

OFFICIAL MINUTES
FROM THE
2001 STATE CONVENTION
of the
WASHINGTON RURAL
LETTER CARRIERS'
ASSOCIATION

RICHLAND, WASHINGTON

WASHINGTON STATE CARRIER OF THE YEAR 2001: DAVE REPPE



Carrier of the Year for Washington State for 2001, Dave Reppe, of Touchet, Washington, accepts his award from WRLCA Vice-President Patricia Alexander. Watching on are, at far left, WRLCA President Daniel Schrup, and to Dave's right is his wife, Sandy. Dave is the WRLCA District Four Representative. Congratulations Dave!

Monday, June 18, 2001

At 9:00 a.m. a joint meeting of the Washington Rural Letter Carrier's Association and its Auxiliary was called to order by Convention Chairperson, Dave Reppe, in the International Room of the Shilo Inn, Richland, Washington. Ed Koschalk was asked to come forward to give the invocation and also read a poem entitled "Interview with God." The Presentation of Colors was presented by Neil Buchanan and Johnny Capwell with Neil leading everyone in the Pledge of Allegiance. Dave Reppe then presented the gavel to Association President, Dan Schrup.

President Schrup introduced the Association officers; Vice-President Patricia Alexander, Secretary/Treasurer Becky Wendlandt, Editor Dan Snyder (was not in attendance), Retired Carrier Representative Ed Koschalk, District I Representative Polly Moore, District II Representative Ann Lamm, District III Representative Steve Brewster, and District IV Representative Dave Reppe. Dan then introduced the national guest speakers as Steve Smith, NRLCA President and Joye Bodie, NRLCA Auxiliary. Spokane District Manager, Clair Brazington, was also introduced as another speaker. All were asked to stand and given a round of applause.

Auxiliary President, Steve Roakes, then came forward with all the juniors to present their program, "The Junior America Contest." Steve then introduced the Auxiliary officers; Vice-President Mike Peck, Secretary/Treasurer Myrtle Buchanan, District I Representative Delores Robb, District II Representative George Sisley, District III Representative Donna Walker, and District IV Representative Mike Crow.

President Schrup and Secretary/Treasurer Becky Wendlandt then asked all County President's and Secretary's to come forward to be recognized. Each one gave their name and the county they represented. Dan then introduced State Steward, Charles Alexander. Charles asked the following stewards to come forward to be recognized: Senior Assistant State Steward Judith Peck; Assistant State Steward's Marc McIntosh, Shawn Johnson, Patricia Alexander and Monte Hartshorn; Area Steward's Janice Sisley and Dan Schrup. All area local stewards were asked to stand and be recognized. All received a standing ovation. Dan then asked all Ad-Hoc Trainers, QWL/EI Facilitators, and DJSC members to stand and be recognized. All received a round of applause.

President Schrup then introduced speaker Joye Bodie, NRLCA Auxiliary. Joye then spoke of their program, "A Program of Tolerance." The project this year is The Foundation Fighting Blindness, with angels chosen as the symbol. The mottos chosen for this year are 'Vision for the Future' and 'In God's eyes we all have perfect wings'. The song, "Don't Laugh At Me" by Mark Wills was chosen to help represent this years program of tolerance as well as they hymn, "Amazing Grace". The Harmony Rose is the flower, representing harmony between members of the Auxiliary as well as the Association, working together. Danny Wright, Auxiliary President, sent up a raffle for a trip to Hawaii with a ticket costing only \$1 to help fight blindness. Joye also spoke of the scholarships offered by the Auxiliary and their program of safety, bicycle and walking. Joye ended by thanking the Association. Secretary/Treasurer Becky Wendlandt then presented Joye with a thank you gift.

President Schrup then asked Vice-President Pat Alexander to honor all the retired carriers. Lynn Walker, Ed Koschalk, Neil Buchanan, Vivian Ewing, Harley Robb, Darlene Kendall, and Johnny Capwell all came forward to be recognized. There were 173 years of service between this retiree's. Pat then asked all first-timers to come forward and introduce themselves and where they were from. There were 12 in all.

Sandy Reppe then came forward and welcomed everyone to the convention and read 'A Family' poem. She thanked everyone for their support this past year during her battle with cancer.

President Schrup then introduced speaker Clair Brazington, Spokane District Manager. Clair thanked the Association for inviting him and thanked rural carriers for delivering the mail! He spoke regarding the Postal Service financial condition saying the loss is projected to be around \$1.5 billion. He spoke of Jack Potter, the new Postmaster General, as being honest, straightforward, operations oriented, however, facing two to three years of tough financial times. He mentioned the QWL/EI (Quality Work Life-Employee Involvement) bi-annual meetings as being successful with two items on the agenda, recruiting and training. He also mentioned the rural pay and is worried about fundamental change in the contractual relationship. He feels the strength of

the people in the postal service will help the organization through this transition period. Clair also stated that he would like to see the rural hourly system prevail over the city's. He spoke a little in regards to PTF (part time flexible) rumors, auxiliary hours (RCA's carrying more than one route, count issues), and the employee survey program. Clair ended by thanking the Association and Secretary/Treasurer Becky Wendlandt presented him with a gift. State Steward, Charles Alexander, thanked Clair for all he's done with the joint training program.

President Schrup adjourned for a short break at 10:45 a.m.

President Schrup called the meeting to order at 11:00 a.m. Secretary/Treasurer Becky Wendlandt read roll call. All officers and delegates were present with the exception of Okanogan and Editor. Becky then asked for each Delegate-at-Large and State Officer to come forward and the Yea/Nay cards were distributed.

President Schrup then went over convention procedures and Robert's Rules of Order Newly Revised. Dan then read the following:

Convention Standing Rules

1. Each session shall start at the time announced in the convention program.
2. The convention shall proceed using Robert's Rules of Order, Newly Revised.
3. Voting on specific issues shall be by the use of yea and nay cards.
4. Non-delegates may be recognized and allowed to speak at the discretion of the Chair.
5. Only duly elected and seated delegates shall be allowed to vote on issues before the convention delegates.
6. Before a member can make a motion or address the convention, until a microphone is available, the member must approach the microphone and state his/her name, whether a delegate or non-delegate, and his/her county affiliation.
7. Resolutions shall be read and if no objection is voiced, they shall be considered passed at the sound of the gavel by the Chair.
8. All resolutions objected to shall be brought before the delegates for consideration after all resolutions have been presented.
9. Resolutions not passed at first reading shall be presented to the delegation for consideration. The delegate who objected to the resolution shall be allowed to present his/her argument or call for clarification at the second reading. The delegate at large for the county of origin or a designee shall be allowed to present the first arguments for the resolution.
10. During the second reading of resolutions, the time limit for consideration shall not exceed 10 minutes including all amendments to the resolution unless extended by a majority vote of the delegates.
11. During consideration of resolutions at the second reading, the con and pro shall alternate with a 2-minute time limit per person.
12. If there is no opposing position to be presented, the resolution shall be brought to an immediate vote of the delegates.
13. Campaign materials may only be distributed at or near the entrance of the convention floor.
14. The reports of the Officers of the WRLCA shall not be read to the delegation. Time shall be set aside during a question and answer period on the first day to allow delegates to question or comment on the reports. Reports will be available for dissemination in the morning on the first day of the convention.

These rules shall be in force throughout the convention unless amended by a 2/3's vote of the delegates.

Shawn Johnson moved to accept the Convention Standing Rules and Sandy Peterson Smith seconded. Donna Roakes made a motion that the Association's State Steward and Secretary/Treasurer reports are read aloud and all other officers' reports are distributed to the Association in written form. Lynn Walker seconded the motion and there was a discussion. The motion was voted on but failed. Bill Allen made a motion to amend Convention Standing Rule #6 by inserting "...address the convention, until a microphone is available, the member...". This was seconded by Donna Roakes, voted on and passed. The Convention Standing Rules were voted on and passed as amended.

President Schrup then read the following: "WRLCA Constitution and Bylaws, Article 1, Sec. 2B states in part: "On the first day of the State Convention the President will ask the elected convention delegates to decide by voting if they want to hear proposed Resolutions and Constitution and Bylaws changes from the floor during

new business.” A discussion followed regarding hearing Resolutions and Constitution and Bylaws from the floor. Dale Ryan made a motion that Resolutions and Constitution and Bylaws not already submitted, be addressed during new business with the exception of the courtesy resolution. Kate Caffey seconded the motion. Secretary/Treasurer Becky Wendlandt reviewed the guidelines and Dan read the following:

WRLCA By Laws, Article 1, Section 2B: On the first day of the State Convention the President will ask the elected convention delegates to decide by voting if they want to hear resolutions and proposed constitution and by law changes from the floor during new business. The Resolutions Committee and Constitution and By Laws Committee will only be responsible for resolutions and proposed constitution and by law changes that have been submitted and passed by county units. If the delegation decides to hear resolutions and proposed constitution and by law changes from the floor during new business, then the delegate who is submitting it must use the proper form, have enough copies for all elected delegates, and submit them to the Vice President by the close of business the second day of the convention.

The motion was voted on and passed.

President Schrup then read the following:

Committee Assignments 2001 Convention

Credentials

Ann Lamm, Board Rep.

1. Joanne Blackburn, Chair
2. Gary Adams
3. Susie Hill

Finance

Charles Alexander, Board Rep.

1. Shawn Johnson, Chair
2. Noretta Stritzke
3. Karen Crombie
4. Margene Horrell

Constitution & Bylaws

Patricia Alexander, Board Rep.

1. Judi Peck, Chair
2. Renee Cowan
3. Sharon Hurlbut

Tellers

Dave Reppe, Board Rep.

1. Mike Cammack, Chair
2. Donna Lower
3. Diana Jones
4. Jim Pease
5. Joyce Patteson
6. Karen Kayala
7. Dale Ryan
8. Jim Hemrich
9. Lacy Hennessey
10. Bill Keith
11. Cathy Johnson

Auditing

Becky Wendlandt, Board Rep.

1. Monte Hartshorn, Chair
2. Becky Pike
3. Nola Bever

Resolutions

Polly Moore, Board Rep.

1. Bill Allen, Chair
2. David Ray
3. Sharon Madison

WRC

Steve Brewster, Board Rep.

1. Mariann Faulkner, Chair
2. Gail Eidsness
3. Cindy Unglesby

Nominating

Ed Koschalk, Board Rep.

1. Marc McIntosh, Chair
2. Kate Caffey
3. George Martinez
4. Linda Maurus
5. Joyce Flanigan

Mileage and Per Diem

Dan Schrup, Board Rep.

1. Janice Sisley, Chair
2. Judy Nuxoll
3. Janie Walla

President Schrup then asked the Credentials Committee to come forward and give their preliminary report. Chair Joanne Blackburn introduced the committee and Susie Hill read the following:

**2000-2001 VICE PRESIDENT'S REPORT
PATRICIA ALEXANDER**

I have attended all Board Meetings, and I plan to attend the State Convention and National Convention to represent the wishes of Washington Rural Carriers across the State. I answer telephone calls and E-mail as soon as I possibly can, and I enjoy visiting with rural carriers about issues of importance to our craft and association.

From May 19 to May 23, 2001, I attended the 2001 State Presidents' Legislative Seminar in Washington, D.C., with President Dan Schrup. Dan and I listened to Ken Parmelee and Cassie Folk talk about issues of importance to the Postal Service and to rural carriers, including the Postal Modernization Act of 2001, as the NRLCA supports the effort to pass comprehensive postal reform legislation; the Tax Treatment of Rural Letter Carriers' Expenses, S 860, which will allow us to either deduct 100 percent of our EMA or have the alternative option of filing the actual expense method for employee business expenses; the Windfall Elimination Provision Modification of Social Security, HR 1073, which will modify the formula of the Windfall Elimination Provision to allow those of us who are on the Civil Service Retirement System and have paid Social Security at other jobs keep from losing up to 55 percent of our Social Security benefits; the Cafeteria Plan of Benefits, which is a good concept, except indexing the voucher for the Consumer Price Index could create an enormous problem, because the CPI does not adequately account for medical inflation, which is generally double the amount of the CPI; and lastly, the Use of Pre-Tax Annuities for FEHBP Premiums for retirees to use pre-tax dollars to pay their Federal Employees Health Benefits Program insurance premiums.

Dan and I visited all 11 of your Washington State representatives in Washington, D.C., and we were pleased that they took notes and appreciated the one-page position papers that Ken and Cassie had developed for us.

Jim Slaughter, NRLCA Parliamentarian, spoke to us about running a State Convention, State Constitution and Bylaws, Roberts Rules of Order, and State Board Policies. I gave copies of this information to Washington State Secretary-Treasurer Becky Wendlandt, and I have recommended that Jim speak to the Secretary-Treasurer National Conference.

I have also been responsible for receiving the Carrier of the Year nominations.

Respectfully submitted,
Patricia Alexander
WRLCA Vice President

**2001 ANNUAL REPORT OF
WRLCA SECRETARY/TREASURER
REBECCA WENDLANDT**

Hello Fellow Members of the WRLCA and Honored Guests:

Looking back on this 00/01 year has been inspiring yet challenging. This has been the year for learning more about the Access program in conjunction with the upkeep of our 2,600 names data base, as well as working with the State Secretaries from Connecticut, Colorado, and Illinois, as well as the State Steward from Arizona, at our National office to develop the membership data base that can be used by all State Secretaries alike. I still remember starting as State Secretary in 1993 with no computer, so we have come along ways!

MEMBERSHIP: Here are some membership stats:

93/94:	1342 members
94/95:	1633 members (reliefs went on dues withholding this year)
95/96:	1732 members (start of TRC designation)
96/97:	1752 members
97/98:	1805 members

98/99: 1785 members
 99/00: 1773 members (new designation of PTF created this year)
 00/01: 1738 members

We now have over 200 TRC's in Washington State. This has created our loss of membership this year. Using a 50% membership rate, which we are very close to, that means that we would have had 100 more members this year. Also, this affects our delegate strength at National Convention. It is possible that we may lose 1 regular delegate this year, and at this rate, for sure next year. In addition, I notice our percentage of recruitment of RCA's is dropping, which I believe is due to the fact that the majority of new hires going through our Ad Hoc training program is TRC's, thus we do not capture the new members at the training like we use to. Once the TRC has worked as a non-member, it is harder to convince them that they need to become members once they are a RCA. We still have 197 non-member regulars (935 regular members) and 409 non-member reliefs (470 relief members) that I send a mailing to twice a year, and National also sends a mailing to twice a year, to recruit them. Thanks to the recruitment efforts of the Ad Hoc Trainers, local stewards, and board members we are giving our best to increase membership.

BUDGET AND FINANCES:

Thanks to the wisdom of the financial committee and delegates last year voting in a dues increase we have been able to not repeat last years deficit. Although we have not funded some items in the steward program as much as we feel it should be, we have been able to use the LWOP days to represent our craft. Let's not forget that this representation is for members and non-members, which is our duty of fair representation. The board started with it's first meeting as the budget meeting, taking 3 to 4 hours to go over and budget each line item, as well as set the dates and locations for the year. A budget is an estimate of what we think will happen, based on last year's history. Some items, such as salary, are set and easy to budget, however the big items such as what the steward program will need in LWOP are variables, and is always something that brings much discussion. We always hope for the best, budget on what we think we will need, and in the last few years, that need has been growing. With more routes and craft to represent, as well as the increasing confrontational climate, we see our stewards having to work more and more. This is not just our State, however, it is also the National trend.

The board is challenged 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. As a unified board, we believe that on-going training of local stewards, area stewards, and assistant state stewards are a priority. **A real big thank you** needs to go to our State Steward, Charles Alexander, for his encouraging members to become local stewards, as well as mentoring those local stewards to go on and become area stewards and assistant state stewards. Charles has a E mail update that is the envy of the Nation, in fact at every meeting at National I go too, someone asks me if Charles would include them on his E mail updates. I also am very impressed with the abilities of our Assistant and Area Stewards, as well as our Local Stewards. **Thank you all for your excellent representation of our craft.**

Here are some steward stats for the last 6 years:

Steward LWOP used for 11 months (July 1 thru May 30):

95/96 dues year: 176 days (1 State, 5 Assistants)

96/97 dues year:	230 days	(1 State, 4 Assistants, 2 Area)
97/98 dues year:	210 days	(1 State, 3 Assistants, 8 Area)
98/99 dues year:	296 days	(1 State, 4 Assistants, 7 Area)
99/00 dues year:	299 days	(1 State, 6 Assistants, 6 Area)
00/01 dues year:	326 days	(1 State, 5 Assistants, 2 Area)

The breakdown on steward costs is as follows:

11 month 95/96 Total Steward Cost: (we had 1 State Steward and 5 Assistants)	\$ 69,225.73
11 month 96/97 Total Steward Cost: (we had 1 State Steward, 4 Assistants, and 2 Area)	\$ 79,935.63
11 month 97/98 Total Steward Cost: (we had 1 State Steward, 3 Assistants, and 8 Area)	\$ 77,076.72
11 month 98/99 Total Steward Cost: (we had 1 State Steward, 4 Assistants, and 7 Area)	\$ 91,643.75
11 month 99/00 Total Steward Cost: (We had 1 State Steward, 6 Assistants, and 6 Area)	\$ 96,660.65
11 month 00/01 Total Steward Cost:	\$103,677.03

Notice the growth in expenses that directly correlates with the growth in grievances we have experienced this year, mostly in the Seattle District!

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
11 month 97/98 Total Steward Training Expense:	\$ 5,921.55
11 month 98/99 Total Steward Training Expense:	\$ 10,982.63
11 month 99/00 Total Steward Training Expense:	\$ 10,525.84
11 month 00/01 Total Steward Training Expense:	\$ 7,932.36

Since our Area and Assistants are now "seasoned warriors" it has cost less for training, however, the board feels united that we need to increase the reimbursement of training expenses for the local stewards, to encourage them to take their time to represent the craft. A major reason for training expense going down is due to Charles E mail "informational training". What once was given out at trainings can now be sent to all as attachments and updates on E-mail. There is a price to have a highly organized and diversified steward program such as ours, however, ours I must say, comes with not only a dollar cost but also dedication and ability of our fine stewards. Many States are starting to see the need to fund their Steward Program more, especially when they lose good stewards who get burned out by donating time. While we will probably never be able to pay for each hour our stewards

give to our organization, we hope to compensate enough so that it at the very least, it does not cost them personally to be a steward. Paying LWOP and providing adequate equipment and training is a must! We are going to have to address very soon the need for a full time State Steward. As recommended by the Steward Task Force and National Board, we have over the number of routes and grievances that would necessitate a full time State Steward. If our State Steward goes over 130 days LWOP a year, he steps back his retirement. We can not continue putting pressure on the State Steward to do more in a limited time, and still do his very best.

Our dues structure as provided by our State Constitution and Bylaws is computed on each year at a 40-hour route at Step 3 on the salary schedule as of January 15 for the combined State and National portions. The relief carriers are 25% of the regular carriers dues and the retirees are 12.5%.

Here is the projected revenue from that dues increase:

	00/01 Year Dues	01/02 Year Dues	Dollar Increase	Additional Funds 01/02
Regular Carrier:	\$339.00	\$360.00	\$ 21.00	\$14,726.00
Relief Carrier:	\$ 85.00	\$ 90.00	\$ 5.00	\$ 1,762.00
Retired Carrier:	\$ 43.00	\$ 45.00	\$ 2.00	\$ 500.00

*Total Increase in Funds (Based on 3 quarters for 01/02 year) \$ 16,988.00

*(Based on 935 regular carriers, 470 relief carriers, and 333 retired carriers)

This small increase (less than 8% of total income) will be greatly needed to help keep our State funded, as well as trying to set some aside a small amount in savings since we had to take \$36,650 out for last year's deficit. This is still a very tight budget, and if we see the grievance process rise even more; we will be back in financial trouble.

I have enclosed a copy of the WRLCA Board Policy. Board Policies are made when the need arises, such as clarification of reimbursements, and/or if a member(s) asks that something be changed or added, and if you, the delegates, vote for a binding resolution. Our Board Policy was started July 1, 1993 and is reviewed and/or updated at each board meeting. It has proven very beneficial as a reference for all board members and convention committees. If you feel that any board policy should be changed, please bring it up to the board. We are here to represent you! Please tell us what you want ☺

Did you thank your County President and Secretary? Without them donating their time we would not have an association. Please support them and join the team by taking a turn as a county officer.

Our financial statements, as well as informative spreadsheets, are provided for you to review. I have also included a couple of pages of membership stats for the counties and districts. Thank you for letting me serve you as your Secretary/Treasurer. Thank you my fellow board members, our County Officers, Stewards, and dedicated Ad Hoc Trainers. You all have been a real joy to work with, and I value your friendship. We are a team and I appreciate YOU!

Respectfully Submitted,
Becky Wendlandt ☺

WRLCA BOARD POLICY
JULY 1, 1993 THROUGH MARCH 5, 2001

Updated March 5, 2001, at Seattle, WA Board Meeting.

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.

October 16, 1999 Tacoma, WA

4. The Assistant State Stewards will notify the State Steward on their LWOP usage. The State Secretary will send a copy of the Assistant State Steward vouchers to the State Steward.
5. The Area Stewards will notify the appropriate Assistant State Steward prior to using LWOP.

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.

August 2, 1997 Spokane, WA

4. State Secretary/Treasurer to send quarterly printouts of lost annual and sick leave to each individual.

PER DIEM AND MILEAGE:

August 2, 1997 Spokane, WA

1. Per Diem paid when overnight stay is required.
2. Mileage paid to driver only for board members and appointees.

October 16, 1999 Tacoma, WA

3. Current per diem rate is \$70.00 no matter what the motel costs. (Per diem is for both food and lodging).
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.

August 16, 1998 Renton, WA

6. All board members and appointees are responsible for confirming, guaranteeing, and canceling their own room reservations. If they are unable to attend they are to notify the President or Secretary/Treasurer.

MAILING LISTS:

October 16, 1999 Tacoma, WA

1. All board members will receive a Post Office listing of the rural craft every quarter from the State Secretary.
2. All board members will receive a listing of local, area, and assistant state stewards from the State Steward.
3. The Area and Assistant State Stewards will receive a Post Office listing of the rural craft in October and the rest upon request, from the State Secretary.
4. Certified local stewards will receive a printout of members and non members in their office upon request, from the State Secretary.
5. County Secretaries will receive a printout of all members and non members in their county upon request, from the State Secretary.
6. All mailing lists to be used for Association business only and will be available from the State Secretary only.
7. 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

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

E MAIL LISTS:

July 10, 2000 Spokane, WA

1. All elected and appointed officers and stewards are not to forward E mail addresses without permission of the address holder.

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".

July 10, 2000 Spokane, WA

2. Campaigning in the "Washington Rural Carrier" will be unedited, no more than 1/4 of page in size, and must fit the paper's format.

August 16, 1998 Renton, WA

3. No board member shall include campaign announcements in their reports including the intent to run for re-election or for any other position. Reports are not to include candidate endorsements.

March 5, 2001 Everett, WA

4. The WRLCA Secretaries office will make available to any candidate or candidate's campaign, self-adhesive, pre-printed address labels of all WRLCA Officers, State Steward, Assistant State Stewards, Area Stewards, and County Officers for any campaign announcement or mailing desired. The fee for the labels is 4 cents each. Requests must be made in writing and sent to the WRLCA State Secretary. The request must contain a statement that the purpose in obtaining the labels is for the announcement or campaigning related to the individual seeking a state officer position and/or as a delegate to national convention. A copy of that mailing must also be included with the request for the WRLCA files. The recipient will receive an invoice for the number of labels on the list at the time of mailing from the State office.
5. The WRLCA Secretaries office will also provide the Department of Labor rules concerning the use of the WRLCA membership's address being available for campaigning for state officer position and/or as a delegate to national convention. Once Department of Labor rules are complied with, the WRLCA State Secretaries office will honor any reasonable request by a WRLCA member candidate/delegate to distribute campaign literature to all WRLCA members at the candidate's expense. Requests will be honored in the order received. Campaign literature must be provided to the Secretaries Office in sealed, return address affixed, stamped envelopes, which are ready for mailing. Each candidate should check with postal officials to determine the proper postage. The hourly cost to affix the label to each envelope will be the responsibility of the candidate, and the recipient will receive an invoice for the hourly cost at the time of mailing from the State office. The hourly cost will be the same hourly rate as a 48 K, step 12. The candidate will also need to provide with the request a statement that the purpose in using the WRLCA's membership labels is for the announcement or campaigning related to the individual seeking a state officer position and/or as a delegate to national convention. A copy of that mailing must also be included with the request for the WRLCA files.

January 29-30, 2000 Renton, Wa

6. When mailing meeting notices and membership recruitment notices the return address on the envelope will not have a name, just the office position.

August 2, 1997 Spokane, WA

7. At State Convention, campaign materials may only be distributed at or near the entrance of the convention floor.

October 16, 1999 Tacoma, WA

8. The Editor will review all articles from the Board Members and Stewards for compliance to the board policy on campaigning and has the right to edit it.

July 10, 2000 Spokane Wa

9. No elected WRLCA officers, State Steward, Senior Assistant State Steward, Assistant State Stewards, or Area Stewards are to use E mail addresses to campaign for themselves or others on a State level.

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.

July 10, 2000 Spokane, WA

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. District Representatives are not required to attend any county meetings outside their District unless designated to do so by the Board.

August 16, 1998 Renton, WA

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. 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.

July 10, 2000 Spokane, WA

5. District Representatives or their designee are to send to the board members a E mail overview of the county meetings they attend within one week following the meeting.

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.)

October 18, 1997 Wenatchee, WA

3. All vouchers from board members, the state steward, and assistant state stewards should be turned in monthly to the State Secretary/Treasurer. All vouchers from local stewards and area stewards should be submitted to the State Steward for approval at least every three months.

August 2, 1997 Spokane, WA

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.

August 16, 1998 Renton, WA

5. No board member or employee should turn in any expenses for any person other than themselves unless authorized by the board. 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.

July 10, 2000 Spokane, WA

7. The board discourages the use of cell phones to conduct union business because of the cost. In the event cell phone use is required for union business the bill must be submitted to the board for approval prior to the bill being paid.

October 18, 1997 Wenatchee, WA

8. The State Steward and Assistant State Stewards are responsible for utilizing their long distance carrier credit card in lieu of hotel telephone service when they are in a travel status.

March 20, 1998 Richland, WA

9. Any requests for reimbursement in excess of current allowances are to be submitted on a separate voucher to be reviewed by the board before payment.

October 16, 1999 Tacoma, WA

10. The WRLCA will reimburse the President, Vice President, District Representatives, and Area Stewards up to \$10.00 a month for internet fees. The WRLCA will reimburse the Editor, State Steward, Assistant State Stewards, and Secretary up to \$15.00 a month for internet fees.

GMAC (NATIONAL GENERAL INSURANCE):

April 9 & 10, 1994 Ellensburg, WA

1. All GMAC (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:

August 16, 1998 Renton, WA

1. The PO 603's, contracts, and analysis 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, analysis, and supervisors guide to discipline after certification.

CARRIER OF THE YEAR:

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.

SECRETARY/TREASURER:

August 2, 1997 Spokane, WA

1. A full audit will be authorized by the board whenever a secretary/treasurer leaves office.

BOARD OFFICERS ANNUAL DUTIES AND RESPONSIBILITIES:

April 9 - 10, 1999, Spokane, Wa

1. At the first board meeting all meeting dates for the year will be established and published in the minutes and in the WRC.
2. At the first board meeting all mailing dates for the WRC will be established and published in the minutes and in the WRC.
3. At the first board meeting the budget will be projected and published in the WRC.
4. At the first board meeting the Officer's Duties and Responsibilities Notebook will be reviewed.
5. At the last board meeting the Officer's Duties and Responsibilities Notebook will be reviewed to ensure that it is up to date for each position.

WRLCA EQUIPMENT:

October 16, 1999 Tacoma, Wa

1. All WRLCA equipment is to be labeled "Property of WRLCA".
2. The State Secretary is to keep on file a listing of all WRLCA equipment. Each year the list is to be reviewed by the board.

RETIREMENT PROGRAM:

October 16, 1999 Tacoma, Wa

1. The WRLCA will fund a retirement program for all employees who have meet the minimum qualification of having used over 10 days of LWOP in the preceding year.
2. The board will decide at the first board meeting who will be the trustees of the retirement program.
3. The WRLCA will pay 1% for all and will match up to 4% of wages.

RURAL CARRIER LONG TERM DISABILITY PLAN (RCLTDP):

July 10, 2000 Spokane, Wa

1. The WRLCA will reimburse 25% of the RCLTDP expense for all elected board officers, state steward, senior assistant state steward, assistant state stewards, and area stewards, or equivalent plan with board approval.
2. Those eligible for coverage as indicated in number one shall have the option to refuse said coverage by providing a waiver signed by them and their spouse.

CONTRACT RATIFICATION MEETINGS:

July 10, 2000 Spokane, Wa

1. When a new National contract is proposed the WRLCA Board will conduct at least 2 contract ratification meetings for the active carrier membership of the WRLCA. These meetings shall consist of at least one (1) meeting in District 1 and 2, and one (1) meeting in District 3 and 4.
2. The WRLCA State Board shall vote in accordance with the majority vote of the state members in attendance at these meetings.

**COUNTY AND DISTRICT STATS
FOR 2001 WRLCA STATE CONVENTION**

<u>DISTRICT ONE:</u>	<u># OF MEMBERS</u>	<u>TOTAL</u>
ISLAND, SKAGIT, SAN JUAN #010	119	
KING, SNOHOMISH (KS) #011	356	
WHATCOM # 015	<u>90</u>	
<u>TOTAL FOR DISTRICT ONE:</u>		565
<u>DISTRICT TWO:</u>		
CLALLUM, JEFFERSON #002	44	
KITSAP #003	112	
LOWER COLUMBIA #005	182	
MUTUAL # 006	<u>300</u>	
<u>TOTAL FOR DISTRICT TWO:</u>		638
<u>DISTRICT THREE:</u>		
CHELAN, DOUGLAS #001	28	
LINCOLN, GRANT, ADAMS #004	46	
OKANOGAN #007	22	
SPOKANE #013	146	
NORTHEAST #014	<u>51</u>	
<u>TOTAL FOR DISTRICT THREE:</u>		293
<u>DISTRICT FOUR:</u>		
SOUTHEAST #012	38	
WHITMAN, ASOTIN, #016	37	
YAKIMA #017	<u>167</u>	
<u>TOTAL FOR DISTRICT FOUR:</u>		242
<u>TOTAL FOR STATE:</u>		1,738

WASHINGTON RURAL LETTER CARRIERS' ASSOCIATION
STATEMENT OF FINANCIAL POSITION
AS OF MAY 31, 2001

	<u>May 31, '01</u>
ASSETS	
Current Assets	
Checking/Savings	
101000 · Chkg - WA Trust Bank	37,683.95
102000 · Svgs - APCU	25,632.79
Total Checking/Savings	<u>63,316.74</u>
Total Current Assets	63,316.74
Fixed Assets	
150000 · Fixed Assets	
151000 · Office Equipment	21,980.88
159000 · Less Accum. Depr.	-14,145.00
Total 150000 · Fixed Assets	<u>7,835.88</u>
Total Fixed Assets	<u>7,835.88</u>
TOTAL ASSETS	<u><u>71,152.62</u></u>
LIABILITIES & EQUITY	
Liabilities	
Current Liabilities	
Other Current Liabilities	
210000 · Payroll Tax Liabilities	
210100 · 941 Employee Withholding Taxes	3,216.91
Total 210000 · Payroll Tax Liabilities	<u>3,216.91</u>
250000 · Retirement Plan Payable	
251000 · 401K Employer's Portion	795.88
252000 · 401K Employee's Portion	2,387.66
Total 250000 · Retirement Plan Payable	<u>3,183.54</u>
Total Other Current Liabilities	<u>6,400.45</u>
Total Current Liabilities	<u>6,400.45</u>
Total Liabilities	6,400.45
Equity	
390000 · Unrestricted Net Assets	40,563.88
Net Income	24,188.29
Total Equity	<u>64,752.17</u>
TOTAL LIABILITIES & EQUITY	<u><u>71,152.62</u></u>

WASHINGTON RURAL LETTER CARRIERS' ASSOCIATION
STATEMENT OF ACTIVITIES
11 MONTH - 00/01 YEAR
JULY 1, 2000 THROUGH MAY 31, 2001

	<u>Jul '00 - May '01</u>	<u>Budget</u>
Ordinary Income/Expense		
Income		
400000 · Dues Income	216,879.49	216,000.00
410000 · National General Insurance	23,479.00	25,000.00
420000 · Reimbursements & Refunds	8,333.21	7,305.00
Total Income	<u>248,691.70</u>	<u>248,305.00</u>
Expense		
500000 · Per Capita Expenses	26,024.60	23,675.00
520000 · Meetings and Conventions	32,770.68	44,977.00
530000 · Equipment Fund	3,929.39	2,670.00
550000 · Other Expenses	17,326.12	20,950.00
610DS · President & GMAC - D. Schrup	114.66	470.00
610JP · President - J. Peck	21.81	
620PA · Vice President P. Alexander	2,186.06	740.00
630RW · Sec/Treas. - R. Wendlandt	28,923.55	29,439.00
640DS · Editor - D. Snyder	2,268.91	3,293.00
645000 · Washington Rural Carrier (WRC)	5,891.27	5,500.00
650PM · District 1 - P. Moore	1,113.05	1,247.00
660AL · District 2 - A. Lamm	345.97	897.00
670LB · District 3 - L. Brake	173.34	170.00
670SB · District 3 - S. Brewster	1,019.80	1,138.00
680DR · District 4 - D. Reppe	153.00	1,445.00
690EK · Ret/Car PAC - E. Koschalk	0.00	60.00
700CA · State Steward - C. Alexander	30,582.70	30,060.00
705000 · Steward Training Expenses	7,932.36	10,350.00
710JP · Senior Asst. Stew. - J. Peck	23,152.86	18,740.00
720MM · Asst. Stew. - M. McIntosh	8,789.98	8,900.00
730SJ · Asst. Stew. - S. Johnson	8,496.69	14,320.00
740MH · Asst. Stew. - M. Hartshorn	5,781.63	6,020.00
750PA · Asst. Stew. - P. Alexander	11,409.71	13,260.00
760RG · Asst. Stew. - R. Gerke	3,313.52	7,780.00
810RG · Area Stew. - R. Gerke	250.00	
820JS · Area Stew. - J. Sisley	2,488.13	2,965.00
850BH · Area Stew. - B. Hayes	500.00	1,560.00
870DS · Area Stew - Dan Schrup	683.00	1,003.00
880LS · Local Steward	296.45	400.00
Total Expense	<u>225,939.24</u>	<u>252,029.00</u>
Net Ordinary Income	22,752.46	-3,724.00
Other Income/Expense		
Other Income		
450000 · Interest Income	1,435.83	3,780.00
Total Other Income	<u>1,435.83</u>	<u>3,780.00</u>

WASHINGTON RURAL LETTER CARRIERS' ASSOCIATION
STATEMENT OF ACTIVITIES
12 MONTH - 00-01 DUES YEAR
JULY 1, 2000 THROUGH JUNE 30, 2001

	<u>Jul '00 - Jun '01</u>	<u>Budget</u>
Ordinary Income/Expense		
Income		
400000 · Dues Income	220,589.38	216,000.00
410000 · National General Insurance	23,479.00	25,000.00
420000 · Reimbursements & Refunds	8,333.21	7,305.00
Total Income	<u>252,401.59</u>	<u>248,305.00</u>
Expense		
500000 · Per Capita Expenses	26,811.60	23,675.00
520000 · Meetings and Conventions	49,326.05	44,977.00
530000 · Equipment Fund	4,124.10	2,670.00
550000 · Other Expenses	19,277.21	20,950.00
610DS · President & GMAC - D. Schrup	300.86	470.00
610JP · President - J. Peck	21.81	
620PA · Vice President P. Alexander	2,368.88	740.00
630RW · Sec/Treas. - R. Wendlandt	31,913.83	29,439.00
640DS · Editor - D. Snyder	3,068.91	3,293.00
645000 · Washington Rural Carrier (WRC)	5,891.27	5,500.00
650PM · District 1 - P. Moore	1,113.05	1,247.00
660AL · District 2 - A. Lamm	582.08	897.00
670LB · District 3 - L. Brake	173.34	170.00
670SB · District 3 - S. Brewster	1,019.80	1,138.00
680DR · District 4 - D. Reppe	301.50	1,445.00
690EK · Ret/Car PAC - E. Koschalk	0.00	60.00
700CA · State Steward - C. Alexander	32,494.73	30,060.00
705000 · Steward Training Expenses	10,023.80	10,350.00
710JP · Senior Asst. Stew. - J. Peck	27,882.43	18,740.00
720MM · Asst. Stew. - M. McIntosh	9,039.98	8,900.00
730SJ · Asst. Stew. - S. Johnson	9,453.65	14,320.00
740MH · Asst. Stew. - M. Hartshorn	6,292.81	6,020.00
750PA · Asst. Stew. - P. Alexander	12,661.07	13,260.00
760RG · Asst. Stew. - R. Gerke	3,313.52	7,780.00
810RG · Area Stew. - R. Gerke	250.00	
820JS · Area Stew. - J. Sisley	2,594.76	2,965.00
850BH · Area Stew. - B. Hayes	500.00	1,560.00
870DS · Area Stew - Dan Schrup	853.00	1,003.00
880LS · Local Steward	296.45	400.00
Total Expense	<u>261,950.49</u>	<u>252,029.00</u>
Net Ordinary Income	-9,548.90	-3,724.00

**WASHINGTON RURAL LETTER CARRIERS' ASSOCIATION
STATEMENT OF ACTIVITIES
12 MONTH - 00-01 DUES YEAR
JULY 1, 2000 THROUGH JUNE 30, 2001**

	<u>Jul '00 - Jun '01</u>	<u>Budget</u>
Other Income/Expense		
Other Income		
450000 - Interest Income	1,782.76	3,780.00
Total Other Income	<u>1,782.76</u>	<u>3,780.00</u>
Net Other Income	<u>1,782.76</u>	<u>3,780.00</u>
Net Income	<u><u>-7,766.14</u></u>	<u><u>56.00</u></u>



NRLCA President Steve Smith, at podium, installs the newly elected or re-elected WRLCA State Officers. L to R are Daniel Schrup, Patricia Alexander, Becky Wendlandt, Dan Snyder, Becky Pike, Ann Lamm, Steve Brewster, Dave Reppe, and Lynn Walker.

WRLCA FINANCIAL SPREADSHEET FOR YEARS 95/96 THROUGH 99/00 WITH NUMBER OF MEMBERS, ROUTES, AND STEWARD COSTS					
Year (July 1 through June 30)	95/96 Year	96/97 Year	97/98 Year	98/99 Year	99/00 Year
Total Number Of Members	1,732	1,752	1,805	1,785	1,773
Total Number of Regular Routes	989	1,021	1,064	1,099	1,139
Total Number of Auxiliary Routes	176	171	178	173	163
Total Number of Routes	1,165	1,192	1,242	1,272	1,302
Total Income	\$ 189,545	\$ 204,250	\$ 210,928	\$ 221,073	\$ 218,658
Total Expenses	\$ 181,664	\$ 200,826	\$ 204,746	\$ 220,785	\$ 255,308
Net Profit/Loss	\$ 7,881	\$ 3,424	\$ 6,182	\$ 288	\$ (36,650)
Gross Income Per Route	\$ 162.70	\$ 171.35	\$ 169.83	\$ 173.80	\$ 167.94
Cost Per Route for Total Per Capita Expenses	\$ 19.83	\$ 20.02	\$ 19.76	\$ 21.51	\$ 19.06
Cost Per Route for Total Meeting Expenses	\$ 32.85	\$ 37.21	\$ 25.83	\$ 29.06	\$ 37.86
Cost Per Route for Total Equip/Acct/Payroll/Other Expenses	\$ 8.48	\$ 8.21	\$ 20.65	\$ 11.96	\$ 16.67
Cost Per Route for Total Officer Expenses	\$ 28.86	\$ 29.79	\$ 29.81	\$ 29.25	\$ 35.30
Cost Per Route for Total Steward Expenses	\$ 65.91	\$ 73.26	\$ 68.79	\$ 81.79	\$ 87.19
Breakdown on Total Expenses:					
Total Per Capita Expenses:	\$ 23,103	\$ 23,865	\$ 24,548	\$ 27,359	\$ 24,819
Total Meeting Expenses	\$ 38,272	\$ 44,351	\$ 32,081	\$ 36,962	\$ 49,295
Total Equipment Purchased Expense	\$ 281	\$ 432	\$ 14,044	\$ 6,836	\$ 1,251
Total Accounting, Payroll, & Other Expenses	\$ 9,602	\$ 9,349	\$ 11,607	\$ 8,374	\$ 20,459
Total Officer Expenses	\$ 33,624	\$ 35,504	\$ 37,027	\$ 37,212	\$ 45,964
Total Steward Expenses	\$ 76,782	\$ 87,325	\$ 85,439	\$ 104,042	\$ 113,520
Breakdown on Total Steward Expenses:					
Steward Training Expenses	\$ 14,532	\$ 11,450	\$ 6,843	\$ 14,108	\$ 15,863
Steward Expenses (LWOP, Office, etc)	\$ 62,250	\$ 75,875	\$ 78,596	\$ 89,934	\$ 97,657
# of Assistant Stewards	5	4	3	5	6
# of Area Stewards	0	3	9	8	5
Total # of Area, Assistant, State Stewards	6	8	13	14	12

WRLCA EQUIPMENT PURCHASED 00/01 YEAR

July, 2000

Purchased from Gateway 7/12/00: \$ 1,901.00

Gateway 667 PC Computer s/n 0019466054
APC Back UPS Pro 500 s/n BP500uc/NB0016350694
Boston Acoustics BA 265 Speakers s/n 0140160
HP Deskjet 962C USB Printer s/n MY01N1119V
All to be used by State Secretary/Treasurer

Purchased from Costco 7/12/00: \$ 302.67

Princeton 19" Ultra 95E Computer Monitor
S/n BJAY4500356
To be used by State Secretary/Treasurer

August, 2000

Purchased from Gateway 8/15/00: \$ 174.19

Epson 1200U Scanner s/n BZPX057067
To be used by State Secretary/Treasurer

September, 2000

Purchased from Costco \$ 152.03
Brother 1270 Intellifax s/n EO7710776
To be used by Shawn Johnson, Assistant State Stew.

Purchased from Dell \$ 140.26
128 MB Ram Memory
To be used by State Steward

March, 2001

Purchased From Charles Alexander 3/8/01 \$ 175.00
Used Canon BJC 70 Portable Printer & Cables
To be used by State Secretary/Treasurer

Purchased from Office Depot 3/27/01 \$ 597.29
Xerox Copier XD125F-RY1
To be used by Judith Peck, Sr. Assistant State Stew.

April, 2001

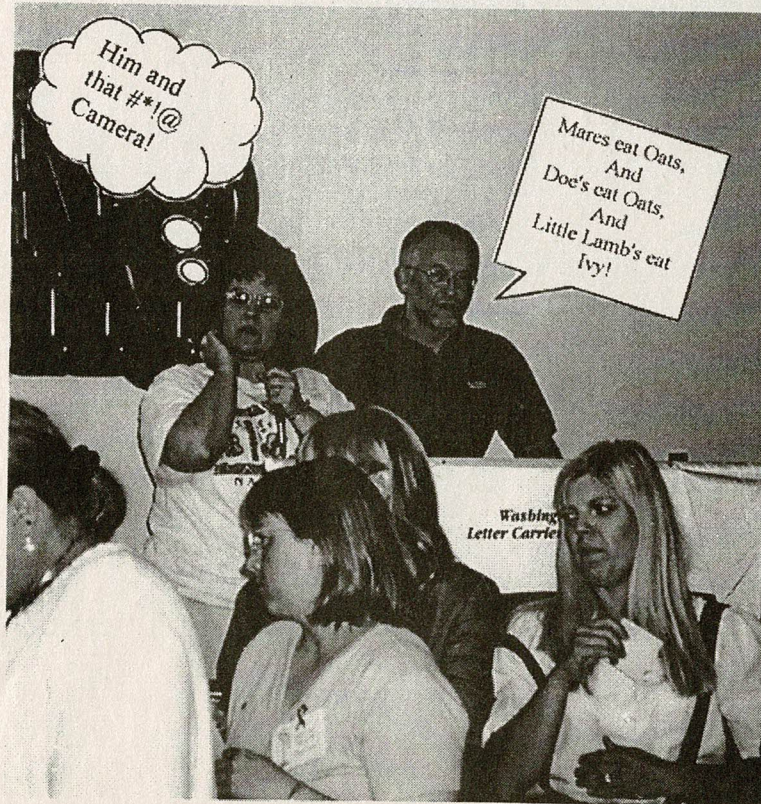
Purchased from Office Depot 4-17-01
Fellows PS80 Shredder s/n 080010228A 15100155936 \$ 215.67
To be used by State Steward

May, 2001

Purchased from Amazon.com on 5-6-01
Visioneer Strobepro5 D-MU Scanner (Portable Scanner)
S/n KA 046W011782 to be used by State Steward \$ 208.28

Total:

\$ 3,866.39



WASHINGTON RURAL LETTER CARRIERS' ASSOCIATION
STATEMENT OF FINANCIAL POSITION
AS OF JUNE 30, 2001

	<u>Jun 30, '01</u>
ASSETS	
Checking/Savings	
101000 · Chkg - WA Trust Bank	4,827.59
102000 · Svgs - APCU	<u>25,915.68</u>
Total Checking/Savings	<u>30,743.27</u>
	30,743.27
150000 · Fixed Assets	<u>7,835.88</u>
	<u>7,835.88</u>
TOTAL ASSETS	<u><u>38,579.15</u></u>
LIABILITIES & EQUITY	
Current Liabilities	
Other Current Liabilities	
210000 · Payroll Tax Liabilities	3,607.56
250000 · Retirement Plan Payable	<u>2,173.85</u>
Total Other Current Liabilities	<u>5,781.41</u>
Total Current Liabilities	<u>5,781.41</u>
	5,781.41
390000 · Unrestricted Net Assets	40,563.88
Net Income	<u>-7,766.14</u>
	<u>32,797.74</u>
TOTAL LIABILITIES & EQUITY	<u><u>38,579.15</u></u>

DAN SNYDAR, EDITOR
"WASHINGTON RURAL CARRIER"
2001 ANNUAL REPORT

Fellow Rural Carriers:

Another busy year as Editor has come to a close. I published and mailed to you four issues of the "Washington Rural Carrier", along being responsible for the Convention program. Hopefully you have found everything to be informative and of high quality.

Since last year's State Convention in LaConner, I have traveled to the NRLCA National Convention in Madison, Wisconsin, attended our Fall Booster meeting in Tacoma, the District 1 & 2 Meeting in Everett, along with attending several county meetings and WRLCA board meetings.

We are still working without a contract. The Post Office isn't going to budge, and we are not going to give in. I think we will do better going to arbitration. News about our progress sure is slow getting out. The Post Office is going to push us to arbitration. Any fact-finding surely would not support their positions.

I read recently about a company who was having trouble recruiting employees. They decided to offer a higher wage, and a sign-on bonus. I wonder how that would work with the Post Office in finding RCA's? Of course, the Post Office's solution would be to cut wages and make the job more undesirable. Then they could offer few training hours, and have management ride the new sub for not being able to make the evaluation. Can they possibly be any more unreasonable? We all know that the goal is to force us on to a rotating relief day system and have us sign up for leave in December.

The Post Office hates to spend any hours and money on training. Some offices will properly train their people and don't care about what happens from District. Other offices will tremble and improperly train their employees. District speaks, and half the managers will wet themselves in fear.

We still have too many offices with postmasters and supervisors who shouldn't be in a position of control over people. They have no people skills at all. With all the trouble they cause, if they worked for a private company, they would have been fired long ago. A position that didn't involve interaction with humans would be more appropriate for them.

Have a great state convention here at the Shilo Inn along the banks of the Columbia River.

Dan Snyder
Editor

**2000 – 2001 Annual Report of
District One Representative Polly Moore**

It's hard to believe another year has passed since our last convention. Why is it that everything around us seems to be changing so rapidly? Is it a sign of the times? Where do we go from here? How do we handle this ever-changing world around us? This is what I have been pondering throughout the year.

One event at a time, one day at a time, one moment at a time. Lets face it, there will be "change" and we need to be able to adjust accordingly. If you are anything like me when change occurs your instincts tell you to dig in. You don't want to budge. If there is one thing I have learned by doing just this, it is you only weigh down the inevitable! Life goes on regardless of whether we like the direction or not. Whether we think it is fair or not. Whether we want to go along with it or not.

So what am I trying to say with all of this? (Bite the bullet because we will soon be in for a ride.) Look around at all the big corporations. Their production is growing and yet they are cutting back employees. Computers are doing the brainwork and we are doing the grunt work. Corporations are hiring sub contractors so that they will not have to pay benefits to full time employees. There is no longer loyalty to the employee. It use to be that you would work for a company for years earning benefits and respect. You could really take pride in your work. As carriers we actually had time to take a moment with our customers. How many of you now knock on the door and place the package on the porch instead of handing it to the customer because you feel rushed to get done? We are expected to carry more mail for less money and within the same time restraints. We are worked as machines and they wonder why we break! If you do break you have to jump through many hoops in order to receive the benefits and care you have coming. I'm not writing this to bum you out, just to sum up some of the obvious changes already taken place.

We really need to focus on the future and try to calculate up and coming changes. What direction is the postal service really going in? What kind of future does the postal service foresee? Where do we fit in? Where do we need to give and where do they need to give? We need to start asking ourselves these questions so that "change" doesn't jump up and bite us. It is a lot easier to accept if we see it coming and have time to give it a little thought.

Now back to my old issue...Get involved...Be informed!

Respectfully Submitted
Polly Moore

**2000 – 2001 Annual Report of
District Two Representative Ann Lamm**

Hello Fellow Union Members:

This has been a very exciting and busy year for me. I have enjoyed meeting as many people as I have and going to different places and holding different positions.

I made a statement last year when I ran for the District 2 Representative position that I wanted to meet people and hear what other counties concerns were. I also wanted to know how they were able to get more people involved with their meetings and their Union. I found that our concerns are pretty much the same across the board. What effects one office does so in most other offices. Some to a GREATER degree than others. But the disturbing factor here is that there is very little involvement in county meetings. This is the most local place for people to get up to date information, discuss the issues in your office with generally a representative from State to help you. Also answer questions about the contract, count or anything that is happening nationally. I urge everyone to take an interest in your Union and be supportive before we are put in a position later on down the road when we will wish we had a Union to fall back on. Our jobs are at stake or could be sooner than we expect.

I attended all but one county meeting and that was due to two meeting on the same night. We have corrected the problem so as to that happening again will be very unlikely. I was also at all except one State Board meeting. I was sent to Facilitator classes during our January meeting. I have enjoyed all the meetings and the exchange of ideas and information updates. The District 1 & 2 meeting was very informative with Bill

Gordon there as well to clarify and answer questions from the floor.

I have worked very hard to keep my expenses to the Union as low as possible. Not only myself but the rest of your board members as well. There is an awful lot of free time and legitimate expenses given to our Union members. And it is given gladly in order to be of help and service.

I am looking forward to the State Convention this year in Richland. Dave has worked very hard. It will be a success. I also am looking forward to representing you at national this year. There is a lot of work that has to be done.

Respectfully Submitted,
Ann Lamm
District 2 Representative

**2000 – 2001 Annual Report of
District Three Representative Steve Brewster**

Hello Fellow Carriers,

Greetings from the new guy! As many of you know, I was asked to be the District 3 Rep when Larry Brake decided to step down. (Big shoes to fill!) Larry is a guy who has done a lot and is very knowledgeable about union matters. Thanks, Larry, for all you have done!

It was quite a year. It was great to travel to Wenatchee (Chelan, Douglas County), to Okanogan (Okanogan County), Spokane (Spokane County) and Moses Lake (Lincoln, Grant and Adams Counties). I did not make it to Chewelah for North East County; I already had a firm commitment to D.J. the Bi-county Prom. (That was fun, too)

It was great to talk and listen to other carriers from around the state and to get their perspectives about things. I have learned a lot from listening to other carriers. That is what I've valued the most.

It has also been my pleasure to get to know the state officers. We are all lucky to have this group. They work well together. Under Dan Schrup's leadership, the board meetings were polite, very productive, professional and enjoyable.

That brings me to our Steward Program. (Where the hard, pavement pounding, nitty gritty work is done). This is what our union is all about. (Not to say that Becky doesn't work her tail off) It is why we pay our union dues. **TO REPRESENT THE CRAFT!**

Our leader, Charles Alexander, Washington State Steward, with his faithful, always present Assistant State Steward (and wife) Patricia, at his side, have done our state proud. We are so lucky to have them, along with Judith Peck, Marc McIntosh, Monte Hartshorn, and Shawn Johnson. They all spend hours working for us, sometimes without thanks, and often with complaints. **THANK YOU.**

March 18 was our District 3 and 4 meeting in Moses Lake. The motel was great to work with, and the meeting was well attended. All and all, I felt it was a good event. It was informative as well as entertaining.

I look forward to the coming year, a tough one with Arbitration and all, but we will survive. The rural carrier way of life is worth preserving. Leave on demand, a fair E.M.A. or a provided vehicle, pay issues, etc. are some of the things on our minds. Hopefully together, as a union, we can overcome these issues.

Thank you.
Respectfully Submitted,
Steve Brewster
District 3 Representative

**2000 – 2001 Annual Report of
District Four Representative Dave Reppe**

What an interesting year!!!

After being elected as the District 4 representative at the year 2000 convention in La Conner, the first task at hand was 2001 convention.

The association had cancelled the existing contract for the 2001 convention site, so the search to find a convention site was the priority concern. By the first board meeting in July four hotel properties in the Tri-Cities had submitted proposals to host the 2001 convention for the boards consideration. After discussing the merits of all of the proposals, the decision was made to contract with the Richland Shilo Inn. With the signing of the contract with the Shilo Inn for hotel rooms and meeting rooms and O'Callahan's Restaurant for catering services, the convention planning could proceed.

As the District 4 representative, I have attended all of the board meetings, the fall booster meeting, as well as both the Districts 1,2 and District 3,4 meetings. In addition, I also attended all of the county units meetings held with the boundaries of District 4, as well as a Whatcom County meeting and the county meeting held in Moses Lake.

I have thoroughly enjoyed participating in all of the activities associated with the duties of District 4 Representative during this last year. Participation in these activities has been without charge of LWOP to our association.

Respectfully submitted,

Dave Reppe
District 4 Rep

**2000 – 2001 Annual Report of
Retired Representative and Political Action Director (PAC) Ed Koschalk**

It's time once again to recap the events of the past year. Convention time means getting together for business, fun, and fellowship. It is the one time of the year when we are able to assemble the majority of our members at one gathering. This year, as in years past, we have seen the ranks of the retired grow. Several more of you have joined the ranks of the retired and a more relaxed and casual lifestyle. We welcome you and wish you the best. Congratulations!

This past year for me was limited to attending the District III/IV meeting in Moses Lake and my local Spokane County meetings. I passed on the District I/II meeting to get away from the winter drudgery by heading down under for three weeks to take in the scenery of New Zealand and Australia. I highly recommend both. Ann and I had a great time taking in the sights and being able to visit with several of Ann's relatives on her Father's side of the family who chose to make Australia their home. Needless to say, we had a great time, and look forward to possibly making a return visit. Sorry, didn't mean to bore you with such trivial matters. But, isn't that what retirement is supposed to be about, doing those things you've spent your life working for?

My article for the spring issue of the Washington Rural Carrier did not make print, so I will include segments of it in this my final report as your retired representative. My term will come to an end with elections at this convention. In addition to my spring issue article, I am also attaching some helpful hints that appeared in an old Spokane MSC Postmark (newsletter) back when we had such a thing.

Planning on retiring? Read and review all retirement information provided by your agency and OPM. Be aware of help and advice available from retiree groups or organizations. Take advantage of this help. Examples of groups or organizations are: NARFE (National Association of Retired Federal Employees) and AARP to name a couple. Make an appointment with a retirement counselor in your personnel office to review

your OPF and to complete an application for retirement (SF-2801-1) to determine that records in you OPF are sufficient verification for retirement purposes. This is the time you can verify your records and provides you the opportunity to obtain the necessary documentation if needed. A publication is available to you for the asking. This publication is Handbook EL-502, March 1991, CSRS Retirement Guide.

The retirement process is a complex one. EACH INDIVIDUAL'S RETIREMENT SITUATION IS "DIFFERENT". Many factors must be taken into consideration and therefore one answer does not apply in all situations. Take advantage of the groups or organizations that provide help in addition to the retirement counselor you meet with. Obtain and READ the Handbook EL-502. Our National magazine and publications such as Federal Times provide articles from time to time on retirement. ASK QUESTIONS. OPM has indicated that there are about 10,000 employees in the wrong retirement system because of agencies' administrative errors. There is an Internet site available for more information if you have questions. Go to www.opm.gov/benefits/corrections. Remember, it's your responsibility to assure your records are complete and all information regarding your service and eligibility for retirement is correct.

On the PAC side of my report, I would like to pass on some information received from our State Steward, Charles Alexander that helps me in encouraging you to contribute to our NRLCA PAC. This applies to those of you in the CSRS retirement system. It affects those with less than 30 years of "substantial" Social Security covered earnings. The "windfall elimination provision" (WEP) reduces one of the multipliers used in calculating a Social Security benefit on a phased in basis, yielding a maximum reduction of about \$280 a month. Legislation has been reintroduced in the House to provide relief from the WEP that reduces the Social Security benefits. The NRLCA and NARFE (National Association of Retired Federal Employees) plan to lobby for just such relief. This is where your PAC dollars help our Vice President of Government Affairs (Ken Parmalee and his assistant Cassie Folk) make our desires known to those in Congress and hopefully gain their support in getting this relief passed. One newly introduced bill (HR-1073), by Rep. Barney Frank, D-Mass., is a repeat of previous measures he has offered. Another pending bill (HR0848) would repeal the penalty entirely. However, Frank's approach-which has 49 cosponsors- is considered to have the greater chance of passing. Of course, you can also be of further help by writing your congressman and encouraging them to support this effort.

This not being a Presidential election year has no doubt had some bearing on the reduced PAC contributions received thus far this year. My not being visible at more local meetings and promoting PAC has also been a contributing factor. Nevertheless, we do not rank at the bottom in PAC contributions. We could and should do better. To date, we have contributed a total of \$2,053.00 in support of PAC. We can still make this a respectable year for PAC by adding to any contribution you may have already made, or by considering a PAC donation if you haven't already given. I would like to take this opportunity to recognize our two top PAC supporters: Michael Cammack - a member of the elite circle, and Susie Hill who is not far behind. In addition, I would like to recognize those who have achieved executive circle status: Dan Snyder, Judith Peck, Charles Alexander, Dave Reppe, and Neil Buchanan. To all of you who have contributed to PAC, give yourself a pat on the back. When we pool our resources through PAC, we improve our efforts of having our concerns heard and favorably acted upon in Congress. Thirty-nine of our members have answered the PAC call. At last count, we have 1,787 members. A dollar per remaining members would raise another \$1,748.00 towards having our voice heard.

In closing, I would like to thank you for your support and allowing me to represent you as your retired representative and PAC Chair.

10 Smartest Things You Can Do As You Approach Retirement

1. Begin your retirement planning at least a year before you actually retire.
2. Attend a pre-retirement seminar the first time you are eligible. This will give you a basic framework on which to determine what type retirement you want, when you want it, and how you will pay for it.
3. Keep your retirement plans confidential. This allows you to change your mind if retirement plans change.
4. Discuss your decision and plans with your spouse. Be sure that the interests of both will be preserved

- in your new lifestyle.
5. Be aware of the various retirement options. Discuss those options with the retirement counselor in your agency. Base your decision on facts, not on the advice of a friend who may have an entirely different situation.
 6. Review your life and health insurance needs and figure the costs as you decide which policies to take with you into retirement.
 7. If you decide to move, visit potential retirement sites and decide which are most likely to meet your emotional, financial and social needs. Try a year or more of renting in the new area before "burning your bridges" back home.
 8. Take advantage of the various "thrift" plans available to you. Save the maximum you can even if you will only be in the program for a year or less.
 9. Take a financial inventory. Verify all income sources available to you in retirement. See if you qualify for Social Security or other benefits. Review your investments for the highest possible return with the least risks. Budget for the unexpected expenses such as increasing college tuition for your children or medical care for a dependent parent.
 10. Read and review all retirement information provided by your agency and OPM. Be aware of help and advice available from retiree groups and organizations. Take advantage of that help.

Respectfully submitted,
Ed Koschalk
 Retired Carrier/PAC Representative

2001 Annual Report of Charles K. Alexander, State Steward

National President Steve Smith, Fellow Officers, Delegates, Members of the NRLCA and the Washington Rural Letter Carriers' Association, Guests, and Friends:

As I look back on the year just past, I see a time where conflict and confrontation seem to be gaining the upper hand to resolution through cooperation. Pressure from working without a contract for over 18 months, dealing with delayed starting times and wildly-fluctuating mail volumes, suffering from lackluster hiring efforts and changed relief days, enduring irrational 2080/2240 projections and the accompanying threats, and grieving for the return of "R" time that should never have been denied, are but a few of the many frustrations that have led to the decline in faith for jointly resolving issues with management. While there have been some notable exceptions which I will detail later, the Seattle District, where the majority of our State's rural carriers work, seems determined to replace whatever cooperative ventures still remain with an unequivocal adversarial relationship. At least for the Seattle District, the immediate future seems likely to be paved with conflict, grievances, and hard feelings.

The saddest realization about adversarial relationships is that nobody really wins. There is virtually no possibility of a win-win resolution to a problem when one or both of the involved parties is out to teach the other side a lesson. Sometimes the best course of action to pursue when a previously cooperative relationship goes south is to seek the help from a higher level of management. Such was the case in the following example:

"R" TIME FOR WORKING IN EDIT BOOKS

Since 1997, rural carriers in the Seattle District had been denied nearly all "R" time for working in Edit Books during the count period. After the 1999 mail count, I requested that a Step 3 grievance be filed by National Officer Bill Gordon directly against the District for Operations Programs Support's denial of all "R" time on 388 routes in 73 offices. Following an unsuccessful remand to Labor Relations and myself, the grievance was set to be appealed to Step 4 and possibly regional arbitration for resolution. I stated, "was set," because as of September 8, 2001, we no longer had a need to proceed. During a two-week period, Senior Assistant State Steward Judi Peck and I had two lengthy meetings with Seattle District Manager Dale Zinser concerning the deterioration of the historically co-operative relationship between Seattle District rural carriers and Bob

Nelson's staff in Operations Programs Support.

Since the retirement of long-time Customer Service Analyst Harry Feist, rural carriers have increasingly come under the relentless redlining knife of Nelson's staff (consisting of Senior Analyst Joyce Fernandez, former Snohomish rural carrier Mary McKillop, and former statistician / city carrier supervisor Bill Lance.) All efforts to work out our differences concerning redlining and/or "R" time have been unsuccessful. Thankfully, Dale Zinser agreed to meet with us and help bridge the widening gap of trust between the WRLCA and Operations Programs Support. According to Dale, even though Operations Programs Support and Labor Relations advised against it, he wanted to try to resolve the outstanding grievance on "R" time for Edit Book duties and work out some standards for the same for the 2000 mail count. The agreement below is the result of that effort. It is far from everything we wanted or deserve, but it is light years ahead of anything ever offered by the post-Feist regime in Operations Programs Support.

In summary, the agreement provided for the following: All named routes in the Step 3 grievance were to be credited 2 minutes of "R" time per week for work performed in the Edit Book during the 1999 National Count. The Seattle District was charged with identifying any routes that would have increased in evaluation as a result of the 2-minute increase, and making the appropriate salary adjustments for the period from the beginning of the 1999 - 2000 contract year to the time of our agreement. I did not insist on a base hour change for the others. For the 2000 2-week count, each new delivery added to the Edit Book during the count period was to be credited with 30 seconds of "R" time. In addition, each route in the Seattle District was credited with 1 minute of "R" time per week for required Edit Book maintenance duties, other than those associated with adding new deliveries. I wish I could have achieved more, but at least it is a start and significantly better than the zero "R" time most carriers had been getting the last two years for Edit Book duties. Every significant achievement has to have a beginning.

The agreement was as follows:

"This is the agreement to resolve the column "R" issues that involve time for new deliveries and "Red Book" maintenance.

New deliveries are defined as any delivery that the carrier documents in writing as being first established as a delivery during the count period. It is agreed that 30 seconds would be given for column "R" credit for each new delivery.

"Red Book" maintenance is agreed to be all required duties other than those required for new deliveries. It is agreed that all inspected routes would be credited with 60 seconds per week for "Red Book" maintenance.

In reference to class action grievance #E95R-4E-C00038601 on Column "R" Denial for Red Books in FY/1999, it is agreed the Seattle District will compensate each carrier represented in this grievance 2 minutes a week and the NRLCA will withdraw the grievance currently pending at Step 4. The Seattle District will review each route to determine if a base hour change is warranted and notify the NRLCA the results of our findings.

Any agreement reached at the National level will vacate this agreement. This agreement does not establish a Past Practice and is not binding on future mail courts. We will jointly review this process to determine the appropriate compensation for future mail counts."

SPOKANE DISTRICT RURAL MANAGEMENT JOINT TRAINING

A recent example of restoring cooperation by appealing to a higher-level manager involved the planned Rural Management Training Course to be put on by the Spokane District. I talked with Spokane District Manager Clair Brazington and told him that Brian Draper, the soon-to-be State Steward of Idaho, had been trained in Rural Management Training for Managers. Operations Programs Support in Spokane was going to conduct this training without a rural carrier trainer, and the Spokane District Manager decided that since this training is about Rural Management, then it is proper for a rural carrier trainer to be there. This should help alleviate problems and cut down on the number of grievances filed in the Spokane

District.

TO COUNT, OR NOT TO COUNT: THAT IS THE QUESTION

At the writing of this report, it looks as if we are unlikely to have a September 2001 count. The Postal Service wanted a 2-week count, and we said "No," and then the Postal Service wanted a 4-week count without a holiday. The last I heard from National Committeeman Bill Gordon, it appears likely that the Fact-finding did not work, and now we are looking at Arbitration, and once Arbitration starts, all bets are off to have a count in September 2001. I know that will be a hardship to some rural carriers and a blessing to others, but since the Postal Service is not being cooperative with us and even disallowing the \$500 payment for those of us who buy right-hand drive new vehicles, perhaps it is time to stop cooperating, or being lap dogs, as the city carriers call us.

I attended Western States Conference in Butte, Montana, in April 2001, where National President Steve Smith told the attendees on two separate occasions that the NRLCA will go to court if necessary to block the Postal Service from scheduling a 2-week count for this coming September. As you all know, we are presently working without a contract, so there is currently no language to schedule an option count for September 2001. It is our position that if any count, other than the contractually provided special count for a 4-hour or more change in evaluation is scheduled that it should be for a 4-week time period.

Since the Postal Unions are not allowed to strike, the craft members that the unions represent are expected to continue working under the provisions of their expired contracts until new contracts are signed or arbitrated. It is our position that the pattern established in the expired 1995 Contract is for alternating 2-week and 4-week counts. Since the last September count was for a 2-week time period, the NRLCA insists that any count, other than a special count held this September, has to be for a 4-week time period. Even if the Postal Service attempts to invoke Article 9.2.C.3.a.(6) regarding the Employer's right to "...conduct a national count of mail..." we are taking the position that it will have to be for a 4-week time period, not the last twelve (12) working days in September as specified. The Postal Service should not be allowed to do an end run around the established pattern of alternating 2-week and 4-week counts by attempting to schedule a national count for the year when a 4-week option count would normally be scheduled.

President Smith said that he told the Postal Service that the National Board would be willing to consider a 4-week count, but if necessary, the NRLCA would go to court to block a 2-week count. Smith told the attendees at Western States that going to court to support our 4-week count position would be "plowing new ground," but that we were prepared to do just that if the Postal Service insisted on 2 weeks instead of 4 weeks.

Some of the attendees at the Western States Conference told President Smith that they were aware of offices and/or Districts that were already making plans to count all or a substantial number of their routes in September. President Smith indicated that if any carrier becomes aware of such prematurely formulated plans, the appropriate State Steward should be notified so he/she could inform the responsible personnel of the errors of their ways. Please let me know immediately if you hear of plans to count routes in our state.

SENIOR ASSISTANT STATE STEWARD

Last year, your Board established a new position for the Steward Program. It was felt that a steward needed to be in charge when I was out of the state, even though I always take my laptop with me to keep in touch by E-mail, and I also pick up my telephone calls from the answering machine. Emergencies do occur, and by having a Senior Assistant State Steward in charge, we would be ready to handle these emergencies immediately. Judith Peck, the Assistant State Steward who has been a steward for the longest period of time for us (Thank you, Judi) was chosen to be our first Senior Assistant State Steward, and Judi has done an excellent job in her new position. Judi is our expert on route adjustments and problems with annual and sick leave credit, and many rural carriers have asked Judi for help in understanding these. Judi has also accompanied me on visits to the Seattle District Manager to try to resolve problems for rural carriers in the Seattle District.

One of the greatest feats that Judi has performed is sending some Step 2 denied grievances to Step 3. A Step

3 file may contain hundreds of documents and pages, and all of this material must be in proper order, as we want to make our Step 3 designee's job as easy as possible. Judi's files are always concise and orderly, with all forms completed and a Table of Contents for proper direction to each document. We all owe Judi a debt of gratitude for her devotion to the association and the Steward Program.

E-MAIL STATISTICS

When I was appointed to the State Steward position four years ago, the computer was a tool I used mostly for grievance preparation and report writing. My, how things have changed! Last year at this time, I regularly sent out, via E-mail, steward and carrier-related information to 43 WRLCA stewards and 79 WRLCA non-stewards. All Assistant State Stewards and Area Stewards have E-mail. Today I regularly send out, via E-mail, steward and carrier-related information to 61 WRLCA stewards and 108 WRLCA non-stewards. One of the side benefits of E-mail is that it allows the Assistants and myself to stay in touch with everything that is going on without incurring the expense of large phone bills. A quick check of my records indicated that during this past year, I have sent or received emails from the following people in the quantities listed: Judi Peck - 650; Bill Gordon - 537; Becky Wendlandt - 513; Shawn Johnson - 356; and Monte Hartshorn - 155. Additionally, I sent out 224 messages to the online group, which averages 4 and 1/3 E-mails per week for every week of the year. Last year's total of 122 online recipients is constantly growing at a rate of about one new member per week, and, including the 12 out-of-state recipients, the grand total is now up to 190. I do not have to advertise for recipients; word of mouth seems to be getting the job done. It has long been my philosophy that shared knowledge is power, true power that enables people to make informed decisions. If you have E-mail, and would like to receive my weekly updates, just send an E-mail to me at charleska@nas.com and I will be happy to add you to the list.

Starting in January of 2001, I began preparing a hard-copy newspaper-format newsletter containing the non-time sensitive articles that I regularly send out to the online group. Area Steward Janice Sisley has kindly agreed to have the newsletter printed, and then she mails it to the 18 Local Stewards who currently do not have email.

GRIEVANCE STATISTICS

This past year's grievance activity clearly reflects the Seattle District's unwillingness to work with the Union to minimize confrontation. Furthermore, we have had a record number of serious discipline grievances appealed to Step 3, the majority of which were removals. While last year's record of 26 Step 3 appeals still stands, this year's total of 24 includes nearly 3 times as many serious discipline grievances. While all grievances require a lot of preparation, serious discipline such as suspensions and removals are extremely taxing on all of the stewards involved. Perhaps a better way to visualize the amount of work involved for this year, relative to last year, is to measure the amount of file cabinet space that each year consumes. While it is true that the 1999-2000 year set an all-time high record for grievances appealed to Step 3, the entire lot of Step 3 appeals only takes up 14 inches of file cabinet space, versus the 28 inches of file cabinet space for this year's group.

There are 7 new Step 2 grievances being held in abeyance, which brings the total in abeyance up to 17. The Assistant State Stewards have settled approximately 20 grievances at Step 2 this past year. One of their tasks for the coming year will be to accurately track the statistics on all the grievances that they process beyond Step 1. Finally, as of this writing, there are at least 3 more removals pending, as well as one DPS-related grievance that had been remanded from Step 3 back to Step 2, and then on to Step 4.

Last year I ended my report with comments that are even truer today than they were then. For this reason, I feel that they bear repeating with only minor changes.

It has not been an easy year for stewards at any level. Even the belief that certain management staff in Seattle has undertaken a campaign to break the back of our Union is not too far-fetched. Such a malicious endeavor, if it ever were the case, seems less likely now. While the Postal Service certainly has "deep pockets," the current emphasis on controlling costs and improving the workplace climate runs counter to the strategy of an all-out confrontation that would certainly generate grievances accompanied by a proven resolve to appeal everything of

merit to Step 3 and beyond. Our strength is in our openness to work together with management when mutual benefit is possible, and teamwork to stay the course when the going gets rough. This is the reason they call us a UNION.

Respectfully submitted,
Charles Alexander

Report of The GMAC Insurance Representative.

GMAC automobile and home insurance at reduced rate continues to be a benefit for NRLCA members. GMAC continues to offer policy coverage for route vehicles with the tort claims exclusionary clause written in at no extra charge. GMAC will write a policy on just the route vehicle if the member so desires, that is to say GMAC does not require NRLCA members to have all their vehicles insured with GMAC.

The total policies in force for Washington State as of 5/19/2001 are 776 compared to 758 for the same period last year. New policies written this year are 16 more than for the same period last year.

Respectfully Submitted,
Daniel N. Schrup
GMAC Insurance Representative

WHAT YOU SHOULD KNOW ABOUT THE FEDERAL TORT CLAIMS ACT AND HOW IT AFFECTS YOU AS A RURAL LETTER CARRIER

The Federal Tort Claims Act of 1961 is a federal statute that provides for a government administered protection plan for all government employees, and the government itself, should any liability be incurred by any of its employees or agents in the course of their official duties.

Federal employees are protected against possible liability resulting from their operation of a motor vehicle while within the scope of their official employment. But remember, this protection is on-route protection only. Any deviation from your assigned route could jeopardize your Tort Claims coverage. And the government protects you from liability only; damage to your vehicle is not covered. To fully protect your vehicle, separate coverage must be purchased.

The RLC Plan with GMAC (National General Insurance Company) provides complete coverage for Rural Carriers insured by the plan - on and off the route. And if the government ever denies your on-route liability claim under the Tort Claims Act, your Rural Letter Carriers' Plan will be there to protect you.

All accidents must be reported to your Postmaster or Supervisor and to your insurance company as soon as possible. Failure to report an accident could jeopardize your coverage.

If you are insured by the Rural Letter Carriers' Plan, GMAC will immediately notify the other party that their claim should first be presented to the Postmaster for payment under the Tort Claims Act. If the government denies the claim, don't worry - your RLC Plan will protect you. The Postmaster does not have the authority to deny protection under the Tort Claims Act. All Tort Claim denials must come from the U.S. Postal Service's legal department.

Not all insurance companies will protect the Rural Letter Carrier if the government denies an on-route liability claim. Many companies simply won't insure your route vehicle, and if they do, they charge you a higher business use rate. Also, many companies and agents don't seem to fully understand the Federal Torts Claim Act and the needs of government employees. That's why the NRLCA recommends the RLC Vehicle Insurance Plan with GMAC - a company that has looked after the special needs and interests of Rural Carriers since 1953. First of all, GMAC understands the government's tort liability procedures. So by placing a special exclusion on your RLC Plan policy, GMAC can offer you a lower business use rate on your auto insurance. And if your on-route liability claim is ever denied by the government, your RLC Plan will be right there to make sure you

aren't left holding the bag.

Call toll free for a free quote: 1-800 VIP-Auto (1-800-847-2886) and tell them you are a rural carrier and want a quote!

JUNE 2001 PROVIDENT GUILD REPORT PATRICIA ALEXANDER

The Provident Guild is a Fraternal NON-PROFIT Death Benefit Department, open to all Regular, Substitute, RCR, RCA, and PTF Rural Carriers and their spouses. The only requirement is that the person enrolling must be 55 years of age or under. Your choice of benefit classes ranges from \$10 to \$50 a year, and the available classes depend on your age at the time of application.

For instance, if you are between 50 and 55, your annual dues class would be \$10, and your maximum benefit would be \$1,000. Your heirs would receive 30% of this benefit, or \$300, immediately after the Provident Guild Secretary-Treasurer receives notification of your death. At the end of the fiscal year, a check for the balance will be sent.

100% of your annual dues is returned to the beneficiaries, pro-rated among all the claims for that year, and as we say with a smile, "Be sure you die in a year when not many people die so your heirs will receive more money!"

Your benefits DO NOT decrease as you grow older, and your dues payment remains the same. The class you choose remains in effect as long as you pay your dues.

If you would like to join the Provident Guild, please contact me so that I may give you enrollment forms.

Respectfully submitted,
Patricia Alexander
Provident Guild Representative

RURAL CARRIER BENEFIT PLAN INSURANCE (RCBP) REPORT FOR 2001 STATE CONVENTION REBECCA WENDLANDT

Hello fellow rural carriers:

You may wonder what your union provides for you, especially if you are a relief carrier waiting for a regular route position. I know; I waited for 10 years! Here is very brief overview of what the NRLCA has provided for union members:

- ✓ RCBP Health Insurance for Regular Carriers and is also for relief carriers, however the relief carriers must pay 100% of the premiums. Regular/PTF's pay \$35.18 self or \$48.70 self & family biweekly. Reliefs pay \$137.40 self or \$279.87 self & family biweekly. This is NOT a HMO, you get to choose your doctors, are encouraged to get second opinions, and has the most complete cancer coverage of any plan in the federal insurance benefit package. You can use a PPO (Preferred Provider Organization) doctor, and only pay \$15.00 or you can use any doctor you want and it goes toward your \$250.00 deductible per person, \$500.00 for family. It has a GREAT mail in prescription plan that for a 3 month prescription costs only \$13 generic or \$18 brand name. It has a very limited dental plan, a routine eye exam benefit, 24-hour nurse line, and renal dialysis benefit.
- ✓ NRLCA Life Insurance Plan for all Members (regulars, PTF's, reliefs, and retirees) under age 60 which has up to \$200,000 term life, \$40,000 accidental death and dismemberment, and two family life insurance plans to choose from.

- ✓ New Vision Program for Members (regulars, PTF's, reliefs, and retirees), and their families. This is the latest out and is provided through Avesis Incorporated. There are two different plan options, superior and standard, with the standard option also available for your extended family.
- ✓ Voluntary Long Term Disability Income Protection Plan for regulars only. This plan has two choices, Option 1, which replaces up to 50% of our monthly rate of basic salary tax-free after 60 days of disability, or Option 2, which replaces up to 60% of your monthly rate of basic salary tax-free after 90 days of disability. I personally could not find a plan on the open market that would cover a rural carrier for this amount and type of insurance, especially at this rate! This covers you 24 hours a day, 7 days a week, no matter if it is accident or sickness!
- ✓ Group Long-Term Care Insurance. This coverage is provided to All Members (Regulars, PTF's, Reliefs, and Retirees) of the NRLCA under age 80 AND spouses, parents, stepparents, and parents-in-law of NRLCA members! Long term care covers confinements for skilled nursing care, intermediate nursing care and custodial care up to \$100 per day while in a nursing care facility. It also pays benefits for non-confinement care including home health care, adult care and respite care.
- ✓ Delta Dental Insurance: This is for all members, regulars, PTF's, and reliefs, and provides a comprehensive dental coverage for yourself, your spouse, and your entire family. It has a \$50 annual deductible per person and annual maximum coverage of \$1,000.00 per person. Costs range from \$33.74 for member in Region 4 to \$98.86 for member and family per month.

For more information of any of these insurances contact our Insurance Department at NRLCA at (703) 685-5552 and check out the details on our web site at <http://www.nrlca.org/>.

President Schrup called for a collection of the Yea/Nay cards and adjourned for lunch at 12:00 p.m.

President Schrup called the convention to order at 1:35 p.m. Secretary/Treasurer Becky Wendlandt read roll call. All delegates and officers were present with the exception of Okanogan and Editor. Dan then introduced speaker Steven R. Smith, NRLCA President.

President Smith started out by saying he was pleased with the NJSC meeting in Reno. This is a trying time for the postal service as the way the public uses the postal service is ever changing. More emails are being sent rather than letter writing. Credit card companies and major billing companies are using computer bill paying arrangements and then there's check being directly deposited.

Mr. Smith thought the Board of Governors "shot themselves in the foot" when they overstated the expected loss of money this year trying to get America's attention. He felt Postmaster General Henderson was not supported and needed legislative relief. The new rates will go into effect next month; however, they will not recapture the revenue the postal service should have had.

He also believes that a six-day delivery will stay in effect, as there is zero support for a five-day delivery. We as a craft would probably be less affected by a change in a bargaining status as a right to strike. Fellows unions have much to do with an arbitrator, which is not always the best thing to do.

President Smith thought automation put an extra burden on walking. The arbitrator took NALC's side of the matter and no work rules were agreed upon by parties. The difference between Level 5 and Level 6 is being sought; jumping from about \$1,000 to about \$3,000. Also seeking several items that are substantial in size, like vehicles in rural delivery. This negotiating all comes at a time when the postal service is struggling. The APWU mail handlers are also being looked at. The process seems ongoing. Three days of fact-finding has been completed and now the days for arbitration needs to be selected. He also spoke about the postal summit as being a 'interesting exercise'. Mr. Smith informed the FMCS representatives that he thought most of the problems in labor management with other crafts was their pay system; rewarding for doing less work. Our system rewards you with your hard work with time off.

In regards to growth, close to 5% growth rate with rural carriers with city carriers being less than 1%. Rural carriers are averaging one million additional deliveries for the past three years. Additional boxes mean more revenue, along with additional cost. The biggest cost being mail forwarding. Our employer is about a \$67 billion industry; about 70-80% is with us in employee costs and benefits. He also mentioned the bonus system

and the problems with that system in regards to managers and employees. We need an improved work place environment; treat others the way you want to be treated. President Smith regrets that the workplace is no better environment now than when he first took office. If people didn't dread going to work, the postal service as a whole would be a more efficient, more productive workplace. President Smith thanked the Association.

Secretary/Treasurer Becky Wendlandt presented Mr. Smith with a thank you gift. President Schrup adjourned for a break at 2:45 p.m

President Schrup called meeting to order at 3:00 p.m. Secretary/Treasurer Becky Wendlandt read roll call. All delegates and officers were present with the exception of Okanogan and Editor. Dan then asked for the question and answer period.

Q: With the loss of Linda DeCarlo, OWCP (Occupational Workers Compensation Program) and Retirement Specialist, who will hold that position in the future?

A: Mike Watson will be the question and answer man. The board appreciated all of Linda's work. - Steven Smith

Q: We have several subs in our office and are still subs down. Regulars on work list are working routes they don't know and are getting stressed out. Can a grievance be filed on this and will National back us?

A: Shorthanded, there is no language in the extension agreement referring to these situations. Unfortunately some assumed the relief day work list would mean never splitting of routes. There is a grievance on its way up now. A leave replacement can be put on more than one route per day. - NRLC President Smith (discussion)

Q: Can you explain why our National officers withdrew our Step 3 grievance regarding the second run of DPS?

A: Does not know the exact circumstances. The wording, however, could have hurt the craft more. The second run of DPS doesn't always mean more money. - NRLCA President Smith (discussion)

Q: This question is for Becky Wendlandt. Report shows LWOP days, January -19, March - 15, and May -13 (figured for convention). Could you please explain the January and March?

A: Some of the time I hold my vouchers until we have the funds to pay them, so as not to have to take money out of our APCU savings. I held December's until January, which is when we receive the check from National. Also, in January and March I took LWOP for lost annual and sick leave. Anyone is welcome to come and look at the vouchers. - Becky Wendlandt

Q: Does the LWOP, for Charles Alexander and Becky Wendlandt, include time at National?

A: National picks up all the costs for Charles and myself, as we are both on committees. The LWOP shown here is for State use only. - Becky Wendlandt

Q: The acoustic speakers on the expenses. Who received them and why? And why was such an expensive paper shredder purchased?

A: The speakers were part of the package of the new Gateway computer for the secretary. The old shredder was Charles's own and only did one or two sheets at a time. This new one can do multiple pieces of paper, which means more time is spent wisely. - Becky Wendlandt and Charles Alexander

Q: Why is the CD grievance taken so long?

A: The Postal Service balked at the settlement and will be scheduled for arbitration. -NRLCA President Smith (discussion)

Q: If an office is down relief carrier's, and when they are hired, the rule of thumb has usually been the one without the longest gets the next sub. Most of the time they go to K routes, the sub gets burned out, and other routes are overlooked. Any comments that might help?

A: I would look at what I would have to cover immediately. There's no contractual language to decide who gets which leave replacement. - NRLCA President Smith (discussion)

Q: What happened to our leave on demand?

A: It is still available as long as a leave replacement is available. - NRLCA President Smith

Q: What about putting in 'past practice' when filing a grievance?

A: If 'past practice' is put into a grievance and that is your strongest point, it's not a strong grievance. - NRLCA President Smith (discussion)

Q: It has been heard that National Officers of the APWU are saying things about the merger topics between the NRLCA and the APWU. Our union is saying there is nothing in these talks. If there is nothing, why does this keep coming up in the APWU?

A: We only agreed to work together through negotiations with the APWU and then review whether we would want to do any more or not. The negotiations have not been completed and no other talks are being discussed. - NRLCA President Smith (discussion)

President Schrup then asked for the preliminary report of the Constitution and By Laws Committee. Chair Judith Peck introduced the committee as Renee Cowan and Sharon Hurlbut, with Patricia Alexander as the Board Representative. Judith read the following:

Preliminary Report of the Constitution and By Laws Committee

"The Constitution and By Laws Committee's first meeting will be at the close of Monday's session. We will hand out the proposed constitution and by law changes now for the delegates to review. they will be formally read Tuesday afternoon or Wednesday morning."

President Schrup then asked for the preliminary report of the Resolutions Committee. Chair Bill Allen introduced the committee as David Ray and Sharon Madison, with Polly Moore as Board Representative. Bill read the following:

Preliminary Report of Resolutions Committee

"The Resolutions Committee's first meeting will be at the close of Monday's session. We will hand out the resolutions now for the delegates to review. The resolutions will be formally read Tuesday afternoon."

President Schrup adjourned the meeting at 3:50 p.m.

Tuesday, June 19, 2001

President Schrup called the meeting to order at 8:30 a.m. Secretary/Treasurer Becky Wendlandt read roll call. All delegates and officers were present with the exception of Okanogan and Editor. Yea/Nay cards were then distributed. Dan called for the Credentials Committee to come forward and give their final report. Susie Hill and Gary Adams read the following:



FINAL REPORT OF THE CREDENTIALS COMMITTEE

The final Report of the Credentials Committee is as follows:

COUNTY STATS FOR 2001 WRLCA STATE CONVENTION

#	COUNTY NAME	TOTAL MEMBERS	TOTAL POSSIBLE DELEGATES	TOTAL DELEGATES SEATED	STATE PD DELEGATES
01	Chelan, Douglas	28	7	2	1
02	Clallam, Jefferson	44	10	1	1
03	Kitsap	112	23	3	2
04	Lincoln, Grant, Adams	46	10	4	1
05	Lower Columbia	182	37	5	2
06	Mutual	300	61	7	4
07	Okanogan	22	5	0	0
10	Island, Skagit, San Juan	119	25	3	2
11	King, Snohomish (KS)	356	72	11	4
12	South East	38	9	2	1
13	Spokane	146	30	9	2
14	North East	51	11	5	1
15	Whatcom	90	19	5	1
16	Whitman, Asotin	37	8	1	1
17	Yakima	167	34	9	2
Total For Counties:		1,738	361	67	25
Total WRLCA Officers:		8			
TOTAL VOTES:				67	

CREDENTIALS COMMITTEE REPORT NAMES OF DELEGATE AT LARGE AND STATE PAID DELEGATES

<u>COUNTY NAME</u>	<u>DELEGATE AT LARGE</u>	<u>OTHER STATE PAID</u>
001 Chelan Douglas	Mike Cammack	
002 Clallum Jefferson	Lacy Hennessey	
003 Kitsap	Sharon Hurlbut	Gail Eidsness
004 Lincoln Grant Adams	Dianna Jones	
005 Lower Columbia	Cathy Johnson	Gary Adams
006 Mutual	Renee Cowan	Joanne Blackburn
	Sharon Madison	Juan (George) Martinez
007 Okanogan		
010 Island, Skagit, San Juan	Donna Lower	Karen Kayala
011 King Snohomish	David Ray	Susie Hill
	Janie Walla	Kate Caffey
012 South East	William M. Keith	
013 Spokane	Dale Ryan	Linda Maurus
014 North East	William Allen	
015 Whatcom	Becky Pike	
016 Whitman, Asotin	Jim Hemrich	
017 Yakima	Joyce Patteson	Cindy Unglesby

The Credentials Committee recommends that all delegates be seated by the passing of the final report of the Credentials Committee." Susie Hill moved to have the final report of the Credentials Committee accepted and Gary Adams seconded. The motion was voted on and passed.

President Schrup then introduced speaker NRLCA President Steven Smith once again.

President Smith discussed the status of the mail count regarding the big difference in the September mail count. The issue will probably be taken to an arbitrator to maintain the 2 week-4 week count period, although we're seeking an annual 4-week count period.

He also mentioned that the extension of the agreement last year has been misinterpreted by carriers and managers alike. We were putting a penalty on the postal service for not have enough leave replacements. The postal service is not rushing out there to create PTF positions; nationwide PTF positions stand at 300. He believes we'll see more focus through the opportunity we have in DJSC's involved in the annual retention of leave replacements. We are experiencing a severe shortage of leave replacements.

Mr. Smith then answered a few questions from the Association.

President Schrup thanked Steven Smith and adjourned for a break at 9:45 a.m.

The meeting was called to order by President Schrup at 10:00 a.m. Secretary/Treasurer Becky Wendlandt read roll call. All officers and delegates were present with the exception of Okanogan and Editor. Dan then asked for the preliminary report of the Mileage and Per Diem Committee. Chair Janice Sisley introduced the committee as Judy Nuxoll, Janie Walla, and Dan Schrup as Board Representative. Janice then read the following:

Preliminary Report of the Mileage and Per Diem Committee

"This is the preliminary report of the mileage and per diem committee. Round trip mileage and per diem for delegate's at large, state paid delegates, board members, State Steward, Assistant State Stewards, and Area Stewards were computed using a door-to-door mileage program. Mileage was computed at \$.30 mile and per diem at \$70.00 per day for the 3 days of the State Convention. If anyone feels that their mileage is incorrect, or anything in this report is incorrect, please contact the committee immediately." (This report is typed later in the minutes when the final report was submitted.)

Janice Sisley moved to have the preliminary report of the Mileage and Per Diem Committee be accepted and it was seconded by Judy Noxell. The motion was voted on and passed.

President Schrup then asked for the preliminary report of the Finance Committee. Chair Shawn Johnson introduced the committee as Noretta Stritzke, Karen Crombie, Margene Horrell, and Charles Alexander as Board Representative. Shawn then read the following:

Preliminary Report of the Finance Committee

"We, the members of the Finance Committee at the 2001 State Convention in Richland, Washington, have the following recommendations to submit to the delegates for consideration:

The dues structure for the 02/03 fiscal year remain unchanged.

The money returned to the county Units remain the same for those counties sending a county-paid delegate to State Convention. For county units failing to send at least one county-paid delegate to State Convention, we propose the next year's per annum payment revert to the general fund. When the county unit resumes sending a county-paid delegate to the State Convention, future per annum payments will be restored at the prescribed level, beginning with the first payment of the new fiscal year. The intent of this change is to encourage use of the annuum monies to increase participation and representation at all levels. We are submitting a Constitution and By Laws change to effect this change.

In regards to the money returned to the Auxiliary, current language in the State Constitution and By Laws requires the Convention to address funding of the Auxiliary at each Convention through the Finance Committee. This creates unnecessary controversy among the delegates on an annual basis. Participation in the Auxiliary has declined over a number of years, as has participation in the Association. In Difficult financial times, the membership expects to realize the maximum benefit from diminishing resources. The auxiliary has

historically provided invaluable assistance and support to the Association. Today, we are faced with the ongoing challenge of meeting the ever-changing needs of the membership as both the Postal Service and the Association adapt to new economic realities. The current language in the Constitution and By Laws does not specify a level of support for the Auxiliary independent of the membership dues. As a result, all members pay a portion of their membership dues to support the Auxiliary's Juniors programs at both the State and National levels, and travel and per diem to allow for State Auxiliary members to participate in the National Convention. Many members of the Association are willing to continue this support at the current level, and many are not. In order to allow for the delegates to fully consider the issue at this Convention, we are proposing a Constitution and By Laws change that will identify the amount of the Auxiliary assessment as a specific amount, in addition to the membership dues level that was approved at the 2000 Convention. We trust that the membership will carefully consider the issue, suggest amendments, as they deem appropriate, and make the best decision for both the Association membership and the Auxiliary. To this aim, the Finance Committee of the 2001 State Convention is respectfully submitting a Constitution and By Laws change to the Convention.

The salary levels remain the same for 01/02 dues year.

The mileage and per diem remains the same for the 01/02 year.

The State Convention allowance remain the same for the 01/02 year.

The retiree's function at State Convention remain the same for the 01/02 year.

The door prize allowance remain the same for the State Convention and each District meeting

Other committee recommendations are as follows: (1) The current salary structure for the State Steward program is not adequate to compensate for the investment of time and/or the donation of time that the stewards contribute on behalf of the membership. This must be increased in the future. (2) The Association should consider an increase in the mileage allowance in the future as the Association's financial outlook improves that will reflect the recent increase in fuel costs. (3) The per diem allowance does not come close to compensating for meal and housing expenses that must be borne by representatives of the Association. The membership should consider incremental increases in per diem that will ultimately result in a fair amount paid to the representatives that we send to represent us as an Association. " (The report is typed later in the minutes, as a whole, when the final report was submitted.)

Noretta Strizke moved to have the preliminary report of the Finance Committee be accepted and it was seconded by Karen Crombie. The motion was voted on and passed. Bill Allen then made a motion to suspend the rules to allow the Constitution and By Laws changes of the Finance Committee to only be distributed, not discussed, at this time. Donna Roakes seconded. The motion was voted on and passed. Shawn Johnson moved to temporarily dismiss the Finance Committee and Mariann Faulkner seconded. The motion passed.

President Schrup then asked Ann Lamm to come forward to give the report of the 2002 State Convention. Ann then read the following:

Report of the 2002 Convention

"Hello Fellow Carriers, Retirees and guests,

I would like to say "Thank-you" to Dave and everyone who helped work on this year's convention. I know a lot of time, energy and money was spent on bringing us together.

Next year our State Convention will be in Silverdale on June 24-26, 2002. The hotel is called Westcoast Silverdale hotel. It is right on the water. It is located on the outskirts of town but it has a lot of things within walking distance. Such as restaurants, Safeway store, pawn shops, and mini mall. The hospital and drugstore is only four minutes away. And about the same amount of time to go to the big Silverdale Mall, bowling alley, Costco, Office Depot, and movie theatres. There also is a skateboarding park about 8 minutes away as well.

Golfing is 12 minutes away along with a driving range, paint ball and a Wal-Mart. There are all kinds of restaurants and shops. It takes 2 hours to reach Hurricane Ridge and 1 hour to reach Point Defiance Zoo.

I have a prepared letter to go out to the business community asking for donations for our "goody" bag and prizes. I have also been talking to the owners of the bowling alley trying to get a package together for those who like to bowl. The address for the hotel is:

3073 N.W. Bucklin Hill Road

Silverdale, Wa. 98383

Reservation: (360) 698-1000 or 1-800-426-0670 FAX: (360) 692-0932

Web: www.westcoasthotels.com/silverdale

This hotel features: Fitness Center, Glass enclosed heated pool and Jacuzzi, Sauna, Tanning Booth, Shuffleboard and horseshoes, Tennis Courts/Sports Courts, In-room Movies, Safety Deposit Boxes, Complimentary Parking, Same day Laundry service, Room Service, Fax and copy service, Automatic Wakeup Service, and Voice Mail messages And IN-room Data ports. Along with their own Mariner Grill Restaurant and Salty Sam's Lounge.

For all of this the room rates are: Single-\$80.00 (plus tax)
Double-\$90.00(plus tax)
2 Bedded Room\$100.00(plus tax)

We still need people to help get the ball rolling. Sign up for the committee of your choice and let's have some fun!! Thank-you and I hope to see you there."

Respectfully Submitted,
Ann Lamm
District 2 Representative

President Schrup then asked Steve Brewster to come forward to give the report of the 2003 State Convention. Steve then read the following:

Report of the 2003 Convention

"The charming village of Leavenworth is nestled in the heart of Washington State, at the foothills of the Cascade Mountains. Known as the "Bavarian Village", Leavenworth offers a unique and intriguing place for the fun-filled family vacations, romantic getaways, and quick day visits.

The Enzian Inn is located in Leavenworth, on the famous Cascade Loop. It is 22 miles west of Wenatchee, 187 miles west of Spokane, and 116 miles east of Seattle.

The Inn offers three main meeting rooms and two breakout rooms.

Convention runs from Monday, June 23, 2003 through Wednesday, June 25, 2003. Room rates are \$111.00 for one queen-size bed and \$116.55 for two queen size beds. (Prices are based on double occupancy and subject to revision.) Call 1-800-223-8511 for reservations."

Respectfully Submitted,
Steve Brewster
District 3 Representative

President Schrup then asked Polly Moore to come forward to give the report of the 2004 State Convention. Polly then read the following:

Report of the 2004 Convention

"I have contacted several hotels via fax and phone calls. I am waiting for a proposal from the Best Western in Bellingham. As many of you know, I will not be running for re-election so I will forward the proposal to our next District 1 Representative."

Respectfully Submitted,
Polly Moore
District 1 Representative

President Schrup then asked for the report of the Nominating Committee. Marc McIntosh introduced the

committee as Kate Caffey, George Martinez, Linda Maurus, Joyce Flanigan elected as their fifth member, and Ed Koschalk as Board Representative. Marc then read the following:

Report of the Nominating Committee

Nominees:	President	One Year Term	Dan Schrup
	Vice President	One Year Term	Pat Alexander
	Secretary/Treasurer	One Year Term	Becky Wendlandt
	Editor	One Year Term	Dan Snyder
	District One	Two Year Term	David Ray
			Becky Pike
	District Three	Two Year Term	Steve Brewster
	Retire Representative	Two Year Term	Lynn Walker

"There will also be a chance to nominate for these offices from the floor until nominations are closed prior to elections." Marc McIntosh moved to have their report accepted and the committee be dismissed. The motion was seconded by Kate Caffey, voted on and passed.

President Schrup then asked for the report of the Tellers Committee. Chair Mike Cammack introduced the committee as Donna Lower, Diana Jones, Jim Pease, Joyce Patteson, Karen Kayala, Dale Ryan, Jim Hemrich, Lacy Hennessey, Bill Keith, Cathy Johnson, and Dave Reppe as Board Representative. Mike then read the following:

Report of the Tellers Committee

"We received a total of 412 ballot envelopes. Out of these 410 were valid ballots, 1 (one) did not have name on returned envelope to verify membership and 1(one) didn't have the ballot in a separate ballot envelope. In addition, two ballots were returned from the original mailing as undeliverable."

Delegate List to National State Convention --2001

(In order of votes received)

	<u>NAME</u>	<u># OF VOTES</u>
Delegate at Large:	Charles Alexander	282
Regular Delegate:	Judith Peck	263
Regular Delegate:	Patricia Alexander	257
Regular Delegate:	Rebecca Wendlandt	239
Regular Delegate:	Dan Snyder	214
Regular Delegate:	Neil Buchanan	194
Regular Delegate:	Marc McIntosh	158
Regular Delegate:	Daniel Schrup	156
Regular Delegate:	Donna Roakes	137
Regular Delegate:	Polly Moore	112 (by coin toss)
Regular Delegate:	Joanne Blackburn	112 (by coin toss)
Regular Delegate:	Susie Hill	112
Regular Delegate:	Becky Pike	108
Regular Delegate:	Pat English	104
Regular Delegate:	Monte Hartshorn	102
Regular Delegate:	Ann Lamm	92
Regular Delegate:	Janice Sisley	88
Regular Delegate:	Shawn Johnson	84 (by coin toss)
Regular Delegate:	Joyce Sutherland	84
Alternate Delegate:	Darlene Kendall	79
Alternate Delegate:	Steve Brewster	78
Alternate Delegate:	Melvin Walker	70
Alternate Delegate:	Cindy Unglesby	67

Alternate Delegate:	Noretta Stritzke	65
Alternate Delegate:	Sharon Madison	63 (by coin toss)
Alternate Delegate:	Carol Halverson	63
Alternate Delegate:	David Ray	62
Alternate Delegate:	Kay Smith	61
Alternate Delegate:	Margene Horrell	54
Alternate Delegate:	Renee' Cowan	52
Alternate Delegate:	Beverly Crow	49
Alternate Delegate:	Gary Adams	46
Alternate Delegate:	Paula Kenck	43 (by coin toss)
Alternate Delegate:	Eva Gerds	43
Alternate Delegate:	E. G. Caffey	38

Mike Cammack moved to have the report from the Teller's Committee accepted. Bill Allen seconded the motion; it was voted on and passed. Secretary/Treasurer Becky Wendlandt then distributed the verification and commitment forms to those delegates listed.

President Schrup then asked for the report of the Auditing Committee. Chair Monte Hartshorn introduced the committee as Becky Pike, Nola Bever, and Becky Wendlandt as Board Representative. Monte then read the following:

Report of the Auditing Committee

"The Auditing Committee has reviewed a month (January 2001), chosen at random. We matched vouchers to receipts and checks, and then compared all to the bank statements. Everything appeared to be in excellent order. Becky has done an outstanding job in organizing the vast volume of information necessary to fulfill her duties as Secretary/Treasurer of the WRLCA. She is to be commended."

Nola Bever moved to have the report from the Auditing Committee accepted. Becky Pike seconded the motion; it was voted on and passed.

President Schrup then asked for the final report of the Mileage and Per Diem Committee. The committee read the following:

Final Report of the Mileage and Per Diem Committee

"This is the final report of the mileage and per diem committee. Round trip mileage and per diem for delegate's at large, state paid delegates, board members, State Steward, Assistant State Stewards, and Area Stewards were computed using a door-to-door mileage program. Mileage was computed at \$.30 mile and per diem at \$70.00 per day for the 3 days of the State Convention."

Delegates at Large:

County Name	Name of Delegate At Large	Total Miles	X \$.30 Equals	+Ferry Costs	+Per Diem	=Total Paid
Chelan Douglas	Mike Cammack	282	\$ 84.60		+\$210.00	=\$294.60
Clallam Jefferson	Lacy Hennessey	606	181.80	+\$20.00	+ 210.00	= 411.80
Kitsap	Sharon Hurlbut	498	149.40		+ 210.00	= 359.40
Lincoln Grant Adams	Diana Jones	112	33.60		+ 210.00	= 243.60
Lower Columbia	Cathy Johnson	530	159.00		+ 210.00	= 369.00
Mutual County	Renee' Cowan	464	139.20		+ 210.00	= 349.20
Island, Skagit, San Jaun	Donna Lower	548	164.40		+ 210.00	= 374.40
King Snohomish	David Ray	432	129.60		+ 210.00	= 339.60
South East	William Keith	108	32.40		+ 210.00	= 242.40
Spokane	Dale Ryan	284	85.20		+ 210.00	= 295.20
North East	Bill Allen	382	114.60		+ 210.00	= 324.60

Whatcom	Becky Pike	624	187.20	+ 210.00	= 397.20
Whitman Asotin	Jim Hemrich	244	73.20	+ 210.00	= 283.20
Yakima	Joyce Patteson	156	46.80	+ 210.00	= 256.80

State Paid Delegates and Committee Members:

Kitsap	Gail Eidness	506	\$151.80	+\$210.00	=\$361.80
Lower Columbia	Gary Adams	512	153.60	+ 210.00	= 363.60
Mutual	Joanne Blackburn	474	142.20	+ 210.00	= 352.20
Mutual	Sharon Madison	452	135.60	+ 210.00	= 245.60
Mutual	Juan Martinez	482	144.60	+ 210.00	= 354.60
Island, Skagit, San Juan	Karen Kayala	572	171.60	+ 210.00	= 381.60
King Snohomish	Susie Hill	464	139.20	+ 210.00	= 362.20
King Snohomish	Janie Walla	524	157.20	+ 210.00	= 367.20
King Snohomish	Kate Caffey	464	139.20	+ 210.00	= 360.70
Spokane	Linda Maurus	288	86.40	+ 210.00	= 296.40
Yakima	Cindy Unglesby	150	45.00	+ 210.00	= 255.00
Finance Committee	Noretta Stritzke	382	114.60	+ 280.00	= 394.60
Finance Committee	Karen Crombie		county paid	70.00	= 70.00
Finance Committee	Margene Horrell	150	45.00(less \$36)+	280.00	= 289.00

Board Members, State Steward, Assistant State Stewards and Area Stewards:

District II Rep.	Ann Lamm	476	\$142.80	+\$210.00	=\$352.80
District III Rep.	Steve Brewster	284	85.20	+ 210.00	= 295.20
Assistant State Steward	Monte Hartshorn	530	159.00	+ 210.00	= 369.00
Area Steward	Janice Sisley	462	138.60	+ 210.00	= 348.60
Comm. & Asst. St. Steward	Shawn Johnson	432	129.60	+ 280.00	= 409.60
Sr. Asst. State Steward	Judith Peck	488	146.40	+ 210.00	= 356.40
District IV Rep.	Dave Reppe	80	24.00	+ 210.00	= 234.00
Retired Carrier	Ed Koschalk	316	94.80	+ 210.00	= 210.00
President	Dan Schrup	314	94.20	+ 210.00	= 304.20
Secretary/Treasurer	Becky Wendlandt	316	94.80	+ 210.00	= 304.80
Assistant State Steward	Marc McIntosh	326	97.80	+ 210.00	= 307.80
District I Rep.	Polly Moore	622	186.60	+ 210.00	= 396.60
Vice President	Patricia Alexander		carpool	210.00	= 210.00
State Steward	Charles Alexander	596	178.80	+ 210.00	= 388.80

Janice Sisley moved to have the final report of the Mileage and Per Diem Committee accepted and the committee be dismissed with thanks. Janie Walla seconded the motion; it was voted on and passed.

NRLCA President Smith then came forward and answered a few more questions from the Association. The meeting was then adjourned for lunch at 11:45 a.m.

President Schrup called the meeting to order at 12:45 p.m. Secretary/Treasurer Becky Wendlandt read roll call. All officers and delegates were present with the exception of Okanogan and Editor. Dan then asked for the report of the Washington Rural Carrier Committee. Chair Mariann Faulkner introduced the committee as Gail Eidsness, Cindy Unglesby, and Steve Brewster as Board Representative. Mariann then read the following:

Report of the Washington Rural Carrier Committee

"The editor, Dan Snyder, has not yet arrived at convention. We understand that he is taking care of his mother. We send our thoughts and prayers to Dan and his mom. In reviewing the Washington Rural Carrier, we found that all issues were printed on time and the editor performed all required duties. The committee recommends no changes for the Washington Rural Carrier."

Cindy Unglesby moved to have the report of the Washington Rural Carrier accepted and the committee be dismissed with thanks. Gail Eidsness seconded the motion, and it was voted on and passed.

President Schrup then asked for the final report of the Resolutions Committee. Dan read the following: "After the first reading, those objected to will be voted on. To avoid confusion, Committee Chair will recommend to accept." Bill Allen made a motion to postpone Resolution #12 until New Business, after the discussion and voting of the two Constitution and By Laws recommendations of the Finance Committee. This was seconded by Sharon Madison, and the motion was voted on and passed. Steven Smith then made a few comments, followed by a discussion, regarding Resolution #13. Each committee person then took turns reading the following resolutions. (All resolutions, including postponed, are typed in their entirety in this section for better understanding.)

**RESOLUTIONS PASSED AND SUBMITTED BY THE COUNTIES TO THE
2001 WRLCA STATE CONVENTION
Richland, WASHINGTON**

Submitted by Lincoln, Grant, Adams County:

1. Non Binding:

Whereas, parcel volume continues to increase and
Whereas, carriers are required to dismount to effect delivery of parcels that don't fit in mailboxes,
Therefore, be it resolved that the endorsement "approved by the Postmaster General" not be allowed on new boxes less than 12" by 12".

Intent: Would not affect any current boxes, only insure that all newer boxes would be of the larger sizes. Some days it is almost like a walking route!

Resolution #1 was passed by the drop of the gavel.

Submitted by Lower Columbia County:

2. Non Binding:

Whereas, auxiliary carriers (designation 79) are not afforded any break in their health insurance for the carrier and their family,

Therefore be it resolved that a graduated percentage be paid by the Postal Service.

Intent: To provide some help for auxiliary carriers, who do work 6 days a week.

Objected, Jim Hemrich

Bill Allen moved to adopt Resolution #2 and Sharon Madison seconded. A discussion followed.

Resolution #2 was passed.

3. Non Binding:

Whereas the Postal Service pays at a larger percentage of a regular carriers health insurance than a retired carriers health insurance,

Therefore be it resolved that a retired carrier have the same percentage paid as a regular carrier in regard to health insurance.

Intent: Costs are increasing and retired carriers are not able to keep up with the increases for health insurance.

Object, Janice Sisley

Bill Allen moved to adopt Resolution #3 and Sharon Madison seconded. A discussion followed.

Resolution #3 was defeated.

4. Non Binding:

Whereas RCA's are not considered career employees,

Therefore be it resolved RCA's, who have passed the probation period, be considered the same as career employees for the incentives offered to career employees, which are savings bonds, payroll deductions, re-bate on right-hand drive vehicles, computers, and internet offers.

Intent: RCA's should not be excluded from all offers made to postal employees just because they are not considered career employees by the postal service.

Object, Jim Hemrich

Bill Allen moved to adopt Resolution #4 and Sharon Madison seconded. A discussion followed.

Resolution #4 was passed.

Submitted by Mutual County:

5. Binding to the National Board:

Whereas not sitting behind the steering wheel while delivering mail is a safety issue,

Therefore be it resolved that a National Committee be formed to contact former and possible right hand drive automobile manufacturers to request that they make available to rural carriers affordable right-hand drive vehicles.

Intent: Make safer delivery vehicles available to rural carriers.

Object, Pat English

Bill Allen moved to adopt Resolution #5 and Sharon Madison seconded. Pat English made a motion to strike "Whereas not sitting behind the steering wheel while delivering mail is a safety issue," and the motion was seconded by Polly Moore. A discussion followed. The amendment was voted on and passed.

Resolution #5 was passed as amended.

6. Non Binding:

Whereas many Post Offices are critically understaffed in RCA and TRC Positions,

Therefore be it resolved that the NJSC establish a task force to promote job fairs and other hiring methods in offices having less than 70% relief day coverage.

Intent: Increase staff of relief carriers in understaffed offices.

Object, Donna Roakes

Bill Allen moved to adopt Resolution #6 and Sharon Madison seconded. A discussion followed.

Resolution #6 was passed.

Submitted by King Snohomish County:

7. Non Binding

Whereas the cost of gasoline per gallon varies greatly across the country,

Therefore be it resolved that a regional EMA be established.

Intent: To establish a more equitable EMA rather than an average, where some carriers are being paid at a rate higher than their expenses while others have expenses much higher than the reimbursement (of the price of gas).

Object, Renee Cowan

Bill Allen moved to adopt Resolution #7 and Sharon Madison seconded. A discussion followed.

Resolution #7 was defeated.

Submitted by Whatcom County:

8. Non Binding

Whereas PTF's work from 2 to 5 routes or 2 to 5 days a week and get benefits,

Therefore be it resolved that RCA's that work an average of 5 to 6 days a week be entitled to the same benefits.

Intent: So all leave replacements working the most hours are paid the same benefits.

Object, Jennifer Steffensen

Bill Allen moved to adopt Resolution #8 and Sharon Madison seconded. A discussion followed.

Resolution #8 was defeated

Submitted by Yakima County:

9. Binding to WRLCA State Board

Therefore be it resolved that the WRLCA State Secretary/Treasurer tangibly recognize the retirement of future dues-paying rural craft retirees upon their retirement.

Intent: Retirees should be recognized by our union. This does not have to be expensive.

Object, Monte Hartshorn

Bill Allen moved to adopt Resolution #9 and Sharon Madison seconded. A discussion followed. Susie Hill made a motion to add "Secretary/Treasurer notify the editor to tangibly recognize the retirement of future dues-paying rural craft retirees upon their retirement with mention in an issue of the WRC." Noretta Stritzke seconded the motion and a discussion followed. The amendment was voted on and passed.

Resolution #9 was passed as amended.

10. Binding to the WRLCA State Board

Whereas the State Convention dates tend to be a problem for many people,

Therefore be it resolved the State Convention be held in the month of May.

Intent: The late June dates of the State Convention are a problem with National Delegates getting a reasonable price for airline tickets and/or motel room reservations.

Object, Renee' Cowan

Bill Allen moved to adopt Resolution #10 and Sharon Madison seconded. A discussion followed.

Resolution #10 was defeated.

11. Non Binding

Whereas the Postal Service may require rural craft to work on holidays,

Therefore be it resolved management shall give 2 weeks prior notice if rural craft employees are to be mandated to work on holidays.

Intent: People make plans in advance of holidays. Many carriers and leave replacements work 6 days a week and plan for those 2 days off in a row.

Object, Jim Hemrich

Bill Allen moved to adopt Resolution #11 and Sharon Madison seconded. A discussion followed.

Resolution #11 was defeated.

12. Binding to WRLCA

Whereas there is an extremely fast growing amount of grievances and many carriers feel they are being neglected,

Therefore be it resolved that the allotted portion of union dues not be given to the auxiliary and used for union purposes only.

Intent: All monies being collected as dues need to be used for growing amount of grievances and to keep our union a viable source

Postponed

Bill Allen moved to adopt Resolution #12 and Donna Roakes seconded.

Resolution #12 was defeated.

13. Binding to National and State Board?

Whereas many retired carriers no longer are involved in day to day rural duties,

Therefore be it resolved that retired rural carriers no longer have a vote on contractual issues.

Intent: Things are changing daily in the rural craft and retired carriers are not involved daily, we feel they should not have a vote.

Object, Donna Roakes

Bill Allen moved to adopt Resolution #12 and Sharon Madison seconded. A discussion followed.

Resolution #13 was defeated.

Courtesy Resolution

Whereas many people have contributed to the 2001 State Convention,

Be it resolved, that we thank the Convention Co-Chair, Dave Reppe, for his dedication of time; we thank all of the many county members that helped on committees and doing the work necessary to pull off a great convention; we thank Clair Brazington, Spokane District Manager, for addressing our delegates; we thank our National speakers, Steve Smith, NRLCA President, and Joye Bodie, NRLCA Auxiliary Executive Committee Member; and we wish to thank the staff and employees of the Shilo Inns for the good food and great facilities.

Chair Bill Allen moved to accept the Courtesy Resolution and it was seconded by Sharon Madison. It was voted on and passed. Bill Allen moved to temporarily dismiss the Resolutions Committee. Sharon Madison seconded, and it was voted on and passed. President Schrup then called for a break at 2:25 p.m.

President Schrup called the meeting to order at 2:40 p.m. Secretary/Treasurer Becky Wendlandt read roll call. All officers and delegates were present with the exception of Okanogan and Editor. Dan then asked for the Constitution and By Laws Committee to come forward. Chair Judith Peck introduced the committee as Renee Cowan, Sharon Hurlbut, and Patricia Alexander as Board Representative. Judith then read the following:

Constitution and By Laws Committee

"In the interest of keeping the voting clear that a Yea vote will pass the proposed constitution and by law change and a Nay vote will fail it, the committee will read the proposed constitution and by law change and then will move to approve it. Another committee member will second it. The President will then bring it to the floor for discussion. One delegate will speak for it and another delegate will speak against it until the end of discussion. It will then take a 2/3 vote to conclude."

(1) In WRLCA Constitution, Article IX, Section 3

Present Language:

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. The State Secretary shall verify membership as of April 15 and mail said ballot to all April 15 listed 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.

Proposed Language:

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. The State Secretary shall verify membership as of April 15 and mail said ballot to all April 15 listed 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 **random drawing. Random Drawing will be done on the 39th day prior to the opening of the State Convention at the State Secretary's office with two other WRLCA members present. Any member may observe the random drawing.**

Intent and Reason Of Change:

To meet Department of Labor Guidelines.

Sharon Hurlbut moved to accept proposed language and Judi Peck seconded. A discussion followed. Becky Wendlandt made a motion to add "...WRLCA members present that are not nominated and listed on the ballot. Any member may...". Donna Roakes seconded the motion. A discussion followed. The amendment

was voted on and passed.

Proposed language was passed as amended.

(2) In WRLCA Constitution, Article VII, Section 4

Present Language:

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.

Proposed Language:

SECTION 4 The nomination of officers shall be made by a Nominating Committee of **three (3): One (1) of whom shall be selected by the President, one (1) by the Vice-President, and these two (2) so chosen shall select the third member.** This Committee shall report their list of nominations when called upon. However, before closing the ballot on the nominations submitted by the Committee, the President shall state, "Are there any other nominations?". If so, then the names of the additional nominees shall be added to the list. The election of officers shall take place at each State Convention of the WRLCA. The installation of officers shall take place immediately before adjournment.

Intent and Reason Of Change:

We need more delegates in other committees and 3 can do the small workload of this committee just fine.

Sharon Hurlbut moved to accept proposed language and Judi Peck seconded. A discussion followed.

Proposed language was passed.

Bill Allen made a motion to limit each individual person speaking, to two minutes on a constitution and by law change discussion. The motion was seconded by Janice Sisley, and it was voted on and passed.

(3) In WRLCA Constitution, Article I, 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. 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, a committee of three (3) on Resolutions, **and a committee of three (3) on finances.** On the first day of the State Convention he/she shall also appoint from said delegates an Auditing Committee of three (3) members; a committee of three (3) on Mileage and Per Diem; and a committee of three (3) on THE WASHINGTON RURAL CARRIER. 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.

Intent and Reason Of Change:

It was the suggestion of the finance committee from the 2000 State Convention that coming in a day earlier would be helpful to handle the workload. This allows for that in case it is necessary.

Judi Peck moved to accept proposed language and Renee' Cowan seconded. A discussion followed.

Proposed language passed.

(4) In WRLCA Constitution, Article I, Section 2A

Present Language:

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

Proposed Language:

SECTION 2A The President can, if necessary, ask the Constitution and By-Laws Committee, the Resolutions Committee, the Teller's Committee, **and/or the Finance Committee** to meet one (1) day prior to the State Convention. These persons would be **regular** delegates to the Convention and would receive one (1) additional day per diem. **They will also receive round trip mileage if they are not already reimbursed from the State and/or County as a delegate.**

Intent and Reason Of Change:

It was the suggestion of the 2000 State Convention finance committee that coming in a day earlier would be helpful to handle the workload. This allows for that in case it is necessary. Since it is extremely helpful to have a one member on this committee from the previous year, the chance that one year it may not be a State and/or County Paid delegate is slightly possible, but they would always need to be regular delegates. This is also how it is handled at National.

Judi Peck moved to accept proposed language and Renee' Cowan seconded. A discussion followed.

Proposed language passed.

(5) In WRLCA Constitution, Article XII, Section 2

Present Language:

SECTION 2 The WRLCA shall pay a 3 day per diem allowance to each Delegate-at-Large, State Paid Delegates, State Officers, Insurance Director, Political Action Committee Director, State Steward, Assistant State Stewards, and Area Stewards attending the State Convention. The amount of per diem allowance shall be decided at each State Convention of the WRLCA.

Proposed Language:

SECTION 2 The WRLCA shall pay a 3 day per diem allowance to each Delegate-at-Large, State Paid Delegates, State Officers, Insurance Director, Political Action Committee Director, State Steward, Assistant State Stewards, and Area Stewards attending the State Convention. **In addition, due to late adjournment on the final day of business of State Convention, any state paid delegates meeting the criteria of traveling more than 250 miles 1 way to return home, be granted an additional day of per diem.** The amount of per diem allowance shall be decided at each State Convention.

Intent and Reason of Change:

Safe travel from Convention on return trip to home.

Renee' Cowan moved to accept proposed language and Sharon Hurlbut seconded. A discussion followed. Jim Hemrich made a motion to add "...Convention, any paid delegates meeting the criteria...". Renee' Cowan seconded the motion. A discussion followed. Jim Hemrich then made another motion to amend the amendment by adding "...Convention, any state paid delegates meeting the criteria...". Mike Cammack seconded the motion. The amendment to the amendment was voted on and passed. (Adding in the word state.) Another discussion followed. The amended amendment was then voted on and passed. (Adding in the words state paid.) Jim Hemrich made another motion to delete "In addition, due to late adjournment..." and add "In addition, due to adjournment after 3 pm on the final day...". The motion was seconded by Donna Roakes. Another discussion followed. Monte Hartshorn moved to previous question (close debate), Dale Ryan seconded, and it was voted on and passed. The last amendment was voted on and passed. A discussion followed. Monte Hartshorn moved to previous question again, Mariann Faulkner seconded, and it was voted on and passed. Proposed language was defeated as amended.

Donna Roakes made a motion to take a break and it was seconded by Monte Hartshorn. The motion was voted on a passed. A break was called for at 3:50 p.m.

Vice President Pat Alexander called the meeting to order at 4:00 p.m. Secretary/Treasurer Becky Wendlandt read roll call. All officers and delegates were present with the exception of Okanogan and Editor.

(6) In NRLCA Constitution, Article I, Section 1A

Present Language:

SECTION 1 Duties of the President shall be: A. To preside at all meetings of the Association and the National Board, and enforce all laws thereof, temporarily fill all vacancies in the National Board of the Association, subject to the approval of the National Board; shall have the general direction of all its affairs, including the Headquarters Office, sign all orders legally drawn on the Secretary/Treasurer, and sign all papers and documents that require the President's signature to properly authenticate them;

Proposed Language:

SECTION 1 Duties of the President shall be: A. To preside at all meetings of the Association and the National Board and subject to the approval of the National Board, enforce all laws thereof, sign all orders legally drawn on the Secretary/Treasurer, sign all papers and documents that require the President's signature to properly authenticate them, and temporarily fill all vacancies in the National Board of the Association; to encourage participation from all members of the National Board in the completion of all the National responsibilities of the Association, including the Headquarters Office;

Intent and Reason of Change:

To clarify ambiguous language and to ensure that all elected National Officers will be included in the decisions that affect the membership of the Association.

Renee' Cowan moved to accept proposed language and Sharon Hurlbut seconded. A discussion followed.

Proposed language passed.

Judith Peck then moved that the Constitution and By Laws Committee be dismissed with thanks and Renee' Cowan seconded. The motion was voted on and passed. Dave Reppe moved to adjourn until 8:30 a.m., Wednesday. Donna Roakes seconded, and it was voted on and passed. The Yea/Nay cards were then collected. President Schrup adjourned the meeting at 4:30 p.m.

Wednesday, June 20, 2001

President Schrup called meeting to order at 8:30 a.m. Secretary/Treasurer Becky Wendlandt read roll call. All officers and delegates were present with the exception of Okanogan. Yea/Nay cards were then redistributed. Dan then asked Ed Koschalk to come forward to speak about PAC (Political Action Committee). Ed stated that the funds have averaged about the same over the last four to five years. Last year's total was around \$5,300.00 in contributions. The PAC funds collected helped a lot of people on capital hill. Ed told the Association to be sure to drop a note or email Congressmen on issues.

President Schrup then asked Patricia Alexander to come forward for the Presentation of Carrier of the Year. Pat read the following:

Carrier of the Year

"This charming rural carrier has been through much growth this year.

He is this County's President and has been active in the Association for many years. He has taken the local steward training on his own, just to be able to help his fellow rural carriers. He encourages his co-workers to attend Association meetings, and he is always there for someone in trouble.

This past year, he and his wife have been through hard times, with Sandy's ovarian cancer. At the Fall Booster, Dave and Sandy gave a presentation on ovarian cancer and handed out informative cards to help recognize the onslaught of this terrible disease. When Sandy lost her hair from cancer treatments, Dave shaved his head too, in support, or maybe he just didn't want to comb his hair all the time!

Dave has also been in charge of this year's convention. Most of us would have declared that someone else would have had to take on Association responsibilities, but not Dave. He gathered together a terrific committee, and with their help, and Sandy's help, Dave has given us the best State Convention ever.

Let us welcome the Washington State Carrier of the Year, Dave Reppe!

A standing ovation was given by the Association as Dave and Sandy Reppe came forward to thank the Association.

President Schrup then asked for the Final Report of the Finance Committee. Chair Shawn Johnson read the following:

Final Report of the Finance Committee

"We, the members of the Finance Committee at the 2001 State Convention in Richland, Washington, have the following recommendations to submit to the delegates for consideration:

Current Dues:

Regular and PTF's: (71, 76)

National Per Capita: \$129.00

RCA/RCR: (72, 73, 74, 75, 78, 79)

National Per Capita: \$ 40.00

Retiree's:

National Per Capita: \$ 20.00

01/02 Membership (July 1, 2001 through June 30, 2002)

State Per Capita: \$231.00

Total: \$360.00

State Per Capita: \$ 50.00

Total: \$ 90.00

State Per Capita: \$ 25.00

Total: \$ 45.00

Associate Dues are the same as Regular Carriers.

Note on the Dues Structure as per WRLCA By Laws, Article VII, Section 3:

****The combined State and National portions of the per capita dues for regular carriers and associate member shall be 1% of the yearly salary of a 40 hour route at Step 3 on the salary schedule as of January 15 of each year. The combined State and National portions of the per capita dues for relief carriers shall be 25% of the regular carriers' per capita dues as calculated above. The combined State and National portions of the per capita dues for retirees shall be 12.5% of the regular carriers' per capita dues as calculated above. All per capita dues described in this article shall be rounded up to the nearest whole dollar and become effective October 1, 2000 and July 1 of each year thereafter and will be reviewed each year 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. 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.

Finance Committee Dues Recommendations:

02/03 Membership (July 1, 2002 through June 30, 2003)

The dues structure for the 02/03 fiscal year remain unchanged.

Finance Committee county Unit Recommendations:

01/02 Membership (July 1, 2001 through June 30, 2002)

Money Returned to County Units:

Current (00/01 Dues Year):

Minimum:

\$ 400.00 to counties with 75 or fewer members
\$ 700.00 to counties with 76-150 members
\$1,000.00 to counties with 151-225 members
\$1,300.00 to counties with 226-300 members
\$1,600.00 to counties with 301-400 members
\$1,900.00 to counties with 401-500 members

Your Recommendations for 01/02 Dues Year:

County units having \$500.00 or more in total liquid assets and failing to send a state-paid delegate to State Convention, or having total liquid assets over \$21 per member and failing to send a county-paid delegate to State Convention, will have their next year's per annum payment revert to the general fund. When the county unit resumes sending a state and/or county-paid delegate to State Convention, future per annum payments will be restored at the prescribed level, beginning with the first payment of the new fiscal year.

Finance Committee Auxiliary Recommendations:

01/02 Membership (July 1, 2001 through June 30, 2002)

Current (00/01 Dues Year):

Regulars, Reliefs, and Retirees:

\$7.00 for each member

Your Recommendations for 01/02 Dues Year:

Current language in the State Constitution and By Laws requires the Convention to address funding of the Auxiliary at each Convention through the Finance Committee. This creates unnecessary controversy among the delegates on an annual basis. Participation in the Auxiliary has declined over a number of years, as has participation in the Association. In Difficult financial times, the membership expects to realize the maximum benefit from diminishing resources. The auxiliary has historically provided invaluable assistance and support to the Association. Today, we are faced with the ongoing challenge of meeting the ever-changing needs of the membership as both the Postal Service and the Association adapt to new economic realities. The current language in the Constitution and By Laws does not specify a level of support for the Auxiliary independent of the membership dues. As a result, all members pay a portion of their membership dues to support the Auxiliary's Juniors programs at both the State and National levels, and travel and per diem to allow for State Auxiliary members to participate in the National Convention. Many members of the Association are willing to continue this support at the current level, and many are not. In order to allow for the delegates to fully consider the issue at this Convention, we are proposing a Constitution and By Laws change that will identify the amount of the Auxiliary assessment as a specific amount, in addition to the membership dues level that was approved at the 2000 Convention. We trust that the membership will carefully consider the issue, suggest amendments, as they deem appropriate, and make the best decision for both the Association membership and the Auxiliary. To this aim, the Finance Committee of the 2001 State Convention is respectfully submitting a Constitution and By Laws change to the Convention.

Shawn Johnson moved to have the salary recommendations accepted as corrected, adding Senior Assistant State Steward and Noretta Stritzke seconded. It was voted on and passed. Donna Roakes moved to raise the salary of the Secretary/Treasurer to \$275.00/month and Polly Moore seconded. A discussion followed. The motion was then voted on and passed.

Finance Committee Salary Recommendations:

01/02 Membership (July 1, 2001 through June 30, 2002)

Current Salary Schedules:

	001/01 Membership (July 1, 2000 through June 30, 2001)	
State Steward	\$350.00 Month	\$4,200.00 Year
Senior Assistant State Steward	\$275.00 Month	\$3,300.00 Year
Assistant State Stewards	\$250.00 Month	\$3,000.00 Year
Secretary/Treasurer	\$250.00 Month	\$3,000.00 Year
Area Stewards	\$ 50.00 Month	\$ 600.00 Year
Editor	\$400.00 Per Issue	\$2,000.00 for 4 Papers and 1 Program
Currently we have 4 Assistant State Stewards and 2 Area Stewards.		

Your Recommendations for 01/02 Dues Year:

<i>State Steward</i>	<i>\$350.00 Month</i>	<i>\$4,200.00 Year</i>
<i>Senior Assistant State Steward</i>	<i>\$275.00 Month</i>	<i>\$3,300.00 Year</i>
<i>Assistant State Stewards</i>	<i>\$250.00 Month</i>	<i>\$3,000.00 Year</i>
<i>Secretary/Treasurer</i>	<i>\$275.00 Month</i>	<i>\$3,300.00 Year</i>
<i>Area Stewards</i>	<i>\$ 50.00 Month</i>	<i>\$ 600.00 Year</i>
<i>Editor</i>	<i>\$400.00 Per Issue</i>	<i>\$2,000.00 for 4 Papers and 1 Program</i>
<i>Currently we have 4 Assistant State Stewards, 1 Senior Assistant State Steward, and 2 Area Stewards.</i>		

The State Steward would like to appoint an additional Area Steward to serve a specific geographical area of the State. Currently, this area's needs require an Assistant State Steward to travel some distance to represent carriers that require it. The Association's financial needs will be well served by appointing an additional Area Steward for this purpose.

Mileage and Per Diem (Per Diem Covers Both Lodging and Food:

Current: 2000 - 2001

\$.30 per mile

\$70.00 per day per diem (lodging and food)

Proposed: 2001 - 2002

\$.30 per mile

\$70.00 per day per diem (lodging and food)

State Convention Allowance:

Current: 2000 - 2001

\$1.50 all members

Proposed: 2001 - 2002

1.50 all members

Retirees Function At State Convention:

Current: 2000 - 2001

\$200.00 total

Proposed: 2001 - 2002

\$200.00 total

Door Prize Allowance:

Current: 2000 - 2001

\$300.00 State Convention

\$125.00 Each District for their meeting, for a total of \$250.00 for combined district meetings.

Proposed: 2001 - 2002

\$300.00 State Convention

\$125.00 Each District for their meeting, for a total of \$250.00 for combined district meetings.

Other Committee Recommendations:

(1) *The current salary structure for the State Steward program is not adequate to compensate for the investment of time and/or the donation of time that the stewards contribute on behalf of the membership. This must be increased in the future.*

(2) *The Association should consider an increase in the mileage allowance in the future as the Association's financial outlook improves that will reflect the recent increase in fuel costs.*

(3) *The per diem allowance does not come close to compensating for meal and housing expenses that must be borne by representatives of the Association. The membership should consider incremental increases in per diem that will ultimately result in a fair amount paid to the representatives that we send to represent us as an Association.*

Shawn Johnson moved to have the Final Report of the Finance Committee accepted as amended and Noretta Stritzke seconded. The motion was voted on and passed.

President Schrup then asked for any new business to be handled at this time. Dan then read the following Constitution and By Laws changes that were presented from the floor.

In WRLCA By Laws, Article X

No current language, insert after Section 3

Proposed Language:

SECTION 4 County units failing to send at least one county-paid delegate to State Convention will have their next years per annum payment revert to the general fund. When the county unit resumes sending a county-paid delegate to the State convention, future per annum payments will be restored at the prescribed level, beginning with the first payment of the new fiscal year.

(Renumber Section 3A as Section 5; and renumber following Sections accordingly.)

Shawn Johnson moved to withdraw this Constitution and By Law change and Noretta Stritzke seconded. The motion was voted on and passed.

In WRLCA By Laws, Article X

No current language, insert after Section 3

Proposed Language:

SECTION 4 County units having \$500 or more in total liquid assets and failing to send a state-paid delegate to State Convention, or having total liquid assets over \$21 per member and failing to send a county-paid delegate to State Convention, will have their next year's per annum payment revert to the general fund. When the

county unit resumes sending a state and/or county-paid delegate to State Convention, future per annum payments will be restored at the prescribed level, beginning with the first payment of the new fiscal year. (Renumber Section 3A as Section 5; and renumber following Sections accordingly.)

Shawn Johnson moved to accept proposed language and Noretta Stritzke seconded. A discussion followed. Becky Wendlandt moved to add "...\$500 or more in total liquid assets as per previous year LM report and failing to send a state-paid delegate to State Convention, or having total liquid assets as per previous year LM report over \$21..." and Pat English seconded. The amendment was voted on and passed. Bill Allen moved to change the words "county-paid" to "county-funded" in both sentences. This was seconded by Joyce Patteson, and it was voted on and passed. Joyce Patteson then called for a paper ballot vote on this amended Constitution and By Law change.

President Schrup called the Tellers Committee to conduct the paper ballot vote.

Proposed language was passed as amended by a paper ballot vote.

President Schrup then called for a recess at 10:40 a.m.

At 10:50 a.m., Dave Reppe handed out gifts to the first people who registered for this Convention. He also presented gifts to the 2001 Convention Committee. He recognized all the people who helped organize and work in the hospitality room and thanked the hotel manager. The Association gave them all a round of applause.

President Schrup, at 10:50 a.m., then read the next Constitution and By Laws Change from the floor.

In WRLCA By Laws, Article VII, Section 3

Present Language:

SECTION 3 The State shall underwrite the county units, Auxiliary, the Convention Fund, and any special funds. The combined State and National portions of the per capita dues for regular carriers, part time flexible carriers, and associate members shall be 1% of the yearly salary of a 40 hour route at Step 3 on the salary schedule as of January 15 of each year. The combined State and National portions of the per capita dues for retirees shall be 12.5% of the regular carriers' per capita dues as calculated above. All per capita dues described in this article shall be rounded up to the nearest whole dollar and become effective October 1, 2000 and July 1 of each year thereafter and will be reviewed each year 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. 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.

Proposed Language:

SECTION 3 Strike the word Auxiliary from the Section, and add:

SECTION 4 The Auxiliary of the Washington Rural Letter Carriers' Association shall be funded through an annual assessment of \$7.00 for every regular rural carrier and part time flexible carrier. Said assessment shall be in addition to the current per capita dues of the regular rural letter carrier members of the Association. Widows or widowers of an association member, spouses of rural carrier associates, rural carrier relief carriers, and retired rural carriers who wish to belong to the Auxiliary may join by paying the annual assessment directly to the Auxiliary Secretary/Treasurer. If a regular carrier or part time flexible carrier does not wish to pay the assessment he/she may request a refund of the current assessment from the Auxiliary Secretary/Treasurer.

Intent and Reason of Change:

Current language in the State Constitution and By Laws requires the Convention to address funding of the Auxiliary at each Convention through the Finance Committee. This creates unnecessary controversy among the delegates on an annual basis. Participation in the Auxiliary has declined over a number of years, as has participation in the Association. In difficult financial times, the membership expects to realize the maximum benefit from diminishing resources. The auxiliary has historically provided invaluable assistance and support to the Association. Today, we are faced with the ongoing challenge of meeting the ever-changing needs of the membership as both the Postal Service and the Association adapt to new economic realities. The current language in the Constitution and By Laws does not specify a level of support for the Auxiliary independent of the membership dues. As a result, all members pay a portion of their membership dues to support the Auxiliary's Juniors programs at both the State and National levels, and travel and per diem to allow for State Auxiliary members to participate in the National Convention. Many members of the Association are willing to continue this support at the current level, and many are not. In order to allow for the delegates to fully consider

the issue at this Convention, we are proposing a Constitution and By Laws change that will identify the amount of the Auxiliary assessment as a specific amount, in addition to the membership dues level that was approved at the 2000 Convention. We trust that the membership will carefully consider this issue, suggest amendments, as they deem appropriate, and make the best decision for both the Association membership and the Auxiliary. To this aim, the finance Committee of the 2001 State Convention is respectfully submitting a Constitution and By Laws Change to the 2001 State Convention in Richland, Washington, for consideration and appropriate action. *Shawn Johnson moved to accept the proposed language and Noretta Stritzke seconded. A discussion followed. Dale Ryan moved to strike the words "every regular rural carrier and part time flexible carrier" in the first and last sentences and replace with the word "member", and to remove the entire sentence starting with "Widows or widowers.....". Bill Allen seconded and another discussion followed. Upon Margene Horell's request, the Chair called for a paper ballot vote. Bill Allen moved to override the decision of the chair for a paper ballot vote and Monte Hartshorn seconded. The motion was voted on and passed. The amendment was then voted on and passed. Dale Ryan moved to add "...assessment of \$7.00 for all member's excluding Associate members. Said assessment..." and Renee Cowan seconded. Another discussion followed. This amendment was voted on and passed.*

Proposed language was passed as amended.

Shawn Johnson moved that the Finance Committee be dismissed with thanks. Monte Hartshorn seconded, and it was voted on and passed.

President Schrup then asked Myrtle Buchanan, Auxiliary Secretary/Treasurer, to come forward to announce the Auxiliary Scholarships. Myrtle announced that Adam Brewster would be the Auxiliary's nomination for the Scholarship given at National Convention. The \$600 Scholarship was awarded to Adam Brewster, the \$500 Scholarship to April Oswald, and the \$400 Scholarship to Amber Nelson.

President Schrup then asked for Bill Allen from the Resolutions Committee to present Resolution #12 that had been postponed. (This Resolution was typed previously in order with all other Resolutions.) Bill Allen moved that the Resolutions Committee be dismissed with thanks. David Ray seconded the motion, and it was voted on and passed.

President Schrup then announced that the next item on the agenda was the nomination and election of officers. The nominees for each office were then read as given in the Nominating Committee's report. Dan also stated that all nominations were open until closed by the chair. Vice President Patricia Alexander was asked to come forward.

Vice President Alexander at this time accepted nominations for President and made one nomination for Dan Schrup. Marc McIntosh, Chair for the Nominating Committee, then made another nomination for Donna Roakes. Charles Alexander moved to close nominations for President and Monte Hartshorn seconded. The motion was voted on and passed. David Ray then made a motion for a recess and Charles Alexander seconded. The motion was voted on and passed and a 15-minute recess was called. After the recess, Dan Schrup and Donna Roakes each gave a speech. Vice President Alexander then asked the Teller's Committee to come forward to conduct a paper ballot vote. Patricia then called for a 10-minute recess while the votes were being counted. After the recess, Mike Cammack, Chair of the Tellers Committee, gave the results of the vote and Vice President Alexander announced Dan Schrup as President.

President Schrup then accepted nominations for Vice President and made one nomination for Patricia Alexander. Charles Alexander moved to close nominations for Vice President and that the Secretary/Treasurer cast a unanimous vote for Patricia Alexander for Vice President and Steve Brewster seconded the motion. The motion was voted on and passed. Secretary/Treasurer Becky Wendlandt cast a unanimous vote for Patricia Alexander for Vice President.

President Schrup then accepted nominations for Secretary/Treasurer and made one nomination for Becky Wendlandt. Charles Alexander moved to close nominations for Secretary/Treasurer and that the President cast a unanimous vote for Becky Wendlandt for Secretary/Treasurer and David Ray seconded the motion. The motion was voted on and passed. President Schrup cast a unanimous vote for Becky Wendlandt for Secretary/Treasurer.

President Schrup then accepted nominations for Editor and made one nomination for Dan Snyder. David Ray then made another nomination for Janice Sisley. Bill Allen moved to close nominations for Editor and David Ray seconded. The motion was voted on and passed. Dan Snyder and Janice Sisley each gave a speech.

President Schrup then asked the Teller's Committee to come forward to conduct a paper ballot vote. While the votes were being counted, Ed Koschalk gave an update on PAC contributions. Mike Cammack, Chair of the Tellers Committee, gave the results of the vote and President Schrup announced Dan Snyder for Editor.

President Schrup then accepted nominations for District I Representative and made one nomination for David Ray. Polly Moore then made another nomination for Becky Pike. Bill Allen moved to close nominations for District I Representative and Mariann Faulkner seconded. The motion was voted on and passed. David Ray and Becky Pike each gave a speech. President Schrup then asked the Teller's Committee to come forward once again and conduct a paper ballot vote. Teller's Committee Chair, Mike Cammack, gave the results of the vote and President Schrup announced Becky Pike as District I Representative. Dan then called for a ten-minute recess.

President Schrup then accepted nominations for District III Representative and made one nomination for Steve Brewster. Dale Ryan then made another nomination for Linda Maurus. Monte Hartshorn moved to close nominations for District III Representative and Jennifer Steffenson seconded. The motion was voted and passed. Steve Brewster and Linda Maurus each gave a speech. President Schrup then asked the Teller's Committee to come forward to conduct another paper ballot vote. Teller's Committee Chair, Mike Cammack, gave the results of the vote and President Schrup announced Steve Brewster for District III Representative.

President Schrup then accepted nominations for Retired Carrier Representative and made one nomination for Lynn Walker. Bill Allen moved to close nominations for Retired Carrier Representative and that the Secretary/Treasurer cast a unanimous vote for Lynn Walker for Retired Carrier Representative and Jennifer Steffensen seconded. The motion was voted on and passed. Secretary/Treasurer Becky Wendlandt cast a unanimous vote for Lynn Walker for Retired Carrier Representative.

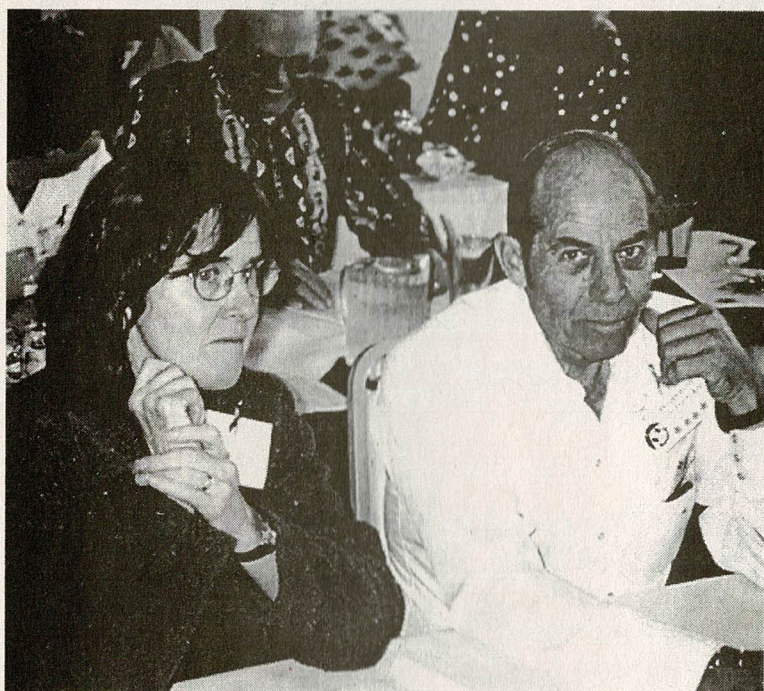
Monte Hartshorn moved to dismiss the Tellers Committee. Jennifer Steffensen seconded the motion, and it was voted on and passed. Monte Hartshorn then moved to dismiss the Credentials Committee and Jennifer Steffensen again seconded the motion. It was voted on and passed. Yea/Nay cards were collected at this time.

President Schrup then asked NRLCA President Steven Smith to come forward, along with all the newly elected officers, to be sworn in. President Smith installed the 2001 - 2002 officers and asked the Association to support their new officers. Mr. Smith congratulated each officer and the Association welcomed their new officers with a standing ovation.

Secretary/Treasurer Becky Wendlandt then dispersed checks to the state-paid delegates. President Schrup then asked Ed Koschalk to come forward to give the benediction. The Association was then asked to stand for the retirement of colors by Neil Buchanan and Lynn Walker. Monte Hartshorn made a motion to adjourn and Gary Adams seconded. The motion was voted on and passed.

President Schrup adjourned the 2001 Annual Convention of the Washington Rural Letter Carriers Association at 2:45 p.m.

SCENES FROM STATE CONVENTION



Committee Reports are read to the Delegates, followed by a vote to accept Or reject any or all proposals. In the Upper left photo, Skagit/Island/ San Juan already has their minds Made up on how to vote.

WASHINGTON RURAL LETTER
CARRIERS' ASSOCIATION

CONSTITUTION AND BY-LAWS

JULY 1, 2001 THROUGH JUNE 30, 2002

TABLE OF CONTENTS

CONSTITUTION

ARTICLE I	NAME
ARTICLE II	OBJECT
ARTICLE III	MEMBERSHIP
ARTICLE IV	REPRESENTATION
ARTICLE V	MEETINGS
ARTICLE VI	QUORUM
ARTICLE VII	PARLIAMENTARY AUTHORITY
ARTICLE VIII	OFFICERS
ARTICLE IX	NATIONAL DELEGATES
ARTICLE X	IMPEACHMENTS AND REMOVALS
ARTICLE XI	APPEALS
ARTICLE XII	AMENDMENTS

BY LAWS

ARTICLE I	DUTIES OF OFFICERS - PRESIDENT
ARTICLE II	VICE PRESIDENT
ARTICLE III	SECRETARY/TREASURER
ARTICLE IV	EXECUTIVE COMMITTEE
ARTICLE V	EDITOR
ARTICLE VI	STATE OFFICERS' EXPENSE
ARTICLE VII	REVENUES AND DUES
ARTICLE VIII	CHARTERS
ARTICLE IX	FISCAL YEAR
ARTICLE X	RULES GOVERNING COUNTY UNITS AND DISTRICT ASSOCIATIONS
ARTICLE XI	COMMITTEES
ARTICLE XII	MILEAGE AND PER DIEM
ARTICLE XIII	ORDER OF BUSINESS
ARTICLE XIV	PRINTING CONSTITUTION AND BY-LAWS
ARTICLE XV	AMENDMENTS
REVISIONS SINCE 1998	

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

JULY 1, 2001 THROUGH JUNE 30, 2002

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, part time flexible rural carriers, rural carrier reliefs, rural carrier associates, and retired 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, part time flexible rural carriers, rural carrier reliefs, rural carrier associates, and retired 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 rules contained in ROBERT'S RULES OF ORDER NEWLY REVISED (1990 Edition) shall govern the Association in all cases to which they are applicable and in which they are not inconsistent with the State and National Constitution and By Laws and any special rules of order the WRLCA may adopt.

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 three (3): one (1) of whom shall be selected by the President, one(1) by the Vice-President, and these two (2) so chosen shall select the third member. This Committee shall report their list of nominations when called upon. However, before closing the ballot on the nominations submitted by the Committee, the President shall state, "Are there any other nominations?". If so, then the names of the additional nominees shall be

added to the list. 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 secret ballot (secret ballot defined as written) of the elected delegates, with one vote per delegate in attendance, and in no case by acclamation except by unanimous consent. It shall require the majority of all votes cast to elect. Where there are more than two (2), the one receiving the least number of votes on each ballot shall be dropped until the election is won. In case of tie of the final two, the elected delegates will decide with another secret ballot, with one vote per delegate in attendance, 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. The State Secretary shall verify membership as of April 15 and mail said ballot to all April 15 listed 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 random drawing. Random Drawing will be done on the 39th day prior to the opening of the State Convention at the State Secretary's office, with two other WRLCA members present that are not nominated and listed on the ballot. Any member may observe the random drawing.

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 and address 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. In case of a tie, the tellers committee will decide who is to be listed first with a coin toss.

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. If a delegate decides not to attend National Convention and either notifies the State Secretary in writing or does not check in with the National Convention Credentials Committee by noon on the first day of the National Convention, all the following delegates will move up in order of votes received.

SECTION 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 six days (4 days for when the convention is in session and two days travel time). 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 give a report of said Convention at their county meeting before the next year's State Convention. Paid delegates are to attend all association general sessions at the National Convention with the following permitted exceptions upon the approval of the National delegate at large:

1. Specific assignments to a committee
2. Required to man a booth
3. Illness

The delegate at large shall be responsible for the following:

1. Polling delegates for their preferences for the afternoon break out sessions they wish to attend, and then jointly agreeing to have at least one delegate to cover each of the sessions.
2. Taking roll of the delegates at the beginning of each general session.
3. Establishing an adequate seating space for the Washington Delegation, including placement and collection of seat back covers and the Washington sign.
4. Reporting to the Board any problems concerning delegates meeting their responsibilities at the convention.
5. Collecting the ballots for his/her delegation and returning the ballots to the National Teller's Committee after his/her National delegates have voted.
6. Submitting a single report to the State Board for publication in the Washington Rural Carrier.

ARTICLE 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.

ARTICLE XI (APPEALS)

SECTION 1 Any member aggrieved by any action of a State Association, or Officer thereof, shall have the right to appeal to the State Board. Such appeal must be in writing and must be filed with the State President within thirty (30) days of the action complained of. Within ten (10) days of receipt of such appeal, the State President will notify all members of the State Board, and, also, request that the charging party provide a letter outlining the specific charges and relief sought. This letter of specificity must be returned within twenty (20) days, and upon its receipt, the State Board will forward a copy to the charged party for response. The charged party will have twenty (20) days to respond in writing to the State Board. The State Board will review the charging party's letter of specificity and relief sought and the response of the charged party. If the State Board chooses not to or is unable to effect the relief sought, it will then establish an Investigating Committee which will have full authority to conduct a full, fair, and impartial investigation. One member of the Investigating Committee will be chosen by the charging party, one member will be chosen by the charged party, and the two original members will then choose the third member. All members of the Investigating Committee must be members of the State Association, who do not hold an elected position on the State Board, and excludes Associate members. Within thirty (30) days of their appointment, the Investigating Committee will make a report, jointly, in writing, including the findings and recommendations to the State Board. The State board is authorized, in consultation with the NRLCA assigned Executive Committee representative, to take the necessary action to resolve the issue within thirty (30) days, unless extensions, of time limits are necessary and approved by the State Board with concurrence from the assigned Executive Committee representative. All parties must be notified in writing of such action.

SECTION 2 Any member not satisfied with this decision, or any action of the State Board on said appeal, shall have the right to appeal to the National Board. This appeal must be in writing and must be filed with the President of the National Association within thirty (30) days of receipt of the State Board's decision.

SECTION 3 At any level of appeal, all members shall be afforded the rights of due process, and all members have the right to appeal an adverse decision to the next level. At any time the National Board shall have full authority to intervene to protect the members of this Association. All correspondence shall be by certified mail, return receipt requested. All costs of the State Investigation and action shall be borne by the State Association and will be reimbursed by the National Association upon proper documentation to the National Board and all costs of the National Review and Appeals Committees shall be borne by the National Association. No court proceeding may be instituted until and unless the appeal procedures provided herein have been exhausted.

ARTICLE XII (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, a committee of three (3) on Resolutions, and a committee of three (3) on Finances. On the first day of the State Convention he/she shall also appoint from said delegates an Auditing Committee of three (3) members; a committee of three (3) on Mileage and Per Diem; a committee of three (3) on THE WASHINGTON RURAL CARRIER. 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, the Teller's Committee, and/or the Finance Committee to meet one (1) day prior to the State Convention. These persons would be regular delegates to the Convention and would receive one (1) additional day per diem. They will also receive round trip mileage if they are not already reimbursed from the State and/or County as a delegate.

SECTION 2B On the first day of the State Convention the President will ask the elected convention delegates to decide by voting if they want to hear resolutions and proposed constitution and by law changes from the floor during new business. The Resolutions Committee and Constitution and By Laws Committee will only be responsible for resolutions and proposed constitution and by law changes that have been submitted and passed by county units. If the delegation decides to hear resolutions and proposed constitution and by law changes from the floor during new business, then the delegate who is submitting it must use the proper form, have enough copies for all elected delegates, and submit them to the Vice President by the close of business the second day of the convention.

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 The Secretary-Treasurer will issue checks in payment of all properly itemized invoices, statements, vouchers, authorized payroll payments, and for other obligations of the WRLCA as directed by the State Board. He/She will have the President review the payments and supporting documents on a quarterly basis.

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.

SECTION 4 It shall be the duty of the Executive Committee members to search out future convention sites in their District and to work with the board on establishing a Convention site contract for said Convention. They are also to enlist Convention committee members to help assist them in holding the Convention in the appropriate Convention year for their District.

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 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 current Washington State board meeting minutes, the latest WRLCA financial statement, State Steward article, Association Officer articles and any received Auxiliary Officer articles, and a current list of Association Officers, Auxiliary Officers, and Junior Officers as they occur in a timely manner in each edition of the WASHINGTON RURAL CARRIER. In addition, all items mandated by the State Board.

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, State Steward, and/or Assistant State Steward attend any National training, the officer and/or steward will receive the National paid allowance for mileage and per diem. If the National paid allowance does not cover the LWOP needed or they do not get reimbursed from National at all, the officer and/or steward is authorized to submit their LWOP, not including EMA, for travel and days of training. If National does not pay for mileage and per diem, the officer and/or steward is authorized to submit their mileage or cost of airline ticket, whichever is less, and per diem. This must be approved in advance by the Board.

SECTION 2B The Officers, Insurance Director, and Political Action Committee Director of the WRLCA will be reimbursed for any authorized LWOP used for conducting WRLCA business. Reimbursement will be the wages at the same rate of pay as earned when serving his/her route, not to include EMA. Also, the Officers, Insurance Director, and Political Action Committee Director shall be reimbursed for sick and annual leave days lost due to authorized LWOP days taken in performing his/her responsibilities for the WRLCA.

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 will approve payment of expenses incurred by the Area and Local Stewards, while they are involved in grievance-related business. Reimbursement shall be made by the State Secretary-Treasurer, after he/she reviews the voucher, supporting documents and receives the State Steward's approval. Expenses for the Area and Local Stewards shall be submitted no later than three (3) months after the expense has been incurred. The State Steward will review payment of expenses incurred by the Assistant State Stewards, while they are involved in grievance-related business. Reimbursements shall be made by the State Secretary-Treasurer, after he/she reviews the voucher and supporting documents. Expenses for the Assistant State Stewards shall be submitted no later than one (1) month after the expense has been incurred. All reimbursements for Assistant, Area, and Local Stewards must first meet the guidelines of the State Board Policy and State Constitution and By Laws. Any expense that does not meet the guidelines must be reviewed by the State Board before payment can be made, and only paid after board approval.

F) The State Steward, in conjunction with the State President, shall appoint from the Assistant State Stewards, an Acting State Steward when he/she is unavailable. The Acting State Steward will be in charge of all State Steward duties that need to be performed while the State Steward is unavailable.

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 WRLCA the members that the WRLCA would like to have appointed as Senior Assistant State Steward, 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 Senior Assistant State Steward, Assistant State Stewards and Area Stewards shall work with and be subject to the State Steward. The geographical area served by each Senior Assistant State Steward, Assistant State Steward and Area Steward shall be determined by the State Steward in conjunction with the Board. At the State Convention, a salary will be determined for all Senior Assistant State Steward, 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 and LWOP apply in the same manner as with the State Steward.

SECTION 3C Charges against a State, Senior Assistant State, Assistant State, Area, or Local Steward must be in writing and filed with the State President by a member within thirty (30) days of the time that knowledge of the alleged offense comes to such members. Within ten (10) days of receipt of such appeal, the State President will notify all members of the State Board, and also request that the charging party provide a letter outlining the specific charges and relief sought. This letter of specificity must be returned within twenty (20) days, and upon its receipt, the State Board will forward a copy to the charged party for response. The charged party will have twenty (20) days to respond in writing to the State Board. The State Board will review the charging party's letter of specificity and relief sought and the response of the charged party. If the State Board chooses not to or is unable to effect the relief sought, it will then establish an Investigating Committee which will have full authority to conduct a full, fair, and impartial investigation. One member of the Investigating Committee will be chosen by the charging party, one member will be chosen by the charged party, and the two original members will then choose the third member. All members of the Investigating Committee must be members of the State Association, who do not hold an elected position on the State Board, and excludes Associate members. Within thirty (30) days of their appointment, the Investigating Committee will make a report, jointly, in writing, including the findings and recommendations to the State Board. The State board is authorized, in consultation with the NRLCA assigned Executive Committee representative, to take the necessary action to resolve the issue within thirty (30) days, unless extensions, of time limits are necessary and approved by the State Board with concurrence from the assigned Executive Committee representative. All parties must be notified in writing of such action.

SECTION 3D Any member not satisfied with this decision, or any action of the State Board on said appeal, shall have the right to appeal to the National Board. This appeal must be in writing and must be filed with the President of the National Association within thirty (30) days of receipt of the State Board's decision.

SECTION 3E At any level of appeal, all members shall be afforded the rights of due process, and all members have the right to appeal an adverse decision to the next level. At any time the National Board shall have full authority to intervene to protect the members of this Association. All correspondence shall be by certified mail, return receipt requested. All costs of the State Investigation and action shall be borne by the State Association and all costs of the National Review and Appeals Committees shall be borne by the National Association. No court proceeding may be instituted until and unless the appeal procedures provided herein have been exhausted.

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, the Convention Fund, and any special funds. The combined State and National portions of the per capita dues for regular carriers, part time flexible carriers, and associate members shall be 1% of the yearly salary of a 40 hour route at Step 3 on the salary schedule as of January 15 of each year. The combined State and National portions of the per capita dues for relief carriers shall be 25% of the regular carriers' per capita dues as calculated above. The combined State and National portions of the per capita dues for retirees shall be 12.5% of the regular carriers' per capita dues as calculated above. All per capita dues described in this article shall be rounded up to the nearest whole dollar and become effective October 1, 2000 and July 1 of each year thereafter and will be reviewed each year at the State Convention. The portion of the State per capita dues to be distributed to the County Units, Convention Fund, and other special funds shall be decided at each State Convention. 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 The Auxiliary of the Washington Rural Letter Carriers' Association shall be funded through an annual assessment of \$7.00 for all members, excluding associate members. Said assessment shall be in addition to the current per capita dues of the members of the Association. If a member does not wish to pay the assessment he/she may request a refund of the current assessment from the Auxiliary Secretary-Treasurer.

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, Wahkiakum, and the 986 offices of Pacific and Klickitat Counties); MUTUAL (Pierce, Grays Harbor, Thurston, Mason, Lewis, and the non 986 offices of Pacific Counties)

DISTRICT THREE (3) shall be composed of the County Units of: 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, Benton, and the non 986 offices of Klickitat Counties).

SECTION 1A Each District shall hold at least one (1) meeting a year by either combining with another District to have a joint meeting or by having its own District meeting. If the District meetings are combined with another District, the meeting location shall be in the District nominating the District Representative. All members of each District shall be notified of the time and place of said meeting or meetings. Notice will be sent to all members fifteen (15) days prior to an election.

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. 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 at their annual meeting shall elect their delegates to the State Convention by secret ballot (secret ballot defined as a written ballot) in all cases where there is more than one candidate for each delegate position. Delegates will be listed in accordance with the number of votes received. The delegate receiving the most votes will be the delegate at large. In case of tie, the members will decide the placement by another secret ballot. Each County Secretary shall immediately, after the regular annual meeting of their County Unit, fill out in duplicate, credentials of Delegate-at-

Large, Regular, and Alternate delegates to the State Convention in order of votes received. The duplicate is to be retained for identification by the delegate and the original is to be sent to the State Secretary with proper endorsement by the County President and the County Secretary. Also each County Secretary shall submit the names of the newly elected County Officers to the State Secretary. Such newly elected officers shall assume office upon election.

SECTION 3A The County Secretary, when submitting resolutions and propose 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 County units having \$500 or more in total liquid assets as per previous year LM report, and failing to send a state-paid delegate to State Convention, or having total liquid assets as per previous year LM report over \$21 per member and failing to send a county funded delegate to State Convention, will have their next year's per annum payment revert to the general fund. When the county unit resumes sending a state and/or county funded delegate to State Convention, future per annum payments will be restored at the prescribed level, beginning with the first payment of the new fiscal year.

SECTION 5 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 6 All County Unit or District Constitution and By-Laws shall be in harmony with the National and State Constitution and By-Laws.

SECTION 7 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. They shall also back up and assist the teller's committee, when voting on the issues on the floor at the State Convention requires the use of a 2nd teller's committee.

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 given not later than ten (10:00) a.m. on the second day of the State Convention. All delegates shall be seated by the passing of the final report of the Credentials Committee.

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 a listing of delegates and/or elected and appointed officers who are entitled to receive mileage and per diem as per the WRLCA Constitution and By Laws. The listing shall show the name, title (delegate at large or state paid county delegate, elected or appointed officer), mileage, and per diem due for each person.

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, identifying them as binding (and to whom) or non binding. The Resolutions Committee can also propose any courtesy resolutions they deem necessary and present same to the elected delegates at State Convention.

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 and to review any suggestions from the board and delegates for the next year, and then to propose financial suggestions concerning State, County, and Auxiliary dues, salaries and expenses for the upcoming year.

SECTION 8 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 9 The duties of the Nominating Committee shall be: To seek nominees for the offices open and present these names to the convention delegates.

SECTION 10 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 round trip mileage to each Delegate-at-Large, State Paid Delegates, State Officers, Insurance Director, Political Action Committee Director, State Steward, Assistant State Stewards, and Area Stewards attending the State Convention. The mileage will be computed using a current door to door computer mileage program. The mileage rate shall be decided at each State Convention of the WRLCA.

SECTION 2 The WRLCA shall pay a 3 day per diem allowance to each Delegate-at-Large, State Paid Delegates, State Officers, Insurance Director, Political Action Committee Director, State Steward, Assistant State Stewards, and Area Stewards 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. Presentation Of Colors
- D. Recite The Pledge Of Allegiance
- E. Roll Call of Officers
- F. Vote on Convention Standing Rules
- G. Vote on Hearing Proposed Resolutions and Constitution and By Law Changes from the Floor Under New Business
- H. Name Members of Committees
- I. Report of Credentials Committee
- J. Report of Officers
- K. Report of Standing Committees
- L. Report of the one-year future State Convention
- M. Report of the two-year future State Convention
- N. Report of the three-year future State Convention
- O. Report of Special Committees
- P. Call for Unfinished Business
- Q. Call for New Business
- R. Election of Officers
- S. Installation of Officers
- T. Retirement of Colors
- U. 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.

ASSOCIATION OFFICERS

2001-2002

OFFICERS

PRESIDENT

Daniel Schrup
223 E. West Crest Ct.
Colbert, WA 99005
(509) 468-4160
mxsykes@icehouse.net

VICE-PRESIDENT

Patricia Alexander
2201 30th St.
Bellingham, WA 98225
(360) 733-9201
Patriciaka@nas.com

SECRETARY/ TREASURER

Rebecca Wendlandt
4210 S. Sunderland
Spokane, WA 99206
(509) 926-9522
Rebeccawen@icehouse.net

EDITOR

Dan Snyder
P.O. Box 711
Ferndale, WA 98248
(360) 933-1111
(360) 384-5214
Danwrlca@aol.com

RETIRED CARRIER & PAC REP.

Lynn Walker
2485 Highline Rd.
Chewelah, WA 99109
(509) 935-8356

DISTRICT REPRESENTATIVES

DISTRICT ONE

Becky Pike
100 Bender Rd.
Lynden, WA 98264
(360) 354-3386
rpikes@home.com

DISTRICT TWO

Ann Lamm
7251 NE Crawford Dr.
Kingston, WA 98346
(360) 692-4555
anncruzin@home.com

DISTRICT THREE

Steve Brewster
33880 Raugust Rd. E.
Davenport, WA 99122
(509) 725-5758
brewster@famrc.org

DISTRICT FOUR

Dave Reppe
48 Walnut
Touchet, WA 99360
(509) 394-2972
dis4dave@hscis.net

LABOR RELATIONS

STATE STEWARD

Charles Alexander
2201 30th St.
Bellingham, WA 98225
(360) 733-9201
Charleska@nas.com

SENIOR ASSISTANT

Judith Peck
12332 51st Ave. S.E.
Everett, WA 98208
(425) 337-4998
Judith.Peck@verizon.net

ASS'T STATE STEWARDS

Marc McIntosh
11024 N. Forker Rd.
Spokane, WA 99217
(509) 928-6662
theelmac@icehouse.net

Monte Hartshorn
141 Alder St. N.E.
Castle Rock, WA 98611
(360) 274-4676
Postalbear@toledotel.com

Shawn Johnson
27113 S.E. 432nd St.
Enumclaw, WA 98022
(360) 825-1147
Shawnhj@gte.net

Patricia Alexander
2201 30th St.
Bellingham, WA 98225
(360) 733-9201
Patriciaka@nas.com

Washington Rural Carrier
P.O. Box 711
Ferndale, WA 98248

Non-Profit Organization
U.S. Postage Paid
Permit # 5
Lummi Island, WA 98262



IMPORTANT DATES TO REMEMBER

Monday, September 3, 2001, Labor Day

Tuesday, September 18, 2001, Rosh Hashanah

Thursday, September 27, 2001, Yom Kippur

Monday, October 8, 2001, Columbus Day

Thursday, November 22, 2001, Thanksgiving
38th anniversary of the assassination of John F. Kennedy in Dallas, TX

Friday, December 21, 2001, First Day of Winter

Tuesday, December 25, 2001, Christmas Day

Tuesday, January 1, 2002, New Year's Day