

OFFICIAL MINUTES OF THE
WASHINGTON RURAL
LETTER CARRIERS STATE
CONVENTION

JUNE 23-25, 1997
KENNEWICK WA

FALL BOOSTER
9;30 A.M.--3;00 P.M.
OCTOBER 19, 1997
FOUR SEASONS INN
WENATCHEE WA

Monday, June 23, 1997, 8:10 AM

A joint meeting of the Washington Rural Letter Carrier's Association and its Auxiliary was called to order by Convention Chairperson Donna Roakes in the Ballroom of Cavanaughs Inns in Kennewick, Washington. Chaplain Dale Ryan gave the invocation. The Presentation of colors was presented by Neil Buchanan and Ed Koschalk. Donna led the Pledge of Allegiance. "America the Beautiful" was sung by Alayna Melton. Patti Sue Ryan and David Ryan presented an instrumental of the "Battle Hymn of the Republic". The first verse of the "Star Spangled Banner" was sung by Allison Melton with everyone joining to sing on the second verse. An Americanism Program was presented by the Juniors in appreciation to teachers and farmers.

The addresses of welcome were given by Jeff Day, Postmaster, Richland, and Sherry Larson, Director of Catering, Cavanaughs Inns, Kennewick. Vice President Judith Peck and Auxiliary President Steve Roakes gave the welcoming responses. Pat English, Co-Chair of this years Convention, and the entire Convention Committee was asked to come forward and be recognized for doing a great job in putting together this years Convention. Donna Roakes then presented Charles Alexander with a gift for his years of service as President. Donna then presented the gavel to Association President Charles Alexander. Charles thanked everyone.

Auxiliary President Steve Roakes introduced the Auxiliary officers: Vice-President Janet Lange, Secretary/Treasurer Delores Robb, District I Representative Mike Peck, District III Representative Donna Walker, District IV Representative Sandi Reppe (District II was vacant). Steve also introduced the Junior officers: President Yvonne Spence, Vice-President Jamie Donaghue, Secretary/Treasurer Stacey Griemsmann.

President Alexander introduced the Association officers: Vice-President Judith Peck, Secretary/Treasurer Becky Wendlandt, Editor Dan Snyder, District I Representative Susie Juras, District II Representative Doug Rinehart, District III Representative Dan Schrup, District IV Representative and Convention Chairperson Donna Roakes, Retired Carriers Representative Harley Robb, State Steward Neil Buchanan, Chaplain Dale Ryan.

Charles then asked Judith to invite all retired carriers to come forward and introduce themselves. They were Wilbur Wood, Neil Buchanan, Roger Armstrong, Joe Rudy, Lynn Walker, Harley Robb, and Bob Lange. There was a total of 219 years of service put in between these gentlemen. Charles then called all the first-time attendees to come forward. There were 17 total. A few announcements were then read. Charles proceeded to read the "Resolutions Policy" as follows: "During **new business**, the delegates will decide whether or not to hear resolutions from the floor. To submit resolutions from the floor, the resolution must first be in proper form, and enough copies made for each delegate to have one by opening of business on Wednesday morning. The Resolutions Committee will have no responsibility for resolutions for the floor." Charles asked if there were any questions and there were none. Steve Roakes then asked guest Terry Hunter, National Auxiliary Treasurer to stand and be recognized and to thank her for attending.

President Alexander then introduced guest speaker Lawrence Adams, NRLCA Vice-President. Mr. Adams brought greetings from the National office in Virginia and stated how good it was to be back in Washington. He recognized Charles as being the Chairperson to the Constitution and By-Laws Committee on the National level this year. He also thanked everyone for contributing to this 100th year celebration of Rural Free Delivery by sending in so many articles for the national magazine.

Mr. Adams went on to discuss the issues that are present in U.S. Congress every year that are a concern to us. They were Balanced Budget Agreement, Consumer Price Index, Health Insurance, Postal Reform, EMA Tax Recertification and Medicare Reform.

The first topic he spoke on was the Balanced Budget. The agreement is the Budget should be balanced although not necessarily through a constitutional amendment but through the will of Congress buckling down and attacking the issues. This impacts the rural carrier craft because the Budget assumes statistical improvement of the CPI (Consumer Price Index). In regards to the retirees, he restated that the problems in relating to the delayed COLA (Cost of Living Adjustment) provision has been dropped. In doing our part, for Postal Employees along with Federal Employees, this will mean a 1/2% increase in your employee contribution towards your retirement system to begin in the year 1999.

The Consumer Price Index, Mr. Adams went on to say, was studied by a commission of economists in this country and was found, in quite a biased manner, overstated by 1.1%. It's been presented to politicians and to Congress that if the CPI was to be lowered by that 1%, that the Federal Budget would save \$100 billion over a five year period. The big question is how the CPI will be adjusted; by a bureau of labor statistic adjustment or by a legislative act. We are fighting to keep the politicians out and letting the Bureau of Labor handle the situation as it affects each of us. If the CPI would remain stable, all

things remaining equal, that 1.1% change in CPI would mean regular carriers would stand to lose \$900 in additional wages over the next five years. The retirees would be affected more by possibly losing \$2,000 plus. We are very concerned as the last three negotiation sessions with the Postal Service have pushed hard to do away with the CPI and go with the ECI (Employment Cost Index) or the ECI minus one, as the Postmaster General and other officials of the Postal Service claim that we are 30% overpaid. This will be a very tough issue in the next round of negotiations.

Next, Mr. Adams spoke on Health Insurance. A number of years back, the Postal Service's contributions hinged on the average of the six largest plans in the Federal Employee Health Benefit Program. About six years ago, one of those plans went out of business. To prevent much impact, Congress passed a legislation called a "Big Six Phantom." This allowed the five remaining plans to be averaged out and assigned to a 'Phantom Etna', which then allowed for a larger Postal Service contribution to your health insurance premium. In 1993, Congress passed legislation to start phasing out this 'Big Six Phantom' which will begin this year and be totally eliminated by 1999. Congress must now do something or the premiums will be raised as the average will be divided by only five plans instead of the six and today two of these top five plans are HMO's. Still in the works, however, is a replacement for the 'Phantom Six' called the 'Stable Fair Share Formula'. This plan starts with the computation of the average premium for a coming year, then takes the actual distribution of the enrollees buying the plan and options. At this point this plan will not impact us.

Another issue facing us is postal reform. There are certainly some changes needed as it has been twenty-five plus years now since the Postal Service was reorganized from the old Post Office Department to the United States Postal Service. Congressman McHughes is working in regards to this. With today's technology, i.e. faxes, computer, internet, etc., the post office is having to deal with a lot of competition out there. The GAO (Government Accounting Offices) recently released a report that 58% of Americans surveyed favored express company's being allowed to put packages in mailboxes.

Mr. Adams went on to discuss Campaign Finance Reform. With the elections at the beginning of the year, our PAC's (Political Action Committee's) seemed to be considerably threatened. And now, it seems that threat has been reduced. The media presented how wrong it was to get these contributions from individuals and corporations, but not once did you hear that the PAC's had done anything wrong. Years ago, the Congress passed and the President signed legislation that tightly controls and regulates PAC's. There are now 4800 PAC's contributing nationwide and must be reported. In our PAC, it is all a voluntary contribution, no dues deducted. Your contributions are greatly appreciated.

Another issue before us is EMA (Equipment Maintenance Allowance) Tax Simplification. In the past seven years, it has been approved by both Houses of Congress. However, when presented to the President, like almost all legislation, it always has an attachment to it. It is never just a single bill. Since it always has been part of a larger measure, in both the democratic and republican administration, the EMA Tax Simplification has been vetoed. Chairman Bill Archer out of Texas, has introduced the legislation in his sub-committee and it will also be in the Senate. This proposal asks for a special rate for rural carriers of 150% of the standard mileage rate. Those on short, heavy duty routes, will notice at the end of the year on your W-2 form, that some of your EMA has been taxed. This is because under the current legislation that is out there now, rural carrier's are allowed a standard deduction which is 150% of what the average citizen in this country is allowed. These carriers end up getting more per mile than what this 150% is. Therefore, there is a tax that is withheld from your EMA as well as from your salary. This proposal would repeal this tax and the rate of reimbursement by the Postal Service would be considered as an equivalent to the expenses the carrier has provided so no taxes would be deducted from EMA on the rural carriers' paycheck.

Mr. Adams then discussed another fraction of the Health Insurance. There was some legislation that passed the Congress last year on what is called the Portability and Accountability Act. This act allows Americans to leave one job, go to another (or leave work entirely) to carry whatever health insurance they have to another employer or another insurance broker. In the legislation, an organization such as ours, is not allowed to be involved in such actions. This organization is Mutual of Omaha's largest client and has agreed not to open up our Associate Hospital Plan to any outsiders. After July 1, 1997, enrollment will only be open to members and eligible dependents who lose the Rural Carrier Benefit Plan coverage. All insurance plans are doing quite well.

An issue that has surfaced, Mr. Adams commented, was a long-term disability insurance. Hartford Insurance put together a plan, however, it did not draw the number of participants Hartford was expecting. Part of the reason for this is that the plan can only be entered into as a payroll deduction. We have found after opening this plan, that a lot of our rural carriers are maxed out on allotments that the Postal Service is willing to make, which happens to only be two. This is being worked on to allow more allotments. Policy booklet certificates were mailed out in May. Mr. Adams asked that any questions regarding this be directed to the insurance group at the National office.

Mr. Adams ended his presentation by thanking Charles and everyone for their attentiveness.

President Charles then introduced Wilbur Wood with Atlanta Postal Credit Union. Mr. Wood expressed his gratitude for the wonderful hospitality that everyone has shown him.

Mr. Wood started his presentation with a little history of the credit union. The Atlanta Postal Credit Union was organized in the Atlanta Post Office in 1925 and was expanded in 1970 to serve all postal employees in this nation. It is the oldest and largest in the nation to serve postal families.

The minimum balance required to open a share account is only \$25. Once you become a member, all members of your family (blood related) are eligible to join. Anyone who draws compensation from the postal service is eligible. A statement is sent out each quarter. A share account with at least a minimum balance of \$50 will receive a daily interest rate of 5.1%. Direct deposits are also available. Retiree's must have their whole check deposited. A twelve month certificate of deposit with a \$500 minimum will now receive a 6% interest return. Your share account also will earn some free life insurance. All accounts are insured by the Federal Government.

Mr. Wood went on to say that the Atlanta Postal Credit Union has the most attractive auto loan rates available on a consistent basis. A brochure will be mailed to every rural carrier in America. Their VISA credit card is offered with no yearly fee and only carries a 12.9% interest rate. He explained this credit union is there to serve the postal people.

Mr. Wood ended by saying he was very proud to be with this organization and offered to meet with anyone who had any questions or wanted more information.

President Charles then made a few more announcements and introduced Tom Scott with McCurtey Imports Subaru. A right-hand Subaru was located in the parking lot for viewing and Mr. Scott would be on hand to answer any questions you might have. An adjournment for a short break was called at 10:20.

At 10:40 the Convention reconvened. President Charles reviewed the Convention procedures regarding the voting on motions using the Yea/Nay cards that are also used at National. Becky Wendlandt, Secretary/Treasurer, then read roll call. All delegates and officers were present with the exception of District IV Representative Donna Roakes. Each committee chairperson along with each committee member was asked to come forward and receive their packets. The Committees for the 1997 Convention were as follows:

Constitution and By-Laws

Contact Person: Charles Alexander

1. Chair: Claudia Brown
2. Joanne Blackburn
3. Amy Jacqmin

Finance Committee

Contact Person: Judith Peck

1. Chair: William Allen
2. Ed Koschalk
3. Karen Crombie

WA Rural Carrier Committee

Contact Person: Dan Snyder

1. Chair: Kay Smith
2. Paula Kenck
3. Carol Price

Time & Place Committee 1998

Contact Person: Doug Rinehart

1. Chair: Doug Rinehart
2. Jennie Seeley
3. Rosalee Voshell
(District 2)

Resolutions

Contact Person: Judith Peck

1. Chair: Tammy Donaghue
2. Pat Thompson
3. Becky Pike

Mileage and Per Diem Committee

Contact Person: Dan Schrup

1. Chair: Carol Avery
2. Sandy Petersen
3. Margene Horrell

Credentials/2nd Tellers Committee

Contact Person: Susie Juras

1. Chair: Rita Busch
2. Susie Juras
3. Ginny Seay

Auditing Committee

Contact Person: Becky Wendlandt

1. Chair: Kit Witt
2. Ann Lamm
3. Polly Moore

Tellers Committee

Contact Person: Becky Wendlandt

1. Chair: David Ray
2. Thomas Wilson
3. Sharon Hurlbut
4. Lynn Cousineau
5. Kathy Brown

Nominations Committee

Contact Person: Charles Alexander

1. Susie Hill
2. David Reppe
3. Paula Leatherman
4. Joyce Sutherland
5. LaVer Root

Time and Place Committee, 1999, District 3

Contact Person: Becky Wendlandt and Dan Schrup

1. Chair: Dale Ryan
2. Kathy Brannon
3. Mike Cammack
4. Tammy Donaghue

President Alexander asked that the Credentials Committee come forward. Ginny Seay read their preliminary report. Charles then announced that the Annual Reports of the State Officers would be read next. Karen Crombie moved to dispense with the reading of the officers' reports with the exception of those from the President, Secretary/Treasurer and the State Steward. The motion was seconded and went into discussion. The motion to dispense with the reading of all officer's reports except the Presidents', Secretary/Treasurers' and State Stewards' was voted on-----PASSED

President and Assistant State Steward Charles Alexander then presented his Annual report:

Fellow Officers, Delegates, Members of the NRLCA and the Washington Rural Letter Carriers' Association, Guest and Friends:

STRENGTH THROUGH TEAMWORK

For the third and final time, I come before you as President of the Washington Rural Letter Carriers' Association with the opportunity to reflect on where we've been and what lies ahead. Presidents have many responsibilities, but none are more important than that of coach/facilitator. Make no mistake, our success as individual rural carriers depends on the teams to which we belong and how individual members work to achieve shared goals. Each of us, not yet retired, belongs to the rural craft team in our respective offices, and Washington members of the NRLCA also belong the Washington Rural Letter Carriers' Association Team. Our State Association is in turn comprised of county teams, steward teams, delegate teams, and of course the team of elected officers known as your State Board. My job as President these last three years has primarily consisted of encouraging the best from the State Board Team and giving voice to their shared vision. The people you have elected to represent you on the "State Team" decided early on to use consensus wherever possible to encourage commonality of purpose. Consensus encourages the concept of teams working for common objectives, whereas voting, the fallback decision making process, tends to emphasize majorities of individuals seeking victory for their positions. Voting gives minorities their say and then moves on. Consensus requires compromise, buy-in, and resolution of differences. At meetings such as this State Convention, where relatively large numbers of elected delegates have limited time, voting is by necessity and constitutional requirement the only option for conducting business. With other smaller teams, where members meet more frequently, consensus is well worth the extra effort.

It is no accident that members of the State Board have referred to me from time to time by a varied assortment of terms referencing negotiation or some form of "feather smoothing." My job as President **should** involve a heavy dose of medication. Compromise and buy-in don't fall out of the sky; they have to be coaxed from divergent viewpoints. So I'm back to the view of presidents as coaches, coaches of teams with shared goals, looking for win-win solutions to problems that one way or another affect us all. My admittedly wide definition of a team encompasses any group of two or more that shares common interests and/or goals. A rural carrier and his/her leave replacement are a team of two with some shared goals and some potentially conflicting self-interest. No one on this team of two has been elected president, so both have the opportunity to assume the responsibility of coach/facilitator. In point of fact, all of us, president or not, have the chance to facilitate policies and agreements that benefit all of the members of the individual groups to which we belong. Too often we are taking the easy way out and pursuing our own interest exclusive of the other members of the team. Offices, at an alarming rate, are

developing factions of disagreement and discord that the Union is nearly powerless to resolve. On behalf of your State Board, which is unified in its resolve to bring you the best possible representation and training for the most affordable cost, I implore all of you to look for common ground.

AROUND THE NEXT BEND

As we accelerate to the next century, the pace of change itself seems to be on the increase. The USPS seems to have bet most of its money on automation, contracting out, service scores, pricing flexibility, and bonuses for executives. All of these strategies are designed to offset the technology-based erosion of our bread and butter first class mail volume and render us more competitive with the private sector. Our evaluated system has generally shielded us from the confrontations of the sort that have become common place between the city carrier craft and the USPS. Management, in a determined effort to achieve predicted savings from DPS, has upped the already supervision-intensive oversight of city carrier performance. A multifaceted pilot program, developed unilaterally by the USPS and termed, "Delivery Redesign," is searching for alternatives to the current model for city carrier compensation. Not surprisingly, even the test is running into considerable resistance from the NALC. The USPS will undoubtedly counter with aggressive negotiation strategies to attempt to force the NALC to modify the status quo. I wouldn't be at all surprised to see some form of an evaluated system imposed in a 1999 arbitrated contract. Meanwhile, the USPS is tired of the 30,000 plus NALC contractual grievances awaiting arbitration and the "teeth pulling" exercises for DPS savings. The lower consolidated cost per hour for rural delivery coupled with the annoyance factor for NALC vs. USPS confrontation, is steering most new delivery to rural rather than city. We stand to gain many new deliveries for the short run, but after that it's hard to say. Rural carriers have their own complaints about DPS standards, and who knows which issues we will be asking our National Officers to negotiate in 1999.

As long as I'm peering into the crystal ball, I will reiterate my expectation that at some point we will once again negotiate some way to monetarily share in the success we help create. The old SET Program was anything but perfect, but it was a far cry better than giving bonuses exclusively to managers who never "touch the mail."

We need to remain vigilant on contracting out. So far the clerks have taken the biggest hits. They lost the work at Remote Encoding Centers (REC Sites) and then gained it back through arbitration. Automation has resulted in permanent losses that will probably never be regained. The latest loss for the clerks is a new contract with Emery Air Freight to take over priority mail from Commercial airlines. Our biggest threat, Highway Contract Routes (HCR's), have not seen a net increase nation-wide. Since the Kane letter came out from USPS Headquarters, advocating managers take a close look at new deliveries and give highway contract due consideration, the NRLCA has been keeping a close watch for any unusual activity that might constitute an HCR initiative. To date, conversions of HCR to rural have pretty much matched the establishment of new Highway Contract Routes.

THE WRLCA NEEDS YOU

As an organization, the WRLCA is entering into what I see to be the second major phase of preparation for coping with changes brought about by a rapidly evolving U.S. Postal Service. During the last three years it has been my privilege to serve as your President, the Board has concentrated on revamping the steward system, refining the budget process, and recruiting new membership and participation. The number one essential ingredient for all these tasks has always been, and will always be, people like you who saw the need and stepped forward to help.

Over 100 local stewards have volunteered to represent their offices. Three area stewards are serving as local stewards in some offices where no local steward has yet been elected, and four assistant state stewards are working with the State Steward to cover the remaining offices without stewards. This latter group of assistant state stewards also serves as the primary resource for local stewards seeking advice and training. While this network of representation is clearly a high water mark for our state, there are potential draughts still lingering on the horizon. Many stewards, at all levels, operate dangerously close to their threshold for burnout. The typical assistant state steward, for instance, spend the majority of nearly every night on the phone, and most weekends are also given over to union work. Some local stewards in offices with authoritarian managers and/or troubled carriers or carriers in trouble, are giving more than can be sustained over an extended period of time. All of us have other lives, jobs, and priorities. Representation has to be a team effort, or we will eventually lose it. Washington State has more rural craft stewards than ever before in history, but we also have more rural craft employees to represent. While the nation wide rural growth trend is clearly a tribute to the efficiency of our system, the responsibility for representation is emphatically a major worry. We need more people to share the load today, and the urgency increases logarithmically for the future. We also need new stewards and officers to replace those who have done their share and deserve the chance to pursue other priorities. Even if time or temperament prevents direct involvement, each of us can do our

best to support the team. Basic help such as trying to resolve conflicts before filing grievances, or coming prepared to win step one informal discussions, lightens the load of stewards. Reading the PO-603 to learn the duties and responsibilities of rural carriers, attending informational meetings and trainings are other ways to support the team. We all need you, all of you, to do whatever you can to make our Association a sustainable success.

Again, thank you for giving me the opportunity to work with a World-Class Team. I unconditionally recommend the experience to each and every one of you.

Respectfully submitted,

Charles Alexander, Association President

Next, Secretary/Treasurer Becky Wendlandt read her Annual report:

Hello Fellow Members of the WRLCA and Honored Guests:

Looking back on this 96/97 year has been inspiring yet challenging. This has been the year for training stewards and putting that training to work with an unbelievable increase in grievances. It has challenged the board at each meeting to allocate the funds of the WRLCA wisely, keeping in mind at all times, that representation of our members in the grievance process is our most important function. I believe that we have done so, but at not only a cost to the WRLCA, but also at an unbelievable personal cost of their own time for those stewards representing the craft. These people are my heroes. Those that I have seen in action have my utmost respect. Let us honor those stewards, from local to area to assistant to state, that have represented another fellow rural carrier (member or non member) by having them stand now!!! You truly are our inspiration!

Thank you for giving of yourself. I know you have because I have the stats to prove it. In the 11 months of 95/96 the WRLCA used 176 LWOP days to represent our craft in the steward program. In the 11 months of 96/97 we have used 230 days LWOP in our steward program for a total of 54 more days. This just accounts for our State Steward, 4 Assistant State Stewards, 1 area steward, and 1 very overworked local steward. It does not take into consideration all the FREE time given by these stewards, as well as the free time from the 100 plus local stewards and other area stewards. It is not hard to see that grievance is at an all time high but I am truly amazed that the Postal Service allows this to continue. So much for a kinder, gentler Postal Service of the future. It's not happening! The breakdown on costs is as follows:

11 month 95/96 Total Steward Cost: \$69,225.73
(we had 1 State Steward and 5 Assistants)

11 month 96/97 Total Steward Cost: \$79,935.63
(we had 1 State Steward, 4 Assistants, and 2 Area)

Included in the above figures are the steward training expenses as follows:

11 month 95/96 Total Steward Training Expense: \$12,486.29

11 month 96/97 Total Steward Training Expense: \$ 9,576.48

I have asked Charles to start a tracking form on the number of grievances and type, so that in the future we can get a feeling on how much the cost per grievance is, on an average. This will really help in future budget planning sessions.

Not to be forgotten have been those carriers under attack. I have seen unbelievable hardships and mental blows to an entire office that I not only can not understand, but do not comprehend why management allows and even supports it. I feel for all of you going through this strife. While it takes forever to turn these situations around, your board is committed to doing all we can to support you. This is the number one goal of the WRLCA!

My heart also goes out to Marc McIntosh. Marc's son, Mike, was in a car accident and has spent weeks in intensive care, struggling to come back. Marc, you truly are the greatest example of what a father should be, and we all value your friendship and give you our support.

I would like to go over our dues structure. We were at one time one of the higher dues structure for the nation, but I think those days are over thanks to not having a state dues increase in the last 4 four years.

	<u>Our Dues</u>	<u>Highest</u>	<u>Lowest</u>	<u>Average/Mean</u>
Regular Carrier:	\$285.00	\$327.00	\$175.00	\$251.00
Relief Carrier:	\$ 61.00	\$102.27	\$ 35.00	\$ 68.64
Retired Carrier:	\$ 37.00	\$ 51.00	\$ 22.00	\$ 36.50

I do not think that we need a State dues increase nor am I recommending one to the finance committee. What National decides is another matter!

I have enclosed a copy of the WRLCA Board Policy. This was started July 1, 1993 and is reviewed and/or updated at each board meeting. This was started by a suggestion at the National Secretaries' Conference. This is used to keep all the board members up-to-date on current policy and can only be changed at a board meeting. It has proven very beneficial when new board members come on line and also as a reference for all the board members. While this was only a suggestion by National to help comply with Department of Labor standards, it shows the intent of the WRLCA board to not only meet but exceed Department of Labor standards.

So far in 96/97 I have written 573 checks (all good) and made 37 deposits, as well as balancing to the penny our \$200,493.86 income. We have made a slight increase in membership:

93/94: 1342 members 94/95: 1633 members (reliefs went on dues withholding this year) 95/96: 1732 members
and for 96/97: 1742 regular members and 10 Associate members for a total of 1752. While that is only 20 members over last year, I sent in to National 271 memberships this 96/97 year, as well as processed the over 400 changes in membership such as address, designation, retirement, deceased, new appointments, etc. We are a craft on the move!

I have noticed a slight increase in regular carriers asking to drop their membership. This seems to come after a poor 2 week count, or being put on DPS AFTER route cuts and posting the auxiliary. (Does anyone in the Postal Service have a clue to DPS deployment or is the overall strategy hit and run? I think Charles Alexander's article about super tankers is right on - no one is steering the ship)

I want you to know that is NOT how your board oversees the WRLCA. I do not know of any State that reviews budget in such detail, or plans to the penny each function to better serve and educate our membership. I am proud to have served with such dedicated and exemplary board members. I want to thank them for this last year of setting the standard high. I personally want to thank Charles for his excellent leadership by example and high ethical standards. He is this boards' inspiration!

I have included a couple of pages of membership stats per county and district, as well as a complete financial statement. I would like to close by briefly going over the financial statement and answering any questions you might have. Thank you for letting me serve you as the Secretary/Treasurer. As always, a big thanks goes to the hard working County Secretaries and dedicated Ad Hoc Trainers. You have been a real joy to work with, and we value your contributions. You are appreciated!

Respectfully Submitted,

Rebecca (Becky) Wendlandt, Secretary/Treasurer

1996 / 1997 WRLCA DISTRICT MEMBERSHIP STATS

<u>DISTRICT I</u>		<u>MEMBERS</u>	<u>TOTALS</u>
Island, Skagit, San Juan	#010	121	
King, Snohomish (KS)	#011	343	
Whatcom	#015	91	
Total for District One			555

1996 / 1997 WRLCA DISTRICT MEMBERSHIP STATS (CON'T)

DISTRICT II

Clallum, Jefferson	#002	45	
Kitsap	#003	119	
Lower Columbia	#005	163	
Mutual County	#006	286	
Total for District Two			613

DISTRICT III

Chelan, Douglas	#001	30	
Lincoln, Grant, Adams	#004	47	
Okanogan	#007	21	
Spokane	#013	155	
Northeast	#014	53	
Total for District Three			306

DISTRICT IV

Southeast	#012	38	
Whitman, Asotin	#016	43	
Yakima	#017	187	
Total for District Four			286

TOTAL FOR STATE 1,742

WRLCA BOARD POLICY JULY 1, 1993 THROUGH APRIL 6, 1997

Updated 4/6/97 at Board Meeting in Kennewick, WA

LWOP:

August 29, 1993 Everett, WA

1. The union will only reimburse LWOP upon receipt of a Approved PS Form 3971.
2. Any required meeting, when a persons total travel/meeting time exceeds 12 hours in 1 day, that person is eligible for LWOP the following and/or preceding day.
3. The board policy is to preview LWOP needs for future meetings.

July 23, 1996 Spokane, WA

4. The Assistant State Stewards will notify the State Steward when using any LWOP for travel.

LOST SICK LEAVE AND ANNUAL LEAVE:

July 23, 1996 Spokane, WA

1. Lost Annual and Sick Leave when using LWOP chart:

LEAVE EARNING CAPACITY:	13 Days	20 Days	26 Days
Lost Sick Leave:	(1/2)	(1/2)	(1/2)
Lost Annual:	(1/2)	(3/4)	(1)

SIZE OF ROUTE:	H	J	K
Day you lose sick leave and annual	13	12	11

2. When taking lost annual or sick leave days submit approved PS Form 3971 showing LWOP /Union Lost Sick Or Annual Leave.

July 23, 1996 Spokane, WA

3. By the end of the WRLCA budget year all whole days lost annual and sick leave should be used if possible. If not possible, it should be discussed at the first budget projection board meeting of the WRLCA year.

PER DIEM AND MILEAGE:

June 29, 1995 Spokane, WA

1. Per Diem paid when overnight stay is required.
2. Mileage paid to driver only.
3. Current per diem rate is \$60.00 no matter what the motel costs.
4. Current mileage rate is \$.30 per mile.

June 29, 1995 Spokane, WA

5. Local Steward reimbursement for training will be established by the board on a meeting by meeting basis.

MAILING LISTS:

April 21, 1996 Bellingham, WA

1. All board members will receive a complete printed state member list by name and craft list by office. Those who have a computer will also receive a full disk.
2. The Assistant State Stewards and State Steward will also receive a complete printed state member list by name and craft list by office and also a disk if they have a computer.
3. County Secretaries will receive a printout and/or disk of all members and non members in their county only. This list will only include name, address, designation, and phone number.
4. Certified local stewards will receive a printout and/or disk of members and non members in their office. This list will only include name, address, designation, and phone number.
5. All mailing lists to be used for Association business only.
6. Any board member or steward doing a mailing will send to the State Secretary, a copy of that mailing, who it was sent to, and date, to be kept on file in the secretary's office.

July 23, 1996 Spokane, WA

7. The auxiliary will receive a membership list showing name, designation, and address twice a year.

CAMPAIGNING:

July 23, 1996 Spokane, WA

1. Campaigning only allowed in the Spring Issue of the "Washington Rural Carrier" and at meetings where the meeting notice states "Campaigning will be allowed".
2. Campaigning in the "Washington Rural Carrier" will be unedited and no more than 1/4 of page in size.
3. No board member shall include campaign announcements in their reports.
4. State mailing list is not available for campaigning.
5. When mailing meeting notices and membership recruitment notices the address on the envelope will not have a name, just the office position.

BOARD REPRESENTATION AT COUNTY MEETINGS:

August 29, 1993 Everett, WA

1. The board recommends that county meetings holding elections have state officer(s) in attendance.
2. District Representatives should attend each county meeting in their District if possible. If they can not attend, they should notify another board member or designee.
3. If a board member receives a written invitation to be the speaker at a county meeting other than their own they should consult with the President or V. President first. (This applies to District Representatives only if the county meeting is outside their district.) Mileage is paid and per diem if overnight stay is required. (If at all possible a local speaker should be used to

save travel expenses). Any board member can go to any meeting at their own expense without consulting with the President or Vice President.

July 23, 1996 Spokane, WA

4. The State Steward, when requested in writing to be the main speaker at county meetings, once approved by Board or President, should coordinate with appropriate Assistant State Steward and District Representative. He/She is entitled to per diem if overnight stay is required and mileage.

REIMBURSEMENT OF EXPENSES:

August 29, 1993 Everett, WA

1. No vouchers are paid without receipts.
2. All expenses must be turned in on a WRLCA Expense Claim Form that is signed, dated and includes receipts. (Original Receipts when-ever possible.)

July 23, 1996 Spokane, WA

3. All vouchers from board members should be turned in at least monthly. All vouchers from local stewards should be submitted to the State Steward for approval at least every three months.
4. Secretary to review all bills before paying. Secretary to call the President with any questionable bills. President then will call person submitting the bill. After explanation, the President talks with the Secretary and then notifies the rest of the board if problem still exists. All bills and vouchers can be reviewed if requested. The President will review all bills.

June 30, 1994 Puyallup, WA

5. No board member or employee should turn in any expenses for any person other than themselves. Dinner for guest speakers at organized functions will be paid by the State Secretary/Treasurer.

January 27, 1997 Renton, WA

6. For State Steward, Assistant State Stewards, and Secretary/Treasurer, the board recommends a separate dedicated phone line for union business and the WRLCA will pay all costs, including installation, associated with that union line upon receipt of voucher and bill.

NATIONAL GENERAL INSURANCE:

April 9 & 10, 1994 Ellensburg, WA

1. All National General Insurance Policy Holders Should Be Members. For those regular carriers who are not members every attempt should be made to enlist them as members.

CONTRACTS AND PO 603 'S:

July 23, 1996 Spokane, WA

1. The PO 603's and contracts will be sold at their cost (currently \$1.00 each) to any one who requests them. They will be available at board meetings to save the cost of postage. Payment is expected at time of transaction unless special arrangements have been made with the secretary/treasurer and have board approval. Certified local stewards will receive at no cost one copy of the PO 603, contract, and supervisors guide to discipline after certification.

July 23, 1996 Spokane, WA

1. Carrier of the Year Forms to be available from all Officers and at District Meetings. Form will also be printed in the "Washington Rural Carrier." The Vice President will send forms to all county presidents and/or secretaries once a year.

January 29, 1995 Wenatchee, WA

2. Selection Committee to be all members of the Board not nominated for Carrier of the Year.
3. Nominations for Carrier of the Year to be postmarked no later than 14 days prior to opening day of State Convention.
4. Nominations to be sent to Vice President.

5. Decision will be made at Board Meeting before State Convention by secret ballot. Nominee must receive more than 50% (majority) of the votes cast.

July 23, 1995 Spokane, WA

6. The Vice President will be responsible for securing photo and plaque, and writing a short article for the convention and fall issue of WRC.

ASSISTANT STATE STEWARDS:

June 29, 1995 Spokane, WA

1. Service will be continuous until terminated upon recommendation of the State Steward to the State Board, by the State Board excluding the Assistant State Steward in question, or by the National Board, or by resignation.

AREA STEWARDS:

January 27, 1997 Renton, WA

1. When an Area Steward is required to travel over one hour to another office they will be compensated \$10.00 an hour for their time, including the first hour. Bills and voucher to be submitted to the State Steward and forwarded on to the Secretary/Treasurer. They will also be compensated \$.30 a mile for all union business, as well as reimbursed for phone bills and office supplies used for union business.

STATE CONVENTION:

July 23, 1996 Spokane, WA

1. Mileage committee to use AAA official road map for miles and not ask paid delegate for their mileage. They can also use a computer program if available. Mileage to be figured to nearest city where they live by AAA official road map then by road map to their home town if necessary. Eight Percent will be added to the calculated mileage to allow for variances.

2. During new business the delegates will decide whether or not to hear resolutions from the floor. To submit resolutions from the floor they must first be in proper form and enough copies made for each delegate to have one by opening of business Wednesday morning. The resolutions committee will have no responsibility for resolutions from the floor. This procedure for handling resolutions from the floor will be printed in the convention program and in the appropriate issue of the "Washington Rural Carrier".

3. Concerning Procedure of Delegates Names to National Convention:

A. All eligible names submitted get placed on the ballot.

B. Names listed by order received in secretary's office.

C. Secretary to ask at State Convention for those who were on the ballot to sign a form indicating their intention of going or not going to National Convention.

D. Secretary to send a certified letter to those who have not signed a form asking that they notify the Secretary by July 10 or they will not be eligible for reimbursement.

DOOR PRIZES AT DISTRICT MEETINGS AND STATE CONVENTION:

April 6, 1997 Kennewick, WA

1. WRLCA Elected Officers and Spouses are not entitled to door prizes. Elected Officers are President, Vice President, Secretary/Treasurer, Editor, District Representatives, and Retired Carrier Representative.

2. WRLCA Appointed Officers and Spouses are not entitled to door prizes. Appointed Officers are National General Auto Representative, Provident Guild Director, PAC Representative, State Steward, Assistant State Stewards, and Area Stewards.

3. WRLCA Auxiliary Officers and Spouses are not entitled to door prizes.

4. Children are not entitled to door prizes.

5. Only WRLCA Members and WRLCA Auxiliary Members, in their respective district(s), are entitled to door prizes.

ARTICLE DEADLINES FOR THE "WASHINGTON RURAL CARRIER" PAPER:

April 6, 1997 Kennewick, WA

1. The Editor is to notify each board member two (2) weeks prior to article deadline and to print article deadline in the previous issue of the WRC paper. Articles received after the deadline may be printed at Editor's discretion.

Personal
WRLCA 11 Mon Financial Strm(7/1/96 to 5/31/97)
For All Account Groups

	7/1/96- 5/31/97 ACTUAL	7/1/96- 5/31/97 BUDGET
INCOME		
01 Cash Income		
Income		
Cash Dues 96/97	\$ 6,730.00	\$ 6,730.00
Cash Dues 97/98	2,234.00	2,000.00
Convention 1996 Refund	298.20	298.20
Nat Reg & Relief Dues Wht	153,587.42	153,500.00
National Gen. Insurance	23,442.00	23,500.00
National Retired Dues Wht	5,732.24	5,700.00
NRLCA-Ref Computer Cost	2,500.00	2,500.00
NRLCA-Ref StewTrng Supply	372.00	372.00
Provident Guild	10.00	10.00
Steward Training Refund	5,588.00	5,600.00
Total Income	\$ 200,493.86	\$ 200,210.20
Total 01 Cash Income	\$ 200,493.86	\$ 200,210.20
02 Other Cash Income		
Investment income		
APCU Saving Acct Dividend	\$ 2,116.55	\$ 2,800.00
SPCU Saving Acct Dividend	702.16	700.00
Total Investment income	\$ 2,818.71	\$ 3,500.00
Total 02 Other Cash Income	\$ 2,818.71	\$ 3,500.00
TOTAL INCOME	\$ 203,312.57	\$ 203,710.20
EXPENSE		
03 Per Capita Expenses:		
Expense		
Auxiliary Per Capita Dues	\$ 10,521.00	\$ 10,600.00
County Per Capita Dues	9,112.50	8,900.00
Nat'al Per Cap Dues 96/97	2,854.00	2,854.00
Nat'al Per Cap Dues 97/98	997.00	1,000.00
Western State PerCap Dues	380.00	380.00
Total Expense	\$ 23,864.50	\$ 23,734.00
Total 03 Per Capita Expenses:	\$ 23,864.50	\$ 23,734.00
04 Meeting Expenses		
Expense		
Board Meetings (96/97) #5 4 8 CONF call	\$ 8,534.18	\$ 9,000.00
Charter Committee 96/97	180.00	200.00
District (1&2) Mtg 96/97	693.65	700.00
District (3&4) Mtg 96/97	592.66	600.00

Personal
WRLCA 11 Mon Financial Stmt(7/1/96 to 5/31/97)
For All Account Groups

	7/1/96- 5/31/97 ACTUAL	7/1/96- 5/31/97 BUDGET
Fall Booster 1996	617.85	620.00
Mail Count Schools 1997 (1)	304.74	200.00
National Convention 96	14,828.70	14,828.70
State Convention 96	1,115.32	1,115.00
State Convention 97	4,178.03	15,000.00
Total Expense	\$ 31,045.13	\$ 42,263.70
Total 04 Meeting Expenses	\$ 31,045.13	\$ 42,263.70
045 Equipment Fund:		
Expense		
Steward Equipment Fund 96	\$ 432.39	\$ 450.00
Total Expense	\$ 432.39	\$ 450.00
Total 045 Equipment Fund:	\$ 432.39	\$ 450.00
05 Other Expenses:		
Expense		
Accounting Fees	\$ 2,070.00	\$ 2,500.00
Contracts/PO 603	466.50	300.00
Dues Refund	6.00	155.00
Memorial Gifts	47.70	50.00
Payroll Taxes	6,516.92	5,500.00
Total Expense	\$ 9,107.12	\$ 8,505.00
Total 05 Other Expenses:	\$ 9,107.12	\$ 8,505.00
06 Pres C. Alexander's Exp.		
Expense		
CA1 Copier Maint & Supply	\$ 0.00	\$ 50.00
CA1 LWOP 96/7 Board Mtg#3 (2)	319.58	492.00
CA1 LWOP 96/7 Office #3 (2)	331.94	500.00
CA1 LWOP 96/7 Pres Sem #4 (3)	480.60	640.00
CA1 Mileage - Car	87.60	90.00
CA1 Office Supplies	159.39	136.00
CA1 Phone & Long Distance	180.76	200.00
CA1 Postage	0.00	32.00
CA1 President Seminar 97	0.00	10.00
Total Expense	\$ 1,559.87	\$ 2,150.00
Total 06 Pres C. Alexander's Exp.	\$ 1,559.87	\$ 2,150.00
075 Vice Pres J. Peck's Exp		
Expense		
JP3 LWOP 96/7 Board Mtg#3 (3)	\$ 498.89	\$ 500.00

Personal
WRLCA 11 Mon Financial Strm(7/1/96 to 5/31/97)
For All Account Groups

	7/1/96- 5/31/97 ACTUAL	7/1/96- 5/31/97 BUDGET
JP3 Phone & Long Distance	19.27	20.00
Total Expense	\$ 518.16	\$ 520.00
Total 075 Vice Pres J. Peck's Exp	\$ 518.16	\$ 520.00
08 Sec/Tres R. Wendlandt's Exp Expense		
RW1 Check Account Fees	\$ 60.45	\$ 75.00
RW1 Computer Supplies	161.95	165.00
RW1 Copier Maint & Supply	0.00	20.00
RW1 LWOP 96/7 Board Mtg#3 (3)	425.47	425.00
RW1 LWOP 96/7 Lost A/S #8 (8)	1,146.16	1,200.00
RW1 LWOP 96/7 NatConTrn#1 (1)	141.21	145.00
RW1 LWOP 96/7 Office #58 (58)	8,322.28	8,311.00
RW1 LWOP 96/7NatSecTn#3 (3)	429.15	430.00
RW1 Mileage	247.20	90.00
RW1 Nat Sec Training	91.00	91.00
RW1 Office Supplies	312.63	370.00
RW1 Phone & Long Distance	1,307.57	1,300.00
RW1 Postage	2,224.47	2,400.00
RW1 Printing	2,215.43	2,500.00
RW1 Salary	2,750.00	3,000.00
Total Expense	\$ 19,834.97	\$ 20,522.00
Total 08 Sec/Tres R. Wendlandt's Exp	\$ 19,834.97	\$ 20,522.00
09 Editor D. Snyder's Expenses Expense		
DAS LWOP 96/7 BoardMtg #3 (3)	\$ 517.30	\$ 516.00
DAS Office Supplies	0.00	75.00
DAS Postage	0.00	25.00
DAS Salary	1,960.00	1,960.00
Total Expense	\$ 2,477.30	\$ 2,576.00
Total 09 Editor D. Snyder's Expenses	\$ 2,477.30	\$ 2,576.00
10Washington Rural Carrier Exp Expense		
WRC Postage - 4 Issues	\$ 1,409.54	\$ 1,400.00
WRC Printing - 4 Issues	4,066.35	4,400.00
Total Expense	\$ 5,475.89	\$ 5,800.00
Total 10Washington Rural Carrier Exp	\$ 5,475.89	\$ 5,800.00

Personal
WRLCA 11 Mon Financial Stmt(7/1/96 to 5/31/97)
For All Account Groups

	7/1/96- 5/31/97 ACTUAL	7/1/96- 5/31/97 BUDGET
115 District 1 Susie Juras Exp		
Expense		
SJ1 LWOP 96/7 BoardMtg #2 (2)	\$ 297.16	\$ 300.00
SJ1 Mileage	72.30	100.00
SJ1 Phone	101.36	150.00
SJ1 Postage	0.00	10.00
Total Expense	\$ 470.82	\$ 560.00
Total 115 District 1 Susie Juras Exp	\$ 470.82	\$ 560.00
 12 District 2 D Rinehart's Exp		
Expense		
DR1 Mileage	\$ 399.66	\$ 525.00
DR1 Office Supplies	42.21	45.00
DR1 Phone	142.30	150.00
DR1 Postage	7.02	10.00
Total Expense	\$ 591.19	\$ 730.00
Total 12 District 2 D Rinehart's Exp	\$ 591.19	\$ 730.00
 13 District 3 D. Schrup's Exp.		
Expense		
DS1 LWOP 96/7 BoardMtg #2 (2)	\$ 298.50	\$ 300.00
DS1 Mileage	198.00	250.00
DS1 Office Supplies	0.00	5.00
DS1 Phone	16.89	20.00
DS1 Postage	0.00	5.00
Total Expense	\$ 513.39	\$ 580.00
Total 13 District 3 D. Schrup's Exp.	\$ 513.39	\$ 580.00
 14 District 4 D. Roakes's Exp.		
Expense		
DR2 LWOP 96/7 BoardMtg #5 (4)	\$ 622.85	\$ 785.00
DR2 Mileage	0.00	1.00
DR2 Phone	243.09	250.00
DR2 Postage	0.00	10.00
Total Expense	\$ 865.94	\$ 1,046.00
Total 14 District 4 D. Roakes's Exp.	\$ 865.94	\$ 1,046.00
 15 RetCarrier Pac H Robb's Exp		
Expense		
HR1 Mileage	\$ 37.50	\$ 5.00
HR1 Phone	0.00	5.00

Personal
WRLCA 11 Mon Financial Stmt(7/1/96 to 5/31/97)
For All Account Groups

	7/1/96- 5/31/97 ACTUAL	7/1/96- 5/31/97 BUDGET
HR1 Postage	0.00	5.00
Total Expense	\$ 37.50	\$ 15.00
Total 15 RetCarrier Pac H Robb's Exp	\$ 37.50	\$ 15.00
155 Nat Gen-PAC M McIntosh Exp		
Expense		
MM3 LWOP 96/7 Board Mt #3 (3)	\$ 477.38	\$ 478.00
MM3 Office Supplies	0.00	5.00
MM3 Phone	8.94	10.00
MM3 Postage	0.00	5.00
Total Expense	\$ 486.32	\$ 498.00
Total 155 Nat Gen-PAC M McIntosh Exp	\$ 486.32	\$ 498.00
16 State Stew N Buchanan's Exp		
Expense		
NB1 Cellular Phone	\$ 45.51	\$ 45.00
NB1 Copier Maint & Supply	517.62	750.00
NB1 Internet Fees	33.35	50.00
NB1 LWOP 96/7 BoardMtg #2 (2)	277.93	278.00
NB1 LWOP 96/7 LostA/S #12 (12)	1,713.32	1,714.00
NB1 LWOP 96/7 Office #26 (26)	3,703.17	3,704.00
NB1 LWOP 96/7AreaTrnAst#3 (3)	433.02	433.00
NB1 LWOP 96/7AstStwTrn#2 (2)	267.20	267.00
NB1 LWOP 96/7LocalStwTr#1 (1)	144.33	144.00
NB1 LWOP 96/7NatStewTrn#4 (4)	577.32	577.00
NB1 LWOP96/7TravStwEx#20 (20)	2,835.77	2,835.00
NB1 Mileage - Car	1,880.20	2,000.00
NB1 Office Supplies	166.14	200.00
NB1 Per Diem	840.00	720.00
NB1 Postage	439.53	550.00
NB1 Reg Phone & Long Dist	2,304.35	2,500.00
NB1 Salary	3,850.00	4,200.00
NB1 Subscriptions	38.00	38.00
Total Expense	\$ 20,066.76	\$ 21,005.00
Total 16 State Stew N Buchanan's Exp	\$ 20,066.76	\$ 21,005.00
17 Steward Trainings Expenses		
Expense		
Stew Training Nat. Feb.	\$ 1,262.90	\$ 1,263.00
Stew Training Newslet.#2 (1)	325.30	710.00
Stew Training St Con 97	1,105.25	2,000.00
Stew Training Supplies	199.85	300.00
Stew Training W. Area Nov	1,514.37	1,515.00
Stew Training96/7 Local#3	4,029.52	4,500.00

Personal
WRLCA 11 Mon Financial Stmt(7/1/96 to 5/31/97)
For All Account Groups

	7/1/96- 5/31/97 ACTUAL	7/1/96- 5/31/97 BUDGET
Stew TrainingAst St Stew1	757.29	758.00
Stew TrainingAst St Stew2	382.00	382.00
Total Expense	\$ 9,576.48	\$ 11,428.00
Total 17 Steward Trainings Expenses	\$ 9,576.48	\$ 11,428.00

**18 Asst St Stew C Alexander's
Expense**

CA2 Copier Maint & Supply	\$ 168.12	\$ 250.00
CA2 Internet Fees	29.40	75.00
CA2 LWOP 96/7 AstStwTrn#2 (2)	315.66	314.00
CA2 LWOP 96/7 LostA/SL#10 (12)	1,922.24	1,605.00
CA2 LWOP 96/7 NatStwTrn#4 (4)	627.52	627.00
CA2 LWOP 96/7 Office # 10 (7)	1,100.06	1,583.00
CA2 LWOP 96/7 TrnstTrng#3	0.00	471.00
CA2 LWOP 96/7AreaTrnAst#1 (1)	156.88	158.00
CA2 LWOP 96/7LocalStwTr#3 (2)	313.76	474.00
CA2 LWOP 96/7TravStwEx#15 (15)	2,423.08	2,425.00
CA2 Mileage - Car	1,087.60	2,000.00
CA2 Office Supplies	223.80	300.00
CA2 Per Diem	180.00	360.00
CA2 Phone & Long Distance	1,484.29	1,800.00
CA2 Postage	231.52	250.00
CA2 Salary	2,750.00	3,000.00
CA2 Subscriptions	52.00	52.00
Total Expense	\$ 13,065.93	\$ 15,744.00
Total 18 Asst St Stew C Alexander's	\$ 13,065.93	\$ 15,744.00

**19 Asst Stew. J Peck's Exp
Expense**

JP2 Internet Fees	\$ 45.00	\$ 75.00
JP2 LWOP 96/7 AstStwTrn#1 (1)	163.77	164.00
JP2 LWOP 96/7 LostA/SL#7 (6)	982.62	1,139.00
JP2 LWOP 96/7 Office #14 (12)	2,022.13	2,350.00
JP2 LWOP 96/7 TrvStwEx#20 (19)	3,146.18	3,220.00
JP2 LWOP 96/7AreaTrnAst#1 (1)	163.77	164.00
JP2 LWOP 96/7LocalStwTn#3 (2)	347.62	527.00
JP2 Mileage	573.30	750.00
JP2 Office Supplies	217.06	250.00
JP2 Per Diem	60.00	120.00
JP2 Phone	2,191.59	2,500.00
JP2 Postage	421.70	450.00

Personal
WRLCA 11 Mon Financial Stmt(7/1/96 to 5/31/97)
For All Account Groups

	7/1/96- 5/31/97 ACTUAL	7/1/96- 5/31/97 BUDGET
JP2 Salary	2,625.00	2,875.00
Total Expense	\$ 12,959.74	\$ 14,584.00
Total 19 Asst Stew. J Peck's Exp	\$ 12,959.74	\$ 14,584.00
21 Asst Stew. M McIntosh's Exp		
Expense		
MM2 Internet fees	\$ 74.75	\$ 75.00
MM2 LWOP 96/7 AstStwTn#2 (2)	328.18	324.00
MM2 LWOP 96/7 Lost A/SL#5 (1)	164.09	803.00
MM2 LWOP 96/7 NatConTrn#1 (1)	161.81	162.00
MM2 LWOP 96/7 Office #8 (4)	625.37	1,265.00
MM2 LWOP 96/7 AreaTrnAst#1 (1)	153.76	154.00
MM2 LWOP 96/7 LocalStwTn#1 (1)	153.76	154.00
MM2 LWOP 96/7 TravStwEx#17 (16)	2,529.19	2,700.00
MM2 Mileage	919.70	1,000.00
MM2 Office Supplies	28.68	75.00
MM2 Per Diem	240.00	240.00
MM2 Phone	595.88	800.00
MM2 Postage	34.30	50.00
MM2 Salary	2,750.00	3,000.00
Total Expense	\$ 8,759.47	\$ 10,802.00
Total 21 Asst Stew. M McIntosh's Exp	\$ 8,759.47	\$ 10,802.00
22 Asst Stew D. Roakes's Exp.		
Expense		
DR3 Internet Fees	\$ 0.00	\$ 75.00
DR3 LWOP 96/7 AstStwTn#1 (1)	151.92	152.00
DR3 LWOP 96/7 LocStwNew#2 (0)	0.00	305.00
DR3 LWOP 96/7 LostA/SL #8 (7)	1,119.87	1,280.00
DR3 LWOP 96/7 Office #12 (8)	1,277.01	1,885.00
DR3 LWOP 96/7 AreaTrnAst#3 (3)	476.31	476.00
DR3 LWOP 96/7 LocalStwTn#3 (2)	317.56	483.00
DR3 LWOP 96/7 TravStwEx#21 (22)	3,458.45	3,305.00
DR3 Mileage	984.60	1,200.00
DR3 Office Supplies	305.89	350.00
DR3 Per Diem	660.00	720.00
DR3 Phone	2,326.16	2,300.00
DR3 Postage	147.60	175.00
DR3 Salary	2,750.00	3,000.00
Total Expense	\$ 13,975.37	\$ 15,706.00
Total 22 Asst Stew D. Roakes's Exp.	\$ 13,975.37	\$ 15,706.00

Personal
WRLCA 11 Mon Financial Stmt(7/1/96 to 5/31/97)
For All Account Groups

	7/1/96- 5/31/97 ACTUAL	7/1/96- 5/31/97 BUDGET
26 Area Steward A. Jacqmin Exp		
Expense		
AJ1 96/7 Salary/Hourly	\$ 0.00	\$ 400.00
AJ1 LWOP 96/7 AstStwTn#1 (1)	129.97	130.00
AJ1 LWOP 96/7LocalStwTr#1 (1)	129.97	130.00
AJ1 LWOP 96/7TravStwEx#3 (1)	129.97	345.00
AJ1 Mileage	0.00	250.00
AJ1 Office Supplies	0.00	50.00
AJ1 Phone	127.44	200.00
Total Expense	\$ 517.35	\$ 1,505.00
Total 26 Area Steward A. Jacqmin Exp	\$ 517.35	\$ 1,505.00
27 Area Steward S. Juras's Exp		
Expense		
SJ2 96/7 Salary/Hourly	\$ 0.00	\$ 300.00
SJ2 LWOP 96/7TravStewEx#3	0.00	456.00
SJ2 Mileage	33.60	250.00
SJ2 Office Supplies	0.00	50.00
SJ2 Phone	39.56	100.00
Total Expense	\$ 73.16	\$ 1,156.00
Total 27 Area Steward S. Juras's Exp	\$ 73.16	\$ 1,156.00
28 Area Steward D. Gerke's Exp		
Expense		
DG1 96/7 Salary/Hourly	\$ 0.00	\$ 500.00
DG1 Mileage	0.00	250.00
DG1 Office Supplies	0.00	50.00
DG1 Phone	0.00	100.00
Total Expense	\$ 0.00	\$ 900.00
Total 28 Area Steward D. Gerke's Exp	\$ 0.00	\$ 900.00
30 Local Steward Expenses		
Expense		
BH1 LWOP 96/7 TravStwEx#4 (4)	\$ 658.96	\$ 660.00
Local Steward 96/7 Phone	0.00	100.00
Local Steward 96/7Mileage	115.10	100.00
Local Steward 96/7Office	160.85	0.00

Personal
WRLCA 11 Mon Financial Stmt(7/1/96 to 5/31/97)
For All Account Groups

	7/1/96- 5/31/97 ACTUAL	7/1/96- 5/31/97 BUDGET
Local Steward 96/7Postage	6.46	50.00
Total Expense	\$ 941.37	\$ 910.00
Total 30 Local Steward Expenses	\$ 941.37	\$ 910.00
TOTAL EXPENSE	\$ 177,216.12	\$ 203,689.70
NET INCOME (LOSS)	\$ 26,096.45	\$ 20.50

Personal
WRLCA Balance Sheet as of May 31, 1997
For Selected Accounts
As of May 31, 1997

ASSETS

Checking	
SPCU Checking	\$ 8,308.46
Total Checking	\$ 8,308.46
Savings	
APCU Savings Account	\$ 57,878.08
SPCU Savings Account	15,671.44
Total Savings	\$ 73,549.52
TOTAL ASSETS	\$ 81,857.98

LIABILITIES

TOTAL LIABILITIES	\$ 0.00
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EQUITY

TOTAL EQUITIES	\$ 0.00
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TOTAL NET WORTH	\$ 81,857.98
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Next, State Steward Neil Buchanan presented his Annual report:

Vice-President Adams, President Charles, officers, Delegates and Friends.

This should be my 26th annual State Stewards report to the officers and members in session at a State Convention.

Of more interest, of course, is that this is my last report to you as State Steward. I retired from the Postal Service on April 1, 1997, and plan to tender my resignation as State Steward at the Board meeting at the conclusion of this convention.

As you know, there are four Assistant State Stewards and three Area Stewards sharing the State Stewards work load, and my budget was reduced to reflect this fact. Therefore, my travel and costs have been greatly reduced again this year.

May 30, 1996, thru May 30, 1997, I used 80 days of leave without pay to work for you. I drove 8,900 miles for the Union. Secretary-Treasurer Becky has or soon will provide you with a financial report with all the details.

It has been another busy year in the Labor Relations or Grievance activity area. We have tried to maintain our practice of resorting to a grievance only when all other efforts to resolve problems have failed. In spite of all the good Q.W.L. or Quality-of-Work Life has done for the Postal Service and for the Rural Craft, problems including discipline of Rural Craft employees continues to increase.

As of the date of this writing, we have four Rural Carriers laboring under notice of removal.

We lost our first arbitration case this year. This involved a Rural Craft employee who was reported by fellow craft members to have threatened a Supervisor.

Some of the numbers sound good, but in my mind do not paint the true picture. We have only appealed four grievances to Step 3 this year. Of those four, three were removals.

I pre-arbed one removal successfully and was able to prevail at Step 2 on two more removals. Terry Leeper was able to negotiate the reversal of a removal at Step 3 and we are glad about that. However, the lost time that this person suffered is to be treated as a lengthy suspension as if she was guilty as charged. Mr. Shirley apparently thought removal was too harsh a sentence. I remain convinced the employee was not guilty of any of the charges.

Except for the removals, we continue to have approximately ninety percent of our problems in five or six Post Offices. If we could persuade the Postal Service to promote these five Postmasters to civilian life, the Union would have lots less work and the Postal Service would save hundreds of thousands of dollars and life would get lots better for many Rural Carriers. The amazing thing to me is when you tell Postal Management what I just said, they can name the Postmasters without hesitation.

I wish I could say and believe that I leave this job to my successor in better shape than when I took it on. The Postal Service has changed a lot in twenty-six years, but so has the craft. I don't want to duck any tomatoes, but I feel the need to quote my favorite past National President, Lester Miller. Long ago he and I were discussing the various appointment procedures that have been in force in the securing of Rural Carriers for the Postal Service. Lester said: "You can say what you want to, but when we hired Rural Carriers directly from a community register and a congressional endorsement was a pre-requisite, we got the cream of the crop out of those communities."

Time to wind this up. These twenty-six years have been a labor of love for me. I have been blessed by the forming of great friendships, certainly my fellow Rural Carriers, but also with great leaders among the Managers in the Postal Service.

It would not have been possible for me to have done as well as I have, had it not been for the love and support I received from my good wife, Myrtle, and those four children she raised. Myrtle always exhibited complete trust in me no matter where I went or with whom I went. I can't express how much that has meant to me. On top of this, she has spent countless hours typing, copying, and collating so that the work got done.

I hope you, the members, of this Washington Rural Letter Carriers can find my work and my report satisfactory.

Respectfully submitted

Neil Buchanan, State Steward

(The following reports were not read but written copies were provided by each officer. Their contents are published below for the edification of WRLCA members who did not attend the Convention and/or who did not receive a copy of the reports.)

The Annual Report of the Vice President and Assistant State Steward

Welcome all Fellow Carriers, Honored Guests, Auxiliary Members, Fellow Officers, Delegates, Guests and Friends.

I would like to thank every individual who assisted in planning and working on this Annual meeting. Each and every person assisting has given freely of their time and personal life to make this 1997 Convention a success and I thank you for your dedication.

As your Vice-President this past year, I have attended many of your County Meetings, District Meetings, Steward Training's, Western States Conference, National Convention as one of your elected delegates and all Board Meetings. I attended all of the meetings with great pride that you had chosen me to represent you as Vice-President and Delegate.

In May, I chose to attend the Annual Presidents Conference in Washington D.C. along with President Charles and his wife Pat. I felt it was important to represent you in D.C. and reap the benefits of experience in meeting with all of our Washington State Elected Officials. Each May our National office holds the Annual Presidents Conference. The meeting is attended by all State Presidents, some Vice-Presidents and in the case of large states, some designated State Representatives. Some time prior to leaving for Washington D.C. all State Presidents schedule meetings with all of the Representatives and Senators for their State. Ken Parmalee schedules many speakers to provide information to all attending about what is happening on the "hill". This brings everyone up to date so the information can be passed on to the representatives. We were able to meet with all of Washington's elected officials or their representatives and discuss all issues affecting Rural carriers. This years issues were the balanced budget and how it affects us as rural carriers, Consumer Price Index which affect our EMA, Postal Reform and how it affects PAC and EMA. This conference is very important to all of us, our State President's are there representing us and delivering the message to our elected officials about what is important to us as Rural carriers and how we would like their support, representation and vote, however, it is important that you also get the message to our representatives, whether that be via a phone call or letter.

Three years ago, the board recognized that Neil could and possibly would retire at any time. The Board at that time did not have a plan in place for the transition of our State Steward. Your Board then prepared a plan, which included the implementation of multiple Assistant State Stewards and their training. The board has depended on Neil for the training of the Assistants with his vast amount of knowledge and experience. This transition has been a challenge at times and has been an added expense, however I am confident that we are now prepared to make the transition very smoothly. Each individual involved has risen to the occasion of stepping forth to represent you and take on additional work. As your Board, we must now look forward to review the plan and continue implementing what is needed to give you, the membership, the best representation and knowledge. Our craft continues to grow in numbers, along with that comes the need for additional representation and knowledge. In my area alone, the grievances are up in numbers, there is more discipline being handed out and more removals. The Steward Program requires a large portion of our annual budget and it is difficult to project what that budget will be. Your Board reviews the budget at each meeting to assure we have budgeted enough to see that each and every person in our craft receives the best representation available. Thank you Neil, for all of your hard work and dedication over the past twenty-six years. I know it was a labor of love and all of us appreciate it beyond words.

This past year we have continued to train new local Stewards, along with the enhancement training for the Certified Local Stewards. We presented the enhancement training the day prior to your District meetings. I am proud of the fact that we have 100+ Local Stewards in our State. We have added three Area Stewards to assist offices that have not elected a Local Steward. Being a Local, Area, Assistant or State Steward takes a tremendous amount of time, energy, love and dedication. I thank all of you who have undertaken this position and challenge. Please remember, if you have not elected a Local Steward for your office, it is never too late.

The number of routes in our craft continue to grow, in some cases it is slowed by the implementation of DPS, but be assured that in a lot of areas of our State, there are still new routes being created and filled. Along with this growth in our craft, we should see a growth in our membership. Becky, our Secretary/Treasurer continues to work on recruiting new members and we thank you for that Becky. Your Board assists and supports all efforts in this endeavor to increase membership, however, until we reach the maximum membership we could also use your assistance in recruiting those individuals in your office that are not members.

I would like to take this time to thank President Charles for all he has given this Association, his dedication and support has always been above and beyond. Charles has always supported the Board and Association, encouraged a win-win atmosphere when decisions were being made, delegated duties to assist in the Associations growth and in individual personal growth. Charles has always been fair, he has an amazing ability to mediate, which is an admirable quality that is greatly needed, not only while performing the job of President but for representing each and everyone of us in the Association. Thank you Charles for all you have done, you will truly be a hard act to follow.

I applaud you, the membership, for the excellent job you did of electing individuals that could represent you with knowledge, pride and energy. At each turn in the road, your officers were concerned with "your" needs and that is what drove them. We all worked together as a team for a common goal which was, what's best for this Association and you.

As automation continues to be implemented, we, as rural carriers continue to experience change in our lives and in our jobs. Change is difficult for all of us, however, I know this is one craft that can rise to the challenge. We can go thankful we are rural carriers, earning good money, have security in our jobs and a great organization representing us.

I thank each and everyone of you for giving me the opportunity to represent you as your Vice-President. I have enjoyed the challenge and growth and it has truly been an honor.

Respectfully submitted,

Judith Peck, Vice-President

The Annual Report of the Editor

Fellow Rural Carriers, Delegates, and Guests:

It has been another busy year as your Editor. Twice this past year the Post Office changed the bulk mailing requirements, and I had to learn new sacking and labeling procedures. I've got those memorized now, so that will no longer cause me grief. If you don't already know, after the paper is printed, I put all the address labels on by hand, with labeled and addressed papers all over the place as I'm working. They then go in bundles of 5 digit zip code, or by the first 3 digits of the zip code, depending on the number of papers per zip. Then I sack them by zip code, such as 980, 981, 982 and so on. The sacking procedure also requires I pay attention to the number of pieces, or total pieces by weight, to a zip code area. Sacking is based on 125 pieces or 15 pounds. I've got the whole complicated procedure in my head, so when the USPS makes changes, it's not like I have to learn it all over again, just incorporate those changes into what I already know. The paper is printed at the Lynden Tribune in Lynden, WA. They provide us a quality job at a very reasonable price. I have a good working relationship with them now, so they always try to put the "Carrier" ahead of the line. I'm very satisfied with them and the job they've been doing for us the past several years. This past year, I used 12 days of annual leave while working on the paper.

Concerning the annual NALC Food Drive, I'm confused about some of the memo's that I've read about the participation of rural carriers. In one sentence they say that "no rural carrier can be required to participate.....", then in the next sentence, it goes on to say, "if required to participate,.....be paid on form 8127.....". etc. There are far too many instances where MOU's or contractual statements will specify that no carrier can be required to perform a certain task, then the next sentence goes into the procedures to use if a carrier is required. Why the contradictions? If it's not a requirement, then there should be no exceptions! No wonder there are so many grievances. We should get these "should be's, could be's and may be's" out of the contract and MOU's and use more "will be's and shall be's"!!

If you aren't a subscriber to the "Federal Times", you missed a good letter-to-the editor in one of the May, 1997 issues. The writer, addressing violence in the work place, makes the statement that "Violence in the U.S. Postal Service is a postal supervisor saying, "We need you to come in," when a worker calls in to ask for time off because of his grandmother's death. Violence is a postal manager who says, "I do not have to abide by the contract. I do what I want." Violence is management knowing the only consequence for their actions is a transfer and/or a promotion....." The letter was from an employee in Sand Springs, Oklahoma.

It's great to see rural carrier's honored with achievement awards from the Post Office that also include money, usually in the amount of \$500.00. Every now and then, though, instead of a hard working carrier being rewarded, you see some management "pet" being recognized. It kinda cheapens the whole thing, but then you gotta remember that worthy people also receive those awards, so better to let a few bad ones slip through then trash the whole reward system.

This past publishing year, in about every issue of the Washington Rural Carrier, I have been nagging about us Rural Carriers passing the one man-one vote concept. I really believe that we would not have "L" and "non-L" routes right now if we had membership wide voting rights on the national contracts. We would probably still have Sub. of Record, Des. 73's, instead of the parade of RCR, RCA, and TRC that we currently have. Those Sub. 73's would also be having their years of service credited towards sick and annual leave, not to mention retirement. One man-one vote always goes down big at National Convention, and I can never figure out why?!

It was an honor to represent you as one of your delegates to the National Convention last year in Charleston, WV. I have the large panoramic photo that was taken during opening day on display. Look for it if you haven't seen it yet. As will many of you, I'll be attending the convention again this year in Portland, OR. This will be my 12th.

Hope you found the "Washington Rural Carrier" interesting and informative. Thank you for all the opportunities to serve and represent you.

Respectfully submitted,
Dan Snyder, WRLCA Editor

The Annual Report of District I Representative and Area Steward

Welcome Rural Carriers, Auxiliary members, State Officers, National Officers and Delegates.

It has been an honor and a privilege to serve you as your District One Representative. I thank you for this opportunity. Although I was not able to attend all of the county unit meetings, I am very thankful that Judith and Charles were able to attend them, and provide the necessary information to you fellow carriers. In these current times, we all need to be linked to the information highway of rural business.

What a year this has been, with board meetings, steward trainings, county unit meetings, and the District 1 and 2 meeting in March. It has been fun and full, and let me add, fast. As a new member of the WRLCA Board, this past year has been a learning experience in settling the affairs of your state association. Although setting the fiscal budget makes up a large portion of these meetings, I feel the money factor is not the primary issue here.

Representing each rural carrier, respecting the differences between ourselves in our craft, and settling the differences we have between ourselves and management, are the priority issues here. Once these differences are settled and defined in proper respect, the faith we have in one another will cause our membership to continue to grow and flourish in this state.

Do we indeed have to have controversy among ourselves in order to achieve our goals of dignity and respect? Possibly. Probably. More than likely we will because in these times of controversy among the other crafts we too are redefining to keep in stride of the changes the postal service has instilled upon us. As a local and area steward for neighboring offices, I know these challenges in how we do rural business have never been greater.

This is a time we need to stay focused and keep our priorities straight to help us maintain dignity and respect in our jobs, and achieve full count of each letter, flat and parcel we put into the mailboxes of Rural America. As we each contribute our high integrity into our craft, and meet the everyday challenges of our jobs, we are facilitating the success of the postal service.

Good Luck on your endeavors and thank you for this wonderful year. Please feel free to contact me as your WPAJSC Trainer for the continuing QWL Process. Thanks again.

Respectfully submitted,
Susie Juras, District One Representative

The Annual Report of District II Representative

Members, delegates, special guests and fellow officers:

In my report last year, I noted that 1995-96 was a year of change. If that was the case, and I firmly believe it was, the year 1996-97 for the Washington Rural Letter Carrier Association would have to be classified the year of "Looking Toward the Future".

Everything your elected officers did this past year was done with the future in mind. Yes, we had to do the day-to-day things that have to be done, but that was just a start. And, at the time of my writing this, we were able to do it all and stay within a very tight budget.

Last year, we started the training of local stewards with the program compiled and endorsed by our National office. It was very good training and our state would end up with more than 100 certified local stewards. This year, enhancement training was required in order to maintain that same certification.

This training included file building tips, form familiarity and a role-playing hands-on session. The training content was very good and everyone I talked to learned a lot, but we found that it was just too crowded when we had only two training sessions. We will keep this in mind in the future.

Transition is another word that comes to mind for this year. As we all know by now, 1996-97 represented the end of an era with the WRLCA. Neil Buchanan retired as a Postal Service employee April 1, 1997. He is also retiring as our State Steward. I hope that everyone enjoyed the retirement party on Sunday.

This entire year, Neil has been giving all of the Assistant State Stewards specific and pointed training concerning the fine points of grievances and the appeals process. At this point in time, I would be extremely comfortable with any of the Assistant State Stewards handling a grievance for me at any level of process.

On the national level, our Association has joined the computer age. Being able to access almost any information that you might need at the touch of a finger (okay, so it's several touches) is one of the best things to ever come along. Your NRLCA Web Site can be found at <http://www.nrlca.org/>. Stewards will find the information especially helpful by being able to find the grievance awards that will back up any local grievances they might have.

Although this year's budget was extremely tight, I believe that our organization is on firm financial footing and that it will get even better. For the past two years we have been taking on the financial burden of getting all local stewards trained. This has been very costly. In the future, the costs of training should drop dramatically since the bulk of the initial training is already done. Enhancement training will become a fact of life for this organization from here on in.

On the personal side of the budget, there were certain aspects of the budget that I declined to get into and therefore, my budget looks unrealistic to some people. Yes, I could have claimed more than I did, but it was my decision not to -- no one else's. Here is a quick rundown:

	1996-97 Original District II Budget	1996-97 Amended District II Budget	1996-97 Claimed
L.W.O.P. (3)	\$ 450.00	\$ 0.00	\$ 0.00
Per Diem	\$ 180.00	\$ 0.00	\$ 0.00
Mileage	\$ 525.00	\$ 525.00	\$ 400.00
Telephone	\$ 125.00	\$ 150.00	\$ 150.00
Office Supplies	\$ 75.00	\$ 45.00	\$ 50.00
Postage	\$ 50.00	\$ 10.00	\$ 10.00
TOTALS	\$1405.00	\$ 730.00	\$ 610.00

I did receive reimbursement for per diem and mileage to attend State Board meetings, but that is covered in a different portion of the budget and does not show up as District II. Only those expenses for attending County meetings and District II or State business are claimed on my budget.

It has been an honor and a pleasure to serve you, the members, as the District II Representative this past year. **Thank you!**

Respectfully submitted,
Doug Rinehart, District II Representative

The Annual Report of District III Representative

Welcome fellow WRLCA members to the 1997 Washington State Convention in Kennewick. It is a pleasure to see all of you here.

Another year has come to a close and I can report to you that your board has labored hard and long to balance the budget, promote your interests, develop programs - most notably the steward program, which I feel is the best in the nation - and make sure that your union is functioning at its' fullest potential.

As you review the balance sheet prepared by our outstanding Secretary/Treasurer Becky Wendlandt you can see that we have been able to offer our members great value for the money you have entrusted your board with in the daily functioning of the WRLCA. I do not believe that the board anticipates any change in the dues structure in the coming year.

I believe that our State Steward, Neil Buchanan and the Assistant State Stewards Marc, Judy, Charles and Donna deserve our thanks for the time and effort they have put forth for the WRLCA to train and support the over 100 local stewards that we have across the state. This phalanx of local stewards is a great help to each and everyone of us.

As you all know we will say farewell to a lifelong stalwart of our union at this convention. Our State Steward for the past two plus decades, Neil Buchanan, is retiring. I think I can safely say that all of us in the WRLCA say thank you for your dedication, your support and your knowledge. We wish you and Myrtle the best in your retirement, take the time to enjoy yourselves and each other, may each day be a joy to you both. Good luck and good health, you will be missed.

I believe that I have served the interests of all the members of the WRLCA in this past year, and I thank all of you for the opportunity and trust you have given to me. If you have any questions about my budget expenditures, please feel free to speak with me at any time, again thank you for allowing me to be of service to you. Take care my friends, let us all continue to strive to make our union the best.

Respectfully submitted,
Dan Schrup, District III Representative

The Annual Report of District IV Representative and Assistant State Steward

ALOHA, honored guests, state officers, retired carriers, fellow carriers, delegates and Auxiliary. I would like to extend a warm welcome to all of you. I hope you will enjoy this year's convention and all the proceedings.

I would like to thank this year's Convention Co-chair, Pat English. I would also like to personally thank every individual who participated in planning this year's Convention. I appreciate your hard work, expertise, dedication, and the contribution of your personal time to make the 1997 Convention a success. In conjunction with this year's Convention was Neil Buchanan's Retirement party. I personally thank those who helped to make this a successful event. I applaud each and every one of you.

As your District 4 Representative, I have attended County Meetings when I was available. I regret that I was unable to attend all of them. I would like to thank Becky Wendlandt and Marc McIntosh for attending some of those meetings for me. I participated in all Board and District meetings and most Mail Count seminars and Enhancement Steward Training sessions. I attended Western States Convention and represented you as a delegate at National Convention. It has been my honor to represent you.

The 1996 - 1997 Board operated with "Membership Concerns" as its utmost responsibility. We have tried to address your concerns, ideas and needs. We have made many decisions with your needs as our primary objective. This board was dedicated to doing better about providing you with needed information, solving your problems, and improving membership. Another goal the Board set out to accomplish was a balanced budget. I am happy to report we are within our projected budget and we expect no cost overruns. This is an outstanding accomplishment when you consider that the board has experienced three times as many removals than expected. I can only applaud the membership for electing such outstanding and dedicated officers.

This year we combined the Joint District meetings with the New Enhancement Steward training. Each local Steward is required to be trained once per year to remain certified. The decision to combine these meetings was made based on cost and past attendance. There has always been Labor Relations in conjunction with District meetings. However, since local stewards now must be retrained annually we did not anticipate the large amount of attendance.

The past year has been a very busy one for me trying to coordinate the responsibilities of District Representative, Workman's Compensation Contact and Assistant State Steward. I have tried as hard as I possibly can to fulfill all my responsibilities to the best of my abilities. Every year has been a learning experience for my personal growth and knowledge. I would like to express my gratitude to all of you who have supported me. I must announce, with some sorrow, that I do not plan to run for re-election as your District 4 Representative. It has been my honor to be the Representative for District 4 and a memory I shall always cherish.

Respectfully submitted,

Donna Roakes, District 4 Representative

The Annual Report of Retired Carrier

To the officers and members of WRLCA:

The last two years have been a learning experience for me. My how things have changed since my retirement.

The past two years I have attended three Board meetings at various times and places. I attended the Whatcom County meeting to observe their election of Delegates to the State Convention.

My last Board meeting will be at Kennewick the Saturday before Convention. It has been my pleasure to have served on the State Board for two years and I would like to thank the WRLCA.

Respectfully submitted,

Harley Robb, Retired Carrier

Annual Report of National General Auto Representative, Provident Guild Director Congressional Contact, and Political Action Committee Representative

Marc McIntosh's son, Mike, has been in a car accident and is in a coma in intensive care. Marc, his daughter Liz, and his parents have spent their days and nights at the waiting room of Deaconess Hospital, in Spokane. Our prayers and support are with him!

National General Auto Insurance:

Last year (95-96) we received \$22,311.00 for promotional allowances from National General. This year (96-97) we

received \$23,442.00 for promotional allowances. This was a pleasant increase and not expected since many carriers are now using LLV's. It appears that many of the membership still uses National General for their personal vehicle as well as home coverage. As always, we encourage members to get quotes and compare, and most of the time, National General is cheaper for the same or better coverage, as well as providing business coverage on the route vehicle. We have sent one mailing, including an invitation to join the WRLCA, to all non-members this past year and continue to hand out National General brochures with the new craft packet to all RCA's going through the Ad Hoc Program. This seems to be very effective. As of April, 1997, we have 699 automobile policies, 7 motorcycle policies and 84 homeowner policies.

Provident Guild:

Thanks to the inquiry from a member whose wife is deceased, Dexter Nesmoe, Marc has submitted a resolution that has passed at the county level and will be reviewed at the State level and hopefully go to National. This resolution has asked for the time limits to claim death benefits be changed from 30 days to 90 days. Dexter was unable to receive full benefits because he had filed a claim over 30 days. The board felt 30 days was not enough time to file, especially since many retired members winter in the South and come home in the summer, thereby not having records where they need them to meet the 30 day requirement for filing. Hopefully your delegates to National Convention can help pass this in Portland.

Congressional Contact and Political Action Committee Representative:

Many of you have complimented Marc on his excellent articles on issues concerning rural carriers and who in Congress to contact. We also want to thank the county secretaries and presidents who have collected for PAC and sent in the contributions. Also we thank those people who have given.

Respectfully submitted,

Rebecca (Becky) Wendlandt, Secretary/Treasurer

President Charles then asked Jim Hemrich, Chairman Charter Committee on State Structure to come forward and make a presentation of what this committee will be doing. Jim explained the Charter Committee met for the first time in April and was given three basic objectives in looking at the structure of the State in regards to the four Districts and County units. These objectives were as follows: (1) balanced and fair representation for all members, (2) to best and most efficiently use the states' resources, and (3) to best minimize both mileage and travel time of the majority of county unit members and the State Board members required to attend county meetings. He stated that this was a very broad undertaking and perhaps for the first time have actually counted the actual number of members on a county-by-county basis. Jim then read a few of the suggestions the committee had from that first meeting and welcomed any information or other suggestions anyone might have. Maps were posted with the State divisions and statistics in the back of the meeting room for viewing.

President Charles then asked Judith Peck to come forward and discuss the questionnaire that had been passed out. This was designed by the Board to get member feedback in regards to District meetings and Steward Enhancement Training. Each one was asked to fill these out and return them to a Board member by Conventions end. She then entertained questions. Charles then made a few announcements and adjourned the meeting at 12:20 P.M. (Monday afternoon was dedicated to allowing time for delegates to work on committees.)

Tuesday, June 24th, 1997, 8:35 A.M.

At 8:35 A.M., President Charles Alexander called the meeting to order. He then introduced Terry Hunter, National Auxiliary Treasurer. She brought greetings from the National Auxiliary Board.

Terry spoke about the Program of Kindness and Commitment to Children. This years Americanism program was designed with a mission in mind and to get the message out....."It isn't supposed to hurt to be a child". An average of five children a day die because of child abuse. About forty percent of child abuse is related to alcohol or drug abuse and over fifty-five percent of all abused children have at least one parent that was also abused. She then went on to tell a very touching true story of a twelve year old girl named Valerie that died as a result of child abuse. Child abuse is a disease that is killing children. Please, get involved in some way to stop the disease from spreading.

Your National Auxiliary and Juniors are selling mailbox lapel pins, ornaments, notes and school kits for donations to go towards this project. Remember, spread these words, "It's not supposed to hurt to be a child".

She ended by thanking everyone for their attention and support of this years' program of kindness and commitment to children.

President Charles then welcomed Lawrence Adams once again. Mr. Adams stated that he thought the Auxiliary project

this year, Prevention of Child Abuse, was especially touching and commented on how many letters he has received across his desk for the National Magazine this year regarding this program. He thanked Terry Hunter and the rest of the Board for bringing this message out.

He started his presentation by saying that membership, in general, is up 203.67 %; as of May, Washington is up 186.21%. Membership should not be all up to your state officers. It is the carriers out on the working floor that need to up that number. Please renew your efforts to bring that membership up here in Washington.

We have been experiencing tremendous growth in this National Rural Letter Carriers Association of ours. In regular routes alone in the last year, we have grown 2,000 routes and some 3,000 members. Contrary to some other organizations, we are very much a growing organization with many challenges ahead of us as a union and organization. We are very grateful for this increased growth and membership. As of May, we were four routes shy of 59,000 rural routes in this nation which included the regular and the auxiliaries. Sixty-five percent of all routes in this nation are K routes. K routes are the largest number of routes that we have in this country, approximately 38,541. About 73% of all L routes happen to be K routes. The average route in this country, auxiliary and regular, works out to be 48 hours and 10 minutes. Regarding standard versus work hours actually put in, calculated by your time card, by in large there is only one pay period that we collectively exceed the time standards. (This has been calculated over the last four years.) These figures have a bearing when it comes time to negotiate pay increases. The truth of the matter is, we are beating standards by some four hours a week, which translates to about eight percent of a bump. In private industry, people that work on an incentive basis on an evaluated system, Nationwide industry standard is a three percent bump. Postal headquarters management is aware of the spread between the evaluated and actual time, but would very much like to put city carriers on the evaluated system as well. However, the Board of Governors is beginning to raise some questions, i.e. why are the rural carriers being paid for four hours of work a week that they did not do, but where as a few years back, it was only one hour per week. There is an increased discipline over safety issues with an incentive system evaluation which we are not very pleased with. Perhaps to meet the standard time more, maybe we need to slow down and be more careful. We are finding out that some carriers are falsifying their time cards. This reflects bad on us as a group collectively and could account for the large variance on time cards submitted as a whole when actual time is being calculated and averaged.

Mr. Adams then went on to say that there are more leave replacements in the craft than we have regular carriers. The craft is composed of 52% females and 48% males. Our average age is 43 1/2 years of age and the average regular carrier is 47 1/2 years of age. Up until the beginning of June, the oldest regular carrier in our craft was 84 years of age out of Georgia (just recently retired). The youngest regular carrier at that same time is 20 years of age. The oldest leave replacement in the craft is an RCR who is 86 years of age and the oldest RCA is 81 years of age.

The schedule for an actual mail count is September 2nd through the 29th of this year. You have the ability to either opt-in or opt-out of that count. The option forms need to be completed and signed by June 27th. You should be having a pre-count conference with your supervisor or Postmaster to decide on various issues that come up. If you are not having the opportunity of being involved in these conferences with management, contact your local, area or state steward. Every year we receive calls and letters at the National offices that the Form 4239 is not being issued by management to carriers on a daily basis. If you are not receiving these on a daily basis, again, contact your steward. With respect to certification of the count, if there is anything on there that you disagree with, do not sign to the correctness of the count. However, sign the option that you do want the high or low option, though you do not sign for the correctness of the count, you will need to provide a statement as to why you are not signing the count and as to what your disagreements are with. With respect to the mail count, Mr. Adams had a draft that they would be signing, regarding the guaranteed year. The guaranteed year used to be in November and has now crept up to the end of October. The Postal Service is claiming they do not have enough time to do all the necessary work and input into computers and get the 4241 A's back out into the field. He then proceeded to read a copy of this draft.

The postal service is also coming out with a new delivery confirmation being made available nationwide. The National Delivery Test in regards to Priority Mail concluded on the 7th of May and the statistics were gathered. They made an announcement on that day stating that the Board of Governors have approved almost three quarters of a billion dollars for scanners, data base improvements and other expenses to support the delivery confirmation for express mail, priority mail, parcels, etc. As in the past, each time the postal service does take a look at automation, they might want to again recheck those time standards. We need your input out there in the field on this issue. Your customers will also have to meet certain criteria to receive this service. Because of this criteria, everyone will not be using this new system. Therefore, we might need to keep some of the time standards that we now have.

Mr. Adams went on to talk about the safety blitz that the post office has going on right now. Carriers are being disciplined left and right. Safety is being pushed and it's all coming back from the issue of EVA (Economic Value Added)

and managers being paid bonuses based on merit and performance. Part of this merit system is driven by their safety record. The pressure comes from high up and is put on everyone. It would behoove you to be more careful and slow down on those routes.

If you recall, back in 1992 and 1993 we had a reconstructing of the postal service and had offered an opportunity for an early out. Because of this, we saw new people coming into positions with no experience. These people did not know about HCR's (Highway Contract Services). Headquarters redesigned a package that they provided to the field which told managers one of their options was Highway Contract Route box delivery. This HCR would do everything as a rural carrier does and that also includes the discipline. Stewards were given a questionnaire regarding information they were getting from the field on this issue. We also contacted headquarters to get a listing of Highway Contract Routes around this country broken down by districts. As of April there were 4, 777. There has always been HCR's that have come about and we want to be protective of all the territory that comes to us. Keep in mind, the postal service has the right to assign any territory to the craft they want. We cannot stop all the HCR growth out there, however, there are some cases we will be interested in, and we encourage you to remain vigilant to these. If you believe the area should be ours, please get in touch with your steward.

The DPS and the rural craft continue to grow. We are not maxed out. The last guaranteed year we had some 16,151 routes that were DPS and raw mail. Since that time, it has increased to 17,267. Postal headquarters are surprised in the amount of routes that are still coming up DPS. On the other side however, there are 35,000 routes still with no automation. We are doing 926 pieces of DPS a day. We hear criticism out in the field that city delivery, as of '87, has 114,368 city routes that were on DPS at the time whereas you have an option. City carriers have lost 1710 city routes which were eliminated in the last twelve months ending in March '97. City carrier career employment has dropped 2.1% in the past year. As city delivery is becoming more and more efficient it is putting pressure on the rural routes. Right now, city delivery is costing the postal service a little bit better than fifty cents per delivery. Rural is about forty-two cents per delivery and HCR about twenty-eight cents per delivery. As more DPS occurs on city delivery and we max out, that spread will start narrowing. Many of you may not know how the L route came about. The L route concept came about when the postal service found it more cost effective to deliver mail to suburban America on city routes rather than on rural routes. There came a point in Texas, when the postal service converted all at one time, 52 rural routes to city delivery. We grieved the issue and prevailed at the arbitration. The reason was the postal service had not followed procedure when converting those routes. So the routes were given back to rural delivery. Only two months later, they were converted again to city delivery and procedure was followed. We went back to arbitration but lost that time. At that point the L route concept was born. If city delivery keeps doing better with their DPS, we could be caught in the same dilemma, however, we cannot say what the future holds.

As you know, you have a National headquarters office Alexandria, Virginia. This is a four story, 25,000 plus square foot building. A building this size does require a lot of maintenance. Just recently, we've completed a new re-roofing job, brick work and duct work. At the same time we've extended a lease with one of our tenants to occupy two floors which will bring in considerably more income which will help on the payment of that building. This building is financed through the Atlantic Postal Credit Union. In reviewing our needs, we are also looking into new or updated computers along with computer training. Part of this review also included salaries being looked at.

Other activities taking place at the National level include the Constitution and By-Laws Committee, Steward Training Task Force I, a Reference Guide Task Force II, and a Standardized Officer Training and Reference Manual. If you have not used the Web site, please do. It has been a great resource to many carriers out there.

There will be some issues at National Convention this year that the National Board has taken position on. One of these is a Constitution and By-Law change that we were proposing to put into place. Last year this same proposal was shot down. However, after the close of that Convention, something transpired that caused the Board to bring it up again. What in effect happened was there were multiple ballots that had been filled out by the same person or persons. We have nothing in our National Constitution and By-Laws that speaks to the issue regarding ballots and non-present delegates. We're proposing that states have a choice of one of the following three options as how to deal with the ballots of absent delegates: (1) the delegate-at-large could cast the unclaimed ballots at his or her discretion, (2) a majority of the delegates present could caucus and vote the ballot of the non-present delegate, or (3) abstain and cast no ballot whatsoever.

Another issue will be binding or non-binding resolutions. Last year there was an Appeals Committee appointed to hear several appeals that were brought forth by various dissatisfied members of this Association. Unfortunately they wanted to address all the appeals in one report. Part of this report stated that commencing in 1997 Convention, that all resolutions that are directed toward a National office have the power to be implemented without having to involve others. Your National organization operates under the Revised Robert's Rules of Orders with state resolutions being binding. We have in the past, operated under a position that resolutions are non-binding. This also translates to your Association. Please think very carefully about what kind of bind that you might be putting not only your National officers in but also your State officers.

Mr. Adams then went on to discuss the possibility of a small increase in dues to provide for additional AEC's (Assistants

to the Executive Committeemen). They would render assistance to committeemen, help in grievance activity, state steward turnover and field assistance to members. There will be statistics at National Convention when we do the presentation there. We feel this will be cheaper than electing more National officers. The continuation of an elected eight-member board is the direction we hope you would want to continue.

Mr. Adams ended his presentation by saying thank you for everyone's attentiveness and offered to answer any questions throughout the remainder of the Convention.

President Charles thanked Lawrence Adams for all this information. Charles then made a few announcements and then adjourned for a break at 10:30 A.M. and reconvened at 10:45 A.M. Becky Wendlandt read the roll call. All delegates and officers were present and accounted for. At this time President Charles then called the Credentials Committee to come forward and give their Final Report. Ginny Seay read the Final Report as follows:

"We the Credential Committee find all credentials to be in order except, due to brain failure of those officers in attendance, one county unit member was voted on as a State paid Delegate, when they are an officer of the State. The total number of votes reflect one less officer vote. As a non-binding recommendation, we recommend that all delegates be seated by the final report of the Credential Committee. We the committee suggest this be added in our Constitution and By-Laws next year.

Respectfully submitted,
Rita Busch, Chairperson
Ginny Seay
Susie Juras

Ginny Seay then read the total votes for each County. They were as follows:

County Name	Total Members	Total Delegates	Total Votes
Chelan/Douglas	30	7	6
Clallum-Jefferson	45	10	9
Kitsap	119	25	24
Lincoln/Grant/Adams	47	10	9
Lower Columbia	163	34	33
Mutual	286	58	57
Okanogan	21	5	4
Island/Skagit/San Juan	121	25	24
King/Snohomish	343	70	69
South East	38	9	8
Spokane	155	32	31
North East	53	12	11
Whatcom	91	19	18
Whitman/Asotin	43	10	9
Yakima	187	38	37
Total Officers		Officer Votes	
9		8	
Total Votes -----			357

Names of Delegates at Large and State Paid Delegates

County Name	Delegate at Large	Other St. Paid
001 Chelan/Douglas	Tammy Donaghue	
002 Clallum/Jefferson	Claudia Brown	
003 Kitsap	Ann Lamm	Kathy Brown
004 Lincoln/Grant/Adams	Kay Smith	
005 Lower Columbia	Jennie Seeley	Carol Price
006 Mutual	Karen Crombie	Kit Witt
		Joanne Blackburn
007 Okanogan	Paula Leatherman	

Names of Delegates at Large and State Paid Delegates (con't)

010	Island/Skagit/San Juan	Patrick Thompson	Carol Avery
011	King/Snohomish	Susie Hill	Susie Juras
			Amy Jacqmin
			David Ray
012	South East	Dave Reppe	
013	Spokane	Dale Ryan	Ed Koschalk
014	North East	William Allen	
015	Whatcom	Rebecca Pike	
016	Whitman Asotin	Rita Busch	
017	Yakima	Margene Horrell	Thomas Wilson

Ginny Seay made a motion to accept the Final Report from the Credentials Committee and it was seconded. The motion was voted on and passed. The Credentials Committee was thanked and dismissed.

President Alexander called the Resolutions Committee to come forward and distribute a copy of the Proposed Resolutions to each one and also called for the Constitution and By-Laws Committee to come forward and distribute a copy of the Constitution and By-Laws changes to everyone. Charles then called for the Finance Committee to present their Preliminary Report. Chair Bill Allen read their report and they were thanked and excused.

President Charles then called for the Time & Place Committee 1999 to come forward. Chair Dale Ryan gave their report as follows:

"We the Time & Place Committee for 1999 are still compiling information. We are focusing primarily on the Wenatchee, Leavenworth or Chelan area due to location. With support, Spokane is the second choice. Thank you to the members and associates of this committee."

Respectfully submitted,
Dale Ryan, Chairperson
Kathy Brannon
Mike Cammack
Tammy Donaghue
Dan Schrup

Karen Crombie moved to dismiss the Time & Place Committee for 1999 and it was seconded. The Committee was thanked and dismissed. President Charles then asked that the Time & Place Committee for 1998 come forward and present their report. Chair Doug Rinehart read their report as follows:

"We, the 1998 Time and Place Committee, have chosen the areas of Vancouver, Puyallup and Ocean Shores as the possible sites for the 1998 State Convention of the Washington Rural Letter Carriers' Association. Several locations in the Ocean Shores area are under consideration while two sites are currently being considered in Vancouver and only the Park Plaza Best Western in Puyallap. (At the verbal report of this committee, the majority of the delegates present preferred going to Ocean Shores.)

Respectfully submitted,
Doug Rinehart, Chairperson
Jennie Seeley
Rosalee Voschell

Karen Crombie moved to dismiss the Time & Place Committee for 1998 and it was seconded. The Committee was thanked and dismissed. President Charles made a few announcements and adjourned for lunch at 12:05 P.M. and reconvened at 1:35 P.M. Becky read roll call. All delegates and officers were present with the exception of District I & District IV Representatives. Each delegate then came forward and received their YEA/NAY cards. Charles gave a brief explanation regarding the rules of Resolutions and using these voting cards. The Resolution rules were as follows:

"The Resolutions Committee will read the resolution. If it is not objected to, the President will drop the gavel and the resolution will be passed. If it is objected to, it will be set aside for reading later."

Bill Allen moved to limit the discussion on each Resolution to three people/three minutes each and it was seconded.

Neil Buchanan moved to amend the motion that if the majority of delegates wanted to extend the discussion beyond the three/three rule, this could be allowed by a majority vote. This amendment was seconded, voted on, and defeated. The initial motion of three people/three minutes each during discussion was voted on and passed.

President Alexander then called on the Nominating Committee to read their report. Chair Susie Hill read their report as follows:

NOMINATIONS

President	Judith Peck	(One Year Term)
Vice-President	Donna Roakes	(One Year Term)
Secretary/Treasurer	Becky Wendlandt	(One Year Term)
Editor	Dan Snyder	(One Year Term)
	Doug Rinehart	
District I	Pat Alexander	(Two Year Term)
District III	Dan Schrup	(Two Year Term)
District IV	Jim Hemrich	(One Year Unexpired Term)
Retired Carrier Rep.	Lynn Walker	
	Neil Buchanan	

There will also be a chance to nominate for these offices from the floor.

Respectfully submitted,

Susie Hill, Chairperson

Dave Reppe

Paula Leatherman

Joyce Sutherland

LaVer Root (elected by Nominating Committee as their fifth member)

Susie moved that the Nominating Committee report be accepted and the committee be dismissed. This was seconded and the Committee was thanked and dismissed.

President Alexander then called the Washington Rural Letter Carrier Committee to come forward and read their report. Chair Kay Smith, read their report as follows:

"We the Washington Rural Letter Carrier Committee respectfully submit our final report as non-binding recommendations.

- (1) We have reviewed past editions and find them to be excellent.
- (2) We recommend no reduction in size or content. We feel expenses are reasonable and note that the size of the paper has been increasing.
- (3) Since this year, the Editor donated twelve days of annual leave to preparing the state paper, we recommend that the Board consider giving the Editor L.W.O.P. the same as other Officers.
- (4) We recommend the Editor include FAX Number & E-Mail address in the State Officer listing.

Respectfully submitted,

Kay Smith, Chairperson

Carol Price

Paula Kenck

Kay Smith moved to have the Washington Rural Letter Carrier final report be accepted and that the Committee be dismissed and it was seconded. The Committee was thanked and dismissed. President Charles called the Credentials Committee to come forward once again as Secretary/Treasurer Becky announced that a delegate had just arrived and would like to be seated. Bill Allen moved to seat the delegate that had arrived late and it was seconded and passed. Doug Rinehart moved to close the seating of delegates at this Convention at this time. This motion was seconded and passed.

President Charles then called for the Tellers Committee to come forward and give their report. Chair David Ray read their report as follows:

"We received a total of 497 ballot envelopes. Out of these 493 were valid ballots, one did not have name or return

envelope to verify membership, 3 had voted for more than the 18 delegates, and there were 5 extra with no ballot in envelope.

DELEGATE LIST TO NATIONAL STATE CONVENTION - 1997

Delegate at Large:	Neil Buchanan	290
Regular Delegate:	Rebecca Wendlandt	268
Regular Delegate:	Charles Alexander	265
Regular Delegate:	Judith Peck	241
Regular Delegate:	Pat Alexander	235
Regular Delegate:	Dan Snyder	224
Regular Delegate:	Kit Witt	207
Regular Delegate:	Marc McIntosh	185
Regular Delegate:	Donna Roakes	178
Regular Delegate:	Edward Koschalk	177
Regular Delegate:	Doug Rinehart	170
Regular Delegate:	Susie Juras	143
Regular Delegate:	Dan Schrup	135
Regular Delegate:	Pat English	133
Regular Delegate:	Becky Pike	132
Regular Delegate:	Lynn Walker	128
Regular Delegate:	Joanne Blackburn	124
Regular Delegate:	Dale Ryan	124
Alternate Delegate:	Kay Smith	123
Alternate Delegate:	Susie Hill	116
Alternate Delegate:	Jim Hemrich	112
Alternate Delegate:	Brenda Hayes	106
Alternate Delegate:	Claudia Brown	99
Alternate Delegate:	Noretta Stritzke	92
Alternate Delegate:	Sandra Petersen	90
Alternate Delegate:	Joyce Sutherland	89
Alternate Delegate:	Leonard Oswald	77
Alternate Delegate:	Paula Kenck	76
Alternate Delegate:	Melvin Walker	75
Alternate Delegate:	Gloria Rector	75
Alternate Delegate:	Ann Lamm	71
Alternate Delegate:	Carrie Carlson	66
Alternate Delegate:	John Koerth	57
Alternate Delegate:	E.G. Kate Coffey	45

Each of these delegates present came forward to receive a declaration statement to National Convention. President Charles thanked and excused the Tellers Committee. Charles then called the Auditing Committee to come forward and give their Final Report. Chair Kit Witt read their report as follows:

"We the Auditing Committee have reviewed a random sampling of revenue and expense reports, as well as payroll and tax reports. We also have randomly audited these revenue accounts and compared deposit slips to NRLCA reports, check stubs, remittance forms and bank statements. We feel the figures in this random sampling have proven to be accurate. The Treasurer's Financial Statement appears to be true and correct for the period July 1, 1996 - May 31, 1997. As a binding recommendation we would like to suggest that a full audit be performed whenever a Secretary/Treasurer leaves office. Thank you Becky for having such a complete and orderly system".

Respectfully submitted,

Kit Witt, Chairperson

Ann Lamm

Polly Moore

Kit Witt moved that the Auditing Committee's Final Report be accepted and the Committee be dismissed. The motion was seconded and the Committee was thanked and dismissed. Charles then asked the Mileage and Per Diem Committee to come forward and read their Final Report. Chairman Carol Avery read their Final Report as follows:

"This is the final report of the Mileage and Per Diem Committee. Round trip mileage and per diem for board members, delegates at large and state paid delegates were computed using map and mileage tables and/or a computer program from town of residence to the State Convention. Eight percent was added to the calculated mileage to allow for variances and ferry costs. Mileage was computed at \$.30 mile round trip and per diem at \$60.00 per day for the three days of the State Convention. If anyone feels this is incorrect please contact the committee immediately. The results are shown on the attached sheet".

Respectfully submitted,
Carol Avery, Chairperson
Sandy Peterson
Margene Horrell

Delegates At Large

County Name	Delegate at Large	Miles X \$.30 equals		Ferry	Per Diem	Total
North East	William Allen	406	121.80		+180 =	301.80
Callum/Jefferson	Claudia Brown	614	184.20		+180 =	364.20
Whitman/Asotin	Rita Busch	322	96.60		+180 =	276.60
Mutual	Karen Crombie	496	148.80		+180 =	328.80
Chelan/Douglas	Tammy Donaghue	316	94.80		+180 =	274.80
King/Snohomish	Susie Hill	494	148.20	9.50	+180 =	337.70
Yakima	Margene Horrell	174	52.20		+180 =	232.20
Kitsap	Ann Lamm	516	154.80		+180 =	334.80
Okanogan	Paula Leatherman	360	108.80		+180 =	288.00
Whatcom	Rebecca Pike	680	204.00		+180 =	384.00
South East	Dave Reppe	72	21.60		+180 =	201.60
Spokane	Dale Ryan	300	90.00		+180 =	270.00
Lower Columbia	Jennie Seeley	464	139.20		+180 =	319.20
Lincoln/Grant/Adams	Kay Smith	160	48.00		+180 =	228.00
Island/Skagit/San Juan	Patrick Thompson	588	176.40		+180 =	356.40

State Paid Delegates

County Name	State Paid Delegate	Miles X \$.30 equals		Ferry	Per Diem	Total
Island/Skagit/San Juan	Carol Avery	594	178.20		+180 =	358.20
Mutual	Joanne Blackburn	490	147.00		+180 =	327.00
Kitsap	Kathy Brown	683	204.90		+180 =	384.90
King/Snohomish	Amy Jacqmin	486	145.80		+180 =	325.80
King/Snohomish	Susie Juras	466	139.80		+180 =	319.80
Spokane	Ed Koschalk	300	90.00		+180 =	270.00
Lower Columbia	Carol Price	464	139.20		+180 =	319.20
King/Snohomish	David Ray	468	140.40		+180 =	320.40
Yakima	Thomas Wilson	274	82.20		+180 =	262.20
Mutual	Kit Witt	620	186.00		+180 =	366.00

Board Members

Title Name	Board Member	Miles X \$.30 equals		Ferry	Per Diem	Totals
President	Charles Alexander	652	195.60		+180 =	375.60
Vice-President	Judith Peck	544	163.20		+180 =	343.20
Secretary/Treasurer	Becky Wendlandt	300	90.00		+180 =	270.00
State Steward	Neil Buchanan	406	121.80		+180 =	301.80

Board Members (con't)

Editor	Dan Snyder	702	210.60	+180	=	390.60
District II Rep.	Doug Rinehart	683	204.90	+180	=	384.90
District III Rep.	Dan Schrup	328	98.40	+180	=	278.40
District IV Rep.	Donna Roakes	0	0.00	+180	=	180.00
Retired Carrier	Harley Robb	520	156.20	+180	=	336.00

Wednesday afternoon, the Mileage and Per Diem Committee were recalled to verify an officers' check. The report was reviewed and updated to include Harley Robb, Retired Carrier Representative. They reported their finding to the State Convention delegates. The Convention delegates approved their updated report and they were dismissed. This listing reflects the accurate, final updated report. Carol Avery moved to have this report accepted and the committee be dismissed and it was seconded. The Committee was thanked and dismissed.

President Charles adjourned for a break at 2:40 P.M. and reconvened at 3:05 P.M. Becky read roll call and all delegates and officers were present. Charles then called on the Resolutions Committee to come forward. Becky Pike read the following statement. "Delegates at the State Convention shall settle the issue of allowing resolutions only (not Constitution and By-Laws proposed changes) from the floor under new business on Wednesday. The Resolutions Committee will not be reviewing any resolutions that were not first approved at a county meeting and are submitted by the county. In the interest of saving time the President asks that the Resolutions committee read the resolution. If it is not objected to, the President will drop the gavel and the resolution will be passed. If it is objected to, it will be set aside for reading later." The following resolutions were presented to the delegates for consideration. After the first reading, each resolution that was objected to, was read and dealt with on an individual basis. This is a full report from the first reading through the final reading on an individual basis.

1997 COUNTY SUBMITTED RESOLUTIONS TO STATE CONVENTION

SUBMITTED BY LINCOLN/GRANT/ADAMS COUNTY:

- _____ 1. Whereas, there is no time allowance for dismounting when boxes are blocked by garbage cans, snow, construction, etc.,
Therefore, be it resolved that rural carriers be required to dismount only to deliver accountable mail and parcels.

Objected, Jim Hemrich

Becky Pike moved to adopt Resolution #1 and it was seconded. Discussion.

Resolution #1 was defeated.

- _____ 2. Whereas, in Article 9, Section 2, Paragraph D, in the USPS/NRLCA Contract it states that L routes are those routes that have a density of twelve (12) boxes per mile or more.....
Therefore, be it resolved that it be changed to read: L routes are those routes that have a density of fifteen (15) boxes per mile or more....

Objected, Donna Roakes

Becky Pike moved to adopt Resolution #2 and it was seconded. Discussion

Resolution #2 was defeated.

- _____ 3. Whereas, rural routes will be affected by automation causing elimination and consolidation of some routes,
Therefore, be it resolved that regular carriers, district wide, be allowed to bid on vacant routes before the vacancy is posted for RCA's.

Objected, Pam Peebles

Becky Pike moved to adopt Resolution #3 and it was seconded. Discussion.

Resolution #3 was defeated.

- _____ 4. Therefore, be it resolved that each state represented at the National convention be allowed to vote their full delegate strength, in all election issues requiring a vote, regardless of the number of delegates in attendance.

Objected, Bill Allen

Becky Pike moved to adopt Resolution #4 and it was seconded. Discussion.

Resolution #4 was defeated.

- _____ 5. Whereas, in Article 30, Section 1, Paragraph F 1 and 2, in the USPS/NRLCA Contract it states "rural carrier craft employees may stop for not more than thirty (30) minutes for lunch.....

Therefore, be it resolved that the language be changed to read "Rural carrier craft employees may stop for not more than forty-five (45) minutes for lunch."

Objected, Pat Alexander

Becky Pike moved to adopt Resolution #5 and it was seconded. Discussion.

Resolution #5 was defeated.

- _____ 6. Therefore, be it resolved that in Article 15, Section 3, in the USPS/NRLCA Contract, that the designation's, Step 1 informal and Step 1 formal, be changed to reflect a different number for each step.

Resolution #6 was passed by the drop of the gavel.

- _____ 7. Whereas, in Article 10, Section 2A, in the USPS/NRLCA Contract, currently management can schedule a leave replacement to serve a route other than the primary route without notifying the regular carrier.

Therefore, be it resolved that management must notify the regular carrier before scheduling a leave replacement to serve a route other than the regular route.

Object, Pam Peebles

Becky Pike moved to adopt Resolution #7 and it was seconded. Discussion. Jim Hemrich moved to add "if no other relief carriers are trained for that route" at the end of the resolution. Amendment was seconded and defeated.

Resolution #7 was defeated.

SUBMITTED BY LOWER COLUMBIA COUNTY:

- _____ 8. Whereas, in Article 11, Section 2, Paragraph E, in the USPS/NRLCA Contract relief carriers are sometimes required to work holidays, and are not paid fairly to reflect having to give up their holiday,
Therefore, be it resolved that the above stated paragraph be changed to read: " A leave replacement may be utilized to perform duties on a holiday and will be paid one and one half times their hourly rate in addition to their hourly rate for hours worked."

Object, Dale Ryan

Becky Pike moved to adopt Resolution #8 and it was seconded. Discussion.

Resolution #8 was defeated.

SUBMITTED BY MUTUAL COUNTY:

- _____ 9. Whereas USPS is implementing DPS on routes where postal owned vehicles are not provided and it is difficult to deliver from several source containers without mail holder trays, as built into postal vehicles,
Therefore, be it resolved the USPS reinstate strap out time for DPS mail so carriers may receive some compensation for casing and pulling down the DPS mail.

Object, Donna Roakes

Tammy Donaghue moved to adopt Resolution #9 and it was seconded. Discussion.

Resolution #9 was defeated.

- _____ 10. Whereas delivery of DPS mail takes longer on the street and the USPS has not provided additional EMA,

Therefore, be it resolved when a postal service owned vehicle is not provided on routes receiving DPS mail the EMA be increased by 25 percent.

Object, Dale Ryan

Tammy Donaghue moved to adopt Resolution #10 and it was seconded. Discussion.

Resolution #10 was defeated.

SUBMITTED BY ISLAND/SKAGIT/SAN JUAN COUNTY:

- _____ 11. Whereas, leave replacements are an important part of the USPS and have no benefits,
Therefore, be it resolved that all years worked as a leave replacement be counted toward retirement after becoming a regular carrier.

Object, Kay Smith

Tammy Donaghue moved to adopt Resolution #11 and it was seconded. Discussion.

Terry Engel moved to add after "Therefore be it resolved that based on the actual number of hours worked as a leave...". This was seconded. Amy Jacqmin moved to add to the end of sentence in the previous motion, "worked upon completing probation, all leave replacement hours be counted toward retirement." This was seconded. David Ray moved to add after "...hours worked (in first motion) by a RCA or RCR or substitute of record." This was seconded. The third amendment was passed; the second amendment was passed; the first amendment was defeated.

Resolution #11 was defeated as amended.

*** At this time, Bill Allen moved to only have three amendments per Resolution. It was seconded and passed.

- _____ 12. Whereas, many RCA's, RCR's, and Substitute Rural Carriers are regularly scheduled to work only on the arduous days of Monday or the day following a federal holiday and are not subject to the balancing effect the contract provides to regular rural carriers who work these days,

Therefore, be it resolved that the National Rural Letter Carriers' Association use all means at its disposal to negotiate the following, or very similar, language into the next contract: " RCA's, RCR's and Substitute Rural Carriers who work Mondays or days following a federal holiday shall be paid at a rate of one and one half times their regular hourly wages for actual time worked which exceeds daily evaluated hours for the route."

Object, Kathy Brannon

Tammy Donaghue moved to adopt Resolution #12 and it was seconded. Discussion.

Sandy Peterson moved to delete "at the rate of one and one half times" and add after "... holiday shall be paid for actual time worked which exceeds their regular....". This was seconded and passed. Susie Juras moved to delete "or very similar." This was seconded but defeated. Amy Jacqmin moved to delete "Mondays or". This was seconded and passed. David Ray moved to suspend the rules to add another amendment to this resolution. It was seconded but was defeated by a two-thirds majority vote.

Resolution #12 was defeated as amended.

Doug Rinehart moved to adjourn for the day. This was seconded. The meeting was adjourned at 5:15 P.M.

Wednesday, June 25, 1997 8:10 A.M.

President Charles called the meeting to order at 8:10 A.M. Secretary/Treasurer Becky read roll call. All delegates and officers were present. Charles then called for the Tellers Committee to come forward to once again distribute the YEA/NAY cards. The Resolutions Committee then came forward to continue the voting on the remainder of the resolutions.

1997 COUNTY SUBMITTED RESOLUTIONS TO STATE CONVENTION (CONT'D)

- _____ 13. Therefore, be it resolved that within 180 days of a new employees' entry into the bargaining unit the NRLCA shall, at no cost to that individual, furnish a copy of the current bargaining agreement with the employer to the subject employee. This resolution shall be considered binding.

Object, Bill Allen

Tammy Donaghue moved to adopt Resolution #13 and it was seconded. Discussion.

Resolution #13 was defeated.

SUBMITTED BY KING/SNOHOMISH COUNTY:

- _____ 14. Whereas all mail(s) dated for delivery during the count period are not always made available for delivery during the count period,
Therefore, be it resolved that as of the year 2000 all mail(s) dated for delivery during any count period be made inclusive on that mail count to which the mail(s) are dated.

Resolution #14 was passed by the drop of the gavel.

- _____ 15. Whereas time allowances for vehicle inspections in the 1995-1999 agreement only provide for the time spent for one inspection per day,
Therefore, be it resolved that in offices requiring more than one vehicle inspection per day as of the year 2000 receive additional time allowances for this additional time spent.

Object, Donna Roakes

Tammy Donaghue moved to adopt Resolution #15 and it was seconded. Discussion.

Resolution #15 was passed.

- _____ 16. Whereas there are currently no quarterly accounting period machine hour reviews,
Therefore, be it resolved that quarterly accounting period machine hours be monitored and reviewed by both the NRLCA and the USPS.

Object, Donna Roakes

Tammy Donaghue moved to adopt Resolution #16 and it was seconded. Discussion.

Resolution #16 was passed.

- _____ 17. Whereas current mail count time frames do not start or end on days reflecting actual pay periods,
Therefore, be it resolved that all mail counts as of the year 2000 begin on Saturdays and end on Fridays.

Resolution #17 was passed by the drop of the gavel.

- _____ 18. Whereas no provision is made for the placement of substitute carriers on routes without subs,
Therefore, be it resolved that new RCA's or TRC's hired in an office be placed on the route being without a sub the longest.

Resolution #18 was passed by the drop of the gavel.

- _____ 19. Whereas our membership depends on equal representation of all spiritual beliefs,
Therefore, be it resolved that the National Magazine drop the "From Gods Guidebook" section and that said Magazine include no religious quotes other than from official business.

Object, Jim Hemrich

Tammy Donaghue moved to adopt Resolution #19 and it was seconded. Discussion.

Resolution #19 was defeated.

SUBMITTED BY SPOKANE COUNTY:

- _____ 20. Whereas people are living longer, often alone and in two different areas of the country, there is a real need to extend the time for filing a timely claim with Provident Guild, Therefore, be it resolved that time for filing a claim be extend from thirty (30) days to ninety (90) days.

Resolution #20 was passed by the drop of the gavel.

- _____ 21. Whereas rural carriers are responsible for the labeling of their cases. Whereas the USPS has been printing the labels. Whereas the USPS has ceased accepting end of row specifications by carrier. Whereas currently each time a new set of labels is printed the carriers have to learn a new case. Whereas unfamiliarity with the case increases probability of errors. Whereas route order would not be affected, Therefore, be it resolved that the carriers be allowed to cut labels to best fit the needs of the carrier and that the using of the row indicators (1A,2A, etc.) be dropped as a method of inspection.

Resolution #21 was passed by the drop of the gavel.

- _____ 22. Whereas the formula for figuring a failure in DPS processing and route rebuild is a figure .052 times pieces. This figure was arrived at years ago when only 60% maximum was expected for DPS and flats could only be 10% of that total. Therefore, be it resolved that the NRLCA conduct time studies this count or in the future to determine new percentage for flats in DPS.

Object, Donna Roakes

Pat Thompson moved to adopt Resolution #22 and it was seconded. Discussion.

Dale Ryan moved to add after "...NRLCA in conjunction with the USPS....". This was seconded.

Resolution #22 was passed as amended.

SUBMITTED BY WHATCOM COUNTY:

- _____ 23. Whereas the board makes all decisions by their vote, with or without meeting with the rank and file, Therefore, be it resolved that all contract ratification's and contract issues be decided by vote of the rank and file (ballot box).

Object, Pat Alexander

Pat Thompson moved to adopt Resolution #23 and it was seconded. Discussion.

Resolution #23 was defeated.

SUBMITTED BY WHATCOM COUNTY:

- _____ 24. Whereas the board meets regularly to make decisions and discuss many facets of our craft that are very important to the running of our organization, Therefore, be it resolved that a summary of the meeting be written and sent to the County Presidents so that the information can be properly disseminated at county meetings.

Object, Donna Roakes

Pat Thompson moved to adopt Resolution #24 and it was seconded. Discussion.

Resolution #24 was defeated.

- _____ 25. Whereas there are some rural routes where the regular rural carrier and leave replacement are able to carry 47 K and 48 K evaluations without causing operational concerns to management, Therefore, be it resolved that the NRLCA negotiate for an option for carriers to carry 47 K and 48 K evaluations.

Object, Dale Ryan

Pat English moved to add at end of sentence "...evaluations until automation is fully implemented nationwide." It was seconded but defeated.

Resolution #25 was passed.

26. Whereas the substitute rural carriers may buy a new right hand drive vehicle to use while driving a route,
Therefore, be it resolved that the USPS give the \$500 rebate to RCA's and Substitute rural carriers just as it does to regular rural carriers.

Resolution #26 was passed by the drop of the gavel.

President Charles called upon the Finance Committee to come forward and read their Final Report. Chair Bill Allen read their report as follows:

"We, the members of the Finance Committee at the 1997 State Convention, Kennewick, WA., have the following recommendations to submit to you for consideration:

RECOMMENDATION FOR DUES FOR 98/99 (July 1, 1998 - June 30, 1999)

Note: Your recommendation is for state per capita only. National is governed by the delegates at National Convention. Assume that National will remain the same for total figure.

Regulars	(71)				
National Per Capita	\$103	State Per Capita	\$182	Total	\$285
RCA/RCR:	(75, 77, 78, 79)	& SUB's	(72, 73)		
National Per Capita	\$ 32	State Per Capita	\$ 29	Total	\$ 61
Retirees:					
National Per Capita	\$ 18	State Per Capita	\$ 19	Total	\$ 37

Bill Allen moved to accept the proposed Recommendation for Dues portion of their report as binding. It was seconded and passed.

MONEY RETURNED TO COUNTY UNITS: 1996 Membership (7/1/97 to 6/30/98)

Regulars:	(71)	Per Capita	\$4.50
Reliefs:	(73, 75, 77, 78, 79)	Per Capita	\$4.50
Retirees		Per Capita	\$4.50

(With a minimum per County Unit payment of \$350.00 per year.)

Bill Allen moved to accept the proposed Money Returned to County Units portion of their report. It was seconded and passed.

MONEY RETURNED TO AUXILIARY: 1996 Membership (7/1/97 to 6/30/98)

Regulars:	(71)	Per Capita	\$6.00
Reliefs:	(73, 75, 77, 78, 79)	Per Capita	\$6.00
Retirees		Per Capita	\$6.00

Bill Allen moved to accept the proposed Money Returned to Auxiliary portion of their report. It was seconded and passed.

RECOMMENDATIONS ON SALARY SCHEDULES: Membership Year 97/98 (7/1/97 to 6/30/98)

State Steward	\$350.00 month	\$4,200.00 year
Asst. State Steward	\$250.00 month	\$3,000.00 year
Area Steward	** see recommendation below	
Secretary/Treasurer	\$250.00 month	\$3,000.00 year

Editor: \$400.00 per issue of the 4 publications and \$400.00 for the Convention program for a total of \$2,000.00.

**We recommend that no fixed salaries be paid to Area Stewards but the WRLCA approve the Constitution and By-Laws change #20 which allows the board to determine compensation for time rendered by each Area Steward".

Bill Allen moved to accept the proposed Recommendations on Salary Schedules. It was seconded. Bill then moved to have "\$0.00 per month" for Area Steward. This was seconded and there was discussion. Becky Wendlandt moved to amend to rescind Bill's motion on Area Stewards from "\$0.00 per month" to read "to be decided by the Board". This was seconded and passed. Amended Recommendation was voted on and passed.

MILEAGE AND PER DIEM: Proposed 1997 - 1998

\$.30 per mile
\$ 60.00 per day/per diem

Bill Allen moved to accept the proposed Mileage and Per Diem portion of their report. It was seconded. Donna Roakes moved to amend the \$60.00 per day/per diem to \$75.00 per day/per diem and it was seconded. Mel Walker moved to postpone the amendment to the last item on the Finance Committees' report. It was seconded but motion was defeated. The amendment to change the Per Diem was voted on and was defeated. The proposed Mileage and Per Diem was voted on and passed.

STATE CONVENTION ALLOWANCE: Proposed 1997 - 1998

\$ 1.50 All Members

Bill Allen moved to accept the proposed State Convention Allowance portion of their report. It was seconded and passed.

RETIREEES FUNCTION AT STATE CONVENTION: Proposed 1997 - 1998

\$200.00 Total

Bill Allen moved to accept the Retirees Function at State Convention portion of their report. It was seconded and passed.

DOOR PRIZE ALLOWANCE: Proposed 1997 - 1998

\$300.00 State Convention
\$125.00 District Meetings

Bill Allen moved to accept the Door Prize Allowance portion of their report. It was seconded and passed.

EQUIPMENT FUND: Proposed 1997-1998

\$5000.00 Purpose: Purchase new copier with stacker to replace old worn equipment.

Bill Allen moved to accept the Equipment Fund portion of their report. It was seconded and passed.

Other Committee Recommendations (non-binding):

1. We recommend that the Finance Committee for the 1998 - 1999 year seriously consider dues increase.
2. In anticipation of changes in the WRLCA Steward program, possibly increasing the number of assistant stewards to six, we recommend that the assistant steward salaries remain the same. The salaries to be reviewed each year.

Bill Allen moved to accept the Committees' other recommendations as non-binding. It was seconded and passed. The Finance Committee also passed out a report that showed the current amount of money returned to county unit and their recommendation of proposed payments. The current total was \$9,090.00 and the proposed payment was \$9,042.00. Bill Allen moved to accept the Finance Committee's Final Report and the Committee be dismissed. This motion was seconded and the Committee was thanked and dismissed. President Charles adjourned the meeting at 10:30 A.M. for a break and reconvened at 10:50 A.M. Becky read roll call and all delegates and officers were present with the exception of King/Snohomish who arrived late.

Charles then called upon the Constitution and By-Law Committee to come forward. Chair Claudia Brown gave a brief explanation of what this committee actually does. The proposed amendments were then read as follows:

In the Constitution, Article IV (Representation), Section 3.

Present Language:

SECTION 3 If individual members are seated as State Convention delegates by a majority vote of the State Convention, they will not be permitted to vote for State Officers.

Proposed Language:

Take Section 3 out and renumber sections in proper sequence.

Joanne Blackburn moved to accept proposed language and it was seconded.

Proposed language passed.

In the Constitution, Article V (Meetings), Section 1B

Present Language:

SECTION 1B The voting for the selection of the State Convention meeting place shall be under the same rules as those applying to the selection of State Officers.

Proposed Language:

To take out section 1B and renumber in proper sequence.

Joanne Blackburn moved to accept proposed language and it was seconded.

Proposed language passed.

In the Constitution, Article VIII (Officers), Section 4A

Present Language:

SECTION 4A The Nominating Committee shall be required to submit one (1) or more names for each office except that of District Representative.

Proposed Language:

To eliminate section 4A and renumber in proper sequence.

Joanne Blackburn moved to accept proposed language and it was seconded.

Proposed language passed.

In the By-Laws, Article VI (State Officers' Expense), Section 3.

Present Language:

SECTION 3 The President or his/her designee will be paid mileage and per diem to the Western States Conference each Spring and he/she will report to the membership upon his/her return from the Conference.

Proposed Language:

To eliminate section 3 and renumber in proper sequence.

Joanne Blackburn moved to accept proposed language and it was seconded.

Proposed language passed.

In the By-Laws, Article VI (State Officers' Expense), Section 4B.

Present Language:

SECTION 4B The State President in conjunction with the Board and the State Steward, shall recommend to the NRLCA the members that the WRLCA would like to have appointed as Assistant State Stewards. Their service shall be continuous until terminated by the State President in conjunction with the Board or National Board or by resignation. The Assistant State Stewards shall work with and be subject to the State Steward. The geographical area served by each Assistant State Steward shall be determined by the State Steward in conjunction with the Board. At the State Convention, a salary will be determined for all Assistant State Stewards and administered in the same fashion as for the State Steward. Provision for mileage, per diem, flying and LWOP apply in the same manner as with the State Steward.

Proposed Language:

SECTION 4B The State President in conjunction with the Board and the State Steward, shall recommend to the NRLCA the members that the WRLCA would like to have appointed as Assistant State Stewards **and Area Stewards**. Their service shall be continuous until terminated by the State President in conjunction with the Board, or National Board, or by resignation. The Assistant State Stewards **and Area Stewards** shall work with and be subject to the State Steward. The geographical area served by each Assistant State Steward **and Area Steward** shall be determined by the State Steward in conjunction with the Board. At the State Convention, a salary will be determined for all Assistant State Stewards **and Area Stewards** and administered in the same fashion as for the State Steward. Provision for mileage, per diem, **office supplies, telephone**, flying,

LWOP, and all other expenses apply in the same manner as with the State Steward.

Joanne Blackburn moved to accept proposed language. Becky Wendlandt moved to delete underlined wording. This was seconded the amendment was passed.

Proposed language passed as amended.

Found in the By-Laws, Article VI (State Officers' Expense), Section 4C (New Section to be added)

Present Language:

None

Proposed Language:

SECTION 4C The State President in conjunction with the State Steward and the Board, shall recommend to the NRLCA the members that the WRLCA would like to have appointed as Area Stewards. Their service shall be continuous until terminated by the State President in conjunction with the Board or National Board or by resignation. The Area Stewards shall work closely with the Assistant State Steward and the State Steward, and be subject to the State Steward. The geographical area served by each Area Steward shall be determined by the State Steward in conjunction with the Board. The Board will also determine the compensation for time and mileage for all appointed Area Stewards.

*Joanne Blackburn moved to accept proposed language. Dale Ryan moved to amend by adding underlined wording. This was seconded and the amendment passed. Bill Allen moved to have this **postponed indefinitely**. This was seconded and passed.*

In the By-Laws, Article XI (Committees), Section 9.

Present Language:

SECTION 9 The duties of THE WASHINGTON RURAL CARRIER Committee shall be: To review the expenses to publish and mail THE WASHINGTON RURAL CARRIER and to make any suggestions concerning future publications.

Proposed Language:

To eliminate section 9 and renumber in proper sequence.

Joanne Blackburn moved to accept proposed language.

Proposed language was defeated.

In the Constitution, Article VIII, Section 1

Present Language:

SECTION 1 The officers of the WRLCA shall consist of: President, Vice-President, Secretary-Treasurer, Editor of the WASHINGTON RURAL LETTER CARRIER, four (4) 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.

Proposed Language:

SECTION 1 The officers of the WRLCA shall consist of: President, Vice-President, Secretary-Treasurer, Editor of the WASHINGTON RURAL LETTER CARRIER, four (4) 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 **and the Editor of the WASHINGTON RURAL CARRIER**, who shall serve two years, or until their successors are elected and installed.

Joanne Blackburn moved to accept proposed language and it was seconded. Doug Rinehart moved to amend to delete underlined wording. This was seconded but amendment was defeated.

Proposed language was defeated.

In the Constitution, Article IV (Representation), Section 1.

Present Language:

SECTION 1 Each County Unit shall be entitled to one delegate for each five (5) members or major fraction thereof, and one (1) Delegate-at-Large. The Delegate-at-Large shall cast the entire vote for his/her delegation. Each County Unit is entitled to one (1) vote for each five (5) members or major fraction thereof.

Proposed Language:

SECTION 1 Each County Unit shall be entitled to one delegate for each five (5) members or major fraction thereof, and one (1) Delegate-at-Large. **The Delegate-at-Large is responsible for collecting the ballots for his/her delegation and for returning the ballots to the Teller's Committee after his/her county delegates have voted.** Each County Unit is entitled

to one (1) vote for each five (5) members or major fraction thereof **and one (1) vote for the Delegate-at-Large.**
Joanne Blackburn moved to accept proposed language and it was seconded. Dale Ryan moved to have this postponed indefinitely. This was seconded but was defeated. Dale Ryan then moved to have all bold type, second sentence only, deleted. This was seconded but was defeated.
Proposed language was passed.

In the Constitution, Article IV, Section 1.

Present Language:

SECTION 1 Each County Unit shall be entitled to one delegate for each five (5) members or major fraction thereof, and one (1) Delegate-at-Large. The Delegate-at-Large shall cast the entire vote for his/her delegation. Each County Unit is entitled to one (1) vote for each five (5) members or major fraction thereof.

Proposed Language:

SECTION 1 Each County Unit shall be entitled to one delegate for each five (5) members or major fraction thereof, and one (1) Delegate-at-Large. The Delegate-at-Large shall cast the entire vote for his/her delegation. Each County Unit is entitled to one (1) vote for each five (5) members or major fraction thereof **and one (1) vote for the Delegate-at-Large.**

Joanne Blackburn moved to accept proposed language and it was seconded. Bill Allen moved to have this postponed indefinitely. This was seconded and passed.

In the Constitution, Article VIII (Officers), Section 5

Present Language:

SECTION 5 The election of officers shall be by vote of the elected delegates, and in no case by acclamation except by unanimous consent. It shall require the majority of all votes cast to elect. The Delegate-at-Large shall cast the entire vote for his/her delegation. Where there are more than two (2) the least number of votes on each ballot shall be dropped until the election is had.

Proposed Language:

SECTION 5 The election of officers shall be by vote of the elected delegates, and in no case by acclamation except by unanimous consent. It shall require the majority of all votes cast to elect. **The Delegate-at-Large is responsible for collecting the ballots for his/her delegation and for returning the ballots to the Teller's Committee after his/her county delegates have voted.** Where there are more than two (2) the least number of votes on each ballot shall be dropped until the election is had.

Joanne Blackburn moved to accept proposed language and it was seconded. Doug Rinehart moved to amend last word to be "won" instead of "had". This was seconded and passed.

Proposed language passed as amended.

In the Constitution, Article IV (Representation), Section 2.

Present Language:

SECTION 2 No delegate can be seated from any County Unit when said County is in arrears from National and State per capita dues and only when holding properly signed credentials.

Proposed Language:

SECTION 2 No delegate can be seated from any County Unit **without properly signed credentials and current membership dues paid.**

Claudia Brown moved to accept proposed language and it was seconded.

Proposed language passed.

In the Constitution, Article IV (Representation), Section 4.

Present Language:

SECTION 4 Delegate positions vacant at the time of the State Convention may not be filled by a vote of the delegates present from the subject County Unit or District or from other County Units or Districts.

Proposed Language:

SECTION 4 Delegate positions vacant at the time of the State Convention may not be filled by a vote of the delegates present from the subject County Unit or District, or from other County Units or Districts, **or from delegates at the State Convention.**

Claudia Brown moved to accept proposed language and it was seconded. Neil Buchanan moved to amend by deleting underlined wording. This was seconded and passed.

Proposed language passed as amended.

Susie Juras moved to suspend the rules and refer the rest of the Constitution and By-Laws to after the election and installation of officers. This was seconded but was defeated. Charles adjourned at 12:15 P.M. for a short break and reconvened at 12:50 P.M. The Constitution and By-Laws were then continued.

Found in Constitution, Article VIII (Officers), Section 5

Present Language:

SECTION 5 The election of officers shall be by vote of the elected delegates, and in no case by acclamation except by unanimous consent. It shall require the majority of all votes cast to elect. The Delegate-at-Large shall cast the entire vote for his/her delegation. Where there are more than two (2) the least number of votes on each ballot shall be dropped until the election is had.

Proposed Language:

SECTION 5 The election of officers, **except District Representatives**, shall be by vote of the elected delegates, and in no case by acclamation except by unanimous consent. It shall require the majority of all votes cast to elect. The Delegate-at-Large shall cast the entire vote for his/her delegation. Where there are more than two (2) the least number of votes on each ballot shall be dropped until the election is had.

SECTION 6 The election of District Representatives shall be by vote of the elected delegates from their districts only, and in no case by acclamation except by unanimous consent. It shall require the majority of all votes to elect. The delegate-at-large shall cast the entire vote for his/her delegation. Where there are more than two (2) candidates for the same office after the second ballot, the one receiving the least number of votes on each ballot shall be dropped until the election is had.

Renumber Section 6 to Section 7

Renumber Section 7 to Section 8

Claudia Brown moved to accept proposed language and it was seconded. Bill Allen moved to amend by deleting underlined wording in both sections (5 & 6). This amendment was seconded and passed.

Proposed language as amended was defeated

In the Constitution, Article IX (National Delegates), Section 8.

Present Language:

SECTION 8 The National-paid Delegate-at-Large to the National Convention shall be the delegate receiving the most votes. Other National-paid delegates shall be the delegates receiving the next most votes. Delegates shall be listed according to the number of votes received. The required number of delegates for the WRLCA, in accordance with Article IV, Section I of the National Constitution, shall be declared regular delegates and the remaining candidates shall be declared alternates in the order of their finish.

Proposed Language:

SECTION 8 The National-paid Delegate-at-Large to the National Convention shall be the delegate receiving the most votes. Other National-paid delegates shall be the delegates receiving the next most votes. Delegates shall be listed according to the number of votes received. The required number of delegates for the WRLCA, **in accordance with the National Constitution**, shall be declared regular delegates and the remaining candidates shall be declared alternates in the order of their finish.

Claudia Brown moved to accept proposed language and it was seconded.

Proposed language passed.

In the By-Laws, Article I (Duties of Officers--President), Section 2

Present Language:

SECTION 2 Previous to the first day of each State Convention, he/she shall appoint from the list of regularly elected delegates, then in the hands of the Secretary, a committee of three (3) on Credentials, a committee of four (4) on Teller's, a committee of three (3) on Constitution and By-Laws, and a committee of three (3) on Resolutions. On the first day of the State Convention he/she shall also appoint from said delegates an Auditing Committee of three (3) members; a committee of three (3) on Mileage and Per Diem; a committee of three (3) on Finances; **a committee of three (3) on THE WASHINGTON RURAL CARRIER**; and a committee of three (3) on Time and Place. He/She shall be responsible that a Nominating Committee be appointed according to Article VIII of the Constitution of the WRLCA. He/She may appoint any other Convention Committee advisable and may also appoint more delegates to serve on a committee if so needed.

Proposed Language:

SECTION 2 Previous to the first day of each State Convention, he/she shall appoint from the list of regularly elected

delegates, then in the hands of the Secretary, a committee of three (3) on Credentials, a committee of four (4) on Teller's, a committee of three (3) on Constitution and By-Laws, and a committee of three (3) on Resolutions. On the first day of the State Convention he/she shall also appoint from said delegates an Auditing Committee of three (3) members; a committee of three (3) on Mileage and Per Diem; a committee of three (3) on Finances; and a committee of three (3) on Time and Place. He/She shall be responsible that a Nominating Committee be appointed according to Article VIII of the Constitution of the WRLCA. He/She may appoint any other Convention Committee advisable and may also appoint more delegates to serve on a committee if so needed.

Claudia Brown moved to accept proposed language and it was seconded. Bill Allen moved to have this postponed indefinitely. This was motion seconded and passed.

In the By-Laws, Article V (Editor), Section 1.

Present Language:

SECTION 1 The Editor shall publish four issues of the WASHINGTON RURAL CARRIER as a convention issue, fall issue, winter issue, and spring issue. At the first Board meeting after the State Convention, the Board will determine the mailing deadlines for the fall, winter, and spring issues of THE WASHINGTON RURAL CARRIER. In addition to articles and information, each specified issue will contain the following: The fall issue will contain the fall booster announcement and reports of all delegates to the National Convention. The winter issue will contain information on up-coming District Meetings and the up-coming State Convention, and the spring issue will contain information about the up-coming State Convention, campaign announcements and criteria for Carrier of the Year.

Within forty-five (45) days following the receipt of the minutes of the State Convention, the Editor shall publish a convention issue of THE WASHINGTON RURAL CARRIER containing the proceedings of the State Convention, including the updated Constitution and By-Laws, and distribute the same to all members at the expense of the WRLCA.

The Editor will publish all Board minutes and WRLCA financial statements as they occur in a timely manner in THE WASHINGTON RURAL CARRIER.

Proposed Language:

SECTION 1 The Editor shall publish four issues of the WASHINGTON RURAL CARRIER as a convention issue, fall issue, winter issue, and spring issue. At the first Board meeting after the State Convention, the Board will determine the mailing deadlines for the fall, winter, and spring issues of THE WASHINGTON RURAL CARRIER. In addition to articles and information, each specified issue will contain the following: The fall issue will contain the fall booster announcement, **and if enough space**, reports of all delegates to the National Convention. The winter issue will contain information on up-coming District Meetings and the up-coming State Convention, and the spring issue will contain information about the up-coming State Convention, campaign announcements and criteria for Carrier of the Year. Within forty-five (45) days following the receipt of the minutes of the State Convention, the Editor shall publish a convention issue of THE WASHINGTON RURAL CARRIER containing the proceedings of the State Convention, including the updated Constitution and By-Laws, and distribute the same to all members at the expense of the WRLCA. The Editor will publish all Board minutes and WRLCA financial statements as they occur in a timely manner in THE WASHINGTON RURAL CARRIER.

Claudia Brown moved to accept proposed language and it was seconded. Doug Rinehart moved to add "full" after "...At the first" (beginning of second sentence). The was seconded and the amendment was passed.

Proposed language as amended was defeated.

Susie Juras moved to suspend the rules and proceed with the election of officers and continue with Constitution and By-Laws after the election of officers. This motion was seconded and passed.

President Charles at this time accepted nominations for President. Charles made one nomination for Judith Peck for President. Dan Snyder moved to close nominations for President and it was seconded and passed. Secretary/Treasurer Becky Wendlandt cast a unanimous vote to elect Judith Peck for President.

President Charles accepted nominations for Vice-President. Charles made one nomination for Donna Roakes for Vice-President. Cindy Norman moved to nominate Brenda Hayes for Vice-President and it was seconded. Bill Allen moved to close nominations and a secret ballot be conducted for office of Vice-President and it was seconded. Donna Roakes then declined her position to run for Vice-President. The motion for secret ballot failed. Jim Hemrich moved to close nominations for Vice-President and it was seconded and passed. Secretary/Treasurer Becky Wendlandt cast a unanimous vote to elect Brenda Hayes as Vice-President.

President Charles accepted nominations for Secretary/Treasurer. Charles made one nomination for Becky Wendlandt for Secretary/Treasurer. Tammy Donaghue moved to close nominations for Secretary/Treasurer and it was seconded and passed.

President Charles accepted nominations for Editor. Charles made two nominations, Dan Snyder and Doug Rinehart, for Editor. Bill Allen moved to close nominations for Editor and for a secret ballot to be conducted. It was seconded and passed. Charles then called for the Tellers Committee to come forward to conduct the secret ballot for the office of Editor. Bill Allen moved that a secret ballot be defined as one delegate/one vote duration of this years Convention. It was seconded and passed. Pat Thompson demanded a rising vote and it was seconded. Each candidate was asked to come up and speak. The chair ruled that the election of officers could be done with a secret ballot.

While the Tellers Committee was counting the votes, President Charles called Jim Hemrich, Chair of the Charter Committee to come forward. Jim asked that everyone please review the charts on display in the back of room and give their opinion to help the committee.

Becky Wendlandt moved to have the Mileage and Per Diem Committee come back up as one officer, Retired Carrier Harley Robb, had been accidentally omitted. It was seconded and passed. Carol Avery moved that the Mileage and Per Diem Committee be dismissed and it was seconded and passed.

President Charles adjourned at 2:40 P.M. for a break and reconvened at 2:50 P.M. Charles called for the Tellers Committee to come forward and give the results of secret ballot conducted for the office of Editor. Chair David Ray explained that there was one more vote than delegates, but the results would not have changed either way. Bill Allen moved to accept the vote as is and it was seconded and passed. The results were 68 votes were cast; 33 votes for Dan Snyder and 35 votes for Doug Rinehart. Doug Rinehart was elected as Editor. Doug Rinehart at this time resigned from the District II Representative position. The Tellers Committee was then excused.

President Charles accepted nominations for District I Representative. Charles made one nomination for Pat Alexander for District I Representative. Bill Allen moved to close nominations for District I Representative and it was seconded and passed. Secretary/Treasurer Becky Wendlandt cast a unanimous vote to elect Pat Alexander for District I Representative.

President Charles accepted nominations for District II Representative. Melvin Walker made one nomination for Joanne Blackburn for District II Representative. Kathy Brown made one nomination for Ann Lamm for District II Representative. Bill Allen moved to close nominations and for a paper ballot to be conducted for the office of District II Representative and it was seconded and passed. The Tellers Committee was to conduct a paper ballot vote. While the votes were being counted, Lawrence Adams came up to give some closing remarks before having to leave. He also authorized Charles Alexander to administer the oath of office and install the new officers. The authorized form was given to the Secretary/Treasurer to keep on file. Mr. Adams invited everyone to the National meeting in Portland. He again thanked everyone for their attendance at this Convention.

The Tellers Committee came forward with the results for the office of District II Representative. Chair David Ray read the results as follows: 350 votes were cast, 86 votes for Ann Lamm and 264 votes for Joanne Blackburn. Joanne Blackburn was elected as District II Representative.

President Charles accepted nominations for District III Representative. Charles made one nomination for Dan Schrup for District III Representative. Dale Ryan moved to close nominations for District III Representative and it was seconded and passed. Secretary/Treasurer Becky Wendlandt cast a unanimous vote to elect Dan Schrup for District III Representative.

President Charles accepted nominations for District IV Representative. Charles made one nomination for Jim Hemrich for District IV Representative. Bonnie Brown made one nomination for Donna Roakes for District IV Representative. Bill Allen moved to postpone the election of District IV Representative to the end of election of officers and it was seconded. Mike Cammack moved to limit this process to ten minutes after the conclusion of business by the Association and it was seconded. This amended motion and motion to postpone failed. Donna Roakes then declined her nomination. Bonnie Brown moved to close nominations for District IV Representative and it was seconded and passed. Secretary/Treasurer Becky Wendlandt cast a unanimous vote to elect Jim Hemrich for District IV Representative.

President Charles accepted nominations for Retired Carrier. Charles made two nominations, Lynn Walker and Neil Buchanan, for Retired Carrier. Bob Lange moved to close nominations for retired carrier and conduct a paper ballot vote. It was seconded and passed. The Tellers and Credentials Committee's were called to conduct the paper ballot vote. While the votes were being counted, Charles called on the Constitution and By-Laws Committee to once again come forward.

In the By-Laws, Article VI, Section 4, Paragraph a.

Present Language:

- a) Make all **Step 2-B** and Step 3 Grievances appeals, coordinating all efforts closely with the Regional Representative and report monthly to the appropriate Local Steward and grievant.

Proposed Language:

a) Make all Step 3 Grievance appeals, coordinating all efforts closely with the Regional Representative and the Assistants to the Executive Committeemen and report monthly to the appropriate Local Steward and grievant.

Claudia Brown moved to accept proposed language and it was seconded.

Proposed language was passed.

In By-Laws, Article VI, Section 4A

Present Language:

SECTION 4A The salary of the State Steward shall be decided at each State Convention of the WRLCA after the Finance Committee reviews the suggestions of the Board. The State Steward shall be reimbursed for sick and annual leave days lost due to LWOP days taken in performing his/her responsibilities for the WRLCA. When grievances are being processed and it is essential that the State Steward be on LWOP, the WRLCA shall pay his/her wages at the same rate of pay as earned when serving his/her route, not to include EMA. The State Steward shall be allowed a mileage allowance for all Steward business. When an overnight stay is required in order for the State Steward to conduct necessary Steward business, the State Steward shall be entitled to **lodging and meals per diem**. The rates for mileage, **lodging per diem and meals per diem** will be determined at the State Convention after the Finance Committee reviews the suggestions of the Board. The State Steward is encouraged to fly rather than drive whenever flying results in significant savings to the WRLCA. In cases where travel shall be by commercial airlines, the mileage factor shall not apply. The cost of the lowest reasonable airline fare shall be reimbursed in lieu of mileage. The State Steward shall be reimbursed for one (1) day LWOP for steward training at National Convention and four (4) days while attending the National Convention if he/she is elected as a delegate.

Proposed Language:

The salary of the State Steward shall be decided at each State Convention of the WRLCA after the Finance Committee reviews the suggestions of the Board. The State Steward shall be reimbursed for sick and annual leave days lost due to LWOP days taken in performing his/her responsibilities for the WRLCA. When grievances are being processed and it is essential that the State Steward be on LWOP, the WRLCA shall pay his/her wages at the same rate of pay as earned when serving his/her route, not to include EMA. The State Steward shall be allowed a mileage allowance for all Steward business. When an overnight stay is required in order for the State Steward to conduct necessary Steward business, the State Steward shall be entitled to per diem. The rates for mileage and per diem will be determined at the State Convention after the Finance Committee reviews the suggestions of the Board. The State Steward is encouraged to fly rather than drive whenever flying results in significant savings to the WRLCA. In cases where travel shall be by commercial airlines, the mileage factor shall not apply. The cost of the lowest reasonable airline fare shall be reimbursed in lieu of mileage. The State Steward shall be reimbursed for one (1) day LWOP for steward training at National Convention.

Claudia Brown moved to adopt proposed language and it was seconded.

Proposed language passed.

Bill Allen objected to the consideration of the question regarding the next Constitution and By-Law change as it was identical to the previous one. This was seconded and was avoided altogether.

President Charles then called for the Tellers Committee to come forward and give the results of the paper ballot vote for the office of Retired Carrier. Chair David Ray read the results as follows: 350 votes were cast, 168 votes for Lynn Walker and 181 votes for Neil Buchanan and one ballot was blank. Neil Buchanan was elected as Retired Carrier. The Constitution and By-Laws Committee continued.

Currently Found In By-Laws, Article VI (State Officers Expenses), Section 4B

Present Language:

The State President in conjunction with the Board and the State Steward, shall recommend to the NRLCA the members that the WRLCA would like to have appointed as Assistant State Stewards. Their service shall be continuous until terminated by the State President in conjunction with the Board or National Board or by resignation. The Assistant State Stewards shall work with and be subject to the State Steward. The geographical area served by each Assistant State Steward shall be determined by the State Steward in conjunction with the Board. At the State Convention, a salary will be determined for all Assistant State Stewards and administered in the same fashion as for the State Steward. Provision for mileage, per diem, flying and LWOP apply in the same manner as with the State Steward.

Proposed Language:

The State President in conjunction with the Board and the State Steward, shall recommend to the NRLCA the members that

the WRLCA would like to have appointed as Assistant State Stewards. Their service shall be continuous until terminated by the State President in conjunction with the Board or National Board or by resignation. The Assistant State Stewards shall work with and be subject to the State Steward. The geographical area served by each Assistant State Steward shall be determined by the State Steward in conjunction with the Board. At the State Convention, a salary will be determined for all assistant State Stewards and administered in the same fashion as for the State Steward. Provision for mileage, per diem, flying and LWOP apply in the same manner as with the State Steward. **The Assistant State Stewards will be reimbursed for one (1) day LWOP for steward training at National Convention only if the Director of Labor Relations authorizes their attendance in writing.**

Amy Jacqmin moved to accept proposed language and it was seconded.

Proposed language was defeated.

In the By-Laws, Article VII (Revenues and Dues), Section 1 and 2.

Present Language:

SECTION 1 The revenues of the WRLCA shall be derived from per capita dues and allowance for insurance promotions. The State portion of the per capita dues shall be decided at the State Convention. The portion of the State per capita dues to be distributed to the County Units, Auxiliary, Convention Fund and other special funds shall be decided at each State Convention.

SECTION 2 The Board may levy a special tax when conditions seem to demand it, but the whole amount of such levies in any one year shall not exceed the amount of State per capita for that year.

Proposed Language:

SECTION 1 The revenues of the WRLCA shall be derived from per capita dues and allowance for insurance promotions. **The State portion of the per capita dues for regular carriers is \$182.00 per annum, for relief carriers is \$29.00 per annum, for retired carriers is \$19.00 per annum, and for associate members is \$182.00 per annum. The National portion of the per capita dues is decided by the delegates at the National Convention. The membership and fiscal year shall begin July 1 and end June 30.** The portion of the State per capita dues to be distributed to the County Units, Auxiliary, Convention Fund and other special funds shall be decided at each State Convention.

Eliminate Section 2 and renumber in proper sequence.

Amy Jacqmin moved to adopt proposed language and it was seconded.

Proposed language was defeated.

Currently Found In By-Laws, Article VII, Section 1 & 2.

Present Language:

SECTION 1 The revenues of the WRLCA shall be derived from per capita dues and allowance for insurance promotions. **The State portion of the per capita tax shall be decided at the State Convention. The portion of the State per capita tax to be distributed to the County Units, Auxiliary, Convention Fund and other special funds shall be decided at each State Convention.**

SECTION 2 The Board may levy a special tax when conditions seem to demand it, but the whole amount of such levies in any one year shall not exceed the amount of State per capita for that year.

Proposed Language:

SECTION 1 The revenues of the WRLCA shall be derived from per capita dues and allowance for insurance promotions.

SECTION 2 The Board may levy a special tax when conditions seem to demand it, but the whole amount of such levies in any one year shall not exceed the amount of State per capita for that year.

SECTION 3 **The State shall underwrite the County Units, Auxiliary, the Convention Fund and any special funds. The State portion of the per capita tax shall be decided at the State Convention (currently \$182.00 for regular carriers, \$29.00 for relief carriers, \$19.00 for retirees and \$182 for associate members). The portion of the State per capita tax to be distributed to the County Units, Auxiliary, Convention Fund and other special funds shall be decided at each State Convention.**

Amy Jacqmin moved to adopt proposed language and it was seconded. Becky Wendlandt moved to add at the end of section 3 "The National portion of the per capita dues is decided by the delegates at the National Convention. The membership and fiscal year shall begin July 1 and end June 30. This amendment was seconded and passed.

Proposed language passed as amended.

Currently Found In By-Laws, Article VII (Revenue and Dues), Section 3.

Present Language:

SECTION 3 A regular carrier (designation 71) having a 30 hour or less evaluated route, shall pay 80% of the existing annual dues.

Proposed Language:

Section 3 will be eliminated.

Amy Jacqmin moved to adopt proposed language and it was seconded.

Proposed language passed.

In the By-Laws, Article X (Rules Governing County Units and District Associations), Section 3.

Present Language:

SECTION 3 Each County Unit shall immediately after the regular annual meeting of said Unit fill out credentials of Delegates-at-Large and regular delegates to the State Convention in duplicate. The duplicate is to be retained for identification by the delegate. The names of newly elected officers should also accompany this report. Such newly elected officers shall not assume office until the beginning of the WRLCA year. Each County Unit shall elect its delegates to the State Convention by written or secret ballot at its annual meeting.

Proposed Language:

SECTION 3 Each County Unit shall **elect its delegates to the State Convention by written or secret ballot at its annual meeting**. Each County Secretary shall immediately, after the regular annual meeting of **their County Unit**, fill out in **duplicate**, credentials of delegate-at-Large, regular, and **alternate** delegates to the State Convention **in order of votes received**. The duplicate is to be retained for identification by the delegate **and the original is to be sent to the State Secretary with proper endorsement by the County President and the County Secretary**. Also each County Secretary shall submit the names of the newly elected County Officers to the State Secretary. Such newly elected Officers shall **assume office upon election**.

Amy Jacqmin moved to adopt proposed language and it was seconded. Dale Ryan moved to amend by deleting underline wording adding "not assume office until the beginning of the WRLCA fiscal year". This amendment was seconded but was defeated.

Proposed language passed.

In the By-Laws, Article XI (Committees), Section 4 and 5.

Present Language:

SECTION 4 The duties of the Committee on Constitution and By-Laws shall be: To examine all changes proposed for amending or changing the Constitution and By-Laws, and may propose changes themselves if they see fit. They may examine and correct, when called upon, proposed laws governing County Units or District Associations so that they will not conflict with the National or State Constitutions.

SECTION 5 The duties of the Committee on Resolutions shall be to examine all proposed resolutions and present same to the elected delegates with the committee's approval or disapproval.

Proposed Language:

SECTION 4 The duties of the Committee on Constitution and By-Laws shall be: To examine all changes proposed for amending or changing the Constitution and By-Laws **that have been passed and submitted by the county units**. They may examine and correct, when called upon, proposed laws governing County Units or District Associations so that they will not conflict with the National or State Constitutions.

SECTION 5 The duties of the Committee on Resolutions shall be to examine all proposed resolutions **passed and submitted by the county units** and present same to the elected delegates with the committee's suggestions. **The Resolutions Committee can also propose any courtesy resolutions they deem necessary and present same to the elected delegates at State Convention.**

Amy Jacqmin moved to adopt proposed language and it was seconded.

Proposed language passed.

In the By-Laws, Article XII (Mileage and Per Diem), Section 1 and 2.

Present Language:

SECTION 1 The WRLCA shall pay mileage to each Delegate-at-Large, State Officer, Insurance Director, Political Action Committee Director, State Steward and Assistant State Steward attending the State Convention. The mileage table printed on the standard automobile maps shall be used as a guide. The mileage rate shall be decided by each State Convention of the WRLCA.

SECTION 2 The WRLCA shall pay a per diem allowance to each Delegate-at-Large, State Officer, Insurance Director, Political Action Committee Director, State Steward and Assistant State Steward attending the State Convention. The amount of per diem allowance shall be decided at each State Convention of the WRLCA. **When more than one (1) person otherwise entitled to mileage and per diem travel to meetings together, only one (1) shall be paid mileage.** In addition to paying travel allowance and per diem of one (1) Delegate-at-Large for each County Unit, the WRLCA shall pay mileage and per diem on the same basis as paid the Delegate-at-Large of one (1) regular delegate for each one-hundred (100) county members. Provided this shall in no way increase the total number of delegates to which each County Unit is entitled.

Proposed Language:

SECTION 1 The WRLCA shall pay mileage to each Delegate-at-Large, State Officer, Insurance Director, Political Action Committee Director, State Steward, Assistant State Steward, **and Area Steward** attending the State Convention. The mileage table printed on the standard automobile maps, **or a computer mileage program**, shall be used as a guide, **along with 8% mileage addition to allow for detours, members living outside of city limits, etc.** The mileage rate shall be decided at each State Convention of the WRLCA.

SECTION 2 The WRLCA shall pay a per diem allowance to each Delegate-at-Large, State Officer, Insurance Director, Political Action Committee Director, State Steward, Assistant State Steward, **and Area Steward** attending the State Convention. The amount of per diem allowance shall be decided at each State Convention of the WRLCA.

SECTION 3 In addition to paying mileage and per diem for one (1) Delegate-at-Large for each County Unit, the WRLCA shall pay mileage and per diem on the same basis as paid the Delegate-at-Large for one (1) regular delegate for each one-hundred (100) county members, provided this shall in no way increase the total number of delegates to which each County Unit is entitled.

Amy Jacqmin moved to adopt proposed language and it was seconded.

Proposed language passed.

Currently Found In National Constitution and By-Laws, Article IV.

Present Language:

The parliamentary authority of the Association shall be **Robert's Rules of Order Newly Revised.**

Proposed Language:

The parliamentary authority of the Association shall be **Robert's Rules of Order Newly Revised excepting the portion on resolution. Resolutions for this Association shall be advisory only.**

Amy Jacqmin moved to adopt proposed language and it was seconded. Mike Cammack moved to add at the end "only....unless specifically passes as binding by this body." It was seconded and passed.

Proposed language passed as amended.

Amy Jacqmin moved that the Constitution & By-Laws Committee be dismissed and it was seconded and passed. President Charles then asked for unfinished business and there was none. Charles then asked if there was any new business and there was none. Bill Allen moved not to accept any resolutions from the floor. It was seconded and passed. President Charles then called the newly elected officers to come forward to be sworn in. Charles, by written authority of Lawrence Adams, installed the 1997-1998 officers. Bill Allen moved to dismiss the Tellers Committee and it was seconded and passed. Karen Crombie moved to dismiss the Credentials Committee and it was seconded and passed. Susie Juras was asked to come forward and give some brief information about the 1998 Western States Conference.

The colors were retired by Neil Buchanan and Dan Schrup with Mike Peck retiring the Juniors flag. Bill Allen moved to adjourn the meeting and it was seconded and passed. The 1997 Annual Convention of the Washington Rural Letter Carriers' Association was adjourned at 5:30 P.M. on June 25, 1997.

**WASHINGTON RURAL
LETTER
CARRIERS' ASSOCIATION**

FINANCIAL STATEMENTS

FOR

1996 / 1997 YEAR

JULY 1, 1996 THROUGH JUNE 30, 1997

**CASH FLOW REPORT AND
BALANCE STATEMENT**

Personal
WRLCA 96/97 Year End Stm 7/1/96 to 6/30/97
For Report Group Cash Flow Report
July 01, 1996 through June 30, 1997

INCOME

01 Cash Income

Income

Cash Dues 96/97	\$ 6,730.00
Cash Dues 97/98	2,234.00
Convention 1996 Refund	298.20
Nat Reg & Relief Dues Wht	153,587.42
National Gen. Insurance	23,442.00
National Retired Dues Wht	5,732.24
NRLCA-Ref Computer Cost	2,500.00
NRLCA-Ref StewTrng Supply	372.00
Provident Guild	10.00
Steward Training Refund	5,588.00

Total Income \$ 200,493.86

Total 01 Cash Income \$ 200,493.86

02 Other Cash Income

Investment income

APCU Saving Acct Dividend	\$ 2,839.49
SPCU Saving Acct Dividend	916.40

Total Investment income \$ 3,755.89

Total 02 Other Cash Income \$ 3,755.89

TOTAL INCOME \$ 204,249.75

EXPENSE

03 Per Capita Expenses:

Expense

Auxiliary Per Capita Dues	\$ 10,521.00
County Per Capita Dues	9,112.50
Nat'al Per Cap Dues 96/97	2,854.00
Nat'al Per Cap Dues 97/98	997.00
Western State PerCap Dues	380.00

Total Expense \$ 23,864.50

Total 03 Per Capita Expenses: \$ 23,864.50

04 Meeting Expenses

Expense

Board Meetings (96/97) #5	\$ 9,434.18
Charter Committee 96/97	180.00
District (1&2) Mtg 96/97	693.65
District (3&4) Mtg 96/97	592.66
Fall Booster 1996	617.85
Mail Count Schools 1997	304.74
National Convention 96	14,828.70

Personal
WRLCA 96/97 Year End Stmt 7/1/96 to 6/30/97
For Report Group Cash Flow Report
July 01, 1996 through June 30, 1997

State Convention 96	1,115.32
State Convention 97	16,583.76
Total Expense	\$ 44,350.86
Total 04 Meeting Expenses	\$ 44,350.86
045 Equipment Fund:	
Expense	
Steward Equipment Fund 96	\$ 432.39
Total Expense	\$ 432.39
Total 045 Equipment Fund:	\$ 432.39
05 Other Expenses:	
Expense	
Accounting Fees	\$ 2,070.00
Contracts/PO 603	442.50
Dues Refund	63.00
Memorial Gifts	47.70
Payroll Taxes	6,725.40
Total Expense	\$ 9,348.60
Total 05 Other Expenses:	\$ 9,348.60
06 Pres C. Alexander's Exp.	
Expense	
CA1 LWOP 96/7 Board Mtg#3	\$ 480.38
CA1 LWOP 96/7 Office #2	331.94
CA1 LWOP 96/7 Pres Sem #3	480.60
CA1 Mileage - Car	87.60
CA1 Office Supplies	159.39
CA1 Phone & Long Distance	211.52
Total Expense	\$ 1,751.43
Total 06 Pres C. Alexander's Exp.	\$ 1,751.43
075 Vice Pres J. Peck's Exp	
Expense	
JP3 LWOP 96/7 Board Mtg#3	\$ 498.89
JP3 Phone & Long Distance	19.27
JP3Pres/V.Pres Conference	650.00
Total Expense	\$ 1,168.16
Total 075 Vice Pres J. Peck's Exp	\$ 1,168.16

Personal
WRLCA 96/97 Year End Stmt 7/1/96 to 6/30/97
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08 Sec/Tres R. Wendlandt's Exp

Expense

RW1 Check Account Fees	\$ 60.45
RW1 Computer Supplies	161.95
RW1 LWOP 96/7 Board Mtg#4	571.24
RW1 LWOP 96/7 Lost A/S #9	1,291.93
RW1 LWOP 96/7 NatConTrn#1	141.21
RW1 LWOP 96/7 Office #64	9,196.90
RW1 LWOP 96/7NatSecTn#3	429.15
RW1 Mileage	247.20
RW1 Nat Sec Training	91.00
RW1 Office Supplies	379.10
RW1 Phone & Long Distance	1,307.57
RW1 Postage	2,435.47
RW1 Printing	2,190.11
RW1 Salary	3,000.00

Total Expense \$ 21,503.28

Total 08 Sec/Tres R. Wendlandt's Exp \$ 21,503.28

09 Editor D. Snyder's Expenses

Expense

DAS LWOP 96/7 BoardMtg #3	\$ 517.30
DAS Salary	1,960.00

Total Expense \$ 2,477.30

Total 09 Editor D. Snyder's Expenses \$ 2,477.30

10 Washington Rural Carrier Exp

Expense

WRC Postage - 4 Issues	\$ 1,409.54
WRC Printing - 4 Issues	4,066.35

Total Expense \$ 5,475.89

Total 10 Washington Rural Carrier Exp \$ 5,475.89

115 District 1 Susie Juras Exp

Expense

SJ1 LWOP 96/7 BoardMtg #2	\$ 297.16
SJ1 Mileage	72.30
SJ1 Phone	101.36

Total Expense \$ 470.82

Total 115 District 1 Susie Juras Exp \$ 470.82

12 District 2 D Rinehart's Exp

Expense

DR1 Mileage	\$ 399.66
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Personal
WRLCA 96/97 Year End Stmt 7/1/96 to 6/30/97
For Report Group Cash Flow Report
July 01, 1996 through June 30, 1997

DR1 Office Supplies	42.21
DR1 Phone	142.30
DR1 Postage	7.02
Total Expense	\$ 591.19
Total 12 District 2 D Rinehart's Exp	\$ 591.19
13 District 3 D. Schrup's Exp.	
Expense	
DS1 LWOP 96/7 BoardMtg #2	\$ 298.50
DS1 Mileage	198.00
DS1 Phone	16.89
DS1 Postage	3.00
Total Expense	\$ 516.39
Total 13 District 3 D. Schrup's Exp.	\$ 516.39
14 District 4 D. Roakes's Exp.	
Expense	
DR2 LWOP 96/7 BoardMtg #5	\$ 783.05
DR2 Phone	243.09
Total Expense	\$ 1,026.14
Total 14 District 4 D. Roakes's Exp.	\$ 1,026.14
15 RetCarrier Pac H Robb's Exp	
Expense	
HR1 Mileage	\$ 37.50
Total Expense	\$ 37.50
Total 15 RetCarrier Pac H Robb's Exp	\$ 37.50
155 Nat Gen-PAC M McIntosh Exp	
Expense	
MM3 LWOP 96/7 Board Mt #3	\$ 477.38
MM3 Phone	8.94
Total Expense	\$ 486.32
Total 155 Nat Gen-PAC M McIntosh Exp	\$ 486.32
16 State Stew N Buchanan's Exp	
Expense	
NB1 Cellular Phone	\$ 45.51
NB1 Copier Maint & Supply	517.62
NB1 Internet Fees	33.35
NB1 LWOP 96/7 BoardMtg #2	277.93

Personal
WRLCA 96/97 Year End Stmt 7/1/96 to 6/30/97
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NB1 LWOP 96/7 LostA/S #12	1,713.32
NB1 LWOP 96/7 Office #26	3,703.17
NB1 LWOP 96/7AreaTrnAst#3	433.02
NB1 LWOP 96/7AstStwTrn#2	267.20
NB1 LWOP 96/7LocalStwTr#1	144.33
NB1 LWOP 96/7NatStewTrn#4	577.32
NB1 LWOP96/7TravStwEx#20	2,835.77
NB1 Mileage - Car	1,880.20
NB1 Office Supplies	166.14
NB1 Per Diem	840.00
NB1 Postage	439.53
NB1 Reg Phone & Long Dist	2,364.24
NB1 Salary	4,200.00
NB1 Subscriptions	38.00

Total Expense	\$ 20,476.65
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Total 16 State Stew N Buchanan's Exp	\$ 20,476.65
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17 Steward Trainings Expenses
Expense

Stew Training Nat. Feb.	\$ 1,262.90
Stew Training Newslet.#1	325.30
Stew Training St Con 97	2,017.26
Stew Training Supplies	276.25
Stew Training W. Area Nov	1,514.37
Stew Training96/7 Local#3	4,924.14
Stew TrainingAst St Stew1	757.29
Stew TrainingAst St Stew2	382.00

Total Expense	\$ 11,459.51
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Total 17 Steward Trainings Expenses	\$ 11,459.51
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18 Asst St Stew C Alexander's
Expense

CA2 Copier Maint & Supply	\$ 168.12
CA2 Internet Fees	59.40
CA2 LWOP 96/7 AstStwTrn#2	315.66
CA2 LWOP 96/7 LostA/SL#12	1,922.24
CA2 LWOP 96/7 NatStwTrn#4	627.52
CA2 LWOP 96/7 Office # 8	1,260.86
CA2 LWOP 96/7AreaTrnAst#1	156.88
CA2 LWOP 96/7LocalStwTr#2	313.76
CA2 LWOP 96/7TravStwEx#15	2,423.08
CA2 Mileage - Car	1,087.60
CA2 Office Supplies	223.80
CA2 Per Diem	180.00
CA2 Phone & Long Distance	1,761.15
CA2 Postage	231.52
CA2 Salary	3,000.00

Personal
WRLCA 96/97 Year End Stmt 7/1/96 to 6/30/97
For Report Group Cash Flow Report
July 01, 1996 through June 30, 1997

CA2 Subscriptions	52.00
Total Expense	\$ 13,783.59
Total 18 Asst St Stew C Alexander's	\$ 13,783.59
19 Asst Stew. J Peck's Exp	
Expense	
JP2 Internet Fees	\$ 45.00
JP2 LWOP 96/7 AstStwTrn#1	163.77
JP2 LWOP 96/7 LostA/SL#8	1,333.38
JP2 LWOP 96/7 Office #14	2,372.89
JP2 LWOP 96/7 TrvStwEx#21	3,496.94
JP2 LWOP 96/7AreaTrnAst#1	163.77
JP2 LWOP 96/7LocalStwTn#2	347.62
JP2 Mileage	632.33
JP2 Office Supplies	217.06
JP2 Per Diem	60.00
JP2 Phone	2,462.68
JP2 Postage	421.70
JP2 Salary	2,875.00
Total Expense	\$ 14,592.14
Total 19 Asst Stew. J Peck's Exp	\$ 14,592.14
21 Asst Stew. M McIntosh's Exp	
Expense	
MM2 Internet fees	\$ 74.75
MM2 LWOP 96/7 AstStwTn#2	328.18
MM2 LWOP 96/7 Lost A/SL#1	164.09
MM2 LWOP 96/7 NatConTrn#1	161.81
MM2 LWOP 96/7 Office #4	625.37
MM2 LWOP 96/7AreaTrnAst#1	153.76
MM2 LWOP 96/7LocalStwTn#1	153.76
MM2 LWOP 96/7TravStwEx#16	2,529.19
MM2 Mileage	919.70
MM2 Office Supplies	28.68
MM2 Per Diem	240.00
MM2 Phone	595.88
MM2 Postage	34.30
MM2 Salary	3,000.00
Total Expense	\$ 9,009.47
Total 21 Asst Stew. M McIntosh's Exp	\$ 9,009.47
22 Asst Stew D. Roakes's Exp.	
Expense	
DR3 LWOP 96/7 AstStwTn#1	\$ 151.92
DR3 LWOP 96/7 LostA/SL #8	1,280.07
DR3 LWOP 96/7 Office #11	1,757.61
DR3 LWOP 96/7AreaTrnAst#3	476.31

Personal
WRLCA 96/97 Year End Stmt 7/1/96 to 6/30/97
For Report Group Cash Flow Report
July 01, 1996 through June 30, 1997

DR3 LWOP 96/7LocalStwTn#2	317.56
DR3 LWOP 96/7TravStwEx#23	3,618.65
DR3 Mileage	1,335.00
DR3 Office Supplies	344.47
DR3 Per Diem	720.00
DR3 Phone	2,778.96
DR3 Postage	163.86
DR3 Salary	3,000.00

Total Expense	\$ 15,944.41
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Total 22 Asst Stew D. Roakes's Exp.	\$ 15,944.41
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**26 Area Steward A. Jacqmin Exp
Expense**

AJ1 LWOP 96/7 AstStwTn#1	\$ 129.97
AJ1 LWOP 96/7LocalStwTr#1	129.97
AJ1 LWOP 96/7TravStwEx#3	394.97
AJ1 Mileage	34.80
AJ1 Phone	127.44

Total Expense	\$ 817.15
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Total 26 Area Steward A. Jacqmin Exp	\$ 817.15
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**27 Area Steward S. Juras's Exp
Expense**

SJ2 Mileage	\$ 33.60
SJ2 Phone	39.56

Total Expense	\$ 73.16
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Total 27 Area Steward S. Juras's Exp	\$ 73.16
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**30 Local Steward Expenses
Expense**

BH1 LWOP 96/7 TravStwEx#4	\$ 658.96
Local Steward 96/7 Phone	70.44
Local Steward 96/7Mileage	115.10
Local Steward 96/7Office	275.27
Local Steward 96/7Postage	49.36

Total Expense	\$ 1,169.13
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Total 30 Local Steward Expenses	\$ 1,169.13
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TOTAL EXPENSE	\$ 200,825.98
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NET INCOME (LOSS)	\$ 3,423.77
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Personal
WRLCA Balance Sheet as of June 30, 1997
For Selected Accounts
As of June 30, 1997

ASSETS

Checking	
SPCU Checking	\$ 34.28
Total Checking	\$ 34.28
 Savings	
APCU Savings Account	\$ 58,601.02
SPCU Savings Account	50.00
WA Trust Bank - Checking	500.00
Total Savings	\$ 59,151.02
TOTAL ASSETS	\$ 59,185.30

LIABILITIES

TOTAL LIABILITIES	\$ 0.00
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EQUITY

TOTAL EQUITIES	\$ 0.00
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TOTAL NET WORTH	\$ 59,185.30
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100.00

100.00

100.00

100.00

100.00

100.00

100.00

100.00

100.00

100.00

W.R.L.C.A.

OFFICIAL
CONSTITUTION AND BY-LAWS
OF THE
WASHINGTON
RURAL LETTER
CARRIERS ASSOCIATION

WASHINGTON RURAL LETTER CARRIERS' ASSOCIATION

CONSTITUTION AND BY-LAWS

JULY 1997

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W.R.L.C.A CONSTITUTION AND BY-LAWS

JULY 1, 1997

CONSTITUTION

ARTICLE I (NAME)

SECTION 1 This association shall be known as the Washington Rural Letter Carriers' Association (here-in referred to as 'the WRLCA').

ARTICLE II (OBJECT)

SECTION 1 The object of the WRLCA shall be: to unite fraternally all regular rural carriers, substitute rural carriers, rural carrier reliefs, rural carrier associates, retired and auxiliary carriers of the State of Washington for the improvement of their own conditions and that of the rural carrier service; to assist in establishing and maintaining County Units, and supporting the National Association and to cooperate at all times with the United States Postal Service (USPS) for the advancement of the Service.

ARTICLE III (MEMBERSHIP)

SECTION 1 Active members of all County Units shall be eligible for membership in the WRLCA; such members to be regular rural carriers, substitute rural carriers, rural carrier reliefs, rural carrier associates, retired or auxiliary carriers.

SECTION 2 Also eligible for membership in the WRLCA are associate members (non-rural craft employees) that may elect to be a member by paying associate member dues. Associate members are not entitled to vote, hold office or be a delegate to National Convention.

SECTION 3 Membership shall be in the County Unit and District representing the office from which the route emanates. A Retired Carrier shall have the option of being a member of the County Unit and District in which he/she resides or in the County Unit and District where previously employed as a regular rural carrier.

ARTICLE IV (REPRESENTATION)

SECTION 1 Each County Unit shall be entitled to one delegate for each five (5) members or major fraction thereof, and one (1) Delegate-at-Large. The Delegate-at-Large is responsible for collecting the ballots for his/her delegation and for returning the ballots to the Teller's Committee after his/her county delegates have voted. Each County Unit is entitled to one (1) vote for each five (5) members or major fraction thereof and one (1) vote for the Delegate-at-Large.

SECTION 2 No delegate can be seated from any County Unit without properly signed credentials and current membership dues paid.

SECTION 3 Delegate positions vacant at the time of the State Convention may not be filled by a vote of the delegates present from the subject County Unit or District or from other County Units or Districts, or delegates at the State Convention.

SECTION 4 Election of delegates shall be by written or secret ballot in all cases where there is more than one candidate for each delegate position.

ARTICLE V (MEETINGS)

SECTION 1 The WRLCA shall meet annually (here-in referred to as the State Convention) on a date and place assigned to Districts on a rotation basis in the following order: District One, District Four, District Two, District Three. If for any reason the date or place so assigned shall be undesirable or for reasons deemed advisable by a majority of the State Officers, the Board shall have the authority to change said date or place or set up a date and place by giving official notice to the County secretaries not less than sixty (60) days before the new date.

SECTION 1A If due to war or other conditions that would make it impossible or impractical to hold a State Convention, the Board shall have the authority to discontinue the State Convention entirely by giving the official notice as provided in Section 1 of this Article.

SECTION 2 Special sessions may be called by the President upon written request of one-half of the County Units in good standing.

SECTION 3 At each State Convention a report in writing must be rendered by each State Officer and the report then placed on file by the State Secretary.

SECTION 4 Informational and/or training meetings may be authorized by the Board.

ARTICLE VI (QUORUM)

SECTION 1 Seventeen (17) members representing not less than six (6) County Units shall constitute a quorum for the transaction of the business of the WRLCA, but a lesser number than that may adjourn to some future time.

ARTICLE VII (PARLIAMENTARY AUTHORITY)

SECTION 1 The parliamentary authority of the WRLCA shall be ROBERT'S RULES OF ORDER REVISED.

SECTION 2 Any elected delegate may call for a roll call vote.

SECTION 3 A secret ballot vote can be called for by a simple majority vote of the delegates present at the State Convention.

ARTICLE VIII (OFFICERS)

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

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

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

SECTION 2 There shall be a Board of Control (here-in referred to as the Board) consisting of: President, Vice-President, Secretary-Treasurer, Editor, four (4) District Representatives and the Retired Carriers' Representative. This Board shall meet upon the call of the President or by a majority vote of the Board to the Secretary when matters of importance arise that need immediate attention during the interim between meetings of the WRLCA. Each elected officer shall be entitled to a vote on every question before the State Convention.

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

SECTION 3 Any officer of the WRLCA who shall be separated from the rural service through no fault of his/her own, as determined by the Board, shall hold office until the next State Convention of the WRLCA. However, a former rural carrier who has been appointed to the position of Postmaster, Officer-in -Charge or other supervisory position, may not vote, hold office or be appointed to any committee.

SECTION 4 The nomination of officers shall be made by a Nominating Committee of five (5): two (2) of whom shall be selected by the President, one (1) by the Vice-President, one (1) by the Secretary-Treasurer, and these four (4) so chosen shall select the fifth member. This Committee shall report their list of nominations when called upon. However, before closing the ballot on the nominations submitted by the Committee, the President shall state, "Are there any other nominations?". If so, then the names of the additional nominees shall be added to the list. The election of officers shall take place at each State Convention of the WRLCA. The installation of officers shall take place immediately before adjournment.

SECTION 5 The election of officers shall be by vote of the elected delegates, and in no case by acclamation except by unanimous consent. It shall require the majority of all votes cast to elect. The Delegate-at-Large is responsible for collecting the ballots for his/her delegation and for returning the ballots to the Teller's Committee after his/her county delegates have voted. Where there are more than two (2) the least number of votes on each ballot shall be dropped until the election is won.

SECTION 6 No State Officer may be declared a National delegate by virtue of his/her office.

SECTION 7 To be elected an officer of the WRLCA, one must be a dues paying member of the craft and is ineligible for election if dues are in arrears.

ARTICLE IX (NATIONAL DELEGATES)

SECTION 1 Nominations for National Delegates will be accomplished by submitting nominations on a Nominating Ballot which will be published in THE NATIONAL RURAL LETTER CARRIER in the first issue of February, March, April, and May. Such nominations may include self-nomination. The nominating ballot shall be signed, showing the name and address of the member making the nomination. No member shall be nominated or be a National Delegate who, from the time of nomination through the end of the National Convention, holds a position in management (either permanent or temporary) in the Postal Service; in any other postal craft; or any other job which competes with the Postal Service and/or the NRLCA. A retired Associate member, a non-member or a craft member who has been separated involuntarily from the Postal Service cannot be nominated, elected or seated as a National Delegate. Delegates must be an active or retired carrier, in paid status, at the time of nomination, election and seating as a National Delegate.

SECTION 2 Nominations for candidates for National Delegates shall be in the office of the State Secretary at least forty (40) days prior to the opening of the State Convention.

SECTION 3 The State Secretary shall arrange for the rental of two (2) post office boxes; one post office box for receipt of the ballots and the other for return of undeliverable ballots. It shall be the duty of the State Secretary to prepare a ballot listing the nominees for the position of Delegate to the National Convention and to mail said ballot to all members at least twenty (20) days prior to the opening of the State Convention. The listing of the nominees on the ballot for the position of delegate to the National Convention shall be in order of receipt of their nominating ballot in the office of the State Secretary.

SECTION 4 An envelope marked "Ballot" in which to send the ballot shall be provided each member.

SECTION 5 The sealed envelope containing the ballot shall be mailed in another envelope by the member to the designated post office box. The other envelope also marked "Ballot" shall clearly identify name, address and county unit of the member to permit verification of membership enrollment and to maintain the integrity of the voting procedure.

SECTION 6 A Teller's Committee shall be appointed by the State President. No member whose name appears on the ballot may serve on the Teller's Committee. Any candidate may observe the ballot tabulation. Ballots shall be returned to a post office box accessible only to the Teller's Committee. At the end of the cut-off period, said ballots shall be collected and counted at the State Convention.

SECTION 7 The number of candidates to be voted upon by each member shall not be more than the total number of delegate votes to which the WRLCA was entitled the previous year. Appropriate instructions shall be on each ballot stating the number of delegates to be elected and the mailing address of the designated post office box at which it must be received prior to the cut-off date. In reporting the results of the vote tabulation, the candidates shall be placed on a roster in accordance with the number of votes received.

SECTION 8 The National-paid Delegate-at-Large to the National Convention shall be the delegate receiving the most votes. Other National-paid delegates shall be the delegates receiving the next most votes. Delegates shall be listed according to the number of votes received. The required number of delegates for the WRLCA, in accordance with the National Constitution, shall be declared regular delegates and the remaining candidates shall be declared alternates in the order of their finish.

SECTION 9 The WRLCA will pay mileage one way and per diem allowance to all regular State paid delegates to the National Convention. The per diem allowance will be paid for the days the convention is in session. The rate of pay for mileage and per diem shall be decided at each State Convention of the WRLCA.

SECTION 10 Paid delegates to the National Convention are required to submit a report of said Convention, in writing, to the State Secretary-Treasurer prior to October 1. If no report is submitted, the state paid delegate will repay the WRLCA all monies received.

ARTICLE X (IMPEACHMENT AND REMOVALS)

SECTION 1 In case of neglect of duty or violation of this Constitution on the part of any officer in the WRLCA or subordinate Unit thereof, in the interim of State Conventions, the Board shall have the power to suspend such officer after a fair hearing and subject to an appeal to the next State Convention.

SECTION 2 In case an officer shall prove unfaithful to the WRLCA, he/she may be impeached and removed from office and lose his/her membership in the WRLCA when mandated by two-thirds vote of the State Convention.

ARTICLE XI (AMENDMENTS)

SECTION 1 The Constitution and By-Laws shall take effect immediately upon its adoption.

SECTION 2 This State Constitution and By-Laws shall be in harmony with the National Constitution and By-Laws. The county Unit is subordinate to the WRLCA and the WRLCA is subordinate to the NRLCA. Any provisions of this Constitution and By-Laws which conflicts with any Federal or State Law, regulation or ordinance shall be inoperative as to those jurisdictions in which said Federal or State Law, regulation or ordinance is in force.

SECTION 3 Constitution and By-Laws amendments shall become effective upon adjournment of the State Convention unless otherwise stipulated and can only be amended by submitting the amendment in writing at a State Convention and shall require a two-thirds vote to amend.

BY-LAWS

ARTICLE I (DUTIES OF OFFICERS--PRESIDENT)

SECTION 1 The President shall preside at all meetings of the WRLCA and of the Board and enforce all laws thereof. He/She shall sign all papers and documents that require his/her signature to properly authenticate them.

SECTION 2 Previous to the first day of each State Convention, he/she shall appoint from the list of regularly elected delegates, then in the hands of the Secretary, a committee of three (3) on Credentials, a committee of four (4) on Teller's, a committee of three (3) on Constitution and By-Laws, and a committee of three (3) on Resolutions. On the first day of the State Convention he/she shall also appoint from said delegates an Auditing Committee of three (3) members; a committee of three (3) on Mileage and Per Diem; a committee of three (3) on Finances; a committee of three (3) on THE WASHINGTON RURAL CARRIER; and a committee of three (3) on Time and Place. He/She shall be responsible that a Nominating Committee be appointed according to Article VIII of the Constitution of the WRLCA. He/She may appoint any other Convention Committee advisable and may also appoint more delegates to serve on a committee if so needed.

SECTION 2A The President can, if necessary, ask the Constitution and By-Laws Committee, the Resolutions Committee, and/or the Teller's Committee to meet one (1) day prior to the State Convention. These persons would be only State paid delegates to the Convention and would receive one (1) additional day per diem.

SECTION 3 His/Her decisions upon all questions of law shall be final during the recess of the WRLCA. He/She shall report all such decisions to the WRLCA at its State Convention for approval or rejection. Such decisions, when approved or revised by the WRLCA, shall have all the effect and force of the general laws of the WRLCA.

SECTION 4 At the close of each State Convention he/she shall, in conjunction with the Board, appoint the Auto Insurance Director, Provident Guild Director, Political Action Committee Director, and have the authority to fill any vacancies therein during the recess. Also, in conjunction with the Board, he/she shall evaluate the work of the State Steward, and if in the best interest of the WRLCA, terminate the incumbent State Steward and nominate a replacement.

SECTION 5 He/She shall fill all vacancies pro tem. caused in any way in the Board of the WRLCA subject to the approval of the remaining members of the Board.

SECTION 6 He/She shall have power to grant charters and, in conjunction with the Secretary, issue them during the interim between State Conventions of the WRLCA. He/She shall perform other duties as the Constitution and By-Laws require.

ARTICLE II (VICE-PRESIDENT)

SECTION 1 The Vice-President shall preside in the absence of the President, and in the case of death, resignation, disqualification, refusal or neglect of the President to discharge the duties of his/her office, the Vice-President shall become the President and serve until such time as his/her successor shall be duly elected and installed.

ARTICLE III (SECRETARY-TREASURER)

SECTION 1 The Secretary-Treasurer shall keep a correct record of the proceedings of the WRLCA, read or cause to be read, all communications, reports, etc. He/She shall affix the seal of the WRLCA to all official documents, prepare for publication a correct copy of the entire proceedings of the WRLCA at its State Convention or special meetings, not later than one (1) month after the close of each State Convention or special meeting, and shall also present on the first day of the State Convention a complete statement of the condition of the WRLCA, including a statement of the membership of same.

SECTION 2 He/She shall conduct the correspondence of the WRLCA, keep a record and submit same when demanded by the Board.

SECTION 3 He/She shall have charge of the seal, books, papers and documents belonging to the WRLCA; shall deliver to the WRLCA, or his/her successor, all property of the WRLCA at the expiration of his/her term of office, or upon an earlier termination thereof; he/she shall be given an itemized receipt for all property delivered by the party or parties receiving same.

SECTION 4 He/She shall keep a true and correct account between the WRLCA and the County Units.

SECTION 5 He/She shall perform all the duties of the Treasurer as are required by this office.

SECTION 6 He/She shall receive all monies due the WRLCA and shall deposit all monies in a convenient depository; such deposits to be made in the name of the "Washington Rural Letter Carriers' Association" and any interest thereon shall be credited to the funds of the WRLCA.

SECTION 7 In drawing the checks on the WRLCA, the Secretary-Treasurer shall use a form that will show for what the money was used and that will require the signature of both the President and the Secretary-Treasurer.

SECTION 8 The Secretary-Treasurer may at each State Convention employ a stenographer to take down the proceedings and the cost shall be paid out of the treasury of the WRLCA.

SECTION 9 He/She shall render a report to the WRLCA at its State Convention or to the President and Board when they may request it, showing in detail the receipts and expenditures of the WRLCA's funds as shown by his/her books.

SECTION 10 After the close of each State Convention the Secretary shall send the appropriate resolutions to the National Secretary-Treasurer, keeping a copy on file.

SECTION 11 Upon receipt of the nominations for the position of Delegate to the National Convention, he/she will prepare a ballot listing the nominees for the position of Delegate to the National Convention and will mail said ballot to all members at least twenty (20) days prior to the opening of the State Convention. He/She will fulfill all duties concerning delegates to National Convention in accordance with Article IX (National Delegates) of the Constitution of the WRLCA.

SECTION 12 He/She will notify all members, at least fifteen (15) days prior to the opening of the State Convention, of the time and place, the nominating and election procedures and the offices to be filled. This notice may be included with the National Delegate ballot mailed to each member.

SECTION 13 He/She will retain for one (1) year in a safe location all ballots used at the State Convention. These ballots should be placed in envelopes marked to indicate for which election they were used.

ARTICLE IV (EXECUTIVE COMMITTEE)

SECTION 1 The Executive Committee, or a majority of them shall act as Trustees of the WRLCA, and in conjunction with the President, have general supervision and control of the WRLCA.

SECTION 2 At the expiration of their term of office, or upon an earlier termination thereof, they shall turn over to the WRLCA or their successors, all books, papers, and other property they may have in their possession belonging to the WRLCA.

SECTION 3 It shall be the duty of the Executive Committee members to aid in keeping carriers in their particular Districts interested in WRLCA work and in keeping up the membership of their Districts. They shall perform such other duties as the WRLCA may, from time to time, direct.

ARTICLE V (EDITOR)

SECTION 1 The Editor shall publish four issues of the WASHINGTON RURAL CARRIER as a convention issue, fall issue, winter issue, and spring issue. At the first Board meeting after the State Convention, the Board will determine the mailing deadlines for the fall, winter, and spring issues of the WASHINGTON RURAL CARRIER. In addition to articles and information, each specified issue will contain the following: The fall issue will contain the fall booster announcement and reports of all delegates to the National Convention. The winter issue will contain information on up-coming District Meetings and the up-coming State Convention, and the spring issue will contain information about the up-coming State Convention, campaign announcements and criteria for Carrier of the Year. Within forty-five (45) days following the receipt of the minutes of the State Convention, the Editor shall publish a convention issue of the WASHINGTON RURAL CARRIER containing the proceedings of the State Convention, including the

updated Constitution and By-Laws, and distribute the same to all members at the expense of the WRLCA. The Editor will publish all Board minutes and WRLCA financial statements as they occur in a timely manner in the WASHINGTON RURAL CARRIER.

SECTION 2 The Editor will receive a salary after the mailing of each issue of the WASHINGTON RURAL CARRIER. Said salary will be determined at each State Convention. The salary will be reduced 10% for each week that the mailing exceeds the Board-determined deadline for mailings, unless waived by the Board. The Editor will also receive a salary for the publication of the State Convention program. Said salary will be determined at the State Convention.

SECTION 3 The Editor shall mail each issue of the WASHINGTON RURAL CARRIER to all members of the WRLCA and will be reimbursed for all expenses incurred in publication and mailing.

ARTICLE VI (STATE OFFICERS' EXPENSE)

SECTION 1 No State Officer shall receive a salary except the Secretary-Treasurer and the Editor. The salary of the Secretary-Treasurer and Editor shall be decided at each State Convention of the WRLCA after the Finance Committee reviews the suggestions of the Board and delegates at the State Convention. The State Convention delegates vote on the Finance Committee recommendations.

SECTION 2 The officers, Insurance Director and Political Action Committee Director of the WRLCA shall be reimbursed for all postage, office supplies, telephone calls and mileage to all meetings outside of their own County Unit, connected with the business of the WRLCA. 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. Reimbursement of said expenses shall be made by the Secretary-Treasurer upon receipt of a voucher and supporting documents. Leave Without Pay (LWOP) will not be compensated to attend the State Convention or National Convention while they are in session, but may be authorized by the Board for other required business. All State Officers attending the State Convention shall receive mileage at the same rate as paid to the Delegates-at-Large. Officers are encouraged to fly rather than drive whenever flying results in a significant savings to the WRLCA. In cases where travel shall be by commercial airlines, the mileage factor shall not apply. The cost of the lowest reasonable airline fare shall be reimbursed in lieu of mileage.

SECTION 2A When the Board requests that a State Officer attend any National training, the officer will receive mileage and per diem or actual expenses whichever is less, and LWOP, not including EMA, for travel (unless already funded) and days of training. This must be approved in advance by the Board.

SECTION 3 The State President in conjunction with the Board, shall recommend to the NRLCA the member that the WRLCA would like to have appointed as State Steward. His/Her service shall be continuous until terminated by the State President in conjunction with the Board or National President or by resignation. The State Steward shall work with and be subject to the State President and the Board. The State Steward shall supervise and administer the Steward Program within the State using the following guidelines:

- A) Make all Step 3 Grievance appeals, coordinating all efforts closely with the Regional Representative and the Assistants to the Executive Committeemen and report monthly to the appropriate Local Steward and grievant.
- B) Be responsible for certifying and maintaining certification records of all local and area stewards.
- C) In the event there is a need to fill or replace an Area or Local Steward position, the State Steward has the responsibility to the WRLCA and NRLCA in naming an individual to temporarily serve as steward.
- D) Be responsible for the distribution of Steward Manuals and Grievance forms to each Area and Local Steward, as well as for steward training.
- E) The State Steward may approve payment of expenses incurred by the Assistant State Stewards, Area and Local Stewards, while involved in grievance-related business. Reimbursement shall be made by the State Secretary-Treasurer. Expenses shall be submitted no later than three (3) months after the expense has been incurred.

SECTION 3A The salary of the State Steward shall be decided at each State Convention of the WRLCA after the Finance Committee reviews the suggestions of the Board. The State Steward shall be reimbursed for sick and annual leave days lost due to LWOP days taken in performing his/her responsibilities for the WRLCA. When grievances are being processed and it is essential that the State Steward be on LWOP, the WRLCA shall pay his/her wages at the same rate of pay as earned when serving his/her route, not to include EMA. The State Steward shall be allowed a mileage allowance for all Steward business. When an overnight stay is required in order for the State Steward to conduct necessary Steward business, the State Steward shall be entitled to per diem. The rates for mileage and per diem will be determined at the State Convention after the Finance Committee reviews the suggestions of the Board. The State Steward is encouraged to fly rather than drive whenever flying results in significant savings to the WRLCA. In cases where travel shall be by commercial airlines, the mileage factor shall not apply. The cost of the lowest reasonable airline fare shall be reimbursed in lieu of mileage. The State Steward shall be reimbursed for one (1) day LWOP for steward training at National Convention.

SECTION 3B The State President in conjunction with the Board and the State Steward, shall recommend to the NRLCA the members that the WRLCA would like to have appointed as Assistant State Stewards and Area Stewards. Their service shall be continuous until terminated by the State President in conjunction with the Board, or National Board, or by resignation. The Assistant State Stewards and Area Stewards shall work with and be subject to the State Steward. The geographical area served by each Assistant State Steward and Area Steward shall be determined by the State Steward in conjunction with the Board. At the State Convention, a salary will be determined for all Assistant State Stewards and administered in the same fashion as for the State Steward. Provision for mileage, per diem, office supplies, telephone, flying and LWOP apply in the same manner as with the State Steward.

SECTION 4 Each State Officer and Appointed Officer will submit a proposed budget for the operating expenses of their office for the coming fiscal year to the Board for approval.

SECTION 5 The WRLCA will operate on a budget each year.

ARTICLE VII (REVENUES AND DUES)

SECTION 1 The revenues of the WRLCA shall be derived from per capita dues and allowance for insurance promotions.

SECTION 2 The Board may levy a special tax when conditions seem to demand it, but the whole amount of such levies in any one year shall not exceed the amount of State per capita for that year.

SECTION 3 The State shall underwrite the County units, Auxiliary, the Convention Fund, and any special funds. The State portion of the per capita dues shall be decided at the State Convention (currently \$182.00 for regular carriers, \$29.00 for relief carriers, \$19.00 for retirees, and \$182.00 for associate members). The portion of the State per capita dues to be distributed to the County Units, Auxiliary, Convention Fund, and other special funds shall be decided at each State Convention. The National portion of the per capita dues is decided by the delegates at the National Convention. The membership and fiscal year shall begin July 1 and end June 30.

SECTION 4 New Relief Carriers who join the WRLCA by paying cash and who do not complete their probationary period will be refunded their total cash paid, less National per capita, upon written request.

ARTICLE VIII (CHARTERS)

SECTION 1 Charters shall be granted County Units upon members' application and payment of one (1) years dues for each member. The amount of dues shall be specified in ARTICLE VII of the By-Laws.

ARTICLE IX (FISCAL YEAR)

SECTION 1 The fiscal year of the WRLCA shall be from July first (1) to June thirtieth (30th). The term of the officers of the WRLCA shall be from the time of installation to the installation of their successors.

SECTION 2 The fiscal year of the County Units and District Associations shall be from July first (1) to June thirtieth (30th).

ARTICLE X

(RULES GOVERNING COUNTY UNITS AND DISTRICT ASSOCIATIONS)

SECTION 1 Districts and Counties:

DISTRICT ONE (1) shall be composed of the County Units of: ISLAND-SKAGIT-SAN JUAN (Island, Skagit and San Juan Counties); K-S (King and Snohomish Counties); WHATCOM (Whatcom County).

DISTRICT TWO (2) shall be composed of the County Units of: KITSAP (Kitsap County); CLALLAM-JEFFERSON (Clallam and Jefferson Counties); LOWER COLUMBIA (Clark, Skamania, Cowlitz, and Wahkiakum Counties); MUTUAL (Pierce, Grays Harbor, Thurston, Mason, Lewis, and Pacific Counties)

DISTRICT THREE (3) shall be composed of the County Units of: CHELAN-DOUGLAS (Chelan and Douglas Counties); LGA (Lincoln, Grant and Adams Counties); OKANOGAN (Okanogan County); NORTHEAST WASHINGTON COUNTIES (Stevens, Ferry and Pend Oreille Counties); SPOKANE (Spokane County)

DISTRICT FOUR (4) shall be composed of the County Units of: SOUTHEAST WASHINGTON (Walla Walla, Columbia, and Garfield Counties); WHITMAN-ASOTIN (Whitman and Asotin Counties); YAKIMA VALLEY (Franklin, Kittitas, Yakima, Klickitat, and Benton Counties).

SECTION 1A Each District shall hold at least one (1) meeting a year and all members of said District shall be notified of the time and place of said meeting or meetings. Notice will be sent to all members fifteen (15) days prior to an election.

SECTION 2 Secretaries of the County Units shall remit to the State Secretary-Treasurer within fifteen (15) days of their receipt, all monies for per capita dues along with the State and National portions of the membership card. County secretaries shall also inform the State Secretary- Treasurer of any changes in membership (such as change of address, resigned or deceased) in a timely manner.

SECTION 3 Each County Unit shall elect its delegates to the State Convention by written or secret ballot at its annual meeting. Each County Secretary shall immediately, after the regular annual meeting of their County Unit, fill out in duplicate, credentials of Delegate-at-Large, Regular, and Alternate delegates to the State Convention in order of votes received. The duplicate is to be retained for identification by the delegate and the original is to be sent to the State Secretary with proper endorsement by the County President and the County Secretary. Also each County Secretary shall submit the names of the newly elected County Officers to the State Secretary. Such newly elected officers shall assume office upon election.

SECTION 3A The County Secretary, when submitting resolutions and proposed changes to the Constitution and By-Laws to the State Secretary, shall submit them in the proper form as follows: Make a copy of each resolution and proposed change to the Constitution and By-Laws, preferably typewritten, following the form provided by the State Secretary-Treasurer, and state whether it is a resolution or a proposed change to the Constitution and By-Laws.

SECTION 4 Each County Unit shall hold its annual meeting after October 1st and at least forty (40) days prior to the State Convention and the regular meeting shall be designed by statute. The County Secretary will notify all County members, their District Representative, State Secretary, State President and State Steward at least fifteen (15) days prior to the election of County Officers and Delegates. They shall make and adopt such other By-Laws as their needs may suggest and such laws must harmonize with this code of laws.

SECTION 5 All County Unit or District Constitution and By-Laws shall be in harmony with the National and State Constitution and By-Laws.

SECTION 6 The County Unit or District Association is subordinate to the WRLCA. Likewise, the WRLCA is subordinate to the NRLCA. Any County Unit or District Association or any member thereof who shall cause to have introduced or endeavor to have passed in Congress or the State Legislature any measure relative to legislation for Rural Carriers which has not had the approval of the WRLCA or its officers shall have charges preferred against such County Unit, District or member, as the case may be, and if charges are proven true, the County Unit, District or member shall be indefinitely suspended.

ARTICLE XI (COMMITTEES)

SECTION 1 The Committee on Credentials shall examine the credentials of all delegates to the State Convention.

SECTION 1A On the first day of the State Convention, the Credentials Committee will give a preliminary report. Final report of the Credentials Committee shall be submitted not later than ten (10:00) a.m. on the second day of the State Convention.

SECTION 2 The Committee on Audit shall examine the books of the Secretary-Treasurer, as well as the reports of the County Units, and shall report to the WRLCA when called upon.

SECTION 3 The Committee on Mileage and Per Diem shall make up payrolls wherein shall be recorded the name, residence and amount due each member entitled to mileage.

SECTION 4 The duties of the Committee on Constitution and By-Laws shall be: To examine all changes proposed for amending or changing the Constitution and By-Laws that have been passed and submitted by the county units. They may examine and correct, when called upon, proposed laws governing County Units or District Associations so that they will not conflict with the National or State Constitutions.

SECTION 5 The duties of the Committee on Resolutions shall be to examine all proposed resolutions passed and submitted by the county units and present same to the elected delegates with the committee's suggestions. The Resolutions Committee can also propose any courtesy resolutions they deem necessary and present same to the elected delegates at State Convention.

SECTION 6 The duties of the Teller's Committee shall be: To count the ballots for National Convention delegates and to total the results of paper count voting on the floor. If the Teller's Committee is off the floor then the Credentials Committee will act as a backup to the Teller's Committee concerning paper count voting on the floor.

SECTION 7 The duties of the Finance Committee shall be: To review the finances of the past year. To hear any suggestions from the board and delegates and then to propose financial suggestions concerning State, County, and Auxiliary dues, salaries and expenses for the upcoming year.

SECTION 8 The duties of the Time and Place Committee shall be: To research facilities for future State Conventions as well as locations and report to the delegates.

SECTION 9 The duties of THE WASHINGTON RURAL CARRIER Committee shall be: To review the expenses to publish and mail THE WASHINGTON RURAL CARRIER and to make any suggestions concerning future publications.

SECTION 10 The duties of the Nominating Committee shall be: To seek nominees for the offices open and present these names to the convention delegates.

SECTION 11 The duties of all other committees shall be those usual to such committees and they shall report when called upon.

ARTICLE XII (MILEAGE AND PER DIEM)

SECTION 1 The WRLCA shall pay mileage to each Delegate-at-Large, State Officer, Insurance Director, Political Action Committee Director, State Steward, Assistant State Steward, and Area Steward attending the State Convention. The mileage table printed on the standard automobile maps, or a computer mileage program, shall be used as a guide, along with 8% mileage addition to allow for detours, members living outside of city limits, etc. The mileage rate shall be decided at each State Convention of the WRLCA.

SECTION 2 The WRLCA shall pay a per diem allowance to each Delegate-at-Large, State Officer, Insurance Director, Political Action Committee Director, State Steward, Assistant State Steward, and Area Steward attending the State Convention. The amount of per diem allowance shall be decided at each State Convention of the WRLCA.

SECTION 3 In addition to paying mileage and per diem for one (1) Delegate-at-Large for each County Unit, the WRLCA shall pay mileage and per diem on the same basis as paid the Delegate-at-Large for one (1) regular delegate for each one-hundred (100) county members, provided this shall in no way increase the total number of delegates to which each County Unit is entitled.

ARTICLE XIII (ORDER OF BUSINESS)

- A. Call to Order
- B. Invocation
- C. Sing Star Spangled Banner
- D. Roll Call of Officers
- E. Name Members of Committees
- F. Report of Credentials Committee
- G. Report of Officers
- H. Report of Standing Committees
- I. Report of Special Committees
- J. Call for Unfinished Business
- K. Call for New Business
- L. Election of Officers
- M. Installation of Officers
- N. Adjournment

ARTICLE XIV (PRINTING CONSTITUTION AND BY-LAWS)

SECTION 1 The Secretary shall have the Constitution and By-Laws printed in the Convention issue of THE WASHINGTON RURAL CARRIER, which will be mailed to all members.

ARTICLE XV (AMENDMENTS)

SECTION 1 The Constitution and By-Laws shall take effect as soon as adopted.

SECTION 2 This State Constitution and By-Laws shall be in harmony with the National Constitution and By-Laws. The County Unit is subordinate to the WRLCA and the WRLCA is subordinate to the NRLCA. Any provisions of this Constitution and By-Laws which conflicts with any Federal or State Law, regulation or ordinance shall be inoperative as to those jurisdictions in which said Federal or State Law, regulation or ordinance is in force.

SECTION 3 Constitution and By-Laws amendments shall become effective upon adjournment of the State Convention unless otherwise stipulated and shall require a two-thirds vote to amend.

REVISIONS SINCE 1990

1990: CON A VIII S1
BY A V S2
BY A VI S2A, 2B
BY A SUB VI S3A
BY A VII S4, 5 (TABLED)
BY A X S5

1991: BY A S2, 3
BY A SUB VI S3A

1992: CON A II
BY A XII S2

1993: CON A IX S9
BY A V S2, 3
BY A VI S2, 6, 8

1994: Generic Changes:

Delete Alaska

Use "County Units", "Board", "State Convention", "He/She" and "this Association"

State paper changed to THE WASHINGTON RURAL CARRIER in BY A V

CON A III S3

CON A V S4

CON A VII S3

CON A VIII S2A

CON A IX S8

CON A XI S1

BY A I S2A

BY A III S8 deleted and renumbered

BY A IV S2 deleted

BY A VI S2A deleted and renumbered

BY A VI S2B

BY A VI S4 deleted and renumbered

BY A VI S5A

BY A VII S1

BY A VII S4

BY A X S2

1995: CON A I CHANGE THIS ASSOCIATION TO THE WRLCA

CON A IV S5

CON A VII S2

CON A VIII S1A

CON A VIII S1B

CON A VIII S4

CON A IX S9

CON A X S1

BY A III S10

BY A III S11

BY A V S1, 2, 3

BY A VI S1

BY A VI S2

BY A VI S4, 4A, 4B

BY A VI S5

BY A VI S7

BY A VII S4

BY A X S1

BY A X S3 (delete and renumber)

BY A X S4A

1996: CON A III S2
 CON A IX S1, S2, S3, S4, S5, S6, S7, S8, S9, S10
 CON A XI S2
 BY A I S2, S2A
 BY A III S11
 BY A VI S1
 BY A VI S4 Pb
 BY A VI S4B
 BY A VI S5 Delete and Renumber
 BY A VII S1
 BY A X S1
 BY A X1 added and renumbered S6, S7, S8, S9, S10, S11
 BY A XIII
 BY A XIV S1
 BY A XV S2

1997: CON A IV S1
 CON A IV S2
 CON A IV S3 Delete and Renumber
 CON A IV S4
 CON A V S1B Delete and Renumber
 CON A VIII S4A Delete and Renumber
 CON A VIII S5
 CON A IX S8
 BY A VI S3 Delete and Renumber
 BY A VI S4 PA
 BY A VI S4A
 BY A VI S4B
 BY A VII S1&2 and Add S3
 BY A VII S3 Delete
 BY A X S3
 BY A X S4 & S5
 BY A XII S1 & S2

AUXILIARY

**OFFICIAL
MINUTES OF**

WASHINGTON RURAL LETTER

CARRIERS ASSOCIATION

KENNEWICK, WA

JUNE 23-25, 1997

Auxiliary of The
Washington Rural Letter Carriers Association
Seventy Second Annual Convention June 23-25, 1997
Cavanaugh's Columbia Center
Kennewick, WA

Monday June 23, 1997

Monday morning session was a joint session with the Association. Welcoming address was from Jeff Day, Postmaster from Richland and Cavanaugh's representative, Sherry Lars.

Call to order by Donna Roakes, Convention Chairperson. Presentation of Colors by Armed Forces, followed by the Pledge of Allegiance.

Responses by Steve Roakes, Auxiliary President and Charles Alexander, Association President. introduction of Auxiliary Officers by Steve Roakes and Association Officers by Charles Alexander. Introduction of National Auxiliary Treasurer, Terry Hunter and her friend Marjorie Trussell. Also introduction of National Association Vice-President Lawrence Adams and Wilbur Wood, Atlanta Postal Credit Union.

Retired Carriers were honored by Judi Peck, Association Vice President and first-timers given recognition by Association President, Charles Alexander.

At 7:30 A.M. Juniors and their parents met in the Auxiliary room to discuss the Junior activities. Joint session of Auxiliary and Juniors. Presentation of Americanism program by the Juniors..

At nine a.m. President Steve Roakes called the meeting to order. The invocation given by Ruth Ryan. Advancement of Colors by Jr. members, followed the Pledge of Allegiance. Introduction of Auxiliary officers and Junior officers. Introduction of National Auxiliary Treasurer, Terry Hunter and her friend Marjorie Trussell.

Our guest talked with the Juniors about National Talent Show and contests at National Convention. President Steve Roakes discussed expectations of Junior Convention. Escorts and Chaperones were introduced. Juniors left for their activities.

Committee Appointments:

Auditing-Donna Walker, Steve Roakes
Mileage-Mike Peck
Resolutions-Sandy Reppe
Constitution and By-Laws-Ruth Ryan

Roll Call of Officers:

President- Steve Roakes
Vice President-Janet Lange
Secretary-Treasurer-Delores Robb
District I-Mike Peck
District II-(vacant)
District III-Donna Walker
District IV-Sandy Reppe

RURAL LETTER CARRIERS AUXILIARY 1996 NATIONAL CONVENTION REPORT

It was a wonderful convention in Charleston, West Virginia and I thank the auxiliary for voting me to be their delegate-at-large or, as I told Lynn, the large delegate.

We flew into Charleston on what I thought the smallest plane made (32 passengers). I was delighted to get my feet planted on the ground. Lynn and I went a few days early to take advantage of three tours. Saturday, Sunday and Monday afternoon after a morning auxiliary meeting, found us boarding the tour buses to see West Virginia. It's a hilly area with small hollows which is very different from where we live in Washington but it has its own beauty. West Virginia is known for coal production and its industrial base. We enjoyed our visit with rural carriers and spouses from all of the fifty states.

August 6th the convention started with a joint session with the association for a heart touching memorial service. The next item was the parade of states in the ranking order as they had joined the NRLCA. Washington is 31. There is nothing better when you are far from home than to see the Washington delegation all lined up with all those familiar faces that have grown to be your friends through the years. Washington had 24 delegates, assoc. and auxiliary. What a great representation of our state. If you have not been a delegate, get involved and run next year. It will be an experience you won't forget.

On Wednesday, August 7th, the Association and Auxiliary were once again in joint session when the 100 year rural delivery stamp was unveiled. The Postmaster General, Marvin Runyon, gave the opening remarks. Stamps were then on sale in the hall and post cards and letters were cancelled. Some lucky folks got an autograph from Marvin Runyon on their programs. I drew for mine with eight auxiliary members and, by gosh, I got the autograph which is now among my keepsakes.

Our delegation, Myrtle, Janet, Delores, myself, Steve and Mike, attended all of the meetings this year. Danny Wright was elected Jr. Board Member. Terri Hunter will serve as treasurer for the National Auxiliary. I served on two committees, sales table and chair person for seating. It was a busy convention. The annual banquet was a casual affair as we were later bussed to a park overlooking the Kanawa River where we were treated to the most beautiful and awe inspiring fireworks show. The West Virginia folks are wonderful people and they did a bang-up job. The food was great wherever we went. Shopping was near and it was a great convention.

Kathy Clayton will be our president for the year 1996-97. She chose a Program of kindness and commitment to children. Our fund raiser this year will benefit the abused child. Join us in support of our project.

The convention was now over and we had flown 2454 miles to the country roads of West Virginia. As we boarded our small 'cigar' plane with nine passengers, no stewardess, no head room, just a pilot and co-pilot, I silently prayed that God would let me once again see those country roads of Washington. I did! Home again I look forward to following the Oregon Trail which will lead me to another great convention.

Donna Walker
Delegate-at-large

State Officers Reports:

President:

Vice President:

National guests, Terry, Marjorie, Officers, members and guests. I want to thank the Auxiliary for sending me to National Convention in Charleston, West Virginia. It was great celebrating 100 years of Rural Free Delivery in America and unveiling of commemorative stamp. It was very humid outside, but cool in the Convention Center. It is great to see old friends and make new friends. I served on the Junior poster committee. The Juniors did a great job at their talent show, singing and playing instruments. Two Juniors gave a testimony for the Lord, of which I was impressed. They gave a skit at the end that was very funny.

Lynda Wise gave a devotion that was very moving. She gave each of us a challenge. Ask the Lord what he would have you do. Use the talent He has given you. Do everything you do as unto the Lord. The Lord knows your heart and he gave you your talent, use it for his glory.

After the banquet we went down to the riverside park and watched fireworks. I attended the District meetings. I presented the Auxiliary program, Program of Kindness and commitment to children at our county meetings, sold some Christmas ornaments, mail box pins, notes and school kits.

I presented the Americanism program with help from the Juniors. We did a little skit on appreciation to teachers and farmers. For teachers- juniors involved were Corey Percy, Christine English; second skit- Sean Peterson, Candace Peterson and Danny Rector; for farmers- Saxxon Rech, Kevin Hayes and Patience Ryan.

Respectfully submitted,
Janet Lange

Secretary:

National Guest, Terry Hunter, Officers, members and friends. Another year has passed and I have met challenges and I am still learning. I have sent monies to the National secretary for dues and membership. Also to the National Treasurer for the Project. I have kept records for the Project and kept in touch with those having supplies. I have kept minutes. I have written articles for Rural Carrier. I attended KS County meetings and District I & II meetings.

I have sold pins, notes, school kits, ornaments for the National President Kathy Clayton's project and do support her and the National board. I believe in the Family Plan for our Auxiliary and this has given us the opportunity to reach out and accomplish much more than we were able to do before. We support our Juniors.

I was privileged to be one of the National paid delegates to the National Convention in West Virginia. I served on the Essay Committee for 17 year old Juniors and this was very interesting and soul searching. We can be proud of our Juniors. All the Essays were well done. I thank the Auxiliary for sending me as one of the delegates to National Convention.

Respectfully submitted
Delores Robb

WRLCA AUXILIARY
TREASURER'S REPORT
FINANCIAL STATEMENT

BALANCE AFTER 1997 CONVENTION

\$2922.19

INCOME:

WRLCA FAMILY PLAN	\$10252 .18
1996 Project	1400.00
Country Store	582.91
Junior Registration	551.00
Junior R donation	200.00
Interest	15.92
Scholarship donation	25.00
Total	\$13,027.01

DISBURSEMENTS:

1996 Dues to National	\$7016.00
Project	1400 .00
Scholarship	1000.00
Mileage and Per Diem	1626.00
Junior expenses	1273.90
T shirts	256.00
Junior donation	200.00
Gifts	108.00
Postage	31.52
Past Presidents Pin	42.25
Scholarship Expenses	27.07
Printing (Rural Carrier-1/2 for Auxiliary article share)	78.21
Total	\$13058.95

Balance July 1997

\$2991.25

SAVINGS

BALANCE AFTER 1996 CONVENTION	\$5211.15
February '96 transferred to Checking	-1000.00
Balance	4211.15
April 1997 transferred to checking	- 211.15
Balance	4000.00
Interest	56.30
Balance July 7, 1997	4056.30

Delores Robb
Secretary/Treasurer

Auxiliary of
Washington Rural Letter Carriers' Association
Report of the WRLCA District 1 Representative

It has been my privilege to complete the term of District I WRLCA Auxiliary. I was elected to this position at last years' convention in Bellingham, WA.

I had the privilege of attending the NRLCA convention in Charleston, WV. The celebration of 100 years of rural free delivery was very exciting. It was extremely informative to meet with the auxiliary members from the other states & see what their projects & concerns are.

I attended the Western States conference in Phoenix, AZ. This was an opportunity to meet with Kathy Clayton, our national president. We discussed the upcoming National convention in Portland. Kathy has asked that I make sure I am a national paid delegate as she wants me to be the National Auxiliary mileage committee chairperson.

I also attended the NRLCA President & Vice President meeting in Washington, DC. I had the opportunity to meet with our Washington State Senators & Congressmen. We discussed with each legislator, and expressed our concerns of pending legislation.

I sold all of the supplies that were given to me. I had a raffle in Moses Lake at the spring booster meeting that netted \$19.00 extra for our auxiliary funds.

I attended many county meetings in both district 1 & district 2. The meeting gave me an opportunity to meet with many auxiliary members. The conversations were interesting. I was pleasantly surprised that all of the auxiliary members seem to be focused toward the same areas of concern. That is, how can we as auxiliary members best support our spouses in the WRLCA. The main way I see is to continue to talk with our spouse about their concerns. Talk with other WRLCA members & their spouses. Attend the meetings & conventions. By doing this we are there to assist our WRLCA carriers when they need us.

Respectfully submitted,
Mike Peck
WRLCA Auxiliary District I Representative

Auxiliary of

Washington Rural Letter Carriers' Association
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Respectfully submitted,
Mike Peck
WRLCA Auxiliary District I Representative

District III Representative Report:

National Officer Terry, and members and friends. As your District III Representative I attended the spring and fall meetings of the north and eastern unit. I attended Fall Booster meeting at Wenatchee and the third and fourth District meeting at Moses Lake., always representing the Auxiliary Project of child abuse. I sold my quota of supplies at the above named meetings. I served as Delegate at Large for the National Convention in West Virginia.

It has been interesting year for the members of the Washington Auxiliary as we struggle to update our Constitution and By -Laws and update our Auxiliary. It has been my privilege to serve as an officer this past year of the State Auxiliary.

Respectfully submitted,
Donna Walker.

June 22, 1997

Annual Report of District 4

In June 1996, I was appointed to the position of District 4 Representative and soon learned I would be helping plan Junior activities for the 1997 convention. What a great way to get acquainted with everyone!

In February Steve Roakes and I began making an agenda for the Juniors at State Convention in Kennewick, Washington. I have since attended several committee meetings planning this convention. I was able to attend both the fall and spring SE Counties meetings.

EXPENSES:

I attended the Fall Booster meeting in Wenatchee on October 5, 1996, and received \$96.00 for mileage and waived the per diem expense.

On March 16, 1997, I attended the District 3/4 meeting in Moses Lake receiving \$60.00 for mileage and again waived per diem expense, making my expenses total \$156.00 for the year.

I would like to wish you and your families a great summer.

Respectfully submitted,
Sandy Reppe
District 4 Representative

PROVIDENT GUILD:

There were no new members of the WA Guild. The current membership for WA is 68. The current membership for National is 3,750.

HONORING Retired Carrier wives, spouses, widows. Ruth Ryan presented a gift to those being honored.

President Steve Roakes asked for any candidates to talk. There were none. No further business the meeting was adjourned.

TUESDAY morning June 24, 1997:

The Memorial service was a meaningful service. Janet Lange presented the service well. One verse of How Great Thou Art was sung. Bob Lange gave a devotional from John 14: 1-4. The first verse of There is Sunshine in my Soul Today. Lighting the candle for the Association was Dale Ryan. Lighting the candle for the Auxiliary was Helen Rudy. Lighting the candle for the Juniors was Patience Ryan. Lighting the candle for the Retirees was Neil Buchanan. First verse of In The Garden was sung followed by Fairest Lord Jesus and last verse of How Great Thou Art. Thanks to all for their commitment. Janet Lange read Don't Cry at My Grave.

TUESDAY JUNE 24, 1997:

President Steve Roakes called the meeting to order. Flag salute led by Mike Peck. Invocation by Donna Walker. Roll call of Officers.

Reading of Monday's minutes. Motion made to amend minutes, corrected and motion to accept minutes, passed.

Auditing Report:

This report was given by Donna Walker. Updating suggestions and input for next years' Audit. These were very good suggestions and for the Secretary-Treasurer. The report that the Balance showing in the register for the savings account and checking account were true and accurate.

June 23, 1997

Constitution and By-laws Committee - Preliminary Report

There are 3 proposed changes to the document. One of the proposed changes has two suggested versions. There has already been quite a lot of discussion about these proposals and they need to be finalized and adopted (or rejected). You need to keep in mind what the purpose of the Auxiliary is, and how it should function, before making the changes. The copies of the proposals are attached.

Respectfully submitted,
Ruth Ryan, Constitution and By-laws Committee

The following changes are presented as they were finally passed and adopted by the WRLCA Auxiliary at the 1997 State Convention in Kennewick, WA.

Constitution Article V Section 6

Present Language:

Section 6 No member of this Auxiliary shall be eligible as Delegate-at-Large to the National Convention more than twice in a period of five (5) years, unless no other qualified delegate is available.

Proposed Language:

Section 6 Any Auxiliary member interested for National Delegate positions should announce in the Spring (pre-convention) issue of the CARRIER. Elections will be held during Convention and additional nominations may be made from the floor. Members are qualified for National Delegates if they have attended State Convention and one-half (1/2) day of District meeting (subject to special appeal submitted to the Board). No member shall be eligible as Delegate-at-Large more than twice in a period of five (5) years, unless no other qualified delegate is available. The candidates qualified for National Delegate-at-large shall be voted on first. Then the remaining candidates and the rest of the nominees shall be voted on for the National-paid delegates. The remaining candidates from that election will be voted on for regular certified National delegates.

By-Laws Article VIII

Present Language:

The National Delegate-at-Large shall be given Fifty Dollars (\$50.00) each year by the Auxiliary before leaving to attend the National Auxiliary Convention.

Proposed Language:

The National Delegate-at-Large shall submit receipts for expenses incurred during National Convention in line with duties of that office not to exceed seventy-five dollars (\$75.00).

By-Laws Article XII New Section 6

Present Language: none

Proposed Language:

Section 6 Guests of Junior members shall be known as Honorary Members and may attend State

Convention Junior activities under the following conditions:

1. The registration fee will be double the Junior member fee;
2. Must have a letter of permission and release of liability from a parent or Legal Guardian for participation in activities that includes permission for an Association or Auxiliary Member to be responsible for the Honorary Member. This permission should specify the name of the Responsible Auxiliary or Association Member and should include the ability to make Emergency Medical Decisions.
3. Will attend but have no voting rights in the business meeting and election of officers of the Juniors. It shall be the responsibility of the Auxiliary Vice President to insure that the Junior meeting will be conducted properly.
4. Honorary members are expected to attend all of the functions for Junior activities and not pick and choose between the activities they are willing or not willing to attend.
5. Honorary members are expected to conduct themselves properly at all times.

RESOLUTIONS
1997

June 22,

Resolved:

1. That the Auxiliary of the WRLCA express sincere thanks to the Rural Carriers and Auxiliary of District Four for their gracious hospitality.
2. That we send special thanks to Donna Roakes and Pat English as Joint Convention Chairpersons¹ and the people who helped them make the 1997 convention a success. Those people are noted and listed below:

Steve Roakes - 301 Montana Court, Kennewick, WA.
Jim Hemrick - P.O. Box 123, Endicott, WA.
Dave Reppe - Rt. 1, Box 586 T, Touchet, WA. 99362
Margene Horrell - 91 Sinclair Lane, Selah, WA. 98942
Cindy Unglesby - 15121 McAuley, Yakima, WA. 98908
Lenae Amezcua - 1235 W. Jan Street, Pasco, WA. 99361
Sandy Reppe - Rt. 1, Box 586 T, Touchet, WA 99362
Karin Taylor -
Barbara Keen -

3. That appreciation be extended to the manager and staff of Cavanaugh's.
4. That we acknowledge Terry Hunter, National Officer and Marjory Trussell, Secretary Treasurer of Maine.
5. That we acknowledge Janet Lange for her beautiful Memorial Service.
6. That we extend special thanks to Tim Jacqmin, Ray Moore, Clark Harris (chaperones) for representing the Auxiliary as escorts during the Junior activities.
7. Send thanks to Gabrielle Horrell and Jennifer Unglesby (paid escorts) and volunteer escorts Mauna and Laurie Elliott for helping with the tours and activities of the Juniors.
8. That we thank the places the juniors toured - see attached list.
9. That we thank businesses who contributed to the dittybags. (business cards attached)

10. That we give thanks to the Washington Rural Letter Carriers Association for their continued support.

11. That Ruth Ryan be thanked for her excellent support of the Scholarship Program, faithful work on the Auxiliary Constitution and By-Laws and continued support for the Country Store.

12. That thanks be extended to Jeff Day, the Richland Postmaster who greeted us on opening day.

13. That we thank Vernon Bosley for the Benton-Franklin Medals given to the Juniors.

14. That we thank Delores Robb for her continued support as Secretary of the Auxiliary.

15. That we acknowledge Helen Rudy as Sunshine Committee Chairman.

16. That we thank president Steve Roakes and Sandy Reppe for their work done arranging tours for the Juniors.

17. That we acknowledge Myrtle Buchanan's presence at our meetings. She is the past president of the Auxiliary.

This concludes the resolutions that were presented and approved at the 1997 Washington State Convention held in Kennewick, WA. June 22-25, 1997.

Thank you for the opportunity of serving as the Resolutions Committee Chairperson and working with the Juniors.

Respectfully submitted,
Sandy Reppe, Chairperson, Resolutions Committee

Secretary Delores Robb and President Steve Roakes will do the mailing of these Resolutions.

COUNTRY STORE REPORT: Ruth Ryan gave the preliminary report on the Country Store. The amount being \$169.00.

AUXILIARY MEMBER OF THE YEAR:

This year Sandy Reppe will be our Auxiliary Member of The Year.

Meeting adjourned until afternoon session.

President Steve Roakes called the Auxiliary meeting to order.

PAST STATE PRESIDENTS:

The past State Presidents were given a gift and honored by Mike Peck. Those honored were Myrtle Buchanan, Janet Lange, Donna Walker and Delores Robb.

June 23, 1997

Scholarship Committee Report:

I sent out a total of 23 application packets this year. Seven (7) of them returned completed packets. The 11 requests which came in before the 3rd week of February were filled with the State application and the five National Scholarship applications. The 12 requests which came in afterwards just included the State application.

I sent out 10 postcards to National Scholarship applicants reminding them that they could apply for the State Scholarship. They all then requested an application and 4 of them returned completed packets. Three of the other applicants returned completed packets. It appears to be an idea to check with those who apply for a National Scholarship to see if they also want a State Scholarship application. Students can get National Scholarship applications directly from a National Officer and may not know about the State Scholarship.

I wrote articles for the CARRIER about the Scholarship applications and asked for donations for the Country Store. I updated the guidelines and the State application form to reflect changes made by the Auxiliary Board.

As in the past two years, I had a committee of two educators evaluate the applications and make the selections for the winner(s). This year I asked them to select their 1st, 2nd and 3rd choices.

Expenses:

Postage - 11 apps before March @.78	=8.58
- 12 apps after February @.32	=3.84
- 10 postcards @ .20	=2.00
copies - 11 apps before March @.55	=6.05
-12 apps after February @.05	=.60
Total	\$21.07

(Did not charge for the long distance phone calls in regard to the "Idaho" applicants).

This is my last year to be on this committee. Patience and/or David will be eligible for scholarships for the next eight years. It has been an enjoyable activity. Thank you for the opportunity to serve.

Respectfully submitted,
Ruth Ryan, Scholarship Committee

First place: Brianne A. Votava (parent-Mike Dennis) 2732 W. Walton Spokane, WA 99205

Second place: Jason Christopher Rudmann (parent-Saundra Rudmann) 3915 S. Woodruff Ct, Spokane, WA 99206-9531

Third place: Michael McIntosh (parent-Mark McIntosh) N. 11024 Forker Rd, Spokane, WA 99207

MILEAGE; This report was given by Mike Peck.

HONORING NATIONAL GUEST: Delores Robb presented a gift to our National Guest, Terry Hunter. Also a gift was presented to her friend Marjorie Trussell.

Meeting adjourned.

WEDNESDAY JUNE 25, 1997

The meeting was called to order by President Steve Roakes. Invocation by Janet Lange. Flag salute. Roll call of officers. Also roll call of Junior officers. Junior officers were installed by our National Guest, Terry Hunter.

ELECTION OF OFFICERS:

The following officers were elected for the Auxiliary. Officers installed by National Guest, Terry Hunter:

President.....	Steve Roakes
Vice President.....	Ruth Ryan
Sec/Treas.....	Delores Robb
District III.....	Donna Walker

ELECTION OF DELEGATES FOR NATIONAL CONVENTION:

DELEGATE AT LARGE.....	Mike Peck
National Pd. Delegates.....	Sandy Reppe
	Steve Roakes
	Donna Walker
	Myrtle Buchanan
Certified Delegates.....	Delores Robb
	Ruth Ryan

COUNTRY STORE:

Collected \$831.91	Project	\$35.00	\$831.91
	Watches	60.00	249.00
	Subaru	138.00	582.91 Total for Country Store
	T Shirts	16.00	
	Total	\$249.00	

SCHOLARSHIP: Two scholarships will be given this year. The first one will be \$600.00 and the second one will be \$400.00. These were voted on and passed.

A motion was made by Myrtle Buchanan that a monetary gift of \$50.00 would be given to the Secretary in appreciation for doing the minutes of the State Convention. This was seconded by Mike Peck, voted on and passed.

Closing prayer by Delores Robb followed by Blest Be The Tie That Binds.

JUNIORS CONVENTION MINUTES

Kennewick, WA. June 23-25, 1997 Cavanaugh's at Columbia Center

The first day.

Brought in early Monday morning we met in a room with leaders and parents. While our parents went to their convention, we had our little meeting where we got introduced to the Auxiliary board members and the one attending Junior officer. We were also introduced to the National Auxiliary Treasurer Terry Hunter. She was from Maine and had a cool accent.

She told us about what the Juniors do at National Convention. Then Ruth Ryan told us about what scholarships are available. It was then time to head to the van, so we could go bowling. While bowling they gave us prizes including frisbees, coffee mugs, and a bowling ball. After bowling we went and ate lunch at McDonald's right across the street. When done there went back to the hotel to get ready to go to the water slides, then off we went. The water slides were fun, then back to the hotel we went.

The second day.

The next day we met, then we were off to the bus. When everyone was accounted for we were off to the Whitman Mission. While at the Whitman Mission we learned about history. We learned about the Whitman's, Oregon Trail, and the Indians around that area. Then we boarded the bus and went down the road to Fort Walla Walla Museum and Park. There we had lunch and played on the toys. Then we went and visited the museum. While there we saw the houses and supplies that people would have used around the 1900s. From there we went to Ice Harbor Dam. There we toured, we saw fish, a water safety video, and how the turbines work. Then we went back to the hotel. Left for the Junior Banquet at Chuck E. Cheese's at 7:00 p.m. There we had pizza and pop and played games. We went back to the hotel at 9:00 p.m.

The third and last day.

On Wednesday morning, we held our business meeting with the auxiliary. We had nominations for officers, and then elected them by secret ballot. Then the National Auxiliary Treasurer Terry Hunter installed the newly elected officers. The new officers of the Washington Rural Letter Carriers' Association Juniors are Jamie Donaghue, President; Abel Amezcua, Vice-President; and Patience Ryan, Secretary-Treasurer. Following the business meeting we left for Longest Drive Shortest Putt. While there we played a couple rounds of miniature golf. After golfing we went back to the hotel to eat lunch from McDonald's. After lunch many of the juniors went swimming in the hotel pool.

Submitted by Jamie Donaghue and Patience Ryan
Junior President and Secretary-Treasurer respectively.

Names and Addresses of the newly elected officers for 1997-98.

Jamie Donaghue--President
P.O. Box 277
Malaga, WA 98828

Abel Amezcua--Vice-President
1235 W Jan
Pasco, WA 99301

Patience Ryan--Secretary-Treasurer
1409 W Paradise Rd
Spokane, WA 99224

CONSTITUTION AND BY-LAWS
OF THE AUXILIARY OF THE
WASHINGTON RURAL LETTER CARRIERS' ASSOCIATION

CONSTITUTION

ARTICLE I (Name)

This organization shall be known as the Auxiliary of the Washington Rural Letter Carriers' Association (WRLCA).

ARTICLE II (Object)

The object of this Auxiliary shall be to unite fraternally its members and to help create a greater interest in rural mail service and, through our united efforts, to seek beneficial legislation.

ARTICLE III (Membership)

Section 1 The membership of this Auxiliary shall consist of the spouses of all carriers eligible for membership in the National Rural Letter Carriers' Association (NRLCA).

Section 1(a) Widows and widowers of deceased carriers may retain full membership upon payment of dues.

Section 1(b) Partners of Rural Letter Carriers may be a guest, but have no voting rights.

Section 2 Any member whose membership is credited in one County Unit and later transfers to another County Unit shall be counted in the County Unit in which membership was credited until after the close of the State Convention, but the member may work with or represent the County Unit in which the member resides.

ARTICLE IV (Officers and Election)

Section 1 The officers of this Auxiliary shall consist of President, Vice President, and Secretary/Treasurer, who shall be elected for one (1) year or until successors are elected and installed; and a District Committee of four (4) District Representatives to be nominated by the District in which the member will serve at the Spring District Meeting, subject to the approval of the State Convention. Two (2) District Representatives will be chosen each year for a two (2) year term.

Section 2 There shall be a State Executive Board (herein called the Board) consisting of the President, Vice President, Secretary/Treasurer, and four (4) members of the District Committee, which shall meet upon the call of the President or a majority vote of the Board.

Section 3 Election of Officers. The nomination and election of officers shall take place at each State Convention of the Auxiliary. The installation of officers shall take place immediately after the election.

Section 3(a) The election of officers shall be by secret ballot. Where there are more than two (2) candidates for the same office. After the third ballot, the one receiving the least number of votes on each ballot shall be dropped until an election is made.

Section 3(b) Nominations for offices shall be made from the floor and will include any nominations for District Representatives from the District meetings.

ARTICLE V (Representation)

Section 1 Each County Unit shall be entitled to one (1) Delegate-at-Large, and in addition, one (1) delegate for each five (5) members or major fraction thereof. An alternate shall be designated to act in the case of the absence of the Delegate-at-Large. The Delegate-at-Large cast the entire vote of the delegation.

Section 1 (a) If no delegate holding credentials is in attendance to represent a County Unit, then a member from that County Unit may be appointed by the State Convention attendees to be the Delegate-at-Large from that County Unit.

Section 2(a) Each County Unit is entitled to one (1) vote for each five (5) members or major fraction thereof and one (1) vote for the Delegate-at-Large. The Secretary-Treasurer or Credentials Committee shall announce the number of members and the corresponding number of votes each County Unit is entitled to cast.

Section 2(b) Each State Officer shall be entitled to one (1) vote.

Section 3 No delegate can be seated from any County Unit unless the delegate holds properly signed credentials.

Section 4 The Immediate Past President shall have the status of a Delegate-at-Large at the succeeding State Convention following retirement and shall be entitled to one (1) vote.

Section 5 No County Unit or Officer shall have the privilege of voting by proxy.

Section 6 Any Auxiliary member interested for National Delegate positions should announce in the Spring (pre-Convention) issue of the CARRIER. Elections will be held during Convention and additional nominations may be made from the floor. Members are qualified for National Delegates if they have attended State Convention and one-half (1/2) day of District meeting (subject to special appeal submitted to the Board). No member shall be eligible as Delegate-at-Large more than twice in a period of five (5) years, unless no other qualified delegate is available. The candidates qualified for National Delegate-at-Large shall be voted on first. Then the remaining candidates and the rest of the nominees shall be voted on for the National-paid delegates. The remaining candidates from that election will be voted on for regular certified National delegates.

BY-LAWS

ARTICLE I (Duties of Officers and Delegates)

Section 1 PRESIDENT. The President Shall preside at all meetings of the Auxiliary and of the Board and enforce all laws thereof; fill all vacancies pro tem., caused in any way in the Board, subject to the approval of the District Committee; shall have general supervision over all of its affairs.

Section 1(a) The President shall appoint committees from the members present to work on Credentials, Auditing, Constitution and By-laws, Resolutions, and Mileage.

Section 1 (b) The President shall submit at each State Convention a written report of all activities or official acts during the term of office and shall perform such other duties as the laws, rules and regulations of this Auxiliary may require.

Section 2 VICE-PRESIDENT. The Vice-President shall preside in the absence of the President, and in case of death, resignation, disqualification; refusal or neglect of the President to discharge the duties of the office. The Vice-President shall perform all the duties incumbent on the President until an election shall be held or successor duly installed.

Section 2(a) The Vice-President shall prepare and present the Memorial Service; act as Historian of this Auxiliary; present a gift to the outgoing President; be responsible for the response to the welcome at the State Convention; and oversee the business meeting and election of officers for the Juniors (but does not have to be the Junior Sponsor, also).

Section 3 SECRETARY-TREASURER. The Secretary-Treasurer shall keep a record of all proceedings; have charge of all banking and money; conduct the correspondence; have charge of all books, seals, papers and documents belonging to the Auxiliary. All records shall be held open to reference or inspection by the President or Board at any time until delivered to the newly elected successor.

Section 3(a) The Secretary/Treasurer shall send fifty cents (\$.50) per member to active County Units holding at least one meeting per year.

Section 4 The DISTRICT COMMITTEE. The District Committee shall act as trustees of this Auxiliary and in conjunction with the President, have general supervision and control over the Auxiliary, subject to appeal at the next State Convention.

Section 4(a) Duties of the District Committee Representative:

1. Aid in keeping the Auxiliary members in the District interested in Auxiliary work and in keeping up the membership of the District.

2. Encourage the County Secretaries to contact spouses of new carriers, newly retired carriers and widows/widowers, and to keep the District Representative informed. The Secretary/Treasurer will provide a list of names and addresses of all County Unit Secretaries in each District.

3. Issue an invitation to the spouses of new carriers to attend County Unit meetings and to join our "bread and butter" organization. This shall be done by personal contact if possible.

4. Attend at least one (1) meeting in each County Unit in the District to bring greetings and information from the Board and to stress increased active participation in the Auxiliary. Urge members to write to their Congressman and Senators if so directed by the National Office.

5. Attend all Board meetings and be prepared to give a report of activities which includes: meetings attended, letters written, visits to obtain new members, and membership to date.

6. Write at least one article for THE WASHINGTON RURAL CARRIER (as requested by the State President).

7. Cooperate with the WRLCA District Representative in setting a time and place for the District Meeting.

8. Preside at the Auxiliary session at the District Meeting.

ORDER OF BUSINESS:

- (a) Introduce yourself.
 - (b) Call the meeting to order.
 - (c) Invocation.
 - (d) Appoint a Secretary to take notes, and dispense the minutes.
 - (e) Introduce State Officers.
 - (f) Ask each person to introduce themselves and give name of their home town
 - (g) Ask the Secretary of each County Unit, or a representative, to give a report on meetings held and membership activities to date.
 - (h) Give "Pep Talk" on being an active member.
 - (i) Call on the State Officers for a message.
 - (j) Report on illnesses for the Sunshine correspondence.
 - (k) Call for resolutions to be presented to the State Convention.
 - (l) If the two (2) year term of the District Representative expires, conduct nominations for a candidate whose name will be presented to the State Convention.
 - (m) Announcements.
 - (n) Adjournment
9. Send a report of the District Meeting to THE WASHINGTON RURAL CARRIER.
10. Make a report of the years' activities at the State Convention. The written report is kept on file.
11. Entitled to one (1) vote at the State Convention as a member of the Board.

Section 5 Any officer failing to fulfill the duties of the office by January 1 after election shall be taken in hand by the Board, which shall have the power to request the resignation of the officer.

Section 6 The DELEGATE AT LARGE to the State Convention. It shall be the duty of the Delegate-at-Large to: have a written report from the County Unit to be presented at the State Convention; be available to serve on a committee as appointed by the State President; chair the County Unit delegation; poll the delegates for guidance in matters which come to a vote; and report back to the County Unit on the business and events of the State Convention.

ARTICLE II (Duties of Committees)

Section 1 The Committee on Credentials shall examine the Credentials of all delegates to the State Convention.

Section 2 The Committee on Audit shall examine the books of the Secretary-Treasurer, as well as the reports of the County Units, and shall report to the State Convention when called upon.

Section 3 The duties of the members of the Committee on Constitution and By-Laws shall be: To examine all changes proposed for amending or changing the Constitution and By-Laws, and may propose changes themselves if they see fit. They shall examine and correct, when called upon, proposed laws governing the County Units, so the laws will not conflict with the National or State Constitutions.

Section 4 The duties of the members of all other Committees shall be those usual to such Committees and they shall report when called upon.

ARTICLE III (Revenues)

The revenues of this Auxiliary shall be derived from a per capita tax of Two Dollars (\$2.00) per annum per member of each County Unit plus National per capita tax.

ARTICLE IV (Amendments)

This Constitution and By-Laws may be amended at any State Convention by a two-thirds (2/3) vote of the members present.

ARTICLE V (Parliamentary Authority)

The Parliamentary authority of this Auxiliary shall be ROBERT'S RULES OF ORDER, REVISED.

ARTICLE VI (Governed by WRLCA Constitution and By-Laws)

In any matters not taken care of by this Constitution and By-Laws or the National Auxiliary Constitution and By-Laws, the Auxiliary shall be governed by the Constitution and By-Laws of the WRLCA until further action can be taken.

ARTICLE VII (Order of Business for State Convention)

- (1) Call to Order.
- (2) Invocation.
- (3) Singing of "America".
- (4) Roll Call of Officers.
- (5) Reading of Minutes or presentation of printed minutes.
- (6) Appointment of committees.
- (7) Report of Credentials Committee.
- (8) Report of Officers.
- (9) Report of Delegate-at-Large to National Convention.
- (10) Report of Standing Committees.
- (11) Report of Special Committees.
- (12) Unfinished Business.
- (13) New Business.
- (14) Election of Officers.
- (15) Election of Delegates to National Convention.
- (16) Installation of Officers.
- (17) Adjournment.

The order of business may be transposed at any time as occasion may require by a majority vote of the delegates at the State Convention.

ARTICLE VIII (National Delegate-at-Large)

The National Delegate-at-Large shall submit receipts for expenses incurred during National Convention in line with duties of that office not to exceed seventy-five dollars (\$75.00).

ARTICLE IX (County Charters)

A County Unit having three (3) or more members may obtain a charter and its membership must not drop below that number to hold its charter.

ARTICLE X (Mileage and Per Diem)

Section 1 Mileage and per diem shall be paid to State Officers when traveling to Board meetings, Booster Meeting, and/or State Convention, in an amount in accordance with the WRLCA, except when traveling in the same vehicle with a spouse receiving mileage and per diem. Per diem will not exceed one (1) day per meeting.

Section 2 Each officer shall have mileage ready to submit to the Secretary/Treasurer before the opening of the State Convention.

Section 3 The President shall be paid mileage to attend District meetings in an amount in accordance with the WRLCA rate unless traveling with a spouse who has mileage and per diem expenses paid.

ARTICLE XI (Officer Expense)

Section 1 Every State Officer, except the Secretary/Treasurer whose expenses are recorded in the report, shall have an expense account not to exceed Fifteen Dollars (\$15.00) per year for postage and telephone expenses. In addition, the President may submit bills for other expenses in line with the duties of the office.

Section 2 Each Officer shall have an expense account ready to submit to the Secretary/Treasurer before the opening of the State Convention.

ARTICLE XII (Juniors)

Section 1 The Board shall appoint an Auxiliary member as the Junior Sponsor. This member should live in the area where the State Convention will be held and will 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 WRLCA and Auxiliary Convention Program.

Section 2 A meeting will be held Monday morning, one-half (1/2) an hour prior to starting of opening session, with the parents of all Juniors and the Junior Sponsor.

Section 3 The Auxiliary will not be responsible for Juniors if parents, grandparents or guardians are not on site.

Section 4 A decision for a Junior registration fee for State Convention will be made on a yearly basis by the Board. This information needs to be decided on by the First (1st) of April so it can be published in the Spring issue of THE CARRIER.

Section 5 Juniors shall be from six (6) years of age to twenty-one (21) years of age.

Section 6 Guests of Junior members shall be known as Honorary Members and may attend State Convention Junior activities under the following conditions:

1. The registration fee will be double the Junior member fee;
2. Must have a letter of permission and release of liability from a parent or Legal Guardian for participation in activities that includes permission for an Association or Auxiliary Member to be responsible for the Honorary Member. This permission should specify the name of the Responsible Auxiliary or Association Member and should include the ability to make Emergency Medical Decisions.
3. Will attend but have no voting rights in the business meeting and election of officers of the Juniors. It shall be the responsibility of the Auxiliary Vice-President to insure that the Junior meeting will be conducted properly.
4. Honorary members are expected to attend all of the functions for Junior activities and not pick and choose between the activities they are willing or not willing to attend.
5. Honorary members are expected to conduct themselves properly at all times.

Appendix A

MEMORIAL SERVICE

The Memorial Service may be made up of the following in any desired order:

Memorial message in readings, poetry, scripture or other forms;
Placing of flowers;
Lighting of candles;
Prayer;
Music.

Appendix B

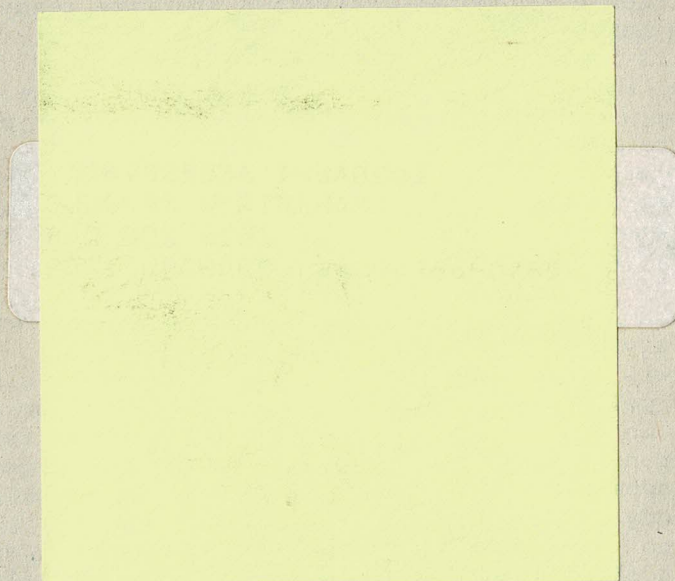
GUIDELINES FOR GIFTS

The persons honoring the National Guest, Past Presidents and Retirees need to know the budget guidelines when purchasing gifts:

\$35.00 to \$50.00 for National Guest
\$ 5.00 for Honoring Past Presidents
\$ 5.00 for Honoring Retirees

**WASHINGTON RURAL CARRIER
DOUG RINEHART, EDITOR
P.O. BOX 2131
PORT ORCHARD, WA 98366-0769**

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IMPORTANT DATES TO REMEMBER

OCTOBER 13, 1997 COLUMBUS DAY

OCTOBER 26, 1997 DAYLIGHT SAVINGS TIME ENDS

NOVEMBER 4, 1997 ELECTION DAY

NOVEMBER 11, 1997 VETERAN'S DAY

NOVEMBER 27, 1997 THANKSGIVING DAY

DECEMBER 25, 1997 CHRISTMAS DAY

JANUARY 1, 1998 NEW YEARS DAY