate Units**

**Section 1. Subordinate Units.**

- A. Charters shall be granted to County Units upon members' application and payment of one (1) year's dues for each member. The amount of dues shall be specified in WARLCA Constitution ARTICLE III.
- B. The County Unit or Region Association is subordinate to the WARLCA. Likewise, the WARLCA is subordinate to the NRLCA.
- C. All County Unit Constitutions shall be in harmony with the State and National Constitution.
- D. Region and County Associations
  - REGION 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).
  - REGION 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).
  - REGION 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).
  - REGION FOUR (4) shall be composed of the County Units of: **WHITMAN-SOUTHEAST (Whitman, Asotin, Walla Walla, Columbia, and Garfield Counties); APPLE VALLEY (Adams, Franklin, Kittitas, Yakima, Benton, and the non-986 offices of Klickitat Counties).**
- E. 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 Region Committeeperson, State Secretary, and State President at least fifteen (15) days prior to the election of County Officers and Delegates. They shall make and adopt such constitutional changes as their needs may suggest, and such laws must harmonize with this code of laws.
- F. 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 2. Stipend.**

- A. Each County President, Vice President, and Secretary-Treasurer in attendance at their County Unit meeting shall receive compensation of \$25.00 each.
- B. Maximum times an Officer shall be compensated will not exceed four (4) per year per County Officer.
- C. The State Secretary-Treasurer will pay the County Unit Officers upon receipt of the meeting minutes.

**Section 3. Annual Report.**

- A. Each County Secretary shall immediately, after the regular annual meeting of their County Unit, fill out credentials of Delegate-at-Large, Regular, and Alternate delegates to the State Convention in order of votes received. 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.

B. The County Secretary, when submitting resolutions and proposed changes to the Constitution 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, 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.

#### **Section 4. Trusteeship.**

##### **A. Purpose.**

The State Board may place any subordinate unit in trusteeship for any of the following reasons:

1. To uphold the principles of this Constitution;
2. To prevent or correct corruption or financial mismanagement;
3. To ensure performance of collective bargaining agreements or duties of a bargaining representative;
4. To restore democratic procedures;
5. To otherwise carry out the objectives of the Association.

##### **B. Authority.**

The trustee shall assume immediate control of the subordinate unit with full authority over all officers and property. The trustee shall act in such capacity for the duration of the trusteeship.

##### **C. Hearing.**

A trusteeship hearing shall be held before a committee of three members within 30 days of imposing trusteeship. The members shall be selected as follows: one member selected by the State Board, one selected by the Board in trusteeship and a chairman selected by the other two members. The committee shall have sole discretion regarding the conduct and procedures of the trusteeship hearing. Only Bargaining Unit Members may serve on this committee. No member of this committee shall be chosen from the Unit in Trusteeship or from the State Board. The committee shall report its findings and recommendations to the President as soon as practical following the hearing. The State Board shall determine whether to continue or to terminate the trusteeship.

##### **D. Termination.**

The affected subordinate unit may petition the State Board to terminate the trusteeship at six month intervals following the decision of the State Board. The board of the subordinate unit in trusteeship may appeal the decision of the State Board as provided in this Constitution. The State Board may terminate a trusteeship at any time.

### **ARTICLE V Officers and Appointees**

#### **Section 1. Officers.**

A. The officers of the WARLCA shall consist of President, Vice President, Secretary-Treasurer, and four (4) Region Committeepersons who shall be elected at the State Convention and serve two (2) years, or until their successors are elected and installed. **Proviso: The election of the Vice President at the 2018 State Convention be for a one-year term, and thereafter the term of the Vice President shall be a two year term, beginning with the election at the 2019 State Convention.**

B There shall be an Executive Committee consisting of the four (4) Region Committeepersons.

C. The term of the officers of the WARLCA shall be from the time of installation to the installation of their successors.

D. 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.

#### **Section 2. Duties.**

##### **A. President**

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.
2. 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.

3. At the close of each State Convention, he/she shall, in conjunction with the Board, appoint the Editor of the Washington Rural Carrier, Auto Insurance Director, Provident Guild Director, Political Action Committee Director, and Webmaster, and have the authority to fill any vacancies therein during the recess.

4. 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.

5. 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 requires.

#### B. Vice President

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.

#### C. Secretary-Treasurer

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.

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

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.

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

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

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.

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, and all Region Committeepersons review the payments and supporting documents on a quarterly basis.

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.

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.

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.

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 VII (National Convention Delegates) of the Constitution of the WARLCA.

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.

13. He/She will retain for one (1) year in a safe location all ballots used at the State Convention. These bal-

lots should be placed in envelopes marked to indicate for which election they were used.

14. The Secretary shall have the Constitution printed in the Convention issue of the *Washington Rural Carrier*, which will be mailed to all members.

**D. Executive Committee**

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.

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

3. It shall be the duty of the Executive Committee members to search out future Convention sites in their Region 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 Region.

**E. Editor**

1. The Editor shall publish issues of the *Washington Rural Carrier* as instructed by the State Board. 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.

2. 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.

F. 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.

G. 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 3. Election.**

A. The election of officers shall take place at each State Convention of the WARLCA.

B. 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.

C. 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.

D. 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.

E. The installation of officers shall take place immediately before adjournment.

**Section 4. Salaries.**

A. The elected WARLCA State Officers' salaries are as listed below. These monthly salaries are compensation for all hours worked beyond a normal work day.

President: \$300 Month

Vice President: \$200 Month

Secretary Treasurer: \$500 Month

Region Committeepersons: \$150 Month

B. Salary for the editor will be determined, per issue of the *WRC*, by the State Board.

**Section 5. Expenses.**

A. 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.

B. Association Day of Pay (ADOP) will be reimbursed at a 44K, step 12, on Table One of the current salary

schedule, or their route evaluation, whichever is higher, for all elected and appointed State Officers. Association Day of Pay (ADOP) will not be compensated to attend the State Convention, National Convention, or **Western States Conference** while they are in session, but may be authorized by the Board for other required business or trainings.

C. WARLCA employees, once meeting the requirements, will be eligible and receive the WARLCA VOYA retirement plan. All elected and appointed State Officers that are full time for the WARLCA will have their Postal Benefits and Retirement funded and administered by the WARLCA in the same manner as the USPS does for Thrift Savings, FERS, Health Insurance, Life Insurance, Annual and Sick Leave.

D. All lost sick and annual leave days will be compensated at a 44K, step 12, on Table One of the current salary schedule, or their route evaluation, whichever is higher, at the time of loss except for the full time employees, who will be paid out their accrued annual and sick leave upon completion of full time.

E. All elected and appointed WARLCA State Officers will be reimbursed mileage at the IRS allowable rate for authorized business of the WARLCA.

F. All elected and appointed State Officers will be reimbursed actual hotel expenses if an overnight stay is required.

G. All elected and appointed State Officers will be reimbursed \$30 food per diem while on travel status, and an overnight stay is required.

H. 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.

I. 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 6. Removal.**

A. 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 **appeals as listed in NRLCA Constitution, Article X Appeals, Section 1. State.**

B. No officer or appointee may be disciplined or discharged except for Just Cause unless the position is eliminated.

#### **Section 7. Association Property.**

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.

### **ARTICLE VI Meetings**

#### **Section 1. State Convention.**

A. The WARLCA shall meet annually (herein referred to as the State Convention) on a date and place assigned to Regions on a rotation basis in the following order: Region One, Region Four, Region Two, Region 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.

B. 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 postpone the State Convention to a date and place suitable to the needs of the Association by giving the official notice as provided in Section 1 of this Article.

#### **Section 2. Delegates.**

A. 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.

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

1. Specific assignments to a committee as notified by the State President.
2. Be in attendance at all business sessions of the State Convention beginning with the opening session

and not leaving until the Convention has been adjourned.

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

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

D. 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 the event of tie, the position will be determined by random drawing of names then listed in order drawn; except for the Delegate-at-Large position, which would be decided by another ballot.

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

F. 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 Region or from other County Units or Regions, or delegates at the State Convention.

### **Section 3. Compensation for State Delegates.**

A. The WARLCA shall pay round trip mileage at the IRS rate, capped at 850 miles, plus tolls and/or ferry fees, by the most cost effective route to each county credentialed delegate who fulfills the responsibilities identified in Article VI Section 2.B or 2.C of the WARLCA Constitution, 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.C of Article VI of the WARLCA Constitution concerning mileage and allowance. The mileage will be computed using a current door-to-door computer mileage program.

B. The WARLCA shall pay a State Convention allowance of \$250 to each county credentialed delegate who fulfills the responsibilities identified in Article VI Section 2.B or 2.C of the WARLCA Constitution, 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.C of Article VI of the WARLCA Constitution concerning mileage and allowance.

C. 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.

### **Section 4. State Officers.**

Each elected officer shall be entitled to a vote on every question before the State Convention.

### **Section 5. Quorum.**

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.

### **Section 6. Order of Business.**

A. Order of Business

1. Call to Order
2. Invocation
3. Presentation of Colors
4. Recite the Pledge of Allegiance
5. Roll Call of Officers
6. Vote on Convention Standing Rules
7. Vote on Hearing Proposed Resolutions and Constitution Changes from the Floor under New Business

8. Name Members of Committees
9. Report of Credentials Committee
10. Report of Officers
11. Report of Standing Committees
12. Report of the one-year future State Convention
13. Report of the two-year future State Convention
14. Report of the three-year future State Convention
15. Report of Special Committees
16. Call for Unfinished Business
17. Call for New Business
18. Election of Officers
19. Installation of Officers
20. Retirement of Colors
21. Adjournment

B. 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 changes from the floor during new business. The Resolutions Committee and Constitution Committee will only be responsible for Resolutions and proposed Constitution 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 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.

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

#### **Section 7. Special Meetings.**

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

B. Informational and/or training meetings may be authorized by the Board.

### **ARTICLE VII**

#### **National Convention Delegates**

##### **Section 1. Eligibility.**

A. Each state association shall be entitled to representation by one delegate for every 100 members or major fraction thereof and one Delegate-at-Large. Membership shall be based on the number of dues withholding and cash pay Bargaining Unit and Retired Members on June 30<sup>th</sup> of the Association year just ended.

B. Only Bargaining Unit Members and Retired Members in good standing may be nominated, elected or seated as delegates. Such "good standing" status shall be the sole prerequisite for determining eligibility or entitlement to service as a delegate or to any payment or benefit, except that a state may establish reasonable rules to ensure attendance at the Convention.

C. A member who accepts or acts at any time in any capacity normally performed by a manager from the end of one Convention to the end of the next Convention shall be ineligible to be nominated or serve as a delegate.

##### **Section 2. Nomination.**

A. Within each state association, nominations for National Delegate shall be submitted by U.S. Mail to the **designated post office box** on a nominating ballot or copy. The nominating ballot shall be signed and show the name and address of the member making the nomination, and may include self-nomination. The nominating ballot shall be published in the February, March, April and May issues of The National Rural Letter Carrier.

B. Nominations must be received in the designated post office box at least 40 days prior to the opening of the state convention. Upon receipt, the State Secretary shall send a notice of nomination to the candidate by U.S. Mail.

##### **Section 3. Election.**

A. A member must be on the rolls at least 40 days prior to the opening of the state convention in order to be eligible to vote for National Delegates.

B. The State Secretary shall prepare a ballot listing the candidates for National Delegate. Instructions on each ballot shall include the number of delegates to be elected, the deadline for return of the ballot and the mailing address of the designated post office box. The number of votes cast on each ballot shall not exceed the number of delegates to which the state association was entitled at the previous convention.

C. The State Secretary shall cause the ballot to be mailed to eligible members at least 20 days prior to the opening of the state convention. In addition, the State Secretary/Designee shall arrange for the rental of a post office box for the receipt of the ballots and another for the return of undeliverable ballots.

D. An envelope marked "Ballot" shall be provided in which to seal the ballot. To permit verification of membership and to maintain the integrity of the voting procedure, an outer envelope, also marked "Ballot" which clearly identifies the name and address of the member, shall also be provided. The sealed envelope containing the ballot shall be placed in the outer envelope by the member and mailed to the designated post office box.

E. An Election Committee shall be appointed by the State President. No candidate for National Delegate may serve on the Election Committee. After the deadline for receipt of ballots, the Election Committee shall collect and tabulate the ballots and report the results at the State Convention. The post office box designated for the return of ballots shall be accessible only to the Election Committee.

F. Any candidate or designee may observe the ballot tabulation. In reporting the results of the election, the candidates shall be placed on a roster in the order of votes received. The number of delegates to which the state is entitled shall be declared regular delegates; the remaining candidates shall be declared alternates. In the event of tie, the position will be determined by random drawing of names then listed in order drawn.

G. Each state association shall be entitled to one Delegate-at-Large from the roster of elected regular delegates. That position shall be filled by a state officer in ranking order, beginning with the State President. A state officer may not be automatically declared a delegate by virtue of office unless elected by direct vote of the membership. National-Paid Delegates shall be named in accordance with the plurality of votes received.

H. The State Secretary shall prepare and send credentials to the National Secretary-Treasurer for the Delegate-at-Large, regular delegates and an appropriate number of alternates immediately following the state convention. The credentials shall be embossed with the state's seal to verify authenticity.

I. Delegate-at-Large and regular elected delegates presenting identification to the Credentials Committee at the National Convention shall be certified and seated.

#### **Section 4. Compensation of State-Paid National Delegates.**

A. 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. The WARLCA will pay the first alternate delegate, in order of votes received, the full normal pay of regular credentialed State-paid delegates. Such State-paid alternate delegate shall have the same responsibilities as set forth for regular credentialed State-paid delegates. If the reimbursement amount for both regular credentialed and alternate delegates exceeds the set total dollar cap, each delegates' reimbursement will be reduced by an equal percentage to comply with the cap. Further, all 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 regular credentialed 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.

B. 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:

1. Specific assignments to a committee
2. Required to man a booth
3. Illness

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

1. Polling delegates for their preferences for the seminar they wish to attend, and then ensuring at least one delegate covers each of the sessions.

2. Taking roll of the delegates at the beginning of each general session.
3. Establishing an adequate seating space for the Washington Delegation, including placement and collection of seat back covers and the Washington sign.
4. Reporting to the Board any problems concerning delegates meeting their responsibilities at the convention.
5. Collecting the ballots for his/her delegation and returning the ballots to the National Tellers Committee after his/her National delegates have voted.
6. Submitting a single report to the State Board for publication in the *Washington Rural Carrier*.

## ARTICLE VIII

### State Board

#### Section 1. Members.

There shall be a Board of Control (herein referred to as the Board) consisting of President, Vice President, Secretary-Treasurer, and four (4) Region Committeepersons.

#### Section 2. Duties.

The WARLCA will operate on a budget each year.

#### Section 3. Meetings.

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.

#### Section 4. Record of Votes.

**A record of each WARLCA Board member's vote on Board decisions at Board meetings and via email will be kept on file and published in the WRC, except for those made during executive sessions.**

## ARTICLE IX

### Committees

#### Section 1. Appointment.

A. Prior to the first day of each State Convention, the President shall appoint from the list of regularly elected delegates, then in the hands of the Secretary-Treasurer, the following committees: Credentials, Tellers, Constitution, Resolutions, Finances, Auditing, Mileage and Per Diem, Washington Rural Carrier, Media, Minutes, Hospitality, and Sergeant At Arms. He/She shall be responsible that a Nominating Committee be appointed according to Article V, Section 3.D 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.

B. The President can, if necessary, ask any committees to meet prior to State Convention. These persons **should** be credentialed delegates to the Convention **but are not required to be, as delegate elections may not have occurred at the time of selection.** The President can, if necessary, authorize a stipend of \$75 or **ADOP, plus mileage, hotel costs, and food per diem expenses** to any/all delegates serving on these committees **for each additional day that they are** asked to meet prior to State Convention.

#### Section 2. Duties.

A. 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 2<sup>nd</sup> Tellers Committee.

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

C. 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.

D. 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. 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.

E. The duties of the Committee on Constitution shall be: To examine all changes proposed for amending or changing the Constitution that have been passed and submitted by the county units, and those submitted by the Finance Committee that fall within the parameters of their responsibility. They may examine and

correct, when called upon, propose laws governing County Units or Region Associations so that they will not conflict with the National or State Constitutions.

F. 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 within the 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.

G. The duties of the Tellers Committee shall be: 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.

H. The duties of the Finance Committee shall be: 1) To review the financial condition of the WARLCA, and recommend any changes if necessary, 2) To review the proposed changes to the Constitution and binding resolutions to the State Board that would affect finances and make recommendations if necessary, 3) To review funding of county units, food per diem rates, and hotel reimbursement and make recommendations.

I. 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.

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

K. The duties of the Media Committee are to present the proposed resolutions and constitution changes to the delegates on the LCD projector as well as any reports and/or presentations.

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

M. The duties of the Hospitality Committee are to write thank you notes to the speakers and guests and to make sure the meeting room and sound system are set up prior to each meeting, as well as securing the room and WARLCA equipment during breaks and upon adjournment each evening. At the end of convention, the Hospitality Committee will assist break down of WARLCA equipment and load out.

N. The duties of the Sergeant at Arms are to facilitate the recess, as well as the use of the stopwatches during proposed resolutions and constitution changes.

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

## ARTICLE X

### Appeals

#### Section 1. State

A. A member aggrieved by any action of a state association and/or officer shall have the right to appeal to the State Board.

1. Appeals must be **filed and mailed individually**, in writing and be filed with the State President **via first class mail** within 30 days of having knowledge of said action.

2. Within 10 days of receipt of the appeal, the State President shall notify all members of the State Board and the assigned Executive Committeeman and shall request that the Charging Party provide a letter outlining the specific charges and any relief sought. This letter of specificity, along with complete documentation, must be returned within 20 days of receipt of the President's request.

3. Upon receipt of the letter of specificity, the State President shall forward a copy to the Charged Party for response. The Charged Party shall have 20 days **from receipt of said letter** to respond in writing and provide documentation to the State President **via first class mail**.

4. The State Board shall 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 Executive Committeeman, to take the necessary action to resolve the issue within 30 days. Extension of this 30-day time limit, when necessary, shall not exceed 15 days. The Charging Party(s) and Charged Party(s) (hereafter referred to as the Party or Parties) shall be notified in writing of the decision of the State Board.

B. A Party not satisfied with this decision, or any other action of the State Board on said appeal, shall have the right to appeal to the National Board.

1. This appeal must be in writing and be filed with the President of the National Association **via first class**

**mail** within 30 days of receipt of the State Board's decision.

2. Within 15 days of receipt of an appeal, the National Board shall notify the National Appeals Commission. The President shall notify the State President and the Parties that the appeal has been received and forwarded to the National Appeals Commission.

3. Within 30 days, the National Appeals Commission shall investigate each appeal and report its findings and recommendations in writing to the National Board. Upon receipt of the findings and recommendations of the Appeals Commission, the National President shall notify the Parties that the findings and recommendations are before the National Board. The National Board shall render a decision and notify the Parties in writing within a reasonable period of time.

C. A Party not satisfied with the decision of the National Board shall have the right to appeal to the next Convention of the National Association.

1. This appeal must be in writing and be filed with the National President within 30 days of receipt of the National Board's decision. The appeal, if received more than 45 days prior to the National Convention, will be scheduled for that Convention. If received within 45 days of the Convention the appeal may be held until the following National Convention.

2. Within 15 days of receipt of said appeal, the President shall notify the Parties that the appeal has been received and shall be forwarded to a National Appeals Committee.

3. The Appeals Committee shall complete an investigation and report its findings and recommendations in writing to the Parties and to the President of the state association at least 24 hours before the report is presented to the National Delegates.

## Section 2. National

A member aggrieved by any action of the National Association or Officer, **representative or steward** thereof shall have the right to appeal directly to the National Board.

**1. Appeals must be filed and mailed individually, in writing, and be filed with the National President via first class mail within 30 days of having knowledge of said action.**

2. Within 15 days of receipt of the appeal, the National Board shall retain the appeal for investigation, forward the appeal to the National Appeals Commission or, if received within 90 days of the first business session of the National Convention, refer the appeal to the Appeals Committee. The President shall notify the Charging Party(s) of the appeal's receipt and disposition, **and if necessary, request that the Charging Party provide a letter outlining the specific charge and any relief sought. The letter of specificity, along with complete documentation, must be returned via first class mail within 20 days of receipt of the National Board's request.**

3. Should the National Board retain the appeal, it shall investigate, render a decision and notify the Charging Party(s) in writing within a reasonable period of time.

4. Should the National Board forward the appeal to the National Appeals Commission, the commission shall complete an investigation and report its findings and recommendations in writing to the National Board within 30 days. Upon receipt, the National President shall notify the Charging Party(s) that the Commission's report is before the National Board. The National Board shall render a decision and notify the Charging Party(s) in writing within a reasonable period of time.

5. Should the National Board refer the appeal to the Appeals Committee, the appeal shall be handled in accordance with the provisions that follow.

B. A Party not satisfied with a decision rendered by the National Board shall have the right to appeal to the next National Convention.

1. The appeal must be in writing and be filed with the National President **via first class mail** within 30 days of receipt of the National Board's decision. The appeal, if received more than 45 days prior to the National Convention, **shall** be scheduled for that Convention. If received within 45 days of the Convention the appeal may be held until the following National Convention.

2. Within 15 days of receipt of the appeal, the President shall notify the Party(s) that the appeal has been received and shall be forwarded to a National Appeals Committee.

3. The Appeals Committee shall complete an investigation and report its findings and recommendations in writing to the Parties at least 24 hours before the report is presented to the National Delegates.

### Section 3. Administration

At every level of appeal, members shall be afforded the rights of due process and the right to appeal an adverse decision to the next level. The National Board shall have full authority to intervene to protect the members of this Association. Correspondence shall be by certified mail, return receipt requested. **Timeliness shall be determined by postmark.** Costs of the state investigation and action shall be borne by the state association; costs of the National Appeals Commission and Appeals Committee shall be borne by the National Association. No legal proceeding may be initiated until the appeal procedures provided herein have been exhausted.

### ARTICLE XI

#### Parliamentary Authority

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 any special rules of order the WARLCA may adopt.

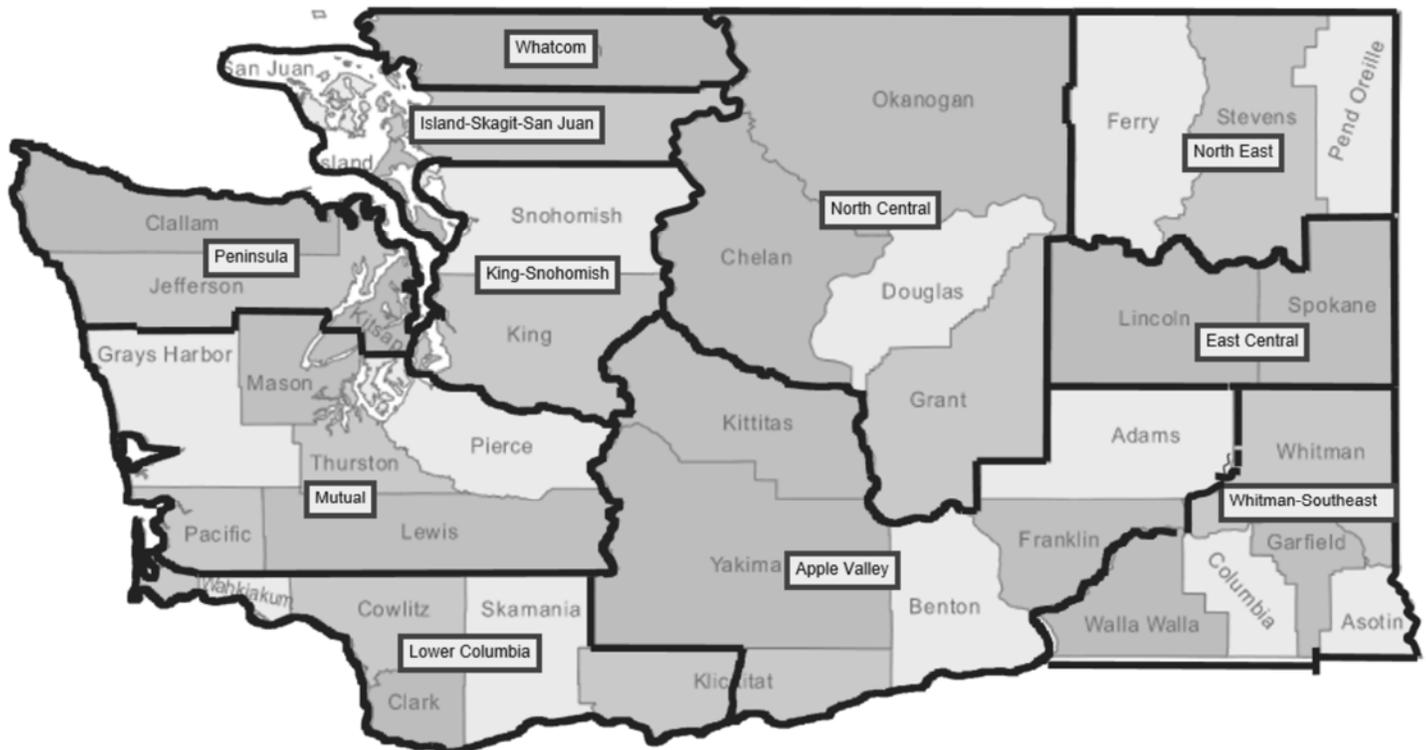
### ARTICLE XII

#### Amendment of Constitution

- A. The Constitution shall take effect immediately upon adoption.
- B. This State Constitution shall be in harmony with the National Constitution. The county Unit is subordinate to the WARLCA, and the WARLCA is subordinate to the NRLCA. Any provisions of this Constitution 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.
- C. Constitution 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.

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## Map of WARLCA County Units



Note that South East County Unit has been consolidated with Whitman-Asotin and renamed to **Whitman-Southeast**.

## County Unit Officers, 2017-2018

### Apple Valley

President: Brian Poage, (425)577-7944  
wacountypres@gmail.com  
Vice President: Katie Peterson, (509)248-4488  
horsewoman320@yahoo.com  
Sec-Treas: Paige Barrett, (509)391-0480  
paigedbarrett@gmail.com

### East Central

President: Jeff Taylor, (509)921-9337  
jltsgtusmc1@msn.com  
Vice President: Kerr Howell Jr., (509)720-4042  
kerr@rivercityspokane.org  
Sec-Treas: Cassidy Munn, (509)994-3486  
cassidy.munn@yahoo.com

### Island-Skagit-San Juan

President: Dionne Taylor, (360)720-1393  
dionne331@gmail.com  
Vice President: Kim Burress, (360)391-0786  
ksburre@hotmail.com  
Sec-Treas: Tricia Randall, (360)499-4764  
randallfamily1231@hotmail.com

### King-Snohomish

President: Lisa Benson, (425)359-2462  
k-s\_countyrlca@comcast.net  
Vice President: Isabella Lopez, (425)417-2700  
isarlopez@hotmail.com  
Sec-Treas: Colleen Headley-Lalande,  
(360)563-5259  
crae2@frontier.com

### Lower Columbia

President: Dawn Boyer, (360)773-3042  
dawnboyer01@gmail.com  
Vice President: Kathy Beebe, (360)600-3585  
ruralbrat@live.com  
Sec-Treas: Estee Javiniar, (808)554-3065  
ejaviniar@gmail.com

### Mutual

President: James Folk, (360)790-4960  
folksales@comcast.net  
Vice President: Kristian Granish, (360)789-8198  
mobmh@yahoo.com  
Sec-Treas: Kris Skewis, (360)790-0957  
iamamailer@aol.com

### North Central

President: Tammy Donaghue,  
(509)662-3032  
donagh@crcwnet.com  
Vice President: Jay Paxton, (509)200-7268  
jaypaxton24@yahoo.com  
Sec-Treas: Mike Cammack, (509)679-6070  
macamma@frontier.com

### North East

President: Lorrie Crow, (509)685-9624  
lorrie.crow@outlook.com  
Vice President: Lauri Chamberlin,  
(509)292-8130  
laurichamberlin@gmail.com  
Sec-Treas: Bill Allen, (509)935-8779  
sagostore2@hotmail.com

### Peninsula

President: Tony Lott, (360)265-1972  
anthonylott1963@gmail.com  
Vice President: Patti Roque  
Sec-Treas: Doug Rhinehart, (360)440-0889  
dugeditor0541@gmail.com

### South East

Merged with Whitman-Asotin; renamed Whitman-Southeast

### Whatcom

President: Philip Bergman, (360)201-3873  
succotash\_54@yahoo.com  
Vice President: Tamara Packard, (360)920-7387  
marapack64@yahoo.com  
Sec-Treas: David Hamilton, (360)392-8326  
98230steward@mail.com

### Whitman-Southeast (renamed from Whitman-Asotin)

President: Trina Robinson, (509)553-9255  
tmrobinson2007@gmail.com  
Vice President: Judy Sitton, (509)595-7185  
jrexpress@stjohncable.com  
Sec-Treas: Jim Hemrich, (509)657-3435  
rlcjim@stjohncable.com

## **JUNE 23, 2017 MINUTES FROM WARLCA BOARD MEETING HILTON GARDEN INN, MUKILTEO, WA**

**MEMBERS IN ATTENDANCE:** Levi Hanson, President; Kurt Eckrem, Vice President; Becky Wendlandt, Secretary-Treasurer; Taralee Mohr, Region One Committeeperson; Lorrie Crow, Region Three Committeeperson; and Paige Barrett, Region Four Committeeperson. Stella Fazzino, Region Two Committeeperson not in attendance (son's wedding); President Hanson called the meeting to order June 23, 2017 at 1 p.m. (with Paige arriving at 1:30 PM). After adding more to the agenda, the board adopted the agenda.

### **AGENDA:**

Ground Rules

Approval of Prior Minutes

Member of the Year

Meet with Beverly, Hilton Garden Inn Hotel Manager

Update on Election Committee

Review State Convention

Update Task Reports

Legislative Update

Voucher Review

**Ground Rules:** Waived the reading of the ground rules by consensus.

**Approval of Prior Minutes:** The minutes of the April 18-24, 2017 board meeting were approved.

**Member of the Year:** Kurt asked Levi and Becky to leave as they were nominated. The rest of the board reviewed the five MOTY nominations. Jim Hemrich was chosen.

**Meet with Beverly, Hilton Garden Inn Hotel Manager:** Met with Beverly and changed the bar to \$100 minimum and beer and wine only for State Convention. Becky gave Beverly a direct bill list as follows:

6/22/17: Levi Hanson, Rebecca Wendlandt, Lorrie Crow

6/23/17: Doug Rinehart, Kathy Beebe, Levi Hanson, Rebecca Wendlandt, Lorrie Crow, Paige Barrett, Kurt Eckrem, Taralee Mohr

6/24/17: Levi Hanson, Rebecca Wendlandt, Kurt Eckrem,

Paige Barrett, Lorrie Crow, Taralee Mohr  
6/27/17: Levi Hanson, Rebecca Wendlandt, Kurt Eckrem, Paige Barrett, Lorrie Crow, Taralee Mohr, and add Kris Skewis (for Stella Fazzino).

**Update on Election Committee:** Levi and Becky updated the board on their meeting with the election committee at 9 a.m. The election committee are: Doug Rinehart, Chair; Kathy Beebe, Karen Hill, Lauri Chamberlin, Mary Petry, and Angela Thelen. After reviewing the instructions with the election committee, Levi and Becky left the room.

**Review State Convention:** Tara went over the PAC auction planned for the social on Saturday evening. Kurt updated the board on the first timer's meeting and scavenger hunt. The board reviewed their role as board representative for their committees. The board reviewed what committee will need WARLCA computers, and discussed the financial report. The board then put together the ditty bags with the help of Lauri Chamberlin.

The board adjourned at 5 p.m. and reconvened at 8:15 AM on June 24, 2017 with all in attendance except for Stella.

**Update Task Report:** Each board member reviewed their task assignments and updated the board on the results.

**Legislative Update:** Levi, Kurt, and Taralee spoke on the May 2017 Legislative Seminar in Washington DC. Kurt has a handout for each delegate attending convention to help them understand how their representative stands on postal issues and phone numbers to be able to call them.

**Voucher Review:** Reviewed April and May 2017 vouchers. The board then adjourned at 12:10 p.m. and will meet again at 1:10 p.m. to load in equipment and set up, and start registration. Susie Hill volunteered to help at registration throughout the convention. The board will meet after convention on Tuesday/Wednesday to load out equipment and review.

## **JUNE 28, 2017 MINUTES FROM WARLCA BOARD MEETING HILTON GARDEN INN, MUKILTEO, WA**

**MEMBERS IN ATTENDANCE:** Levi Hanson, President; Kurt Eckrem, Vice President; Becky Wendlandt, Secretary-Treasurer; Taralee Mohr, Region One Committeeperson; Stella Fazzino, Region Two Committeeperson; Lorrie Crow, Region Three Committeeperson; and Paige Barrett, Region Four Committeeperson. President Hanson called the meeting to order June 28, 2017 at 8:05 a.m.

### **AGENDA:**

Discussion on Problems with Hotel

Review 2017 State Convention

Next Board Meeting

Meeting with Brian Poage

Appointed Positions

Letterhead and Business Cards

Orientations

Voucher Procedures

Equipment

**Discussion on Problems with the Hotel:** Board reviewed all the problems with the hotel as follows:

Meeting room was up to 86 degrees Sunday and Monday and just a little cooler on Tuesday. Even with the fans (which were loud) the delegates suffered. Note for future that the set up for the meeting room should not be long and narrow (looking out from podium). The hotel was understaffed and had not set up water after breaks so Tara and Lauri Chamberlin had to do that. Dishes were left out on tables outside for all day. The breakfast items were hard and not good. People complained of a shortage of food on the luncheon. Some of the sleeping rooms had air conditioners not working and delayed maid service. Chef was late coming in one day for the breakfast so they only had limited items. The bar that had a sign posted that they were

open till 10 p.m. but would not serve after 9:45 p.m., again understaffed. The meals were not that good. The board room before and after convention was hot and stuffy, and no change out of water service after the first day or garbage pickup. Even the garbage around the hotel was not picked up each day. The \$10 credit for each sleeping room was not given to everyone and the front desk was confused on what was happening.

Eric from the hotel joined the board meeting and Levi discussed the problems with him. He said he would review the bill and get back with us before we adjourn at noon. (Note: He did not get back with us or leave a message, even after we went to the front desk and asked again that he get with us before we left so we could finalize the bill).

**Review 2017 State Convention:** Board discussed paying delegates for mileage and per diem and what can be changed if they don't attend all three days. Tara gave the final PAC report:

\$1,361.58 donations in gifts included in \$5,261.08 for convention. Total for year is \$26,989.05. PAC cutoff date is July 31. Levi suggested that there be more raffles and drawings at the county meetings. Tara said the PAC committee suggested high ticket items. The board discussed the feedback from the county officers and consensus that training was needed for PAC chairs and Legislative Liaisons.

**Next board meeting:** The 17/18 first full board meeting will be:

July 31, 2017 travel in morning and meeting start at 1 PM to 5 PM.

August 1, 2017 meeting from 8 AM to 5 PM

August 2, 2017 meeting from 8 AM to 5 PM

August 3, 2017 meeting from 8 AM to noon and travel in afternoon.

Monte and Patrick will attend the board meeting. Agreed that both Monte and Patrick will be asked to have an article

in every issue of WRC and either attend or send a report for every board meeting. Levi will ask Lisa to attend the board meeting one day, no overnight stay. Later it was changed to save costs to have a phone conference with Lisa.

**Meeting with Brian Poage:** Board met with Brian Poage immediately after State Convention. Brian showed some features he would like to see on the website and how he likes to use WIX instead of Go Daddy.

**Appointed Positions:** Levi, in conjunction with the board, made the following appointments for 17-18 year.

Editor: Lisa Benson

RCBP: Becky

PAC Chair: Taralee Mohr

PAC Co-Chair: Stella Fazzino

District Advisory Committee: Stella Fazzino

Provident Guild: Paige Barrett

Historian: Levi Hanson

Legislative Director: Kurt Eckrem

Grassroots Coordinator: Kurt Eckrem

NGIC: Lorrie Crow

**Letterhead and Business Cards:** Becky will update the letterhead and send the template to all board members.

**Orientations:** Discussed sending board members to Tacoma and/or Seattle if they only have a few new hires. Consensus for Tacoma/Seattle is that if the two sites have a total of five between them then we should go.

**Voucher Procedures:** Discussed the need to be timely and same procedures as last year.

**Equipment:** Stella will take the screens. Kurt will take the sound system and tubs for wires/cords.

**Next Board Meeting:** After a meeting critique at 12:20 p.m., the board adjourned to load out the equipment and head for home.

## **JULY 31 – AUGUST 2, 2017 MINUTES FROM WARLCA BOARD MEETING HAMPTON INN, ELLENSBURG, WA**

**MEMBERS IN ATTENDANCE:** Levi Hanson, President; Kurt Eckrem, Vice President; Becky Wendlandt, Secretary-Treasurer; Taralee Mohr, Region One Committeeperson; Stella Fazzino, Region Two Committeeperson; Lorrie Crow, Region Three Committeeperson; and Paige Barrett, Region Four Committeeperson. President Hanson called the meeting to order July 31, 2017 at 1 p.m.

### **AGENDA:**

Ground Rules

Approval of Prior Meeting Minutes

Unfinished Business

Telecom with DR Hartshorn

Board Policy

State Officers' Resource Manual

Task Reports

2016/2017 Financial Review

Future Board Meetings

County Officers' Training

Budget for 17/18 Year

Hilton Garden Inn Update

Washington Rural Carrier

Telecom with DR Pitts

2018 State Convention

VOYA

Vouchers

**Ground Rules:** The reading of the ground rules was waived by consensus.

**Approval of Prior Meeting Minutes:** June 23, 2017 minutes: Under Review State Convention added that Kurt left to get the member of the year plaque at the end. June 23, 2017 minutes were approved. June 28, 2017 minutes were approved without corrections.

**Unfinished Business:** Forms: All Board members signed confidentiality, social media, written conflict of interest, equipment preservation policy, I.C.E. (in case of emergency), and record and retention policy, and NRLCA conflict of interest statement.

State Convention Delegate Pay: Discussion on ways to pay

or not pay delegates attending partial day/s of state convention.

**Telecom with DR Hartshorn:** Monte spoke on grievance activity and issues in the Portland District. Monte asked that we remind members how critical it is to have local stewards.

The meeting was adjourned at 5:10 PM and reconvened at 8 AM on August 1, 2017.

**Board Policy:** Reviewed Board policy and changed parts of ADOP, Distribution of Expenses, Mailing Lists, Campaigning, Board Representation at County Meetings, State Convention, State Secretary-Treasurer, Western States Conference, and New Hire Orientations.

**State Officers' Resource Manual:** Reviewed the State Officers' Resource Manual and answered the questions as a

group.

**Task Reports:** Reported on tasks from the last meeting.

**2016/2017 Financial Review:** Reviewed the functions that were held last year and not in a normal budgeted year. They were:

County Officers Training: Cost approximately \$13,500

Appeals: Cost approximately \$55,000

Hosting Western States Conference: Cost approximately \$17,500

Total approximately \$86,000. Total in the red from last year \$84,785.

**Future Board Meetings:** To save meeting costs, this meeting was reduced by 2 days. In the future, regular Board meetings will be a total of 3 days, including travel.

**October 2017 Board Meeting:** 10/18, travel in morning, meet from 1 p.m. to 5 p.m.; 10/19, meet from 8 a.m. to 5 p.m.; 10/20, meet from 8 a.m. to noon, travel in the afternoon. Meeting will be at the Red Lion in Pasco where the 2018 State Convention will be held.

**April 2018 Board Meeting:** 4/7, travel in morning and meet from 1 p.m. to 5 p.m.; 4/8, meet from 8 a.m. to 5 p.m.; 4/9, meet from 8 a.m. to noon, travel in the afternoon. Meeting will be at the Hampton Inn, Ellensburg, WA.

**Pre-Convention Board Meeting:** The President and Sec

<b>Statement of Activities</b>	<b>Jul '16 - Jun '17</b>	<b>Budget</b>
<b>Income</b>		
4000000 · National General Ins...	16,472.94	17,500.00
4100000 · Interest / Dividends	2,333.61	2,500.00
4200000 · Membership Dues	235,806.68	240,575.00
4400000 · Reimbursements	802.16	40.00
4500000 · Sales	20,805.32	4,000.00
<b>Total Income</b>	<b>276,220.71</b>	<b>264,615.00</b>
<b>Expense</b>		
5000000 · Accounting Fees	4,506.50	4,800.00
5100000 · Awards & Recognition	2,478.83	170.00
5300000 · Employee Benefits	7,239.42	3,800.00
5400000 · Equipment	2,545.88	1,250.00
5600000 · Lodging	21,363.02	12,200.00
5700000 · National Convention	48,845.40	48,845.00
5800000 · Office Expense	3,145.43	1,750.00
5900000 · Payroll Taxes	12,953.02	8,000.00
6000000 · Per Capita Dues	4,382.47	4,300.00
6100000 · Postage	4,563.95	5,350.00
6200000 · Printing	1,122.71	600.00
6600000 · Salaries and Wages	145,315.43	121,475.00
6700000 · State Meetings	41,678.51	31,575.00
6701000 · State Paper	8,242.06	6,300.00
6900000 · Telephone & Internet	1,325.00	1,440.00
7000000 · Travel	18,746.98	9,610.00
7100000 · Website Expenses	710.77	
7200000 · Western States Conf...	31,840.53	630.00
<b>Total Expense</b>	<b>361,005.91</b>	<b>262,095.00</b>
<b>Net Income</b>	<b>-84,785.20</b>	<b>2,520.00</b>

<b>Statement of Financial Position</b>	<b>June 30, 17</b>
<b>ASSETS</b>	
<b>Checking/Savings</b>	
1010000 · Chkg - WA Trust Bank	14,427.69
1020000 · Savings - APCU	5,225.52
1030000 · Chkg - APCU	384.77
1041000 · EmergencyFundCD#75-12mo	41,383.40
1410000 · C.D.#71 APCU 12 mo	32,625.47
1430000 · C.D.#73APCU 12 mo	31,296.92
1460000 · C.D.#74 APCU 12mo	41,383.40
1470000 · C.D.#76APCU24moEmerFund	21,445.56
Total Checking/Savings	188,172.73
<b>TOTAL ASSETS</b>	<b>188,172.73</b>
<b>LIABILITIES &amp; EQUITY</b>	
<b>Liabilities</b>	
2100000 · Payroll Liabilities	620.39
Total Liabilities	620.39
<b>Equity</b>	
3900000 · Net Assets	272,337.54
Net Income	-84,785.20
Total Equity	187,552.34
<b>TOTAL LIABILITIES &amp; EQUITY</b>	<b>188,172.73</b>

-Treas will arrive at the Red Lion Pasco June 21, 2018 to be able to meet with election committee on 6/22. Rest of board will travel 6/22 in the morning and meet 1 p.m. to 5 p.m. Meeting 6/23 from 8 a.m. to 2 p.m. and registration from 2 p.m. to 7 p.m.

**Post-Convention Board Meeting:** Meet June 26, 2018 after convention ends, and from 8 a.m. to noon on 6/27.

**County Officers' Training:** Discussed the positive results from the last county officers training and brainstormed future trainings.

**Budget for 17/18 Year:** Scrutinized each line item on the budget and set a cap for National Convention Delegates at 95%. Total Cap for State Convention is \$20,000. Cap for Western States Conference was \$1,000. Allocated ADOP for some but not all orientations. Final budget approved had net \$5,421.

**Hilton Garden Inn Update:** Levi updated the Board on his certified letters to the manager of Hilton Garden Inn as well as the corporate office. He has not heard back.

**Washington Rural Carrier:** Telecom with Lisa Benson, Editor, concerning WRC. Lisa needs three days after receipt of articles to do the initial draft of WRC. The Board has two days to review and send changes to Lisa. Lisa has two days to make changes and send to Levi. Levi then has one day for final approval and then it goes to the printer.

Next Issue is Convention Issue. All content due to Lisa by 8/29; initial draft by 9/2; Board review by 9/4; corrections made by 9/6; Levi has until 9/7 to approve; goes to printer by 9/8.

Fall Issue: Final draft of all articles to Lisa by 11/7 and go

to print by 11/15. Will contain: recap of National Convention, articles from each Board member including the seminar they attended, information on mail count schools if available, information on Christmas overtime, and articles from both DRs.

Winter Issue will be decided at the fall meeting.

Stella updated the Board on Tony Lott's newsletter. Tony would like the newsletter to be posted on the website and in the WRC.

The board adjourned at 5:25 PM and reconvened at 8 AM on August 2, 2017.

**Telecom with DR Pitts:** Patrick spoke on grievance activity and issues in the Seattle District. Patrick was asked if the NSS could cover one west side orientation each month starting in September and he agreed if possible he would. Patrick will update the local steward list and send to Board.

**2018 State Convention:** Paige updated the board on possible entertainment for 2018 State Convention, as well as the PAC fundraisers for the social. It was decided that Don Maston will be the National officer asked to attend, with David Heather second choice. Paige wants to ask State Senator Jim Honeyford for the welcome and Wendy for EAP. Paige and Stella will do the memorial.

**VOYA:** Reached consensus that Levi Hanson, Kurt Eckrem, and Becky Wendlandt remain as VOYA trustees for the 17/18 year.

**Vouchers:** Reviewed June and July 2017 vouchers.

After a meeting critique, the meeting adjourned at 12:16 PM.

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## New Area Steward: Meet Alicia Peterson!

Hello from your newest NRLCA Area Steward , Alicia Peterson, proudly serving the offices of Yelm, Chehalis and Centralia. My postal experience goes back to 1975 when my mother began her career as a Rural Letter Carrier when I was just 10 months old. I grew up with a deep respect for the rural craft and the many challenges the craft faces. Despite knowing how difficult the job can be, I began my own postal career in May of 1994 as an RCR. Within a couple of months, I was converted to RCA and shortly after that I began working an auxiliary route six days a week. In January 1997, I became a regular rural carrier. I was able to participate in several project fairs during my time as a QWL/EI team member. I have



been a local steward for the last 18 years in Eatonville. I have been fortunate to be able to attend the last three Western States Conferences and the last five state conventions. It is always fantastic to meet and hear our national officers speak to the members at conferences and conventions. I hope everyone has the opportunity to attend one of these events. Attending these events ensures you as the regular rural carrier, RCA or ARC learn how to protect yourself to be treated fair and equitably and with dignity and respect in a harmonious environment. I look forward to representing those in my assigned offices and meeting many more of you. Remember that Divided We Beg but United We Bargain.

## WARLCA Membership Statistics

Member Totals by Class	Nonmember Totals by Class
Regular 1,002	70-5 — ARC 111
PTF 6	71 — Regular 186
Retired 259	74 — RCA VAC RT 8
Associate 2	76 — PTF 2
RCA 690	78 — RCA 321
Retired Associate 1	79 — RCA AUX RT 14
Recently Retired 25	<b>Total 642</b>
ARC 11	
Cash-Paid 28	
<b>Total 2,024</b>	

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

*Margie Aanonson  
 Harry Gardiner  
 Patricia Haley  
 Leland Hurlbut  
 Jerry James  
 William Kalinowski  
 Orlen Luiten  
 Karen Naubert  
 Raymond Onisko  
 Robert Ozmer  
 Lloyd Stratton  
 Eleanor Sundean*

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

### Congratulations Retirees!

ALLMAN, CATHERINE G	ROCHESTER
BROWN, JEFFERSON C	SEATTLE
BUCK, LINDA S	COLBERT
BULLION, SHARON M	AUBURN
CABE, MARY L	BURLINGTON
CARR, VICKIE L	WOODINVILLE
COOK, MARGARET A	ISSAQUAH
DOLL, CYNTHIA E	FERNDALE
EBERT, SYLVIA M	SHELTON
ECKSTROM, VIVIEN D	POULSBO
EISENBARTH, NICK F	VERADALE
FLANSBURGH, SHERRIE A	SHELTON
HARRIS, DONA L	WENATCHEE
HEAWARD, ANNETTE C	WASHOUGAL
ISOM, PAMELA K	RAINIER
KELLY, SUE A	DUPONT
KUKES, WANETA B	ELLENSBURG
LOPEZ, MARVIN A	PORT ORCHARD
MARLIN, ALICE E	RICHLAND
WHITE, DONNA M	ARLINGTON
MOROSS, MARTHA R	SELHA
NOBLE, LINDA K	YACOLT
POWELL, SUSAN K	BATTLE GROUND
RIPLEY, MARILYN E	VASHON
SCOTT, DEANNA L	SUMNER
SEED, MARILYN C	OLYMPIA
SHEPHERD, SHELLEY G	CONCRETE
SURYAN, LAUREL M	WOODINVILLE
THOMAS, DEBORAH K	LANGLEY
TRIEBENBACH, CAROLYN D	SEQUIM
WITTMAN JR, LAUREL E	LAKE STEVENS

### Membership Longevity Awards

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	50/60	7/8/2016
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
TURK	DWANE	A	50	3/3/2017
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.

Please Welcome Our New Members!

78 - RCA	SIMMONS, KAYLA M	ADDY	78 - RCA	BAKOVICH, NATHALIE	GIG HARBOR	70-5 ARC	MACCOY, HEIDI B	ORTING
78 - RCA	KIMMEL, WILLIAM E	ANACORTES	78 - RCA	MORADO, MARK A	GIG HARBOR	78 - RCA	NAYLOR, REBECCA	ORTING
78 - RCA	KOEDEL, SHAUN A	ARLINGTON	78 - RCA	CLARK JR, EDWARD T	GIG HARBOR	78 - RCA	MOORE, WENDY E	ORTING
78 - RCA	CUSHMAN, NATHANIEL D	ARLINGTON	78 - RCA	CAPPIELLO, SUZANNE A	GIG HARBOR	78 - RCA	BERQUIST, TERRY M	OTHELLO
78 - RCA	ALCORN, KIMBERLY R	ARLINGTON	78 - RCA	MEYERS, MELINDA L	GOLD BAR	78 - RCA	SANDOVAL, SHIRLEY F	PALOUSE
78 - RCA	WELSH, MARY K	ARLINGTON	78 - RCA	FORTIER, FRANK E	GOLD BAR	78 - RCA	EARLS, KATHRYN R	PALOUSE
78 - RCA	GROVES, STEPHANIE D	ARLINGTON	78 - RCA	ARNOLD, ANNETTE V	GRAHAM	78 - RCA	BRUNNER, JAMES F	PASCO
78 - RCA	BLOCK, KATHRYN L	ARLINGTON	78 - RCA	OVERMAN, KAITLYN A	GRAHAM	78 - RCA	KOVAL, YURIY	PASCO
78 - RCA	MARLENEE, ERIC	AUBURN	78 - RCA	LEISER, DAWN L	GRAHAM	78 - RCA	BECK, DAWN	PASCO
78 - RCA	HOAPILI III, JONAH K	AUBURN	78 - RCA	CHARLES, JOHN B	GRAHAM	78 - RCA	BRITTAIN, JAMES T	PASCO
78 - RCA	PRICE-DOTY, RICA M	BATTLE GROUND	78 - RCA	MORENO, LOUIS L	GRANDVIEW	78 - RCA	JEPSEN, VALERIE C	PASCO
71 - REGULAR	WORDEN, ORIN T	BATTLE GROUND	78 - RCA	VALENCIA, JUAN C	GRANDVIEW	78 - RCA	MOUNTAIN, ANDREW A	PASCO
78 - RCA	SHERPA, TASHI T	BELLEVUE	78 - RCA	RISON, TABITHA J	ISSAQUAH	78 - RCA	POWERS, DUSTY L	PASCO
78 - RCA	EBRAHIMI, BEHNAM L	BELLEVUE	78 - RCA	FRYE, GREGORY D	ISSAQUAH	78 - RCA	RICHARDSON, W EDWARD	PASCO
78 - RCA	ARAKAWA, CRAIG A	BELLEVUE	78 - RCA	LIN, CHING LI	ISSAQUAH	78 - RCA	CAMPBELL, ROBERT P	PORT ANGELES
78 - RCA	WEST, RYAN J	BELLINGHAM	78 - RCA	KAUR, PUSHPINDER	KENT	78 - RCA	HESELMAN, RHETT S	PORT ANGELES
78 - RCA	GERBER, ANDREA R	BELLINGHAM	78 - RCA	WONG, FU KEI	KENT	78 - RCA	COBY, MELINDA L	PORT ORCHARD
78 - RCA	SOUZE, JASON M	BLAINE	78 - RCA	SMITHERMAN, SAM L	KETTLE FALLS	78 - RCA	EMERSON, JENNIFER J	PORT ORCHARD
78 - RCA	MARISCAL, RIGO	BLAINE	78 - RCA	FINDLAY, AYL A	LA CENTER	78 - RCA	DRAPER, NOEL D	PORT ORCHARD
78 - RCA	BATY, DAVID J	BLAINE	78 - RCA	PETERSON-HODGE, PATRICIA K	LA CENTER	78 - RCA	LAUR, JESSICA R	PORT ORCHARD
78 - RCA	SHIRAZ, MOHAMMED S	BLAINE	78 - RCA	FEDAK, KELLY A	LA CONNER	78 - RCA	SCHWARZ, BEN A	PORT ORCHARD
78 - RCA	PARIS, REUBEN I	BLAINE	78 - RCA	LEON RIVERA, EDWIN J	LAKE STEVENS	78 - RCA	KELLEY, ROBERT G	PORT ORCHARD
78 - RCA	SELF, SCOTT A	BLAINE	71 - REGULAR	RENARD, AARON P	LAKE STEVENS	78 - RCA	HELWIG, TAYLOR R	PORT ORCHARD
78 - RCA	SHAMLOO, NICHOLAS	BOW	70-5 ARC	CLARKE, BRADLEY J	LAKE STEVENS	78 - RCA	STEPHENS, KENNETH L	PORT ORCHARD
78 - RCA	HANSEN, TYLER S	BREMERTON	78 - RCA	WOOTEN, JODY	LANGLEY	78 - RCA	MATHIS, REBECCA M	PORT ORCHARD
78 - RCA	WORK, DEANE M	BREMERTON	78 - RCA	BROWN II, RONNIE D	LANGLEY	78 - RCA	THAYER, RUSSELL F	PORT ORCHARD
78 - RCA	TUROWSKI, JASON N	BREMERTON	78 - RCA	SLINDEN, LYNNAE M	LANGLEY	78 - RCA	FRITS, TRICIA M	PORT ORCHARD
70-5 ARC	RAMIREZ, MARGUERITE A	BREMERTON	78 - RCA	ORAM, TREVOR S	LANGLEY	70-5 ARC	OTTOWAY, STACY	POULSBO
78 - RCA	MARTIN, DANIEL L	BREMERTON	78 - RCA	FORWARD, EVE	LANGLEY	78 - RCA	MCGINLEY, THOMAS G	POULSBO
78 - RCA	SPELLS, NIYAH M	BREMERTON	78 - RCA	COPNER, BRENDEN D	LEAVENWORTH	78 - RCA	BARIL, ERIC A	POULSBO
78 - RCA	CRAMER, JESSE K	BRUSH PRAIRIE	78 - RCA	EVERETT, BRETT	LIBERTY LAKE	78 - RCA	KANE, JEFFREY R	POULSBO
78 - RCA	FOX, KRISTA L	BUCKLEY	78 - RCA	SCULLY, ROBERT S	LIBERTY LAKE	78 - RCA	PEABODY, SARAH M	POULSBO
78 - RCA	SIEGEL, CORRINE	BURLINGTON	78 - RCA	BATCHELDER, JAMES A	LONGVIEW	78 - RCA	PEYTON, GORDON G.F.	PULLMAN
78 - RCA	MAKAELI, MEREDITH K	BURLINGTON	78 - RCA	WHARTON, ERIN R	LYNDEN	78 - RCA	LUXEM, GIKA M	PUYALLUP
78 - RCA	NORTON, JUSTIN C	CAMAS	78 - RCA	WILT, ERIC F	LYNDEN	78 - RCA	WILKINS, HEATHER	RAINIER
78 - RCA	PLUMLEE, ALANEA N	CAMAS	78 - RCA	PENTSACK, ALEKSANDR	MAPLE FALLS	78 - RCA	RICHTER, MELISSA J	RAVENSDALE
78 - RCA	DRAKE, MIRANDA A	CAMAS	78 - RCA	PITTS, RYAN P	MAPLE VALLEY	78 - RCA	GARCIA, ERIKA A	RICHLAND
78 - RCA	MARTINEZ, RONALD J	CAMAS	78 - RCA	COSTA, JUVIE	MAPLE VALLEY	78 - RCA	BONDS, CAROL L	RICHLAND
78 - RCA	HUNT JR, BRYAN C	CAMAS	70-5 ARC	MODDEJONGE, KARA D	MARYSVILLE	78 - RCA	CULMER, BRIAN M	RICHLAND
78 - RCA	ORTIZ SR , PETER J	CAMAS	78 - RCA	HOLICKY, LAURA L	MARYSVILLE	78 - RCA	SCOTT, FREDERICK A	RICHLAND
71 - REGULAR	O'NEILL, KELLY S	CAMAS	78 - RCA	TRAEFALD, TRAVIS	MARYSVILLE	78 - RCA	BOCKMON, CORY D	RIDGEFIELD
78 - RCA	CHRISTIANSEN, KAREN A	CARNATION	00 - RETIRED	ERICKSON, KATHLEEN M	MARYSVILLE	00 - RETIRED	WILLIAMS, DEBRA J	ROCHESTER
78 - RCA	FLORES, EMMANUEL	CASHMERE	78 - RCA	ALEXANDER, POLLY L	MARYSVILLE	71 - REGULAR	PETERSON, LISA A	ROCHESTER
78 - RCA	COPELAND, IAN	CASTLE ROCK	78 - RCA	PEDROZA, TREVER A	MARYSVILLE	78 - RCA	SUTTLES, SUSAN	ROCK ISLAND
78 - RCA	MORRISON, ANGELA S	CASTLE ROCK	71 - REGULAR	VENTURO JR, JOSEPH J	MARYSVILLE	78 - RCA	KLAMMER, CHRISTIAN S	ROCKFORD
78 - RCA	DIETRICH, MIRRANDA J	CASTLE ROCK	78 - RCA	YOUNG, BRUCE T	MEAD	78 - RCA	HERNANDEZ, MARISSA L	SELAH
78 - RCA	CASTILLO, JENNIFER J	CENTRALIA	78 - RCA	BAIER, KATHARINE	MEDICAL LAKE	78 - RCA	GREY, CINDY	SEQUIM
78 - RCA	DRESSLER, KEITH C	CENTRALIA	78 - RCA	LINDQUIST, DAVID W	MILL CREEK	78 - RCA	CRISOSTOMO, VINCENT	SHELTON
78 - RCA	COMPHER, KAREN E	CENTRALIA	78 - RCA	ROGERS, LOGAN S	MILL CREEK	78 - RCA	MONROE, ROBERT	SHELTON
78 - RCA	HANSON, MARTIN A	CHATTAROY	78 - RCA	JOHNSON, JACQUE	MONROE	78 - RCA	NISCO, ANDREW V	SHELTON
78 - RCA	VIGOR, LEO	CHEHALIS	78 - RCA	DAMM, ROBERT W	MONTESANO	78 - RCA	SORENSEN, JANELLE	SILVERDALE
78 - RCA	BOONE, ERIKA L	CHEHALIS	78 - RCA	MANN, LAUREN	MOSES LAKE	78 - RCA	SHARP, BRANDON E	SNOHOMISH
78 - RCA	CHAPPELL, ASHLIE	CHENEY	78 - RCA	JOHNSON, JULIE A	MOSES LAKE	78 - RCA	WOLITARSKY, BROCK J	SNOHOMISH
78 - RCA	BENSON, KEVIN L	COLFAX	78 - RCA	STEPPER, KRISTIN M	MOSES LAKE	78 - RCA	GAMBLE, MICAH R	SNOHOMISH
78 - RCA	ERICKSON, MONICA D	COLVILLE	78 - RCA	MCLAUGHLIN, TRINITY L	MOSES LAKE	78 - RCA	BABAUTA, DANNY	SPANAWAY
78 - RCA	BRATCHER, EVAN T	COUPEVILLE	79 - RCA AUX	LAMBERTE, MICHAEL K	NACHES	70-5 ARC	MOUA, SU	SPOKANE
78 - RCA	HERWICK III, WILLIAM J	COUPEVILLE	00 - RETIRED	WALKER, JERI J	NACHES	70-5 ARC	LOCKHART, TAVIAN R	SPOKANE
78 - RCA	YIRAK, BLAKE	DEER PARK	78 - RCA	TAUSCHER, JEFF	NINE MILE FALLS	70-5 ARC	ANDERSON, KIMBERLY B	SPOKANE
78 - RCA	MILLER, MELISSA A	DUPONT	78 - RCA	THOMPSON, JANELLE A	NINE MILE FALLS	78 - RCA	FUNDAHN, DALE J	SPOKANE
71 - REGULAR	ROBERTSON, LORIN E	DUVALL	78 - RCA	JOHNSON, LISA R	NINE MILE FALLS	70-5 ARC	PROCTOR, CAROLINE	SPOKANE
78 - RCA	GEORGE, SIJO	DUVALL	78 - RCA	FULTON, KYLE R	NORTH BEND	78 - RCA	BURNS, CRYSTAL A	SPOKANE
78 - RCA	MASEL, JEAN M	EATONVILLE	78 - RCA	WANG, WILLIAM P	NORTH BEND	78 - RCA	FAIVAAI, BONNANZA L	SPOKANE
78 - RCA	HUNT, HEATHER	EATONVILLE	78 - RCA	LACHER, CARLA D	NORTH BEND	78 - RCA	HERRERA II, JULIO S	SPOKANE
78 - RCA	JOHNSON, JENNIFER A	EATONVILLE	78 - RCA	GENDRON, PAMELA M	NORTH BEND	78 - RCA	WILDER, ZACHERY D	SPOKANE
78 - RCA	HODSON, JOHNATHAN A	ELLENSBURG	78 - RCA	SUYAT, PERFITUA K	OAK HARBOR	78 - RCA	GOOD, TERIE A	SPOKANE
78 - RCA	CROWLEY, CHAD C	ELMA	78 - RCA	NEWBOLD, FELICIA L	OAK HARBOR	78 - RCA	FLORES, KRYSTAL E	SPOKANE
78 - RCA	BURBRIDGE, BRUCE A	ELMA	78 - RCA	LORNSON, MASON R	OAK HARBOR	70-5 ARC	HASKINS, ZOE	STANWOOD
78 - RCA	BURGER, JOHN S	ELMA	78 - RCA	BRADFORD, MICHAEL O	OAK HARBOR	78 - RCA	SUHARA, COLLEEN T	STANWOOD
78 - RCA	BONYEAU, ELENORE M	ENUMCLAW	78 - RCA	KAMP, ROBERT A	OAK HARBOR	78 - RCA	TATARI, ALIYA	STANWOOD
78 - RCA	PLATZ, CRYSTAL M	ENUMCLAW	70-5 ARC	LOUDER, PAUL	OAK HARBOR	78 - RCA	BERGER I, KEANAE D	STANWOOD
71 - REGULAR	MCDONALD, SANDRA E	EVERETT	78 - RCA	LECKELT, DAVID K	OAK HARBOR	78 - RCA	CURTIS, SHELLY A	STANWOOD
78 - RCA	DOAK, JEREMY	FALL CITY	78 - RCA	THOMPSON, ANGELA M	OAK HARBOR	78 - RCA	PACE, LISA C	STANWOOD
78 - RCA	PALK, PRABHJOT K	FERNDALE	78 - RCA	SMITH, LEISA	OCEAN PARK	78 - RCA	SPOONER, TRACY S	STANWOOD
78 - RCA	SCROGGINS II, LARRY L	FORKS	78 - RCA	CUEVAS, NICOLE	OLALLA	78 - RCA	CLARK, EARL H	STANWOOD
78 - RCA	MILLS, BROOKLYN	GIFFORD	78 - RCA	GULLEY, MARGUERITE S	OLYMPIA	78 - RCA	HALL MCWILLIAMS, LILIETH	SUMNER

## Please Welcome Our New Members!

78 - RCA	BREHM, MARK W	SUMNER	78 - RCA	MACCIOCCA, ANGELO J	WASHOUGAL
78 - RCA	SHRYOCK, JOSHUA A	SUMNER	78 - RCA	LAWRENCE, TARA	WASHOUGAL
78 - RCA	SHEA, JAMES E	SUMNER	78 - RCA	BRANCHAUD, GARRETT	WAUNA
78 - RCA	ROGERS, JAMES R	SUMNER	78 - RCA	WHALEN, JODY	WAUNA
78 - RCA	MOKRY, ELIZABETH A	TEKOA	78 - RCA	GILLETTE, MICHAEL	WAUNA
78 - RCA	NOLAN, SHELBY A	TIETON	78 - RCA	BROWN, JORDAN J	WENATCHEE
78 - RCA	GONZALEZ, MARIA D	TOPPENISH	78 - RCA	CLARK, CHRISTIE L	WINLOCK
78 - RCA	MORRIS, CASSIDY L	VANCOUVER	78 - RCA	GRENNELL, JIM E	WINTHROP
78 - RCA	THATCHER, AMANDA N	VANCOUVER	71 - REGULAR	NGUYEN, KIET A	WOODINVILLE
78 - RCA	ZUBROD, MASON M	VANCOUVER	78 - RCA	QU, JIEFU	WOODINVILLE
71 - REGULAR	STEWART, JOANNE L	VANCOUVER	78 - RCA	BEACH, LISA M	WOODINVILLE
78 - RCA	PETRUOLO, ANNA M	VANCOUVER	78 - RCA	TYRRELL, JIMMY R	WOODLAND
78 - RCA	ALBERTHAL, DENISE M	VASHON	78 - RCA	HARPER, JANET	WOODLAND
78 - RCA	PORTER, CHRIS L	VASHON	78 - RCA	GRANBERG, GABRIEL M	WOODLAND
78 - RCA	LE, THAI T	VASHON	78 - RCA	HASTINGS, SHELLY	YAKIMA
78 - RCA	RAY, ZACHARY W	VERADALE	78 - RCA	GARCIA, CHRISTINA M	YAKIMA
78 - RCA	MILLER, DALE R	WALLA WALLA	78 - RCA	PALMER, CODY R	YAKIMA
78 - RCA	KIZER, JODIE A	WASHOUGAL	71 - REGULAR	POSTELL, PAMELA J	YELM

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## Classifieds

Disclaimer: Any advertising done in this section will be strictly limited to mutual transfer requests and delivery vehicle sales. This service is free of charge to Union members. Membership will be verified. Publication will be subject to magazine's deadlines and space constraints. Due to safety concerns, we will not post the 1/4-ton mail jeeps for sale.

I, Theresa Navarrette, am seeking a mutual transfer to the Vancouver, WA area. I would appreciate any advocate help that I can get to help make this request happen. My request is to find a rural carrier that would make a mutual transfer to Albuquerque, NM. I also, have a four way transfer in the works if there is any rural carrier that would like to go to Seattle that works in Vancouver, WA or any city that is close to Vancouver.

Thanks, Theresa

My contact is 505-259-3206 or t3rrinava@gmail com

## Letters to the Editor

Opinion pieces may be submitted to the Editor of the *Washington Rural Carrier*. The preferred method of submission is via email to warlcaeditor@outlook.com. The WARCLA Board reserves the right to edit or omit copy, to keep in compliance with policies and to conform to space restraints. Letters must be accompanied with the author's name, address, and phone number. Letters will only be printed from verified NRLCA members. Submission does not guarantee that the content will be published. If printed, only the author's name will accompany the content. The views and opinions expressed in such letters do not necessarily reflect the views or policies of the Association.

## OPM Announces Open Season Dates

The Office of Personnel Management (OPM) announced the dates for the 2017 FEHB Open Season which will run from Monday, November 13 through Monday, December 11, 2017.

During the annual Open Season, employees can take the actions listed below:

\* Enroll in a **flexible spending account (FSA)** — a health care and/or dependent care account, under the FSAFEDS Program. Unlike with other programs, employees **MUST** reenroll in FSAFEDS each year to participate. Enrollments **DO NOT** automatically continue from year to year.

- Carryover has been adopted for health care and limited expense health care FSAs. Participants that are enrolled in one of these FSAs in 2017 will be able to bring up to \$500 of unspent funds from 2017 into 2018. **Participants must re-enroll for the 2018 Benefit Period to be eligible for carryover.**

- The maximum annual election for a Health Care Flexible Spending Account and the Limited Expense Health Care Flexible Spending Account is \$2600 for the 2018 Benefit Period.

- The minimum election for the flexible spending accounts is \$100 for the 2018 Benefit Period.

- The maximum annual election for a Dependent Care Flexible Spending Account is \$5000 per household for the 2018 Benefit Period. There is no carryover for this account, but there is a grace period.

\* Enroll in, change, or cancel an existing enrollment in a **dental plan** under the FEDVIP Program.

\* Enroll in, change, or cancel an existing enrollment in a **vision plan** under the FEDVIP Program.

\* Enroll in, change, or cancel an existing enrollment in a **health plan** under the FEHB Program.

Revised  
NRLCA Form 1187  
2017

**UNITED STATES POSTAL SERVICE**  
**AUTHORIZATION FOR DEDUCTION OF DUES**

RURAL CARRIER CLASSIFICATION			
<input type="checkbox"/> Regular	<input type="checkbox"/> PTF	<input type="checkbox"/> Relief	<input type="checkbox"/> ARC

OR

(SOCIAL SECURITY NUMBER)

(USPS EMPLOYEE I.D. NUMBER)

LAST NAME		FIRST NAME	MI
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MAILING ADDRESS	CITY	STATE	ZIP CODE + 4
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POSTAL INSTALLATION WHERE EMPLOYED	ZIP CODE OF INSTALLATION	INSTALLATION FINANCE NO.
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**SECTION A - AUTHORIZATION BY EMPLOYEE**

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

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

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

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

EMPLOYEE SIGNATURE	DATE	PHONE	EMAIL ADDRESS
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**SECTION B- FOR USE BY STATE ASSOCIATION**

**R - NATIONAL RURAL LETTER CARRIERS' ASSOCIATION**

SIGNATURE OF ACCEPTING UNION OFFICIAL

DATE

I hereby certify that the dues of this organization for the above named member, for the applicable designation, are currently established at **\$27.50 - Reg/PTF** per pay period.  
**\$9.58 - Relief/ARC**

LOC#	STATE
	W A
DATE	REMIT #

, STATE SECRETARY

**SECTION C- FOR USE BY NATIONAL ASSOCIATION**

Date of Delivery to Employer (For National Office use)

ANNIVERSARY DATE TO BE USED AT USPS PERSONNEL OFFICE

Send to: **WARLCA**  
**2811 N Chase Ln**  
**Liberty Lake WA 99019-5002**

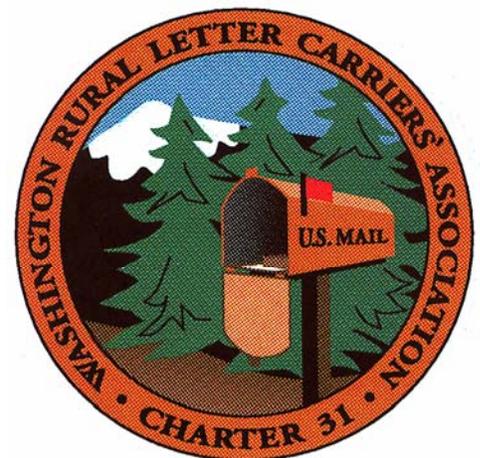
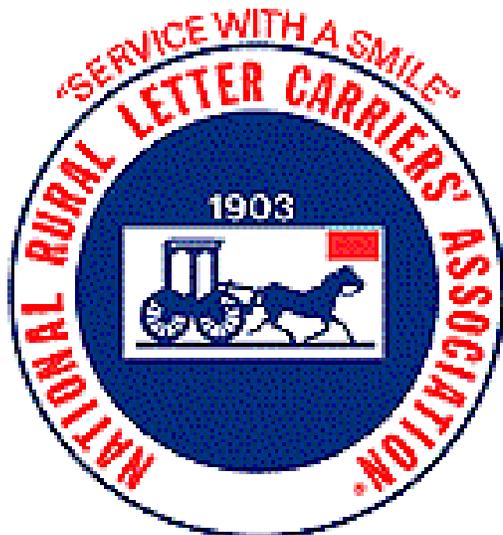


Washington Rural Carrier  
2811 N Chase Lane  
Liberty Lake, WA 99019-5002

Address change? Please let your State Secretary-  
Treasurer know in order to keep your WARLCA and  
NRLCA magazines coming!

Non Profit Org.  
U.S. Postage Paid  
Lynden, WA  
Permit #20

**Change Service Requested**



*Where Service Begins With a Smile*

### **Upcoming Dates to Remember**

- Oct 14 2017: New Guarantee Year Begins
- Oct 16-22 2017: National Steward Recognition Week
- Nov 13-Dec 11 2017: Open Season
- Feb 24-Mar 9 2018: National Mail Count
- April 19-21 2018: Western States Conference, Cheyenne WY
- May 12 2018: Food Drive
- June 24-26 2018: State Convention, Pasco WA
- Aug 14-17 2018: National Convention, Grand Rapids MI