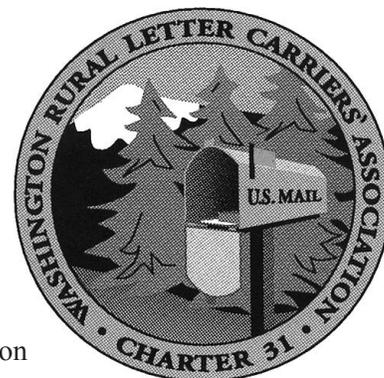


WASHINGTON RURAL CARRIER



Official Publication of the Washington Rural Letter Carriers' Association

September 2008

Where Service Begins With a Smile

STATE CONVENTION 2008

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CHARLES & PATRICIA ALEXANDER WARLCA MEMBER OF THE YEAR!

For the first time in the history of the Washington Rural Letter Carriers' Association two persons have been selected as Washington State's Outstanding Member of the Year. In order to qualify, a person must be nominated



by a member of the Washington Rural Letter Carriers' Association and be themselves a member in good standing. During the selection process, members of the Board take into consideration, among other qualifications, the nominees' dedication, support, and participation in all levels of the Rural Letter Carriers' Association.

Never before have two persons been selected from a State, accepted, recognized, and presented by the National Rural Letter Carriers' Association at a National Convention. History was made at the 2008 National Convention in Lexington, Kentucky when Charles and Patricia Alexander were presented to the Delegates in attendance

as Washington State's Outstanding Member of the Year for the 2008/2009 Association year.

Patricia Alexander has served this Association as County Secretary/Treasurer for the Whatcom County unit, as District 1 Representative, as Vice President of the State Association and an unprecedented 5 terms as President of the WARLCA. Patricia has also served as a Quality of Worklife/Employee Involvement (QWL/EI) Local Workteam member, a QWL/EI Facilitator, a member of the Seattle District Joint Steering Committee, and as a member of the National Joint Steering Committee. The State of Washington was also honored when Patricia was selected to serve on the National Rural Letter Carriers' Association Constitution Review Committee, a position she currently holds. Patricia has served as a Local Steward, an Assistant State Steward, and is currently serving as a Senior Assistant State Steward.

Charles Alexander has served as County Vice President for the Whatcom County unit as well as President of that same unit. Charles has served as District 1 Representative, as Vice President of the WARLCA, and as President of the State Association. Charles has also served as a QWL/EI Local Workteam Member, a QWL/EI Facilitator, a member of the Seattle District Joint Steering Committee, and as a member of the Western Area Joint Steering Committee. At the National Level Charles has served as Chair of the NRLCA Credentials Committee, as Chair of the Constitution & Bylaws Committee, and as a member of Steward Task Force 1. Charles has served as a Local Steward, an Assistant State Steward, and is inarguably most recognizable as Washington's State Steward.

Much could be said about the dedication, devotion, love, and commitment of these two amazing persons but not having been blessed with a gift for words it is best to use excerpts from the member who nominated Charles and Patricia.

- "It is rare that you see Charles without

Patricia, or Patricia without Charles. If one is on a committee, the other one usually ends up helping and/or providing support."

- "... they compliment each other so well at work that they need to be recognized together."
- "Many managers see them as "Good Cop" (Patricia of course) and "Bad Cop" (Charles)."
- "Between the two of them very few managers can stand up to the pressure."
- "Their heart and soul has been ... Union related, Union driven, Union achieving ..."
- "Charles and Patricia are gracious hosts and you can never write or email them with getting an email or letter back."
- They BOTH faithfully attend every meeting possible, many times even if they are very tired or sick because they don't want to let anyone down."
- "Only once in a lifetime will you find (the) commitment, dedication, love and support that both have given to the Union and so once in a lifetime we need to recognize them both, at the same time, as the Member of the Year."

Charles and Patricia both have established bars in their respective positions that few who follow will be able to reach, much less surpass. They are both the epitome of "Service with a Smile." Their maternal and paternal nature have touched each and every member in the great State of Washington in some way, shape, or form and we are blessed with our lives enriched for their service.



Retirees

**PRESIDENT PATRICIA ALEXANDER'S
YEAR END REPORT
JUNE 2008**

It is with a mixture of happiness and regret that I write my last President's Year End Report. Charles and I will be retiring on November 1, 2008, and since we have been rural carriers for more than 30 years each, retirement looms as a special treat for us. I have enjoyed almost every moment that I have been your President, and I treasure the friendships I have made over the years. You all will often be in my thoughts and always in my heart. You have been steadfast, loyal, and true to your beliefs, even in adversity, and even in the aftermath of difficult arbitration decisions and the 2008 disastrous mail count. I am very proud of all of you, and I am very proud to have been a rural carrier, still the best job in the Postal Service. Please keep in touch, and I wish you well in the years to come.

Charles and I are looking forward to trips to Alaska and Canada, mostly to photograph wild animals and beautiful scenery. We also hope to hike in the mountains and take long walks. Of course, with the high price of gasoline, we may be walking more than we drive! Let's not say, "Farewell," as we plan to continue to attend county, District, and State Conventions, as rural carriers are a huge part of our lives. Best wishes to everyone!

Spokane as 2010 National Convention Site:

As you know by now, Spokane will be the site of the 2010 National Convention, and we are very excited about this. People across the Nation have been requesting that Washington State host a National Convention, and now this wish is going to come true.

Our State Conventions in 2009 and 2010 will be held in Spokane to help us get ready for the National Convention. After 2010, we will be going back to our normal rotation between the four Districts in our State. We are also having the first Board Meeting of the year in Spokane in July.

As you probably saw in the May 2008 Special Pre-Convention Issue of the National magazine, there are 16 committees for a National Convention, so there is plenty of work to do, and lots of volunteers are needed. If you would like to be on a committee, please let Susie Hill or Becky Wendlandt know. We will need lots of help to make this a successful National Convention. Actually, we want this to be the best National Convention ever, and we are off to a good start.

Many people have requested that we have a cruise to Alaska as a tour after the National Convention, and we are working on getting the best price and the best tour. Charles and I are planning to go on this cruise, and we hope that lots of you will join us.

Legislative Seminar:

On May 18-21, 2008, I attended the NRLCA Legislative Seminar in Washington, D.C. with Vice President Patrick Pitts and State Steward Charles Alexander. Sunday and Monday were spent hearing speakers and learning how to talk with legislators. The maximum time we are given with each legislator is 15 minutes, and since we had five issues (attached) to discuss with our nine representatives, and four issues to discuss with our two Senators, we were given time to practice what we would say, and we were instructed to follow up our legislative visits with email to keep the issues foremost in the legislators' minds.

Tuesday and Wednesday were spent visiting our legislators and talking about Contract Delivery Service, Government Pension Offset/Windfall Elimination, Do Not Mail legislation in our state, and Fuel Costs Devastating to Rural Carriers. We only discussed FERS Sick Leave Reimbursement with our Representatives, as the Senate is not working on this yet.

If you wish to contact your Representative or Senator, please be sure to discuss only one issue in each email or fax, as each email or fax is filed under a subject. Feel free to use the information in

the position papers in your contact. Congress pays attention to individual letters, as their constituents are voters, and every vote is important. Please read over the five Fact Sheets, and put in your own words how you feel about the issues. If you just have time to write about one issue, then choose the one that is most important to you, and I will guarantee that you will get a reply to your email or fax.

Before I left for the Legislative Seminar, I contacted Washington State's 9 Representatives and 2 Senators to set up times for meetings. Because of 9/11, it is now best to contact Congress by email or fax, as letters are delayed by irradiation, and irradiation causes burns in the letters, as well as an unpleasant odor, so here we are, Postal Service employees, having to contact Congress by email and fax. How sad!

I have been attending Legislative Seminars and lobbying our Senators and Representatives for 14 years, first on my own time, and then as President. This year's seminar was the best I have ever attended, and what a wonderful way to end 14 years of lobbying. Thank you for giving me this opportunity. I know how fortunate I am to have been your President for five years. I am honored!

Patricia Alexander
WARLCA President

DISTRICT 2 MEETING

District 2 meeting and Fall Booster will be held Sunday, October 5 in the Silverdale/Bremerton area. A National Officer is scheduled to attend with the latest news from the National Office.

VICE PRESIDENT PATRICK PITT'S REPORT

A report to the members of the Washington Rural Letter Carriers' Association:

Before addressing issues of concern and/or importance to our membership, allow me a moment to take care of formalities. During the 2007/2008 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 all District meetings and as many County meetings as time and circumstances allowed.

Most recently, I was privileged to attend, along with State President Patricia Alexander and State Steward Charles Alexander, the 2008 Legislative Seminar in Washington D.C. The seminar comprised 2 days of intensive training on items of concern to members of the rural craft followed by 2 days of visits to Capitol Hill meeting with members of the House and Senate and/or their respective Legislative Assistants. Members of the House and Senate were petitioned to support, or continue to support legislation related to prohibiting the Postal Service from contracting out delivery services, the core function of the United States Postal Service. Additionally, we urged members of Congress to support legislation which would allow the 1.2 million employees covered by the Federal Employees Retirement System (FERS) to receive some level of compensation, under certain parameters for unused sick leave at the time of retirement.

Although the outlook for passage of legislation modifying or repealing the Government Pension Offset (GPO) and Windfall Elimination Provision (WEP) is bleak during the current Administration, we continued to solicit the support of members of both the House and Senate to provide relief to those members of our craft, and others who are adversely impacted by these provisions.

Do Not Mail legislation continues to be a concern to the membership in Washington State. Recognizing legislation has not yet been introduced at the national level, we seized the opportunity to inform and educate members of the House and Senate related to the attempted creation of Do Not Mail registries in states across the nation. In 2007, 15 states proposed the creation of state Do Not Mail registries. This is a significant increase in the number of Do Not Mail bills seen in previous years; three in 2005 and four in 2006. The 2008 state legislative year began with nine states having bills that would create state-run Do Not Mail registries (seven states carried over legislation from their 2007 session and two states filed new bills at the beginning of the session).

Legislative representatives were also encouraged to find some way to provide relief for members of our craft, and others from the rising cost of motor vehicle fuel. Rural Carriers who use their personally owned vehicle (POV) to deliver the U.S. Mail are experiencing increasing economic hardship not shared by those carriers provided a vehicle by the employer. Members of both the House and Senate were encouraged to explore the idea of providing an exemption from the State Tax portion of motor vehicle fuel to those carriers utilizing a POV. Such relief, in the form of State Tax exemption is already provided to the Postal Service and it stands to reason to provide the same or similar relief to our membership.

As of April 26, 2008, there are 1,337 rural routes in Washington State. 72% of those routes are in the Seattle District, 18% in the Spokane District, and 10% in the Portland District. (Statistics provided by Charles Alexander, State Steward for the WARLCA.) Leading up to the 2006 National Mail Count the Postal Service anticipated a substantial reduction in rural carrier evaluated hours via the Mail Count. The anticipated reduction did not occur. In fact, those routes in the Western Area that were counted experienced an average increase of 36 minutes. The 2008 National Mail Count results were certainly not as favorable. Nationally,

rural routes on average lost more than 2 hours in evaluation. Whether that decrease was real, based on a reduction in mail volume, an increase in the amount of automated mail, and a change in time standards related to Mark-ups and Change of Address credit, or contrived through manipulation of mail-flow and mail-count data remains to be seen. A nationally filed Step 4 grievance and multiple Step 3 class grievances filed at the district level are currently being processed to contest the propriety of the conduct of the 2008 National Mail Count.

In preparation for the 2008 National Mail Count the State Board for the WARLCA authorized multiple mail count trainings to benefit the membership. A record 550 members across the state were trained in mail count procedures yet this number, when compared to the number of members, shows that nearly two thirds of our membership entered the 2008 mail count unprepared for an unprecedented and unsolicited attack on the evaluated method of compensation. We, as a craft must do more to protect ourselves and ensure compliance with our collective bargaining agreement.

In the Seattle District, the entirety of which is in Washington State, rural carriers travel 32,402.5 miles daily, on average serving 537 families. These rural carriers handle nearly 3.1 million raw letters (average of 3,122) and 9.5 million Delivery Point Sequenced (DPS) letters (average of 9,613) weekly. These same rural carriers also handle 3.5 million flats (average of 3,562), 177,595 parcels (average of 180) and 1.1 million boxholders (average of 1,158) weekly. The Postal Service was able, during the 2008 mail count to process an average of 75.44% of letter size mail in DPS. (Keep in mind that a substantial number of routes receive no DPS mail and serves to reduce the average percentage of mail processed in DPS. The average DPS percentage is substantially higher when those routes not receiving automated mail are removed from the equation.)

In the Spokane District (with 249 rural routes in Washington State) rural carriers travel 35,532.3

miles daily, on average serving 482 families. These rural carriers handle nearly 2.1 million raw letters (average of 2,799) and 6.3 million DPS letters (average of 8,222) weekly. Also handled are 2.2 million flats (average of 2,893), 152,061 parcels (average of 197) and 579,126 boxholders (average of 750) weekly. The average percentage of DPS mail in the Spokane District (which again includes those routes receiving no DPS mail) is 74.14%.

In the Portland District (with 140 rural routes in Washington State) rural carriers travel 32,395 miles daily, on average serving 525 families. These rural carriers handle nearly 2.9 million raw letters (average of 3,246) and 7.7 million DPS letters (average of 8,636) weekly. Also handled are nearly 3 million flats (average of 3,330), 197,576 parcels (average of 222) and 647,195 boxholders (average of 729) weekly. The percentage of DPS mail in the Portland District (again, including those routes receiving no DPS mail) is 72.59%.

Although the count data shown (taken from a Postal Service report of 2008 mail count data for the Western Area) is not all inclusive, it does demonstrate the importance of the rural craft to the organization known as the United States Postal Service. We, along with all those who collect, distribute, move and deliver the nations mail, ARE the United States Postal Service. We bring dedication, devotion and professionalism to the table and we must stand united and demand we be treated accordingly. Never before has it been more important for each and every one of us to do our part to ensure and demand we be treated with dignity, respect and fairness. I encourage all members of the Washington Rural Letter Carriers' Association to make every effort to be in attendance at their respective County and District meetings; to take advantage of training opportunities provided by your State Board; to exercise your right to have your voice heard as a delegate to your State Convention; and, to solicit membership and participation from those members of our rural carrier family that you come into contact with on a day-to-day basis.

A heart-felt "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.

Respectfully submitted for the 2008 State Convention of the Washington Rural Letter Carriers' Association,

Patrick Pitts, WARLCA Vice President



President Patrick Pitts serves on a committee at National Convention

MAIL COUNT SCHOOL DATES

January 4, 2009

Spokane

Wenatchee

Arlington

Kelso/Longview

January 11, 2009

Tri-Cities

Tacoma

January 19, 2009 (Monday holiday)

Silverdale/Bremerton

**SECRETARY-TREASURER 2008 REPORT
REBECCA WENDLANDT**

Hello Fellow Members of the WARLCA and Honored Guests:

MEMBERSHIP:

We now have 1965 members (including 20 associate members). I added to the database and sent to National 276 membership applications in the 007/08 year as of June 6, 2008. This does not reflect the 27 cash members that have renewed for 08/09 so far. In 07/08 year as of June 6, 2008, we have had 5 members cancel their dues (not including associate members), 14 deceased, and 160 separated (up 20 more from last year). I have done two complete mailings for all 565 non members (down from 609 last year which include 216 regulars, 9 PTF, 340 reliefs), as well as monthly recruitment mailings for all new hires (around 30 per month). I did one special mailing to all 340 relief non members about the relief carriers' health insurance available through YOUR union as well as the mail count grievance award. We have decreased our non member totals by 44 from last year and increased our member totals by 27 members to 1965 (last year at this time we had 1938, including associates).

Here are some membership stats:

<u>June 30th</u>	<u>As Of May 30</u>	<u>As Reported By NRLCA on Year End</u>
<u>(Not Including Associates starting 97/98)</u>		<u>(Including Associate Members)</u>
93/94:	1342 members	?
94/95:	1633 members (reliefs went on dues withholding this year)	1633
95/96:	1732 members (start of TRC designation)	1732
96/97:	1752 members	1747
97/98:	1805 members	1813
98/99:	1785 members	1796
99/00:	1773 members (new designation of PTF created this year)	1803
00/01:	1738 members	1726
01/02:	1749 members (National started a nation wide membership drive)	1776
02/03:	1743 members (Management Could No longer Be Associate Members)	1791
03/04:	1757 members	1828
04/05:	1765 members	1842
05/06:	1812 members (OUR UNION got health insurance for reliefs)	1830
06/07	1911 members	1930
07/08-11 mo	1945 members (OUR UNION got mail count award)-- total with associate	1965

With the increase in members we now qualify for one more delegate to National Convention (21) if we can hold on to over 1950 members by National Convention. (Let's all try to recruit so we can!)

MEMBERSHIP STATS FOR 2008 WRLCA STATE CONVENTION

As of May 31, 2008 excluding the 20 associate members

<u>District One:</u>	<u># OF MEMBERS</u>	<u>TOTAL</u>
ISLAND, SKAGIT, SAN JUAN #010	116	
KING, SNOHOMISH (KS) #011	395	
WHATCOM # 015	98	
<u>Total for District One:</u>		609
<u>District Two:</u>		
PENNISULA #003	176	
LOWER COLUMBIA #005	222	
MUTUAL # 006	370	
<u>Total for District Two:</u>		768
<u>District Three:</u>		
NORTH CENTRAL #001	84	
EAST CENTRAL #013	183	
NORTHEAST #014	48	
<u>Total for District Three:</u>		315
<u>District Four:</u>		
SOUTHEAST #012	29	
WHITMAN, ASOTIN, #016	38	
YAKIMA #017	186	
<u>Total for District Four:</u>		253
<u>Total for State:</u>		1945

FINANCES:

We are slowly working our way back from the loss in 02/03 year and putting money into savings. We have purchased five 12 month certificates of deposit for \$25,000 each that earn double the amount of interest than from the checking/savings accounts dividends. The following stats show the ending totals from the Statement of Activities:

<u>Breakdown</u>		<u>Total ADOP Paid</u>	
<u>Profit and Loss for last 8 years</u>		<u>Steward</u>	<u>Board</u>
<u>Total</u>			
98/99 Year:	Loss of \$ 1,460	271	104
375			
99/00 Year:	Loss of \$ 36,650	342	145
487			

00/01 Year: 508	Loss of \$ 8,288	370	138
01/02 Year: 540	Gain of \$ 20,049	424	116
02/03 Year: 783	Loss of \$ 45,695	627	156
03/04 Year: 838	Gain of \$ 17,234	684	154
04/05 Year: 879	Gain of \$ 37,585	687	192
05/06 Year: 938	Gain of \$ 33,029	737	201
06/07 Year: 944	Gain of \$17,340	730	214
<u>11 month balance as of May 31, 2008</u>			
07/08 11 month: 1,051	Gain of \$50,788	758	293

The jump in board ADOP was due to an extra meeting to work on the State Steward Program since Charles is retiring in November, 2008. The total of 1051 ADOP days does not include the 12 ADOP days used for 2010 National Convention Planning Session which was reimbursed by the 2010 National Convention Account. The ADOP breakdown for each elected and appointed officer, including reimbursement for lost annual and sick leave for the 11 months ending May 31, 2008 is as follows:

President Patricia: 31 Vice President Patrick: 22 Secretary-Treasurer
Becky W: 153
Editor Susie: 16 District One Becky P: 19.5 District Two
Joanne: 15
District Three Cheri: 17 District Four Dave: 19.25 State Steward
Charles: 137

Senior Assist St Stew Monte: 13 Senior Assist St Stew Patricia: 78

Senior Assist St Stew Joyce: 141 Senior Assist St Stew Patrick: 161

Assist St Stew Renee': 118 Assist St Stew Cheri: 93.5 Assist St Stew Jan: 17

With June being one of our largest outgoing months (\$68,241 net June 2007), I have very little hope we will end this year at a break even point and be able to put any money in savings. Our goal is to be able to save up to \$10,000 each year until we reach the 6 months operating expenses in assets (estimate of \$250,000) that National recommends. Right now we have \$112,000 in assets not including the net income as of May 31, 2008 of \$50,788. Included with this report are the WARLCA Statement of Financial Position and WARLCA Statement of Activities.

One of the highlights this year (and I don't mean a good one) was an audit by the Department of Labor conducted on Whatcom County. While many of you might think that the Department of Labor has better things to do than audit a county with 98 members and less than \$400 in checking/savings, apparently they do not! Joyce Sutherland, County Secretary-Treasurer did an excellent job of providing three years of records, holding up for a 2 hour preliminary interview and a 1 hour closing interview. Thank you Joyce for all you went through and your professionalism. You made us proud!

2010 NATIONAL CONVENTION IN SPOKANE:

We now have \$65,566 in our 2010 National Convention checking/savings account at APCU from WARLCA fund raising and dues assessment. At the 2007 National Convention the delegates passed a constitution change that would give the host State \$1 per member to help fund the National Convention. This would be around \$110,000, up from the original \$30,000 that had been allotted. This will take the pressure off WARLCA to continue the 2010 National Convention dues assessment and continue doing fundraisers. Since Department of Labor has many rules about fundraisers and tracking each item purchased and sold it is a relief to know that we don't have to rely on this method of paying for reimbursement for our members to work on and host the 2010 National Convention. I have included a 2010 National Convention Statement of Financial Position and Statement of Activities with this report.

Thank you for allowing me to be your secretary-treasurer. If you ever have any questions or comments I am always available. Thank you, County Officers, Board Members, Stewards, and Members for enriching my life with your friendship.

The very best to you and yours!

Respectfully Submitted,
Becky Wendlandt



County Officers attending State Convention in Lynden

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

July 2007 through June 2008

	Jul '07 - Jun 08	Jul '06 - Jun 07	% Change
Ordinary Income/Expense			
Income			
400000 · Dues Income	500,492.27	461,677.70	8.4%
410000 · National General Insurance-GM...	28,819.52	31,792.01	-9.4%
420000 · Reimbursements & Refunds	20,385.25	20,352.57	0.2%
Total Income	549,697.04	513,822.28	7.0%
Expense			
500000 · Per Capita Expenses	58,917.91	41,077.31	43.4%
520000 · Meetings and Conventions	104,120.89	106,170.58	-1.9%
530000 · Equipment Expense	3,541.21	5,114.69	-30.8%
550000 · Other Expenses	44,680.81	39,701.42	12.5%
610PA · President - P. Alexander	7,245.55	5,320.21	36.2%
620PP · Vice President P Pitts	5,720.42	5,312.46	7.7%
630RW · Sec/Treas. - R. Wendlandt	54,117.84	46,416.11	16.6%
640SH · Editor - Susie Hill	5,397.64	4,210.75	28.2%
645000 · Washington Rural Carrier (WRC)	5,111.72	6,763.51	-24.4%
650RP · District 1 - R. Pike	5,778.20	2,632.87	119.5%
660JB · District 2 - J. Blackburn	4,470.38	2,866.64	55.9%
670CF · District 3 - C. Freeman	4,325.68	3,015.35	43.5%
680DR · District 4 - D. Reppe	5,623.13	3,471.60	62.0%
693DS · Retired Rep - D Schrup	150.00	0.00	100.0%
700CA · State Steward - C. Alexander	44,765.72	38,980.62	14.8%
705000 · Steward Training Expenses	14,574.37	19,504.10	-25.3%
710JP · Senior Asst. Stew. - J. Peck	0.00	1,813.86	-100.0%
740MH · Senior Asst.Stew - M. Hartshorn	9,368.52	10,206.68	-8.2%
750PA · Senior Asst.Stew - P. Alexander	25,611.24	20,832.68	22.9%
770JP · Senior Asst Stew - J. Patteson	42,203.79	37,531.34	12.5%
780PP · Senior Asst Stew - P. Pitts	48,372.72	36,515.31	32.5%
790JF · Asst. Stew - J. Frymire	6,651.24	12,818.37	-48.1%
791RC · Asst. Stew - R. Cowan	37,118.51	24,736.29	50.1%
792CF · Asst Stew - C. Freeman	29,491.59	26,704.45	10.4%
880LS · Local Steward	442.59	386.70	14.5%
Total Expense	567,801.67	502,103.90	13.1%
Net Ordinary Income	-18,104.63	11,718.38	-254.5%
Other Income/Expense			
Other Income			
450000 · Interest Income	5,972.75	5,796.74	3.0%
Total Other Income	5,972.75	5,796.74	3.0%
Net Other Income	5,972.75	5,796.74	3.0%
Net Income	-12,131.88	17,515.12	-169.3%

Washington Rural Letter Carriers' Association
Statement of Financial Position - Compared to Previous Year
As of June 30, 2008

	Jun 30, 08	Jun 30, 07	% Change
ASSETS			
Current Assets			
Checking/Savings			
101000 · Chkg - WA Trust Bank	14,380.41	9,376.54	53.4%
102000 · Svgs - APCU	4,671.87	511.97	812.5%
103000 · Chkg - Atlanta Postal Credit...	593.94	18.16	3,170.6%
141000 · C.D.#71 APCU 12 mo (8-1-20...	27,841.38	26,312.22	5.8%
142000 · C.D.#72 APCU-12 mo (11-6-...	0.00	25,924.19	-100.0%
143000 · C.D.#73 APCU-12 mo (2-8-07)	26,910.76	25,553.61	5.3%
144000 · C.D.#74 APCU 12 mo (5-14-0...	26,560.67	25,182.92	5.5%
Total Checking/Savings	<u>100,959.03</u>	<u>112,879.61</u>	<u>-10.6%</u>
Total Current Assets	<u>100,959.03</u>	<u>112,879.61</u>	<u>-10.6%</u>
TOTAL ASSETS	<u>100,959.03</u>	<u>112,879.61</u>	<u>-10.6%</u>
LIABILITIES & EQUITY			
Liabilities			
Current Liabilities			
Other Current Liabilities			
210000 · Payroll Tax Liabilities	1,097.98	886.68	23.8%
Total Other Current Liabilities	<u>1,097.98</u>	<u>886.68</u>	<u>23.8%</u>
Total Current Liabilities	<u>1,097.98</u>	<u>886.68</u>	<u>23.8%</u>
Total Liabilities	<u>1,097.98</u>	<u>886.68</u>	<u>23.8%</u>
Equity			
390000 · Net Assets	111,992.93	94,477.81	18.5%
Net Income	<u>-12,131.88</u>	<u>17,515.12</u>	<u>-169.3%</u>
Total Equity	<u>99,861.05</u>	<u>111,992.93</u>	<u>-10.8%</u>
TOTAL LIABILITIES & EQUITY	<u>100,959.03</u>	<u>112,879.61</u>	<u>-10.6%</u>



Ad-Hoc trainers Ann, Karin and Joanne

EDITOR'S REPORT 2008

It's amazing how fast another year has come and gone. 2010 and the Spokane National Convention are getting closer. Of course the highlight of my year was retiring on May 1. It was hard to leave the office I worked in for 30 years but my friends are still close by and my back doesn't miss the job.

I attended National Convention in Grand Rapids, Michigan and participated in both the Editor's and PAC seminars. PAC monies continue to be needed to fight the CDS routes, Do Not Mail legislation, the FERS unused sick leave proposals, a change in EMA calculations and a refund of State gas tax when gas is purchased for route use.

We will need YOUR help in 2010. It will be a big job but with everyone helping it shouldn't be a burden for anyone. And hopefully we will all have some fun along the way.
Stay in touch, stay informed and stay safe.

Susie Hill

DISTRICT ONE REPORT 2008

Another year has gone by too quickly. As the District 1 Rep and a member of the board, I've attended all of our board meetings. We spend many hours setting the budget and reviewing it at each meeting to make sure we stay on track. We have consensus on all issues and take pride in being a cohesive board. Your questions are welcomed and all correspondence is answered so please feel free to share any concerns with the board.

Thank you for attending our state convention.
Becky Pike, District 1 Rep

DISTRICT TWO REPORT 2008

This has been a busy year and so much has happened. There have been State Board, District and County meetings to attend. I have noticed that attendance at meetings has improved some, but the number of members attending could be better. Our strength relies on our membership standing strong when times are rough. I know it sounds a little corny, but as the old saying goes; united we stand, divided we fall. I think this is what we need to do, STAND UNITED! I hope everyone will start to attend and take advantage of the information and knowledge that is available to you at these meetings. Please encourage non-members to join, and member that don't attend meetings to come and have their voice heard.

It's been my honor to serve as your District 2 Representative and I hope I have been a help to the membership. Be active and support OUR union.
Respectively submitted
Joanne Blackburn, District 2 Representative

DISTRICT 3 REPORT FOR STATE CONVENTION

Your board is the board of control for how your dues are spent. The board takes most of the first board meeting of the year for making a budget. The rest of the year the board continues to evaluate the budget and make the changes needed to stay in balance. Of course the most expensive section of the budget is the steward program. But in my opinion, that is where the membership has the greatest need. When a member needs to file a grievance and they need a steward, it is the state's responsibility to provide a trained steward to that member.

The next largest fiduciary responsibility is to educate the membership. The big issue this last year was the 2008 National Mail Count. Your board held Mail Count Schools all over the state with State Level Stewards doing the training. This was expensive but necessary. I cannot imagine how much further member's route evaluations could

have gone down if they had not been educated in some of the new contractual time standards in place for this count.

Another continuing issue that needs the spotlight is Contract Delivery Service and how it will affect our jobs in the future. Your board has spent many hours encouraging the membership to write letters to their Congressman and Senators to fight against CDS. It has been an ongoing topic for most county meetings and should continue to be a focus for our board as long as the threat continues.

Your board has also spent a great deal of time on the upcoming 2010 National Convention. We have held special organizational meetings to start working on committees. Preliminary job descriptions and goals have been written and will be refined to provide the volunteers with tools to have an outstanding National Convention in two years. If this year is any indication, 2010 will be here faster than we can imagine and your board is working hard to see that it be successful.

Membership recruitment is another objective of your board. If you are working next to a carrier who is not a member, remember that your dues are paying for their representation, should they need it.

Respectively submitted,
Cheri Freeman, District 3 Representative

DISTRICT FOUR'S REPORT 2008

As we gather for our annual state convention here in Lynden, it doesn't seem like a year has gone by since our last convention in Spokane. And with the passing of another year so quickly, keep in mind just how quickly 2010 will be arriving and WARLCA hosting the National Convention in Spokane.

While planning is well under way for hosting the National Convention, we all need to keep in mind that it will take a team effort of many individuals to make the undertaking a success.

Heartiest congratulations to our membership that has turned out and attended meetings at their county level, the district level, and now here at our state convention. Our strength is in our membership and in our participation beginning at the local level in our own county units.

This year has had its challenges, and those challenges and more will surely continue in this following year. As you return home after convention, invite any co-workers in your office who are non-members to join this union so that together we can face the challenges for the benefit of all.

Respectfully submitted,
Dave Reppe, District 4 Representative

2007-2008 ANNUAL REPORT CHARLES ALEXANDER, WARLCA STATE STEWARD

HOLDING THE USPS ACCOUNTABLE

The Association year drawing to a close had no shortage of extremes or momentous events. In December of 2007, Arbitrator Eischen rendered an historic \$62 million award against the Postal Service for "managing the opportunity" of mail counts. As I wrote earlier and still believe, during the 2002 mail count when rural carriers were essentially down on the mat trying to cope with a significant reduction in flat and letter credit



QWL workteam Facilitators in
Lynden

caused by the Wells' Arbitration award, the Postal Service began a campaign of base lining, redlining, threats, and intimidation aimed at further reducing evaluations during mail counts. The rural craft thus became the victim of the Postal Service's greed and lack of ethics during the 2002 mail count and all of the mail counts after that through 2006.

The National Rural Letter Carriers' Association, your Union, stepped up to the plate in 2002, 2003, 2004, 2005, and 2006 by filing National-level grievances on the Postal Service's less-than-equitable/honorable methods for conducting mail counts. Arbitrator Eischen came down hard on the Postal Service by agreeing with the Union that the Postal Service had violated the spirit of a fair and representative mail count in 2002. When the Postal Service attempted to distort the intention of Arbitrator Eischen's Award, your Union went back before him to clarify the remedy of the original award.

It seemed like an eternity to bring closure to 2002 National Mail Count grievance, but your Union never faltered; we continued instead to press forward for a fair and equitable resolution. The result of that effort resulted in the largest monetary grievance settlement I can recall in my 29 years in the rural letter carrier craft. We were once called by the NALC (City Carriers' Union) the lap dog of management. That was never a true statement, but now more than ever, a good argument can be made for the NRLCA being called the lead dog of the Postal Unions. Our efforts resulted in a \$62 million remedy. Regular carriers who had been on the roles from 2002 through 2006 received \$780 each (\$686 net.) Those serving as regulars for only some of the years were paid an agreed-to amount for the years they were on the roles. RCAs also received compensation based on an agreed-to schedule. Retirees who were on the roles during any/all of the 2002 - 2006 mail counts were compensated. Even fired employees who were on the roles during the affected years received compensation! This was a major accomplishment and a tremendous vindication for being treated unfairly.

Unfortunately, it appears as if little in the way of a lesson was learned by the Postal Service. Right before the beginning of the 2008 2-week mail count, unusually heavy volumes of mail dated for the count period were pushed through for delivery. Similarly, immediately following the conclusion of the 2-week count period, heavier-than-normal volumes of delayed mail began to appear. The NRLCA once again filed a National-level mail count grievance; this time it was for impeding the normal flow of mail. Time will tell if we will be successful, but there should be no doubt that your Union remains strong and committed to vigorously representing your interests.

Advanced and delayed volumes were not the only reason that the National average decrease in evaluation was 2½ hours per route. Much of this dramatic decrease in evaluation was due in part to increases in the percentage of letter-size mail that qualified as DPS. Some routes in Washington reached nearly 92% for letter-size mail in DPS. On routes such as these, if the previous mail count yielded a much lower DPS percentage, it is likely that the route's evaluation took a big hit. Obviously, this was good news for the Postal Service, as management is always ready to reduce costs by lowering rural carrier evaluations. There is, however, a catch to what at first glance seems to be a fool-proof way to lower our salaries and/or make us work more days to achieve a level of pay anywhere near what it was before the mail count. Language in the PO-603 "Rural Carrier Duties and Responsibilities" provides some safeguards to rural carriers against management establishing a high percentage of DPS during a mail count which cannot be maintained on a regular and/or consistent basis after that count. In essence, the penalty paid by management if the DPS percentage cannot be maintained is to have the DPS re-credited retroactively to Sector Segment mail on the first day of the pay period that a carrier files for a "Formal Review of DPS Processing" (if it can qualify under the Sector Segment standards), or if it cannot qualify, to have the DPS re-credited as raw mail.

LOCAL STEWARD ELECTIONS OPEN SEASON IN JULY 2008:

Local Stewards used to be elected for a four-year term, but because of language which was changed two years ago in the National Constitution, there is no longer any need for current Local Stewards to run for election every four years. Instead, every four years during the month of July, (beginning this year, 2008) any NRLCA member who wishes to run for the position of Local Steward merely has to post a Form 10, "Local Steward Election Call," on the Rural Carrier bulletin board in their Post Office. During this open season month of July, there is no need for someone wishing to run for a currently-occupied Local Steward position to go through the petition process described in the National Constitution. If no Form 10 is posted during the month of July 2008 in an office which already has a Local Steward, that Local Steward will continue in force with no election necessary. If, on the other hand, a non-steward member posts a Form 10 in an office with a current Local Steward, that Local Steward is entitled to add his/her name to the Form 10, and then the members in the office will vote on the date indicated on the Form 10 for the candidate of their choice. As a reminder, the Form 10 should be posted on the rural carrier bulletin board for at least 15 days before the stated date of election.

Should you run for the position of Local Steward in your office? If this is a good time in your life to assist others, then perhaps being a Local Steward is a place to begin. If you enjoy helping those who are in trouble, whether through no fault of their own, or perhaps because they have made a mistake in judgment, then perhaps you should run for Local Steward. Whether you get along with management in your local office, or not, being a Local Steward and having the advantage of training in the Contract and manuals will often deter problems that could arise.

Please think about being and/or continuing as a Local Steward beginning in July 2008. Any time

that you spend as a Local Steward is accrued as Z time, and this would encompass working in the post office on grievances or meeting with the postmaster in quarterly Labor-Management meetings. Best of all, time spent on Local Steward work is paid for by the Postal Service, while the Union must pay for Assistant State Stewards to represent an office. Managers are more likely to settle grievances at the lowest possible level when management, as opposed to the Union, is paying for steward representation. Most of all, you will be helping others, as others have undoubtedly helped you at some time in your career. As State Steward, and on behalf of the entire State Board, I would like to take this time to sincerely thank all of you who have stepped forward and who will agree in July to step forward to meet the challenge of fairly representing all of the regular carriers and non-TRC leave replacements in your office. Please know that you are sincerely appreciated, even if your fellow rural carriers and leave replacements forget to thank you. You are the foundation of the entire Steward System.

The duty of fair representation is the bottom line of what we are about as a Labor Union. The State-level Stewards and I rarely miss an opportunity to remind Local Stewards of their core obligation to all members of the rural craft capable of being represented by the NRLCA. The representation mandated requires stewards to ignore their personal feelings and treat everyone fairly, without malice or privilege, as meritorious grievances initiated by craft employees are processed to the best of each steward's ability. As I have said many times before, and can never say enough, our stewards deserve our appreciation, support, and respect.

In my opinion, we need to continue and increase the amount of money we give to dedicated Local Stewards to help defray their expenses when they give up their free time to attend required training. Stewards make enough sacrifices just dealing with difficult people. They need all the support we can muster for their dedication and commitment to helping their fellow employees achieve the elusive quality of worklife that Postal Service

Headquarters keeps promising.

THE STATE OF THE STATE-LEVEL STEWARDS

As many of you are probably aware, the Assistants are a fragile group, mostly because of their extreme workloads. From time to time, various Assistants have temporarily taken time off from being Assistants, and each time they temporarily leave, one has to wonder if they will return. We have lost Assistants in the past, and this year was no exception. The reasons vary from family, to health, but often it is just because the workload is devastating. As I often say, "Stewards see the dark side of life, both from managers and rural carriers." State-level stewards end up representing craft employees who have been removed for alleged stealing, salacious behavior, violence, absenteeism, OWCP fraud, delay of the mail, destroying the mail, or vehicle runaways/rollaways, to name just a few of the most common charges. At any given time, there are approximately 3 to 4 removed Washington rural carriers or RCAs demanding energy and time from the State-level stewards who are processing their grievances. We have no assurance that we will get these rural craft employees back, and we cannot guarantee them that they will get back pay if they do get their jobs back.

I wish that I could report that we were seeing fewer removals for the reasons listed above, but that simply is not the case. Rural craft employees continue to make seriously-bad choices in ever-increasing numbers. Please encourage everyone you work with to become aware of the rules and to make a serious effort to not violate them.

Last year, Patricia and I announced that we would be retiring on November 1, 2008. That plan is still firm, and the impact to the State-level steward cadre will be the reduction this fall of 2 State-level stewards. There is currently one less Assistant State Steward than last year at this time, and the numbers show an increased work load. To my mind, there is no question that my replacement needs to be full time. Washington is the exception

among States our size (currently we have 1,377 routes) without a full-time State Steward, but it is the amount of leave without pay necessary to fulfill the job commitment that really makes moving to a full-time State Steward the only viable option. For the past several years, I have not been able to keep my total LWOP under 130 days. The number 130 is important, because every day over 130 counts as a day's credit lost for retirement purposes. Thus, for instance, if a State Steward used just 22 days over 130 each year for 12 years, the amount of creditable time for retirement purposes would be reduced by one year. It is simply not acceptable to ask someone to take on a position for the Union that will cause them to have to work longer to make up days lost toward retirement. The full-time position is even more self-evident when you factor in the heavier work loads and fewer State-level stewards.

Earlier this year, the State Board undertook a comprehensive search for my successor. Candidates were required to submit written applications and undergo interviews before the entire Board. I did not participate in the interview process, but I am in concurrence with the decision reached. Senior Assistant State Steward Joyce Patteson was chosen as the State Board's recommendation to the NRLCA National Board for Washington's next State Steward. The National Board accepted the State Board's choice, and Joyce was scheduled for State Steward training at the National office. I am pleased to report that she passed the class with flying colors, and has been cleared to take over the job as Washington's third State Steward effective November 1, 2008.

Beginning a few days before the State Convention in Lynden, Joyce and I will formally start the transition process already approved by the State Board. I will remain as the State Steward through October 31, 2008, and then as mentioned above, Joyce will take over on November 1. During the months of July, August, September, and October, all records, systems, and equipment will be gradually transferred to Joyce. It is our intention to make the transition so smooth that there will not be any

noticeable impact to the steward system.

A FEW WORDS OF PERSONAL PRIVILEGE

It is with sadness, relief, and confidence that I will be turning over my State Steward position to Joyce Patteson on November 1, 2008. I will have served as State Steward for 10 and 1/3 years, but if you have followed my aspirations from the beginning, you already know that I have likened the experience to serving in the Peace Corps. Any position as a State-level steward requires putting more than a bit of your "life" on hold, just as it would if you volunteered to serve in the Peace Corps. The analogy can be stretched even further by my belief that the greatest good any of us can achieve is to help others be successful. It is not by accident that I have long signed my emails to other State-level stewards as simply "Coach." Early on, I discovered that nothing accelerates learning faster than the opportunity to take on new tasks. Some might call what I tried to do "delegating responsibility," but I think of it as giving people chances to build their self confidence. It is in short my unshaken belief that that the primary role of any so-called-leader should be that of facilitator.

I realize that I cannot be objective when it comes to evaluating the strength of our Steward system, but that will not prevent me from rendering my opinion anyway. In alphabetical order by first name, we are all lucky beyond words to have such a strong State-level steward team as provided by Cheri Freeman, Joyce Patteson, Monte Hartshorn, Patricia Alexander, Patrick Pitts, and Renee' Cowan. In my opinion, any one of them has the abilities necessary to take on the responsibilities associated with the State Steward position. The fact that there is a strong sense of camaraderie amongst the team, and that each and every one of them is ready to step in to help any of the others just underscores how lucky we are that they have agreed to volunteer their skills, compassion, and, yes, a good deal of what most would refer to as their lives.

GRIEVANCE STATISTICS

Ten years ago, at the completion of my first year as your State Steward, I realized that appealing grievances to Step 3, one of my clearly defined responsibilities, was a negative indicator of success for our steward program. In the most perfect of worlds, a labor-management issue would be resolved without the need to resort to the grievance procedure. In fact, if our steward system were to adopt a motto, I would hope that it would come straight from Article 15.1 of the NRLCA/USPS National Agreement by containing a phrase that clearly pledged our commitment to the principle of resolving grievances "at the lowest possible level." Every grievance needs to be researched and discussed as if there were no steps beyond Step 1. The downside of such a commitment is that the Postal Service needs to share our belief in its benefit. With the current USPS emphasis on directing the vast majority of management functions from Headquarters, Area, or the District, there is little opportunity left for local managers to settle issues, let alone grievances, at their level. The grievance statistics provided below reflect the disturbing Postal Service trend of micro-managing labor-relations issues from outside of the office.

A perfect example of the dominance of centralized decision making is the number of grievances Union stewards had to file to combat the mostly senseless creation of Contract Delivery Service (CDS routes) where the numbers and fact-circumstances could be clearly shown to be lacking. The Seattle District, nonetheless, stuck to the agenda given them by the Western Area and initiated CDS almost everywhere in rural territory where a new subdivision was planned. Interestingly, the Spokane and Portland Districts did not follow suit. Apparently, District management can resist pressure from Area management when they so choose. We grieved the vast majority of newly-initiated CDS routes in the Seattle District, and despite overwhelming evidence for our positions in each of those grievances, we were forced to appeal the CDS grievances to Step 3. The labor representatives at Step 2 were either unable and/

or unwilling to settle at their level. I am happy to report that remands to Step 2 of CDS grievances appealed to Step 3 continue to come in with strong guiding language that has mostly led to settlements in our favor. While the victories are sweet, the waste of time and resources is appalling.

The following are a few statistics relevant to the steward program for the 2007–2008 Association year:

The 1,377 rural routes in Washington are apportioned by Postal Service Districts as follows:

Portland -140 routes, 10%

Spokane – 249 routes, 18%

Seattle – 988 routes, 72%

Grievances Appealed to Step 3 during the past 4 years:

2004-2005 = 4

2005-2006 = 15

2006-2007 = 14

2007-2008 = 20

Remanded grievances from Step 3 to Step 2 = 5 (up from 2)

Settled Step 2 grievances = 29 (up from 19)

Paper Suspensions = 8

It is important to remember that the above totals are only for grievances that were appealed to Step 2 of the grievance process. I do not track the grievances that are settled or withdrawn at Step 1, but I think it would be a fair estimate to state that there are at least as many grievances dispensed with at Step 1 as there are that have to go to Step 2 or beyond. The great majority of these “hidden” grievances are processed and resolved by Local Stewards, and whenever this is the case, the Postal Service picks up the bill for the Steward time. If your office is fortunate enough to have a Union member volunteer to stand for election to fulfill the duties and responsibilities of Local Steward, the rest of you should be supportive and appreciative.

The most frequent reason I hear that Local Stewards give up their position is that they just don't want to put up with the grief that comes their way from their fellow rural craft employees. That's a sad state of affairs, indeed, when carriers prefer to

abuse their Local Stewards, rather than address their issues with management directly.

If you know me well, you know that I have always had to struggle with being brief. I will attempt to dispel the myth by offering the following explanation for the accomplishments of your stewards all: **Our strength is in the high ground we practice, our openness to work together with management when mutual benefit is possible, and the teamwork to stay the course when the going gets rough.**

Charles Alexander, WARLCA State Steward

JULY 15-19, 2008 OVERVIEW FROM WARLCA BOARD MEETING

Red Lion Inn At The Park, Spokane, WA

MEMBERS IN ATTENDANCE: Patrick Pitts, President; Cheri Freeman, Vice-President; Becky Wendlandt, Secretary/Treasurer; Susie Hill, Editor; Becky Pike, District One; Renee' Cowan, District Two; Cindy Koker, District Three; Ed Ogdon, District Four; Dan Schrup, Retired Rep; Charles Alexander, State Steward; and Joyce Patteson, Senior Assistant State Steward.

President Patrick called the meeting to order at 3 PM on July 15, 2008. After welcoming the new board members and a brief positive go around, we reviewed the agenda.

Minutes:

The minutes from the April 7, 8, 9, 2008 meeting in Richland were reviewed and approved. The minutes from June 21, 2008 meeting in Lynden were also reviewed and approved.

President Appointments:

President Patrick reviewed the appointments he made in the short 10 minute meeting on June 25, 2008 in Lynden after the State Convention. They are:

Renee' Cowan, GMAC Representative
 Cindy Koker, Provident Guild
 Susie Hill, PAC
 Becky Wendlandt, RCBP Insurance
 Patrick also made the following new appointments:
 Shawn Johnson, Seattle EAP Advisory Committee
 Monte Hartshorn, Portland EAP Advisory Committee

Ground Rules and Board Policy:

The board reviewed the ground rules and board policy and updated as needed.

Officer Training:

The board reviewed the National Standardized State Officers' Resource Training. Cheri Freeman and Becky Pike trained on the duties of the district representatives.

Planning Meetings: Date, Time, and Place for the 08/09 Year:

MAIL COUNT TRAININGS: The mail count will be 4 weeks in 2009, starting February 14 and ending March 14. Pre-count mail conferences can be no later than January 30, 2009.

All trainings will start at 10 AM and go to 4 PM, with the notice saying it will be a working lunch (bring your own lunch/short 15 minute break only). Only members allowed attending.

Spokane: January 4, 2009. Cheri is trainer with Becky doing sign in sheet/membership.

Tri-Cities: January 11, 2009. Joyce is trainer and Ed doing sign in sheet/membership.

Wenatchee: January 4, 2009. Joyce is trainer with Tammy and Mike doing sign in sheet/membership.

Kelso/Longview: January 4, 2009. Monte is trainer and getting a volunteer to do sign in sheet/membership.

Tacoma: January 11, 2009. Renee' is trainer and Patrick/Susie to do sign in sheet/membership.

Arlington: January 4, 2009. Patrick is trainer and

Becky Pike to do sign in sheet/membership.

Silverdale/Bremerton: January 19, 2009. Patrick is trainer and Renee'/Susie to do sign in sheet/membership. (Note: Monday Holiday training)

ENHANCEMENT TRAININGS: WARLCA will continue to pay for one training only at \$150, no lunch or mileage paid by State. We will have 3 enhancement trainings, one fall, one spring, and one at State Convention. One will be on the west side in Tacoma area with Renee' to be the trainer. One will be at Tri-Cities area with Joyce to be the trainer. At State Convention Patrick will be the trainer for enhancement and Cheri will do the local steward training if needed. All local stewards must attend one to keep their certification.

Consensus: To pay a one time payment of \$150 for the local steward to attend enhancement training in 08/09 year.

NEW LOCAL STEWARD TRAINING: Joyce to schedule new local steward training as she feels they are needed.

Consensus: To pay new local steward's \$150 to attend their first new local steward training. Those that have had the training before and have been de-certified in the previous year will receive \$50.

REGIONAL STEWARD TRAINING: The state level regional steward training will be at the Monte Carlo in Las Vegas with November 16 and 20, 2008 travel days and meeting on November 17, 18, 19, 2008. National will pay the State Steward hotel, per diem, and travel. State will pay the State Steward salary, and all Senior Assistant State Stewards ADOP, travel, per diem, and hotel.

STATE LEVEL STEWARD SUMMIT: Charles will do training on encryption and backing up the computer, windows home server, using antivirus software and open office. Date will be October 3 and 4, 2008 full days (8:30 AM to 5:30 PM). Consensus to have Becky attend too (ride and share room with Cheri to save expenses). Summit to be in Silverdale area.

NATIONAL PRESIDENT, SECRETARY/ TREASURER, AND STATE STEWARD TRAINING: This training will be April 14 - 16 for the 2009 Joint Seminar. The travel dates will be April 13 and 17. It will be held at the Crystal Gateway Marriott in Arlington, VA. State pays for ADOP, all other expenses paid by National.

NATIONAL PRESIDENT AND VICE PRESIDENTS LEGISLATIVE SEMINAR: This training will be in May, 2009. Both Patrick and Cheri will be going.

DISTRICT ONE MEETING: District One meeting will be Sunday, March 22, 2009 and the notice will state "have your mail count evaluations done for free while reviewing the issues from mail count". Meeting to be from 1 PM to 4 PM with Question/Answer from 4 PM to 5 PM.

DISTRICT TWO MEETING COMBINED WITH FALL "HEAR FROM YOUR NATIONAL OFFICER" MEETING: District Two Meeting will be in Silverdale area from 1 PM to 4 PM with Question/Answer from 4 PM to 5 PM on October 5, 2008 (Sunday).

DISTRICT 3/4 COMBINED MEETINGS: The combined District 3 and 4 meeting will be in the Spokane area on Sunday, March 29, 2009 from 1 PM to 4 PM with questions and answers from 4 PM to 5 PM.

BOARD MEETINGS:

1. Next board meeting will be October 6-7-8, 2008 at Silverdale area in conjunction with steward summit and district two/fall meeting. October 6 and 7 will be from 8:30 AM to 5:30 PM and October 8 from 8 AM to Noon with travel in the afternoon.
2. Spring board meeting will be in conjunction with District One meeting. Board meeting will be from 8:30 AM to 5:30 PM on Monday, March 23, 2009 and Tuesday, March 24, 2009, and finish on March 25, 2009 from 8 AM till Noon.
3. The last board meeting will be in conjunction with State Convention at Red Lion Inn at the Park in Spokane, WA on Saturday, June 20, 2009 from

8:30 AM to 5:30 PM.

State Steward Report:

Charles updated the board on grievance activities. The board discussed the LWOP usage and all but one steward is hitting the 130 LWOP mark for the year. This will be added to the next board meeting agenda. Charles reported on windows home server. Currently we have 44 local stewards certified for 08/09. Charles said he is working with Steve Traylor on offices that are having problems offering Mondays as days off when they are on the formulas. Charles concluded by updating the board on the Step 3's that have been filed. Next the board developed the full time state steward guide and responsibilities.

State Secretary-Treasurer Report:

Membership: We are at 1963 members (but that will go down with the bi-weekly updates). As long as we can continue over 1951 we will have 21 national convention delegates. I have 7 cash members that did not renew and will send them a 3rd letter.

The board brainstormed sending a special edition of the November 2008 WRC to non members for recruitment. Included in it would be dues form, back pay articles, benefits for reliefs, why they should join, how many minutes you can lose on a mail count, mail count schools information, RCA insurance, and tort claims. We have 561 non members of which 217 are regular carriers.

Becky presented to the board a slideshow on voucher submission requirements, policies, and procedures.

Becky reported on a bounced check from a member at State Convention.

Discussion on partial lost annual and sick leave at the end of the year.

Financial: We ended the 07/08 year at \$12,132 in the red partially due to extra ADOP days for the board to work on full time state steward selection and also due to extra ADOP days needed by the state level stewards. The board reviewed this in depth and set up the budget line by line for the

08/09 year.

Consensus to put 70% cap on 2009 State Convention delegate pay as of now. This will be reviewed at each board meeting.

WRC:

The board discussed the WRC and set the following dates:

Convention Issue Sent To Members: Will be sent to the printer by August 15th. All articles are done except for member of the year.

Fall Issue Sent To Members: Susie will have fall issue to printer by November 7th. All articles due to Susie by October 25th and Susie will send 2 week notice deadline. Information is this paper will be open season details, meeting dates, campaign date, registration for state convention, articles by officers, minutes, and financial report.

Fall Issue Sent To Non-Members: Susie will have fall issue for non members to printer by November 7th. In this issue will be 1187, benefits for reliefs, tort claims, health insurance, mail count training dates, and other tasked articles. (Renee' on awards, Patrick as President on Why to Join and losing time on mail count)

Spring Issue Sent To Members: Articles due to Susie by April 1 and paper to printer by April 15th. Patrick will do article and picture of National Officer for State Convention and Susie will put some comments made by first timers from last state convention.

2008 State Convention Overview – Lynden:

Congratulations to Becky P for an outstanding convention. Here are the numbers compared to 2007 State Convention in Spokane:

First Timers: 27 for 2007 and 22 for 2008

Retirees: 4 for 2007 and 5 for 2008

Number of State Paid Delegates: 79 for 2007 and 77 for 2008

2009 State Convention – Spokane:

State Convention for 2009 will be in Spokane at the Red Lion Inn at the Park on June 22, 23, 24, 2009 (Monday-Wednesday). Cap on delegate pay

was placed at 70% and will be reviewed at each board meeting. Ed is the Chair for 2009 State Convention.

Discussion on Sunday training (enhancement and local steward if needed). Suggestion to add a current issues training for all members that might cover things like retirement, thrift savings, etc from 1 PM to 4 PM.

2010 State Convention – Spokane:

State Convention for 2010 will be in Spokane at the Red Lion Inn at the Park on June 21, 22, 23, 2010 (Monday-Wednesday) and possibly June 24th for 2010 Committees to meet. Cindy is the Chair for 2010 State Convention.

2010 National Convention – Spokane:

The board discussed 2010 National Convention in depth and also decided on a logo.

The board decided to get more information on fundraisers and discuss this at the next meeting.

State Constitution:

Since the delegates passed the State Constitution Revision it is now time to review the State Constitution for changes need for next year, as well as format a County Constitution Revision that would reflect the State's.

Consensus to have Patrick, Cheri, Becky W, and Patricia meet the day before the Steward Summit meeting on October 2, 2008 and develop the county constitution revision.

DJSC's – Seattle, Spokane, and Portland:

Seattle DJSC: Renee and Becky Pike reported on the Seattle DJSC. They are working on academies and trying to get equipment and mail standardized at each site. They are also preparing for the summit.

Spokane DJSC: Cheri reported on the Spokane DJSC. They are working with PM's and trying to get everyone on track with the mentor program.

Portland DJSC: Patrick provided minutes of all the DJSC's.

Overview of the 2008 WARLCA Convention

Note: Actual recorded minutes from the media committee as well as notes from the minute's committee have been taken. The following is just an overview.

Monday, June 23, 2008

At 9:00 a.m. a joint meeting of the Washington Rural Letter Carriers' Association and its Auxiliary was called to order by Convention Chair, Becky Pike, at the Homestead Farms Golf Resort and Convention Center in Lynden, Washington. After opening ceremonies and pledge of allegiance Becky presented the gavel to President Patricia Alexander.

President Alexander thanked Becky as Convention Chairperson and introduced NRLCA Vice President Dan Cantriel and his wife Vida. All State Officers were then recognized as follows: Vice President Patrick Pitts, Secretary-Treasurer Rebecca Wendlandt, Editor Susie Hill, District I Representative Becky Pike, District II Representative Joanne Blackburn, District III Representative Cheri Freeman, District IV Representative Dave Reppe, Retired Carrier Representative Dan Schrup, and State Steward Charles Alexander. All Stewards were then recognized as follows: Senior Assistant State Stewards Monte Hartshorn, Joyce Patteson, Patrick Pitts, and Patricia Alexander. Assistant State Stewards were recognized as follows: Cheri Freeman and Renee' Cowan. President Alexander then recognized the following: Auto Insurance Representative Dave Reppe, Provident Guild Representative Joanne Blackburn, Rural Carrier Health Benefit Plan Representative Rebecca Wendlandt, and PAC Chair Susie Hill.

President Alexander introduced Auxiliary State President Joe Horlacher, who then introduced NRLCA Auxiliary Pat Gunnell, and WARLCA Junior President Nicole Cowan. There was a total of 21 Juniors.



Welcome to First Time attendees to the State Convention!

President Alexander then asked the following to stand and be recognized: County Officers, Local Stewards, Ad-Hoc Trainers, QWL/EI Facilitators, and DJSC Members and Area Trainers. Vice President Patrick Pitts asked all retirees to come forward (Susie Hill, Karen Crombie, Dan Schrup, Mel Walker, and Neil Buchanan. Next, all 21 first-timers were then asked to come forward. Patrick Pitts presented all retirees and first-timers with a gift.

The following speakers gave a presentation during the course of the convention:

NRLCA Vice President Don Cantriel, Honored 70-year union member Walt Tanguy of Ferndale, Seattle Workplace Improvement Analyst Dr. David Picard, Lynden Postmaster Brian Mouche', and NRLCA Auxiliary Pat Gunnell.

2008 Convention Standing Rules

1. Each session shall start at the time announced in the convention program.
2. The convention shall proceed using Roberts Rules of Order, Newly Revised (10th 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. 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.
7. Resolutions shall be read, and if no objection is voiced, they shall be considered passed at the sound of the gavel by the Chair.
8. 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.

9. 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.**
10. During the consideration of resolutions at the second reading, the con and pro shall alternate with a 2-minute time-limit per person.
11. Delegates shall be allowed to speak no more than twice on any particular issue.
12. If there is no opposing position to be presented, the resolution shall be brought to an immediate vote of the delegates.
13. There shall be no campaigning or distribution of campaign material on the convention floor, with the exception of those campaign speeches made from the podium.
14. The reports of the Officers of the WARLCA shall not be read to the delegation, **with the exception of the State Steward's final annual report as Washington State Steward.** Time shall be set aside for a question and answer period to be held the afternoon of the first day of convention. Reports will be available for dissemination during the morning session of the first day of convention.
15. These rules shall be in force throughout the convention unless amended by a two-thirds vote of the delegates.

The delegates voted to accept the standing rules as amended in bold.

The delegates voted to accept proposed resolutions and constitution and bylaws changes from the floor.

Committee Assignments 2008 State ConventionCredentials

Cheri Freeman, Board Rep

1. Doug Rinehart, Chair
2. Brenda Sizemore
3. Jan Frymire
4. Tammy Donaghue
5. Primo Rodriguez

Finance

Charles Alexander, Board Rep

1. Mike Cammack, Chair
2. Janie Walla
3. Cindy Koker

Constitution & By Laws

Patricia Alexander, Board Rep

1. Jim Hemrich, Chair
2. Tony Lott
3. Renee' Cowan

Tellers I: Count Nat Delegate Ballots

Becky Pike, Board Rep

1. Brenda Hayes-Ogdon, Chair
2. Michael Perigard
3. Susan Powell
4. Cyndy Koehn
5. Cory Huskinson
6. Terry Engel
7. Karen Lee
8. Juan Munoz
9. Andrew Shea
10. Mel Walker
11. Sharon Madison
12. Vicki Gannon

Tellers II: Count other Ballots & Contested Races

Becky Pike, Board Rep

1. Dee Ann Williams, Chair
2. Annette Krieg
3. Beverly Adams
4. Glenna Gade
5. Janelle Mee

Auditing

Becky Wendlandt, Board Rep

1. Karin Taylor, Chair
2. Monte Hartshorn
3. Karen Crombie
4. Shirley Smith

Resolutions

Patrick Pitts, Board Rep

1. Mariann Faulkner, Chair
2. Joyce Sutherland
3. Janice Sisley
4. Carol Ogden
5. Elizabeth Carter

WRC

Susie Hill, Board Rep

1. Ann Lamm, Chair
2. John Lee
3. Carrie Smith
4. Paula Kenck

Nominating

Patricia Alexander, Board Rep

1. Colleen Headley, Chair
2. Patti Roque (chosen by Vice President)
3. Lynda Toulou (chosen by committee)

Mileage & Per Diem

Dave Reppe, Board Rep

1. Shawn Johnson, Chair
2. Kenzi Greene
3. Dan Marshall
4. Jeff Foote

Sergeants-At-Arms

1. Dan Schrup, Chair
2. Ed Ogdon
3. Joanne Blackurn
4. Cheri Freeman
5. Leo Dillon

6. James Hood
7. Sherry Holcomb
8. Johnna Horlacher
9. Marlene Hagedorn
10. Roxanne Cavazos
11. Jim Pease

Hospitality

Joanne Blackburn, Board Rep

1. Bonnie Lagerway, Chair
2. Sue Richardson
3. Kathy Beebe
4. Elizabeth Greene
5. Cathy Allman
6. Ulrike Clevenger

6. Christina Smith
7. Nola Two Feathers
8. Carrie Holmes

Minutes

Becky Wendlandt, Board Rep

1. Noretta Stritzke, Chair
2. Cindy Adams

Media

Becky Wendlandt, Board Rep

1. Joyce Patteson, Chair
2. Dave Reppe
3. Charles Alexander

The Annual Reports of Elected State Officers and State Steward, and Financial Statements were distributed to the Delegates.

**WA AUXILIARY FINANCIAL REPORT FOR YEAR 2007-2008
AS OF JUNE 1, 2008**

Presented to the WARLCA Board at the 2008 State Convention, Lynden WA.

Receipts

National Project		\$ 406.00
Dues From Association	1 st Quarter	\$ 3,591.37
	2 nd Quarter	\$ 3,723.27
	3 rd Quarter	\$ 3,292.61
	4 th Quarter	\$ 3,808.66
Country Store and Raffle		-0-
Junior Income		\$ 1,526.03
Scholarship		\$ 800.00
Misc		-0-
<u>TOTAL</u>		\$17,147.94

Disbursements

Board Meetings	\$ 2,687.94
Office Expense	\$ 153.78

Salary		-0-
Membership to National	1 st Quarter	\$ 1,796.00
	2 nd Quarter	\$ 1,860.00
	3 rd Quarter	\$ 1,648.00
	4 th Quarter	\$ 1,904.00
Junior Expense		\$ 3,614.93
Misc		\$ 95.64
<u>TOTAL</u>		\$13,760.29

CHECKING

Balance Forward	\$ 2,400.54
Income	\$17,147.94
Expenses	\$13,760.29
Balance	\$ 5,788.19

SAVINGS

Balance Forward	\$6,806.80 (includes interest)
Income	-0-
Expenses	-0-
Balance	\$ 6,806.80

Copies of the Constitution and Bylaws and Resolutions were distributed to the Association, as well as the 2008 WARLCA Constitution Revision Packet

Report of the 2009 and 2010 Convention. The 2009 State Convention will be June 22, 23, 24 (Monday through Wednesday, and the 2010 State Convention will be June 21, 22, 23 (Monday through Wednesday). Both years will be held at the Red Lion Inn at the Park in Spokane, WA.

Report of the 2011 Convention. The site and dates for the 2011 State Convention to be held in District Two are being researched.

Tuesday, June 24, 2008

At 8:00 a.m. the Auxiliary held the memorial service and the Juniors' presented their Americanism Program to the Association. President Alexander called the meeting to order at 8:30 AM. President Alexander asked for the **Final Report of the Credentials Committee.**

COUNTY STATS FOR 2008 WARLCA STATE CONVENTION

#	COUNTY NAME	TOTAL MEMBERS	TOTAL POSSIBLE VOTES	TOTAL VOTES & DELEGATES	% DELEGATES SEATED
001	North Central Tammy Donaghue, Delegate at Large	84	18	2	11.1%
003	Peninsula Ann Lamm, Delegate at Large	176	36	11	30.6%

005	Lower Columbia Roxanne Cavazos, Delegate at Large	222	45	10	22.2%
006	Mutual Kenzi Greene, Delegate at Large	370	75	12	16%
010	Island, Skagit, San Juan Andrew Shea, Delegate at Large	116	24	7	29.2%
011	King, Snohomish Mariann Faulkner, Delegate at Large	395	80	10	12.5%
012	South East Dave Reppe, Delegate At Large	29	7	1	14.3%
013	East Central John Lee, Delegate at Large	183	38	7	18.4%
014	North East Lynda Toulou, Delegate at Large	48	11	3	27.3%
015	Whatcom Joyce Sutherland, Delegate at Large	98	21	9	42.9%
016	Whitman, Asotin Jim Hemrich, Delegate at Large	38	9	2	22.2%
017	Yakima Karin Taylor, Delegate at Large	186	38	4	10.5%
Total For Counties:		1,945	402	78	19.4%

Each County is entitled to:

One Delegate for every 5 members or major fraction thereof, and one Delegate at Large.

One vote for every credentialed regular delegate in attendance.

Report of the Nominating Committee.

Nominees:	President (one year term)	Patrick Pitts & Ed Ogdon
	Vice President (one year term)	Cheri Freeman & Monte Hartshorn
	Secretary-Treasurer (two year term)	Becky Wendlandt
	Editor (two year term)	Susie Hill & Shawn Johnson
	District II (two year term)	Joanne Blackburn & Renee' Cowan
	District IV (two year term)	Dave Reppe & Ed Ogdon

Report of the Tellers Committee. A total of 454 ballot envelopes were received. Out of these 434 were valid ballots and 20 were refused and returned.

Delegate List to National Convention 2008

(In order of votes received)

<u>Name</u>	<u># of Votes</u>
Charles Alexander	305
Patricia Alexander	304
Rebecca Wendlandt	283
Patrick Pitts	264
Becky Pike	211
Monte Hartshorn	190
Joyce Patteson	174

Susie Hill	173
Cheri Freeman	171
Dave Reppe	167
Renee' Cowan	161
Joanne Blackburn	148
Mariann Faulkner	136
Jim Hemrich	135
Shawn Johnson	131
John Lee	118
Ann Lamm	117
Joyce Sutherland	113
Tony Lott	112 (by coin toss)
Janie Walla	112 (by coin toss)
Bev Crow	95 (by coin toss)
Cindy Koker	95 (by coin toss)
Shirley Smith	89
Jan Frymire	82 (by coin toss)
Brenda Sizemore	82 (by coin toss)
Janice Sisley	75
Colleen Headley	70 (by coin toss)
Karin Taylor	70 (by coin toss)
Vicki Gannon	63
Kenzi Greene	46

Report of the Auditing Committee. The audit committee has reviewed a sample month of vouchers, the check register, journal entries, deposits and transfers. We find the records in order save for one egregious error that the audit committee at this time would like to present, the twenty one cents that Becky shorted Cheri. The audit committee at this time would like to commend Secretary-Treasurer Becky Wendlandt for her diligence and professionalism in conducting the business of the WARLCA. We would also like to thank her for her hard work. Due to the limited time the audit committee has at convention to review the books, and the transportation of all the materials, the audit committee recommends adoption of the WARLCA constitution change number 3 bylaw article 1 section 2.

Report of the WRC Committee. We, the 2008 *Washington Rural Carrier* Committee are suggesting the following recommendations:

1. Three issues for the year 2008-2009 with special editions as stated in our State Constitution Article 5 Section 1 due to monetary considerations.
2. A State Web Page for our paper with a survey for opting in or opting out on receiving the mailed paper and the State Board would be able to get information out to the membership quickly with less expense.

Final Report of the Mileage and Per Diem Committee.

Last Name	First Name	One Way Miles	Rd Trip Miles	Times .33 Equals	Convention Allowance	Ferry Costs	NET CHECK
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Adams	Beverly	25.2	50	\$16.63	\$	250.00		\$266.63
Adams	Cindy	166	332	\$109.56	\$	250.00		\$359.56
Alexander	Charles	19.7	39	\$13.00	\$	250.00		\$263.00
Alexander	Patricia	19.7	39	\$13.00	\$	250.00		\$263.00
Allman	Cathy		373	\$123.02	\$	250.00		\$373.02
Beebe	Kathy		538	\$177.41	\$	250.00		\$427.41
Blackburn	Joanne		294	\$97.09	\$	250.00		\$347.09
Cammack	Mike		421	\$139.00	\$	250.00		\$389.00
Carter	Elizabeth	105	210	\$69.30	\$	250.00	\$14.45	\$333.75
Cavazos	Roxanne		539	\$178.00	\$	250.00		\$428.00
Clevenger	Ulrike		398	\$131.47	\$	250.00		\$381.47
Cowan	Renee'		287	\$94.58	\$	250.00		\$344.58
Crombie	Karen		296	\$97.55	\$	250.00		\$347.55
Dillon	Leo		281	\$92.86	\$	250.00		\$342.86
Donaghue	Tammy		400	\$131.87	\$	250.00		\$381.87
Engel	Terry		233	\$76.89	\$	250.00	\$14.45	\$341.34
Faulkner	Mariann	57.3	115	\$37.82	\$	250.00		\$287.82
Foote	Jeff	61.3	123	\$40.46	\$	250.00		\$290.46
Freeman	Cheri		708	\$233.57	\$	250.00		\$483.57
Frymire	Jan	82.8	166	\$54.65	\$	250.00		\$304.65
Gade	Glenna		777	\$256.34	\$	250.00		\$506.34
Gannon	Vicki		781	\$257.80	\$	250.00		\$507.80
Greene	Elizabeth		379	\$124.94	\$	250.00		\$374.94
Greene	Kenzi		375	\$123.68	\$	250.00		\$373.68
Hagedorn	Marlene		292	\$96.29	\$	250.00		\$346.29
Hartshorn	Monte	221	442	\$145.86	\$	250.00		\$395.86
Headley	Colleen	87.9	176	\$58.01	\$	250.00		\$308.01

Hemrich	Jim		710	\$234.43	\$	250.00		\$484.43
Hill	Susie		237	\$78.08	\$	250.00	\$11.84	\$339.92
Holcomb	Sherry		545	\$179.78	\$	250.00		\$429.78
Holmes	Carrie	53.1	106	\$35.05	\$	250.00		\$285.05
Hood	James		328	\$108.31	\$	250.00		\$358.31
Horlacher	Johnna		799	\$263.80	\$	250.00		\$513.80
Huskinson	Cory		234	\$77.15	\$	250.00		\$327.15
Johnson	Shawn		277	\$91.48	\$	250.00		\$341.48
Kenck	Paula	74.8	150	\$49.37	\$	250.00		\$299.37
Koker	Cindy		769	\$253.70	\$	250.00		\$503.70
Krieg	Annette		546	\$180.11	\$	250.00		\$430.11
Lagerway	Bonnie	5.8	12	\$3.83	\$	250.00		\$253.83
Lamm	Ann	98.5	197	\$65.01	\$	250.00	\$14.45	\$329.46
Lee	John		766	\$252.71	\$	250.00		\$502.71
Lee	Karen		534	\$176.35	\$	250.00		\$426.35
Lott	Tony		208	\$68.51	\$	250.00	\$14.45	\$332.96
Madison	Sharon		274	\$90.49	\$	250.00		\$340.49
Marshall	Dan		219	\$72.14	\$	250.00	\$14.45	\$336.59
Mee	Janelle		518	\$170.81	\$	250.00		\$420.81
Munoz	Juan		537	\$177.34	\$	250.00		\$427.34
Ogden	Carol	90.5	181	\$59.73	\$	250.00		\$309.73
Ogdon	Brenda		682	\$224.99	\$	250.00		\$474.99
Ogdon	Ed		682	\$224.99	\$	250.00		\$474.99
Patteson	Joyce		480	\$158.27	\$	250.00		\$408.27
Pease	James		799	\$263.74	\$	250.00		\$513.74
Perigard	Michael		220	\$72.73	\$	250.00	\$14.45	\$337.18
Pike	Becky	10	20	\$6.60	\$	250.00		\$256.60

Pitts	Patrick		328	\$108.17	\$	250.00		\$358.17
Powell	Susan	18.1	36	\$11.95	\$	250.00		\$261.95
Reppe	Dave	354	708	\$233.64	\$	250.00		\$483.64
Richardson	Sue	44.3	89	\$29.24	\$	250.00		\$279.24
Rinehart	Doug		339	\$111.94	\$	250.00		\$361.94
Rodriguez	Primo	45	90	\$29.70	\$	250.00		\$279.70
Roque	Patti		351	\$115.90	\$	250.00		\$365.90
Schrup	Dan		286	\$94.45	\$	250.00		\$344.45
Shea	Andrew	91.4	183	\$60.32	\$	250.00		\$310.32
Sisley	Janice		411	\$135.50	\$	250.00		\$385.50
Sizemore	Brenda		295	\$97.42	\$	250.00		\$347.42
Smith	Carrie		443	\$146.32	\$	250.00		\$396.32
Smith	Christina	67.4	135	\$44.48	\$	250.00		\$294.48
Smith	Shirley	8.3	17	\$5.48	\$	250.00		\$255.48
Stritzke	Noretta		723	\$238.59	\$	250.00		\$488.59
Sutherland	Joyce	24.6	49	\$16.24	\$	250.00		\$266.24
Taylor	Karin		616	\$203.21	\$	250.00		\$453.21
Toulou	Lynda		623	\$205.66	\$	250.00		\$455.66
Two Feathers	Nola	45	90	\$29.70	\$	250.00		\$279.70
Walker	Mel		472	\$155.89	\$	250.00		\$405.89
Walla	Janie	57.1	114	\$37.69	\$	250.00		\$287.69
Wendlandt	Rebecca		792	\$261.23	\$	250.00		\$511.23
Williams	Dee Ann		243	\$80.06	\$	250.00	\$11.84	\$341.90
Totals			27524	\$9,082.92	\$	19,250.00	\$ 110.38	\$28,443.30

Total paid was \$28,443.30 to 77 qualified, credential state paid delegates.

Report of the Constitution Revision Committee. The revised constitution was presented to the delegates and passed. The Constitution and Bylaw committee then gave the new references for the proposed constitution changes. The new Constitution as updated and amended is printed in this issue of the WRC.

Report of the Constitution Committee. This report is printed with the proposed language only. Bold indicates new language and strike through as deleted language.

1. Submitted by Whatcom: Proposed Language:

ARTICLE VIII (OFFICERS)

SECTION 1A: The officers of the WARLCA shall consist of President, Vice President, Secretary-Treasurer, Editor of the WASHINGTON RURAL CARRIER, **and** four (4) District Representatives ~~and the Retired Carriers' Representative~~ who shall be elected at the State Convention and serve one (1) year, except the District Representative, ~~Retired Representative~~, Secretary-Treasurer, and Editor, who shall serve two (2) years, or until their successors are elected and installed.

SECTION 1A: Each district shall nominate its own District Representative at a District meeting prior to the State Convention. Notice of said meeting will be sent to all members at least fifteen (15) days prior to the meeting. Such nominations shall then be presented to the Nominating Committee, who shall place them before the State Convention. In case no nomination is made by the District, the Nominating Committee at the State Convention shall select and place in nomination the name of a member of said District. Any delegate who is a member of said District is entitled to nominate from the floor any additional nominees who are qualified.

~~SECTION 1B: The Retired Carriers' Representative shall be a retired carrier, nominated by a retired carrier and elected by the delegates at the State Convention assembled who shall have been elected and installed.~~

SECTION 2: There shall be a Board of Control (herein referred to as the Board) consisting of President, Vice President, Secretary-Treasurer, Editor, **and** four (4) District Representatives. ~~and the Retired Carriers' Representative.~~ 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. Each elected officer shall be entitled to a vote on every question before the State Convention.

SECTION 2A: There shall be an Executive Committee consisting of the four (4) District Representatives ~~and the Retired Carriers' Representative.~~

Note: Any other reference to Retired Carrier Representative in the WARLCA Constitution would also be removed.

Constitution Proposed Amendment Passed

2. Submitted by Peninsula: Proposed Language

SECTION 9: 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 top (two) (amendment passed to change to "one") alternate delegates, in order of votes received, one-half the normal pay of regular credentialed State-paid delegates. Such State-paid alternate delegates 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 ~~regular credentialed~~ 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.

Constitution Proposed Amendment Passed as Amended

3. Submitted by Lower Columbia: Proposed Language

SECTION 2: Previous to the first day of each State Convention, he/she shall appoint from the list of regularly elected delegates, then in the hands of the Secretary, a committee of three (3) on Credentials, a committee of at least four (4) on Tellers, a committee of three (3) on Constitution and Bylaws, 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 VIII 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.

Add New Section 8: Shall appoint an audit committee of three (3) members ~~near the Secretary-Treasurer's home~~ (amendment to strike through this passed) to conduct an audit within 90 days of the end of the fiscal year. No member may serve on the audit committee for more than two (2) consecutive years. The audit committee shall issue a report to be printed in the WASHINGTON RURAL CARRIER.

Constitution Proposed Amendment Failed as Amended

4. Submitted by East Central Washington Proposed Language

SECTION 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, Editor, State Steward, and all ~~one~~ District Representatives' review the payments and supporting documents on a quarterly basis. ~~Each District Representative shall be responsible for reviewing one quarter of each~~

year:

Constitution Proposed Amendment Passed

5. Submitted by East Central Washington Proposed Language

SECTION 4 The Auxiliary of the WARLCA shall be funded through an annual assessment of \$4.00 in addition to the National Auxiliary per capita dues for all craft members, excluding associate members, as long as the auxiliary is responsible for, funds, and administers the Junior Program at State Convention, the Scholarship Program of two scholarships of \$1,000 each annually, and provides a financial statement at the beginning of State Convention to the WARLCA. If the Auxiliary is unable to be responsible for, administer, and fund the Junior Program and Scholarship Program, then a \$4.00 assessment per craft member, replacing the State and National Auxiliary assessment per member, excluding associate members, will be set aside to fund the Junior Program and Scholarship Program. Said assessment shall be in addition to the current per capita dues of the members of the Association. In the event the auxiliary ceases to be active, and/or does not fund and administer the Junior Program at State Convention and/or the Scholarship Program of two scholarships of \$1,000 each given annually, the State Board shall fund the program using the funds first from the Auxiliary checking/banking accounts and then funding and overseeing the Junior Program and Scholarship Program. The Junior program at State Convention is limited to children and grandchildren * of WARLCA members who are attending State Convention as a delegate. (*amendment adding and underage (21) relatives failed)

Constitution Proposed Amendment Failed

6. Submitted by North Central Washington and also North East Washington Proposed Language

SECTION 4 The Auxiliary of the WARLCA dues is \$8.00 for those wanting to belong to the Auxiliary. Notice of dues will be put in each issue of the *Washington Rural Carrier* (WRC). All dues will be sent directly to the WARLCA

Auxiliary Secretary-Treasurer. *The Auxiliary is responsible for administration and funding of the junior program at State Convention. The Junior Program at State Convention is limited to children and grandchildren of WARLCA members who are attending State Convention as a delegate. The Auxiliary is also responsible for filing all appropriate IRS returns in a timely manner, making sure all banking accounts are under the WARLCA Auxiliary name and EIN, conducting an internal audit, as well as presenting to the WARLCA a detailed financial report before the State Convention.* (amendment to strike language between * passed)

Constitution Proposed Amendment Failed as Amended

7. Submitted by East Central Washington Proposed Language

~~SECTION 5: The 2010 National Convention shall be funded through an annual assessment of \$26.00 for all members, excluding retired members. The annual assessment will start July 1, 2006 and will cease June 30, 2010. The annual assessment will be deposited into the 2010 National Convention Account at Atlanta Postal Credit Union (APCU) each quarter. This annual assessment shall be in addition to the current per capita dues of the members of the Association.~~

Constitution Proposed Amendment Passed

8. Submitted by Peninsula Proposed Language
SECTION 3: 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 case of tie, the members will decide the placement with the toss of a coin, except for the delegate at large position, which will be decided by another ballot. Each County Secretary shall immediately, after the regular annual meeting of their County Unit, fill out in duplicate, credentials of Delegate-at-Large, Regular, and Alternate delegates to the State Convention in order of votes received.

The duplicate is to be retained for identification by the delegate, and 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. **at the beginning of the Association year (July 1st). (Proviso: If passed, the proposed language shall become effective July 1, 2008)**

Constitution Proposed Amendment Failed

9. Submitted by Peninsula Proposed Language
SECTION 4: Any county credentialed regular delegate attending 1 or 2 days of the State Convention but unable to attend all 3 days due to a written denial of leave by management shall be paid 1/3 of the 3-day normal allowance for each day of attendance in addition to one round trip mileage paid at the normal mileage rate, 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 of Article XII of the State Constitution and Bylaws concerning mileage and allowance.

Constitution Proposed Amendment Failed

Wednesday, June 25, 2008

President Alexander called the meeting to order at 8:00 a.m.

Donna Felgenhauer, WARLCA Auxiliary Secretary-Treasurer reported on the **WARLCA Auxiliary Scholarships**. Scholarships were given to:

Kaitlynn McCormack \$500 Oakesdale, WA

Anna Pilon \$300 Lynden, WA

Joe Horlacher is the Member of the Year for the WARLCA Auxiliary.

Report of the Resolutions Committee.

Courtesy Resolution

Whereas many people have contributed to the 2008 Washington Rural Letter Carriers' Association State Convention; therefore be it resolved

A. That we thank the Convention Chair,

- Becky Pike, for her dedication of time and energy.
- B. That we thank the many county members who helped to put this convention together and who worked diligently on the committees.
 - C. That we thank our National Speakers, Don Cantriel of the NRLCA and Pat Gunnell of the NRLCA Auxiliary and our guest speakers, Postmaster Brian Mouche' of Lynden and Dr. David Picard.
 - D. That we thank the Homestead Farms for their wonderful hospitality.
 - E. That we thank the Auxiliary for their support and the Juniors for their Americanism program.
 - F. That we thank the Veterans for their service and the retired carriers for their continued interest and dedication.
 - G. That we especially want to thank the 1st timers for coming and participating.

Passed by the Drop of the Gavel.

1. Submitted by North Central Washington County: Non Binding

Whereas the implementation of the RDSOP, which reduces casing equipment and restricts cell size, has led to an increase in the need to tie out bundles of mail and this increased multiple handling of mail pieces is not currently addressed in our time standards;

Therefore be it resolved that the NRLCA negotiate a time standard for direct or segmented bundles tied out at the carrier case.

Intent: This is needed because the Postal Service has created the situation where casing equipment has been reduced. We are at the point where bundling customers' mail, which once was occasional on heavy days, is now a frequent necessity on a daily basis for an increasing number of addresses.

Failed after Discussion

2. Submitted by Peninsula County: Binding to the NRLCA Board

Whereas, non-binding resolutions (of an advisory nature to the National Board) adopted by the delegates at National Conventions may remain in effect only for the duration of the current Association year.

Therefore be it resolved after a new USPS/NRLCA Agreement ("Contract") term has been effected, all subsequent non-binding (advisory) resolutions adopted by the delegates at National Conventions shall remain in effect until the next contract term is effected.

Be it further resolved, a comprehensive list in electronic format of all non-binding (advisory) resolutions currently in effect shall be distributed to all State Secretaries after each National Convention within a reasonable time and that any member may request from their State Secretary a copy of such list when available.

Intent: (1) To provide binding language specifying the duration for which non-binding (advisory) resolutions are retained for consideration by the National Board; (2) To offer members standard access to the list of current non-binding resolutions in effect; and (3) To afford the means to prevent the waste of time and energy at the National, State and subordinate levels in consideration of non-binding resolutions that have already been adopted in prior years during the current contract term.

Passed by Drop of the Gavel

3. Submitted by Peninsula County: Non Binding

Whereas: Article 12.1.A of the EL-902 states in part "...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: All rural craft bargaining unit employees, including those in a probationary status, shall be permitted full and unrestricted access to the grievance procedure and union representation, to include the principles contained within Article 16 of the EL-902, during all periods of employ and for any instance in which the employee may feel aggrieved, to include, but not limited to, any disciplinary actions, including

discharge or removal, initiated by the employer.
 Intent: To ensure rural craft bargaining unit employees in a probationary status are entitled to the right of union representation when facing discharge or removal, and that the principles of discipline contained within Article 16 – corrective rather than punitive, for just cause, progressive, and requiring review & concurrence – will apply.

Passed after Discussion

4. Submitted by Peninsula County: Non Binding

Whereas: Articles 30.2.B.1 and 12.1.A of the EL-902 state in part: “The probationary period for a rural carrier associate shall be 90 days actually worked or one calendar year, whichever comes first...”; and “The probationary period for a new employee appointed as a regular rural carrier shall be ninety (90) calendar days...”

Therefore be it resolved: The probationary period for a rural carrier associate shall be 90 calendar days.

Intent: (1) To provide the same probationary period duration for all new rural craft employees, whether appointed as a rural carrier associate (RCA) or as a regular carrier; (2) Recognizing that with the general shortage of leave replacements and the associated heavier scheduling demands upon RCAs, proficiency in carrier duties & responsibilities are now acquired necessarily at a more rapid rate for new RCAs than in the past; and (3) That by utilizing and/or training a probationary RCA on other than their assigned primary route, management is inferring that the employee has attained proficiency in their required duties & responsibilities.

Passed by Drop of the Gavel

5. Submitted by Peninsula County: Non Binding

Whereas: Section 436.72.a.5 of the ELM states: “Interest is paid automatically for arbitration decisions that award back pay for a disciplinary suspension or removal for employees represented by the National Postal Mail Handlers’ Union (NPMHU) for cases heard after February 20, 1991, and for employees represented by the National Association of Letter Carriers (NALC) and the American Postal Workers’ Union (APWU) for cases

heard after June 12, 1991. Note: For arbitration decisions that are unrelated to a disciplinary suspension or removal, interest is not paid unless it is specifically required by the award.”

Therefore be it resolved: Interest shall automatically be paid for arbitration decisions awarding back pay for a disciplinary suspension or removal for employees represented by the National Rural Letter Carriers’ Association (NRLCA).

Intent: To entitle rural carriers to the same right of automatic interest paid as entitled by employees represented by the NPMHU, NALC, and the APWU.

Passed by Drop of the Gavel

6. Submitted by Peninsula County: Non Binding

Whereas: Article 9.2.C.13 of the EL-902 provides that: (1) Additions to evaluation and corresponding salary adjustments shall only be made for temporary route deviations of more than 30 calendar days duration; and (2) Such salary adjustments shall become effective at the beginning of the first pay period following the first 30 days of the detour.

Therefore be it resolved: Additions to evaluation and corresponding salary adjustments shall be made for temporary route deviations of more than 14 calendar days duration; and

Be it further resolved: Such salary adjustments shall become effective retroactive to the beginning of the first pay period following the start of the detour.

Intent: (1) To provide upwards salary adjustments as warranted for temporary detours retroactive to the first pay period after the start of the detour, rather than the third or fourth pay period after; and (2) To reduce the length of time necessary to qualify for such a salary adjustment.

Passed by Drop of the Gavel

7. Submitted by Peninsula County: Non Binding

Whereas: Article 9.2.J.6 of the EL-902 provides that an increase in EMA for temporary deviations is authorized only if the total miles traveled, including deviations, exceed forty (40) miles per day.

Therefore be it resolved: An increase in EMA shall be authorized if the total miles traveled, including deviations, exceed the route’s standard miles.

Intent: To increase EMA for each instance in which a temporary deviation adds miles to a route's travel, instead of just instances in which total miles traveled, including deviation, exceed 40 miles per day.

Passed after Discussion

8. Submitted by Peninsula County: Non Binding

Whereas: Official Route Mileage accounts for a significant portion of a carrier's compensation with regards to route evaluation and EMA; and Whereas section 621 of the M-38 states in part "...Start and end the measurement at the authorized loading and unloading area of the route. The roads must be traveled by the most direct line practical without pulling in and out to service mailboxes."

Therefore be it resolved: Official Route Mileage shall start at the authorized loading area, proceed following the official line of travel to each active delivery point (to include pulling in and out at each box or authorized dismount point), and end at the authorized unloading area.

Intent: To fairly compensate rural carriers for all required normal daily route mileage traveled.

Already passed at National Convention in 2007

9. Submitted by Peninsula County: Non Binding

Whereas: Section 30.2.E.1 of the EL-902 provides that a continuing primary leave replacement vacancy assignment shall only be offered again when there has been a substantial change to the route (i.e., classification, relief day, or assignment of vehicle) or when the route's regular carrier has been on extended absence for more than 30 calendar days.

Therefore be it resolved: A continuing primary leave replacement vacancy shall also be offered after 6 calendar months have passed since the last offering of the vacant assignment for the route.

Intent: To offer leave replacements a vacant assignment which may have become more desirable in the 6 month interim since its last offering, in consideration that a substantial change may have occurred to the route they are presently assigned.

Already passed at National Convention in

2007

10. Submitted by Peninsula County: Non Binding

Whereas: Article 10.5 of the EL-902 provides that substitutes and rural carrier associates (RCAs) only earn leave benefits when:

- (1) Serving a vacant route over 90 days;
- (2) Serving a route during the regular carriers' extended absence over 90 days; or when
- (3) Assigned to an auxiliary route over 90 days (RCAs only).

Furthermore, such earned leave is only credited upon reaching the 91st day.

Therefore be it resolved: All relief carriers (excluding TRCs) shall earn leave benefits based on the number of hours worked in accordance with the appropriate leave category (those relief carriers without shall be assigned leave category 4); it shall be credited as earned; and leave shall be granted in hourly increments, excepting that it shall be granted in increments of one day (8 hours) for substitutes, RCAs and RCRs serving vacant routes or during the extended absence of the regular carrier.

Intent and/or Reason of Change: (1) To provide RCAs, RCRs and substitute rural carriers leave benefits comparable to those of PTFs and auxiliary rural carriers; (2) To allow accrual of leave based upon all hours worked by a relief carrier; (3) To remove the 90 day qualifying period for leave to be accrued and credited; and

(4) To promote greater retention of relief carriers through improved leave benefits.

Passed by Drop of the Gavel

11. Submitted by Peninsula County: Non Binding

Whereas: Section 512.553 of the ELM provides that substitutes and rural carrier associates (RCAs) in a leave earning status will be given lump sum payments for accrued annual leave upon the return of the regular carrier from extended absence.

Therefore be it resolved: Lump sum payments for annual leave shall be at the option of the leave replacement carrier, who shall otherwise be allowed to carry forward the accrued annual leave balance and be granted such leave in hourly

increments at a later date.

Intent: To allow leave replacements to maintain for personal use annual leave earned.

Passed by Drop of the Gavel

12. Submitted by Peninsula County: Non Binding

Whereas: Regular rural carriers required to work their designated holiday are not allowed the option of a future day off in lieu of their holiday leave pay.

Therefore be it resolved: Regular rural carriers shall be eligible for annual leave in lieu of holiday leave pay (as provided for other non-rural full-time bargaining unit employees in section 434.422 of the ELM).

Intent: To provide regular rural carriers the opportunity to take future annual leave instead of holiday leave pay when required to work their designated holiday. Carriers would still receive holiday-worked pay for working their designated holiday in either case.

Passed by Drop of the Gavel

13. Submitted by Peninsula County: Non Binding

Whereas: Article 9.2.K.1 of the EL-902 states in part “The Christmas period begins on the first Saturday of December and terminates as specified in the Employer’s Christmas Postal Bulletin...”

Therefore be it resolved: The Christmas period shall begin on the first Saturday of December and terminate on the last Friday of December.

Intent: To ensure that the Christmas period ends no earlier than December 24th.

Passed by Drop of the Gavel

14. Submitted by Peninsula County: Non Binding

Whereas: During the Christmas period relief carriers are not provided additional compensation for weekly hours worked less than 40 but in excess of evaluated hours and carriers on auxiliary routes may be compensated for less than the route’s evaluated hours.

Therefore be it resolved: During the Christmas period, all relief carriers (RCAs, RCRs, PTFs

and Substitute Rural Carriers), when they do not work in excess of 40 hours per week, shall be compensated on the basis of the greater of weekly evaluated hours or hours actually worked for all regular and auxiliary routes they are required to serve, in addition to any auxiliary assistance service hours required.

Intent: To provide all relief carriers, working 40 weekly hours or less during the Christmas period, additional compensation for weekly hours worked over evaluation on all routes served and to ensure auxiliary route carriers are paid at least evaluated hours for service on auxiliary routes.

Passed by Drop of the Gavel

15. Submitted by Peninsula County: Non Binding

Whereas: Section 151.1 of the PO-603 states in part “...Schedules must be realistic, based upon the receipt and availability of mail, the route evaluation, and other related service considerations...”; and Whereas rural schedules established on Form 4240 are generally determined using the evaluated office and route standard times from the route’s most recent Form 4241-A.

Therefore be it resolved: For carriers choosing to case DPS mail, the evaluated time allowance for DPS letters shall be transferred from standard route time to standard office time for purposes of determining scheduled leaving time.

Intent: To ensure that realistic schedules are determined through allocating time allowances for duties performed in the office to the route standard office time.

Already passed at National Convention in 2007

16. Submitted by Peninsula County: Non Binding

Whereas: The current Withdrawal Allowance route factor of 30 minutes per week, equating to 5 minutes per day, does not provide a sufficient or reasonable compensable amount of time to perform all the required and associated daily Withdrawal Allowance duties and/or functions.

Therefore be it resolved: That the Withdrawal Allowance route factor be increased to 60 minutes

per week for all offices electing to perform the Withdrawal Allowance duties and/or functions.

Intent: To insure that rural carriers receive fair and equitable compensation for work performed in regards to Withdrawal Allowance duties and/or functions.\

Passed after Discussion

17. Submitted by Peninsula County: Binding to the NRLCA

Whereas rural carriers who utilize a privately owned vehicle (POV) on rural routes are not compensated fairly or adequately (EMA),

Therefore be it resolved the National Board shall not accept, nor send to the membership for ratification, any Agreement (Contract) that does not provide for a new method of calculating Equipment Maintenance Allowance (EMA). AND, such method must result in an EMA amount equal to, or greater than 150% of the current IRS allowable rate AND adjusted periodically to remain equal to, or greater than 150% of the then current IRS allowable rate.

Intent: To more fairly and adequately compensate carriers for utilizing their Personally Owned Vehicles (POV) in performance of their official duties.

Passed by Drop of the Gavel

18. Submitted by Lower Columbia County: Non Binding

Therefore be it resolved that we get actual time for LLV vehicle checks, fueling and repair tags, because these things take longer than 30 minutes a week.

Intent: that we get paid properly for the work that we do.

Passed by Drop of the Gavel

19. Submitted by Lower Columbia County: Non Binding

Therefore be it resolved the USPS provides all rural routes with a right hand drive vehicle.

Intent: Right hand drive vehicles are safer to deliver mail from. Also, EMA is inadequate.

Failed After Discussion

20. Submitted by Lower Columbia County: Non Binding

Therefore be it resolved that the NRLCA lobby Congress so that all time served as an RCA after January 1, 1989 may, upon appointment as a career employee be bought back and count towards retirement.

Passed by Drop of the Gavel

21. Submitted by Lower Columbia County: Non Binding

Whereas retention of RCAs is important to both the Rural Carriers and the Postal Service,

Therefore be it resolved a newly appointed RCA shall not be required to work a route, other than their primary assignment, for a period of 90 calendar days after being hired, unless they and management mutually agree to do so.

Passed After Discussion

22. Submitted by Lower Columbia County: Binding to the NRLCA

Therefore be it resolved that the NRLCA National Board rejects any contractual offer or MOU that perpetuates the evaluated Pay System.

Failed After Discussion

23. Submitted by Lower Columbia County: Binding to the NRLCA

Therefore be it resolved that the NRLCA National Board repudiates MOU .2 to the Postal Service. That the National Board further state that the evaluated pay system does not represent a fair day's pay for a fair day's work.

Failed After Discussion

24. Submitted by Lower Columbia County: Non Binding

Whereas box holders are any mailing marked as such,

Therefore be it resolved size standards be put on box holders.

Intent: So carriers are not required to deliver what would be a parcel and be counted as a box holder.

Passed by Drop of the Gavel

25. Submitted by Lower Columbia County: Non

Binding

Therefore be it resolved rural carriers required to provide a vehicle, should be paid for actual hours worked. In addition be compensated EMA for miles driven, when they can not finish their route, due to no fault of their own.

Failed After Discussion26. Submitted by Mutual County: Non Binding

Whereas the United States is evolving toward being Green,

Therefore be it resolved: We direct our National Officers to negotiate with the USPS for Hybrid Right Hand Drive delivery vehicles and convert existing USPS owned delivery vehicles to Hybrids and make them available for purchase by Rural Letter Carriers.

Intent: Gasoline cost problems and meeting President Bush's goal for going Green.

Failed After Discussion27. Submitted by Mutual County: Non Binding

Whereas flats received in UFSM 1000 tubs receive an additional 17.5% credit during count,

Therefore be it resolved that letters in UFSM 1000 tubs receive an additional 17.5% credit during mail count.

Intent: To receive compensation for additional handling required.

Passed by Drop of the Gavel28. Submitted by King Snohomish County: Binding to the NRLCA but amended to change to non-binding (amendment passed)

Whereas the parties recognize the existing evaluated system of compensation to be a fair, reasonable, and equitable method of payment. The parties further recognize that the evaluated system is comprised of elemental standards which may not in every instance be adequate for an individual carrier; nevertheless, the parties agree that the standards, when examined collectively, represent a fair day's pay for rural carriers. Where discrepancies develop in the element of the present route evaluation system, which has been in use for many years, and into the time standards of the system that has been applied to office and road duties, the Employer may

undertake studies to correct such discrepancies so long as the changes are consistent with the principles of this memorandum and Article 34.

Therefore be it resolved that the National President inform the Employer that as of April 26, 2008, the Union no longer supports Memorandum of Understanding .2.

Intent: To put the Postal Service on notice that efforts made by Management to negatively influence the National Rural Mail Count of 2008 for the purpose of reducing rural route evaluations have resulted in this Association's determination that the evaluated system is no longer fair, reasonable, and equitable method of payment.

Failed as Amended after Discussion29. Submitted by East Central Washington County: Non Binding

Whereas because all rural carriers need to be compensated for the removal of old time standards which has caused undue financial strain on the carriers and excessive wear and tear upon their bodies beyond the original time standard quota. We are now expected to case 18 letters per minute, 10 flats per minute compared to the old standard of 16 letters per minute and 8 flats per minute. Tie down time was changed from tying down 60 letters per minute to 70 letters per minute. The USPS has changed the dimensions of the mail classes to try to make everything letter sized without raising the time standard for a letter. In 1994 an average route was carrying 60% letters 40% flats and 0% DPS. In 2002 an average route was carrying 22% letters, 18% flats and 60% DPS. Today with the changing of what the USPS calls a letter, flat and parcel we are carrying a considerable amount of mail that is now called letter sized. We are tired of losing time factors and size factors that change our pay basis. We are carrying 1/3 more mail than in 1994 for the same hours. See attached chart.

Be it resolved that the allowance factor standard for DPS be raised to .0444 from the current allowance factor standard of .0333. This would reflect a standard that would be more true to the hourly amount of time to perform the work.

Failed After Discussion

30. Submitted by North East Washington County: Binding to the NRLCA (Amendment to add “will have a toll free 800 number for retired carriers in every issue of the National Rural Letter Carriers” Failed)

Whereas when OPM has a computer glitch and does not take out dues for the retirees in any month, OPM then sends a confusing letter to the retiree stating that “we are no longer withholding National Rural Letter Carriers’ Association dues.”

Whereas this is confusing and upsetting to the retired carrier, and generates many calls, some of which decide to get completely out of the union.

Whereas, when OPM then starts dues the next month it will generate another letter saying it is withholding dues but the amount is double, making up for the previous month, and this is also very confusing and upsetting to the retired carrier.

Whereas most retirees do not read the website, and by the time the National magazine comes out it is usually too late to let them know what is happening.

Therefore be it resolved that if OPM is unable to take dues out for any reason that generates a letter to all the retirees on dues withholding that the NRLCA office will send a letter to all the retirees explaining what is happening.

Intent: To keep the retiree informed of changes before upsetting them thinking their dues and possibly their insurance has been cancelled.

Failed after Discussion

31. Submitted by Whatcom County: Binding to the NRLCA (1st Amendment to add “from the time they leave said office” passed) (2nd amendment to replace “outside of the rural craft” with “will swear not to accept any position with the USPS, with the Inspection Service or OIG” failed)

Whereas there is a conflict of interest for a former National Officer to immediately accept a management position in the US Postal Service, Therefore be it resolved that as a part of the oath of office for any newly elected National Officer, all officer-elects will swear not to accept any management position with the USPS or with the Inspection Service or OIG for a minimum of five years **from the time they leave said office.**

Intent: Conflict of Interest

Passed as Amended (1st) after Discussion

32. Submitted by Whatcom County: Non Binding

Whereas the present system for our EMA does not begin to pay for gasoline and wear and tear on our privately-owned route cars,

Therefore be it resolved that the National board negotiate in our next contract to be off the CPI and go to 1.5 times the amount set by the IRS for mileage for EMA. The IRS rate already takes into consideration the cost of the car, maintenance, repairs, gasoline, tires, etc.

Intent: We stop over 1.5 times the amount that a normal car does. Right now, the IRS rate is .505. At 1.5%, we would receive .758 and that would be more fair.

Passed After Discussion

Final Report of the Finance Committee.

1. Finance Committee’s Dues Recommendations:

There are a number of proposed constitution and/or bylaw changes on dues structure. The Finance Committee has no recommendations at this time.

2. Finance Committee’s Mileage, Hotel Expense, and Food Per Diem for State Officers and State Level Stewards Recommendations:

Mileage: IRS Rate

Food Per Diem: \$30 per day w/overnight stay

Lodging: Actual Expense

No change recommendation.

3. Finance Committee’s Money Returned to County Units Recommendations:

We recommend the county units be funded at \$.50/member, per meeting, for up to four yearly meetings provided the total checking/savings account falls below \$100 or \$1.00 per member, whichever is greater. This would be subject to the following conditions: (1) L/M report submitted to State Secretary on time, (2) meeting minutes submitted in a timely manner, (3) most current bank

statement to be made available to State Secretary as needed prior to convention, (4) no additional pay given to state delegates from county funds, (5) must have at least one delegate attend the previous year's state convention, (6) copy of Constitution and By Laws submitted to State Secretary upon making any changes, and (7) Must have submitted a signed letter of certification saying that the county officers have audited these years' county books, with the date and location where they were audited on it, and signed by the county officers.

No change recommendation.

4. Finance Committee's Salary Recommendations 08/09 Membership Year

State Steward: \$ 4 2 5 . 0 0
month \$5,100 per year

Note: State Steward salary is until such a time that compensation for a full time position goes into effect.

Senior Assistant State Steward's: \$ 3 2 5 . 0 0
month \$3,900 per year

Assistant State Steward:
\$300.00 month \$3,600 per year

Secretary-Treasurer: \$425.00month
\$5,100 per year

Editor: \$375.00 per issue \$1,125 for 3 papers
No change recommendation.

5. Finance Committee's Recommendations for Door Prize Allowance:

\$ 300.00 State Convention

\$ 150.00 for District One

\$ 150.00 for District Two

\$ 100.00 for District Three

\$ 100.00 for District Four

No change recommendation.

6. Other Recommendations:

Finance Committee recommends passing both of the Constitution changes submitted by the Finance Committee needed to establish a full time State Steward position. (Note: Under

Constitutions from the Floor)

Finance Committee concurs with the WARLCA Board's recommendation to promote our current Assistant State Stewards to Senior Assistant State Stewards.

Finance Committee's Report was passed.

WARLCA Member of the Year Are Charles and Patricia Alexander. They received a standing ovation.

Proposed Constitution Changes From The Floor. (Bold is new Language)

1. From the Finance Committee: Proposed Language for Article X, Section 1C, D, E

C. The appointed WARLCA State Officers' that shall receive a salary are the State Steward, Senior Assistant State Steward, Assistant State Steward, and Area Steward. The appointed WARLCA State Officers' salaries **who are not full time** shall be decided at each State Convention.

D. The State Steward shall be a full time employee of this Association. The total compensation package shall be determined by the WARLCA Board.

E. The State Steward's base salary shall not be less than the current annual salary for an evaluated route of forty-six (46) hours at Step 12.

Constitution Proposed Amendment Passed

2. From the Finance Committee: Proposed Language for Article V, Section 4A

The elected WARLCA State Officers that shall receive a salary are the Secretary-Treasurer and Editor. The elected and appointed WARLCA State Officers' salaries shall be decided at each State Convention **with the exception of the State Steward whose compensation package shall be determined by the WARLCA Board.**

Constitution Proposed Amendment Passed

3. From Apple Valley: Proposed language for Article VI, Section 3A

The WARLCA shall pay round trip mileage at 33 cents a mile, **plus tolls and /or ferry fees** ***"by the most cost effective route"** to each county

credentialed regular delegate who attends all 3 days of the State Convention. ~~The Association retains the right to pay mileage or mileage and ferry fees, whichever is most cost effective~~, provided that this shall in no way increase the total number of delegates to which each county is entitled, and also in compliance with Section 3.C of Article VI of WARLCA Constitution concerning mileage and allowance. The mileage will be computed using a current door-to-door computer mileage program.

1st Amendment passed to take out strike through language and insert **“by the most cost effective route”*.

2nd Amendment failed to add *“incurred”* after *“plus tolls and/or ferry fees”*.

Constitution Proposed Amendment Passed as Amended.

Proposed Resolutions From the Floor.

1. Whereas Article 11.2.A of the EL-902 states a regular rural carrier whose regular scheduled work day falls on a holiday will not be required to work and will be paid at the daily rate for that day. When a holiday falls on a Sunday, the following Monday shall be observed as the Holiday.

Therefore be it resolved a regular rural carrier or a rural carrier associate assigned to an auxiliary route and in leave earning status whose regular scheduled work day falls on a Holiday will not be required to work and will be paid at the daily rate for that day. When a Holiday falls on a Sunday, the following Monday shall be observed as the Holiday.

Intent: To fairly compensate the auxiliary carrier for the extra hours worked because of a Holiday.

Failed After Discussion

2. Whereas we are in need of a time standard for taking the DPS to the street. A separate variable time standard should be allowed for this function to compensate for the time to gather the mail from our DPS tray while we are on the street and intermingle it with the raw mail to put it into the mail box. We should still retain the right to take the DPS to the street or to case it.

Therefore be it resolved that a value of 6 seconds (.10 minutes) be multiplied by the number of regular plus centralized boxes to obtain an on street

value for this function.

Intent: To make the evaluation more representative of the time use on the street.

Failed After Discussion

PAC Donations at State Convention: Susie Hill announced that cash/check donations came to \$1,630 and gifts (gift cards, silent auction items, photos from Charles, etc) total was \$1,057. Grand total is \$2,687.

State Officer’s Elections

President: Nominees for President were Patrick Pitts and Ed Ogdon. A secret ballot was held with Patrick receiving 65 votes and Ed receiving 12 votes. Patrick Pitts is the 08/09 President.

Vice President: Nominees for Vice President were Monte Hartshorn and Cheri Freeman. A secret ballot was held with Cheri receiving 40 votes and Monte 37 votes. Cheri Freeman is the 08/09 Vice President.

Editor: Nominees for Editor were Shawn Johnson and Susie Hill. A secret ballot was held with Susie receiving 49 votes and Shawn 27 votes, with 1 abstaining. Susie Hill is the 08/09 Editor

District Two: Nominees for District Two were Renee’ Cowan and Joanne Blackburn. The first secret ballot was tied at 37 each and 3 abstain. The second secret ballot was held with Renee’ receiving 38 votes and Joanne 36 votes, with 3 abstaining. Renee’ Cowan is the 08/09 District Two Representative.

District Four: Nominees for District Four were Dave Reppe and Ed Ogdon. Ed received 39 votes and Dave received 37 votes, with 1 abstaining. Ed Ogdon is the 08/09 District Four Representative.

Cheri Freeman announced that she is resigning her position as District Three Representative.

District Three (unexpired term): President Patricia called for nominees for District Three. Cindy Koker was the only nominee so the secretary/treasurer cased a unanimous ballot for Cindy Koker. Cindy Koker is the 08/09 District Three Representative.

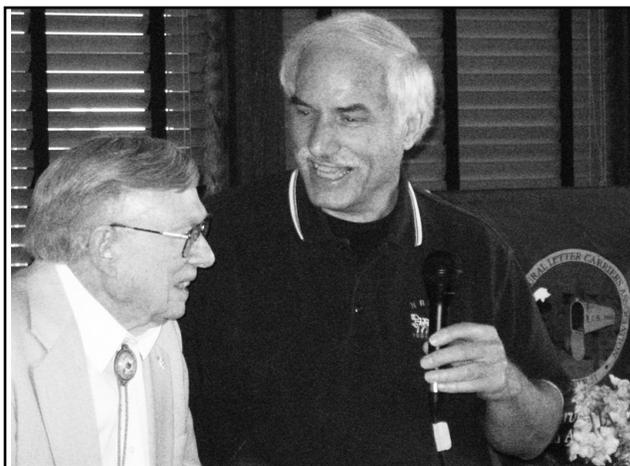
Don Cantriel then came forward for the installation of the newly elected officers. They were sworn in and Don congratulated each one.

Committees were dismissed with our thanks, yeay cards were collected, delegate checks handed out, benediction given by Cheri Freeman, and the colors were retired.

The 2008 Annual Convention of the Washington Rural Letter Carriers' Association in Lynden, Washington, was adjourned at 6:30 p.m.



Sunday Social at the State Convention
in Lynden, June 22



Charles Alexander introduces honored
State Convention guest, Walt Tanguy,
70 year WARLCA member from
Ferndale

PAC and Me

When we see someone put their money where their mouth is, we know that they are serious about what they are saying. At this past state convention, quite a bit of money was raised for PAC, but I did not give very much. Some might think that I do not believe in the NRLCA Political Action Committee, but they would be 100% wrong.

I have just signed up to donate \$10.00 every pay period to PAC by following the allotment instructions in our monthly national magazine. That means that every two weeks, I am donating to PAC. I believe in PAC and believe that every rural carrier should be giving to our PAC.

As Federal Employees, we are affected by Congressional acts more than most other workers. Did you know that there was a bill in Congress to give Federal workers a monetary incentive to have unused sick leave (for FERS) when we retire. I thought that was a bill worth supporting, and my support of PAC enabled our legislative directors to speak with senators and representatives on my behalf.

Did you know that a Congressman is looking at the possibility of curtailing Saturday delivery? Any ideas what that would do to our jobs? How it would affect our subs? What a typical Monday might look like. But our NRLCA PAC people are there telling our side of the story.

Most Unions take dues money for the lobbying of Congress for their interests. Our Union only uses contributions voluntarily given by our members. While I have strong political views, I am most concerned that my PAC money will go to those politicians who understand the need for a strong postal service, with universal service and rural delivery.

I made the commitment to do my part, to help make our voice heard. Have you made your commitment? It is easy to do, and you can

donate any whole dollar amount per pay period. Is the price of one latte per week worth the NRLCA having a strong legislative voice? I answered "YES", will you?

Monte Hartshorn
Senior Assistant State Steward

A View from National Convention

Hello Washington! District 3 Representative here, Cindy Koker.

The National Convention in Lexington Kentucky was Energetic, Informative, Entertaining, Exhausting and Exciting; just using a few words to describe the experience at my third national convention. Everyone should make an effort to attend a convention in their lifetime. The knowledge and dedication of our National Officers was displayed during the convention through their reports and speeches. Caucuses were held on Thursday evening which lasted until 11:30 PM. Voting on Friday brought a shuffling of the board with the retiring of President, Donnie Pitts and Director of Labor Relations, Randy Anderson. Our newly elected board will be stepping up to the plate soon and in my opinion we are off to a grand start with the caliber of leadership we have in our up-coming year. Donnie Pitts and Randy Anderson asked us to support our new board because they are one of us, working for us and on our side. I believe the new board will be an asset for us during these upcoming negotiations. Let's all get involved so our officers know what we need and want for the future.

The regular sessions of the convention went from 8:30 – 5:00 Tuesday through Thursday and on Friday things ended at 7:30 which is a few hours past the scheduled ending time. During the sessions we learned about the individual state fuel tax exemption bill, USPS not living by the negotiated contract concerning the PO-603

changes, the outsourcing of postal work, and a New Mexico carrier who testified in our defense during recent hearings. We also had fun raising money toward our goal for PAC and passed the hat for the auxiliary for their diabetes charity which raised \$3,473 and added to the \$10,000 GMAC donated. Becky Wendlandt earned an award for highest percentage of active union member carriers. Washington has over 1,955 union members.

I visited with the Provident Guild on Monday. Yearly dues are from \$10 to \$50 a year according to your age class. There is a death benefit of \$1,000 to \$5,000 paid to your beneficiary. Members and spouses under the age of 56 are eligible to join. Contact me for more information.

Of the many seminars, I enjoyed the Tuesday evening FERS and CSRS financial planning retirement seminar the most. Bill Judge, a retirement counselor spoke on methods of investing your hard-earned money to produce maximum return. He answered many questions from starting your children's retirement accounts, IRAs and Thrift Savings to buying and managing rentals and the potential income from doing so. Get your children thinking about retirement accounts now to ensure a comfortable retirement.

Monday evening I attended the OWCP seminar. Thomas M. Markey, NRLCA Director of Workers' Compensation and Mike and Linda Watson were the speakers. They said with most OWCP claims you may not need a lawyer but you always have the right to use one, especially if it is a third party claim. They answered many questions about COP and types of injuries. They explained when to use a CA-1 or a CA-2 and why you may want to use a CA-16 instead of a CA-17. They stressed the importance of documentation. A diary would be useful to trace the events as they occurred such as date of injury, witnesses, and phone calls. You can always send copies of any information you may give your local postal service OWCP to your Washington State Federal OWCP office (which is in Seattle). They are separate offices and can help you in different ways. You can even work directly with the Seattle office after you complete the CA-1

or CA-2. Contact your workers' compensation specialist whose phone number is in your latest issue of the NRLCA magazine for information concerning your injury claims.

Auxiliary President Herschal Miller told us that the NRLCA and the Auxiliary will be putting together an agreement to separate and to draft the agreement to make the organizations separate legally and financially. Both parties are determined to outline the functions they do together and their common goals through this affiliation agreement so as not to sever their long standing association with each other and the juniors program. This drafted agreement can be used as a template for the state organizations.

The juniors program is very active in Kentucky which included a talent show, banquet, and a dance in the evenings after their daily sessions of business and elections.

Wednesday evening I attended the association's banquet. The meal was fantastic. The Oak Ridge Boys entertained us after dinner. I attended the Host States meeting on Thursday morning and talked to experienced committees about the hosting of the National Convention in their state. The National Convention will be in Spokane August 17 through 20, 2010 with a week long Alaska cruise available after the convention.

I am looking forward to the convention in 2010 in Spokane and hope you all will work in some capacity on making this one to remember. You can contact Becky Wendlandt and Cheri Freeman, co-chairs of the convention to let them know what committee interests you or you can contact any state officer to be put on a calling list to help with the preparation, make items or to sign up to work at a booth at the 2010 Spokane convention at the Red Lion.

Hope to hear from you soon.
Cindy Koker



Seattle and Spokane DJSC members in Lynden at the State Convention



Juniors present their Americanism program at the WARLCA State Convention



Dan being roasted by Becky at the Tuesday banquet

**WASHINGTON RURAL LETTER
CARRIERS' ASSOCIATION**

CONSTITUTION

July 1, 2008 to June 30, 2009 (08/09 Year)

**Updated at the June 23-25, 2008 State Convention
Lynden, 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 object of the WARLCA shall be: to improve the methods used by rural letter carriers, to benefit their conditions of labor with the United States Postal Service (USPS), and to promote fraternal spirit among its members. This Organization shall not affiliate or merge with any other organization or group without a majority vote of the delegates at a national or special convention or a majority mail referendum vote of all members voting.

ARTICLE III**Members**

Section 1. Member in Good Standing. "Members in good standing" shall be defined as any person who has fulfilled the requirements for membership and who has not voluntarily withdrawn nor been expelled or suspended by the WARLCA and/or NRLCA. "Good standing" requires the timely payment of dues as prescribed in Article III of the NRLCA Constitution.

Section 2. Classifications.

Membership of the WARLCA shall be in compliance with the NRLCA Constitution, Article III, Membership, and composed of:

- A. Bargaining Unit Rural Carriers:
 1. Regular Carrier (Designation Code 71) would include Regular Carriers who are in injured-on-duty/leave without pay (IOD/LWOP) status and assigned to (980-989) rural routes.
 2. Part-Time Flexible Rural Carriers (Designation Code 76)
 3. Substitute Rural Carriers (Designation Code 72 and 73)
 4. Rural Carrier Associates (RCA) (Designation Codes 74, 78, 79)
 5. Rural Carrier Reliefs (RCR) (Designation Code 75)
 6. Auxiliary Rural Carriers (Designation Code 77)

7. Rural Letter Carriers who are serving in the Armed Forces of our country, provided they were members of the WARLCA at the time of their entry into the Armed Forces.

B. **Retired Rural Carriers:** Rural Carriers who were members in good standing at the time of their retirement, retired on an annuity, and have joined the WARLCA as a retired member.

C. **Associates:** Former rural letter carriers who were members in good standing and are now working in other postal related jobs, excluding those in management positions, and former rural letter carriers who were members in good standing when they left the service and are not receiving an annuity.

D. **Retired Associates:** Associates who have been retired on an annuity.

E. Members in categories A-D, as defined in Article III of this Constitution, are entitled to voting rights as follows:

A – Entitled to all voting rights

B – Entitled to all voting rights with the exception of ratification of National Agreements

C and D – Have no voting rights

Section 3. Restrictions. However, a former rural carrier who has been appointed to the position of Postmaster, Officer-in-Charge, or other supervisory position, may not vote, hold office, or be appointed to any committee.

Section 4. Affiliation. Membership shall be in the County Unit and District representing the office from which the route emanates. A Retired Carrier shall have the option of being a member of the County Unit and District in which he/she resides or in the County Unit and District 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, the Convention Fund, and any special funds as needed. The State per capita dues for regular carriers, part time flexible carriers, and associate members shall be 1% of the yearly salary of a 40-hour route at Step A on the 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, Convention Fund, and other special funds shall be decided at each State Convention.

- D. The Auxiliary of the WARLCA shall be funded through an annual assessment of \$4.00 in addition to the National Auxiliary per capita dues for all members, excluding associate members, as long as the auxiliary is responsible for, funds, and administers the Junior Program at State Convention, the Scholarship Program, and provides a financial statement at the beginning of State Convention to the WARLCA. If the Auxiliary is unable to be responsible for, administer, and fund the Junior Program and Scholarship Program, then a \$3.00 assessment per member, replacing the State and National Auxiliary assessment per member, excluding associate members, will be set aside to fund the Junior Program and Scholarship Program. Said assessment shall be in addition to the current per capita dues of the members of the Association. In the event the auxiliary ceases to be active, the State Board shall oversee the Junior Program and Scholarship Program.
1. The Scholarship Program will consist of (2) two \$1,000.00 scholarships to be given annually. The current eligibility requirements will remain the same. Scholarships will be awarded at the State Convention.
 2. The Junior Program shall be funded with the remainder of the assessment funds. The Junior Program will consist of three days of activities, a junior banquet, an "Americanism" Program, and at least one paid chaperone age 21 or over. If there are any remaining funds, the State Board may approve helping a Junior Officer to National Convention. Such help may not exceed \$400.00. The State Board may also hold any unspent funds in a savings account. Such savings account may not exceed \$300.00. If there are still any remaining funds, they shall be returned to the Association's general fund.

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 District Associations shall be from July 1 to June 30.

Section 7. Discipline. Any County Unit or District Association or any member thereof who shall cause to have introduced or endeavor to have passed in Congress or the State Legislature any measure relative to legislation for Rural Carriers which has not had the approval of the WARLCA or its officers shall have charges preferred against such County Unit, District, or member, as the case may be, and if charges are proven true, the County Unit, District, or member shall be indefinitely suspended.

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 District Association is subordinate to the WARLCA. Likewise, the WARLCA is subordinate to the NRLCA.

- C. All County Unit or District Constitution and Bylaws shall be in harmony with the National and State Constitution.
- D. District and County Associations
- DISTRICT 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).
- DISTRICT 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).
- DISTRICT 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).
- DISTRICT 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 District shall hold at least one (1) meeting a year by either combining with another District to have a joint meeting or by having its own District meeting. If the District meetings are combined with another District, the meeting location shall be in the District nominating the District Representative. All members of each District shall be notified of the time and place of said meeting or meetings. Notice will be sent to all members fifteen (15) days prior to an election.
- F. 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 District Representative, State Secretary, State President, and State Steward at least fifteen (15) days prior to the election of County Officers and Delegates. They shall make and adopt such other Bylaws as their needs may suggest, and such laws must harmonize with this code of laws.
- G. 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 in duplicate, credentials of Delegate-at-Large, Regular, and Alternate delegates to the State Convention in order of votes received. The duplicate is to be retained for identification by the delegate, and 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. The President, with approval of the State Board, may place in trusteeship any Local/County/District Association (Unit) or subordinate body for any of the following reasons:
 - 1. To uphold the principles and integrity of this Constitution;
 - 2. To correct corruption or financial malpractice;
 - 3. To assure performance of collective bargaining agreements or other duties of a bargaining representative;
 - 4. To restore democratic procedures; and
 - 5. To otherwise carry out the legitimate objectives of the State Association.
- B. The trustee shall assume immediate control and authority of the Local/County/District Association, with full authority over the Officers and property thereof. The trustee shall continue to act in such a capacity for the duration of the trusteeship.
- C. Within 30 days of the imposition of the trusteeship, a hearing shall be held before an impartial member of the State Association acting as a hearing officer, to determine facts on continuing the trusteeship. All interested persons shall have the right to present evidence at the hearing to the hearing officer, who shall have the sole discretion on the conduct and procedures at the hearing.
- D. The hearing officer shall report, as soon as practicable, after the close of the hearing, the findings and recommendations to the President. The President may accept or reject these findings and recommendations, and the trusteeship may be continued or terminated accordingly.
- E. Upon a petition filed with the President, no earlier than six months after the appointment of the trusteeship, and at six-month intervals thereafter, any party may request termination of the trusteeship. The President, acting on such petition, or

at any time, may terminate the trusteeship and restore government to the Local/ County/District Officers.

- F. Any party not satisfied with the decision of the President under Sections D or E shall have appeal rights as provided under WARLCA Constitution Article XI (APPEALS).

ARTICLE V

Officers and Appointees

Section 1. Officers.

- A. The officers of the WARLCA shall consist of President, Vice President, Secretary-Treasurer, Editor of the WASHINGTON RURAL CARRIER, and four (4) District Representatives who shall be elected at the State Convention and serve one (1) year, except the District, Secretary-Treasurer, and Editor, who shall serve two (2) years, or until their successors are elected and installed.
- B. There shall be an Executive Committee consisting of the four (4) District Representatives.
- 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 Auto Insurance Director, Provident Guild Director, Political Action Committee Director, and have the authority to fill any vacancies therein during the recess. Also, in conjunction with the Board, he/she shall evaluate the work of the State Steward, and if in the best interest of the WARLCA, terminate the incumbent State Steward and nominate a replacement.
 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 require.

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, Editor, State Steward, and all District Representatives 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 Districts interested in WARLCA work and in keeping up the membership of their Districts. 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 District 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 District.

E. Editor

1. The Editor shall publish three (3) issues of the WASHINGTON RURAL CARRIER. The State Board shall have the authority to authorize special editions. 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. Each district shall nominate its own District Representative at a District meeting prior to the State Convention. Notice of said meeting will be sent to all members at least fifteen (15) days prior to the meeting. Such nominations shall then be presented to the Nominating Committee, who shall place them before the State Convention. In case no nomination is made by the District, the Nominating Committee at the State Convention shall select and place in nomination the name of a member of said District. Any delegate who is a member of said District is entitled to nominate from the floor any additional nominees who are qualified.
- D. 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.
- E. 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.
- F. The installation of officers shall take place immediately before adjournment.

Section 4. Salaries.

- A. The elected WARLCA State Officers that shall receive a salary are the Secretary-Treasurer and Editor. The elected and appointed WARLCA State Officers salaries shall be decided at each State Convention with the exception of the State Steward whose compensation package shall be determined by the WARLCA Board.
- B. The Editor will receive a salary after the mailing of each issue of the WASHINGTON RURAL CARRIER. Said salary will be determined at each State Convention. The Editor will also receive a salary for the publication of the State Convention program, if directed by the Board to publish it. Said salary will be determined at the State Convention.

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.
- B. Reimbursement of said expenses shall be made by the Secretary-Treasurer upon receipt of a voucher and supporting documents.
- C. Association Day of Pay (ADOP) will be reimbursed at a 44K, step 12, or their route evaluation, whichever is higher, for all elected and appointed State Officers, except State Steward, for all days used for authorized business of the WARLCA. 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.
- D. All lost sick and annual leave days will be compensated at a 44K, step 12, or their route evaluation, whichever is higher, at the time of loss.
- 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 polices, 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.

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 Districts on a rotation basis in the following order: District One, District Four, District Two, District 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 discontinue the State Convention entirely 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 case of tie, the members will decide the placement with the toss of a coin, except for the delegate at large position, which will 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 District or from other County Units or Districts, or delegates at the State Convention.

Section 3. Compensation for State Delegates.

- A. The WARLCA shall pay round trip mileage at 33 cents a mile, plus tolls and/or ferry fees, by the most cost effective route to each county credentialed regular delegate who attends all 3 days of the State Convention, 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 regular delegate who attends all 3 days of the State Convention, provided that this shall in no way increase the total number of delegates to which each county unit is entitled, and also in compliance with Section 3.C of Article VI of the WARLCA Constitution concerning mileage and allowance.
- C. The Board will set a total dollar cap at the first budget Board meeting of the year for the following State Convention allowance and mileage expense reimbursement. If the number of county credentialed regular delegates' reimbursement for State Convention allowance and mileage exceeds that set total dollar cap, each delegates' reimbursement will be reduced by an equal percentage to comply with the cap.

Section 4. State Officers. Each elected officer shall be entitled to a vote on every question before the State Convention.

Section 5. Quorum. Seventeen (17) members representing not less than six (6) County Units shall constitute a quorum for the transaction of the business of the WARLCA, but a lesser number than that may adjourn to some future time.

Section 6. Order of Business.

- A. Order of Business
 - 1. Call to Order
 - 2. Invocation

3. Presentation of Colors
4. Recite the Pledge of Allegiance
5. Roll Call of Officers
6. Vote on Convention Standing Rules
7. Vote on Hearing Proposed Resolutions and Constitution Changes from the Floor under New Business
8. Name Members of Committees
9. Report of Credentials Committee
10. Report of Officers
11. Report of Standing Committees
12. Report of the one-year future State Convention
13. Report of the two-year future State Convention
14. Report of the three-year future State Convention
15. Report of Special Committees
16. Call for Unfinished Business
17. Call for New Business
18. Election of Officers
19. Installation of Officers
20. Retirement of Colors
21. Adjournment

- B. On the first day of the State Convention, the President will ask the elected convention delegates to decide by voting if they want to hear resolutions and proposed Constitution changes from the floor during new business. The Resolutions Committee and Constitution Committee will only be responsible for Resolutions and proposed Constitution changes that have been submitted and passed by county units, and those submitted by the Finance Committee that fall within the parameters of their responsibility. If the delegation decides to hear Resolutions and proposed Constitution changes from the floor during new business, then the delegate who is submitting it must use the proper form, have enough copies for all elected delegates, and submit them to the Vice President by the close of business the second day of the convention.
- C. A ballot vote can be called for by a simple majority vote of the delegates present at the State Convention.

Section 7. Special Meetings.

- A. Special sessions may be called by the President upon written request of one-half of the County Units in good standing.
- B. Informational and/or training meetings may be authorized by the Board.

ARTICLE VII

National Convention Delegates

Section 1. Eligibility.

- A. A retired Associate member, a non-member, or a craft member who has been

separated involuntarily from the Postal Service cannot be nominated, elected, or seated as a National Delegate. Delegates must be an active or retired carrier, in paid status, at the time of nomination, election, and seating as a National Delegate.

- B. No member shall be nominated or be a National Delegate who, from the time of nomination through the end of the National Convention, holds a position in management (either permanent or temporary) in the Postal Service, in any other postal craft, or any other job which competes with the Postal Service and/or the NRLCA.
- C. No State Officer may be declared a National delegate by virtue of his/her office.

Section 2. Nomination.

- A. Nominations for National Delegates will be accomplished by submitting nominations on a Nominating Ballot which will be published in the NATIONAL RURAL LETTER CARRIER in February, March, April, and May. Such nominations may include self-nomination. The nominating ballot shall be signed, showing the name and address of the member making the nomination.
- B. Nominations for candidates for National Delegates shall be received by U.S. Mail in the office of the State Secretary at least forty (40) days prior to the opening of the State Convention. Upon receipt of nomination, the State Secretary shall send by U.S. Mail a notice to the nominee acknowledging receipt of the nomination.

Section 3. Election.

- A. It shall be the duty of the State Secretary to have prepared a ballot listing the nominees for the position of Delegate to the National Convention. The number of candidates to be voted upon by each member shall not be more than the total number of delegate votes to which the WARLCA was entitled the previous year. Appropriate instructions shall be on each ballot stating the number of delegates to be elected and the mailing address of the designated post office box at which it must be received prior to the cut-off date. The listing of the nominees on the ballot for the position of Delegate to the National Convention shall be in order of random drawing. Random drawing will be done at the State Secretary's office on the 39th day prior to the opening of the State Convention, with two other WARLCA members present that are not nominated and listed on the ballot. Any member may observe the random drawing. The State Secretary shall verify membership on the 40th day prior to the opening of the State Convention, and the ballot shall be mailed to all listed members at least twenty (20) days prior to the opening of the State Convention.
- B. The State Secretary shall arrange for the rental of two (2) post office boxes: one post office box for receipt of the ballots, and the other for return of undeliverable ballots.

- C. An envelope marked "Ballot" in which to send the ballot shall be provided each member.
- D. The sealed envelope containing the ballot shall be mailed in another envelope by the member to the designated post office box. The other envelope also marked "Ballot" shall clearly identify name and address of the member to permit verification of membership enrollment and to maintain the integrity of the voting procedure.
- E. A Tellers Committee shall be appointed by the State President. No member whose name appears on the ballot may serve on the Tellers Committee. Any candidate may observe the ballot tabulation. Ballots shall be returned to a post office box accessible only to the Tellers Committee. At the end of the cut-off period, said ballots shall be collected and counted at the State Convention.
- F. In reporting the results of the vote tabulation, the candidates shall be placed on a roster in accordance with the number of votes received. In case of a tie, the Tellers Committee will decide who is to be listed first with a coin toss.
- G. From the elected National Delegates, the Delegate-At-Large will be filled by State officer ranking, beginning with the State President, provided that he/she is a regular elected delegate. In addition, other National-Paid Delegates and State-Paid Delegates shall be named in accordance with the plurality of votes received. The required number of delegates for the WARLCA, in accordance with the National Constitution, shall be declared regular delegates, and the remaining candidates shall be declared alternates in the order of their finish. If a delegate decides not to attend National Convention and either notifies the State Secretary in writing or does not check in with the National Convention Credentials Committee by noon on the first day of the National Convention, all the following delegates will move up in order of votes received.

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, one-half the 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, Editor, and four (4) District Representatives.

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 2nd 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 in parameters of their responsibility. They may examine and correct, when called upon, propose laws governing County Units or District 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 in 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: To review the finances of the past year and to review any suggestions from the Board and delegates for the next year, and then to propose financial suggestions concerning State, County, and Auxiliary dues, salaries, and expenses for the upcoming year.
- 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 tape 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 help in the hospitality room and write thank you notes to the speakers and guests.
- 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
Steward System

Section 1. Selection and Compensation of Stewards.

- A. The State President, in conjunction with the Board, shall recommend to the NRLCA the member that the WARLCA would like to have appointed as State Steward. His/ her service shall be continuous until terminated by the State President in conjunction with the Board or National President or by resignation.
- B. The State President, in conjunction with the Board and the State Steward, shall recommend to the NRLCA, the members that the WARLCA would like to have appointed as Senior Assistant State Steward, Assistant State Steward, and Area Steward. Their service shall be continuous until terminated by the State President in conjunction with the Board, or National Board, or by resignation.
- C. The appointed WARLCA State Officers that shall receive a salary are the State Steward, Senior Assistant State Steward, Assistant State Steward, and Area Steward. The appointed WARLCA State Officers' salaries who are not full time shall be decided at each State Convention.
- D. The State Steward shall be a full time employee of this Association. The total compensation package shall be determined by the WARLCA Board.
- E. The State Steward's base salary shall not be less than the current annual salary for an evaluated route of forty-six (46) hours at Step 12.

Section 2. Duties and Responsibilities of Stewards.

- A. The State Steward shall work with and be responsible to the State President and the Board.
- B. The State Steward shall supervise and administer the Steward Program within the State using the following guidelines:
 - 1. The State Steward or designee shall make Step 3 Grievance appeals. The State Steward will coordinate all efforts closely with the NRLCA assigned Executive Committeeman and the Grievance Specialist and report monthly to the appropriate Local Steward and the grievant.
 - 2. Be responsible for certifying and maintaining certification records of all Local and Area Stewards.
 - 3. In the event there is a need to fill or replace an Area or Local Steward position, the State Steward has the responsibility to the WARLCA and NRLCA in naming an individual to temporarily serve as Steward.
 - 4. Be responsible for the distribution of Steward Manuals and Grievance forms to each Area and Local Steward, as well as for Steward training.
 - 5. The State Steward will approve payment of expenses incurred by the Area

- and Local Stewards, while they are involved in grievance-related business. Reimbursement shall be made by the State Secretary-Treasurer, after he/she reviews the voucher, supporting documents, and receives the State Steward's approval. Expenses for the Area and Local Stewards shall be submitted no later than three (3) months after the expense has been incurred. The State Steward will review payment of expenses incurred by the Assistant State Stewards while they are involved in grievance-related business. Reimbursements shall be made by the State Secretary-Treasurer, after he/she reviews the voucher and supporting documents. Expenses for the Assistant State Stewards shall be submitted no later than one (1) month after the expense has been incurred. All reimbursements for Assistant, Area, and Local Stewards must first meet the guidelines of the State Board Policy and State Constitution. Any expense that does not meet the guidelines must be reviewed by the State Board before payment can be made, and only paid after Board approval.
6. The State Steward, in conjunction with the State President, shall appoint from the Assistant State Stewards, an Acting State Steward when he/she is unavailable. The Acting State Steward will be in charge of all State Steward duties that need to be performed while the State Steward is unavailable.
- C. The Senior Assistant State Stewards, Assistant State Stewards, and Area Stewards shall work with and be responsible to the State Steward in the performance of their official duties. The geographical area served by each Senior Assistant State Steward, Assistant State Steward, and Area Steward shall be determined by the State Steward in conjunction with the Board

ARTICLE XI

Appeals

- A. Any member aggrieved by any action of a State Association, or Officer thereof, shall have the right to appeal to the State Board. Such appeal must be in writing and must be filed with the State President within thirty (30) days of the action. Within ten (10) days of receipt of such appeal, the State President shall cause to be notified all members of the State Board and NRLCA assigned Executive Committeeman, and also request that the charging party provide a letter outlining the specific charges, complete documentation, and relief sought. The letter outlining the specific charges, complete documentation, and relief sought must be returned within twenty (20) days of receipt of such request. Upon receipt, the State President shall cause a copy to be forwarded to the charged party for response. The charged party will have twenty (20) days to respond in writing and provide documentation to the State President. The State Board will 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 NRLCA assigned Executive Committeeman, to take the necessary action to resolve the issue within thirty (30) days, unless extensions of time limits are necessary, not to exceed an additional fifteen (15) days. If the State Board resolves or is unable to effect the relief sought, all parties must be notified in

writing.

- B. Any member not satisfied with this decision, or any action of the State Board on said appeal, shall have the right to appeal to the National Board. This appeal must be in writing and must be filed with the President of the National Association within thirty (30) days of receipt of the State Board's decision.
- C. At any level of appeal, all members shall be afforded the rights of due process, and all members have the right to appeal an adverse decision to the next level. At any time, the National Board shall have full authority to intervene to protect the members of this Association. All correspondence shall be by certified mail, return receipt requested. All costs of the State investigation and action shall be borne by the State Association, and all costs of the National Appeals Committee shall be borne by the National Association. No court proceeding may be instituted until and unless the appeal procedures provided herein have been exhausted.
- D. Charges against a State, Senior Assistant State, Assistant State, Area, or Local Steward must be in writing and filed with the State President of the WARLCA by a member within thirty (30) days of the time that knowledge of the alleged offense comes to such members. Within ten (10) days of receipt of such appeal, the State President shall cause to be notified all members of the State Board and NRLCA assigned Executive Committeeman and also request that the charging party provide a letter outlining the specific charges, complete documentation, and relief sought. The letter outlining the specific charges, complete documentation, and relief sought must be returned within twenty (20) days of receipt of such request. Upon receipt, the State President shall cause a copy to be forwarded to the charged party for response. The charged party will have twenty (20) days to respond in writing and provide documentation to the State President. The State Board will 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 NRLCA assigned Executive Committeeman, to take the necessary action to resolve the issue within thirty (30) days, unless extensions of time limits are necessary, not to exceed an additional fifteen (15) days. If the State Board resolves or is unable to effect the relief sought, all parties must be notified in writing.
- E. At any level of appeal, all members shall be afforded the rights of due process, and all members have the right to appeal an adverse decision to the next level. At any time, the National Board shall have full authority to intervene to protect the members of this Association. All correspondence shall be by certified mail, return receipt requested. All costs of the State investigation and action shall be borne by the State Association, and all costs of the National Appeals Commission and Appeals Committee shall be borne by the National Association. No court proceeding may be instituted until and unless the appeal procedures provided herein have been exhausted.
- F. Any member not satisfied with this decision, or any action of the State Board on said appeal, shall have the right to appeal to the National Board. This appeal must be in writing and must be filed with the President of the National Association within thirty (30) days of receipt of the State Board's decision.

ARTICLE XII

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.

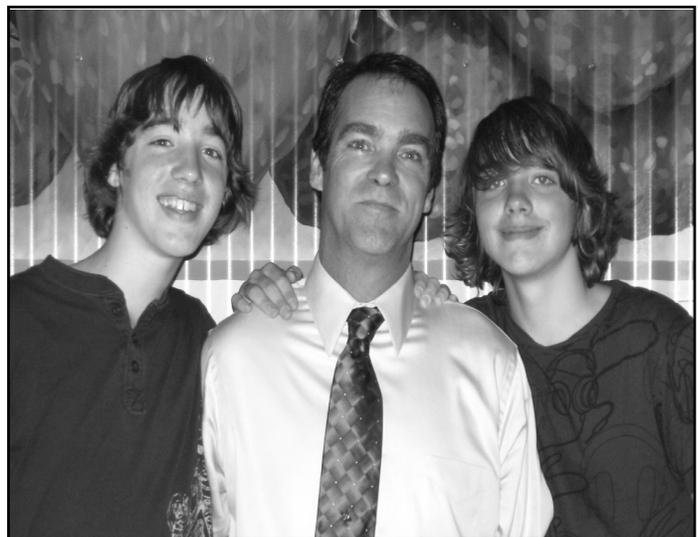
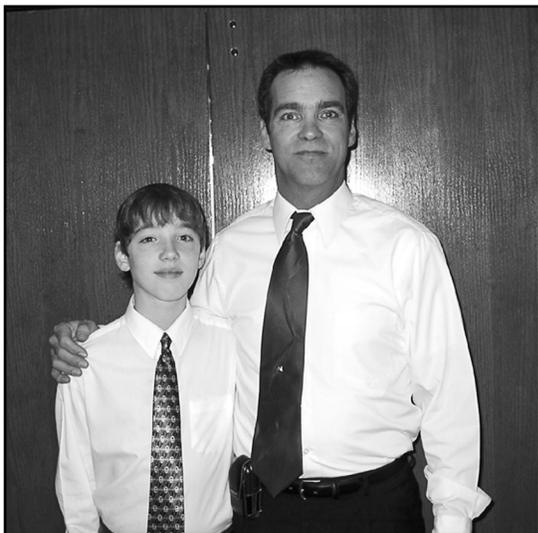
ARTICLE XIII

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.



Patrick and son(s) 2006 and 2008

NRLCA FACT SHEET

Contract Delivery Service

Delivery is a core function of the Postal Service and outsourcing this function is contrary to the mission of the agency. This practice jeopardizes the security, sanctity and service of the Postal Service.

Security is one of the most important concerns facing Americans today. In 2001 the mail was used as a biological weapon with Anthrax. Allowing private contractors to handle the mail opens the door to terrorism, identity theft, and fraud. Many contractors sub-contract their routes. Letter carriers are federal employees who are subject to close scrutiny of their character, background and criminal history. It is not known what kind of security checks or training are required for contractors or their sub-contractors.

Sanctity of the mail stream is of utmost importance. Sensitive materials are mailed everyday. Financial documents, credit cards, Social Security checks, medicine, passports, and ballots pass through the mail daily.

Service is the reason the USPS ranks as the most trusted agency in the federal government. Letter carriers are the most trusted part of that equation according to customer satisfaction surveys. All new rural carriers are required to attend a three-day training academy which instructs them on all aspects of their job. This training academy, staffed by experienced rural carriers, serves as a clearinghouse for the rural craft. There is a direct connection between our training academies and customer service satisfaction. Contract carriers don't have training academies and any training they may receive is inferior to the training developed by the Postal Service and NRLCA.

There is a lack of accountability and no clear chain of command for supervision. Neither customers nor the Postal Service will know who is responsible for service problems or delivery concerns.

Delivery managers have been encouraged to favor CDS, using contract employees over delivery by city or rural letter carriers, for all new deliveries based on cost savings. Between 1998 and 2007, the number of carrier routes served by CDS carriers rose from 5,424 to 6,531, or 20.4%. When the Postal Service started aggressively contracting out deliveries, they were still tasked with paying billions of dollars into an escrow account and covering the costs of postal employees' military pension obligation. With the passage of P.L. 109-435 (PAEA), the Postal Service was relieved of both the \$27 billion obligation for military pensions and the \$3 billion annual payment into the escrow account. The new law allows the Postal Service to retain a profit and a banking provision allows any unused rate authority to be saved for use at a future time.

By using contractors, the USPS is circumventing the collective bargaining process and allows them to replace all delivery carriers with contractors. The use of federal employees ensures that the Postal Service remains the most trusted government agency.

NRLCA Position

NRLCA urges Members of Congress to pass legislation prohibiting the contracting out of delivery services by co-sponsoring H. Res. 282 and S. 1457

2008 NRLCA State Presidents' Legislative Seminar, Washington, DC

National Rural Letter Carriers' Association
1630 Duke Street Alexandria, VA 22314-3465
Telephone: 703-684-5545
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NRLCA FACT SHEET

Government Pension Offset/Windfall Elimination Provision

Federal employees covered by the Civil Service Retirement System (CSRS) retiring December 1982 and later are affected by the Government Pension Offset (GPO). The GPO reduces or eliminates the Social Security spousal or survivor benefits for which a federal retiree may be eligible based on the Social Security record of his or her spouse. One of the rules of the Social Security system is that a person cannot receive both his/her own earned benefit plus a full spousal benefit. Therefore, a retiree's Social Security "spousal" benefit is cut by an amount equal to two-thirds of the retiree's CSRS annuity.

In 1983, Congress created the Windfall Elimination Provision (WEP), which changed the formula for computing Social Security benefits to provide a higher return for low-wage earning workers. The WEP reduces the Social Security benefit of those who receive an annuity from an employment system in which they did not pay Social Security taxes.

In some cases, WEP can reduce an employee's earned Social Security benefit by 55 percent. When benefits are calculated, the earnings are separated into three parts, which are multiplied using three different factors. The impact of WEP increases by 5 percent for each year of substantial earnings fewer than 30 years. It bottoms out for anyone who has 20 or fewer years of substantial earnings.

The WEP applies to anyone who turns 62 (or becomes disabled) after 1985, AND becomes eligible for his/her government annuity after 1985. There are approximately 635,000 beneficiaries currently affected by the WEP and that number grows by nearly 60,000 annually.

Several individuals are exempt from the WEP:

- Anyone with 30 or more years of substantial earnings under Social Security
- Any federal worker hired after December 31, 1983, or a federal worker performing service as of January 1, 1984, who received mandatory coverage under Social Security after January 1, 1984
- Anyone over age 65 still working for the federal government

During this Congress, there have been many attempts to fashion legislation to address this unfair law, with the introduction of 8 separate bills which would either modify or eliminate the provisions. Rep. Howard Berman (D-CA) has introduced legislation to repeal the GPO/WEP with H.R. 82, in the House of Representatives. Senator Dianne Feinstein (D-CA) has introduced her companion bill in the Senate, S. 206, to repeal GPO/WEP.

NRLCA Position

We urge members of both the House and Senate to cosponsor GPO/WEP legislation if they have not, and thank those Members of Congress who are currently cosponsoring GPO/WEP. If you have any questions, please contact Paul Swartz (Senate) or Kevin Talley (House).

2008 NRLCA State Presidents' Legislative Seminar, Washington, DC

**National Rural Letter Carriers' Association
1630 Duke Street Alexandria, VA 22314-3465
Telephone: 703-684-5545
www.nrlca.org**

NRLCA FACT SHEET

Do Not Mail

The Postal Service and its employees take pride in the postal service's universal service obligation, delivering to every address, in all locations, six days a week. Do Not Mail bills would jeopardize the mail stream, resulting in economic hardships not only for the postal service, but also for the businesses who utilize the postal service. Rural letter carriers are also directly affected, because their pay is structured on mail volume.

While the intent of these bills is to eliminate "junk" mail, the inadvertent effect would be decreasing rural letter carrier pay and eliminating jobs throughout our country.

Despite the growth of electronic communications, the mail - including direct mail - remains an important vehicle for commerce and information exchange in the United States. Studies show that 85% of US households read their advertising mail and 69% shop from direct mail advertisements.

Advertising mail, or "bulk mail", currently provides more than half of the annual revenue the US Postal Service needs to maintain its daily operations and provide a universal, reliable, and affordable method of communication for all American households, businesses, and nonprofit organizations.

The USPS is required by federal law to provide six day-per-week service to more than 146 million separate delivery points across the nation - a complex and expensive undertaking that is made possible by the significant contributions of advertising mail to USPS revenues.

Without the revenues generated by advertising mail postal customers could see curtailed service, lost jobs, and higher rates. The USPS might not be able to continue to provide guaranteed six day-per-week delivery to every American household and business. Local post offices might be forced to close, costing jobs in communities and creating inconvenience for postal customers. For individual postal customers, reduced advertising mail could mean higher prices, a longer drive to find a post office, and less certain delivery times for birthday cards, bills, and packages.

In 2007, 15 states proposed the creation of state Do Not Mail registries, similar to the national do not call registry, or are considering other limitations on advertising mail. This is a significant increase in the number of Do Not Mail bills seen in previous years; three in 2005 and four in 2006. The 2008 state legislative year began with nine states having bills that would create state-run Do Not Mail registries — seven states carried over legislation from their 2007 session and two states filed new bills at the beginning of the session.

NRLCA Position

The NRLCA opposes all state and federal efforts to diminish the mail volume which would decrease rural letter carrier pay and eliminate jobs.

Contact Paul Swartz (Senate) or Kevin Talley (House) if you have any questions or would like more information on this issue.

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NRLCA FACT SHEET

FERS Sick Leave Reimbursement

Currently, there are 1.2 million employees covered by the Federal Employees Retirement System (FERS). When retiring, these employees receive no compensation for their unused sick leave. Unlike their CSRS counterparts, FERS employees must “use it or lose it”. Civil Service Retirement System (CSRS) employees that have unused sick leave can use it as a service credit toward their retirement pensions. For example, if a CSRS employee with 30 years of service retires with one year of accrued unused sick leave, that employee’s annuity benefit is based on 31 instead of 30 years of service.

As a result, many believe that FERS employees will use more of their sick leave as they approach retirement (resulting in productivity losses) than their CSRS counterparts. This costs the government about \$68 million a year. FERS employees comprise an increasing percentage of the federal workforce, and by 2014 virtually all federal employees are expected to be in FERS.

Rep. Jim Moran has introduced H.R. 5573. The bill would “provide a lump-sum payment for certain Federal employees who retire with a substantial amount of unused sick leave for which they would not otherwise receive any compensation or benefit”. H.R. 5573 would pay FERS employees up to \$10,000 for their unused sick leave, given the federal or postal employee has accrued at least 500 hours. Employees would be paid 15 percent of the hourly average of their salary at the time of retirement for any sick leave beyond those 500 hours. The bill is intended to cut down on sick leave abuse by retiring FERS employees. The program encourages postal employees to save their hours for a payout at the time of retirement.

For example, an employee with a salary of \$75,000 (i.e., \$35.90 per hour) and a sick leave balance of 1,250 hours at the time of retirement could receive about \$4,000 for their unused sick leave in excess of 500 hours (i.e., 750 hours time \$35.90 per hour times 0.15 = \$4,039). The legislation indicates that the payment “shall be payable by the agency from which the employee was separated”.

If an employee decided to return to federal service after receiving the benefit, they are no longer eligible for the benefit or any of the accrued hours. The proposed legislation would only be applied to those FERS employees that satisfy all service requirements for immediate or early retirement.

NRLCA Position

The NRLCA urges members of Congress to co-sponsor H.R. 5573, which would allow FERS Employees to receive compensation for unused sick leave at the time of retirement.

Contact Paul Swartz (Senate) or Kevin Talley (House) if you have any questions or would like more information on this issue.

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Fuel Costs Devastating to Rural Letter Carriers

Each and every day over 51,000 Rural Letter Carriers drive their own vehicles to deliver and collect the mail for millions of American families. Although Rural Letter Carriers receive a vehicle reimbursement, the recent dramatic spike in fuel prices has inflicted great economic hardships upon Rural Letter Carrier Families.

Originally designed to cover the purchase, maintenance and fuel of Rural Letter Carriers' vehicles, as they provide a vital national service, a disproportionate amount of our vehicle reimbursement is now going to cover the skyrocketing cost of fuel.

While our vehicle reimbursement- adjusted quarterly, is a contractual issue, fuel prices are not. With the average rural route forty-five miles long, being delivered six days a week to every home, business and organization in the country we are asking you for your help in bringing relief to the people who serve in America's most trusted government entity.*

*The United States Postal Service has been selected by the Ponemon Institute as America's most trusted government agency for four years in a row.

FACTS ABOUT THE NRLCA:

The NRLCA has 123,000 members. NRLCA members serve 77,000 routes by traveling 3.4 million miles per day on routes averaging 45 miles per route. Approximately 51,000 routes are served with carrier-provided vehicles.

AS OF JANUARY 1, 2008:

- Average State gasoline tax – 28.6 cents per gallon
- Washington State gasoline tax – 36 cents per gallon
- By State law, Washington's gasoline tax will increase 1.5 cents per gallon on 7/1/08
- Virginia State gasoline tax – 19.6 cents per gallon
- Federal excise taxes on gasoline – 18.4 cents per gallon
- Washington State currently has a fuel tax refund program for any grade of fuel (in excess of \$20) for use in vehicles and equipment not used on State highways. Some examples are as follows:
 - Farm equipment
 - Boating
 - Lawn-care equipment
- The application forms for fuel tax refunds are already created and available

2010 NATIONAL CONVENTION STATEMENT OF ACTIVITIES

07/08 Year 11 month Statement Ending May 31, 2008

	<u>Jul '07 - May 08</u>
Ordinary Income/Expense	
Income	
Fund Raising Sales	
3 Nights Red Lion Rooms	310.00
Bank Bags Sales	111.00
Cache Sales	<u>95.00</u>
Total Fund Raising Sales	516.00
WARLCA Dues Assessment (\$1 pp)	<u>39,806.00</u>
Total Income	40,322.00
Expense	
Planning Sessions Expenses	<u>3,798.25</u>
Total Expense	<u>3,798.25</u>
Net Ordinary Income	36,523.75
Other Income/Expense	
Other Income	
Dividends APCU CD's	1,465.88
Dividends APCU Checking-Savings	<u>162.23</u>
Total Other Income	<u>1,628.11</u>
Net Other Income	<u>1,628.11</u>
Net Income	<u>38,151.86</u>

Western States Conference 2009

California will be hosting the 2009 Western States Conference next April aboard the cruise ship "Elation". The 5 day Baja Mexico will leave from San Diego April 27 and stop in Cabo San Lucas and Ensenada. Inside cabins start at \$349. p/p (Category 4A) and Ocean View is \$409. p/p (Category 6A). Suites are also available.

For more information or to make a deposit of \$200.00 per person contact Martha J. Hoffman, CaRLCA Financial Secretary, 13194 McKinley Avenue, Chino, CA 91710-2923 If making a deposit send category request and a self-addressed return envelope to Martha.

**2010 NATIONAL CONVENTION
STATEMENT OF FINANCIAL POSITION AS OF MAY 31, 2008**

May 31, 08

ASSETS

Current Assets

Checking/Savings

APCU CD #70	15,895.61
APCU CD #71	11,441.33
APCU CD #72	17,381.47
APCU CD# 73	9,000.00
APCU CD# 74	7,500.00
APCU Checking	594.12
APCU Savings	<u>3,753.11</u>

Total Checking/Savings 65,565.64

Total Current Assets 65,565.64

TOTAL ASSETS 65,565.64

LIABILITIES & EQUITY

Equity

Opening Bal Equity	25.00
Previous Year(s) Carry Over	27,388.78
Net Income	<u>38,151.86</u>

Total Equity 65,565.64

TOTAL LIABILITIES & EQUITY 65,565.64



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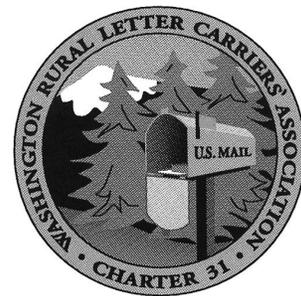
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WASHINGTON RURAL CARRIER



Where Service Begins With a Smile

UPCOMING DATES TO REMEMBER

District 1 March 22, 2009
District 2 October 5, 2008
District 3-4 March 29, 2009

MAIL COUNT SCHOOLS see page 6

Next Deadline October 25