

Washington Rural Carrier

Official Publication of the Washington Rural Letter Carriers' Association

Convention 2023



WARLCA Selects Melvin Walker as 2022-2023 Outstanding Member of the Year

Each year the coveted award for Outstanding Member of the Year is presented to a rural carrier member who has displayed a willingness to accept responsibilities, a high level of service rendered to the Washington Rural Letter Carriers' Association, attendance and participation in union functions, and a fraternal attitude and camaraderie with fellow carriers. This year that award was presented to retired rural carrier, Melvin Walker. Although Melvin retired in January of 2006 from the Longview, Washington Post Office, Melvin has been a constant participant in the WARLCA. I had the privilege of presenting Melvin with this prestigious award at his home in Kalama, Washington, this July where it was evident that family is extremely important to him. His walls were adorned with photo collages of his wife, children, grandchildren, and great-grandchildren.

Melvin joined the Navy Reserve Forces in 1957 as a senior in high school and in 1958 went on active duty. Melvin dedicated 20 years of ser- (continued on page 4)

Meet Mel!

2023 Member of the Year

Annual Reports

What Happened this Year?

Resolutions

What Passed at Convention?

Info Zoom

Ready for Another RRECS Calculation?

PAC is Back

New Contests

Thank You, Stewards!

You Make A Difference.

New Constitution

Updated at Convention

State Convention

Check Out What You Missed!

Not a Steward? Find Out How to
Become One!

WARLCA State Board And Appointed Officers

President & Historian

Kurt Eckrem
1003 9th St
Mukilteo WA 98275-2007
(425) 760-6879
president.warlca@outlook.com

Vice President & Legislative Director

Alicia Peterson
PO Box 1971
Eatonville WA 98328-1971
(253) 229-0620
vp.warlca@outlook.com

Secretary-Treasurer

Lorrie Crow
1208A Slide Creek Rd
Colville WA 99114-8766
(509) 675-0397
sec-treas.warlca@outlook.com

Region 1 Committeeperson & Webmaster

Isabella Lopez
PO Box 63
Lake Stevens WA 98258-0063
(425) 417-2700
rcp1.warlca@outlook.com

Region 2 Committeeperson & RCBP Rep

Estee Javinari
5305 NE 48th Ave
Vancouver WA 98661-7801
(808) 554-3065
rcp2.warlca@outlook.com

Region 3 Committeeperson

Delsey Reed
3709 N Greensferry Rd
Post Falls ID 38354-5968
(208) 964-0137
rcp3.warlca@outlook.com

Region 4 Committeeperson

Brian Poage
224 N 33rd Ave #1
Yakima WA 98902-2373
(509) 969-0375
rcp4.warlca@outlook.com

Editor

Lisa Benson
PO Box 792
Marysville WA 98270-0792
(425) 359-2462
warlcaeditor@outlook.com

PAC Chair

Dawn Ayers
PO Box 6
Sumner WA 98390-0006
(253) 468-2119
dawnayersunionmember@gmail.com

NRLCA Stewards

District Representative

Monte Hartshorn
PO Box 321
Castle Rock WA 98611-0321
(509) 315-7670
(texting not available)
monte.hartshorn@nrlca.org

Jeffrey Taylor
PO Box 703
Greenacres WA 99016-0703
(509) 690-0126
(texting not available)
jeffrey.taylor@nrlca.org

Assistant District Representatives

Alicia Peterson
PO Box 471
Graham WA 98338-0471
(253) 208-3344
(texting not available)
alicia.peterson@nrlca.org

Area Stewards

Dawn Anderson
(509) 551-7323
(texting not available)
dawn.anderson@nrlca.org

Renee' Pitts
PO Box 1795
Orting WA 98360-1795
(509) 315-7012
(texting not available)
renee.pitts@nrlca.org

Isa Lopez
PO Box 63
Lake Stevens WA 98258-0063
(425) 417-2700
(texting not available)
isabell.lopez@nrcla.org

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 webmaster@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



Tired? Overworked? Underpaid?
 Are you doing all the scans you should be?
 How much \$\$\$ have you lost by not doing them?



STOP GIVING YOUR TIME AND MONEY AWAY
 STAYING INFORMED AND EDUCATED IS YOUR
 GREATEST STRENGTH.



We are happy to present two Zoom meetings with DR Monte Hartshorn
Discussing: Scanner Review and the upcoming Mini Mail Survey.

August 20, 2023 - 3:00-5:00 PM

August 24, 2023 - 6:00-8:00 PM

Please RSVP to the Secretary/Treasurer

By AUGUST 19 at

Sec-treas.warlca@outlook.com



Ignorance may be bliss.
 But what is it really
 costing you?

WSC, SD 2023



Washington rural carriers at the 2023 Western States Conference held in San Diego CA in April 2023.

Left to right: Patrick Pitts, David Hamilton, Renee Pitts, Susan Durgan, Kurt Eckrem, Estee Javiniar, Alicia Peterson, Charles Alexander, Christiana Lee, Isabella Lopez, Monte Hartshorn, Lorrie Crow, Lisa Benson, Kris Skewis, Jim Hemrich, Brian Poage, James Folk, and Becky Wendlandt.

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

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(continued from cover) vice to the military. Melvin’s display of dedication to our country has continued as he has always taken on the role when asked to present the colors or retire the colors at State Convention.

Melvin began his US Postal Service career in 1991 at the Vancouver, Washington Post Office as an RCA. After four years in Vancouver, he transferred to the Longview, Washington Post Office. He served on the same route in Longview for his last 16 years of service. He served as local steward for several years while working in Longview.

In 1997, Melvin and another carrier decided to check out the national convention being held a short distance away in Portland, Oregon. They were not elected delegates but wanted to gain more information. The next year, Melvin attended the national convention in Denver, Colorado and eventually Melvin was an elected delegate attending national conventions regularly. After he retired in 2006, he said he didn’t run for national convention delegate anymore so that the active carriers had an opportunity to

go and have the same experiences he had attending. However, Melvin didn’t stop participating in local and state meetings just because he retired. He continued to be a resource of experience and served admirably when assigned to committees.

Melvin has spent most of his life in southwest Washington other than his time in active duty where he was stationed as far south as San Diego, California, as far east as Lansing, Michigan and as far north as Everett, Washington.

When he isn’t spending time with his large extended family, he enjoys watching Mariners games and NASCAR.

Unfortunately, due to illness Melvin was unable to attend this year’s State Convention in Silverdale, Washington. The members in attendance definitely missed him being there. The Washington Rural Letter Carriers’ Association is proud to call Melvin Walker our Outstanding Member of the Year. Congratulations Melvin and thank you for your many years of service both in the Navy and the Postal Service.

Congratulations Melvin and thank you for your many years of service both in the Navy and the Postal Service



Annual Report

By Kurt Eckrem, President & Historian

This past union year has been quite different from the previous years I have served on the WARLCA Board. While the day-to-day requirements of the business of the Association haven’t changed much, there was a significant change in the group of people who are involved in conducting that business. At the 2022 WARLCA State Convention in Kennewick, the delegates elected three new Region Committeepersons and a new Vice President. We also elected a new Secretary/Treasurer who, with the retirement of long-time S/T Becky Wendlandt, would have huge shoes to fill. While the learning curve was pretty high for all five of them, the Board came together as a group and continued to “git ‘er done”.

In July of 2022, we had our first full Board meeting of the new union year, at which we were tasked

with setting the Association budget for the upcoming year. Having endured two previous years in which expenditures were greatly reduced due to the cancellation of expensive in-person events, yet with the members’ dues still coming in, the Board decided to submit a Resolution at the 2022 Convention reducing the State portion of dues collected by the same amount as the National portion was going up, in effect keeping the dues the members have withheld from their paychecks exactly the same. While the Board felt this was the proper thing to do, it made the job of figuring out the upcoming income and expenses that much more difficult. Coupled with declining membership numbers and inflation beginning to take off, it was not an easy task. Much of the remainder of the time at the Board meeting was spent introducing the new Board members to how we conduct busi-

ness, explaining the duties of each of the Board elected and appointed positions, how we settle issues by reaching consensus or by voting, and the processes we use for submitting vouchers. We also decided to change our official email addresses whereby we each would use an identical format-office.warlca@outlook.com, and agreed to provide the passwords to our successors.

Leading up to the National Convention in September in Orlando, Florida, I assigned the 20 Washington delegates elected from our State to various seminars and worked with our new Secretary/Treasurer to determine the mileage reimbursement for each. At the IRS rate, that proved to be expensive. I don't believe we could have travelled any farther and stayed in the U.S. unless the Convention had been held in Puerto Rico. At the Convention itself, I represented the WARLCA in the Parade of States as part of the opening ceremony. Several of the delegates, myself included, had the honor of walking at caucus night with our own Patrick Pitts in his bid for reelection to the National Board. It was another proud moment for our State when Patrick was reelected. On the unfortunate side of things, multiple Washington delegates fell ill during the Convention, with one actually having to return home early.

With the Fall came a major change to the onboarding process for new hires. We had already seen the welcome addition of a new orientation location in Vancouver, which meant Washington and Oregon trainings were finally separated. The same thing happened in Spokane, which for years had alternated with Post Falls, Idaho in holding orientations combining new hires from both States. Lining up people to give the union presentations had always been difficult to coordinate so that one State didn't bear the cost of signing up members from other States, not to mention the differences in dues in each State and different recruiting incentives each State offered. Then in late September, the time for the union presentations was changed to a single time at all locations to match a national schedule, which in our case meant 7 am on Tuesdays. That made it nearly impossible to attend more than the occasional orientation and we ended up putting more of the union presentation focus on the Academy instructors.

As we rolled into Winter, the long-awaited RRECS program was finally looking like a reality. When the mini mail survey dates were announced, the State Board worked with Washington District Representative Monte Hartshorn and the ADRs to put on a series of ZOOM meetings at which the pro-

cess which would be used to conduct the surveys was explained and the importance of correctly scanning was stressed. The State Association sent out the information through our various channels and handled the sign-ups, while Monte conducted the actual meetings. All-in-all, nearly 200 of our members participated.

While the 2024 State Convention hotel contract was in place early on in the union year, we have been struggling to find reasonably priced locations for our future Conventions. Not only are we seeing a huge increase in prices for sleeping rooms, meeting rooms, and food prices at hotels, we are also up against many other larger organizations planning events in the same timeframes we are looking at. We had one representative from a hotel we had previously used for a Convention actually tell us we aren't big enough to negotiate with. We also discovered in 2022 that setting a guaranteed room block with a hotel is no longer an advantage, with third party companies offering discounted hotel room rates that undercut the rates we have negotiated, and the hotel then refusing to count towards our room block any of our delegates who take advantage of the lower rate. Keeping rates reasonable while providing a good Convention experience for our members is becoming increasingly difficult.

This past year, I have attended all functions, events, and meetings that required my attendance. While not giving the union presentations at orientations as frequently as I have in the past, I have kept up with our Academy instructors, providing them with information and sending them supplies that assist them with the union presentation portion of the Academy curriculum. I have continued to fulfill my duties of preparing for Board meetings by creating agendas and sending out information to my fellow Board members. I followed up with the members who participated in the mini mail survey Zoom meetings to encourage them to sign up for our WARLCA email updates, and in doing so added 43 more names to the list. Our email updates can now be targeted not only by County unit and Region, but also by Congressional Representative, and I went through the recipient list and updated the members' Representatives due to the Congressional District boundary changes that occurred in January. I also reached out to the new Representative in the 3rd Congressional District and had a Zoom meeting with her staff. I have kept in touch with the staff in Representative Kilmer's office regarding the reintroduction of H.R. 4268 and also provided input for a letter my

own Congressman sent to PMG DeJoy regarding mail delivery issues. I have continued to send recruitment packets to newly appointed nonmember PTFs, realizing this to be an ideal time to remind them of all the new advantages they have due to the union. Most recently, I attended Western States Conference in San Diego, California. Washington was once again well represented with 17 members in attendance. The Conference is a great chance to meet with rural carriers from around the eleven western states, as well as hear from National officers on the latest news. I am currently preparing for the upcoming NRLCA Legislative Training to be held in Washington DC in May, which will include visits to the offices of our ten Representatives and both Senators, to urge them to continue their support of legislation that will benefit us. I am also working with the rest of the State Board on the final arrangements for the upcoming State Convention in Silverdale.

In conclusion, I would like to thank my fellow Board members for their diligence and hard work this past year in conducting the business of the Association. While we don't always agree on everything,

we always find a way to make it work. It takes a special kind of dedication to step up and put forth the effort and time necessary to be on the Board, and I am proud to work with them. I would also like to offer my thanks to Monte Hartshorn, not only for his willingness to work with the Board, but for the supreme effort he and the ADRs, area stewards, and local stewards have put forth this past year on behalf of the WARLCA members. Being a steward is often a thankless job, and the long hours and foregoing of family and personal time in service to the Association should not go unrecognized. Finally, I would like to offer my thanks to all of the WARLCA members here in Washington. This is a tough time to be a rural carrier, and for those of you who have maintained your union membership, who have taken the time to find out all you can about the new RRECS program, who have tried to help your coworkers cope, and who have stayed strong in the face of adversity knowing we will persevere as we have done so many times in the past, you are the heart and soul of the rural craft.

In continued solidarity, Kurt



Annual Report

By Alicia Peterson, Vice President, Legislative Director, & Assistant District Representative

Although the official association year had not yet begun, I soon began my duties as WARLCA Vice President and Legislative Director with a post-convention half-day board meeting on May 25, 2022. We began planning for the year by setting dates for upcoming events and deadlines and assigning tasks. A follow up Board Zoom meeting took place in the evening of May 29, 2022. On June 19th, I interviewed Outstanding Member of the Year, Kristine Skewis, for an article for the WRC and for her local paper, *The Nisqually Valley News*. The first full Board meeting took place in Ellensburg on June 27th-29th in which I was in attendance.

On July 6th, I was assigned to attend Orientation in Vancouver. This was a newer site for Orientations. I was successful in recruiting six of the eight in attendance to join as members.

On July 30th, I attended another Board meeting in Tukwila. This meeting was scheduled in conjunc-

tion with the County Officers Training, also held in Tukwila on July 31st. This was a great opportunity to meet most of the county officers and hold a mock meeting.

The National Convention was held in Orlando, Florida September 6th-9th. I attended the Legislative Seminar, State of the Union update, and the Legal Seminar as well as all business sessions.

King-Snohomish held their Fall meeting on October 1st, in Federal Way. I attended on my own as the location was just a short drive for me. I was looking forward to seeing how a K/S meeting was, but unfortunately the meeting was very poorly attended.

October 3rd-5th, I was in attendance for another Board meeting in Silverdale. This is the site of the 2023 State Convention and much of our time as a Board was spent touring the Best Western Plus Hotel and visualizing how we would set up.

On October 16th, I attended Peninsula fall county meeting as the guest NSS speaker. This meeting was also poorly attended.

October 23rd, I attended Apple Valley fall county meeting, again as the guest NSS Speaker. Again, this meeting was also poorly attended.

The Board held another evening Zoom meeting on January 29, 2023. The meeting was approximately 3 ½ hours. This decision to have a Zoom meeting was largely based on poor staffing in board member's offices and adverse winter weather conditions.

On February 19th, I was in attendance for two back-to-back Zoom meetings for the Mini-Mail Survey. These meetings were hosted by the State Board and presented by District Representative Monte Hartshorn. Monte also presented for a Mini-Mail Survey Zoom meeting on February 5th, which I was unable to attend.

I attended my own Annual County Meeting on March 5th in Lacey. It was a decent turn-out, but I always wish more would attend and get involved.

March 27th-30th, the Board held another in-person meeting in Ellensburg to which I was present. This was an intense meeting with a lot of work completed.

On April 2nd, I attended Apple Valley's Annual meeting in Selah as the guest NSS Speaker. Two first-timers attended this meeting.

On April 13th-15th, 2023, I attended Western States Conference in San Diego, California. The hot topic of the conference was RRECS as implementation was eminent.

I am scheduled to attend the Legislative Seminar in Washington, D.C. May 20th-24th. I am looking forward to this opportunity to meet with our congress-

sional leaders on Capitol Hill. Currently, there are 250 cosponsors for H.R. 82 in the 118th Congress. There are now 6 Washington Representatives that are cosponsors including, Rep. Dan Newhouse (R-WA-4), Rep. Derek Kilmer (D-WA-6), Rep. Rick Larsen (D-WA-2), Rep. Kim Schrier (D-WA-8), Rep. Suzan K DelBene (D-WA-1) and Rep. Marilyn Strickland (D-WA-10). The bill repeals provisions that reduce Social Security benefits for individuals who receive other benefits such as a pension from a state or local government. The bill eliminates the *government pension offset (GPO)*, which in various instances reduces Social Security benefits for spouses, widows and widowers who also receive government pensions of their own. This bill also eliminates the *windfall elimination provision (WEP)*, which in some instances reduces Social Security benefits for individuals who also receive a pension or disability benefit from an employer that did not withhold Social Security taxes. These changes are effective for benefits payable after December 2023. S.597 currently has 39 cosponsors including Patty Murray (D-WA). This bill mirrors the House Bill and both are called the Social Security Fairness Act of 2023.

The 2022-2023 WARLCA association year has been a busy one. I have attended all required meetings. I have written articles for each issue of the WRC. I have completed all assigned tasks. I thank the WARLCA State Board for being a team, working together to improve the information available to the members we represent. I thank the members of the Washington Rural Letter Carriers Association for the opportunity to serve you over the last year.



Annual Report

By Lorrie Crow, Secretary-Treasurer

Well, here we are again just weeks before our 2023 State Convention with annual reports due once more. I am not sure why I always find these so difficult to do, it is after all just a reporting of what we have done for the Association as your representatives in the last 12 months, but none the less I do struggle with this so please bear with me.

As many of you are aware this is my first year in the position of Secretary/Treasurer and although I did come into this position with what I thought was a pretty good understanding of what the position entailed and what was expected of me, the past year has been a continuous learning experience. There have been a few mistakes made, and time spent fig-

uring out just how and where these happened. But I can confidently say that the lessons were learned and with attention to details won't be made again.

In the past year I have conquered the payroll system. But with the new fiscal year comes a new state tax that will have to be entered into the system and implemented, and while doing that I will also start using the Quick Books payroll program which will also have to be set up. Just another learning opportunity. It was decided to make this change with the expectation that once set up and put to use it will be a time saving tool.

Several times a week I run the names from the new member forms (1187) received either by instructors or recruiters. I have also tried to stay up to date on recruiting new hires that did not join the union either at orientation or at AD-HOC training. Checking the NOAs (notice of action) received from the national office is another good place for recruiting, I try to run these as often as I can, and will check that dues have started to be taken out when ever I have a chance. We have been holding pretty steady at 1,917 members for a while but as you can see our non-member totals have slowly been going up.

Membership Stats by County - June 16, 2023

County	Members	Non-Members	Percentages
Associate Members	4	0	
North Central WA 001	65	26	40%
Peninsula 003	192	35	18%
Lower Columbia 005	211	76	36%
Mutual 006	377	96	25%
Island, Skagit, San Juan 010	116	37	32%
King Snohomish 011	359	126	35%
East Central 013	207	50	24%
North East 014	47	16	34%
Whatcom 015	110	50	45%
Whitman-Southeast 016	49	14	29%
Apple Valley 017	180	99	55%
Totals	1,907	625	

Members by Designation	June 30,2021	May 4, 2022	May 21,2023
Regulars	1,112	1,103	1,110
PTFs	100	75	75
RCAs	599	454	376
ARCs	58	43	43
Retirees	312	315	299
Associates	<u>5</u>	<u>4</u>	<u>3</u>
Totals	2,185	1,994	1,870

Non-Members	June 30, 2021	May 4, 2022	May 21,2023
Regulars	162	163	182
PTFs	20	15	19
RCAs	240	180	277
ARCs	<u>159</u>	<u>152</u>	<u>211</u>
	581	510	689

In the WARLCA Board policy under State Secretary it states; *A full audit will be authorized by the Board whenever the Secretary-Treasurer leaves office.* For clarification, we did budget for an Audit and sought out a CPA to perform said Audit. However, the language

in the Board Policy is unclear on the extent of the Audit, were we to go back 1 year or 10 years. Paul Taggart has done the yearly reviews for quite some time but was unwilling to perform an Audit. We checked with several other CPAs and what I was told by one I

had contacted California was that many CPA firms are no longer willing to accept the liability associated with an Audit, hers included. I did inquire during the National Secretary/Treasurers training and was met with some confusion as to why we were required to have an Audit, it apparently isn't something that is normally done.

Financially the Association is on solid footing. We still have more than one year's operating capital in the bank. In March we had 3 CDs mature and decided to roll them into one jumbo CD for 12 months in

the amount of \$125,683.44. The smaller of the 2 remaining CDs \$23,602.50 just rolled over to a 24 month and will mature on April 7, 2025. June 24, 2024 the last of them will mature and is currently valued at \$78,251.51. It was decided by the board that we take \$150,000 from the APCU savings account and open another savings account at Washington Trust Bank. Since this is the bank all of our expenses come out of it makes it easier to transfer funds when needed.

WA Rural Letter Carriers' Association
Statement of Activities - Compared to Budget
July 2022 through June 2023

	Jul '22 - Jun 23	Budget
Income		
4000000 · National General Insurance	0.00	0.00
4100000 · Interest / Dividends	3,293.40	3,400.00
4200000 · Membership Dues	259,692.48	304,795.00
4400000 · Reimbursements	2,516.03	200.00
4500000 · Sales	2,910.00	4,200.00
4600000 · AuxiliaryDuesStatePortion	7,447.04	6,864.00
Total Income	275,858.95	319,459.00
Gross Profit	275,858.95	319,459.00
Expense		
5000000 · Accounting Fees	5,655.00	20,000.00
5100000 · Awards & Recognition	822.20	7,500.00
5300000 · Employee Benefits	5,215.65	7,000.00
5400000 · Equipment	0.00	2,000.00
5600000 · Lodging	10,310.23	20,000.00
5700000 · National Convention	62,555.55	65,273.00
5800000 · Office Expense	3,385.92	4,350.00
5900000 · Payroll Taxes	8,561.15	10,000.00
6000000 · Per Capita Dues	1,359.50	3,000.00
6100000 · Postage	6,076.35	8,300.00
6200000 · Printing	481.50	1,400.00
6400000 · Rent	1,139.57	2,172.00
6600000 · Salaries and Wages	97,334.81	122,125.00
66900 · Reconciliation Discrepancies	-0.01	0.00
6700000 · State Meetings	15,633.50	72,350.00
6701000 · State Paper	12,635.70	12,600.00
6900000 · Telephone & Internet	1,407.60	1,700.00
7000000 · Travel	19,297.52	18,740.00
7100000 · Website Expenses	1,207.17	500.00
7200000 · Western States Conference	8,345.40	15,800.00
Total Expense	261,424.31	394,810.00
Net Income	14,434.64	-75,351.00

**WA Rural Letter Carriers' Association
Statement of Financial Position
As of June 30, 2023**

	<u>Jun 30, 23</u>	<u>Jun 30, 22</u>	<u>% Change</u>
ASSETS			
Current Assets Checking/Savings			
1010000 · Chkg - WA Trust Bank	161,519.30	13,043.31	1,138.3%
1015000 · Savings - WA Trust Bank	105,023.26	0.00	100.0%
1020000 · Savings - APCU	108,521.23	361,226.17	-70.0%
1030000 · Chkg - APCU	9,409.86	105.24	8,841.3%
1200000 · CD#74 (APCU) .946% 3/11/23	0.00	45,179.76	-100.0%
1210000 · CD#75 EmerFund .946% 3/11/2023	0.00	45,179.76	-100.0%
1220000 · CD#76 Emer Fund 4.879% 4/72025	23,606.50	23,418.02	0.8%
1230000 · CD#77 (APCU) .946% 3/11/2023	0.00	34,110.77	-100.0%
1240000 · CD#78 (APCU) 1.587% 6-24-2024	78,251.51	77,439.26	1.1%
1250000 · CD #79 (APCU) 4.6% 3-16-2024	125,683.44	0.00	100.0%
Total Checking/Savings	<u>612,015.10</u>	<u>599,702.29</u>	<u>2.1%</u>
Total Current Assets	<u>612,015.10</u>	<u>599,702.29</u>	<u>2.1%</u>
TOTAL ASSETS	<u>612,015.10</u>	<u>599,702.29</u>	<u>2.1%</u>
LIABILITIES & EQUITY			
Liabilities			
Current Liabilities			
Other Current Liabilities 2100000 · Payroll Liabilities	-1,310.76	642.81	-303.9%
2500000 · Retirement Plan Payable	-48.43	119.83	-140.4%
Total Other Current Liabilities	<u>-1,359.19</u>	<u>762.64</u>	<u>-278.2%</u>
Total Current Liabilities	<u>-1,359.19</u>	<u>762.64</u>	<u>-278.2%</u>
Total Liabilities	<u>-1,359.19</u>	<u>762.64</u>	<u>-278.2%</u>
Equity			
3900000 · Net Assets	598,939.65	519,196.00	15.4%
Net Income	14,434.64	79,743.65	-81.9%
Total Equity	<u>613,374.29</u>	<u>598,939.65</u>	<u>2.4%</u>
TOTAL LIABILITIES & EQUITY	<u>612,015.10</u>	<u>599,702.29</u>	<u>2.1%</u>

Here is a snap shot of how many days we have worked from July 1, 2022 to May 16, 2023.

WARLCA TRACKING FORM FOR 2022-2023 DUES YEAR														
NAME	July 2022	Aug 2022	Sept 2022	Oct 2022	Nov 2022	Dec 2022	Jan 2023	Feb 2023	Mar 2023	Apr 2023	May 2023	June 2023	Total	Total For Year
Isabella Lopez	3	1.5		4						5			13.5	
Isa Lost s/l & Anl													0	13.5
Alicia Peterson	4	2		4					1	4			15	
Alicia Lost s/l & Anl	1.5												1.5	16.5
Becky Wendlandt													0	0
Lorrie Crow	17	21	9	15	9	11	8	16	4	10	7		127	
Lorrie Lost s/l & Anl	1.25	1.25		1.25	1.25	1.25		1.25		1.25			8.75	135.75
Kurt Eckrem	3	5	1	6	1			1	1	5	2		25	25
Lisa Benson		1				1				3			5	
Lisa Lost s/l & Anl													0	5
Lauri Chamberlin	4	3	1	8	2		1	2	3	6			30	30
Estee Javinari	3	3		5					1	5			17	
Estee Lost S/L & A													0	17
Brian Poage		2.5		5						5			12.5	
Brian Lost S/L & A													0	12.5
TOTALS	36.75	40.25	11.00	48.25	13.25	13.25	9.00	20.25	10.00	44.25	9.00	0.00	255.25	255.25

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.

Respectfully Submitted
Lorrie Crow
WARLCA Secretary/Treasurer



Annual Report

By Isabella Lopez, Region 1 Committeeperson & Webmaster

This year I was able to attend 3 Island-Skagit-San Juan County Unit meetings, 2 Whatcom County and 2 King-Snohomish County unit meetings. In addition to the local meetings, I also attended the State board meetings both in person and via zoom. I assisted in the RRECS mini survey training by monitoring the chat room along with my fellow board members and helped with registration for the retirement seminar the board sponsored last year.

One of my other tasks as an RCP is to search for a meeting space for our 2025 State Convention. We are currently looking at signing a contract with the Best Western Plus in Bellingham. Amenities include a free

full continental breakfast and free shuttle within a 5-mile radius.

In addition to the normal duties as RCP I am also the appointed webmaster. If you have not been to the website lately you will notice that it has a new look. I am currently working on adding pages to the website and working on making it easier to navigate. If you notice something missing, please reach out to me at webmaster@warlca.com. Have you been to our Facebook page? We are trying to post more content that would be of interest to our members.

Respectfully submitted,
Region 1 Committeeperson
Isabella Lopez



Annual Report

By Estee Javinari, Region 2 Committeeperson & RCBP Representative

With my first official year as your Region 2 Committeeperson almost in the books I will say it was a treat. Being able to work with a talented group of humans, who have an eagerness like me, to being a Rural Letter Carrier. They made being a part of this team worthwhile.

Attending my first county meeting as the RCP2 was on August 12, 2022, in Lower Columbia. Talking to my own county unit came easy. The actual meeting was great, but not the meeting place. There was a last-minute change up and with the help of the Lower Columbia officers, webmaster Isa Lopez, and Pres. Kurt Eckrem. We were able to reach out to members to get the changed information out there.

August 21, 2022 was a beautiful day to have an outdoor meeting and Mutual County did just that. Kristian Granish, Christa Garcia, and Kris Skewis Mutual County officers welcomed me. Members in attendance gave their reports on the state convention 2022 in Kennewick. Eager members were ready to ask questions on RRECs and the mini-mail survey that was to come.

On Saturday October 15, 2022, I made a two-and-a-half-hour drive to Silverdale to explore the area for the 2023 state convention. The next day I prepared for Peninsula County's meeting. There I met the county officers Susan Durgan-Pres., Al Cortez-VP, and Gina Adams-Sec/Treas. It was a smaller turn-out than I expected. Members who attended the state convention gave their reports. Remember the information you get at your local county meetings is important.

The second half of 2022 was different than the first half. I attended the first full board meeting in Ellensburg in late June. In July we held a retirement seminar and county officers training. Our October board meeting was held in Silverdale. Starting 2023 we held a zoom board meeting. There was an informational zoom meeting for RRECs. And our latest in-person meeting was back in Ellensburg the last week in March. Although we don't have meetings every day we are in constant communication through email.

With State Convention 2023 in the near distance all three of region two counties held their annual meetings. Mutual held an election and a new Vice-president, James Folk., was elected. Both President-Kristian Granish and Sec/Treas-Kris Skewis held their positions. It was also a great night for PAC raising a whopping \$365! Lower Columbia had also held an election. President Dawn Boyer was retiring. Newly elected President-Aron Godfry, newly elected Vice-President Ashley Weissenfluh. And the Sec/Treas remains the same, Estee Javinari. \$25 was collected for PAC. Peninsula County took me so far north I had ever been. Peninsula had held elections, but all three officers' positions stayed the same. President- Susan Durgan, Vice-President Al Cortez, and Sec/Treas Gina Adams. A very small gift box and \$5 were collected for PAC.

While being the RCP2 this year I have been busy with our WARLCA Convention for 2023. Communicating with our event manager. Researching outside ideas if anyone wants to take in the culture or city. Most importantly entertainment for our banquet. I did, however, get some suggestions regarding the entertainment.

Although not part of my official duties as a Region Committeeperson, I did attend Western States Conference on April 13-15, 2023, in San Diego, CA. There I met one of our national representatives for RCBP. She shared that they will be holding zoom training in the future for the RCBP representatives in each state.

Just when you think the end of the year is in the distance and all that hard work you have done has come to an end, well, it's not over. Time to clear that calendar again and get ready for another round of meetings, conferences, and conventions. Hopefully there will be room for improvement with progression.

Respectfully submitted,
Estee Javinari



Annual Report

By Lauri Chamberlin, Region 3 Committeeperson

On the positive note of my position of RCP 3, it has been a year of learning. Learning how to break down a convention, how to fill out vouchers, the logistics of relocating a WARLCA storage unit, attending all allowed orientations of new RCA hires with a success rate of 90% of new union members, attending all county meetings, filling vacancies with new county officers within my unit, and researching and submitting bids for the 2024 convention. I also had the privilege of connecting with roughly 25~ new RCAs to answer their questions and redirect them to their Union Representatives.

On the negative side of my position of RCP 3, I carried a subscription for my laptop that was not covered by WARLCA policy, yet I needed to have the subscription to communicate with my fellow board members. I absolutely hated getting up at 4:30 AM to head down to the airport to do a 7:00 AM orientation, however, the good is that this has been amended to 12:00 PM. When RRECS was implemented, I was the brunt of carriers' anger at a county meeting. I researched over 45 hotels in my region, submitted three workable bids to the board, and they were rejected due to cost or location. This unfinished task is the on-

ly regret I will carry once I am replaced, as it will make it tougher on my fellow board members and my replacement, because it will be a time critical issue.

Future Board Suggestions:

1. Union members that choose to serve in dual positions due to lack of membership activity should be allowed to choose which of the two positions in which they receive pay.

2. A reconsideration of pay for Orientations should be investigated, as it is membership that pays Union dues. Going to Orientations is important as it puts a human face to the Union, yielding higher membership numbers.

Overall despite both positive and negative experiences I would still encourage all carriers to run for a membership position on their Washington State Board or county officers. The valuable experiences that I gained during my tenure will serve me well in my future endeavors as they will you.

I am thankful that I had this opportunity to serve.

Sincerely,

Lauri Chamberlin



Annual Report

By Brian Poage, Region 4 Committeeperson

When I went to state convention in 2022, I never expected to even be considered to be elected to the state board. I started to sense something of a conspiracy when various people were asking me how I felt about being on the state board. When I was elected to the state board, I was shocked and felt completely overwhelmed at first. Throughout this year, I just want to say this was quite a learning experience for me. Having been in this union since my hiring as an

RCA, I never thought I would come to know as much as I do about this union after being more involved in this past year.

I have attended a few county meetings, some State conventions, some Western States Conventions and my first National Convention in 2022. You don't realize how many layers of this union there are until you get to know members outside of your own county. If you are serious about making changes in our

NRLCA, this is a definite way to get yourself more involved. You find out so much how this union functions from your state board all the way to the National Board and its representatives.

In my tenure as Region Committeeperson 4, I have attended 3 different county meetings (Apple Valley and Whitman-Southeast) as a representative of the state board. On 3/26/23 and 4/2/23 attended the county meetings and helped swear in the new officers for 2023-2024 year. While the turnout was not as expected, any turnout for any meeting is a step in the right direction. I was witness to some constitution and resolution changes, which will be presented at this year's State Convention. Also, I have participated in 2 in-person board meetings and 1 board meeting by Zoom.

My personal contribution to the board is in the form of tech support/assistance to the board when needed. Since I'm a "geek" at heart, this is the perfect fit for me. Technology is as important as the people in it. We all use laptops, tablets and cell phones to get our information these days. While mail is still a core means of communication, we need every advantage we can to extend our reach to our members. I'm working on learning to be backup to the state's website alongside our existing webmaster, Isa Lopez. She has been doing an excellent job maintaining the website.

As a board, for which I was part, we all help to plan all the seminars and events for our state. We all state our opinions in and pretty open format. We all welcome each other's opinions and never afraid of being criticized or left out. You never come out of a

meeting knowing your opinion wasn't heard and discussed.

The board, in conjunction with the NSS, work together to try to get information out to the members as best as we can. It's a challenge with our hectic work schedules to make everything work. We all work hard to get the members the necessary information to make better decisions about what you can do as a craft.

I just want to send a special shout out to our President, Vice-President and our newly elected Secretary/State Treasurer for all the hard work they do to keep our state association functioning as well as it does. Each person has a massive, but important role, in governing this board and keeping things going and improving our processes on how we do things. All of us on the board are better because of their direction.

I'm on this board for another year and will continue to learn the ins and outs of our union. I'm enjoying the process so far and look forward to more.

The board for this year has been a pleasure to work with. President Kurt Eckrem, Vice-President NSS Alicia Peterson, Sec/Tres Lorrie Crow, RCP1 Isa Lopez, RCP2 Estee Javinari, and RCP3 Lauri Chamberlin are very accepting and helpful. Will always consider them friends and seek their counsel when I have a question.

Looking forward to my next year to help serve our members!

Brian Poage
Region Committeeperson 4



Annual Report

By Lisa Benson, Editor

Another union year has come to a close and we find ourselves reflecting on what we've accomplished. As usual, I began the year by attending National Convention, held in Orlando. Because convention happened to fall on the week after my anniversary with my fiancé, we took a cruise the week before convention. Unfortunately, I caught COVID on the cruise and had to quarantine the entire week in the hotel room! Frustrating, but that's life sometimes. I

was particularly bummed to miss the state editors' seminar, as Washington had won the General Excellence award in the publication contest this year for the first time ever.

Perhaps you recall in last year's report that I'd mentioned I'd begun a massive project with our State Historian to digitize all our old state publications. I managed to get through 35 issues, scanning 1,256 individual pages. Unfortunately, it was determined to

be too costly to complete the project with all our old publications dating back to 1955. The issues that have been fully digitized have since been added to our state’s website for your viewing pleasure. We are still accepting donations of past issues as well. If you have a collection you’d like to donate, please reach out to Historian Kurt Eckrem to find out which issues we’re missing.

As you know, through our quarterly publication, *Washington Rural Carrier*, we dispense the majority of information to you. But did you also know that we have a Facebook page ([washingtonrlca](https://www.facebook.com/washingtonrlca)) as well as email updates? Email updates must be voluntarily signed up for. To find out how, just view the inside front cover of every issue of our magazine. Our goal

of course is to encourage not only readership, but also participation. This is YOUR magazine and we want to feature things that are important to you. If you have content or suggestions/comments, feel free to reach out to me at warlcaeditor@outlook.com. Just as a reminder, we also accept letters to the editor, member-submitted photos, as well as classifieds like requests for mutual transfers or vehicle sales. County units can share stories or information about their unit through the County Corner feature as well. Our mission through our publication has always been to share knowledge, as knowledge is priceless. Our paper, however, does come with a price. Below is a cost comparison of the 2021-2022 year and this year.

2021-2022 Dues Year, Publication Costs

<i>Issue:</i>	<i>Summer</i>	<i>Fall</i>	<i>Winter</i>	<i>Spring</i>
# 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

2022-2023 Dues Year, Publication Costs

<i>Issue:</i>	<i>Summer</i>	<i>Fall</i>	<i>Winter</i>	<i>Spring</i>
# of Pages	72	24	32	32
Printing	\$2,990.15	\$1,497.77	\$1,659.96	*
Postage	\$1,258.97	849.30	896.56	*
Handling	\$98.95	\$96.15	\$94.40	*
Total Cost	\$4,348.07	\$2,443.22	\$2,650.92	*

* As of press time, a final bill for the Spring 2023 issue of the WRC has not been received yet.

Currently, our budget for the magazine is set to \$11,600.00 per year. The costs for last year’s publications totaled \$10,087.92, compared to this year’s total of \$9,442.21, not including the Spring 2023 issue. All of this information can also be gleaned from the Statement of Activities report printed in every issue of *Washington Rural Carrier*.

At the close of the union year, with regards to compensation for editor duties, I received a salary of \$425 for each publication, three days of ADOP, and

no mileage reimbursement, per diems, or overnight accommodations.

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 Editor

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



2024, Let's Go For More!

By Dawn Ayers, PAC Chair

My first year back as PAC Chair has been quite a successful one and I would like to thank each and every one of you that donated this past year. I don't have the final totals for our PAC year but I'm fairly confident that we raised over \$20,000 from August 2022-July 15, 2023! That's a huge increase from last years total of \$8,725.

August 2023 starts the new PAC year and I have lofty goals for this upcoming year! Members of our SDS contribute monthly or biweekly via EFT or payroll withholding. Sustaining donors are an excellent way to gather a steady stream of PAC donations which benefits us all! I challenge Washington State members to increase that number to 100 donors per

month! Currently we have 42 members of the Sustaining Donor Society (SDS). Once we reach that goal, all current SDS members and new SDS members will be entered into a drawing for a Pulse massager valued at over \$300.00. You will find the forms to assist you in enrolling in the SDS in this paper. You can always contact me as well if you need assistance.

Additionally, I will be coming up with a tracking program to keep track of individual donations. By doing this, each person will be able to know where they stand in regards to earning their pins.

I believe we can reach \$25,000 this PAC year. Let's do this!

Pin Type	Donation Amount	Withholding	EFT Monthly
Contributor	\$100-\$499.99	\$4	\$9
Ruby	\$500-\$999.99	\$20	\$42
Diamond	\$1,000-\$1499.99	\$40	\$85
Emerald	\$1,500-\$1,999.99	\$60	\$125
Sapphire	\$2,000-\$2,999.99	\$80	\$175
Capitol Sapphire	\$3,000+	\$116	\$250



Support NRLCA-PAC

Sign up for Electronic Fund Transfer

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

(Unless the 5th happens to fall on the weekend or a Holiday)



Questions?
Please contact **Nicole Dunn**,
Assistant to the Director of
Governmental Affairs
ndunn@nrlca.org
703.684.5545 Ext. 216

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

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

Date: _____

Name (print): _____

Signature: _____

Social Security Number: _____

Employee ID Number: _____

State: _____ **Zip Code:** _____

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.

Please attach a voided check

Send to NRLCA-PAC

1630 Duke St, Floor 2
Alexandria, VA 22314

Signing up for Withholding

Active carriers may elect to use one of their three payroll allotments to donate every two weeks. You must sign up for withholding exclusively through PostalEase.

Have readily available your **8-digit Employee ID Number** (on your paycheck stub) and your **4-digit USPS PIN or password**. If you don't have your USPS PIN, you will need to call PostalEase at: 877-477-3273. Press #1 for PostalEase. When prompted, enter your employee identification number. When prompted for your pin, pause, and then press #2. Your PIN will be mailed to your address on the next business day.

Steps for signing up online:

1. Add your Employee I.D. number to the end of the 9-digit NRLCA-PAC account (**163055555**) to create your PostalEase account number.
2. Now you are ready to log into: **liteblue.usps.gov**.
3. Enter your employee I.D. number and password, then click "log on."
4. Click on "PostalEase."
5. Click on "I Agree."
6. Enter your Employee I.D. and password again and log in.
7. Click on "Allotments/Payroll NTB."
8. Click on "Continue."
9. Click on "Allotments."
10. Enter the following Financial Institution routing number: **051400549**.
11. Enter your NRLCA account number: **163055555_____**, followed by your Employee I.D. (No hyphens, No breaks, 17 digits total).
12. Enter account type as "Checking."
13. Enter the amount you want to be taken out **every two [2] weeks** — not the amount you want to give yearly.
14. Click on "Validate."
15. Click on "Submit."
16. Click on "print page" to see and print your confirmation number for your records.

Steps for signing up by phone:

1. Dial 1-877-477-3273 (1-877-4PS-EASE).
2. Press "1" for PostalEase.
3. When prompted, enter your Employee ID Number.
4. When prompted, enter your USPS Pin Number.
5. When prompted, choose option #2 to select Payroll Allotments.
6. When prompted, choose option #1 to select type of Allotment. When prompted, press "2" to continue.
7. When prompted, press "3" to continue to 'ADD' the allotment.
8. When prompted, add routing number: 051400549.
9. When prompted, add the NRLCA-PAC account # followed by your Employee ID Number. It should look like: 163055555_____. No hyphens, 17 digits total.
10. If correct, Press "1." When prompted, press "1" for checking.



Annual Report

By Monte Hartshorn, District Representative

2022-2023 Annual Report

Monte Hartshorn

NRLCA Washington and Alaska District Representative

I was first appointed as an Assistant State Steward beginning July 1, 1998 and thus have just finished twenty five years as an upper-level steward. Looking back, I have never seen a year with as much change for rural carriers as this past one. With the implementation of RRECS, our entire method of determining a rural route's evaluation has changed. As of June 30, 2023 the Alaska District has 15 rural routes and the Washington District has 1469 rural routes.

With the implementation of RRECS on May 6, 2023 all 15 routes from Alaska were migrated to RRECS. These routes increased by 194.77 hours; or an average of 12.98 hours per week. The 1139 Washington routes that migrated to RRECS increased 1,095.68 hours; or an average of .96 hours per route. In Alaska, all of the routes increased in evaluation. In Washington, there were 580 routes that increased in evaluation (6.30 hours per week) and 559 routes that lost evaluation (4.57 hours). The range of those gaining time was from .02 (1 minute) to 39.75 hours. The range for those routes losing time was from .02 to 31.72 hours. Both districts fared much better than the national average that was first reported where 66% of rural routes were losing evaluation.

The Postal Service, after Christmas announced a national training in January for the implementation of RRECS and a class on the first Mini-Mail Survey. Assistant District Representative Renee Pitts and I attended the class in San Antonio, Texas. At that time, Tim Haney (USPS lead for RRECS) presented the class that was taught across the nation. Beginning January 18th through February 17th, management and the Union taught classes across the district that was attended by management and many local stewards. I was also able to co-teach the management class in Juneau and that evening, had a class with 10 of the Juneau rural carriers.

These classes were the first joint classes taught in over twelve years. In addition to these classes, the state board hosted and I taught three zoom classes that were attended by approximately 100 members in the Washington district. We continue to learn "how to survive" in the RRECS environment. We have learned how important keeping the DPM/LTM (mapping) up to date and how important our edit books are. We have learned that both the loading time and the end of shift duties are actual time. We are learning how to read the PS 4241-M and how to determine if our route is not getting the proper credit.

There are 498 rural routes that were not migrated to RRECS on May 6, 2023. Of the 498 routes, 333 of them are found in the Washington District. Upon questioning, it seems that these routes

were not migrated due to “hand-offs” (carriers handing mail to another route), bad scheme data or that the routes were connected somehow at the plant. Of the 333 “frozen” routes, 217 were to have their evaluations go up by an average of 15.94 hours. The other 116 were to see their evaluations go down an average of 4.25 hours.

This year (July 1 2022 thru June 20, 2023) I have represented rural carriers in 160 investigative Interviews. I have also processed and adjudicated 205 grievances (99 individual contractual, 12 disciplinary and 94 Class Action). Many of the Class Actions came from management requiring regular rural carriers to work on other rural routes thus violating Article 30.1.P and the MOUs signed (8/4/2022 and 2/24/2023). The two MOUs signed by the NRLCA have stressed that regular carriers may **volunteer** to help on a route in their office or on Sunday. The key word was: volunteer. Volunteer! Not be required to...volunteer. Another hefty amount of the class actions came from reliefs being required to work over twelve hours in a single work day. The ELM (Employee Labor Manual) is clear, that unless allowed per the contract, that postal employees are not to be required to work over twelve (12) hours in a single workday (Article 9.2.A.1.i allows for regular rural carrier to work over 12 hours and be paid overtime).

The grievances noted above returned \$240,366.02 to rural carriers who had been wronged by management action or inaction.

I have logged in over 600 phone calls and travelled 11,992 miles by car. I have been honored to be a part of Steward Task Force 1 for the past 3+ years and have just recently rotated off. Steward Task Force 1 is responsible for working with the Director of Steward Operations in creating new training for stewards.

We currently have 28 Local Stewards and I have conducted the required enhancement trainings in the fall of 2022 and the spring of 2023. We continue to have weekly zoom meetings for our local stewards where some training takes place. We also discuss issues happening in the Postal Service and in the district that are of concern. These meetings also give the local stewards a forum to ask questions concerning issues happening in their offices. Something to look forward to is that we are adding 10 new local stewards this July.

I want to take this opportunity to thank each of our Local Stewards. The Local Steward is the bedrock of the steward system. The postal service has to pay the local stewards for the time it takes to handle the grievances that management themselves create. All of our local stewards have diligently represented the rural carriers in their office and are to be commended. I wish to especially thank the following local stewards who have either resigned or retired for their service (years of service in parenthesis): Dawn Boyer (4), Rosemary Carrizales (3), Lorrie Crow (12), Jeannette Foa Foa (1), Karen Hauckeberry (4), Thai Le (4) and Jody Rogers (6).

I have met personally with our District Manager several times this past year addressing staffing, safety and other issues that affect the rural craft in Washington. Ms. Cook retired in May and we now have Don Kravos as our acting District Manager. Hiring and retention are issues that are always discussed.

I have been privileged to serve as a District Representative for over seven years. An Assistant District Representative for four years before that. And before, as a WARLCA Assistant State Steward for fourteen years. I am constantly reminded that no one person can do it all. I have

been blessed with working with so many wonderful people who are committed to the betterment of the rural craft. I want to thank our national board, and especially our Western/Pacific area Executive Committeeman Patrick Pitts for his leadership and mentoring. Our national board works long hours, mostly unseen and their support is very much appreciated. I also must mention the support and enthusiasm that the Washington RLCA state board has given me. It was only with their active support that we are able to reach out to the membership with timely information. The state website and paper are important resources.

I want to thank Washington District ADRs Renee Pitts, Jeff Taylor and Alicia Peterson. It is only with their support that I have been able to work as the Washington/Alaska District Representative. Renee, Jeff and Alicia work a multitude of hours in handling grievances and answering rural carrier's questions. Their dedication to the rural craft is a true blessing for us all. I must also thank our two Area Stewards, Isabella Lopez and Dawn Anderson. Both Isa and Dawn represent several offices that have not elected a local steward and spend countless hours dedicated to our rural craft.

As I noted at the start, our rural craft has entered the RRECS environment. Our biggest challenge is going to be in educating ourselves on how to "survive" with RRECS evaluations. The tag line of my articles for the last several years has never been so apt:

Ignorance May be Bliss, but it Will Cost You!

Monte Hartshorn
District Representative, NRLCA



Annual Report

By Renee Pitts, Assistant District Representative

Annual Report
Renee' Pitts
Assistant District Representative - Washington / Alaska

July 1, 2022 – June 30, 2023

This Association year I participated in multiple meetings with the USPS Washington District Manager, Manager of Human Resources, Labor Relations specialist, and Workforce Planning specialist, via zoom or teleconferences. I attended training in San Antonio, Texas on the implementation of RRECS and the Mini Mail Survey. In addition, I co-taught multiple classes throughout the district for local management and our local stewards.

Various tasks 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 conducted labor/management meetings and MOU 25 joint workplace improvement interviews and meetings. District Representative Monte Hartshorn has continued to allow me to be the point person with the district Learning, Development and Diversity, with the goal in making 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:

- 65 Investigative Interviews
- Informal Step 1 Discussions
- Step 1 Meetings (multiple grievance per meeting, settling 153 grievances)
- Step 2 Meetings (multiple grievance per meeting)
- Step 2 Appeals
- 7 Step 3 Appeals
- 119 Individual Contract Grievance's closed
- 14 Discipline Grievance's closed
- 52 Class Action Grievance's closed
- 24,605 minutes on 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 personnel.
- Assisted with Local Stewards Enhancement training.
- Assigned speaker for multiple County Unit meetings.

I logged in a record breaking \$440,496.32 in monetary awards obtained for rural carriers in the Washington District, including multiple waived Letters of Demand.

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.

Lastly, 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 your offices, to hold your managers accountable when violations occur and develop grievance files at the local level with the cost solely placed on the Postal Service. This not only saves the National Rural Letter Carriers' Association but places the financial burden on the office for violating the Postal Service's own policies, handbooks, and manuals. As you continue to develop your skills and knowledge as local stewards, the efforts are apparent when your grievance files are received by the DR/ADRs. 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 2023-2024 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

By Alicia Peterson, Vice President, Legislative Director, & Assistant District Representative

Annual Report

Alicia Peterson

Assistant District Representative – Washington District

July 1, 2022 – June 30, 2023

This association year consisted of a dramatic increase in grievance activity. My workload increased from the previous year's total of 63 grievances to 132 total grievances logged. Monetary awards increased from the previous year's total of \$31,345.11 to a whopping \$429,789.79! All those amounts were settled at Step 1 & Step 2.

During the 2022-2023 Association year, I traveled 2,700 miles in my personal vehicle and another 657 miles in a rental vehicle. I had 7 overnight stays for traveling to various locations for attending county unit meetings, training and certifying local stewards, conducting local steward enhancement training and for Step 1 meetings and investigative interviews.

I took a total of 116 days of LWOP and an additional 5 days taken for my official duties on my relief days and on Sundays. These days were spent completing various tasks including approximately 1,300 phone calls, hundreds of emails, database scanning and uploads, labeling and filing, safety office inquiries, joint management/labor standups, meeting preparation and investigation, grievant and witness interviews, investigative interviews, providing representation for Step 1 discussions, Step 1 & 2 meetings, grievance appeals and Labor/Management meetings. I participated in 23 Local Steward Zoom meetings with District Representative Monte Hartshorn, 5 Western-Pacific Area Zoom meetings with Executive Committeeman Patrick Pitts and 8 National Zoom meetings for Local Stewards and conducted by the National Board. Most of these Zoom meetings were in the evening on days I also worked my route.

I attended one Joint OJI planning session at the District office with the WA NSS Team, 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 participated in 3 Job Fair/Hiring Events in Puyallup, Sumner and Issaquah.

I assisted District Representative Monte Hartshorn with two Local Steward Enhancement Trainings. I conducted my first solo training and certification of two new Local Stewards, Kristy McKee of Chehalis and Thomas Petrie of Olympia and am very proud of the outstanding job they are both doing and their desire to learn more.

I spent an entire day conducting joint interviews with the MPOO for Area D to investigate the workplace environment in an office. I spent two more days conducting joint interviews with the Labor Relations Specialist regarding MOU 25 for a particular office. I have held several labor/management meetings discussing a variety of issues and concerns for various offices over the course of the association year.

I attended National Convention in Orlando, Florida, Western States Conference in San Diego, California and Washington State Convention in Silverdale, Washington. At the Washington State Convention, District Representative Monte Hartshorn requested the Assistant District Representatives assist him with a presentation topic for a Labor Relations Seminar at the request of the WARLCA State Board. After coordinating with each other, we each created PowerPoint presentations and presented them the day prior to the start of the convention and took questions from the members. It was well received by all who attended and a great opportunity to share information.

Below is a breakdown of my other steward representation activity:

\$429,789.79 in monetary awards \$277,042.84 of that was for waived Letters of Demand for exceeding 2240 hours during the guarantee period.

54 Investigative Interviews

111 Individual Contractual Grievances

6 Disciplinary Grievances

15 Class Action Grievances

6 Grievances Settled at Step 2

1 Grievance Appealed to Step 2 pending step 2 meeting

1 Day of Reflection Meeting

Thank you to Executive Committeeman Patrick Pitts and the National Board for allowing me the opportunity to serve as Assistant District Representative of the Washington District and for the tools and training you provide me. 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. Not only are we a team, but I consider you some of my dearest friends. Thank you to the Area Stewards and Local Stewards for all your hard work and dedication to your assigned offices as your efforts have not gone unnoticed. To all the Regular Rural Carriers, PTFs, RCAs and ARCs, I give you a giant shout out, as you encounter ever changing times, you continue to show up and perform your duties despite all the challenges. Thank you for allowing me to continue to represent you.

Respectfully submitted,

Alicia Peterson – Assistant District Representative



Annual Report

By Jeffrey Taylor, Assistant District Representative

NRLCA P/T ASSISTANT DISTRICT REP ANNUAL REPORT

JEFF TAYLOR

WA and ID-MT-OR DISTRICTS

JULY 1, 2021 – JUNE 30, 2022

I served as a P/T ADR from July 1, 2022 – June 30, 2023.

Over the past year, I have experienced an overwhelming increase in grievance activity. The number of grievances increased from 155 to 202. 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! In a nutshell, here is my main activity report for the past year:

LWOP taken: 123

Total grievances: 202

33 Class Action contractual

164 individual contractual

5 disciplinary (0 Letters of Warning, 0 Probationary Terminations, 1 Emergency Procedures/Placements,

1 Seven Day Suspensions, 1 Fourteen Day Suspensions, 1 Proposed Notice of Removal, 1 Notice of Removal

196 of the aforementioned grievances were settled at Step 1 with monetary payments totaling \$161,259.95

1 of them was appealed and settled at Step 2 with monetary payments totaling \$567.64

Total monetary payments: \$161,827.59, LODs accounting for \$48,676.85 of that total

There are currently 5 contractual grievances being held in abeyance at Step 2, 16 in the RCEDP and 2 contractual grievances open at Step 1

Step 1 Discussions: 14

Step 1 Meetings: 130

Step 2 Meetings: 6

Investigative Interviews: 51

Day of Reflection Meetings: 0

Labor Management Meetings: 19

2022 NRLCA National Convention delegate: (chose not to attend due to COVID issues in Florida at the time)

2022 Local Steward Enhancement Training: 2

New Local Steward Certifications: 0

2023 WARLCA State Convention delegate

County Meetings Attended: 6

ID District Meeting Attended: 2

NRLCA RRECS Zoom Meetings/Classes: 6

USPS Job Fairs: 5

Miles Driven: 4411 POV miles, 478 rental car miles

Phone Calls Logged: 1532

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, Linda Halbur, and Patrick Lewis in the two districts to which I'm assigned. 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

115th WARLCA Convention in Silverdale WA

DAY 1:

The 115th annual WARLCA State Convention was called to order at 8:39 AM by Convention Chair and Region Committeeperson 2 Estee Javinjar. Bryan Potter and Al Cortez presented the colors, and Estee led the delegation in the Pledge of Allegiance. Sharlene Arras gave the invocation, and Estee then presented the gavel to President Kurt Eckrem. Kurt made his opening remarks, welcoming everyone to the convention. Following this was group recognition, including veterans, retirees, first timers, stewards, state and county officers, delegates-at-large, academy and on-the-job instructors, and relief carriers. NRLCA Executive Committeeman Jeanette Dwyer presented all of the first timers with a welcome gift.

After making a few announcements, Kurt proceeded with the Roll Call of Officers. All were present. YEA/NAY cards were then distributed to the county unit delegates-at-large.

Roll Call:

President - Present

Vice President - Present

Secretary-Treasurer - Present

Region Committeeperson 1 - Present

Region Committeeperson 2 - Present

Region Committeeperson 3 - Present

Region Committeeperson 4 - Present

North Central - 1

Peninsula - 7

Lower Columbia - 3

Mutual - 15

Island - 2

King-Snohomish - 7

East Central - 6

Northeast - 3

Whatcom - 4

Whitman-Southeast - 1

Apple - 3

Kurt went over the rules regarding YEA/NAY cards. Jeff Taylor, East Central, moved to dispense with the reading of the convention standing rules which passed. Next, Renee' Pitts, Mutual, moved to accept resolutions and constitution changes from the floor which also passed. Kurt then noted that the delegation still needed to vote to accept the standing rules. Lastly, Becky Wendlandt, East Central, moved to accept the standing rules as presented. This motion also passed.

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 be 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.

State PAC Chair Dawn Ayers came forward to give her presentation. She went over total raised from Saturday night’s dessert auction before giving an overview of PAC’s purpose and various fundraising items. Kurt then announced various changes to committee assignments. A few issues required clarification and a few adjustments were made to balance the committees out. Jim Hemrich, Whitman-Southeast, moved to dispense with the reading of the officer’s reports and it passed. The Election Committee then came forward. Chair Sharlene Arras introduced the members of the committee, explained national delegate election procedures, and read out the vote totals. At that time, the committee was held as backup for the Teller’s Committee if needed and copies of the report were distributed to the delegates.

* In the event of a tie, the position will be determined by random drawing of names then listed in order drawn. All ties were broken by the proper protocol and all results were verified and documented. As state president, Kurt Eckrem would be delegate-at-large.

DELEGATE ORDER	NAME	TOTAL VOTES
1	Renee’ Pitts	124
2	Monte Hartshorn	122
3	Jeff Taylor	110
4	Dawn Ayers	103
5	Rebecca Wendlandt	102
6	Isabella Lopez *	99
7	Alicia Peterson *	99
8	Joyce Patteson	94
9	Lorrie Crow	92
10	Charles Alexander	90
11	Levi Hanson	85
12	Kristine Skewis	84
13	Kurt Eckrem *	83
14	Rebecca Pike *	83
15	Susie Hill	82
16	James Folk	80
17	James Hemrich	78
18	Estee Javiniar	77
19	Lisa Benson	74
20	Delsey Reed	68
21	Taralee Mohr	66

Secretary-Treasurer Lorrie Crow next went over state officer election procedures. Open positions were Vice President, Region Committeeperson 1, and Region Committeeperson 3, all for a two-year term. Committee packets were then handed out to the respective committee chairs. Kurt introduced the guest speakers for the day, a few announcements were made, and the convention went on morning break at 9:56 AM.

At 10:20 AM the convention was called back to order. PAC Chair Dawn Ayers awarded Aron Godfrey the prize for the dessert receiving the highest bid at the dessert auction Saturday night. Lorrie then made Roll Call, with all delegates and state officers present. Kurt introduced NRLCA Executive Committeeman Jeanette Dwyer who then began her presentation. She talked a bit about her background before covering a number of RRECS issues in her presentation, including End-of-Shift duties, dispute process, coverage factor, training, mapping, 4241-A issues, post-RRECS evaluation statistics, and other rural statistics. Kurt presented Jeanette with a gift and made a few announcements before the convention went on break for lunch at 12:05 PM.



NRLCA Executive Committeeman Jeanette Dwyer.

The convention was called back to order at 1:03 PM with all state officers and delegates present within five minutes. Wendy Averett from EAP gave a

presentation on suicide prevention. Next Mary Alice Binder from NARFE spoke to the delegation about her organization and gave an overview of the legislative issues they are working on. NRLCA Auxiliary Secretary-Treasurer Cheryl Mason was the next guest speaker, and she spoke about the purpose of the Auxiliary and an overview of their current projects.

Next Monte Hartshorn gave his NSS presentation. He spoke about the importance of having local stewards in offices and asked all present to stand up to be recognized. He next recognized the area stewards as well as part and full time Assistant District Representatives. Then he moved on to speaking about RRECS and how we all need to look at this new system differently from the old system. Lastly, he spoke about regular carriers being mandated to work on other routes. He stressed that everyone needs to work in a safe and diligent manner. After Monte's presentation, Jeanette Dwyer came back forward, and they both did a Q&A session covering a range of topics.

After the Q&A session ended, information was presented about the upcoming 2024, 2025, and 2026 state conventions. Committee meeting locations were announced, and Alicia made a few more announcements before the convention adjourned for committee work sessions at 3:24 PM.

DAY 2:

The next day, the convention was called back to order at 8:00 AM. Region Committeeperson 3 Lauri Chamberlin was initially not present as she was finishing teardown from the memorial service earlier that morning. A few other delegates were also late; however, all officers and delegates were present by 8:15 AM. Kurt made a few announcements regarding further changes to committee assignments and minor corrections to the agenda. Next, Katy Crabtree from Congressman Derek Kilmer's office addressed the delegation and presented a video address from the congressman himself. Vice President Alicia Peterson gave a legislative update to the delegation covering several bills working their way through Congress. After the presentation Kurt introduced the NARFE state president who was attending that day. Dawn then gave a PAC update.

Next, the Credentials Committee presented their report. Chair Kristian Granish introduced the members of the committee, went over their duties and presented the report. The report was accepted, and the committee dismissed with our thanks.

CREDENTIALS COMMITTEE REPORT:

#	COUNTY NAME	DELEGATE-AT-LARGE	TOTAL MEMBERS	TOTAL POSSIBLE VOTES & DELEGATES	TOTAL DELEGATES SEATED
001	North Central	Katre Milliron	65	14	1
003	Peninsula	Al Cortez	190	39	7
005	Lower Columbia	Aron Godfrey	206	42	3
006	Mutual	Kris Skewis	377	76	15
010	Island-Skagit-San Juan	Dionne Taylor	114	24	2
011	King-Snohomish	Duane Johnson	359	73	7
013	East Central	Jeff Taylor	204	42	6
014	Northeast	Lauri Chamberlin	46	10	3
015	Whatcom	Philip Bergman	110	23	4
016	Whitman-Southeast	Jim Hemrich	49	11	1
017	Apple Valley	Katie Petersen	178	37	3
	Total for Counties:		1,898	391	52

The Mileage and Per Diem Committee presented their preliminary report to the delegation next. Chair Philip Bergman introduced the members of the committee and made note of several items regarding tolls, ferries, etc. He asked that anyone with issues or corrections please contact the committee. After this the Finance Committee came forward. Chair Susan Durgan introduced the members of the committee and presented their preliminary report. The committee recommended no changes to dues, reimbursement, per diem, salaries, ADOP rate, or county unit funding; however, they did recommend making sure all discrepancies are resolved regardless of the amount. They also recommended no change to the secretary-treasurer position. One question was asked regarding these recommendations. The committee was to present their final report on Tuesday morning.

Next, the Nominating Committee came forward. Chair Jeff Taylor introduced the members of the committee and presented the nominees. Nominees were Alicia Peterson for Vice President, Isa Lopez for Re-

gion Committeeperson 1, and Katre Milliron for Region Committeeperson 3. He reminded the delegation that nominations would be accepted from the floor until they were closed prior to elections on Tuesday morning. The committee also recommended that in the future, potential nominees should be given a handout describing the duties of the office should they accept. The Nominating Committee report was accepted, and the committee dismissed with our thanks.

The Auditing Committee was next up. Chair Dionne Taylor introduced the members of the committee and presented the report. No discrepancies were found, and everything was in compliance. There were no questions from the delegation, and the committee was dismissed with our thanks.

After this, the Communications Committee presented their report. Chair Aron Godfrey introduced the members of the committee and presented the report. The committee made several recommendations. A few questions were asked about the website. The re-



Convention first timers

port was accepted, and the committee dismissed with our thanks. The convention then went on the morning break at 9:06 AM.

After the break, the convention was called back to order at 9:24 AM. Philip Bergman announced that there were several issues with the Mileage and Per Diem report and that the committee would be working on correcting them. Roll call was done next, and all officers and delegates were present.

NRLCA Executive Committeeman Jeanette Dwyer came back forward to continue with her presentation. She started by covering EMA, and then covered vehicle accident statistics, membership statistics, association financials, NSS statistics, Labor Relations statistics, RCBP, upcoming PSHB changes, and National Convention. Renee' and Monte then joined Jeanette for a Q&A session. This session continued until shortly before lunch. The PAC committee came up and gave their report on their recom-

mendations as well as an update. Estee made a few announcements regarding the evening banquet, Alicia made a few other announcements, and the convention broke for lunch at 12:05 PM.

At 1:20 PM the convention was called back to order, roll call was taken, and all officers and delegates were present. Mileage and Per Diem Chair Philip Bergman gave the delegation an update on the progress on their report. Next the Constitution Committee came forward to present their report. Chair Kris Skewis introduced the members of the committee. Kurt explained that constitution changes would go into effect at the close of the convention if adopted. Kris then explained the voting procedures. She made a motion to dispense with the reading of the current language, which passed. *Note: These constitution changes have not been edited and are written as they were presented to the delegation.*

CONSTITUTION CHANGES:

PROPOSED CONSTITUTION CHANGE #1: **FAILED**

Article IV, Section 1, Paragraph D

Be it Resolved:

D. Region Four (4) shall be composed of the county units of Whitman-Southeast (Whitman, Asotin, Walla Walla, Columbia, and Garfield Counties), Apple Valley (Kittitas, Yakima and the non-986 offices of Klickitat Counties), and Unnamed Unit (Adams, Franklin and Benton Counties).

The committee moved to adopt this change. Becky Wendlandt, East Central made a motion to table this change which failed. There were several questions asked regarding this change. Becky then moved to refer this change to a committee. After de-

bate, the motion to refer to committee failed. Debate continued on the original motion to adopt this change. After debate concluded Constitution Change #1 failed.

PROPOSED CONSTITUTION CHANGE #2: **ADOPTED**

Article V, Section 3, Paragraph D

Be it Resolved:

Replace the current language with:

The election of officers shall be by majority vote, and write-in votes shall not be considered valid. Election shall be by ballot when there is more than one nominee for the same office. When there are more than two nominees for the same office, the one receiving the least number of votes on the third ballot and on each succeeding ballot shall be dropped, until the election is accomplished. When there is only one nominee for an office and nominations have been closed, the President or Secretary-Treasurer shall declare that the nominee is elected.

The committee moved to adopt this change. Kurt Eckrem, King-Snohomish, spoke as the maker of this proposed change. There was no further debate and Constitution Change #2 was adopted.

The Constitution Committee was not dismissed at this time. Clarification on the committee's duties was given to a delegate that asked.

With Constitution Changes complete, the Resolutions Committee came forward. Chair Katre Milliron introduced the members of the committee and went over the voting procedures before reading began. *Note: These resolutions have not been edited and are written as they were presented to the delegation.*

RESOLUTIONS:

Submitted by Peninsula County:

1. Non-Binding. **FAILED after debate and vote.**

Whereas: Because it takes so long to accumulate 8 hrs of “O” time

Be it Resolved: “O” time be paid out via PS form 8127.

Intent: Because we can’t get days off.

Submitted by Lower Columbia:

1. Non-Binding. **WITHDRAWN - Not Considered**

Whereas: No Language

Be it Resolved: That the contract be changed to allow for punitive grievance awards when management violates the contract in a repetitive and egregious manner.

Intent: The contract does not allow for more than “Make Whole” awards. When management is continually violating the same article in our contract, the grievance procedure is the only way to get them to stop. Small awards are considered a “cost of doing business” where hopefully increasing the grievance awards may get them to stop.

2. Non-Binding. **PASSED after extensive debate and vote.**

Whereas: No Language

Be it Resolved: That regular rural carriers be allowed to bid on PTF positions in District-wide postings.

Intent: It is very difficult for regular rural carriers to switch/transfer to a different office. If the regular carrier wants to move to a different office bad enough, they could start over as a PTF which is a career position. Since it would be allowed only for District-wide postings, the RCAs in individual offices would not be harmed.

Submitted by Mutual County:

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

Whereas: Management continues to violate and repeatedly violate both the contract, settled and arbitrated grievances, as well as MOU’s

Be it Resolved: That the national agreement between the National Rural Letter Carriers Association (NRLCA) and the United States Postal Service (USPS) contain an escalating penalty clause to address such repeat violations of settled grievances, arbitrations, and MOU’s.

Intent: Management needs some form of penalty and repercussions for managers and postmasters who repeatedly violate a settled grievance, or an arbitrated grievance that they do not agree with, or one that was settled or arbitrated at a higher level.

Submitted by Island, Skagit, San Juan:

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

Be it Resolved: Carriers performing work such as On the Job Instructors and Academy Instructors shall be compensated at 150% their evaluated hourly rate in addition to their normal compensation.

Intent: For carriers to be compensated for work beyond their normal route.

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

Whereas: The current table of evaluated hours for regular rural K routes stops at 48 evaluated hours.

Be it Resolved: Additional categories above 48 evaluated hours be created.

Intent: Due to continued failure of the USPS to hire sufficient relief carriers, overburdened routes are required to deliver volumes that far exceed the current time standards without auxiliary assistance or additional compensation. In addition, management is using the current table and evaluated hours to discipline carriers for failing to meet these standards despite the workload exceeding the limits of the table and evaluated hours.

Submitted by King-Snohomish:

1, Non-Binding. **PASSED after extensive debate and vote.**

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

Be it Resolved: If the vacancy still exists after eligible employees have been afforded the opportunity to bid, the route

will be awarded to any regular carrier who submits a request to transfer to the station where the vacancy exists.

Intent: With so many routes going vacant district and being posted externally, regular rural carriers should be allowed the opportunity to transfer to offices where the vacancies exist without having to resign from their positions and lose their attained steps.

Submitted by East Central:

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

Whereas: RCA bidding requiring one year

Be it Resolved: RCA eligible to bid on routes at their office after completing their 90 working days

Intent: help prevent RCA turnover

2. Non-Binding. **FAILED after debate and vote.**

Whereas: Rural carriers unable to Reassign like city carriers. So in order to move to different district you have to either find a mutual transfer or you have to step backward to RCA for carrier to transfer to an office that will take you.

Be it Resolved: Be able to reassign via LiteBlue so you don't have to step backward from career and be able to move to another district.

Intent: To make it easier on career employees to move to other districts

Submitted by Whitman-Southeast:

1. Binding. **FAILED after debate and vote.**

Whereas: Leave replacements are not being hired in adequate numbers for rural routes.

Be it Resolved: All state and national officers shall be required to ride a POV route with a regular carrier once a year, to include all areas of the country.

Intent: Union is not taking enough action to address the problem. Current employees are being required to work longer days up to and over 12 hours a day to deliver mail.

Submitted by Apple Valley:

1. Non-Binding. **FAILED after extensive debate and vote.**

Whereas: Requests for annual leave will not be accepted prior to 60 days in advance of the desired leave date or service week. Leave requests may be submitted further in advance for exceptional circumstances. Leave requests received on the same day will be considered in order of seniority.

Be it Resolved: Requests for Annual Leave shall be accepted up to 1 year in advance of the date being requested.

Intent: Previous language leaves a loophole for management to decide if our annual leave is exceptional or not and what qualifies. Our leave is for us to decide whether or not we need 1 year or 60 days to request.

The Resolutions Committee was then dismissed with our thanks. Dawn gave a PAC update and several delegates made announcements. Kristian Granish, Mutual, moved to break for 20 minutes to allow committees to finish their work. That motion passed and the convention went on afternoon break at 2:41 PM.

The convention was called back to order at 3:05 PM. All officers and delegates were present. Alicia made a few announcements. Becky Wendlandt suggested recognizing the delegates for their years of union membership, which was done. The Mileage and Per Diem committee presented their second report. There were still issues, and it was recommended that those delegates who still had issues contact the committee directly.

Next the Finance Committee came forward to give their final report. One sentence was added at the



Susie Hill and Becky Pike, union members for almost 90 years between the both of them!

MILEAGE AND PER DIEM COMMITTEE REPORT:

NAME	COUNTY UNIT	MILES	MILEAGE	TOLL/FERRY	PER DIEM	TOTAL
Alexander, Charles	Whatcom	258	\$168.99	\$18.50	\$250.00	\$437.49
Anderson, Dawn	Apple Valley	526	\$344.53	\$5.50	\$250.00	\$600.03
Ankerson, Rita	Mutual	172	\$112.66	\$5.50	\$500.00	\$618.16
Arras, Sharlene	Mutual	202	\$132.31	\$5.50	\$500.00	\$637.81
Arvin, James	East Central	632	\$413.96	\$5.50	\$250.00	\$669.46
Ayers, Dawn	Mutual	120	\$78.60	\$5.50	\$250.00	\$334.10
Benson, Lisa	King-Snohomish	114	\$74.67	\$42.80	\$250.00	\$367.47
Bergman, Philip	Whatcom	314	\$205.67	\$5.50	\$250.00	\$461.17
Blackmer, Dave	King-Snohomish	86	\$56.33	\$42.80	\$250.00	\$349.13
Carlson, Karen Ann	Peninsula	64	\$41.92		\$250.00	\$291.92
Carstens, Curtis	Apple Valley	316	\$206.98	\$5.50	\$250.00	\$462.48
Chamberlin, Lauri	Northeast	730	\$478.15	\$5.50	\$250.00	\$733.65
Clark, Jenny	Mutual	130	\$85.15		\$250.00	\$335.15
Clark, Diane	Peninsula	12	\$7.86		\$250.00	\$257.86
Cortez, Sherry	Peninsula	22	\$14.41		\$250.00	\$264.41
Cortez, Alfonso	Peninsula	22	\$14.41		\$250.00	\$264.41
Crow, Lorrie	Northeast	728	\$476.84	\$5.50	\$250.00	\$732.34
Durgan, Susan	Peninsula	132	\$86.46		\$250.00	\$336.46
Eckrem, Kurt	King-Snohomish	86	\$56.33	\$38.00	\$250.00	\$344.33
Folk, James	Mutual	138	\$90.39	\$5.50	\$250.00	\$345.89
Godfrey, Aron	Lower Columbia	296	\$193.88	\$5.50	\$250.00	\$449.38
Granish, Kristian	Mutual	125	\$81.88		\$250.00	\$331.88
Granish, Nancy	Mutual	116	\$75.98	\$5.50	\$250.00	\$331.48
Gunderson, Curtis	Whatcom	224	\$146.72	\$36.00	\$250.00	\$432.72
Hemrich, Jim	Whitman-Southeast	620	\$406.10	\$5.50	\$250.00	\$661.60
Javiniar, Estee	Lower Columbia	338	\$221.39	\$5.50	\$250.00	\$476.89
Johnson, Duane	King-Snohomish	164	\$107.42	\$42.80	\$250.00	\$400.22
Laine, Alexis	Peninsula	44	\$28.82		\$500.00	\$528.82
Lauzon, Dana	Mutual	124	\$81.22	\$5.50	\$250.00	\$336.72
Lee, Christiana	Mutual	120	\$78.60	\$5.50	\$250.00	\$334.10
Lopez, Isabella	King-Snohomish	90	\$58.95	\$42.80	\$250.00	\$351.75
Marchand, Carol	Peninsula	29	\$19.00		\$500.00	\$519.00
Martin, Laura	Northeast	742	\$486.01	\$5.50	\$250.00	\$741.51
McKee, Kristy	Mutual	194	\$127.07	\$5.50	\$250.00	\$382.57
Milliron, Katre	North Central	476	\$311.78	\$5.50	\$250.00	\$567.28
Mohr, Taralee	King-Snohomish	124	\$81.22	\$42.80	\$250.00	\$374.02
Petersen, Katie	Apple Valley	382	\$250.21	\$42.80	\$250.00	\$543.01
Peterson, Alicia	Mutual	118	\$74.67	\$5.50	\$250.00	\$332.79
Pike, Becky	Whatcom	293	\$191.92	\$5.50	\$250.00	\$447.42
Pitts, Renee'	Mutual	114	\$74.67	\$4.50	\$250.00	\$329.17
Potter, Bryan	Island-Skagit-San Juan	123	\$80.57	\$33.10	\$250.00	\$363.67
Reed, Delsey	East Central	712	\$466.36	\$5.50	\$250.00	\$721.86
Rogers, Jody	Mutual	80	\$52.40		\$250.00	\$302.40
Sisley, Janice	Mutual	208	\$136.24	\$5.50	\$250.00	\$391.74
Skewis, Kris	Mutual	138	\$90.39	\$5.50	\$250.00	\$345.89
Stewart, Jack	East Central	660	\$432.30	\$5.50	\$250.00	\$687.80
Taylor, Dionne	Island-Skagit-San Juan	313	\$205.02	\$5.50	\$250.00	\$460.52
Taylor, Jeff	East Central	690	\$451.95	\$5.50	\$250.00	\$707.45
Thelen, Angela	King-Snohomish	182	\$119.21	\$42.80	\$250.00	\$412.01
Wendlandt, Becky	East Central	700	\$458.50	\$5.50	\$250.00	\$714.00
White, Lyndee	East Central	654	\$428.37	\$5.50	\$250.00	\$683.87
TOTAL			\$9,168.04	\$589.20	\$13,750.00	\$23,507.24

end of the report recommending that Article V, Section 5, Paragraph C be clarified in the future. The committee was then dismissed with our thanks. The Constitution Committee was then also dismissed with our thanks. After that, Jeanette, Renee', and Monte came forward and continued with Q&A while the Mileage and Per Diem Committee made the final changes to their report. Once done, they presented their final report, which was accepted, and the committee was dismissed with our thanks. Dawn gave one final PAC update for the day, and after a few final announcements, the convention adjourned for the

day at 4:51 PM.

DAY 3:

On the final day the convention was called back to order at 8:01 AM. All officers and delegates were present within 5 minutes. Dawn presented a PAC update. Vice President Alicia presented the Outstanding Member of the Year award to Melvin Walker of Lower Columbia, who was not present at the convention. The award was to be presented in person at a later date. The delegation then heard resolutions and constitution changes from the floor.

RESOLUTIONS FROM THE FLOOR

1. Non-Binding. **PASSED after extensive debate and vote**

National Agreement, Article 12, Section 3, Paragraph E

Whereas: Regular rural routes are being offered externally on more than an infrequent basis

Be it Resolved: 3. If the vacancy still exists, **the vacancy will be posted again through E-Reassign to all rural carriers. If the vacancy still exists, it shall be filled competitively from a hiring list.**

Intent: To allow regular rural carriers the opportunity to be reassigned to another office prior to a non-postal employee being hired as a regular carrier off the street. This will possibly eliminate the need of a regular carrier to utilize MOU 10 and revert back to RCA due to hardship and assist regular carriers needing to relocate who may be having troubles with the mutual transfer process.

2. Binding to the WARLCA Board. **WITHDRAWN - not presented**

Be it Resolved: Any board member accumulating hours towards a full day of compensation will 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.

3. Non-Binding. **FAILED after debate and vote**

Whereas: No language

Be it Resolved: A 10-minute rest period may be taken after the first initial 30 minute lunch break

CONSTITUTION CHANGES FROM THE FLOOR

PROPOSED CONSTITUTION CHANGE #1: **FAILED as amended**

State Constitution, Article VI, Section 3

Be it Resolved: Compensation for Non-Delegates

The WARLCA shall pay non-delegate members who are registered and wish to complete/assist in committee work an allowance of \$25.00 per day.

Isa Lopez, King-Snohomish moved to accept this constitution change, and it was seconded. Becky Wendlandt made a motion to amend the language

which was seconded and passed. The constitution change failed as amended.

PROPOSED CONSTITUTION CHANGE #2: **FAILED**

State Constitution, Article V, Section 4, New Paragraph B, and move B to C

Be it Resolved: Except a WARLCA state secretary/treasurer who is in danger of exceeding 130 days of LWOP, due to union duties, could be placed in a temporary full time assignment and be compensated 44K Table 1 Step 12 for a period of 60 to 90 days at the WARLCA board discretion and member notification.

Lyndee White, East Central, moved to adopt this constitution change and it was seconded. There were several questions asked about various issues with the language. Debate was extended 5 minutes by vote.

After extended debate, the constitution change failed. With resolutions and constitution changes finished, the convention went on the morning break at 9:11 AM.

At 9:48 AM the convention was called back to order. All officers and delegates were present within 5 minutes. PAC Silent Auction and raffle items were awarded. The PAC committee was then thanked for all of their hard work.

After that, state officer elections began. Kurt went over the voting rules and procedures with the delegation. Alicia Peterson was the only nomination for Vice President and was elected by unanimous consent. She then addressed the delegation thanking everyone for their support.

Isa Lopez and Duane Johnson were nominated for Region Committeeperson 1. The candidate forum then began. Duane addressed the delegation first, followed by Isa. After the campaign addresses were completed, Kurt opened the floor for candidate Q&A. After Q&A concluded, voting began. Kurt clarified that everyone would need to leave the room during the voting, including all non-delegates in attendance. While votes were tabulated, Jeanette and Monte continued with Q&A. The Tellers Committee came forward, chair Al Cortez introduced the members of the committee, and the results of the vote presented. The results were Isa Lopez 35, Duane Johnson 17, total votes cast 52, no invalid votes. Isa Lopez was elected as Region Committeeperson 1. Both candidates briefly addressed the delegation.

Next, Katre Milliron and Delsey Reed were nominated Region Committeeperson 3, and the candidate

forum began. Both candidates addressed the delegation and Kurt opened the floor for candidate Q&A. Time was extended by 1 minute per candidate by vote of the delegation. After Q&A concluded, voting began. Jeanette and Monte did further Q&A while votes were tabulated. The results were Delsey Reed 39, Katre Milliron 13, total votes cast 52, no invalid votes. Delsey Reed was elected as Region Committeeperson 3. Both candidates briefly addressed the delegation. This concluded state officer elections, and the Tellers Committee was dismissed with our thanks.

After the elections, Dawn came forward to give a final PAC report. She thanked everyone for their PAC contributions, which totaled \$6,675.45 for the convention. She then made a few related announcements. The YEA/NAY cards were collected by the delegates-at-large to be turned in and delegate checks were distributed. All remaining standing committees were dismissed with our thanks. One final PAC update increased the total \$7000.45. Jeanette then came forward and asked all of the 2023 elected national delegates to come forward and agree to serve Washington the best they can, to which all agreed. She then proceeded with the installation of the 2023-24 state officers. Kurt made a few final announcements; the colors were retired, and the convention adjourned at 12:58 PM.



Your 2023-2024 WARLCA 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 Delsey Reed, and Region 4 Committeeperson Brian Porage.

What did you miss at convention?

Below: Jim Hemrich and Doug Rinehart.
Far right: Sec-Treas Lorrie Crow got stuck with both the "Pay to Party" PAC hats.
Right: Toasting marshmallows on the beach at sunset



Above left: Rod Cook & Toast entertain for banquet night

Above right: View of the beach from the hotel lawn.

Right: The "Fun Table" with NRLCA Exec Committeeman Jeanette Dwyer.





Left: Convention in progress.
Below left: Q&A session with Renee Pitts, Jeanette Dwyer, and Monte Hartshorn.
Below right: The board with last minute convention preparations.



Left: Jeanette parties too! Center: Dancing ensued at banquet night. Right: Convention isn't all parties and dancing, we also conduct the business of the Association.

WASHINGTON RURAL LETTER
CARRIERS' ASSOCIATION



CONSTITUTION

July 1, 2023, to June 30, 2024 (23/24 Year)

Updated at the June 4-5-6, 2023.

State Convention

Silverdale 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 requires.
- B. Vice President

The Vice President shall preside in the absence of the President, and in the case of death, resignation, disqualification, refusal, or neglect of the President to discharge the duties of his/her office, the Vice President shall become the President and serve until such time as his/her successor shall be duly elected and installed.
- C. Secretary-Treasurer
 1. The Secretary-Treasurer shall keep a correct record of the proceedings of the WARLCA, and read or cause to be read, all communications, reports, etc. He/She shall affix the seal of the WARLCA to all official documents. He/She shall prepare for publication in the

- WASHINGTON RURAL CARRIER, an overview of the speakers at the WARLCA State Convention or special meetings and a correct record of the business session of the WARLCA State Convention or special meetings, not later than one (1) month after the close of each State Convention or special meeting, and shall also present on the first day of the State Convention a complete statement of the condition of the WARLCA, including a statement of the membership of same.
2. He/She shall conduct the correspondence of the WARLCA, keep a record, and submit same when demanded by the Board.
 3. He/She shall have charge of the seal, books, papers, and documents belonging to the WARLCA; shall deliver to the WARLCA, or his/her successor, all property of the WARLCA at the expiration of his/her term of office, or upon an earlier termination thereof; he/she shall be given an itemized receipt for all property delivered by the party or parties receiving same.
 4. He/She shall keep a true and correct account between the WARLCA and the County Units.
 5. He/She shall perform all the duties of the Treasurer as are required by this office.
 6. He/She shall receive all monies due the WARLCA and shall deposit all monies in a convenient depository; such deposits to be made in the name of the "Washington Rural Letter Carriers' Association" and any interest thereon shall be credited to the funds of the WARLCA.
 7. The Secretary-Treasurer will issue checks in payment of all properly itemized invoices, statements, vouchers, authorized payroll payments, and for other obligations of the WARLCA as directed by the State Board. He/She will have the President, Vice President, and all Region Committeepersons review the payments and supporting documents on a quarterly basis.
 8. The Secretary-Treasurer may at each State Convention employ a stenographer to take down the proceedings as directed by the State Board, and the cost shall be paid out of the treasury of the WARLCA.
 9. He/She shall render a report to the WARLCA at its State Convention or to the President and Board when they may request it, showing in detail the receipts and expenditures of the WARLCA's funds as shown by his/her books.
 10. After the close of each State Convention, the Secretary shall send the appropriate resolutions to the National Secretary-Treasurer, keeping a copy on file.
 11. Upon receipt of the nominations for the position of Delegate to the National Convention, he/she will have prepared a ballot listing the nominees for the position of Delegate to the National Convention, and the ballot shall be mailed to all members at least twenty-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 majority vote, and write-in votes shall not be considered valid. Election shall be by ballot when there is more than one nominee for the same office. When there are more than two nominees for the same office, the one receiving the least number of votes on the third ballot and on each succeeding ballot shall be dropped, until election is accomplished. When there is only one nominee for an office and nominations have been closed, the President or Secretary-Treasurer shall declare that the nominee is elected.

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 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.
 - 5. 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.
 - 6. 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.
 - 7. 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.
 - 8. The State Board shall review the Charging Party's letter of specificity, documentation, relief sought and the response of the Charged Party. The State Board is authorized, in consultation with the Executive Committeeman, to take the necessary action to resolve the issue within 30 days. Extension of this 30-day time limit, when necessary, shall not exceed 15 days. The Charging Party(s) and Charged Party(s) (hereafter referred to as the Party or Parties) shall be notified in writing of the decision of the State Board.

- B. A Party not satisfied with this decision, or any other action of the State Board on said appeal, shall have the right to appeal to the National Board.
 - 1. This appeal must be in writing and be filed with the President of the National Association via first class mail within 30 days of receipt of the State Board's decision.
 - 2. Within 15 days of receipt of an appeal, the National Board shall notify the National Appeals Commission. The President shall notify the State President and the Parties that the appeal has been received and forwarded to the National Appeals Commission.
 - 3. Within 30 days, the National Appeals Commission shall investigate each appeal and report its findings and recommendations in writing to the National Board. Upon receipt of the findings and recommendations of the Appeals Commission, the National President shall notify the Parties that the findings and recommendations are before the National Board. The National Board shall render a decision and notify the Parties in writing within a reasonable period of time.

- C. A Party not satisfied with the decision of the National Board shall have the right to appeal to the next Convention of the National Association.
 - 1. This appeal must be in writing and be filed with the National President within 30 days of receipt of the National Board's decision. The appeal, if received more than 45 days prior to the National Convention, will be scheduled for that Convention. If received within 45 days of the Convention the appeal may be held until the following National Convention.
 - 2. Within 15 days of receipt of said appeal, the President shall notify the Parties that the appeal has been received and shall be forwarded to a National Appeals Committee.
 - 3. The Appeals Committee shall complete an investigation and report its findings and recommendations in writing to the Parties and to the President of the state association at least 24 hours before the report is presented to the National Delegates.

Section 2. National

- A. A member aggrieved by any action of the National Association or Officer, representative or

steward thereof shall have the right to appeal directly to the National Board.

1. Appeals must be filed and mailed individually, in writing, and be filed with the National President via first class mail within 30 days of having knowledge of said action.
2. Within 15 days of receipt of the appeal, the National Board shall retain the appeal for investigation, forward the appeal to the National Appeals Commission or, if received within 90 days of the first business session of the National Convention, refer the appeal to the Appeals Committee. The President shall notify the Charging Party(s) of the appeal's receipt and disposition, and if necessary, request that the Charging Party provide a letter outlining the specific charge and any relief sought. The letter of specificity, along with complete documentation, must be returned via first class mail within 20 days of receipt of the National Board's request.
3. Should the National Board retain the appeal, it shall investigate, render a decision and notify the Charging Party(s) in writing within a reasonable period of time.
4. Should the National Board forward the appeal to the National Appeals Commission, the commission shall complete an investigation and report its findings and recommendations in writing to the National Board within 30 days. Upon receipt, the National President shall notify the Charging Party(s) that the Commission's report is before the National Board. The National Board shall render a decision and notify the Charging Party(s) in writing within a reasonable period of time.
5. Should the National Board refer the appeal to the Appeals Committee, the appeal shall be handled in accordance with the provisions that follow.

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

1. The appeal must be in writing and be filed with the National President via first class mail within 30 days of receipt of the National Board's decision. The appeal, if received more than 45 days prior to the National Convention, shall be scheduled for that Convention. If received within 45 days of the Convention the appeal may be held until the following National Convention.
2. Within 15 days of receipt of the appeal, the President shall notify the Party(s) that the appeal has been received and shall be forwarded to a National Appeals Committee.
3. The Appeals Committee shall complete an investigation and report its findings and recommendations in writing to the Parties at least 24 hours before the report is presented to the National Delegates.

Section 3. Administration

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

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 stewards at State Convention, June 2023.

Front: DR Monte Hartshorn

Second row, L to R: Katre Milliron, Area Steward Dawn Anderson, ADR Alicia Peterson, Area Steward Isa Lopez, Lisa Benson, Kristy McKee, ADR Jeffrey Taylor, Dawn Ayers.

Back row: Susan Durgan, ADR Renee Pitts, Laura Martin, James Arvin, Alexis Laine, Kristy Jones, Dave Blackmer, Bryan Potter.



Veterans & Active Duty, L to R: Jeffrey Taylor, Al Cortez, Bryan Potter, Chris Lee, Curtis Carstens, Nancy Granish, Dana Lauzon.

WARLCA COUNTY OFFICERS LIST **2023-2024 Year -Updated 4/25/2023**

001 NORTH CENTRAL Region 3

PRESIDENT: Carole Hansen
Phone: (509) 687-5077
Email: dellandcarole@yahoo.com

VICE PRES: Patricia Verbeck
Phone: (509) 429-4443
Email: verbeckpn@gmail.com

SEC-TREAS: Katre Miilron
Phone: (253) 227-5622
Email: katremilliron@gmail.com

002 Clallam Jefferson- merged with Kitsap to become Peninsula

003 PENINSULA Region 2

PRESIDENT: Susan Durgan
Phone: (360) 797-4396
Email: susandurgan@hotmail.com

VICE PRES: Al Cortez Jr
Phone: (360)620-1839
Email: atezraiders71@gmail.com

SEC-TREAS: Gina Adams
Phone: (360) 460-8402
Email: ginamsxy@aol.com

004 Lincoln Grant Adams - Lincoln merged with Spokane (now East Central Washington), Grant merged with Chelan Douglas (now North Central Washington), and Adams with Yakima

005 LOWER COLIMBIA Region 2

PRESIDENT: Aron Godfrey
Phone: (360) 431-9644
Email: arongodfrey73@gmail.com

VICE PRES: Ashley Weissenfluh
Phone: (360) 270-1272
Email: aweissenfluh@ymail.com

SEC-TREAS: Estee Javinier
Phone: (808) 554-3065
Email: ejavinier@gmail.com

006 MUTUAL RLCA Region 2

PRESIDENT: Kristian Granish
Phone: (360) 789-8198
Email: mobmh2@gmail.com

VICE PRES: James Folk
Phone: (360) 790-4960
E Mail: lionelmpc@comcast.net
ksales@comcast.net

SEC-TREAS: Kris Skewis
Phone: (360) 790-0957
Email: iamamailer@aol.com

007 OKANAGON RLCA - Merged with Chelan Douglas (now North Central Washington).

008 NONE

009 NONE (WAS ALASKA)

010 ISLAND, SKAGIT, SAN JUAN Region 1

PRESIDENT: Bryan J Potter
Phone: (360) 720-9472
Email: Acr228@yahoo.com

VICE PRES: Daniel Burnett
Phone: (360) 941-5770
Email: Daniel.burnett@gmail.com

SEC-TREAS: Dionne Taylor
Phone: (360) 720-1393
Email: dionne331@gmail.com

011 KING-SNOHOMISH Region 1

PRESIDENT: Lisa Benson
Phone: (425) 359-2462
Email: K-S_countyRLCA@comcast.net

VICE-PRES: TBD

SEC-TREAS: Isabella Lopez
Phone: (425) 417-2700
Email: isarlopez@hotmail.com

012 South East WA RLCA, merged with Whitman -Asotin (now called Whitman-Southeast).

013 EAST CENTRAL Region 3

PRESIDENT: Sarah Duke
Phone: (661) 637-9392
Email: dukesarah22@yahoo.com

VICE PRES: Rosetta (Jacqui) Barney
Phone: (559) 363-3067
Email: rfmom5@gmail.com

SEC-TREAS: Lyndee White
Phone: (541) 852-2626
Email: lyneeemb@yahoo.com

014 NORTH EAST Region 3

PRESIDENT: Mandy Comstock
Phone: (509) 671-7583
Email: manderscomstock@gmail.com

VICE PRES: Cassandra Moran
Phone: (208) 946-8762
Email: cassandramoran@icloud.com
SEC-TREAS: Laura Martin
Phone: (509) 680-1691
E Mail: jlmartin102005@gmail.com

015 WHATCOM Region 1

PRESIDENT: Philip Bergman
Phone: (360) 201-3873
Email: succotash_54@yahoo.com
VICE PRES: Curtis Gunderson
Phone: (360) 603-8979
Email: gundersoncj@gamil.com
SEC-TREAS: David Hamilton
Phone: (360) 392-8326
Email: nwaic@comcast.net

016 WHITMAN-SE Region 4

PRESIDENT: Billie Jo Shinall
Phone: (509) 383-5375
Email: bshinall@hotmail.com
VICE PRES: Shelly Bujnicki
Phone: (208) 283-2087
Email: shellysfarm@me.com
SEC-TREAS: Jim Hemrich
Phone: (509) 657-3435
Email: rlcjim@stjohncable.com

017 APPLE VALLEY Region 4

PRESIDENT: Curtis Carstens
Phone: (509) 307-8727
Email: pffawg7@yahoo.com
VICE PRES: Teresa Lockbeam
Phone: (509) 225-0201
E Mail: mtasm05@msn.com
SEC-TREAS: Katie Peterson
Phone: (509) 834-0094
Email: horsemoman320@yahoo.com



All In The Family

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 procedure, and working on projects while their parents are in meet-

ings.

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!

Pre-Convention Board Meeting Friday June 2, 2023 Best Western Plus Silverdale Beach Hotel

In attendance: President Kurt Eckrem, VP Alicia Peterson, Sec-Treas Lorrie Crow, RCP1 Isa Lopez, RCP2 Estee Javiniar, RCP3 Lauri Chamberlin, RCP4 Brian Poage.

Meeting was called to order at 11:40 AM, all were in attendance at 11:00AM except for VP Peterson. It was by a majority decision that the board policy and ground rules not be read or approved until after the arrival of VP Peterson.

Officer Reports

President Kurt Eckrem, worked with S-T Lorrie Crow on many of the convention forms and the committee overview, with some changes being made. Kurt reached out to all unregistered delegates to encourage them to attend the convention, notified all committee chairs of their duties, and reported on the legislative seminar.

Sec-Treas Lorrie Crow, updated forms and binders, talked about the importance of sending vouchers early, and the time frame for completing payroll.

RCP1 Isa Lopez, updated board on changes made to website and has completed entries into the email update list. Asked that she be notified ASAP if meeting venues are changed so she can update the website.

RCP2 Estee Javiniar has been working nonstop on the Convention, gift baskets are complete, including in room baskets for Jeanette and Monte. Sharlene Arras helped with the purchase of speakers' gifts. Estee provided cards for the speakers for the board to sign.

RCP3 Lauri Chamberlin has worked hard to get as many hotel bids as she could, brought three more to the meeting for consideration.

RCP4 Brian Poage has started working on finding a location for the 2026 State Convention, will attempt to stay in the Yakima area. Most hotels are no longer signing contracts that are for more than one year out.

VP arrived at 12:35PM, she was caught up on what was discussed during her absence. It was at this time that the March minutes were approved, and by unanimous consent the board agreed to forgo the reading of the board policy and ground rules.

Vice President Peterson gave her report: Alicia made arrangements for the Member of the Year plaque and is prepared for the first-timers meeting. Spoke on legislative seminar and signed up for all representatives' newsletters.

Member of the Year: One Board Member was asked to leave the room as a nominee. A secret ballot was cast electing Mel Walker as the 2023 Member of the Year. It was reported the Mel would not be attending the Convention due to illness.

Review of Convention Program and Agenda: It was agreed that Alicia would purchase a book of post card stamps for cards to our Congressmen while out to pick up MOTY plaque.

Review of equipment and supplies: There are three printers, three screens, four projectors, at least four computers (not including the Secretary-Treasurer's), and three monitors. We have plenty of PPE supplies, which will be made available to attendees.

Review of Committees, Board Reps, and County Delegate-at-Large: Necessary changes have been made to committee

assignments, and more will likely have to be made. Aron Godfrey was moved up to Delegate-at-Large for Lower Columbia County.

Kurt verified with Chung's Restaurant that the 10% discount was still offered and that the menus put in the ditty bags would indicate the discount.

Labor Seminar with Monte Hartshorn and ADRs: It will be held on Saturday from 3:00 - 5:00. It was decided that Isa and Brian are the most tech savvy among us therefore they will be in charge of making sure everything is set up and ready to go.

Guest Speakers: Katy Crabtree is coming from Rep. Derek Kilmer's office with a video from him addressing our delegation.

First Timers Meeting: Kurt will stop in and say hello and hand out pens. Alicia has planned a get-to-know-you scavenger hunt. Has gifts for those that complete the hunt, and also has a copy of the state constitution and the contract to add to their folders.

Meet and Greet: Dawn will oversee this function and has reported that she has several games and the dessert auction. There will not be a no host bar but will include coffee and water service and finger food.

County Officers' Recognition Lunch and Awards: The Board was unable to come to an agreement on what to give the County Officers as a gift/award, so we will just be having lunch with gratitude. Kurt will say hello and address the officers.

Memorial: RCP3 Lauri Chamberlin will oversee the memorial. She decided to forgo a video or slide show.

Banquet and entertainment: The weather forecast looks favorable and will be held outside on the patio. The restaurant will be closed so we will have access to the inside where the buffet will be set up, there will be a no host bar. Rod Cook and Toast will perform and will be offering CDs for sale.

Member proposal to Finance Committee: The Board discussed the letter that Becky Wendlandt sent to the board and the finance committee. Since it was addressed to both, the board had no other option other than providing the finance committee with the letter without an opinion. It was agreed that the finance committee should have the final decision as to how it would be presented to the delegation.

2024 Convention: The 2024 convention proposals were discussed. Although Lauri had brought three more; one in Ritzville that would not be large enough to host our convention; one from the Double Tree in Spokane which would have parking fees; the last was the Best Western Plus Lakefront Hotel in Moses Lake, the price for this location was out of our price range. Although the available dates for the Centennial Hotel in Spokane might be problematic it meets our needs, and it was decided to sign that contract. The 2024 Convention will be held June 4-6, 2024, at the Centennial Hotel in Spokane WA.

Registration and Ditty Bags: The ditty bags were assembled with the help of some board members and was done in record time thanks to Lauri Chamberlin.

Meeting was adjourned at approximately 10:00 PM
Respectfully submitted.

Lorrie Crow

WARLCA Secretary-Treasurer

2022/2023 Post Convention Board Meeting Minutes **Wednesday, June 7th**

Called to order 8:10, welcome and introductions

Convention Review:

VP Alicia commented that Estee did an amazing job. Had lots of positive feedback, speakers, topics, banquet music. The food was a little disappointing, not all first timers showed up, having constitution and contract for members would be a good idea to have on hand for ditty bags.

Estee: the color guard didn't feel that they were properly prepared, it was suggested that we have a color guard committee and only use members to present the flags. Estee would like to be part of that committee. Committees were self-sufficient. Being hands on after putting everything together, she tried to help when she could with the kitchen staff.

Isa: suggested we get a pack of water bottles for the speakers specifically, Brian had brought little bottles to his county meeting, consensus that it is a good idea. Media committee wants to see an annual report on the website. We need to make sure that the Editor stops by the media committee at least once. Suggested that the gray font be changed.

Brian: the set-up is problematic and the equipment needs to be updated. Dispose of old equipment. Number all of the resolutions in consecutive order. Media committee needs to come in or at least be available the day before. Liked the PAC games going on, the staff was very helpful.

Lorrie: thought over all the convention went very well,

Kurt: we should have constitutions in all of the committee folders, PAC should give out stuff throughout the convention, Kurt liked the snack packs from the tellers committee.

Delsey, just taking everything in.

Dawn Ayers: People were excited about PAC this year; she thinks she had three very competent committee members. Clover was a bit of an issue, but that can be fixed. Used a "tab" system for payments this year. National office doesn't want to hand out any more Clover machines, so Dawn will attempt to figure out how we can do it on both sides of the state. Last year when Dawn got the PAC stuff back, there were some things missing. They were all recovered or found and were sold and/or auctioned off at this convention. Dawn will try to revamp the way she is doing the silent auction and the baskets will do it each day.

Jim Hemrich joined us at 9:05 and then left right

away.

All required forms were signed by the Board Members

Lauri Chamberlin has turned in all of her RCP supplies

The first full Board meeting- July 24-28, El-lensburg Hampton Inn.

Because there have been many members that have stated they wanted an in-person county officer training, by consensus it is agreed that we have two trainings, one on each side of the state. Lorrie, Brian and Delsey will be responsible for the East side of the State. Hopefully before the National Convention in July, Westside will shoot for July 31st.

Eastside will be between July 31 and August 4. Lorrie will check on hotel availability and the Teamster's union hall.

Appointed positions:

Dawn - PAC Chair

Alicia - Legislative Director

Isa - Webmaster

Lisa - Editor

Estee - RCBP

Brian - Facebook

Lorrie will order pens and member of the year plaques from Wild Rose Graphics and purchase strap cutters.

Lorrie has sound equipment now for storage, two screens will go with Delsey and then to storage, Kurt has one of the Cannon printers, Estee has the gray brother.

Kurt taking one of the Epson projectors Isa has the other, same as they had before. The two new monitors are going to storage, Isa taking one of the old ones to see if she can get it to work.

Kurt will ask Dawn about getting a video out for officers training.

Meeting adjourned at 11:59.

Respectfully submitted,

Lorrie Crow

WARLCA Secretary-Treasurer



Revised 2/2023
NRLCA Form 1187

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

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

(USPS EMPLOYEE I.D. NUMBER)

LASTNAME FIRSTNAME MI

MAILINGADDRESS — INCLUDING APT# IF APPLICABLE CITY STATE ZIP CODE +4

EMAIL ADDRESS

POSTAL INSTALLATION WHERE EMPLOYED ZIP CODE OF INSTALLATION INSTALLATION FINANCE NO.

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

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 \$ _____ per pay period.

\$31.88 for Regulars and PTF \$11.38 for Relief and ARC

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 S. CROW
WARLCA STATE SECRETARY-TREASURER
1208A SLIDE CREEK RD
COLVILLE, WA 99114

Recruiter EIN:
Name:
Address:

WARLCA Membership Statistics



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

Janee Boeey

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

Member Totals by Class		Nonmember Totals by Class	
Regular	1,115	70-5 — ARC	216
PTF	76	71 — Regular	182
Retired	261	74 — RCA VAC RT	3
Associate	2	76 — PTF	19
RCA	442	78 — RCA	264
Retired Associate	1	79 — RCA AUX RT	12
Recently Retired	11	Total	696
ARC	44		
Cash-Paid	24		
Total	1,976		

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!

Maureen S Benson, Lake Stevens
 Melissa A Jackson, Forks
 Linda L Just, Battle Ground
 Jennifer L Lewis, Lake Stevens
 Daroong T McPherson, Ellensburg
 Janelle A Mee, Brush Prairie
 Vanhda Ngonevolalath, Maple Valley
 Shelby F Quinn, Oak Harbor
 Susan E Rennie, Auburn
 Kim A Thorpe, Ellensburg
 Karen A Trottier, Omak

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 the State Secretary/Treasurer for the official form. You will receive recognition from NRLCA and an article and picture in a future issue of the WRC.

Please Welcome Our New Members!

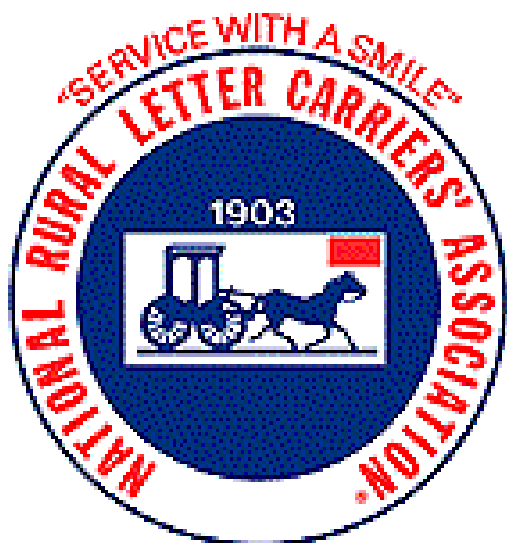
AIRWAY HEIGHTS	MYRON	ALEXIS	OAK HARBOR	LOPEZ GONZALEZ	ANA
ARLINGTON	BODNARCHUK	MATTHEW	OAK HARBOR	COOLEY JR	TIMOTHY
AUBURN	CALLO	BRANDON	OAKVILLE	HEIDEN	MELISSA
BATTLE GROUND	GONZALEZ	KAYTENA	OLYMPIA	LURUS	ALI
BELLINGHAM	OLDHAM	TIMOTHY	OLYMPIA	KNUTSON-KELLER	DOUGLAS
BELLINGHAM	OFFIELD	DOUG	OLYMPIA	RUSSELL	DAMIEN
BLAINE	OWEN	SUSAN	OTIS ORCHARDS	STANGEL	VIRGINIA
BOW	CUMISKEY JR	MIKEL	PASCO	CASTILLO	OLIVIA
BURLINGTON	MITCHELL	BRANDY	PASCO	HARTE	LISA
CAMAS	ZAMORA-SANCHEZ	KEVIN	PASCO	SCOTT	SHANNON
CASTLE ROCK	PERKINS	HEATHER	PASCO	THOMAS	JUSTIN
CENTRALIA	KOH	SANGWOON	PASCO	CLARK	FRED
CENTRALIA	TREVINO	ISAIAH	PASCO	GUZMAN	JULIO
CHATTAROY	OLSEN	JEREMY	PASCO	MONLUX	JOSHUA
COLBERT	RHODES	MIKE	PASCO	POTEET	ZACHERY
CONCRETE	ROSS	CRYSTAL	PASCO	SCHULDHEISS	TROY
EASTSOUND	CARSON	JAMES	PORT ORCHARD	GILLESPIE	ELRIC
EATONVILLE	WILKINSON	DEREK	POULSBO	WISE	CHARLES
ELMA	HENSLER	AUSTIN	PROSSER	SEARS	NICHOLAS
EVERETT	DICK	MERA	PROSSER	ALVAREZ	NORMA
EVERSON	FRAKER	ADINA	PULLMAN	RAMIREZ	EDWIN
FERNDALE	LIVINGSTON	PHILLIP	PUYALLUP	BARNES	ANDRE
FERNDALE	SINGH	HARJIT	QUINCY	DIAZ	ADOLFO
FERNDALE	GREENLEAF	CHRISTIAN	QUINCY	RAMIREZ	IVAN
GIG HARBOR	SANDOVAL	ADDISON	RAVENSDALE	WATT	AMELIA
GIG HARBOR	WHITACRE	AMELIA	RIDGEFIELD	GEBHARDT	SUSAN
GIG HARBOR	STEVENS	MICHAEL	RIDGEFIELD	FSK	TRACEY
GOLDENDALE	MARKETTE	CHRISTOPHER	RIDGEFIELD	HUDSON	DEBORAH
GOLDENDALE	ERHARDT	TAMRA	ROCK ISLAND	WOLFE	PAM
GRANDVIEW	DEVENERE	ANTONY	SAINT JOHN	ROBERSON	ETHEL
GRANITE FALLS	TOA	PUAPUAGA	SELAH	PETERSON-TIMMON	DANIEL
GREENACRES	BAXTER	JAMESON	SEQUIM	RASMUSSEN	LINDA
ISSAQUAH	BLOWERS	JAZMIN	SNOHOMISH	TALMADGE	KELLY
ISSAQUAH	ZEBLEY	MITCH	SPOKANE	NELSON	MONICA
ISSAQUAH	RIGNEY	SERENA	STANWOOD	VIENT	PATRICIA
ISSAQUAH	AYO JR	ANTHONY	STANWOOD	MARTIN	ANNA
ISSAQUAH	YOUNGREN	NICHOLAS	STANWOOD	KOTSOVOS	CHRISTOS
ISSAQUAH	TAYLOR	AARON	STANWOOD	CHRISTMAS	GEORGE
LA CONNER	JAMES	JAMES	SUMNER	SHARRAH	DENNIS
LAKE STEVENS	GALVAN	JOANNA	SUMNER	RICHARDSON	DARREN
LAKE STEVENS	LEUNG	WAI HUNG	SUMNER	SIATIU	SUAANA
LONGVIEW	MUNGER	CAMERON	TOPPENISH	ROJAS JR	EDUARDO
LONGVIEW	WADDELL	MATHEW	VANCOUVER	TANGCHITKORSAKU	PIMPITCHA
LYNDEN	ORDELLO	DONOVAN	VANCOUVER	MUNTZ	JAMESON
LYNDEN	TELLES	CHRISTIE	VANCOUVER	ROBERTS JR	KENNETH
MAPLE VALLEY	WILLIAMS	TAMARA	VANCOUVER	KHAOPRASEUTH	CHINLY
MAPLE VALLEY	GROSSMAN	ELANA	VANCOUVER	BRANTLEY	NICOLE
MAPLE VALLEY	MCRAE	ETHAN	VANCOUVER	ALAMO	TRINITY
MAPLE VALLEY	FOSTER	CHRISTOPHER	VANCOUVER	ZWIEFELHOFER	SHARI
MAPLE VALLEY	THAMMAVONGSA	DAVID	VANCOUVER	PARKER	PEYTON
MAPLE VALLEY	STRIPE	RICHARD	VASHON	DORRELL	JELANI
MAPLE VALLEY	FORONDA	MICHAEL	VASHON	BERRY WOGAN	TYSON
MARYSVILLE	STEINMAN	LISA	VASHON	SUDDUTH	JAMESON
MARYSVILLE	ARISTA	ALEX	VASHON	LEBRON	STEPHENIE
MARYSVILLE	LEE SR	JAMES	VASHON	CUNNINGHAM	RACHEL
MARYSVILLE	RESTEMAYER	SKYLER	WALLA WALLA	MCBRIDE	BRYAN
MEAD	MORGAN	JEFF	WARDEN	PITTSER	CAMELLIA
MEDICAL LAKE	GEORGE	DOUGLAS	WENATCHEE	MICHAEL	RICHARD
MONROE	BARAJAS	LUIS	WENATCHEE	SCARAMOZZINO	CAMERON
MOUNT VERNON	RODRIGUEZ	ISIDRA	WOODINVILLE	FIELDS	TRACY
MOUNT VERNON	COOPER	CATHRINA	WOODINVILLE	WHITE	JOSEPH
MOUNT VERNON	WILLIAMS	ARNETT	WOODINVILLE	NATIONS	NATHAN
MOUNT VERNON	WHITAKER	KATRINA	WOODINVILLE	SANTIAGO	ILEANETTE
NINE MILE FALLS	FITZHUGH	CAROL	WOODINVILLE	CARSON	GENALEN
NORTH BEND	TWEEDALE	JAMES	YACOLT	PAUL	CHERYL
NORTH BEND	DAFLER	HOLLY	YACOLT	MYERS	MONICA
NORTH BEND	O'NEAL	KIMBERLY	YELM	THORNTON	JAMMIE
NORTH BEND	KINNEY	JAMES		BAHENA	HIRVIN

Washington Rural Carrier
1208A 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!

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

Change Service Requested



Upcoming Dates to Remember

- Aug 15-18 2023: National Convention, Grand Rapids MI
- Aug 20 & 24 2023: Informational Zoom Meetings
- Aug 25-Sep 8 2023: Mini Mail Survey
- Sep 15 2023: Rural Carrier Remembrance Day
- Oct 7 2023: New Guarantee Year Begins
- Oct 14-20 2023: Steward Appreciation Week
- Nov 13-Dec 11 2023: Open Season
- Dec 2 2023: Christmas OT Period Begins
- Jan 13 2024: New Leave Year Begins
- Feb 3-9 2024: Relief Carrier Appreciation Week
- Feb 4 2024: National Thank A Mail Carrier Day
- Apr 3-5 2024: Western States Conference, Cripple Creek CO
- Jun 3-5 2024: State Convention, Spokane WA



www.warlca.com



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