

Washington Rural Carrier

Official Publication of the Washington Rural Letter Carriers' Association

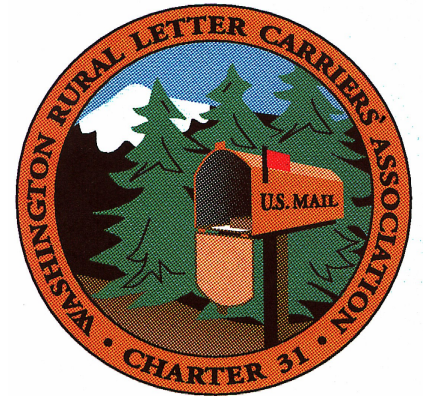
Convention 2022

Kristine "Kris" Skewis, WARLCA 2021-2022 Outstanding Member of the Year



Each year an award for Outstanding Member of the Year is presented to a Rural Carrier who has exhibited exemplary service to the National Rural Letter Carriers' Association; participation in local, state, and national meetings; responsibility and dedication in performing those duties; fraternal attitude to others in the rural carrier craft; and community service that reflects favorably upon the rural craft and the United States Postal Service. This recognition was awarded to rural carrier Kris Skewis at the Washington Rural Letter Carriers' Association 2022 State Convention in Kennewick, WA. Kris certainly meets all of the criteria and then some.

Kris Skewis joined the Postal Service as a rural carrier associate in 1992. She first took the postal exam in 1990 while working at McKenna Care Facility and was eventually called for Yelm Post Office where she laughs that she initially failed the driving test and wasn't hired. Two short months later, she received a call from the Lacey Post Office and was hired in Lacey. When I asked Kris if she was hired for a POV (privately owned vehicle) route, she said, "All rural routes were POVs!" Kris transferred to Yelm in 1994 and became a regular carrier in May 1999 after being an RCA for seven years and one month. Kris said, "I knew every (continued on page 5)



Where Service Begins With a Smile

Important!

Notice from the NRLCA

Constitution

Updated at Convention!

State Convention

Here's what you missed!

Busy Year

Find out what your Board and NSS were up to this year

Auxiliary

How to keep it family friendly

OWCP/Retirement

See last page for seminar info!

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Calling all prospective local stewards! Are you interested in learning about our contract? Are you willing to work as hard for any rural carrier in your office as you would for your own issue? Do you want to help your fellow rural carriers and make a real difference?

Step up and become a local steward!

Local stewards have a great advantage because they are in the office and are more familiar with management and their fellow rural carriers. Often, the local steward can help diffuse a problem before a grievance is necessary.

Local stewards are paid by the Postal Service for all their time while performing their NRLCA representational duties including investigating and processing grievances. Local stewards are the bedrock of our National Steward System and make our dues go farther. The NRLCA compensates local stewards for all necessary training.

Want to join the team? Please contact your District Representative for information on local steward elections.

Sign Up For Email Updates!

Need to know when the next training seminars are? Find out about upcoming political actions. Get news on contests and promotions! Here's how:

1. Open your email program. Or, scan the QR code to the right with your smart phone.

2. Send an email to 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





Becky Wendlandt is Retired!

After the close of the 114th WARLCA State Convention, Becky signed out of the QuickBooks for good. The WARLCA wishes to thank Becky for her nearly 30 years of service to the WARLCA and its members. We will miss your expertise, but we know that you are looking forward to making nice with the elk, flips on your jet ski, and days with Miles. Congratulations on a long union career!

Content such as photos and opinion pieces may be submitted to the Editor of the *Washington Rural Carrier*. The method of submission is via email to warlcaeditor@outlook.com. The WARLCA Board reserves the right to edit or omit text 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 WARLCA 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 are those of the author and do not necessarily reflect the views or policies of the Association.

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POST ON YOUR RURAL BULLETIN BOARD



**POSITION OF NRLCA NATIONAL BOARD
REGARDING CONTINUING VIOLATIONS – REQUIRING REGULAR CARRIERS
TO WORK OTHER ROUTES AND
REQUIRING RCAS TO WORK MORE THAN 12 HOURS IN A DAY**

The National Board and NSS Stewards have processed literally thousands of grievances across the country because management continuously requires or allows regular carriers to work other routes or on Sundays and requires RCAs to work more than 12 hours per day. We have also filed Unfair Labor Practice charges with the National Labor Relations Board (NLRB) over these continued violations. The charges are currently pending at the NLRB.

Just as a reminder: we do not have an agreement with the Postal Service that permits regular carriers to work on any route other than their assigned route. Although we have signed MOUs regarding this issue in the past, those MOUs have expired. The USPS refused to sign a new MOU allowing regular carriers to volunteer to assist on other regular routes and work on Sunday. Therefore, it is a contractual violation for management to require regular carriers to assist on other routes and work on Sundays. Likewise, management may not force RCAs to work over 12 hours per day. If your supervisor engages in either of these violations, you may file a grievance.

If you feel your safety is in danger, however, we remind you of the Union's long standing position: Rural carriers should NOT be required to follow a management direction if the carrier believes that following the order exposes them or others to physical danger or harm.

Therefore, if you have been working a number of hours completing your normal duties, and you feel you are physically exhausted or mentally drained to the point that you may be a danger to yourself or others if you continue working (especially driving), you should inform management that you are not capable of completing any additional duties without it becoming a safety hazard. If management persists in directing you to perform additional duties, then you must make the right decision for yourself and your health with a responsibility to others on the road. You should fill out a PS Form 1767 reporting an unsafe condition, give it to your manager, and notify your steward or other Union representative, and consider filing a grievance.

POST ON YOUR RURAL BULLETIN BOARD

POST ON YOUR RURAL BULLETIN BOARD

(continued from cover) route in Yelm. Back then, we had no DPS (delivery point sequence mail), no LLVs (long life vehicle) and now I have three times as many customers, that's a lot of changes in 30 years!" Kris has served on route 4 for 23 years which provides service to 810 delivery points over 16 miles, where Kris jokingly says, "All but one of those customers like me!"

In 2004, Kris became an Academy Instructor, where she was the first person to work with new hires, to teach them the various duties of a Rural Carrier. Kris reapplied for the position of Academy Instructor under the new program and to this day continues to facilitate a positive learning experience for new rural carrier associates and assistant rural carriers. Not only does she assist through the Academy program, but she is also an OJI, On-the-Job Instructor. Often Kris travels to other offices to spend 24-40 hours with a new hire that is fresh out of Academy to provide the carrier with hands-on training in their assigned office. She has worked with new hires from Lynden to Longview and Montesano to North Bend. Kris has been very successful in training correctly which leads to a high retention rate. Kris en-

Kris encourages new hires to join the National Rural Letter Carriers' Association and informs them of the many benefits of membership

courages new hires to join the National Rural Letter Carriers' Association and informs them of the many benefits of membership. Kris attends all of her county unit meetings, Western States Conferences, and attended her first National Convention in 2019 in Grapevine, Texas. She has been elected Mutual Counties Secretary-Treasurer for the last 13 years.

Not only has Kris provided invaluable service to the Postal Service, the rural carrier craft and members of the National Rural Letter Carriers' Association, but she has significantly contributed to her community. Kris has been involved with Girl Scouts of America since 1994 until 2020 when unfortunately, the COVID-19 pandemic shut down camps that Kris volunteered at. Kris hopes to begin participating in Girl Scout programs again as her granddaughter is just becoming old enough to join. Kris and her husband have raised three successful daughters, with one of them also working at the Yelm Post Office. Kris enjoys spending time with family and her three beautiful grandchildren. The Washington Rural Letter Carriers' Association is honored to call Kris Skewis their Outstanding Member of the Year.



Annual Report from 2021-2022

By Kurt Eckrem, President & Historian

Hello to my fellow rural carriers. My annual report for 2020-2021 was all about the year of the cancellations. This year's report could aptly be titled the year of the starts and stops. All throughout the year, we would start a plan to resume union functions, only to have our hopes dashed over and over again. In a lot of ways, it reminded me of learning to drive a manual transmission vehicle. However, in spite of everything, the business of your Association continued.

First off, I want to thank my fellow State Board officers for once again staying strong throughout the uncertainty of another year. Given the past several months of delivering mail six and seven days every

week, week in and week out, your Board members have continued to serve you, the members, diligently and conscientiously, and for that I am extremely grateful.

There have been highs and lows throughout the past year, but one accomplishment that we were particularly proud of was that we hit all-time highs in overall total membership and in percentage of regular carrier membership here in Washington State. Over the last two years, the Board has focused on recruiting, and we saw the results when the WARLCA membership total exceeded 2,200 and we recorded 77.28% membership among regular carriers, the top percentage in our category. Almost every other State

Association had lost members, but our numbers were climbing. That trend was short lived, however. When the holiday craziness set in and postal management started treating the employees like pack mules, the inevitable membership losses occurred. I'm sure all of you had carriers in your office who just quit in frustration. For those of you who managed to get through it all and are still delivering for your customers, you have the right to feel proud of yourselves.

This past year, I set up and attended every scheduled board meeting. We had three in-person meetings, one in July 2021 in Ellensburg, one in October 2021 (at the Kennewick Red Lion, site of the 2022 State Convention), and the other in February 2022 (again in Ellensburg). All the other board meetings were held via Zoom. I continued to work with our academy instructors throughout the State to keep them updated on changes and to supply them with recruitment incentives for the new RCAs. We had several new instructors come on board, and I provided them with the necessary materials to help them with the union presentation portion of the rural academy curriculum. I occasionally represented the union at orientations in Tacoma and Seattle when no one else was available. I also personally recruited several non-member PTFs. I have found that converting from RCA to PTF is a great time to contact a non-member to remind them of all the benefits now available to them thanks to the efforts of the union. As of this writing, of the 90 PTFs currently on the rolls in Washington, only 15 are non-members.

On the legislative front, I regularly contacted both our Senators and all ten Representatives regarding postal legislation, particularly H.R. 3076, the Postal Service Reform Act of 2022, and more recently on H.R. 4268, the Federal Retirement Fairness Act, more commonly known as the buy-back bill. As you all know, H.R. 3076 passed in both the House of Representatives and in the Senate by wide, bi-partisan margins, and President Biden recently signed the bill into law. What a big win that was for the Postal Service and its employees.

Most recently, I have been making preparations for the 2022 State Convention in Kennewick. We are all a little out of practice, but once the county units were able to schedule their annual meetings, we got the ball rolling. I worked with retirement specialist Joni Montroy to arrange for her to put on a retirement seminar in conjunction with this State Convention. Joni formerly worked in HR for the USPS and is fully versed in helping rural carriers with retirement

issues. I also set up an OWCP seminar with Mike Watson and Associates, who are from Oregon and are contracted by the NRLCA to work with rural carriers in this area. Both Joni and the Watsons will also be coming out to Seattle in October to meet with our rural carriers. Last month, I attended the Western States Conference in Boise, Idaho. The WSC is an organization consisting of the 11 State Associations in the western part of the U.S., and we meet to have the opportunity to talk with the NRLCA National Officers and to exchange information that is important to rural carriers in this part of the country. This year we had 14 WARLCA members in attendance at the Conference. Thank you to those who attended.

One of the primary duties of the State Board is to make information available to our members. To that end, this past year we have:

- increased the number of members who receive our email updates to now nearly 150
- overhauled the WARLCA website to make it more user friendly
- started a WARLCA Facebook page
- upgraded paper quality and gone to full color in the Washington Rural Carrier paper.

One more thing to note: In my capacity as WARLCA Historian, I took it upon myself to catalogue our collection of past WRCs and Rural Postmans (prior to 1994, our State paper was called the Rural Postman). We have an almost complete collection from 1955 through the present, and I put each issue into a protective sleeve and then into a 3-ring binder in chronological order. The board is working on getting them digitized, which we hope to have finished later this year. In conjunction with that project, I also compiled a listing of Washington State Officers dating back to our founding in 1906. Look for this information on the WARLCA website.

In conclusion, while this has once again been a frustrating year for our Association, things are looking up. We have learned how to conduct the business of the Association virtually, but have also realized it is far better to meet in person. Financially, the WARLCA is in very good shape, and moving forward, we may have some opportunities we wouldn't have had before. Our union has negotiated a new National Agreement, significant postal legislation has been passed that will allow the USPS to better serve its customers, the implementation of RRECS will finally pay rural carriers for the work they actually perform, and we are seeing a rebirth of sorts around the country in the concept of workers union-

izing. There is every reason to believe things will continue to get better for the rural craft.

In solidarity, Kurt



Annual Report from 2021-2022

By Lisa Benson, Editor & Former Vice President

With each year that passes, I find myself more and more humbled by the dedication of this WARLCA Board to its members and this year was no exception. Even though we still conducted most of the business remotely, we did see some small return to normalcy. With the hope of in person meetings again, we set our sights on arranging opportunities for rural carriers to get together again. Let's be honest, we love to learn and conduct business, but we *really* love the camaraderie that comes from togetherness. We had several things lined up for the association this year, but unfortunately those things again had to be rescheduled. It is certainly disappointing to see a little bit of light at the end of a tunnel, only to realize that it was just a passing glimmer. I hope that we are now finally out of this long, dark tunnel we have been trudging through.

As I look back at the preceding year, it is difficult for me to grasp how quickly it seems to have passed in comparison to the previous two. We had to begin the dues year without an election for all officers including many county unit officers. Fortunately, many of them were willing to continue to hold their position until we would be able to conduct larger meetings with elections again, which at that point, could not yet be determined. With regards to meetings, I was present for all. Additionally, I continued to fulfill all duties of the office of Vice President including conducting business, responding to and archiving board emails, updating the WARLCA Facebook page, and writing articles and reports.

Here is a brief timeline of the business we conducted. I personally began the 2021-2022 association year with a wonderful interview with Jeffrey Taylor, our 2020-2021 Outstanding Member of the Year, as it is the Vice President's pleasure to interview and write an article about the MOTY. In case you missed it, his picture and article can be found on the cover of

the Summer 2021 issue of the *Washington Rural Carrier*. We officially opened the year with a masked in-person board meeting in Ellensburg in July to plan out the activities and budget. We were saddened that yet another year of State and National conventions were canceled, but we set our sights on resuming business as usual in 2022. With many places still in shutdown, we decided that instead of an in-person informational meeting, the Board hosted a Zoom with WA District Representative Monte Hartshorn on August 25. You may recall that we had a special seminar scheduled for September of 2021 which was then pushed to October of 2022, but unfortunately that's just the way the last three years have gone. We met again in October in Kennewick to review the convention hotel and finalize setup plans. In January, we held a Zoom meeting and at beginning of March, we met in Ellensburg again. We also had a brief Zoom meeting in early April. I also had the pleasure to attend Western States Conference in April held in Boise ID. The board had one final Zoom meeting on the first of May, and then we will round out the year with a pre-convention board meeting and State Convention held in Kennewick May 22-24 along with two special seminars: retirement with Joni Montroy and OWCP with Watsons Associates. I sincerely hope to see many familiar faces as well as plenty of new ones at convention.

In addition to serving as your Vice President, I also hold the great honor of continuing to serve as your State Editor, with this year being my fifth. As a publication editor, it is always the goal to encourage as much readership as possible. Not only is it my aim to induce readership, but also, participation. 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. Our mis-

sion has always been to increase membership knowledge; knowledge is priceless. Sadly, the paper does come with a price. Below is a cost comparison of the 2020-2021 costs and the 2021-2022 costs.

2020-2021 Dues Year, Publication Costs

<i>Issue:</i>	<i>Summer</i>	<i>Fall</i>	<i>Winter</i>	<i>Spring</i>	<i>Legislative</i>
# of Copies	2,119	2,163	2,183	2,226	2,166
# of Pages	56	32	40	40	16
Printing	\$1,629.93	\$1,070.46	\$1,394.19	\$1,590.09	\$1,490.67
Postage	\$694.93	\$700.53	\$761.94	\$773.93	\$765.21
Handling	\$115.17	\$116.20	\$117.28	\$119.62	\$117.72
Total Cost	\$2,440.03	\$1,887.19	\$2,273.41	\$2,483.64	\$2,373.60

2021-2022 Dues Year, Publication Costs

<i>Issue:</i>	<i>Summer</i>	<i>Fall</i>	<i>Winter</i>	<i>Spring</i>
# of Copies	2,155	2,163	2,079	2,018
# of Pages	56	32	32	32
Printing	\$1,863.77	\$1,320.83	\$1,509.95	\$1,741.18
Postage	\$756.52	\$816.78	\$818.57	\$806.89
Handling	\$115.87	\$114.68	\$113.10	\$109.78
Total Cost	\$2,736.16	\$2,252.29	\$2,441.62	\$2,657.85

Currently, our budget for the magazine is set to \$11,600.00 per year. The costs for last year’s publications totaled \$11,457.87 including one special edition legislative newsletter, compared to this year’s total of \$10,087.92. All of this information can also be gleaned from the Statement of Activities report printed in every issue of *Washington Rural Carrier*. We also made some upgrades to the paper that I hope you have noticed and found to be a good use of your dues money. We decided to use full color all throughout the magazine and have upgraded the paper quality as well.

The board and State Historian Kurt Eckrem have been collecting, cataloging, and preserving past issues of our state magazine. We are pleased to share that we have a nearly complete collection from 1955 through the present. In my last annual report, perhaps you recall that I’d undertaken a project to digitize past issues going back to 1990. I will also begin work shortly on digitizing the rest of the collection. I expect that it will take a lot of tedious hours to complete this massive project, but it will be well worth it.

At the close of the union year, with regards to compensation for editor duties, I received a salary of \$425 for each publication, no ADOP, and no mileage

reimbursement, per diems, or overnight accommodations. As Vice President, I have received a monthly salary of \$100, plus 10 days of ADOP, 1,221 miles reimbursed, and 6 nights of hotel accommodations and per diem allowances.

It is my sincere hope that your investment in my passion, skills, and time has yielded a worthy dividend. It has certainly been an honor to put my skills to work for YOU. My inbox is always open and I love to hear from you.

Respectfully and humbly,
 Lisa Benson
 WARLCA Vice President & Editor



Annual Report from 2021-2022

By Becky Wendlandt, Former Secretary-Treasurer

Hello WARLCA Members,

This was my 29th year (and final) as your State Secretary/Treasurer after having started in 1993. It was also supposed to be my final year last year and the year before but because of COVID and no elections, I stayed on. And now I am back to where I started in 1993 in Kennewick, WA so please bear with me for a blast from the past!

I never expected to run for office in 1993, however the former State Sec/Tres Kitt Witt, announced she was not running. So, after elections I came back with a car full of boxes that I had no idea what to do with. After getting a U haul, I travelled to Kitt's home and picked up the rest of more boxes I had no clue what to do with. And from there I learned, asked questions, wondered if I should quit at least a thousand times, cried, complained, and then decided to figure it out.

For you young members, you might not realize that in 1993 Internet was a good theory, and once it finally got started you listened for the wail of dial tone on the phone. Slow was an understatement. More important, the union and very few people had computers, much less accounting software. That was fine with me, because as a bookkeeper I was used to posting in 12 column physical paper spreadsheets, and I had a typewriter already, so good to go. Remember, no spell check, no backspace and erase mistakes, just type and if a mistake is made, roll out the paper, erase without tearing the paper hopefully, roll back down and hope it will look fine. What I was not used to were the 64 printouts that came to me quarterly and randomly each year. They had codes and numbers but no explanation of what the codes meant and what to do with them. That started me on the journey of figuring it out by calling the National Sec/Treas and other State Sec/Treas, then finally putting together a presentation on how to use them for the National Sec/Treas training (thanks to Clifford giving me that task with the hope I would quit asking him questions. That never happened! LOL). From there working on the National Sec/Treas taskforce, later called the TDC (Training, Development, and Compliance) with 4 of the most outstanding minds I have ever worked with, Beth Klein (CO), Nancy Caples (NE), Pete Harrington (IL), and Norma Kryanowski (CT), we developed training, and quality checked the Access database that Beth Klein had created. Eventually, the NRLCA went to a company to

program a new database and hopefully some day it will be glitch free. Call me boring, but IRS and DOL rules and compliance forms are fascinating to me, and running filters in the database is so much fun I would have trouble quitting to go to bed. After 5 years after my start, we got a word processor for the union, which was helpful, and 2 years after that I bought my own computer that used floppy drives and I thought I was in heaven. As you know the technology just continues to get better, but with it comes more information that is no good unless you know how to filter it and use it. That has been fun.

With the help of past WARLCA Presidents Judi Peck, Patricia Alexander, Cheri Freeman, and WARLCA State Steward Charles Alexander, I was very lucky to have mentors who guided and encouraged me. Along with other board members like Susie Hill, Becky Pike, Dave Reppe, Joanne Blackburn Dillon, and Doug Rinehart to name a few, we donated hours of time and love to make this union a better one and help our members. It is a job I am proud of with friends that are now family. I thank you, the members, for giving me this opportunity and I feel I have been the luckiest secretary/treasurer ever for the opportunity to serve and for the friendships that came with that.

MEMBERSHIP

When I started in 1993 reliefs had to pay cash dues as they were not allowed to go on dues withholding. Thanks to Roger Moreland, NRLCA sec/treas that was changed and now all reliefs can be on dues withholding. This made our membership numbers jump up and we have been increasing ever since. In 1993 I would add up to 100 members a year. This last year I added over 1,000 so far (which is half of our total membership). We can add them, we can't keep them. You all know why; hourly rate for reliefs too low, table two for new regulars starts way too low, and of course the harassment and constant stress from management at work. Even though our membership total is lower than last year, notice how we have less reliefs to recruit thanks to the hiring nightmare. Here is where we are now.

Members Designation	June 2, 2019	June 30, 2021	May 4, 2022
Regulars:	1,089	1,112	1,103
PTFs	84	100	75
RCAs	557	599	454
ARCs	43	58	43
Retirees	301	312	315
Associates	5	4	4
Total	2,079	2,185	1,994

Non-Members Designation	June 2, 2019	June 30, 2021	May 4, 2022
Regulars:	168	162	163
PTFs	12	20	15
RCAs	249	240	180
ARCs	133	159	152
Total	562	581	510

Membership Stats by County:

Member and Non-Member Totals by County 5-4-22

County	Members	Non-Members	% of Non Mbrs to Mbrs
Associate Members	4	0	
North Central WA 001	74	16	21.62%
Peninsula 003	205	46	22.44%
Lower Columbia 005	222	36	16.22%
Mutual 006	368	87	23.64%
Island, Skagit, San Juan 010	118	37	31.36%
King, Snohomish 011	397	114	28.72%
East Central WA 013	193	47	24.35%
North East WA 014	47	12	25.53%
Whatcom 015	110	36	32.73%
Whitman-Southeast 016	53	10	18.87%
Apple Valley 017	203	69	33.99%
Total	1994	510	25.58%

- I completed the following tasks this 21/22 dues year so far concerning membership and finances:
- ⇒ Mailings to new hires that did not join at orientation, sent every other week.
 - ⇒ Billed and processed 31 Cash Paid Members.
 - ⇒ Sent 119 remit packages to National (113 last year).
 - ⇒ Entered 1,021 membership forms to the database (732 last year) and sent them to NRLCA to process, then followed up on ALL of them to make sure they were processed by USPS. I found 19 that had not been processed by the USPS and had NRLCA re-submit them.
 - ⇒ Entered 345 change of address to the database.
 - ⇒ Wrote at least 2 letters each to 32 regular carriers who retired to recruit them to become a retired member. Out of the 32 we had 17 that renewed as a retired member.
 - ⇒ Checked monthly on the "NOA" (Nature of Action) reports on the database and updated the database for location, class, and membership.
 - ⇒ A complete mailing to all non-member Regulars and RCAs with a letter encouraging them to join, with Regulars (and PTFs) getting a \$100 rebate from WARLCA. Kurt writes all non-member PTFs as they come on the database.
 - ⇒ Researched bi-weekly those RCAs or ARCs who were separated and then rehired again at another office, yet the database leaves them coded as separated or cancelled. I update their status to non-member and send recruitment letters.
 - ⇒ Made sure all new member applications were sent in to NRLCA and got dues started by the USPS.
 - ⇒ Attended all zoom and in-person board meetings and completed the minutes and tasks list, as well as updating the equipment list, board policy, ground rules, and any other document tasked to me.
 - ⇒ Wrote articles and provided financial reports to all issues of WRC, as well as monthly financial statements to the board.
 - ⇒ Secured the National Convention delegate nomination PO box and observed it being swept by a member for nominations, then confirming nominations and adding them to the database, create the ballot, sent the ballot to the printer and used the same retired people (not ever employed by

USPS) to add labels on the envelopes, stuff, seal and mail the ballots.

- ⇒ Made sure all counties completed their 20/21 LM-4 timely and it was posted on the DOL website.
- ⇒ Completed all payrolls and remitted funds to VOYA retirement plan and payroll taxes, as well as keeping an ADOP/LWOP tracking sheet.
- ⇒ Reviewed and submitted Form 5500 (VOYA), 990, LM-2, IRS quarterly and yearly reports, trustee forms to VOYA, and provided remits and reports to NRLCA in a timely manner.

Still a major frustration and increased workload 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 then became an RCA, we have to recruit them all over again. Same if they go from RCA to ARC. This is time consuming.

COUNTIES:

All WARLCA counties completed their LM4 on-line and we are in compliance. I have filed the IRS 990 EZ report for all counties so that they can maintain their non-profit status.

TRAINING:

The National State Secretary/Treasurers seminar

normally held in the spring was not held again due to COVID concerns. I have reviewed all handouts and power points to make sure we are in compliance that was posted on the NRLCA Dropbox. I also keep current on new documents and handouts put on the NRLCA Dropbox concerning the secretary/treasurers' duties.

FINANCES:

With COVID stopping state and national meetings we have a financial statement looking really good, but not very helpful for showing what a normal (whatever that means from now on) year will be. The goal is one year of operating income in savings, of which we now have 2 years. A non profit should be spending the funds on the members, after making sure it has one year of operating income in savings. Since the last 2 years we have not spent money on state and national conventions, as well as informational meetings, those craft members who have paid dues (in my mind) have received less than what they normally would for their dues. I am proposing we give the craft members a one-time reduction in dues for the upcoming year so that those that have paid dues can see a reduction of their dues immediately in each pay period in the upcoming year. This would not be for retirees since their dues have not gone up for many years as it is a fixed amount.

**WARLCA Statement of Financial Position
As of April 30, 2022**

	<u>Apr 30, 22</u>	<u>Apr 30, 21</u>	<u>% Change</u>
ASSETS			
Current Assets			
Checking/Savings			
1010000 · Chkg - WA Trust Bank	23,357.31	9,478.30	146.43%
1020000 · Savings - APCU	428,749.17	304,095.75	40.99%
1030000 · Chkg - APCU	104.65	103.52	1.09%
1200000 · CD#74 (APCU) .946% 3/11/23	45,062.21	44,593.77	1.05%
1210000 · CD#75 EmerFund .946% 3/11/2023	45,062.21	44,593.77	1.05%
1220000 · CD#76 Emer Fund 1.3% 4/7/2021	23,357.09	23,118.25	1.03%
1230000 · CD#77 (APCU) .946% 3/11/2023	34,022.02	33,668.35	1.05%
1240000 · CD#78 (APCU) 1.587% 6-24-2022	77,136.39	75,921.93	1.6%
Total Checking/Savings	<u>676,851.05</u>	<u>535,573.64</u>	<u>26.38%</u>
Total Current Assets	<u>676,851.05</u>	<u>535,573.64</u>	<u>26.38%</u>
TOTAL ASSETS	<u>676,851.05</u>	<u>535,573.64</u>	<u>26.38%</u>
LIABILITIES & EQUITY			
Equity			
3900000 · Net Assets	519,196.00	333,629.45	55.62%
Net Income	<u>157,655.05</u>	<u>201,944.19</u>	<u>-21.93%</u>
Total Equity	<u>676,851.05</u>	<u>535,573.64</u>	<u>26.38%</u>
TOTAL LIABILITIES & EQUITY	<u>676,851.05</u>	<u>535,573.64</u>	<u>26.38%</u>

WA Rural Letters' Carrier Association
Statement of Activities - Compared to Budget
10 months from July 2021 through April 2022

	<u>Jul '21 - Apr 22</u>	<u>Budget</u>	<u>% of Budget</u>
Income			
4000000 · National General Insurance	0.00	0.00	0.0%
4100000 · Interest / Dividends	3,015.32	2,800.00	107.69%
4200000 · Membership Dues	303,446.84	295,295.00	102.76%
4400000 · Reimbursements	634.04		
4500000 · Sales	2,205.00	4,200.00	52.5%
4600000 · AuxiliaryDuesStatePortion	1,716.80		
Total Income	311,018.00	302,295.00	102.89%
Expense			
5000000 · Accounting Fees	3,005.00	5,500.00	54.64%
5100000 · Awards & Recognition	9,167.41	9,500.00	96.5%
5300000 · Employee Benefits	4,023.96	7,000.00	57.49%
5400000 · Equipment	3,839.36	3,900.00	98.45%
5600000 · Lodging	3,959.00	15,000.00	26.39%
5800000 · Office Expense	2,005.86	4,700.00	42.68%
5900000 · Payroll Taxes	6,468.46	10,000.00	64.69%
6000000 · Per Capita Dues	767.00	3,000.00	25.57%
6100000 · Postage	6,838.29	8,375.00	81.65%
6200000 · Printing	830.67	1,400.00	59.33%
6400000 · Rent	625.00	1,000.00	62.5%
6600000 · Salaries and Wages	69,195.43	130,450.00	53.04%
6700000 · State Meetings	11,514.70	58,250.00	19.77%
6701000 · State Paper	12,461.52	11,600.00	107.43%
6900000 · Telephone & Internet	1,238.00	1,428.00	86.7%
7000000 · Travel	8,956.44	12,290.00	72.88%
7100000 · Website Expenses	557.85	500.00	111.57%
7200000 · Western States Conference	7,909.00	15,650.00	50.54%
Total Expense	153,362.95	299,543.00	51.2%
Net Income	157,655.05	2,752.00	5,728.75%

Financial Review Control Process:

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 bi-weekly 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 independent accountant. The

board again reviews all vouchers each quarter when meeting in person. The accountant does our IRS Form 990, DOL LM, quarterly, and yearly taxes and sends them to me to be reviewed, filed, and paid. Wells and Thomas, LLC does our Form 5500 for VOYA, which I review and file. Each year the audit committee at State Convention reviews the books, usually one or more full months. However, because we didn't have a State Convention, President Kurt

appointed an audit committee composed of Lorrie Crow, Board Member; Levi Hanson, Chair; Jim Hemrich, and Laurie Chamberlin, to meet at my house for a day and audit the books. It was exciting!

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 the VOYA fiduciary liability bond so we are in compliance, as well as report our statistics to BLS (Bureau of Labor Statistics) each month.

Each function, LWOP used, meetings, and all expenditures were reviewed by the complete board. I feel this board worked hard to represent the members as well as recruiting new members. While we do

The following is our ADOP usage breakdown for the 10 months of 21/22 year.

WARLCA TRACKING FORM FOR 2021/2022 DUES YEAR

NAME	July	Aug	Sept	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	June	Total	Total For Year
	2021	2021	2021	2021	2021	2021	2022	2022	2022	2022	2022	2022		
Isabella Lopez	4	0	0	3	0	0	0	0	3	0			10	
Isa Lost s/l & Anl	0	0	0	0	0	0	0	0	0	0			0	10
Alicia Peterson	4	1	1	3	1	0	0	0	6	0			16	
Alicia Lost s/l & Anl	0	0	0	0	0	1.5	0	0	0	0			1.5	17.5
Becky Wendlandt	11	8	11	9	5	6	6	12	12	9			89	89
Paige Barrett	5	1	1	4	1	0	0	0	4	1			17	
Paige Lost s/l & Anl	0	0	0	0	0	1.5	0	0	0	0			1.5	18.5
Lorrie Crow	6	2	0	3	0	0	0	1	4	2			18	
Lorrie Lost s/l & Anl	0	1.25	0	0	0	0	0	0	0	0			1.25	19.25
Kurt Eckrem	7	2	2	4	0	3	3	3	6	2			32	32
Lisa Benson	5	0	0	3	0	0	0	0	3	0			11	
Lisa Lost s/l & Anl	0	0	0	0	0	0	0	0	0	0			0	11
TOTALS	42.0	15.2	15.0	29.0	7.00	12.0	9.00	16.0	38.0	14.0	0.00	0.00	197.25	197.25

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.

not always agree, nor should we, 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 pleasure working with them and certainly enjoyed sharing meals after hours with the complete board and getting to know them better.

I have extremely enjoyed working with the county officers throughout my time as secretary/treasurer. They donate so much of their time to our craft and always are a joy to work with in getting the LM completed timely, as well as all the work setting up and conducting county meetings. Thank you for enriching my life!

I have been so lucky to have members who have stepped up to attend orientations and recruit such as David Ray and Lauri Chamberlin. Also, our many

devoted academy trainers have helped immensely to recruit the new hires. With them, we have been able to recruit at the beginning of the new hires career, before they get to the route and get discouraged.

It was a personal commitment I made to provide my best to this position and be a resource for the board, county officers, and members. I thank you for allowing me to be of service to my craft.

United in Support of the Rural Craft,
Becky Wendlandt



Annual Report from 2021-2022

By Isabella Lopez, Region 1 Committeeperson & Webmaster

This year finally saw us getting back to normal at least a little bit, with both in person and Zoom board meetings all of which I was in attendance for. In addition to the much-needed face to face board meetings, all of Region 1 county units held their first in person meetings since the pandemic began. While there weren't as many people attending the meetings as I had hoped for, they all had a fairly good turnout with at least a few new faces.

In addition to attending the meetings I have also completed my duties as an RCP by writing articles for the WRC and responding to emails. I am also ac-

tively looking for locations in Bellingham or Everett for the 2025 state convention.

One of my board-assigned duties as Webmaster has been to keep the website up-to-date and send out email updates. You might see the look change from time to time as I get feedback and try new things.

I'm looking forward to this next state convention as we begin to reconnect with old friends and meet new ones

Respectful submitted,
Isa Lopez



Annual Report from 2021-2022

By Alicia Peterson, Assistant District Representative & Former Region 2 Committeeperson & RCBP Representative

This association year started out with an in-person board meeting in Ellensburg, WA July 14th-16th, 2021. We began planning for the year by setting dates for upcoming events and deadlines and assigning tasks. Annual reports for the previous year were due July 25th, 2021, for print in the upcoming issue of the WRC.

On July 25th, 2021, I attended Peninsula Counties' first in-person meeting in Sequim in what felt like forever. There were eight members in attendance. Elections were held because none had been conducted since 2019. Susan Durgan was elected President. Devin Spade was elected Vice President. Gina Adams was elected Secretary-Treasurer. Many thanks were given to outgoing Secretary-Treasurer Doug Rinehart for his 30 years of service to Peninsula Counties. I collected \$105.00 for PAC.

On August 22nd, 2021, I attended Mutual Counties' first in-person meeting in Lacey. This was an outdoor event to allow for plenty of social distancing. There were 10 members in attendance. Elections were

held, again due to none being held in 2020. Kristian Granish was elected President. Stella Fazzino was elected Vice President. Kris Skewis was elected Secretary-Treasurer. I collected \$170.00 for PAC.

On August 25th, 2021, I attended a statewide Zoom meeting from 6:00 pm-8:30 pm. Turn-out was low, however the board had hoped that it would provide an opportunity to share information with the members who were not comfortable meeting in-person.

On September 15th, 2021, I attended Lower Columbia Counties' first in-person meeting in Vancouver. There were 15 members in attendance. The county officers chose not to hold elections for officers at this meeting. This was mostly an informational meeting with "round table" discussion. No PAC funds were collected.

Another in-person board meeting was held in Kennewick at the Red Lion Hotel, location of the 2022 State Convention, on October 18th-20th. This gave the board the opportunity to thoroughly tour and plan

the upcoming State Convention. Immediately following this board meeting, final articles were due for the next issue of the WRC.

On November 10th, 2021, Lower Columbia held another county meeting. This meeting was held on Zoom. Unfortunately, turn-out for this meeting was very poor. I still applaud the Lower Columbia officers for attempting to continue to provide information to their members. Because this meeting was held in the evening and through Zoom, I spent the first half of the day touring the Silverdale Best Western Plus Hotel as a potential site for the 2023 State Convention. As a side note, a contract has been signed and the 2023 State Convention will be held in Silverdale at the Best Western Plus.

December was a quiet month as most of us were up to our eyeballs in parcels and covering for the lack of sufficient staffing. I commend all rural carriers for your commitment to provide services to your customers during this challenging time. I thank your families for the sacrifices they made when many of you were working unbearable hours.

On January 2nd, 2022, the board held another Zoom board meeting at 6:00pm. These Zoom meetings helped us to keep on track and stay in communication. Deadline reminders for articles for the next issue of the WRC were given. During this time, I was keeping in touch regularly with the county officers to plan ahead according to CDC guidelines for holding meetings as we waited for results of the Tentative Contract. The county officers of Region 2 agreed to wait for results of the Ratification and then to plan their annual meetings.

On February 20th, 2022, the National office held Ratification Information Meetings via Zoom for Washington.

On February 28th-March 2nd, 2022, the board held another board meeting in Ellensburg. WRC articles were due February 7th for the next issue.

March 20th, 2022, I attended Peninsula Counties' annual meeting in Silverdale. There were 13 members in attendance including myself and District Representative Monte Hartshorn. Elections were held for

county officer positions. Susan Durgan was elected President. Al Cortez was elected Vice President. Gina Adams was elected Secretary-Treasurer. Eight members were elected as delegates to State Convention. I collected \$65.00 for PAC.

On March 24th, 2022, I attended Lower Columbia Counties' annual meeting in Vancouver. There were 30 members in attendance including myself. Elections were held for county officer positions. Dawn Boyer was elected President. Aron Godfrey was elected Vice President. Estee Javinari was elected Secretary-Treasurer. Sixteen members were elected as delegates to State Convention. I collected \$25.00 for PAC.

On March 27th, 2022, I attended Mutual Counties' annual meeting in Olympia. There were 30 members in attendance. Elections were held for county officer positions. Kristian Granish was elected President. Christa Garcia was elected Vice President. Kris Skewis was elected Secretary-Treasurer. Fifteen members were elected as delegates to State Convention. I collected \$105 for PAC.

On April 9th, 2022, I attended another Zoom Board meeting.

On April 21st-23rd, 2022, I attended Western State Conference in Boise, Idaho.

On May 1st, 2022, I attended another Zoom Board meeting.

I have attended all required meetings. I have written articles for each issue of the WRC. I have submitted reports following each county unit meeting and for attending WSC. I have completed all tasks as assigned. I have made all efforts to encourage members to support PAC and current postal legislation including assisting members in mailing 20 letters to representatives requesting support for H.R 4268. I have answered a half dozen calls and emails regarding the Rural Carrier Benefit Plan. If there was a concern or question a Rural Carrier Benefit Plan member had that I couldn't answer I referred them to Cameron Deml at the National Office. I thank the members of the Washington Rural Letter Carriers' Association for the opportunity to serve you over the last year.



Annual Report from 2021-2022

By Lorrie Crow, Former Region 3 Committeeperson & Legislative Director

The last year certainly had its ups and downs, it seemed as though we would never be able to have in person meetings again. For a great part of the year, the business of the board was done via Zoom, and I attended each of these meetings. We were finally able to have in-person board meetings, a couple in Ellensburg, one in July of 2021, and another at the end of this last February. In October we held our board meeting in Kennewick where we will be for this year's State Convention. We have since found it necessary to have a few more Zoom meetings in preparation for the long-awaited State Convention. I have attended each of the meetings. Due to staffing shortages, attending all Spokane orientations for recruitment has not been possible, but I did attend as many as staffing allowed. In order to ensure that we could keep as many of the orientations covered as possible, I also had the opportunity to train Lauri Chamberlin as the union representative for recruitment at orientation.

As the Legislative Director, I have attempted to keep the members up to date and submit the legislative updates in a timely manner. With the passing and subsequent signing into law of the Postal Service Reform Act (HR3076) we are now putting our efforts into the buy-back bill (HR4268). I have likewise submitted my articles for the WRC in a timely manner.

With the lifting of COVID restrictions we were thankfully able to have in-person county meetings, I was excited to attend these and be able to reconnect and to share information face to face. With the implementation of the RRECS system, I had hoped for a better turnout in each county; but many of our members are still, understandably, uncertain about group gatherings. Thankfully each county unit has dedicated members and was able to elect all of their county officers, enabling them to keep their charters. So, a big shout out to our Region 3 County Officers, Jeff Taylor, Lauri Chamberlin and Jen Gongia as County Presidents, James Arvin, Tammy Donaghue and Angel Vanwinkel as County Vice Presidents, and let's not forget the County Secretary/Treasurers Levi Hansen, Lorrie Crow and Carole Hansen.

To date I have completed all assigned tasks but one, and that will be completed by the time of the 2022 State Convention. Currently I am working on negotiations with the Centennial Hotel in Spokane for the 2024 State Convention and hope to have that finalized as well by the 2022 State Convention.

Respectfully
Lorrie Crow RCP3



Annual Report from 2021-2022

By Paige Barrett, Former Region 4 Committeeperson & Provident Guild Rep

This past year seems to have been a pretty quiet year for me in regard to my duties to the association as the Region Committee Person 4.

I have attended six orientations. More were scheduled, however, per the board policy, I go when there are three or more in attendance.

We had a total of three in person board meeting,

and two Zoom meetings which I was on time for.

I attended both the Apple Valley and Whitman SE annual meetings in March. Apple Valley's was held March 12 in Selah WA and had a total of seven members present. The result of the county officer election is that Curtis Carsten was reelected to County President, Alex Ortuno who had been appointed

as Vice President in September '21 following the resignation of Geoff Stone was elected as Vice President. He subsequently resigned from this position when he accepted a supervisor position in Sunnyside. As of this writing, the position has yet to have another person appointed to fill it. Katie Peterson was appointed Secretary/ Treasurer. The delegates elected to attend State Convention include Curtis Carstens, Alex Ortono, Debbie DeWeber, Brian Poage and Paige Barrett. The Whitman SE meeting was held in Colfax, WA on March 27. There were seven in attendance at this meeting. One person joined the union in order to be able to attend! The elections for county officers resulted in President is Shelley Bujnicki, Vice President is Billie Shinnall, and Secretary/Treasurer is Jim Hemrich. There were three delegates to State Convention elected go, Shelly Bujnicki, Gordon Peyton and Jim Hemrich.

I have been busy with assorted tasks to assure the State Convention went as smooth as possible. These include numerous emails with sales to verify room bookings and catering to finalize the meals as well. I reached out through Gig Salad, a talent bidding company on the internet, to obtain the band we have to play at the annual banquet, Brass Fire from Hermiston, OR. I researched Post Offices that are open on Saturday AND didn't have rural carriers in it and found that Richland fit this requirement. I rented two PO Boxes in Richland in January. Two more trips were required of me to make to the Richland Post Office. One was to clarify that they indeed had NOT given me any keys as is required by National and the second trip was after we realized that the ZIP code on the ballots was wrong to alert them of this and remind them not to send any ballots back. President Kurt Eckrem notified National of the issue and found out the ZIP code on the envelopes, while part of the

Sumner area, strangely is ONLY for REI. He then notified REI of the issue and we have since heard from them that NO ballots have been returned to them. All are going to Richland even with the wrong ZIP code on them. I was additionally tasked with buying podium gifts and in room gift baskets for our speakers. I also checked on the various locations that could do the engraving for the Member of the Year award which is chosen on Friday before convention during a board meeting and the name is phoned into the company at that time and available for pick up Saturday May 21, 22.

As your Provident Guild Representative, I assisted three families this past year when their loved one had passed away and provided pertinent information about what the next steps were to take. Only one of the three deceased was a member of the guild, however.

In July of 2021, I was appointed the PAC chairperson by President Eckrem. In that capacity, I have kept the board updated monthly with our numbers provided to me by the National office. I have studied the PAC handbook and we saw the implementation of a new type of card reader this year as well. I thoroughly inventoried the items presented to me by Kurt with pictures and descriptions as well. Two PAC remits were submitted to National, Sept '21 and April '22 A third one will be prepared and submitted at the close of the State Convention.

I have been honored to be your Region 4 Committeeperson for the past five years and I wish my successor the very best! I will treasure the friendships and memories made forever! May God bless you all!

Respectfully submitted

Paige Barrett

Did you miss State Convention??

That means you also missed out on compensation to attend and learn! Did you know that duly elected WARLCA members to State Convention receive a \$250 stipend plus roundtrip mileage? Make sure to join us next year in Silverdale!!



Annual Report from 2021-2022

By Monte Hartshorn, District Representative

The NRLCA national board assigned me to the Washington/Alaska districts beginning January 29th, 2021. We were in the middle of a world-wide epidemic, were delivering a tremendous number of parcels and were considered “essential workers”. A year and a half later, our society is still dealing with Covid and in many offices, we are still delivering a tremendous number of parcels. The major change is that we seem to be doing it with fewer rural carriers. Hiring and retention of employees is the number one challenge of both the postal service and this union.

The lack of staffing has caused an increased number of specific grievances that have occurred around the district. They include:

- Regular Rural Carriers who exceeded 2240 total work hours for the 2021-2022 guarantee year and received a Letter of Demand from the postal service. We processed grievances from 41 carriers on this issue with a waiving of \$209,172.83 worth of Letters of Demand. As of the end of Pay Period 14, we already have 9 regular rural carriers over 2240 work hours.
- Grievances concerning management not posting vacancies. Stewards in the Washington district processed 43 class action grievances in the fall of 2021. We were part of a national effort that led the Postal Service to agree to a Letter of Understanding that requires continual posting of relief vacancies until fully staffed.
- The NRLCA had agreed to a MOU that allowed regular rural carriers to help on other routes in their office and to also deliver parcels on Sundays. The MOU required this extra work to be voluntary. We processed grievances when management violated the MOU and required (mandated) regular rural carriers to work on other routes. In March 2022 the NRLCA offered to extend the MOU and the postal service declined as it was “too expensive”. Since then, we continue to frequently process grievances getting rural carriers paid for work on other routes, both voluntary and required.
- Reliefs working over 12 hours in a single workday. ELM 432.32 prohibits employees working over twelve hours in a day unless it is an emergency or the contract they are under allows for it. Our contract has provisions for regular carriers to be paid for any hours over twelve but has no similar provisions for RCAs or PTFs. Many grievances have been filed and appealed to Step 3 on this issue.
- Violations of Article 8.5 and 30.2.D. Article 8.5 allows for management to require regular rural carriers to work their relief day provided there is a shortage of reliefs. This does not allow management to create the shortage, however. In several instances, management has decided to send a relief carrier to a neighboring office and have the regular carrier work. This is a violation of Article 8.5. In addition, the relief carrier is being denied contractually entitled work in their home office.

All these grievances could not have been processed and adjudicated except for the exceptional diligence and dedication of the Washington Steward Team. We have approximately 200 offices or branches with rural carriers and only 30 Local Stewards. At the time of this writing, we have another 4 to train. One of the most important things about Local Stewards is that the Postal Service pays for their time to process grievance. One of the best ways to stretch our dues money is for each office to have their own Local Steward. I am asking that each office take a look and see if they have someone who could step up as Local Steward. It would be wonderful to have a Local Steward in every office.

All current Local Stewards were given the required enhancement training in September/October 2021 either in person or by zoom. I have continued to have weekly zoom meetings with all Washington District stewards via zoom Tuesday evenings. We usually have between 15-24 stewards volunteer their time for these touchpoints. For the past five or so months, we have been reviewing the contract, article by article. We are currently in Article 30.2.H and will finish with the MOUs. This has been a great review for all involved, myself most of all. In addition to time for training, the stewards have the opportunity to bring questions to the group and also to hear what is going on in the district.

I want to recognize and thank our Assistant District Representatives, Renee Pitts, Alicia Peterson, and Jeffery Taylor. Each of these representatives has spent countless hours representing their fellow carriers. It is only through their dedication and teamwork that we are able to represent the rural carriers in this district. I also want to thank Isabell Lopez who in May stepped up to be an Area Steward. Our Local Stewards continue to be the “backbone” of our steward system and I want to thank each of them for their dedication. I hope that the carriers in each of these offices take the opportunity to recognize and thank their Local Stewards.

As mentioned above, staffing is a major issue. We continue to hold management to make every effort to hire. However, in several parts of Washington state, the cost of living is high which makes hiring RCAs difficult. The national agreement and the Postal Service have set the compensation package for RCAs and we have little influence in changing that. Equally important is retention. We have been working directly with district management in trying to improve retention. Our first project has been the recruiting and revitalizing our On-the-Job-Instructors. These are people who work with new hires upon their return to their local office from the RCA Academy. The OJI is incredibly important as a resource and coach to the new hires. We are hoping that by having a positive experience and excellent training that we can improve our retention rate. It is not a complete nor a quick fix, but it is within our “sphere of influence.”

I continue to be a part of the NRLCA Steward Task Force 1. We put together the required enhancement trainings for all local stewards. In addition, we work to update the trainings on the steward “share point”. In getting back to in person meetings, we had a NSS representative at each of the spring county meetings. I personally attended 5 in person and another 2 by zoom. We will continue to make the state county meetings a priority. I attended Western States in Idaho in April and the Washington state convention in May in Kennewick. I had several opportunities to speak with our state board via phone. I want to thank each of the board members for their support.

The NRLCA association year goes from July 1 to June 30 each year. For the 2021-2022 association year, I was involved in 180 Investigative Interviews, 70 individual contractual

grievances, 26 discipline grievances and 76 class action grievances. In addition, 49 of those grievances were appealed to Step 2 and 11 were appealed to Step 3. The grievances that I have worked on resulted in \$132,010.92 being returned to rural carriers. I logged in almost 900 phone calls.

I want to thank your National Board for their trust and confidence in allowing me to serve as a District Representative. I especially want to thank Patrick Pitts, our Executive Committeeman for his patience in answering my questions and allowing me to vent frustration. Patrick has been a source of great strength and an example of professionalism.

On a personal note, I must thank and recognize my wife Cathy as she has stood by and supported (tolerated) me as I complete twenty five years of service as a steward.

Monte Hartshorn
NRLCA District Representative



Annual Report from 2021-2022

By Renee Pitts, Assistant District Representative

July 1, 2021 – June 30, 2022

This Association year I participated in multiple meetings with the USPS Seattle District Manager, Manager of Human Resources, Manager of Labor Relations, and Manager of Operation Support, via zoom or teleconferences. I also attended in person meetings when the room was large enough to accommodate social distancing. I also started meeting with district personnel, including the District Manager, several times working jointly on the OJI process to attempt to retain more relief carriers.

During this association year I drove approximately, 701 miles in my personal vehicle and another 278 miles in rental vehicles, a total of 979 miles for NRLCA business.

Various tasks I performed were emails; phone calls; database and calendar/scheduling updates; scanning and e-filing documents; labeling files and filing documents; correspondence; meeting preparation; Step 1 and Step 2 grievance meetings, grievance appeals, county unit meetings and local steward enhancement trainings.

I was also assigned to conduct labor/management meetings and workplace environment meetings. District Representatives Monte Hartshorn has continued to allow me to be the point person with the district Learning, Development and Diversity. I try to make sure that we have quality rural carrier academies and that each new hire has a good training experience.

The following is a breakdown of some of my steward activities:

- 44 Investigative Interviews
- 20 Informal Step 1 Discussions (not all meetings were recorded, and any settlements reached during these meetings were not considered in this report as being settled by myself unless I was the person who initiated the grievance discussion)

- 35 Step 1 Meetings (multiple grievance per meeting, settling 64 grievances)
- 24 Step 2 Meetings (multiple grievance per meeting)
- 19 Step 2 Appeals
- 1 Arbitration
- 67 Individual Contract Grievance's closed
- 11 Discipline Grievance's closed
- 26 Class Action Grievance's closed
- 37,585 minutes on the either the phone or in zoom meetings with carriers, stewards and/or Postal Service Management
- Multiple Labor/Management meetings in local offices
- Multiple Meetings/ teleconferences involving Washington District Management: District Manager District Manager HR and Manager Labor
- Assisted with Local Stewards Enhancement training
- Assigned speaker for 2 County Unit meetings

\$148,922.62 in monetary awards was obtained for rural carriers in the Washington District, including multiple waived Letter of Demand for grievances I settled.

I would like to express my appreciation to the NRLCA Board for giving me the opportunity to serve in this position. I also want to thank Washington/Alaska District Representative, Monte Hartshorn for his mentorship and his team approach. As for ADR Jeff Taylor and Alicia Peterson, thank you for being there when I need someone to discuss different aspects of a particular issue or for just letting me vent when I need to.

Last, I want to thank all the Local Stewards in the Washington district for your hard work. I appreciate your tireless effort to support the carriers in their offices, to hold their managers accountable when violations occur and develop grievance files at the local level with the cost solely placed on their local office. It not only saves the National Rural Letter Carriers' Association but places the financial burden on the office for violating Postal Service policies, handbooks, and manuals. As our local stewards continue to develop their skills and knowledge, their efforts become apparent if/when the grievance files are received by higher level stewards. Thank you for your hard work!

In closing, it has been an honor and privilege serving the members of the rural craft in the Washington / Alaska Districts. I look forward to the 2022-2023 Association Year. Thank you for allowing me to continue representing the rural carriers in the Washington/Alaska Districts as an Assistant District Representative.

Respectfully Submitted,

Renee' Pitts



Annual Report from 2021-2022

By Jeffrey Taylor, Assistant District Representative

WA and ID-MT-OR DISTRICTS JULY 1, 2021 – JUNE 30, 2022

I served as a P/T ADR from July 1, 2021 – June 30, 2022.

Over the past year, I have experienced an overwhelming increase in grievance activity. A great majority of the grievances resulted from poor staffing, whether it was the hiring and retention of leave replacements, the resignations of both leave replacements and regular rural carriers, and, of course, the regular carriers who were able to retire! For approximately a quarter of this association year, from November 25, 2021, through February 24, 2022, I was only able to take one day of LWOP on January 7, 2022. In a nutshell, here is my main activity report for the past year:

LWOP taken: 68

Total grievances: 155

38 Class Action contractual

104 individual contractual

13 disciplinary (3 Letters of Warning, 0 Probationary Terminations, 3 Emergency Procedures/Placements, 3 Seven Day Suspensions, 3 Fourteen Day Suspensions, and 1 Notice of Removal)

146 of the aforementioned grievances were settled at Step 1 with monetary payments totaling \$62,429.62

4 of them were appealed and settled at Step 2 with monetary payments totaling \$8,073.81

Total monetary payments: \$70,503.43

There are currently 3 contractual grievances being held in abeyance at Step 2 and 5 contractual grievances open at Step 1

Step 1 Discussions: 15

Step 1 Meetings: 61

Step 2 Meetings: 10

Investigative Interviews: 23

Day of Reflection Meetings: 2

Labor Management Meetings: 6

2021 NRLCA National Convention delegate: (cancelled due to COVID)

2022 Regional Steward Seminar (Zoom)

2021 Local Steward Enhancement Training: 1

New Local Steward Certifications: 6

2022 WARLCA State Convention delegate

County Meetings Attended: 3

NRLCA RRECS Zoom Meeting: 2

NRLCA/USPS Contract Zoom Meeting: 1

NRLCA Contract Ratification Zoom Meeting: 1

Multiple Local Steward Zoom Meeting for WA and ID-MT-OR Districts

Multiple NSS Zoom Meetings for WESPAC Area

Miles Driven: 1539 POV miles, 306 rental car miles

Phone Calls Logged: 1216

I would like to thank the NRLCA NSS for allowing me to act in this Steward capacity for the Washington and Idaho-Montana-Oregon Districts. I would like to thank Executive Committeeman Patrick Pitts, District Representative Monte Hartshorn (WA District) and Hershel Howard (ID-MT-OR District), along with all of my fellow ADRs, Renee' Pitts, Alicia Peterson, Oksana Tropets, and Patrick Lewis in the two districts to which I'm assigned. I appreciate the fact that we all work together as a team. Of course, I must not leave out all of the Local and Area Stewards of

which there are too many to list! I want to personally thank all the Regular Rural Carriers, Rural Carrier Associates, and Assistant Rural Carriers who work so hard to get the mail and parcels delivered during these unusual times.

Most of my thanks needs to go to my precious Jan Marie, who has been an inspiration to me and supporting me in every way possible.

Respectfully Submitted,



Jeffrey L. Taylor
PO Box 703
Greenacres, WA 99016
(509)690-0126



Annual Report from 2021-2022

By Alicia Peterson, Assistant District Representative

Assistant District Representative – Washington District

July 1, 2021 - June 30, 2022

The following is a report of my activities as NRLCA Assistant District Representative for the Washington District.

With restrictions on traveling throughout most of the association year, most of my duties were conducted through Zoom or teleconference. During the 2021-2022 Association year, I traveled 403 miles in my personal vehicle and another 265 miles in a rental vehicle. I had one overnight stay during the association year in Sequim, WA to handle multiple grievances, an investigative interview and to hold a Labor/Management meeting on the same trip.

I had a total of 74 days for UDOP. These days were spent completing various tasks including approximately 906 phone calls, hundreds of emails, Sharepoint training videos, database scanning and uploads, labeling and filing, safety office inquiries, meeting preparation and investigation, grievant and witness interviews, investigative interviews, providing representation for Step1 discussions, Step 1 and Step 2 meetings, grievance appeals and Labor/Management meetings. I participated in 73 Zoom meetings, many of which were conducted in the evening on days I also worked my route. I missed 1 NSS Team Zoom meeting due to still being on my route in the evening.

I have participated in 2 Contract Training Zoom informational meetings, which were conducted with the NRLCA Board and members of Postal Service Headquarters. I have participated in a Zoom meeting with District Labor Relations and the WA NSS Team to facilitate a smooth transition with a change in the District Labor Relations Representative. I have participated in one Zoom meeting with the WA NSS Team and WA District Manager. I attended a Zoom meeting with the Western-Pacific area on RRECS review.

I completed an all-day Western-Pacific area training seminar for District Representatives and Assistant District Representatives. I attended an in-person meeting with the WA NSS Team and the Washington District Manager. I attended one RCA Hiring event in January. I have participated in two in-person joint OJI planning sessions with the WA NSS Team, the WA District Manager, Managers from Employee Development, District Safety Team and several Managers of Post Office Operations to improve the hiring and training process for the Rural craft. I have jointly conducted one Local Steward Enhancement Training with District Representative Monte Hartshorn. I attended one county meeting as the NSS Speaker and attended 7 other local county unit meetings in my dual capacity as an ADR and state board member. I attended a Zoom Contract Ratification meeting in February. In addition, I attended Western State Conference in Boise, Idaho and Washington State Convention in Kennewick, Washington.

I have reviewed all correspondence from National Director of Steward Operations Susan Knapp, Director of Labor Relations David Heather and Executive Committeeman Patrick Pitts. Often included in their correspondence were Covid-19 pandemic updates, Temporary MOUS, RRECS updates and recent Step 4 and Arbitration settlements and awards.

Below is a breakdown of my other steward representation activity:

\$31,435.11 in monetary awards

40 Investigative Interviews

22 Step 1 Discussions

63 Total Grievances (35 Contractual, 5 Disciplinary, 23 Class Action)

9 Step 2 Appeals

9 Step 2 Meetings

7 Labor - Management Meetings

I want to express my sincere appreciation for the guidance and support of District Representative Monte Hartshorn. I appreciate the confidence you have placed in me and am thankful for the knowledge you share. I also want to thank Assistant District Representatives Renee' Pitts and Jeff Taylor for their encouragement, guidance and support. I want to welcome newly appointed Area Steward Isabell Lopez. I am proud and thankful for the NSS Team I get to work with. Thank you to the National Board for allowing me to serve and represent the carriers of the Washington District and for the tools you provide me to do so. Finally, I thank the Rural Carrier Members for the privilege to serve you.

Respectfully Submitted,

Alicia Peterson

NRLCA Assistant District Representative



Meet Estee!

By Estee Javinari, Region 2 Committeeperson

Kumusta ka po. Hola! Ola! ALOOOHA!

Hi and hello I'm Estee, your Region Two Committeeperson. Originally from Honolulu Hawaii but have been a resident of Vancouver for almost 16 years. People always question why I would ever leave Hawaii? Well, I moved to become a mailman!

I was not with the post office yet but my brother, who works out of the same office as me was pretty sure I would get the job. I work in an office that is only a delivery carrier unit that has city carriers too.

I am also very lucky to be working with my brother.

I've been a regular rural carrier for 7 years and many more to go. I have had the opportunity to work in all ZIP zones for the rural routes in our office. Although I did enjoy those true rural routes

where the only conversations you have out there is either with yourself or your four-legged furry friends, I did get a rural route in the city, where there is no shortage of bathrooms. I put in 9 years of RCA time as well. I have been a Lower Columbia Secretary-Treasurer for the past five years. I am also married with three kids and two cats. I attend my first WARLCA State Convention when it was in Vancouver in 2015. In 2019, I attended my first National Convention in Texas. I've also attended the Western

States conference this past spring.

I am excited to be working as your Region Two Committeeperson.

I am excited to be working as your Region Two Committeeperson.



Meet Lauri!

By Lauri Chamberlin, Region 3 Committeeperson

Hi,

My name is Lauri Chamberlin, I am your new Region Committeeperson in area 3, or for short RCP3. One of my duties will be as your Retirement Representative. I oversee the regions of Spokane, Omak, Wenatchee, and of course the NE area (which is where I'm from) which includes Kettle Falls, Newport, and Colville.

I am currently the President of the NE County Unit. I recently retired from delivering mail but have

continued to be involved and am familiar with the challenges that you all face.

I also serve at my local grange and community center. As you all know your local granges were in full support of the recently passed H.R. 3076. Your local granges realize how crucial the United States Postal Service is to the rural community, so it seems like a nice fit, these two roles I play.

My office was one of the test sites for the new scanners that you all are using. And although it took

I recently retired from delivering mail but have continued to be involved and am familiar with the challenges that you all face.

some time to adjust, it is my hope that finally the rural craft will be paid fairly for all those packages we carry.

In my spare time when I am not recruiting for the organizations that I serve I like to garden, forage,

adopt misfit dogs, and teach food preservation at my local grange. Still service, but it is food, not mail. I look forward to hearing from you and meeting you at your county meetings! Stay safe all.



Meet Brian!

By Brian Poage, Region 4 Committeeperson

Hello WARLCA members!

Let me introduce myself. My name is Brian Poage in Yakima, WA.

This was my second job I applied for when I was looking for full time work. My dad worked for the USPS as a window clerk. Got me interested in this and decided to give it a go. He retired the same year I had started. I started my career in the USPS as a Rural Carrier Associate in Feb 1992 as the youngest RCA in our office. My age was 21 when I was hired. Remembering back to those days and how different things were then. We had no Amazon packages. No scanners at all. Parcels were all sorted manually by the talented clerks we depended on. We JUST started getting DPS. We cased everything in the office. Managed to get our entire day into our vehicles in one load using smaller parcel hampers than we use currently. Christmas season as compared to what it is now, it was a breeze back then. How times have changed from 25+ years ago.

In March of 1997, I was promoted to regular to the age of 26 years old. Still held the record for being the youngest full-time carrier in our office. I have been on the same route since I went regular over 25 years ago. My route has gone through five route cuts in that time period. I'm on my fifth LLV since I started that route. In all that time, I enjoy going out on the route and just be on my own delivering peoples mail and packages. Love interacting with all my customers. I always take that extra step to help them out with any mail related issues they may have a ques-

The union is only as strong as its membership who gets involved

tion about. If I see new residents moving in or residents moving out, I always make myself known to them if they need any help with their mail issues. I'm a customer service-oriented person and want to do my best to make a good impression on them. I've had a lot of the same customers throughout my time on my current route. Unless circumstances change, I will most likely end up retiring off that route. Hoping the legacy I established continues with the next carrier that takes it over. I always take that extra step to know the customer is the most important aspect to our business succeeding. My belief is that we are there to impress them. If they are impressed, they will feel comfortable with you and trust you more with their business.

I started attending state conventions and Western States Conferences since 2017. I find it exciting to talk to other carriers and learn from their experiences and know them a little better. One thing I have learned is that there is more to this union than what you experience in your own office and social media. It's very fascinating to me to finally find out there is more than I originally thought there was to this union.

Now as for my personal life. I have lived in Yakima my entire life. Was born in Yakima and have moved around Yakima ever since. I'm married to my wonderful husband David. I have known him since I went full time with the USPS. Been married for 10 years, even though we have known each other much longer.

As for my likes and interests, I am very curious

and fascinated with computers and technology. Call it the big kid in me, but I really enjoy anything that will make our lives easier and help others. I'm a very helpful person. I'm a great listener. Mentor to those that need help. The friends I do have are very supportive and helpful should I need advice. I ride my motorcycle on rare occasions. I do a minor bit of travelling now and again. At heart, I'm really a homebody who enjoys the simple things and helping others out when I can. That's my fulfillment in life.

This new position I have undertaken will be challenging but exciting at the same time. When it comes

to my time I have spent in the union, I learn new things every day. The union is only as strong as its membership who gets involved. We need more participation, and I would love to hear some ideas how we can increase participation at county meetings, state conventions, Western States and National Conventions.

Hope this gives some insight into my life and the kind of person I am. Thank you for giving me this opportunity to represent the union members on the state board.

Support NRLCA-PAC

Sign up for Electronic Fund Transfer

A monthly deduction from your checking account on the 5th of each month



Questions? Please contact Shayla Barksdale, Assistant to the Director of Governmental Affairs

sbarksdale@nrlca.org

(703) 797-8415

I hereby authorize my bank to deduct from my checking account the monthly sum of:

\$45 \$25 \$20 \$15 \$10 Other: \$_____

Signature: _____ Date: _____

Name (print): _____

Social Security Number: _____

Employee ID Number: _____

State: _____

Zip Code: _____

Please attach a voided check

Send to NRLCA-PAC

1630 Duke St, Floor 2
Alexandria, VA 22314

By making a NRLCA-PAC Electronic Fund Transfer Authorization, you are doing so voluntarily with the understanding that your monthly contribution is not a condition of membership in the National Rural Letter Carriers' Association or employment by the Postal Service nor part of union dues and that NRLCA-PAC will use the money it receives to contribute to candidates for federal office as permitted by the law.

You are also making this Electronic Fund Transfer authorization understanding that the NRLCA-PAC contributions are not tax deductible and your selection shall remain in full force and effect until you cancel by notifying the NRLCA-PAC in writing.

Minutes of the 114th WARLCA State Convention May 22-24, 2022 in Kennewick WA

The 114th annual convention was called to order at 8:32 a.m. on Sunday, May 22, 2022 by Region Committeeperson 4 Paige Barrett. After Boy Scout Troop 641 presented the colors, the delegates recited the Pledge of Allegiance. Monte Hartshorn then gave the invocation, after which Paige presented the gavel to President Kurt Eckrem. Kurt then gave his welcoming address to the delegation and made a few announcements. Kurt welcomed all to the convention and then began group recognition.

Groups recognized were veterans and active military members, retirees, first timers, and stewards, followed by current county presidents, vice presidents, and secretary-treasurers. Next were delegates-at-large, academy instructors, and OJI trainers. Lastly, each county unit's delegates and non-delegates were called forward for group photos.

Roll Call was taken next.

North Central - 0

Peninsula - 6

Lower Columbia - 4

Mutual - 13

Island - 1

King-Snohomish - 6

East Central - 3

Northeast - 2

Whatcom - 4

Whitman-Southeast - 1

Apple - 3

All officers were present with a total of 44 voting delegates and five non-delegates. Kurt reminded the delegates to keep their YEA/NAY cards with them. Isa Lopez, King-Snohomish, moved to dispense with reading of the standing rules. The motion was seconded, and after discussion the motion failed. Vice President Lisa Benson then read the standing rules to the delegation.

CONVENTION STANDING RULES

GENERAL

Rule 1. Each Session shall start at the time announced in the convention program. The Chair may make changes to the order of business as may be necessary to expedite proceedings or accommodate guest speaker(s).

Rule 2. The convention shall proceed using Robert's Rules of Order, Newly Revised (12th Edition).

Rule 3. Before a member can make a motion or address the convention, the member must rise and be recognized by the Chair, state their name, whether

they are a delegate or a non-delegate, and their county affiliation. Non-delegates may be recognized and allowed to speak at the discretion of the Chair. Only seated delegates shall be allowed to make motions, vote on issues before the assembly, and object to unanimous consent.

Rule 4. There shall be no talking on cell phones, unless expressly authorized. Unauthorized videotaping, recording, or transmission of the convention proceedings is prohibited. Cell phones shall be turned off or set to silent.

Rule 5. The reports of the officers of the WARLCA shall not be read to the delegation.

VOTING

Rule 6. Voting on specific issues shall be by using YEA/NAY cards.

Rule 7. Voting on the election of officers shall be by ballot and, in no case, by acclamation, except by unanimous consent.

DEBATE

Rule 8. No delegate shall speak in debate more than twice on the same motion.

Rule 9. No delegate shall speak in debate longer than two (2) minutes on any motion.

Rule 10. The Chair shall attempt to let the floor alternate, as far as possible, between those favoring and those opposing any motion.

Rule 11. Total time on any resolution and pending secondary motions, including amendments, shall not exceed ten (10) minutes.

Rule 12. If during consideration of a resolution, there is no opposing position presented, the resolution shall be brought to an immediate vote.

Rule 13. The limit on total time may be extended on any resolution by a majority vote.

Rule 14. No delegate while speaking in debate to a motion may move the previous question.

RESOLUTIONS

Rule 15. Resolutions will be segregated as advisory in nature or binding on the state or national board. (A binding resolution is defined as the state or national board having the full **and sole** authority to implement.) Resolutions shall be read and adopted at the sound of the gavel, unless there is an objection by a delegate. The delegate objecting to the resolution shall state their name and county affiliation.

Rule 16. 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 their argument or call for clarification at the first reading. The delegate-at-large for the county of origin or a designee shall be allowed to present the first arguments for the resolution.

Rule 17. Amendments shall only be permitted on binding resolutions.

CAMPAIGNING

Rule 18. Campaign materials may be distributed outside and near the entrance to the convention floor. Any campaigning including distribution of campaign material shall not be disruptive to the conduct of the business of the Association. Members of the tellers and sergeant-at-arms committees, while on duty during elections, shall not display campaign materials.

Rule 19. After nominations are closed for each officer position, and prior to voting, each candidate shall receive up to four (4) minutes at the podium to address the delegates.

Rule 20. Five (5) 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. No delegate may ask more than two questions per candidate per officer position.

RULES

Rule 21. These standing rules shall be in effect throughout the convention unless suspended or amended by a two-thirds vote of the delegates.

Kurt asked for a motion from the floor to hear resolutions and constitution changes from the floor under new business. The motion was made, seconded, and passed.

Next, Region Committeeperson 4 and PAC Chair Paige Barrett gave an overview of PAC, noted that there were 29 sustaining donors in the room and challenged the membership to raise \$20,000 for PAC this year. Kurt then came back forward, reminded everyone to make sure that they were registered, and went over committee assignments. There were several minor changes to the committees due to the low delegate count.

Kurt asked for a motion from the floor to dispense with the reading of the officer’s reports. The motion was made and seconded, however it was pointed out that the standing rules already stated the reports were not read to the delegation. The motion was then withdrawn.

The annual reports of the elected and appointed

state officers are at the beginning of this issue.

The Election Committee then came forward. Secretary-Treasurer Becky Wendlandt explained to the delegation that all 22 candidates were elected as delegates to national convention because the number of candidates was the same as the number of delegates our state was entitled to. Chair Doug Rinehart introduced the members of his committee and noted that approximately 12% of the ballots were returned. Committee member Charles Alexander gave their report. Doug clarified that the delegate-at-large for national convention is the state president. While the committee was finished with their work, Kurt asked that they not be dismissed so that they could assist with other duties. The delegation then thanked the committee for their efforts.

ELECTIONS COMMITTEE REPORT

ORDER	NAME	TOTAL VOTES
1	Renee’ Pitts	168
2	Monte Hartshorn	158
3	Rebecca Wendlandt	147
4	Joyce Patteson	140
5	Isabella Lopez	118
6	Rebecca Pike	116
7	Lorrie Crow	112*
8	Dawn Ayers	112
9	Jeffrey Taylor	111
10	Kurt Eckrem	106
11	Alicia Peterson	105
12	Susie Hill	104
13	James Hemrich	103*
14	Levi Hanson	103
15	Kristian Granish	95
16	Kristine Skewis	92
17	Daniel Schrup	91
18	Philip Bergman	87
19	Janice Sisley	85
20	Jack Stewart Jr.	82
21	Todd Greer	79*
22	Delsey Reed	79

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

After a break and a door prize drawing, roll call was taken. All counties, with the exception of North Central, were present. Kurt introduced NRLCA Executive Committeeman Patrick Pitts, who is from our state. Patrick recognized the first timers at the con-

vention and presented them all with a commemorative lapel pin. He then began his presentation which covered a range of topics, including RCA retention, 2080/2240 issues, and RRECS. At the end of the first half of his presentation, Kurt presented Patrick with an appreciation gift. Patrick then talked briefly about how he became a steward before the convention broke for lunch.

The convention was called back to order after lunch. After a door prize drawing roll call was taken and all counties with the exception of North Central were present. Wendy Averett of EAP gave a presentation to the delegation. She gave an overview of EAP and strongly encouraged anyone who might need help to contact them. Kurt then presented her with an appreciation gift.

Mary Binder of NARFE then gave a presentation to the delegation. She gave an overview of NARFE and spoke about current legislative issues they are working on. Kurt then presented her with an appreciation gift.

Next, Julie Houston of the National Auxiliary spoke to the delegation. She gave an overview of both the Auxiliary and the Junior Auxiliary. She spoke about this year's projects and opened the floor for Q&A. Several delegates asked Julie questions. After the Q&A finished, Kurt presented her with an appreciation gift.

Monte Hartshorn, Washington District Representative, then gave his presentation to the delegation. He gave an overview of contractual changes, speaking at length about changes for leave submission and RCA leave/unavailability, and formula office creation requirements. He specifically noted that all formula offices must have PTF positions equal to 10% of the K routes in the office. He then covered RCA bidding requirements for PTF positions and higher-level assignments. A few delegates asked questions before he moved on to cover grievances and OJI instructor retraining. After the presentation concluded Region Committeeperson 2 Alicia Peter-

son presented Monte with an appreciation gift.

The convention then adjourned for the day at 3:21 p.m. for committee work sessions.

The convention was called back to order at 8:08 a.m. on Monday, May 23, 2022. After a door prize drawing, roll call was taken and all counties with the exception of North Central were present.

The Election Committee was called forward. There were a few ties to be broken that they had missed (even though it would have no effect on the result) so they gave a final report with those changes. Committee member Sharlene Arras then asked that the final report be accepted, and committee dismissed. There was no objection, and the committee was dismissed with our thanks.

Region Committeeperson 2 Alicia Peterson then reported on the 2023 State Convention. It will be in Silverdale June 4-6, 2023 at the Best Western Plus Hotel Silverdale Beach Resort. Standard rate is \$119 per night or \$129 for water view rooms.

Next, Region Committeeperson 3 Lorrie Crow reported on the 2024 State Convention. It is tentatively planned to be held at the Centennial Hotel in Spokane June 1-3, 2024. She is looking at other options, but that is her first choice.

Region Committeeperson 4 Isa Lopez then reported on the 2025 State Convention. She is currently looking in Bellingham, Everett, and Oak Harbor. She asked for input on the dates, and a quick poll was done. The poll can be found on page **XX**.

Kurt moved the legislative update later in the agenda in the interest of time. PAC Chair Paige Barrett gave a PAC update.

The Credentials Committee was called forward to give their final report. Chair Dawn Ayers gave the report and moved that the delegation accept their final report and the committee be dismissed. One YEA/NAY card was distributed to King-Snohomish's last delegate that had missed the previous day. The motion was seconded and passed, and the committee was dismissed with our thanks.

CREDENTIALS COMMITTEE REPORT

#	COUNTY NAME	DELEGATE-AT-LARGE	TOTAL MEMBERS	TOTAL POSSIBLE VOTES & DELEGATES	TOTAL DELEGATES SEATED
001	North Central	None	74	15	0
003	Peninsula	Doug Rinehart	205	41	6
005	Lower Columbia	Estee Javinier	222	44	4
006	Mutual	Kris Skewis	368	74	13
010	Island-Skagit-San Juan	Brian Potter	118	24	1
011	King-Snohomish	Paul Hitchman	397	79	7
013	East Central	James Arvin	193	39	3
014	Northeast	Lorrie Crow	47	9	2
015	Whatcom	Philip Bergman	110	22	4
016	Whitman-Southeast	Jim Hemrich	53	11	1
017	Apple	Debbie DeWeber	203	41	3
	Total for Counties:		1,990	398	44

Next to be called forward was the Mileage and Per Diem committee. Chair Kristian Granish gave their preliminary report and asked everyone to review their mileage and notify them of any corrections. Clarification was given that the delegate's home address was used for calculation. A few issues with the report itself were brought up, including the missing per diem column. The committee stated they would make the corrections for the final report the next day.

At this point, the chair of the Credentials Committee Dawn Ayers announced a minor correction to their report. She also noted that Northeast had the most members per capita present at the convention.

The Finance Committee was called up to give their preliminary report. Chair Kris Skewis read the report. The committee recommended no changes for any items in the 22/23 year. There were no questions for the finance committee. The current language reads:

"We recommend the county units be funded at \$.50/member, per meeting, for up to four yearly meetings provided the total checking/savings account falls below \$100 or \$1.00 per member, whichever is greater. This would be subject to the following conditions: (1) L/M report submitted to State Secretary on time, (2) meeting minutes submitted in a timely manner, (3) most current bank statement to be made available to State Secretary as needed prior to convention, (4) no additional pay given to state delegates from county funds, (5) must have at least one delegate attend the previous year's state convention, (6) copy of Constitution and By Laws submitted to

State Secretary upon making any changes, (7) must have submitted a signed letter of certification saying that the county officers have audited the current year's county books, with the date and location where they were audited on it, and signed by the county officers, (8) all county officer positions must be filled for the current year, (9) the county unit President, Vice President, and Secretary-Treasurer shall be listed on the county unit bank accounts, (10) the county unit bank statements shall be mailed to the county president and the county secretary/treasurer. The county vice president will be provided a copy by the county Secretary/Treasurer, (11) funding request be presented to the WARLCA President and Secretary/Treasurer for approval in consultation with the remainder of the board, and (12) the WARLCA recommends county units use the Atlanta Postal Credit Union for its accounts."

Note: Only Mutual and King-Snohomish have checking accounts. However, counties that have closed their bank accounts can, by a vote of the county members, start a bank account and request funding.

This concluded the preliminary Finance Committee report.

The Nominating Committee next came forward to give their report. Chair Rita Ankersen introduced her committee and read the report. She then went over the open positions. Nominees for the open positions were as follows:

President: Kurt Eckrem, Dawn Ayers

Vice President: Alicia Peterson

Secretary-Treasurer: Lorrie Crow, David Hamil-

ton

Region 1 CP: Isa Lopez
Region 2 CP: Kris Skewis
Region 3 CP: Jeff Taylor
Region 4 CP: Brian Poage

Kurt reminded the delegation that nominations could also be made from the floor during elections. The final report of the committee was accepted, and the committee dismissed with our thanks.

The Auditing Committee gave their final report next. Chair Lauri Chamberlin gave the report. The committee did not find any errors. The final report of the committee was accepted, and the committee was dismissed with our thanks. Kurt also noted that as there was going to be a new secretary-treasurer coming in, a full audit would be done by an independent CPA.

The Washington Rural Carrier Committee next came forward, and chair Philip Bergman gave the report. The report is as follows:

WASHINGTON RURAL CARRIER COMMITTEE REPORT

Committee Members: Philip Bergman, Sarah Hockaday, Janice Sisley

Commendations:

A. Layout and Technical Aspects

1. Heavier stock of paper. Less likely to tear before members receive it
2. Full color – easier reading and reduces eye strain
3. Color coding of the legislative updates
4. Improved graphics
5. Articles' theme sentences extracted and placed in middle of article

B. Content

1. Legislative updates as a regular feature
2. Articles on contractual issues authored by DR and ADRs

Recommendations:

A. Dead space in Table of Contents column on page three. Two proposals:

1. Extra subset descriptive line for authored articles not promoted on the cover
2. List authorship of authored articles, I.E., "by..."

B. Content Suggestion – topics for future articles

1. Auxiliary and Junior Programs
2. Scholarships available to postal workers and their families
3. How to promote the union in the workplace

4. "Management Myths" – to be written by the DR or ADRs

C. Discussion of switch to glossier "magazine-like" texture was tabled, suggested for next year's committee

Kurt thanked Philip for his writing for the WRC. The report was accepted, and the committee dismissed with our thanks.

PAC Chair Paige Barrett gave a PAC update and a challenge before the convention went on break. After the break and a door prize drawing, the convention was called back to order and roll call was done. All counties with the exception of North Central were present.

NRLCA Executive Committeeman Patrick Pitts then gave the second half of his presentation. Topics included EMA, safety, accident statistics, route statistics, dog awareness, heat illness, and COVID-19. Membership and financial statistics were also covered, specifically noting that the Postal Service has hired very few ARCs. There were some changes to the National Steward System resulting from Postal reorganization. Following this was labor relations, including step 3 grievances, appeals, pending cases, area arbitration cases, pending step 4s, and pending national arbitration. Some information was given on the upcoming National Convention in Orlando. He briefly talked about the Rural Carrier Benefit Plan (RCBP) and thanked everyone for all that they do on behalf of the national board. That ended the national presentation.

Patrick then took a moment of personal privilege and said a few words. He noted that his perspective of the post office has changed over time. He thanked Charles Alexander for helping him through the years. He also said that both he and Patricia helped him very much over the years. After Patrick thoroughly embarrassed Charles, he came to the mic to respond. He showed a bracelet he had custom made after Patricia's death that says "WWPD" – What would Patricia do? He also has a second one, "WWPWMTD" – What would Patricia want me to do? It also says friendship and love are the answer on the inside. Just because someone is gone doesn't mean they can't still guide.

Patrick also recognized Becky for her service of nearly three decades as secretary-treasurer for the WARLCA as she steps down this year. He also noted that national secretary-treasurer Clifford Daling wanted to be at the convention for this event but unfortunately was not able to make it. Patrick then read Clifford's letter of recognition. Patrick then presented

Becky with a certificate of appreciation from Clifford. Patrick then thanked everyone for the warm welcome and said that coming here is like coming home.

After Patrick finished speaking, the convention went on break. After the door prize drawing, the convention was called back to order and roll call done. All counties except North Central were present. Kurt made a few announcements regarding resolutions and constitution changes before both Patrick and Monte came back forward for a Q&A session. Many questions were asked on a variety of topics, and the Q&A continued until the convention broke for lunch.

After lunch and the door prize drawing, the convention was called back to order and roll call done. All counties except North Central were present. Becky Pike, Whatcom, presented a recognition certificate and gift to Secretary Treasurer Becky Wendlandt for her nearly three decades of service to the WARLCA.

Kurt then called the PAC Committee forward to

give their report. Chair Nancy Granish introduced her committee and gave the report. Everything was in order, and they suggested continuing with the desert auctions if the hotel and local health regulations allowed for it. There were no questions, and the report was accepted as read.

Monte and Patrick then continued with the Q&A session for another 15 minutes.

Region Committeeperson 3 Lorrie Crow then came forward to present the legislative presentation. A legislative handout was given to everyone present and she gave an update on legislative issues and a few questions were answered.

The Mileage and Per Diem Committee then came forward and chair Kristian Granish gave their final report. The final version of the report was passed out to the delegation, and he asked everyone to look over the report. There were no questions for the committee, and they were dismissed with our thanks.

MILEAGE AND PER DIEM COMMITTEE REPORT

NAME	MILES	MILEAGE	ALLOWANCE	REFUND	TOLL	TOTAL
Adams, Gina	661	\$386.69	\$250.00			\$636.69
Alexander, Charles	599	\$350.42	\$250.00			\$600.42
Ankerson, Rita	480	\$280.80	\$250.00			\$530.80
Arras, Sharlene	438	\$256.23	\$250.00			\$506.23
Arvin, James	262	\$153.27	\$250.00			\$403.27
Ayers, Dawn	458	\$267.93	\$250.00			\$517.93
Barrett, Paige	75	\$43.88	\$250.00	\$10.00		\$303.88
Benson, Lisa	508	\$297.18	\$250.00			\$547.18
Bergman, Philip	620	\$362.70	\$250.00			\$612.70
Blackmer, Dave				\$75.00		\$75.00
Chamberlin, Lauri	359	\$210.02	\$250.00			\$460.02
Clark, Jenny	502	\$293.67	\$250.00	\$10.00		\$553.67
Cortes Jr, Alfonso	550	\$321.75	\$250.00	\$10.00	\$6.25	\$588.00
Cortes, Sherry	550	\$321.75	\$250.00	\$10.00	\$6.25	\$588.00
Crow, Lorrie	413	\$241.61	\$250.00			\$491.61
DeWeber, Debbie	21.7	\$12.69	\$250.00	\$10.00		\$272.69
Durgan, Susan	639	\$373.82	\$250.00		\$6.25	\$630.07
Eckrem, Kurt	485	\$283.73	\$250.00			\$533.73
Folk, James	472	\$276.12	\$250.00			\$526.12
Garcia, Christa	516	\$301.86	\$250.00			\$551.86
Godfrey, Aron	500	\$292.50	\$250.00			\$542.50
Granish, Kristian	494	\$288.99	\$250.00			\$538.99
Granish, Nancy	488	\$285.48	\$250.00	\$10.00		\$545.48
Halverson, Carol	497	\$290.75	\$250.00			\$540.75
Hockaday, Sarah	507	\$296.60	\$250.00			\$546.60
Hamilton, David	650	\$380.25	\$250.00			\$630.25
Hartshorn, Monte (<i>Nat. Paid</i>)				\$20.00		\$20.00
Hitchman, Paul	474	\$277.29	\$250.00			\$527.29

Hemrich, James	232	\$135.72	\$250.00			\$385.72
Javiniar, Estee	422	\$246.87	\$250.00			\$496.87
Lopez, Isa	483	\$282.56	\$250.00			\$532.56
Marchand, Carol	553	\$323.51	\$250.00	\$20.00	\$6.25	\$599.76
McCormack, Anntionette	478	\$279.63	\$250.00	\$75.00		\$604.63
Peterson, Alicia	456	\$266.76	\$250.00			\$516.76
Pike, Becky	634	\$370.89	\$250.00			\$620.89
Poage, Brian	166	\$97.11	\$250.00	\$75.00		\$422.11
Potter, Bryan	613	\$358.61	\$250.00	\$105.00		\$713.61
Rinehart, Doug	519	\$303.62	\$250.00		\$5.50	\$559.12
Rogers, Jody	551	\$332.34	\$250.00			\$572.34
Sisley, Janice	436	\$255.06	\$250.00			\$505.06
Skewis, Kris	474	\$277.29	\$250.00	\$10.00		\$537.29
Taylor, Jeff	317	\$185.45	\$250.00			\$435.45
Walker, Melvin	492	\$287.82	\$250.00			\$537.82
Wendlandt, Becky	327	\$191.30	\$250.00			\$441.30
TOTALS	19,371.7	\$11,332.44		\$440.00	\$30.50	\$22,302.94

The Constitution Committee came forward next to give their report. Chair David Hamilton introduced the committee. Kurt clarified to the delegation that a constitution change goes into effect at adjournment. David then explained the procedure for voting and discussion on the proposed changes. He made a

motion to dispense with the reading of the current language. The motion was seconded, there was no discussion, and the motion passed. The committee only read the proposed language and the intent of/reason for change. Bold print is new language. Strikethrough is deleted language.

CONSTITUTION COMMITTEE REPORT - CONSTITUTION CHANGES

Proposed Constitution Change 1: **Not Considered**

Article III, Section 5

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 .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. Family Plan:~~

~~1. In addition to the above defined amounts, annual State Auxiliary Per Capita dues shall be designated as follows, plus the National Auxiliary per capita dues as defined in the National Auxiliary Constitution.~~

- ~~a. Regular Rural Carriers; \$4.00~~
- ~~b. Part Time Flexible Rural Carriers; \$4.00~~
- ~~c. Substitute Rural Carriers; \$4.00~~

d. Rural Carrier Associates; \$4.00

e. Rural Carrier Reliefs; \$4.00

f. Assistant Rural Carriers; \$4.00

g. Auxiliary Rural Carriers; \$4.00

h. Retired Rural Carriers; \$4.00

~~2. Those members who have signed an authorization for deduction of dues form 1187 and those that have paid by cash shall have the above amounts deducted pro rata from the total defined dues amount by the NRLCA and remitted to the National Auxiliary quarterly.~~

~~3. Those NRLCA members who have signed an authorization for deduction of dues form 1187 or have paid by cash and do not wish to participate in the Family Plan may request a refund of Auxiliary dues. Such refund request must be made in writing to the NRLCA Secretary Treasurer not more than twenty (20) days and not less than ten (10) days prior to the beginning of the NRLCA fiscal year. This refund request will stay in effect each year until the member notifies the NRLCA Secretary Treasurer otherwise.~~

~~4. Should the Washington State Auxiliary cease to exist the State Auxiliary identified per capita shall default to the State Association until such time that it can be stopped.~~

After reading and clarification the committee moved that constitution change #1 be adopted. Objection to the consideration of this change passed with the 2/3 required vote after extensive discussion, and Constitution Change #1 was not considered.

Proposed Constitution Change 2: Not Considered

Article III, Section 5

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 .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. Starting July 1, 2022 and ending June 30, 2023 each regular carrier, part time flexible, and associate member shall receive a one-time reduction of \$40 per member for their yearly dues and each rural carrier associate, assistant rural carrier, and auxiliary rural carrier shall receive a one-time reduction of \$20 for their yearly dues. Retired carriers will not receive a one-time reduction of dues.

Chair David read the language and moved that constitution change #2 be adopted. Objection to the consideration of this Constitution Change passed by the required 2/3 vote and Constitution Change #2 was not considered.

Proposed Constitution Change 3: Failed

Article V, Section 2

Section 2. Duties.

...

C. Secretary-Treasurer

...

~~14. The Secretary shall have the Constitution printed in the Convention issue of the WASHINGTON RURAL CARRIER, which will be mailed to all members.~~

Chair David read the language and moved that Constitution Change #3 failed. constitution change #3 be adopted. After discussion,

Proposed Constitution Change 4: Failed

Article V, Section 3

Section 3. Election.

...

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~~ **second** 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.

Chair David read the language and the committee recommended that it be remanded to the county unit as this change would conflict with other language in the constitution change. After extensive discussion, Constitution Change #4 failed.

Proposed Constitution Change 5: Adopted

Article V, Section 5

Section 5. Expenses.

...

G. All elected and appointed State Officers will be reimbursed ~~\$30~~ **\$40** food per diem while on travel status, and an overnight stay is required.

Chair David read the language, noted national officers get \$50 so it is not the same as the national constitution, and moved that constitution change #5 be adopted. After brief discussion over copy issues, Constitution Change #5 was adopted.

Proposed Constitution Change 7: Adopted as Amended

Article IX, Section 2

Section 2. Duties.

...

I. The duties of the ~~WASHINGTON RURAL CARRIER~~ **Communications** Committee shall be: To review the expenses **and publications of the following** ~~to publish and mail the WASHINGTON RURAL CARRIER~~ and to make any suggestions ~~concerning~~ **for future publications and communications.**

- 1. Washington Rural Carrier**
- 2. WARLCA.com website**
- 3. Email Updates from WARLCA.com website**
- 4. WARLCA Social Media accounts**

The committee shall also meet with the Editor, Webmaster, and Social Media Administrators for their suggestions before presenting their report.

Chair David read the language and noted no issues other than there are no communication committees at national. He then moved that the constitution change be adopted. An amendment to move the new language from "whereas" to "be it resolved" where it belonged passed. A second amendment to change the word "Facebook" to "Social Media Accounts" also passed. After further discussion and Constitution Change #7 was adopted as amended.

Proposed Constitution Change 6: Adopted

Article IX, Section 1

Section 1. Appointment.

A. Previous 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~~ **Communications, PAC**, 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.

Chair David read the language, noted no issues but did say that not all committees exist at the national level, and moved that the constitution change be adopted. Several clarifications were made. A motion to amend the language was made and after discussion the amendment passed. A few more questions were asked, and a motion to divide the question was made. Further questions were asked, and Patrick was consulted. After discussion, the motion to divide the

question passed. Adding the language for Communications and PAC would be addressed as two separate votes.

A motion was made that the word “communications” replace “Washington Rural Carrier”. The first part of the divided change was adopted. It was then moved to table adding the word “PAC” until constitution change #8 passed. The motion to table was seconded and passed.

Proposed Constitution Change 8: Adopted

Article IX, Section 2

Section 2. Duties.

...

O. The duties of the PAC committee are to help out at the PAC table during State Convention and to review the past donations and remits to NRLCA. After talking to the PAC Chair, the committee can make suggestions as part of their report.

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

Chair David read the language, noted no issues, and moved that constitution change #8 be adopted.

There was no discussion and constitution change #8 was adopted.

Proposed Constitution Change #6 Part 2: Adopted

The motion was made that we reconsider the motion to add the word “PAC”. The motion to reconsider was seconded and passed. There was no further discussion and the motion to add the word “PAC” was adopted. The final language is shown under Constitution Change #6.

was dismissed with our thanks. The convention then went on break. After the break and a door prize drawing, roll call was done and all counties with the exception of North Central were present. Paige gave a PAC update and then the Resolutions Committee came forward to give their report.

Resolutions Committee chair Aron Godfrey introduced the members of the committee and read the standing rules pertaining to resolutions.

Kurt then moved to dismiss the Constitution Committee. The motion passed and the committee

RESOLUTIONS COMMITTEE REPORT - RESOLUTIONS

Submitted by Lower Columbia:

1. Non-Binding. **Passed by drop of the gavel**

Be it resolved: RCA has an additional OJI day after 30 working days on route.

Intent: To help new RCAs not have habits and correct bad habits.

2. Non-Binding. **Passed by drop of the gavel**

Be it resolved: that RCA see step increases annually.

Intent: Retention

3. Non-Binding. **Failed after discussion and vote**

Be it resolved: ballot envelopes need to have a reply by stamp on envelope with red.

Intent: To make it easy for carriers to know they need to vote ASAP.

Submitted by Mutual:

4. Binding to State Board. **Failed after discussion and vote**

Whereas: the WARLCA suspended board policy on full day of ADOP and allow accrued hours towards and 8-hour day since COVID is still a problem.

Be it resolved: any board member accumulating hours towards a full day of compensations keep a log of hours and duties performed during the days credited towards the full day of compensation. Each board member's log will be published in each WRC.

Intent: Transparent measures to determine ADOP work versus salary, as related to the WARLCA Constitution, Article V Section 4 Salaries A. The elected WARLCA State Officer's salaries are as listed below. These monthly salaries are compensation for all hours worked beyond a normal workday.

Submitted by Island, Skagit, San Juan:

5. Non-Binding. **Failed after discussion and vote**

Be it resolved: the day after a holiday a regular rural carrier will receive overtime for hours worked over evaluation. RCAs assigned to a regular route will also be eligible for overtime for hours worked over the evaluation.

Intent: To aid in staffing by encouraging regulars to work days after holidays and reduce call outs. Also encourages auxiliary assistance to be provided.

Submitted by King-Snohomish:

6. Non-Binding. **Failed after discussion and vote**

Whereas: if the vacancy still exists, the vacancy will be posted again at the vacancy post office for all non-probationary RCAs in the office.

Be it resolved: If the vacancy still exists the route will be posted on E job bidding and be made available to any rural carrier with bidding privileges in the nation.

Intent: Carriers often have a difficult time finding a mutual exchange and should be afforded the opportunity to bid on routes that have not been filled in the district before they should be given to an RCA with less than a year of service.

Kurt then moved to dismiss the Resolutions Committee. There was no objection, and the Resolutions Committee was dismissed with our thanks. Vice President Lisa Benson then presented the 2021 Member of the Year award to Jeff Taylor. Jeff made a few remarks. Kristian Granish then made a motion to adjourn for the day. The motion was seconded and passed. The convention adjourned for the day at 4:45 p.m.

The convention was called back to order at 8:00 a.m. on Tuesday, May 24, 2022. After the door prize drawing, roll call was done. All counties except North Central were present.

The Finance Committee gave their final report

Proposed Constitution Change from the Floor #1: Adopted

Article IX, Section 2

Section 2.

...

K. The duties of the Convention Media Committee are to present the proposed Resolutions and Constitution changes to the delegates on the LCD projector as well as reports and/or presentations. Another duty shall be photography of different portions of the proceeding.

first. Chair Kris Skewis reintroduced the committee. There we no changes made to the report and no questions from the floor. The current language remains with no changes for the 22/23 year.

Vice President Lisa Benson then presented the 2022 Outstanding Member of the Year award, which was awarded to Kris Skewis. Kris gave a short thank you speech. PAC Chair Paige then gave a PAC update and announced that the sustaining donor challenge was met. Kurt then asked if there was any unfinished business to bring forward. As there was none, we moved on to new business. Resolutions and constitution changes from the floor were next up.

Doug Rinehart made a motion to accept constitution change from the floor #1. The motion was seconded. Doug explained why he proposed this change. The motion passed and constitution change from floor #1 was adopted.

Proposed Constitution Change from the Floor #2: Adopted

Article III, Section 5

Section 5. Dues.

- A. The revenues of the WARLCA shall be derived from per capita dues.
- 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 .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 regular carriers, part time flexible carriers, and associate members shall be reduced by a flat amount of \$53.00 for the 2022-2023 year.** 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 **for the 2022-2023 year, including the reduction**, 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.

Lorrie Crow moved that Constitution Change from the Floor #2 be accepted. The motion was seconded. There was extensive discussion from the floor, and Constitution Change from Floor #2 was adopted.

Proposed Constitution Change from the Floor #3: Failed

Article III, Section 5

Section 5. Dues.

~~D. Family Plan:~~

- ~~1. In addition to the above defined amounts, annual State Auxiliary Per Capita dues shall be designated as follows, plus the National Auxiliary per capita dues as defined in the National Auxiliary Constitution.~~
 - ~~a. Regular Rural Carriers; \$4.00~~
 - ~~b. Part Time Flexible Rural Carriers; \$4.00~~
 - ~~c. Substitute Rural Carriers; \$4.00~~
 - ~~d. Rural Carrier Associates; \$4.00~~
 - ~~e. Rural Carrier Reliefs; \$4.00~~
 - ~~f. Assistant Rural Carriers; \$4.00~~
 - ~~g. Auxiliary Rural Carriers; \$4.00~~
 - ~~h. Retired Rural Carriers; \$4.00~~
- ~~2. Those members who have signed an authorization for deduction of dues form 1187 and those that have paid by cash shall have the above amounts deducted pro rata from the total defined dues amount by the NRLCA and remitted to the National Auxiliary quarterly.~~
- ~~3. Those NRLCA members who have signed an authorization for deduction of dues form 1187 or have paid by cash and do not wish to participate in the Family Plan may request a refund of Auxiliary dues. Such refund request must be made in writing to the NRLCA Secretary Treasurer not more than twenty (20) days and not less than ten (10) days prior to the beginning of the NRLCA fiscal year. This~~

~~refund request will stay in effect each year until the member notifies the NRLCA Secretary-Treasurer otherwise.~~

~~4. Should the Washington State Auxiliary cease to exist the State Auxiliary identified per capita shall default to the State Association until such time that it can be stopped.~~

Becky Wendlandt moved to accept this constitution change. The motion was seconded. There was very extensive discussion on this constitution change.

After discussion, a quick clarification on voting procedures was made, after which constitution change from the floor failed.

Proposed Constitution Change from the Floor #4: Adopted

Article III, Section 5

Section 5. Dues.

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

Becky Wendlandt moved that we accept this constitution change and the motion was seconded. After brief discussion constitution change from floor #4 was adopted.

The convention went on break. After the break and door prize drawing roll call was done and all counties with the exception of North Central were present. Kurt recognized the non-delegates in the room and thanked them all for coming. Vice President Lisa Benson read the standing rules for Elections and the Tellers Committee came forward. Chair Jim Hemrich introduced the committee members and explained the voting procedures to the delegation.

Nominations for state president were then opened. The nominees were Kurt Eckrem and Dawn Ayers. There were no nominations from the floor. Both candidates addressed the delegation, both answered questions in the candidate forum and a secret ballot vote was then taken. A total of 44 votes were tallied and Lisa read out the results of the vote:

Dawn Ayers 19

Kurt Eckrem 25

Kurt Eckrem was then declared as WRLCA President. Both candidates then thanked the delegation for their consideration.

Kurt then opened nominations for Vice President. The only nominee was Alicia Peterson. Isa Lopez and Dawn Ayers were both nominated from the floor, however both respectfully declined. Nominations were closed, and Alicia was elected by unanimous consent. Kurt declared Alicia Peterson Vice President of the WARLCA. She then addressed the delegation.

Next, nominations for Secretary-Treasurer were opened. The nominees were Lorrie Crow and David Hamilton. There were no nominations from the floor. Both candidates addressed the delegation and answered questions during the candidate forum. A secret ballot vote was then taken with 44 ballots tabu-

lated. Kurt read out the results of the vote:

Lorrie Crow 33

David Hamilton 11

Lorrie Crow was declared WARLCA Secretary-Treasurer. Both candidates thanked the delegation for their consideration.

Kurt then opened nominations for Region Committeeperson 1. Isa Lopez was the only nominee and there were no nominations from the floor. She was then elected by unanimous consent, and Kurt declared Isa Lopez WARLCA Region Committeeperson 1.

Kurt next opened nominations for Region Committeeperson 2. The nominees were Kris Skewis and Estee Javinier. Estee was nominated from the floor. Both candidates addressed the delegation and answered questions during the candidate forum. A secret ballot vote was then taken with 44 ballots tabulated. Kurt read out the results for the vote:

Estee Javinier 23

Kris Skewis 21

Estee Javinier was declared WARLCA Region Committeeperson 2. Both candidates thanked the delegation for their consideration.

Kurt then opened nominations for Region Committeeperson 3. Jeff Taylor was nominated but then withdrew his name from consideration. Lauri Chamberlin was nominated from the floor. She was then elected by unanimous consent, and Kurt declared Lauri Chamberlin WARLCA Region Committeeperson 3.

Kurt last opened nominations for Region Committeeperson 4. The only nominee was Brian Poage and there were no nominations from the floor. He was then elected by unanimous consent, and Kurt declared Brian Poage WARLCA Region Committeeperson 4.

PAC Chair Paige Barrett came forward one final

time to give the PAC report. Final total raised for the year was \$8,725. The final total raised at the convention was \$2,417. Mutual kept the aggregate contributions award Eagle. The per capita contributions Eagle went to Northeast. The second place per capita Frog went to Whitman-Southeast.

Kurt dismissed all standing committees. He thanked all the veterans in the room for their service

and asked two of them to come forward to retire the colors. Al Cortes and Brian Potter retired the colors. Delegate checks were distributed, and the newly elected board came forward. After a few final announcements, the convention was adjourned at 1:22 p.m.

Scenes From Convention



Clockwise from top left. **Top left:** First timers at State Convention! L-R, Debbie DeWebber, Christa Garcia, Gina Adams, James Arvin, Anntoinette McCormack, Markham Johnston III, Paul Hitchman; **Below right:** Auditing committee members hard at work; **Bottom right:** 2022 Outstanding Member of the Year Kris Skewis received her plaque from VP Lisa Benson; **Bottom left:** Because there was no National Convention last year, 2021 Outstanding Member of the Year Jeffrey Taylor received his NRLCA plaque from VP Lisa Benson.





Your 2022-2023 WARLCA State Board! President Kurt Eckrem, Vice President Alicia Peterson, Secretary-Treasurer Lorrie Crow, Region 1 Committeeperson Isa Lopez, Region 2 Committeeperson Estee Javinari, Region 3 Committeeperson Lauri Chamberlin, and Region 4 Committeeperson Brian Poage.



Above & top right: "Super Steward" Monte Hartshorn received a gift, including this cape, from the WARLCA Board in recognition of his 25+ years of service to WARLCA members; **Bottom right:** NRLCA Executive Committeeman Patrick Pitts comes home to Washington.



NRLCA Executive Committeeman Patrick Pitts presented soon-to-be Past WARLCA Secretary-Treasurer Becky Wendlandt with a Certificate of Appreciation for her near-three-decades of service to the NRLCA and its members.



Right: WARLCA members and guests get funky at banquet night to the smooth sounds of the Brass Fire Band; **Above:** Becky Wendlandt and Kurt Eckrem share a dance as they serve board positions together for the last time; **Above right:** Alicia Peterson and Charles Alexander know how to bust a move.



The WARLCA is proud to welcome the following groups at State Convention



Veterans: Dana Lauzon, Nancy Granish, Bryan Potter, Jeffrey Taylor, Al Cortes, Patrick Pitts, and Melvin Walker



Retirees: Janice Sisley, Becky Pike, Jim Hemrich, Lauri Chamberlin, Charles Alexander, Carol Marchand, Becky Wendlandt, Doug Rinehart, Melvin Walker, and Kurt Eckrem.



Past & present State Officers: Becky Pike, Jim Hemrich, Paige Barrett, Becky Wendlandt, Charles Alexander, Isa Lopez, Patrick Pitts, Monte Hartshorn, Lisa Benson, Doug Rinehart, Dawn Ayers, Lorrie Crow, Kurt Eckrem, and Alicia Peterson.



Last but not least, stewards: Jodi Rogers, Susan Durgan, Paige Barrett, David Hamilton, Isa Lopez, James Arvin, Jeffrey Taylor, Lisa Benson, Monte Hartshorn, Dawn Ayers, Alicia Peterson, and Lorrie Crow.



All In The Family

By Dawn Ayers, PAC Chair

We all work so that our families can have a better life. Those of us that are involved our union do it so we can improve our work-life. Did you know there is a way to involve your families with the union through the NRLCA Auxiliary and Juniors Program? In 1924, the initial Auxiliary was established by the spouses of rural carriers and 27 states joined the charter with Washington being one of those 27 states. They established their motto in 1927 which was and still is "Cooperation Means Success". In 1935 the Juniors Program was introduced by the Auxiliary with their motto being "We Help to Serve".

The Auxiliary is made up from the spouses of NRLCA members.

They sponsor the Juniors Program and work with them during conventions as well. The Juniors are the children and grandchildren of NRLCA members in good standing and their spouses. The Juniors participate by having their own board, practicing parliamentary

We are looking for spouses of rural carriers to help make up the Auxiliary so we can turn our conventions into a family-friendly experience

procedure, and working on projects while their parents are in meetings.

In 2018, our state reestablished the family plan with a vote to change our constitution by the membership present at that state

convention. The family plan is the Auxiliary and Juniors program and is partially financed through our dues. We each pay \$8.00 per year to help fund the family plan. The Auxiliary board consists of a President, Vice President, and a Secretary-Treasurer. At minimum,

we need those three positions filled in order to operate in our state. We are looking for spouses of rural carriers to help make up the Auxiliary so we can turn our conventions into a family-friendly experience

and help teach our Juniors about the parliamentary procedures and how to serve the community while having fun! Please contact me, Dawn Ayers, either by phone at 253-468-2119 or by email at WAFamilyPlan@gmail.com. I look forward to hearing from you!

WA Rural Letter Carriers' Association Statement of Financial Position

As of June 30, 2022

	Jun 30, 22	Jun 30, 21	% Change
ASSETS			
Current Assets			
Checking/Savings			
1010000 · Chkg - WA Trust Bank	12,893.31	15,407.29	-16.3%
1020000 · Savings - APCU	361,226.17	281,390.41	28.4%
1030000 · Chkg - APCU	105.24	103.72	1.5%
1200000 · CD#74 (APCU) .946% 3/11/23	45,179.76	44,710.10	1.1%
1210000 · CD#75 EmerFund .946% 3/11/2023	45,179.76	44,710.10	1.1%
1220000 · CD#76 Emer Fund 1.3% 4/7/2021	23,418.02	23,174.58	1.1%
1230000 · CD#77 (APCU) .946% 3/11/2023	34,110.77	33,756.18	1.1%
1240000 · CD#78 (APCU) 1.587% 6-24-2022	77,439.26	76,222.91	1.6%
Total Checking/Savings	599,552.29	519,475.29	15.4%
Total Current Assets	599,552.29	519,475.29	15.4%
TOTAL ASSETS	599,552.29	519,475.29	15.4%
LIABILITIES & EQUITY			
Liabilities			
Current Liabilities			
Other Current Liabilities			
2100000 · Payroll Liabilities			
2101000 · 941 Employee FICA Tax W/H	53.37	0.00	100.0%
2104000 · 940 (FUTA) Federal Unemployme...	102.11	52.22	95.5%
2105000 · State Unemployment Tax	72.38	37.20	94.6%
2106000 · Labor and Industries Tax	276.69	148.90	85.8%
2107000 · State Pd Family & Medical Leave	138.26	40.97	237.5%
Total 2100000 · Payroll Liabilities	642.81	279.29	130.2%
2500000 · Retirement Plan Payable			
2510000 · 401K Employer's Portion	119.83	0.00	100.0%
Total 2500000 · Retirement Plan Payable	119.83	0.00	100.0%
Total Other Current Liabilities	762.64	279.29	173.1%
Total Current Liabilities	762.64	279.29	173.1%
Total Liabilities	762.64	279.29	173.1%
Equity			
3900000 · Net Assets	519,196.00	333,629.45	55.6%
Net Income	79,593.65	185,566.55	-57.1%
Total Equity	598,789.65	519,196.00	15.3%
TOTAL LIABILITIES & EQUITY	599,552.29	519,475.29	15.4%

WA Rural Letter Carriers' Association
Statement Of Activities Previous Year Comparison
July 2021 through June 2022

	Jul '21 - Jun 22	Jul '20 - Jun 21	% Change
Income			
4000000 · National General Insurance	0.00	-212.28	100.0%
4100000 · Interest / Dividends	4,053.38	5,081.04	-20.2%
4200000 · Membership Dues	306,334.84	297,126.80	3.1%
4400000 · Reimbursements	653.61	0.00	100.0%
4500000 · Sales	3,485.00	0.00	100.0%
4600000 · AuxiliaryDuesStatePortion	1,716.80	5,096.79	-66.3%
Total Income	316,243.63	307,092.35	3.0%
Expense			
5000000 · Accounting Fees	3,155.00	5,005.00	-37.0%
5100000 · Awards & Recognition	9,267.41	5,835.85	58.8%
5300000 · Employee Benefits	6,218.17	4,796.52	29.6%
5400000 · Equipment	4,588.73	1,535.06	198.9%
5600000 · Lodging	9,736.79	0.00	100.0%
5800000 · Office Expense	4,438.75	3,540.67	25.4%
5900000 · Payroll Taxes	9,023.07	5,943.47	51.8%
6000000 · Per Capita Dues	2,175.00	1,728.00	25.9%
6100000 · Postage	7,209.98	4,657.75	54.8%
6200000 · Printing	1,688.03	973.47	73.4%
6400000 · Rent	2,956.97	2,454.00	20.5%
6600000 · Salaries and Wages	94,884.42	63,628.43	49.1%
66900 · Reconciliation Discrepancies	0.00	0.00	0.0%
6700000 · State Meetings	47,897.37	5,494.50	771.7%
6701000 · State Paper	12,461.52	9,083.98	37.2%
6900000 · Telephone & Internet	1,423.00	1,428.00	-0.4%
7000000 · Travel	11,558.92	4,388.30	163.4%
7100000 · Website Expenses	557.85	1,032.80	-46.0%
7200000 · Western States Conference	7,409.00	0.00	100.0%
Total Expense	236,649.98	121,525.80	94.7%
Net Income	79,593.65	185,566.55	-57.1%

Your RCP1 Needs Your Help!

Planning for a state convention is a massive task with many moving parts and trying to coordinate with everyone's schedules. The 2025 Convention will be held in Region 1 and Isa has asked for help in choosing dates to hold convention. Please visit the link below to cast your votes.

<https://www.surveymonkey.com/r/KYV5NKK>

WARLCA Board Minutes from May 19-21, 2022 Pre-Convention Board Meeting

Members In attendance: Kurt Eckrem: President, Lisa Benson: Vice President, Becky Wendlandt: Secretary/Treasurer, Isabella Lopez: Region Committeeperson 1, Alicia Peterson: Region Committeeperson 2, Lorrie Crow: Region Committeeperson 3, Paige Barrett: Region Committeeperson 4. Guests were Sharlene Arras, Charles Alexander and Becky Pike.

Agenda:

Ditty Bags

Review Vouchers

Reviewed BEOs and State Convention Program/Duties

Member of the Year

Drawing for Winner of Red Lion Room Nights

All arrived at 4 PM except for Alicia who arrived at 5:30 PM on Thursday, May 19, 2022. The board reviewed vouchers and started putting together ditty bags with the help of the guests. The board meeting ended at 7:30 PM. The board meeting started at 9 AM on Friday May 20, 2022 with all in attendance and the minutes from the May 1, 2022 zoom meeting were approved. Kurt noted we will have one of the lowest attendance State Convention due to members not being able to get off their routes, however, we will have met the quorum of at least 6 counties in attendance and 17 members. The board members were given their committee packets and the board discussed the first thing that needs to be completed is the confidentiality forms in the packet, then the whole committee read the instructions. Election Committee will be in Clearwater C Saturday morning. Tellers will have Lion's Den on Monday and Tuesday. Auditing will be in the board room in Ballroom II. For the retirement Seminar: Lisa will be in charge of the retirement seminar sign in sheet and handouts. For the County Officers Luncheon: Becky will be in charge of the sign in sheet. Lisa will be in charge of the OWCP seminar sign in sheets. The board agreed to up to 8 days ADOP for Becky to complete May work and reconcile books for May, as well as put in annual reports to NRLCA before leaving office. The board broke for lunch at 11 AM and Kurt went to pick up Joni at the airport. The board convened at noon and set up the equipment on the convention floor and checked all the equipment.

Member of the Year:

Guests were asked to leave and the board reviewed the 3 nominations for member of the year. A secret ballot drawing was done with Kris Skewis selected as Member of the Year. The 21/22 WARLCA VP will announce it at the State Convention.

Drawing for Winner of Red Lion Room Nights:

The drawing for the 3 Red Lion Room Nights PAC Raffle was done and Kris Skewis is the winner of it.

The board adjourned at 5 PM on Friday, May 20, 2022 and reconvened at 10 AM on Saturday, May 21, 2022. The board then finished set up and prepared for the retirement seminar starting at 1 PM.

Future Board Meetings:

Wednesday the 25th, 2022 board meeting from 8 AM to noon for 22/23 elected board. One day ADOP, hotel and per diem for Tuesday night but no mileage was approved.

Respectfully Submitted the last time after 29 years,

Becky Wendlandt, soon to be Past WARLCA Sec/Treas

WASHINGTON RURAL LETTER
CARRIERS' ASSOCIATION



CONSTITUTION

July 1, 2022 to June 30, 2023 (22/23 Year)

Updated at the May 22-23-24, 2022

State Convention

Kennewick 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

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.

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.

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.

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.

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:

1. 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;
2. Part-Time Flexible Rural Carriers (PTFs, Designation Code 76);
3. Substitute Rural Carriers (Designation Codes 72 and 73);
4. Rural Carrier Associates (RCAs, Designation Codes 74, 78, 79);
5. Rural Carrier Reliefs (RCRs, Designation Code 75);
6. Auxiliary Rural Carriers (Designation Code 77);
7. Assistant Rural Carriers (ARCs, Designation Code 70-5); and
8. Rural Carriers in the Armed Forces of our country, provided they were members when their duty began.

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.

B. 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.

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

D. 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.

E. 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.

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.

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.

Members in good standing 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 representing the office from which the route emanates. The member must provide in writing prior to the start of the fiscal year to the State Secretary that member's desire to be in a different county unit. 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, at time of retirement.

Section 5. Dues.

A. **The revenues of the WARLCA shall be derived from per capita dues.**

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 .5% of the yearly salary of a 35-hour route at Step A from Table One of the current rural carriers evaluated schedule in effect. **The State per capita dues for regular carriers, part time flexible carriers, and associate members shall be reduced by a flat amount of \$53.00 for the 2022-2023 year.** 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 **for the 2022-2023 year, including the reduction**, 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. Family Plan:

1. In addition to the above defined amounts, annual State Auxiliary Per Capita dues shall be designated as follows, plus the National Auxiliary per capita dues as defined in the National Auxiliary Constitution.

- a. Regular Rural Carriers; \$4.00
- b. Part-Time Flexible Rural Carriers; \$4.00
- c. Substitute Rural Carriers; \$4.00
- d. Rural Carrier Associates; \$4.00
- e. Rural Carrier Reliefs; \$4.00
- f. Assistant Rural Carriers; \$4.00
- g. Auxiliary Rural Carriers; \$4.00
- h. Retired Rural Carriers; \$4.00

2. Those members who have signed an authorization for deduction of dues form 1187 and those that have paid by cash shall have the above amounts deducted pro-rata from the total defined dues amount by the NRLCA and remitted to the National Auxiliary quarterly.

3. Those NRLCA members who have signed an authorization for deduction of dues form 1187 or have paid by cash and do not wish to participate in the Family Plan may request a refund of Auxiliary dues. Such refund request must be made in writing to the NRLCA Secretary-Treasurer not more than twenty (20) days and not less than ten (10) days prior to the beginning of the NRLCA fiscal year. This refund request will stay in effect each year until the member notifies the NRLCA Secretary-Treasurer otherwise.

4. Should the Washington State Auxiliary cease to exist the State Auxiliary identified per capita shall default to the State Association until such time that it can be stopped.

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 *The 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 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 if they so choose, except for any meeting which the Officer campaigned for any elected or appointed position.

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 and sign-in sheet.

D. Each County President and Secretary-Treasurer will receive compensation of \$25.00 each for completing their county LM online by July 30 of the fiscal year just ended.

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, 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 re-

quires.

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-five (25) 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 ballots 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: \$200 Month

Vice President: \$100 Month

Secretary Treasurer: \$350 Month

Region Committeepersons: \$100 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 \$40 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. 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.

A. 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. Each delegate shall be seated with the County Unit that the delegate was elected in.

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 30th 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 50 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 50 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 25 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 exceed 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, except for NRLCA National Steward System business, their

compensation shall be reduced by 10% for each missed function after 30 minutes. The compensable functions of the National Convention shall be one each daily morning and afternoon session, and one seminar, and the Western States Caucus, excepting that attendance to the WSC function shall not be required if participating in the election campaign of a WARLCA member for National Office with notification to the Delegate-at-Large by the candidate.

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 e-mail will be kept on file and published in the WRC, except for those made during executive sessions.

ARTICLE IX Committees

Section 1. Appointment.

A. Previous 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, **Communications**, **PAC**, 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 2nd Tellers Committee.

B. The report of the Credentials Committee shall be given not later than ten (10:00) a.m. on the second day of the State Convention. All delegates shall be seated by the passing of the 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 **Communications** Committee shall be: To review the expenses **and publications of the following and make suggestions for future publications and communications.**

1. WASHINGTON RURAL CARRIER

2. WARLCA.com website

3. E-mail Updates from the WARLCA.com website

4. WARLCA social media

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 **Convention** 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. **Another duty shall be photography of different portions of the proceeding.**

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 the PAC Committee are to help out at the PAC table during State Convention and to review past donations and remits to NRLCA. After talking to the PAC Chair, the committee can make suggestions as part of their report.

P. 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 mail 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.

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. 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.

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. 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

The Constitution shall take effect immediately upon adoption.

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.

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.

WARLCA Membership Statistics



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

Michelle Garvin

Anna Howe

Donna Hubbard

Billy Mitchell

Jodelle Morgan

Elaine Richardson

The WARLCA Membership wishes to honor them for their dedication to our Union and the Rural Craft.

Member Totals by Class

Regular	1,098
PTF	85
Retired	271
Associate	4
RCA	440
Retired Associate	1
Recently Retired	7
ARC	37
Cash-Paid	25
Total	1,968

Membership Longevity Awards

Last Name	First Name	MI	Award Type	Date Awarded
BROWN	DELMOND	O	60	1/25/2018
JOHNSON	DAVID		60	2/6/2018
KERN	KARL	F	70	3/7/2018
MONOHON	MARIE		50	1/6/2020
MUPHRY	CHARLES	O	70	1/25/2018
NORRIS	DOLORES	J	50	1/25/2018
PICKENS	GALE	E	50	12/28/2018
SYREEN	MARY	W	50	3/30/2018
TURK	DWANE	A	50	3/3/2017
TURK	MARJORIE	A	50	5/30/2019

Congratulations Retirees!

BRAMMER, JANE M	WOODINVILLE
CRONICK, RAY G	COLBERT
SHIAO, CHUNG L	ISSAQUAH
MCNEIL, CRISTY E	WALLA WALLA
DELZER, GARY L	SPOKANE
PETERS, PAULA D	SPANAWAY

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.

Recruiter Name _____ EID/CSA _____

Address _____

City _____ State _____ Zip _____

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

(USPS EMPLOYEE I.D. NUMBER)

LASTNAME	FIRSTNAME	MI
----------	-----------	----

MAILING ADDRESS	CITY	STATE	ZIP CODE +4
-----------------	------	-------	-------------

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 \$30.58 Regular/ \$10.81 Relief per pay period.

LOC #	STATE
	WA
DATE	REMIT #

Lorrie Crow, WARLCA _____, 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:
Lorrie Crow
WARLCA Secretary-Treasurer
1208 A Slide Creek Rd
Colville WA 99114-8766

WARLCA Proudly Hosts Seminars on OWCP & Retirement
Sunday, October 2nd, 2022

Location: Hotel Interurban, 223 Andover Park E, Tukwila, WA 98188. Phone: (206) 278-4900.
Secure parking for \$5 at the hotel.

-----**SEMINAR FROM 10 AM TO NOON**-----

“Help with your OWCP claim before and after retirement”

Presented by Mike and Linda Watson

Mike and Linda Watson, of Mike Watson and Associates, Portland, Oregon, are retained by the NRLCA to answer questions concerning OWCP claims over the phone at no charge. Mike has 45 years of experience in the OWCP process. Call before you start filing your claim to get the right forms for approval of your claim and not a denial. Already have a claim and don't understand what your rights are? Can OWCP claims be carried over into retirement? Mike and Linda can help answer your questions. Some individual appointments may be available after their seminar.

-----**SEMINAR FROM 1 PM TO 4 PM**-----

“Understanding your Postal Benefits & Pre-Retirement Planning”

Presented by Joni Montroy

Joni Montroy, former Human Resources (HR) Specialist with the USPS in Rochester NY, will be presenting a workshop to help Rural Carriers navigate lite blue, understand your current benefits, and find out all the things you should know in planning your Postal Service retirement.

Topics in this workshop will give you an understanding of your eligibility, computation of your annuity, survivor benefit election options, what some of those numbers on your paystub mean, how creditable service and/or your annuity is affected by relief carrier time/military service, understanding the High 3 average salary, what you should know about your health and life insurance, sick and annual leave, FSA and Thrift Savings. She will give an overview of the process to retire and what to expect from the U.S. Office of Personnel Management (OPM).

Joni has presented many seminars including the National Rural Letter Carriers national conventions. She is a contract instructor with the Graduate School/Philadelphia region that teaches Mid & Pre-Retirement Classes for many Federal Agencies. Most recently, Joni presented a great seminar at the 2022 WARLCA State Convention.

Seminar Registration: The seminar(s) are free to WARLCA members ONLY. Due to limited space, you must be pre-registered. Walk-ins will not be allowed. Spouses may attend for a \$10 nonrefundable fee. These seminars will fill fast so don't wait to send in your registration form.

Registration Form (please print)

Name(s): _____

Address: _____

Phone: _____ E mail: _____

Attending: OWCP (10AM to Noon) _____ Retirement 1 PM to 4PM) _____ Both _____

Are You? (check one) _____ FERS or _____ CSRS or _____ CSRS Offset

Total enclosed \$ _____

Complete this form and send check (if applicable) payable to WARLCA to:

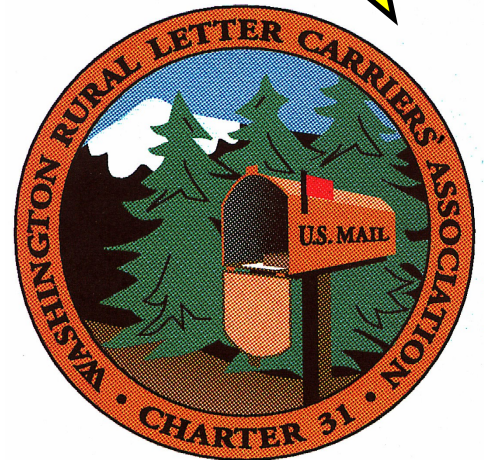
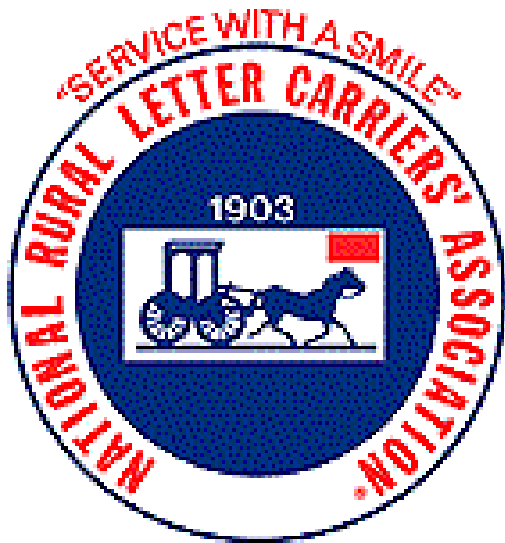
WARLCA Secretary-Treasurer Lorrie Crow 1208A Slide Creek Rd. Colville, WA 99114-8766
Questions? Go to warlca.com or call (509) 685-9624

Secretary-Treasurer
1208 A Slide Creek Rd
Colville WA 99114-8766

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

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Upcoming Dates to Remember

- Sep 6-9 2022: National Convention, Orlando FL
- Sep 10-23 2022: Mini Mail Survey
- Sep 15 2022: Rural Carrier Remembrance Day
- Oct 2, 2022: OWCP & Retirement Seminars, Southcenter WA
- Oct 8 2022: New RRECS Evaluations Effective
- Oct 8 2022: New Guarantee Year Begins
- Oct 17-22 2022: Steward Appreciation Week
- Dec 3 2022: Christmas OT Period Begins
- Jan 14 2023: New Leave Year Begins



www.warlca.com



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