



1988

MINUTES
82ND ANNUAL CONVENTION
WASHINGTON
RURAL LETTER CARRIERS
MT. VERNON, WASHINGTON
OFFICIAL RECORDS

Official publication of the
Washington Rural
Letter Carrier's
Association



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The Washington Rural Postman is published quarterly: February-April-June-November. Deadline for articles, ads and notices is the 5th day of the previous month of issue. Share your news and view with all the members through the State Paper.

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

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Monday morning, June 20, 1988-9:00 a.m.

A joint meeting of the Washington Rural Letter Carriers Association and its Auxiliary was called to order by Convention Chairperson, Gerald Thomson, in the Nendels Inn Convention Room.

Mickey Mackey was in charge of the presentation of the colors and led in the Pledge of Allegiance.

Chaplain Harley Robb gave the Invocation.

The audience was led in the singing of "America".

Welcoming address were given by:

Ray Reep, Mayor of Mt. Vernon

Date Skeldon, Manager, Mt. Vernon Chamber of Commerce.

Response to these addresses were given by Dan Snyder, Association Vice-President, Inez Nesmoe, Auxiliary Vice President, and Melissa Norman, Juniors' President.

A program on Americanism was given by The Falcon Research Group, based in the Skagit Valley. The program was given by Jim Edwards, who was assisted by Terri Ulm. Everyone enjoyed the chance to see many birds of prey, including a Golden Eagle.

Vice-President Dan Snyder then asked the retired carries to come up and be honored. Each was presented with a boutonniere, told where and for how long they served. Those honored with length of service, were:

Harley Robb-28.5 years
Johnny Capwell-26 years
John Messenger-29 years
Lloyd Wools-30 years
Joe Alley-32 years
Jack Yeager-35 years
Wayne Hawley-20 years

Harry Donovan-33 years
Harold Soine-33 years
Leo Greenwood-38 years
Doug Raber-27 years
Mickey Mackey-40 years
Joe Roody-34 years

Convention Chairperson Gerald Thomson then presented the gavel to Dave Stover, then asked Janet Lange, Auxiliary President to introduce the rest of her officers for the past year. They were:

Vice President - Inez Nesmoe

Secretary/Treasurer - Myrtle Buchanan

District 1 - Delores Robb District 2 - Hazel Halleck

District 3 - Donna Walker District 4 - Virginia Mackey

Provident Guild - Inez Nesmoe

Sunshine Chairperson - Delores Robb

Scholarship Chairperson - Odetta Yeager

Junior President, Melissa Norman, introduced her fellow officers as:

Vice President - Alicia Peterson

Secretary/Treasurer - Karianne Stehr

Association President, Dave Stover, introduced the other state as follows:

Vice-President - Dan Snyder

Secretary/Treasurer - Dexter Nesmoe

Editor-Icelia Peterson

District 1 - Gerald Thompson District 2 - Kit Witt

District 3 - Lynn Walker District 4 - Cindy Norman

State Steward - Neil Buchanan

Asst. State Steward - Karen DeBella

Auto Insurance - Mickey Mackey

Provident Guild - Mickey Mackey

Historian - Johnny Capwell

Ex-Servicemen's Club - Mike Schow

Retired Carriers Rep. - Harley Robb

P.A.C. - Harley Robb

Chaplain - Harley Robb

Parliamentarian - Harley Rob

President Dave Stover then introduced the National Guest:

Mrs. Sharon Brown-NRLCA Auxiliary Treasurer.

Mr. Scottie Hicks-National Secretary/Treasurer.

Those who were in attendance at a State Convention for the first time were then asked to stand and be recognized. The joint session recessed for a short break at 10:20 a.m.

Monday Morning, June 20, 1968, 10:30 a.m.

The meeting was called to order by President Dave Stover.

The following were seated as delegates-at-large for this convention:

Chelan-Douglas Counties

Lyman Schooler

Kitsap County
Lincoln-Grant-Adams Counties
Lower Columbia Counties
Mutual Counties
Skagit-San Juan Counties
SKI Counties
Southeast Washington
Spokane County
Northwest Washington
Whatcom County
Whitman-Asotin
Yakima County
Clallam-Jefferson Counties
Okanogan County
AlaskaNo-one present, therefore they are to be represented by Mutual Counties.

Rita Youngs
Kenneth Side
Ray Smith
Karen DeBella
Debbie Riem
Dorothy Iannucci
Shirley Anderson
Jesse Boren
Bertha Kamstra
Pat Hurlbert
Judy Reiber
Gloria Rector
Jon Folk
John Lafferty



Roll Call by Secretary/Treasurer Dexter Nesmoe showed that all the officers and delegates were present, except for Alaska, as noted above.

Dave Stover then made the committee assignments for this year's convention. Those named were:

CREDENTIALS:

Gloria Rector, Chair
Robert Lange
Ed Koschalk

RESOLUTIONS:

John Lafferty, Chair
Kenneth Side
Joanne Blackburn

CONSTITUTION & BYLAWS:

Ruth Walla, Chair
Jackie Kennedy
Laver Rood

WASHINGTON RURAL POSTMAN:

Judy Reiber, Chair
William Allen
Bertha Kamstra

MILEAGE AND PER DIEM:

Dorothy Iannucci, Chair
Pat Hurlbert
Peg Kneppel

TIME AND PLACE:

Karen DeBella, Chair
Pat English
Darline Kendall

NOMINATIONS:

Jesse Boren
Johnny Capwell
Doug Raber
Mary Peters

AUDITING:

Rita Young, Chair
Lyman Schooler
JoAnne Nelson

TELLERS:

Shirley Anderson, Chair
Joe Lewis
Rosalee Papaneau

CARRIER OF THE YEAR:

Mickey Mackey, Chair
Bob Dickens
Joe Halleck



Raye Smith, Delegate-at-Large from Lower Columbia Counties, lodged a formal grievance in regards to the elections of the Lower Columbia Counties. The grievance was accepted by President Dave Stover, and will be dealt with according to proper procedure.

Reports of the State Officers, Stewards and Directors were made as follows:

REPORT OF THE PRESIDENT

National Secretary/Treasurer Scottie Hicks, State Officers, Delegates, members and guests assembled here at Mt. Vernon for our 82nd Annual Convention:

One year ago I was elected your State President and the Delegate-at-Large to the National Convention in Reno, Nevada.

It seems my year had a shaky start at the Board meeting following the Spokane Convention on Wednesday afternoon. There seemed to be bitter feelings on the race for Vice-President and the Steward not being voted full time Steward. At this Board meeting I appointed a committee Of Dan Snyder, Cindy Norman and Neil Buchanan to research the expense and the need for a full time State Steward. I also investigated into this matter. I met with Director of Labor Relations, Steve Smith at the National Convention. A second meeting took place with Cindy and Dan attending. We were told that the cost would include salary and all benefits, including retirement. These would have to be paid by the State Association as the Postal Service will pay none of this if the employee does not carry their route more than one-half of the year. We are talking in the neighborhood of \$50,000.00 plus the actual expenses. Mr. Smith also stated that he could not see the need for a full time Steward in Washington State. Neil also researched the cost of a full time Steward with a telephone call to National Vice-President Vernon Meier. A letter explaining the cost of such a program was mailed to Neil.

Shortly after returning from the National Convention, I was approached by our State Steward about borrowing ten or twelve thousand dollars so he could be paid for his expenses and salary. I phoned our Treasurer, Dexter Nesmoe and asked him how much we owed our Steward. He informed me that he had two vouchers totaling \$4,430.00. I could not understand how that much money could have been spent in just six weeks. I asked Dexter for a copy of these vouchers. Article VI, Section 5 of the Washington Constitution states the State Steward and Assistant State Steward are expected to attend the National Convention and other out-of-state meetings for Steward Training and Education, and will receive mileage and per diem allowance. The Steward had claimed mileage and actual expense in the amount of \$1,125.00 instead of \$541.10 for mileage and per diem.

A short time later the Steward phoned me and asked if I had done anything about applying for a loan. I said "No, I don't think it's legal". He asked me to poll the Board and I did. Only two members of the Board said they would be willing to sign a loan application. I phoned the Steward and told him of the results. He asked, "What do you want me to do? If you want me to quit and sue the Union, you'll have it." The next day I phoned National Headquarters for advice. Steve Smith told me it would be legal to borrow money for this purpose by approval of the Board. (National Constitution and By-Laws Article VII). Upon learning this I proceeded to call an Executive Board meeting. I looked at our State Constitution and By-Laws to see who was to come to this meeting. Article VIII, Section 2 states: "There shall be a Board of Control consisting of President, Vice-President, Secretary/Treasurer, Editor and Five Members of the Executive Committee. This Board shall meet upon call of the President or by a majority vote of the Board to the Secretary when matters of importance arise that need immediate attention during the interim between meeting of the Association. Each elected officer shall be entitled to a vote on every question before the State Convention." This description does not include the Steward so he was not invited.

At this meeting in Ellensburg on August 23, 1987 I recommended the following guidelines to cut expenses. I shall read a copy of the letter I sent to the State Steward and the letter of

Response that he read at the Fall Board meeting in Fife.

ENCLOSED LETTERS

Neil Buchanan, State Steward, WRLCA

Neil:

This is a report from the meeting held by the Executive Committee on this date. I sincerely hope that you understand the Committee does not doubt your honesty or integrity. Our only concern is what must be done to cut the expenses so we are not faced with the problem of being unable to pay our expenses and salaries on time again. The following guidelines were approved and we hope they are acceptable by you.

No LWOP to be taken for Steward work at home without prior Presidential approval.

LWOP claims are to be submitted on a separate voucher accompanied by a copy of the leave request form and the claims itemized.

All expenses over \$5.00 to be accompanied by receipts or copies thereof.

A limit on travel to the West Side except for grievances on removal or suspensions of 7 days or more.

Appointment of a second Assistant State Steward on the West Side by the State Steward with the approval of the State President at a salary of \$200.00 per month.

The State Steward and Assistant State Stewards will be paid mileage and per diem only when attending County meetings.

OWCP is to be accountable to the State President.

I have enclosed the two expense claim forms submitted by you for payment since the new fiscal year started. Please submit separate forms for LWOP days with copy of leave request form and itemized. Receipts are necessary for other expense for payment to be made. For any reimbursement for annual and sick days lost because of LWOP, itemize days taken and the payment for those will be made.

I am sure you can agree that good records not only protect the WRLCA association but they will also protect you. This practice is done at the National level and the National Constitution and By-Laws state that the State level must be in line with them. With dedication and willingness to make some changes we can work together for the betterment of this association.

David R. Stover, President, WRLCA

RESPONSE TO DAVID STOVER'S LETTER OF 8/23/87

My concern with the letter as a whole is the holding of the meeting at which the decisions were reached.

It has to be considered most unethical to meet and criticize a colleagues work without that person being party to the discussion. In fact, those persons were barred from the meeting.

I cannot imagine such a meeting taking place while persons who had served us so well in the past were on the Board. Can you imagine LeRoy Neifert, Chuck Robinson, Roger Armstrong, T. Lynn Ricks, or Bob Lange being party to such conduct?

Secondly, it might be well to take a brief look at how we arrived at this financial condition. One has to really look no further back than the Bellingham State Convention. At the Bellingham Convention the delegates indicated they wanted the Steward system funded better. A couple of the items addressed were paying Stewards mileage and expenses to attend State Training meetings. The statement was made, "tell us how much more dues is needed and we will approve it." After some discussion, \$6.00 per member was agreed upon and approved by the voting delegates.

This dues increase should have raised approximately \$6,000.00 per annum.

At the Board meeting following this Bellingham convention, the Board authorized paying mileage for certified stewards and the repayment of a higher percentage of their expenses. In other words, the dues increase was spent. The tough part is that the dues increase was never collected, leaving the union an income approximately \$12,000.00 less than the Board

anticipated.

This short fall is further aggravated by the addition of several other items of considerable expense. Salaries were instigated for previously unsalaried individuals on the Board: Secretary/Treasurer and Editor. Add to this the salary and expense of an Assistant State Steward, 2 O.W.C.P. experts, we now pay 4 persons to attend National Convention. We pay 3 persons to attend Western State Conference.

My point is this, don't keep all the blame on the Stewards and the Steward program.

I really don't see why anyone was surprised by this short fall. Past President Lange can tell you that I made many inquiries as to our financial projections. I also made similar inquiries of the Secretary/Treasurer as recently as the S.K.I. County meeting just days before the Spokane State Convention.

I hope that you remember that I reported nearly \$4,000.00 decrease in the cost of my office in 86-87 over 85-86, while handling a much bigger workload.

(Para 4) I do not now nor have I ever objected to accountability including copies of receipts. If a single Board member in a regular Board meeting had asked the question, "Is it time that we began documenting out expense outlay with receipts?" I would have joined in that movement. I once talked with Secretary/Treasurer Dexter about this. The conversation went something like this: "Dex, would you like me to start sending copies of receipts with my vouchers? I sure will if you think it is a good idea." Dexter's response: "I don't want your receipts. #1 — I trust you and I know they are not needed. #2 — If everyone starts sending me all their receipts the union will have to add onto my house so I'll have room to store them."

(Para 5) Gives me a real problem. I am reminded of one of Dick Stultzs first official acts after being elected President. Dick wrote me a letter on W.R.L.C.A. stationery stating that *in the interest of saving money* you are to stay East of the Cascades and I will handle all the problems West of the mountains.

LeRoy Neifert was Secretary/Treasurer at this time. I phoned him and read him the letter. His instructions were: "You ignore that letter. Pretend you never got it. I will take care of it." He stated further, "You are not one half the State Steward, you are State Steward of all of Washington and we want you to use your best judgement and where you can best serve."

One of our most able regional representatives in one of the State Steward Training sessions told us: "When any rural craft employee gets written discipline if it is at all possible I want you on the scene while everything is reasonably fresh. We cannot expect an unexperienced local steward to conduct the kind of investigation including comprehensive interviews of the Postmaster, S.P.O. and other witnesses that may be necessary to turn the discipline around."

I have come to look at any written discipline as an announcement by the Postal Service that they intend to *remove* this person. Otherwise, verbal corrections would work as well or better.

I lack the words to describe the trauma that one feels when they receive written discipline. Whether a letter-of-warning or a removal notice. This person no longer functions in the normal fashion and the union would be perceptive of this fact.

I feel West side travel in discipline cases has to be decided on a case to case basis by the grievant and the Stewards.

(Para 6) I have to question. Why a second Assistant State Steward at this time when the announced intention is to save money? If we should appoint a second Assistant State Steward at this time and you add to the \$2,400.00 per annum salary the other costs the Constitution and By-Laws assigns to that person, we are talking between 4 and 6 thousand dollars for 1987-1988 alone. Karen and I can take a lot of time off our jobs and do a lot of traveling for those kinds of dollars not to mention the cost of training this individual.

(Para 7) Ten or twelve years ago I asked the Board to authorize mileage and expenses in lieu of mileage and per diem. *They did so* for my office.

I am reminded of when Vernon Meier was our regional representative. He called and asked that I join him and Ron Lowe to spend the night at a Motel in North Seattle. When I made reservations, I learned that the rooms rented for \$90.00 and up. Those kind of expenses hurt folks, and I still had to eat.

(Para 10) AMEN --- Remember, I'm the guy who has brought his daily log to State Convention for 16 years and I'm also the guy that had to beg to get his records audited by an auditing committee so that there should never be any suspicion of misuse of union funds.

Neil Buchanan, State Steward.

President's Report (Continued)

In this letter I mailed to the Steward, I had hoped to relay the message that the Executive Board met to discuss ways to cut expenses and that all the Board members discussed and approved these guidelines.

This issue seems to be that the Steward was not invited. That such a meeting would not have taken place if LeRoy Neifert, Chuck Robinson, Roger Armstrong, T. Lynn Ricks or Bob Lange had been President. These past officers were not faced with a decision on whether to borrow \$10,000.00 or possibly face a lawsuit. Why wasn't Harley Robb or Alan Peterson included?

Yes, this financial problem has been evident for the past three years. Why did we pay out the salaries for our Secretary/Treasurer, Editor, Assistant State Steward, two OWCP experts and the paying of more people to the National Convention and Western States before we had the funds that had been approved but not collected? Why didn't the State President of that time call an Executive Board meeting and resolve as to why the dues increase wasn't implemented? To spend the money before it is being collected is irresponsible.

In the Stewards letter of response he states that he has never objected to accountability. This should not have to be asked for, even though in the past three years a Resolution requesting this has been submitted and defeated twice. (Resolution #22, 1985 and Resolution #34, 1987.) Your current State President has mandated that receipts will be submitted before payment will be made.

In his paragraph concerning Past State President Dick Stultzs, I feel he is comparing me to him. Mr. Stultzs wanted Neil to stay East of the mountains and he (Stultzs) would be the Steward on the West side. We had only requested that he not travel to the West side except for removals or suspensions. Doesn't the Steward have any confidence in his Assistant of three years? Isn't that why we have an Assistant State Steward? Isn't it to save travel expense and money?

In my original suggestion I had requested three Assistant State Stewards for the West side. Each located so there would be little travel. I had suggested that each be paid \$50.00 per month, which is in line with other States like Florida. Two members of the Board objected and stated that Karen would quit if we cut her salary. So the suggestion was changed to have one more Assistant State Steward at \$200.00 per month.

I question the expense of sending the Assistant Steward or Stewards to the National Convention, Western States and Alexandria, Virginia. Could not the State Steward bring the information to his assistants and save a great deal of money? In questioning State Presidents while I was at the National Convention in Reno, I found that if their Assistant Stewards were not elected Delegates to that Convention they did not receive any payment to attend.

In Paragraph #7 the Steward states that 10 or 12 years ago he asked the Board to authorize mileage and expenses in lieu of mileage and per diem. The Board can only authorize this until the next State Convention. The Constitution and By-Laws must then be changed. He requested this of the Board in 1982. The Constitution and By-Laws were changed in 1984, but it authorized mileage and actual expenses only *within* the State in the administration of the Steward Program. Our Constitution and By-Laws also state in Article XII that only mileage and per diem is to be paid the Steward to attend the State Convention.

I think his letter of response is not facing the problem, only justifying it. I don't think these requests were too demanding.

At the Fall Board meeting in Fife, I was criticized for trying to run the Stewards Office. Again, I wish to state that the entire Board made the decisions.

At this Board meeting the Board decided to remove three of

the recommendations implemented at the Executive Board meeting in Ellensburg. These were a limit on travel to the West side, appointment of a second Assistant State Steward and the payment of mileage and per diem to County meetings.

At the Western States Conference in Bozeman, Montana on April 29 and 30 I learned that we had not paid the Auxiliary their money from the family plan and we did not have the money to do so. We owed them approximately \$5,000.00. Dexter met with the National Auxiliary Officers and worked out a solution.

Shortly after Western States I received a letter from the Steward requesting the State borrow money from the Atlanta Postal Credit Union. The Steward had met with the Credit Union Representative, Mr. Wilbur Wood while in Bozeman. He had asked Mr. Wood if it would be difficult to secure a loan. Once again I called an Executive Board meeting. Not wanting to hurt anyone's feelings I invited all of the Board members, noting that only the voting members would be paid mileage. Cindy Norman could not attend as she had traveled to New Jersey to see her husband. Cindy did send a letter to the meeting stating how she felt about a loan and a limit to the amount to be borrowed. At this meeting we listed how much we need to borrow and for what. Pay for Delegates to the State Convention \$4,000.00, two issues of the Washington Postman \$2,000.00, postage to mail ballots for National Delegates \$225.00, postage for mailing Washington Postman \$150.00, Stenographer for State Convention \$500.00, cost of printing Convention program \$50.00, Supplies and Labels \$225.00, Printing Ballots \$30.00, Postage for membership letter \$440.00, Salary and expenses for Assistant State Steward \$3,340.00, Salary and expenses for State Steward \$4,860.00, Salary and expenses for Editor \$1,340.00, Salary for Ron Serafini \$1,250.00, Salary for Dexter Nesmoe \$1,600.00, OWCP Specialist Mike Watson \$655.00, Lynn Walker \$400.00, Gerald Thomson \$75.00, Dan Snyder \$85.00, Kit Witt \$250.00, Harley Robb \$15.00, David Stover \$525.00, Cindy Norman \$150.00, and \$5,500.00 for the Auxiliary. The total of these unpaid expenses and salaries is \$27,715.00. The Board voted to borrow \$25,000.00 at 9% interest rate to be paid in six quarterly payments starting October 1988 through January 1990. These payments will take over one-half of our dues increase that we will start receiving in October 1988. Our dues of \$260.00 per regular carrier will make Washington State the highest dues paying State in the Nation. You may have read on the back page of the June 11, 1988 issue of the National Rural Letter Carrier Magazine that the average is about \$129.00 per year for regular carriers, about \$29.00 a year for Subs/RCAs/RCRs and about \$25.00 a year for retirees.

I wrote an article in the February 1988 issue of the Washington Postman about our financial problems. I wish they were as good as I thought they were last January. I made some suggestions on how we could cut back, I stated some facts on salaries comparing Washington to other States. I got no satisfactory response from anyone. The only response I got was in that same issue from the Editor.

OWCP Director Ron Serafini submitted his letter of resignation to the Board effective June 1, 1988. There were reasons for this and I'm sure Ron will fill you in with his report. I think Ron did a fantastic job and is a credit to our Association. I wish him success in his new venture.

I am requesting an audit as soon as possible after June 30, 1988. On May 25, 1988 I placed a call to LeRoy Stave of Moss Adams Accounting firm in Everett, Washington. They are completely independent of the Association. Mr. Stave told me it is hard to do a complete audit satisfactorily before seeing the books. This audit is necessary to answer all questions as to why our Association has this financial problem. I recommend this audit report be included in the next issue of the Washington Postman.

I would consider it advisable to establish a budget for each office and allow no deficit spending or cash advances. The Board should be furnished a quarterly financial statement from the Treasurer so we are all aware of how the money is being spent.

The contracting of printing of the Washington Postman is not satisfactory. They do a good job of printing but the cost is

too high. The issues have been late and the issue for the State Convention program did not get to anyone in time to use.

I took an Oath of Office last June in Spokane to enforce compliance with the National and State Constitution and By-Laws. I tried to do this to the best of my ability.

My entire year has not been on the negative side. One of the highlights was when I was invited to visit National Headquarters in Alexandria, Virginia and to visit Washington D.C. in March. This was for a Presidents Legislative Seminar. It was my pleasure to meet the Editor of the Rural Carrier magazine Ms. Ruthann Saenger, the office staff, many guest speakers and of course our National Officers and all of the other State Presidents. I flew out on Saturday because my airline ticket was much cheaper if I could fly then. This gave me an extra day to do some sight seeing as I had never been there before. I want to thank the National Association for allowing me to come back there and for their generosity in supplying the hotel room and the meals for me. I did learn a lot and was privileged to visit the offices of three Congressmen and one Senator on Tuesday.

I apologize for the length of my report. As there were no minutes of any Board meeting printed in the Washington Postman as directed in Resolution #1 at the 1986 State Convention in Ocean Shores, this is the only way of informing the membership of the happenings of this past year.

Following is my financial report for the year 1987 - 1988.

6224 miles @ .20	\$1,244.80
Telephone	762.94
Postage	36.95
7 days per diem @ \$45.00	315.00
4 days LWOP	490.32
Steward Training Seminar	47.00
Airline Ticket Washington D.C.	332.00
Fall Booster Deposit	200.00
Flowers for Marlins Funeral	48.90
Conference Room Ellensburg	34.23
Old Bill from M. Mackey	10.78
Photocopies	.50
TOTAL	\$3,523.92

Respectfully Submitted,
David R. Stover, President

to want to attend many meetings.

After my trip to Reno, I attended the Fall Booster meeting in Fife, two SKI County meetings, one in Marysville in November and the other in Bellevue in January. Also in January was the Stewards Seminar in Tacoma. In February the other Officers and I traveled to Clackamas, Oregon, for the joint meeting of the Washington/Oregon State Officers. In March I attended a Mutual Counties meeting in Olympia, and District meetings in Districts 1, 2, and 3. The month of April saw me traveling to the District 4 meeting in the Tri-Cities, and to Bozeman, Montana for the Western States Conference. The District 1 meeting, and Western States Conference were at my own expense. I couldn't find my vouchers for the Fall Booster meeting or the SKI meeting in Marysville. I had them set out a couple of weeks ago, but then a lot of personal problems came up the middle of May, and things got misplaced or lost somehow. What I do have though, amounts to the following: Phone bills I charged the Association came to \$112.44, and mileage and per diem received came to \$818.70. Also last year I attended a Postmasters Mail Count Seminar here in Mt. Vernon, so the Union paid me for one day of LWOP. That was also one of the receipts I couldn't find. Also, I still have two phone bills, one Board meeting, and mileage and per diem for this Convention that are still owed but that I haven't turned in yet.

I'm sure you're all aware that the USPS has hired a firm owned by H. Ross Perout to investigate possible cost saving measures that could be implemented by the Postal Service. It'll be interesting to see what they come up with. Mr. Mackley of the Federal Times doesn't put much faith in them. He seems to think that the first words out of their mouths will be "Contract Out". He also said that if the Postal Service didn't agree with the findings, they would just sweep it under the carpet, as they have done with so many other studies.

Hopefully you have all been actively writing your Congressmen and Senators this past year, urging them to support Postal Programs and Federal Employees. When Ronnie goes out and Dukakis comes in, maybe we won't have to worry about our jobs as much any more.

I'm glad to see all of you here at Convention. Enjoy your stay in Mt. Vernon.

Respectfully Submitted,
Dan Snyder, Vice-President WRLCA

REPORT OF THE SECRETARY/TREASURER

Dexter Nesmoe requested that his report be postponed until June 21, 1988 as he has not been able to balance the books and the auditing committee has not finished their work with them yet.

REPORT OF THE EDITOR

National Officers, Fellow Officers, Honored Guests, Delegates, Union Brothers and Sisters. Thank you for the privilege of speaking to you today.

It has been an eventful year for the "Postman" and a year of learning for me. However, the more I learn about being your Editor, the more I discover I need to learn.

It all started with a trip to Kelso last year to pick up the equipment from Joe Halleck. Up to that point everything was pretty easy but after that things started to go downhill fast.

I learned how the "Postman" is at the mercy of so many other determining factors; getting the articles in on time, equipment failures, financial problems and finally printer's schedules.

Rural Carriers don't stay in one place very long and few of you notify the "Postman" of your moves. We have processed over 150 changes of address this last year.

We have changed to a computer printed label which is less messy and faster to use. We've also changed to the typesetting/

REPORT OF THE VICE-PRESIDENT

National Secretary/Treasurer Scottie Hicks, fellow members of the State Board, Delegates, members and guests assembled for the 82nd Annual Convention of the WRLCA here in Mt. Vernon.

It has been an honor and a pleasure to have served as your Vice-President for this past year. I have enjoyed the chance to meet many of you at your County and District meetings during the course of the past year.

After State Convention last June, my year started out with a trip to Reno, Nevada to attend the National Convention. Reno's a great place to go to, but there are too many distractions there



printing format that you've seen in the last issues.

The "Postman" is currently in a period of transition. The mimeo process is finished — the machines are not working and out of date — the typesetting printing method we are currently using is very expensive and as I said before we have to conform to a printer's schedule. We looked into photocopying but it is too slow for a photocopier the Union can afford. We are also considering a computer for doing our own typesetting, but again the financial picture must improve before we can do that. So as changes are made in your "Postman" please let the Editor know of complaints, ideas, your likes and dislikes so we can produce a better magazine for you.

In the next year, I would like to see the "Postman" dedicated to encouraging new membership. I would like to send a copy of every issue to all non-members, not just one issue a year. Each issue should include an application for membership form and articles encouraging those non-members to join our Association. The increased cost of around \$300.00 per issue for extra copies and postage should be offset by new dues coming into the treasury.

Another thing I have learned about is the amount of travel a State Officer does. I attended all the District meetings, Fall Booster, Western States Conference, Area Officers meeting, two Board meetings, and a Steward Training and Mail Count Seminars. I have seen a lot of this beautiful state and met a lot of really great people.

I have also become a Facilitator for the SWL/EI Process just begun in the Seattle Field Division. I feel sure the process will eventually mean a change for the better for the Postal Service.

This year we submitted copies of all our receipts to the Secretary along with our vouchers. This should forestall any questions about misuse of Union funds and help an auditor verify our expenses. The following is a list of the expenses for the "Postman" for the last eleven months:

Printing	\$1,804.27
Equipment	636.47
Supplies	1,325.28
Compensation (including 3 days LWOP)	2,528.49
Postage	1,296.71
Phone	129.24
Travel	770.20
TOTAL	\$8,490.56

Thank you for your patience and support this past year. It has been an honor to serve you.

Respectfully Submitted,

Icelia (Butch) Peterson, Editor, Washington Rural Postman

REPORT OF THE DISTRICT 1 REPRESENTATIVE

Gerald Thomson requested that he be allowed to give his report on June 21, 1988, as he had been taking care of some Convention business and had not as yet been able to prepare his report.

REPORT OF THE DISTRICT 2 REPRESENTATIVE

National Officer Scottie Hicks, Members of this Association. Welcome to our 1988 Washington State Convention.

Last year in Spokane I was elected to fill Karen DeBella's unexpired term as District 2 Representative. This past year has been a year of learning.

In August I attended the National Convention in Reno. Then in October it was the Fall Booster meeting in Fife, Washington. Steve Smith our National Officer was our guest. In February we attended the Washington/Oregon Area Officers meeting at Clackamas, Oregon. Dallas Fields from National was our guest

speaker for this session. Western States was held in Bozeman, Montana in April. I did not attend as many County meetings as I would like to but hope to make more of them next year. I did attend the Steward Training Session as well as the Mail Count Seminar. We did have two emergency meetings in Ellensburg pertaining to our financial crisis.

By now I hope everyone knows that Quality of Work Life has finally come to Washington. I have been selected to serve on the Div. Joint Steering Committee along with Neil Buchanan and Dorothy Iannucci. We met in Seattle March 16th for Orientation with training the following week, for Facilitators and Steering Committee. I am very honored to have been chosen and excited to be serving on the Committee and will do my very best to represent our Craft and stand up for what our Union believes in. We are getting ready to start diffusing the process into selected post offices in the near future. We will not be able to do this as soon as we would have liked because of the summer vacation schedules but by September we should be into our first offices.

This past year has been a very difficult one for your Board. We have been faced with financial problems that were no fault of our own. We inherited them from the dues increase which was passed three years ago but never collected. After two years of this we were in deep trouble. This has now been corrected. We have also had leadership problems as well as a dead locked Board. I am sorry to report that during this past year we have not had committee assignments such as to update the Constitution and By-Laws as well as several other things that need to be done. I can only hope that next year we will have a strong united Board that will work together for the good of the membership.

I have enjoyed working for you this year even though it was a difficult one. I have learned so much and look forward to continuing to grow and learn while I serve you. I hope everyone enjoys this Convention.

Respectfully Submitted,

Kit Witt, District 2 Representative

REPORT OF THE DISTRICT 3 REPRESENTATIVE

Fellow Officers and Guests:

Since last year was my first convention, and also my first year serving the position as District 3 Committeeperson, it has been a most interesting and challenging year. I would like to thank you for the opportunity of serving in that capacity.

My first Board meeting was an executive meeting held in Ellensburg in late August. Perhaps initiation into the real world of state affairs in WRLCA would be an appropriate phrase.

Also it served as an introduction to the fellow officers on the Board. It was apparent that the coming year would be a challenging, eventful one. Given the personality, problems and mind-set of the Board of Control.

In October my wife Donna and I attended the Fall Booster and Board Meeting in Tacoma. Also in October and November Donna and I attended LGA Unit meeting in Moses Lake and the Okanogan Unit meeting in Okanogan. This spring we attended the Spokane meeting as well as my own Northeast Unit. My apologies to Chelan-Douglas Unit for not being able to attend your annual meeting in April due to a conflict of scheduling. I will be looking forward to attending next years annual meeting.

I had the opportunity to attend Steward Training Seminar in Moses Lake traveling with the Steward. There's always a lot of good information at any of these training sessions. If any are in your area, they are very worthwhile attending. I also attended the Mail Count Seminar for the East side.

We had our third District meeting in Davenport in March. Thank you all who could attend. I appreciated the favorable comments some of you expressed. I also attended the fourth District meeting in Kennewick in April.

For some of the positives this year, QWL finally came to Washington State. I believe that the vision of cooperation

between craft and management can only be beneficial to all. There is no division between craft employees and the USPS in our desire to provide the best service possible to our patrons, only occasional differences in how best to accomplish the common goal. It is with a hopeful, helpful and cooperative spirit that we welcome QWL.

In reflecting over the past 12 months, I have to ask myself, where are we as an organization? How have we arrived at this point, and what do we as members want for the organization in the future? How can I as an officer serve the members best in the coming year?

We as an organization have had some major concerns and difficulties this past year. We seem to have two distinctly different philosophies of what the organization should be now, and in the future. As your representative on the Board of Control, I support a strong steward program, O.W.C.P. program, fiscal responsibility, fairness, and openness in dealing with all members, employees, and officers of this organization. We must move from where the governing body has been to the broad affairs and concerns of the Union.

We the Board have been deadlocked with this leadership on the handling of the steward program, timely payment of employees, and many other issues. It's unfortunate that some of us on the Board seem to have spent a good deal of time this past year apologizing to and encouraging the employees of the organization to continue the fine job they do in the respective fields for all of us.

There is much for all of us to do to better our organization in the coming year and in the future. Supporting our organization with our dues, working toward a broader base on membership, and healing our division within. Always treating officers, members, and employees like we would want to be treated. We in the leadership always remembering to lead by example, not by hitting over the head. That approach to leadership is assault not leadership.

I have enjoyed meeting many of you this past year, and hope to meet more of you during the course of this convention. Thank you.

Respectfully Submitted,
Lynn Walker, District 3 Representative

REPORT OF THE DISTRICT 4 REPRESENTATIVE

Fellow Officers, National Guests, Rural Carriers and Friends:

I have enjoyed serving on the Board for the past two years. I never realized how special District 4 is until I traveled and met other carriers and their families within the District. We have a great group.

This year your Board was saddled with a couple very important difficulties and in my honest opinion it is evident to me had these situations been done properly when they were supposed to a couple years ago or more we shouldn't have had the friction that related to these instances. I wish to share a few of the circumstances with you as YOU are a member and you have a right to know. As District 4 Representative, it took me 1 1/2 years to obtain my own copy of the Washington Rural Letter Carriers Association Constitution and By-Laws. For which I was told does not have any changes since 1984. I ask you "Why wasn't this revised properly?" I attended an emergency Board Meeting to make provisions for a budget soon to be in the red. Although the Board took actions, they were not favored upon and at the next open Board Meeting nearly everything was turned back around and many individuals offered to assist financially so as to leave everything the way it was before. I have yet to hear where these individuals were before the Board once again met to apply for a loan. Which reminds me, where were we when our dues didn't increase a couple years ago like we had voted in at a State Concenterion? No one hollered then and the Board must have overlooked it, but it did catch up with us. Just as our Stewards have been being paid actual expenses. I understand it is a practice that has been done for several years, however when the money got tight it was noted our

Constitution and By-Laws read mileage and per diem. Once again, at an open Board Meeting full of past officers not one could recall when the change came about; all just knew it was being paid that way. I urge you the membership to stay involved. Don't work against the Board, but with them so things get done properly. National now seems to be holding both Secretary and President Seminars in Washington D.C. I recall one, that the Board voted in what way to assist the President at that time. Did that set a precedence, or should something regarding that situation also have been put in the Constitution and By-Laws, or voted on each year? As we do send our Stewards to Washington D.C. also for seminars I have yet to realize how I attended a County meeting one evening and heard we had sufficient funds held back for the State Convention and two nights later got a call regarding our bank balance being that of a figure in two digits. I apologize for lacking knowledge in that area, because as a Board Member I should have requested a formal update as obviously word of mouth wasn't getting it. But then I remember the Board Meeting this year we voted to purchase a new piece of office equipment out of the equipment fund that has been designated specifically by the Finance committee afterwards finding no fund has been held aside so it came from the already low treasury. Of course our financial problems are not only with us, as I recall being told of our very own Auxiliary having financial difficulties, and then individuals being asked how come there were outstanding checks made payable to the Auxiliary. Most of the above situations involved money, and sometimes too much or not enough creates problems. Our state has been full of problems within itself this past year. I for one have many letters from individuals across the State and I would guess National has had their fill of Washington this year. Instead of pulling apart I once again urge you to be open minded and pull together. We need to discuss, remain calm, and be fair in our judgements. We do have a great Union here with good knowledgeable people, but we have to make it work.

I am attaching a copy of my expenses since last years State Convention.

Having enjoyed serving you as District 4 Representative.
Respectfully Submitted,
Cindy Norman, District 4 Representative

County meetings outside of		
my home county	1092 miles	\$218.40
1 Board meeting	256 miles	51.20
1 Fall Booster with Board meeting	466 miles	93.20
1 Officers Training		
with Board Meeting	442 miles	88.40
4 nights of per diem for		
some of the above		180.00
1 LWOP to attend		
Postmasters Count Seminar		105.19
District 4 meeting expenses		
(Postage pd. cards & printing)		40.72
Postage during the year		11.10
Phone (for which I normally absorbed the cost		
as a small effort to help the Union)		6.62

TOTAL EXPENSES as District 4 Rep. \$794.83

REPORT OF THE RETIRED CARRIER REPRESENTATIVE

I attended a Board meeting in Ellensburg in August, 1987. Attended Fall Booster in Tacoma which was also a Board meeting and I also attended a Board meeting in Ellensburg in May.

While at various County and District meetings I emphasized the importance of regular and retired carriers to continue writing to their Congressmen on issues of importance to them.

I received \$263.00 for mileage and per diem for '87-'88 and does not include mileage and per diem for this Convention.

Respectfully Submitted,
Harley Robb, Retired Carrier Representative

REPORT OF THE POLITICAL ACTION COMMITTEE DIRECTOR

I attended the following County and District meetings in '87-'88:

Whatcom County meeting in November which was well attended and we had a very delicious dinner. Mutual County meeting in Olympia in March. Went to a District meeting on March 20. Had a very good collection for P.A.C. with a very good turnout. Had a very pleasant trip over to Port Angeles in April to County meeting. District 4 meeting was in Kennewick in April. I attended my own District 1 meeting in April with very good turn out. Also attended three of my own County meetings.

Wishing all of you the best in coming Association years.

I received \$169.06 for mileage and per diem, for stamps and supplies. I am not counting mileage and per diem for this Convention at this time.

Respectfully Submitted,
Harley Robb, P.A.C. Director

REPORT OF THE STATE STEWARD

To the Officers and Members in Convention at Mt. Vernon, Washington:

This is my report to you for the year beginning July 1, 1987 and ending June 30, 1988.

It has been another busy year. It has been one I would surely not want to repeat or do over.

Among the tasks performed for you this last year: Soon after attending the State Convention in Spokane in June, we attended the National Convention in Reno. Among the happening of interest at the Reno Convention: Olin Armentrout was defeated in his bid for a second term as President. This was the first time this has happened in the N.R.L.C.A. The main reason given for replacing Olin was that he took all the power and responsibility to himself and many times did not even let the other resident officers know what he was doing while meeting with Postal Officials.

Attended the Presidents and Stewards Conference in Reno in November, the Area Officers meeting in Portland where Dallas Fields was the National guest charged with explaining the changes in the new contract.

Karen and I put on 4 Steward training meetings and 2 mail count schools. Most were well attended.

Visited nearly every county unit one time during the year.

Attended QWL/EI training at Sea-Tac and have met with the Steering Committee 4 times so far. The members of the Steering Committee selected Dale Zinser and me to serve as the Co-Chairs.

Not counting the QWL travel, drove over 18,000 miles on Union business this last year.

GRIEVANCES:

There were some 64 grievances appealed to Step 2B or Step 3. 12 of these were for discipline and the balance or 52 were for contract violations.

For each grievance appealed to Step 2B or Step 3, approximately 10 were settled at Steps 1 or 2. Karen was instrumental in getting one removal set aside at Step 1 and I helped get two other removals set aside at Step 1. These figures do not give a true work load picture because most problems we get involved in are resolved with a conversation or phone call. Usually when management is made aware that their order or conduct is a clear cut violation of the contract or a postal manual, that is all that is required.

We had our fifth arbitration case this year. We were sustained in this one also. That means that of the 5 removals taken to arbitration in Washington we have prevailed in all. All 5 were restored to their jobs and all but 1 were awarded substantial amounts of back pay.

Removals keep happening though. We appealed a proposal to remove to Step 2B in the region just last week and the letter

of decision is awaiting a hearing at Step 2A right now.

CONVERSION TO CITY:

Conversion of rural territory to city delivery raised its ugly head again this year. This Union agreed to the L-route concept to stop these conversions and for the most part the Postal Service has honored that agreement. However, this year rural territory was converted to city delivery in three different offices. Grievances were filed in all three offices and were upheld in 2 of the 3 and the third has been appealed to Step 4.

UNDER THE WHEEL:

In January 1988 a letter came out of the Tacoma MSC over Postmaster Boettger's signature order all rural carriers to be seated under the steering wheel before starting a left hand turn. I got more irate phone calls on this one letter than on any other single happening in the last 17 years.

I, while working on this problem, was astounded to learn the variety of driving methods used by rural carriers driving left hand vehicles.

Our regional representative and Labor Relations Officer soon made it abundantly clear that if we were to get any relief from this order, it would have to be worked out within the State, because it was the conviction of our National Officers that no high ranking Postal Official nor any arbitrator was going to grant and sign a grievance award which implied that it is safe to drive someplace other than seated under the steering wheel, outstanding safety record or not.

I got an appointment with MSC Postmaster Boettger and pleaded our case. After I pointed out much of the impact his letter was having on Rural Carriers, Postmaster Boettger agreed to form a committee of 4 persons, 2 from management and 2 from the union to meet and try to work out a compromise solution to the situation created.

Jon Folk from Port Angeles and I represented the Union on this committee. Jon and a fellow Port Angeles rural carrier made a video tape showing some of the difficulties complying with this order created while serving the route from a car with a high hump with controls located between the driver and passenger. The management representatives were most reluctant to watch the film, but once they had their position was somewhat softened. They retained a copy of the film and it was shown to quite a few Postmasters and managers. It probably did as much as any other single argument in getting a modified version of the letter issued.

We were not successful in getting the letter rescinded. I did not expect to. However we did cause a milder version to be written. Compliance with the modified version has made many rural routes safer by the elimination of many left hand turns. If memory serves me correctly Rosa Papineau was able to change the line of travel on her route in such a way as to eliminate 30 of 33 left turns and cut 1 mile off the travel in the process. Our regional representative discussed the letter or order with Postmaster Boettger and informed me that all he ever hoped to gain from issuing the letter was for managers to closely inspect the rural routes for safety and eliminate all the left turns possible.

ADJUSTING ROUTES:

When the "re-alignment" of the Postal Service took place, that is when the Divisions were created and the regions de-emphasized, there was a young man from Portland, Oregon assigned to the Seattle Field Division with the title "Manager, Delivery and Retail Program."

It soon became apparent that one of his high priority projects was to adjust rural routes so as to eliminate over-time or heavy duty pay as we call it. He caused me to lose a lot of sleep while he was attempting to attain his goal.

The order went out to the MSC's and many offices with rural routes. The second paragraph read: 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.

All this was happening just a few months after the new M-38

language was adopted that stopped the adjustment of routes clear down to 42 H when adjusted.

Calls really began to come in when the order to reduce to 40 hours hit the A.O. Offices. In quite a few offices the rural carriers did not know their rights and really took a beating.

Labor Relations Officer Steve Smith no doubt got tired of my calls on this matter, however, he kept calling and visiting headquarters and finally got what appeared to be an excellent letter to back up the new M-38 language. The key sentence in this Andrew S. Walker letter is: *"The revised relief policy allows us to only adjust those routes that require adjustment"*.

I was really pleased when this letter was received, but this guy in Seattle is hard to stop.

We have yet to properly test the part of the M-38 823.11 which reads: when providing relief to one or more routes in an office all routes *should not* be adjusted simultaneously unless it is in the best interest of the unit operation to do so.

MSC deliver analyst have been led to believe that the phrase "unless it is in the best interest of the unit" to be broad enough to allow anything they choose.

We have what should be an excellent case as Step 3 right now. Walla Walla had 1 route at 59 hours and all others between 41 and 54 hours. The order came down from the Division, "cut all to 48 hours".

I have urged Roger on several occasions to hang tough on this one. In my opinion it is as clear cut as we will get and if we get a denial we will be seriously hurt for the foreseeable future.

There was absolutely no need to cut the routes in Walla Walla. They could have transferred a few hours from the 59 hour route to the light route that borders it. There, territory is very stable with only 4-5 boxes per year growth.

WASHINGTON D.C. TRAINING

Early this spring all the State Stewards were invited to National Headquarters in Alexandria, Virginia for the 1st Annual Steward Training session near Washington D.C. It was a good training and no doubt would have been even better except that Labor Relations Officer Steve Smith was quite ill. He attended the meeting against his doctors wishes. He was supposed to be in a hospital bed.

The National appointed Bob Locke from Alaska Assistant State Steward so that they could pay his way to come to the training. He felt the training could have been more basic since he is brand new, however, most State Stewards there were old hands.

QUALITY OF WORK LIFE/ EMPLOYEE INVOLVEMENT:

the QWL/EI process has finally reached Washington. The Steering Committee and initial group of Facilitators have had their training. Everyone has been busy getting the training aids prepared and their presentations polished.

The letters of invitation to the initial group of Post Offices has been written and should be in the mail in the next couple weeks. We are frustrated because we will be slowed somewhat by the fact that we are now in the peak vacation period and it is hard to schedule meetings when all can attend.

I have been severely criticized because of those selected or not selected to serve on the Steering Committee and the initial group of Facilitators.

I tried to diligently follow the instructions I was given. I was told that this is far too important to the rural carriers of Washington to make any chancy selections. One of the key instructions for Steering Committee members was that they must possess strong character, but not be abrasive, be completely trustworthy, and be able to trust others. I have been very proud of the conduct and performance of all those selected. I was told a number of times by the regional trainers that individually and as a group they have never trained better people than the rural side of this group of committee members and facilitators. In all honesty, I will have to add that most of the comments about the make up of our group has been very positive. One rural carrier upon seeing the list said, "Terrific!! If the choice had been mine I would not change a single person."

VOLUNTARISM:

Some time ago our State President wrote an article for the Rural Postman asking for more voluntarism. Perhaps I have been guilty of the same thing from time to time, however, at this time I must respectfully disagree.

I feel I have volunteered quite enough to this Union. Not that I have anything against this Union. I have made it my life, and it is dear to me and I love and respect rural carriers. Some of you know that I served 4 years as District 3 Representative, 2 years as Vice-President, and 2 years as your President. There are few left in this State who know more of the history of this organization. My family and I have donated hundreds of hours and thousands of dollars to the service of this Union and feel no need of any repayment beyond the gratitude already expressed by many of you.

I would not dream of asking my mechanic to donate his time repairing my mail car, especially when I know I make more money driving that car than he makes in his trade. We wouldn't ask our doctor, attorney, county road crew, or any others like them to donate their time and talents, why would we demand that a fellow carrier do so when working for us.

With very few exceptions what I hear from rural carriers is: we want a strong union. We want a good steward program. Tell us what it will cost and we will vote it."

FINANCES:

Last June after the State Convention in Spokane, this Union was broke. Obviously this is the result of a runaway Steward program. How many times have you heard that this year?

Let me suggest one or two things that may be contributing factors in our current financial situation.

At the State Convention at Bellingham in 1984 there was considerable discussion on the floor of the convention about paying a share of the area and local stewards expenses. It was suggested that a place to start might be by paying mileage for stewards to attend training sessions. It was agreed that \$6.00 per member would cover this. A motion was made to raise the dues \$6.00 per member per year. The motion passed.

At the Board meeting following this Bellingham convention, it was decided to pay mileage for certified stewards to attend training. In other words, the dues increase was being spent. The tough part is this dues increase was never collected leaving us approximately \$6,000.00 per year less income than anticipated.

that was just the beginning. This short fall was further aggravated by the addition of several other items of considerable expense. Salaries were instigated or increased for previously unsalaried individuals on the Board. Add to this the salary and expense of an Assistant State Steward, 2 O.W.C.P. experts. We pay 3 persons to attend Western States Conference. I'm not saying that this is not money well spent. My point is, don't heap all the blame on the Steward program. As one of the Board members said at a recent Board meeting, "No need to point fingers, there is plenty of blame to go around."

As I said before, the Union was out of money at the close of the 1987 convention. How does one suspend the representation that the law requires us to extend to our craft members? You cannot! It was not long after the State Convention that this association owed me in salary and expenses more than \$7,200.00 Now I suggest you try and find an extra \$7,200.00 in your budget. This was causing a real hardship and Karen was caught in the same plight. The Editor had no funds to publish the Postman and so on. I called President Dave and asked him to seek the consent of the Board and borrow the funds necessary to pay the bills and get us through the short fall until rescued by the dues increase.

For whatever reason, President Dave refused and launched an attack on the Steward program that would have virtually destroyed it had not three courageous Board members stuck by their principles until the attack was substantially modified. It appears to me that had these three board members not had the courage to stand up to the onslaught they were subjected to in August at an executive Board meeting, the labor relations program for the State of Washington would surely have been irreparably damaged.

It was not until May 20th one month ago that President Dave

was persuaded to borrow the funds needed to pay all the wages and bills that the Washington Rural Letter Carriers owed.

The funds were so low that the Union phone service to your office in my home was twice disconnected. I have to ask, suppose during the 16 years I was responsible for first paying the phone bill and then collecting from the union when you were using my phone, had phone service been disconnected for lack of payment? What would have been said to me?

DUES:

Beginning in July dues for a regular carrier is scheduled to go to \$260.00 per annum or \$10.00 per pay period.

Two separate county units submitted resolutions to the Spokane Convention advocating this level of dues. I had no part in causing these resolutions to be submitted, however, I remain in favor of this level of funding.

It is time we began forgetting how it was to be an Association when a committeeman could settle a grievance by calling the MSC or District and ask that the problem be fixed and it was.

We are now a Union and are dealing with a Postal Service that imposes more discipline on rural carriers in a week than it did in a year, 20 years ago. Further we are required by law to represent all those in our craft to the best of our ability.

I'll give you an example of how poorly funded rural carrier organizations are. Several of our past regional representatives have stated that whenever there is an arbitration case scheduled in the Western Region, I want all of you in attendance for training. Recently we were scheduled to arbitrate a removal on the West side. I called Roger and asked about inviting the State Stewards to attend. He responded, "Good idea. I will let them all know." How many do you think came? Only one! Rose Denslinger from Oregon came at her own expense. Not a single state in the Western region had the funds to send their State Stewards to the one most educational happening of the year short of the National Convention. That's not being frugal folks, that is courting disaster, and we have been told just that by our legal counsel, Bill Peer.

A few years back the National treasury was next to being broke. That year the firm that audited the books recommended that a Union should have no less in reserve than the cost of 1 years operation. Former secretary Allen Peterson made that same recommendation to the Washington Rural Letter Carriers. I also make that recommendation.

REPRESENTATION:

I wish to report to you that in spite of the financial hardships imposed upon the employees of this Union this last year, the rural craft members have been well represented. It was not easy, but it was done. It is not easy to do a good job when you know there are those for whom you work that are watching and hoping you will make a mistake so that you can be criticized or removed. There is a saying, "If you aren't making any mistakes, you are not trying." We made some mistakes. Bill Peer often says, "The law does not require you to be right every-time, but it does require that you never ever discriminate for whatever reason."

One area that we as a Union need to do a lot better at is educating our craft members so that they don't make the kinds of mistakes that get them into trouble. I'm not talking about mis-deliveries and things like that although discipline for this kind of thing is on the increase. What I'm talking about is delivering all the mail entrusted to you even if it is bulk mail. Don't let pay-to-bearer coupons ever stick to you when you go home. Even if there is 14 boxes of soap samples left over, none go home with you. Don't get creative during mail count and last but not least, be honest when making entries on your trip report.

In February of this year we arbitrated a removal in a Post office near Tacoma. David Cowen, an attorney from Bill Peer's law firm represented the Union at the hearing. After the hearing was over and David and Myrtle and I were in the car headed for Spokane to investigate another case that was scheduled for arbitration one week later. David asked me to critique his handling of the hearing. I did so. He had done an excellent job preparing the witnesses to testify. He made the Postal Service

advocate appear unprepared.

The only thing I had noticed that could border on criticism was the arbitrators body language seemed to indicate that David might be treating him kind of like a jury and over emphasizing the points of the case. David thanked me, then asked if he could critique my handling and preparation of the case up to arbitration.

I thought "OH! OH! This is going to be embarrassing and right in front of Myrtle."

What David said was: "As you know, I go all over the U.S. to represent the N.R.L.C.A. in serious discipline cases." I said, "Yes." "What I want to tell you is, you did an excellent job for this rural carrier. If I worked for the Postal Service and if I were to be removed I tell you without hesitation I would want it to be in the State of Washington. I believe the chances of getting my job back would be greater than any place I have been."

Following is a financial statement for my office for the past year:

LWOP	102 days	\$10,577.03
Miles traveled	18,122	3,624.40
Phone until Union began paying bill		1,063.17
Postage		416.47
Food		2,241.50
Motels		2,536.81
Misc. (Includes meeting rooms, coffee, juice, office supplies)		938.14
Publications (E.L.M., M-37, M-38, P.E.N., Federal Times)		239.00
		\$21,633.52
	*Less Refunds	— 182.00

* Refunds: U.S. Gov't Printing Office	\$50.00
Sale of Mail Measuring Device	132.00
	\$182.00

Salary (12 month yet to be paid)	\$4,500.00
TOTAL	
	\$25,951.52

Respectfully Submitted,
Neil Buchanan, State Steward

At this point the convention was recessed for lunch until 1:30 p.m.

The convention reconvened at 1:30 p.m. with President Dave Stover calling the meeting to order. He asked Janet Lange, Auxiliary President, to introduce the speaker for the joint session.

Janet Lange introduced Linda Hinken, Of Linden, Washington. Linda has Juvenile Diabetes and spoke on some of her experiences with the disease as well as some of the improvements in technology concerning this disease.

The President Dave Stover introduced National Secretary/Treasurer, Scottie Hicks. Scottie spoke on a lot of subjects, ranging from COLA's to some of the legislation that is going through Congress at this time. It was a very informational address and was enjoyed by all.

The joint session then recessed for ten minutes to reconvene in separate meetings.

The Association reconvened and was called to order by President Dave Stover. Secretary/Treasurer Dexter Nesmoie gave the roll call of the officers and delegates. All were present and accounted for.

At this time, the Annual Reports of the State Officers was continued.

REPORT OF THE ASSISTANT STATE STEWARD

Greetings and welcome to our distinguished national guests,

convention delegates, auxiliary members, junior members, and union brothers and sisters. It is with great honor that I am able to report to you as your Assistant State Steward for the third consecutive year.

The grievances that I worked on directly dealt with the following subjects:

1. LOW for mis-delivery of mail. Handled Steps 1 and 2A. Forwarded to State Steward for appeal to 2B.
2. Removal for insubordination. Reinstated with back pay at Step 1.
3. LOW for insubordination. Reduced to a discussion.
4. Contract grievance on changing of work methods. Handled Steps 1 and 2A. Forwarded to State Steward for appeal to Step 3.
5. 7-day suspension for failure to follow instructions. Handled Steps 1 and 2A. Grievance still pending.
6. LOW for failure to observe posted speed limits. Reduced to 6 months.
7. Contract grievance on illegal posting of routes. Forward to State Steward for appeal to Step 3.
8. Contract grievance on special mail count not a respective period. Sustained and carrier will get a special mail count 9/1/88 through 9/15/88. Had the special count remained valid, the carrier would have gone from 52 hours a week to 47 hours per week, and would have changed from a K route to a LJ route, and would have remained there until the next national count in 1989.
9. Did investigative interviews on 4 LOW for failure to work the evaluated hours as instructed by management. The postmaster informed local steward the next day that as a result of the investigative interview he decided to pull all 4 letters of warning.
10. Provided local steward with Step 2A arguments and documentation on 2 letters of warning that resulted in one being pulled and the other reduced to 6 months.
11. Assisted local steward on 4 contract grievances at Step 2A. I was able to attend and help argue 3 of the 4 grievances. All were sustained yet 2 are in appeals for a disagreement on the monetary award.

Summary of the above:

TYPE	AMOUNT	RESULT
Removals	1	Sustained
Suspension	1	Still Pending
LOW	9	6 Recinded 2 Reduced 1 Appealed to 2B
Contract	7	5 Sustained 2 Appealed to Step 3

On the recommendation of the State Steward, I started two new assignments.

The HELP program and as a Facilitator for Quality of Work Life.

The HELP Program is for carriers who need help improving their work methods. I spend a day in the carriers office observing their methods and also ride in their vehicle while they deliver the mail. I write a report to the postmaster and the carrier with suggestions to help the carrier work in a more efficient manner. I will not write anything that the carrier will not support. Instead I suggest that the carrier consider those suggestions even though they are not in my report.

Because this program has just begun I have not completed the first assignment. The carrier I am helping wishes to spend a day with me in my office and my manager has given his approval for this to take place.

There are 7 rural carriers and 7 postmaster facilitators in the Seattle Division and I am extremely honored to be one of them. My facilitator partner is Tim Wilson the Postmaster of Roy, WA. Tim has done everything to support me emotionally and materially. For an example: When I have trouble getting paid he will fill out the paperwork, go with me to the MSC to get a draw, sign my time card, mail the timecards. He has provided me with all materials for the work team training in a briefcase containing pens, paper, a label maker, markers, etc. Ask any of

the other facilitators if Tim is committed to QWL. I am sure they will say emphatically YES.

Have you ever heard the story of 14 pit bulls in a circle? That is what it has been like for the 14 facilitators who went through the indoctrination of QWL. I've had a few task assignments regarding the implementation of this process and in developing the materials.

The first was to draft on my computer a series of sample flip charts which were later updated and sent to Salt Lake to be enlarged. These flip charts will be used in the Seattle Division for the 2-day work team training.

I have just been informed that I will have a second task involving flip charts. Kit Witt and I will develop the flip charts for the Divisional Joint Steering Committee. These will be used for the work team orientation.

The hardest item for me as a facilitator is trusting management. I can say that with the support of my fellow rural carrier facilitators I have been able to overcome this. There were days when all of us wanted to throw in the towel but when you stick with the process and don't rush into a quick and easy solution the QWL Process will not fail you. I believe this will help the craft improve performance and attitude between management and the public.

I have been very fortunate to have served for the past three years under a State Steward who has 16 years of experience. Neil is one of the original State Stewards that were created when we had the postal reorganization act. There is never a time when I can't call him or Myrtle for that matter. Neil had two removals this year that went to arbitration. Both carriers went back to work. The work that goes into a removal case is so important. You must do investigative interviews and review all the statements. If the work is not done properly at the lowest levels then it is much harder to win at the reformation or arbitration. I was an observer and commentator at both arbitrations. I was able to observe Bill Peer and David Cohen interview the witnesses and the grievant in an informal setting. The observers were asked if they had any questions or comments. It was a team effort with a skilled team leader at each level of the grievance procedure that saved the jobs of those 2 rural carriers. How can one put a value on knowledge and experience? You can't.

This state association has been in a crisis situation since State Convention last year. I have remained silent on this issue but I feel I no longer can. The Postman seems to be a good place for our President to undermine the convention delegates, but he feels that the Editor has no place writing editorials.

The President's way of saving money is to scrap the Steward program. If he was so concerned about spending money, why did he still go to Washington D.C., Reno, and Bozeman, Montana at state expense? Why was the State and Assistant State Steward and the OWCP Director left out of an emergency Board meeting that was secretly called? When a person wants to destroy the Steward program all you have to do is replace the skilled leaders in this organization with a bunch of unskilled untrained and volunteer representatives. Wait and see what Yakima Counties proposed to do in one of their resolutions to the job of Assistant State Steward. I gave my rebuttal to the Board on the President's proposal to eliminate the Assistant State Steward. You will find copies of this rebuttal along with my report when you leave the meeting this morning. (Printed below).

The dictatorial leadership we have now has divided this association. The Steward program and your jobs are hanging on by a silk thread. How can we complain about ten dollars a payday when we have about a 30,000 dollar a year job with great benefits and job security? What kind of job protection will we have if we lose Neil and get some volunteer to represent us? You can bet that management will know who the leaders are. When the skilled leadership is cut free who will save you? I was sure lucky to have a State Steward come and represent me when I was suspended and when your Editor was fired.

There is a rural carrier who was reported saying that she would destroy Karen DeBella even if she had to destroy this association. Well she would now included Neil on her hit list too. What is the object of this association under Article II of our Constitution and By-Laws? We are to unite fraternally for the

good of the membership. Any one who says that they want or know what is best for this association is probably on a power trip and may even be joining forces with the current President against the real good of the membership.

I stand for representative government. I believe in honesty. It is my hope that this association will take a turn in the direction of fair representation and honest leadership. There is an old saying that surely applies to us: "United we stand, divided we fall."

ANSWER TO THE COMING PROPOSAL FOR NO ASSISTANT STATE STEWARD

Karen already takes care of business on the west and Neil on the east, with a few exceptions. Karen has only gone east for one grievance when it would be closer for her and that was to Leavenworth.

Four area Stewards would be a serious step backward for this state.

- 5 telephones or 2 that we have.
- Paid photo copying costs.
- Mileage would remain the same. There isn't anywhere Karen can't go in one day. Karen is strategically located in the center of the West side.
- Expenses in training 4 area Stewards would skyrocket, and quality skills would be lost. Would you find the volunteers to do this job?
- Where would our clout go? Karen has a lot of contacts.
- Personal equipment of Karen's: Computer.
- Work load is driven by the postal service and not the Union. In order to take care of the case load you would have four instead of one not cutting any LWOP.

LWOP would remain the same. Mileage would virtually remain the same. Ansiliary expenses would go up. Training cost would go up. member would get 4 unskilled, untrained, inexperienced people and if you think this is an economical way to serve your membership then you have not thought this issue through.

Respectfully Submitted,
Keren DeBella, Assistant State Steward

Financial Report of Assistant State Steward

Miles (10,550 @ .20¢)	\$ 2,110.00
LWOP	4,752.74
Hotel	964.28
Meals	672.99
Phone	1,401.98
Other	624.21
Salary	2,400.00
TOTAL	\$12,926.20

REPORT OF THE INSURANCE DIRECTOR

Friends,

I was appointed Auto Insurance Director by your State President last year at the Board meeting after the Spokane Convention.

This was my 8th term as your insurance director and I have seen it grow from 30% to 50% of the membership that has joined our state sponsored plan.

This Rural Carrier Association receives approximately \$14,000.00 per year from National General in St. Louis, Missouri as a yearly rebate for the amount of policies sold to the membership.

The next meeting I went to after attending the State Convention and Board meeting was the National Convention in Reno, Nevada. I went as a delegate from this state but did not receive any mileage or per diem. I attended meetings everyday all day. I attended the Auto Insurance dinner and seminar, the Armed Forces Dinner meeting, and the Retired Carriers Dinner and meeting.

Met with Nation President of the Provident Guild and

received information about our State Provident Guild. On the last day of the Reno Convention I received the Award as the Outstanding Carrier from the State of Washington.

After National Convention I attended County meetings and Fall Board. Then on to Spring Board at Tacoma with Steve Smith. Then on to more County meetings and the Special Board meeting in Ellensburg to discuss the budget.

I have really enjoyed being on the Board and being able to travel around the State seeing friends and meeting new carriers.

Respectfully Submitted,
Mickey Mackey, Insurance Director

REPORT OF THE PROVIDENT GUILD DIRECTOR

I was appointed as the Guild Director at the Spokane State Convention and it has been an enjoyable year selling the plan to the membership because like the auto insurance plan, I really believe in it and it is well worth the reasonable price of 10 to 20 dollars per year.

You should rely learn and understand more about the Provident Guild which is for rural Carriers only.

It has been economical for me to travel around the State promoting the Auto Insurance and Guild together and sometimes traveling with another Board member. I travel on mileage and per diem and not an expese account.

This association currnently has 66 members of the Provident Guild.

Respectfully Submitted,
Mickey Mackey, Provident Guild Director

At this time, Mickey Mackey also read the following as his formal resignation from the Board:

The past 40 years as a member of this association has been vberly enjoyable to me and being a member of the Board for 8 years has been educational and has been a learning experience.

The hugging, loving, caring friends that I have made over the past 20 years cannot be equalled in any other apt of my life.

I have been retired for one and one-half years now and I feel that this is a good time to resign from the Board and free myself from any obligations and be able to spend some more time with my family and traveling.

Over the past six months I have received four critical letters about my stand on the budget and I don't need this, life is too short.

I suggest to the Finance Committee at this Convention to start treating this association as a business and when you are near bankruptcy - start cutting back on spending and cut wages and not borrow more money and to deeper in debt. I also suggest that you put all Board Members on a mileage and per diem basis and not a open check book expense account and have an itemized account of spending for each Board member every year.

I am not mad, but rather sad and hurt. It is for these reasons that I tender my resignation.

Respectfully Submitted,
Mickey Mackey, Board Member, Auto Insurance and Provident Guild

At this point President Dave Stover recessed the convention until Tuesday, June 21, 1988 at 8:30 a.m.

Tuesday morning, June 21, 1988, 8:30 a.m.

The morning session began with a memorial service led by Auxiliary Vice President Inez Nesmoe.

Next President Dave Stover Called the meeting to order. He asked the Secretary/Treasurer Dexter Nesmoe to give his annual report.

REPORT OF THE SECRETARY/TREASURER

Secretary's Report:

National Secretary/Treasurer Scottie Hicks, fellow officers, delegates, friends, this is my annual report to the 82nd annual

convention of the WRLCA, convened at Mt. Vernon, Washington, June 20, 1988.

This has been a very eventful and challenging year for our association, as you have heard by the reports of the other officers that have already given their reports. I did not get the books to balance until about 5:05 p.m. Monday, and felt the members should have an accurate accounting. Soon after the 1st of July, I will meet with Roy Stave, a certified public accountant, to obtain an audit and this will be submitted to the Editor of the Postman for publication to the membership. This year ends my second year as your Secretary/Treasurer and I am still learning new methods and procedures. The "Family Plan" has given me and Myrtle Buchanan fits, as neither of us were really familiar with the procedures to follow. I have received many letters from member personally blaming me for instituting this plan, but they don't realize or read their Postman, that this plan was adopted by the convention at Ocean Shores two years ago, and didn't go into effect until July 1, 1987. I have many checks to write after convention refunding the six dollars to member without spouses or who don't wish their spouses to be members of the Auxiliary. I will have to co-ordinate with the Auxiliary Treasurer so that we can get a credit on next year's allowance to the Auxiliary.

I want to personally thank Karen DeBella for her help in getting the membership on her computer. This has been a great help to me and the District Committee Persons and Editor in getting mailing labels and updated membership lists. She also has all of the non-members and this has been helpful in recruiting new members.

I also want to thank Cindy Norman for updating the instructions that are contained in the convention committee folders.

I have been negligent for not updating the Constitution and By-Laws of the WRLCA, but if re-elected this will be taken care of shortly after this convention, and copies made for the officers of the association and county units and anyone desiring a copy.

Last year I was elected as alternate delegate to the National Convention in Reno Nevada. This was a very interesting convention. I attended all of the sessions, and the Secretaries meeting on Monday. Presidents, Secretaries, and stewards are allowed an extra day's per diem for attending meetings on Monday as the actual convention does not convene until Tuesday, thus the \$120.00 item in the Treasurer's Report.

I attended the executive Board meeting in Ellensburg and did not feel that we had solved the financial problems of the association after I thought about it on the way home. If you had been at this meeting which lasted about four hours, you would no doubt had the same feeling.

At our Fall Booster in Fife, many of the things we had adopted at the Ellensburg meeting were reversed. This still didn't solve our problems.

My activities were curtailed somewhat in September and October as my father was in the hospital and nursing home with terminal cancer. He passed away on October 16th, 1987. I want to thank all of you wonderful people for the cards that I received. I was scheduled for a Secretary's conference in Alexandria, Virginia in early November and I asked my mother if I should go and she responded, that my union activities were important and my father had been active in his union the IWA-CIO Sawmill workers, and was sure he would understand. He passed away before my scheduled departure for this meeting, so I was able to attend his funeral. It was a very private service with only family, very close friends and ex-fellow workers in attendance. My very wonderful daughter, Anna May, who is our steno for this convention, recited the 23rd Psalm at the graveside and it was wonderful. God bless those so gifted with the ability to speak publicly. I am not one!

I am glad I was able to attend the Secretary's meeting in Alexandria. We had a tour of "our" National Headquarters and it is a very beautiful building and paid for in full. This meeting was very informative as most all State Secretaries were in attendance and ideas were exchanged on ways to increase membership. Again I want to thank the association for allowing me to attend this meeting. There is another meeting in Alexandria scheduled for this fall, and I will not attend this meeting unless the finance committee and delegates of this convention so approve.

I want to apologize to the paid employees of this association

for not being able to pay them in a fashionable time frame.

I also want to apologize for not being able to pay the County units their dues until January, where they usually received this earlier in the membership year. I hope we can resolve this problem this year.

I also want to apologize to those faithful stewards that attended training and seminars that weren't paid in a timely fashion.

I also want to apologize to the Steward and the membership for allowing his phone to be disconnected for lack of funds to pay his phone bill.

I attended all 4 district meetings because of our financial "Pinch"! I am sorry I was not able to attend county meetings as my wife is the Vice-President of the Auxiliary and should have also attended a lot of these meetings. She was able to attend a Mutual county meeting while I was in Alexandria as she recruited a retired Lady carrier to go with her.

I want the member to know that all the state officers' salaries are currently paid up to June 1st and there is enough money to pay the Delegates-at-Large and officers attending this convention. Also the Auxiliary has been given the "Family Plan" allotment. I know we are going to have to be careful with expenditures to be able to pay our debt to the Atlanta Postal Credit Union and this is my primary concern.

I would like to again serve as your Secretary/Treasurer at least until this obligation has been repaid. The Board's review of the problems "financially" anticipated with the July 1st dues increase of regulars to \$260.00 per year will eventually help solve this problem.

I hope if re-elected that next year's report will be better than this year's.

Treasurer's Report:

Beginning Balance on hand July 1, 1987	\$6,504.11
INCOME:	
Dues from Nation and cash dues	\$67,111.48
National General Insurance Promotion	13,945.00
Interest from Checking Account	223.38
Provident Guild	5.00
National Convention Per Diem	120.00
Convention Allowance Refund	354.40
Neil Buchanan Personal Call	1.50
National Area Officers Reimbursement	1,100.00
Karen DeBella Personal Call	3.45
I.R.S. Refund	9.08
Jewelry Sale	10.00
Loan from Atlanta Postal C.U.	25,000.00
Returned check from Auxiliary	300.00
	<u>\$114,687.40</u>

DISBURSEMENTS:

Per Capita to National	\$5,511.00
Per Capita to Counties	5,026.00
Western States Dues	220.25
Family Plan To Auxiliary	6,156.00
	<u>\$16,913.25</u>

MANAGEMENT:

Payroll Taxes	\$8,278.50
Bank Service Charges	100.95
Printing	533.01
Equipment	526.24
Supplies	74.00
Secretary/Treasurer's Salary	2,009.40
Postage	413.65
Phone	50.74
Travel	755.00
Conventions	2,628.17
	<u>\$15,396.66</u>

POSTMAN:

Printing	\$1,804.27
Equipment	636.47
Supplies	1,325.18

Editor's Salary	2,528.49
Postage	1,296.71
Phone	129.24
Travel	770.20
INSURANCE:	\$8,490.56
Officers Travel	\$5,266.47
Conventions and Meetings	3,687.19
TRAINING:	\$8,953.66
Printing	\$163.55
Postage	307.04
Phone	1,415.21
Travel	5,686.08
Conventions	11.95
STATE STEWARD:	\$7,583.83
Printing	\$395.66
Equipment	2,991.84
Supplies	877.08
Steward's Salary	13,473.02
Postage	418.30
Phone	5,391.55
Travel	8,754.02
ASSISTANT STATE STEWARD:	\$32,301.47
Printing	\$76.51
Equipment	59.13
Supplies	88.39
Salary	6,544.13
Postage	83.91
Phone	1,231.04
Travel	4,706.46
OWCP DIRECTOR:	\$12,789.57
Printing	\$58.64
Salary	2,108.28
Phone	502.54
Travel	426.40
MISCELLANEOUS:	\$3,095.86
Funeral Spray for Marlin Dahlen	\$48.90
Dues Refunds to Members	36.00
	\$84.90
Total Disbursements	\$105,582.76
Balance on Hand June 19, 1988	\$9,104.64
Respectfully Submitted,	
Dexter A. Nesmoe, Secretary/Treasurer	

At this time, Lt. Dale Taylor of the Mt. Vernon Fire Department was introduced. He was the Safety Speaker for this convention, and spoke on some tips for safe handling of fireworks, as it is so close to the 4th of July.

P.A.C. Director Harley Robb then gave a talk about why it is important to donate to P.A.C. and some of the things that the money goes for. He also stated that the retired carriers give more money, per capita, than the other carriers.

President Dave Stover then asked Gerald Thomson to give the District 1 Annual Report.

REPORT OF THE DISTRICT 1 REPRESENTATIVE

It's been an interesting year, and I have met many interesting people from all around the state. Most of my year has been trying to organize the 1988 Convention which has been educational to say the least.

I've one more year of this and then someone else can do it.
Respectfully Submitted,
Gerald Thomson, District 1 Representative

At this time President Dave Stover gave his report as Delegate-at-Large to the 1987 National Convention.

REPORT OF THE 1987 NATIONAL CONVENTION

The National Convention was in Reno, Nevada starting with the Officers meetings on Monday morning on August 3. There were conferences for State Secretaries, State Stewards and State Presidents and Vice-Presidents. Vice President Day Snyder, Past President Bob Lange and I attended the Presidents conference. President Olin Armentrout and Vice President Dallas Fields discussed the disagreement between the Postal Service and the NRLCA as of June 1, 1987 to help negotiate the new contract. General Research is developing a package for EMA for NRLCA. The financial contract will follow the other Unions.

Tuesday morning was a joint session beginning with a memorial service. I was proud to advance the Washington State Flag and Vice President Dan Snyder advanced the Alaska State Flag in a colorful and moving ceremony capped by the Nevada Air National Guard advancing the combination of United States Flags beginning with the flag patterned after England's flag to the first 13 colonies flag, to Betsy Ross' flag to the present flag. The rest of the morning consisted of the introduction of dignitaries and the appointment of committees. I was appointed to the #1 Tellers Committee.

Tuesday afternoon began with a partial report of the Credentials Committee and the seating of delegates. Ken Parmelee, Director of Governmental Affairs (lobbyist) gave a P.A.C. report. Told us of a proposed budget cut of 1.9 billion dollars. Senator David Pryor (Ark) asked this to be cut in half and Congressman Flippo managed to have the House make almost no cuts. Mr. Parmelee reported that H.R. 2183 (EMA) bill is broadly supported by the Committee and he expects passage late this year or early next year. Then Lester Miller gave a presentation of P.A.C. awards. Following this program the National Officers gave their reports., Leon Smith gave a report of the Provident Guild. The NRLCA Legal Counsel William Peer gave an address.

Tuesday evening was filled with a banquet and entertainment for Officers and their families.

Wednesday morning started with an address from Mrs. Pat Gardner, President of the Auxiliary. A final report of the Credentials Committee followed by an address by Donald Redmond, President of the National General Insurance Co. Thomas Markey of the U.S. Department of Labor informed us that the Department is getting more strict. It is harder to get on O.W.C.P. The report of the Mileage and Per Diem Committee was given and at that time I was informed it was 1,871 miles from Selah to Reno. I had some offers that if I split the money, no one would tell on me. I had the error corrected. A report by Larry Waligora, Manager of the Rural Carrier Plan was bad news to say the least. The changes expected at this time are \$160.00 to \$200.00 deductible for hospital admittance, \$200.00 to \$250.00 per person deductible and an increase to \$3.00 per prescription to Walgreens. They are still negotiating hoping for better news. I missed out on the Quality of Work Life presentation by Vernon Meier, National Co-Chairman QWL/EI, David Charters, Senior Assistant Postmaster General and Mary Jo Myers, Specialist, U.S. Postal Service. Cindy Norman, Dan Snyder and myself were in a discussion with Steve Smith, Director of Labor Relations.

Wednesday afternoon was filled with seminars. I assigned the following: State Editors, Joe Halleck; Auto Insurance, Mickey Mackey; Civil Service Retirement, Darline Kendall; Federal Employees Retirement System, Cindy Norman; O.W.C.P., Dan Snyder; Quality of Work Life, Kit Witt. I went to the Labor Relations Seminar, and State Steward Neil Buchanan also attended.

Wednesday evening was a night of entertainment. The Ziegfeld Theatre was bought out by the convention. 1800 people ate well and were entertained by Jim Nabors and Hello Hollywood Hello.

Thursday morning started with an address by Deputy Postmaster General Michael Coughlin. He stated, there are too many formal grievances in our system. I heartily agree and I wish they would improve their training of Supervisors and Postmasters. The morning was filled with reports and awards.

We were all happy to see Mickey Mackey presented with his Outstanding Carrier Award and his new watch with no hands. Since he is retired he doesn't need to know the time.

Thursday afternoon, Little Rock, Arkansas and Rapid City, South Dakota were nominated for the 1990 Convention. Little Rock won out on Friday's election. Constitution and By-Laws completed the days business. There were a total of 86 resolutions.

Thursday evening was a long series of caucus meetings. We listened and asked questions of candidates at our Western States Caucus. Some candidates were uncontested but most of the interest was in the National President contest.

Friday morning we were introduced to the newly elected Junior Officers and then we elected our National Officers for the coming year. They are:

Dallas Fields, President
Vernon Meier, Vice-President
Scottie Hicks, Secretary/Treasurer
Steven Smith, Director of Labor Relations
Roger Moreland, Committeeman
Marlyn Dahlen, Committeeman
Leo Root, Committeeman
Bill Brown, Committeeman

Larry and Marilyn Jones of California were co-chairmen and they did a great job. I thank them and California and Nevada for having a well-run convention. I thank all of you from Washington for having faith in me and sending me as your delegate to this 83rd National Convention.

Respectfully Submitted,
David Stover, Delegate-at-Large

At this time the convention was recessed for 10 minutes, to reconvene in separate meetings.

The meeting was called to order by President Dave Stover. National Auxiliary Treasurer, Sharon Brown spoke a little on the importance of the Auxiliary, and how to have your family involved in the Auxiliary. She also spoke on the Humanitarian Project, Juvenile Diabetes, and the Safety Project, Drug and Alcohol Abuse.

Dexter Nesmoe, Secretary/Treasurer called the roll call of the delegates and officers. All were present and accounted for except for Mickey Mackey.

The Credentials Committee gave their final report. The following are delegates-at-large and are present with the proper credentials:

COUNTY	DELEGATE-AT-LARGE
Chelan-Douglas	Lyman Schooler
Clallam-Jefferson	Jon Folk
Kitsap	Rita Young
Lincoln-Grant-Adams	Kenneth Sibe
Lower Columbia	Raye Smith
Mutual	Karen DeBella
Skagit-San Juan	Debbie Riem
Okanogan	John Lafferty
SKI(Snohomish-King-Island)	Dorothy Iannucci
Southeast Washington	Shirley Anderson
Spokane	Kesse Boren
Northeast Washington	Bertha Kamstra
Whatcom	Pat Hurlbert
Whitman-Asotin	Judy Reiber
Yakima	Gloria Rector

The Credentials Committee also stated that in regard to the appeal of Raye Smith, Delegate-at-Large from Lower Columbia in regards to the elections held, it is the opinion of the Committee that the June 14th election was unnecessary and the May 7th election was considered the legal election and will stand.

Ruth Walla moved and Rose Papineau seconded that the Credentials Committee report be approved and the Committee dismissed. Motion passed.

John Lafferty gave the Preliminary Report of the Resolutions committee. Copies were distributed to the Delegates-at-Large and the Officers and any left over were given to whoever

wanted them. The recommendations of the Committee were written beside each resolution. When the resolutions are read later this afternoon, if there are no objections the President will drop his gavel and the resolution will be passed. If there are objections, the resolution will be floored until further discussion.

Ruth Walla gave the Preliminary Report of the Constitution and By-Laws Committee. Again copies were made and distributed to the Delegates-at-Large and the Officers. Recommendations of the Committee will be given in the time the proposed changes are voted on. The same procedure for passage of the proposed changes as for the resolutions will be followed.

Judy Reiber gave the Final Report of the Washington Rural Postman Committee. They felt that the paper should stay pretty much as is. A break down of the costs were as follows:

Printing	\$1,804.27
Equipment	636.47
Supplies	1,325.18
Salary	2,528.49
Postage	1,296.71
Phone	129.24
Travel	770.20
TOTAL	\$8,490.56

The last bill for the latest edition of the paper has not been received yet, and so is not included in this total. The printing of the paper is the area where we could cut the most costs. One option would be to get a computer which would cut costs, but this may have to wait for a while until the financial picture of the association is better.

Karen DeBella moved and Jesse Boren seconded that the Report of the Postman Committee be accepted and that the Committee be dismissed. Motion passed.

Jon Folk gave the Final Report of the Mileage and Per Diem Committee. The following is a breakdown of the mileage and per diem allowed to each delegate or officer in attendance.

County	Delegate	Miles	Compensation
Chel-Doug.	Lyman Schooler	310	\$197.00
Cl-Jeff.	Jon Folk	188	185.90(Ferry)
Kitsap	Rita Young	108	169.90(Ferry)
LGA	Kenneth Sibe	512	237.40
Low.Col.	Raye Smithe	436	222.20
Mutual	Karen DeBella	218	178.60
N.E.	Shirley Anderson	642	263.40
Skag-SJ	Debbie Reim	12	147.40
SKI	Dorothy Iannucci	0	135.00
Spokane	Jessie Boren	622	259.40
Whatcom	Pat Hulbert	56	146.20
Whit-Asot.	Judy Reiber	788	292.60
Yakima	Gloria Rector	404	215.80

OFFICERS AND APPOINTEES

President	Dave Stover	376	210.20
Vice President	Dan Snyder	76	150.20
Sec/Treasurer	Dexter Nesmoe	54	145.80
Editor	Icelia Peterson	0	135.00
Ret. Rep	Harley Robb	42	143.40
District 1	Gerald Thomson	0	135.00
District 2	Kit Witt	296	194.20
District 3	Lynn Walker	650	265.00
District 4	Cindy Norman	534	241.80
Insur. Dir.	Mickey Mackey	376	210.20*
St. Stew.	Neil Buchanan	650	265.00

The question was asked about the per diem amount for Mickey Mackey as he has missed meetings. The President stated that the Secretary/Treasurer would deduct the per diem amount for any day that the person did not answer Roll call.

Mileage was taken from the Community-to-Community

mileage chart on a Washington State Map, adding or subtracting estimated mileage (measured approximately using the map scale) to or from the nearest on-chart community. This was not the case for Judy Reiber however, as she lives in Idaho and there was no way of using the Community-to-Community mileage chart. Her mileage was based on the actual odometer reading.

A copy of this report has been provided to each person eligible for compensation. If the mileage from your community seems out of line, please bring it to our attention so that any errors can be corrected before the Secretary/Treasurer writes out the checks.

Bob Lange moved and Dan Snyder seconded that the Report of the Mileage and Per Diem Committee be accepted and the committee be dismissed. Motion passed.

Raye Smith gave the Preliminary Report of the Finance Committee.

Following are their recommendations:

Anticipated Revenue: \$122,000.00

Non-discretionary expenses:

Loan Payment	\$20,000.00
Per Capita	8,700.00
Auxiliary	6,000.00
1988 Con. Exp.	5,000
Federal Deposit	3,800.00
District Mtg. (4 @ 150)	600.00
Equipment Fund	1,500.00
	<u>\$45,600.00</u>

Discretionary expenses:

The following amounts are recommended as expense accounts for the fiscal year 7/1/88 - 6/30/89.

President	\$4,000.00
Vice President	2,000.00
Secretary/Treas.	2,000.00
4 Committee Persons (1,000)	4,000.00
State Steward	20,000.00
Asst. State Steward	7,500.00
Editor	750.00
	<u>\$40,250.00</u>

Salaries:

the following salaries are recommended:

State Steward	\$4,800.00
Asst. State Steward	1,800.00
Secretary/Treasurer	2,400.00
Editor	1,200.00
Mike Watson	2,000.00
	<u>\$12,200.00</u>

Postman Expense

Expenses \$8,500.00

1988 National Convention

State Steward \$1,500.00

1989 Western States Conference

Delegates and/or Officers \$2,250.00

Contingency Fund (10%) \$11,700.00

TOTAL \$122,000.00

The Finance Committee also makes the following recommendations for the consideration of the delegates at this convention.

1. All officers, paid employees, and local stewards of the WRLCA who have reimbursable expenses must submit a voucher by 9:00 a.m. of the first day of the State Convention for all expenses incurred up to that date.
2. Mileage and Per Diem — to be brought in line with National Constitution and By-Laws — Article XII (page 24). ACTUAL TRANSPORTATION and \$40.00 per diem.
3. The Postman Editor shall submit 3 competitive bids for printing of the Postman to the State Board for their consideration. This shall be done within 20 days from June 22, 1988.
4. For the 1988 National Convention, the State Steward shall be the only member paid by the State. The State Steward will receive \$1,500.00 total to attend the National Convention. Should the State Steward be one of the top 2 in balloting for National Delegate and elect to have his expenses paid by National, the \$1,500.00 will not be paid to anyone. The State Constitution and By-Laws will need to be amended for the fiscal year 1988-89 only. This is a one year proposal only. The \$1,500.00 includes 5 days LWOP.

In addition, you need to consider two options:

PLAN A

Cut expenses and hold the line in future years.

PLAN B

Cut expenses for fiscal 1988-89. However, if you want to return to 1987-88 levels of spending, you MUST pass a dues increase of \$48.00 per year (\$4.00 per month) for regular carriers only. No increase for subs or retired. This would make Washington's dues for regulars \$308.00.

Karen DeBella gave the Preliminary Report of the Time and Place Committee. Their recommendations are as follows:

Time of the 1989 WRLCA Convention: June 25, 26, 27, 28, 1989.

Place: Tri-Cities area, possibly Kennewick, Washington.

Cindy Norman has graciously volunteered to be the Convention Chairman.

The dates offered do not conflict with Father's Day Weekend. State Secretary/Treasurer's books could be audited in early June, and the auditing committee could report the time between the CPA report and the State Convention as National does. Some members could tie in with a 4th of July vacation the following week.

Jesse Boren gave the Final Report of the Nominations Committee. The following are the nominations for each office:

President:	Dorothy Iannucci
	Dave Stover
Vice President:	Dan Snyder
Secretary/Treasurer:	Dexter Nesmoe
Editor:	Icelia Peterson
District 2 Represent:	Kit Witt
District 4 Represent:	Darline Kendall
Retired Carriers Rep:	Bob Lange

There will also be a chance to nominate for these offices from the floor at the time of the voting.

Lynn Walker moved and Bob Lange seconded that the Report of the Nominations Committee be accepted and the Committee dismissed. Motion passed.

At this point, President Dave Stover recessed the convention for a lunch break. The convention will reconvene at 1:00 p.m.

Tuesday Afternoon, June 21, 1988, 1:00 p.m.

President Dave Stover called the meeting to order. Secretary/Treasurer Dexter Nesmoe gave the roll call of the officers and delegates. All were present and accounted for except for Mickey Mackey. President Dave Stover then called

the Resolutions Committee Chairperson to read each resolution. If there were no objections, the President would drop his gavel and the resolution would pass as read. Following are the resolutions as read:

1. LINCOLN-GRANT-ADAMS Recommendation: Yes

WHEREAS: New members cannot pay a partial years dues when joining the union, which means that they usually wait until July 1st to join,
THEREFORE: Be it resolved, that new employees be allowed to pay pro-rated dues for the remainder of the year.

Objection.

2. SKAGIT-SAN JUAN Recommendation: Yes

WHEREAS: The State Steward Program is costing the WRLCA a good portion of its Fiscal operating monies, and
WHEREAS: The Assistant State Steward travels with the State Steward to the same functions outside the state, expenses paid;
THEREFORE: Be it resolved that to negate duplicity in expenses occurred pay only the State Steward, or his representative for expenses of travel outside the state on union business.

Objection.

3. MUTUAL COUNTIES Recommendation: Yes

WHEREAS: RCA training time is not adequate and there is no consistency in training;
THEREFORE: Be it resolved that more hours are allowed for training and a regular carrier to do all the training.

Objection.

4. MUTUAL COUNTIES Recommendation: Yes

WHEREAS: Local Stewards must get handbook EL902 (National Agreement) at their own expense from government printing office, and
WHEREAS: The Union should provide these to the local stewards;
THEREFORE: Be it resolved that the WRLCA provide each local steward with updated agreement in handbook form printed by this Union.

Objection.

5. MUTUAL COUNTIES Recommendation: Yes

WHEREAS: It takes a tremendous amount of time for the Resolutions and Constitution and By-Laws Committees to do their job at State Convention;
THEREFORE: Be it resolved that the President appoint those committees prior to the State Convention and that they receive one advanced day per diem to State Convention in order to complete their duties.

Objection.

6. MUTUAL COUNTIES Recommendation: No

WHEREAS: State Steward and Assistant State Steward are appointed by the State Officers and
WHEREAS: The members believe they should elect these positions;
THEREFORE: Be it resolved that the State Steward and Assistant State Steward be made an elective office for a four year term.

Objection.

7. YAKIMA Recommendation: No

WHEREAS: The position of Secretary/Treasurer is turning into a large job and it's obvious our financial status is not good, needing lots of attention and our membership has dropped needing lots of upkeep as well;
THEREFORE: Be it resolved to have two individuals, filling two positions, (Secretary.....Treasurer).

Objection.

8. KITSAP Recommendation: No

WHEREAS: The union dues are not sufficient to pay for State Steward and Assistant State Steward expenses, and
WHEREAS: More funds are required to send delegates to the State Conventions;
THEREFORE: Be it resolved that union dues be raised \$6.00 per member per year.

Objection

9. KITSAP Recommendation: No

WHEREAS: A newly formed auxiliary route carrier is paid evaluated time, and
WHEREAS: Evaluated time is not based on an official mail count;
THEREFORE: Be it resolved that the carrier be paid hours worked until the auxiliary route is officially counted.

Objection.

10. YAKIMA Recommendation: No

WHEREAS: Dues paying Washington State Rural Letter Carriers care enough to attend National conventions at their own expense;
THEREFORE: Be it resolved that any such individual not receiving any form of reimbursement may sign in daily with the delegate-at-large and is entitled to a form of food reimbursement from the State in the amount of \$20.00 per day. After all we are fortunate to have individuals show in interest! This list then to be given to the Treasurer following the National Convention.

Objection.

11. MUTUAL COUNTIES Recommendation: No

WHEREAS: Present Constitution and By-Laws latest edition was printed in 1983 and has not been updated;
THEREFORE: Be it resolved the WRLCA will update Constitution and By-Laws and send the new edition to each member before the 1989 National Convention.

Objection.

12. YAKIMA Recommendation: No

WHEREAS: The State Association now has a State Steward and Assistant State Steward both of whom are paid a salary and both are paid actual expenses within the State while involved in grievance business, and
WHEREAS: The cost of this program has risen beyond the capabilities of the State Association to pay the expenses and salaries of the State Officers;

THEREFORE: Be it resolved, the Office of Assistant State Steward be removed and the State Association (Executive Board) and the State Steward join in appointing one Area Steward for each of the four Districts within the State. These Area Stewards be certified to enter any and all Offices within their District. These Area Stewards will be paid actual expenses and their daily salary for any day taken leave without pay while involved in a grievance process and approved by the State Steward.

Objection.

13. MUTUAL COUNTIES Recommendation: None

WHEREAS: At each State Convention a report in writing must be rendered by each State Officer, and
WHEREAS: The report must be placed on file by the State Secretary;
THEREFORE: Be it resolved that these reports be available to members at the registration desk prior to start of Convention.

Objection.

14. YAKIMA Recommendation: None

WHEREAS: Some County Units do not see a State Board Member at their meetings and others have several show up for which the State is paying for;
THEREFORE: Be it resolved, that each District Representative be responsible for "each" county meeting in his/her district, by arranging a Board speaker for every meeting. All Board members may contact the District Representative to make themselves available or to suggest they've something to share or information regarding a problem in that area and therefore would like to attend. Any duplication of expenses to any one meeting must have prior authorization from the State President. This should help to cut travel expenses, and yet bring good communication of Board members as the district Representative must communicate with another to cover their meetings.

Objection.

15. YAKIMA Recommendation: None

WHEREAS: Washington State Fall Booster Meetings seem to be having poor turnouts, and are scheduled closely with mail count seminars where local stewards receive mileage plus one meal compensation;
THEREFORE: Be it resolved that our Fall Booster be scheduled centrally within the State and include the mail count seminar prior to the September counts and in place of the two mail counts. This will hopefully cause more of a turn out to the informative Fall Booster Meetings, and yet shouldn't cost the Association any more money as less travel for State Officers.

Objection.

16. SKAGIT-SAN JUAN Recommendation: None

WHEREAS: The WRLCA receives a considerable amount of money, and
WHEREAS: That money is disbursed on a "first-come, first-served" basis, and

WHEREAS: The State Treasury is consistently in need of additional funds to pay immediate obligations;

THEREFORE: Be it resolved that past expense records be used to set up a State operating budget, with specific monies set aside for each expense category, (i.e. phones, salaries, per diem, etc).

PASSED.

17. SKI COUNTIES Recommendation: None

WHEREAS: The National Magazine could be made more interesting with more articles of interest to carriers around the USA;

THEREFORE: Be it resolved that the national Editor solicit articles from the States to be published in the National Magazine. Also they should include letters to the Editor.

Objection.

18. MUTUAL COUNTIES Recommendation: None

WHEREAS: NRLCA members have not been allowed an individual vote on National Contract Ratification, and

WHEREAS: Members should have that opportunity;
THEREFORE: Be it resolved that NRLCA members be allowed to ratify or negate any contract entered into by NRLCA negotiating committee and U.S.P.S.

Objection.

19. MUTUAL COUNTIES Recommendation: None

WHEREAS: the State Association has not paid their bills in a timely manner;

THEREFORE: Be it resolved that each State Officer and appointed Officer submit a proposed budget for their operating expenses of their office for the coming fiscal year to the State Board for approval.

Objection.

20. YAKIMA Recommendation: None

WHEREAS: The State Association now pays mileage and per diem to the National Convention and other out-of-state meetings to the State Steward and Assistant State Steward, and
WHEREAS: The State Association cannot meet its obligations to pay the salaries and actual expenses submitted to the State Secretary/Treasurer;

THEREFORE: Be it resolved it is the purpose of this Resolution to reduce expenses and pay mileage and per diem to the State Steward only and to pay the State Stewards leave without pay daily salary only for attending the National Convention and all other out-of-state meetings.

Objection.

21. YAKIMA Recommendation: None

WHEREAS: Non grievance travel in and out of Washington State by State Stewards is no different than that of a paid National Delegate receiving mileage and per diem—

THEREFORE: Be it resolved our Stewards also receive straight mileage and per diem out of state.

Objection.

22. NORTH EAST COUNTIES Recommendation: None

WHEREAS: there are many occasions, when the State Steward and Assistant State Steward travel outside the State of Washington in the conduct of the State's business and to attend training;

THEREFORE: Be it resolved that for all authorized travel outside the State as well as in the State, the State Steward and the Assistant State Steward shall be reimbursed for actual expenses plus the current mileage. (In case where the travel shall be by commercial airlines, the mileage factor shall not apply. The cost of the airline ticket coach fare shall be reimbursed in lieu of mileage.)

Objection.

23. YAKIMA Recommendation: None

WHEREAS: There is a high occurrence of Carpel Tunnel syndrome in Postal employees;

THEREFORE: Be it resolved that our union send out information about Carpel Tunnel Syndrome.

Objection.

24. YAKIMA Recommendation: None

WHEREAS: Some State Officers attend county meetings with mileage reimbursement and yet do not take part;

THEREFORE: Be it resolved that all State Officers attending a County Meeting (outside their own) for which they are entitled mileage reimbursement must speak at that meeting in order to receive their mileage and per diem.

Objection.

25. LINCOLN-GRANT-ADAMS Recommendation: None

WHEREAS: The 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.

26. LINCOLN-GRANT-ADAMS Recommendation: None

WHEREAS: At the State level, the Steward program is the most important benefit available to members; and

WHEREAS: We, in the State of Washington, are privileged to have the excellent services of Neil Buchanan and Karen DeBella, both of whom do an outstanding job of protecting our rights;

THEREFORE: Be it resolved that as a token of appreciation and show of support, the State Association vote to pay each of them a \$50.00 bonus.

Objection.

27. LINCOLN-GRANT-ADAMS Recommendation: None

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

THEREFORE: Be it resolved that carriers be given a copy of each 4240 for their route.

PASSED.

28. YAKIMA Recommendation: None

WHEREAS: Dismount stops dictate turning off the motor, setting hand brakes and curbing tires, which causes excessive wear and expense of vehicle;

THEREFORE: Be it resolved that the NRLCA negotiate with the U.S.P.S. on EMA compensation.

PASSED.

At this point, each resolution was dealt with on an individual basis. Resolution 1 was sent to the Constitution and By-Laws Committee.

Ruth Walla moved to amend Resolution 2 to read: WHEREAS: The State Steward program is costing the WRLCA a good portion of its Fiscal operating monies, and WHEREAS: the Assistant State Steward Travels with the State Steward, to the same functions outside the State, per diem and mileage outside the State on union business, except for training seminars for which the Assistant State Steward will be paid also. Motion seconded by Raye Smith. A roll call vote was called for. 83 voted yes. 136 voted no. Motion to amend was defeated. Neil Buchanan moved to reject the resolution. Val Beardsley seconded the motion. Roll call vote was called for. 33 voted yes. 186 voted no. Resolution 2 was defeated.

Ruth Walla moved to reject Resolution 3. Bob Lange seconded. Resolution 3 was defeated.

Dorothy Iannucci moved to reject Resolution 4. Jessie Boren seconded. Resolution 4 was defeated.

Neil Buchanan moved to pass Resolution 5. Karen DeBella seconded. Resolution 5 was defeated.

Neil Buchanan moved to reject Resolution 6. Kit Witt seconded. Resolution 6 was defeated.

Dorothy Iannucci moved to reject Resolution 7. Jessie Boren seconded. Resolution 7 was defeated.

Lynn Walker moved to reject Resolution 8. Kit Witt seconded. Resolution 8 was defeated.

Dorothy Iannucci moved to reject Resolution 9. Jessie Boren seconded. Resolution 9 was defeated.

Karen DeBella moved to reject Resolution 10. Dorothy Iannucci seconded. Resolution 10 was defeated.

Neil Buchanan moved to amend Resolution 11 to read: WHEREAS: Present Constitution and By-Laws latest edition was printed in 1983 and has not been updated; THEREFORE: Be it resolved the WRLCA will update Constitution and By-Laws before the 1989 State Convention. Karen DeBella seconded. Motion to amend passed. Karen DeBella moved to approve amended Resolution 11. Kit Witt seconded. Amended Resolution 11 was passed.

Resolution 12 was sent to Constitution and By-Laws Committee.

Lynn Walker moved to reject Resolution 13. Lyman School seconded. Resolution 13 was defeated.

Ruth Walla moved to table Resolution 14 for amendments to be made. Pat English seconded the motion. Resolution 14 was tabled for amendments.

Marge Gribi moved to reject Resolution 15. Karen DeBella seconded. Resolution 15 was defeated.

Ruth Walla moved to pass Resolution 17. Pat English seconded. Resolution 17 was passed.

Raye Smith moved to reject Resolution 18. Bob Lange seconded. Resolution 18 was defeated.

Karen DeBella moved to accept Resolution 19. Lynn Walker seconded. Resolution 19 was passed and sent to the Constitution and By-Laws Committee.

Dorothy Iannucci moved to reject Resolution 20. Icelia Peterson seconded. A roll call vote was called for. 0 voted yes. 218 voted no. 1 not present. Resolution 20 was defeated.

Resolutions 21 and 22 were both referred to the Constitution and By-Laws Committee.

Pat English moved to amend Resolution 23 to read: WHEREAS: There is a high occurrence of Carpel Tunnel Syndrome in Postal employees; THEREFORE: Be it resolved that our National union send out information about Carpel Tunnel Syndrome in tis National RLCA magazine. Karen DeBella

seconded. Vote on motion to amend passed. Ruth Walla moved to pass Resolution 23 as amended. Karen DeBella seconded. Amended Resolution 23 passed.

Dorothy Iannucci moved to reject Resolution 24. Raye Smith seconded. Resolution 24 was defeated.

Neil Buchanan moved to reject Resolution 26. Karen DeBella seconded. Resolution 26 was defeated.

At this point, President Dave Stover recessed the convention until Wednesday Morning at 8:00 a.m.

Wednesday Morning, June 22, 1988, 8:00 a.m.

President Dave Stover called the meeting to order. Secretary/Treasurer Dexter Nesmoe gave the roll call of the Officers and Delegates. All were present and accounted for except for Mickey Mackey. President Dave Stover called for the amendments to Resolution 14, as it had been tabled the day before. Cindy Norman moved that Resolution 14 be amended to read: WHEREAS: Some County Units do not see a State Board Member at their meetings and others have several show up for which the state is paying mileage and per diem; THEREFORE: Be it resolved that each District Representative be responsible so that a Board Member is in attendance to each County Meeting where possible within their district, through coordinating with county officers of each county. All Board Members may contact the District Representative to make themselves available or to suggest they've something to share or information regarding a problem in that area and therefore would like to attend. Any duplication of expenses to any one meeting must have prior authorization from the State President. This should help to cut travel expenses, and yet bring good communication of Board Members as the District Representative must communicate with another to cover their meetings. Keep in mind your District Representative is a Board Member. Raye Smith seconded the motion to amend. Vote to amend Resolution 14 was defeated. Resolution 14 was voted on as submitted originally. Resolution 14 was defeated.

At this time, Resolutions from the floor were called for. Resolution 29 read: WHEREAS: In recent years, discussion of dues increases has been the source of much internal strife at our convention, and WHEREAS: A common formula throughout industry is to automatically peg dues to wages, eliminating the need for heated arguments over increases while at the same time encouraging the union to live within a projected budget; THEREFORE: Be it resolved that beginning July 1, 1989, WRLCA dues be pegged to the following formula, to be fixed at the beginning of each fiscal year: For regular carriers, on hour of lowest step RC Schedule wage per pay period. For 73 Subs, 22% of the annual regular dues, rounded to the nearest dollar. For RCR's and RCA's, 17% of the annual regular dues, rounded to the nearest dollar. For retirees, 14% of the annual regular dues; rounded to the nearest dollar figure conveniently divisible by twelve for purposes of withholding from annuity checks. Jon Folk moved to accept this Resolution. Lynn Walker seconded. The resolution was table to figure out what the actual dues would be under this formula. When the issue was again brought up, Jon Folk withdrew his motion to accept the resolution. Lynn Walker withdrew his second. The Resolution died due to lack of a motion.

Resolution 30 read: WHEREAS: It takes a tremendous amount of time on Resolutions and Tellers Committees to accomplish their respective responsibilities at the State Convention; THEREFORE: Be it resolved that the Secretary/Treasurer present to the President a list of the delegates 15 days prior to the convention for the President to name delegates for these said committees. This list may be incomplete. These committees should present themselves at the convention at 10:00 a.m. on the day prior to opening. If this requires overnight stay, that delegate will receive one extra day per diem. Lynn Walker moved to accept the resolution. Jessie Boren seconded. After some comment, Lynn Walker withdrew his motion and Jessie Boren withdrew her second. Ruth Walla moved to amend the resolution to include the Constitutions and By-Laws Committee. Karen DeBella seconded. Vote to accept the amendment was passed. Lynn Walker moved to accept the Resolution as amended. Karen DeBella seconded. The amended resolution was passed.

Resolution 31 read as follows: WHEREAS: RCA training time is not adequate and there is no consistency in training; THEREFORE: Be it resolved that more hours are allowed for training and a universal training plan be developed by U.S.P.S.

Joanne Black moved that the Resolution be accepted. Bill Lewis seconded. Resolution 31 was defeated.

Resolution 32 from the floor was the curtesy resolution. Neil Buchanan moved that the Secretary/Treasurer be instructed to send letters of appreciation to the appropriate people for their participation in this convention. Those people would include, but not be limited to, the Mayor of Mt. Vernon, the Manager of the Chamber of Commerce of Mt. Vernon, the Mt. Vernon Fire Department, Falcon Research Group, and Linda Hinken, the speaker on Juvenile Diabetes. Kit Witt seconded the motion. Resolution 32 was passed.

At this time, the Resolutions Committee was dismissed.

President Dave Stover asked for the final Report of the Auditing Committee. Rita Youngs, Chairman of the committee, gave the following report:

We, acting as the 1988 Washington State Rural Letter Carriers Convention Auditing Committee find the books of the Assistant State Steward and the State secretary/Treasurer to be in order. An overage of \$3.00 was found in the State Steward's books due to the transfer of figures. This has been corrected. The State Steward's books are now in order.

In as much as we, the Auditing Committee, are limited in time and expertise to perform a proper audit and given the fact the National Association has a professional audit prior to each annual convention, we strongly recommend a professional audit be performed prior to each Washington State Rural Letter Carriers Annual Convention.

Respectfully Submitted, Rita Youngs, Chairman.

Karen DeBella moved to accept the report of the Auditing Committee and to dismiss the committee. Jessie Boren seconded. Motion passed.

The chairman of the Tellers Committee then gave their final report. Shirley Anderson gave the following report on the delegate to National Convention:

1. Neil Buchanan	264
2. Dexter Nesmoe	216
3. Karen DeBella	200
4. David Stover	175
5. Mickey Mackey	175
6. Kit Witt	169
7. Dorothy Iannucci	161
8. Robert Lange	159
9. Chuck Robinson	159
10. Dan Snyder	148

ALTERNATES

11. Cindy Norman	139
12. Icelia Peterson	128
13. Joanne Nelson	103
14. Dorothy Fell	86
15. Ruth Walla	86
16. Sandra Stover	82
17. Deanna Richardson	81
18. Martha Nelson	75

She also reported that the total number of ballots was 376. There were 2 voided, one due to 11 people marked, and one due to two types of markings on the ballot and it was impossible to tell who they were voting for.

At this time, Raye Smith, chairman of the Finance Committee, gave the final report. It was the same as the preliminary report. At this time the recommendations of the Finance Committee were voted on.

Regarding Recommendation 1 (printed on page 50), Neil Buchanan moved, and Dorothy Iannucci seconded that the recommended be defeated. A roll call vote was called for. 66 voted yes, 151 voted no, and 1 abstained. The recommendation was rejected.

Recommendation 2, (printed on page 50). Kit Witt moved and Icelia Peterson seconded that the recommendation be rejected. A roll call vote was called for. 20 voted yes, 198 voted no. The

recommendation was defeated.

Recommendation 3 (printed on page 50). Pat Hulbert moved and Lyman Schooler seconded that this recommendation be accepted. A roll call vote was called for. 35 voted yes, 182 voted no. The recommendation was defeated.

Recommendation 4 was diverted to Constitution and By-Laws for voting purposes.

At this point, Neil Buchanan moved to reject the report of the Finance Committee, go back to the 1987 recommendations, and dismiss the committee with thanks. Icelia Peterson seconded. Ruth Walla asked for clarification. It was stated that the recommendations adopted at last year's conventions would continue for one more year.

A roll call vote was called for. 153 voted yes, 65 voted no. The motion was passed, the Finance Committee was dismissed.

At this time, Ruth Walla, chairman of the Constitution and By-Laws Committee came forward to begin the voting on the proposed changes to the Constitution and By-Laws.

Article 10, Section 5 now reads: Each County Association shall hold their annual meeting between OCTOBER FIRST and MAY THIRTY FIRST and the regular meeting shall be designed by statute. The County Secretary will notify all members FIFTEEN (15) DAYS PRIOR to the election of County Officers and Delegates. They shall make and adopt such other By-Laws as their needs may suggest and such laws must harmonize with this code of laws.

Change to read: Each County Association shall hold their annual meeting after October 1st and at least FORTY (40) DAYS prior to the State Convention and the regular meeting shall be designed by statute. The rest to remain the same.

Laver Root moved to accept the acclamation. Lynn Walker seconded. PASSED.

Page 9, Article VI, Section 2, Line 6: delete "itemized accounts". and add "receipts or copies thereof". Laver Root moved to accept the proposed change. Cindy Norman Seconded. Neil Buchanan moved to bote by acclamation, and Lynn Walker seconded. PASSED.

The next two proposed changes were deleted as they had already been dealt with in earlier resolutions.

Page 3, Article VIII Officers. Section 1. Change to read: The officers of this association shall consist of: President, Vice-President, Secretary/Treasurer, Editor of Postman, four District Representatives and the Retired Carriers' Representative who shall be elected at the State Convention and serve one year, except the District and Retired Representatives who shall serve two years, or until their successors are elected and installed. No State Officer except Secretary/Treasurer, and Editor shall succeed himself more than once except by unanimous vote of the delegates. This is as it was amended. Raye Smith moved to accept this proposed change as amended, and vote by acclamation. Icelia Peterson seconded. PASSED.

Seciton 1B change to read: The Retired Carriers' Reperesentative shall be a retired carrier nominated and elected by the delegates of the convention assembled who shall have been elected and installed. Karen DeBella moved to accept. Icelia Peterson seconded. A roll call vote was called for. 163 voted yes, 55 voted no. PASSED.

Section 2. Change the first sentence to read: There shall be a Board of Control consisting of President, Vice-President, Secretary/Treasurer, Editor, four District Representatives and the Retired Carrier's Representative. Karen DeBella moved to accept the proposed change as amended and to vote by acclamation. Kit Witt seconded. PASSED.

Article 1, Duties of Officers. President. Section 4. Change Executive Committee to read Board of Control on lines 2 and 5. karen DeBella moved to accept the proposed change and vote by acclamation. Raye Smith seconded. PASSED.

Mutual Counties delegate Karen DeBella then withdrew all proposed changes dealing with the splitting of the Secretary/Treasurer position into two positions.

The next proposed changes dealt with retitling Article IV and changing some of the duties listed under this Article. These changes were tabled for further study by the Board.

Page 10, Section 5. Drop "within the State" on line 4. Karen DeBella moved to accept. Icelia Peterson seconded. A roll call vote was taken. 108 voted yes. 110 voted no. DEFEATED.

Page 10, Section 5. On line 7, add "Assistant State Steward" after State Steward. Val Beardsley moved to accept the proposed change. icelia Peterson seconded. A roll call vote was taken. 153 voted yes, 65 voted no, 2 abstained. PASSED.

Page 10, Section 5. On line 18 drop per diem allowance and change to read actual expenses. karen DeBella moved to accept. Icelia Peterson seconded. A roll call vote was taken. 108 voted yes, 110 voted no. DEFEATED.

Page 10, Section 5. On line 20 delete "per diem" was withdrawn as the previous change was defeated.

The next proposed change was moot as it had been voted on in previous resolutions.

Article X, Section 1, (District Two (2)). Change Mutual to (Pierce, Grays Harbor, Thurston, Mason, Lewis, Pacific Counties and the member of the State of Alaska). Raye Smith moved to reject the proposed change. Pat Hurlbert seconded. A roll call vote was taken. 154 voted yes, 54 voted no, 9 abstained, and 1 was not present. PASSED.

Article X, Section 3. Line 3, add after Substitute Carrier, "Rural Carrier Associate, and Rural Carrier Relief". pat English moved to accept and vote by acclamation. Lynn Walker seconded. PASSED.

Article XII Mileage and Per Diem. New Section 2. "The Association shall pay a per diem allowance to each Delegate-at-Large, State Officer, Insurance Director, Political Action Committee Director, and OWCP Director attending State Convention. The amount of per diem allowance shall be decided by each annual convention of the State Association. The State and Assistant State Stewards shall receive actual expenses." Ruth Walla moved to reject the proposed change. Pat English seconded. A roll call vote was taken. 142 voted yes, 76 voted no. DEFEATED due to lack of 2/3 majority.

Resolution #1 as sent to Constitution and By-Laws. Neil Buchanan moved to reject. Jessie Boren seconded. A roll call vote was taken. 0 vited yes, 218 voted no. DEFEATED.

Resolution #19 as sent to Constitution and By-Laws. Pat English moved to accept. Cindy Norman sedonded. A roll call vote was taken. 218 voted yes, 0 voted no. PASSED.

Resolution #22 as sent to Constitution and By-Laws. Dorothy Iannucci moved to accept. Rose Papaneau Seconded. A roll call vote was taken. 155 voted yes, 56 voted no, 6 abstained, and 1 was not present. PASSED.

Finance Committe Recommendation #4 as sent to Constitution and By-Laws. Neil Buchanan moved to reject. Jessie Boren Seconded. A roll call vote was taken. 86 voted yes, 131 voted no. 1 was not present. DEFEATED.

At this time, Ruth Walla gave the following Final Report for the Constitution and By-Laws Committee:

The Constitution and By-Laws Committee would like to recommend that in the future, recommended changes be submitted to the Committee in the following manner: single spaced, typewritten. This would save time and paper when copying for the delegation.

We also recommend that the County Secretaries determine which resolutions passed at County Meetings are resolutions and which are changes in the Constitution and By-Laws and submit them accordingly.

Also we would like to re-emphasize the importance of updating the present By-Laws to reflect the changes made in the years that have passed since the last update.

Neil Buchanan moved to accept the report and dismiss the Committee with thanks. Gloria Rector seconded. PASSED.

At this time, Karen DeBella gave the Final Report of the Time and Place Committee. It is as was stated earlier in the prelininary Report. Neil Buchanan moved to reject the report and dismiss the committee with thanks. The Board would then deal with the time and place of the next convention. Val Beardsley seconded. PASSED.

The Resolution Committee gave the following Final Report. All was taken care of. Lynn Walker moved to dismiss committee with thanks. Cindy Norman seconded. PASSED.

The seating of the delegates to National Convention was next. Neil Buchanan moved that he and Karen DeBella be moved to ninth and tenth in the voting, Kit Witt would be delegate-at-large, Dexter Nesmoe and Dave Stover would be paid delegates by National, and Mickey Mackey and Kit Witt

would be paid by the State. All other delegates would be in the same order as voted upon. Seconded by Karen DeBella. PASSED.

The Election of Officers took place next. For the office of President: Dorothy Iannucci and Dave Stover were nominated. Dave Stover withdrew himself from the election. Laver Root moved that the Secretary cast a unanimous ballot for Dorothy Iannucci. Ruth Walla seconded. The Secretary cast a unanimous ballot for Dorothy Iannucci.

For the office of Vice-President: Dan Snyder and Karen DeBella were nominated. Karen DeBella declined. Dorothy Iannucci moved that the nominations be closed and that the Secretary cast a unanimous vote for Dan Snyder.

For the office of Secretary/Treasurer: Dexter Nesmoe was nominated. Neil Buchanan moved that nominations close and that the President cast a unanimous ballot for Dexter Nesmoe. The President cast a unanimous ballot for Dexter Nesmoe.

For the office of Editor: Icelia Peterson was nominated. Dexter Nesmoe moved that nominations be closed and the Secretary cast a unanimous ballot for Icelia Peterson. Jessie Boren seconded. The Secretary cast a unanimous ballot for Icelia Peterson.

For the office District 2 Representative: Kit Witt was nomi-

nated. Icelia Peterson moved that the nominations be closed and the Secretary cast a unanimous ballot for Kit Witt. Karen DeBella seconded. The Secretary cast a unanimous ballot for Kit Witt.

For the office of District 4 Representative. Darline Kendall was nominated. Cindy Norman moved that nominations be closed and that the Secretary cast a unanimous ballot for Darline Kendall. Pat English seconded. The Secretary cast a unanimous ballot for Darline Kendall.

Harley Robb moved that Bob Lange be elected Retired Carrier's Representative at the time of his retirement. If the position is not filled within six months of June 22, 1988, the President would then appoint someone to fill the position until the 1989 State Convention. Jackie Kennedy seconded the motion. PASSED.

Lynn Walker moved to dismiss the Nominations Committee with thanks. Gloria Rector seconded. PASSED.

The new officers were sworn in by Harley Robb as empowered by Scottie Hicks. Inez Nesmoe, the newly elected Auxiliary President then introduced her fellow officers.

Harley Robb gave the benediction and the Colors were retired. President Dave Stover adjourned the 1988 state Convention of the Washington Rural Letter Carriers at 3:31 p.m., June 22, 1988.



AUXILIARY OF THE WASHINGTON RURAL LETTER CARRIERS' ASSOCIATION SIXTY-THIRD ANNUAL CONVENTION JUNE 19-22, 1987 NENDELS INN, MT. VERNON, WASHINGTON

AUXILIARY

AUXILIARY PRESIDENT

Inez Nesmoe
1809 7th St.
Marysville, WA 98270

AUXILIARY V.P.

Donna Walker
Rt. 2 Box 114
Chewelah, WA 99109

AUX. SEC.-TREASURER

Myrtle Buchanan
P.O. Box 114
Chewelah, WA 99109

AUXILIARY SUNSHINE

Delores Robb
6213-208th St. N.E.
Arlington, WA 98223

JUNIOR OFFICERS

JUNIOR PRESIDENT

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

JUNIOR V.P.

Melissa Norman
1204 West 42nd Ave.
Kennewick, WA 99337

JUNIOR SEC./TREAS.

Heide Lafferty
Rt. 1 Box 258 C
Omak, WA 98841

MONDAY, JUNE 20, 1988

MEETING CALLED TO ORDER by President Janet Lange at 10:30 A.M.

ADVANCEMENT OF COLORS AND PLEDGE OF ALLEGIANCE: Flag bearer and color guards were: Odetta Yeager, Hazel Halleck, and Delores Robb.

INVOCATION: Given by Odetta Yeager who read a poem titled, A Difference.

ROLL CALL OF OFFICERS:

President - Janet Lange
Vice-President - Inez Nesmoe
Sec. Treas. - Myrtle Buchanan
Dist. #1 - Delores Robb
Dist. #1 - Hazel Halleck
Dist. #3 - Donna Walker
Dist. #4 - Virginia Mackey

Jr. Past President Marian Personnett was absent. Introductions of all members present. There were not enough members present for a quorum to vote on issues, but can give reports, etc. There were enough registered, so will try for a quorum in the afternoon session.

THE JUNIORS were introduced with 9 present. Junior chaperon Betsy Rubble from Conway was introduced, followed by the Juniors going to their own meeting with Vice-President Inez Nesmoe to conduct business and elect new officers for the new year of 1988-1989.

COMMITTEE APPOINTMENTS: Janet Lange

AUDIT COMMITTEE: Donna Walker, Ch. and Hazel Halleck

RESOLUTIONS COMMITTEE: Ilona Lafferty

MILEAGE COMMITTEE: Delores Robb, Ch. and Bernetta Raber

CREDENTIALS COMMITTEE: Helen Rudy, Ch. and Betty Capwell

CONSTITUTION & BY-LAWS COMMITTEE: Inez Nesmoe, Ch. and Odetta Yeager

THE JUNIORS returned from their meeting. New officers elected are:

PRESIDENT - Alicia Peterson—Tacoma, Washington

VICE-PRESIDENT - Melissa Norman—Kennewick, Washington

SECY/TREAS. - Heidi Lafferty—Omak, Washington
National Treasurer Sharon Brown installed the new officers for the year of 1988-1989.

TREASURER'S REPORT: Myrtle Buchanan

Beginning balance after 1987 Convention	\$1036.67
General Fund	\$615.73
Scholarship Fund	420.94

RECEIPTS:

Membership Dues	\$6210.00
Project	448.65
P.A.C.	142.00
Raffle	183.00
Interest on bank acc't	15.88
Misc.	5.00
	\$7004.53

DISBURSEMENTS

Membership Dues to Nat'l (985)	\$3940.00
Project	448.65
P.A.C.	142.00
Marlen Dahlen Flowers	48.00
	\$4578.65

	\$2425.88
	1036.67
	\$3462.55

BALANCE:

CORRESPONDENCE:

A acknowledgement from the Marlen Dahlen family was read. A letter from a carrier who did not want her spouse to be a member of the Auxiliary was read. Delores Robb read a letter from Audry Meddleton who recently broke her arm. Also a report was given on Bernice Messenger who broke her hip twice. Myrtle Buchanan requested that all bills be presented.

SCHOLARSHIP CHAIRPERSON REPORT: We had two applications turned in this year. Both of these were from grandchildren of Rural Letter Carriers.

This has been a chairmanship I've enjoyed working on this past year.

Respectfully Submitted,
Odetta Yeager

SUNSHINE CHAIRPERSON REPORT: Delores Robb

National Guest, Sharon Brown; Madam President, Officers and members: Another year has passed since our last Convention in Spokane. We continue to take extra good care of our Rural Carrier Family in this special way through the cards that arrive at their homes, bringing them messages and they know they are loved and someone does care. Indirectly we can compare these cards to a visit from their Rural Carrier Friends. Cards bring messages to Hospitals for illness and other cards are being sent for Deaths, Retirements, Get Well, Cheer, Thinking of You, Accidents and many others. Since we have been sending cards to the Carriers and Spouses for Birthdays and Anniversaries, our list grows and grows, but what a wonderful way for us to keep in touch.

It has been my pleasure to serve as Sunshine Chairperson and I do enjoy and love this very much. The Blessings that have returned to me have been special and have filled my life with Sunshine in return.

With permission from our National President, Ruth Powers, I had note cards printed to be used for the Birthday cards we send with the Eagle and Wishing Well on the cover and inside the card a message about her Project. This serves as a two fold purpose for her message truly has covered all across the state.

Since our last Convention, I have mailed out 740 cards. I include inserts in the Birthday cards, "Hugging Can Improve Your Health" and in the Anniversary cards, "A Touch of Love" which was an added touch.

Respectfully Submitted,
Delores Robb

REPORT OF NATIONAL DELEGATE: Virginia Mackey

The 83rd National Convention was held in Reno, Nevada August 4-7, 1987. We left Saturday afternoon and drove as far as Klamath Falls, Oregon, then drove on to Reno the next day arriving around 3 p.m. at the Bally Hotel/Casino. Lots of space for lots of people. We found Janet Lange and she led us to the huge room where the Auxiliaries would be spending the next four days. We had the chair banners in our reserved section. Everything would soon be in place for the kick-off Monday morning.

Mic and I then drove back to Circus Circus where we had reservations. It took only a few minutes each day to drive to and from the Bally.

For most part the meetings started very promptly and you must be there and answer roll call at all sessions.

We were very proud to have one of our own Washington Auxiliary members represent us as a page. Delores Robb was one of many. The pages were all neatly dressed in white suits.

The out-going President, Pat Gardner was in charge of each day's program. We listened to many reports. When things started bogging down, we fortunately had a song leader who would have us in song. That gave us a chance to move and stretch. Pat's son, who has a very fine voice entertained us with several numbers as well as a duet with one of the junior officers, a girl from Iowa.

I also had the privilege of serving as one of the judges for the Junior Essay Contest. Having served on that committee, I can only stress how very important it is to follow directions carefully. We should keep stressing this point to the juniors who may enter contests in the future. We had to eliminate some very fine essays due to one tiny, little error.

I was excused long enough to see my husband Mic receive his Carrier of The Year Award. Another beautiful program was the Memorial Service. The floral arrangements were lovely.

I thought the country store was well planned. California displayed many goodies from their state such as dried fruits of all kinds, nuts, raisins, candy, honey, baked goods, and many hand crafted items.

The highlight as far as entertainment was the Dinner Show at the Bally. Our convention members filled the theatre. Besides the beautifully staged Hello Hollywood Hello show, the star for the evening was Jim Nabors. He sang for nearly an hour and I could have listened much longer. Surprisingly, he is a great entertainer. He was given a standing ovation and he said

we were the finest group of people he had ever sung for. Even the food was good!

We were kept so busy we didn't really have much time to loose any money (which was a blessing in disguise).

Before it came time to vote for the in-coming officers, many candidates were campaigning and handing out all sorts of gimmicks such as; pencils, pens, emery boards, toothpick holders, buttons, ballons, packets of seeds, ribbons, you name it. It was fun to walk the hallway and talk with the candidates.

When we vote, each states' delegate stands in alphabetical order and works her way to the ballot box. After a while I got to know Mrs. West Virginia quite well.

Pat Gardners who had a very successful year with her Program of Light turned her gavel over to our new National Auxiliary President Mrs. Harlow Powers. Her new program for the coming year is "Positive Purpose". The medical project is Junior Diabetes, the safety project is Drugs and Drug Abuse and the Junior program is preservation of American Bald Eagle.

When the convention came to a close, I realized the work and effort and money it takes to put on such a convention. It's truly big business!

Indeed—it was a trememdous learning experience for a country girl like me. I wish to thank you (the Auxiliary) for having me as your state delegate. I was proud to be part of Washington State.

Respectfully Submitted,
Virginia Mackey

HONORING PAST PRESIDENTS: Virginia Mackey

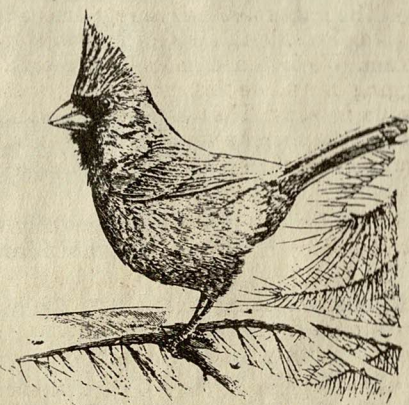
Present were: Delores Robb, Odetta Yeager, and Myrtle Buchanan. Each was presented an apple with a candle inside.

HONORING RETIRED CARRIER WIVES, HUSBANDS, WIDOWS, AND WIDOWERS: Donna Walker

Present were: Bernetta Raber, Helen Rudy, Ingrid Sonie, Virginia Mackey, Betty Capwell, Hazel Halleck, Odetta Yeager, and Delores Robb. Each was presented with a token of appreciation for their continued support.

ANNOUNCEMENTS: Myrtle Buchanan asked for the floor. During the past years the charter for the Auxiliary was lost. So with the help of the National Secretary JaNeil Butters, I have obtained a new charter with the original state officers listed of the first state convention. Our charter number is 8. I want to present this to the State President Janet Lange to have and pass it on to each new State President.

Meeting recessed at 12 noon.



AFTERNOON SESSION **MONDAY JUNE 20, 1988**
Mt. Vernon, WA.

Afternoon session began at 3:15 p.m. We got 15 member to hold quorum.

ROLL CALL OF OFFICERS: All present.

Inez Nesmoe reported on a resolution change. It is necessary to change Article III. Article III states, fifteen members representing not less than four Counties shall constitute a quorum for the transaction of business. Constitution and by-Laws

committee recommends that Article III be deleted. Hazel Halleck moved and seconded by Donna Walker that Article III be deleted. Motion passed.

Also, Article I, Section 1-B of the By-Laws states, The President shall appoint from the list of delegates then in the hands of the Secretary, a committee of three on Credentials, an Auditing committee of three members, a committee of three on Resolutions.

The committee recommends that the number 3 be deleted on each of the committees. Hazel Halleck moved, Betty Capwell seconded that the number of 3 persons from each of the committees be deleted. The motion passed.

Committee recommends that in Article XI on Mileage that District Meetings, other than her own district, be added to the Presidents mileage. Hazel Halleck moved and Delores Robb seconded that the District meeting, other than the Presidents own district, be added to the Presidents mileage, providing the Presidents spouse in not on the Association board. Motion passed.

A resolution submitted by S.K.I County, (Snohomish, King & Island Co.) WHEREAS THE WRLC AUXILIARY is on the Family Plan and the Counties do not collect dues except widows;

Be it resolved that the Auxiliary Treasurer pay to each active county auxiliary holding at least two meetings per year, with elected officers fifty cents per member.

Delores Robb-SKI Co. Sec'y
Inez Nesmoe-SKI Co. Pres.

Iloa Lafferty made motion to change the resolution to one meeting a year. The motion carried. The SKI County resolution was moved, seconded and the motion passed.

OUTSTANDING AUXILIARY MEMBER: Members are to vote on a member for Outstanding Member and the results will be announced at the banquet Tuesday evening.

PROVIDENT GUILD: Inez Nesmoe

Inez reported that she had not received the latest print-out, so did not know if there were any new members. She has fact sheets for anyone who is interested.

CREDENTIAL COMMITTEE: Helen Rudy, Ch.

A partial report of the Credentials committee. There were five units that had no delegate, so seated from the floor were: Kitsap County, Lower Columbia County, Northeast County, and Whatcom County, Yakima County. Kitsap Co. was Bernetta Raber, Lower Columbia Co. was Odetta Yeager, Northeast Co. was Donna Walker, and Whatcom Co. was Janet Lange, Yakima Co. was Delores Stover.

STATE OFFICERS REPORTS:

PRESIDENT: Janet Lange

National Guest, Sharon, State Officers, Members and Guests,

This year I haven't attended very many meetings, as Bob had finished his term on the board.

Last October I attended the Fall Booster meeting in Fife. I had asked Warren Jensen, a man that we had known for many years, who had diabetes as a child to come speak to us. He was very interesting and informative. We learned several things from him.

I attended all four district meetings, told some of the program at each meeting. I attended all our Whatcom County meetings and Western States.

I exchanged wishing well pins and eagle tie-tacs for \$10.00 donations to the project for Junior Diabetes. I received a leaders pin for donation to P.A.C.

When I saw the pretty quilts Donna Ricks had made for a raffle, I thought it would be neat to have a quilt with mail boxes on it. My mind started working then but it took a couple of years to start working on it. At first I was going to have my board to embroider each a block, November came and went, December was too busy for me and everyone else, so when January rolled around I decided to get busy on it. After many sketches I finally picked 12, put on blocks, painted them, sewed them together. February 5th pinned it on the frame, quilted every spare

moment I could. 4:30 p.m. February 19th took it off the frame and went to Whatcom County meeting, sold 22 chances on it. Hemmed it the following week. Half of the money will go to PAC and half to the project.

I have arranged for a young lady who had junior diabetes as a young child, is now blind in one eye, to come tell us of her life with diabetes.

May God's love and strength surround you and remember, "I can do all things through Christ who strengthens me."

I made several calls to different people trying to find a junior sponsor and helped Gerald where ever I could with State Convention. I attended National Convention in Reno, Nevada.

Respectfully Submitted,
Janet Lange, Pres.

VICE PRESIDENT: Inez Nesmoe

I attended National Convention in Reno, Fall Booster in Fife, several County meetings, the Washington-Oregon Officers Meeting in Portland, and all four district meetings. I also attended Western States Conference in Bozeman, Montana.

I wrote articles for the Washington Postman, sold project items and spoke on Junior Diabetes and the Provident Guild.

Respectfully Submitted,
Inez Nesmoe, V-Pres.

SECRETARY: Myrtle Buchanan

Since last years convention there has been many changes in our life.

Neil bid on a larger route in Chewelah and was the successful bidder. His appointment was effective August 1st and his first order of business was to fill out a leave slip to go to National Convention in Reno.

We attended National Convention and the first order of business when we returned home was to get the travel trailer ready to move to Chewelah for Neil to live in. His first day on the new route was August 17.

Then came the decision I had to make on whether I'd move or stay in Creston to hold my job. Finally we decided to look for a house in Chewelah and I'd take a leave of absence from the school district and move to Chewelah. We got moved the 1st of December and had a short time to get the house ready and Christmas gifts bought and wrapped. Most everything was ready for Christmas.

I made only a few county meetings as Neil combined other meetings or hearings on the trips when he could. I did however get to attend an arbitration case where the carrier had been fired. It turned out alright as the carrier got his job back.

I attended the Fall Booster meeting in Fife in October, the Washington/Oregon Joint Officers meeting February in Portland, District III meeting, and Western States Conference in Bozeman, Montana the last of April.

I've written articles for the Washington Postman and have sent all monies to the National Treasurer and Membership dues to the National Secretary.

This was a very trying year for our family. After the move, my Dad got very sick and we almost lost him in early December, then our son-in-law got sick and I made a trip to Maine to help with 3 grandsons while he was in the hospital. The doctors still haven't found out his ailment. Jean and Clay got a new assignment in Fairford, England and will leave in August. I'm hoping for a trip sometime in the future.

Lets hope and pray that the next year is much better.

Respectfully Submitted,
Myrtle Buchanan, Sec'y.

DISTRICT #1 COMMITTEEPERSON: Delores Robb

National Guest, Sharon Brown; Madam President, Officers and members:

The counties in District #1 are SKI (Snohomish, King & Island); Whatcom, Skagit and San Juan. However, SKI Counties are the only active Auxiliary county.

Our National Presidents project was covered at meetings. Wishing Well pins, tie tacs and Notes were sold, and her message reached many people.

I have written 3 articles for the Washington Postman. I

assisted the District #1 committeeperson Gerald Thomsen with the District meeting and conducted the Auxiliary meeting also. I attended the Fall Booster meeting.

Articles for the National Presidents scrapbook were needed and this message was told, plus items for our Country Store.

It has been my pleasure to serve this first year as District #1 Committeeperson.

Respectfully Submitted,
Delores Robb, Dist. #1

DISTRICT #2 COMMITTEEPERSON: Hazel Halleck

The district is not active, but I sold pins and tie tacs and the notes. Also told about the Presidents project Junior diabetes.

Respectfully Submitted,
Hazel Halleck, Dist. #2

DISTRICT #3 COMMITTEEPERSON: Donna Walker

As a new board member I can only say that I'm in the process of asking questions and learning. The year has been interesting watching the RLCA Association conduct their affairs.

I have enjoyed getting to know all of you. You have been very friendly and helpful. Thinking that I had completed my term as 3rd district representative I was prepared to kick back and bid you all so-long after this convention. But you all tell me I have one more year to serve. I will endeavor to serve the board this coming year with a broad mind, allowing everyone the courtesy as to their own opinions.

I have attended meetings in Tacoma, Portland, Okanogan, Spokane, Moses Lake, etc. Our District 3 meeting was held in Davenport. We had a nice turn out. We had a white elephant auction which netted us approximately \$50. Some dollars for the Auxiliary for the fight against diabetes.

At the close of this convention I will return to visiting our districts, learning to know all of you better. This is always fun and interesting. So until we meet again, may the road home be safe for each of you and may God hold you in the palm of his hands.

Respectfully Submitted,
Donna Walker, Dist. #3

DISTRICT #4 COMMITTEEPERSON: Virginia Mackey

I attended 4th district meeting at Cavanaugh's in Richland. Janet and I had a short meeting of Auxiliary members who were there and finalized a few details for State Convention.

I later attended a district meeting held at the Indian Cultural Center at Toppenish. I spoke on Junior Diabetes and sold 2 pins and several note pads.

Earlier I attended a SKI meeting at Lake Stevens. Last August I went as the Auxiliary's delegate to National Convention held in Reno, Nevada.

I wrote articles for the State paper.

This will be my last official capacity. I have enjoyed and learned a lot from the small amount I have contributed. I will still be around and wish all the new incoming officers well in all they do.

Respectfully Submitted,
Virginia Mackey, Dist. #4

MESSAGE FROM NATIONAL GUEST: Sharon Brown

National Treasurer Sharon Brown gave us an up to date report on what was going on on the National level. She spoke about P.A.C., the Atlanta Postal Credit Union and its benefits for rural carriers and their families, Auto Insurance, Health Insurance Plan, Provident Guild, The Junior organization explaining the Junior contests and the Junior Scholarships.

HONORING NATIONAL GUEST: Odetta Yeager

Odetta presented Sharon Brown with a gift from the State of Washington Auxiliary. It was a beautiful crystal candy dish with a domed lid.

WESTERN STATES REPORT: Inez Nesmoe

Stayed at the Gran Tree Inn at Bozeman from Wednesday evening until Sunday morning.

The trip was beautiful with sunshine most of the way. Snow on the higher elevations and along the road on the tops of the passes, but the roads were bare and dry.

Registration was at poolside on Thursday evening and the hospitality room was open on the second floor.

Friday morning the joint session was opened by Evelyn Holbrook, Western State Conference Vice-President at 8:30 a.m.

Rev. John Shorthill gave the invocation. The colors were brought in by the D.A.V. this was followed by Jack Sautter singing "Amazing Grace" accompanied by Myrtle Buchanan.

The welcome addresses were given by Al Stiff, Mayor of Bozeman, Merle Harding, Postmaster of Bozeman and Karen Howard, Assistant General Manager of the Gran Tree Inn.

Response was given by Don Tibbs, Vice-President of the Montana Rural Letter Carriers.

Evelyn Holbrook introduced the distinguished guests, Dallas Field, National President of the Association, Roger Moreland, Western Regional Representative, Ruth Powers, National Auxiliary President, JaNeil Buttars, National Auxiliary Secretary, Sharon Brown, National Treasurer, Wilbur Wood, Atlanta Postal Credit Union, Annie Milleson, Provident Guild Representative, Larry Waligora, Manager Rural Letter Carriers Benefit Plan, William Crozier, Auto Insurance, Vice-President of Marketing; Tom Griffith, Field Representative Auto Insurance; Shirley Mondy, Accounting Representative Auto Insurance; Don Vannoy, Labor Relations; Ken Parmalee, Director of Government Affairs; Dale Laumen, QWL/EI Regional Coordinator; Toni Lay, Training Specialist; Sharon Ellis, Career Counselor; Ed Sheehy, National Retired Federal Employees.

Rich Brown introduced Past National Officers and Past Western States Officers.

Evelyn Holbrook presented the gavel to Western States President Pete Whipple.

Dallas Field made the opening remarks and presented a pin and certificate to Lester Milleson for 50 years of membership and dedicated service to Rural Carriers Association.

Ken Parmalee spoke on legislation affecting rural carriers and the P.A.C. fund and how it is used.

Pete Whipple introduced the Montana Auxiliary President Gertrude Barta. Gertrude then introduced National President Ruth Powers who spoke on Juvenile Diabetes Foundation and the work they are doing.

Dale Laumen spoke on Quality-of-Work Life/Employee Involvement.

Lunch was served poolside as a buffet. Lunch was roast beef, ham, cheese, tomato slices, onion slices, rolls, and coffee.

After lunch Toni Lay gave a presentation on Career Counseling and did mock interviews with 2 of the carriers. One was the wrong way to answer an interview and the second was the right way.

Annie Milleson spoke on Provident Guild and Larry Waligora spoke on the Rural Carrier Benefit Plan program.

The Friday Fun Night was held at the fair grounds. After a supper of bar-b-ques spare ribs, broasted chicken, beans, rolls, potato salad and coffee, or soft drink, we were presented with a slide show of stamps and mailboxes.

The mailboxes were really unique — some of Uncle Sam holding the mailbox, some on old horsedrawn plows, one on a tractor and one of an Indian Chief, and some of cowboys and such. After the slide show everyone was formed into a big circle and every 10th person in the circle was given a replica of an outhouse and a pine branch which was used for table decorations. Square dancing followed.

Bob Ross was supposed to give a slide show of Outhouses, but had gone on vacation.

On Saturday Roger Moreland gave an address after Rev. John Shorthill gave the invocation and Jack Sautter sang "How Great Thou Art" accompanied by Myrtle Buchanan.

William Crozier spoke on General Insurance. Also Tom Griffith and Shirley Mondy spoke on General Insurance and what their jobs entailed. Wilbur Wood spoke on the Atlanta Postal Credit Union.

After coffee break Pete Whipple introduced the current Western States Conference officers. After the roll call of officers

and roll call of states came the reading of the 1987 minutes and the financial report.

Twenty six first timers were honored. Recognition of those attending the most W.S.C. meetings was held. I think 17 of the 19 meetings held was the record.

The 1989 meeting will be at Colorado Springs, Colorado and the 1990 meeting at Post Falls, Idaho.

The election of officers was held. Evelyn Holbrook was elected President, Frank Jordan, Vice-President; and Jay Shore, Sec/Treas.

The Auxiliary meeting was held at poolside with a buffet luncheon. The singer from the lounge sang and played for us while we ate.

Ruth Powers addressed the Auxiliary very briefly. JaNeil Buttars and Sharon Brown spoke briefly. There being no other business the meeting adjourned.

The weather was very nice until Saturday when it started to rain and Saturday evening snowed.

The banquet Saturday evening featured the Dillon Fiddlers. A group of young people ages 6 to 18 that played old time fiddle tunes for us.

The Western States Convention was adjourned until 1989 meeting.

Submitted by,
Inez Nesmoe

Meeting adjourned at 4:40 p.m.



TUESDAY MORNING

JUNE 21, 1988

Mt. Vernon, Washington

Memorial Program at the joint session given by Inez Nesmoe, Vice-Pres. Meeting called to order by President Janet Lange at 10:00 a.m.

Roll call of officers:

Invocation given by Hazel Halleck. A reading "Tis A Little Journey".

Pledge of Allegiance.

Minutes of Monday's meeting were read and approved.

COUNTRY STORE REPORT: Helen Rudy gave a partial report of the Country Store. To date \$111.15 has been taken in.

MESSAGE FROM NATIONAL ASSOCIATION GUEST: Scottie Hicks

National Secretary/Treasurer Scottie Hicks gave us a pep talk on keeping up with the efforts of getting new members, working for P.A.C. and encouraging our spouses.

MILEAGE COMMITTEE: Delores Robb, Ch.

Mileage Committee chairperson Delores Robb reported on the 2 officers that receive mileage and per diem. A question on the mileage arose so the committee will refigure the mileage and report Wednesday.

RESOLUTION COMMITTEE: Ilona Lafferty, Ch.

Ilona Lafferty read a partial report. The final report will be read Wednesday.

COUNTY REPORTS:

SKI County: National Guest Sharon Brown, Madam President, Officers, and members;

I have attended the SKI meetings that were held since the last State Convention. We supported our National Presidents Project and have sold pins, tie-tacs, and nots, and got her

message out as we traveled to meetings. Diabetes has been an interesting and informative message for us all.

SKI donated \$42.00 to the project this year. We needed items for the National Presidents Scrapbook and for our Country Store, so these were announced at meetings also.

We are on the family plan now and we have no funds in our SKI Auxiliary treasury since we collected no dues, only widows. Therefore we were not able to secure speakers at any of our meetings in District one. Hopefully this will change and there will be funds available for our SKI Auxiliary in the future.

Written by Delores Robb
SKI County Sec'y

No other county reports as no other county unit is active.

NOMINATIONS OF OFFICERS:

President - Inez Nesmoe
Vice-President - Donna Walker
Sec'y/Treas. - Myrtle Buchanan
District #2 - No candidate
District #4 - No candidate

Nominations will remain open until Wednesday's session.
Meeting recessed at 10:50 A.M.



WEDNESDAY MORNING JUNE 23, 1988
Mt. Vernon, Washington

MEETING CALLED ORDER: Janet Lange

INVOCATION: Delores Robb read a devotion titled, "God's Words"

FLAG SALUTE followed by singing "How Great Thou Art".

ROLL CALL OF OFFICERS: Myrtle Buchanan
Reading of Tuesday's minutes were read and approved.

MILEAGE REPORT: Delores Robb

A final report from the mileage committee shows that 2 officers are entitled to mileage and per diem. They are Janet Lange - \$62.20 and Hazel Halleck - \$123.00

RESOLUTION COMMITTEE: Ilona Lafferty

We, the resolution committee, submit the following report:

- (1) Resolved, that the members of the W.R.L.C.A. Auxiliary express our sincere appreciation to our President, Janet Lange, for all the time and effort she has put forth to make our 63rd State Convention run smoothly.
- (2) Resolved, that we express our gratitude to our National Guest, Sharon Brown, for her interesting and informative messages.
- (3) Resolved, that we sincerely thank the carriers and auxiliary of District #1 for their gracious hospitality and planning which made for a smooth running convention.
- (4) Resolved, that we express a special gratitude and appreciation to the Retired Carriers and their wives, who have given us information and encouragement as they uphold us with their attendance at our state convention.
- (5) Resolved, that we send special thanks to Gerald Thomson, convention chairperson, and the many people who worked with him to make this convention a success.
- (6) Resolved, that appreciation be extended to Ray Reep, Mayor of Mt. Vernon, Kate Skeldon, Manager of the Mt.

Vernon Chamber of Commerce, and the people who put on the exceptional bird of prey presentation for the Americanism Program, and to Linda Hanken, for sharing her life with Juvenile Diabetes with us.

- (7) Resolved, that thanks be expressed to our fine group of Juniors and their Sponsor, Betsy Ruble.
- (8) Resolved, that we thank Inez Nesmoe and those who helped her for the thoughtful Memorial Service they presented.
- (9) Resolved, that we express our sincere thanks to Delores Robb for the excellent job she always does as our Sunshine Chairperson. We are really blessed to have such a caring and sensitive person in that position.
- (10) Resolved, that we thank Odetta Yeager for the excellent job she did as Scholarship Chairperson this past year.
- (11) Resolved, that we thank Helen Rudy for all the effort given in behalf of the Country Store, and all who contributed the items to be sold.
- (12) Resolved, that we give a special thanks to Jack Yeager and Joe Halleck for stepping in and helping out at the Country Store when the auxiliary member were otherwise occupied.
- (13) Resolved, that we give special thanks to Mrs. DeBella for the afghans she makes for our raffles.

Respectfully submitted,
Ilona Lafferty, Ch.

AUDITING COMMITTEE: Donna Walker, Ch.

To the members of the W.R.L.C.A. Auxiliary:
We the auditing committee have examined the treasurers books and found them in excellent order.

Thanks to Myrtle Buchanan for a job well done.

Respectfully submitted,
Donna Walker, Ch.

CONSTITUTION AND BY-LAWS COMMITTEE: Inez Nesmoe, Ch.

Resolutions were presented to delete the number three from Section 1-B of the by-laws. appointment of Committees—since membership and attendance at the conventions is dwindling, we deleted Article three of the constitution dealing with a quorum.

Article XI—mileage we added that the President get paid 20¢ per mile round trip for attending the three district meetings outside his/her home district providing his/her spouse is not an association board member.

SKI County submitted a resolution that the state sec./treas. send active county auxiliary holding at least one meeting a year 50¢ per member for postage, memorial and other expenses.

These four resolutions were voted on and passed unanimously.

Respectfully submitted,
Inez Nesmoe, Ch.

COUNTRY STORE REPORT: Helen Rudy

President Janet and Auxiliary Members:

The Country Store was opened Sunday evening in the main meeting room, The San Juan, during the mixer. I stayed at the store with the help of Janet Lange.

During the Auxiliary meetings, Jack Yeager and Joe Halleck offered to "man" the store, which was greatly appreciated. Monday's proceeds were \$89.00

The raffle of the quilt and 2 afghans, half of the monies goes to P.A.C. and the other half to the project Juvenile Diabetes.

We received many nice articles for the Country Store and would like to thank everyone who donated. I would like to thank everyone who helped with the Country Store. It was greatly appreciated.

Total income was \$166.85 Raffle income was \$307.00

Respectfully submitted,
Helen Rudy, Ch.

CREDENTIALS REPORT: Helen Rudy, Ch.

Final Report: We, the members of the Credentials Committee find all credentials in order. Five delegates were seated from

the floor at Monday afternoon session and Tuesday morning.

Total delegates votes.....115

Officers votes 6

Total Votes 121

Respectfully submitted,
Helen Rudy, Ch.

A motion was made and seconded to accept all reports. Motion carried and all reports placed on file.

NEW BUSINESS: Hazel Halleck was announced as the winner of the Outstanding Auxiliary member of the year.

Stacy Bartholomew, granddaughter of Doug and Bernetta Raber was the recipient of the scholarship for the amount of \$250.00.

DELEGATE TO NATIONAL CONVENTION:

Inez Nesmoe, delegate-at-large, Janet Lange, National paid, and Myrtle Buchanan, alternate.

ELECTION OF OFFICERS:

The new officers for the year of 1988-1989 are:

President - Inez Nesmoe—Marysville, Washington
Vice-President - Donna Walker—Chewelah, Washington
Sec'y./Treas. - Myrtle Buchanan—Chewelah, Washington
District #1 - Delores Robb—Arlington, Washington
District #2 - No candidate
District #3 - Donna Walker is filling for now
District #4 - No candidate

INSTALLATION OF OFFICERS:

National Treasurer Sharon Brown installed the new officers for the year of 1988-1989. Each officer was read her oath of office and presented with a small gift.

Inez Nesmoe presented out-going president Janet Lange with a wooden wishing well and her symbol of doves. Also, the past presidents pin.

CLOSING:

RETIREMENT OF COLORS: Odetta Yeager, Hazel Halleck, and Delores Robb, followed by the singing of "Blest Be The Tie That Binds".

Myrtle Buchanan
Secretary/Treasurer



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