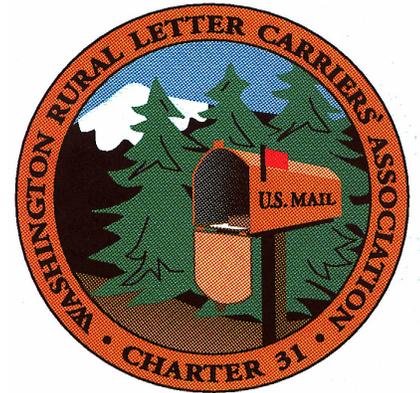


# Washington Rural Carrier

Official Publication of the Washington Rural Letter Carriers' Association

Summer 2021



*Where Service Begins With a Smile*

## Meet Jeffrey Taylor, 2020-2021 Outstanding Member of the Year!

The Outstanding Member of the Year award is a high honor bestowed upon one deserving individual in the Washington Rural Letter Carriers' Association. To be

considered for this prestigious award, one must show a willingness to accept responsibilities, a high level of service rendered to the National Rural Letter Carriers'

Association, attendance and participation in union functions, and a fraternal attitude and camaraderie with fellow carriers. Who is the 2020-2021 Outstanding Member of the Year? Jeffrey Taylor!

(Continued on page 4)

### Constitution

Still Unchanged

### Appreciating Joyce

Recognized for over 20 Years  
of Service To WARLCA

### Auxiliary & Juniors

Fully Reinstated! See Update

### Annual Reports

What Has Everyone Done This  
Last Year?

### Informational Meeting

Aug 25 With Monte Hartshorn



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

*Step up and become a local steward!*

Local stewards have a great advantage because they are in the office and are more familiar with management and their fellow rural carriers. Often, the local steward can help diffuse a problem before a grievance is necessary. Local stewards are paid by the Postal Service for all their time while performing their NRLCA representational duties including investigating and processing grievances. Local stewards are the bedrock of our National Steward System and make our dues go farther. The NRLCA compensates local stewards for all necessary training.

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

## **Sign Up For Email Updates!**

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

1. Open your email program. Or, scan the QR code to the right with your smart phone.
2. Send an email to [emailsignup@warlca.com](mailto:emailsignup@warlca.com)
3. Include the following in your email:

Name  
Office  
Designation (Regular, Relief, Retired)  
County Unit  
Local Steward? (Yes/No)

4. You will receive a confirmation email.
5. Once your membership is verified, you will receive confirmation from [updates@warlca.com](mailto:updates@warlca.com)





**Are you seeking an appointed position with the WARLCA?**

Well you're in luck! We're looking for you! The following positions are now available:

- ⇒ Provident Guild Representative
- ⇒ Rural Carrier Benefit Plan Representative
- ⇒ Retiree Representative

A full list of duties and expectations for all appointed positions can be found on our website. Please note that these are not board positions, nor are they paid positions.

**OWCP Seminar Rescheduled!**

The WARLCA Board is happy to announce that we have rescheduled the OWCP seminar featuring Mike Watson and Associates. Mike and Linda Watson are OWCP specialists working out of Oregon and have contracted with the NRLCA to assist rural carriers in the Pacific Northwest navigate their way through the often difficult OWCP process. The seminar will be held Sunday, September 26<sup>th</sup>, 2021, at the Hotel Interurban in Tukwila, very near to Southcenter and SeaTac airport. The seminar will begin at noon, and the information portion will run approximately 90 minutes, with a brief period for general questions. Mike and Linda will then meet individually with rural carriers who have ongoing claims and would like to schedule an appointment. The cost to attend will be \$5 per person and is limited to NRLCA members and their spouses. Registration and appointment scheduling information can be found on the State Association website, warlca.com. Seating is limited, and we anticipate the appointment times will fill quickly, so don't delay. Go to our website or page 29 for more information.

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Content and opinion pieces may be submitted to the Editor of the *Washington Rural Carrier*. The method of submission is via email to warlcaeditor@outlook.com. **Deadline for next issue: October 21, 2021.**

(Continued from cover)

Jeff has been serving members of the Washington since first becoming an area steward in 2010 and then rising through the steward ranks to become an NRLCA Assistant District Representative.

Prior to his postal career, Jeff had been working in telecommunications when a friend's neighbor who worked for the Postal Service suggested he seek a career at USPS. While there were no openings for telecom at the time, he decided to apply to become a mail carrier. In August 2003, Jeff started his postal career as a TRC (temporary rural carrier) in Liberty Lake before being converted to an RCA later that same year and transferring to Greenacres. Jeff served 12 and a half years as an RCA, including as the sub for our own State Secretary Treasurer, Becky Wendlandt! In 2010, Becky encouraged Jeff to become a steward and he was certified as an area steward in October, eventually being assigned 20 offices! Just three years later, Jeff was appointed as the ADR for North-eastern WA area and served in this capacity until 2015 when the staff-

ing in his office reached critically low levels and he returned to serve his office full time. It would not be until 2016 when Jeff would make regular and get his own route in the Greenacres office. In 2017, Jeff decided to become an academy instructor and trained new rural carriers for about a year before deciding that his heart really belonged to the National Steward System. Then in 2018, Jeff returned as the ADR and has served as such ever since.

While this wasn't the career he initially pictured when he applied for work at the Post Office, he definitely enjoys the job. As we all know, sometimes wild things happen out on the route. Once while out delivering, he had a scare. He'd received reports of an alleged mail thief driving a white van around town. Being extra wary of this potential criminal, Jeff noticed a white van that seemed to be following him on his route. He tensed up until the van passed him and pulled into a driveway he was approaching. It wasn't a thief, it was just the resident on their way home, he recalled with a chuckle.

Apart from being your friendly neighborhood mailman, Jeff along with his wife Jan are Spokane natives who went to the same high school and grew up only 10 blocks from each other. Married in 2006, they have two cats and they enjoy the wonderful outdoor life that the Pacific Northwest has to offer. Jeff served in the Marines from 1981 to 1989, and other than the time spent stationed during active duty, has spent his whole life in the Spokane region. "The PNW is the most beautiful backyard in the country," he said to me and I couldn't agree more. Together Jeff and Jan enjoy traveling and hope to visit Aruba, they also enjoy concerts, outdoor events, sports, Seahawks and Spokane teams.

Through his many years of service and passion for helping his fellow carriers, Jeff is deserving of the recognition. The Washington Rural Letter Carriers' Association is proud to call Jeff Taylor Outstanding Member of the Year. Congratulations, Jeff!

## Past Recipients

2020 WARLCA Members	2002 Karen Crombie	1983 Theodore Lynn Ricks	1964 Jim C. McMillan
2019 Kurt Eckrem	2001 Dave Reppe	1982 Jack L. Yeager	1963 No award to a WA Carrier
2018 Janie Walla	2000 Janice Sisley	1981 Allen J. Peterson	1962 William Weeks
2017 James Hemrich	1999 Judith Peck	1980 Lyle S. Olsen	1961 D. H. Bartlett
2016 Renee' Pitts	1998 Marc McIntosh	1979 Harley Robb	1960 Joel Shaffer
2015 Doug Rinehart	1997 Brenda Hayes	1978 Albert C. Staehly	1959 Outstanding Local Officer Victor J. Mathison
2014 Tammy Donaghue	1996 Patricia Alexander	1977 Vern N. Anderson	1958 Outstanding Service Award William Weeks
2013 Cheri Freeman	1995 Charles Alexander	1976 Roger Armstrong	
2012 Patrick Pitts	1994 Cindy Norman	1975 Richard Vogt	
2011 Joyce Sutherland	1993 Jennie M. Seeley	1974 Willie Rentz	
2010 Ed Koschalk	1992 Rebecca R. Wendlandt	1973 Neil Buchanan	
2009 Becky Pike	1991 Kit N. Witt	1972 Leroy L. Neifert	
2008 Patricia & Charles Alexander	1990 Dexter A. Nesmoe	1971 Wesley Rogers	
2007 Susie Hill	1989 Robert J. Lange	1970 Grant Wills	
2006 Joyce Patteson	1988 David R. Stover	1969 E. C. Chuck Robinson	
2005 Lynn Walker	1987 Michael E. Mackey	1968 None Listed	
2004 Ann Lamm	1986 Robert Dickens	1967 Frank A. Arnot	
2003 Monte Hartshorn	1985 Joseph V. Halleck	1966 Bracie V. Dodge	
	1984 Marian I. Personnett	1965 Leo Greenwood	



## Annual Report

By Kurt Eckrem, President & Historian

When I looked back at my 2019-2020 annual report, I remembered that I had titled it “The Year of the Cancellations”. Who would have thought at the time I wrote it that we would have seen a second year of union conventions, conferences, trainings, and meetings cancelled? I thought of titling this year’s report as simply “Part II”, but that would discount everything we have accomplished this past year.

Let me start off by thanking all of you rural carriers who have persevered through another year of COVID-19 precautions, Amazon parcels, record-setting election ballots, and endless management confusion and unrealistic expectations. I would also like to especially thank those of you who go above and beyond by continuing to serve as state officers, county officers, district and local stewards, academy instructors, OJI trainers, and those who attend orientations on behalf of the WARLCA. Many of you serve in several of those positions in addition to working your routes, and our Association is that much better because of your efforts.

One of the biggest accomplishments we have made over the last many months is to have learned how to continue meeting virtually. The State Board has met several times via Zoom because of the restrictions on in-person meetings. We have conducted three Zoom information meetings, the first being a Region 2 meeting in May, fol-

lowed in June by two state-wide information meetings, one with Washington District Representative Monte Hartshorn and the other with NRLCA Executive Committeeman Patrick Pitts. Also in May, WARLCA Legislative Director Lorrie Crow and I participated in a virtual legislative training to prepare us on how to conduct Zoom meetings with our Legislative Representatives, our first of which was just recently with Washington State Congressman Derek Kilmer. In addition, the WARLCA RCPs have begun meeting virtually with their respective county officers to keep them in the

**Another priority of the State Board during the past year has been nonmember recruitment**

loop and with the goal of helping them resume in-person county meetings as soon as State and CDC guidelines allow.

Another priority of the State Board during the past year has been nonmember recruitment. We have been making sure to have representatives attend new-hire orientations whenever possible in order to introduce the NRLCA to the newest rural carriers and to correct any misinformation they may have received. We are also making sure our rural academy instructors have everything they need to properly prepare the new RCAs for the job they are starting.

The Board has also continued our RAFT (recruit a friend today) program, which, along with the NRLCA’s recruitment incentive program, has resulted in the State Association seeing higher member numbers than ever before.

As with every year, one of the most important jobs of the State Board is to provide information to the members. To that end, we have sent out our quarterly State paper, the *Washington Rural Carrier*, in which we try to provide timely interesting articles on a variety of topics. We have upgraded our website, warlca.com, to make it more user friendly, we regularly send out email updates when news affecting our members becomes available, and most recently we mailed out the WARLCA Legislative Newsletter which contains information on current legislation as well as the contact information of our Representatives and Senators and tips on how to make those contacts.

As for my position as WARLCA President, this past union year I have fulfilled all the duties of my position and participated in all meetings and functions required of me. I worked with the NRLCA National Office to prepare the necessary paperwork for any concerns the Department of Labor might have over another year of cancelled officer elections at the county and state level. I have been involved in the nonmember re-

cruitment effort by drafting letters for mailings and by sending information packets to newly appointed nonmember PTFs, letting them know about the benefits available to them in their new position. I have coordinated the efforts to send representatives to orientations and to provide the academies with updated information and recruitment incentives. I have continued to contact my Legislative Representatives urging them to support legislation which would positively impact the rural craft. Finally, throughout the past year I have responded to numerous members' concerns and have regularly communicated with the national office and the National Steward System regarding those concerns.

Looking ahead to the coming union year, the biggest goal we have is the resumption of county meetings, at which you the members can come together to receive

information, ask questions, and participate in the business of the union. We anticipate some of the county officers will begin planning meetings for as soon as late summer or fall, so watch for those meeting notices in the mail and check the website. The Board is moving ahead with plans to schedule the retirement and OWCP seminars which we have had to cancel multiple times, as well as solidifying the arrangements for the 2022 State Convention next May in Kennewick. Should a proposed new National Agreement be offered to the rural carriers this year, the State Board will work with the national office to make every effort to assure members receive the necessary information and have an opportunity to participate in a ratification vote. Washington's rural carriers will also have a great opportunity in the spring to attend the Western States Conference

which will be held in April right next door in Idaho.

In conclusion, I would like to once again congratulate Joyce Paterson on her retirement and thank her for her service to the WARLCA. Joyce admirably served our Association in many capacities over the years, and she was a huge help to me when I was a new local steward. As the Seattle District Representative, Joyce always made the time to meet with the State Board either in person or by phone to keep us updated or to answer our questions. We also have developed a great working relationship with new Washington District Representative Monte Hartshorn and he is continuing our cooperative efforts to further the goals of our Association.

In solidarity and with hopes for a bright coming year, Kurt Eckrem, WARLCA President



## Annual Report

By Lisa Benson, Vice President & Editor

As we close the books on another association year, I also close my first term as your Vice President. Unfortunately for all of us, things were not yet back to "normal" and we had to make the difficult decision to cancel the 2021 Convention in Bellingham. If I might be allowed a moment of personal privilege to reflect on my first term as your Vice President; I ran for the position in June 2019, just a mere seven months before life changed for the planet. I initially began my term with visions in

my eyes and dreams in my heart for all the things we could accomplish on behalf of the WARLCA members. We had information seminars planned and had been brainstorming ideas for new methods of communication and engagement with our membership. But as things shut down, unfortunately so did our plans. Everything had to be put in limbo while we social distanced, but I am excited to announce that we have these plans ready to go for the upcoming 2021-2022 union year.

Beginning in September, we will be having meetings and seminars. On September 26, 2021, we will be hosting Mike Watson & Associates in Seattle for an OWCP seminar with available one-on-one appointments. Many carriers have been injured on the job in the strenuous unprecedented year that was 2020 and as such, we know you have questions. Join us at the Interurban Hotel in Southcenter on September 26 for this special seminar. Be on the lookout for updates on the website, via email, and in the

magazine.

Western States Conference is set to go as scheduled in Boise ID on April 21-23, 2021. While this area conference is not hosted by the WARLCA, we still encourage you to attend if you can, as the WSC normally consists of great training seminars. WA members who attend may be eligible for a reimbursement from the WARLCA, subject to a cap. As you may recall, the WSC in San Diego last year was canceled but we look forward to seeing our friends from the Western Area in Boise.

As we felt we had no choice but to cancel the 2021 State Convention in Bellingham in June, we instead turned our focus to the 2022 Convention in Kennewick. This convention will be earlier than in years past, being May 21<sup>st</sup> with a special presentation from Joni Montroy, Key Retirement Services specialist, and ending the 24<sup>th</sup> with the election of officers. This will be our first state convention since June of 2019 and we hope to see you there!

As restrictions prohibited us from having in-person gatherings, we looked to virtual meetings. I am proud to say that all board members are now intimately familiar with Zoom meetings and we have hosted three special meetings for the membership. The first one being an informational meeting for members of Region 2, and then two more in June on the 16<sup>th</sup> and 27<sup>th</sup> with NRCLA District Representative Monte Hartshorn and NRLCA Executive Committeeman Patrick Pitts respectively. All three Zoom meetings were packed with information and we hope that you found them to be of value.

Despite the cancelations and closures, the business of the Association still had to be done. As

your Vice President, I continued to fulfill all required duties such as emails, reports, and attended all virtual board meetings. Even though it looks like there isn't much to show for our efforts, yet, we have accomplished much together in the last year. In addition to regular duties, I also took on the challenge of digitizing a very large box of past issues of the *Washington Rural Carrier*. It has taken a cumulative of approximately 17 hours, but I have nearly completed this project of scanning almost 1,200 pages. I still have a couple left to go, but when finished, they will all be uploaded to our website for your viewing pleasure. If you have a cache of past issues, 2000 and earlier, and would like to donate them, I would love to add them to

***I am excited to announce that we have these plans ready to go for the upcoming 2021-2022 union year***

the archives.

You may recall that one of the things I wanted to see come to fruition was a union Facebook page. At the time of my campaigning in June 2019, National had not yet made one of their own. I had argued that it would be of great value to the younger generation who utilize social media services every day to conduct their business and acquire their information. I am proud to say that the NRLCA does indeed now have a Facebook page ([www.facebook.com/NRLCAOfficial](http://www.facebook.com/NRLCAOfficial)) and after much discussion, I finally have our own page up and running as well ([www.facebook.com/washingtonrlca](http://www.facebook.com/washingtonrlca)). This has been a special interest of mine as I have tried to use social media as a

means to connect with more King-Snohomish Counties members with success in the past as the KS Counties President. Be on the lookout for our own official Facebook page!

One of the better duties of the WARLCA Vice President is the presentation of the Outstanding Member of the Year award. Last year we did not select a member, but this year we chose Jeffrey Taylor as our Member of the Year. While I did not get the opportunity to give Jeff the award in person, I had the great pleasure of speaking with him at length and interviewing him for the article on the cover of the Summer WRC magazine. We are proud to have selected Jeff for this award, congrats Jeff!

In addition to serving as your Vice President, I also hold the great honor of continuing to serve as your State Editor. As a publication editor, it is always the goal to encourage as much readership as possible. Not only is it my aim to induce readership, but also, participation. It is through our quarterly magazine, *Washington Rural Carrier*, that we dispense the majority of information which we hope you find to be pertinent. As you may already be aware, the Board uses multiple modes of communication, including email updates which must be voluntarily signed up for, to share with you. Our magazine is the most universal, as it is automatically mailed to every member of the WARLCA. Our mission has always been to increase membership knowledge; knowledge is priceless. Sadly, the paper does come with a price. Below is a cost comparison of the 2019-2020 costs and the 2020-2021 costs.

**2019-2020 Dues Year, Publication Costs**

<i>Issue:</i>	<i>Convention</i>	<i>Fall</i>	<i>Winter</i>	<i>Spring</i>
<b># of Copies</b>	2,101*	2,062	2,152	2,159
<b># of Pages</b>	80	32	40	48
<b>Printing</b>	\$2,878.30	\$1,047.28	\$1,385.52	\$1,612.99
<b>Postage</b>	\$750.36	\$652.60	\$710.41	\$716.57
<b>Handling</b>	\$112.29	\$112.07	\$116.96	\$117.34
<b>Total Cost</b>	\$3,740.95 <sup>1</sup>	\$1,811.95	\$2,212.89	\$2,446.90

**2020-2021 Dues Year, Publication Costs**

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

\* For this issue, it should be noted that an additional 50 copies were printed but not mailed.

<sup>1</sup> For this issue, it should be noted that an additional fee was incurred for a full color publication.

\*\* Reported here for informational purposes, paid in the 21-22 dues year

Currently, our budget for the magazine is set to \$10,500.00 per year. The costs for last year’s publications totaled \$10,212.69, compared to this year’s total of \$11,457.87, including one special edition legislative newsletter. All of this information can also be gleaned from the Statement of Activities report printed in every is-

sue 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, one day of ADOP, and no mileage reimbursement, or overnight accommodations. As Vice President, I have received a monthly salary of \$100, plus 1 day of ADOP, 29 miles reim-

bursed, and no hotel accommodations or per diem allowances.

It has certainly been an honor to put my skills to work for YOU. My inbox is always open and I love to hear from you.

Respectfully and humbly,

Lisa Benson

WARLCA Vice President & Editor

**Past District Representative, Joyce Patteson**

With the cancelation of the 2020 State Convention, we were not given an opportunity to present past DR Joyce Patteson with an award for 20 years of service to the members of the WARLCA. Fortunately at our last board meeting in July, we were able to arrange a special dinner to both commemorate her many years of service and to celebrate her retirement. Thank you and congratulations, Joyce!!

Far right: Joyce with “Back Talk” by Charles Alexander. Right: Joyce receives recognition from Region 4 Committeeperson Paige Barrett.





## Letter to the Editor

I note that the NRLCA is current supporting the proposed USPS Shipping Equity Act which would make USPS eligible to ship consumable alcohol products such as wine.

I can only assume this is pursuant to the union's general policy of being supporters of any policy that could increase postal revenue.

Personally I think this act would be a total disaster for the postal service. Revenue projections range from \$50 to \$180 million dollars annually which is a pittance compared to revenue shortfalls. An amount like this would not even cover the annual cost to the post office of liability from carrier accidents. It would inject a greater number of very heavy boxes into the workload of the carrier, which would require special handling to prevent breakage. These could not be left at doorsteps since and Adult 21 signature would be required every time, leading to largely fruitless attempts at door stops where the target market is probably at work, giving these boxes a free tour of the neighborhood and double handling. Product that smashes in the truck would lead to all kinds of odor problems and legal liability in determining fault in an environment where carriers are not allowed to possess alcohol in the LLV. The question could always be raised what the source of the alcohol smell was if police attend a carrier involved collision, and in the moment investigators would not be able to open damaged boxes to confirm breakage.

The majority of postal union leaders have gone on record to vigorously support this act in the name of financial benefit to the post office. Well, if that is so, why no mention of unrestricted tobacco shipments, or other dangerous cargoes? This is a pathetic and misguided attempt to enact a limited value service and place it on the backs of carriers, many of whom are already overburdened. But, possibly its support is no less than one can expect from negotiators who time after time sign contracts that allow for so much unpaid work. Sure, they pass a membership vote, as much as less than 30% of the eligible members casting a ballot is worth.

I hate this idea, and do not support it and you absolutely will not see me supporting it in any way shape or form.

David Hamilton

Opinion pieces may be submitted to the Editor of the *Washington Rural Carrier*. The method of submission is via email to warlcaeditor@outlook.com. The WARCLA Board reserves the right to edit or omit text to keep in compliance with policies and to conform to space restraints. Letters must be accompanied with the author's name, address, and phone number. Letters will only be printed from verified 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.



## Annual Report

By Becky Wendlandt, Secretary/Treasurer

### Hello WARLCA Members,

This was my 28<sup>th</sup> year as your State Secretary/Treasurer after having started in 1993. It was also supposed to be my last year again. With the cancellation of the 2021 State Convention where the delegates elect officers, all officers were asked by NRLCA and the

WARLCA to stay on until next year. So, it appears my 29<sup>th</sup> year as your State Secretary/Treasurer will be my final year for sure. ☺

### MEMBERSHIP:

Our membership is growing steadily, which only a few states can say that! Two years ago, we had 2,079 members, last year we

had 2,130 and this year we have 2,185. This means we will qualify for another delegate. Thanks to the recruitment efforts of our academy trainers, board members, and those going to orientations: David Ray, Lorrie Crow, and Paige Barrett.

<b>Members Designation</b>	<b>June 2, 2019</b>	<b>June 16, 2020</b>	<b>June 30, 2021</b>
Regulars	1,089	1,107	1,112
PTFs	84	102	100
RCAs	557	568	599
ARCs	43	43	58
Retirees	301	305	312
Associates	5	5	4
<b>Total</b>	<b>2,079</b>	<b>2,130</b>	<b>2,185</b>

<b>Non-Members Designation</b>	<b>June 2, 2019</b>	<b>June 16, 2020</b>	<b>June 30, 2021</b>
Regulars	168	166	162
PTFs	12	10	20
RCAs	249	260	240
ARCs	133	147	159
<b>Total</b>	<b>562</b>	<b>583</b>	<b>581</b>

Bi-weekly we lose 25 to 45 members but we work hard at orientations and mailings to recruit to make up for the loss. Recruiting at orientation and/or the academy is very important because on average in less than two years they will become PTF or regular. We need to start these new rural carriers out right as members! The cost of recruiting is paying a board member or retiree to attend. National has prepared a formal union presentation for the academy and all the trainers are supposed to present it. Unfortunately, not all of our trainers actually recruit, and we have some trainers that are non-members, but we still do all we can to present the union at orientation before they go to a non-member trainer.

From July 1, 2020 to July 1, 2021, we had the following changes in the database:

**USPS hired 1,331 PTFs, RCAs, and ARCs for Washington (up from 971 last year and 841 two years before). Out of the 1,331 hired we have the following stats: 356 are members 702 were separated 273 are non-members**

I don't know about you but the above numbers shock me concerning turnovers even though we all know of the struggles to keep new hires. This is triple from what we

had six years ago, and it does not seem to be slowing down.

I completed the following tasks this 20/21 dues year concerning membership and finances:

- ◆ Mailed to new hires who did not join at orientation, sent every other week.
- ◆ Billed and processed 32 cash paid members.
- ◆ Sent 113 remit packages to National (75 last year).
- ◆ Entered 732 membership forms to the database (567 last year) and sent them to NRLCA to process, then followed up on ALL of them to make sure they were processed by USPS. I found 42 that had not been processed by the USPS and had NRLCA re-submit them.
- ◆ Entered 302 change of address to the database.
- ◆ Wrote at least two letters each to 62 regular carriers who retired to recruit them to become a retired member. Out of the 62 we had 28 who renewed as a retired member.
- ◆ Checked monthly on the "NOA" (nature of action) reports on the database and updated the database for location, class, and membership.
- ◆ A complete mailing to all non-member regulars and RCAs with a letter encouraging them to join, with regulars (and

PTFs) getting a \$100 rebate from WARLCA. Kurt writes all non-member PTFs as they come on the database.

- ◆ Researched bi-weekly those RCAs or ARCs who were separated and then rehired again at another office, yet the database leaves them coded as separated or cancelled. I update their status to non-member and send recruitment letters.
- ◆ Researched over 150 ARCs to see if they are still working by checking pay codes. The database does not always update the ARCs when they are separated.
- ◆ Attended all Zoom board meetings and completed the minutes and tasks list, as well as updating the equipment list, board policy, ground rules, and any other document tasked to me.
- ◆ Wrote articles and provided financial reports to all issues of WRC, as well as monthly financial statements to the board.
- ◆ Started on developing the county annual meeting packet. Unfortunately, the State Convention was cancelled.
- ◆ Secured the national convention delegate nomination PO box and observed it being swept by a member for nominations, then confirming nomi-

nations and adding them to the database until NRLCA notified the States that the 2021 Florida National Convention was cancelled.

- ◆ Made sure all counties completed their 19/20 LM-4 timely and it was posted on the DOL website.
- ◆ Completed all payrolls and remitted funds to VOYA and payroll taxes, as well as keeping an ADOP/LWOP tracking sheet.
- ◆ Reviewed and submitted Form 5500 (VOYA), 990, LM-2, IRS quarterly and yearly reports, trustee forms to VOYA, and provided remits and reports to NRLCA in a timely manner.

Still a major frustration is that the USPS is separating the ARCs who become RCAs and then rehiring them as RCAs, rather than changing their designation. So, if the ARC was a member and then became an RCA, we have to recruit them all over again. For this reason, the board decided not to send a board member to the ARCs orientation as it was not cost effective. I did find it interesting that we have had almost a dozen regulars who quit and were rehired as ARCs. What really shocked me though was the number of regulars who quit in their first three years. The new regular pay is not as competitive as what other jobs are offering so they don't see a future with the USPS. Also, most of the new retirees tell me that they wanted to work longer but their body was not up to it with the addition of number of parcels and they were frustrated with management so they retired earlier than they had planned.

Here are some membership stats reported by NRLCA at year end.

**As Reported by NRLCA on Year**

**End June 30th**  
**(Including Associate Members)**

16/17	2,021 members
17/18	2,075 members
18/19	2,052 members
19/20	2,131 members
20/21	2,185 members

**COUNTIES:**

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

**TRAINING:**

The national state secretary/treasurers' seminar in March 2021 was cancelled due to COVID-19. I have reviewed all handouts and PowerPoints that were posted on NRLCA SharePoint to make sure we are in compliance. I also keep

***What really shocked me though was the number of regulars who quit in their first three years***

current on new documents and handouts put on NRLCA SharePoint concerning the secretary/treasurers' duties.

**FINANCES:**

With COVID stopping state and national meetings we have a financial statement looking really good, but not very helpful for showing what a normal (whatever that means from now on) year will be.

**Financial Review Control Process:**

This is the process we use for vouchers: all payroll and expense vouchers are submitted to the complete board each pay period. All disbursements must meet the WARLCA Constitution, board policy, and minutes. After each bi-weekly payroll, the retirement plan deposits and payroll taxes deposits are made. At the end of each month, I reconcile the books and

send them to our independent accountant. The board again reviews all vouchers each quarter when meeting in person. The accountant does our IRS Form 990, DOL LM, quarterly, and yearly taxes and sends them to me to be reviewed, filed, and paid. Wells and Thomas, LLC does our Form 5500 for VOYA, which I review and file. Each year the audit committee at State Convention reviews the books, usually one or more full months. However, because we didn't have a state convention, President Kurt appointed an audit committee composed of Lorrie Crow, board member; Levi Hanson, Chair; Jim Hemrich, and Lauri Chamberlin, to meet at my house for a day and audit the books. It was exciting!

Each year an outside accounting firm does a complete review of our books. Also, to meet DOL and IRS guidelines, we have each appointed and elected officer, including county officers, sign a confidentiality statement. All state level elected and appointed officers also sign a written conflict of interest and social media policy statement each year. We have incorporated a whistleblower policy in our board policy as suggested by NRLCA. Each year I review our WARLCA Constitution and propose any necessary changes so that we remain in compliance with NRLCA, DOL, and IRS, however this year, my proposed changes will have to wait till 2022 State Convention. I have reviewed and filed the State LM2 as well as our VOYA (ING) form 5500 for our retirement plan. I have also sent in the quarterly bonding worksheets and reviewed and paid the VOYA fiduciary liability bond so we are in compliance, as well as report our statistics to BLS (Bureau of Labor Statistics) each month.

**One Year Statement of Activities for WARLCA Current 20/21 Dues Year  
Compared to Last Year (SPLY)**

	<b>20/21</b>	<b>19/20</b>
	<b>Jul '20 - Jun 21</b>	<b>Jul '19 - Jun 20</b>
<b>Income</b>		
4000000 · National General Insurance	-212.28	13,875.04
4050000 · Membership Incentive Prog – RAFT from NRLCA	0.00	3,665.00
4100000 · Interest / Dividends	5,081.04	4,346.30
4200000 · Membership Dues	297,126.80	276,328.66
4400000 · Reimbursements	0.00	429.88
4500000 · Sales	0.00	880.00
4600000 · Auxiliary Dues State Portion	5,096.79	7,918.61
<b>Total Income</b>	<b>307,092.35</b>	<b>307,443.49</b>
<b>Expense</b>		
5000000 · Accounting Fees	5,005.00	4,685.00
5100000 · Awards & Recognition	5,835.85	3,087.61
5300000 · Employee Benefits	4,796.52	4,262.73
5400000 · Equipment	1,535.06	0.00
5600000 · Lodging	0.00	5,789.68
5700000 · National Convention	0.00	47,995.98
5800000 · Office Expense	3,540.67	2,750.89
5900000 · Payroll Taxes	5,943.47	6,937.95
6000000 · Per Capita Dues	1,728.00	4,347.40
6100000 · Postage	4,657.75	5,184.17
6200000 · Printing	973.47	1,122.46
6400000 · Rent	2,454.00	396.00
6600000 · Salaries and Wages	63,628.43	75,657.61
6700000 · State Meetings	5,494.50	9,115.73
6701000 · State Paper	9,083.98	10,316.99
6900000 · Telephone & Internet	1,428.00	1,428.00
7000000 · Travel	4,388.30	10,518.92
7100000 · Website Expenses	1,032.80	930.67
7200000 · Western States Conference	0.00	704.50
<b>Total Expense</b>	<b>121,525.80</b>	<b>195,232.29</b>
<b>Net Income</b>	<b>185,566.55</b>	<b>112,211.20</b>

## Statement of Financial Position June 30, 2020 compared to June 30, 2019

	<u>Jun 30, 21</u>	<u>Jun 30, 20</u>
<b>ASSETS</b>		
<b>Current Assets</b>		
<b>Checking/Savings</b>		
1010000 · Chkg - WA Trust Bank	15,407.29	6,292.69
1020000 · Savings - APCU	281,390.41	109,105.97
1030000 · Chkg - APCU	103.72	102.51
1200000 · CD#74 (APCU) .946% 3/11/23	44,710.10	43,781.02
1210000 · CD#75 EmerFund .946% 3/11/2023	44,710.10	43,781.02
1220000 · CD#76 Emer Fund 1.3% 4/7/2021	23,174.58	22,667.48
1230000 · CD#77 (APCU) .946% 3/11/2023	33,756.18	33,054.72
1240000 · CD#78 (APCU) 1.587% 6-24-2022	76,222.91	75,022.83
<b>Total Checking/Savings</b>	<u>519,475.29</u>	<u>333,808.24</u>
<b>Total Current Assets</b>	<u>519,475.29</u>	<u>333,808.24</u>
<b>TOTAL ASSETS</b>	<u><u>519,475.29</u></u>	<u><u>333,808.24</u></u>
<b>LIABILITIES &amp; EQUITY</b>		
<b>Liabilities</b>		
<b>Current Liabilities</b>		
<b>Other Current Liabilities</b>		
2100000 · Payroll Liabilities	279.29	178.79
<b>Total Other Current Liabilities</b>	<u>279.29</u>	<u>178.79</u>
<b>Total Current Liabilities</b>	<u>279.29</u>	<u>178.79</u>
<b>Total Liabilities</b>	279.29	178.79
<b>Equity</b>		
3900000 · Net Assets	333,629.45	221,418.25
<b>Net Income</b>	<u>185,566.55</u>	<u>112,211.20</u>
<b>Total Equity</b>	<u>519,196.00</u>	<u>333,629.45</u>
<b>TOTAL LIABILITIES &amp; EQUITY</b>	<u><u>519,475.29</u></u>	<u><u>333,808.24</u></u>

Each function, LWOP used, meetings, and all expenditures were reviewed by the complete board. I feel this board worked hard to represent the members as well as recruiting new members. While we do not always agree, nor should we, I feel every board member was able to speak out and share their views, and they treated

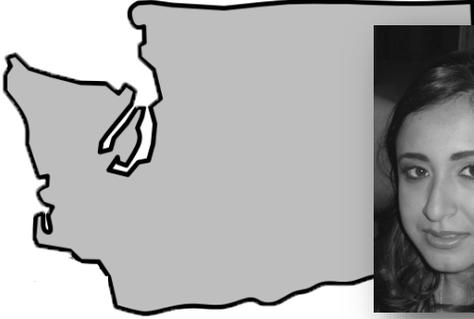
the other board members with dignity and respect. It was a pleasure working with them and certainly enjoyed the meals after hours with the complete board getting to know them better.

It is a personal commitment I make to provide my best to this position and be a resource for the board, county officers, and mem-

bers. If you have any questions or suggestions, I am only a phone call or email away and appreciate hearing from you.

United in Support of the Rural Craft,

Becky Wendlandt



## Annual Report

By Isabella Lopez, Region 1 Committeeperson & Webmaster

What can we say about another year gone by? While we may not have been able to meet in person we still accomplished a lot as a board. In addition to the telecons I participated in, I got to learn how to participate in Zoom meetings so we could keep working on the business of the association.

In addition to the board meetings, we had a regional meeting and two state meetings. As your Region One Committeeperson it was my responsibility to help plan the 2021 State

Convention, but as with last year's convention and the unpredictability of COVID-19, we made the tough decision to cancel what would have been a great meeting in Bellingham. It is my hope that we try the same location again the

next time Region One looks to host a convention. In addition to trying to set up a state convention, it is normally my responsibility to attend local meetings, and even though we were unable to hold any because of restrictions, I have kept in contact with my county

***If you have not already signed up for email updates, please be sure to, this is the fastest way the state board can disseminate information***

unit officers. I am very excited, with the lifted restrictions, to be able to attend some before the year is over.

In addition to be your RCPI, I am also assigned the role of the webmaster. This has been a great

experience as well as challenging since this year our email list was lost when we changed over to a different service. If you have not already signed up for email updates, please be sure to, this is the fastest way the state board can disseminate information to its mem-

bers. Email me at [webmaster@warlca.com](mailto:webmaster@warlca.com) with your name, office you work out of, and what county unit you belong to. Don't forget to check the website as we try to keep the most up to date information posted and as always we welcome your feedback and suggestions for the website.

Respectfully submitted,  
Isabella Lopez  
Region One Committeeperson



**NOTICE!**  
We are hearing reports of federal employees being contacted by agents claiming to assist with Thrift Savings Plan information. While we do not believe these third party agents to be fraudulent in nature, it is important to know that if the TSP needs to contact you, they will do so via First Class Mail, not by telephone. These people claiming to represent the TSP are most likely from a third party, for profit company.



## Annual Report

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

This association year has brought another year of challenges. Despite those challenges, this board has continued to work diligently on new ideas and ways to communicate and share information with the members.

During the association year, I have attended 11 Zoom meetings and two teleconference meetings. Those include meetings with the State Board discussing matters that would normally be conducted in-person and also some shorter ones on issues that required more immediate attention.

One of those Zoom meetings was to touch base with all of the county unit officers and to see what their concerns were. I also hosted a Region 2 County Officers Zoom meeting on April 11<sup>th</sup>. At that time, it was decided to try and hold a Region 2 Zoom informational meeting with District Representative Monte Hartshorn on May 16<sup>th</sup>. All seven of your State Board Representatives were in attendance and briefly covered topics relevant to their positions. Unfortunately, turnout was very low considering the number of members in Region 2. We then decided to include all members of the

State for future Zoom informational meetings. We were excited to choose two dates listed on one notification card and to have Executive Committeeman Patrick Pitts and District Representative Monte Hartshorn be the guest speakers. A special thank you to Patrick and Monte for spending your evenings with us. Additional Zoom meetings have been planned and my hope is that more will attend.

By the time you will have read this report, I will have attended the

***Additional Zoom meetings have been planned and my hope is that more will attend***

first in-person Board meeting of the year. I will have also attended in-person county meetings for Peninsula and Mutual Counties. I wish I could guarantee that we will have returned to what things were like pre-global pandemic, but I feel that may take more time.

If you are on the Rural Carrier Benefit Plan, you may have noticed a modest increase in premiums. With that increase, you gained access to a new program called

Sleepio. Sleepio is an online sleep improvement program proven to help people fall asleep faster and stay asleep longer. Another benefit to being on RCBP is Hinge Health. Hinge Health is free access to exercise therapy programs for back, knee, hip, shoulder, and neck pain. When you sign up you get a personal physical therapist and health coach, a free tablet, and wearable sensors for feedback and you'll be guided through quick 15-minute sessions at an appropriate level of difficulty. Who couldn't use a better night's sleep and a reduction in pain? It is always a good idea to look at all the available health plans out there and choose the one that's right for you and your family.

I thank you for the opportunity to continue to serve the members of the WARLCA. I look forward to seeing each of you soon. Please remember I represent you and I am always interested in your thoughts and ideas to build a stronger association and an informed craft. Reach out to me anytime. We are stronger together! Stay well.

The following is our ADOP usage breakdown for the 12 months of 20/21 year.

**WARLCA TRACKING FORM FOR 2020/2021 DUES YEAR**

NAME	July	Aug	Sept	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	June	Total	Total For Year
	2020	2020	2020	2020	2020	2020	2021	2021	2021	2021	2021	2021		
Isabella Lopez	0	0	0	0	0	0	0	0	1	0	0	0	1	
Isa Lost s/l & A/l	0	0	0	0	0	0	0	0	0	0	0	0	0	1
Alicia Peterson	0	0	0	0	0	0	0	0	0	0	3	0	3	
Alicia Lost s/l & A/l	0	0	0	0	0	0	0	0	0	0	0	0	0	3
Becky Wendlandt	7	8	10	9	9	7	7	8	14	6	8	9	102	102
Paige Barrett	0	0	0	1	0	0	1	0	2	1	2	0	7	
Paige Lost s/l & A/l	0	0	0	0	0	0	0	0	0	0	0	0	0	7
Lorrie Crow	2	2	1	3	6	1	1	3	6	1	5	3	34	
Lorrie Lost s/l & A/l	1.25	0	0	0	0	0	1.25	0	0	0	1.25	0	3.75	37.75
Kurt Eckrem	0	1	1	3	2	2	2	3	3	1	1	1	20	20
Lisa Benson	0	0	0	0	0	0	0	0	1	0	0	1	2	
Lisa Lost s/l & A/l	0	0	0	0	0	0	0	0	0	0	0	0	0	2
<b>TOTALS</b>	<b>10.25</b>	<b>11.00</b>	<b>12.00</b>	<b>16.00</b>	<b>17.00</b>	<b>10.00</b>	<b>12.25</b>	<b>14.00</b>	<b>27.00</b>	<b>9.00</b>	<b>20.25</b>	<b>14.00</b>	<b>172.75</b>	<b>172.75</b>

Note: This form shows the amount of ADOP taken for union business and the amount of ADOP paid for Lost Annual and Sick Leave.

The "Total For Year" shows the total amount of both ADOP for union business and lost sick leave and annual added together.

## Annual Audit

As we have again been unable to hold state convention this year, the Board assigned an audit committee to review our State's financial records from the last union year. Their complete report is on the next page.

Audit Committee: Lauri Chamberlain, Jim Hemrich, Lorrie Crow, and Levi Hanson



# Report of The Audit Committee

AUDIT COMMITTEE SUGGESTED CHECKLIST		YES	NO	COMMENTS
1.	Are checks deposited by WARLCA restrictively endorsed "FOR DEPOSIT ONLY"?	✓		
2.	Are all disbursements made by check, or by On Line Transfers from APCU?	✓		
3.	Are checks pre-numbered and accounted for?	✓		
4.	Is there a clearly defined approval process?	✓		
5.	Are voided/spoiled checks properly mutilated and retained?	✓		
6.	Are checks made payable to specified payee & NEVER to cash or bearer?	✓		
7.	Are there receipts and vouchers for each check?	✓		
8.	Do only persons authorized to prepare checks have access to blank checks?	✓		
9.	Is signing blank checks prohibited?	✓		
10.	Are bank statements reconciled at the end of each month?	✓		
11.	Are checks recorded in the disbursements journal as prepared?	✓		
12.	Are check signers authorized by the WARLCA Constitution?	✓		
13.	Are the records backed up and stored for each year?	✓		EXTERNAL HARD DRIVES
14.	Do vouchers have documentation to support the claim?	✓		
15.	Is the 990 Form completed timely?	✓		
16.	Is the VOYA-ING retirement program current and paid timely?	✓		
17.	Are the payroll taxes completed timely and quarterly/yearly reports done?	✓		
18.	Is an inventory list kept for the State Association owned equipment?	✓		UPDATED 7/26
19.	Are the LM Forms completed and submitted on time? (LM2 State/LM4 Counties)	✓		

THE AUDITING COMMITTEE FINDS THE FINANCIAL RECORDS OF THE STATE OF WASHINGTON TO BE WELL ORGANIZED, PROPERLY KEPT, TIMELY AND TRANSPARENT. THE COMMITTEE RANDOMLY CHOSE THREE MONTHS OF FINANCIAL RECORDS TO INSPECT THOROUGHLY THE INVENTORY LIST WAS INITIALLY MISSING FROM THE RECORDS BUT WAS IMMEDIATELY RECTIFIED. THE AUDIT COMMITTEE APPRECIATES THE WORK DONE AND HELP PROVIDED BY BECKY, CORRIE AND KURT.

SIGNED  
CHAIRMAN

DATE: 7/28/21

Names of Audit Committee Members:

JIM HENRICH | LAURI CHAMBERLIN | LEVI HANSON

*JCH*



## Annual Report

By Lorrie Crow, Region 3 Committeeperson & Legislative Director

Here we are once again, another year gone. And again, like the year before we found ourselves separated not just by miles but by the pandemic. Despite the cancellation of so many meetings, conventions, and conferences, the business of the Association has had to go on. So, like the rest of my fellow board members, I am happy to continue serving the Association as your Region 3 Committeeperson and as your Legislative Director.

As you are aware, in order to follow CDC guidelines we have been unable to hold in-person board meetings this association year. Holding meetings via teleconferencing was difficult and sometimes required sitting in a parking lot in town for a few hours, in order to get a decent phone connection. But was necessary and happened several times. The ability to hold meetings via Zoom made things a bit easier and enabled us to have several shorter meetings. With a little practice we felt confident enough to be able to provide three different informational meetings and were happy to have Washington District Representative Monte Hartshorn and NRLCA Executive Committeeman Patrick Pitts available to provide valuable information and answer questions. By the time this reaches you, we will have had our first in person board meeting since the beginning of this horrible pandemic. I have been able to attend all but one meeting

in this past year.

Life is a continuing learning experience, and the biggest lesson I have learned as your Legislative Director is that our Representatives in DC are a fickle bunch. Many of the bills introduced in the past several years seemed to be a no brainer and should have passed in both Houses easily, only to find them once again stalled in the process. Sometimes it is hard not to get discouraged, but although slow, progress continues. Many of the bills and resolutions that have been re-introduced in this congressional session have gained some momentum. I have tried and strive to con-

***Many of the bills introduced in the past several years seemed to be a no brainer and should have passed in both Houses easily***

tinue to provide the most up to date information out to our members at least monthly. This information is available to you via our email updates and always on the WARLCA.COM webpage.

With the uncertainty that COVID-19 brought, I have had the chance to work with Becky Wendlandt more often. Mostly stuffing envelopes and assisting in mailings. But have had the opportunity to get an overview of some of the necessary processes of keeping the Association up and running in the case of an emergency.

Once we were given the go ahead by the National Board, sev-

eral of us started attending orientations again. It isn't always a successful endeavor getting a new hire to join us as a union member, but it is always a pleasure to meet and welcome the newest members of the rural craft.

By now I hope everyone is aware that Jeff Taylor was nominated and confirmed as the WARLCA Member of the Year. Without having the State Convention again this year, we felt it was important to make a proper presentation. It was my privilege to be able to join Becky Wendlandt at the Greenacres Post Office and surprise Jeff with the presentation of the Member of the Year plaque.

I would like to take a moment to recognize and thank the Region 3 county officers for stepping up and continuing to represent their counties. And to welcome Aislinn Drewery as the new North East County Vice President.

I am sure I speak for all of the board members when I say that the most difficult part of the past year and a half has been the inability to have meetings and spend time with everyone. It has been a long and trying year, we all look forward to getting reacquainted and seeing your faces at upcoming county meetings and at next year's state convention.

Respectfully,  
Lorrie Crow



## Annual Report

By Paige Barrett, Region 4 Committeeperson & Provident Guild Rep

2020-2021 as your Region 4 Committee Person was like none other! I would love to say that I ATTENDED every meeting the board had. However, I cannot because we did NOT have board meetings in person at all. But I CAN say that every time we had teleconferences and Zoom meetings, I was either on the phone or in front of my computer. Most of the time for Zoom meetings, I was thankful the school district had provided my daughter with a computer because mine seemed to act up all the time. Once, I had internet issues, so I actually drove to Safeway to bounce off the free wi-fi there. In the long run, I always made it work.

I am really proud of this board for their willingness to continue to serve in the elected positions for another year until we can meet again, hopefully next May in Kennewick WA. I am so inspired by the ability shown to work together, critique each other when needed, and get the business done. The board communicated very

well via email, teleconference, and Zoom. As a team, we put together our *Washington Rural Carrier* magazines for you on time. As a team, but mostly our Legislative Director, Lorrie Crow and our State President, Kurt Eckrem, a special edition of Legislative Update was created and sent out to our members. And as a team, we reviewed the nominations for Member of the Year award.

***I am really proud of this board for their willingness to continue to serve in the elected positions for another year until we can meet again***

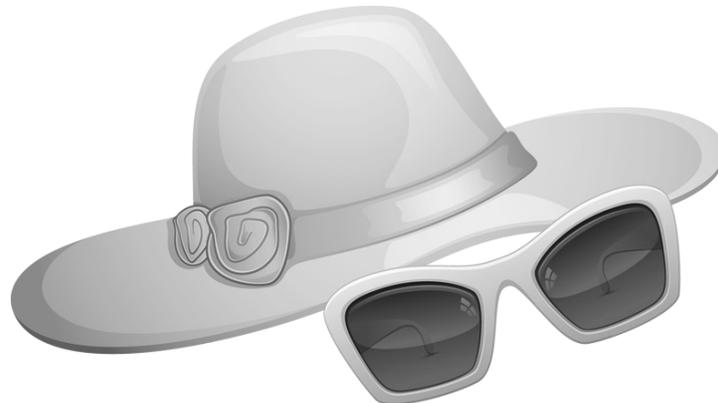
I attended quite a few new hire orientations this year and was able to sign on a good number of new RCAs, ARCs, and even one regular carrier. It is so exciting to see the people sign up and know that they will be receiving factual information, rather than the half-truths that can be found on social media. If you have anyone in your office not a union member, encourage them to sign up. You can find the

most current 1187 Dues Withholding Form on the front page of the state's website where you can print it and give to them. Make sure you fill in YOUR info in the upper right corner of the form as well!

As your Provident Guild Representative, I had the unfortunate task of notifying the Guild Secretary Treasurer of three deaths in our state and learning that only one was a Guild member. I also

took in three inquiries about payment for the year for the premium as well as one address change. This year I was also quite happy to welcome Monte Hartshorn to the position of District Representative of the Washington District. You read that right, we are no longer of the Seattle District or Portland District. We are all in the SAME one now! Yay US! Monte is assuming the position held by Joyce Patteson for several years. We will miss Joyce but congratulate her on her retirement!

In the spirit of unity,  
Paige Barrett





## Annual Report

By Monte Hartshorn, Washington District Representative

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The NRLCA association year goes from July 1<sup>st</sup> to June 30<sup>th</sup> each year. There have been some years that were pretty easy to predict and some that were not. The 2020-2021 year was a year of extreme changes. By July 1<sup>st</sup>, 2020, the Covid pandemic had been going on for most of four months, the 2020 state and national conventions had been cancelled and we were all wondering if we would ever get back to “normal”. As the District Representative for Portland, I was meeting via zoom on a weekly basis with district management concerning supplies, mask usage, cleaning and the MOUs concerning Covid. The Postal Service and rural carriers had all been deemed “essential” to our country and were delivering a multitude of parcels to home-bound people.

The Portland District had the second most parcels per route in the old Western Area. Because of the threat of Covid, the extreme number of parcels and long work hours, the staffing level in many offices went from bad to worse. Rural Carriers, despite all trials, continued to deliver for America. In July 2020 I worked with Portland District management and looked at retention of rural reliefs. In addition to retention, the group began to focus on the entire hiring process. One of the things we did was advertise for additional academy trainers. I was also working with both LD&D and Safety on the idea of quarterly zoom meetings with the Portland District On-the-Job Instructors. While I was not able to get that started, I hope the idea is not lost.

Joyce Patteson had been serving as the Seattle District Representative and announced her retirement as of January 29<sup>th</sup>, 2021. The NRLCA National Board then gave me the Seattle and Alaska districts in addition to the Portland District. While still getting my feet under me, the Postal Service announced a major district re-organization. On April 10<sup>th</sup>, the old Portland and Seattle districts were gone. Portland was now part of the Idaho-Montana-Oregon District. Seattle was now part of the Washington district and I was named the District Representative for the Washington and Alaska districts. It was a year of change indeed.

For my year of service, regardless of which district, I have represented rural carriers in 290 Investigative Interviews, 123 grievances (75 contractual, 39 disciplinary and 9 Class Action). I have logged in over 1450 phone calls and travelled 4,844 miles by car. The grievances that I helped adjudicate returned \$38,305 to rural carriers who had been wronged by management action or inaction. The disciplinary grievances that I handled in the Washington District at Step 1 or 2 included 7 removals, 9 Notices of 14-Day Paper Suspensions and 7 Emergency Placements. Management this year has been aggressive in issuing discipline to carriers.

I have met both personally and via zoom with the Portland, Seattle and Alaska District Managers. I continue to work closely with the district level managers of Safety, Operation Programs Support, Labor, Human Resources Management, and Human Resources. I have also done a few Labor/Management meetings in individual offices. Many “in person” meetings however were conducted either telephonically or via zoom due to the pandemic.

I have been honored to continue to serve as a part of Steward Task Force 1 which assists Susan Knapp, Director of Steward Operations in creating training materials. Because of the pandemic restrictions, there were no in person local steward enhancements conducted. I was able to train and certify eight (8) new Local Stewards. Beginning in January 2021, I began conducting weekly zoom team meetings (Area Stewards and Assistant District Representatives (ADRs)). I have also been conducting weekly zoom meetings for Local Stewards where 12-20 Local Stewards participate. I have also participated via zoom in two WARLCA informational meetings. While zoom is not the same as in person, it has helped people to “feel connected”.

I have been privileged to serve as a District Representative for over five 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.

First and foremost, I want to thank the Local Stewards in the states of Washington and Oregon. These people have truly shown that they are the bedrock of the NRLCA Steward system. I had eight and a half years of working with the Oregon Local Stewards and am truly missing each. The rural carriers of Oregon have every right to be proud of their Local Stewards. Their diligence and commitment is exemplary. I have met many of the Washington District Local Stewards via zoom and am looking forward to meeting each in person for the required Local Steward Enhancement trainings this fall. I am proud to be associated with the Washington Local Stewards. A vast majority of issues/grievances are handled in the local office by our Local Stewards. I look forward to the day that each office has its own Local Steward.

I also 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 and Oregon RLCA state boards have given me. It was only with their active support that we were able to reach out to the membership with timely information. The state websites and papers are important resources.

I have been blessed with great teams. 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. I want to thank Portland ADRs Oksana Tropets and Herschel Howard (now ID/MT/OR District Representative) for their support and steadfastness when I was serving as Portland District Representative. I also have to acknowledge a great debt to Joyce Patteson. Succeeding Joyce as Washington (Seattle) District Representative has left me some big shoes to fill. Joyce has been a colleague and friend for over twenty years. Joyce has demonstrated integrity and tenacity in her representing the rural craft. I sincerely hope that Joyce truly enjoys her retirement.

In May, 2021 almost 1000 rural routes were mapped for the RRECS. We had four offices in the Washington District that participated. I am hopeful that the Postal Service and the NRLCA will continue to make progress in the implementation of the RRECS. Rural Carriers will continue to be a large factor in the success of the Postal Service in helping bind our country together by “Delivering for America”.

Monte Hartshorn  
District Representative, NRLCA



## **Annual Report**

By Alicia Peterson, Assistant District Representative

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The following is a report of my activities as NRLCA Assistant District Representative for the Seattle & Portland Districts and the new Washington District.

With restrictions on traveling, most of my duties were conducted through Zoom or teleconference. During the 2020-2021 Association year, I traveled a short total of 29 miles in my personal vehicle and another short 279

miles in a rental vehicle. The use of the rental car was to travel roundtrip to the Port Angeles Post Office to observe the pilot program of the Delivery Point Manager and Line of Travel Manager for the RRECS. The trip to the Port Angeles Post Office required 1 overnight stay.

I had a total of 54 days for UDOP, with one of those days being a day of annual leave and one day was a non-scheduled day (Sunday). These days were spent completing various tasks including approximately 540 phone calls, hundreds of emails, Sharepoint training videos, database scanning and uploads, labeling and filing, safety office inquiries, meeting preparation and investigation, grievant and witness interviews, investigative interviews, providing representation for Step 1 discussions, Step 1 and Step 2 meetings, grievance appeals and one new local steward training with District Representative Monte Hartshorn.

I have reviewed all correspondence from National Director of Steward Operations Susan Knapp, Director of Labor Relations David Heather and Executive Committeeman Patrick Pitts. Often included in their correspondence are Covid-19 pandemic updates, Temporary MOUs and recent Step 4 and Arbitration settlements and awards. This information is helpful to know and have at my fingertips when addressing issues in the areas I represent in.

Below is a breakdown of my other steward representation activity:

\$8709.58 in monetary awards

35 Investigative Interviews

19 Step 1 Discussions

58 Total Grievances (35 Contractual, 10 Disciplinary, 13 Class Action)

24 Step 2 Appeals

11 Step 2 Meetings (multiple grievances per meeting)

2 Step 3 Appeals (1 Contractual, 1 Disciplinary)

3 Labor Management Meetings

36 Zoom Meetings (32 with DR Hartshorn & either Local Stewards or my fellow ADRs)

With the new districting by the USPS and the appointment of Monte Hartshorn as Washington District Representative, the territory I typically cover has changed to provide more efficient representation across the State. Questions about who represents in a particular office can be sent to DR Hartshorn.

I have submitted three articles to the *Washington Rural Carrier* in my dual capacity as Assistant District Representative and Region 2 Committeeperson which include contractual topics such as investigative interviews, MDD texts and seatbelt safety.

I want to express my sincere gratitude to former District Representative Joyce Patteson for her leadership and guidance during the first 7-8 months of the association year. Joyce truly was an asset to our association and the rural craft. Enjoy your retirement Joyce! I also want to thank the NRLCA National Board for allowing me to serve and represent the carriers of the Washington District and for the tools you provide for me to do so. A giant thank you to District Representative Monte Hartshorn for all your guidance, support and all the computer lessons. I appreciate my fellow ADRs Renee' Pitts and Jeff Taylor for always being willing to take my calls and emails when I need some advice. Finally, I thank the Rural Carrier Members for the privilege to serve you.

Respectfully Submitted,

Alicia Peterson

NRLCA Assistant District Representative

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## Annual Report

By Renee Pitts, Assistant District Representative

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July 1, 2020 – June 30, 2021

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

This Association year I participated in multiple meetings with the USPS Seattle District Manager, Manager of Human Resources, Manager of Labor Relations and Manager of Operation Support, via zoom or teleconferences. I also attended in person meetings when the room was large enough to accommodate social distancing.

During this association year I drove 700 miles in my personal vehicle and another 1,003 miles in rental vehicles, a total of 1,703 miles for NRLCA business.

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

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

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

- 107 Investigative Interviews
- 10 Informal Step 1 Discussions
- 4 Day of Reflection meetings
- 45 Step 1 Meetings (multiple grievance per meeting)
- 34 Step 2 Meetings (multiple grievance per meeting)
- 33 Step 2 Appeals
- 3 Step 3 Appeal
- 67 Individual Contract Grievances
- 23 Discipline Grievances
- 6 Class Action Grievances
- 55,525 minutes on the either the phone or in zoom meeting totaling a whopping 925.5 hour on the phone or in zoom meetings with carriers, stewards and/or Postal Service Management.
- Multiple Meetings involving Washington District Management: District Manager District Manager HR and Manager Labor and COVID teleconferences.
- 5 New Local Stewards trained.

I am especially proud of the \$113,246.09 in monetary awards to rural carriers in the Washington District, including multiple waived Letter 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 former Seattle District Representative Joyce Patteson for her support and guidance throughout our years of working together. She is truly missed! Our new Washington/Alaska District Representative, Monte Hartshorn and I have worked together prior to this, and the transition has been very smooth. 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.

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

In closing, it has been an honor and privilege serving the members of the rural craft in the Washington / Alaska Districts. I look forward to the 2021-2022 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 Jeffrey Taylor, Assistant District Representative

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I served as a P/T ADR from July 1, 2020 – June 30, 2021. In January, 2021, District Representative Joyce Patteson retired from the Postal Service and no longer served as the Seattle District Representative. At that time, I began to handle additional territory in Central Washington and more of Northern Idaho. On April 20, 2021, I accepted a position as Assistant District Representative for the Washington and Idaho-Montana-Oregon Districts.

Over the past year, along with the increase in “COVID related” parcel volumes, I have also experienced an increase in grievance activity. All in all, it has been a very stressful year for most rural craft employees, and I tip my hat to all of you out there! In a nutshell, here is my main activity report for the past year:

**LWOP taken: 64**

**Total grievances: 87**

**13 Class Action contractual**

**56 individual contractual**

**18 disciplinary (3 Letters of Warning, 2 Probationary Terminations, 2 Emergency Procedures/Placements,**

**4 Seven Day Suspensions, 3 Fourteen Day Suspensions, and 4 Notice of Removals)**

**56 of the aforementioned grievances were settled at Step 1 with monetary payments totaling \$9730.43**

**25 of them were appealed and settled at Step 2 with monetary payments totaling \$8985.64**

**3 of them were appealed and settled at Step 3 with monetary payments totaling \$222.14**

**Total monetary payments: \$18938.21**

**There is currently 1 disciplinary grievance at Step 2 and 3 contractual grievances at Step 1**

**Step 1 Discussion's: 13**

**Step 1 Meetings: 53**

**Step 2 Meetings: 9**

**Investigative Interviews: 42**

**DOR sessions: 1**

**Labor Management Meetings: 5**

**Spokane Quarterly Safety/Health Meetings: (all meetings cancelled due to COVID)**

**2020 NRLCA National Convention delegate: (cancelled)**

**2020 Regional Steward Seminar (cancelled)**

**2020 Local Steward Enhancement Training (cancelled due to COVID)**

**2021 Local Steward Enhancement Training (postponed but now being scheduled)**

**New Local Steward Certifications: 2**

**2021 WARLCA State Convention delegate: (cancelled due to COVID)**

County Meetings Attended: (meetings cancelled due to COVID)

NSS ZOOM Meetings for Local Stewards: 33

WARLCA ZOOM Informational Meetings: 2

WARLCA County Officers ZOOM Meetings: 1

RRECS visit Loon Lake Post Office: 1

Miles Driven: 490 POV miles

Local Stewards in assigned area: 10

Phone Calls Logged: 1088

I also wrote an article that was published in a copy of the Winter 2021 WRC. I chose to write about the COVID parcel volumes which a lot of routes in my assigned area are dealing with. I mentioned a Step 4 grievance having been filed back on June 18, 2020, concerning this issue. In a recent WARLCA informational ZOOM meeting on June 27, 2021, I learned that the Arbitration for this grievance is scheduled to occur sometime in September of this year. I eagerly await the outcome of this important Arbitration.

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 Representatives Joyce Pateson (now retired), Monte Hartshorn (WA District) and Hershel Howard (ID-MT-OR District), along with all of my fellow ADRs, Renee' Pitts, Alicia Peterson, Oksana Tropets, and newly appointed Patrick Lewis in the two districts to which I'm assigned. I appreciate the fact that we all work together as a team. Of course, I must not leave out all of the Local Stewards of which there are too many to list in my area who help the NSS massively by billing the Postal Service for the Postal Service's mistakes. I would like to thank the WARLCA for the unexpected 2021 Member of the Year award that was recently presented to be in a surprise visit to my home office of Greenacres! I am deeply honored to receive such an award and appreciate it very much! I want to personally thank all of the Regular Rural Carriers, Rural Carrier Associates, and Assistant Rural Carriers whom work so hard to get the mail and parcels delivered during these unusual times caused by the pandemic. Most of my thanks needs to go to my precious Jan Marie, who has been an inspiration to me and supporting me in every way possible.

Respectfully Submitted,

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

## Local Stewards

Dawn Anderson, Benton City  
Laura Aries, Langley  
James Arvin, Cheney  
Dawn Ayers, Sumner & Bonney Lake  
Paige Barrett, Grandview  
Lisa Benson, Marysville Main & Annex  
David Blackmer, Monroe  
Dawn Boyer, Battleground  
Jordan Brown, Wenatchee  
Crystal Carrasco, Arlington & Smokey Point  
Rosemary Carrizales, Woodinville  
Lauri Chamberlin, Newport  
Wa Chu, Yakima  
Lorrie Crow, Colville  
Susan Durgan, Port Angeles  
Jeanette Fofoa-Coates, Puyallup (South Hill)  
Estella Getty, Spanaway Main & Bethel  
David Hamilton, Blaine

Karen Haukenberry, Enumclaw  
Jody Hutchinson, Sunnyside  
Jennifer Johnson, Graham  
Chris Kaufmann, Eastsound  
Alexis Laine, Poulsbo  
Thai Le, Vashon  
Gabriel Lopez, Chehalis  
Isabella Lopez, Lake Stevens  
Tina McCay, Wapato  
Jennie Murdock, Moses Lake  
Alicia Peterson, Eatonville  
Gabrielle Pohl, Buckley  
Jody Rogers, Shelton  
David Scott, Selah  
Billie Shinall, Pullman  
Darin Stone, Gig Harbor  
Jeffrey Taylor, Greenacres

## NEWS FROM THE AUXILIARY

"It's Official"

WARLCA Junior Auxiliary has been fully reinstated!

We are currently working on plans for State Convention 2022 in Kennewick WA. We will keep you informed as our plans come together. We hope you are as excited as we are to be back. If you have any questions, concerns or would like to volunteer please let us know.

Sincerely,

President  
Fred Cavazos  
360-772-5735  
lownslow48@aol.com

Vice President  
Joe Horlacher  
509-286-3771  
joehorlacher@gmail.com

Secretary/Treasurer  
Valerie Hamilton  
360-392-8326  
valeriejhamilton@yahoo.com



### PAC Update

By Paige Barrett, Region 4 Committeeperson & PAC Chair

You know what speaks my language? Precious gems! In terms of PAC, we have some pretty good-looking rings I have found that depict our standings! On the WA State PAC ring, we currently have a beautiful piece that has four rubies and two diamonds on it. I can just picture how the light dances off it! With just a little bit of help though, that same piece could be created to have four rubies and three diamonds.

What am I talking about in real hard numbers? Currently, WA State has 25 members who are in the Contributors category, having contributed to date between \$100-\$499, four members who are in the Ruby category, having contributed to date between \$500-\$999, and two members who are shining far and above with having contributed \$1000-1499.

You know what though? There are only 31 members who are contributing to PAC out of our over 2,100 members! What is holding you back? If you are thinking that it just costs too much, let me break it down for you a little. There are five levels of contributor.

	Contributor	Ruby	Diamond	Emerald	Sapphire
Yearly	\$100-\$499	\$500-\$999	\$1,000-\$1,499	\$1,500-\$1,999	\$2,000-\$2,999
Per Pay Period	\$3.84-\$19.19	\$19.23-\$38.42	\$38.46-\$57.65	\$57.69-76.88	\$76.92-\$115.35
Weekly	\$1.92-\$9.60	\$ 9.62-\$19.21	\$19.23-\$28.83	\$28.84-\$38.44	\$38.46-\$57.67

As you can see, it really does not cost much to support your PAC. Would you like another incentive to donate? The month of July, PAC on the national level is randomly drawing from the list of donors for two prizes. One is an Echo Show 10 and the other is an Amazon Fire Stick! To date, we are ranking 5<sup>th</sup> per capita, but 11<sup>th</sup> in aggregate. I would love to see us shoot up to the #1 spot in both!

Here is how you can help! Fill out the PAC sustaining donor form today and mail it to me for a ticket to be entered into a raffle for a prize at State Convention in May of 2022. OR, increase your PAC donations by a minimum of \$5.00 and email me a screenshot of your contribution change online to be entered in to the same raffle. The raffle will be drawn at State Convention. Need not be present to win.

# SAVE SIX-DAY DELIVERY!

## Support NRLCA-PAC

### Sign up for Electronic Fund Transfer

A monthly deduction from your checking account on the  
5<sup>th</sup> of each month



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

[sbarksdale@nrlca.org](mailto:sbarksdale@nrlca.org)

(703) 797-8415

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

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

Signature: \_\_\_\_\_ Date: \_\_\_\_\_

Name (print): \_\_\_\_\_

Social Security Number: \_\_\_\_\_

Employee ID Number: \_\_\_\_\_

State: \_\_\_\_\_

Zip Code: \_\_\_\_\_

### **Please attach a voided check**

### **Send to NRLCA-PAC**

1630 Duke St, Floor 2  
Alexandria, VA 22314

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

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



# Legislative Update

## August 2021

WARLCA Legislative Director: Lorrie Crow

My mom used to say that the only time a person is not making any mistakes or making people mad is when they are doing nothing. We must be doing something, because we have made a few mistakes.

After reviewing the Legislative Newsletter, sent out last month, the National Board suggested we clarify a couple of items. The first is in regard to the sample letter which was used as an example of what a member might write when contacting their Representative. While H.R. 3076, the Postal Service Reform Act of 2021, does address repealing the prefunding mandate, it addresses many other important issues as well, such as Medicare integration, flats operation studies, stricter reporting requirements, and many more. If a member wishes to contact their Representative to talk only about the prefunding mandate, they should refer to H.R. 695, the USPS Fairness Act, which is specific to that issue.

The second involves the comprehensive breakdown of the provisions of H.R. 3076 in the newsletter. In the section detailing “non-postal services”, postal banking is listed as one of the things that will be allowed if this legislation passes. That is not correct. There is no provision for postal banking in H.R. 3076, and we apologize for any confusion that may have caused.

Several carriers have asked about the buyback bill that was introduced in the 116<sup>th</sup> Congress, it has once again been introduced in the 117<sup>th</sup> Congress. We only have a short period of time to try to get this bill as well as the others passed through the House and Senate, please reach out to your Representatives as often as possible to remind them these are important to you, your family, and your community. Congress is currently on break, which means most will be back home and possibly have town hall meetings or accepting visitors to their offices.

HR 4268-Introduced on 6/30/2021 by Rep. Derek Kilmer

Referred to the House Oversight and Reform Committee on 6/30/2021

To amend title 5, United States Code, to provide that civilian service in a temporary position after December 31, 1988, may be creditable service under the Federal Employees Retirement System, and for other purposes,

**SECTION 1. SHORT TITLE.** This Act may be cited as the “Federal Retirement Fairness Act”.

This bill modifies the federal civilian service that is creditable service under the Federal Employees Retirement System (FERS). Specifically, it expands the nondeduction service that may be creditable under FERS. Nondeduction service is federal service where an employee's pay is not subject to retirement deductions (e.g., service under a temporary appointment).

Currently, nondeduction service performed before January 1, 1989, is creditable under FERS so long as a deposit is made into the retirement fund to cover the period of nondeduction service.

This bill allows nondeduction service performed on or after January 1, 1989, to be creditable under FERS so long as a deposit is made into the retirement fund.

Co-Sponsors – 6. With 0 Washington Representatives cosponsoring other than Rep. Kilmer who introduced the bill.

Due to space constraints

Please refer to the Legislative Newsletter and the Codicil for a more comprehensive overview of the bills introduced so far this year. It can also be found under the Legislative tab on the WARLCA.com webpage.

Respectfully

Lorrie Crow, Legislative Director

**WARLCA Proudly Hosts an OWCP Seminar**  
**Sunday, September 26, 2021**

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

-----**SEMINAR FROM NOON TO 2 PM**-----

***“Help with your OWCP claim before and after retirement”***  
**Presented by Mike and Linda Watson**

Mike and Linda Watson, of Mike Watson and Associates, INC, Portland Oregon, are retained by NRLCA to answer questions concerning OWCP claims over the phone at no charge. Mike has 45 years of experience in the OWCP process. Call before you start filing your claim to get the right form for approval of your claim and not denial. Already have a claim and don't understand what your rights are? Mike and Linda can help answer your questions.

-----**ONE-ON-ONE APPOINTMENTS**-----

Mike and Linda Watson will be available before and after the seminar for individual 15-minute appointments to assist you with an ongoing claim. To request an appointment, mark your time preference below, or go to <https://bit.ly/3A4tkuF> or scan QR code with your smartphone. You will be contacted by the WARLCA Vice President of your time slot by phone or email.



**Seminar Registration Fee: \$5 per person.** Open to WARLCA members and spouses only. Limited seating so please mail your registration early. Registration and check must be received by the State Secretary/Treasurer by September 17, 2021. After September 17, your name will be placed on a register and you will be notified if space is available.

**Registration Form (please print)**

Name(s): \_\_\_\_\_

Address: \_\_\_\_\_

Phone: \_\_\_\_\_ Email: \_\_\_\_\_

Want to speak with Mike/Linda one-on-one? Please check one: \_\_\_\_\_ Pre-Meeting (10 am to noon)  
(WARLCA Vice President will notify you of your time slot)

\_\_\_\_\_ Post-Meeting (2 pm to 5 pm)

Total enclosed \$ \_\_\_\_\_

Complete this form and send check payable to WARLCA to:

**WARLCA Sec/Treas Becky Wendlandt, 2811 N Chase Rd, Liberty Lake WA 99019-5002**  
**Questions? Go to [WARLCA.com](http://WARLCA.com) or call Lisa at (425) 359-2462**

## **WARLCA Minutes from July 14-16, 2021 Board Meeting**

### **Hampton Inn, Ellensburg, WA**

**Members in attendance:** Kurt Eckrem: President, Lisa Benson: Vice President, Becky Wendlandt: Secretary/Treasurer, Isabella Lopez: Region Committeeperson 1, Alicia Peterson: Region Committeeperson 2, Lorrie Crow: Region Committeeperson 3, Paige Barrett: Region Committeeperson 4. Joining the meeting on July 14, 2021 only was Alex Ortuno, Apple Vice President

President Kurt took roll call at 1:47 p.m. and all members were present including Alex Ortuno, Apple Vice President as a guest. The board reviewed and approved the agenda.

**Approval of Past Board Minutes:** The board approved May 7, 2021 board meetings without objection.

**Ground Rules:** The board had consensus to approve the ground rules without reading them.

**Board Policy:** The board added the following to Board Policy under Distribution of Expenses:

**9. Mileage, at the current IRS allowable rate, will be reimbursed to driver only for approved association business, excluding State and National Convention. Expense vouchers to include verification of miles travelled for business. Such verification should be a map and/or line of travel. Exceptions for alternate routes may be approved by the board.**

**Officer Reports:**

President Kurt reported he sent four non-member PTF recruitment packets and 16 non-member PTF second recruitment packets. He also sent 18 instructor packets to trainers and pre-addressed envelopes. Kurt appointed Levi Hanson, Jim Hemrich, and Lauri Chamberlain to the audit commit-

tee meeting July 28 at Becky's house. Kurt also picked up the PAC supplies from Alicia that Dawn had left and inventoried it and will send Dawn a receipt. Lorrie and Kurt had a Zoom meeting with Representative Kilmer. Kurt had given at least 50 members the log on information for the two Zoom meetings.

Vice President Lisa is digitalizing the past issues of the WRC. Lisa interviewed Jeff Taylor for Member of The Year and has completed her article. As Editor, Lisa completed the special legislative issue. Secretary-Treasurer Becky reported that we have hit a new record of total number of dues withholding sent to NRLCA in a year (20/21), total of 732. Last year was 567. USPS hired 1,331 PTFs, RCAs, and ARCs for Washington State (from 971 last year and 841 the year before). Out of the 1,331 hired, 702 were separated, 356 are members, and 273 are non-members. We ended 20/21 with 2,185 members (again a record) from 2,130 last year. This is due to our great recruitment team; David Ray, Paige Barret, Lorrie Crow, Kurt Eckrem, Isa Lopez, and our academy trainers. This truly has been and looks like will continue to be a high turnover for our craft. Financially we are doing great by not having the cost of meetings, but hopefully we can start having those much-needed meetings. While Zoom meetings are helpful and informative, they are still not the same as being in person.

RCP One Isa said she is working on getting the confidentiality forms back from the county officers. As of now, she has not had a request from her counties for a in

person meeting.

RCP Two Alicia reported that the informational meeting in Region 2 went well and had 21 in attendance. Peninsula is meeting in Sequim in person and will be electing officers. Mutual will have a in person meeting August 22 and also will be electing officers. Alicia also is checking on convention sites for the 2023 State Convention and has sent the confidentiality form and letters to all the county officers.

RCP Three Lorrie reported that NE WA RLCA is meeting next week to complete the LM-4. Lorrie has sent self-addressed stamped envelopes with the confidentiality forms to her counties and East Central has completed theirs. As legislative director she will be completing an update for the WRC.

RCP Four Paige reported that she has had two inquiries on Provident Guild on the billing. Also, Paige reported that Apple Vice President Stone resigned and Alex Ortuno was appointed. Apple is having a in person meeting in September at Sunnyside. Whitman-Southeast decided not to have a meeting until their annual meeting next year.

**New Member Incentive Items:** The board reviewed some new member incentive items and decided on a green aluminum water bottle. The water bottle will be given out at orientation (choice of bank bag or water bottle and a lanyard). Incentive supplies will be given to orientation presenters. Upon request, Kurt will send bank bags and/or lanyards to a trainer for the training site recruitment. The board reached consensus giving new hires a business card with

the NSS DR and ADR information on one side and WARLCA.com and logo on the other. The board also decided to have the Weingarten printed on one side of a business card and the "OIG And You" on the other side and place these cards in a plastic holder that can be attached to a lanyard along with their postal ID.

The board also agreed to continue the state raft incentive giving \$100 to new PTF and regulars. NRLCA raft program gives \$25 to each relief carrier (ARC and RCA) and \$50 to PTF and regulars once they join. NRLCA also gives \$15 to a member who recruits a relief carrier and \$50 to a member who recruits a PTF or regular. Kurt has been recruiting the new PTFs and Becky recruits the new regulars once they appear on the database. The board adjourned for the day at 4:50 p.m.

The board reconvened at 8:10 a.m. July 15 with all board members present and no guests.

**Budget:** The board reviewed the year-end financial statement and proposed budget line by line.

**County Units:** Kurt reminded the RCPs to be in contact with the county officers, let them know things are starting up for in person meetings, remind them to complete the LM-4 by end of July, and have them sign the confidentiality forms. The board worked on guidelines for a county meeting.

**Guidelines for the County Meeting**

**If the meeting is held at a restaurant have enough room for social distancing, keeping in mind the restaurant capacity limits.**

**Each RCP will provide masks, hand sanitizers, wipes for wiping down tables ahead of meeting, and pens for each attendee.**

**Encourage outdoor meetings, if possible, but not if the members**

**have to pay for parking. If the county does not have funds, they should first get approval from the RCP, who will authorize reimbursement.**

**Potlucks are discouraged as well as sharing foods.**

**The RCP will post a sign at the meeting site saying "If you are not fully vaccinated, the proper use of a mask or social distancing is required." Meeting notices must include the above disclaimer.**

As of now, no LM-4s have been completed. All county officers have been contacted.

**2022 State Convention:** Paige discussed the plans for 2022 State Convention. She is working on entertainment. Consensus to give the water bottles as gifts for first timers, county officers, and retirees at 2022 State Convention. Paige will look into the cost of a box lunch the last day of convention since we have a complete slate of officers to be elected.

**2023, 2024, 2025 State Convention:** Alicia is working on 2023 state convention locations and bids.

Lorrie is checking on sites for 2024 State Convention either in Spokane or possibly Wenatchee.

Isa is hoping to be able to use the same site as was planned for the 2021 State Convention in Bellingham for the 2025 state convention.

**Conference Call with Monte Hartshorn, NRLCA NSS Washington and Alaska DR:** Monte joined the board meeting at 1:06 p.m. Monte updated the board on current issues and has agreed to be the speaker at a Zoom meeting August 25 (Wednesday) from 6 p.m. to 8 p.m. Topic will be PTF/regular carrier basics (4003, edit book, pay issues, etc.) since we have had so many new PTF/regular carriers who have had no training.

**OWCP Seminar:** The board decided to hold Mike and Linda Watson's OWCP seminar on September 26, 2021 at the Hotel Interurban in Seattle. Kurt contacted Linda and they set that date aside for us.

Registration will be \$5 each for member and spouse. Last day to register is September 17 with postcard announcing limited seating and mail your reservations early. If they have not registered by September 17 Lisa will place their name on a list and let them know if there is room. Lisa will be hotel contact and registrations will go to Becky. The board decided to have Mike and Linda Watson the evening before 2022 State Convention at Kennewick (instead of the meet and greet).

**Retirement Seminar:** Joni is scheduled for the day before 2022 State Convention in Kennewick. The board would also like to have Joni either October 2, 16, or 23 of 2022 in the Seattle area.

**Appointed Positions:** Kurt, in conjunction with the board, made the following appointments:

PAC Chair: Paige Barrett

Webmaster: Isa Lopez

Editor: Lisa Benson

Historian: Kurt Eckrem

RCBP: Alicia until it can be posted in the WRC and appoint someone else

Provident Guild: Paige until it can be posted in the WRC and appoint someone else

Retired Rep: New position to the WARLCA. Will be posted in the WRC. Kurt will develop a list of duties and send to the board. Duties for RCBP, Provident Guild, and Retired Rep will be on the website.

Consensus to post RCBP, Provident Guild, and Retired Representative positions in the WRC and on the website and ask for an-

yone interested to contact Kurt.

**Equipment:** The board agreed to purchase a computer for the webmaster just to be used for the website. The board also decided to purchase three years of email essentials with 10 GB storage at \$144.67 to be used for our email updates.

**WRC: Non-Convention Issue:** The board decided the non-convention (summer) issue of the WRC will go out in August. Articles due to Lisa/board July 25. First draft on August 4 with final draft on August 11. This issue will have officer end of year reports, steward year end reports, audit committee report, year-end financial statement, etc.

**Fall Issue:** The board decided the fall issue will go to the printer by November 7. Articles for review due to Lisa/board by October 17. Final articles to Lisa by October 21. Initial draft October 25 and final draft October 30.

Paige called for executive session at 4:13 p.m. and the board went out of executive session 4:33 p.m.

The board adjourned at 4:40 p.m. The board reconvened at 8:05 a.m. on July 16 with all board members present and no guests.

**VOYA:** The board reviewed the trustee's list for VOYA. Currently they are Becky, Kurt, and Levi Hanson. The board decided to replace Levi (with his concurrence) with Lisa.

**Vouchers Reviewed:** The board reviewed vouchers from October 2019 through June 2021. This has been the first in person board meeting that they could do this. However, Becky and Lorrie had reviewed vouchers each month, as well as Kurt, Lisa, and Isa reviewed vouchers from October 2019 through December 2020 after receiving them from Becky. Kurt then took them to Alicia for review. Later Kurt was able to meet with Paige to have her review them. At this meeting all reviewed January through June 2021. Past due vouchers for mileage and ADOP from Lisa were presented and approved by the board for payment.

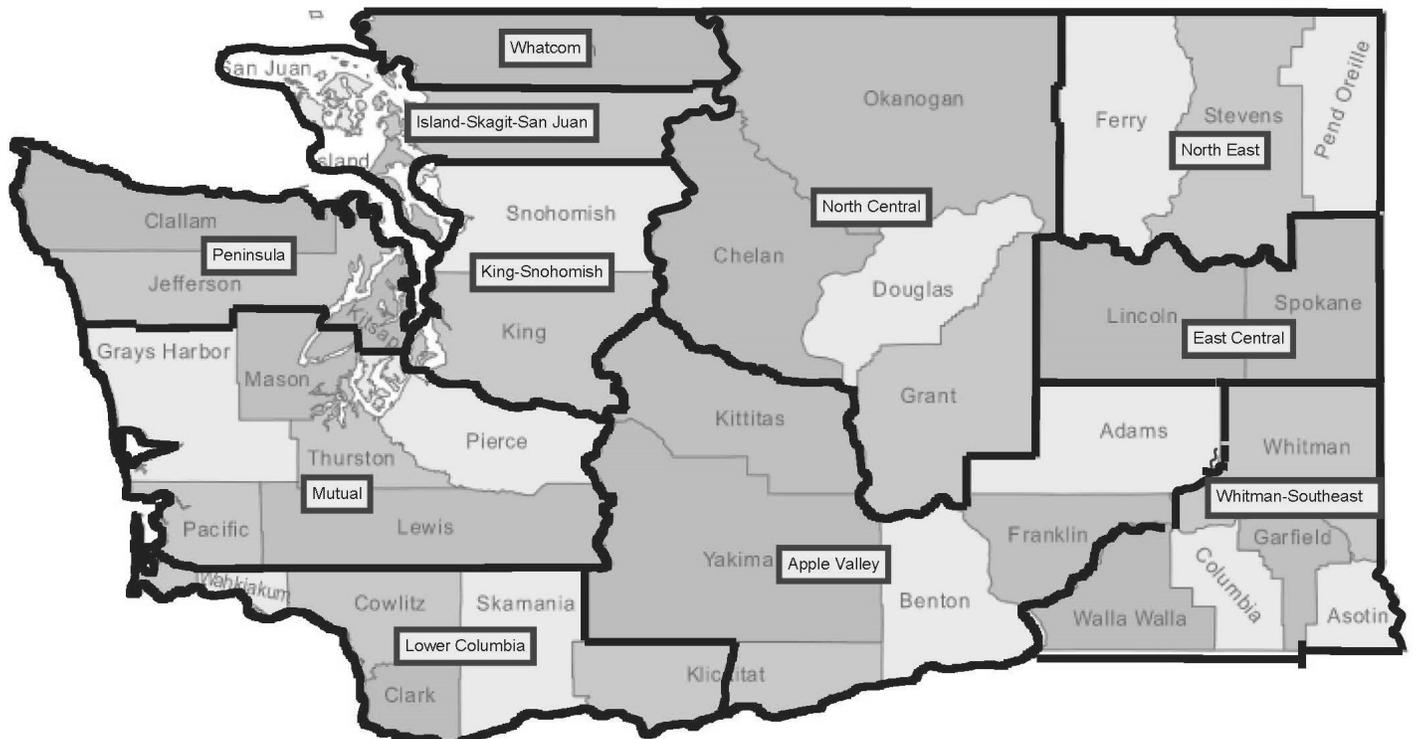
**Possible Contract Ratification Meeting:**

If a proposed contract is negotiated by the NRLCA, they will host one meeting per state to explain it. It is up to the state to host any other meetings. The board reached consensus to host a second meeting on the opposite side of the state and do a meeting notice for both if a proposed contract is negotiated.

**Next Board Meeting: Zoom:** The next Zoom meeting will be Wednesday, August 25 from 6 p.m. to 8 p.m. with Monte Harts-horn. **In Person:** The next in person board meeting will be October 18, 19, and 20, 2021 in Kennewick. October 18 will be travel in morning with meeting from 1 p.m. to 5 p.m., October 19 meeting from 8 a.m. to 5 p.m., and October 20 meeting from 8 a.m. to noon with travel in the afternoon.

After a short critique, the meeting adjourned at noon.

Respectfully Submitted,  
Rebecca (Becky) Wendlandt,  
WARLCA Sec/Treas



## **WARLCA COUNTY OFFICERS LIST 2021-2022 Year - Updated 7/1/2021**

### **001 NORTH CENTRAL WASHINGTON RLCA**

**Region 3**

**PRESIDENT:** Jen Gongia  
Phone: (509) 881-0644  
Email: jgongia2007@live.com

**VICE-PRESIDENT:** Carol Hanson  
Phone: (509) 697-5077  
Email: dellandcarole@yahoo.com

**SECRETARY/TREASURER:** Jennie Murdock  
Phone: (509) 398-3727  
Email: 93Chevy1986@gmail.com

### **003 PENINSULA RLCA**

**Region 2**

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

**VICE-PRESIDENT:** Devin Spade  
Phone: (360) 640-9032  
Email: devin\_spade@hotmail.com

**SECRETARY/TREASURER:** Gina Adams  
Phone: (360) 468 8402  
Email: ginamsxy@aol.com

### **005 LOWER COLUMBIA RLCA**

**Region 2**

**PRESIDENT:** Dawn Boyer  
Phone: (360) 773-3042  
Email: dawnboyer01@gmail.com

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

**SECRETARY/TREASURER:** Estee Javinier  
Phone: (808) 554-3065  
Email: ejavinier@gmail.com

### **006 MUTUAL RLCA**

**Region 2**

**PRESIDENT:** Alicia A Peterson  
Phone: (253) 229-0620  
Email: alicia\_peterson@msn.com

**VICE-PRESIDENT:** James Folk  
Phone: (360) 790-4960  
Email: folksales@comcast.net

**SECRETARY/TREASURER:** Kris Skewis  
Phone: (360) 790-0957  
Email: iamamailer@aol.com

### **010 ISLAND, SKAGIT, SAN JUAN RLCA**

**Region 1**

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

**VICE PRESIDENT:** Kim Burress  
Phone: 360) 391-0786  
Email: ksburre@hotmail.com

**SECRETARY/TREASURER:** Dionne Taylor  
Phone: (360) 720-1393  
Email: dionne331@gmail.com

**011 KING, SNOHOMISH (KS) RLCA** **Region 1**

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

VICE-PRESIDENT: Angela Thelen  
Phone: (425) 770-0679  
Email: angelat68@yahoo.com

SECRETARY/TREASURER: Isabella Lopez  
Phone: (425) 417-2700  
Email: isarlopez@hotmail.com

**013 EAST CENTRAL WASHINGTON RLCA** **Region 3**

PRESIDENT: Jeff Taylor  
Phone: (509) 921-9337  
Email: JLTSGTUSMC1@msn.com

VICE-PRESIDENT Aislinn K Drewery  
Phone: (757) 270-6677  
Email: acelynn1@msn.com

SECRETARY/TREASURER & PAC Levi Hanson  
Phone: (509) 280-8610  
Email: levoidh@gmail.com

**014 NORTH EAST WASHINGTON RLCA** **Region 3**

PRESIDENT: Lauri Chamberlin  
Phone: (509) 292-8130  
Email: lcchamberlin@hotmail.com

VICE-PRESIDENT: Vicki Denison  
Phone: (509) 675-0334  
Email: vickidenis7@hotmail.com

SECRETARY/TREASURER: Lorrie Crow  
Phone: (509) 685-9624  
Email: lorrie.crow@outlook.com

**015 WHATCOM RLCA** **Region 1**

PRESIDENT: Philip Bergman  
Phone: (360) 201-3873  
Email: succotash\_54@yahoo.com

VICE-PRESIDENT: Donna Lentz  
Phone: (360) 739-5929  
Email: jerrydonna@comcast.net

SECRETARY/TREASURER: David Hamilton  
Phone: (360) 392-8326  
Email: 98230steward@mail.com

County Liaison: Linda Gale (360) 671-5361

**016 WHITMAN-SOUTHEAST RLCA** **Region 4**

PRESIDENT: Billie Jo Shinall  
Phone: (509) 338-5375  
Email: bshinall@hotmail.com

VICE-PRESIDENT: Shelly A Bujnicki  
Phone: (208) 283-2087  
Email: shellysfarm@me.com

SECRETARY/TREASURER: Jim Hemrich  
Phone: (509) 657-3435  
Email: rlcjim@stjohncable.com

**017 APPLE VALLEY RLCA**

**Region 4**

PRESIDENT:

Curtis Carstens  
Phone: (509) 307-8727  
Email: Pffawg7@yahoo.com

VICE-PRESIDENT:

Alex Ortuno  
Phone: (509) 985-8818  
Email: Ortunoalejandro2@gmail.com

SECRETARY/TREASURER:

Paige Barrett  
Phone: (509) 391-0480  
Email: waregion4paige@gmail.com

## County Corner

Mutual Counties reminds members to collect your items for our PAC baskets! We decided at our February 1st, 2020 meeting on two basket themes to be auctioned off at State Convention with a challenge to other county units to see which county could put together a basket earning the highest bid. Our basket themes are a Seahawks basket and a Pet themed basket. As always, all donations are accepted!

Thanks,  
Your Mutual County Officers

Hey, Peninsula Counties peeps,

If you missed our meeting July 25, you missed AN opportunity to voice your opinion directly to your newly elected slate of officers (all of whom work in the Port Angeles Post Office).

Up for consideration was the day on which to have the Peninsula Counties' meeting. For the past (almost) two decades, the meetings have been held on the first Thursday evening of every quarter. Over the past two/three years, attendance has been dwindling, mostly due to longer work hours having to deal with Amazon packages.

Here is an opportunity to have input, your say-so. You are being invited to send your ideas about this issue to your officers. You can email the officers directly, call them directly, call or email me directly (even though I have retired from my position) or send your responses to the Region 2 Committeeperson Alicia Peterson. It's your association folks. If your want to keep it, wade in with your ideas.

Doug Rinehart  
Peninsula Counties  
former Secretary/Treasurer

Editor's Note: The WARLCA Board would like to extend a heartfelt THANK YOU to Doug Rinehart for **many years** of service to the members of Peninsula Counties Unit!

# 2022 WARLCA State Convention

## Red Lion Inn

1101 N. Columbia Center Blvd.

Kennewick, WA 99336

509-783-0611



### Room Rates

Single	Double	Triple	Quad
\$109	\$109	\$119	\$129

Room rates include complimentary Breakfast Buffet

Last day to register to receive these rates is April 10, 2022

# **WASHINGTON RURAL LETTER CARRIERS' ASSOCIATION CONSTITUTION**



**July 1, 2021 to June 30, 2022 (21/22 Year)**

Updated at the June 23-25, 2019 State Convention  
Centralia, WA

Note: 2020 State Convention in Spokane, WA  
was cancelled due to COVID-19 so  
no changes from 2019/2020 Constitution

Note: 2021 State Convention in Bellingham, WA  
was cancelled due to COVID-19 so  
no changes from 2020/2021 Constitution

## 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 annui-

ty. 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 and allowance for insurance promotions.

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

C. The State shall underwrite the County units and any special funds as needed. The State per capita dues for regular carriers, part time flexible carriers, and associate members shall be .5% of the yearly salary of a 35-hour route at Step A from Table One of the current rural carrier evaluated schedule in effect. The State per capita dues for substitute, rural carrier associates, rural carrier reliefs, assistant rural carriers, and auxiliary rural carriers shall be 35% of the regular carriers' State per capita dues as calculated above. The State per capita dues for retirees shall be a set rate of \$27.00. The annual dues will be the total of the State per capita dues in addition to the National per capita dues. All per capita dues described in this article shall be rounded up to the nearest whole dollar. The portion of the State per capita dues to be distributed to the County Units and other special funds shall be decided at each State Convention.

D. Family Plan:

1. In addition to the above defined amounts, annual State Auxiliary Per Capita dues shall be designated as follows, plus the National Auxiliary per capita dues as defined in the National Auxiliary Constitution. a. Regular Rural Carriers; \$4.00

b. Part-Time Flexible Rural Carriers; \$4.00

c. Substitute Rural Carriers; \$4.00

d. Rural Carrier Associates; \$4.00

e. Rural Carrier Reliefs; \$4.00

f. Assistant Rural Carriers; \$4.00

g. Auxiliary Rural Carriers; \$4.00

h. Retired Rural Carriers; \$4.00

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

National Auxiliary quarterly.

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

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

### **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 Con-

vention 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, au-

thorized payroll payments, and for other obligations of the WARLCA as directed by the State Board. He/She will have the President, Vice President, and all Region Committeepersons review the payments and supporting documents on a quarterly basis.

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

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

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

11. Upon receipt of the nominations for the position of Delegate to the National Convention, he/she will have prepared a ballot listing the nominees for the position of Delegate to the National Convention, and the ballot shall be mailed to all members at least **twenty-five (25)** days prior to the opening of the State Convention. He/She will fulfill all duties concerning delegates to National Convention in accordance with Article VII (National Convention Delegates) of the Constitution of the WARLCA.

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

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

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

#### D. Executive Committee

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

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

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

#### E. Editor

1. The Editor shall publish issues of the WASHINGTON RURAL CARRIER as instructed by the State Board. Also, the State Board shall have the authority to identify which articles and notices will be published in each issue, and to determine and change issue dates as current events may require.

2. The Editor shall mail each issue of the WASHINGTON RURAL CARRIER to all members of the WARLCA and will be reimbursed for all expenses incurred in publication and mailing.

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

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

### Section 3. Election.

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

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

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

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

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

#### **Section 4. Salaries.**

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

President: **\$200** Month

Vice President: **\$100** Month

Secretary Treasurer: **\$350** Month

Region Committeepersons: \$100 Month

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

#### **Section 5. Expenses.**

A. All elected and appointed state officers of the WARLCA shall be reimbursed for all office expenses for representing the WARLCA. Actual expenses, as defined in Board policy, will be reimbursed. Reimbursement of said expenses shall be made by the Secretary-Treasurer upon receipt of a voucher and supporting documents.

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

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

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

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

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

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

H. All elected and appointed State Officers will not be paid actual expenses for business sessions of State or National Convention, but will be reimbursed the same as regular delegates to State and National Convention if they qualify as a credentialed regular delegate.

I. All office expenses, ADOP, mileage, hotel, and food per diem reimbursements must meet Board policies, be approved in advance if possible, and be submitted on a voucher with supporting documents.

#### **Section 6. Removal.**

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 exceeds the set total dollar cap, each delegates' reimbursement will be reduced by an equal percentage to comply with the cap. Further, all State-paid delegates to the National Convention must attend all business sessions, Western State caucus, and at least one seminar. If a State-paid delegate does not meet his/her delegate's responsibilities, 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, Reso-

lutions, Finances, Auditing, Mileage and Per Diem, WASHINGTON RURAL CARRIER, Media, Minutes, Hospitality, and Sergeant At Arms. He/She shall be responsible that a Nominating Committee be appointed according to Article V, Section 3.D of the Constitution of the WARLCA. He/She may appoint any other Convention Committee advisable and may also appoint more delegates to serve on a committee if so needed.

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

## **Section 2. Duties.**

A. The Committee on Credentials shall examine the credentials of all delegates to the State Convention. They shall also back up and assist the Tellers Committee, when voting on the issues on the floor at the State Convention requires the use of a 2nd Tellers Committee.

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

C. The Committee on Audit shall examine the books of the Secretary-Treasurer, as well as the reports of the County Units, and shall report to the WARLCA when called upon.

D. The Committee on Mileage and Per Diem shall make up a listing of delegates and/or elected and appointed officers who are entitled to receive mileage and per diem as per the WARLCA Constitution. The listing shall show the name, title (Delegate-at-Large or State-Paid county delegate, elected, or appointed officer), mileage, and per diem due for each person.

E. The duties of the Committee on Constitution shall be: To examine all changes proposed for amending or changing the Constitution that have been passed and submitted by the county units, and those submitted by the Finance Committee that fall within the parameters of their responsibility. They may examine and correct, when called upon, propose laws governing County Units or Region Associations so that they will not conflict with the National or State Constitutions.

F. The duties of the Committee on Resolutions shall be to examine all proposed resolutions passed and submitted by the county units, and those submitted by the Finance Committee that fall within the parameters of their responsibility, and present same to the elected delegates, identifying them as binding (and to whom) or non binding. The Resolutions Committee can also propose any courtesy resolutions they deem necessary and present same to the elected delegates at State Convention.

G. The duties of the Tellers Committee shall be: To total the results of paper count voting on the floor. If the Tellers Committee is off the floor, then the Credentials Committee will act as a backup to the Tellers Committee concerning paper count voting on the floor.

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

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

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

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

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

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

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

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

## ARTICLE X

### Appeals

#### Section 1. State

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

1. Appeals must be filed and mail individually, in writing and be filed with the State President via first class mail within 30 days of having knowledge of said action.
2. Within 10 days of receipt of the appeal, the State President shall notify all members of the State Board and the assigned Executive Committeeman and shall request that the Charging Party provide a letter outlining the specific charges and any relief sought. This letter of specificity, along with complete documentation, must be returned within 20 days of receipt of the President's request.
3. Upon receipt of the letter of specificity, the State President shall forward a copy to the Charged Party for response. The Charged Party shall have 20 days from receipt of said letter to respond in writing and provide documentation to the State President via first class mail.
4. The State Board shall review the Charging Party's letter of specificity, documentation, relief sought and the response of the Charged Party. The State Board is authorized, in consultation with the Executive Committeeman, to take the necessary action to resolve the issue within 30 days. Extension of this 30-day time limit, when necessary, shall not exceed 15 days. The Charging Party(s) and Charged Party(s) (hereafter referred to as the Party or Parties) shall be notified in writing of the decision of the State Board.

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

1. This appeal must be in writing and be filed with the President of the National Association via first class mail within 30 days of receipt of the State Board's decision.
2. Within 15 days of receipt of an appeal, the National Board shall notify the National Appeals Commission. The President shall notify the State President and the Parties that the appeal has been received and forwarded to the National Appeals Commission.
3. Within 30 days, the National Appeals Commission shall investigate each appeal and report its findings and recommendations in writing to the National Board. Upon receipt of the findings and recommendations of the Appeals Commission, the National President shall notify the Parties that the findings and recommendations are before the National Board. The National Board shall render a decision and notify the Parties in writing within a reasonable period of time.

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

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 spe-

cific charge and any relief sought. The letter of specificity, along with complete documentation, must be returned via first class mail within 20 days of receipt of the National Board's request.

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

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

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

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

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

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

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

### **Section 3. Administration**

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

## **ARTICLE XI**

### **Parliamentary Authority**

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

## **ARTICLE XII**

### **Amendment of Constitution**

The Constitution shall take effect immediately upon adoption.

This State Constitution shall be in harmony with the National Constitution. The county Unit is subordinate to the WARLCA, and the WARLCA is subordinate to the NRLCA. Any provisions of this Constitution which conflicts with any Federal or State Law, regulation, or ordinance shall be inoperative as to those jurisdictions in which said Federal or State Law, regulation, or ordinance is in force.

Constitution amendments shall become effective upon adjournment of the State Convention unless otherwise stipulated and can only be amended by submitting the amendment in writing at a State Convention and shall require a two-thirds vote to amend.



# WANT TO RECEIVE \$\$\$\$?

**Recruit a Non-Member Regular and/or PTF  
and receive \$50**

**Recruit a Non-Member RCA and/or ARC  
and receive \$15**

(NO NRLCA members are excluded from promotion 😊)



**Here are the details:**

**Recruit a non-member by having them complete and sign the 1187 dues form (available at warlca.com website). Send the signed 1187 to:**

**WARLCA Sec/Treas  
2811 N Chase Rd.  
Liberty Lake WA 99019-5002**

**Make sure you include your name, complete address, and EIN or CSA number printed legibly on the back of the 1187. Without that, you won't get any funds.**

**Reasons to Join the NRLCA:**

- 1. ATTEND a county, district, state, and/or national meeting. Attending meetings is the best way to get YOUR question asked and answered and pick-up information you will need for your career.**
- 2. RECEIVE the National Rural Carrier Magazine Monthly and the Washington Rural Carrier Quarterly to keep up-to-date on all the changes affecting your career!**
- 3. Want to VOTE on the next contract? Our current contract expires in 2021. Only members can attend informational meetings and vote on the proposed contract!**
- 4. Want to ask someone about your OWCP claim? Only members can contact Devin at the NRLCA office to assist with your claim.**
- 5. Want to be a County/State OFFICER or Local STEWARD? Only members can run for County/State officer positions or be trained to be a local steward.**

**Check out the WARLCA.com website for more information.**

Recruiter Name \_\_\_\_\_ EID/CSA \_\_\_\_\_

Address \_\_\_\_\_

City \_\_\_\_\_ State \_\_\_\_\_ Zip \_\_\_\_\_

Revised  
NRLCA Form 1187  
2017

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

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

\_\_\_\_\_  
(USPS EMPLOYEE I.D. NUMBER)

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

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

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

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

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

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

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

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

SIGNATURE OF ACCEPTING UNION OFFICIAL \_\_\_\_\_

DATE \_\_\_\_\_

I hereby certify that the dues of this organization for the above-named member, for the applicable designation, are currently established at \$ 30.58 Regular/ \$10.81 Relief per pay period.

LOC #	STATE
	WA
DATE	REMIT #

Rebecca Wendlandt, 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: Rebecca Wendlandt  
WARLCA STATE SECRETARY-TREASURER  
2811 N Chase Rd  
Liberty Lake WA 99019-5002

## WARLCA Membership Statistics



*In fond remembrance of the following rural carriers who have*

*left us:*

*David Lepage  
Helen Loverin  
Cindy McClafin  
Shar Moffett  
Harley Robb  
Leonard Sauer  
Paul Scheid  
Philip Stalder  
Betty Stone  
Milton Storm  
Betty Thiel  
Shirley Winget  
Kit Witt  
Virginia Yockey*

*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	1,100	70-5 — ARC	144
PTF	97	71 — Regular	164
Retired	270	74 — RCA VAC RT	5
Associate	3	76 — PTF	21
RCA	578	78 — RCA	213
Retired Associate	1	79 — RCA AUX RT	14
Recently Retired	13	<b>Total</b>	<b>561</b>
ARC	54		
Cash-Paid	30		
<b>Total</b>	<b>2,146</b>		

### Congratulations Retirees!

ALLEN, TAMMY	EVERETT
BERNTSEN, ELIZABETH L	SUMNER
BRUNNER, JERI L	PASCO
BUTTERFIELD, KAREN M	MAPLE VALLEY
CHARBONNEAU, CATHY L	NORTH BEND
GARVIN, MICHELLE J	LONG BEACH
GLENN, DEBRA L	STANWOOD
REED, AUDREY L	PORT ORCHARD
KUHNHENN, ADAM B	EVERETT
LA TRAY, VALERIE J	SPANAWAY
MOLLAN, LINDA M	ARLINGTON
PETERS, SHIRLEY D	LANGLEY
RINEHART, KATHLEEN E	PORT ORCHARD
SALZMAN, BONNIE E	GRAHAM
STARIN, TAMMY E	POMEROY
URANN, THOMAS E	MEAD

### 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
MACKEY	MICHAEL	E	50/60	6/1/2016
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
ZIMMERMAN	DONNA	E	50	1/25/2018

**Please Welcome Our New Members!**

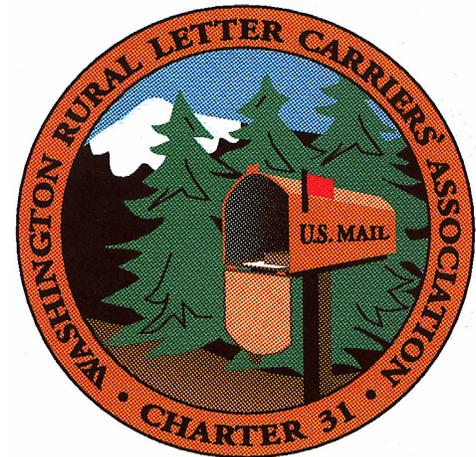
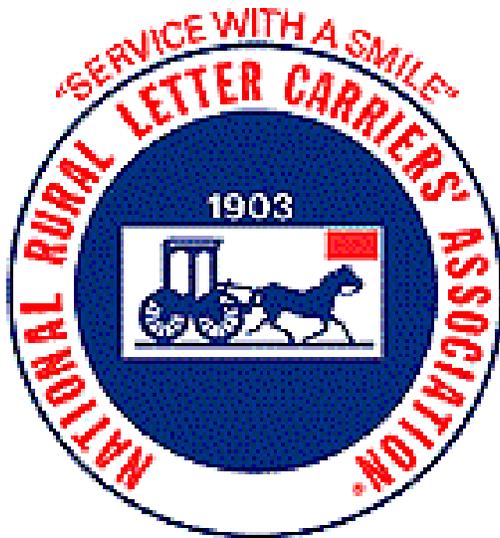
7 - RCA	ADDY	KUHLMAN	JAMES	7 - RCA	LONGVIEW	SNYDER	GLENN
7 - RCA	ARLINGTON	SCOLLARD	PETER	7 - RCA	LONGVIEW	PARKER	SETH
2 - PTF	AUBURN	TUMBER	VARINDER PAL	7 - RCA	MANSON	WARD	SHELLY
7 - RCA	AUBURN	CAGAMPAN	LAWRENCE	C - ARC	MAPLE FALLS	BUCKNER	HANNA
7 - RCA	AUBURN	OPAPO	FARA	7 - RCA	MAPLE VALLEY	WITONSKY	TONYA
C - ARC	BATTLE GROUND	VANALLEN	KARLA	7 - RCA	MAPLE VALLEY	TRAVIS	ASHLEY
7 - RCA	BELLINGHAM	KIM	JAMEEL	7 - RCA	MAPLE VALLEY	GARCIA	PATRICIA
7 - RCA	BELLINGHAM	DUDLEY	ANTOINE	7 - RCA	MARYSVILLE	POTIER	TIM
7 - RCA	BELLINGHAM	SINGH	TANJEET	7 - RCA	MARYSVILLE	LEOSO	DAVID
C - ARC	BELLINGHAM	GARY	NAOMI	7 - RCA	MCCLEARY	AUSTIN	CATHERINE
C - ARC	BENTON CITY	FURROW	LAURIE	7 - RCA	MILL CREEK	GONZALEZ RAMOS	CARLOS
7 - RCA	BLAINE	BUCHANAN	JACOB	7 - RCA	MILTON	FLEMING	JILLENE
7 - RCA	BOW	RHONE	TYLER	7 - RCA	MONROE	FORBES	MICHAEL
7 - RCA	BREMERTON	BOWEN	SEAN	7 - RCA	MOSES LAKE	GONZALEZ DIAZ	LINETTE
C - ARC	BUCKLEY	NICHOLS	AMANDA	7 - RCA	MOUNT VERNON	SWAIN	PAUL
C - ARC	BURLINGTON	SWAN	LISA MARIE	7 - RCA	MOUNT VERNON	REID	CURTIS
7 - RCA	BURLINGTON	POKORNY	DANIEL	7 - RCA	MOXEE	ROMERO	CARMEN
7 - RCA	BURLINGTON	KELLY	SKYLER	7 - RCA	NINE MILE FALLS	WINTEROWD	DANIEL
7 - RCA	CAMAS	MIDDOUR	AARON	7 - RCA	NORTH BEND	MEYERS JR	RICHARD
C - ARC	CARNATION	HARKNESS	CAROL	7 - RCA	NORTH BEND	KRONENWETTER	THADDAEUS
7 - RCA	CASTLE ROCK	MURRAY	MATTHEW	7 - RCA	OCEAN PARK	DEWITT	TONYA
7 - RCA	CASTLE ROCK	MOORE	NYSA	7 - RCA	OKANOGAN	MATTHEWS	STARLA
7 - RCA	CHATTAROY	DUVAN	RONALD	7 - RCA	PASCO	ROGERS	NICOLE
7 - RCA	CHENEY	MAY	VICKI	7 - RCA	PASCO	GRALL	DEACON
7 - RCA	CHENEY	TUMAN	ZACHARY	7 - RCA	PASCO	ANDREWS	JESSICA
7 - RCA	DEER PARK	MORREALE	JENNIE	7 - RCA	PASCO	NORMAN	MORGAN
7 - RCA	EATONVILLE	WHEELER	KELLI	7 - RCA	PASCO	GUSIC	DENIS
7 - RCA	EATONVILLE	BETZER	DARCY	7 - RCA	PASCO	SANCHEZ	ALEJANDRO
C - ARC	EATONVILLE	BAKER	NATHAN	7 - RCA	PASCO	SALDANA	MOSIES
7 - RCA	ELK	BARTEL	RANDOLPH	7 - RCA	PASCO	GONZALEZ III	RUBEN
7 - RCA	ELK	EASTMAN	ABIGAIL	7 - RCA	PASCO	KELLY	SHANE
7 - RCA	ENUMCLAW	NOWACKI	BRIAN	7 - RCA	PORT ANGELES	CHAMBERLAIN	TIMOTHY
7 - RCA	ENUMCLAW	OLSON	CAMPBELL	7 - RCA	PORT ANGELES	MEJIA JR	SILVESTRE
7 - RCA	EVERSON	BODENSHOT	PATRICK	7 - RCA	PORT ORCHARD	ABRAHAM	RONALD
7 - RCA	EVERSON	REYNOLDS	COURTNEY	C - ARC	POULSBO	BARTON	SARAH
7 - RCA	FERNDALE	NYENHUIS	SCARLETT	7 - RCA	POULSBO	LORENTZ-FORNI	DANIEL
7 - RCA	FERNDALE	RAMBERG	THAD	7 - RCA	PROSSER	PEREZ ACEVEDO	MARISELA
7 - RCA	GIG HARBOR	HENDRICKS	JAMES	7 - RCA	PUYALLUP	PAZ JR	RAYMOND
7 - RCA	GOLDENDALE	MINNICK	CATHY	7 - RCA	PUYALLUP	THOMAS	ANANSI
7 - RCA	GRAHAM	THAYER	CODY	7 - RCA	RICHLAND	SCULLY	TAWNY
7 - RCA	GRAHAM	GROH	CAPRICE	7 - RCA	RICHLAND	WRIGHT	KYLE
7 - RCA	GRAHAM	BENNETT	KAREN	7 - RCA	RICHLAND	ERICKSON	REBECCA
7 - RCA	GRAHAM	HEYNE	AMY	7 - RCA	RIDGEFIELD	TOCCO	LAURA
C - ARC	GRANDVIEW	LOPEZ I	MARILU	7 - RCA	SEATTLE	JANKOVIC	ALEKSANDAR
7 - RCA	GREENACRES	KINARD	CALEB	7 - RCA	SELAH	LAGERQUIST	SCOTT
7 - RCA	GREENACRES	SANDERS	COREY	1 - Regular	SHELTON	COLSON	CINDY
7 - RCA	GREENACRES	TAYLOR	JAMES	7 - RCA	SNOHOMISH	PYEATT	JESSICA
7 - RCA	GREENACRES	MCCANN	SHANNON	7 - RCA	SNOHOMISH	CATLETT	LEAH
7 - RCA	GREENACRES	MILLIKEN	VALARIE	7 - RCA	SNOHOMISH	JOHNSON	ARIA
7 - RCA	KALAMA	NORMAN	KRISTEN	7 - RCA	SPOKANE	RODGERS	JOHN
7 - RCA	KALAMA	OLSON	ERICA	7 - RCA	SPOKANE	HUSFLOEN	DALTON
7 - RCA	KELSO	BOOTH	TRACY	7 - RCA	STANWOOD	DORATHY	EMILY
7 - RCA	KENT	LI	RUNPING	7 - RCA	SULTAN	EVANS	JACK
7 - RCA	KENT	DHILLON	KULWANT	7 - RCA	SULTAN	ROLFE	JACOB
7 - RCA	LA CENTER	REN	PING	7 - RCA	SUMNER	WORDEN	FREDIEJEAN
7 - RCA	LA CONNER	PRIGGE	SEAN	7 - RCA	SUNNYSIDE	CARRASCO	YESSEL
7 - RCA	LA CONNER	ELLIS	EMILY	7 - RCA	VANCOUVER	TAYLOR	STEVEN
7 - RCA	LACROSSE	LEISHMAN	JAMMIE	7 - RCA	VANCOUVER	WILLIAMS	AMBER
7 - RCA	LAKE STEVENS	SUTHERLAND	CAMILYN	7 - RCA	VANCOUVER	FOX	ANGELA
2 - PTF	LANGLEY	CASILLAS	CHRISTOPHER	7 - RCA	WASHOUGAL	BERTRAND	SARA
7 - RCA	LANGLEY	SENIOR	NICOLE	7 - RCA	WENATCHEE	KRICK	SEAN
7 - RCA	LANGLEY	HERMAN	KAYLEE	7 - RCA	WILBUR	WRIGHT	NATHEN
7 - RCA	LANGLEY	BRADLEY	BENJAMIN	7 - RCA	WOODINVILLE	KEITH	TERMAINE
7 - RCA	LEAVENWORTH	BELMUDES	EDWARD	7 - RCA	WOODLAND	FAGAN	KELL
7 - RCA	LIBERTY LAKE	KNOWLES	AMY	7 - RCA	WOODLAND	WARD	MOLLY
C - ARC	LONG BEACH	ZAPATA	ALEXANDRA	7 - RCA	WOODLAND	HEIM	ALEX
7 - RCA	LONGVIEW	GUERNSEY	TRAVIS	7 - RCA	YAKIMA	DEAN	DAVID

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

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

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

**Change Service Requested**



*Where Service Begins With a Smile*

### **Upcoming Dates to Remember**

- Aug 22 2021: Mutual Counties Meeting, Olympia WA
- Aug 25 2021: Statewide Zoom Meeting w/ DR Monte Hartshorn
- Aug 29 2021: New Postage Rates Effective
- Sep 15 2021: Lower Columbia County Meeting, Vancouver WA
- Sep 26 2021: OWCP Seminar, Seattle WA
- Oct 9 2021: New Guarantee Year Begins
- Nov 9-Dec 14 2021: OPM Open Season
- Dec 4 2021: Christmas Overtime Period Begins
- Apr 21-23 2022: Western States Conference, Boise ID
- May 21 2022: Retirement Seminar, Kennewick WA
- May 22-24 2022: State Convention, Kennewick WA
- Sep 6-9 2022: National Convention, Orlando FL



[www.warlca.com](http://www.warlca.com)



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