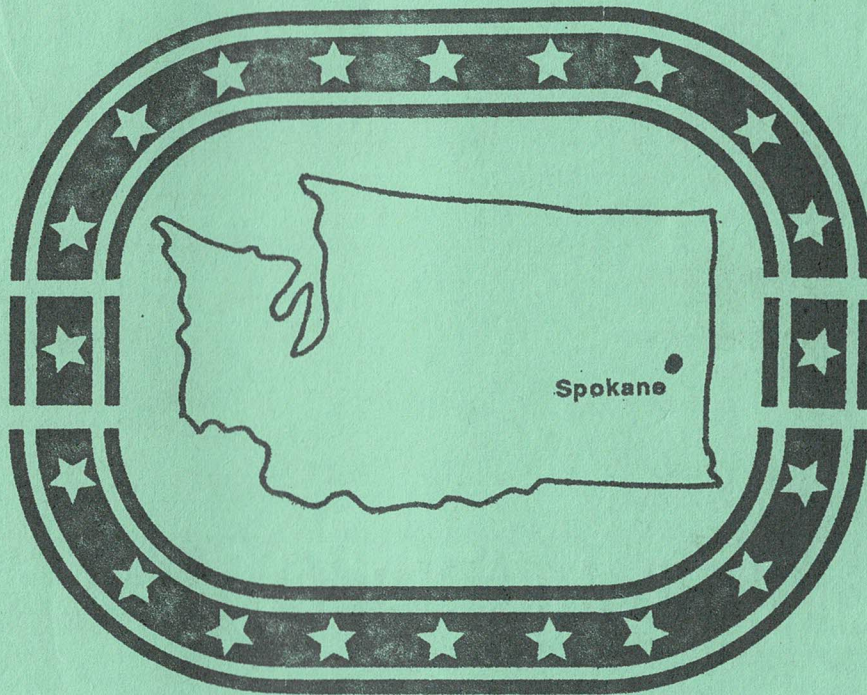


WASHINGTON RURAL POSTMAN

Sept. 1987

51st Year



OFFICIAL RECORDS

81st State Convention

OFFICIAL PUBLICATION OF THE WASHINGTON RURAL CARRIER'S ASSOCIATION

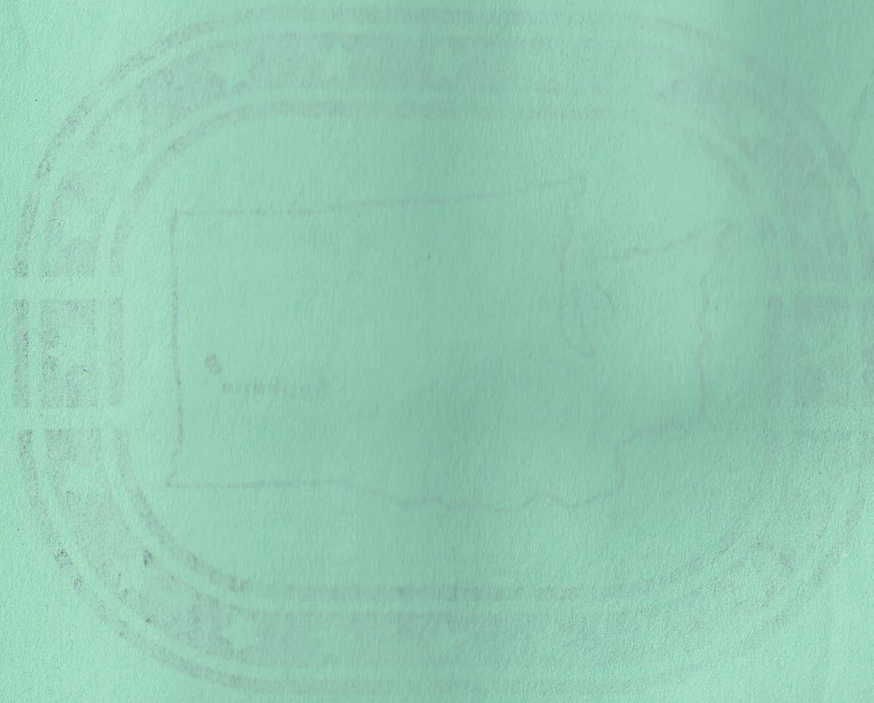
NOTICE

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OFFICIAL RECORDS

81st Annual Convention

OFFICIAL PUBLICATION OF THE NATIONAL ASSOCIATION OF REAL ESTATE BROKERS

The Washington Rural Postman is published quarterly: February-April-June-November. Deadline for articles, ads and notices is the 15th day of the previous month of issue. Share your news and views with all the members through your State Paper.

Your Editor is always open to constructive criticism. Please feel free to submit your thoughts and ideas.

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This is the space usually reserved for the names and addresses of all the county officers, but since I have only received the ones from Mutual and Lower Columbia I will wait until the November issue to print this information. Please all you county officers, send the information immediately. You could also add any other information such as county meeting dates.

As you all know the auto insurance helps our union not only by being the most complete insurance rural carriers can have for the job for the cost, it also helps us as an association. Please send in the questionnaire, try the insurance, it's great!!!!

YES

PROGRAM NOT AVAILABLE IN MA or HI (NC-AUTO ONLY)

I WANT TO COMPARE YOUR RATES!

PLEASE SEND PRICE AND COVERAGE INFORMATION



1 PERSONAL INFORMATION

NAME _____
 HOME ADDRESS _____
 CITY/COUNTY _____
 STATE/ZIP _____

MY PRESENT POLICY EXPIRES

R 02 _____ MONTH _____ DAY _____ YEAR _____

TELEPHONE

Days (_____) _____ (_____) _____ Eves _____
area code area code
 Occupation _____

Do you live on a farm? ☐ Yes ☐ No

2 CAR AND TRUCK INFORMATION

	Veh. #	Year	Make Ford/Chevy	Model Skyline/Omn	Body 4 Dr./Wgn.	Cyl.	Cost New	Driven to Work/School	No. Miles One Way	Estimated Annual Mileage	Used in Business*	Kept at Residence	If No Where	
	1													
	2													
	3													

*IF YES DESCRIBE USE _____

3 RECREATIONAL VEHICLE INFORMATION

(Motorhome • Trailer • Camper • Van Conversions)

	Veh. #	Year	Make (Brand Name)	Body (mr. home, van)	Length	Date Purchased MO YR	New or used	Cost New	Current Market Value	Driven to Work/School	No. Miles One Way	Estimated Annual Mileage	
	4												

4 DRIVER INFORMATION

Please List All Drivers In Household Including Yourself

Age	Sex	Marital Status	# Years Driving	% Of Use			
				Veh #1	Veh #2	Veh #3	Veh #4
TOTAL				100%	100%	100%	100%

5 ACCIDENT — VIOLATION INFORMATION

Has any driver ever had a license revoked? ☐ Yes ☐ No
 Who and When _____
 Any moving traffic violations in the past three years? ☐ Yes ☐ No
 Who, how many, date, and type _____
 Any at fault accidents in the past three years? ☐ Yes ☐ No
 Who and When _____
 Amount of Damage & Description _____

PLEASE ANSWER ALL QUESTIONS — INCOMPLETE INQUIRIES CAUSE DELAYS!

Questions? Call toll free 1-800-VIP-AUTO (800-847-2886). In Missouri & Alaska call collect (314) 426-4000.

WASHINGTON
A NOTE FROM THE EDITOR

Well, this is it fellow letter carriers, the first issue of the POSTMAN from your new Editor.

I guess the best way to start is to tell all of you something about me. My name is Icelia Peterson, but almost everyone calls me "Butch". My husband, Glenn and I live in the outskirts of Tacoma and I work in the Spanaway Post Office. We have a son, Wade, age 21, a daughter-in-law, Linda, and a daughter, Alicia age 12.

I'd like to thank everyone for their encouragement and support, especially Joe and Hazel Halleck for their willing advice and information. Joe and Hazel---, Hats off to you both, you're a tough act to follow.

So after a few false starts, here we go. Please do send in your comments, advice, questions, letters to the editor, and complaints. Again thanks for your support!

ICELIA (BUTCH) PETERSON
Editor-in-Training

P.S. The PAC fund needs your help! Send in your contributions now!

Political Action Fund

Contributions are needed for the N.R.L.C.A. lobbying effort. The Political Action Fund is used to maintain friendly relations with members of Congress to preserve your fringe benefits, work practices and policies affecting the welfare of each rural carrier, substitute and retired carrier and their families.

Make your check payable to the "Political Action Fund" and send to:

Harley Robb
6213 208th Street N.E.
Arlington, WA 98223

Upon receipt of \$5.00 or more, you will receive a membership card. Your contribution is tax deductible.

Please return this form with your contribution.

NAME

ADDRESS

CITY

STATE

ZIP

Check one

Regular

Retired

Substitute

MINUTES
81st ANNUAL CONVENTION
WASHINGTON RURAL LETTER CARRIERS ASSOCIATION

Spokane, Washington

July 21-24, 1987

Monday Morning June 22, 1987 - 9:10 A.M.

A joint meeting of the Washington Rural Letter Carriers Association and its Auxilliary was called to order by Co-Chairperson Ed Koschalk at the Sheraton Hotel in Spokane, Washington.

The presentation of colors was by Mickey Mackey, Dexter Nesmoe and Wayne Hawley. Mickey Mackey led in the Pledge of Allegiance. Virginia Mackey led in singing the patriotic song "AMERICA".

Harley Robb, Chaplain, gave the invocation.

Vicki McNeil, Mayor of Spokane, welcomed the Rural Letter Carriers to the beautiful city of Spokane.

Burce Fisher, Director of Customer Relations and Services for the Spokane MSC, welcomed the Rural Letter Carriers to Spokane on behalf of the Postal Service.

Yvonne Capstick, Assistant Sales Manager for the Sheraton Hotel welcomed us to the Spokane Sheraton.

Ed Koschalk, Vice-President Dave Stover, Auxilliary Vice-President Virginia Mackey, and Juniors President Chantell Nelson responded to the welcoming addresses.

Inez Nesmoe, assisted by the Juniors presented the Americanism Program. Chantell Nelson and Alicia Peterson read a story about the writing of The Pledge of Allegiance by Ralph Belamy and Heather and Kristi Lange reminded us of how we should take care of our flag.

Vice President Dave Stover asked all the retirees to come forward. They then introduced themselves and gave the length of their service with the Postal Service. The group represented 382 years of service. The retirees were each presented with a boutonniere by their spouses and assisted by Midge Brame.

Delores and Harley Robb presented Janet Lange, Auxilliary President, and Bob Lange, Association President, with gavels made by Harley. President Lange turned the podium over to President Janet who introduced the Auxilliary Officers.

VICE PRESIDENT
SECRETARY TREASURER
SUNSHINE PERSON
SCHOLARSHIP CHAIRPERSON
JUNIOR PAST PRESIDENT
COUNTRY STORE CHAIRPERSONS
EAST SIDE
WEST SIDE

VIRGINIA MACKEY
MYRTLE BUCHANAN
DELORES ROBB
HAZEL HALLECK
MARION PERSONETT

MARION PERSONETT
ODETA YEAGER

JUNIOR OFFICERS:

PRESIDENT
VICE PRESIDENT

SECRETARY/TREASURER

CHANTEL NELSON
JENNIFER O'GORMAN
ALICIA PETERSON

President Bob Lange then introduced the State Officers.

VICE PRESIDENT
SECRETARY/TREASURER
EDITOR

DAVE STOVER
DEXTER NESMOR
JOE HALLECK

COMMITTEE PERSONS:

DISTRICT I
DISTRICT II
DISTRICT III
DISTRICT IV

GERALD THOMSON
KAREN DE BELLA
MIDGE BRAMAN
CINDY NORMAN

STATE STEWARD
ASSISTANT STATE STEWARD
INSURANCE DIRECTOR &
EX-SERVICEMAN'S CLUB PRESIDENT
RETIRED CARRIER REPRESENTATIVE &
POLITICAL ACTION COMMITTEE DIRECTOR
O.W.C.P. DIRECTOR

NEIL BUCHANAN
KAREN DE BELLA
MICKEY MACKEY
HARLEY ROBB
RON SERAFINI

President Bob Lange then introduced the National Guests.

MRS. CAROL (RED) EDEN
MR. ROGER MORELAND

PAST NATIONAL AUXILLIARY PRESIDENT
NATIONAL COMMITTEE PERSON

President Bob Lange announced that every year the Association recognizes those attending the State Convention for the first time and invited all those individuals to come forward. They wer presented with buttons saying Number 1. (Again, your Editor apologizes, the trancript omitted these names.)

MONDAY MORNING, JUNE 22, 1987 10:30 AM

President Bob Lange introduced Ruth Lawson, President of the United Nations Association for Washington State, and Member of the Sister City Organization, and hosts for a group of musicians from Lubeck, Germany. The group was giving three concerts in Spokane and we were generously invited to attend.

President Bob Lange then made the committee assignments.

CREDENTIALS:

1. VI GILLIAM, Chair
2. LYNN WALKER
3. RITA YOUNGS

RESOLUTIONS:

1. JOANNE NELSON, Chair
2. CHUCK ROBERTSON
3. RON SERAFINI

CONSTITUTION AND BY-LAWS:

1. DARLENE KENDALL, Chair
2. ED KOSCHALK
3. MARGE GRIBE

WASHINGTON RURAL POSTMAN:

1. MICKEY MACKEY, Chair
2. JANIS STIDMAN
3. ICELIA PETERSON

MILEAGE AND PER DIEM:

1. GEORGE FISHER, Chair
2. MARY PETERS
3. JACK YEAGER

FINANCE:

1. DAN SNYDAR, Chair
2. DUANE TURK
3. PAT BOYLES

TIME AND PLACE:

1. MARION PERSONETT, Chair
2. BONNIE LITTLE
3. LARRY VAN DYKE

NOMINATIONS:

1. PEG KNIPPLE, Chair
2. ROSA PAPINEAU
3. DOUG RABER
4. GLORIA RECTOR
5. (TO BE CHOSEN)

AUDITING:

1. JOHN LAFFERTY, Chair
2. JENNY SEELEY
3. JULIE STEHR
4. KIT WITT
5. MARGE TURK

TELLERS:

1. ROLLIN D. GOODMAN, Chair
2. MIKE PERKINS
3. DEANNA RICHARDSON

Secretary Dexter Nesmoe held the roll call of officers and delegates-at-large. The Delegates-at-Large were found to be:

CHELAN DOUGLAS
LOWER COLUMBIA
MUTUAL
OKANOGAN
SKI COUNTY
SKAGIT SAN JUAN
SPOKANE
NORTH EAST COUNTY
WHATCOM COUNTY
WHITMAN ASOTIN
YAKIMA COUNTY
CLALLUM JEFFERSON
KITSAP

ROLLIN D. GOODMAN
PAT BOYLES
ICELIA PETERSON
JOHN LAFFERTY
JOANNE NELSON
LARRY VAN DYKE
JULIE STEHR
LYNN WALKER
DAN SNYDAR
GEORGE FISHER
DARLENE KENDALL
DOROTHY RICHARDSON
RITA YOUNGS

The delegates for Lincoln Grant Adams and South East were not in attendance so it was moved and seconded that Janis Stidman be seated for Lincoln Grant Adams and Vi Gilliam for South East. The motions carried. Alaska did not have a delegate present. All the officers were present.

The Secretary, Dexter Nesmoe announced the current membership and voting strength of each county unit and officer.

COUNTY	MEMBERS	VOTES
CHELAN DOUGLAS	21	4
CLALLUM JEFFERSON	29	6
KITSAP	65	13
LINCOLN GRANT ADAMS	52	10
LOWER COLUMBIA	102	20
MUTUAL COUNTY	174	35
OKANOGAN	17	3
SKAGIT SAN JAUN	53	11
SKI COUNTIES	216	43
SOUTH EAST COUNTIES	33	7
SPOKANE	92	18
NORTH EAST COUNTIES	30	6
WHATCOM	57	11
WHITMAN ASOTIN	36	8
YAKIMA VALLEY	118	23
ALASKA	18	<u>4</u>
TOTAL		222

OFFICERS:

PRESIDENT	1
VICE PRESIDENT	1
SECRETARY TREASURER	1
EDITOR	1
RETIRED COMMITTEE PERSON	1
DISTRICT I	1
DISTRICT II	1
DISTRICT III	1
DISTRICT IV	<u>1</u>
TOTAL	231

It was moved and seconded that Alaska's votes be given to Mutual since they did not qualify as a county unit and did not have a representative present, subject to approval from the Department of Labor representative. The motion passed.

President Bob Lange called for the annual reports for the State Officers, beginning with the President.

ANNUAL REPORT OF THE PRESIDENT: ROBERT LANGE

Roger Moreland, National Committeeman, State Officers, Washington Rural Carriers assembled here at Spokane for the 81st yearly convention.

It has been a privilege to have served as your State Representative again this past year. I have attended many county meetings, all board meetings, the west side steward and labor relations seminars and all District meetings this year. Also I met with the Department of Labor representatives several times this year and quite a number of times over the phone. I, along with the officers of this state and Oregon attended a Washington/Oregon officers meeting in Vancouver, Wa. Scottie Hicks was the speaker from the National Office, with the main subject the "up coming" contract negotiations.

We started our year with the Fall Booster meeting in Isaquah with a mail count seminar on Saturday. Sunday, National Committeeman Leo Root spoke, followed by a Steward Seminar in the afternoon.

On March 1-3, I attended a legislative seminar in Washington D.C. for the State Presidents. It was very informative and helpful in knowing how to work with our Congressman in presenting our views of legislation. We learned much about legislative process.

In March, April and May, we as state officers were involved in District meetings Western State Conference and County meetings.

The Department of Labor, after a training session, appointed the State Officers to monitor all County elections to be sure they were held properly.

I would like to Thank each one of the State Board for their guidance and help this past year. They have been very helpful. Thank you, as members, for the patience and support you have had for me this year.

Thanks again and God Bless You for the coming year.

RESPECTFULLY SUBMITTED
ROBERT LANGE, PRESIDENT

ANNUAL REPORT OF THE VICE PRESIDENT: DAVE STOVER

National Committeeman Roger Moreland, members of the State Board, Delegates, Members and guests assembled for the 81st annual Convention.

It has been a privilege and an education to have held the office of your State Vice President for the past two years. I can only hope that you have enjoyed listening to me as much as I have enjoyed conversing with you.

In the past year I have attended all of the Board Meetings, the Oregon/Washington Area Officers meeting in Vancouver, the Fall Booster in Isaquah, four District meetings, a Department of Labor meeting in Seattle, and several County meetings.

I would like to compliment all of you on your attendance and interest shown by coming to your area and local meetings and to this State Convention.

There have been many questions about the Retirement systems and the Thrift Plan. I hope I have helped some of you so you could choose what is best for you. Please feel free to ask me if you would like to have any questions answered. I will help if I can.

There will be a four week mail count this year for every route starting August 29th. It is extremely important for everyone to attend the Mail Count Seminars given by our State Steward Neil Buchanan. These will be given on July 26th at Moses Lake and on July 19th at Tacoma. Please plan to attend.

In closing, I would like to thank my fellow members of the State Board for their friendship, dedication, ability and time spent in the past year. Their decisions have made this a successful year.

RESPECTFULLY SUBMITTED
DAVE STOVER, VICE PRESIDENT

ANNUAL REPORT OF THE SECRETARY: DEXTER NESMOE

This has been a year of learning and growing. I was selected as the delegate-at-large to the National Convention. It was indeed a very great honor. It was my privilege to serve as a Sergeant at Arms, a duty I also performed in the service, only in the Navy we called it Petty Officer of the Watch. In the service we checked I-D's and had a 45 sidearm. At National Convention we just passed out literature! I was relieved long enough to collect ballots and return them to the ballot committee. I was personally sorry that our Candidate, Neil Buchanan was not elected to the National Board, but their loss was our gain, as he is still serving us in Washington State.

As you all are probably aware, the election at last year's convention was contested. As a result, new Constitutions and By-Laws were not printed by your Secretary. The Department of Labor asked for my copy of the last year's convention proceedings, including the Postman and tapes, which were never returned, so I have been working in the dark except for minute notes taken at convention.

Our association is doing very well as far as membership. Only 167% compared to over 200% for some states. Maybe we can do better this year, with the new RCA bidding rights, etc. Our 1987 membership stands at 1068 and our 1988 membership is already at 808 with the cash paying members with another week to pay up. Ususally the cash payers take until September to be current!

The family plan adopted at last year's convention has raised a lot of controversy. For those persons on dues withholding, the dues are set up in January to go into effect in July and there is no way we can change this factor until the next year. For those persons that do not have a spouse or do not want their spouses to participate, please let the Secretary know so you can be reimbursed the six dollars next Spring.

RESPECTFULLY SUBMITTED
DEXTER A. NESMOE

REPORT OF THE TREASURER: DEXTER A. NESMOE

Cash on hand July 1, 1986

\$ 5761.26

INCOME:

Dues \$56016.55
Insurance 13495.00
Interest 369.46
Miscellaneous 1729.07

71303.01

Total funds available

\$77371.34

DISBURSMENTS:

Percapita to National \$ 4865.00
Percapita to Counties 3607.69
Percapita to Western States 171.00
\$ 8643.69

Management:

Bank charges \$ 106.29
Printing 956.33
Supplies 142.09
Postage 688.23
Phone 24.46
Travel 936.30
Conventions 266.42
Salary 854.88
\$ 3975.00

Postman:

Printing \$ 147.28
Equipment 296.34
Supplies 1569.45
Postage 843.77
Phone 99.87
Travel 264.40
Salary 817.65
\$ 4038.76

Officers Travel

\$ 4223.70
Convention Door Prizes 800.00
\$ 5023.70

Training:

Printing \$ 262.30
Supplies 34.48
Postage 304.63
Phone 377.07
Travel 9685.10
Conventions 39.12
\$10702.70

Steward:

Printing \$ 75.13
Equipment 270.00
Supplies 655.97
Postage 424.07
Phone 4232.34
Travel 11397.96
Conventions 550.45
Salaries 14827.04
\$32432.96

Miscellaneous:	
1986 Convention	\$ 410.00
Refunds on dues	46.50
Auxilliary	1200.00
Convention Allowance	1030.00
Federal Deposits	3745.14
Mike Watson OWCP	1954.80
	<u>\$ 8386.44</u>

Total Disbursments

\$73203.25

\$ 4168.09

Two checks in Spokane account not cashed
but recorded as expenses.

40.00

Cash on hand June 22, 1987

\$ 4128.09

RESPECTFULLY SUBMITTED.

DEXTER A. NESMOE

I have checked the records of dues paid by individual members and percapita tax paid by each county unit and certify that the duly elected delegates and the county units which they represent are in good standing and are therefore eligible to participate in the officer elections.

RESPECTFULLY SUBMITTED,

DEXTER A. NESMOE

REPORT OF THE EDITOR: JOE HALLECK

Roger Moreland National Committeeman, Officers, Delegates, Members and Guests attending the 81st Annual Convention in Spokane, Wa June 21-24, 1987:

Hazel and I published 5 issues of the Postman, made up the Convention Program for this year and mailed out 2380 post cards for Fall Board Meetins nad Mail Count Seminar in July, 1986, Steward Seminar in January 1987, also for the upcoming Mail Count Seminar in July that will be mailed when we return home.

I also notified our State Secretary of 89 changes of address so far- I will find more when I return home.

Expensed for the year 1986-1987 were as follows:

Supplies	\$1951.01
Repairs on Gestetner Mimeograph	190.65
New electric stapler	136.47
Telephone	121.61
Postage for mailing Postman	604.14
Bulk mail fee 1987	50.00
Postcards	333.20
Printing post cards	149.13
Postage for mailing extra copies of Postman to new and carriers who moved	39.15
Misc for paper towels, rubber fingers making copies for printing, misc. postage	15.14
Mileage & Per Diem	538.20
Total	<u>\$ 4128.70</u>

Sorry to report that the mimeograph machine is finished--kuput. The last job--the Convention Program-- had to be hand cranked to complete. If the Association continues to put out a mimeograph paper a new machine will have to be purchased, along with a new stencil cutting machine for a total outlay of approximately \$6000.00.

This past year I attended 3 Lower Columbia Meetings; Fall Board Meeting at Issaquah; Oregon-Washington Officers' Meeting, February 21-22, 1987; District III Meeting at Davenport, March 8, 1987; District IV March 15; District II Meeting, March 29, 1987; Western States Conference; Mesa Arizona, April 24-25, 1987. I would have attended the District I Meeting had it been held March 22, 1987 as scheduled, but Lower Columbia County's election was held the night before their meeting in May. This made it too much running for an old man.

We have enjoyed all these past years as your Editors and wish the new editor the best of everything in the years to come.

RESPECTFULLY SUBMITTED.

JOE HALLECK

REPORT OF DISTRICT I COMMITTEEMAN: GERALD THOMSON

I started the year by going to the State Convention at Ocean Shores, where I was elected to fill Dexter's unexpired term of one year. From there I went to the Fall Booster Meeting at Issaquah, then the Area Officers' Meeting in Vancouver. I have attended most of the county meetings in my District. I also went to a District II meeting in Tacoma, and a District IV in Davenport. Then I went to a re-education class held by the Department of Labor in Seattle.

I have enjoyed the year and the new people I've met. I want to thank everyone for their patience and cooperation.

RESPECTFULLY SUBMITTED,

GERALD THOMSON

REPORT OF DISTRICT II COMMITTEEPERSON: KAREN DE BELLA

Greeting, to our National guests, delegates, members, auxilliary, and juniors.

It gives me great pleasure to report to you as your District II Committeeperson, here in Spokane, Washington at the 1987 State Convention.

The 1986 State Convention was held in District II July 6-9, at Ocean Shores. Kit Witt opened the convention and presented the gavel to Bob Lange, State President. Our national guests were Vernon Meir and Janile Butters. We had over a hundred in attendance with a record 23 juniors. Jack Yeager entertained those attending the retired carriers banquet with his great storytelling abilities. Tuesday's Luau was M.C.'ed by Dottie Ianucci. Entertainment was provided by the Polynesian Islanders from Kent, Wa. Their program welcomed us that evening with dinner music from the islands, and a tremendous floor show after dinner that included audience participation. Highlights of the evening included Janile dancing to the Hawaiian Love Song, and hula dances performed by Vernon with rolled up pant legs and suspenders showing. Dave Stover and Wayne Hawley joined in and showed us how it's really done. The evening ended with dance music. Wayne Hawley won the \$100.00 Find the Buried Treasure Contest, and Deana Richardson won the side of beef contest.

Wednesday morning Mickey Mackey hosted the Armed Forces breakfast and the convention entertainment continued with war stories from our members who have served our country.

It was an exciting convention with time to relax. Tuesday afternoon was kept open for a tour to Lake Quinault Lodge or a horseback ride along the beach or just beachcombing. The choice was left to each member.

In August I attended National as a delegate and served on Neil's campaign as a fund raiser. In September the State held a Fall Booster meeting in Issaquah. Our National guest was Leo Root who brought us up to date with national information.

October 4-5, I represented the State Of Washington at Tom Griffith's retirement dinner in Denver, Colorado. The State gave a gift of Washington Delicious Apples and a retirement plan for Tom that included a pair of dark glasses and a tin cup. I traveled with funds contributed by the members attending the Fall Booster meeting. This helped defray the cost of the trip. I appreciated the members' generosity.

I was on a leave of absence for three months until January 1987 due to a couple of surgeries I had.

The Washington-Oregon Area Officers meeting held in Vancouver, Wa. was well attended, Feb. 21-22. Scottie Hicks, our national guest asked us what we wanted to keep or delete from the upcoming contract negotiations. Foremost on the list was the "no layoff" clause and keeping our evaluated system. Other topics included the section pertaining to light duty assignments and the unions inability to persue a grievance past step 2-A if the grievant has filed an EEO complaint on the same or similar subject. The latter draws the question of violating the grievant's rights to persue all means necessary, to resolve the problem. We had a case in our state that was caught in a "Catch 22: situation, much to our dismay.

Steward training Jan 1987 in Olympia, Wa, was well attended by about 50 members. I was able to attend every District meeting in our state this year and most of the county meetings in my District. With the exception of one, I observed the 3 remaining county annual meetings on instructions from the Dept. of Labor Office of Management Standards. The entire board met with this Department because of the challenge made to the procedures used at the elections last year at state convention.

Western States Conference held in Mesa, Arizona was well attended by Washington state. This was a mini-national convention and much of the information received has been shared across the state at the local and district meetings. Washington state had 2 Juniors present at Western States.

Membership has increased in all districts and a pat on the back goes to our state secretary-treasurer, Dexter Nesmo for the tremendous job he is doing for us.

A fond farewell to Joe and Hazel Halleck for the fine editorial work they have done over the past years. Our state paper is a national award winning paper and it gave me great pleasure to accept for Joe and Hazel the first palce nationally in Louisville in 1985. Their shoes will be hard to fill. The best to both of them from myself and all the members of District II.

I can honestly say that I have always made an effort to conserve state funds by working the day of a meeting and attempting to return home that same evening, with the intention of working the next day. Many times I have returned home well after midnight and I can easily say this is not an easy task.

If there was one thing I could change regarding the District Committeepersons, I would change the term to District Representatives. We are the representatives for the members in our districts. The members' ideas should be brought forth by us at all local and state meetings.

I've enjoyed working with the board members these past three years. I would like to express my appreciation for the board members patience and support during my three years as a state officer.

Wishing each and every member and guest a most enjoyable and successful convention here in Spokane, I say thank you for the past three years.

RESPECTFULLY SUBMITTED,

KAREN DE BELLA

REPORT OF THE DISTRICT III COMMITTEEPERSON: MIDGE BRAMAN

Welcome! I attended the state convention at Ocean Shores last July, and was elected as a delegate to National Convention in Des Moines, Iowa and helped with the campaign for Neil Buchanan as a National Committeeman. Their loss is our gain. It was a very interesting and informative time.

I also attended the Fall Booster meeting in Issaquah and the Area Officers meeting in Vancouver, Wa., where Scottie Hicks was our National guest.

I have attended most of the county meetings in my district. We had a very good turnout and meeting at the District III meeting in Davenport this year.

This past April I, along with the rest of the state board met with the Dept. of Labor Office of Management Standards in Seattle, Washington. The information and instructions were then applied to our county meetings for the up coming elections.

It has been an interesting year and I do want to impress upon the membership what a concerned board you have for the well being of this craft and the many hours that are spent dealing with union affairs.

I'm pleased to have had an opportunity to serve you. Having worked with Ed Koschalk, Marilyn Shemiziu, Julie Stehr and others has made my work load for this convention a great deal easier.

I hope you will enjoy yourselves here at the 1987 convention. Thank you for attending.

RESPECTFULLY SUBMITTED,

MIDGE BRAMAN

REPORT OF DISTRICT IV COMMITTEEPERSON: CINDY NORMAN

Fellow Officers, National Guests, Rural Carriers and Friends

This past year was definitely that of a new experience for me. My first year as a State Board Member seemed to prove very interesting. I worked as a Liaison between Southeast Washington, Whitman Asotin and Yakima Valley Counties; for which I found very rewarding. I attended all of their county meetings, with the exception of one. I'd like to make mention at this time, I don't know about those carriers who never turn out at the meetings, but I've made some good friends with some wonderful District IV Carriers who do turn out at the meetings. Not only are they super people, but also concerned enough about their jobs to stay informed. I'm proud to represent them!

Since last years State Convention at Ocean Shores, I attended our Fall Booster, a Board Meeting in Vancouver, a Steward Seminar in Moses Lake, in addition to District Meetings for District II and III. Our District IV Meeting went very well thanks to the support of our members and our State Board.

RESPECTFULLY SUBMITTED,

CINDY NORMAN

REPORT OF THE ASSISTANT STATE STEWARD: KAREN DE BELLA

Greetings and welcome to our distinguished national guests, delegates, craft members, auxilliary and juniors.

This year I thought perhaps my report should consist of the types of cases I have been involved with and their results.

August 1986 7 day suspension
failure to get a signature on 3879 (yellow slip) on an
insured package, misdelivery of parcel
REDUCED AT STEP 2b.....see last page con't

October thru
December I drew no salary, was on a leave of absence

January 1987 Removal
failure to follow instructions
REDUCED TO A L.O.W. (letter of warning)

7 day suspension for AWOL
REDUCED at STEP 1

February 1987 L.O.W.
mishandling of mail
RECINDED

March 1987 14 day suspension for AWOL
REDUCED

Removal for failure to follow instruction regarding a
motor vehicle accident, unsafe practices.
RECINDED, all back pay given including OWCP monies

April 1987 STEWARD TRAINING IN SALT LAKE CITY

WESTERN STATES CONFERENCE, MESA, AZ.

May 1987

Removal for AWOL unsatisfactory attendance
REDUCED to a 30 day suspension

Denial of bidding rights, still in appeals

Seniority question
RESOLVED

June 1987

L.O.W. for failure to follow instructions Carrier worked
9 feet of pm mail in 1 hour 10 minutes, left post office
at 5 pm believing that the mail was caught up. Next day
recieved a L.O.W. for not putting up all mail, even that
was color coded for the next day.
STILL IN APPEALS

Management's unreasonable denial of request for carrier's
request of leave of absense
STILL IN APPEALS

Management destroying carrier's route book
STILL IN APPEALS

Management's unresonable denial of request for leave for
official union business, threatening carrier with AWOL,
STILL IN APPEALS

Most of the time I spend is in answering questions and giving advice to carriers
on their rights as well as what are management's rights.

It is my opinion that some discipline issued could have been prevented had the
carrier been aware of his/her job responsibilities and the duties required.

Other times it is a style of management (unlike QWLEI office) where there seems
continued harrassment and intimidation. We should be aware of our responsibilities
to our union brothers and sisters. Be aware of any unfair treatment and help our
co-workers so that the quality of our lives at the office is of a higher standard.

Keep your union informed about any dicipline received from the very beginning.
Do not ignore a L.O.W. at step 1 get the union involved and keep them informed.
Your case will have every possible advantage when the union is involved from the
very beginning. We need to be reminded to grieve all dicipline. Because if we
fail to follow through with a grievance then we are one step closer to a possible
removal.

I can say thanks to all the local stewards for the service they give to their
fellow workers. The job is a thankless one, and oftentimes seems endless. Keep
up the good work, stay involved and always remember the job you may have to save
one day may be your own.

I wish everyone here a splendid time in Spokane and thank you for your support
and encouragement this past year.

August 1986 con't

Filed a grievance in my office, that was taken up at step 3 by Scottie and Roger
GRIEVANCE SUSTAINED

All carriers in the Tacoma MSC would be paid 15 minutes for reading the rural carrier safety phamplet.

<u>7/86-4/87</u>	<u>May & June 87</u>	<u>Year to date</u>	<u>Nature of Expense</u>
226.90	62.47	289.37	FOOD
497.08	00.00	497.08	LODGING
8.00	7.94	15.94	COPYING
28.43	1.80	30.23	SUPPLIES
12.67	14.03	26.70	POSTAGE
818.72	190.20	1008.92	PHONE
7.46	3.00	10.46	MISC.
1857.60	237.40	2095.00	MILEAGE
(9288 miles)	(1187 M & J)	(10475 miles)	
1711.58	199.88	1911.46	LWOP (20 days)
5168.44	716.72	5885.16	TOTAL EXPENSES

RESPECTFULLY SUBMITTED,

KAREN DE BELLA

REPORT OF RETIRED CARRIER REPRESENTATIVE AND P.A.C. DIRECTOR: HARLEY ROBB

This year has been a busy year with P.A.C., having attended four District meetings and five County meetings to explain both P.A.C. and telling Retired Carriers to express their ideas to their respective Congressman.

It is always a pleasure to make new friends and renew old acquaintances.

I have received and sent to NRLCA \$1246.75 as of June 12, 1987. Other monies have been sen directly for P.A.C.

RESPECTFULLY SUBMITTED,

HARLEY ROBB

REPORT OF THE PROVIDENT GUILD DIRECTOR: DEXTER A NESMOE

I forgot to report after last year's National Convention, we gained one new member. I was unable to attend the meeting at National as it was in conflict with the Secretary's meeting, but my spouse attended the meeting. We saved three members after our return as we called them and they were reinstated before the September 1st deadline!

I hope the new president will appoint someone with more salesmanship for the next year, so we can recruit more new members.

RESPECTFULLY SUBMITTED,

DEXTER A NESMOE

REPORT OF THE AUTO INSURANCE DIRECTOR: MICKEY MACKEY

It has been a good year for the Auto Insurance Program in the State; membership is growing so the Insurance Program is growing and the pay back to the State Association is growing from the National Auto Plan, \$13,000 this year.

This auto plan is the best there is for the Rural Carrier because it is designed for Rural Carriers only. National General has discounts for safe drivers, multi-car owners and people who are over 55 years of age. I can save you approximately \$100.00 a year on auto insurance.

This policy is handled only by mail or telephone----no one will call at your home. Safe, responsible driving is the name of the game. We have a toll free number in our state or national paper to compare our price with others.

Subs are eligible for this auto plan even when driving a borrowed car and you are covered when someone else drives your car or hit by an uninsured driver.

We can give you lower rates because--you are covered by the government insurance under the "Torts Claims Act" when you are on the route or on government property or enroute to or from home.

Remember--if for any reason the Postal Service denies your claim-- the Rural Carrier Auto Insurance will cover you. This is a valuable feature. The Rural Carrier Plan will cover you if you carry collision and comprehensive.

There are 18 million auto accidents every year and the cost is in the trillions. Every accident has 3 collisions; first--the auto strikes an object, second--the driver strikes the steering wheel, third-- the internal organs collide with each other and then with the front of the body. "THINK ABOUT IT!" Keep your auto in good repair and buckle up for safety.

RESPECTFULLY SUBMITTED,

MICKEY MACKEY

REPORT OF THE OWCP DIRECTOR: RON SERAFINI

Since the last state convention your union leadership has taken a courageous dynamic step forward in union representation by establishing the WRLCA OWCP Director. This was done in response to massive abuses of rural letter carrier F.E.S.A. rights by U.S.P.S. management. The following is an accounting of my activities as your OWCP Director. I have essentially done three things:

- 1). Attended numerous county, steward-training meetings conducting seminars outlining your rights under the F.E.C.A. in attempt of preventative medicine to head off any serious problems.
- 2). I've made myself available by phone or in writing to answer any questions regarding specific claims.
- 3). I've interceded on behalf of Washington rural letter carriers by directly getting involved in claims by assuming power of attorney to contact doctors, witnesses, and claim examiners.

Your union dollars have been extremely effective. Since January 1st I have assumed power of attorney in numerous OWCP claims. None of which have been denied by OWCP. The more difficult claims have been forwarded on to Mike Watson of Labor's Community Service Agency, Inc. which your union has retained. He has been extremely helpful. I'm in contact with Mr. Watson weekly getting specific answers to specific questions. I look at the fee we pay Mike Watson, like I would look at an insurance premium on an insurance policy. We may not use it that often, but when we do, it is invaluable. I can say without any reservations that the WRLCA office of OWCP Director and it's relationship with Mike Watson together has formed a team that serves the Washington rural letter carriers better than any Federal employee labor organization nationwide on similar issues.

Finally, a look towards the future; I'm by nature an optimistic person, but I regret to say that there is a storm on the horizon that is intensifying and gathering speed. The USPS is one of OWCP's biggest customers, accounting for millions and millions of dollars per year in claim related expenses. Before the year is through the bill could average over one million dollars per day. The USPS has chosed to react in a fashion that in many instances is downright criminal and in blatant violation of the penalty provisions of the FECA.

OWCP, itself, is under tremendous pressure by all the employing agencies it oversees to be more "fair" in its awards. Congress under tremendous pressure from this conservative administration, in it's attempt to keep budgets down, has also put the screws on.

The bottom line is that each and every claim must be very carefully prepared and air-tight. The burden of proof placed on the claimant under the FECA has never been more scrutinized than today. The good news is that your union leadership has excercized unparalleled fortitude that insures that any rural carrier in this room or state can expect the finest, most effective union representation, if they ever sustain a work-related injury or illness. The following is an accounting of may expenses submitted to this union: I have been on a compensatory basis since 1-1-87 and my expenses are as follows:

Number of days per diem:	six (6) X \$40/day	240.00
L.W.O.P.	one (1) X \$106.49/day	106.49
Phone: union-related long-distance charges only		671.64
Mileage:	2393.8 miles X .20/mile	478.76
Office supplies: envelopes, filing folders, photo-copies etc.		160.13
Salary:	\$200/month X 5 months	1000.00

TOTAL

\$2657.02

RESPECTFULLY SUBMITTED,

RON SERAFINI

REPORT OF THE STATE STEWARD: NEIL BUCHANAN

Report to the Officers and Members of the Washington Rural Letter Carriers assembled in Spokane.

It has certainly been an eventful year! The challenge of the election at last year's State Convention has caused your board and employees to live a year under the shadow of an investigation and constant wonder of what it all meant.

Problems in the National office have been a cause of deep concern this year also.

RE ORGANIZATION OF THE POSTAL SERVICE: Under this change the regions were relieved of their responsibilities and almost all their people. In the region's place, Divisions were created. For a time it seemed that only the division commanders were assured of a job. Everyone else in Management had to wait and see if they were requested for a similar, higher level or lower level assignment or no job at all. It appears that part of the plan was to put new people in all slots. As near as I have been able to learn, not a single person in the Divisions or MSC's in Washington who was assigned responsibility over rural delivery ever had such a responsibility before.

It appears none of these people ever lived on a farm where the motto is, "if it ain't broke, don't fix it", because virtually all have attempted to force major changes upon the rural craft. Seems a miracle that the mail continued to go through. The clerks and carriers just kept going to work and delivering the mail. Can you imagine the chaos had these people all been changed so that they knew no more about their jobs than those knew, giving the orders.

A few of the changes these people have tried to impose are:

- 1) Conversions to City Delivery. These people seemed unaware of the commitment made to this Union in exchange for accepting the L-route concept.
- 2) Conversion to NDCBU Delivery. This has really slowed down, but remains a problem for this craft.
- 3) One hour interim adjustment. MSC people in 2 MSC's have taken the position that Article 9, Section 2, Paragraph C and Article 9, Section 2, Paragraph C-2 supercedes Article 9 Section 2, Paragraph 12-A which requires a 2 hour growth or decline in delivery area to effect a salary change. The one hour change was accomplished by submitting a base hour change. My question to management was, "if you can change the evaluation of a route by one hour by simply submitting a base hour change, how in the world is the Union supposed to police these changes?"
- 4) Keeping subs, RCR's. of RCA's under 40 hours per week to avoid payment of overtime: A Step 4 grievance award dated Feb. 26, 1987 stated that the sub serving in the absence of the regular carrier must be allowed to work at least the evaluation of the route before interruption of service. This award will correct most of these problems if we will enforce it.
- 5) A similar or related problem arose first in Portland but appears to be spreading. That problem arised when a rural carrier starts the day, but for whatever reason is unable to complete the route. It has been long established practice that when the sub is called in to complete the day, the regular carrier started; the regular carrier takes the appropiate leave and the sub is given the evaluated pay for the day plus the E.M.A. Portland has ordered that the regular carrier take the appropriate leave and that the sub be payed only for the hours actually worked. We have a grievance in on this and hope to keep this practice from spreading.

6) The problem that caused me the most grief for nearly a month was the Seattle division's order to eliminate the overtime pay in the rural craft. Seattle was putting out the order office by office using the phone and whenever I called the division I got a denial that there was such an order. Finally on May 11, 1987 Spokane rendered the Seattle Division's order to paper. One paragraph in that letter reads: "Any hours above 40 hours are paid at the overtime rate. These hours must be reduced if at all possible. Some suggestions are adjusting up or down to be in a lower option, add to or create an auxiliary route". Twice I called Dale Zinzer, the division Superintendant of Delivery and extracted commitments from him that this was not the intent of the Division and would'nt I just take him at his word, wait and see. When I finally got a copy of the Spokane MSC letter, we got a copy to Steve Smith and he shared it with headquarters. Mr. Zinzer then called me and expressed the fact that the rural carriers have always cooperated with the Postal Service and we don't want to lose that cooperation. I expressed the opinion that the ball is now in your court. You lied to me, you misled me, you deceived me. Why, unless you rescind your orders on cutting all routes whether overburdened or not to 40 hours, should we cooperate with you? He promised to take steps to modify if not rescind the order and further stated that no route in Washington or North Idaho will be adjusted until the paperwork has crossed his desk and been approved by him. We now know many scheduled adjustments have been cancelled. We will have to wait and see on many more. Incidentally, on 5/21/87, Spokane put out another letter. I will quote 2 paragraphs from that letter. "The revised relief policy allows us to only adjust those routes that require adjustment. Additionally, an adjustment to 48 standard hours allows carriers to maintain J or K route status (26 or 52 non-scheduled day annually) while improving our ability to control annual work hours". The final paragraph of the letter reads, "you have been asked to review all rural routes in your office to determine those routes that warrant relief and to plan relief action. This letter rescinds our letter of May 11, 1987. Should you have any questions, etc-----".

7) Several offices ordered that rural carriers comply with the new Washington Seat Belt Law. We were promised an exemption to that law. This exemption was granted by WAC 204-41-040.

8) Some offices ordered rural carriers to slide back under the wheel and install the seat belt when traveling more than a specified distance between boxes. This too was grieved and the grievance sustained.

9) We are still battling the automatic SF-46 suspension policys. We have had 3 separate grievances sustained setting Spokane's policy. Their new letter is entitled SF-46 Revalidation Policy. My question is: "if it has not been suspended or revoked, why does it have to be revalidated?" The policy the Postal Service tries to impose with regard to the SF-46 causes me to make a comparison. Suppose the State Patrol took the same approach. Suppose everyone even remotely involved in a fender bender in the fog, or on the ice, had their State drivers license revoked until we had gone to school, retested and sat in the hot seat. I believe the legislators in Olympia would have a war on their hands. Why should we tolerate such from the Postal Service?

10) Hiring Freeze: At one time or another during the past couple months we have been told by our Postmasters that there is a hiring freeze and yes, it applies to the rural craft as well. Whenever I call Art Cowans, Director of Human Relations in the Seattle Division, he responds, "the rural contract does not allow for a hiring freeze, so no there is NO freeze in the rural craft". This merry-go-round has gone on for weeks. Almost daily carriers call to tell me there is a hiring freeze.

11) There is a hiring and purchasing slow down. It is hard to take the Postal Service seriously when they plead with the local offices to work in the cold, turn out the lights, don't order supplies, and so on when you know the Postal Service spent more than 42 million to shuffle offices and people around with the latest re-organization. They paid a consultant \$900 a day or \$170,000 to tell

the Postal Service how to re-organize and now they are paying the same consultant another \$170,000 to tell them why the re-organization isn't working.

One of the good things that came upon the craft this year was the creation of the RCA Rural Carrier Associate position. The memo of understanding that created the RCA was worked out by the National level Quality-of-Work-Life Committee. The other side of the creation of the RCA position was the chaos the Postal Service made out of the training to take tests and the conversion of RCR to RCA. I have attempted to monitor the progress and point out the errors. This has really been resented by management.

I hope something can be done for those with less than three years of service and not easily reached on the hiring rosters.

Another of the good things the Union was able to get for the craft this year is the memo that resulted from the time study ordered by the arbitrator who wrote our last compensation package.

- 1) This memo makes a cluster box worth as much to an L-route carrier as to a non-L.
- 2) The L-route carrier can flip-flop as we used to say about the RCS carrier who was sometimes paid by the mile and sometimes by the evaluated schedule. Effective with this September count, the L-route carrier whose routes has dropped to less than 12 boxes per mile will no longer be compensated as an L-route. In other words, he will get a raise.
- 3) The third thing this memo did was get the auxiliary carrier compensated on the evaluation of the route rather than on the clock.

One of the good things your state association did for the membership this year was to secure the services of Mike Watson and our own Ron Serafini to help those with O.W.C.P. claims. This has secured many dollars in benefits for our injured members and it has speeded up the process dramatically for others. I have never been more pleased to give up a responsibility than I was to give up this one and it is done so much better now.

We hope those who suffer on the job injuries or job related illnesses will document the threats and coercion that their managers impose upon them when they attempt to file claims. We need to put a stop to this harrassment. If we are to be successful, we must have carefully documented cases.

One of the biggest disappointments of this past year is the continued failure of the QWL/EI process to come to the State of Washington.

We were told to have our people appointed and ready by November of 1985. We did this. Some of those people have since retired, therefore won't have the privilege of working to make the process work in Washington.

I have gone through the training for Joint Steering Committee member and also the Facilitator training. After the training I am still convinced we want the process as soon as we can get management who will welcome and support it.

THE STEWARD SYSTEM: The Union's legal council Bill Peer has told us that we had better improve our steward system. Some of us expect that the system will undergo some dramatic changes at this year's National Convention or soon thereafter. One change that I think we can expect is mor area stewards and fewer local stewards and none will be certified until they have attended training.

One of the changes that we as a state can impliment is the funding of a greater portion of the cost of the Steward Program. If resolutions that I have seen passed at County meetings are adopted at this state convention, it should no longer be necessary for any Stewards, local or area, to donate time or funds while serving the membership or fellow craft members. I think it is time to do this. I am reminded of the very first training meeting this Union called. It was a snowy day in February. One of those appointed as an area steward purchased a bus ticket to safely cross the snowy Cascades, and stayed overnight at the motel where the meeting was held. When he turned in a bill to be repaid for his out of pocket expenses, he had to be told that there was no authorization to repay these expenses. The steward immediately resigned with these words, "I thought we had ceased being an association and had become a Union!" This individual was no fly by nighter. He had served approximately 8 years on the state board including 2 years as President. This was in February 1971 folks! Perhaps it is time we listened to our legal council Bill Peer. Bill calls us a Mom & Pop organization that has been awfully lucky. Perhaps it's time to stop relying on luck and become professional.

-L- When I became your State Steward, there was a problem that always bothered me. We still have that same problem and I don't feel any closer to a resolution. The problem is how can we as a craft get the members of our craft to become informed members?

Most of the problems that we as Rural Carriers encounter result from lack of knowledge of how to do our jobs, how our pay is computed, what our rights are under the contract, what our rights are under O.W.C.P., how our mail is counted and how that relates to our salary checks and on and on.

This Union is willing and anxious to train everyone in all these areas and more, but when barely 20% of the members avail themselves of the training put on by the Union, what is the answer?

We will be holding schools in July that will be poorly attended even though none of us know how many years this count will determine our pay.

I am reminded of 2 statements made by Bernard Cushman when he was Chief spokesman for all the Postal Unions including ours at the first two contract negotiating sessions.

- 1) The contract is not worth the paper it is written on unless you the Union members enforce it.
- 2) You must make it more expensive for the Postal Service to violate the contract than to live with it.

GRIEVANCE SUMMARY: We appealed 46 grievances to the region this year. This is how they break down.

- 1) Of the 46, 27 were contract disputes appealed to Step 3.
- 2) 19 were discipline grievances appealed to 2-B.
- 2a) of the 19, 9 were to appeal letters-of warnings.
- 2b) 4 were to appeal suspensions
- 2c) 6 were to appeal removals

One of last year's removals was restored to her rural carriers job by using an attorney, the newspaper, and television. The Union had struck out because of Article 15,4-E that prohibits the Union from appealing a case beyond Step 2-B if a formal EEO complaint has been filed. This carrier had filed an EEO complaint



because she was suffering descrimination in the work place.
2 rural craft employees were restored to work as a result of 2-B appeals.
1 rural carrier removal was rescinded when Mike Watson was successful in getting her on the job injury accepted by O.W.C.P.
4 removals were turned around at Step 1. Karen handled 2 of these.
2 removals are still in the appeals process as of this writing.

All the costs were down this year for my office except L.W.O.P. and money spent for publications such as contract booklets, M-37, M-38, Federal Times, Postal Employees News Digest and things like that.

I took 121 days L.W.O.P. to work for the Union. This is 2 more than last year. I could have done a better job with more time. The more time I spent in the office, the more there was to do. It really takes a long time to talk to anyone in management. When you call, they have always stepped out. It often takes 3 or more attempts to get through. Some will call you back, but it generally takes a long time.

I drove 13,917 miles for the Union. This is 6,810 less than last year because of consolidating trips.

The total cost of the state stewards office not counting ass't. state steward or area stewards was down by \$4,577.00 this year. One would have to share the credit for this with assistant state steward Karen De Bella and O.W.C.P. Director Ron Serafini. Karen has handled many problems on the West side and Ron has relieved me of most of the O.W.C.P. responsibilities.

We have tried to visit the county meetings where we get special invitations to take part in the program. If there are no special or urgent invitations, then we try to accept an invitation in a unit we have not already visited in the past year. We would like to attend a meeting in each county unit once each year. It seems we are almost always 1 or 2 counties short when the convention comes around. That is the case again this year. My apologies to those units we missed. Please be assured that we missed no county intentionally.

The membership has been served by a good board this year. The election challenge was a worry for the whole board, but more for President Bob. I feel he has handled the challenge very well. It seems to me that he represented this Union with integrity and good will at all times.

I don't believe there can be any question but that Dexter handled the secretarial duties very well. He paid expense claims promptly and I don't believe anyone can question his accuracy.

Midge will be getting off the board with this election. We hope it will not be for long before she will be able again to serve as a state officer. Midge has been a steadying influence. She has had the courage to ask the tough questions and insist that the board take a course that cannot even look inappropriate. She is a good officer and we will miss her.

Joe will be leaving this year also. You know he and Hazel put out the best paper we've seen in many a year. I hope their replacement will not be expected to as good a paper right off.

Guess we should'nt look back. Dave will be a good President and we have good people running for the board. They will be joining capable people.

It has been an honor to serve another year as your state steward. Each year seems shorter and busier than the last. We appreciate the kindness and courtesies we encounter at each meeting. Rural Carriers have to be the best people one can serve.

RESPECTFULLY SUBMITTED

NEIL BUCHANAN

FINANCIAL REPORT

MILEAGE	13917 miles @ 20¢ per mile	\$ 2,783.40
Leave w/o Pay	121 days	8,958.84
Phone		2,374.94
Postage		309.32
Food		1,783.53
Motels		1,501.19
Misc: Coffee for Seminars, Meeting Rooms, ect.		1,020.99
Publications		239.75
		<u>\$18,971.96</u>

Add to above

Salary	3,000.00
Mileage & Per Diem to National Convention	856.00

Last Year 1986	\$23,549.08
This Year 1987	<u>18,971.96</u>
Savings	\$ 4,477.12

L.W.O.P. up	\$160.54
Publications up	125.75

RESPECTFULLY SUBMITTED

NEIL BUCHANAN

The President, Bob Lange then announced the lunch break and asked that every one return at 1:30 p.m.

JUNE 22, 1987 1:30 p.m.

President Bob Lange called the meeting to order and showed us an antique strapping out bag. He then announced a change in order, Ron Serafini would speak before our National Committeeman.

Ron Serafini, O.W.C.P. Director instructed us on what to do when involved in an on the job injury or illness. This was very informative and helpful to us to know our rights and our responsibilities in this area. Some of the most important things are; to be sure you are filling out the right forms, to keep accurate records, to make sure your doctor understands what kind of work you do, and to follow up on what has happened to your claim.

Secretary Dexter Nesmoe held the Roll Call and all were present but those who working on committees.

Our National Committeeman, Roger Moreland, addressed the Convention on the following issues:

- 1) We currently have a 200% membership, and he asked that we not rest on that but to contact other rural carriers and RCA's and convince them to join the Union.
- 2) He realized our disappointment that QWL/EI had not yet reached Washington State, but assured us that it would eventually get here and help improve our work environment. He asked that we be patient a little while longer.
- 3) He encouraged rural carriers to learn your rights and responsibilities regarding O.W.C.P., knowing that would help your claims through faster.
- 4) In order to stop the hiring "pause" by management, he asked us to file a grievance if there is a vacancy for a RCA and management has taken more than a reasonable time to fill the position.
- 5) He discussed the proper way to install the new rural carrier cases.
- 6) He cautioned us to be aware if anyone was taking home "pay to the bearer" coupons or any other bulk mail, etc. This is a serious offense and can cost your job. Handle all mail properly.
- 7) He discussed the availability of the new long-life Postal vehicle, and doubted that it would be available to rural carriers for some time.
- 8) He discussed what was most important to members across the nation for the upcoming contract negotiations.
- 9) He discussed what to do to correctly document a question on your mail count.

President Bob Lange then announced the Retired Carriers Banquet on the third floor of the Spokane Sheraton and adjourned the meeting.

TUESDAY MORNING JUNE 23, 1987 8:30 A.M.

Auxiliary Vice President, Virginia Mackey opened the Memorial Service in remembrance of members of our Postal family that have passed away. She sang two lovely songs "This is My Task" and "The Lord is My Salvation".

President Bob Lange called the meeting to order and introduced Harley Robb our P.A.C. Director.

Harley Robb our PAC Director explained what happens to our PAC dollar and how it is distributed through our Lobbyist Ken Parmalee in Washington D.C. PAC started in 1975 and contributions have gone from \$60,000 to 307,000 in 1986. NRLCA P.A.C. is one of the most respected for their honesty and hard work. If you contribute \$50.00 in one year, you earn a gold Leadership pin.

The Safety Speaker, Trooper Derrick of the Washington State Patrol addressed the Convention on the importance of wearing seat belts, obeying the speed limit, not driving under the influence of alcohol or drugs and keeping our vehicle in good repair. He then answered questions from the floor.

President Bob Lange announced a 10 minute break.

TUESDAY MORNING JUNE 23, 1987 10:30 A.M.

Carol Eden, Past National Auxiliary President spoke to the Convention on the Auxiliary's projects for the year; the National Heart Project and collecting money for P.A.C.

Secretary Dexter Nesmoe called Roll Call and all were present except those working on committees.

President Bob Lange held a discussion on how the resolutions would be voted on. The Chairman of the Resolutions Committee would read the resolution and give their recommendation. If there were no objections, the resolution would be passed at the drop of the gavel. If there was an objection, the resolution would be set aside until all the resolutions had been gone through, then those that were objected to would be discussed, amended, or rejected altogether. This method was agreed to by all present.

After the Department of Labor had checked our Constitution and By Laws, it was decided at this time that Alaska's 4 votes could not be voted as part of Mutual County's votes.

REPORT OF THE CREDENTIALS COMMITTEE:

Vi Gilliam, Chairperson of the Credential Committee verified all delegates were paid up members and ready to vote. The Credentials Committee had three recommendations for the next convention.

- 1) A new credentials form be made to include whether the delegate was a regular carrier, R.C.A., R.C.R. or retiree, to make it easier to verify each delegates credentials.
- 2) That the county name be indexed out beyond the regular pages of the book to make it easier and faster to find each county.
- 3) That the county officers be sure to include the county name on each credential certificate.

A motion was made and seconded to accept the Credentials Committee report. The motion carried.

PRELIMINARY REPORT OF THE RESOLUTIONS COMMITTEE:

Joanne Nelson, Chairperson of the Resolutions Committee, reported that there were forty one resolutions and the committee had made copies for all the delegates so everyone would have a chance to read the resolutions and the committee's recommendation on each one, before they were brought on the floor. The Resolutions Committee also recommended that for next year's convention the resolutions all be typed and ready to submit to the committee before the convention started.

PRELIMINARY REPORT OF THE WASHINGTON RURAL POSTMAN COMMITTEE:

Mickey Mackey, Chairman of the Washington Rural Postman Committee reported that the committee had a new editor in mind. They were also investigating the costs of different formats and printing methods for the paper, since the present equipment was no longer any good.

PRELIMINARY REPORT OF THE MILEAGE AND PER DIEM COMMITTEE:

George Fisher, Chairman of the Mileage and Per Diem Committee reported that they had computed the mileage and per diem and subject to correction, found it to be as follows;

COUNTY	DELEGATE	MILEAGE	PER DIEM	TOTAL
CHELAN DOUGLAS				
CALLUM JEFFERSON	DOROTHY RICHARDSON	\$134.80	\$120.00	\$254.80
KITSAP	RITA YOUNGS	118.40	120.00	238.40
LINCOLN GRANT ADAMS	JANIS STIDMAN	48.00	120.00	168.00
LOWER COLUMBIA	PAT BOLES	145.00	120.00	265.00
MUTUAL	ICELIA PETERSON	116.80	120.00	236.80
OKANOGAN	JOHN W. LAFFERTY	160.00	120.00	280.00
ALASKA				
SKAGIT SAN JUAN	LARRY VAN DYKE	124.40	120.00	244.40
SKI COUNTIES	JOANNE NELSON	106.80	120.00	226.80
YAKIMA COUNTY	DARLENE KENDALL	56.80	120.00	176.80
WHITMAN ASOTIN	GEORGE FISHER	24.40	120.00	144.40
WHATCOM	DAN SNYDAR	140.00	120.00	260.00
NORTH EAST	LYNN WALKER	20.00	120.00	140.00
SPOKANE				
SOUTH EAST	VI GILLIAM	54.80	120.00	174.80
OFFICERS:				
PRESIDENT	BOB LANGE	141.12	120.00	261.12
VICE PRESIDENT	DAVE STOVER	78.40	120.00	198.40
SECRETARY TREASURER	DEXTER NESMOE	113.20	120.00	233.20
EDITOR	JOE HALLECK	144.40	120.00	264.40
DISTRICT I	GERALD TOMSON	124.40	120.00	244.40
DISTRICT II &				
ASS'T STATE STEWARD	KAREN DE BELLA	116.80	120.00	236.80
DISTRICT III	MIDGE BRAMAN	4.00	120.00	124.00
DISTRICT IV	CINDY NORMAN	56.80	120.00	176.80
RETIRED REPRESENTATIVE				
& P.A.C. DIRECTOR	HARLEY ROBB	118.80	120.00	238.80
STATE STEWARD	NEIL BUCHANAN	22.00	120.00	142.00
INSURANCE DIRECTOR	MICKEY MACKEY	80.00	120.00	200.00
O.W.C.P. DIRECTOR	RON SERAFINI	111.60	120.00	231.60

PRELIMINARY REPORT OF THE CONSTITUTION AND BY LAWS COMMITTEE:

Darlene Kendall, Chairperson of the Constitution and By Laws Committee announced that they had reviewed the recommended changes in the Constitution and By Laws and recommended that they be accepted as noted; the committee would try to have copies for the delegates for the final report.

PRELIMINARY REPORT OF THE FINANCE COMMITTEE:

Dan Snyder, Chairman of the Finance Committee, recommended that the dues stay at \$186.00 for regular carriers; 73's, \$52.00; RCA's & RCR's, \$42.00; Retiree's, \$33.00. County units currently get \$8.00 per regular member; \$3.00 for 73's & RCA/RCR's; \$1.00 for Retiree's, the committee recommended that it stay the same. The committee recommended the salaries be changed to: State Steward, \$3,000 to \$6,000; Ass't State Steward, \$1800 to \$2400; Secretary Treasurer, \$1200 to 2400; Editor, \$1200 to \$2400; O.W.C.P. Director, a new salary, \$2400. Mileage & Per Diem should be changed to 20¢ per mile and \$45.00 per day. Maintain four district meetings and one booster meeting. The convention allowance to remain at \$1.25 per regular member and \$.25 per Retiree. Keep the door prize allowance of \$300.00 per state convention and \$125.00 for each District meeting. Have an equipment fund of \$2,000 in addition to any carry over.

REPORT OF TIME AND PLACE COMMITTEE:

Marion Personett, Chairperson of the Time and Place Committee reported that the Convention is to be on the West side of the state and recommended the Association accept the invitation of Skagit County. The place to be Mount Vernon, the time to be June 20 through June 23, 1988, tentatively.

It was moved and seconded to accept the Time and Place Committee's report. The motion carried.

PRELIMINARY REPORT OF THE NOMINATING COMMITTEE:

Peg Knipple, Chairperson of the Nominating Committee reported the following persons would accept the positions if elected:

DAVE STOVER
KAREN DeBELLA
DEXTER NESMOE
ICELIA PETERSON
GERALD THOMSON
KIT WITT
DALE RYAN

PRESIDENT
VICE PRESIDENT
SECRETARY/TREASURER
EDITOR
DISTRICT I
DISTRICT II
DISTRICT III

District II would not become vacant unless Karen DeBella is elected Vice President

President Bob Lange adjourned the meeting until 1:30 for lunch.

TUESDAY JUNE 23, 1987 1:30 P. M.

President Bob Lange called the meeting to order and introduced the Director of the Rural Letter Carrier Health Plan, Larry Waligora.

The Director of the Rural Letter Carrier Health Plan, Larry Waligora announced the Health Plan was putting all their health records on micro fiche to save space and the financial records on computer. He discussed the reasons behind the increase in premium costs in the Health Plan. He asked the membership to encourage all RCA's to look at the Associate Hospital Plan. He discussed the new term life insurance available from NRLCA. He discussed the mail order prescription plan and noted that Walgren's had updated their service and stated it should be much better now. He discussed the speed of processing claims and encouraged members to send claims in promptly. He answered questions from the floor and offered to be available to help solve anyone's individual problems with the Health Plan.

President Bob Lange announced a 10 minute break.

TUESDAY JUNE 23, 1987 3:30 P. M.

President Bob Lange called the meeting to order and announced the Department of Labor Representative said the candidates could not campaign at the meeting or the annual banquet, but that in the hallways or private rooms was acceptable. He then called for the final report of the Mileage and Per Diem Committee.

FINAL REPORT OF MILEAGE AND PER DIEM COMMITTEE:

George Fisher, Chairman of the Mileage and Per Diem Committee reported a few changes in the preliminary report.

COUNTY	NAME	MILEAGE	PER DIEM	TOTAL
LOWER COLUMBIA	PAT BOLES	155.20	120.00	275.20
MUTUAL	ICELIA PETERSON	124.80	120.00	244.80
OKANOGAN	JOHN W. LAFFERTY	60.00	120.00	180.00
WHATCOM	DAN SNYDAR	144.00	120.00	264.00
SPOKANE	JULIE STEHR	5.60	120.00	125.60
VICE PRESIDENT	DAVE STOVER	80.00	120.00	200.00

It was moved and seconded to accept the final report and dismiss the Mileage and Per Diem Committee. The motion carried.

In the interest of saving time the President would have the Resolutions Committee read the resolution and if it were not objected to, he would drop the gavel and the resolution would be passed. If it were objected to it would be set aside for discussion later.

Joanne Nelson, Chairperson:

RESOLUTION # 1

WHEREAS: All other crafts in the Postal Service have 15 minutes per day for a coffee break;

THEREFORE: Be it Resolved, that Rural Craft employees be paid 15 minutes per day for coffee break.

Objected to

RESOLUTION # 2

WHEREAS: Other crafts COLA was uncapped in 1981, resulting in an approximate \$1.995.00 per annum pay difference based on 40 hours;

THEREFORE: Be it Resolved, that rural carriers be compensated at level 6 attained step.

Passed

RESOLUTION # 3

WHEREAS: L-Route carriers have great difficulty getting stamp purchase credit;

THEREFORE: Be it Resolved, that L-Route carriers be credited with 15 minutes stamp purchase allowance per week.

Objected to

RESOLUTION # 4

WHEREAS: Rural Carriers are expected to depart the office within 20 minutes of same time each day;

THEREFORE: Be it Resolved, that each post office be required to use enough clerk time in the morning so that a cutoff time can be established and abided by.

Objected to

RESOLUTION # 5

WHEREAS: It seems that RCR's with less than 3 years of service as of April 11, 1987 are being discriminated against;

THEREFORE: Be it Resolved, that when an RCR has served 3 years of satisfactory and has a passing score that this RCR be converted to an RCA.

Passed

RESOLUTION # 6

WHEREAS: Earnings statement form 1223 offers no explanation when pay adjustments are made;

THEREFORE: Be it Resolved, that all pay adjustments be accompanied by an explanation.

Passed

RESOLUTION # 7

WHEREAS: The 1986 State Convention passed the Auxiliary Family Membership Plan and effective July 1, 1987, all Association members' spouses will automatically become members of the Auxiliary and;

WHEREAS: This membership is only cancelable by written request to the State Secretary for a refund of withheld dues;

THEREFORE: Be it Resolved that this Family Membership Plan dues collection procedure be rescinded.

Objected to

RESOLUTION # 8

WHEREAS: Postmasters or Supervisors are following rural carriers on the mail route without prior notice of doing so. The practice of following carriers on their routes has caused unsafe conditions (unable to see traffic). The carrier feels harrassed and humiliated, and in some cases do not know who is following them;

THEREFORE: Be it Resolved, that Postmasters or Supervisors must give advance notice to rural carriers that the carrier will be followed on that day.

Objected to

RESOLUTION # 9

WHEREAS: ARTICLE 15., SECTION 4.E. of the USPS-NRLCA AGREEMENT supposedly prevents the NRLCA from pursuing a case to arbitration if a formal EEO complaint has been filed in the same or a similar fact situation,

WHEREAS: ARTICLE 15., SECTION 4. E. may even jeopardize the hearing of a case in Federal Court because the courts often refuse to hear a case in which it is perceived that the grievant failed to first exhaust all administrative remedies; and

WHEREAS: ARTICLE 15., SECTION 4. E. is a serious abridgement of a grievant's civil rights; and

WHEREAS: No such exclusion exists in the collective bargaining agreements of either the NALC or the APWU pertaining to EEO complaints, thereby demonstrating that no such exclusion need exist in the USPS-NRLCA agreement;

THEREFORE: Be it Resolved, that the NRLCA demand that any exclusion for EEO complaints such as ARTICLE 15., SECTION 4. E. be abolished from all future USPS-NRLCA collective bargaining agreements, and that if necessary the NRLCA aggressively pursue the matter before an arbitrator and/or the national labor relations board and/or federal court until such exclusion is abolished.

Passed

RESOLUTION # 10

WHEREAS: Employees who work in a "Bad Office" have many problems and have to suffer through the long, slow processes of the grievance procedure;

THEREFORE: Be it Resolved, that to rectify this horrendous situation special procedures be established so immediate action and a priority be given to problems and grievances in these offices.

Objected to

RESOLUTION # 11

WHEREAS: The National Rural Carrier Magazine publishes a small number of obituaries and retirement notices of the membership and the cost of the magazine is very high;

THEREFORE: Be it Resolved that these obituary and retirement notices be eliminated from the magazine.

Objected to

RESOLUTION # 12

WHEREAS: The Union represents all Rural Craft employees and wishes to be democratic and there is no procedure for the membership to vote on national officers;

THEREFORE: Be it Resolved, that the Union change it's Constitution and By Laws to allow the membership to vote on all National officers.

Passed

RESOLUTION # 13

WHEREAS: Members of the other postal labor organizations vote directly to ratify their national agreements, and;

WHEREAS: Many NRLCA members feel they have little input into the negotiation of the USPS-NRLCA agreement;

THEREFORE: Be it Resolved that the USPS-NRLCA agreement be ratified by a direct vote of the membership.

Passed

RESOLUTION # 14

WHEREAS: There is little published in the Rural Letter Carrier Magazine of such urgency that it couldn't be published monthly, thereby saving great expense to the association, and;

WHEREAS: A reason often cited by national officers that direct ratification of the agreement is unfeasible because publication of the tentative agreement would be too costly, and;

WHEREAS: Urgent information could still be sent to the membership by special supplemental issues on rare occasions;

THEREFORE: Be it Resolved, that the Rural Letter Carrier Magazine be published monthly instead of weekly, with special supplemental issues when necessary, and that the monetary savings be applied to publishing a tentative agreement for the persual of the membership prior to ratification.

Objected to

RESOLUTION # 15

WHEREAS: In the past area stewards have been discouraged from billing the WRLCA for their time spent evenings and weekends investigating and processing grievances, and;

WHEREAS: It is unreasonable to expect anyone to spend so much time pursuing official Union business without compensation;

THEREFORE: Be it Resolved, that area stewards be reimbursed for all time spent investigating and processing grievances by accruing said time until the daily evaluation of their route has been reached and submitting a bill to the WRLCA State Steward for a day's pay, to be paid by the State Secretary/Treasurer.

Passed

RESOLUTION # 16

WHEREAS: ARTICLE 13., SECTION 3 of the USPS-NRLCA Agreement was originally intended to prevent members of other crafts from using regular rural routes as light duty assignments, and;

WHEREAS: The postal service has been misinterpreting this to mean that there are no light duty assignments available for injured rural carriers;

THEREFORE: Be it Resolved, that ARTICLE 13., SECTION 3 of the USPS-NRLCA Agreement be amended to read "at any local installation, regular rural routes shall not be considered as light duty assignments for members of other crafts".

Objected to

RESOLUTION # 17

WHEREAS: The time factor presently used by the Postal Service in regards to the handling of circulats and/or boxholders is not realistic;

THEREFORE: Be it Resolved, that time allowances be reviewed and appropriately changed to be on a more equal basis to that of addressed mail of like type. As such letter-size circulars would receive a more equal allowance similar to addressed flats.

Passed

RESOLUTION # 18

WHEREAS: That all designation 73, RCR and RCA employees are not granted medical benefits and the career opportunities equivalent to those currently shared by the part-time flex employees in other crafts;

THEREFORE: Be it Resolved, that all designation 73, RCR and RCA employees be granted medical benefits and the career training opportunities to those currently shared by the part-time flex employees in other crafts.

Passed

RESOLUTION # 19

WHEREAS: The location and size of lettering used on all type mailings used to define handling instructions such as address correction, forwarding and return postage guaranteed is not uniformly placed;

THEREFORE: Be it Resolved, that the location and size of lettering used on all type mailings used to define handling instructions be uniformly placed.

Passed

RESOLUTION # 20

WHEREAS: Bill Peer reminds the NRLCA each year that it needs to professionalize its labor relations program, referring to it as a "Mom and Pop" operation in the face of the high-tech Postal Service, and;

WHEREAS: The WRLCA is a microcosm of the NRLCA, and;

WHEREAS: It is unrealistic to expect the State Steward and Sub-ordinate Stewards to make extravagant personal sacrifices of time, effort and money in the pursuit of official Union business without adequate compensation at regular Rural Carrier wage rates;

THEREFORE: Be it Resolved, that WRLCA dues for Regular Rural Carriers be increased to one (1) hour of Rural Carrier level 5, Step 1 wages per pay period an amount of \$282.62 annually, and that the dues for designation 73 subs, RCRs and RCAs be raised proportionately, for the purpose of promoting and maintaining the professional status of the WRLCA Labor Relations Program.

Objected to

RESOLUTION # 21

WHEREAS: Labor Relations is the cornerstone of any Labor Organization, and;

WHEREAS: The office of State Steward is the cornerstone of the Labor Relations Program in the WRLCA, and;

WHEREAS: The position of State Steward, if it is done properly is in reality more than a full-time job, and;

WHEREAS: The WRLCA relies too much on volunteerism in the labor relations field;

THEREFORE: Be it Resolved, that the office of State Steward be elevated to a position similar to that of a Business Agent in the NALC or APWU, with a forty-eight (48) hour weekly salary, Plus expenses.

Objected to

RESOLUTION # 22

WHEREAS: Due to growing membership in the state, the job of Secretary/Treasurer involves too much work for one person;

THEREFORE: Be it Resolved, that the offices be separated into two offices, a Treasurer and a Secretary, with each office receiving \$1,200.00 salary per year.

Objected to

RESOLUTION # 23

WHEREAS: In order to be able to evaluate the state budget and propose future budgets, it is necessary to know in what areas money is spent;

THEREFORE: Be it Resolved, that each officer who received money from the state, be required to submit a year end statement of expenses to be published in the Washington Rural Postman Convention issue.

Passed

RESOLUTION # 24

WHEREAS: Rural carriers are the only postal employees that cannot be reinstated if they leave the postal service. (Such as a wife of a military man who is transferred);

THEREFORE: Be it Resolved, that Rural carriers be allowed to be reinstated at a future time just as other craft employees.

Passed

RESOLUTION # 25

WHEREAS: There is much vandalism on rural routes that is never solved by the postal inspectors or the local law enforcement;

THEREFORE: Be it Resolved that the postal service make a serious attempt to solve this problem by offering monetary reward for information leading to the arrest and conviction of vandals.

Objected to

RESOLUTION # 26

WHEREAS: Our 4240's are an important record of work schedules;

THEREFORE: Be it Resolved, that they be filled out in duplicate and carriers be given a copy.

Passed

RESOLUTION # 27

WHEREAS: Training of RCA's is haphazard and inconsistent;

THEREFORE: Be it Resolved, that a self study manual be compiled which would include terminology, instructions or suggestions for learning the case, rules for driving and other pertinent information for new RCA's.

Passed

RESOLUTION # 28

WHEREAS: The postal service is accustomed to part-time employees and many people, due to lifestyle changes, are looking for permanent part-time employment;
THEREFORE: Be it Resolved, that the NRLCA encourage the postal service to allow rural carrier craft employees to share the job of a rural route if they desire.

SUPPORTING ARGUMENT: With computerized payrolls the division of benefits can be easily calculated. Happier employees due to more flexibility in their lifestyle. Possibility of more union members due to more carriers per route. Fewer scheduling problems and more flexibility for RCA's and management.

Objected to

RESOLUTION # 29

WHEREAS: Boxholders during count are often light in comparison to the rest of the year and since volume figures-including the number of boxholders are kept year-round;

THEREFORE: Be it Resolved, that the boxholder figure be averaged for the previous eleven months and this figure be used for the boxholder count for evaluation of the route.

Passed

RESOLUTION # 30

WHEREAS: RCR's and RCA's cannot now pay a partial year's dues when joining the union, which means that they usually wait until July 1st, to join;

THEREFORE: Be it Resolved, that a new, part-time employee be allowed to pay pro-rated dues for the remainder of the year. (July 1).

Objected to

RESOLUTION # 31

WHEREAS: Any mail, which is scented, may cause sensitivity or allergic reactions for mail carriers who are restricted to an enclosed area;

THEREFORE: Be it Resolved, that scented mail be banned from mail delivery.

Objected to

RESOLUTION # 32

WHEREAS: Other rural craft employees would benefit by knowing the nature of problems encountered and grievances filed within the state;

THEREFORE: Be it Resolved, that reports giving the nature of these grievances and problems be published quarterly in the Washington Postman by each state officer involved in the steward program, (State Steward, Assistant State Steward, OWCP Director, and area stewards). In addition, a year end report would be presented at the state convention to be published in the Washington Postman listing the number of grievances filed, how many resolved, denied, sustained or pending.

Objected to

RESOLUTION # 33

WHEREAS: The state now pays two delegates 20 cents/mile and 40 dollars/day to go to the National Convention, and;
WHEREAS: Our state is entitled to 10 delegates, to of which are paid by national;
WHEREAS: It would seem better to pay four delegates by the state but pay them $\frac{1}{2}$ of what they are paid now so more people could afford to go;
THEREFORE: Be it Resolved, that the state pay four delegates 10 cents a mile and 20 dollars per diem to go to the national convention. This would make 6 paid delegates in all---two paid by national and four paid by the state.

Objected to

RESOLUTION # 34

WHEREAS: State officers are reimbursed for expensed incurred in carrying out their duties by way of vouchers and these expenses are paid by the state association;
THEREFORE: Be it Resolved, that documented expense receipts or copies of such accompany vouchers by officers, or any other acting in an official capacity for the WRLCA. (A short explanation of actual business conducted should be included. This system is already practiced by our national officers and businesses where expenses are reimbursed.

Objected to

RESOLUTION # 35

WHEREAS: Some of the candidates for delegates to the national convention are not known by many rural carriers in the state;
THEREFORE: Be it Resolved, that a short biography of each delegate be included in the Washington Postman prior to the election. The delegates being responsible for getting the biographies to the Editor.

Objected to

RESOLUTION # 36

WHEREAS: There is no time allowance given to compensate for removing the plastic wrappings and bands from presort and other mail made available to rural carriers, and;
WHEREAS: More and more mail is being completely wrapped in plastic;
THEREFORE: Be it Resolved, that there be a five minute per day time allowance for removing plastic wrappings and bands.

Passed

RESOLUTION # 37

WHEREAS: Some resolutions passed by State Associations and submitted to the NRLCA for consideration are not reported out by the Resolutions Committee in any form, and;
WHEREAS: Some feel that no committee of five persons at the National level should have the authority to discard resolutions passed by a State Association;

THEREFORE: Be it Resolved, all resolutions shall be reported to the Delegates with the following exceptions;

- 1) Resolutions passed in the previous years but since the last negotiations may be discarded as duplicates.
- 2) Resolutions on the same subject with the same intent may be consolidated to avoid considering those similar or alike.
- 3) The Resolutions Committee shall have the authority to recommend approval or rejection of any Resolution.

Objected to

RESOLUTION # 38

WHEREAS: "Marriage Mail", because of the size and handleability cannot be handled in the same time and manner as a normal boxholder;

THEREFORE: Be it Resolved, that they be labeled a new class of mail according to time standards and be paid at the rate of .08 minutes per piece.

Passed

RESOLUTION # 39

WHEREAS: The National Rural Letter Carrier Magazine does not provide a place or column, in it's nation magazine for letters of comment from it's dues paying members, such as an Editorial page;

THEREFORE: Be it Resolved, the NRLCA magazine provide a space for a membership Editorial page in it's weekly publication, specifically for member carriers to express their opinions through letters of comment.
Introduction and Regulation: To be printed in the weekly magazine as follows:

- 1) Letters printed herin do not imply any preference for, sanction of, or view of the NRLCA.
- 2) Letters must be legible and signed by the person submitting them.
- 3) Letters should be no longer than 200 words. (letters containing more than 200 words may be edited to meet space available.)

SUPPORTING ARGUMENT: This column will reach the silent majority of carriers that otherwise are not active, or do not attend Union meetings. Therefore, the column would express viewpoints that otherwise might be overlooked or absent. These expressions should be advantageous to both Unions and Managements Quality of Life Programs now being formed throughout the country. Good communication is key to good working conditions. Our Union, it's officers, and rank and file members would benefit from self imposed praise or criticism, as it may appear. This resolution may be easily implimented, as it requires no santon by management.

Passed

RESOLUTION # 40

WHEREAS: The State President has appointed a committee to revise the State Constitution and By Laws to bring them into compliance with Labor Laws;

THEREFORE: Be it Resolved, that the Constitution and By Laws changes approved by this committee, be adopted by this convention.

Objected to

RESOLUTION # 41

WHEREAS: The state steward and assistand state steward conduct much of their union business on the telephone;

WHEREAS: This union business prevents both incoming and outgoing personal calls on their personal telephone;

WHEREAS: The submission of their personal phone bill for compensation or examination would be an invasion of their privacy;

THEREFORE: Be it Resolved, that the union pay for the installation, maintenance, and operation of a phone for business only of this association.

Objected to

Joanne Nelson, Chairperson of the Resolutions Committee: O.K. Now we'll go through the ones that were objected to.

RESOLUTION # 1: Rejected after discussion and vote.

RESOLUTION # 3: Passed with the amendment to state, THEREFORE: Be it Resolved, that L-route carriers be credited with a minimum of 15 minutes a week stamp purchase allowance.

RESOLUTION # 4: Rejected after discussion and vote.

RESOLUTION # 7: Rejected after discussion and vote.

RESOLUTION # 8: Passed after discussion and vote.

RESOLUTION # 10: Rejected after discussion and vote.

RESOLUTION # 11: Rejected after discussion and vote.

RESOLUTION # 14: Rejected after discussion and vote.

RESOLUTION # 16: Passed after discussion and ammended to state, THEREFORE: Be it Resolved that ARTICLE 13., SECTION 3., of the USPS-NRLCA National Agreement be deleted.

President Bob Lange adjourned the meeting until 8 a.m. Wednesday morning.

WEDNESDAY JUNE 24, 1987 8 A. M.

President Bob Lange called the meeting to order.

Secretary Dexter Nesmoe called roll call, all delegates were present.

President Bob Lange asked for the report of the Auditing Committee.

(Here your Editor appologizes, but the transcript left out the report of the Auditing Committee.)

It was moved and seconded that the Auditing Committee report be accepted and to dismiss the committee. The motion carried.

REPORT OF THE TELLERS COMMITTEE:

Rollin Goodman, Chairman of the Tellers Committee reported the results of the balloting for delegates to National Convention. He read the list in the order of the number of votes each recieved.

NAME	VOTES
1. NEIL BUCHANAN	262
2. DEXTER NESMOE	221
3. DAVID STOVER	198
4. JOE HALLECK	194
5. KEREN DeBELLA	191
6. ROBERT LANGE	178
7. MICKEY MACKEY	175
8. JACK YEAGER	168
9. DALE RYAN	163
10. MARJORIE BRAMAN	158
11. GERALD THOMSON	151
12. CINDY NORMAN	150
13. DAN SNYDAR	126
14. KIT WITT	118
15. MARJORIE ERICKSON	114
16. DUANE TURK	111
17. SANDRA STOVER	101
18. DEANNA RICHARDSON	87
19. MARTHA NIELSON	82
20. JUANITA ROBERTSON	75

REPORT OF THE CONSTITUTION AND BY LAWS COMMITTEE:

Ed Koschalk, member of the Constitution and By Laws Committee, read the proposed changes of the Constitution and By Laws:

Page 1 Section 1:

Active members of all County Associations shall be eligible to membership in the Association; Such members to be Rural Letter Carriers, Auxiliary Rural Letter carriers, Substitute Rural Letter Carriers, Rural Carrier Relief Employees, Rural Carrier Associate Employees and Rural Carriers retired on annuity.

Passed

Page 2 add Section 5:

Election of delegates shall be by secret ballot in all cases where there is more than one candidate for each delegate position.

Passed

Page 2 MEETINGS:

Section 1: Delete words (in the month of July).

Passed

Page 3 Section 1:

Change Executive Committeemen to read, District Representative.

Passed

Page 3 Section 1-A:

Change Executive Committeeman to read, District Representative.

Passed

Page 3 Section 4-A:

Change Committeeman to, District Representative.

Passed

Page 4 Section 5:

The election of officers shall be by vote of the elected delegates and in no case by acclamation except by unanimous consent. It shall require the majority of all votes cast to elect. The delegate-at-large shall cast the entire vote for his delegation. Where there are more than 2 candidates for the same office, after the second ballot, the one receiving the least number of votes on each shall be dropped until the election is had.

Passed

Page 4 Section 6:

Delete the first sentence.

Passed

Page 4 Add Section 7:

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

Passed

Page 4 Article IX:

Section 7: Line 5:

Delete (Name and)

Passed

Add to Section 7 after Convention on Line 7:

The State Secretaries' name shall not appear on the plain envelope. The address should read:

Secretary-Treasurer

Washington Rural Letter Carriers Association

Address

Town Zip Code

Passed

Page 8:

New Section 14: He will retain for 1 year in a safe location all ballots used at the annual meeting. These ballots should be placed in envelopes marked to indicate for which election they were used.

Passed

Page 9: Article V:

New Section 3: The editor shall once each year mail a designated issue of the Washington Rural Postman to all members of the craft. This mailing will include non-members of the Association.

Passed

Page 10 Article VI:

Add Section 7: The O. W. C. P. Director shall receive a salary. The O. W. C. P. Director shall be reimbursed for expenses incurred in administrating his office.

Passed

Page 14 Section 1:

Article XII: Delete 1st and add Assistant State Steward and O.W.C.P. Director.

Passed

Page 14 Article XII:

Section 2 Line 3:

Drop 1st and after State Steward add Assistant State Steward and O.W.C.P. Director.

Passed

New Section 2:

When more than 1 person otherwise entitled to mileage and Per Diem travel to meetings together, only one shall be paid mileage.

Passed.

All proposed changes were passed by the Convention.

It was moved and seconded to accept the Committee's report and dismiss the Committee. The motion carried.

President Bob Lange called for the final report of the Finance Committee.

FINAL REPORT OF THE FINANCE COMMITTEE:

Dan Snyder, Chairman of the Finance Committee reported that the Committee recommended:

Dues:

Regular Carriers	\$186.00
Designation 73's	52.00
RCA/RCR's	42.00
Retiree's	33.00

The Committee recommends the dues stay the same for 1987-88.

Dues returned to the County Units:

Regular Carriers	\$8.00
73s, RCA/RCRs	3.00
Retirees	1.00

Salaries:

State Steward	\$6000.00
Assistant State Steward	2400.00
Editor	2400.00
O.W.C.P. Director	2400.00
Secretary/Treasurer	2400.00

Mileage and Per Diem be paid at 20¢ per mile and \$45.00 Per Diem.

Maintain 4 District Meetings and 1 Booster Meeting yearly.

State Convention allowance remain at \$1.25 per regular and \$.25 per retiree.

Door prize allowance remain at \$300.00 For State Convention and \$125.00 for each District Meeting.

Equipment allowance remain at \$2000.00 in addition to any carryover.

It was moved and seconded to accept the Finance Committee's report and dismiss the Committee. After discussion, the motion carried.

President Bob Lange asked the Resolutions Committee to return to finish the Resolutions.

Joanne Nelson, Chairperson of the Resolutions Committee began by re-reading Resolution 20:

RESOLUTION 20: Passed after being amended to read, THEREFORE: Be it Resolved, that WRLCA dues for Regular Rural Carriers be increased to \$10.00 per pay period, and RCRs, RCAs and Designation 73s be increased by \$5.00 per year.

RESOLUTION 21: Was rejected after discussion and vote.

RESOLUTION 22: Was rejected after discussion and vote.

RESOLUTION 25: Was rejected after discussion and vote.

RESOLUTION 28: Rejected after discussion and vote.

RESOLUTION 30: Passed after discussion and vote.

RESOLUTION 31: Rejected after discussion and vote.

RESOLUTION 32: Rejected after discussion and vote.

RESOLUTION 33: Rejected after discussion and vote.

RESOLUTION 34: Rejected after discussion and vote.

RESOLUTION 35: Passed after discussion and vote.

RESOLUTION 37: Passed after discussion and vote.

RESOLUTION 40: Passed after discussion and vote.

RESOLUTION 41: Rejected after discussion and vote.

It was moved and seconded to accept the Resolutions Committee report and dismiss the Committee. The motion carried.

President Bob Lange then held the discussion on who was to be delegates. It was agreed to follow past practice and have the delegates be in order of the number of votes received.

Dave Stover was unanimously elected as Delegate-at-Large to National Convention.

It was moved and seconded that Neil Buchanan, State Steward and Karen DeBella, Assistant State Steward, have their names moved to the bottom of the list of 11 delegates. The motion carried.

The order of the paid delegates to National Convention would be; Dave Stover, Delegate-at-Large, and Dexter Nesmo, paid by National. Joe Halleck and Robert Lange and the two State Stewards paid by Washington State.

Chuck Robinson made a motion to have the State Secretary send a letter to each dues paying member explaining that as July 1, 1987, \$6.00 of their dues will be for their spouses' membership in WRLCA Auxiliary. The information should be included that if they are single or their spouse does not want to be a member of the Auxiliary, they could have their \$6.00 refunded by writing a letter to the Secretary once each year requesting the same. Also included should be that \$4.00 of that money will go to the National Auxiliary and \$2.00 will go to the State Auxiliary. Included in the letter should be the address of the Secretary of the State Auxiliary in order to inform the Auxiliary of the first name of the new member.

The motion carried.

President Bob Lange asked for a courtesy resolution, and a speaker from the floor responded.

WHEREAS: The membership in the WRLCA, the Auxiliary and Juniors wish to express their thanks to the Convention Committee for their hard work producing this Convention.

WHEREAS: The membership of the WRLCA, the Auxiliary and Juniors wish to express their thanks to the Sheraton Hotel and the Sales and Catering Management for providing us with all the help and support we've needed to have this Convnetion.

It was moved and seconded to accept the Resolutions. The motion carried.

FINAL REPORT OF THE WASHINGTON RURAL POSTMAN COMMITTEE:

Mickey Mackey, Chairman of the Washington Rural Postman Committee, reported they had found someone willing to run for Editor and would discuss the format for the paper immediately following the convention at the Board Meeting.

It was moved and seconded to accept the report and dismiss the Committee. The motion carried.

The Nominations Committee Chairperson, Peg Knipple submitted the name of Dave Stover for President. There were no other nominations. It was moved and seconded that the Secrétary cast a unanimous ballot for Dave Stover for President. The motion carried.

Karen DeBella resigned from District II in order to run for Vice President.

Peg Knipple submitted the name of Karen DeBella for Vice President. Dan Snyder's name was submitted from the floor. Nominations were closed. Ballots were handed out and returned. The Tellers Committee tabulated the votes. Dan Snyder had the most votes and was elected Vice President.

The Auxiliary Country Store announced they earned \$203.00 on the raffle and \$220.15 on the Country Store.

The Nominating Committee submitted the name of Dexter Nesmoe for Secretary/Treasurer. There were no other nominations. It was moved and seconded that the President cast a unanimous ballot for Dexter Nesmoe as Secretary/Treasurer. The motion carried.

The Nominating Committee submitted the name of Icelia Peterson for Editor. There were no other nominations. It was moved and seconded for the Secretary to cast a unanimous ballot for Icelia Peterson for Editor. The motion carried.

The Nominating Committee submitted the name of Gerald Thomson for District 1 Representative. Ruth Walla's name was submitted from the floor. The nominations were closed. The ballots were handed out and returned. The Tellers Committee tabulated the votes. Gerald Thomson had the most votes so was elected District 1 Representative.

The Nominating Committee submitted the name of Kit Witt for District 11 Representative. There were no other nominations. It was moved and seconded that the Secretary cast a unanimous ballot for Kit Witt as District 11 Representative.

The Nominating Committee submitted the name of Dale Ryan for District 111 Representative. Lynn Walker was nominated from the floor. Midge Braman was nominated from the floor. She declined the nomination. The nominations were closed. The ballots were handed out and returned. The Tellers Committee tabulated the votes. Lynn Walker had the most votes and was elected as District 111 Representative.

It was moved and seconded to dismiss the Nominating Committee with Thanks. The motion carried.

It was moved and seconded to dismiss the Tellers Committee with Thanks. The motion carried.

Roger Moreland, National Committeeman, then called the newly elected officer to the podium and installed them by having them repeat the oath of office.

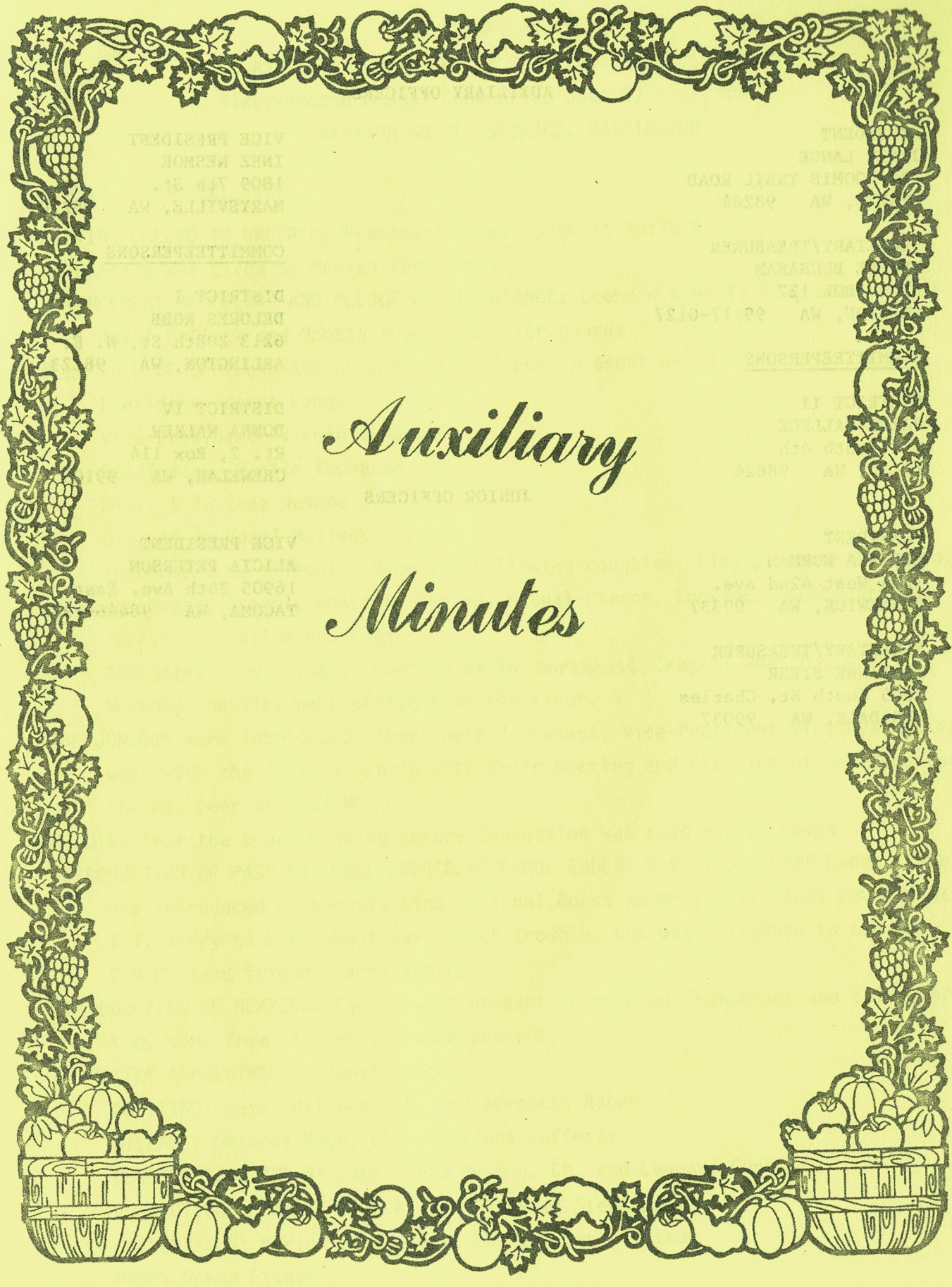
Dave Stover announced the Board Meeting would be at 1:45 p.m. in the Board Room on the 3rd floor.

President Bob Lange thanked Donald Clark of the Department of Labor for his assistance and advice during this convention.

Harley Robb gave the benediction.

Mickey Mackey, Wayne Hawley, and Dexter Nesmoe retired the colors.

President Bob Lange pronounce the official adjournment of the 81st WRLCA Convention.



Auxiliary

Minutes

AUXILIARY OFFICERS

PRESIDENT
JANET LANGE
724 LOOMIS TRAIL ROAD
LYNDEN, WA 98264

SECRETARY/TREASURER
MYRTLE BUCHANAN
P. O. BOX 127
CRESTON, WA 99117-0127

COMMITTEEPERSONS

DISTRICT II
HAZEL HALLECK
912 South 4th
KELSO, WA 98626

JUNIOR OFFICERS

PRESIDENT
MELISSA NORMAN
1204 West 42nd Ave.
KENNEWICK, WA 99337

SECRETARY/TREASURER
KARIANNE STEHR
1105 South St. Charles
VERADALE, WA 99037

VICE PRESIDENT
INEZ NESMOE
1809 7th St.
MARYSVILLE, WA 98270

COMMITTEEPERSONS

DISTRICT I
DELORES ROBB
6213 208th St. N. E.
ARLINGTON, WA 98223

DISTRICT IV
DONNA WALKER
Rt. 2, Box 114
CHEWELAH, WA 99109

VICE PRESIDENT
ALICIA PETERSON
16905 36th Ave. East
TACOMA, WA 98446-1313

AUXILIARY OF THE
WASHINGTON RURAL LETTER CARRIERS' ASSOCIATION
Sixty-Second Annual Convention June 21 - 24, 1987
SHERATON HOTEL, SPOKANE, WASHINGTON

MONDAY, JUNE 22, 1987

MEETING CALLED TO ORDER by President Janet Lange at 10:35 A.M.

INVOCATION was given by Marian Personnett

ADVANCEMENT OF COLORS AND PLEDGE OF ALLEGIANCE: Leonard Guptil, flag bearer with
Hazel Halleck and Odetta Yeager as color guards.

ROLL CALL OF OFFICERS AND DELEGATES: Officers present were:

President--Janet Lange

Vice-President--Virginia Mackey

Sec/Treas.--Myrtle Buchanan

Dist. # 1--Inez Nesmoe

Dist. # 2--Hazel Halleck

There were no delegates from the following counties: Kitsap, Lower Columbia,
Northeast, Skagit, Whatcom, Chelan, Mutual-Pierce, Spokane, Southeast, and
Jefferson-Clallam counties.

Delegates from Kitsap, Lower Columbia, Northeast, Skagit, Whatcom, and
Whitman counties were seated from the floor.

THE JUNIORS were introduced. There were 7 present. Vice-President Virginia Mackey
went with the Juniors to help with their meeting and election of officers for
the new year of 1987-88.

MINUTES from the board meeting before Convention was read and approved.

INTRODUCTION OF PAST NATIONAL PRESIDENT CAROL EADEN: Mrs. V.J. "Red" Eaden, Carol
was introduced as the visiting National Guest as Mrs. Bill (Sue) Bousman was
ill. Sorry to hear about Sue's back trouble, but was delighted to see our
P.N.O. (and friend) Carol again.

INTRODUCTION OF MEMBERS: Each member present introduced themselves and told where
they were from. 15 members were present.

COMMITTEE APPOINTMENTS: Janet Lange.

AUDITING: Hazel Halleck, Ch. and Bernetta Raber

MILEAGE: Delores Robb, Ch. and Ilona Lafferty

CONSTITUTION AND BY-LAWS: Inez Nesmoe, Ch. and Leonard Guptil

RESOLUTIONS: Hazel Halleck, Ch. and Roma Stephenson

CREDENTIALS: Marian Personnett, Ch. and Dan Gilliam

PAGE: Donna Fisher

COMMITTEE APPOINTMENTS (con't.)

TELLERS: Bernice Messinger, and Donna Thompson

JUNIORS RETURNED: The Juniors held their meeting and the new officers for the 1987-88

year are: Melissa Norman-President
1204 W. 42nd Ave.
Kennewick, WA. 99337

Alicia Peterson--Vice-President
16905 36th Ave. E.
Tacoma, WA. 98446

Karianne Stehr--Sec'y.
S. 1105 St. Charles
Veradale, WA. 99037

TREASURER'S REPORT: Myrtle Buchanan

Balance after 1986 Convention		\$ 1,061.92
General Fund	\$ 597.18	
Scholarship Fund	464.74	
Receipts:		\$ 4,181.72
General Fund	\$2,498.83	
Project & Memorials	1,114.52	
Scholarship Fund	220.15	
P.A.C.	348.22	
Disbursements:		\$ 2,173.10
General Fund	\$ 808.58	
Scholarship Fund	250.00	
Project & Memorials	1,114.52	
P.A.C.	348.22	
BALANCE		\$ 1660.40

CORRESPONDENCE: Letters from Barbara Hutchinson of Louisiana, Lola Russel of South Dakota, and Marilyn Jones of California was read. Each lady is running for the Junior Board Member at National Convention.

Myrtle Buchanan requested that all bills be presented.

REPORT OF SUNSHINE COMMITTEE: Delores Robb

National Past President of Auxiliary and our guest from Oregon, Carol Eaden, officers and members.

It has been my privilege and joy serving as your Sundshine Chairperson.

One of the ways we care for our rural carrier family across the state is through Sunshine.

Many lives are touched through this ministry and everyone need sunshine in their lives.

Our love goes out to those, whatever the need and indirectly we are visiting them through the cards they receive. So thus, we care for our own and we in turn receive the blessings.

During this year the following cards were sent:

CHEER: 23; GET WELL: 10; ANNIVERSARY: 113; and BIRTHDAY: 251; a total of 432 cards.

Respectfully Submitted,
Delores Robb

REPORT OF NATIONAL DELEGATE: Hazel Halleck

National Guest Carol Eaden, Officers, Members and Guests:

Our flight to Des Moines, Iowa was a very interesting one to say the least, with airport construction in Denver and lost luggage in Des Moines. I wish I had gone with my luggage, it ended up in New York. Getting to our hotel was equally as interesting. They chose that Sunday to blacktop all the streets down town. It took our taxi driver 45 minutes to find a way through the alleys to get us where we belonged.

At the meeting on Monday Pat Gardner announced that her project would be the Heart Fund, and introduced Mr. Hart as a speaker. She announced there would be light-house pins and tie tacks and heart notes for sale.

There was a discussion on how to attract more male spouses to the auxiliary. Many suggestions were made - that too much time was wasted with singing and frills - the pages should not necessarily dress in white - and the officers not dress all in one color. They were elected as individuals and should dress as individuals.

On Tuesday we were welcomed to the convention and the response for the western states was given by Delores Robb. Convention assignments were given and my assignment was the distribution of checks when convention was over. Outstanding Auxiliary Members were honored by Mrs. Huberts and presented with a pin. Delores Robb received this honor for Washington State. The Parade of the States consisted of creating an apple tree.

Tuesday Evening was the Auxiliary Officers' Club Banquet, "A Touch of Demin". We had a "Down On The Farm Dinner", Barnyard Business Session" and a "Plow-In-Election. Entertainment was delightful, and of course "Barndyardie".

Wednesday Morning the PAC Awards were presented. The Auxiliaries raised \$19,427.49. Washington received the first place for contributions per capita - \$8.03 per member. Trooper Michael Glibert, Iowa State Patrol, spoke on Truck Driving. It was an address I wish everyone could have heard. We were all very pleased when it was announced that he would also speak to the juniors. 179 retired spouses were recognized, and 11 widows and widowers were honored. Evaluation award were presented and Washington was 1st in our group.

Wednesday evening was the annual banquet. Those pork chops were mighty large and tasty. The Entertainment was "The Letterman". This is a new convention center and the acoustics were horrible. As president Tom Griffith said "those sitting back there in the cheap seats might have a little trouble hearing. That was the understatement of the week. We finally went out in the lobby to preserve our hearing and found most everyone out there.

Thursday Morning the Americanism program was presented by the Juniors. The Junior Chorus saluted the Statue of Liberty. There were 34 essays submitted by the Juniors and 107 posters.

Mr. William B. Rubin spoke on Tourette. He is a victim himself and his address was very enlightening. He suffers from jerking motions of the head so he cannot wear a tie. He presented President McKamey with his tie, neatly tied, in a shadow-box and informed her that because of all of our efforts he would find her some day and get it back because he knew a cure was now on the way. Governor Terry E. Ranstad of Iowa was presented with a check for \$72,376.91 for Tourette Syndrome. Each delegate was presented a pin by the Tourette Foundation in appreciation. Washington was also first in our division for contributions to Tourette in the amount of \$1,349.10 This was the first donation Tourette received from anyone and they were most appreciative.

Washington also received an award for increased membership. Only increased 1 member, but it was an increase.

Friday morning officers were installed as follows: Pat Gardner, President, Ruth Powers, Vice-President, Sharon Brown from Colorado, Treasurer and Joyce Griffith, Sue Bousman and Shirely Miller, Board Members. Installation was conducted by Carol Eaden. Oh I forgot, JaNeil Butters, Secretary.

There were a total 2,377 attending the convention and I truly believe we overwhelmed the City of Des Moines.

I thank you for sending me as your delegate. It was truly a wonderful experience. I recommend a National Convention to all of you.

Respectfully Submitted,
Hazel Halleck

PROVIDENT GUILD REPORT: Inez Nesmoe

I attended several County and all District meetings. Spoke on Provident Guild and gave out fact sheets and applications. I don't know how many joined. I will have a report after next National Convention of how many joined and how many deaths there were.

Inez Nesmoe

HONORING PAST PRESIDENTS: Hazel Halleck

The past president that were honored are: Delores Robb, Odetta Yeager, Marian Personett, and Myrtle Buchanan. Each was presented with a small gift of appreciation.

HONORING RETIRED CARRIER WIVES, HUSBANDS, WIDOWS AND WIDOWERS: Marian Personett

Those being honored are: Donna Fisher, Virginia Mackey, Odetta Yeager, Bernice Messinger, Hazel Halleck, Bernetta Raber, Delores Robb, Leonard Guptill, Dan Gilliam, and Roma Stephenson. Each was presented with a gift.

SCHOLARSHIP REPORT: Hazel Halleck

National Guest Carol Eaden, Madam Presdient, Officers, Members and Guests:

I sent out 12 applications in response to requests. Only 3 returned and 1 had to be disqualified because of non-payment of Auxiliary dues.

The remaining applicatons were judged by several retired school superintendents from the area. They meet yearly to judge several scholarship awards.

I have the results in a sealed envelope given to me by the judges and the winning name will be read at the banquet.

Respectfully submitted,
Hazel Halleck
Scholarship Chairperson

OUTSTANDING AUXILIARY MEMBER OF THE YEAR AWARD: Delores Robb

Delores Robb gave a report on the Outstanding Auxiliary Member of the Year Award. Delores was the first recipient of this award for the our Auxiliary.

Meeting recessed for lunch at 11:33 A.M.

A joint session for the National Auxiliary Project, an Address from the National Association Guest, Roger Moreland, and OWCP Director Ron Serafini was was enjoyed by the Auxiliary before reconvening to our own meeting.

Monday afternoon session began at 3:00 P.M. with President Janet Lange presiding.

ROLL CALL OF OFFICERS AND DELEGATES: Myrtle Buchanan

All present and accounted for.

PARTIAL REPORT OF CREDENTIALS COMMITTEE: Marian Personett

There are no delegates from ten county units. Seated from the floor are: Kitsap, Bernetta Raber; Lower Columbia, Hazel Halleck; Northeast, Roma Stephenson; Skagit, Donna Thompson; Whatcom, Bernice Messinger; Whitman, Donna Fisher.

STATE OFFICERS REPORTS:

President Janet Lange: National Guest, Carol, State Officers, Members & Guests:

This has been an interesting year, traveling with the WRLCA President across the state to many County meetings, traveling about 4,600 miles as your auxiliary

President and still missed a few county meetings.

I collected some dues here and there, sold notes, lighthouse pins and tie tacs and donated to country store.

I attended all four district meetings - filled in at District # 4 as they didn't have an Auxiliary Committee person. Merrilee graciously said that she would finish out the year for me. Thank you Merrilee.

I have written articles for the "Postman", tried to help enlighten others by handing out information on the American Heart Association, Safety Belts (Buckle up).

I attended Western States and National Convention made a few more new friends.

I want to say "Thank you" to my board and each one for the encouragement you have given me.

Respectfully Submitted,
Janet Lange

Vice-President Virginia Mackey:

Due to an unusually busy schedule this past spring, I was able to attend only a few meetings. The ones I did attend were Area Officers meeting in Vancouver, WA., District # 1 in Mount Vernon, and Yakima County meeting in Zillah where election of state representatives were made.

I wrote articles for the Postman magazine. I sold note card which were available to me. Since the heart program was our project I stressed it in different classes at church. Made a few things for country store.

Respectfully submitted,
Virginia Mackey

Secretary/Treasurer Myrtle Buchanan:

National Guest Carol Eaden, State Officers, Members, and Guests:

First I want to apologize for being slow on not always getting the work done in a timely matter. This year has been a very busy and furstrating one for me.

I have traveled to many county meetings, gone to 3 District meetings, and wrote articles for the state paper. I attended National Convention in Des Moines, Iowa but sorry to have missed Western States Conference in Arizona.

I've sent the monies to the National Secretary and National Treasurer, and hopefully made all reports necessary.

Respectfully Submitted,
Myrtle Buchanan

DISTRICT I COMMITTEEPERSON REPORT:

As District I Committeeperson I have traveled throughout the District. I have attended several County meetings where I have spoken on the National Project, handed out programs, sold notes and pins.

I have attended all District meetings, Board meetings, Western States Conference, National Convention at Des Moines, Iowa and State Convention.

I have written articles for the Postman and donated to PAC. Also donated to the Country Store at both Western States and State Convention.

All in all a busy year but I have enjoyed all of it and hope that my successor has as much fun meeting the challenge and the duties of the office as I have had.

Respectuflly Submitted,
Inez Nesmoe

DISTRICT II COMMITTEEPERSON REPORT:

National Guest Carol Eaden, Madam President, Officers, Members and Guests:

District II has not been active this year. There never are enough members at meetings to hold an Auxiliary meeting. There were not enough present to hold a District II meeting.

We did, however, present a program at District II meeting on the Heart Fund. Jack Yeager "told it like it was" when he had his heart attacks and heart surgery. This really opened a lot of eyes and I am sure sent a few people to their doctors for a check-up.

Respectuflly Submitted,
Hazel Halleck

DISTRICT III COMMITTEEPERSON REPORT:

President Lange, National Guest, State Officers and Members:

This past year I attended the board meeting in Issaquah and county meetings of Lincoln-Grant-Adams and Okanogan. Also I attended Spokane county meetings, though they have no auxiliary yet.

I wrote twice to the Rural Postman on buckling up for safety and a District #3 meeting report. Myrtle made some membership encouragement letters which I made more copies of and sent to the Spokane County Association members as well as to the other county secretaries in my district. I exchanged pins, tie-tacs and notes for donations to the Program of Light and American Heart Association project.

I was able to help a little in the arrangements for the State Convention here in Spokane. With lots of help from Julie Stehr we put together some activities for the Juniors.

The District # 3 Committeewoman position is open for anyone who would like to take on an interesting job. I have filled out an unexpired term but will not seek the position again until David and Pati Sue are older.

Thank you for all of your support and encouragement this year.

Respectfully Submitted,
Ruth Ryan

PAST PRESIDENTS REPORT:

Madam President, Officers, Members and friends and Carol Eaden:

This year hasn't been to eventful and I was unable to travel and attend meetings around the state.

I supported the auxiliary in every way I could. I bought a tie tac, bought and sold notes; wrote articles for the Postman and the National paper. Prepared a few things for country store and am here in attendance and look forward to attending National convention in Reno.

Respectfully Submitted,
Marian Personett

COUNTRY STORE REPORT:

A partial report of the Country Store was given by Marian Personett. She reported the sales to date.

MESSAGE FROM NATIONAL GUEST: Carol Eaden, Past National President

Carol reported on President Pat Gardner's program for the year. She told of the total membership which was at a all time record with 37,000 members. The heart project has \$37,372.75 and P.A.C. \$11,321.90. She encouraged us to keep working for membership and on P.A.C.

HONORING NATIONAL GUEST: Janet Lange

Janet presented a gift to National Guest Carol Eaden from the Auxiliary. It is a beautiful pillow with the emblem of the "Lighthouse" applied on it.

WESTERN STATES REPORT: Inez Nesmoe

I always enjoy going to these affairs as they are both informative and fun. Also we get to meet our National Officers and people from other states that we would not meet otherwise.

On Thursday Dexter and I flew from Seattle to Phoenix on an Alaska Airlines 727. We were met at the airport by Dan Snyder and we drove to the Holiday Inn at Mesa.

On Friday we attended joint sessions during the day. There were drawings for door prizes before and after the breaks and at the end of the day.

On Friday evening we went to the Rockin' R Ranch by bus. We visited their Western Shops, watched some try panning for gold, a "shoot out" in the street, and some took a ride on an old wagon.

We then went inside for a "Chuck Wagon Supper". We were given a tin plate, silverware, and napkin. The same ones that were in the "Shoot out" served our supper of Bar-B-Q Beef, beans, baked potato, biscuits, spice cake and either coffee (from a tin cup) or lemonade.

After we ate the wranglers put on a show for us. They played songs like "Cool Water", "Tumblin' Tumbleweeds" and "Orange Blossom Special". The fiddler was a 19 year old who won the Old Time Fiddlers National Contest twice. Also, they had a "fast draw" expert who demonstrated the different types of draw used in the western movies and told us some stories of the Old West and the different guns of the old times.

On Saturday morning we attended a joint session. At noon I attended the Auxiliary luncheon by the pool. We had fruit cup, chicken lorraine, vegetable, roll, coffee or tea and Chocolate Mousse. National President Pat Gardner, National Auxiliary Secretary JaNeil Butters, and National Auxiliary Treasurer Sharon Brown were guests at the luncheon, also Past National Presidents Jean Jones and Carol Eaden.

The decorations on the table were ceramic envelopes with artificial flowers, small Indian vases and at each place setting was a shot glass with Arizona and cactus painted on it and toothpicks inside.

On Saturday night we had a Mexican banquet. The walls were decorated with sombreros and serapes. Pinatas were hung over the serving tables and the waiters and bartenders wore sombreros during the evening.

For entertainment we had a four piece Mexican band. They moved around the hall and played and sang for us. They were quite good but not very loud and you could only hear them if they were quite close.

At the close of the evening the bartender gave me his sombrero to bring home with me.

On Sunday we checked out of the Holiday Inn and rode to the airport with Dan Snyder. His flight left before ours so we had to wait a while before boarding an Alaska Airlines DC 9 to come home.

A highlight of the conference for me was meeting Dale Laumen from Bigfork, Montana, he knew a few of my relatives from that area. Dale is involved with the

Quality of Work Life.

I also met a Rural Carrier from Whitefish, Montana who knew a lot of my relatives from Trego and Eureka, Montana.

This isn't as complete a report as I intended, but I was pressed for time so I will give more details at the State Convention in Spokane.

See you in June and look forward to a good time there, too. I also will have pictures of Western States Conference with me.

Thank you for your time and patience in reading my scribbles. I hope to see you soon.

Respectfully Submitted,
Inez Nesmoe

Meeting adjourned at 3:52 p.m.

TUESDAY - JUNE 23, 1987

MEETING CALLED TO ORDER: Janet Lange

INVOCATION: Odetta Yeager

ROLL CALL OF OFFICERS AND DELEGATES: Myrtle Buchanan

MINUTES of Monday's meeting were read and approved.

MESSAGE FROM NATIONAL ASSOCIATION GUEST: Roger Moreland, Exec. Comm. Western Region

Roger reported on the Auxiliary in his State of Arizona. Encouraged us to keep going no matter how small.

He also urged us to write on House Bill #2183 concerning the E.M.A. Legislation, and Senate Bill #1340 who is co-sponsoring E.M.A. Legislation.

P.A.C. Fund is very important, so keep supporting it.

COMMITTEE REPORTS:

MILEAGE REPORT: Delores Robb, Chairperson

To the Officers and members of the Rural Letter Carriers Association.

We, the members of the committee, state there will be only one (1) receiving money for mileage.

Ruth Ryan, District III Committeeperson traveled 548 miles at 20¢ per mile, Spokane to Issaquah for \$109.60, per diem \$40.00.

To convention, 30 miles at 20¢ per mile for \$6.00.

Total is \$155.60.

Respectfully Submitte,
Delores Robb, Chairman
Ilona Lafferty

CONSTITUTION AND BY-LAWS COMMITTEE: Inez Nesmoe, Chairperson

There were no changes to the Constitution and By-Laws at this convention.

Respectfully Submitted,
Inez Nesmoe, Chairperson
Lenoard Guptill

RESOLUTIONS COMMITTEE: Hazel Halleck, Chairperson

We, the Resolution Committee submit the following report:

- (1) Resolved, that the members of the Washington Rural Letters Carriers Auxiliary express our sincere thanks to our, President Janet Lange, for the work and the effective manner of conducting her duties as President of our 62nd State Convention.
- (2) Resolved, that we sincerely thank the Carriers and Auxiliary of District # 3 for their gracious hospitality and detailed planning which made for a smooth running convention.
- (3) Resolved, that we express our gratitude to our National Guest, Carol Eaden, for her interesting and informative message.
- (4) Resolved, that we express a Special gratitude and appreciation to the retired carriers and their wives, who have given us information, encouragement, and understanding, plus their attendance at our State Convention.
- (5) Resolved, that we, send special thanks to Midge Braman and Ed Koschalk, Convention Chairpersons, and the many people who worked with them to make this convention such a success.
- (6) Resolved, that appreciation be extended to Vicki McNeil, Mayor of Spokane, Bruce Fisher, Customer Services Officer of Spokane, Yvonne Capstick, Assistant Sales Manager, Sheraton Hotel.
- (7) Resolved, that thanks be expressed to our fine group of 10 Juniors, and their Sponsor, Connie Hickman. And to Ruth Ryan for her plans for the junior program.
- (8) Resolved, that we thank Vice-President Virginia Mackey, and those who assisted her, for a very meaningful Memorial Service.
- (9) Resolved, that we thank Delores Robb for the excellent job she did as the Smilly Sunshine Chairperson for the past year.
- (10) Resolved, that we thank Inez Nesmoe, Rovident Guild representative and the 4 juniors who assisted her in the Americanism program.
- (11) Resolved, that we thank Hazel Halleck, for the excellent work she did as the Scholarship Chairperson, for the past year.
- (12) Resolved, that we thank Marion Personett and Odetta Yeager for all the effort given in behalf of the Country Store and thanks to everyone who contributed items to be sold at the store.

Respectfully Submitted,
Roma Stephenson, Chairperson
Delores Stover

CREDENTIALS COMMITTEE REPORT: Marian Personett, Chairperson

We, the members of the credentials committee, find all credentials in order. Six delegates were seated from the floor at Monday mornings session.

Total delegates vote---25
Officers votes-----8

Total Votes 33

Respectfully Submitted,
Marian Personett, Chairperson
Dan Gilliam

A motion was made that the reports be accepted. Motion was seconded and passed.

PRESENTATION OF BILLS: Myrtle Buchanan

Marian Personett - Gifts	\$ 15.00
Delores Robb - Sunshine Chairperson	22.40
Odetta Yeager - Gift	17.55
Ruth Ryan - Copies, Mileage & PerDiem	155.60
Janet Lange - Flag Bag, Gift for National Guest	24.75
Connie Hickman - Jr. Sponsor	140.63
Virginia Mackey - Delegate to National Convention	50.00

A motion was made and seconded to pay the bills. Motion carried.

COUNTY REPORTS:

LINCOLN-GRANT-ADAMS COUNTY: Myrtle Buchanan, Delegate

We have two county meetings a year, one in the Spring and one in the Fall. At each meeting we have a silent auction for funds to donate to the National Presidents Project and to P.A.C. Our membership for this year is 10 members.

S.K.I. COUNTY: Inez Nesone, Delegate

S.K.I. Auxiliary includes Snohomish, King, and Island Counties. Previously we had five meetings, this year 3 meetings were held.

Dues were collected at meetings. Letters were sent to others on the membership list for dues. Materials were included on Program of Light.

Spouses were encouraged to join the Auxiliary. Our membership includes carriers and spouses, retired carrier spouses. We have 25 members.

At one county meeting the association was included in the donation to the project. The amount donated was \$19.50.

Heart notes and lighthouse pins were sold. Several members belong to heart club.

S.K.I. helped with Buckle-up and Safety was featured at county and District meetings, with material donated by Washington Traffic Commission.

P.A.C. donations were made and we have members in Leaders Club.

Articles were donated to Country Store.

S.K.I. lost a special lady in December. A memorial was given in memory of Ella

Hawley to the project. Two memorials were given by S.K.I. members and their spouses for Ella Hawley.

Delores Robb, Sec'y.

WHATCOM COUNTY: Bernice Messenger, Delegate

Whatcom County did not have any Auxiliary meetings this past year. We do have 10 paid members. They have donated to the project of the American Heart Association, to P.A.C. and some items to the Country Store.

Respectfully Submitted,
Janet Lange
Whatcom Co. Sec'y.

NOMINATIONS FOR OFFICE:

PRESIDENT: Janet Lange

VICE-PRESIDENT: Inez Nesmoe

SEC'Y./TREAS.: Myrtle Buchanan

DISTRICT'S I, II, III, IV had no nominations at this time. Nominations are left open until tomorrow morning.

PEP TALKS:

Several members of the Auxiliary gave pep talks of encouragement to the Auxiliary and to keep trying for new members in each of our county units.

OUTSTANDING AUXILIARY MEMBER will be announced at the Banquet this evening.

MEETING adjourned at 11:38 a.m.

WEDNESDAY MORNING - June 24, 1987

MEETING CALLED TO ORDER: Janet Lange

INVOCATION: Delores Robb

ROLL CALL OF OFFICERS AND DELEGATES: Myrtle Buchanan

Minutes of Tuesday's meeting were read and approved.

UNFINISHED BUSINESS: There was no unfinished business.

AUDITING COMMITTEE REPORT: Hazel Halleck, Chairperson

Report of the Auditing Committee to the Washington State Rural Letter Carriers Auxiliary we offer the following recommendations:

- (1) Deposit checks received regularly for the convenience of the payees - and allow the Auxiliary to accrue interest.
- (2) Balance the bank statements each and every month.
- (3) Remove the account from the Credit Union which charges and fee monthly and

deposit it in an interest bearing account with no fees.

Respectfully Submitted,
Hazel Halleck, Chairperson
Bernetta Raber

A motion was made and seconded to accept this report. Motion carried.

NEW BUSINESS: Winner of the Scholarship was announced. Winner is Michelle Lewis.

DELEGATE TO NATIONAL CONVENTION: Virginia Mackey, Delegate-at-Large and Myrtle Buchanan, Alternate.

ELECTION OF OFFICERS:

Elected for the year of 1987-1988 are the following officers:

PRESIDENT: Janet Lange--Lynden, Washington

VICE PRESIDENT: Inez Nesmoe--Marysville, Washington

SEC'Y./TREAS.: Myrtle Buchanan--Creston, Washington

Nomination for District I: Delores Robb--Arlington, Washington

District II: Hazel Halleck, Kelso, Washington

District III: Donna Walker--Chewelah, Washington

District IV: Left open

District Committeepersons was elected unanimously.

COUNTRY STORE REPORT: Marian Personett

The final report of the Country Store: President Janet and Auxiliary members. The Country Store was set up Sunday afternoon - 2 to 6 p.m. and we collected \$27.00. On Monday morning we opened at 7:30 a.m. Odetta Yeager and I stayed with the country store most of the day until 4 p.m. Jack Yeager sat in for us when we took a few minutes break, Mondays proceeds were \$70.20 Country Store and \$37.00 Raffle. On Tuesday morning we were open for business at 8 a.m. and Odetta stayed with the display most of the day, assisted by spouse Jack. Evening count of daily proceeds, \$66.00 raffle, \$180.35 country store. Wednesday morning final report is Raffle total \$203.00; of which one half goes to P.A.C. and one half goes to our humanitarian project, the American Heart Assoc. Country store proceeds are \$220.15 and this money goes into our scholarship fund. This totals to \$423.15. We received a good variety of things to sell, for which we thank all donators. We appreciate the assistance we received and we are sure our scholarship recipient does too! A special thanks should be sent to Jack Yeager for help in "setting up" and "taking down" every day and we recommend a special thanks to the association for purchasing from the store and buying raffle tickets to aid our projects.

Respectfully Submitted,
Marian Personett
Odetta Yeager

INSTALLATION OF OFFICERS: Carol Eaden, Past National President

Janet Lange, President; Inez Nesmoe, Vice-President; Myrtle Buchanan, Sec'y./
Treas.; District Committeepersons, Delores Robb, Hazel Halleck, & Donna Walker were
installed by Carol Eaden and presented with a gift. Carol declared the Auxiliary
Officers installed for the year 1987-1988.

Carol also installed the Junior Officer for the year of 1987-1988. They are as
follows: President, Melissa Norman--Kennewich, Washington

Vice-President: Alicia Peterson--Tacoma, Washington

Secretary, Karianne Stehr--Spokane, Washington

The minutes of the Junior meeting was read for information.

Marian Personett presented a gift to President Janet Lange and a gift was presented
from the board.

CLOSING PRAYER: Janet Lange

RETIREMENT OF COLORS: Leonard Gupill, Hazel Halleck, & Odetta Yeager

CLOSING: All joined hands and sang, "Blest Be The Tie That Binds".

Myrtle Buchanan
Secretary/Treasurer

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HAVE YOU PAID YOUR DUES YET?

