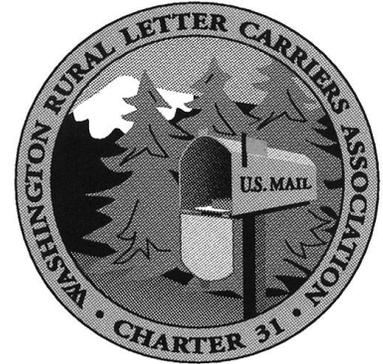


# Washington Rural Carrier

Official Publication of the Washington Rural Letter Carriers' Association

2013 Convention Issue



*Where Service Begins With a Smile*



Renee Cowan (L) presents Cheri Freeman with the Member of the Year plaque.

## Cheri Freeman Selected as Member of Year

By Mariann Faulkner  
WARLCA Vice-President

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Cheri Freeman joined the Postal Service in 1986 as a RCR and later became a RCA. After 10 years as a RCA she became a regular carrier in 1996. Cheri served our union for many years starting as a county unit officer.

Cheri became a member of the WARLCA board as the District 3 Representative in 2003 and in 2008, was elected to the position of Vice President. After serving in that position, she became President where she served from 2010 to 2013.

In 2005, in addition to being a board member Cheri was asked to be an apprentice Assistant State Steward. After accepting that position, she went on to become a Senior Assistant State Steward and in 2012, accepted the position of Assistant District Representative for the NRLCA. She also served on the Spokane District Joint Steering Committee, both as a regular member and as Co-Chair of that committee.

As the WARLCA President Cheri did an excellent job of leading our state and keeping the membership informed of legislative issues. She twice traveled to Washington DC to speak with congressmen on our behalf.

Cheri retired from the postal service in September of 2012, but has and will continue as an Assistant District Representa-

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# GRASSTOP CONNECTIONS

## *Who do you know?*

The WARLCA is looking for anyone with contacts to political representatives, big business, or any other influential people in your community that could be helpful in contacting Washington's Senators and Representatives for support in our fight to retain 6-day delivery.

Perhaps your neighbor has a sister that works for Microsoft. Maybe your best friend has an uncle that is the mayor of a town with lots of constituents that will be voting in upcoming elections. If you think about it, I'll bet you know someone whose business could be seriously affected by the loss of 6-day delivery.

These are potential **Grasstop Connections** and we need your help in reaching out to these people.

## *What can I do?*

In the upcoming months, the WARLCA will be soliciting **Grasstop Connections** information from you. We want you to make contact with anyone that has the potential to help you save your future, and share those connections with us. In the immediate future, feel free to utilize the **Grasstop Connections** chart located on the next page and send to either Renee' Cowan, **Grasstop Coordinator** and President; or Mariann Faulkner, **Grasstop Co-coordinator** and Vice President.

For further information or if you have questions, please contact either Renee' or Mariann. In addition, your county's Region Committeeperson (RCP) can assist you and will be providing **Grasstop Connections** information and charts at your county meetings.

## *When should I start?*

**NOW!!**

***Together, we CAN make a difference!***

*Grasstop Connections Chart*

<p><b><u>Name of Contact</u></b> (Name of person you are contacting)</p>	<p><b><u>Position/Company</u></b> (Info of person listed previously such as <b>Boeing CEO</b> )</p>	<p><b><u>Member w/Connection</u></b> (Your name goes here)</p>	<p><b><u>Member's Contact Info</u></b> (Your info goes here)</p>	<p><b><u>Comments:</u></b> (Person's reaction when you made contact i.e., enthusiastic, interested in helping, has other contacts, etc.)</p>
			Phone: Email:	

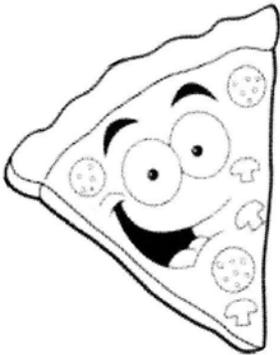


*Where Service Begins With a Smile*

# Think you have what it takes to find New Members??

**Compete with other Counties to see which one can recruit the most new members!!**

The three counties with the largest net per capita increase in members as of June 1, 2014 will win one of the following prizes:



## 1<sup>st</sup> Prize

County Delegates will get a Pizza Party & be the first to vote in all elections at the 2014 State Convention in Richland AND a \$5 Starbucks gift card for every member that attends the first 2014/2015 county meeting.

## 2<sup>nd</sup> Prize

County Delegates will be the second to vote in all elections at the 2014 State Convention AND get a GIANT Chocolate Bar for every member that attends the first 2014/2015 county meeting.



## 3<sup>rd</sup> Prize

County Delegates will be the third to vote in all elections at the 2014 State Convention AND get a Chocolate Bar for every member that attends the first 2014/2015 county meeting.



**Membership forms can be found at [www.warlca.com](http://www.warlca.com), click on Become a Member or can be found in this issue of the Washington Rural Carrier (next page).**



*Where Service Begins With a Smile*

**APPLICATION FORM  
FOR MEMBERSHIP IN THE  
WASHINGTON RURAL LETTER CARRIERS' AND  
NATIONAL RURAL LETTER CARRIERS' ASSOCIATIONS  
DUES YEAR 2011/2012**

NAME: \_\_\_\_\_

ADDRESS: \_\_\_\_\_

CITY: \_\_\_\_\_ STATE: \_\_\_\_\_ ZIP: \_\_\_\_\_

POST OFFICE WHERE EMPLOYED: \_\_\_\_\_

HOME TELEPHONE NUMBER: \_\_\_\_\_

DUES YEAR RUNS FROM JULY 1, 2011 TO JUNE 30, 2012:

\_\_\_\_\_ REGULAR CARRIER (71) PTF (76) \$592.00 YEAR / \$22.77 A PAY PERIOD.

\_\_\_\_\_ RELIEF CARRIER\*(73,74,75,78 & 79) \$213.00 YEAR / \$8.19 A PAY PERIOD

\_\_\_\_\_ RETIREE \$73.00 YEAR OR \$6.08 A MONTH.

\*IF YOU DO NOT WORK IN A PAY PERIOD YOU DO NOT HAVE TO PAY DUES WHEN ON DUES WITHHOLDING.

**COMPLETE THE BACK SIDE OF THIS  
FORM, SIGN IT, AND SEND TO:**

WARLCA STATE SECRETARY  
2811 N CHASE LN  
LIBERTY LAKE WA 99019-5002

Phone: (509) 710 7840

Fax: (509) 926-9522

E Mail: WARLCA@Gmail.com



# Freeman Honored

(Continued from page 1)

tive until September of this year.

Cheri's passions are her husband, children, grandchildren, music, theater, and knitting prayer shawls. She has 3 children and 11 grandchildren with a surprise blessing of another grandbaby on the way. She plays the flute in a local orchestra and sings in her church's choir. She is looking forward to spending more time in her garden and continuing her theater work as an actor and director. Cheri and her husband Mitch love to go camping.

Please join us in congratulating Cheri Freeman as our Member of the Year and wishing her and Mitch happy travels.

## Overview of 2013 State Convention, Oak Harbor, WA

The 107th WARLCA State Convention was called to order at 8:30 AM Sunday, June 23, 2013 by District One Representative Mariann Faulkner. NRLCA Assistant District Representative Monte Hartshorn gave the invocation. Presentation of colors was done by Naval Air Station Whidbey Island (NASWI) Honor Guard. Mariann had the delegates join her in the Pledge of Allegiance and then presented the gavel to President Cheri Freeman. Cheri welcomed all and introduced the State board; Vice President and Historian Reneè Cowan, Secretary-Treasurer and RCBP Representative Becky Wendlandt, District One and GMAC Representative Mariann Faulkner, District Two and Editor Doug Rinehart, District Four Representative Joyce Patteson, and PAC Chair, Susie Hill. District Three Representative John Lee was unable to attend. Next Cheri introduced NRLCA District Representative (Steward System) Patrick Pitts. Cheri then introduced NRLCA Assistant District Representatives Monte Hartshorn, Joyce Patteson, Cheri Freeman, and Reneè Cowan and Area stew-

ards Jeff Taylor, and Janie Walla. Cheri asked that all local stewards stand and be recognized. Cheri asked that all County Officers stand and be recognized. Next, Cheri asked that anyone who had served in the military stand and be recognized. Mariann had all first timers (total 6) stand and be recognized. The retirees were also introduced (total 8), with Joyce Sutherland retiring in 2 more days.

Becky Wendlandt took roll call of officers and county delegates-at-large and all were present. Yea/nay cards were then distributed. Total delegates present were 60.

The convention standing rules were read and Janie Walla moved to accept them as read. Motion passed.

### Convention Standing Rules

1. Each session shall start at the time announced in the convention program.
2. The convention shall proceed using Robert's Rules of Order, Newly Revised (10<sup>th</sup> edition).
3. Voting on specific issues shall be by the use of yea and nay cards.
4. Non-delegates may be recognized and allowed to speak at the discretion of the Chair.
5. Only duly elected and seated delegates shall be allowed to vote on issues before the convention delegates.
6. The reports of the Officers of the WARLCA shall not be read to the delegation. Time shall be set aside during a question and answer period to be held the afternoon of the first day of convention.
7. Before a member can make a motion or address the convention, the member must rise and be recognized by the Chair, state his/her name, whether a delegate or a non-delegate and his/her county affiliation.
8. Resolutions shall be read and if no objection is voiced, they shall be considered passed at the sound of the gavel by the Chair.
9. All resolutions objected to shall be brought before the delegates for consideration after all resolutions have been presented. The delegate who objected to the resolution shall be allowed

to present his/her argument or call for clarification at the second reading. The delegate-at-large for the county of origin or a designee shall be allowed to present the first arguments for the resolution.

10. During the second reading of resolutions, the time limit for consideration shall not exceed 10 minutes including all amendments to the resolution unless extended by a majority vote of the delegates. Amendments shall only be permitted on binding resolutions.
11. During the consideration of resolutions at the second reading, the con and pro shall alternate with a 2 minute time limit per person.
12. Delegates shall be allowed to speak no more than twice on any particular issue.
13. If there is no opposing position to be presented, the resolution shall be brought to an immediate vote of the delegates.
14. Campaign materials may only be distributed at or near the entrance of the convention floor. There shall be no campaigning, nor distribution of campaign material on the convention floor with the exception of those campaign speeches made from the podium.
15. Once nominations are closed for each officer position and prior to voting, each candidate shall receive up to 2 minutes to address the delegates. Up to five minutes per candidate per officer position will be allowed for the delegates to question the candidates. Each question shall be limited to 1 minute; responses by candidates shall be limited to 2 minutes. No delegate may ask a second question while other delegates are waiting in line.
16. These rules shall be in force throughout the convention unless amended by a two-thirds vote of the delegates.

Cheri read the committee assignments.

Auditing: Becky Wendlandt – Board Representative, Taralee Mohr-Chair, Linda Gale, Marlene Hagedorn

Constitution: Reneè Cowan – Board Representative, Janie Wall-Chair, Jim Hemrich, Paula Kenck, Joyce Sutherland

Credentials: Mariann Faulkner– Board Representative, Karen Crombie-Chair, Patti Dixon, Nancy Granish

Finance: Cheri Freeman – Board Representative, Monte Hartshorn-Chair, Lorrie Crayne, Kristian Granish

Hospitality: Doug Rinehart– Board Representative, Janice Sisley-Chair, Sherrie Flansburgh, Renee Wagner

Media: Becky Wendlandt –Board Representative, Levi Hanson-Chair, John Wangelin

Mileage and Per Diem: Susie Hill– Board Representative, Becky Pike-Chair, James Folk

Minutes: Mariann Faulkner – Board Representative

Nominating: Joyce Patteson – Board Representative, Mel Walker-Chair, Mary Petry, Dominic Talavera

PAC: Susie Hill-Board Representative, Becky Pike-Chair

Photography: Becky Wendlandt – Board Representative, Patricia Alexander-Chair, Charles Alexander

Resolutions: Reneè Cowan – Board Representative, Colleen Headley-Chair, Jan Frymire, Jeff Taylor, Karin Hill

Sergeant-at-Arms: Doug Rinehart – Board Representative, Dawn Ayers-Chair, Leslie Brown, Katre Milliron, Barbara Schmitt

Tellers One: (Tabulate National Delegate Ballots) Becky Wendlandt – Board Representative, Tammy Donaghue-Chair, Kurt Eckrem, Christina Smith, Melanie Spurrier, Wayne Spurrier

Tellers Two: (Tabulate Election / Other Ballots) Joyce Patteson – Board Representative, David Ray-Chair, Sharlene Arras, Janet Bawdon, Lisa Benson, Lauren Chamberlin, Stella Fazzino, Janell Groff, Paula Gustafson, Isabella Lopez, Alicia Peterson, Shawn Johnson, Janice Craig

Washington Rural Carrier: Doug Rinehart, Board Representative, DeeAnn Williams-Chair, Dawn Bruns, Carolyn Triebenbach.

Doug Rinehart moved to accept additional proposed constitution changes and resolutions during new business. Motion passed.

The credentials committee gave their preliminary report saying they were meeting and needed all credentials to be turned in to them.

Cheri reported that the Annual Reports of Elected and Appointed State Officers, Proposed Constitutions, and Resolutions were in the delegates' ditty

bags. The Officers Reports will be at the end of the convention overview.

346 valid ballots counted: 6 totally void ballots (1 too many votes, 5 not in the security envelope) and 4 ties were broken by draw.

Tellers One Committee gave their report as follows:

<u>DELEGATE OR- DER</u>	<u>NAME</u>	<u>TOTAL VOTES</u>
1	Patrick Pitts	232
2	Rebecca (Becky) Wendlandt	226
3	Renee' Cowan	194
4	Patricia Alexander	175
5	Charles Alexander	175
6	Monte Hartshorn	151
7	Becky Pike	149
8	Joyce Patteson	146
9	Cheri Freeman	137
10	Doug Rinehart	137
11	Susie Hill	123
12	Mariann Faulkner	118
13	Joyce Sutherland	107
14	Joanne Blackburn	104
15	Shawn Johnson	99
16	Jim Hemrich	95
17	Dan Schrup	91
18	Karen Hill	86
19	Jeff Taylor	85
20	Dawn Ayers	84
21	Janie Walla	84
22	Janice Frymire	82
23	Taralee Mohr	76
24	Colleen Headley	71
25	Kristian Granish	48
26	Susan Crayne	41
27	Dominic Talavera	40
28	Katre Milliron	40
29	Rita Tarbet	39
30	Mary York	37
31	Carolyn Triebenbach	33

# Convention Speakers



**Robert Horne**  
NRLCA Director of Steward Operations

**Charlie Brown**  
NRLCA Portland District Representative



**Yul Melonson**  
USPS Seattle District Manager



**Patrick Pitts**  
NRLCA Seattle District Representative



Becky Wendlandt gave an update on the rules for alternate delegates moving up to regular delegates.

Becky Pike moved that the delegate-at-large be responsible for collecting the yea/nay cards at the end of the day's session. Motion passed.

President Cheri called the Constitution Committee to give their report. Janie Walla, Chair gave the delegates a handout showing the presentation order of the 25 proposed constitution changes. Numbers 1, 3, 4, 5, 9, 11, 13, 14, 15, 16, 19, 20, 24, and 25 were presented first. Doug Rinehart moved to re-view those proposed constitution changes as a block. Motion passed. Janie moved to not read the current language on each proposed constitution change. Motion passed.

All the proposed constitution changes from the constitution committee and one from the finance committee are printed here in order for easier reading. The committee started Sunday morning and ended Monday afternoon.

Proposed Constitution Change Number One: Article 3 Section 4

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

Proposed Constitution Change Number Three: Article 3 Section 6B

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

Proposed Constitution Change Number Four: Article 4 Section 1B

The County Unit or **Region** Association is subordinate to the WARLCA. Likewise, the WARLCA is subordinate to the NRLCA.

Proposed Constitution Change Number Five: Article 4 Section 1D

**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: SOUTHEAST WASHINGTON (Walla Walla, Columbia, and Garfield Counties); WHITMAN-ASOTIN (Whitman and Asotin Counties); APPLE VALLEY (Adams, Franklin, Kittitas, Yakima, Benton, and the non-986 offices of Klickitat Counties).

Proposed Constitution Change Number Nine: Article IV Section 1E

Each County Unit shall hold its annual meeting after October 1st and at least forty (40) days prior to the State Convention and the regular meeting shall be designated by statute. The County Secretary will notify all County members, their **Region Committeeperson**, State Secretary, and State President at least fifteen (15) days prior to the election of County Officers and Delegates. They shall make and adopt such constitutional changes as their needs may suggest, and such laws must harmonize with this code of laws.

Proposed Constitution Change Number Eleven: Article V Section 1A&B

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 one (1) year, except the **Region Committeepersons** and Secretary-Treasurer who shall serve two (2) years, or until their successors are elected and installed.

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

Proposed Constitution Change Number Thirteen: Article V Section 2 C.7

The Secretary-Treasurer will issue checks in payment of all properly itemized invoices, statements, vouchers, authorized payroll payments, and for other obligations of the WARLCA as directed by the State Board. He/She will have the President, Vice President, and all **Region Committeepersons** review the payments and supporting documents on a quarterly basis.

Proposed Constitution Change Number Fourteen: Article V Section 2 D.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.

Proposed Constitution Change Number Fifteen: Article V Section 2 D.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**.

Proposed Constitution Change Number Sixteen: Article V Section 4A

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: \$50 Month  
Vice President: \$50 Month  
Secretary Treasurer: \$425 Month  
**Region Committeepersons: \$50 Month**

Proposed Constitution Change Number Nineteen: Article VI Section 1A

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.

Proposed Constitution Change Number Twenty: Article VI Section 2F

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.

Proposed Constitution Change Number Twenty Four: Article VIII Section 1

**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**.

Proposed Constitution Change Number Twenty Five: Article IX Section 2E

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.

Janie Walla moved to accept proposed constitution changes 1, 3, 4, 5, 9, 11, 13, 14, 15, 16, 19, 20, 24, and 25. Motion passed.

Janie Walla moved to review proposed constitution change number 8, 12, and 23 as a block. Motion passed.

Proposed Constitution Change Number Eight: Article IV Section 1E

Each County Unit shall hold its annual meeting after October 1st and at least forty (40) days prior to the State Convention and the regular meeting shall be designated by statute. The County Secretary will notify all County members, their **Executive 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.

Proposed Constitution Change Number Twelve: Article V Section A&B

The officers of the WARLCA shall consist of President, Vice President, Secretary-Treasurer, and four (4) **Executive Committeepersons** who shall be elected at the State Convention and serve one (1) year, except for the **Executive Committeepersons** and Secretary-Treasurer, who shall serve two (2) years, or until their successors are elected and installed.

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

Proposed Constitution Change Number Twenty Three: Article VIII Section 1

**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) **Executive Committeepersons**.

Charles Alexander moved to postpone indefinitely proposed constitution changes 8, 12, and 25. Motion passed.

Jim Hemrich moved to accept proposed constitution changes number 2, 17, and 18 as a block. Motion passed.

Proposed Constitution Change Number Two: Article III Section 5.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 on the **table one** salary schedule as of January 15 of each year. The State per capita dues for relief 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 and become effective July 1 of each year. 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.

Proposed Constitution Change Number Seventeen: Article V Section 5.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, except for:

1. A retired and/or relief carrier elected and/or appointed State Officer, which will be at \$200 day.

Association Day of Pay (ADOP) will not be compensated to attend the State Convention or National Convention while they are in session, but may be authorized by the Board for other required business or trainings.

Proposed Constitution Change Number Eighteen:  
Article V Section 5.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.

Jim Hemrich moved to adopt proposed constitution changes number 2, 17, and 18. Motion passed.

Proposed Constitution Change Number Six: Article IV Section 2.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. Such newly elected officers shall assume office upon election.

Paula Kenck moved to accept proposed constitution change number 6. Motion passed.

Proposed Constitution Change Number Ten: Article V Section 1.A

The officers of the WARLCA shall consist of President, Vice President, Secretary-Treasurer, and four (4) **Region Committeepersons** who shall be elected at the State Convention and serve two (2) years, or until their successors are elected and installed.

Paula Kenck moved to accept proposed constitution change number 10. Motion passed.

Proposed Constitution Change Number Twenty One: Article VI Section 7 New Section C

C. The WARLCA will fund all WARLCA members (except for NRLCA paid members) \$250 each, cap at \$5,000 to attend Western States Conference (WSC). To qualify for the reimbursement the members must attend all speakers and business session of the WSC from call to order to close of the

business session (not including social or banquet). The WARLCA President or designee will take roll call. Each WARLCA paid member will give an overview of the WSC at their next county meeting.

Joyce Sutherland moved to adopt proposed constitution number 21.

Monte Hartshorn moved to postpone number 21 until 2014 State Convention. Motion Failed.

Shawn Johnson moved to set aside number 21 until the finance committee reviews it. Motion passed.

After the finance committee reviewed it, discussion on number 21 is printed here for continuity.

Joyce Sutherland moved to adopt proposed constitution number 21. Discussion. A ballot vote was taken with 36 for and 21 against, total 57 votes. Number 21 failed.

Proposed Constitution Change Number Twenty Two: Article VII Section 3 A.6

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.**

Paula Kenck moved to accept proposed constitution change number 22. Motion Passed.

The Constitution Committee reported that they did not present proposed constitution change number 7 because it addresses language that no longer exists.



Constitution Committee: Janie Walla, Paula Kenck, Joyce Sutherland and Jim Hemrich.

Next the Constitution Committee read the proposed constitution change from the finance committee which read: Article VI, Section 3A.

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

A. The WARLCA shall pay round trip mileage at .33 **38** cents a mile, 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.

Janie moved to accept proposed constitution change from the finance committee. Susie Hill made a motion to amend by eliminating tolls and ferry fees. President Cheri ruled the amendment out of order. Motion to accept proposed constitution change from the finance committee passed.

The Constitution Committee was dismissed with our thanks.

During the Constitution Committee's Report a break was taken at 10:30 AM and afterwards roll call was taken. All 60 delegates were present.

Susie Hill gave an update on PAC. By the end of May \$8,700 was collected. Katre Milliron and Renee' Cowan reached ruby level. Tara Mohr reached the Diamond level.

Cheri Freeman gave the Report of the President and talked about the grass tops legislative program.

Joyce Patteson gave the 2014 State Convention Report. It will be June 22, 23, and 24, 2014 at the Red Lion/Hanford Hotel, Richland, WA. The room rate is \$97.95 single/double and \$107.95 triple/quad.

Doug Rinehart gave the 2015 State Convention Report. It will be June 28, 29, and 30, 2015 at the Heathman Lodge in Vancouver, WA. Room rates

are \$95 or \$105

Region 4 Committeeperson Joyce Patteson gave Delegates information on the 2014 State Convention to be held in Richland June 22-24 at the Red Lion.



(depending on the amenities), with \$10 for each additional person. The more expensive rooms include a complimentary breakfast for up to 4 people.

NRLCA Seattle District Representative Patrick Pitts updated the delegates on his meeting with the Seattle District Manager Yul Melonson. Patrick also gave statistics on numbers of offices with rural delivery, types of routes, and number of local stewards.

After a lunch break, President Cheri call the meeting to order roll call was taken by Becky Wendlandt. All 60 delegates were present.

Cheri then introduced Charlie Brown, NRLCA Portland District Representative. Charlie updated the delegates on how the cell phone pared with the scanner works to update USPS in real time, including where the carrier is located.

Next President Cheri introduced Robert Horne, NRLCA Director of Steward Operations. Robert spoke on rural carrier accidents, CPI, mailman phobia, and the National Steward program, which has 48 DRs, 40 Full time ADRs, 92 part-time ADRs, 155 area stewards, and 2350 local stewards. Robert talked about grievances and time standards.

Patrick Pitts moved to suspend the standing rules to move the question and answer period to Monday afternoon. Motion passed.

The yea/nay cards were collected, announcements made, and the meeting adjourned at 3:04 PM so the committees could meet before County Officers'

**Monday, June 24, 2013** President Cheri called the meeting to order at 8:04 AM after an uplifting memorial. Becky did roll call and 59 delegates were present. Yea/Nay cards were given to the delegates-at-large.

President Cheri called the Credentials Committee for their final report. Chair Karen Crombie, read the following:



Karen Crombie (far right) chaired the Credential Committee. The other members were Patti Dixon (L) and Nancy Granish.

### Credentials Committee Report

	<u>County Name &amp; Delegate at Large</u>	<u># of members</u>	<u># of possible delegates</u>	<u># of seated delegates</u>
001	North Central Katre Milliron	81	17	2
003	Peninsula Renee Wagner	164	34	5
005	Lower Columbia Dawn Bruns	191	39	3
006	Mutual Kristian Granish	326	66	14
010	Island, Skagit, San Juan Christina Smith	105	22	2
011	King, Snohomish Colleen Headley	351	71	16
012	South East Barbara Schmitt	28	7	1
013	East Central Jeff Taylor	165	34	3
014	North East Susan Lorrie Crayne	47	10	3
015	Whatcom Becky Pike	90	19	8
016	Whitman, Asotin Jim Hemrich	29	7	1
17	Apple Patti Dixon	177	36	2
<b>18</b>	<b>Total for Counties:</b>	<b>1754</b>	<b>362</b>	<b>60</b>

Karen Crombie moved that all delegates be seated by the passing of the final report of the credentials committee. Motion passed.

President Cheri called the mileage and per diem committee to give their preliminary report. After the delegates received the handout, Becky Pike



WARLCA officer nominations were made via the Nominating Committee of Mel Walker, Mary Petry and Dominic Talaveras.

Jim Hemrich and Taralee Mohr discussing the goings-on at the Meet and Greet.



The Hospitality Committee consisted of Janice Sisley, Sherrie Flansburgh and Renee Wagner.

Studying the resolutions kept Wayne Spurrier, Melanie Spurrier and Karen Hill busy.



asked that each delegate check their totals and report back any errors.

President Cheri called the auditing committee to give their report.

Taralee Mohr read the following: The auditing committee's report is as follows. Secretary-Treasurer Becky Wendlandt explained the bookkeeping system to us. We found the books are kept impeccably, with all information backed up. We reviewed all vouchers for April 2013. All checks were properly issued and accounted for. The check and balance system in our State meets and exceeds all standards. There are no new recommendations at this time.

Taralee moved that the report be accepted and the committee be dismissed with our thanks. The motion passed.

President Cheri called the finance committee to give their preliminary report. After the delegates received the handout, Monte Hartshorn read the following:

We recommend that round trip mileage of 33 cents per mile for state convention be increased to 38 cents per mile. We

**THE 2013 STATE CONVENTION WAS THE 107TH FOR THE STATE OF WASHINGTON.**

will present a proposed constitution change to reflect that. (Printed earlier with the constitution committee report).

We recommend no changes for funding county units for 13/14 year.

We recommend no changes in office rent/storage to elected WARLCA officers.

We recommend that Constitution proposed change number 21 be postponed to the 2014 state convention.

Charles Alexander moved to postpone the acceptance of the final finance report until after the conclusion of the proposed constitution change raising the mileage rate. The motion passed.

President Cheri called the nominating committee to give their report. It was:

President: Renee Cowan

Vice President: Doug Rinehart and Mariann Faulkner

District One: Janie Walla and Taralee Mohr

District Three: Katre Milliron and Levi Hanson

Mel Walker moved to dismiss the nominating committee with our thanks. The motion passed.

Taralee Mohr moved to reconsider the vote for proposed constitution number 10. Taralee said she voted in favor of the amendment. Motion passed.

Taralee moved to add a proviso to proposed constitution number 10 that it would go in effect upon adoption. Shawn Johnson called the question and that passed. The motion to reconsider was ruled out of order by President Cheri.

President Cheri called the Washington Rural Carrier Committee to give their report. DeeAnn Williams read the committee report as follows:

The WRC committee recommends the finances for the 2013-2014 year remain the same for the editor salary. The WRC committee recommends that Doug Rinehart continue as Editor of the WRC for another term. The Postal Service has recommended that we upgrade the paper used for the WRC newspaper because it's "floppy" and it jams the sorting equipment. As a cost savings measure we recommend that the outer cover be

upgraded and the interior pages remain the same grade of paper. Some suggestions for future issues would be: OWCP (Office of

Workman's Compensation Program) and how to file, why to file and who to contact. FMLA (Family Medical Leave Act) and how to start the paperwork, who's eligible and who to contact. Explain what paid events should be included on an 8127 and how management is to pay for it. How to approach co-workers, to get them involved with the Union, and go to County meetings.

DeeAnn moved that the report of the Washington Rural Carrier be accepted and the committee dismissed with our thanks. Motion passed.

After a short break at 10 AM, Becky Wendlandt did roll call with 59 delegates present.

Robert Horne, NRLCA Director of Steward Operations continued his presentation on updates from NRLCA, contract, database, TRCs, legislative updates, RCA hiring, converting routes and posting, excess carriers, processing of form 50's, contract delivery, OICs, and LLVs.

Mariann updated the delegates on the details for evening banquet and boat cruise. After announcements, a lunch break was taken.

President Cheri called the meeting to order at 1:37 PM and Becky Wendlandt did the roll call with 59 delegates present.

President Cheri called the mileage and per diem committee to give their final report. After receiving a handout and discussion, the committee adjourned

for correction. The mileage and per diem committee were called back after the constitution committee was finished (all printed earlier in this overview to avoid confusion). The final totals were given. Becky Pike moved that the mileage and per diem report be accepted and the committee be dismissed with our thanks. The motion passed.

## Mileage and Per Diem Final Report 2013 State Convention

Last Name	First Name	Round-Trip Mileage	Times 33¢ equals	Convention Allowance	Additional Per Diem	Additional Hotel	Ferry/Toll	Gross Pay
Alexander	Charles	95.2	\$31.42	\$250.00				\$281.42
Alexander	Patricia	95.2	\$31.42	\$250.00				\$281.42
Arras	Sharlene	367.8	\$121.37	\$250.00				\$371.37
Ayers	Dawn	252.2	\$83.23	\$250.00				\$333.23
Bawdon	Janet	104.4	\$34.45	\$250.00				\$284.45
Benson	Lisa	106.0	\$34.98	\$250.00				\$284.98
Brown	Leslie	119.4	\$39.40	\$250.00				\$289.40
Bruns	Dawn	569.2	\$187.84	\$250.00				\$437.84
Chamberlin	Laurie	781.8	\$257.99	\$250.00				\$507.99
Cowan	Renee	256.0	\$84.48	\$250.00				\$334.48
Craig	Janice	78.0	\$25.74	\$250.00				\$275.74
Crayne	Susan	667.4	\$220.24	\$250.00				\$470.24
Crombie	Karen	263.2	\$86.86	\$250.00				\$336.86
Dixon	Patti	400.2	\$132.07	\$250.00				\$382.06
Donaghue	Tammy	366.6	\$120.98	\$250.00	\$75.00	\$109.59		\$555.57
Eckrem	Kurt	80.6	\$26.60	\$250.00	\$75.00		\$19.50	\$371.09
Faulkner	Mariann	79.8	\$26.33	\$250.00				\$276.33
Fazzino	Stella	299.6	\$98.87	\$250.00				\$348.87
Flansburgh	Sherrie	191.0	\$63.03	\$250.00			\$25.40	\$338.43
Folk	James	304.4	\$100.45	\$250.00				\$350.45
Freeman	Cheri	811.0	\$267.63	\$250.00				\$517.63
Frymire	Jan	132.8	\$43.82	\$250.00				\$293.82
Gale	Linda	79.0	\$26.07	\$250.00				\$276.07
Granish	Kristian	293.4	\$96.82	\$250.00				\$346.82
Granish	Nancy	284.2	\$93.79	\$250.00				\$343.79
Groff	Janell	278.4	\$91.87	\$250.00				\$341.87
Gustafson	Paula	128.6	\$42.44	\$250.00			\$25.40	\$317.83
Hagedorn	Marlene	241.6	\$79.73	\$250.00				\$329.72
Hanson	Levi	722.8	\$238.52	\$250.00				\$488.52
Hartshorn	Monte	408.8	\$134.90	\$250.00				\$384.90
Headley	Colleen	142.0	\$46.86	\$250.00				\$296.86
Hemrich	Jim	685.2	\$226.12	\$250.00	\$75.00	\$109.59		\$660.71
Hill	Karen	134.0	\$44.22	\$250.00	\$75.00			\$369.22
Hill	Susie	205.4	\$67.78	\$250.00			\$13.45	\$331.23
Johnson	Shawn	244.2	\$80.59	\$250.00				\$330.59
Kenck	Paula	116.8	\$38.54	\$250.00	\$75.00			\$363.54

Last Name	First Name	Round-Trip Mileage	Times 33¢ equals	Convention Allowance	Additional Per Diem	Additional Hotel	Ferry/Toll	Gross Pay
Lopez	Isabella	86.2	\$28.45	\$250.00			\$19.50	\$297.94
Milliron	Katre	452.8	\$149.42	\$250.00				\$399.42
Mohr	Taralee	126.8	\$41.84	\$250.00	\$75.00			\$366.84
Patteson	Joyce	446.6	\$147.38	\$250.00				\$397.38
Peterson	Alicia	263.2	\$86.86	\$250.00				\$336.86
Pike	Becky	129.6	\$42.77	\$250.00				\$292.77
Ray	David	241.8	\$79.79	\$250.00				\$329.79
Rinehart	Doug	144.2	\$47.59	\$250.00			\$25.40	\$322.98
Schmitt	Barbara	566.4	\$186.91	\$250.00				\$436.91
Sisley	Janice	376.0	\$124.08	\$250.00				\$374.08
Spurrier	Melanie	128.2	\$42.31	\$250.00	\$75.00			\$367.31
Spurrier	Wayne	245.2	\$80.92	\$250.00	\$150.00		\$15.10	\$496.02
Sutherland	Joyce	92.8	\$30.62	\$250.00	\$75.00			\$355.62
Talavera	Dominic	19.2	\$6.34	\$250.00				\$256.33
Taylor	Jeff	752.2	\$248.23	\$250.00				\$498.23
Triebenbach	Carolyn	74.8	\$24.68	\$250.00			\$25.40	\$300.08
Wagner	Renee	149.0	\$49.17	\$250.00			\$25.40	\$324.57
Walker	Mel	364.8	\$120.38	\$250.00				\$370.38
Walla	Janie	79.4	\$26.20	\$250.00	\$75.00			\$351.20
Wangelin	John	92.8	\$30.62	\$250.00				\$280.62
Wendlandt	Rebecca	758.8	\$250.40	\$250.00				\$500.40
Williams	Dee Ann	216.4	\$71.41	\$250.00			\$13.45	\$334.86
<b>Totals</b>		<b>16,193.40</b>	<b>\$5343.82</b>	<b>14,500.00</b>	<b>825.00</b>	<b>219.18</b>	<b>208.00</b>	<b>21,095.93</b>

After a short break, Becky Wendlandt did the roll call with 59 delegates present.

President Cheri called the resolutions committee to give their report.

### 2013 County Passed Resolutions for 2013 State Convention

#### Submitted by Peninsula Counties:

1. \_\_\_\_\_ Binding to the NRLCA. Whereas; The NRLCA e-Activist is an extremely useful item for the entire membership, Therefore be it resolved: The subject line of the e-Activist e-mails contain the words "NRLCA Legislative Update".

Reason For Change: To make the e-Activist e-mails easy to recognize, even if they go to a spam

folder.

Jan Frymire moved to accept Resolution One. Doug Rinehart moved to amend by taking out the word "Legislative". Amendment Passed. Amended Motion Passed.

#### Submitted by Mutual Counties:

2. --- \_\_\_\_\_ Non-Binding.

Whereas; We as real rural carriers are delivering more large parcels and flats for FedEx and UPS that are required to be taken to the door; Therefore be it resolved: That the National Office look at a time standard increase for parcels and flats that are required to be taken to the door.

Jan Frymire moved to accept Resolution Two. Motion Failed.

3. \_\_\_\_\_ Non-Binding.

Whereas; The Clarke Arbitration removed the carriers right to choose the high option,  
Therefore be it resolved: All regular carriers whose routes qualify in two categories, be allowed to select the high option.

Reason For Change: To reverse the financial harm that was unanticipated and has affected countless rural carriers.

Jan Frymire moved to accept Resolution Three. Motion Passed.

Submitted by King Snohomish:

4. \_\_\_\_\_ Non-Binding

Whereas: Too many RCAs are being removed during the probationary period for working in excess of the route evaluation,

Therefore be it resolved: Removal for such cause be subject to the grievance and arbitration process.

Reason For Change: Management is failing to hire and retain RCAs and if they are not working as fast as they would like they are removed.

Jan Frymire moved to accept Resolution Number 4. Motion Passed.

5. \_\_\_\_\_ Non-Binding.

Whereas: The Employer shall have the right to separate from its employ any probationary employee at any time during the probationary period, and these probationary employees shall not be permitted access to the grievance procedure in relation thereto.

Therefore be it resolved: Management cannot remove a probationary employee without just cause without granting that employee access to the grievance procedure.

Reason For Change: Management is not giving adequate training and is removing probationary employees for no reason other than it is cutting into their percent to standard.

Jan Frymire moved to accept Resolution Number 5. Motion Passed.

6. \_\_\_\_\_ Non-Binding.

Whereas: RCAs do not accumulate retirement,  
Therefore be it resolved: The RCAs will accumulate retirement after their probationary period is com-

plete.

Reason For Change: Many RCAs work 6 years or more to become regular and many start their postal careers later in life therefore their opportunity to build retirement is lessened.

Jeff Taylor moved to accept Resolution Number 6. Motion Failed

7. \_\_\_\_\_ Non-Binding.

Whereas: RCAs don't receive vacation or sick leave unless working a route over 90 days,

Therefore be it resolved: RCAs receive 1 week of vacation and 1 week of sick leave per year after their probationary period is complete.

Reason For Change: RCAs get sick and need time off to deal with family issues and should not be financially harmed because of it.

Jeff Taylor moved to accept Resolution Number 7. Motion Failed

8. \_\_\_\_\_ Binding (NRLCA Constitution – Article 6 Section 1)

Whereas: NATIONAL CONVENTION. A convention shall be held each year between August 1 and September 30 on dates determined by the board. The National board shall select a host city at least five years in advance from the following regions.....

Therefore be it resolved : NATIONAL CONVENTION. A convention shall be held **in even numbered years** each year between August 1 and September 30 on dates determined by the National board. The National board shall select a host city at least **six** five years in advance from the following regions.....

Reason For Change: This proposal is intended to defer the increasing time and expense associated with the National Convention.

The committee reported Resolution Number 8 as non-binding. Jeff Taylor moved to accept Resolution Number 8. Motion Passed.

Submitted by East Central Washington:

9. \_\_\_\_\_ Non-Binding.

Whereas: Rural Carriers that use a POV for delivery of a route incur unpredictable vehicle related expenses and often must pay for fuel on a weekly or sometimes daily basis and,

Whereas: EMA is only paid every 2 weeks,

Therefore be it resolved: EMA be paid daily via deposit to a debit card issued to all carriers using POV, both regular and relief.

Reason For Change: To relieve the financial hardship on carriers due to vehicle related expenses.

Karen Hill moved to adopt Resolution Number Nine. Motion Failed

10. \_\_\_\_\_ Non-Binding.

Whereas: The USPS routinely fails to notify the union regarding impending route consolidations,

Therefore be it resolved: Should the USPS fail to fulfill its contractual obligations regarding notifying the union of any planned route consolidations, said route consolidations shall be prohibited for one year from the time the union is made aware of the consolidation or planned consolidation.

Reason For Change: Ensure the USPS fulfills its contractual obligations regarding notifying the union of any planned route consolidations.

Karen Hill moved to adopt Resolution Number Ten. Motion Failed

11. \_\_\_\_\_ Binding to NRLCA.

Whereas: NRLCA Area Stewards are not provided a cellular telephone to take calls from members,

Therefore be it resolved: NRLCA Area Stewards are provided a cellular telephone, or, at least given a phone expense allowance.

Reason For Change: Help Area Stewards cover their expenses when performing work for the NRLCA.

Karen Hill moved to adopt Resolution Number Eleven. Motion passed

12. \_\_\_\_\_ Binding to NRLCA.

Whereas: NRLCA Area Stewards are not provided PC or internet services to perform their job,

Therefore be it resolved: NRLCA Area Stewards be provided with the necessary office equipment and internet services to perform their job, or, at least given an office expense allowance.

Reason For Change: Help Area Stewards cover their expenses and be more efficient when performing work for the NRLCA.

Karen Hill moved to adopt Resolution Number Twelve. Motion Passed.

13. \_\_\_\_\_ Binding to NRLCA.

Whereas: NRLCA Area Stewards are not paid a monthly salary,

Therefore be it resolved: NRLCA Area Stewards are paid a monthly salary.

Reason For Change: Area Stewards are on call to handle member's calls and questions 24/7.

Colleen Headley moved to adopt Resolution Number Thirteen. Jeff Taylor moved to amend Resolution Number Thirteen to add "of \$50.00" at the end of the resolution. Amendment passed. Amended Motion Passed.

14. \_\_\_\_\_ Non-Binding

Whereas: The 2012 time standard change in the credit for DPS letters for carriers assigned LLVs is unrealistic.

Therefore be it resolved: That efforts be made to restore the time standard for DPS letters to the 2012 credit standard.

Colleen Headley moved to adopt Resolution Number Fourteen. Motion Failed.

15. \_\_\_\_\_ Binding (NRLCA Constitution Article 5, Section 1,2,3,4)

Whereas: Relief carriers are often at a disadvantage in terms of compensation, benefits, union representation and potential for promotion and as a consequence are difficult to hire and retain;

Whereas: Relief carriers are vital to USPS operations and make "leave on demand" possible for regular carriers,

Therefore be it resolved: That the Constitution of the National Rural Letter Carriers' Association be amended to include a new position on the National Board termed Relief Carrier Liaison. The Relief Carrier Liaison will act as a National Officer in residence at the National Headquarters. The Relief Carrier Liaison will represent the relief carrier ranks, act in the best interest of relief carriers, endeavor to improve the working conditions of relief carriers and work to educate relief carriers. The Relief Carrier Liaison will be elected in the same manner as the other National Officers and receive compensation equal to that of the other National Officers, not including the President.

Reason For Change: Relief carrier ranks are threatened by reductions in compensation, a lack of benefits and few opportunities to become regular carriers and as such postal operations and the leave system are at risk.

Colleen Headley moved to adopt Resolution Number Fifteen. Monte Hartshorn moved to suspend the

rules to amend a non-binding resolution. Suspending rules motion passed. Patrick Pitts moved to extend time by 3 minutes. Extending Time Motion Passed. Monte Hartshorn moved to amend resolution number fifteen by striking "union representation". Amendment passed. Kurt Eckrem moved to amend with a friendly amendment that it be additional duties. President Cheri called the friendly amendment out of order. Resolution Number Fifteen as amended failed.

Colleen Headley moved to dismiss the Resolution Committee with our thanks. Motion passed.

After Reneè Cowan did announcements and Becky Wendlandt collected the yea/nay cards, the meeting was adjourned at 4 PM by President Cheri.

**Tuesday, June 25, 2013**, President Cheri called the meeting to order at 8 AM. Becky Wendlandt did roll call and 60 delegates were present.

The PAC Ipad winner was Janie Walla.

President Cheri called the finance committee to give their final report. Monte Hartshorn read the following finance committee recommendation concerning county units funding: "We recommend the county units be funded at \$.50/member, per meeting, for up to four meetings per year provided the total checking/savings account falls below \$100 or \$1.00 per member, whichever is greater. This would be subject to the following conditions: (1) LM report submitted to State Secretary on time, (2) meeting minutes submitted in a timely manner, (3) most current bank statement to be made available to State Secretary as needed prior to convention, (4) no additional pay given to state delegates from county funds, (5) must have at least one delegate attend the previous year's state convention, (6) copy of Constitution submitted to State Secretary upon making any change, and (7) must have submitted a signed letter of certification saying that the county officers have audited current year's county books, with the date and location where they were audited on it, and signed by the county officers."

Monte Hartshorn moved to adopt the county units funding. Motion passed. Next, Monte Hartshorn moved to dismiss the committee with our thanks. Motion passed.

Reneè Cowan announced the Member of the Year is Cheri Freeman, who received a standing ovation.

President Cheri called for resolutions and proposed constitution changes from the floor.

Charles Alexander read the following proposed constitution change from the floor: Article VII, Section 3, new number 2:

A member must have attended at least one of the county meetings during the current fiscal year and at least one of the two previous years State Conventions in order to be eligible to be on the National Convention ballot.

Charles Alexander moved to accept the above proposed constitution change. After debate, Charles Alexander moved to table this proposed constitution change. Motion to table passed.

Yul Melonson, USPS Seattle District Manager spoke to the delegates and then took questions from the floor. President Cheri presented Yul with a beautiful picture by Charles of a Northern Harrier Hawk with the title of Oversight.

After announcements the delegates took a short break. President Cheri called the meeting to order at 10:10 AM and Becky Wendlandt did roll call with 60 delegates present.

Jan Frymire presented a resolution from the floor that said:

Whereas more customers are installing individual locking curbside mailboxes, and whereas these boxes require more time for delivery and items are frequently too large to fit through the delivery opening; Be it Resolved that a separate time standard be established for these boxes.

Intent: To more fairly compensate the carrier for the extra time these boxes are requiring.

Jan Frymire moved to adopt the above resolution. Motion failed.

Elections were next and President Cheri said Reneè Cowan was nominated. No other nominations were placed so Reneè Cowan is President by unanimous ballot.

Election for Vice President was next with Mariann



First Timers included (L to R) Alicia Peterson, Laurie Chamberlain, Leslie Brown, Paula Gustafson, Dominic Talaveras, and Mary Petry.



The happy Retirees were: front row (L to R) Janice Sisley, Cheri Freeman, Karen Crombie, Joyce Sutherland, Renee Wagner. Back row: (L to R) Mel Walker, Paula Kenck, Patricia Alexander, Charles Alexander and Susie Hill.

## 2013-14 County Presidents

Front Row (L to R) Dawn Ayers, Linda Gale, Carolyn Triebenbach, Katre Milliron.  
Back Row (L to R) Dawn Bruns, Lorrie Crayne, Joyce Patteson, Kurt Eckrem.



## 2013-14 County Vice-Presidents

Front Row (L to R) Renee Wagner, Laurie Chamberlain, Leslie Brown, Taralee Mohr. Back Row (L to R) Kristian Granish, Tammy Donaghue, Dominic Talavera, Jeff Taylor.



## 2013-14 County Secretary/Treasurers

Front Row (L to R) Christina Smith, Joyce Sutherland, Barbara Schmitt, Colleen Headley. Back Row (L to R) Doug Rinehart, Levi Hanson, Jim Hemrich.



Faulkner and Doug Rinehart being nominated. After each candidate was given time for a speech and questions from the floor a vote was taken. With 60 votes cast, Mariann received 48 and Doug received 12. Mariann Faulkner is Vice President.

Nominations for District One Representative (now called Region One Committeeperson) were Janie Walla and Taralee Mohr. After each candidate was given time for a speech and questions from the floor a vote was taken. With 59 votes cast, Janie received 23 and Taralee 36. Taralee Mohr is Region One Committeeperson.

Nominations for District Three Representative (now called Region Three Committeeperson) were Katre Milliron and Levi Hanson. With 59 votes cast, Katre received 19 and Levi 40. Levi Hanson is Region Three Committeeperson.

Kristian Granish moved to dismiss all standing committees. Motion Passed.

Susie Hill announced that we collected over \$2,300 for PAC.

Robert Horne installed the 2013-2014 WARLCA board.

Mel Walker and Jeff Taylor retired the colors.

The 107<sup>th</sup> Annual Convention of the WARLCA state convention adjourned at 1:30 PM.

Note: PAC update by Susie Hill after convention adjourned. The state convention PAC sales brought in \$2,541.85 in cash and checks and \$968.75 in gift donations. We ended the year with \$12,535.59 total (a record for WARLCA)

## Officer Reports to the 2013 WARLCA State Convention

### President's Report for 2012-13



By Cheri Freeman

Every article I've written, every seminar I've given, and every county meeting I've attended I've tried to get carriers to realize that their job, their pay and their retirement is totally dependent on Congressional decisions that are currently being kicked down the road by our elected Representatives. Postmaster Donahoe has done a superb job of flooding the media with the propaganda of the dire financial position of the Postal Service and the public is convinced that

we're going to 5-day delivery and that will save the Postal Service from going bankrupt. In truth the exact opposite is true. If we go to 5 Day delivery, businesses will take their shipping needs elsewhere and the Postal Service will have even less revenue.

Our biggest threat at this very moment is the closure of so many processing plants and the resulting change in service standards. Shippers rely on having their merchandise arrive within certain time frames. Never forget that the American taxpayers do not pay our wages and benefits--major mailers do. If we lose their business due to the change in service standards it will be just a matter of time before the Postal Service will be no more. This is just what those members of Congress who talk about wanting smaller government want. To them, we are Federal employees – government employees. Not only that, we are Union members and this their opportunity, for those Congress who are more responsive to corporate power than to rank and file workers, to end Union power and influence for years to come.

There are currently several bills that have been introduced into Congress that will never see the light of day if we don't get the public behind us to pressure their Representatives to co-sponsor them. It is also imperative that we educate the public on the truth of what closing so many processing plants, changing service standards and the reduction in delivery days will really do to the Postal Service. As I prepare to leave my position on your board, I will once again try to motivate you, the Union member to contact your Congressman/woman, write letters to the editor of your local Newspapers, and attend all town hall meetings or any other function you can get to where your Representative will be present and get them to answer the hard question of what are they doing to save the Postal Service. It's not like we don't have the answer. Congress needs to relieve us of the necessity of continuing to pre-fund the FUTURE retiree health benefits for 75 years out within 10 years. Without another cent added to this fund we have enough for the next 25 years right now. This requirement alone accounts for 80% of the loss quoted by the Postmaster General. Return the overpayment the Postal Service has made into FERS. The OIG (Office of Inspector General) calculates this as \$12 Billion dollars. And maintain 6 day delivery so we don't lose major mailers to other shippers. These are the actions that would save the postal service! The bills listed below have been introduced this year but are not expected to come out of committee because of Rep. Issa (Republican from CA and Chairman of the Government Oversight Committee). Rep. Issa is expected to introduce his own bill and, as an aide of one WA Republican Congressman told me when we met with him in DC, "it will cause us heartburn." In other words, expect it to be similar to the Union busting, road to privatization bill, HR 2309 he pushed through his committee last year. Even though there were only two co-sponsors in the whole Congress, it was the only bill he allowed out of committee. Without intense pressure from all fronts, I predict the same will happen this year. Issa will not allow the bills listed below to come out of his committee and only his bill be allowed out of committee.

Listed below are the bills the NRLCA would like to have co-sponsored and the Congressmen/women from our state who have already co-sponsored them as of writing this report:

Talk to your friends and family and ask them to call or write their Representative and thank them if

they've already co-sponsored the bills and push them to sign if they haven't!

**HR 630 -Postal Service Protection Act of 2013 (co-sponsors 160)**

Smith, Adam [D-WA9](Mar 04, 2013)

DelBene, Suzan [D-WA1](Mar 12, 2013)

Kilmer, Derek [D-WA6](Apr 09, 2013)

Larsen, Rick [D-WA2](Apr 09, 2013)

McDermott, Jim [D-WA7](Apr 23, 2013)

Heck, Denny [D-WA10](Apr 24, 2013)

**HR 961 -- United States Postal Service Stabilization Act of 2013 (Co-sponsors 119)**

Larsen, Rick [D-WA2](Apr 24, 2013)

Smith, Adam [D-WA9](Apr 30, 2013)

DelBene, Suzan [D-WA1](May 23, 2013)

**HRes. 30 Expressing the sense of the House of Representatives that the United States Postal Service should take all appropriate measures to ensure the continuation of its 6-day mail delivery service (co-sponsors 185)**

Rep DelBene, Suzan K. [WA-1] - 5/23/2013

Rep Heck, Denny [WA-10] - 3/5/2013

Rep Herrera Beutler, Jaime [WA-3] - 2/6/2013

Rep Larsen, Rick [WA-2] - 2/6/2013

Rep McDermott, Jim [WA-7] - 2/8/2013

Rep Smith, Adam [WA-9] - 4/9/2013

**This is the Senate Bill: S 316 Postal Service Protection Act of 2013 (co-sponsors 27)**

**No WA Senator has co-sponsored this bill!**

As a personal note, I would like to thank you all for the opportunity to serve you as President of the WARLCA the last few years. It has been a privilege

to work with the great people on the board as well as working for all of you! It is now time for me to put down my gavel and take up the life I left behind when I chose the Union as the priority in my life.

See you camping or at the theater!

## 2012-13 Report of the Vice-President/Historian



By Renee Cowan

During the 2012/2013 Association year I have attended all meetings and fulfilled all responsibilities associated with the office of Vice-President of the Washington Rural Letter Carriers' Association (WARLCA). In addition to attending and participating in all WARLCA Board meetings I attended as many County meetings as I was able.

Your County officers have been working diligently at increasing participation by members and are to be commended for their efforts in keeping the members in their county unit informed. I challenge all County officers to continue increasing participation at local meetings and our State Convention. As of the writing of this report we have, approximately, 53 registered delegates and 92 nominated delegates for our 2013 State Convention. We should all give a huge "pat on the back" and a "job well done" to our County officers, and an extra "pat on the back" to Tara Mohr, Vice President of King Snohomish County for organizing and hosting a Poker for PAC night in her local community I heard it was a great successes.

During the 2012/2013 Association year I attended my first National Presidents/Vice-Presidents Legislative Seminar held in Washington DC, petitioning members of the House and Senate to support legislation

which would serve to protect members of the Rural Craft and/or further our interests in the Postal Service. This was a great learning experience and I am happy to announce we received confirmation that Congresswoman DelBene has cosponsored H. Res. 30 in support of maintaining six day delivery as well as H.R. 961, the United States Postal Service Stabilization Act of 2013, addressing pension overpayments. Everyone should send her a thank you and also urge those in our state that have not signed on as cosponsors yet to do so.

**Give them a call! At the time of writing this article we are still urging the following Washington State Representatives to sign on as Cosponsors to H.R. 30, H.R. 630 and H.R. 961:** Congresswomen Herrera Beutler (R-3<sup>rd</sup>) (202) 225-3536 McMorris Rodgers (R-5) (202) 225-2006 Congressmen: Hastings (R-4<sup>th</sup>) (202) 225-5816 Reichert (R-8<sup>th</sup>) (202) 225-7761.

### H.R. 30 and H.R. 961

We also need Congressman Kilmer (D-6) (202) 225-5916 to sign on as Cosponsor to these bills.

Congressmen McDermott (D-7<sup>th</sup>) (202) 225-3106 and Heck (D-10<sup>th</sup>) (202) 225-9740 still have not signed on to **H.R. 961**. Find your representative and ask for their support to protect your job and families livelihood.

It has been a pleasure serving you. A BIG "thank you" to the members of the WARLCA State Board, County Officers, Stewards and Members of the State Association. As always, I welcome your questions, comments and expressions of concern.

As for my appointment as Historian, we are cataloging all historical items in the possession of the WARLCA, some of which will be on display at our State Convention this year.

Respectfully submitted for the 2013 State Convention of the Washington Rural Letter Carriers' Association.

**The 2014 WARLCA State Convention will be held June 22, 23, and 24, 2014 at the Red Lion/Hanford Hotel, Richland, WA.**



# 2012-13 Membership and Financial Report of the WARLCA Secretary/Treasurer

By Rebecca Wendlandt

Greetings Fellow Members of the WARLCA and NRLCA. Here is my annual report of the 12/13 WARLCA Year and some stats from previous years. This year has been a year of change with the Steward Program now under NRLCA. It is like having your son/daughter go off to college. It is sad to see them go because the communication is limited, yet the hope of having a unified steward system throughout the nation is the goal. Hopefully the WARLCA Board will allocate more time for legislative issues, calling on our representatives to support the rural craft, and intensify membership recruitment. Now more than ever, the non-members need to become members so they can be informed on the latest issues, and the members along with friends and family, need to be contacting their representatives in Congress!

## **MEMBERSHIP:**

We now have 1,757 members (including 3 associate members). Last year at this time we had 1,805 members, so we are down 48 members! The year before we were down 38 members. This is not a good trend, but one that every State is experiencing. This is due to the USPS slow hiring practices, high turnover of those RCAs they do hire, routes and offices combining, excess carriers, rebuilding routes once vacant, retired members not maintaining their membership, and 19 deceased members, including my dear friend Dave Reppe. In the 11 ½ months of the 12/13 year I processed 114 new members, and out of those, 29 have already been separated. I have done 2 complete non-member mailings as well as a letter to all new hires and those recently retired as soon as they show up on the database. Thank you to Ann York, Taralee Mohr, Monte Hartshorn, Patrick Pitts, Renee' Cowan, Brenda Ogdon, John Lee, Cheri Freeman, Joyce Patteson and other members for recruiting members! Also thank you to King Snohomish County that did a non-member recruitment mailing. This is a first for a county and very much appreciated. It all helps! You never know when a letter will reach a non-member at the time they are ready to become a member. The more that help, the better our craft will be.

The total breakdown is as follows:

Members: 981 regulars, 12 PTFs, 485 reliefs, 276 retired, and 3 associate for a total of 1,757 members.

Non-Members: 208 regulars, 215 RCAs, 3 PTFs for a total of 426 potential members.

Our new web site, WARLCA.com, thanks to many hours donated by Patrick Pitts, is another venue to keep our members updated and informed. Since Patrick became District Representative with the National Steward

System I have been doing the website. Thank you Patrick for the crash course and bear with me as I learn it. Although I will never be as great as Patrick, I hope to provide interesting updates and current information. We also have the *Washington Rural Carrier* (a big thank you Doug for taking on this job and working hard on it) and specialized mailings to help encourage non-members to join as well as keep our members up-to-date on information.

Here are some membership stats. Our peak for membership was in 07/08, afterwards we slowly declined, but now we are losing membership at a rapid decline. It is scary!

**As Reported By NRLCA on Year End June 30th**

(Including Associate Members)

05/06:	1830 members	<b>(OUR UNION made health insurance available for reliefs)</b>
06/07	1930 members	
07/08	1967 members	<b>(OUR UNION received the mail count award)</b>
08/09	1941 members	
09/10	1876 members (Western Area not hiring/Nat Database not showing new hires)	
10/11	1841 members	
11/12	1805 members (start of consolidation of routes and offices)	
12/13	1757 members as of June 10, 2013 (start of 2 tier pay system)	

**MEMBERSHIP STATS FOR 2013 WRLCA STATE CONVENTION**

As of June 10, 2013

<b><u>District One:</u></b>	<b><u># OF MEMBERS</u></b>	<b><u>TOTAL</u></b>
ISLAND-SKAGIT-SAN JUAN #010	105	
KING- SNOHOMISH (KS) #011	351	
WHATCOM # 015	<u>90</u>	
<b><u>Total for District One:</u></b>		<b>546</b>
<b><u>District Two:</u></b>		
PENNISULA #003	164	
LOWER COLUMBIA #005	191	
MUTUAL # 006	<u>326</u>	
<b><u>Total for District Two:</u></b>		<b>681</b>

**District Three:**

NORTH CENTRAL #001	81	
EAST CENTRAL #013	165	
NORTHEAST #014	<u>47</u>	
<b><u>Total for District Three:</u></b>		<b>293</b>

**District Four:**

SOUTHEAST #012	28	
WHITMAN-ASOTIN, #016	29	
APPLE #017	<u>177</u>	
<b><u>Total for District Four:</u></b>		<b><u>234</u></b>

<b><u>Total for State:</u></b>		<b>1754</b>
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**FINANCES:**

The board is constantly monitoring the finances and again this year has seen a growth in LWOP usage due to the increase in grievances, even in the short 5 months that the stewards were part of the WARLCA. The USPS has shown how little they value the employee by giving discipline, including removal, for a customer backing into a rural carrier and to veteran (over 25 years of service) rural craft employees without one safety violation in their files. The gigantic increase in investigative interviews has kept our stewards busy. Hopefully now that National has taken over the steward system the NRLCA will get more involved in reducing the grievances by addressing the districts and areas directly on the topic of no longer using progressive discipline and the increase in investigative interviews. If not, we can expect our dues to rise to fund more time in the steward system.

With the stewards no longer part of the state association the bi-weekly payroll has decreased considerably. However, I still have all the payroll taxes for board members, ING, DOL and IRS requirements to do, even if the amounts are lower. I was hoping that the one day every two weeks I used for payroll would now be mostly used for membership recruitment. So far, it has been used for the computer crashing, finding inconsistencies in the database, trademarking our WARLCA name, going through 12 tubs of paper work from previous years, billing OWCP members for dues, and yes, membership recruitment. National has created a new chart of accounts and is requiring all States to go to it, so that is the next giant project.

The complete WARLCA board reviews all the vouchers quarterly. All disbursements must meet the WARLCA constitution, board policy, and/or minutes before being disbursed. I submit the bi-weekly payroll taxes and ING with each payroll. At the end of each month I reconcile the books and send them to our accountant. The accountant does our 990, LM, quarterly, and yearly taxes and sends them to me to be reviewed, filed, and paid. Each year the audit committee at State Convention reviews the books, usually one full month. Each year an outside accounting firm does a complete review of our books. Also to meet DOL and IRS guidelines we have each appointed and elected officer, including county officers, sign a confidentiality statement. All state level elected and appointed officers also sign a written conflict of interest at the end of 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 suggestions so that we remain in compliance with NRLCA, DOL, and IRS. The NRLCA holds one State Secretary-Treasurer's seminar each year, and from that I review our policies and procedures to make sure they are also in compliance with National's.

**Washington Rural Letter Carriers Association**  
**Statement of Activities - Previous Year Comparison**

July 2012 through May 2013

	Jul '12 - May ...	Jul '11 - May ...	% Change
<b>Ordinary Income/Expense</b>			
<b>Income</b>			
400000 · Dues Income	391,027.89	492,779.35	-20.7%
410000 · National General Insurance-GM...	13,091.70	15,978.74	-18.1%
420000 · Reimbursements & Refunds	11,783.16	12,886.90	-8.6%
<b>Total Income</b>	415,902.75	521,644.99	-20.3%
<b>Expense</b>			
500000 · Per Capita Expenses	2,923.18	2,383.10	22.7%
520000 · Meetings and Conventions	67,552.65	69,047.56	-2.2%
530000 · Equipment Expense	1,457.03	783.66	85.9%
550000 · Payroll Txns-Acct Fees-Other Exp	43,196.41	62,882.76	-31.3%
610CF · President - Cheri Freeman	4,375.80	4,605.80	-5.0%
620MH · Vice President - M. Hartshorn	0.00	3,141.39	-100.0%
620RC · Vice President - Renee' Cowan	3,700.36	0.00	100.0%
620RP · Vice President - R. Pike	0.00	20.00	-100.0%
630RW · Sec/Treas. - R. Wendlandt	47,795.72	43,201.91	10.6%
640DR · Editor - Doug Rinehart	1,141.00	0.00	100.0%
640SH · Editor/PAC - Susie Hill	1,308.61	3,069.96	-57.4%
645000 · Washington Rural Carrier (WRC)	5,307.63	4,709.38	12.7%
650MF · District 1 - M. Faulkner	4,262.47	3,840.50	11.0%
660DR · Region 2 - Doug Rinehart	4,484.02	0.00	100.0%
660RC · District 2 - R Cowan	0.00	3,009.03	-100.0%
670CK · District 3 - C. Koker	0.00	134.82	-100.0%
670JL · District 3 - J. Lee	4,868.37	4,587.16	6.1%
680EO · District 4 - E. Ogdon	0.00	3,863.48	-100.0%
680JP · Region 4 - Joyce Patteson	3,497.47	0.00	100.0%
700000 · Steward Training Expenses	3,324.20	13,901.95	-76.1%
700PP · Full Time State Stew - P. Pitts	31,290.69	72,964.56	-57.1%
740MH · Senior Asst Stew - M. Hartshorn	8,795.36	14,838.34	-40.7%
770JP · Senior Asst Stew - J. Patteson	12,104.93	24,129.23	-49.8%
791RC · Senior Asst Stew - R. Cowan	12,472.55	40,414.29	-69.1%
792CF · Senior Asst Stew - C. Freeman	12,576.31	39,664.55	-68.3%
873MF · Area Steward - M. Faulkner	0.00	858.17	-100.0%
874JT · Area Steward - J. Taylor	3,602.38	4,365.42	-17.5%
875JW · Area Steward - J. Walla	3,899.09	6,464.02	-39.7%
880LS · Local Steward	131.96	182.14	-27.6%
<b>Total Expense</b>	284,068.19	427,063.18	-33.5%
<b>Net Ordinary Income</b>	131,834.56	94,581.81	39.4%
<b>Other Income/Expense</b>			
<b>Other Income</b>			
450000 · Interest Income	1,136.80	1,396.64	-18.6%
<b>Total Other Income</b>	1,136.80	1,396.64	-18.6%
<b>Net Other Income</b>	1,136.80	1,396.64	-18.6%
<b>Net Income</b>	<b>132,971.36</b>	<b>95,978.45</b>	<b>38.5%</b>

**Washington Rural Letter Carriers Association**  
**Statement of Financial Position - Compared to Previous Year**  
As of May 31, 2013

	May 31, 13	May 31, 12
<b>ASSETS</b>		
<b>Current Assets</b>		
<b>Checking/Savings</b>		
101000 · Chkg - WA Trust Bank	13,354.53	21,439.58
102000 · Svgs - APCU	160,374.60	129,331.16
103000 · Chkg - Atlanta Postal Credit...	15.54	1,015.97
104000 · Emergency Fund - APCU	33,907.07	23,779.24
141000 · C.D.#71 APCU 12 mo (8-1-20...	31,234.91	30,874.63
143000 · C.D.#73 APCU-12 mo (2-8-07)	29,975.73	29,641.31
<b>Total Checking/Savings</b>	<b>268,862.38</b>	<b>236,081.89</b>
<b>Total Current Assets</b>	<b>268,862.38</b>	<b>236,081.89</b>
<b>TOTAL ASSETS</b>	<b>268,862.38</b>	<b>236,081.89</b>
<b>LIABILITIES &amp; EQUITY</b>		
<b>Liabilities</b>		
<b>Current Liabilities</b>		
<b>Other Current Liabilities</b>		
210000 · Payroll Liabilities	-1,025.45	18,561.93
<b>Total Other Current Liabilities</b>	<b>-1,025.45</b>	<b>18,561.93</b>
<b>Total Current Liabilities</b>	<b>-1,025.45</b>	<b>18,561.93</b>
<b>Total Liabilities</b>	<b>-1,025.45</b>	<b>18,561.93</b>
<b>Equity</b>		
390000 · Net Assets	136,916.47	121,541.51
Net Income	132,971.36	95,978.45
<b>Total Equity</b>	<b>269,887.83</b>	<b>217,519.96</b>
<b>TOTAL LIABILITIES &amp; EQUITY</b>	<b>268,862.38</b>	<b>236,081.89</b>



The Finance Committee worked hard putting their recommendations together. The committee included (L to R) Monte Harts-horn, Kristian Granish, Cheri Freeman (board advisor) and Lorrie Crayne.

The Auditing Committee pored over the financial books provided by the WARLCA Secretary/Treasurer Rebecca Wendlandt (far right). The committee consisted of (L to R) Marlene Hagedorn, Taralee Mohr and Linda Gale.



INDEPENDENT ACCOUNTANTS' REVIEW REPORT

To the Board of Directors  
WASHINGTON RURAL LETTER CARRIERS' ASSOCIATION  
Spokane, Washington

We have reviewed the accompanying statements of assets, liabilities, and net assets-modified cash basis of WASHINGTON RURAL LETTER CARRIERS' ASSOCIATION (a Washington not-for-profit organization) as of June 30, 2012 and 2011, and the related statements of revenues, expenses, and other changes in net assets-modified cash basis and functional expenses-modified cash basis for the years then ended. A review includes primarily applying analytical procedures to management's financial data and making inquiries of Organization management. A review is substantially less in scope than an audit, the objective of which is the expression of an opinion regarding the financial statements as a whole. Accordingly, we do not express such an opinion.

Management is responsible for the preparation and fair presentation of the financial statements in accordance with the modified cash basis of accounting and for designing, implementing, and maintaining internal control relevant to the preparation and fair presentation of the financial statements.

Our responsibility is to conduct the reviews in accordance with Statements on Standards for Accounting and Review Services issued by the American Institute of Certified Public Accountants. Those standards require us to perform procedures to obtain limited assurance that there are no material modifications that should be made to the financial statements. We believe that the results of our procedures provide a reasonable basis for our reports.

Based on our reviews, we are not aware of any material modifications that should be made to the accompanying financial statements in order for them to be in conformity with the modified cash basis of accounting, as described in Note 2.

*Dewar Meeks + Ekrem PC*

Certified Public Accountants

October 26, 2012

**D E W A R**  
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Washington Society of Certified Public Accountants

**WASHINGTON RURAL LETTER CARRIERS' ASSOCIATION**  
**STATEMENT OF ASSETS, LIABILITIES AND NET ASSETS-MODIFIED CASH BASIS**  
**June 30, 2012 and 2011**

**ASSETS**

	<b>2012</b>	<b>2011</b>
<b>CURRENT ASSETS:</b>		
Cash and cash equivalents	\$ 160,184	\$ 134,617
Total current assets	160,184	134,617
<b>TOTAL ASSETS</b>	\$ 160,184	\$ 134,617

**LIABILITIES AND NET ASSETS**

<b>CURRENT LIABILITIES:</b>		
Employee taxes withheld	\$ 1,338	\$ 408
Total current liabilities	1,338	408
<b>NET ASSETS:</b>		
Unrestricted net assets	158,846	134,209
<b>TOTAL LIABILITIES AND NET ASSETS</b>	\$ 160,184	\$ 134,617

See accompanying notes and independent accountants' review report.

## WASHINGTON RURAL LETTER CARRIERS' ASSOCIATION

### STATEMENTS OF REVENUES, EXPENSES, AND OTHER CHANGES IN NET ASSETS-MODIFIED CASH BASIS For the years ended June 30, 2012 and 2011

	<b>2012</b>	<b>%</b>	<b>2011</b>	<b>%</b>
<b>UNRESTRICTED NET ASSETS</b>				
<b>Revenues</b>				
Membership dues and assessments	\$ 504,339	96.5	\$ 508,449	69.1
Dues for 2010 National Convention	-	0.0	204,190	27.8
Program service revenue	15,979	3.1	19,602	2.7
Interest income	1,869	0.4	2,355	0.3
Other income	344	0.0	973	0.1
Total Revenue	522,531	100.0	735,569	100.0
<b>Expenses</b>				
Program services:				
Accounting and legal	-	0.0	1,170	0.2
Conventions and meetings	101,001	19.3	71,204	9.7
Employee benefits	11,037	2.1	21,026	2.9
Equipment fund	784	0.2	3,927	0.5
Lodging	278	0.1	23,375	3.2
Mileage/transportation	21,003	4.0	32,067	4.4
Miscellaneous	-	0.0	5,673	0.8
Office and communications	21,933	4.2	26,436	3.6
Per diem	90	0.0	30	0.0
Postage and shipping	3,968	0.8	6,850	0.9
Printing	5,399	1.0	3,663	0.5
Retirement plans	18,334	3.5	26,541	3.6
Salaries and wages	264,310	50.6	406,719	55.3
Supplies	-	0.0	3,930	0.5
Taxes - payroll	23,516	4.5	26,856	3.7
Training and seminars	16,429	3.1	14,582	2.0
Total program services	488,082	93.4	674,049	91.6
Support services:				
Management and general	7,565	1.5	6,997	1.0
Unallocated dues paid to affiliates	2,247	0.4	2,926	0.4
Total support services	9,812	1.9	9,923	1.4
Total expenses	497,894	95.3	683,972	93.0
<b>Change in net assets</b>	24,637	4.7	51,597	7.0
<b>Unrestricted net assets, beginning of year</b>	134,209		82,612	
<b>Unrestricted net assets, end of year</b>	\$ 158,846		\$ 134,209	

See accompanying notes and independent accountants' review report.

# WASHINGTON RURAL LETTER CARRIERS' ASSOCIATION

## NOTES TO FINANCIAL STATEMENTS

June 30, 2012 and 2011

### **NOTE 1. Nature of Activities:**

WASHINGTON RURAL LETTER CARRIERS' ASSOCIATION (The Association) is a Washington not-for-profit corporation. The Association is a labor union organized for the benefit of its members, and operates in the State of Washington. The Association engages in several activities, including representational activities, which includes administrating and enforcing existing agreements. Another activity is lobbying, which includes dealings with the executive and legislative branches of federal, state, and local governments to advance the passage or defeat of existing or potential laws or the promulgation or any other action with respect to rules or regulations. The Association also engages in union administration activities, which includes nominating and electing union officers, holding regular membership meetings, participating in intermediate and national meetings, conducting union disciplinary proceedings, administrating trusteeships, and administrating apprenticeship and member education programs. In 2010, The Association hosted the national convention in Spokane, Washington.

### **NOTE 2. Summary of significant accounting policies:**

#### ***Basis of accounting:***

The Association's policy is to prepare their financial statements using the modified cash basis of accounting, which is a comprehensive basis of accounting other than generally accepted accounting principles. Under the modified cash basis of accounting, revenues are recognized when received rather than when earned, and expenses are recognized when cash is disbursed rather than when the obligation is incurred, except for deferred revenue as discussed below. The modified cash basis differs from generally accepted accounting principles primarily because the effects of outstanding dues and obligations unpaid at the date of the financial statements are not reflected in the financial statements.

The Association assessed additional dues of \$26 per member per year to finance the hosting of the 2010 National Convention. The assessment was discontinued effective July 1, 2008. However, these amounts were reported as deferred revenue until the Association fulfilled its obligations with respect to this convention. The convention was held during the fiscal year ended June 30, 2011 and the revenues and expenses are contained in these financial statements.

#### ***Estimates:***

Management uses estimates and assumptions in preparing the financial statements. Those estimates and assumptions affect certain reported amounts and disclosures, including those allocated to functional expenses. Actual results could differ from those estimates.

# WASHINGTON RURAL LETTER CARRIERS' ASSOCIATION

## NOTES TO FINANCIAL STATEMENTS

June 30, 2012 and 2011

### **NOTE 2. Summary of significant accounting policies, continued:**

#### ***Property and Depreciation:***

Property and equipment is expensed in the year it is purchased. Accordingly, there is no provision for depreciation expense in these financial statements.

#### ***Revenues:***

The Association receives revenue to fund its activities by primarily collecting annual dues from its membership. The Association receives minor amounts of revenue from various program activities.

#### ***Income Taxes:***

The Association is a not-for-profit corporation and is therefore exempt from federal income taxes on its exempt function income under Section 501(c)(5) of the Internal Revenue Code and classified by the Internal Revenue Service as other than a private foundation.

The Association Forms 990, *Return of Organization Exempt from Income Tax*, for the years ending 2011, 2010, and 2009 are subject to examination by the IRS, generally for three years after they were filed.

#### ***Allocation of functional expenses:***

The costs of providing the various programs and other activities have been summarized on a functional basis in the statement of functional expenses. Accordingly, certain costs have been allocated among the programs and supporting services benefited.

### **NOTE 3. Concentrations:**

#### ***Cash:***

The Company maintains its primary cash accounts in two financial institutions in which the balances at times may exceed the amount insured by the Federal Deposit Insurance Corporation (FDIC) or the National Credit Union Association (NCUA). At June 30, 2012 and 2011, the Company's uninsured balances were \$-0- for both years.

#### ***Revenues:***

Revenues generated from membership dues and assessments accounted for about 97% and 96% of total revenues for the years ended June 30, 2012 and 2011, respectively. Such a high concentration of revenues makes the Association dependent on its affiliation with the National Association of Rural Letter Carriers' Association. The Association is required to comply with the standards and rules of the National Rural Letter Carriers' Association in order to maintain its relationship with its affiliate.

# WASHINGTON RURAL LETTER CARRIERS' ASSOCIATION

## NOTES TO FINANCIAL STATEMENTS, continued June 30, 2012 and 2011

### **NOTE 5. Retirement Plans:**

The Association has a 401(k) retirement plan for its employees. The plan became effective on July 1, 1999. The maximum matching contribution is 5% of the employee's compensation. The Association paid total contributions of \$9,534 and \$10,018 during the year ended June 30, 2012 and 2011, respectively.

The Association also reimburses United States Postal Services for retirement benefits of full time employees that are eligible to keep active in their retirement plans from United States Postal Services. For the year ended June 30, 2012 and 2011, the Association made reimbursements of \$8,801 and \$16,523, respectively.

### **NOTE 6. Related Party:**

The Association is affiliated with the National Rural Letter Carriers' Association. As part of the agreement, the WASHINGTON RURAL LETTER CARRIERS' ASSOCIATION pays a portion of the membership dues it collects in cash to the National Rural Letter Carriers' Association. During the year ended June 30, 2012 and 2011, the Association paid \$1,923 and \$2,194, respectively, in per capita dues to this affiliate.

The National Rural Letter Carrier's Association paid \$-0- and \$32,183, respectively, for the years ended June 30, 2012 and 2011 to the WASHINGTON RURAL LETTER CARRIERS' ASSOCIATION for hosting the 2010 National Convention.

The Association is affiliated with various regional counties. Per capita dues paid to these organizations during the year ended June 30, 2012 and 2011 total \$324 and \$732, respectively.

### **NOTE 7. Subsequent events:**

Management evaluated subsequent events through October 26, 2012, which is the date these financial statements were available to be issued.

The delegates voted to revise the date when the National Rural Letter Carriers' Association (NRCLA) will take over the steward system and now becomes effective November 17, 2012. The stewards will be paid by the NRLCA directly. Revenues and related expenses are expected to decrease by approximately 50% due to this change.

# District 1 Representative Report

By Mariann Faulkner



Representing Island-Skagit-San Juan County Unit, King-Snohomish County Unit and Whatcom County Unit

Two years have passed quickly since I started as District 1 Representative. I have attended all county units meetings and all annual meetings in District 1. I have brought you information on up coming events, PAC, opens seasons, insurance and retirement. Attendance picked up in some counties and dropped in another. This last year has brought us some new county officers and that is very encouraging. Being on the board has been an interesting and rewarding experience. I strive to keep in mind what you want and need from us. This year has seen changes with the National Steward System implementation; we are focusing more on legislative issues and membership.

It has been an honor to represent you on the board and a pleasure to work with you this past association year. Remember a great rural carrier is an informed rural carrier, so stay informed and be safe.

## GMAC Insurance

As you should know by now GMAC is sponsoring a contest for the states. They are giving the states \$20 for every quote over last year's total (ours was 20). At the end of April we had 9 quotes sent in, that is 125% increase over the same time last year. May saw 8 more quotes sent in from the KS county meeting. We are close to earning money on every quote, if you haven't yet gotten a quote please do so now and ask your family and friends to get one too.

# District 2 Representative and Editor Report

by Doug Rinehart

Members, Officers and Guests,

Let me start by saying the WARLCA year 2012-13 has been both a challenge and a joy. The opportunities I have had to meet and talk with many of you will be cherished by me for the rest of my life.

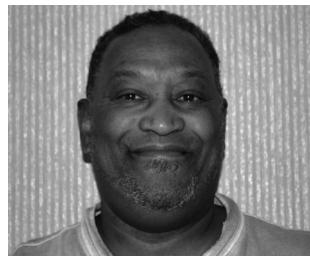


As the District 2 Representative, I attended meeting for Peninsula Counties (4), Mutual Counties (3) and Lower Columbia County (3). The officers in these units are highly capable people with great capacity for leadership and integrity.

Editor duties for the Washington Rural Carrier necessitated a steep learning curve. Although I have had extensive experience in this kind of work, the procedures and protocols to be followed took some getting used to. I do hope everyone found the three editions that were published informative. The contributing writers did a wonderful job of getting the information needed into words on paper. The rest was easy.

As a member of the WARLCA state board, it was fun getting "back in the saddle" while trying to help tackle the transition from a state steward system to the present national steward system. The changes have presented their own set of problems that will be worked out as the system becomes refined. Questions still abound, but the answers will present themselves.

Thank you for allowing me to serve you.



# District 3 Representative Report

By John Lee

Well it has been two years since I was elected has the District Three Representative. So much has happened in those two years. Our Rural craft has been attacked over and over again. Our National Steward system has been put in place and is now active. A two tier wage system is also in place something I never thought would happen.

I have retired from the Post office and I will not be running for a second term. I have enjoyed working with all the county officers in District Three. I have watched these county officers grow and become stronger year after year. I want to thank them for their hard work and dedication to their county and to our craft. I want to wish them the best that the future can bring. You officers are the future leaders of this Association. And please keep thinking outside the box, your ideas can and do make a difference.

It has been a great experience working with our board for the past two years. A lot of hard decisions have been dealt with to make our State Association better and better. The bonding of this board to keep us running smooth has been great to be a part of. And remember that PAC is a necessity to keep the Rural craft moving forward, for the present and future.

In solidarity,



By Joyce Patteson

## District 4 Representative Report

It was my pleasure to serve you this past year as WARLCA Representative for District IV and I appreciated the opportunity to do so. I was able to attend at least one of the county meetings in each of the three county units in my area, and provide the members in attendance with current information.

Unfortunately, in almost all cases, there was not a lot of membership participation in the county units. Attendance at these meetings was meager at best with usually no more than 5 or 6 members present. In fact, the largest county unit in my area, both geographically and in per-capita membership (I won't mention any names) also has the distinction of being the county with the least members in attendance at their meetings. Is this because there are fewer issues in this area of the state? While it might be nice to believe so, it is unfortunately not true.

Your dues money is not well spent when it goes to provide board member participation in these meetings. The apathy must end! Just paying dues and being a member of the union is not enough. We must also actively participate or the association will continue to operate based on the decisions of a few. As long as you find this acceptable, I suppose you can continue to pay your dues and believe that to be enough as far as your participation is concerned but just remember this: as long as you continue in this manner, you have no room to complain.

As of July 1, 2013, a new association year will begin. My goal for the new year is to improve attendance at the county meetings. I can't do this without you so please, do me and yourself a favor and mark your calendar when you receive your meeting notice. Make it a point to attend your county meeting and become a participating member of your union. Some counties have only one meeting per year so think of it as a way to meet people who share a common interest – a future with the postal service. The union begins with U!



Becky Pike and Susie Hill were busy at the PAC table selling and raffling items like the PO Box truck bank.





# 2013 PAC Report

By Susie Hill

This past year has been an interesting one with all the changes and threats of changes in the Postal Service. This is where your help is needed-both vocally and monetarily. Your donations to PAC help the rural carriers educate our Congressional representatives to our concerns. Don't forget to make calls to your representatives too.

We added an additional checks and balance portion to our collections this year. Money collected at meetings is reported at the meeting, the district representative reports to the board and then sends the money to me. I report to the State President and Secretary-Treasurer when and how much I send to the

National PAC office and then when I receive a receipt from the National office. We haven't had any problems in the past but this just adds another safeguard of your money.

I would like to thank your State Board for supplying the i-Pad as an incentive for your donations. Each \$25 cash donation receives a ticket in the drawing. Those on dues withholding or EFT transfers will also receive tickets for their total donation.

I hope that more of you will sign up for either dues withholding or EFT (from your checking account) transfer. It's such an easy and painless way to donate to PAC and support the fight to maintain 6-day delivery and other issues that arise.

The State Convention will again offer the Yard Sale and several silent auction items. Plan to shop 'til you drop!

Thank you to those of you who have supported PAC so generously this year. Hopefully you can convince others to join you in this campaign.

## WASHINGTON RURAL LETTER CARRIERS' ASSOCIATION

### CONSTITUTION

**July 1, 2013 to June 30, 2014 (13/14 Year)**

**Updated at the June 23-25, 2013 State Convention  
Oak Harbor, WA**

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**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**

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

Regular Carriers (Designation Code 71), including regular carriers who are in Injured-on-Duty/Leave Without Pay (IOD/LWOP) status and assigned to (980-989) rural routes;  
Part-Time Flexible Rural Carriers (PTFs, Designation Code 76);  
Substitute Rural Carriers (Designation Codes 72 and 73);  
Rural Carrier Associates (RCAs, Designation Codes 78, 74, 79);  
Rural Carrier Reliefs (RCRs, Designation Code 75);  
Auxiliary Rural Carriers (Designation Code 77); and  
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.

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.

Associate Member. Associate membership is open to Rural Carriers who were members in good standing and are now either working in other non-managerial Postal Service jobs or have left the service and are not receiving an annuity. Failure to pay dues for one full membership year terminates Associate membership. Associate Members shall not be entitled to vote or to hold elective or appointive office in the Association.

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.

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.**

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

### **Section 5. Dues.**

- A. The revenues of the WARLCA shall be derived from per capita dues and allowance for insurance promotions.
- B. The Board may levy a special tax when conditions seem to demand it, but the whole amount of such levies in any one year shall not exceed the amount of State per capita for that year.
- C. The State shall underwrite the County units and any special funds as needed. The State per capita dues for regular carriers, part time flexible carriers, and associate members shall be .5% of the yearly salary of a 35-hour route at Step A on the **table one** salary schedule as of January 15 of each year. The State per capita dues for relief 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 and become effective July 1 of each year. 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. The annual assessment that currently is funding the NRLCA/WARLCA Auxiliary (known as the Family Plan) and the affiliation will end.

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

#### **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.

### **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: SOUTHEAST WASHINGTON (Walla Walla, Columbia, and Garfield Counties); WHITMAN-ASOTIN (Whitman and Asotin

Counties); APPLE VALLEY (Adams, Franklin, Kittitas, Yakima, Benton, and the non-986 offices of Klickitat Counties).

- E. Each County Unit shall hold its annual meeting after October 1st and at least forty (40) days prior to the State Convention and the regular meeting shall be designated by statute. The County Secretary will notify all County members, their **Region Committeeperson**, State Secretary, and State President at least fifteen (15) days prior to the election of County Officers and Delegates. They shall make and adopt such constitutional changes as their needs may suggest, and such laws must harmonize with this code of laws.
- F. Secretaries of the County Units shall remit to the State Secretary-Treasurer within fifteen (15) days of their receipt, all monies for per capita dues. County secretaries shall also inform the State Secretary-Treasurer of any changes in membership (such as change of address, resigned, or deceased) in a timely manner.

## **Section 2. 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. Such newly elected officers shall assume office upon election.
- 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 3. 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.
- B. There shall be an Executive Committee consisting of the four (4) **Region Committeepersons**.
- C. The term of the officers of the WARLCA shall be from the time of installation to the installation of their successors.
- D. Any officer of the WARLCA who shall be separated from the rural service through no fault of his/her own, as determined by the Board, shall hold office until the next State Convention of the WARLCA.

**Section 2. Duties.**

- A. President
  - 1. The President shall preside at all meetings of the WARLCA and of the Board and enforce all laws thereof. He/She shall sign all papers and documents that require his/her signature to properly authenticate them.
  - 2. His/Her decisions upon all questions of law shall be final during the recess of the WARLCA. He/She shall report all such decisions to the WARLCA at its State Convention for approval or rejection. Such decisions, when approved or revised by the WARLCA, shall have all the effect and force of the general laws of the WARLCA.
  - 3. At the close of each State Convention, he/she shall, in conjunction with the Board, appoint the Editor of the Washington Rural Carrier, Auto Insurance Director, Provident Guild Director, Political Action Committee Director, and Webmaster, and have the authority to fill any vacancies therein during the recess.
  - 4. He/She shall fill all vacancies pro tem caused in any way in the Board of the WARLCA subject to the approval of the remaining members of the Board.
  - 5. He/She shall have power to grant charters and, in conjunction with the Secretary, issue them during the interim between State Conventions of the WARLCA. He/She shall perform other duties as the Constitution requires.
- B. Vice President

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

WARLCA to all official documents. He/She shall prepare for publication in the WASHINGTON RURAL CARRIER, an overview of the speakers at the WARLCA State Convention or special meetings and a correct record of the business session of the WARLCA State Convention or special meetings, not later than one (1) month after the close of each State Convention or special meeting, and shall also present on the first day of the State Convention a complete statement of the condition of the WARLCA, including a statement of the membership of same.

2. He/She shall conduct the correspondence of the WARLCA, keep a record, and submit same when demanded by the Board.
  3. He/She shall have charge of the seal, books, papers, and documents belonging to the WARLCA; shall deliver to the WARLCA, or his/her successor, all property of the WARLCA at the expiration of his/her term of office, or upon an earlier termination thereof; he/she shall be given an itemized receipt for all property delivered by the party or parties receiving same.
  4. He/She shall keep a true and correct account between the WARLCA and the County Units.
  5. He/She shall perform all the duties of the Treasurer as are required by this office.
  6. He/She shall receive all monies due the WARLCA and shall deposit all monies in a convenient depository; such deposits to be made in the name of the "Washington Rural Letter Carriers' Association" and any interest thereon shall be credited to the funds of the WARLCA.
  7. The Secretary-Treasurer will issue checks in payment of all properly itemized invoices, statements, vouchers, authorized payroll payments, and for other obligations of the WARLCA as directed by the State Board. He/She will have the President, Vice President, and all **Region Committeepersons** review the payments and supporting documents on a quarterly basis.
  8. The Secretary-Treasurer may at each State Convention employ a stenographer to take down the proceedings as directed by the State Board, and the cost shall be paid out of the treasury of the WARLCA.
  9. He/She shall render a report to the WARLCA at its State Convention or to the President and Board when they may request it, showing in detail the receipts and expenditures of the WARLCA's funds as shown by his/her books.
  10. After the close of each State Convention, the Secretary shall send the appropriate resolutions to the National Secretary-Treasurer, keeping a copy on file.
  11. Upon receipt of the nominations for the position of Delegate to the National Convention, he/she will have prepared a ballot listing the nominees for the position of Delegate to the National Convention, and the ballot shall be mailed to all members at least twenty (20) days prior to the opening of the State Convention. He/She will fulfill all duties concerning delegates to National Convention in accordance with Article VII (National Convention Delegates) of the Constitution of the WARLCA.
  12. He/She will notify all members, at least fifteen (15) days prior to the opening of the State Convention, of the time and place, the nominating and election procedures, and the offices to be filled. This notice may be included with the National Delegate ballot mailed to each member.
  13. He/She will retain for one (1) year in a safe location all ballots used at the State Convention. These 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: \$50 Month
  - Vice President: \$50 Month
  - Secretary Treasurer: \$425 Month
  - Region Committeepersons: \$50 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, except for:
1. A retired and/or relief carrier elected and/or appointed State Officer, which will be at \$200 day.

Association Day of Pay (ADOP) will not be compensated to attend the State Convention or National Convention 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 ING 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 an appeal to the next State Convention.

- 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.
- 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 **38** cents a mile, 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.**

1. Each state association shall be entitled to representation by one delegate for every 100 members or major fraction thereof and one Delegate-at-Large. Membership shall be based on the number of dues withholding and cash pay Bargaining Unit and Retired Members on June 30<sup>th</sup> of the Association year just ended.
2. 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.
3. 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.**

1. Within each state association, nominations for National Delegate shall be submitted by U.S. Mail to the Secretary-Treasurer 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.
2. Nominations must be received in the office of the State Secretary at least 40 days prior to the opening of the state convention. Upon receipt, the State Secretary shall send a notice of nomination to the candidate by U.S. Mail.

**Section 3. Election.**

**A. Elections.**

1. A member must be on the rolls at least 40 days prior to the opening of the state convention in order to be eligible to vote for National Delegates.
2. 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.
3. The State Secretary shall cause the ballot to be mailed to eligible members at least 20 days prior to the opening of the state convention. In addition, the State Secretary/Designee shall arrange for the rental of a post office box for the receipt of the ballots and another for the return of undeliverable ballots.
4. 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.
5. 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.
  6. 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.**
  7. 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.
  8. 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.
  9. Delegate-at-Large and regular elected delegates presenting identification to the Credentials Committee at the National Convention shall be certified and seated.

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

- A. The WARLCA will pay all regular credentialed delegates to National Convention that are not reimbursed by National, the same way and rate that National reimburses, up to a total dollar cap decided by the WARLCA board at the first board meeting of the year. The WARLCA will pay the first alternate delegate, in order of votes received, the full normal pay of regular credentialed State-paid delegates. Such State-paid alternate delegate shall have the same responsibilities as set forth for regular credentialed State-paid delegates. If the reimbursement amount for both regular credentialed and alternate delegates exceeds the set total dollar cap, each delegates' reimbursement will be reduced by an equal percentage to comply with the cap. Further, all State-paid delegates to the National Convention must attend all business sessions, Western State caucus, and at least one seminar. If a State-paid delegate does not meet his/her delegate's responsibilities, the remainder of the WARLCA regular credentialed delegates will decide before the end of the National Convention and before receiving the reimbursement if that delegate is to receive all or any of the State-paid funds due to not meeting his/her responsibilities.
- B. Paid delegates to the National Convention are required to give a report of said Convention at their county meeting before the next year's State Convention. Paid delegates are to attend all association general sessions at the National Convention with the following permitted exceptions upon the approval of the National Delegate-at-Large:
  1. Specific assignments to a committee
  2. Required to man a booth
  3. Illness
- C. The Delegate-at-Large shall be responsible for the following:
  1. Polling delegates for their preferences for the seminar they wish to attend, and then ensuring at least one delegate covers each of the sessions.
  2. Taking roll of the delegates at the beginning of each general session.
  3. Establishing an adequate seating space for the Washington Delegation, including placement and collection of seat back covers and the Washington sign.
  4. Reporting to the Board any problems concerning delegates meeting their responsibilities at the convention.

5. Collecting the ballots for his/her delegation and returning the ballots to the National Tellers Committee after his/her National delegates have voted.
6. Submitting a single report to the State Board for publication in the WASHINGTON RURAL CARRIER.

## **ARTICLE VIII State Board**

**Section 1. Members.** There shall be a Board of Control (herein referred to as the Board) consisting of President, Vice President, Secretary-Treasurer, and four (4) **Region Committeepersons**.

**Section 2. Duties.** The WARLCA will operate on a budget each year.

**Section 3. Meetings.** This Board shall meet upon the call of the President or by a majority vote of the Board to the Secretary when matters of importance arise that need immediate attention during the interim between meetings of the WARLCA.

## **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, a committee of three (3) on Credentials, a committee of at least four (4) on Tellers, a committee of three (3) on Constitution, a committee of three (3) on Resolutions, and a committee of three (3) on Finances. On the first day of the State Convention, he/she shall also appoint from said delegates an Auditing Committee of three (3) members; a committee of three (3) on Mileage and Per Diem; a committee of three (3) on the WASHINGTON RURAL CARRIER, a committee of three (3) on Media, a committee of three (3) on Minutes, a committee of three (3) on Hospitality, and a committee of four (4) on 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 the Constitution Committee, the Resolutions Committee, the Tellers Committee, and/or the Finance Committee to meet up to two (2) days prior to the State Convention. These persons would be credentialed delegates to the Convention. The President can, if necessary, authorize a stipend of \$75 per day to any/all delegates serving on these committees that were asked to meet prior to State Convention.

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

- A. The Committee on Credentials shall examine the credentials of all delegates to the State Convention. They shall also back up and assist the Tellers Committee, when voting on the issues on the floor at the State Convention requires the use of a 2<sup>nd</sup> Tellers Committee.
- B. On the first day of the State Convention, the Credentials Committee will give a preliminary report. Final 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 final 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 count the ballots for National Convention delegates and 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 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 in writing and be filed with the State President 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 to respond in writing and provide documentation to the State President.
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 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 thereof shall have the right to appeal directly to the National Board.**

1. The appeal must be in writing and be filed with the National President within 30 days of the 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.

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 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 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. 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.

**Washington Rural Letter Carriers Association**  
**Statement of Activities - Previous Year Comparison**

July 2012 through June 2013

	Jul '12 - Jun 13	Jul '11 - Jun 12	% Change
<b>Ordinary Income/Expense</b>			
<b>Income</b>			
400000 · Dues Income	392,352.89	493,950.66	-20.6%
410000 · National General Insurance-GM...	13,091.70	15,978.74	-18.1%
420000 · Reimbursements & Refunds	12,387.06	13,631.90	-9.1%
<b>Total Income</b>	417,831.65	523,561.30	-20.2%
<b>Expense</b>			
500000 · Per Capita Expenses	3,343.18	2,897.38	15.4%
520000 · Meetings and Conventions	94,593.58	103,100.55	-8.3%
530000 · Equipment Expense	1,457.03	783.66	85.9%
550000 · Payroll Txns-Acct Fees-Other Exp	45,607.24	70,809.15	-35.6%
610CF · President - Cheri Freeman	6,735.80	7,138.99	-5.7%
620MH · Vice President - M. Hartshorn	0.00	6,902.18	-100.0%
620RC · Vice President - Renee' Cowan	7,869.07	0.00	100.0%
620RP · Vice President - R. Pike	0.00	20.00	-100.0%
630RW · Sec/Treas. - R. Wendlandt	53,312.72	49,947.55	6.7%
640DR · Editor - Doug Rinehart	1,141.00	0.00	100.0%
640SH · Editor/PAC - Susie Hill	1,508.61	3,119.96	-51.7%
645000 · Washington Rural Carrier (WRC)	5,307.63	4,709.38	12.7%
650MF · District 1 - M. Faulkner	5,248.39	4,416.06	18.9%
660DR · Region 2 - Doug Rinehart	5,051.04	0.00	100.0%
660RC · District 2 - R Cowan	0.00	3,469.61	-100.0%
670CK · District 3 - C. Koker	0.00	134.82	-100.0%
670JL · District 3 - J. Lee	5,568.37	5,378.03	3.5%
680EO · District 4 - E. Ogdon	0.00	4,776.13	-100.0%
680JP · Region 4 - Joyce Patteson	4,064.49	0.00	100.0%
700000 · Steward Training Expenses	3,324.20	13,901.95	-76.1%
700PP · Full Time State Stew - P. Pitts	31,290.69	82,649.82	-62.1%
740MH · Senior Asst Stew - M. Hartshorn	8,795.36	16,692.10	-47.3%
770JP · Senior Asst Stew - J. Patteson	12,104.93	28,472.36	-57.5%
791RC · Senior Asst Stew - R. Cowan	12,472.55	44,830.88	-72.2%
792CF · Senior Asst Stew - C. Freeman	12,576.31	42,394.15	-70.3%
873MF · Area Steward - M. Faulkner	0.00	858.17	-100.0%
874JT · Area Steward - J. Taylor	3,602.38	5,232.38	-31.2%
875JW · Area Steward - J. Walla	3,899.09	7,183.62	-45.7%
880LS · Local Steward	131.96	236.76	-44.3%
<b>Total Expense</b>	329,005.62	510,055.64	-35.5%
<b>Net Ordinary Income</b>	88,826.03	13,505.66	557.7%
<b>Other Income/Expense</b>			
<b>Other Income</b>			
450000 · Interest Income	1,528.38	1,869.30	-18.2%
<b>Total Other Income</b>	1,528.38	1,869.30	-18.2%
<b>Net Other Income</b>	1,528.38	1,869.30	-18.2%
<b>Net Income</b>	<b>90,354.41</b>	<b>15,374.96</b>	<b>487.7%</b>

**Washington Rural Letter Carriers Association**  
**Statement of Financial Position - Compared to Previous Year**  
As of June 30, 2013

	Jun 30, 13	Jun 30, 12
<b>ASSETS</b>		
Current Assets		
Checking/Savings		
101000 · Chkg - WA Trust Bank	5,724.04	25,069.72
102000 · Svgs - APCU	122,337.76	50,587.33
103000 · Chkg - Atlanta Postal Credit...	16.69	5.00
104000 · Emergency Fund - APCU	37,174.58	23,821.83
141000 · C.D.#71 APCU 12 mo (8-1-20...	31,320.22	30,974.24
143000 · C.D.#73 APCU-12 mo (2-8-07)	30,050.18	29,725.90
<b>Total Checking/Savings</b>	<b>226,623.47</b>	<b>160,184.02</b>
<b>Total Current Assets</b>	<b>226,623.47</b>	<b>160,184.02</b>
<b>TOTAL ASSETS</b>	<b>226,623.47</b>	<b>160,184.02</b>
<b>LIABILITIES &amp; EQUITY</b>		
Liabilities		
Current Liabilities		
Other Current Liabilities		
210000 · Payroll Liabilities	-647.41	23,267.55
<b>Total Other Current Liabilities</b>	<b>-647.41</b>	<b>23,267.55</b>
<b>Total Current Liabilities</b>	<b>-647.41</b>	<b>23,267.55</b>
<b>Total Liabilities</b>	<b>-647.41</b>	<b>23,267.55</b>
Equity		
390000 · Net Assets	136,916.47	121,541.51
Net Income	90,354.41	15,374.96
<b>Total Equity</b>	<b>227,270.88</b>	<b>136,916.47</b>
<b>TOTAL LIABILITIES &amp; EQUITY</b>	<b>226,623.47</b>	<b>160,184.02</b>

## New Features Coming

In future editions of the Washington Rural Carrier, there will a new feature that will highlight past, current, ongoing and future projects and happenings from the different county units that comprise the WARLCA.

These articles will be designed to keep you, the members, apprised of what other counties are doing or are going to do. Hopefully, all will benefit from the ideas that will be expressed in the articles.

## Appointments

Every year, just after the close of the WARLCA State Convention, the newly elected President of the Association fills the different available positions by making appointments that are approved by the State Board. If you wish to be considered for any of these positions, please notify the current President by writing (e-mail permitted) before the 2014 State Convention.



**James Folk and Becky Pike comprised the Mileage and Per Diem Committee.**

**The Resolutions Committee pored over the county submissions. The committee consisted of (L—R) Jan Frymire, Jeff Taylor, Renee Cowan (Board Rep), Karen Hill and Colleen Headley.**



**The Tellers 2 Committee consisted of Isabella Lopez, Lisa Benson, Laurie Chamberlain, Paula Gustafson, Sharlene Arras, Janet Bowden, Janell Groff, Stella Fazzino, Shawn Johnson, Alicia Peterson and David Ray.**



**Katre Milliron, Dawn Ayers, Barbara Schmitt and Leslie Brown kept everyone in line as the Sergeants-at-Arms.**



**MUTUAL COUNTIES MEMBERS  
KRISTIAN GRANISH AND  
DAWN AYERS WERE READY TO  
GET STARTED.**



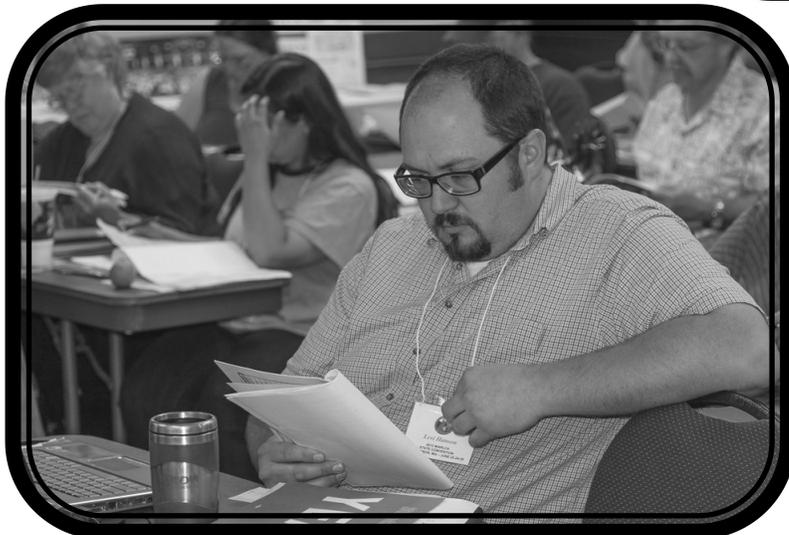
**MARIANN FAULKNER  
HANDED CHERI FREEMAN  
THE GAVEL TO START THE  
2013 WARLCA CONVENTION.**



**YOUR 2013-14 WARLCA  
BOARD WAS SWORN IN BY  
ROBERT HORNE AT THE  
CLOSE OF THE CONVEN-  
TION.**



**LEVI HANSON WAS AT  
THE CONTROLS OF THE  
MEDIA TABLE FOR A  
GOOD PORTION OF THE  
CONVENTION.**





**Hotdogs, hamburgers and assorted salads were the fare for the annual banquet. After the food, it was on to the boat.**

**Fifty-one year member Clayton Evans and friend joined the fun.**



**Mariann kept a close head count.**



**The boats had plenty of room for all as they cruised the waters around Deception Pass.**



**THE N.A.S. WHIDBEY ISLAND  
NAVAL  
COLOR GUARD**



**SEATTLE DISTRICT  
MANAGER YUL  
MELONSON WAS PRESENTED  
A PHOTOGRAPH BY CHARLES  
ALEXANDER**



**THE CONVENTION DELEGATION  
ASKED QUESTIONS OF SEATTLE  
DISTRICT MANAGER  
YUL MELONSON**



**THE WRC COMMITTEE  
QUESTIONED EDITOR DOUG  
RINEHART ABOUT PROCE-  
DURES AND CONTENT.**



# WARLCA COUNTY OFFICERS LIST

2013 – 2014 Dues Year

## 001 NORTH CENTRAL WASHINGTON COUNTY

## DISTRICT 3

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**004 Lincoln Grant Adams – Lincoln merged with Spokane (now East Central Washington), Grant merged with Chelan**

## 05 LOWER COLUMBIA COUNTY

## DISTRICT 2

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**006 MUTUAL COUNTY**

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**007 OKANOGAN COUNTY – Merged with Chelan Douglas (now North Central Washington) on 6/30/06**  
**008 NONE**  
**009 NONE (WAS ALASKA)**

**010 ISLAND, SKAGIT, SAN JUAN COUNTY**

**DISTRICT 1**

**PRESIDENT:** Randolph King  
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**011 KING, SNOHOMISH (KS) COUNTY**

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**THE BACKBONE OF OUR STEWARD SYSTEM  
THE LOCAL STEWARDS**



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If you have questions about who to contact, start with the local steward in your office. If your steward is not working the day you need to talk with him/her, leave a note on his/her case for them to talk with you as soon as possible. Leave your phone number. If you have no local steward, contact the Assistant District Representative or District Representative that serves your office.



Someone extra decided to join the cruise.



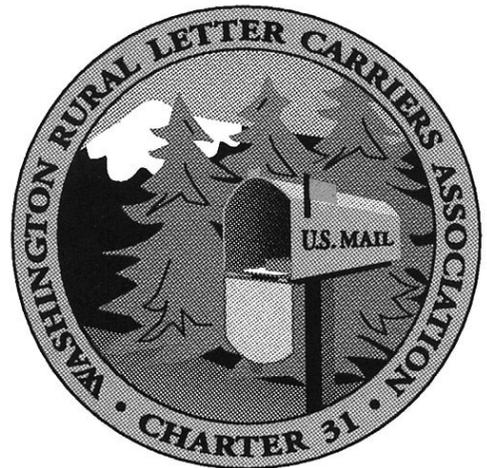
Delegates had their cameras ready.

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

NonProfit Org.  
U.S. Postage Paid  
Blaine, WA  
Permit #106

**Change Service Requested**

# Washington Rural Carrier



## Upcoming Dates to Remember

- ◆ 2013 National Convention in St. Louis, Missouri  
August 12-16, 2013
- ◆ Fall Informational Meeting October 27, 2013 1-4 pm  
in the Seattle/Tacoma area.
- ◆ 2014 Western States Conference at the Sheraton Up-  
town in Albuquerque, New Mexico
- ◆ 2014 State Convention at the Red Lion in Richland,  
WA June 22-24, 2014

*Where Service Begins With a Smile*