

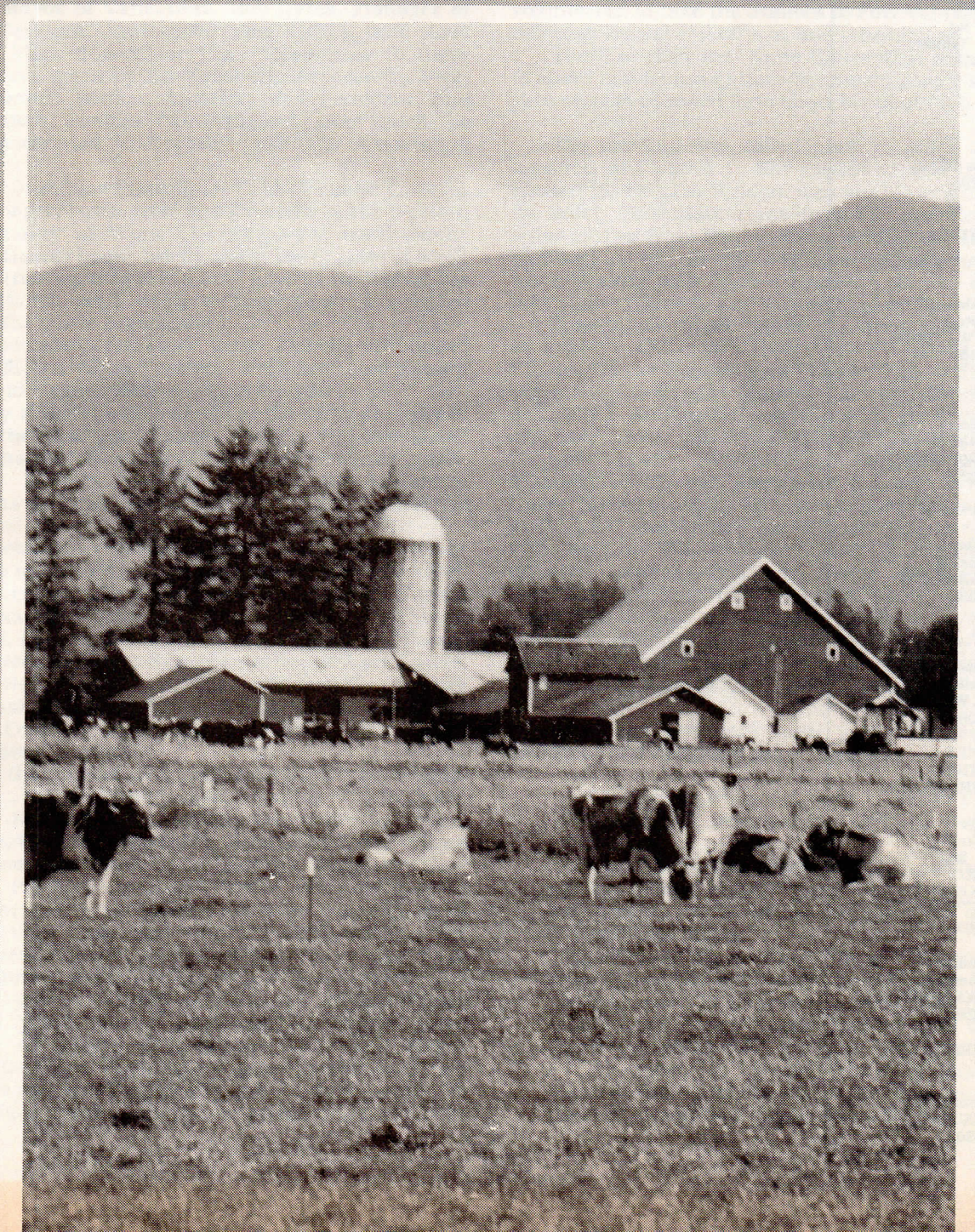
STATE CONVENTION ISSUE

WASHINGTON

RURAL

POSTMAN

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OFFICIAL MINUTES OF THE EIGHTY-FOURTH ANNUAL CONVENTION OF THE WASHINGTON RURAL LETTER CARRIERS VANCOUVER, WASHINGTON JUNE 25-27, 1990

Monday Morning, June 25, 1990 - 9 a.m.

A joint meeting of the Washington Rural Letter Carriers Association and its Auxiliary was called to order by Convention Chairperson, Jennie Seeley, in the Mark Center Conference Hall. Ed Koschalk was in charge of the Presentation of Colors and led in the Pledge of Allegiance. Chaplain Robert Lange gave the Invocation.

The addresses of welcome were given by Bruce Hagenson, Mayor of Vancouver, Bob Ayres, Manager of Customer Services, Vancouver Post Office, and Geri Windecker, Mark 205 Motor Inn. Responses to these addresses were given by Ed Koschalk, Association Vice-President; Donna Walker, Auxiliary Vice-President; and Melissa Norman, Juniors Vice-President, after which the gavel was presented to Dorothy Iannucci, Association President.

Dorothy introduced Dennis J. Yuhl, Portland Division General Manager/Postmaster and Co-chair of the Western Regional Quality of Work Life/Employee Involvement Committee. Dennis spoke briefly about the Quality of Work Life Effort, stressing that it is a long process that advances when allegiance and deep commitment is present throughout the whole organization.

Junior Secretary/Treasurer Adrien DeBella introduced her fellow officers, Alicia Peterson, President (not present this year), and Melissa Norman, Vice-President.

Auxiliary President Inez Nesmore then introduced her officers for the past year, Donna Walker, Vice-President; Myrtle Buchanan, Secretary/Treasurer, Delores Robb, District 1; Donna Walker, District 3; Sunshine Chairpersons Delores Robb, Odetta Yeager, and Hazel Halleck.

The Association President then introduced the other state officers in attendance: Ed Koschalk, Vice-President; Kit Witt, Secretary/Treasurer; Icelia Peterson, Editor; Charles Alexander, District 1; Jennie Seeley, District 2; Lynn Walker, District 3; Darline Kendall, District 4; Robert Lange, Retired Carriers' Representative; Robert Lange, Chaplain; Neil Buchanan, State Steward; Dorothy Iannucci, Assistant State Steward; Rita-Rae Youngs, Auto Insurance Director; and Karen Waltar, this year's convention stenographer.

Dorothy then introduced the National Guests: William R. Brown, Jr., NRLCA Vice-President, and his wife, Barbara; and Marilyn Jones, NRLCA Auxiliary Committee Secretary.

Vice-President Ed Koschalk then asked the retired carriers to come up front and be honored. While they were assembling, President Iannucci invited everyone present to attend the Retirees' Banquet Monday evening. Each retiree was then presented with a boutonniere as the attenders were advised where and for how long each served. Honored were: Mickey Mackey, 40 years; Joe Halleck, 32 years, Johnny Capwell, 26 years; Wayne Hawley, 22 years; Harry Donovan, 33 years; John Messenger, 41 years, Bob Lange, 36 years; Roger Armstrong, 24 years (including 5 years military); Harley Robb, 28.5 years; Jack Yeager, 35 years; Larayne Gupta, 26 years (including 1 year military); and Marge Gribi, 16 years.

Vice-President Koschalk invited the retirees' spouses to come up and join them. He then announced that the total number of years of service represented by these retirees was 355 years.

President Iannucci asked Johnny Capwell, retiree and WRLCA Historian, to speak briefly about the history of the association.

President Iannucci announced that Raye Smith had volunteered to take the Juniors to Fort Vancouver Tuesday morning, leaving at 9:00 a.m. and returning at 11:30 a.m.

Those at their first State Convention were then asked to stand and be recognized. Seventeen people stood up. The joint session recessed for a short break at 9:55 a.m.

The meeting was called back to order by President Iannucci at 10:20 a.m. She explained that the scheduled speaker, Michael J. Weldon, was unable to attend. Instead, the Safety Presentation was given by Laver Root, a regular letter carrier from Duvall. Laver related an experience he had backing his car into a river, stressing some safety tips when dealing with such a situation. It was a funny and informative address, and was enjoyed by all.

President Iannucci made the committee assignments as follows: CONSTITUTION AND BY-LAWS: Dale Ryan (Chair), Donna Roakes, and Dorothy Fell. RESOLUTIONS: Steve Higgins (chair), Marsha Cox, and Christine Briggs. AUDITING: Martin LeTourneau (Chair), Karen Crombie, and Laver Root. MILEAGE AND PER DIEM: Gloria Rector (Chair), Lorna Wieldraayer, and Janet Bridge. NOMINATIONS: Pat Alexander (Chair), Lynn Hatcher, Cindy Norman, Terry Parenti, and Anneliese Eastridge. FINANCES: Dexter Nesmoe (Chair), Noretta Stritzke, and Polly Nugen. TELLERS/ELECTIONS: Joanne Blackburn (Chair), Marge Erickson, and Darline Kendall. CREDENTIALS/SECOND TELLERS: Mary Carlile (Chair), Dona Van Every, and Rosalee Voshell. WASHINGTON RURAL POSTMAN: Dan Snyder (Chair), Kathy Brown, and Larry Van Dyke. TIME AND PLACE: Ken Side (Chair), Lynn Walker, Jack Spangler, and Diana Jones.

President Iannucci then gave the report of the President and Assistant State Steward:

National Rural Letter Carrier's Vice-President, Bill Brown, State Officers, Delegates, and Guests.

I am giving this report in the capacity of both offices. I found it quite impossible to separate the two, though I made an attempt, at least as far as my financial report.

This was my second year as President of this organization. In some ways, it was much harder. I did not have to impeach anyone this year, for which I am grateful. I did find out that the more one knows about a job the more there is to do!

As was the prime focus of last year, membership was the focus for this year. I am pleased to say that the National office has praised

us for the jump in membership this year. It was due to the hard work of your Board members working as a team.

RCAs remain our biggest problem. I hope that the By-Laws change which you will be voting on later in this convention will pass, and help in solving this problem.

I have a very real problem with regular carriers not belonging to the Union. They receive all the benefits which the union fought for, and believe that they can get away with not paying their fair share. I can't help but wonder why those of you who do pay your dues don't get on their case and make them feel so small, and cheap, that they will help us to save their jobs. That is the real reason why we exist!

Neil and I held four count seminars last year. The MSC people informed us that it was the most trouble-free count that they had ever had. We felt very complemented by that, but it would not have happened had the carriers taken advantage of the trainings. All of the questions and problems have come from those who were too busy, or lazy, to attend.

Last August I attended my first National Convention. WOW! Since I gave a report on that meeting at the Fall Booster, I will not cover it now. Suffice it to say that I look forward to the next one.

One of the disappointments of this year was the cancellation of Rod Chandler as our guest speaker at the Fall Booster. He has apologized, and will be happy to come at a later date. He has been a friend to the rural carriers as a member of the Post Office Affairs Committee. I hope to keep in touch with his office in the difficult issues facing us in the coming years.

In November I attended my first training as Assistant State Steward. Roger Moreland gave a very informative training. I came away feeling that I not only had learned a lot, but that I had a long way to go to catch up with Neil Buchanan. Do you know that Roger had put an item in the grievance we were working just to try to trip up Neil because he always catches the "little thing" that can make a difference in a case? (Neil found it!)

Right after the Reno training, we were privileged to attend an arbitration hearing in Boise, Idaho. I can see why Mr. Bill Peer feels that all stewards should try to attend such a hearing. The case involved the theft of mail (BBM Lottery tickets) and the girl probably had the case won, but shot herself in the foot when she volunteered too much information. She did not get her job back.

A lot of time, and your money, has been spent trying to save three rural routes in Issaquah from being converted to city routes in Bellevue, WA. This has been a real lesson in the way management can twist the facts so they will fit with their interpretation of what they wish to happen. This case is not over yet, and it has me, frankly, scared. If they win this one, I can think of another office which is a prime candidate for the next round. The office in question has already had all the routes cut to 40 hours, with the carriers signing off because they did not know better. This is a prime example of what can happen when no one takes an active interest in their union, and by not being members, they do not receive the information they need to save their jobs.

The Spring found me to be everywhere but home! I attended all of the District meetings plus two trips to Washington D.C., and the Western States Conference in Post Falls, Idaho.

I attended all of the County meetings to which I was invited that did not conflict with another meeting or trip. I especially enjoy county meetings. They are smaller, and the question and answer period can get very lively. I am always thinking of those who are not there, and what they are missing. The questions asked during a meeting of this size are usually to the point, and of common interest to all in attendance.

Western States Conference was as interesting as always. The accessibility to the National officers is always an education. I was surprised at the low turn-out. Even though it was a successful conference, the proximity to an area of active union members should have generated quite a lot more attendance from local members.

On my first trip to Washington D.C. we heard from the Postal Service about automation. The Stewards in attendance came away in a state of shock, I think. We thought that HCR routes were our biggest threat! They probably are, but automation will dramatically change the way we do business! Tomorrow, Mr. Wade will be talking to you about this subject, and I believe presenting much of the information which we received.

When I attended the President's Legislative Conference in Washington D.C., we were privileged to hear Anthony Frank. I do believe that he believes that by working together we can save the Postal Service. Probably not in the same way we have come to know and love, but saved nonetheless.

I hope that all of this does not sound like a lot of gloom and doom. It is not meant to be. However, it is time that everyone gets their respective heads out of the sand, and learns about the changes we are about to experience, and resolve to aid our national officers in their efforts to save our craft.

One of the most rewarding, and frustrating, experiences I have been involved in has been the USPS/NRLCA Quality of Work Life Process. Rewarding because I can see very real progress in some offices which were once difficult offices in which to work. Frustrating because on the Steering Committee, of which I am privileged to be a member, we deal with the movers and shakers of the Division.

Dealing with movers and shakers who have clawed their way to the position in which they find themselves is frustrating because they are reluctant to allow a lowly rural carrier to be an equal. Never mind that the rural carriers are leaders in their respective unions. It is still very hard to let go. It is a very rewarding experience when we come together as equals and accomplish our goals.

We expect the Seattle Division to be completely diffused by the end of the year. We have focussed on the larger offices to start. The small offices will go a lot faster. One of the big problems is the lack of membership in some offices.

One of the things that some people do not know is that the QWL/EI Process is a Union/Management Process. This was not brought on line to make the workers happy. It was instituted to tap the well of knowledge that can

make for a better way of working life. Rural carriers have to start thinking in a participative way. It is a Process to make everyone a part of the success, or failure, of the Postal Service, i.e., your job. If there is no Postal Service, there will be no rural carriers.

I have thoroughly enjoyed this past year. I have learned so much! I have been tired (Exhausted is a better word), exhilarated, sad, glad, and once in a while mad. Overall, I would not have missed the experience.

My expense records is as follows:

President's Expenses

Airfare	\$447.00
LWOP (7 days)	824.00
Supplies	68.93
Postage	873.45
Mileage (1628 miles)	325.32
Phone (in Steward expenses)	
Per Diem (3 days)	180.00
TOTAL	2,719.68

Assistant State Steward Expenses

Salary	\$3,000.00
Airfare	862.00
LWOP (69 days)	8,523.53
Lodging/Meals	1,326.90
Mileage (12,278.8 miles)	540.40
Phone (includes President use)	1,871.09
Supplies	101.87
Mail Count (Mt. Vernon)	755.63
TOTAL	\$17,859.35

Thank you for having me as your President/Assistant State Steward.

Respectfully Submitted,
Dorothy Iannucci,
 President/Assistant State Steward

Ed Koschalk then submitted the Annual Report of the Association Vice-President:

It seems like only last week I was beginning my first term as your Vice-President. This has been a year of education and enlightenment. The honor of being able to serve as your Vice-President is sincerely appreciated. It has been a pleasure meeting and getting to know many of you at County and District meetings.

The year started with a Board Meeting immediately after the State Convention in Richland. July found me making a trip to Sumner for a Board Meeting and then a week later attending a mail count seminar in Spokane. this count seminar was unique because the carriers from Northern Idaho (Part of the Seattle Division) were invited. They were well represented. In addition to having a representative from the Spokane MSC, Neil invited the Assistant State Steward of Idaho (Tom Calder, of Couer d'Alene) to participate.

The first of several County meetings I attended as a State officer did not occur until September, at which time I attended the Spokane County meeting. November found me again at a Spokane County meeting followed by

the Fall Booster in Tacoma the 18th and 19th of October. January it was Spokane County again. In February I made two trips to the Vancouver area - one for a Lower Columbia meeting in Ridgefield, and the second to attend a Area Officers (Oregon-Washington) meeting and Leadership Seminar in Vancouver. The Area Officers meeting was conducted by Leo Root - NRLCA Executive Committee Chairman. The meeting was devoted to discussing items that need or should be addressed at the upcoming bargaining session due to begin on August 20th.

The month of March I found myself at all four District meetings - one a week for four consecutive weekends. The first was District 1 in Issaquah, second - District 2 in Vancouver, then District 3 in Davenport and last but not least District 4 in Pasco. Each meeting was a learning experience and provided an excellent opportunity to share (shop talk) with one another and meet new as well as old friends and their spouses. WE all benefit and learn by getting involved and staying informed.

This year the Western States Conference was practically in my back yard - Post Falls, Idaho. This was only my second Western States Conference, but by no means my last. It has been justly called a mini-National Convention. The same distinguished guests one expects to see at the National Convention were in attendance and being a smaller gathering - allowed for more personal contact with the featured speakers. Your State President, Dorothy, my wife (Ann), and I had the privilege of having dinner with Wilbur Wood instead of going to the dog races. Wilbur is the Atlanta Postal Credit Union representative, past National President of the NRLCA and Chairman of this year's National Convention in Little Rock, Arkansas. He assured us that this was going to be an outstanding and fun filled convention. You know what? I believe him!

Since Western States - I have attended a meeting of the Northeast Counties in Chewelah, a Spokane County meeting, and a Chelan-Douglas meeting in Wenatchee. With each meeting, I find that there is always something new to be learned. I had promised to attend a meeting of the Whitman Asotin Counties Association - but this was not to be. The District 4 meeting was the best I could do. I apologize.

My expenses for the past year are as follows (This convention's mileage and per-diem are not included):

Mileage (4,758 miles)	\$951.60
Per-Diem (9 days @ \$45.00)	385.00
(less \$20.00)	
Telephone	2.29
Meals (Lunch Mail Count Seminar)	9.30
Total Expenses	\$1,348.19

This past year reinforced my conviction that we as members of this Association must become involved. To be involved is to be informed. Apathy can be the undoing of this Association. Be informed - get involved!!!

Respectfully Submitted,
Ed Koschalk,
 WRLCA Vice-President, Provident Guild Director

Kit N. Witt submitted the following as the annual report of the Association Secretary-Treasurer:

National Officer, William Brown, Fellow officers, delegates and members of the Association.

This has been an exciting and interesting year for me, but also a very tiring one, which I will refer to later in this report. First, I would like to thank Dexter for his help in the complexities of the job. Also, Pat and Charles Alexander for their up-dating of the Constitution and By-Laws.

In August, I attended the National Convention where I started learning the duties and responsibilities of the Secretary-Treasurer's position. As in learning any new language, most of it is unfamiliar and confusing. When they were referring to "Back up" I thought that was something Rural Carriers weren't allowed to do! And, my do they like to use computer printouts at the National Office.

In October I attended the Secretary Training Session in Washington D.C. This is where things really started to make some sense, and I received the Secretaries' Handbook which is 2-inches thick! All the answers are in this book according to Scottie Hicks.

The financial problems of the State are now over. The loan has been paid off and we are able to meet all our obligations in a timely manner. That is not to say that we have a large reserve because the National Office has raised our per capita amount to them but we should be able to absorb it this next year.

Now back to the issue I referred to earlier in my report. The work load and responsibilities of the Secretary-Treasurer have increased greatly over the past few years. The job requires approximately 20 hours per week just to keep up. This does not include time to work on membership, educating the County Secretaries or keeping the membership informed. It is not just writing a few checks and attending a few meetings. It is keeping up to date with the National Office, the Department of Labor and the IRS just to name a few. It is being expected to pay a voucher by return mail or answering a letter or returning the many phone calls on the recorder even though you have just returned from a meeting late at night or have already worked a full day on the route and are tired. It means you must work 3 to 4 hours each night through the week if you want the weekend off.

So far this year I have lost approximately \$1,400.00 in wages, just to attend Secretary-Treasurer related meetings and to work on the duties of the position at home. I have used 6 days of LWOP that the Union has paid this year. The Secretary-Treasurer is required to attend the State Convention with no reimbursement for work days lost or expenses in excess of per diem and mileage. The same goes for the National Convention, where the Secretary-Treasurer is requested to be there, and attend a training session, with no mileage or per diem or Leave Without Pay reimbursement. Also, he or she is requested to attend a training session in Washington D.C. with partial expenses paid by

the National Office, but no reimbursement for work days lost.

As the old saying goes, "You get what you pay for". The expenses of this Union should not be paid by a few. There are over 800 non-members in the State of Washington. If we can not continue to increase our membership, those few will be paying the bills. If time and consideration are not given to the recruitment of new members, and renewing our cash pay members every year, the money will not be there. If I am re-elected, or whomever the the next Secretary-Treasurer is, they must be reimbursed for their expenses, and given the time to do the work. You must stay on top of all portions of the job. The National Office, the Department of Labor, and the IRS require a professional job. and until the Secretary-Treasurer is compensated for that work, we will not have that level of professionalism.

In closing, let me say that I enjoy the work and I realize that no one has informed the members over the past years, just how enormous this job is. I have therefor submitted a change in the By-Laws that will correct this situation.

If I am re-elected, I plan to make some changes in the bookkeeping methods that will give a more specific view of expenses. As this was my first year, I made no changes but stayed with the system that was in place.

Respectfully Submitted,
Kit N. Witt,
Secretary-Treasurer

TREASURER'S REPORT FOR JULY 1, 1989 TO MAY 31 1990

BEGINNING CASH BALANCE		
JULY 1, 1989		\$10,017.78
INCOME		
Dues Income	128,084.70	
Insurance Income	18,795.00	
Interest on Bank Account	1,341.97	148,221.67
Available for disbursement		158,239.45
DISBURSEMENTS		
Overhead:		
Per capita to National	5,002.00	
Per capita to Counties	5,835.00	
Per capita - other	256.00	
Family Plan to Auxiliary	4,680.00	
Loan payment to		
Atlanta Credit Union	13,718.80	(29,492.70)
Management:		
Conventions	3,314.61	
Fall Booster	1,539.60	
Payroll taxes	11,068.15	
Printing	342.96	
Salaries - net	4,446.88	
Supplies	596.98	
Postage	1,054.22	
Professional	790.00	
Telephone	545.05	
Travel	4,224.53	
Miscellaneous	85.66	(28,008.64)

Postman:		
Printing	1,276.74	
Salaries - net	1,294.30	(2,571.04)
Insurance:		
Conventions	1,592.80	
Telephone	28.13	
Travel	1,822.47	(3,443.40)
Training:		
Conventions	256.88	256.88)
State Steward:		
Equipment purchases	6,514.57	
Fall Booster	671.85	
Miscellaneous	1,676.83	
Postage	652.00	
Printing	2.16	
Salaries - net	17,610.10	
Supplies	2,611.04	
Telephone	2,659.06	
Travel	8,487.42	(40,885.13)
Assistant State Steward:		
Conventions	1,267.00	
Miscellaneous	1,000.00	
Printing	238.78	
Salaries - net	8,720.28	
Telephone	1,871.09	
Travel	3,185.42	(16,282.57)
OWCP Director:		
Fall Booster	259.00	
Miscellaneous	750.00	(1,009.00)
ENDING CASH BALANCE		
MAY 31, 1990		\$36,290.09

Charles Alexander gave the following as the District I Representative's Annual report:

I would like to take this opportunity to tell you about myself and how I came to be appointed to serve the remainder of Joanne Nelson's term as District I representative. I work out of the Ferndale Post Office in Whatcom County, where my wife, Pat, and I have been carriers for more than eleven years. I have been the local steward for the last four of those years and have seen more action than should have been necessary, grieving letters of warning and unreasonable directives. I envy those of you who are fortunate enough to work in an office where disagreements can be resolved without having to resort to an adversarial format. Many of us here in Washington's "Far North" are eagerly awaiting the arrival of QWL to usher in a new era of cooperation and respect between rural carriers and management. Fortunately, carriers have each other for support, and by sharing information and ideas, each of us is in a better position to insure the best possible work-place environment.

Since assuming my new position in the spring of this year, I was able to attend Western States Conference where our National President, Vernon Meter, brought us up to date on priorities for upcoming negotiations. Subsequently, I was able to share some of what

I learned at Western States with people who attended the county meetings for Whatcom and SKI respectively. The only expense I submitted was for mileage to the SKI County Meeting in Marysville.

*Respectfully Submitted,
Charles K. Alexander
Acting District I Representative*

Jennie M. Seeley gave the following as the District II Representative's Annual Report:

Welcome fellow carriers, National and State officers and guests to the 1990 Washington State Convention.

It has been a privilege to be your District II Representative. In the past year, I have attended all four of the Lower Columbia meetings in Vancouver; District I in Issaquah; and District II in Vancouver. I have also attended a Mail Count Seminar, a Labor Relations Seminar and a Mutual Counties meeting in the Tacoma area.

I have become involved with the Labor Education and Research Center at the University of Oregon and have attended two courses, Leadership I in October 1989 and Leadership II in April 1990, at my own expense.

I took advantage of the seminar Oregon Women 90's at the Hilton/Portland in May and the Oregon Spring Booster also.

Learning our rights, communicating and cooperating are very powerful resources we all need to improve upon. Attend as many meetings as possible, personally contact a co-worker and ask them to attend and make them feel welcome. I am sure they will learn some interesting facts about our craft and take it back to share with others.

As a committeeperson I have strived to make all my fellow carriers aware of the benefits of Union membership. Your Rural Carrier Union is a excellent source to acquire the ;knowledge of your rights and responsibilities as a carrier.

*In closing, I would like to share a success story of an office without any Union activity. A carrier had a problem and attended a meeting seeking an answer. With the knowledge attained at this meeting, the problem was solved. Now there are several carriers attending from that office. They are enthusiastic about learning their rights and have been able to improve working conditions in that office. This is just an example of what can happen when you get involved.
Let's get involved!*

*Respectfully Submitted,
Jennie M. Seeley,
District II Representative*

Lynn Walker gave the following as the District III Representative's Annual Report:

National and State Officers, Fellow Carriers, Auxiliary Members:

As third district committeeperson, I welcome this opportunity to report the activities of the past year having had the privilege of working with fellow Washington Rural Letter Carriers Association members, setting the course of this organization. As we reflect on the past year's activities, we look also toward the forthcoming year setting the goals of WRLCA for working to serve the public with the best postal service in the world - even though not perfect - the best.

This past year, Donna and I traveled approximately 3,000 miles in the state attending as many unit meetings as we could, Fall Booster in Tacoma, Midwinter Oregon and Washington here in Vancouver and we also experienced a first (actually two). We were fortunate enough to have Western States in Post Falls, Idaho, only 75 miles from where we live, so we attended. That was the first experience. The second was opening our car trunk and discovering that our suitcases were sitting at home in Chewelah. Fortunately we were able to make a phone call, get one of our sons to deliver the luggage to one of my co-workers who was coming to convention the next day and we had our suitcases. Former third district representative, Midge Braman, told me that Western States was something almost better than National Convention because you learned so much. Midge was right. If any of you can attend, you will find it well worth your time.

My expenses to the state as an officer have totaled approximately \$900.00 including mileage, per diem and third district meetings. I'd like to take this opportunity to thank all the unit secretaries, members who made my job easier, and more enjoyable by sending us notices of your meetings and making us feel so welcome.

We've all heard of the talk and concern about converting rural routes to highway contracts. If I may, I'd like to share an experience that Donna and I had concerning HCR. I believe that we can better understand this very real threat. In February, Donna's job in purchasing at the local hospital was eliminated due to consolidation of our rural hospital into the Mega Spokane Health System and she joined the ranks of the unemployed. At that time there was a solicitation on an HCR in our area - not the same office I work out of. As you may know, on an HCR, you bid monetarily on a solicitation hoping that you are the low monetary bidder. Since the wages in our area tend to be low as they are in much of rural America and there were no jobs available, Donna bid on that route for \$7.25 an hour and auto expenses. She won the right to be awarded the route on that basis but was denied the award because I'm a postal employee. This means any RCA member serving a rural route that was converted to HCR or any member of his/her immediate family would not be allowed

to have the opportunity to submit a bid as an individual along with the general public on any HCR conversion so long as he/she were a postal employee. So much for the statement "no one would lose a job to conversion". The bidding process in itself on an HCR is quite an experience. In reading those contracts and working through the process, it's easy to understand why the right to convert an upcoming contract from rural to HCR well could be a priority in negotiations this year.

On another avenue, an attempt at cost cutting and savings came out of the Spokane MSC. In late winter a directive came to many if not all, post offices in the MSC concerning parcel post. I'd like to take this time to read an article that appeared in the Spokesman Review. This daily paper serves Eastern Washington, Northern Idaho, some of Western Montana and Eastern Oregon. Doug Clark, a well known columnist, wrote the following. Bear in mind the column appeared at the same time as the proposed postal increases became public.

"Aw, let's lay off the U.S. Postal Service. Of course nobody wants to pay 30 cents for a lousy stamp. But the extra income generated by this proposed nickel hike is desperately needed.

The American public tends to forget how many millions it takes for an organization like the Postal Service to maintain the cutting edge on inefficiency.

We need only look back about two weeks to find a perfect example of what I'm talking about.

Up until that time, Spokane's postal hub prided itself on offering overnight fourth-class parcel delivery and book-rate mail to nearly all communities of Eastern Washington and North Idaho.

Let me explain:

Say you lived in Airway Heights and wanted to mail a box of your Aunt Phoebe's favorite lemon crumble cookies to her home in Coeur d'Alene.

After you mailed it, the package would be trucked to Spokane for processing. The very next day, it would be shipped to Coeur d'Alene and delivered to Aunt Phoebe's address.

Unfortunately, that system simply made too much sense.

Now, thanks to the Postal Service's commitment to mediocrity, your package of crumble cookies will, ahem, take a bit longer to arrive.

Just like before, the parcel will go first to Spokane. Then it will be whisked by truck directly to a postal hub in Federal Way near Seattle.

After processing, it will be sent directly back to Spokane until finally it can be trucked to Aunt Phoebe in Coeur d'Alene.

'And by the time she gets them, she better have strong teeth because they're gonna be hard like rocks,' says a longtime postal employee with a disgusted laugh.

'It's just another stab in the face of the consumer, and the run-of-the-mill good guys at the post office aren't happy about it at all.'

Isn't amazing how progress can sometimes look so stupid?

My source at the post office requested that I not use his name lest his supervisor decide to cancel his postmark. Something like that. But take it from me, this guy's been around long enough to know what he's talking about.

In fact, he told me almost word-for-word how post office officials would explain their reasoning for the change.

John Hardin, the director of city operations for the Spokane Postal Service, says Spokane's outlying areas had been getting service that was too good.

Get this - overnight delivery doesn't meet the state's two-day standard. 'We're basically getting in line with the rest of the state,' Hardin said.

In other words, we never deserved the good service and now we have to be punished.

Hardin concedes he's heard some grumbling about the change. 'Whenever you take back anything somebody had, the perception is that you are offering lesser service,' he says.

Yes, John, that's usually the perception. My source has a different theory. 'I figure the people in Federal Way just didn't have enough to do. So we're gonna need that extra money for stamps to help pay for gas.'

He also disputes the two-day delivery standard as a bunch of bureaucratic malarkey. 'It takes four days at a minimum and probable five to get what we used to deliver overnight.'

A check with other area postal outlets confirmed that a four- or five-day delivery figure was much more likely. If you don't like it, you can always pay more for overnight delivery.

As difficult as this is to say, perhaps old Ralph Nader is right.

On Tuesday, the consumer advocate complained about the rising postal rates and generally dismal service. 'The people are going to have to save the post office from itself.'

The previous two weeks had been a postmaster's nightmare as customers and friends came to the counter. Imagine the two auto parts stores in Chewelah waiting days for their customers' parts - for example. Nothing changed the directive. But, forty-eight hours after this article appeared, the directive was rescinded and overnight delivery was again a reality. This is another demonstration of the power of the news media. Unfortunately, the damage was done, the business lost, and our image, if not ruined, certainly diminished.

I haven't presented this to impugn the Spokane MSC or any group of individuals but to emphasize the need for all service personnel in positions of policy, be they management or craft, to reach out to the personnel that would have an understanding of what that policy effect would do.

Postmaster General Frank said budget incentives at the cost of service or personnel relations are not savings.

You may wonder, as I do sometimes, what we can do. First, let us remember we must not let what we can't do as rural carriers interfere with

what we can do. By being a good, conscientious carrier, a good salesman of the postal service, we do come to know success. Success is getting up one more time than you get knocked down. The most important thing to most of us other than our relationships, is our jobs. If we support our union with our dues, our time, and our efforts, do the best we can, we have the formula for success.

Thank you all for your support as you have allowed be to serve in the capacity this past year.

Respectfully Submitted,
Lynn Walker,
District III Representative

Darline Kendall gave the following as the District IV Representative's Annual Report:

This is the second year I have enjoyed serving as your 4th district representative.

I have been at all board meetings when possible and all county meetings to which I had been invited.

I also attended the Western States Conference in Post Falls, Idaho, which is always informative.

It has been my privilege to have served as your 4th district representative.

Respectfully Submitted,
Darline Kendall,
District IV Representative

The following was submitted as the Report of the Retired Representative and PAC Chairman:

To the National Guests, State Officers and members and Guests of this 84th Washington State Convention.

July 15th I attended a Board meeting in Sumner at the home of President Iannucci.

The first part of August I attended National Convention in Buffalo. Thank you to the membership for allowing me this privilege.

November 18th we were at the Fall Board meeting in Tacoma. February 23-25 we attended the Washington-Oregon Officer's seminar in Vancouver, Washington.

During the month of March we attended the following District Meetings: District I - Issaquah, District II - Vancouver, District II - Davenport, District IV - Pasco.

April 27-28 found us at Post Falls, Idaho for the Western States Conference. We had a good and profitable time hearing National President Meir and other speakers, and also renewing friendships and making new friends.

May 3rd we attended the Whatcom County Meeting. May 5th I attended SKI meeting with Pat and Charles Alexander.

One of the problems I had this year was a lack of meeting notices from the county secretary's it's difficult to attend meetings when you don't know when they are.

Respectfully Submitted,
Robert Lange,
Retired Representative & PAC Chairman

Rita-Rae P. Youngs gave the following as the Annual Report of the Insurance Director:

This has been a exciting year. A learning year. I have been to several local Union meetings and answered many inquiries during this past year. In doing so I have gained useful information which I am able to pass on.

I am very impressed with the Rural Letter Carriers Automobile Insurance Company, National General. I found them to be prompt, helpful and the least expensive of the Automobile Insurance Companies.

My job as Insurance Director is to promote and encourage inquiries to and participation in National General Insurance Companies' plans.

I am anticipating a better informed and more productive second year.

Thank you.

*Respectfully Submitted,
Rita-Rae P. Youngs,
Insurance Director*

At this time President Iannucci announced that Bill Brown was not currently present because he was on a conference call regarding setting up a task force to study the effects of automation on rural letter carriers.

President Iannucci also noted that, in regards to committee assignments, the Tellers Committee was to officially be called the Elections Committee, as stated in the Constitution and By-Laws. She then asked Ed Koschalk to give the Armed Forces Veterans' Club Report. He had no official written report to submit, but shared the following:

I have no formal report as the Armed Forces Service, but I think it is listed as the Armed Forces Veterans' Club, and that's what it appropriately should be. I think on our cards that we hand out we have it listed as the Ex-Servicemen's Club. Somewhere in the back of one of the National Conventions that's been changed.

Either way, I have no formal report to issue on that, but what I would like to say about the Armed Forces Veteran's Club is it's open to all former veterans, regardless of how long you served in the Service. There is a \$2.00 annual fee. \$1.50 of this is sent back to National Headquarters as our per capita back to the National. We retain \$0.50 here in the state.

Money is raised by the Armed Forces Veteran's Club and used to provide money, small scholarships, to some deserving child out there who is looking for a way to get through college. We have one deserving person here that I believe is working extra just to pay some of those expenses. All monies that they get are well earned and well deserved.

Any member can join. Dues' year runs the same as our National dues' year, or as our Association dues I should say: July 1 - June 30 of each year. At this time, as your Acting President, I am soliciting new and well as old members to fork over two more dollars for the upcoming year. In addition to that, if you haven't already done so, I don't know if it can still be arranged, but there is an Armed Forces Veterans' Club Breakfast at 7:00 Wednesday

morning. You do not have to be a member, and all are welcome to attend, if you want to get up and join us for a fun morning.

That's all I have to say in that area.

I also see my name was down here as the Provident Guild Director. There again, I have no annual report to submit on that because I haven't been very productive in that particular area this year. But the Provident Guild is open to all regular substitutes, RCRs, and RCAs, and their spouses, under the age of 55.

A question might be, what is the Provident Guild? It's a non-profit, fraternal organization created and operated by rural carriers for our membership. The guild is not an insurance, rather it's a fraternal death benefit which guarantees you at least thirty times your annual dues. Depending on the number of claims in a given year, it can provide you up to 100 times your annual dues.

There are no physical examinations, no assessments, no commissions, and no high salaries. Low cost protection does not decrease nor can it be cancelled when you reach age 65. You can become a Guild member until you reach age 55. After this age you cannot enter the program. But you do remain in it as long as you pay your Guild dues annually.

Claims are to be filed within 30 days after death. A claim form together with a copy of the death certificate are to be mailed directly to the Secretary/Treasurer. If the death certificate is not available within this time, please advise the current Secretary/Treasurer. It need not be handled by a lawyer. It says, 'Upon receipt of forms listed in Item 6, an immediate relief check for twenty-five percent of the maximum payment is mailed to the beneficiary. The balance of settlement is mailed in August following our Board meeting which is held during the NRLCA Convention.'

Your Guild dues are payable in advance and the Secretary/Treasurer will mail your dues notice during the month of May for the following fiscal year. These dues are then payable by June 30th. And if you join after the beginning of the year, sometime during the year, dues are somewhat prorated. I joined this past year at the Western States Conference in April and it cost me a total of \$13.50, to cover me for the remainder of this year through June 30th and for the entire year beginning July 1st through June 30th, 1990

Dues vary with age bracket. If you're under 55 the annual dues are \$10.00. If you're under age 35, your annual dues, depending on which benefit you want available or which class you want available, is either \$40.00 or \$50.00. The \$40.00 annual dues will get you a maximum benefit of \$4,000.00 The \$50.00 will get you a maximum benefit of \$5,000.00. As you progress in age towards 55, you have only one class that you could pick from. Under 40, \$30.00 for \$3,000.00 maximum benefit. Under 45, \$20.00 for a maximum of \$2,000.00. Under 50, it's \$10.00 for a \$1,000.00 maximum death benefit. Very reasonable. Like I said, basically it's something that you get back immediately and it's a handy thing to have because after a death

occurs, it's usually some time before any money starts flowing through to cover expenses. And this will tide you over until some of those other funds are available.

If anybody is interested, Janet Lange is also a Provident Guild Representative for the state. We do have application forms and we'd be glad to sign you up or just give you the information or give you the form and you can mail it in to the National Secretary. I thank you.

At this time Lynn Walker brought up the issue of selecting the Carrier of the Year. President Iannucci explained that any nominations should be submitted in writing to the District Committeeperson.

President Iannucci vocalized her concern to attempt to coordinate schedules with the Auxiliary so that both convention groups could hear the national speakers. She decided to meet with Auxiliary President Inez Nesmoe at a later time to discuss schedules.

It was announced that the Juniors would be meeting with the Auxiliary this afternoon. The convention recessed for lunch at 11:55 a.m.

The convention reconvened at 1:25 p.m., with President Iannucci calling the meeting to order. She asked Hazel Halleck, of the Auxiliary, to introduce National Auxiliary speaker Mrs. Marilyn Jones, representing the NRLCA Auxiliary Project.

Mrs. Jones, the Secretary of the Executive Committee of the NRLCA, spoke about this year's Humanitarian Project, ALS, better known as "Lou Gehrig's Disease". She showed a video entitled "A Thief in the Night", hosted by Michael Gross. The video explained what ALS is, covered real life examples of some of its victims, and promoted the ALS Association which is dedicated to finding a cure for ALS. After the video, Marilyn shared that the Auxiliary would accept monetary contributions to support the fight against ALS. She also made it clear that one of the main purposes of the Auxiliary is to support the RLCA.

President Iannucci then asked Neil Buchanan, State Steward, to introduce national guest speaker William R Brown, Jr., NRLCA Vice-President. Bill Brown, of Alexandria, Virginia, spoke on a variety of topics, ranging from the use of automation to the current status of contract negotiations to the issue of safety. He was very knowledgeable and an honor to have as a speaker.

President Iannucci announced a short break at 3:25 p.m., with the convention to reconvene in separate meetings.

The convention reconvened at 3:45 p.m. Dorothy asked Bob Lange to come up and talk about PAC. Bob, a retiree, shared that President Bush would like to make some budget cuts in civil service, including COLAs, benefits, and Social Security. He also voiced a concern regarding private enterprise in the postal service system. He shared that our giving impact for this year in Washington is \$0.93 per carrier, rather low compared to other states. Bob handed out a sheet entitled "Twelve Steps to Write Your Congressperson", encouraging members to do just that. A hat was then passed to collect donations for PAC. Bob announced that already Washington has given a total of \$1,053.00 for PAC. Bob has collected \$898.00 of that and National has collected \$155.00. President Iannucci asked all members present to dig deep for their contribution to PAC, citing an example from Washington D.C in which a comparable number of people raised \$1,000.00 in ten minutes to donate to a man who had a heart attack during

the convention. Checks were to be made out to NRLCA-PAC.

President Iannucci then announced that Tuesday morning, June 26, at 8:30 a.m., would be the Memorial Service and that the doors will be locked during the service, so please arrive early.

The following are the named delegates-at-large for the convention: Carolyn Goodman, Chelan-Douglas Counties; Terry Parenti, Clallam-Jefferson Counties; Kathy Brown, Kitsap County; Ken Side, Lincoln-Grant-Adams Counties; Mary Carlile, Lower Columbia Counties; Joanne Blackburn, Mutual Counties; John Lafferty, Okanogan County; Larry Van Dyke, Skagit-San Juan Counties; Marsha Cox, SKI Counties; Stephen Higgins, Southeast Washington; Dale Ryan, Spokane County; Noretta Stritzke, Northeast Washington; Dan Snyder, Whatcom County; Marjorie Gump, Whitman-Asotin Counties; and Donna Roakes, Yakima County. No one was present from Alaska, therefore they are to be represented by Mutual Counties.

At this time Secretary/Treasurer Kit Witt gave the Roll Call. All officers and delegates were present, except for Alaska, Chelan-Douglas, Okanogan, and Clallam-Jefferson.

Next Kit read off a list of people who hadn't yet submitted their credentials. Kit asked these people to contact the Credentials Committee immediately.

President Iannucci then asked Neil Buchanan, State Steward, to give his report:

Vice-President Bill Brown, President Dorothy, Officers, members and friends.

Each year when I stand up to report to you, it seems that the year just concluding was the busiest ever. This year is no exception.

When preparing to write this report, I looked over the one I wrote last year. I promise this one will be shorter. That one went on forever.

There are some good numbers in this report. Although there have been more problems brought to our attention, grievance numbers are down.

GRIEVANCE ACTIVITIES: *A brief breakdown of the grievance numbers for 1889-1990 go something like this.*

Twelve (12) contract grievances were appealed to 2-B. One of the discipline grievances was for a 14-day suspension. This discipline was reduced to a 7-day suspension. The remaining discipline grievance was for a 7-day suspension resulting from an on-route accident. There has not been a award made on this one as of yet.

Two of the eight that had been sustained when I started this report have been called back to Step-3 where they were denied and appealed to Step-4. Both grievances were to get higher level pay for conducting the 4-week rural route mail count. The carriers were promised higher level pay by their Postmasters and this was also assured by the Seattle Division Delivery Analyst. Perhaps Steve can get it ironed out at Step-4.

These numbers reflect a substantial decline in the number of grievances appealed to the regional level. I wish I could say that we are having fewer problems. We are having as many or more serious problems as ever, but with Doty's help we have been able to work with

Labor Relations and the various other management representatives such as the Delivery Analysts to resolve problems without having to file and appeal grievances. I hope we can capitalize on this procedure even more hereafter.

I have five discipline grievances sustained at Step-2. Two of these were removals. One removal was reduced to a Letter-of Warning, the other was reduced to a 30-day suspension and conditions.

I hope you will agree that these numbers mean we are being more effective in our representation of the rural craft. I can assure you we spare no effort in preparing the cases and files needed.

EQUIPMENT: We were able to purchase a third Xerox copier this year. The State Steward and Assistant State Stewards have Xerox 1012 copiers and the Secretary/Treasurer has the Xerox 1020 that the State Steward had up until approximately four years ago. With the current work load of these three offices, all of the copiers see a lot of service.

You will recall that last year's convention authorized the purchase of a computer for use by the State Steward. We purchased an IBM PS2 Model 30 computer and a Hewlett-Packard Desk-Jet II printer.

I guess the one thing I like the best about the computer and printer is the way it produces high quality correspondence or letters and so quickly.

We were slow getting a current list of retirees to incorporate into the membership list, but the lists should be very current as of now. We supplied mailing labels for all the state-wide mailings, the District meetings, and many of the County meetings when we were asked for them. It is a constant chore to keep up-dating the membership list because of the many changes taking place. Daily, people join the Union. Almost daily, people join the craft and rural carriers move and change their addresses just like our customers do.

The computer has lots of capacity left that we do not utilize, but more and more information is stored so the usefulness will continue to grow.

QWL/EI: I wish I could say that everything went well with the QWL process in the Seattle Field Division this last year. I wish I could, but I can't.

In my opinion, the Facilitators we have on-board have done an excellent job training the various work teams and nurturing them toward self-facilitation and maturity. If anyone has fallen short of excellent in my opinion, it has to be the Steering Committee on which Dorothy, Kit and I serve.

We three feel everyone on the committee should be budgeting more time to visit work teams and learn first hand what they are accomplishing. Failing to do this monitoring has led the committee to doubt that proper progress is being made. In most instances when steering committee members visit work

team meetings, we come away enthused about accomplishments and the future of that team.

Anyway, the doubts about proper progress has caused the Steering Committee to devote several meetings to devise paperwork and reporting procedures so that numbers and progress can be tracked on paper. This would be fine if it did not keep us from devoting the time needed to keep the process spreading across the Division.

It really bothers me to be serving on a committee that retards the progress of a good process.

I don't want to sound negative. It is a good process and I encourage everyone in the rural craft to get on board at the first opportunity and make it work in your office. It well may be the salvation of the Postal Service. Everyone of us should be doing our part to make the Postal Service career a good career. I see QWL as the single best opportunity to improve working conditions for the rural craft, improve service to our customers and make the Postal Service more efficient and therefore more likely to remain the service that America chooses to have deliver their mail.

CONVERSION TO CITY: The NALC has appealed to arbitration the philosophy that when a rural route reaches a certain density, it should be a city route. The National Office and our legal council are fighting to prevent this grievance from being awarded to the NALC. Should the NALC be completely successful, it could mean that virtually all L-routes would be converted to City Delivery. We better hope the NALC's effort fails.

Of almost equal concern is the attempt by the Seattle Field Division or a few person's in the Division to convert existing rural delivery territory to city delivery. One progressive city has been annexing vast areas of territory now surrounded by rural delivery. The situation is this: The builders who own or are developing the area want the new homes to have addresses in the progressive city because the prestige of that name may command a higher price for a new home. A sphere of influence line has been established deep into traditional rural territory. We as a craft don't care that much which Post Office serves the areas. The problems we encounter are, (1) The Postal Service is assigning addresses to the progressive city. The progressive city's Post Office has only city delivery (no rural) and does not want to establish rural delivery among their 50 or so city routes.

I want to share with you a paragraph out of a letter written to the region seeking permission to transfer this territory to city delivery. The area where conversion is requested is projected to have an additional 4,000 deliveries in the next two or three years. My estimation is that we are talking about losing 6 to 8 rural routes in the long run and three immediately.

If you are one of those spitfire carriers who is in a big hurry to get done and get home, please carefully study this paragraph from the

letter requesting permission to convert to city delivery.

"To address concerns outlined in P.O.M. 611.31 a,b,c. The following is offered. A review of the 4241-x for the 1989 4-week National mail count, for the three routes involved show zero stamp purchases, zero money order applications, and zero register-certified articles collected from customers. This would clearly indicate customers are using existing retail outlets to purchase these postal products and not utilizing the services offered by their rural carrier. Therefore, the loss of rural carrier retail services to this area will have minimum impact on our customers. Additionally, parcel post delivery to customers would improve under city delivery since this service is not offered by the carrier."

Now, if this paragraph is the truth and if these are typical rural carriers, my question to you is, how can we justify the claim that we are a Post Office on wheels? How can we claim to be the delivery service of choice to rural America? How can we ask Congress to protect us from conversion to HCR or City?

Even though this State Steward begged carriers to work very close to their evaluations, during the September 1989 4-week mail count, Washington carriers on an average worked 4 hours and 7 minutes per week, under their evaluations.

Folks, I challenge everyone of you to be the best you can be so that rural America will not tolerate having their mail delivered by anyone other than a rural carrier. We work in a system that makes this possible.

POSTAL SERVICE SUPPLIES VEHICLES:

The rural carriers as a craft have always resisted attempts by the Postal Service to supply vehicles for rural routes. However, the craft is changing and more and more individual carriers have indicated that they would like the Postal Service to supply vehicles. For several years the postal Service has had the right to supply vehicles to carriers who bid vacant routes. They have done so on very few occasions. More recently they obtained the right to supply vehicles to carriers whose EMA is determined by the Special Stop Chart. These carriers will have the option of accepting the jeep or the OEMA rate which has been set at .526 per mile. Those who choose to continue using their own vehicles will see their EMA drop to some degree. To research the details of how one may be affected, you should consult the National Agreement continued in the February 13, 1988 issue of our NRLCA magazine. The memo of understanding covering the supplying of Postal-owned vehicles begins on page 130 and the Special Stop Chart is found on page 133. Find your route on the Special Stop Chart and compare that figure with .526 per mile and you can determine how much less EMA you will receive if you continue using your own vehicle after you are offered a Postal-owned vehicle. If you are not on the Special Stop Chart they will not offer you a vehicle, at least not at this time.

TRAVEL: It would seem like there was only a couple week-ends at home all year. I guess there were more than that, but not may more.

I logged some sixteen thousand plus miles in one or the other of our automobiles. The air travel is not recorded by the mile. This sixteen thousand is down some three thousand from last year. Somehow that surprises me. I thought I had driven more, not less.

Our youngest son has transferred from California to Puyallup so when it was practical to combine trips with GWL air travel, I did so and depended on Dorothy or Kit for ground transportation and stayed with son Marc. Doing this has resulted in some savings, especially on motels.

Myrtle and I helped represent you at the National Convention in Buffalo, New York, in August. We were staying just over 1/2 mile from the convention center, but the shuttle service was excellent. It was by far the best we have ever seen.

New York put on a good convention and even though the rural carriers have used the excuse that it was too expensive to go to New York, we did not find the prices that much out of line.

Myrtle and I took the Niagara Falls tour. This was one tour that was every bit as beautiful and exciting as I had hoped.

This year we held four mail count schools and had them prior to the National Convention. One in Moses Lake, one in Mt. Vernon, one near the border of Idaho, and one in Tacoma. The delivery analysts from all three MSC's told me that they found far fewer mistakes on the count forms this year. I have to believe that is because we had one or more carriers from a high percentage of the rural offices. Management conducted little or no training so they cannot claim the credit.

Incidentally, more than 1/2 the routes in the U.S. are scheduled to count this September. That it's more than 1/2 is a National stat, and results because either the route was adjusted by four hours or more, the DUVRS changed by 120 minutes or more, or the route fell into the L-route category together with at least two hours of growth.

I also attended a management count school in the Portland Division. Warren Wymore the Delivery Analyst from Portland conducted this school. I could find no fault with anything he told management in regard to conducting the count.

Dorothy and I separately and together visited lots of post offices this year. I feel more of this should be done. We were able to head off lots of grievances and by getting into the offices before grievances had hardened everyone's position, we solved many problems and I have to believe improved working conditions for many carriers.

Those of you who carry close to where we meet today know that Portland is the MSC for many Post Offices in Washington. I was in Portland for a couple hearings this year also.

In December Dorothy and I went to Boise, Idaho, to attend a removal arbitration case. It was exciting and education. It was gratifying to

see that the State Steward of Idaho, Kurtis Butters, had done his job well. It seemed that the case was won for the removed rural carrier, when she apparently deliberately shot herself in the foot. She volunteered information that was not even requested. Our legal council, Bill Peer, explained what happened this way. I'm sure she understood my instruction about not volunteering more information than requested. It would seem that she subconsciously did not want to go back to work for the Post Office. On cross examination she admitted she was not sure she would go back to work even if the grievance was successful. This carrier had inadvertently taken home a half dozen coupons.

In December Dorothy and I visited Issaquah and Bainbridge Island to investigate a proposed trade of rural and city territory. One of the Bainbridge routes that it was proposed to make into a rural route is a walking route. Can you imagine the surprise of some rural carrier from Texas who engineered a mutual trade to the beautiful Northwest only to learn he had traded for a walking route? Local Steward Joanne Nelson, Dorothy and I looked long and hard at the proposed trades. They looked good on paper, but investigation showed that eventually the city carriers would be the winners. We turned down the trade, so now there is a proposal in the region to convert all the rural territory involved in the trade to city delivery.

We again conducted Steward training on both sides of the State. This training becomes more of a challenge each year. How do you prepare training that will hold the interest of the experienced Steward, while preparing the brand new Steward to face the challenges of the job?

Much of the discipline imposed this last year resulted from vehicle accidents. Rural carriers need to remind themselves and each other to drive and work safely. That is a big order when on many routes it seems one must run right up against the governor at all times.

I guess I should report that I attended all four district meetings, all board meetings, Steward training in Reno and Alexandria, Virginia, and as many county meetings as possible. Some Saturdays this Spring four or five counties scheduled their meetings on the same day.

I want to apologize if you tried to call me this spring, left a message on my answering device and I never called back. I had heard that a couple people were complaining that I had not returned their calls. I must admit that I didn't believe them until I hadn't heard from Dorothy for a couple weeks. I asked her why she hadn't called. She responded that she left four messages on my tape. I couldn't understand why the recorder was recording some calls and not others. Anyway, that AT&T device has been replaced and if you legibly leave your name and number, I will attempt to call you back. I say attempt because I give up after approximately 12 tries on the assumption I got the number wrong. If I don't call you back, call me again.

Perhaps your message did not get taped or was not understandable.

In conclusion, it has surely been great working for a State Board that is all facing the same way. This board looks after the welfare of the Washington Rural Carriers and I believe that is what you elected them for.

I would like to give special thanks to Secretary Kit Witt. She has always been prompt to remit when I bill her. She is doing her job. On one occasion I charged mileage at 21 cents which is the Postal Service rate, rather than our 20 cents rate. Kit Caught it! Another time I claimed one day more LWOP than I had submitted 3971's for; you got it, she caught it and corrected me.

I also want to express appreciation to Dorothy Iannucci for agreeing to serve as President of this Union when we had sunk to the depths with many problems. Two years ago the Union was broke. The NRLCA was threatening to assume control if changes were not made and we had just recently undergone some close scrutiny by the Department of Labor and they were still monitoring us closely. Our credibility was in question. Dorothy doesn't deserve all the credit for solving our woes, but she stepped in when sorely needed and steered this Union back to a position of high credibility.

Dorothy is also a big help in the Steward program. She has the ability to project firmness without raising resistance. She has been instrumental in helping a number of very troubled offices run rather well again without resorting to grievances. I find it significant when I learn that the MSC has instructed managers to call the Union when they encounter difficulties so that they won't make the wrong decision.

It has been an honor to continue to serve as your State Steward. I make no pretence of perfection, but I think we do better each year and I hope you approve of the job done.

Respectfully Submitted,
Neil M. Buchanan,
State Steward

President Iannucci announced that \$400.00 was collected for PAC. Then, at 4:56 p.m., she recessed the convention until Tuesday, Jun 26, 1990, at 8:30 a.m.

Tuesday morning, June 26, 1990, 8:30 a.m.

The morning began with a memorial service led by Auxiliary Vice-President Donna Walker. At 9:08 a.m., President Iannucci called the meeting to order and introduced the guest speaker, Mr. Craig Wade, Seattle Division Manager/Postmaster. Mr Wade spoke on current postal issues, including rate changes and third class mail volume. Mr Wade entertained questions following his thought-provoking address, after which President Iannucci recessed the convention for a 15-minute break.

President Iannucci called the meeting back to order at 11:25 a.m. and called Secretary/Treasurer Witt forward to give the Roll Call of the delegates and officers. All were present except Chelan-Douglas delegate Carolyn Goodman. President Iannucci noted that Alaska's votes always belong to Mutual Counties unless Alaska is present.

Once all delegates were properly seated, Mary Carlile gave the Final Report of the Credentials Committee. It was moved and seconded that the Credentials Committee report be accepted and the Committee dismissed. Motion passed.

Charles Alexander gave the Preliminary Report of the Resolutions Committee. Copies were distributed to each member present, with the advice that people look through them and give them some thought so that voting would go smoothly.

Dan Snyder gave the Final Report of the Washington Rural Postman Committee. They recommended that the February issue of the Postman only be sent out to all union members and non-members alike. All other issues will go only to dues-paying members. They could also accept the proposed By-Laws change to Article 5, provided that the editor receives such information in a timely fashion. Dan noted that the editor of the Postman, Icelia Peterson, was not here and that auditing her books or looking at her expenses was not possible right now. The Committee also recommended that the editor be allowed up to two days LWOP per issue for preparation and printing. The LWOP will be paid by the Association at the editor's daily route evaluation.

A question was asked about Article 5 and the number of issues of the Postman published per year, so Dan read Article 5 with the proposed change as follows:

The editor shall publish the Washington Rural Postman in October, February, and April of each fiscal year. February and April issues will contain information about the state convention. In addition to the publication of the Postman, the editor will be responsible for the timely notice to the membership of all state association meetings and events.

Dan further explained that there is also a convention issue, which is to come out 60 days after the convention, making a total of four issues per year. However, the convention issue is addressed in another article or paragraph other than Article 5.

Neil Buchanan moved and Steve Higgins seconded that if the cost per issue, excluding the convention issue, does not exceed \$200.00 additional, the Postman should be sent to all craft members. Motion passed.

Charles Alexander moved and Marge Erickson seconded that the Report of the Postman Committee be accepted as amended and that the Committee be dismissed. Motion passed.

Gloria Rector gave the Preliminary Report of the Mileage and Per Diem Committee, announcing that it was subject to corrections. Anyone having a discrepancy was to see Gloria and the Committee before this evening, when the Final Report was to be submitted to

Secretary/Treasurer Witt and checks were to be made out.

Ken Side gave the Preliminary Report of the Time and Place Committee. He reported that Jack Spangler had recommended that we appoint next year's committee (for 1992) at the end of this convention, to give ample time to book a motel for the convention in advance. Next Ken explained the process by which the convention site is chosen each year. The 1991 WRLCA Convention will be held in District 3, in Northeastern Washington. There are five possible sites: Moses Lake, Wenatchee, and three in Spokane. The first four sites would make the convention take place June 23 - 26, 1991. The last site, Cavanaugh's Inn at Riverfront Park in Spokane, would make the convention take place June 30 - July 3, 1991. Bear in mind that the last option would allow for staying another day for an impressive fireworks' display in Riverfront Park.

Pat Alexander gave the Report of the Nominations Committee. She listed the Committee as consisting of Lynn Hatcher, Cindy Norman, Terry Parenti, Anneliese Eastridge, and herself. The following are the nominations for each office: President: Ed Koschalk; Vice-President: Darline Kendall; Secretary/Treasurer: Kit Witt; Editor: Dan Snyder, Lynn Walker; District 1 rep: Charles Alexander; District 2 rep: Jennie Seeley; District 3 rep: Dale Ryan; District 4 rep: Steve Higgins.

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

Pat Alexander moved and Bob Lange seconded that the Report of the Nomination Committee be accepted and the Committee dismissed. Motion passed.

President Iannucci recessed the convention at 12:08 p.m. for lunch.

President Iannucci called the convention back to order at 1:33 p.m., and announced that the Auxiliary will be meeting in a meeting room at TK's tomorrow morning. Secretary/Treasurer Witt gave the Roll Call of the officers and delegates. All were present or accounted for except Chelan-Douglas delegate Carolyn Goodman and Okanogan delegate John Lafferty.

Dale Ryan gave the Preliminary Report of the Constitution and By-Laws Committee. There were ten submitted changes. The committee made copies of these and distributed them to all members. They are to be discussed and voted on tomorrow.

Dexter Nesome gave the Preliminary Report of the Finance Committee. The following are their recommendations:

Dues should remain the same. Current rates are:

Regular Carriers:	\$260/year
Sub 73's:	\$57/year
RCR/RCAs:	\$47/year
Retirees:	\$33/year
Auxiliary:	\$6/year

Monies returned to the county units should remain the same:

Regular Carriers:	\$8
Substitutes:	\$3
Retirees:	\$1

Recommended salary schedules:

State Steward:	\$500/month
Asst. State Steward:	\$250/month
Editor:	\$200/month
Secretary/Treasurer:	\$400/month

Mileage and Per Diem should remain at 20-cents per mile and \$45 per day.

State Convention Allowance should be \$1.00 for regulars and 50-cents fore retirees.

Door Prize Allowance is to remain the same at \$300 for State Convention and \$125 for District Meetings.

The committee recommends that a \$2,000 Equipment Fund be established to allow for maintenance on the organization's existing equipment. No major asset purchases are planned at this time.

President Iannucci then asked if all delegates were now present. Steve Higgins was currently in a committee meeting, and Donna Roakes was out of the room.

President Iannucci then called the Resolutions Committee Chairperson, Steve Higgins, to read each resolution. If there were no objections, the President would drop the gavel and the resolution would pass as read. If it

was objected to, it would be set aside for discussion later.
The following resolutions were read:

Courtesy Resolution

WHEREAS: The Washington State Rural Letter Carriers' Association have enjoyed the 84th State Convention with it's beautiful surroundings, interesting speakers, and wonderful camaraderie of the rural carriers;
THEREFORE: Be it resolved the convention planners and organizers be complimented and commended for their hard work and excellent results. PASSED

Resolution #1 - Clallam-Jefferson

RESOLVED: The pressure put on rural carriers for better service and work for less pay should be initiated by national union leaders taking a 20% pay decrease: OBJECTION

Resolution #2

WHEREAS: National Officers may lose touch with their constituents by prolonged absence from mail delivery functions;

THEREFORE: be it resolved, to rectify this, National Officers may not serve more than four years without serving at least one full calendar year in the full capacity of a rural carrier utilizing only one year's earned leave. OBJECTION

Resolution #3 - Clallam-Jefferson

RESOLVED: No new National Headquarters. OBJECTION

Resolution #4 - Clallam-Jefferson

RESOLVED: Time allotment for unbundling bulk mail, cancelling uncanceled stamps and C.F.S. error corrections. OBJECTION

Resolution #5 - Clallam-Jefferson

RESOLVED: Rural carrier pay equity with city carriers. OBJECTION

Resolution #6 - Clallam-Jefferson

RESOLVED: Increase time for DISMOUNT time. OBJECTION

Resolution #7 - Clallam-Jefferson

RESOLVED: National magazine less often. OBJECTION

Resolution #8 - Clallam-Jefferson

RESOLVED: Do not change time standard for letters and flats. PASSED

Resolution #9 - Clallam-Jefferson

WHEREAS: Many state and local municipalities allow bereavement leave for the death of an immediate family member;

THEREFORE: be it resolved that the Postal Service grant three (3) days paid bereavement leave to craft members in lieu of annual leave. PASSED

Resolution #10

WHEREAS: Approximately 157,000 trees are used yearly to produce bulk mail;

THEREFORE: be it resolved, recycling of paper products become a major issue within the United States Post Office. PASSED

Resolution #11 - Mutual Counties

WHEREAS: Dues-paying members of the National Rural Letter Carriers' Association are not permitted to vote "yea" or "nay" ;on the National Agreement, and

WHEREAS: Our society is based upon certain inalienable rights, as guaranteed by the Constitution, and
WHEREAS: Among those rights is the freedom to voice an opinion by voting;

THEREFORE: be it resolved that any contract or agreement reached between the NRLCA and the USPS be ratified by individual vote of the membership of the NRLCA. OBJECTION

Resolution #12

WHEREAS: The NRLCA is obligated to represent all carriers, whether union member or not, m at considerable cost;

THEREFORE: be it resolved that a non-union member be required to pay the union the cost of representation in said grievance. This resolution is intended for both state and national level. OBJECTION

Resolution #13

WHEREAS: Many employees have earned annual leave on auxiliary routes before making full time status;

THEREFORE: be it resolved that you can use any fractional part as a full day so that you have full days of annual leave. PASSED

Resolution #14

WHEREAS: It is sometimes difficult to find a particular item in the contract at present, and

WHEREAS: The city carriers contract contains an index;

THEREFORE: be it resolved that the rural carrier contract be printed with an index. PASSED

Resolution #15

WHEREAS: According to the M-37, carriers in non-central mark-up offices are allowed two options in addition to 3982's fore recording address changes, and

WHEREAS: the 3982's are not convenient because of:

1. The non-alphabetical name recording order
2. Are time consuming when trying to locate a name when non-alphabetized
3. The greater possibility of errors in forwarding due to lack of visual eye contact with non-alphabetized names

4. The lack of holding space in the case

THEREFORE: be it resolved that carriers in offices with central mark-up be allowed the same change-of-address recording options as carriers in non-central mark-up offices. The alphabetical loose-leaf form 1564 allows the carrier to find the name quickly and thus he remains more alert to those patrons who have filed changes-of-address. This reduces the possibility of error. PASSED

Resolution #16

WHEREAS: There are many RCAs who would make a career out of remaining a back-up to a regular carrier, if they had affordable insurance coverage, the same as a regular carrier;

THEREFORE: be it resolved that after three years of continuous service, and RCA will be offered affordable insurance coverage based on the hours worked of the previous year. If 2,080 hours were worked, then the Postal Service should pay a share of the insurance premiums equal to those paid for a regular carrier. If anything less than 2,080 hours are worked in the previous year, then a

percentage of the premiums should be paid by the Postal Service. For example, if 1,040 hours are worked in the previous year, the the Postal Service would pick up 50% of the insurance premiums.
PASSED

Resolution #17

WHEREAS: RCAs/RCRs serving on auxiliary routes do not accumulate annual or sick leave;

THEREFORE: be it resolved auxiliary carriers collect annual and sick leave.
PASSED

Resolution #18 - Lincoln-Grant-Adams

WHEREAS: Regular carriers and substitutes have had their bidding rights to outside offices greatly reduced;

THEREFORE: be it resolved that regular carriers and substitutes be given priority bidding rights MSC wide, before all RCAs or RCRs.
OBJECTION

Resolution #19

WHEREAS: An RCA loses routes that they may bid on when an office splits away from the original office;

THEREFORE: be it resolved that when an office splits, the RCAs will retain seniority and bidding rights at the original office and also to the offices that have split away from the original office.
OBJECTION

Resolution #20

WHEREAS: Many RCAs would become Union members if the dues were prorated for them;

THEREFORE: be it resolved that the dues for an RCA be prorated for new members only. If the new member joins the union after December 31 of the year, then the dues should be paid at 1/2 of the going rate for that year
PASSED

Resolution #21

WHEREAS: There are many RCAs who would make a career out of remaining a backup to a regular carrier, if they had retirement credit, the same as a regular carrier;

THEREFORE: be it resolved that RCAs with three years of continuous service will start accumulating and building up their retirement the same as a regular carrier.
OBJECTION

Resolution #22

WHEREAS: There are many RCAs working auxiliary routes, and feel they need and deserve full retirement credit, as regular carriers do;

THEREFORE: be it resolved that any RCA that is the senior RCA, working an auxiliary, in excess of twenty hours per week, be eligible for full retirement credit, at the same rate as a regular carrier.
OBJECTION

Resolution #23

WHEREAS: There are many RCAs working auxiliary routes, and feel they need and deserve sick and annual leave, as regular carriers do;

THEREFORE: be it resolved that any RCA, that is the senior RCA, working an auxiliary, in excess of twenty hours per week, be eligible for sick and annual leave, at the same rate as a regular carrier.
OBJECTION

Resolution #24

WHEREAS: There are many RCAs working auxiliary routes, and feel they need and deserve full insurance coverage, as regular carriers do;

THEREFORE: be it resolved that any RCA, that is the senior RCA, working an auxiliary, in excess of twenty hours per week, be eligible for full insurance coverage, with the

Postal Service picking up the majority of the costs, at the same percentage as a regular carrier.
OBJECTION

Resolution #25 - Mutual Counties

WHEREAS: RCAs can transfer from one post office to another, and

WHEREAS: RCAs who have completed their probationary period in one office must repeat that one year probationary period at their new post office, and

WHEREAS: RCAs who have not completed their one year probationary period as an RCA must start over;

THEREFORE: be it resolved that the one year probationary period for RCAs be of continuous service in the Postal Service.
OBJECTION

Resolution #26

WHEREAS: Some RCAs had to bid out of office in order to become a regular carrier;

THEREFORE: be it resolved that RCAs, with three years or more of continuous service as an RCR or an RCA before January 21, 1988, who bid out of their offices to accept appointments as regular carriers, between January 21, 1988 and November 20, 1990, will be considered for residual vacancies in the office from which they came, before the residual vacancies are filled by RCAs with less than three years continuous service before January 21, 1988. The following procedure will apply to all such RCAs who wish to return to their original office:

1. Written request for such assignment must be submitted by the carriers to the office from which they came, no later than April 1, 1991.

2. It shall be the carrier's responsibility to keep his or her written request updated with the current duty station, home address, and phone number.

3. The selecting official will notify all eligible former RCAs of the vacancy. Carriers who desire to accept the reassignment opportunity must respond no later than two weeks from receipt of the notice.

4. Failure to respond or accept the reassignment will constitute cancellation of the written request for reassignment and the carrier will not be considered for any future vacancies through this process.

5. In the even more than one carrier desires to accept the route, the vacancy shall be awarded to the carrier having accrued the longest period of continuous service as a substitute RCA/RCR and regular carrier.
PASSED

Resolution #27

WHEREAS: the Postal Service may be too small a group to get the best prices for coverage, and

WHEREAS: The current Postal Service plan leaves our retirees out of the proposed new program;

THEREFORE: be it resolved that the current health benefit plans be retained with the Postal Service continuing to fund at the current percentage.
PASSED

Resolution #28

WHEREAS: Steve Higgins owes a major debt to Chris Briggs for work on the resolutions;

THEREFORE: be it resolved that Steve Higgins case Chris Briggs' afternoon mail for three (3) weeks.
PASSED (with an Objection)

Resolution #29 - Lower Columbia

WHEREAS: Rural carriers are presently not allowed to participate in the political process as normal citizens;

THEREFORE: be it resolved that Lower Columbia River Local Union requests that the State and National RLCA

appeal to the Congress of the United States to repeal the Hatch Act or portions thereof that presently restrict rural carriers from participating in the political process.

PASSED

Resolution #30 - Lower Columbia

WHEREAS: Pay stubs are identified by a pay period number, and

WHEREAS: This is confusing for reference purposes;

THEREFORE: be it resolved the calendar date be printed on the pay stub in addition. PASSED

Resolution #31 - Lower Columbia

WHEREAS: NRLC pay stubs are difficult to interpret, and

WHEREAS: More information is needed;

THEREFORE: be it resolved any adjustments should be explained on the pay stub. PASSED

Resolution #32

WHEREAS: The current dues structure should serve the Washington Rural Letter Carriers through the next few year;

THEREFORE: be it resolved that the \$3.00 per capita National Rural Letter Carriers' Association dues increase for Designation 73 Substitute Rural Carrier, Designation 75 Rural Carrier Relief, and Designation 78 Rural Carrier Associate be absorbed by the Washington Rural Letter Carriers' Association and not passed through to these members. OBJECTION

Resolution #33

WHEREAS: No provision now exists to properly compensate elected board members of the Washington Rural Letter Carriers for the necessary absences from their route nor for the full expense of being away from home on essential Union business;

THEREFORE: be it resolved that when elected board members find it necessary to take leave from their rural routes to travel to and/or attend duly called Association meetings, the Secretary/Treasurer shall upon board approval compensate said board members for their sub hire. OBJECTION

Resolution #34

WHEREAS: The Washington Rural Letter Carriers' Association has repaid its operating loan and has made the major equipment purchases that should serve our needs for the next few years;

THEREFORE: be it resolved that the Washington Rural Letter Carriers' Association absorb and not pass through to the members of the Washington Rural Letter Carriers' Association the \$18.00 per capita National Rural Carriers dues increase going into effect July 1, 1990. Dues for regular rural carrier members of the Washington Rural Letter Carriers shall remain at \$260.00 for the dues year July 1, 1990 through June 30, 1991. PASSED

Resolution #35

WHEREAS: When the current rate of mileage and per diem for necessary Union travel was placed into effect, gasoline sold for from 30 cents to 40 cents per gallon and a car cost approximately 1/3 of that which one costs today;

THEREFORE: be it resolved that the mileage and per diem be increased to 24 cents per mile and \$75 per day. OBJECTION

At this point, Neil Buchanan asked for a courtesy resolution to be written that would instruct the Secretary/Treasurer to write a thank you note to all the

guests speakers for their attendance at the convention. Steve Higgins and President Iannucci asked Neil to write up the resolution and submit it for inclusion.

Next, each resolution was dealt with individually.

Neil Buchanan moved to reject Resolution 1. Terry Parenti seconded. **Resolution 1 was defeated.**

Neil Buchanan moved to reject Resolutions 2, 3, and 4 all at once. Ron Heikkella seconded. **Resolutions 2, 3, and 4 were defeated.**

Lynn Walker moved to reject Resolution 5. Kathy Brown seconded. **Resolution 5 defeated.**

Lynn Walker moved to reject Resolution 7. Joanne Blackburn seconded. **Resolution 7 was defeated.**

Dale Ryan moved to reject Resolution 11. Lynn Walker seconded. **Resolution 11 was defeated.**

Neil Buchanan moved to amend Resolution 12 to read:

WHEREAS: The NRLCA is obligated to represent all carriers, whether union member or not, at considerable cost;

THEREFORE: be it resolved that a non-union member be required to pay the union the cost of representation in said grievance. This payment shall only be required in cases involving discipline. This resolution is intended for both State and National level.

Charles Alexander seconded.

There was discussion regarding this amendment, and the question was called, ending discussion. Dale Ryan interjected, commenting on the procedural matter concerning the calling for the question, explaining that according to Robert's Rules of Order, it shouldn't automatically cut off discussion, rather it should call for a vote to end discussion. It was agreed upon that we should follow Robert's Rules of Order regarding this issue.

Vote on motion to amend Resolution 12 passed.

President Iannucci moved to reject Amended Resolution 12. Joanne Blackburn seconded. Amended **Resolution 12 was defeated.**

Lynn Walker moved to reject Resolution 18. Marge Erickson seconded. **Resolution 18 was defeated.**

Lynn Walker moved that the word "question" will close discussion and call for a vote on the issue. Diana Jones seconded. Discussion followed. Lynn Walker withdrew the motion.

Lynn Walker moved that the discussion be limited to three minutes "for" and three minutes "against" on a given issue, and then a vote is called. Diana Jones seconded. Motion passed.

Marge Gribi moved to reject Resolution 19. Cindy Norman seconded. **Resolution 19 was defeated.**

Marge Gribi moved to reject Resolution 21. Kathy Brown seconded. **Resolution 21 was defeated.**

Larry Van Dyke moved to reject Resolution 22. Martin LeTourneau seconded. **Resolution 22 was defeated.**

Marge Gribi moved to reject Resolution 23. Larry Van Dyke seconded. A Roll Call Vote was requested: 108 voted

YES, 121 voted NO, and 10 ABSTAINED. The motion was defeated. **Resolution 23 passed.**

Neil Buchanan moved to amend Resolution 24 to read:
WHEREAS: There are many RCAs, RCRs, and 73s working auxiliary routes, and feel they need and deserve full insurance coverage, as regular carriers do;

THEREFORE: be it resolved that any RCA, that is the senior RCA, any RCR, or any 73, working an auxiliary, in excess of twenty hours per week, be eligible for full insurance coverage, with the Postal Service picking up the majority of the costs, at the same percentage as a regular carrier.

Diana Jones seconded. Vote on motion to amend Resolution 24 passed. Larry Van Dyke moved to reject Resolution 24 as amended. Terry Parenti seconded. Larry Van Dyke called for a show of hands for the vote. 23 voted YES, 21 voted NO. Amended **Resolution 24 was defeated.**

Neil Buchanan moved to accept Resolution 25, with the intention of rejection. Bob Lange seconded **Resolution 25 was defeated.**

Dale Ryan moved to reject Resolution 32. Lynn Walker seconded. **Resolution 32 passed**

Dale Ryan moved to reject Resolution 33. Dorothy Fell seconded. Dale Ryan withdrew his motion to reject, changing it to a motion to accept Resolution 33, with the intention of rejection. Charles Alexander seconded. **Resolution 33 was defeated.**

Noretta Stritzke moved to amend Resolution 35 to read:

WHEREAS: When the current rate of mileage and per diem for necessary Union travel was placed into effect, gasoline sold for from 30 cents to 40 cents per gallon and a car cost approximately 1/3 of that which one costs today;

THEREFORE: be it resolved that the mileage and per diem be increased to 24 cents per mile and \$50 per day. Neil Buchanan seconded. Vote on motion to amend Resolution 35 passed. Larry Van Dyke moved to accept Resolution 35 as amended. Terry Parenti seconded. Amended **Resolution 35 passed.**

At this time, Neil Buchanan's courtesy resolution was introduced. Identified as Resolution 36, it read:

Courtesy Resolution: be it resolved that in the closing Benediction our chaplain thank God for our organization, and the right to participate in matters affecting our future. And further be it resolved that our Secretary be instructed to write thank you letters to the Guests who helped make this convention a success. Among those Guests who should receive thank you letter are: Bill Brown, NRLCA Vice-President; NRLCA Auxiliary Committee member Marilyn Jones; Portland Division Manager Dennis Yuhl; Seattle Field Division Manager, Craig Wade; and all other participants who contributed.

Larry Van Dyke moved to accept Resolution 36. Kathy Brown seconded. **Resolution 36 passed.**

Steve Higgins moved that the Report of the Resolutions Committee be accepted and the Committee dismissed. Bob Lange seconded. Motion passed

Ed Koschalk announced that the Armed Forces Breakfast would be held Wednesday morning, June 27, 1990, at 7:00 a.m. in TK's upper level, and invited interested members to attend.

The convention was recessed at 4:15 p.m until Wednesday morning at 8:00 a.m.

Wednesday morning, June 27, 1990, 8:15 a.m.

President Iannucci called the meeting to order. Chaplain Bob Lange said a prayer for the morning's events. Secretary Witt gave the Roll Call of the officers and delegates. All were present or accounted for except for Carolyn Goodman (Chelan-Douglas), Ken Side (Lincoln-Grant-Adams), and John Lafferty (Okanogan).

Secretary Witt also asked that the delegate-at-large for each county let the Tellers Committee know how many delegates are here so they could figure the percentages, to speed up today's voting process. Kit announced the amount of votes each county was allotted and each county answered with how many delegates were present as follows:

Chelan-Douglas: 0 of 5; Clallam-Jefferson: 1 of 6; Kitsap: 1 of 13; Lincoln-Grant-Adams: 2 of 11; Lower Columbia: 6 of 22; Mutual/Alaska: 6 of 42; Okanogan 0 of 4; Skagit-San Juan: 2 of 10; SKI: 8 of 47; Southeast: 2 of 8; Spokane: 3 of 18; Northeast: 5 of 7; Whatcom 4 of 13; Whitman-Asotin: 1 of 8; Yakima: 6 of 25

President Iannucci asked for the Final Report of the Auditing Committee. Martin LeTourneau, Chairperson of the committee, gave the following report:

We, the Auditing Committee, to the best of our ability, have reviewed the records of Secretary/Treasurer Kit Witt for the 1989-1990 year and found them to be complete and accurate, as verified by Graham and Carlson Certified Public Accountants' reports. I'd also like to take time to thank Kit for her help, good organization, and record keeping. Thank you.

Respectfully Submitted,
Martin LeTourneau, Chairman
Karen Crombie
Laver Root

Neil Buchanan moved and Cindy Norman seconded to discharge the Auditing Committee with our thanks. Motion passed.

Joanne Blackburn, Chairperson of the Tellers Committee, gave their Final Report. The following is the outcome of the ballots for delegates to the National Convention:

1.	Neil Buchanan	261
2.	Kit Witt	227
3.	Dorothy Iannucci	203
4.	Dexter Nesmoe	173
5.	Ed Koschalk	161
6.	Joe Halleck	153
7.	Dan Snyder	152
8.	Karen DeBella	148
9.	Lynn Walker	117
10.	Icelia Peterson	114
11.	Charles Alexander	108
12.	Jennie Seeley	106
13.	Christine Briggs	90
14.	Larry Van Dyke	90
15.	Darline Kendall	84
16.	Sonja Johanson	80
17.	Ken Side	78
18.	Dorothy Fell	68
19.	Donna Roakes	54

She also reported there were 25 voided ballots and a total of 377 ballots.

Dexter Nesmoe, Chairperson, gave the Final Report of the Finance Committee. It was slightly different than the Preliminary Report. The following were their recommendations:

Dues should remain the same. Current rates are:

Regular Carriers:	\$260/year
Sub 73's:	\$57/year
RCR/RCAs:	\$47/year
Retirees:	\$33/year
Auxiliary:	\$6/year

No change in monies returned to the county units. Regular

Carriers:	\$8
Substitutes:	\$3
Retirees:	\$1

Recommended salary schedules:

State Steward:	\$500/month
Asst. State Steward:	\$250/month
Editor:	\$200/month
Secretary/Treasurer:	\$400/month

Mileage and Per Diem should remain at 24-cents per mile and \$50 per day.

State Convention Allowance should be \$1.00 for regulars and 50-cents for retirees.

(At this time the State Convention Allowance was disputed. \$1.25 was suggested to come from both regulars and retirees. Cindy Norman asked how much this year's convention cost. Jennie Seeley answered approximately \$1,100 - \$1,200. Then Dexter Nesmoe continued with the committee's recommendations)

Door Prize Allowance is to remain the same at \$300 for State Convention and \$125 for District Meetings.

The committee recommends that a \$2,000 Equipment Fund be established to allow for maintenance on the organization's existing equipment. No major asset purchases are planned at this time.

Next, the recommendations of the Finance Committee were voted on.

Recommendation 1: Dues are to remain the same. Dorothy Fell moved and Lorna Wieldraayer seconded to accept. PASSED

Recommendation 2: Money returned to the county units to remain the same. Neil Buchanan moved and Cindy Norman seconded to accept. PASSED

Recommendation 3: Salary schedule is to remain the same except that the Secretary/Treasurer's will be raised from \$200/months to \$400/month. Cindy Norman moved and Anneliese Eastridge seconded that the salary change be to \$300/months. The motion was defeated. Dorothy Fell moved and Marge Gribi seconded to accept at \$400/month. PASSED

Recommendation 4: Mileage and Per Diem. No vote was required as it was recommended in a resolution passed yesterday.

Recommendation 5: State Convention Allowance. Harley Robb moved and Marjorie Gump seconded to raise to \$1.25 for both regular members and retirees. Neil Buchanan moved and Lynn Walker seconded that we amend the motion to say that out of their \$1.25 designated for the state convention fund, the retirees will receive \$0.50 per retiree back for their convention use. Amendment

passed. Ed Koschalk moved and Bob Lange seconded that to kill this amendment. Motion passed (amendment killed). Original unamended motion PASSED.

Ed Koschalk moved and Laver Root seconded that the retirees be allotted \$0.50 per retired member for their use out of their state per capita fund. Motion PASSED.

Lynn Hatcher moved that \$0.25 per member from the Auxiliary be contributed to the convention fund. She changed her motion, asking that we decrease the contribution to the Auxiliary from \$6 to \$5.75. President Iannucci ruled that this wasn't the appropriate time to make such a motion. Lynn Hatcher withdrew her motion.

Recommendation 6: Door Prize Allowance to remain the same. No vote required.

Recommendation 7: Equipment Fund of \$2,000 be established. No objections made. PASSED

Dexter Nesmoe announced that this concluded the Report of the Finance Committee. He moved that the report be accepted and the Committee dismissed. At this time Donna Roakes quoted from Article 6, Section 8 of the Constitution and By-Laws that "an appointed officer will submit a proposed budget for operating expenses to their office for the coming fiscal year to the State Board for approval." As she understood this, it was not being done. She would like to see these proposed budgets for our officers. President Iannucci explained that proposed estimated expenses were generally discussed at the board meeting immediately following the State Convention. Then Joanne Blackburn seconded the previous motion to accept the Finance Committee's Report and excuse them. During the vote, Dale Ryan objected, and moved and Bob Lange seconded that we accept the financial report as amended by the convention body and that the Committee be excused with our thanks. PASSED.

President Iannucci then asked the Time and Place Committee to give their report. Ken Side reported the five options for next year's convention as:

- | | |
|----------------------------------|----------------|
| 1. Hallmark Inn, Moses Lake, WA, | June 23-26, |
| 2. Wenatchee Center Hotel, | |
| Wenatchee, WA | June 23-26, |
| 3. Ramada Inn, Spokane, WA | June 23-26, |
| 4. Holiday Inn West, Spokane, WA | June 23-26, |
| 5. Cavanaugh's Inn, Spokane, WA | June 30-July 1 |

Several opinions were heard regarding the options, mostly in support of the Wenatchee site. The convention members were assured that Rollin and Carolyn Goodman, of that region, had already agreed to make convention motel arrangements. Karen DeBella moved and Martin LeTourneau seconded that we submit a recommendation to the Board to accept Wenatchee as the location for next year's convention. PASSED

Dale Ryan gave the Report of the Constitution and By-Laws Committee as follows:

I would like to give special thanks to Donna Roakes and Dorothy Fell for their diligent effort on this committee.

We would like to request more specific instructions be given to the Committee than the two sentences in the By-Laws.

We collected proposals and eliminated duplicates, selecting the most thorough for further examination. We then consulted the

State and National Constitutions, National Officer, Department of Labor, and source of the change in some cases, regarding intent, purpose, legality and interpretation. We made correction in language for intent and where we "saw fit", quoting the Constitution. We would request that these procedures or amended procedures be included in the packet given to future Constitution and By-Laws Committees.

Thank you.

Your Constitution and By-Laws Committee,
Dale Ryan, Chairman
Dorothy Fell
Donna Roakes

At this time, Dale Ryan began facilitating voting on the proposed changes.

1. Page 3, CONSTITUTION ARTICLE VIII, OFFICERS. SECTION 1: The officers of this Association shall consist of President, Vice-President, Secretary-Treasurer, Editor of the Postman, and 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.

DELETE: No state officer except Secretary-Treasurer and Editor shall succeed himself more than once, except by unanimous vote of the delegates.

Dale Ryan noted that this was from the Department of Labor, which says that you can limit the length of the term, but cannot limit the number of terms. President Iannucci reminded the convention body that any Constitution and By-Laws change will need a two-thirds majority vote to pass.

Charles Alexander moved and Lynn Walker seconded to accept the change. PASSED.

2. Page 4, CONSTITUTION ARTICLE VIII, OFFICERS. SECTION 7: To be elected an officer of this Association, one must be a dues paying member of the craft, and is ineligible for election if dues are in arrears.

CHANGE TO READ: To be elected an officer of this Association, one must have been a continuous dues paying member of the craft for a period of two years, and is ineligible for election if dues are in arrears.

Dale Ryan noted that the committee recommended one calendar year, but the submission was for two years.

Donna Roakes moved and Karen DeBella seconded to reject the proposal as written.

PASSED (Proposed change DEFEATED).

3. Page 9, BY-LAWS ARTICLE V, EDITOR, SECTION 7: The Editor shall publish the Washington Rural Postman in October, February, and April of each fiscal year. February and April issues will contain information about the State Convention. In addition to the publication of the Postman, the Editor will be responsible for the timely notice to the membership of all State Association meetings and events.

Charles Alexander moved and Dorothy Fell seconded to accept as written. PASSED.

4. Page 9, ARTICLE VII. A new SECTION 5: Non-members shall be expected to pay the cost of a grievance for any disciplinary action or obtain a membership in the union. The minimum representation fee shall be \$50.00

Charles Alexander moved and Lynn Walker seconded to table this proposed addition until the National Office works out criteria for accomplishing this goal.

Motion PASSED and item TABLED.

At this time the convention was recessed for a 15-minute break and reconvened at 10:15 a.m. Dale Ryan continued with the Constitution and By-Laws proposed changes as follows:

5. Page 10, SUBSECTION TO ARTICLE VI., STATE STEWARD, SECTION 1: The State Steward and Assistant State Steward shall be appointed by the State President in conjunction with the Executive Committee. Their service shall be continuous until terminated by the State President in conjunction with the State Board or National President, or by resignation.

Change to Include: The State Steward and Assistant State Steward shall be appointed by the State President in conjunction with the Executive Committee. (These appointees may not be members of the Board of Control.) Their service shall be continuous until terminated by the State President in conjunction with the State Board or National President, or by resignation.

Dale Ryan moved and Donna Roakes seconded to accept. DEFEATED.

6. Page 10, BY-LAWS ARTICLE VI, STATE OFFICERS EXPENSES, SECTION 7: The OWCP Director shall receive a salary. The OWCP Director shall be reimbursed for expenses incurred in administering his office.

DELETE IN ENTIRETY: Charles Alexander moved and Donna Roakes seconded to accept the change. PASSED.

7. Page 11, SUBSECTION TO ARTICLE VI, STATE STEWARD, SECTION 3(a): Make all Step 2B and Step 3 grievance appeals, coordinate all efforts closely with Regional Representative.

CHANGE TO READ: Make all Step 2B and Step 3 grievance appeals, coordinate all efforts closely with Regional Representative and report monthly to the appropriate Local Shop Steward.

Dale Ryan moved and Dorothy Fell seconded to accept. PASSED.

8. Page 11, BY-LAWS ARTICLE VII, SECTION 4 (NEW SECTION): New RCAs who join the union who do not complete their probationary period will be refunded any membership monies paid to the Association for dues.

Dale Ryan moved and Charles Alexander seconded to accept. PASSED

9. Page 13, BY-LAWS ARTICLE X, SECTION 5, LINE 3: The County Secretary will notify all members FIFTEEN (15) days prior to the election of County Officers and Delegates.

CHANGE TO READ: The County Secretary will notify all members, their District Committeemen, State Secretary, State President, and State Steward at least FIFTEEN (15) days prior to the election of County Officers and Delegates.

Dale Ryan moved and Charles Alexander seconded to accept. Neil Buchanan moved and Charles Alexander seconded to amend the motion to read:

The County Secretary will notify all County members, their District Committeemen, State Secretary, State President, and State Steward at least FIFTEEN (15) days prior to the election of County Officers and Delegates.

Motion to amend PASSED. Charles Alexander moved to accept and Rosalee Voshell seconded to accept the change as amended. PASSED

Constitution and By-Laws Proposed changes 10, 11, and 12 were all handled together in one motion as follows:

10. BY-LAWS, ADD NEW SECTION: ARTICLE VI, SECTION 1A: The Secretary-Treasurer shall be reimbursed for expenses incurred in the administration of the Secretary-Treasurer business within the State. The Secretary-Treasurer shall be reimbursed for four (4) days leave without pay to attend the State Convention. The Secretary-Treasurer shall be reimbursed for sick and annual leave days for LWOP days taken in performing his or her responsibilities for the State Association. The Secretary-Treasurer shall be on leave without pay for five (5) days while attending the National Convention and the Association shall pay his or her wages at the same rate of pay as earned while serving his or her route, not to include mileage. The Secretary-Treasurer is expected to attend the National Convention and other out of state meetings for Secretary-Treasurer training and education and will receive mileage and per diem allowance.

11. BY-LAWS, ADD NEW SECTION: ARTICLE VI, SECTION 1B: There are some occasions when the Secretary-Treasurer travels outside the State of Washington in the conduct of the State's Business and to attend training; therefore, for all authorized travel outside the State as well as in the State, the Secretary-Treasurer shall be reimbursed for actual expenses in excess of per diem with the approval of the Board of Control. In cases where the travel shall be by commercial airline, the mileage factor shall not apply. The cost of the airline ticket, coach fare, shall be reimbursed in lieu of mileage.

12. ARTICLE VI, SECTION 2:

Presently reads: The officers, Insurance Director, and Political Action Director of this Association shall be reimbursed for all postage, telephone calls, and travel to all meetings outside of their own County group, connected with the business of the Association. Per diem will be paid if business necessitates an overnight stay. Reimbursement of said expenses shall be made by the State Secretary upon receipts or copies thereof from the officers, Insurance Director, or Political Action Director. The rates of pay for mileage and per diem shall be decided at each annual Convention of the State Association.

Change to include: The officers, Insurance Director, and Political Action Director of this Association shall be reimbursed for all postage, telephone calls, and travel to all meetings outside of their own County group, connected with the business of the Association. Per diem will be paid if business necessitates an overnight stay. Expenses incurred in excess of per diem will be reimbursed with the approval of the Board of Control. Reimbursement of said expenses shall be made by the State Secretary upon receipts or copies thereof from the officers, Insurance Director, or Political Action Director. The rates of pay for mileage and per diem shall be decided at each annual Convention of the State Association.

Karen DeBella moved and Donna Roakes seconded to reject proposed Constitution and By-Laws changes 10 and 11, and to accept 12. PASSED.

Proposed changes 13 and 14 were handled together as follows:

13. ARTICLE VI, SECTION 2A (NEW): When the Board of Control requests that a state officer attend National Convention, they shall be on leave without pay for five (5) days while attending the National Convention and the Association shall pay for their wages at the same rate of pay as earned while serving their route, not to include EME.

14. ARTICLE VI, SECTION 2B (NEW): When the Board of Control requests that a state officer attend National Convention or other meetings for training and education, the officer will receive mileage and per diem allowance.

Dale Ryan moved and Karen DeBella seconded to accept proposed By-Laws additions 13 and 14.

PASSED

Karen DeBella moved and Marge Gribi seconded that we thank the Constitution and By-Laws Committee and dismiss them. PASSED

At this time President Iannucci asked if there was any unfinished business. Steve Higgins brought up a resolution that needed attention, Resolution 37, which was created to replace the poor wording of Resolution 19, rejected Tuesday. Neil Buchanan moved and Lynn Walker seconded that we accept this resolution as a floor resolution. PASSED

President Iannucci then read Resolution 37:

Be it resolved that when a Rural Route is moved from one office to another office; The assigned Sub, RCR or RCA will be allowed to transfer with the route. There shall be on one (1) year wait in the receiving office to obtain bidding rights on the transferred route provided the one (1) year waiting period had been satisfied prior to the transfer.

Neil Buchanan moved and Robert Peterson seconded that we accept Resolution 37. PASSED

The Election of Officers took place next. President Iannucci asked Pat Alexander, Chairperson of the Nominating Committee, to come forward to facilitate. For the office of President: Ed Koschalk and Dorothy Iannucci were nominated. Ed declined. Dale Ryan moved and Marsha Cox seconded that the nominations be closed and that the Secretary cast a unanimous ballot for Dorothy for a third term. The Secretary cast said ballot.

For the office of Vice-President: Darline Kendall and Ed Koschalk were nominated. A ballot vote was taken, with Darline receiving 44.94 votes and Ed 173.03. Ed was therefor elected Vice-President.

For the office of Secretary-Treasurer: Kit Witt was nominated. Dexter Nesmoe moved and Diana Jones seconded that the President cast a unanimous ballot for Kit. The President cast said ballot.

For the office of Editor: Dan Snyder and Lynn Walker were nominated. Each candidate shared their qualifications briefly, then a ballot vote was taken, with Dan receiving 115.96 votes and Lynn 110.92. Dan was therefore elected Editor.

For the office of District I Representative: Charles Alexander was nominated. Dan Snyder moved and Laver Root seconded that the nominations be closed and the Secretary cast a unanimous ballot for Charles. The Secretary cast said ballot.

For the office of District II Representative: Jennie Seely was nominated. Lynn Walker moved and Mary Carlile seconded that the Secretary cast a unanimous ballot for Jennie. The Secretary cast said ballot.

For the office of District IV Representative: Steve Higgins and Darline Kendall were nominated. The candidates shared their qualifications briefly then a ballot vote was taken, with Steve receiving 173.81 votes and Darline 57.07. Steve was therefore elected District IV Representative.

There was no election for District III Representative because Lynn Walker was in the middle of his term.

At this point Gloria Rector 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	COMP
Cl-Jeff	Terry Parenti	430	\$203.20*
Kitsap	Kathy Brown	324	227.76
LGA	Ken Side	634	302.16
Low.Col.	May Carlile	74	167.76
Mutual	Joanne Blackburn	260	212.40
Skag-SJ	Larry VanDyke	484	266.16
SKI	Marsha Cox	290	219.60
S.E.	Stephen Higgins	508	271.92
Spokane	Dale Ryan	686	314.64
N.E.	Noretta Stritzke	740	327.60
Whatcom	Dan Snyder	516	273.84
Whit-Asot.	Marjorie Gump	690	315.60
Yakima	Donna Roakes	408	247.92

OFFICERS AND APPOINTEES

President	Dorothy Iannucci	288	219.12
Vice-Pres	Ed Koschalk	686	314.64
Sec-Treas.	Kit Witt	202	198.48

Dist. I	Charles Alexander	506	271.44
Dist. II	Jennie Seeley	16	153.84
Dist III	Lynn Walker	740	327.60
Dist. IV	Darline Kendall	408	247.92
Ret. Rep	Robert Lange	536	278.64
St. Stew.	Neil Buchanan	740	327.60
Ins. Dir.	Rita-Rae Youngs	40	159.60

* Terry Parenti received \$100.00 per diem as opposed to \$150.00 because she missed the first day of the convention.

Marge Gribi moved and Rosalee Voshell seconded that the Final Report of the Mileage and Per Diem Committee be accepted and the committee dismissed. **PASSED**

Next, Joanne Blackburn moved and Lorna Wieldraayer seconded that the Report of the Elections Committee be accepted and the committee dismissed (the final election results having just been announced). **PASSED**

Pat Alexander moved and Bob Lange seconded that the Report of the Nominating Committee be accepted and the committee dismissed. **PASSED**

The seating of the delegates to National Convention was next. Neil Buchanan moved and Marge Gribi seconded that he and Dorothy be moved to fifth and sixth in the voting, Ed Koschalk be delegate-at-large, Kit Witt be paid by National, and Dexter Nesome and Joe Halleck be paid by the State. All other delegates would be in the same order as voted upon. **PASSED**

The new officers of both the Washington Rural Letter Carriers' Association and its Auxilliary were sworn in by Bill Brown.

Bob Lange gave the Benediction and the Colors were retired. President Iannucci thanked all for coming and adjourned the 1990 State Convention of the Washington Rural Letter Carriers at 12:46 p.m., June 27, 1990.

AUXILIARY OF THE WASHINGTON RURAL LETTER CARRIERS ASSOCIATION SIXTY-FIFTH ANNUAL CONVENTION, JUNE 23-27, 1990 MARK 205 MOTOR INN, VANCOUVER, WASHINGTON

Monday June 25, 1990

After a very interesting morning and afternoon session with the Association, the Auxilliary meeting was call to order by President Inez Nesmoe at 3:40 p.m.

ADVANCEMENT OF COLORS AND PLEDGE OF ALLEGIANCE: Flag was brought forward by Leonard Guptil, and the Pledge of Allegiance was led by President Nesmoe.

INVOCATION: Given by Odetta Yeager.

With our National Guest Marilyn Jones having to leave early, Janet Lange honored her with a gift. Delores Robb also presented Marilyn with an early birthday gift.

Juniors were excused to hold their meeting and election of officers with Vice-President Donna Walker accompanying them.

ROLL CALL OF OFFICERS:

President	Inez Nesmoe
Vice-President	Donna Walker
Sec./Treas.	Myrtle Buchanan
Dist. #1	Delores Robb
Dist. #3	Donna Walker
Districts #2 and #4	(vacant)
Junior Past President	Janet Lange

COMMITTEE ASSIGNMENTS:

CREDENTIALS COMM: Dispensed with this committee as there were no county units that sent in credentials.
RESOLUTIONS COMM: Odetta Yeager
AUDITING COMM: Hazel Halleck, Delores Robb
MILEAGE COMM: Leonard Guptil
CONSTITUTION-BYLAWS COMM: Ruth Ryan

Donna Walker, Vice-President returned with the Juniors and introduced the new officers for year 1990-1991 to the Auxiliary. The following officers are:

PRESIDENT: Sarah Side-Spokane, WA
VICE-PRESIDENT: Adrienne DeBella-Spanaway, WA
SECRETARY: Heather Heikkila-Winlock, WA
Marilyn Jones, National Auxiliary Committeeperson installed the Junior officers for the ensuing year. The Juniors were excused until Tuesday morning.

Guests were introduced and welcomed to our Auxiliary meeting. Mrs. William (Barbara) Brown, wife of the National Board member William Brown was introduced and was presented a rose for a first time attendee.

TREASURERS REPORTS: Myrtle Buchanan

Beginning Balance after 1989 Convention:	3,813.19
Income from Membership/Project	3,372.50
Income from Raffle	3,660.00
Income from Interest	90.41

TOTAL	10,936.10
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DISBURSEMENTS:

1989 Members Dues	1,124.00
1990 Members Dues	4,464.00
1989 Program	165.50
1990 Program	1,403.00
Scholarship	500.00
Postage & Supplies	41.15
Sunshine Program	100.00
Misc.	112.97
Mileage & Per Diem	581.32
County dues	121.50
Sec'y Expenses & Gifts	140.57

Total	(8,754.01)
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Balance on Hand	\$2,182.09
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Myrtle Buchanan, Sec'y/Tres. requested that all bills be presented at this time.

DELEGATES SEATED FROM THE FLOOR: Ruth Ryan, Lincoln-Grant-Adams County; Hazel Halleck, Lower Columbia County; Donna Walker, Northeast County; Delores Robb, S.K.I. County; Janet Lange, Whatcom County; and Leonard Guptil, Whitman County.

Motion was made by Odetta Yeager, seconded by Janet Lange that these delegates be seated.

NATIONAL DELEGATE REPORT: Myrtle Buchanan
National Convention: Buffalo, New York, Aug. 15-19, 1989

Neil and I left on Saturday, August 12th from Spokane and changed planes in Minneapolis/St. Paul. We went on to Buffalo, New York and got checked into our hotel. After checking in we decided to walk to the Convention Center to see if we could register, but we were too late. We then walked back to the hotel by a different route just to see more of the city. I was really impressed with Buffalo for how clean it was. Everywhere we went there was no garbage, papers, or even leaves from the trees on the streets. I also expected to see lots of people and the area we were in was not crowded at all. Everyone was very pleasant and helpful.

Our hotel was several block away from the Convention Center and when the sessions started there was a shuttle bus system that really worked. We rode school buses that were contracted out as they weren't being used for school. Being a school bus driver myself, I was extremely interested in the busses and all the equipment on them. Each bus had it's own driver and no one else drove that bus. The busses started running at 6:00 A.M. and ran until 12 midnight. We were always where we needed to be on time. We were really impressed with the shuttle system and how well it worked, because we've been at some Conventions where the shuttle was a disaster.

On Sunday morning we went on a tour to Niagara Falls. What a beautiful sight. Our bus driver was real glad to see and especially to hear us talk because he had tours the week before of people who didn't speak English. We toured ll around the Falls, rode "The Maid of the Mist" right up into the bottom of the Falls, then the bus took us over to the Canadian side and we went up in the Minolta Tower and could see over the whole area. The word Niagara is an Indian word for "Thundering Waters".

When the bus driver started taking us back, he could see that the cars were lined up at the border and would take quite a while, so he said he knew a short cut. We had a bridge to cross and it was real narrow and the bus driver didn't know if the bus would fit. We finally got back to the convention center and registered. In the evening we went to the Sunday Nite Get-Together. We heard the Shriners Chanters. They were an excellent singing group.

Monday, I attended the meeting for the new program while Neil was in the Stewards Seminar.

Tuesday started the general sessions with the Memorial Service. Each year it is always impressive and gives us all time to reflect and think of ones that have done so much for the organization and now have gone on before us.

Opening session was beautiful with all the flags and as each flag came down the isle a light was turned on on a big map where the capital city is in each state.

The Auxiliary meetings started Tuesday afternoon with the National officers and their pages and New York State pages marching in. State reports were given and pictures are taken with the National officers that visited their state. The Constitution and By-Laws committee recommended that mileage be changed from 30 cents to 35 cents. It passed and will take effect this year. There were 113 delegates receiving mileage with a total of 119,643 miles being traveled. The cost for mileage came to \$36,657.40.

For the Alzheimers Disease a check was handed to the speaker for Alzheimers for the amount of \$68,724.03. There was more coming in all the time, and I don't have the final total.

Thursday afternoon the election of officers was held. Nominated for President was Sue Bousman, Indiana; Vice-President, Shirley Miller, Nebraska; Secretary, JaNeil Buttars, Idaho; Treasurer, Sharon Brown, Colorado; Committeeperson, Cyndi Keyes, Michigan; and Dee Gerrel, Florida.

Friday finished up business and election of officers was held. I was a guard at the ballot box as the delegates cast their ballots. A unanimous ballot was cast for President thru Treasurer, but for committeeperson the delegates voted. Cyndi Keyes won the election.

Convention closed with the installation of the new officers.

We left Buffalo Friday afternoon and changed planes in Minneapolis/St. Paul. About an hour out of Minneapolis/St. Paul the pilot came on the intercom and announced the moon was now over the opposite wing then it had been a little earlier. Also that a stream of jet fuel was coming out of the wing. The pilot said that a warning light came on and there'd be no mechanics in Spokane to make the repairs, so he turned back for Minneapolis/St. Paul. We had an awful time getting our supper, because they put us on another plane, so we had to wait for the crew to find some food to put on the airplane. We finally got fed and arrived in Spokane about midnight.

Thank you for sending me as your delegate-at-large, I really enjoyed Buffalo as I had never been in that part of the United States.

Janet Lange and Inez Nesmoe gave a brief summation of their trip to National Convention.

PROVIDENT GUILD REPORT: Janet Lange

I didn't get to many County meetings mainly Whatcom County, as we didn't get hardly any notices. I helped Ed Koschalk give out information at District meetings. One gal asked questions and sounded like she would join from District #2.

A discussion was held on the possibility of having "Rent-a-Mom" for the Juniors. The cost is \$7.50 per Mom per hour and with the amount of Juniors there will be a need to be 2 chaperons. It was tabled until tomorrow.

HONORING PAST PRESIDENTS: Hazel Halleck

Present were: Delores Robb, Myrtle Buchanan, Janet Lange, and Odetta Yeager.

Hazel presented each of the past presidents with a small ceramic flower vase that she had made with a bouquet in it.

RETIRED CARRIERS WIVES AND WIDOWS: Myrtle Buchanan

Present were: Odetta Yeager, Delores Robb, Mary Donovan, Janet Lange, Betty Capwell, Bernice Messinger, Marge Armstrong, Leonard Guptil, and Hazel Halleck.

Each was presented with a Flower made from yarn for their years of support and guidance.

Meeting adjourned until tomorrow morning.

Tuesday Morning, June 26, 1990

Memorial Service with the joint session was a most inspiring service. With poetry, music, and lighting of the candles for the organization. The service was done around the theme of In The Garden.

Donna Walker, Vice-President, was in charge of the program.

Meeting called to order by President Inez Nesmoe at 9:15 A.M.

INVOCATION: Odetta Yeager

PLEDGE OF ALLEGIANCE: Leonard Guptil

Minutes from Monday morning session were read. Corrected and accepted.

SCHOLARSHIP REPORT: Janet Lange

I sent out seven applications for Scholarships. Three came back, one was very professionally done in a plastic cover book. I had the Superintendent of Lynden school and 2 teachers from Ferndale school to judge resumes. The winner to be announced at the Tuesday night banquet.

STATE OFFICERS REPORTS: PRESIDENT - INEZ NESMOE

In this last year I attended the National Convention at Buffalo, New York.

I also attended County meetings and all four district meetings where I sold pens, pins, and notes as well as speaking on the National Program in all its phases.

I attended Western States Conference at Post Falls, Idaho, I wrote articles for the Washington paper and for the National paper although I did not see any of them in the papers. Since Dexter and I take our trailer and have room to do so, we take the flags to the conventions and bring the supplies back to Washington.

I have enjoyed being your president and thank you for the privilege of serving our Auxiliary.

Also, I have donated items for the County store.

VICE-PRESIDENT & DISTRICT 3 - DONNA WALKER

Officers and members of the Washington State Auxiliary.

I can't believe another convention is upon us again. It is always nice to greet old friends and meet new ones. This is my last year as your Vice-President, and I have enjoyed working with all of you.

This past year, Lynn and I attended two Spokane County meetings. In November we were hosted by the Okanogan unit. In the Fall, we attended the Fall Booster meeting in Tacoma. I always enjoy going to the "big city". It was Myrtle's birthday, so a group of us were going to take her out somewhere nice to celebrate; but, the meeting was so long we ended up eating at "Elmer's", a pancake house - so much for the candlelight dinner.

Lynn and I attended our own Northeast District meeting which was held in Chewelah this year - traveling to it was just a breeze! When we attended Mid-Winter where Washington and Oregon board's meet, Jennie's friend, Harry, Gave me a guided tour of Vancouver in his sports car. It's a lovely city.

For the first time since we started as board members of the Rural Letter Carriers and Auxiliary, we attended Western States in Post Falls, Idaho. Our rooms were lovely and the food great, the meetings ere very informative and we learned a lot. Another first was leaving our suitcases back in Chewelah; but, thanks to another fellow carrier in Lynn's office, she arrived with our left behind luggage the next morning. Needless to say, we were late for breakfast. No one would have

been prepared for the sight of us without our combs, brushes and razor. We laugh at it now but at the time, we were both sure Alzheimer's had set in. Another first was going to the dog races. We left behind some money to feed the dogs for a day or two.

Last but not least, Lynn and I hosted the third District meeting in Davenport. We had a nice crowd and thank you all for coming. We held our annual auction and raised money for the auxiliary project which as you know this year was the dreaded disease commonly referred to as Lou Gehrig's Disease. Thanks for your contributions which we hope will help to find a cure.

SECRETARY'S REPORT: MYRTLE BUCHANAN

Madam President Inez, National Committeeperson Marilyn Jones, Friends, and Members.

On the closing of last year's convention in Richland, WA. I concluded the business of sending the last memberships that came in from the State Association Secretary, mailed the last of the project monies to the National Treasurer.

I did not travel much this last year as it wasn't convenient to go with Neil.

Immediately after convention, I was very busy helping Neil get ready for 3 mail count schools that had to be put on before leaving for National Convention. There are numerous handouts that have to be ready for each mail count school.

I attended National Convention in Buffalo, New York as your Delegate-at-Large and really enjoyed every bit of it. It was spectacular touring Niagara Falls, and the weather was very co-operative.

Articles were written for the paper and all the monies were sent to National. Membership is up a little more this year, with 1,115 paid members.

I attended Districts 2, 3, and 4 meetings, but very few county meetings this year.

DISTRICT #1: DELORES ROBB

National Guest, Marilyn, President Inez, Officers, Members, and Friend Barbara.

Meetings are held in SKI Counties and were attended.

Sue Bousman, National Auxiliary President, has chosen ALS (Lou Gehrig's Disease) as her project.

Supporting her program was accomplished with donations for notes, pins and bat ballpoint pens. Literature was given out at meetings.

I assisted the Association Committeeperson for District 1 meeting in Issaquah.

A speaker brought information about ALS. Also was our guest for lunch. We learned what is happening in our State and was interesting.

Articles were donated for the Country Store for funding Scholarship.

I wrote articles for the Postman. We want to remain active in District 1. A SKI meeting followed District 1 meeting.

JR. PAST PRESIDENT: JANET LANGE

I went as a delegate to National Convention in Buffalo (thank you). I worked on the pins and emblem committee - great time!

I have attended all Whatcom County meetings, presenting the program, sold notes and bat pens.

I attended Fall Booster meeting. I attended all District meetings, helping with raffle of Afghan.

I attended State Convention helping where I could, and with trying to find sponsor for Juniors.

I served as Chairperson for Scholarship and Provident Guild, and also donated items to Country Store. I sent articles to Postman.

COUNTY REPORTS: DELORES ROBB - SKI COUNTY

National Guest Marilyn Jones, President Inez, Officers, Members, and Friend Barbara.

SKI Counties is composed of Snohomish, King and Island Counties. Four meetings are held each year.

We have sold pins, notes and bat-pens. We have been involved in all parts of our National President Sue Bousman's project. Pamphlets and literature are passed out at our meetings.

At District 1 meeting we had a special speaker who spoke to us about ALS and what is happening in our state. She was our guest for lunch also. She also spoke to our Association, we like to include them, and letting them be a part of our project and learn about the Humanitarian part of the project. SKI presented her with a \$25.00 donation for the local chapter.

We support the Country Store which funds the Scholarship.

I have written articles for the Postman.

We want to keep SKI counties as an active Auxiliary and would like to encourage other counties with their Auxiliary to become active.

WHITMAN COUNTY: LEONARD GUPTIL

Leonard Guptil gave a brief report even though the Auxiliary is not active.

COUNTRY STORE REPORT: ODETTA YEAGER

Odetta reported a balance of \$149.05 taken in at the Country Store with 16 notes, 1 pin, and 3 ballbat pens being sold. The Country Store will be open through each session of the convention.

AUDITING COMMITTEE: Report tomorrow.

MILEAGE COMMITTEE: LEONARD GUPTIL

To the officers and members of the Auxiliary Rural Letter Carriers Association.

We have two members entitled to mileage at 20 cents per mile: Inez Nesmoe, 389.2 miles (\$77.80), and Delores Robb, 434 miles (\$86.80).

RESOLUTIONS COMMITTEE: Report Tomorrow

SUNSHINE CHAIRPERSONS: DELORES ROBB, GET WELL, SYMPATHY

Madam President, Officers, Members. As the many many cards were being mailed out more hands were needed to continue the special mission work our Auxiliary continues to do.

Hazel Halleck and Odetta Yeager are now included in the Sunshine. It's good to have others share in the work.

The Auxiliary continues to bring Sunshine into the lives of our Rural Carrier Family and we in turn are blessed.

It is very worthwhile to reach out and meet the needs of those who need cheer, get well, sympathy, retirement and the other cards that bring Sunshine. This is what I have been doing this year and I truly enjoy this very much. I want to thank the Auxiliary for giving me the privilege to serve.

It is a special way to "Keep in Touch" and surely fits right in with our Program. I also wrote articles for the Postman.

SUNSHINE EXPENSES:

Cards	\$45.00
Stamps	<u>\$35.00</u>
TOTAL	\$80.00
Received monies	100.00
Expenses (June 1989-June 1990)	<u>80.00</u>
Balance on hand	\$20.00

SUNSHINE (BIRTHDAY): HAZEL HALLECK

Madam President, National Guest Marilyn, Officers, Members and Guests. I have sent out 561 Birthday Greetings this past year. Cards and postage were sent by the State Secretary, so I have no bill to submit.

I have on hand 87 cards and 241 stamps to start the new year.

If you wish me to continue sending the cards I will be happy to do so.

NOMINATIONS OF OFFICERS: The following were nominated for office for the year of 1990-1991.

PRESIDENT: Donna Walker, Chewelah, WA

VICE-PRESIDENT: Hazel Halleck, Kelso, WA

SECRETARY/TREASURER: Myrtle Buchanan, Chewelah, WA

DISTRICT #2: Odetta Yeager, Longview, WA

DISTRICT #3: Ruth Ryan, Spokane, WA

DISTRICT #4: Leonard Guptil, Colfax, WA

District #1 office stays the same for one more year and

Delores Robb now holds that position.

Nominations will stay open until tomorrow morning.

NEW BUSINESS:

A thank you gift was talked about for Raye Smith for donating her time in chaperoning the Juniors to Fort Vancouver.

Inez Nesmoe talked to Rent-a-Mom for the Juniors. Some one will come and stay with the Juniors for the Pizza Party at 6:00 p.m.

Janet brought up about vests for the Juniors to wear to identify them easily. Odetta made a motion and Delores seconded to make vests for the Juniors. Janet will make the vests for the Juniors.

A discussion was held on the Junior Program. A committee was suggested to work on the program with maybe a concusses by Fall Booster Meeting.

Meeting adjourned at 10:58 A.M.

Wednesday, June 27, 1990

Meeting was called order at T.K. Wheatfields Restaurant by President Inez Nesmoe at 8:45 A.M.

Delores Robb gave the Invocation titled, "Polishing Your Pearls".

ROLL CALL: All officers and Delegates present.
Flag Salute.

Tuesday's minutes were read and approved.

BILLS: Motion made, seconded and passed to pay the bills that were turned in.

OUTSTANDING AUXILIARY MEMBER:

Odetta Yeager was voted as the Outstanding Auxiliary Member for the year of 1990.

AMERICANISM PROGRAM: DONNA WALKER

A reading was given by Donna Walker followed by the singing of "America The Beautiful". Delores Robb closed the Americanism Program with a prayer.

AUDITING COMMITTEE: HAZEL HALLECK, CH. DELORES ROBB

Report of Auditing Committee.

To the Members of the W.R.L.C.A.

We the Auditing Committee have examined the Treasurers books and found them in excellent order. Thanks to Myrtle Buchanan for a job well done.

It was announced at Tuesday night's Banquet that Gwen Allen, daughter of Bill and Sylvia Allen of Chewelah, WA. won the Scholarship. Bill is Nell's Sub on Route #1 in Chewelah.

CONSTITUTION BY-LAWS COMMITTEE REPORT: RUTH RYAN

Eight changes were passed for the Constitution and By-Laws. One proposal was tabled until Fall Booster Meeting so that National can be consulted before a decision is made.

Hazel Halleck volunteered to type up new copies of the Constitution and By-Laws as have been changed since 1975.

CONSTITUTION CHANGES:

ARTICLE VI, Representation: Make Section 1 to be Section 1(a) and add Section 1(b):

If no credentialed delegate is in attendance to represent a county organization, then a member from that county may be appointed by the convention attendees to be delegate-at-large from that county.

SECTION 1(b) ADD:

The Secretary or Credentials Committee Chairperson shall announce the number of members and corresponding number of votes each county is entitled to cast.

BY-LAWS CHANGES:

ARTICLE I, Duties of Officers and Delegates: Section 2 add:

The Vice-President will oversee the business meeting and election of officers of the Juniors.

ARTICLE II, Duties of Committees: Section 1, Section 2, Section 3:

Change "association" to "Auxiliary" and "Associations" to "Auxiliaries".

ARTICLE X: Clarify how this Article applies since we have Family Membership. For example: Spokane Co. once had an active group up to about 1976, but membership declined. Is their organization automatically reinstated

because Family Membership increased the number of Auxiliary members? Lincoln-Grant-Adams County had an active group up to about 2 years ago. Since a meeting has not been called during that time period, do they lose their "charter" even though their membership has increased also?

ARTICLE XI. Mileage and Per Diem: Add Section 4: Auxiliary Officers shall be paid "per Diem" for one (1) Board Meeting (the Fall Booster Meeting) and two (2) Convention days. Effective July 1, 1990.

Comment: In the records contained in the folder and the changes hand-written in the Constitution and By-Laws booklet, I see no reference to any "per Diem" reimbursement provisions - only mileage.

ARTICLE XIII. Juniors: Section 1: Delete "a Junior...Board". Then add "the Executive Board" shall appoint an Auxiliary member and/or Association member as the Junior Sponsor. This member should live in the area where the State Convention will be held and be responsible for arranging for the activities and supervisors for the Junior Program at the State Convention. A schedule of Junior activities shall be ready in time to be printed with the State Association and Auxiliary Convention program.

Section 2: A meeting will be held prior to the convention with parents, juniors, and Junior sponsor. This meeting will be a half-hour (1/2) prior to the start of the opening session.

Section 3: The Auxiliary will not be responsible for a Junior if a parent(s) is not present (on site) at the Convention.

All Articles of the Constitution and By-Laws passed, with the corrections and additions, except Article X, which was tabled until such time as we can get a clarification from a National Officer. A report is to be given at the Fall Booster meeting.

A big THANK YOU to Ruth Ryan for a job well done on this committee

With the changes that were voted in in the Constitution and By-Laws, and the money that it will take, it was discussed and voted to drop the Birthday and Anniversaries portion of the Sunshine program, and just continue with the Sympathy, Get-Well, Retirement, etc.

Odetta Yeager gave a Final Report on the Country Store, with proceeds amounting to \$188.35 plus \$55.00 for the Project.

DELEGATE TO NATIONAL CONVENTION:

Donna Walker was nominated delegate-at-large to National Convention. Myrtle Buchanan was nominated as Alternate. The two National-paid that we can send are Delores Robb and Inez Nesmoe.

INSTALLATION OF OFFICERS:

As our National Guest Marilyn Jones had to leave convention early, we were installed with the Association by National Vice-President Bill Brown.

Installed was President: Donna Walker; Vice-President: Hazel Halleck; Secretary/Treasurer: Myrtle Buchanan; District #1: Delores Robb; District #2: Odetta Yeager; District #3 Ruth Ryan; and District #4: Leonard Guptil.

RESOLUTION COMMITTEE: ODETTA YEAGER

We, the Resolution Committee, submit the following report.

(1) Resolved, that the members of W.R.L.C.A. express our sincere thanks to President Inez Nesmoe, for all the time and effort she has made for our 65th State Convention.

(2) Resolved, that we express our gratitude to our National Guest Marilyn Jones for her cheerful, loving ways and the informative messages she brought to us as a group.

(3) Resolved, that we express our sincere thanks to the carriers and Auxiliary of District #2 for their gracious hospitality.

(4) Resolved, that we express gratitude and appreciation to the Retired Carriers and their spouses, who have given us encouragement as they uphold us with their attendance to our State Convention.

(5) Resolved, that we send special thanks to Jennie Seeley, convention chairperson, and the many people who worked with her to make this convention a success.

(6) Resolved, that appreciation be extended to Bruce Hagenson, Mayor of Vancouver, Geri Windecker, Mark 205 and Bob Ayers.

(7) Resolved, that we thank Donna Walker and those who helped for a beautiful memorial service - "In the Garden".

(8) Resolved, we thank our three Sunshine Chairpersons, Delores Robb, Hazel Halleck, and Odetta Yeager for spreading sunshine through out our state.

(9) Resolved, that we thank Janet Lange for the excellent job as scholarship chairperson.

(10) Resolved, that we thank everyone that made or donated items to the Country Store.

(11) Resolved, that we give thanks to the Association for their continued support.

Respectfully Submitted,
Odetta Yeager

Donna Walker moved and Delores Robb seconded that the Secretary be given \$50.00 for duties performed. Motion passed.

SCHOLARSHIP: Hazel Halleck moved and Janet Lange seconded that we pay \$300.00 for the Scholarship this year. Each year is it guaranteed \$250.00 and raised if funds are available. Motion passed.

Hazel Halleck announced that she was the winner of the Montana State Quilt that was given away at Western States Conference. Inez Nesmoe also told of her birthday while at Western States Conference.

In closing, Janet Lange presented Inez Nesmoe with a scrap book from the Auxiliary and Donna Walker presented a gift from the Officers plus a Past Presidents pin.

Inez Nesmoe presented each of her board members with a gift of appreciation.

RETIREMENT OF COLORS:

Leonard Guptil retired the flag.

Convention closed with the singing of "Blest Be the Tie That Binds" and a prayer.

Adjourned 11:15 A.M.

Auxiliary Officers

PRESIDENT

Mrs. Lynn (Donna) Walker
2485 Highline Drive
Chewelah, WA 99109
(509) 935-8356

VICE-PRESIDENT

Mrs. Joe (Hazel) Halleck
912 S. 4th St.
Kelso, WA 98626
(206) 425-4050

SECRETARY/TREASURER

Mrs. Neil (Myrtle) Buchanan
2030 Stienmetz Rd.
Chewelah, WA 99109-9511
(509) 935-8282

DISTRICT #1

Mrs. Harley (Delores) Robb
6213-208th St N.E.
Arlington, WA 98223
(206) 435-2223

DISTRICT #2

Mrs. Jack (Odetta) Yeager
102 Laurel Place
Longview, WA 98632
(206) 425-0605

DISTRICT #3

Mrs. Dale (Ruth) Ryan
West 1409 Paradise Rd.
Spokane, WA 99204
(509) 448-9363

DISTRICT #4

Mr. Leonard Guptil
R. Rt. #1, Box 229
Colfax, WA 99111
(509) 489-0912

SCHOLARSHIP CHAIRPERSON

Mrs. Bob (Janet) Lange
724 Trails End
Lynden, WA 98264
(206) 354-3372

Junior Officers

PRESIDENT

Sarah Side
W. 4018 Rowan, #73
Spokane, WA 99205

VICE-PRESIDENT

Adrienne DeBella
17514 8th Ave. Ct. S.
Spanaway, WA 98387

SECRETARY

Heather Heikkila
1009 N. W. Mill Street
Winlock, WA 98596

Change of Address

Dorothy Iannucci
5604 114th Ave Ct. E.
Puyallup, WA 98372-2719
(206) 841-7124

Meeting Change

No Fall Booster. Instead, look for a "Late Winter Booster" meeting the end of February, with a "contract seminar" to discuss our new contract! Likely location to be Ellensburg.

See you there! - The Editor

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1 PERSONAL INFORMATION

Name _____
Address _____
City/State/Zip _____
Phone #: Days (____) _____ Eve. (____) _____
Occupation: _____ If military/rank: _____
No. of employers in past 3 years? _____

Do you own your home? ☐ Yes ☐ No
How long at your present address? _____
If 3 years or less, how long at previous address? _____
Do you live on a farm? ☐ Yes ☐ No
My present insurance co.: _____
If none explain below _____
My current policy expires: _____ mo / _____ day / _____ year

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Hazelwood, MO 63045

2 PASSENGER CAR & TRUCK INFORMATION

Veh No	Year	Make (Ford/Chevy)	Model (Escort/Malibu)	Body Style (2 Dr /Sta Wagon)	Cyl.	Miles Driven Each Way To Work/School	Annual Miles Driven	Used In Business?	Place Car Garaged If Not Residence
1									
2									
3									

*If yes, describe use _____

3 RECREATIONAL VEHICLE INFORMATION (Motor Home • Trailer • Camper • Van Conversions)

Veh	Year	Body (Mtr Hm., Van)	Make (Winnebago/Ford)	Model (Cheban/Sundancer)	Length	Date Purchased	New Or Used	Cost New	Current Market Value	State Registered In	Driven To Work/School	Estimated Annual Mileage
4						MO YEAR					☐ YES ☐ NO MILES 1 WAY _____	

4 DRIVER INFORMATION

(Texas Only) Date RV Purchased _____

Current Value _____

Date of Birth	Sex	Marital Status	Driver's Training?	Date Licensed?	% of Use of Veh			
					Veh #1	Veh #2	Veh #3	Veh #4

TOTAL USAGE MUST EQUAL

100%

100%

100%

100%

Has any driver had a license revoked? ☐ Yes ☐ No

If yes, who, when & why? _____

List all accidents or violations in past 5 years: _____

Describe accident(s) & dollar amount of damage: _____

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CITY _____ STATE _____ ZIP _____

SOCIAL SECURITY NUMBER _____

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