

WASHINGTON RURAL CARRIER

Official Publication of the Washington Rural Letter Carriers' Association

August 2002



Where Service Begins With a Smile

OFFICIAL MINUTES FROM THE 2002 STATE CONVENTION SILVERDALE, WASHINGTON

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CARRIER OF THE YEAR 2002 KAREN CROMBIE

Karen Crombie, a rural carrier in Graham, was chosen as Carrier of the Year 2002. Karen has been Secretary/Treasurer of Mutual County, one of the largest county units, for 12 years, and Karen is considered to be an excellent Secretary/Treasurer. Karen is very helpful in assisting new officers with

(continue on page 23)



"If I were a factory employee, a workman on the railroads or a wage-earner of any sort, I would undoubtedly join the union of my trade. If I disapproved of its policy, I would join in order to fight that policy; If the union leaders were dishonest, I would join in order to put them out. I believe in the union and I believe that all men who are benefited by the union are morally bound to help to the extent of their power in the common interests advanced by the union."

Theodore Roosevelt

**Letter From a Postmaster
Page 101**

Monday, June 24, 2002

At 9:05 a.m. a joint meeting of the Washington Rural Letter Carrier's Association and its Auxiliary was called to order by Convention Chairperson, Ann Lamm, in the Admiral Ballroom of the West Coast Silverdale Hotel, Silverdale, Washington. Ed Koschalk was asked to come forward to give the Invocation. He also read a devotional out of "The Word for Today." Secretary/Treasurer Becky Wendlandt then asked for the Presentation of Colors. Lynn Walker carried the Washington flag, representing all carriers who have served for our country. Dan Reach, Sergeant, Washington Army National Guard, carried the American flag, representing the active duty military and emergency personnel serving our country today. While the American flag was being presented, "God Bless America" by LeAnn Rhimes was played. Ann Lamm led the Association in the Pledge of Allegiance and then presented the gavel to Association President, Daniel Schrup.

President Schrup introduced Margo Simmons, Catering Manager, West Coast Silverdale Hotel. She welcomed the Association and told about the hotel offerings and other featured restaurants and sites in the surrounding area.

President Schrup then recognized the National guest speakers: NRLCA Director Labor Relations, Randy Anderson, and NRLCA Auxiliary Secretary, Joyce Newman. The following State Officers were then recognized: Vice-President, Patricia Alexander; Secretary/Treasurer, Becky Wendlandt; Editor, Margene Horrell, Washington Rural Carrier; Retired Carrier Representative, Lynn Walker; District I Representative, Becky Pike, District II Representative, Ann Lamm; District III Representative, Noretta Stritzke, District IV Representative, Dave Reppe; State Steward, Charles Alexander. Other positions also recognized were the following: Auto Insurance Director, Daniel Schrup, Provident Guild Representative, Patricia Alexander; Rural Carrier Benefit Plan Representative, Becky Wendlandt; Political Action Director and Armed Forces Veterans' Club Representative, Lynn Walker; Stenographer, Beverly Reach; Sergeant-at-Arms, Becky Pike and Noretta Stritzke.

President Schrup then asked Steve Roakes, Auxiliary President, to please come forward. The Auxiliary Officers were introduced as follows: Vice-President, Mike Peck; Secretary/Treasurer, Myrtle Buchanan; District I Representative, Delores Robb; District II Representative, George Sisley; District III Representative, Mike Crow; District IV Representative, Donna Walker. Steve Roakes then led the Juniors Program, total of 14 Juniors. The following juniors participated: Nichole Cowan, Lee Kesterson, Jr., Alyssa Walla, Tiffany Walla, Hillary Faulkner, Kathy Kemp, Laura Freed, Jessie Keele, Kristina Knowles, Bethany Rodgers, Katie Steffensen, Joey Steffensen, Nikki Heller, and Alayna Melton. All the juniors carried American flags and stood in front of the Association and sang "Proud To Be An American". Auxiliary President Steve Roakes presented Association President Dan Schrup and NRLCA speaker Randy Anderson each with an American flag.

Secretary/Treasurer Becky Wendlandt asked for all County President's and Secretary's to come forward and be recognized. Each one gave their name, the county they represent and the position they hold. They were all thanked and presented with American flag pins. President Schrup then asked State Steward, Charles Alexander, to please come forward. Charles explained a little about the steward program and asked all local stewards to come forward to be introduced. Charles presented each one with an American flag pin and said this was the largest number of local stewards at a State Convention. Neil Buchanan was then recognized as being one of the first stewards that helped start the program back in 1971 and was also presented with an American flag pin. The Association gave Neil a standing ovation. Charles then asked for the Assistant State Stewards to come forward. They were Marc McIntosh, Shawn Johnson, Joyce Patteson, Patricia Alexander, and Monte Hartshorn. The Area Stewards (local stewards with three or more offices) were recognized next; Janice Sisley, Patrick Pitts and Daniel Schrup. After each steward told the Association the areas they covered, they were all given American flag pins. Judith Peck was asked to come forward and be recognized as Senior Assistant State Steward. She was also presented with a pin.

Vice-President Patricia Alexander then asked for all retired carriers to please come forward to be honored. They were as follows: Lynn Walker, Ed Koschalk, Neil Buchanan, Bob Lange, Margerie Grump, and Leonard Oswald. Total years of service between these carriers totaled 162 years. *Note: As of the printing of*

these minutes we received notification that Robert Lange passed away July 4, 2002. Robert, we will miss you and thank you for blessing our lives! Patricia then asked all first timers to the Convention to please come forward and introduce themselves. There were 19 total; the largest group of first timers to attend the State Convention. All retirees and first timers were presented with the 'Americana' goody bag.

President Schrup then asked all Ad-Hoc Trainers to come forward and be recognized. Next, the QWL-EI Facilitators were asked to come forward; none were in attendance. Dan then asked the DJSC Members to come forward and be recognized. Monte Hartshorn was introduced as the newly appointed Western Area Trainer. All received American flag pins.

President Schrup then introduced Joyce Newman, NRLCA Auxiliary Secretary, as the Association's first guest speaker and presented her with an American flag pin also. Joyce brought greetings from National. She has been Auxiliary Secretary for two years, and a member for many years. She encourages spouses to become Auxiliary members and all to write letters and make calls to Congress on issues affecting our carriers. College Scholarships are available, with applications in the 'National Rural Letter Carrier' paper. The Diabetes Foundation has been chosen as the Auxiliary Program this year with the lighted candle as its symbol. Joyce brought along 'Ada', a porcelain doll representing a child that has diabetes. Ada is missing a leg and is partially paralyzed from a stroke. Joyce also gave statistics on the American population, including children, diagnosed with the diabetes each year. She reminded everyone of the raffle tickets being sold for the Chevy S-10 Pickup to help raise money for the Foundation. Joyce also spoke on the Safety Program in regards to the anthrax and pipe bombs scares. She invited everyone to attend National Convention this year in Portland, Maine, and closed by thanking the Association.

President Schrup called the 96th Convention of the Washington Rural Letter Carriers' Association to order.

Secretary/Treasurer Becky Wendlandt then read roll call. All officers and delegates were present with the exception of Okanogan. Each Delegate-at-Large was asked to come forward and receive the Yea/Nay cards and redistribute to the other delegates in their county. President Schrup then read the Convention Standing Rules as follows:

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 (10th Edition).
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, the member must rise and be recognized by the chair, 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.

Bill Allen made a motion to accept the Convention Standing Rules as read and Judi Peck seconded. The motion was voted on and passed. President Schrup adjourned for a short break at 10:37 a.m.

President Schrup called the meeting to order again at 10:55 a.m. Secretary/Treasurer read roll call. All officers and delegates were present with the exception of Okanogan. President Schrup then read the following: "WRLCA Constitution and By-Laws, Article 1, Section 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 By-Law changes from the floor during new business." Neil Buchanan made a motion to accept Resolution changes from the floor and Monte Hartshorn seconded. The motion was voted on and passed. Bill Allen made a motion to accept Constitution and By-Law changes from the floor during new business and Judi Peck seconded. The motion was voted on and failed. Vice-President Patricia Alexander read the procedures presenting a Resolution from the floor. She read:

By-Laws, Article I, 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." President Schrup then read the committee assignments as follows:

Committee Assignments 2002 Convention

Credentials

Ann Lamm, Board Rep.

1. Donna Lower, Chair
2. Donna Roakes
3. Paula Kenck

Finance

Charles Alexander, Board Rep.

1. Joyce Patteson, Chair
2. Doug Rinehart
3. Cheryl Freeman
4. Susie Hill

Constitution & By-Laws

Patricia Alexander, Board Rep.

1. Judi Peck, Chair
2. Marlene Hagedorn
3. Patrick Pitts

Tellers

Dave Reppe, Board Rep.

1. Mike Cammack, Chair
2. Dale Ryan
3. Ann Schade
4. Royella Jaynes
5. Larry Madsen
6. Karen Kayala

Auditing

Becky Wendlandt, Board Rep.

1. Renee' Cowan, Chair
2. Mel Walker
3. Karen Crombie

Resolutions

Becky Pike, Board Rep.

1. Shawn Johnson, Chair
2. Joanne Blackburn
3. Tammy Donaghue

WRC

Margene Horrell, Board Rep.

1. Jim Hemrich, Chair
2. Monte Hartshorn
3. Janie Walla

Nominating

Lynn Walker, Board Rep.

1. Marc McIntosh, Chair
2. Suzette Cousins
3. Cassandra Lorenz
4. David Ray
5. Linda McIntosh (chosen by committee)

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8. Bill Keith
9. Bill Allen
10. Jim Pease
11. Andrew Shea

Mileage and Per Diem

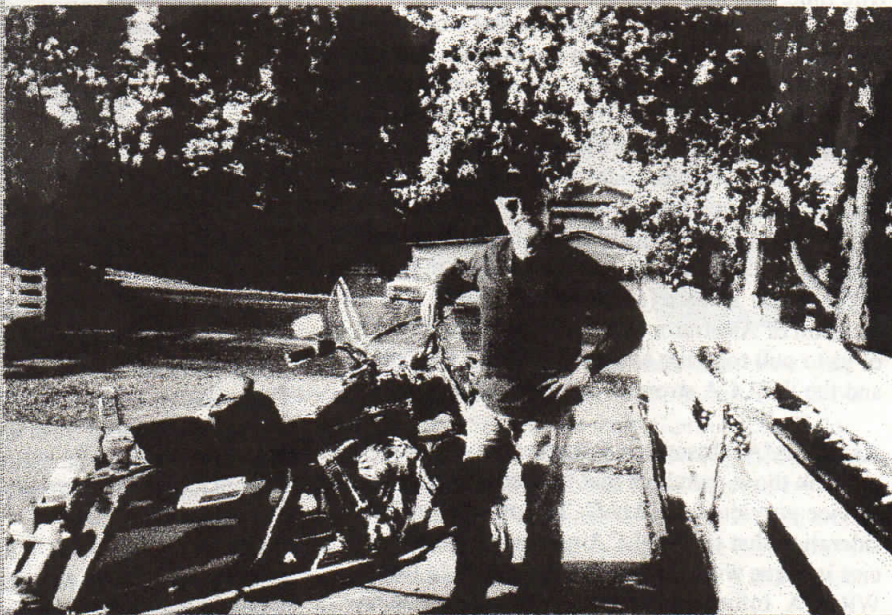
- Dan Schrup, Board Rep.
1. Janice Sisley, Chair
 2. Jack Stewart
 3. Sandy Peterson-Smith

President Schrup then asked for the preliminary report of the Credentials Committee. Chair Donna Lower read the following:

Preliminary Report of the Credentials Committee

"We are meeting and need all delegates to check in their credentials at this time if they have not already done so." President Schrup then asked for the distribution of the Officers Annual Reports to the Association. (These reports were not read out loud during the meeting but typed for all members not in attendance.)

Presidents' Report 2002 Daniel N. Schrup



Prez Dan

Another year has passed and we find ourselves once more gathered to discuss and debate issues that will allow the WRLCA to continue to serve the members of this organization. We shall work on those issues before us in the form of resolutions and/or constitution and by law changes that will govern the way in which do business for the next year. We will be asked to review the financial structure of the WRLCA and to decide how to best fund the structure of this organization. We will be asked to elect the officers that will represent us for the coming year. It sounds like we have a full schedule ahead of us, and I trust that the delegates that are gathered here the

(continued on page 6)

next few days will attack the chores set before us diligently, and that we will resolve all the issues set before us. I believe that at the end of this convention we all will feel as though we have made the WRLCA into a union we can be proud of.

This past year has been traumatic to all of us in many ways. The incidents that took place on September 11, 2001 will be with us for all time. It was a truly horrific time, and then we were subjected to the threat of anthrax, and some of our fellow postal workers died performing their duties. Then the bomber that moved across the nation from the Midwest directly attacked the rural craft; luckily neither any rural carriers nor customers were seriously injured. In the atmosphere that we find ourselves today we must be ever vigilant for our safety and for the safety of the mail that we This past year has been traumatic to all of us in many ways. The incidents that took place on September 11, 2001 will be with us for all time. It was a truly horrific time, and then we were subjected to the threat of anthrax, and some of our fellow postal workers died performing their duties. Then the bomber that moved across the nation from the Midwest directly attacked the rural craft; luckily neither any rural carriers nor customers were seriously injured. In the atmosphere that we find ourselves today we must be ever vigilant for our safety and for the safety of the mail that we this past February inflicted upon this craft a terrible penalty. We became the scapegoats for the failures of the Postal Service (at least that is how I read the decision of Arbitrator Wells). Now is the time for all of us to pull together and unite to make the NRLCA and the WRLCA stronger and more cohesive.

As the GMAC Insurance Representative I would like to thank those members that take advantage of the service provided by GMAC. The promotional consideration that the WRLCA receives from the policies in force with GMAC is a great help to the WRLCA. Information about coverage may be obtained by calling 1-800-847-2886, or you may contact GMAC via the Internet at www.gmacinsdirect.com for new business or www.gmacinsdirect.com/nrlca to review your policy records.

In the next few days we have much work to take care of, but please take some time to enjoy renewing friendships and to taking some time to relax and enjoy yourselves and all this area has to offer.

Respectfully Submitted,
Daniel N. Schrup
WA RLCA President

VICE PRESIDENT'S REPORT PATRICIA ALEXANDER 2001-2002



I have attended all Board Meetings, District Meetings, and as many county meetings as I could, 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. After this disastrous arbitration and the poor count, I believe it is even more important for rural carriers to stand together and be strong. We can get through this. Incidentally, my route lost five hours during the last count, and that the standards our evaluation. I

other crafts doing their part to help the Postal Service survive. It looks to me as if the rural carriers have been chosen to bear the brunt of the cost saving. I know when we were children, we would often say, "It isn't fair," and our parents would laugh and explain that life isn't fair, and we should just deal with what happens. However, it is not easy to deal with all the unfairness that came about from the arbitration. The only good news is that we have been told that Arbitrator John Calhoun Wells will never preside at another arbitration for us.

"The only good news is that we have been told that Arbitrator John Calhoun Wells will never preside at another arbitration for us."

I do understand mail volume is changing the so drastically hurt tions dramati- don't see the and managers

From May 19 to May 22, 2002, I attended the 2002 State Presidents' Legislative Seminar in Washington, D.C., with President Dan Schrup. Dan and I listened to Ken Parmelee and Cara James talk about issues of importance to the Postal Service and to rural carriers, including the Postal Modernization Act of 2002, as the NRLCA supports the effort to pass comprehensive postal reform legislation; the Use of Pre-Tax Annuities for FEHBP Premiums, S 1022/HR 2125, which would allow Federal and Postal retirees to use pre-tax dollars to pay their Federal Employee Health Benefits Program (FEHBP) insurance premiums, just as regular rural carriers can do with the Flexible Spending Account; Protecting Postal Service

Employees and Customers, and the NRLCA requests Members of Congress to support the full \$799 million FY 2003 appropriation for the Postal Service; the Tax Treatment of Rural Letter Carriers' Expenses, S 860/HR 2350, 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 Government Pension Offset Reform to help Civil Service Retirement System retirees whose Social Security spouse or survivor benefits are cut by an amount equal to two-thirds of the retiree's CSRS annuity; and lastly, 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 to keep from losing up to 55 percent of our Social Security benefits. 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 Cara had developed for us. Incidentally, it is important to have only one issue on each page when we contact our representatives, as the issues are filed away under the subject.

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
WA RLCA Vice President



**2002 ANNUAL REPORT OF
WRLCA SECRETARY/TREASURER
REBECCA WENDLANDT**



Hello Fellow Members of the WRLCA and Honored Guests:

Looking back on this 01/02 year has been challenging, yet inspiring. Besides the National events which has upset all our lives, this has been the year for learning more about the Access program in conjunction with the upkeep of our 2,700 names data base, as well as working with the State Secretaries from Connecticut, Colorado, and Illinois, at our National office to develop the membership data base that can be used by all State Secretaries alike. We also are developing an SOP (Standard Operating Procedures) for all State Secretary/Treasurers in the Quick Books Accounting Program, and creating a detailed calendar for all. Our Goal working at the National Office is to have a SOP so good, that anyone with computer skills and a little help from a neighboring State Secretary, or a Resource State Secretary, can be up and running within a day. 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
01/02:	1749 members (National started a nation wide membership drive)

The good news is that our number of TRC's dropped in half from last year, thanks to the efforts of our State Steward and Assistants and Area Stewards. We still have 196 non-member regulars (941 regular members) and 485 non-member reliefs (468 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, board members, and this year the National Recruitment Drive, we are giving our best to increase membership. I am developing a plan this year to spread out the membership recruitment efforts to other members in our State (we have so many capable members who would be excellent at this), thus hoping to spin a different type of recruitment drive and increasing our numbers.

BUDGET AND FINANCES:

The WA-RLCA (and the craft!) really lost out due to the prolonged negotiations and arbitration because during the period that the contract was expired, no increases were made to the salary schedule, therefore, the dues structure that was passed to try to help keep the association "current" financially has not really been in force. The board and the stewards were very conscious of this and careful with each penny (to the point of donating even more time!). Because of this, we are doing better this year compared to the financially disastrous years of the past (**Loss of \$ 8,288 for 00/01 Year; Loss of \$ 36,650 for 99/00 Year; Loss of \$ 1,460 for 98/99 Year**)

This loss is a constant reminder not to let our dues drop because, just like with our budgets at home, it takes years to make up a loss of income. Although we will not have a loss this year, the **MAIN** reason is because we do **NOT** adequately fund some of the important trainings and programs in the steward program, as well as **STILL** expect our area, assistant, and State Steward to donate their own time and money to do their jobs. This has got to **STOP**, as we are doing what we file grievances about with management to our stewards. We **Must** give them the LWOP they need to complete their jobs without taking away from their families, just like if they were working their route. We **MUST** give them time off from the phones, and yet have a system that covers

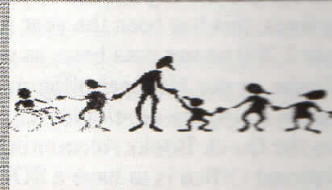
the phones every night, that compensates who is managing the "hot line". This is not a "want to do" but a "**MUST DO**", to complete our duty of fair representation, as well as not overwork and burn out our stewards.

This takes money, and we need to make sure we fund this program, instead of making a steward feel guilty to use a day of LWOP to do their job! When you answer the question from a member "What do I get with my dues" you should be able to say, "See what our stewards are doing for you!" I think we need to let the members know what that is.

Read Charles article if you have any questions how our stewards are under attack right now, and giving their heroic best to help the craft. **Thank you Stewards, and thank you Charles for leading the fight!** Remember, what has happened with our arbitration is not our Stewards' fault; so don't take it out on them! Their job gets little or no thanks as it is!

Did you know that Charles E mail updates are so popular that the other State Secretaries have asked to be on it? Charles has developed a information system that is used by the Nation, yet we still expect him to work his days off, answer E mails every night, purchase his OWN laptop and other equipment

NEW MEMBERS



Cathy Ahola, Regular at Spanaway
 Barbara Belshay, Regular at Graham
 Laureen Anderson, RCA at Port Angeles
 Jenny Blevins, RCA at Raymond
 Jennifer Collins, RCA at Kent
 Kirstin Grant, RCA at Sumner
 Shaney Moore, RCA at Palouse
 Tina Shay, RCA at Sumner
 Marsha Soloman, RCA Port Angeles
 Natalie Wyatt, RCA at Kent

be available any time a member calls. We actually expect more of him, and the other stewards, then a paramedic, firefighter, and police, because they get time off! Is this how we expect the Postal Service to treat us? **I am asking us all to unite on doing the right thing by our stewards, and encourage and stand behind a budget that will pay for it!**

Did you know that Charles E mail updates are so popular that the other State Secretaries have asked to be on it? Charles has developed a information system that is used by the Nation, yet we still expect him to work his days off, answer E mails every night, purchase his OWN laptop and other equipment to do that, and be available any time a member calls. We actually expect more of him, and the other stewards, then a paramedic, firefighter, and police, because they get time off! Is this how we expect the Postal Service to treat us? **I am asking us all to unite on doing the right thing by our stewards, and encourage and stand behind a budget that will pay for it!**

For 02/03 year so far, (the delegates voting at this convention can change that), our dues are \$378.00 for regulars (Nation's highest dues are \$390.00); \$100.00 for reliefs (Nation's highest dues are \$143.00); and \$54.00 for retirees (Nation's highest dues are \$61.00). Illinois is the highest state for regular carrier dues of \$390.00 (their relief dues are \$130.00), and they voted this in after being in the positive for years, and having almost a year's working capital in the bank. Their delegates saw the need to keep the money coming to help support their expanding steward system, and not draw on their reserves. Remember, Illinois is a state that the carriers have the same income as us based on our route evaluation, yet their cost of living can be double ours in many areas. Many times you will find the lower dues are in States such as Alabama, Georgia, Indiana, Kansas, and Mississippi that have an almost triple retirees membership then ours, which help to bring in dues that do not need steward representation normally.

Here are some steward stats for the last 7 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)
01/02 dues year:	314 days(1 State, 5 Assistants, 3 Area)

The breakdown on steward costs is as follows:

11 month 95/96 Total Steward Cost:	\$ 69,225.73
11 month 96/97 Total Steward Cost:	\$ 79,935.63
11 month 97/98 Total Steward Cost:	\$ 77,076.72
11 month 98/99 Total Steward Cost:	\$ 91,643.75
11 month 99/00 Total Steward Cost:	\$ 96,660.65
11 month 00/01 Total Steward Cost:	\$103,677.03
11 month 01/02 Total Steward Cost:	\$115,199.09

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

Included in the above figures are the stewards 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
11 month 01/02 Total Steward Training Expense:	\$ 12,564.58

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 for the next year based on our dues structure:

	01/02 Year Dues	02/03 Year Dues	Dollar Increase	Additional Funds 02/03
<u>Note: The following dues reflect the \$7.00 additional dues for the Auxiliary and the reflected changes. The original report showed the dues without the \$7.00 auxiliary assessment that was voted in at the 2001 June Convention to start July 1, 2001 for all members excluding associate members. This additional assessment took up to November, 2001 before the USPS and OPM were able to put it into effect on the dues withholding program. At the 2002 June State Convention the delegates voted for the additional assessment for the auxiliary to be raised to \$8.00 per member, excluding associates. This is to be effective July 1, 2002 so the 02/03 year dues will be \$1.00 more per designation. This also will take time for the USPS and OPM to put in effect for this 02/03 year.</u>				
Regular Carrier:	\$367.00	\$378.00	\$ 11.00	\$ 7,763.25
Relief Carrier:	\$ 97.00	\$100.00	\$ 3.00	\$ 1,053.00
Retired Carrier:	\$ 52.00	\$ 54.00	\$ 2.00	\$ 510.00
*Total Increase in Funds (Based on 3 quarters for 02/03 year)				\$ 9,326.25
*(Based on 941 regular carriers, 468 relief carriers, and 340 retired carriers)				

This small increase (less than 4% 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 to help make up for the **\$46,398 LOSS** of those 3 devastating years. This is still a very tight budget, and one that the board will keep a very close watch on!

BOARD POLICY AND FULL DISCLOSURE:

have enclosed a copy of the WRLCA Board Policy. Although a Union is not required by Department of Labor to print their board policy or even disclose it to the membership, the WRLCA board believes it is a members right to see it! Only Constitution and By Laws are to be made available to all, which is also printed each year in our *Washington Rural Carrier* Paper, Convention Issue. 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. This position is most critical for the distribution of information, and for members to have a chance to meet with each other in their own area and share what is happening at their office, get information they can take back and use! Please support it by attending the meetings, getting involved with the question and answers, and helping your fellow carriers.

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!

Becky Wendlandt ☺

**WRLCA BOARD POLICY
JULY 1, 1993 THROUGH JANUARY 13, 2002**

Updated January 13, 2002 at Seattle Board Meeting.

LWOP:

August 29, 1993 Everett, WA

1. The union will only reimburse LWOP upon receipt of an 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:

July 22, 2001 Spokane, WA

1. Per Diem paid when overnight stay is required and/or while in union business status for 12 hours or more in one day.

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:

July 22, 2001 Spokane, WA

1. Upon request, all board members will receive a Post Office listing of the rural craft every quarter from the State Secretary.

2. Upon request, all board members will receive a listing of local, area, and assistant state stewards from the State Steward.

October 16, 1999 Tacoma, WA

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 notices 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 cannot 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 his or her 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 an 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 whenever 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. The State Secretary/Treasurer will pay dinner for guest speakers at organized functions.

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.

October 18, 1997 Wenatchee, WA

7. 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

8. 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

9. 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:

July 22, 2001 Spokane, 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. 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.

October 18, 1997 Wenatchee, WA

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

August 16, 1998 Renton, WA

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

SENIOR ASSISTANT STATE STEWARDS AND ASSISTANT STATE STEWARDS:

July 10, 2000 Spokane, WA

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

AREA STEWARDS:

August 2, 1997 Spokane, WA

1. Area Steward bills and voucher to be submitted to the State Steward and forwarded on to the Secretary/Treasurer. All Area Stewards will also be compensated \$.30 a mile for all union business, as well as reimbursed for phone bills and office supplies used for union business.

August 16, 1998 Renton, WA

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

STATE CONVENTION:

October 16, 1999 Tacoma, WA

1. The Vice President will be responsible for developing 'Convention Standing Rules' that will first be reviewed by the board for board approval and then submitted to the delegates for approval. Proposed Convention Standing Rules will be published in the Spring Issue of the WRC.

July 22, 2001 Spokane, WA

2. Concerning Delegates to National Convention:

- A. Secretary to ask at State Convention for those who were on the ballot to sign a form indicating their intention of going or not going to National Convention.
- B. Secretary to send a certified letter to those who have not signed a form asking that they notify the Secretary by July 10 or they will not be eligible for reimbursement.
- C. A delegate who has credentials for National Convention and then decides not to go must immediately return their credentials to the State Secretary-Treasurer.

October 16, 1999 Tacoma, WA

3. The board will review and the President will sign all contracts relating to State Convention.

4. The convention chair will be responsible to have financial closure for the State Convention at the close of business of that year's convention. Financial report will be submitted to the State Secretary/Treasurer no later than September 1 following closure of convention.

DOOR PRIZES AT DISTRICT MEETINGS AND STATE CONVENTION:

October 16, 1999 Tacoma, WA

1. All Association and Auxiliary Members present may participate in the door prize drawings.

"WASHINGTON RURAL CARRIER" PAPER:

April 6, 1997 Kennewick, WA

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

August 2, 1997 Spokane, WA

2. If the Editor wants to correct any article, he/she will contact the author before printing.

January 13, 2002 Seattle, WA

3. The Association strongly urges all members to attend meetings and share their views. Because of the cost and limited space available in the WRC, letters to the editor will not be published.

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 met 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.

ASSOCIATION NAME:

January 13, 2002

1. For all Official Business the board and the stewards will use WA RLCA, rather than WRLCA, to clarify Washington State for National's use.

COUNTY/DISTRICT STATS FOR 2002 WRLCA STATE CONVENTION**DISTRICT ONE:****# OF MEMBERS**

ISLAND, SKAGIT, SAN JUAN #010
 KING, SNOHOMISH (KS) #011
 WHATCOM # 015

121

356

94**TOTAL FOR DISTRICT ONE:****571****DISTRICT TWO:**

CLALLUM, JEFFERSON #002
 KITSAP #003
 LOWER COLUMBIA #005
 MUTUAL # 006

44

114

186

307**TOTAL FOR DISTRICT TWO:****651**

DISTRICT THREE:

CHELAN, DOUGLAS #001	34
LINCOLN, GRANT, ADAMS #004	47
OKANOGAN #007	24
SPOKANE #013	139
NORTHEAST #014	50
<u>TOTAL FOR DISTRICT THREE:</u>	294

DISTRICT FOUR:

SOUTHEAST #012	37
WHITMAN, ASOTIN, #016	38
YAKIMA #017	158
<u>TOTAL FOR DISTRICT FOUR:</u>	233

TOTAL FOR STATE:

1,749

*Robert John Lange***Robert John Lange****January 7, 1930 to July 4, 2002**

Bob passed away at the age of 72 on July 4, 2002, while celebrating with family and friends. He led a full and fruitful life.

Bob held many jobs over the years but his career was with the U.S. Postal Service. He started out as a substitute, working where needed. He then worked full time as a city carrier for 15 years and finally took a position as a rural carrier where he worked for 18 years. While he was a rural carrier he also served as a committee person, Vice President, then President of the Rural Carriers Board. Bob retired in 1988, although that didn't mean he quit working. He then served on the National Association of Retired Federal Employees Board. He attended many conventions and even went back to Washington DC as a lobbyist.

Bob will be missed by all of us who knew and respected him.

**Bob Lange,
Rural Carrier for 18 years**

Washington Rural Letter Carriers Association
Statement of Financial Position
As of May 31, 2002

Washington Rural Carrier

	<u>May 31, '02</u>
ASSETS	
Current Assets	
Checking/Savings	
101000 · Chkg - WA Trust Bank	24,488.55
102000 · Svgs - APCU	71,996.30
Total Checking/Savings	<u>96,484.85</u>
Total Current Assets	96,484.85
Fixed Assets	
150000 · Fixed Assets	
151000 · Office Equipment	21,535.84
159000 · Less Accum. Depr.	-14,472.00
Total 150000 · Fixed Assets	<u>7,063.84</u>
Total Fixed Assets	<u>7,063.84</u>
TOTAL ASSETS	<u><u>103,548.69</u></u>
LIABILITIES & EQUITY	
Liabilities	
Current Liabilities	
Other Current Liabilities	
210000 · Payroll Tax Liabilities	
210100 · 941 Employee Withholding Taxes	2,946.22
Total 210000 · Payroll Tax Liabilities	<u>2,946.22</u>
250000 · Retirement Plan Payable	
251000 · 401K Employer's Portion	477.28
252000 · 401K Employee's Portion	1,431.84
Total 250000 · Retirement Plan Payable	<u>1,909.12</u>
Total Other Current Liabilities	<u>4,855.34</u>
Total Current Liabilities	<u>4,855.34</u>
Total Liabilities	4,855.34
Equity	
390000 · Unrestricted Net Assets	32,275.70
Net Income	66,417.65
Total Equity	<u>98,693.35</u>
TOTAL LIABILITIES & EQUITY	<u><u>103,548.69</u></u>

Washington Rural Letter Carriers Association

Washington Rural Carrier

Statement of Activities

11 Month - 01/02 Dues Year

July 1, 2001 Through May 31, 2002

	Jul '01 - May '02	Budget	% of Budget
Ordinary Income/Expense			
Income			
400000 · Dues Income	244,548.54	241,600.00	101.22%
410000 · National General Insurance	29,384.00	24,000.00	122.43%
420000 · Reimbursements & Refunds	11,406.72	7,485.00	152.39%
Total Income	285,339.26	273,085.00	104.49%
Expense			
500000 · Per Capita Expenses	16,369.33	23,590.00	69.39%
520000 · Meetings and Conventions	31,161.05	48,950.00	63.66%
530000 · Equipment Fund	2,189.01	1,800.00	121.61%
550000 · Other Expenses	18,634.04	21,200.00	87.9%
610DS · President & GMAC - D. Schrup	100.40	1,080.00	9.3%
620PA · Vice President P. Alexander	1,344.83	1,750.00	76.85%
630RW · Sec/Treas. - R. Wendlandt	26,206.39	31,700.00	82.67%
640DS · Editor - D. Snyder	400.00	400.00	100.0%
640MH · Editor - Margene Horrell	1,223.28	1,900.00	64.38%
645000 · Washington Rural Carrier (WRC)	6,047.18	6,200.00	97.54%
650RP · District 1 - R. Pike	308.70	590.00	52.32%
660AL · District 2 - A. Lamm	626.94	860.00	72.9%
670SB · District 3 - S. Brewster	171.65	950.00	18.07%
680DR · District 4 - D. Reppe	126.60	500.00	25.32%
691 · Ret/Car PAC - L. Walker	0.00	100.00	0.0%
700CA · State Steward - C. Alexander	27,903.67	31,160.00	89.55%
705000 · Steward Training Expenses	12,564.58	13,450.00	93.42%
710JP · Senior Asst. Stew. - J. Peck	22,973.75	22,570.00	101.79%
720MM · Asst. Stew. - M. McIntosh	7,414.97	12,420.00	59.7%
730SJ · Asst. Stew. - S. Johnson	14,164.06	18,830.00	75.22%
740MH · Asst. Stew. - M. Hartshorn	6,441.24	6,325.00	101.84%
750PA · Asst. Stew. - P. Alexander	14,190.53	14,900.00	95.24%
770JP · Asst Stew - J. Patteson	3,573.85	800.00	446.73%
810JP · Area Stew. - J. Patteson	3,073.79	2,550.00	120.54%
820JS · Area Stew. - J. Sisley	1,848.87	2,630.00	70.3%
870DS · Area Stew - Dan Schrup	694.58	1,660.00	41.84%
871PP · Area Steward - Patrick Pitts	50.00		
880LS · Local Steward	305.20	350.00	87.2%
Total Expense	220,108.49	269,215.00	81.76%
Net Ordinary Income	65,230.77	3,870.00	1,685.55%
Other Income/Expense			
Other Income			
450000 · Interest Income	1,186.88	1,850.00	64.16%
Total Other Income	1,186.88	1,850.00	64.16%
Net Other Income	1,186.88	1,850.00	64.16%
Net Income	66,417.65	5,720.00	1,161.15%

WRLCA EQUIPMENT PURCHASED 01/02 YEAR**July, 2001**

Purchased from Office Depot 7/27/01 \$ 248.04
Brother MFC 7300 C Multifunction Copier
S/n U56509G0K219512
For Assistant State Steward Patricia Alexander

September, 2001

Purchased from Office Depot 9/11/01 \$ 226.88
Brother MFC 7300C Multifunction Copier
S/n U56509GoK219235
For Assistant State Steward Marc McIntosh

Purchased from Staples 9/20/01 \$ 237.79
Brother MFC 7300C Multifunction Copier
s/n U56508C1N653052 (2 year warranty)
For State Secretary/Treasurer Rebecca Wendlandt

Purchased from Charles Alexander 9/21/01 \$ 600.00
Used Gateway 667 Computer s/n 0017793194 –
Originally put in service on 7/12/00.
Dell Monitor #D1226H
Cambridge Soundworks Speakers
Natural Keyboard & Complete Software
For Assistant State Steward Shawn Johnson

Purchased from TheNerds.net on 9/24/01 \$ 456.25
Brother DCP 1200 Multifunction Machine
s/n U56464FIJ451658
For Assistant State Steward Shawn Johnson

February, 2002

Purchased From Costco 2/2/02 \$ 279.99
Brother MFC 4600 Multifunction Copier
S/n U56518E1U584070
For State Steward Charles Alexander

Total 01/02 Year: \$ 2,048.95

**"WASHINGTON RURAL CARRIER"
2002 ANNUAL REPORT
MARGENE HORRELL, EDITOR**



Hello Fellow Carriers,

I was asked to become the interim Editor of the WRC, October 2001. Since the job did not come with instructions, I followed the WRC format of the former Editor. I have made a few mistakes but our wonderful *State Board* has been patient while I learned how to be an editor.

We were all discouraged with the new contract from the Arbitrator. The February issue of your WRC, the article on page 35, written by Washington State Steward, Charles Alexander, gave you a view of the arbitration process. Our Union Officials were well prepared to present our side for Arbitrator Wells. Personally, I feel there was nothing our Union Officials could do to enhance our position. Arbitrator Wells could not see pass the Postal Service's "Budget Crisis" and the Rural Carriers would help ease the crisis by taking a pay cut.

Now is the time to unite and strengthen our Union. Invite non-members to come to a meeting with you. Give an angry rural carrier information, such as, do they know that as a member, they can affect a change by submitting Resolutions and Constitution & Bylaws changes.

The Washington Rural Letter Carrier Association needs your help.....a few good carriers are working to keep our State Union running smoothly. Get involve! Come to the meetings, submit a resolution, become a Steward.

Respectfully Submitted,
Margene Horrell
Editor

DISTRICT 1 REPORT

By Becky Pike



Having served as your District 1 representative for the past year has been an honor.

I attended the scheduled county meetings for King-Snohomish, Skagit Island San Juan and Whatcom. Information was given at these meetings to help the membership stay informed on current issues as well as handouts on insurance and programs available to rural carriers.

I received many phone calls that I answered and when I didn't have the answer I made phone calls to get answers or directed the caller to an assistant state steward to help them.

I've also attended the scheduled board meetings and read and responded to emails.

Thank you for the opportunity to serve this union as your District 1 representative.

Respectfully Submitted,
Becky Pike

DISTRICT 2 REPORT

By Ann Lamm



Greeting fellow carriers:

This has been a busy year for me. I have gone to all State board meetings and all except one county meeting. I attended the fall Booster and the District 1 & 2 meeting. I still find all of these meetings very interesting and informative. With all that has gone on this year, the information we received has been imperative. I have been working on our State Convention for this year. I have some very good help. For those of you who have offered to help, I really appreciate all that you have done and are still willing to help with. This has really been a challenge. However, I think we will end up with the best one yet!!! I hope everyone finds the convention informative, helpful, interesting and fun.

Respectfully Submitted,
Ann Lamm
District 2 Representative

DISTRICT 3 REPORT

By Noretta Stritzke



I was appointed to fill the vacancy of the district three representative. I have attended one board meeting and have really enjoyed the e-mail communications with the board members. There is much business being conducted by your state officers throughout the year. I am looking forward to seeing everyone at Silverdale and would like to invite everyone to come to Leavenworth next year. It should be a great convention. I would like to encourage everyone to become as active as possible as the knowledge you gain will help you in your office!

Respectfully Submitted,
Noretta Stritzke

DISTRICT 4 REPORT

By Dave Reppe



Greeting fellow carriers:
WA-RLCA Delegates to the 2002 Convention

It has been indeed a pleasure to serve this year as District 4 representative.

In addition to all of the State Board Meetings, I was able to attend the Fall Booster, the combined District 3-District 4 Spring Meeting, the combined District 1-District 2 Spring Meeting, and attended all scheduled county meetings with one exception.

District 4 also was able to hold two count training meetings in preparation for the recent mail count following the arbitration decision that were very well attended.

Respectfully Submitted,
Dave Reppe
District 4 Representative



JIM HEMRICH, 2002 CONVENTION

Karen Crombie.....Carrier of the Year (continued from page 1)

procedures and the order of business. She is always pleasant and courteous to her fellow rural carriers and to all people she meets. She is always pleasant and courteous to her fellow rural carriers and to all people she meets.

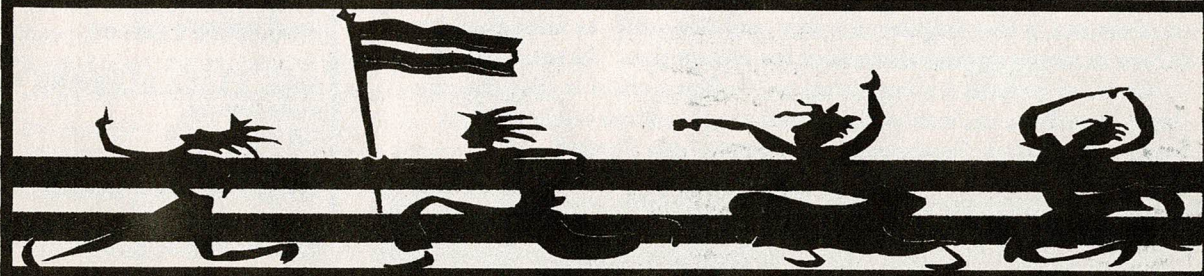
Karen has worked on three State Conventions and the Western States Conference. She is the best right-hand person an officer could have. She attends all the union meetings faithfully, including county meetings, Fall boosters, and State Conventions. If there is ever anything that needs to be done, Karen is there to help out.

Karen has been a local steward in the Graham Post Office in the past. At times, Graham has been a troubled office, and Karen was always there to try to help.

Karen is active in her church and volunteers for various church activities. She assists her husband, George, in his business.

Karen is a joy to be around. Her friendship and wisdom is greatly valued.

Congratulations, Karen, our Carrier of the Year 2002! We are proud of you.



2002 ANNUAL REPORT

Charles Alexander WA State Steward

National Director of Labor Relations Randy Anderson, Fellow Officers, Delegates, Members of the NRLCA and the Washington Rural Letter Carriers' Association, Guests, and Friends:

We are at a critical time in our history as a craft and a Union. The Postal Service convinced an arbitrator to change our count period and enough of our standards so the average rural route in America lost over 3 hours in evaluation. Many carriers lost significantly more than 3 hours, and nearly all of us were dumb-struck by the feeding-frenzy zeal of the District Analysts who redlined markups, R time, loading time, and more, well beyond anything approaching reasonable or within the guidelines of Postal manuals. These unprecedented actions by the Postal Service have driven a wedge into the cooperative spirit that used to define our craft's relationship with senior management and has caused some of our own members to blame the Union for management behavior that was clearly beyond our control. As State Steward and the person responsible for seeing that the State's resources are efficiently allocated to cover all actual and anticipated needs for steward representation, it is my opinion that more than ever, we need to pull together to challenge management's assault on our evaluated system. As you will hear later in my report, your stewards have accepted the challenge by increasing their already staggering grievance workloads. My challenge to you is to raise your own level of knowledge of the rules and regulations that govern our craft and then seek to become as involved in your Union as your personal commitments will allow. Those who think turning from the Union to go it alone is a wise decision need to be convinced that only when they choose to exercise strength in numbers through their own and the personal involvement of others will we all collectively be able to counter the built-in advantage given to all employers.

HUMAN RESOURCES

Our stewards are among the most valuable human resources of the Union. All that stands between you and management's doing whatever they choose are the stewards who process your grievances and defend you from misdirected or over-zealous discipline.

Please welcome new Area Steward Patrick Pitts, a rural carrier in Port Orchard. Patrick is also a local steward in his office, and he will be helping rural carriers in Port Angeles, Poulsbo, and Silverdale, as these three large offices do not have local stewards at the present time. As you know, Area Stewards act as local stewards in up to 20 offices, and it is often the case that those offices without local stewards are the offices most troubled. Thank you, Patrick, for volunteering to be an Area Steward.

Welcome New Area Steward.....

Patrick Pitts

STATE STEWARDS

STATE STEWARD

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ASST. STATE STEWARD

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Area Steward Janice Sisley has been working hard to get local stewards in the offices she represents. If she can get a local steward in Shelton, she will have worked herself out of the position of Area Steward. Of course, Janice is also in charge of distributing E-mail articles to those local stewards who do not have E-mail at the present time. Thank you, Janice, for encouraging rural carriers to be the local stewards in their offices. Local stewards are paid Z time (Steward Time) when they are having Labor-Management Meetings (up to four times a year, if necessary), working on grievances, and interviewing/investigating problems and grievances. After 8 hours of Z time has been accumulated by the local steward, then the local steward may take a day off at his/her discretion, providing a leave replacement is available. It is hoped that by having management pay for steward time, the number of grievances and problems in an office may be fewer.

When Area or Assistant State Stewards have to go into an office, then it is the association that pays for the mileage and time. If there are no financial consequences to management's misdeeds, then there is no reason for them to try to get along with us, other than the goodness of their hearts, and after the arbitration and disastrous count, who among us believes in this anymore?

Area Steward Dan Schrup has a reputation of being firm, with a "take no prisoners" attitude. In truth, Dan follows the contract and supports the rural carriers in his offices. At this time, Dan helps take some of the load off Assistant State Steward Marc McIntosh, as Dan's offices are Colbert, Kettle Falls, Liberty Lake, and Ottis Orchards.

Assistant State Steward Joyce Patteson has been instrumental in resolving problems in the Pasco Post Office. I am sure that you remember that Pasco has been one of our most troubled offices, with mistreated rural carriers moved into a small, windowless room, the formula instituted into the office, and numerous grievances having to be filed. I am pleased to let you know that Pasco is now one of our best offices. There is a new postmaster who treats employees with dignity and respect, employees do not mind going to work, and at long last, working in the

Pasco Post Office is no longer drudgery. No rural carriers are now working in the windowless room, and the formula was thrown out, happily for the Pasco rural carriers. Joyce has worked with the rural carriers, postmaster, and other managers in Pasco, and the rural carriers now have an atmosphere that they deserve. Hats off to Joyce and the new postmaster, but most of all, thank you, Pasco rural carriers, for not giving up, even in the worst of times.

At the present time, we have approximately 60 Step 2 grievances that the Assistants are handling. Sometimes the Assistants will meet on 10 or more grievances in a single day, and each of these grievances is very important to the individual grievant. Stewards try very hard to keep in touch with the grievant, letting the grievant know what is happening with the grievance at any particular time. Contact between the steward and the grievant is of the utmost importance, as situations change, and the steward needs to be kept informed of any changes. The steward also needs to alleviate the anxiety that the grievant is going through, wondering what is happening at each step of the grievance.

I should mention here how important it is to communicate. When you have questions or concerns, please contact the Assistant State Steward assigned to your office, and if you do not hear back in a day or two, please call or E-mail the Assistant again, as messages can get lost or not be delivered. If possible, E-mail is the better way to contact the stewards, as it is then possible to reply late at night, without having to worry about whether a telephone call would awaken the caller. Of course, we realize that not everyone has E-mail, and telephone calls are quick and easy, even though a bit more expensive for the caller.

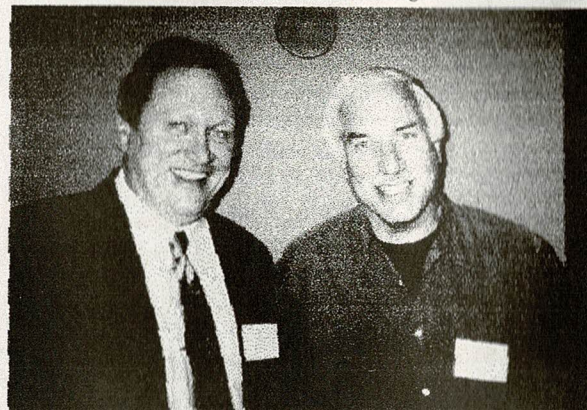
As you probably know, the Assistants are a fragile group, mostly because of their extreme workloads. From time to time, various Assistants have had to temporarily take time off from being Assistants, and each time they temporarily leave, one has to wonder if they will come back. We have lost Assistants in the past, sometimes for family reasons, sometimes for health reasons, and often, just because the workload is devastating. As I often say, "Stewards see the dark side of life, both from managers and rural carriers."

"My challenge to you is to raise your own level of knowledge of the rules and regulations that govern our craft and then seek to become as involved in your Union as your personal commitments will allow."

Sometimes it is difficult to come back after representing someone who has been removed for alleged stealing, salacious behavior, violence, absenteeism, delay of the mail, destroying the mail, or even more often, just because a manager has it in for a particular rural carrier. At the present time, we have 6 removals the Assistants are working on, and this takes a great deal of energy and time. We have no assurance that we will get these rural carriers back, and we cannot guarantee them that they will get back pay if they do get their jobs back. Sometimes it takes more than a year after a rural carrier is removed before the grievance is settled, as it is unlikely that management at the local level, where the rural carrier was removed, will change their minds and bring the rural carrier back to work. Then the grievance is sent to Step 2, where it may take two or three months to discuss and receive a decision. After that, if a denial is received, the grievance goes to Step 3, where it can linger for six months or more. At that time, a decision is made on whether the grievance should go to Step 4 if it is denied at Step 3, and if a denial is reached at Step 4, there is always the arbitration process, but never again, I can assure you, with Arbitrator John Calhoun Wells as the arbitrator.

There still continues to be more grievance activity in the Seattle District than in the Spokane and Portland Districts combined. As mentioned before, the Seattle District is on a course to try to bankrupt the union by denying legitimate count time. I have thought of asking for mediation between Delivery Programs and the union, but frankly, with the present group of employees in Delivery Programs, I cannot imagine that any of them would agree to meet with us to try to resolve problems in a civilized manner. One of the analysts once said that grievances were a cost of doing business, missing the point that rural carriers do not file grievances in a frivolous manner, as does the craft she once worked in. Management attitude is bad out there, essentially driven by Delivery Programs declaring that rural carriers are cheats and thieves, even though the evaluated system has been profitable for both the Postal Service and for rural carriers. The golden goose has been shot through the heart, and many states already have proposed resolutions to have rural carriers be on the clock. This should be a huge discussion at the National Convention in August.

To give you an example of the unprecedented grievance activity being assumed by your Assistant State Stewards, the June workload for the four Assistant



**NRLCA Executive
Committeeman Bill Gordon and
WA State Steward Charles**

State Stewards covering offices in the Seattle District is as follows:

- 2 rural carriers receiving disability retirement, one after 7 years, and one after 2 years
- 1 removal still stands, as the grievant pled guilty to a crime
- 2 removed carriers returned to work
- 1 removal, just denied, at Step 1, working closely with local steward
- 3 removals at Step 2, with no decision yet received
- 1 removal at Step 3, awaiting a hearing 1 contractual Step 3 appeal
- 48 count grievances at Step 2
- 1 count grievance at Step 3
- 1 Letter of Warning at Step 1
- 3 Letters of Warning at Step 2, awaiting a decision
- 1 suspension of driving privileges, awaiting denial
- 1 "virtual" suspension
- 1 territorial, rural to city conversion
- 1 limited duty assignment
- 1 RCA hired as TRC
- 1 annual leave required for route remeasurement; carrier made to perform unpaid work
- 2 formula pre-requisites met
- 1 assignment of relief route work
- 2 scheduling
- 1 harassment
- 2 letters of demand
- 1 management denying carrier rights
- 1 unilateral change of grievance decision
- 1 route cut/adjustment
- 1 7-day suspension
- 1 Removed collection box

From all of the above, you can see how important it is to have a local steward in every office, as the local steward knows management and can often sit down and work out problems right in the office, at the lowest possible level, one of our mandates. Again, remember that local stewards are paid for steward time by the Postal Service.

At the present time, we have 70 local stewards (5 yet to be trained and certified), and even though this is not Steward Appreciation Week, please take the time to thank these local stewards, for they are on the front line, trying to do their best for the rural carriers in their offices, treating everyone with dignity and respect, and being sure that disparate treatment does not occur. Thank you, local stewards, for being the backbone of our steward system. Your hard work is very much appreciated.

GRIEVANCE STATISTICS FOR 2001-2002

I had hoped to bring better news to you this year about Washington grievance statistics, but once again, Postal management in the Seattle District has caused rural carriers grief, both for count issues and for contract and discipline issues. It has not been an easy year for any of our stewards; in fact, this has not been an easy year for rural carriers across the State and Nation. That being said, let's look at the grievance statistics for this year:

- 10 Step 3 Appeals of contractual grievances
- 8 Step 3 Appeals of serious discipline
- 2 Carefully edited Last Chance Agreements to avoid more serious discipline
- 2 Grievances remanded from Step 3 to Step 2 re-appealed to Step 3
- 2 Disability Retirements approved for removed carriers
- 2 Removed carriers put back to work
- 8 Grievances withdrawn at Step 2
- 1 Grievance sustained at Step 2
- 20 Grievances settled at Step 2
- 5 Step 2 grievances remanded to Step 1
- 13 New grievances held in abeyance at Step 2 to bring total of grievances in abeyance to 30
- 1 Unfair Labor Practice filed which will be settled when the parallel grievance is ultimately appealed to arbitration

WORKING WITH FLAWED SYSTEM

I think all of us realize that we are working with

flawed systems. We can start with the arbitration of our contract, the disastrous count, the rampant red-lining/disallowances, contractual language that rarely requires management to do anything, and the unlikelihood of being able to resolve many grievances at Step 1, 2, or even 3.

Even if we give Arbitrator John Calhoun Wells the benefit of the doubt, and not many of us are willing to do that, and even if we grant that he thought that raising our salaries by 1.2% and 1.8% for the years we have been without a contract would make up for the change in our standards, and even if we believe that in an arbitration, each side asks for more than they think they will get, using this as a bargaining chip, let's face it, folks: We were taken advantage of by this arbitration of our contract.



To add fuel to the flame, the good, little city carriers who negotiated their contract were rewarded with 1.3% and 1.9% for the same time period. For some reason, the Postal Service has forgotten that the rural carriers have not arbitrated a contract since 1986; we have always tried to negotiate, and we would have done so for this contract, had we not been insulted by the Postal Service offer of a \$500 lump sum in lieu of a raise and discontinued COLAs. Our National Officers had no choice but to go to arbitration. No reasonable rural carrier would have accepted this slap-in-the-face offer from the Postal Service.

It was our hard luck to have to negotiate after 9-11 with all it brought, including lower mail volume. By the way, if any Postal manager says to you that the arbitrator gave us the new standards, then please don't accept these words, as the arbitrator would not have imposed these unfair new standards on us had the Postal Service not asked for these standards. In my humble opinion, the Postal Service was negotiating by asking for these standards, and the Postal Service was surprised to get the standards they requested, the one exception being 18 letters per minute instead of 20, a pittance of a difference.

The changes in our standards and the change in the time of the count hurt our evaluations, as did the low mail volume. Wouldn't you think that a reputable employer would realize that this was enough of a hit for a rural carrier? As the State Steward of Idaho relayed to me, "It is as if your dog got run over and then you went out in the road and kicked it."

We were kicked as hard by the red-lining/disallowances run rampant by Delivery Programs as by the arbitrator's Postal Service driven ignorance. Let's look at the situation during count: There is a Pre-Count Conference where management and rural carriers agree on the parameters of the count, the managers and counters in the office measure, count and/or time each required task, and the Forms 4241 are sent in, awaiting the results of the count. Then in some Districts, especially the Seattle District, Delivery Programs looks at the information and declares that it is not reasonable, so all the time is disallowed. Wait a minute: Delivery Program people were not in the offices during count in most cases, although in Bainbridge Island, I was informed that two analysts from Delivery Programs came into the office three times to be sure flats were not counted as parcels, even if the flats had to be crammed into the case, damaging the parcels and making the rural carriers on these routes embarrassed to deliver the damaged parcels to their customers. Isn't it interesting that it took two analysts to make each of these three visits? Does the Postal Service really have this much money to waste?

There are other instances of red-lining/disallowances going awry: All Saturday closure time disallowed, all riffing disallowed, Edit Book/Red Book time reduced to 1 second a week, and so on. It seems to me that postmasters and counters should be trusted to correctly count the mail; instead, they are treated as though they are not capable of enforcing the rules. When all time is disallowed, the manager and rural carrier may resubmit the time, or submit a lower time, but since the time was recorded accurately, then the resubmitted time is a falsification. What happens to a rural carrier who submits an incorrect trip sheet? Wouldn't it be better to allow the count figures to stand as they are, and if there are any problems, then at the next Count Training, managers could be instructed better?

I have been told that I will not be allowed to attend Count Training for managers next year. Judi, Shawn, and Patricia were not allowed to attend Seattle District Count Training this year, as Delivery

Programs said that they were disruptive. Does Delivery Programs think that it is disruptive to correct misinformation that is being given out to managers? Is this another instance of the count training being

skewed to cheat the rural carriers once again? Why else would it be necessary to keep rural carrier stewards out of management count training?

"two analysts from Delivery Programs came into the office three times to be sure flats were not counted as parcels, even if the flats had to be crammed into the case, damaging the parcels and making the rural carriers on these routes embarrassed to deliver the damaged parcels to their customers. Isn't it interesting that it took two analysts to make each of these three visits? Does the Postal Service really have this much money to waste?"

In the old days in the Seattle District, the State Steward and an analyst from Delivery Programs taught the Count

School. It was not until Harry Feist retired that Delivery Programs in Seattle decided that secrecy was the way to handle count.

Incidentally, Patricia wrote to Seattle District Operations Programs Support Manager Bob Nelson to implore him to forget about red-lining/disallowances during the February-March 2002 count, as the Postal Service would realize a huge savings just from the change in standards, the change to two weeks in February-March, and the low mail volume. Needless to say, we are still receiving red-lining/disallowance letters for offices in the Seattle District.

We never used to have all these red-lining/disallowance letters, and I have been told that since rural carriers receive any overtime as part of their retirement, then if management can cut our routes, then our retirement will be less. However, I think much of this red-lining/disallowance letter mess is a justification for the large number of analysts in Delivery Programs. If these people were not doing red-lining/disallowance letters, what would they be doing?

I hope that all of you are documenting and/or grieving any legitimate time that was red-lined/disallowed. Some rural carriers are not grieving the time if it does not change their evaluation an hour, but my thinking is that evaluations should be correct, especially since the evaluation establishes the base for the route. Suppose your route gains enough boxes and miles for 60 minutes? Managers are being told to send a Form 4003 with the Edit Books/Red Books, and sometimes it takes 72 minutes to go

to the next hour, so if you send in 60 minutes worth of boxes and miles, and this is not enough for your route evaluation to change an hour, then you will have to wait until the next 60 minutes to get an hour change, so it has taken you almost two hours to get a one-hour change in evaluation. Always before, most of us have waited until we had an extra box or two to send in the request for an increase in evaluation, but now the information is being sent in the moment we reach 60 minutes.

As to contractual language that allows management to do nothing, I am thinking of the times that the contract says "may" instead of "must." We all know that "may" means "no" to many managers, especially the ones who have not recognized that dignity and respect will get them loyalty and honor from their employees. I believe we need stronger contract language so that we can insist on management following the contract and doing the right thing. Look at the Matrix: Management "shall" from time to time revisit the Matrix. This language is way too loose, letting management drag their feet, and leaving the Matrix often with big holes where leave replacements should be.

We are told to solve grievances at the lowest possible level, but in count grievances, managers are saying that they will be disciplined if they agree to resolve these grievances. I have heard of a manager who got a Letter of Warning for upholding the proper time for an item in count. Managers have come out of their offices, shaking their heads, telling rural carriers that they were not going to lose their jobs just to do the right thing during count. Can I prove any of this? Would any manager be willing to stand up and say that this is happening? I think not. We need to realize that managers are people, too, with families to support. They cannot risk doing the right thing just because it is right. I used to be more idealistic about this, for I believed that telling the truth and supporting one's fellow employee should carry weight over saving one's job or promotion.

Alas, I now understand that pragmatism is rampant in the Postal Service, especially with managers. Should they tell the truth and support our count claims? Of course, they should. Will they? In most cases, they will not, as they have been threatened and coerced. I feel saddened at the present state of the Postal Service.

At Step 2, the Assistants have a chance to resolve issues, but grievances that go to Step 3 are unlikely to be settled, unless they truly should have been settled at Step 1 or 2. Many grievances are held in abeyance for years, and often the rural carrier has retired or moved to another route. When some grievances are finally settled, rural carriers have been working at higher evaluations, and in some cases, all this time they should have had lower evaluations and more days off, so Letters of Demand are issued, to the chagrin and surprise of the rural carrier. Sometimes we can invoke DACA 3 or 5 and get the grievance adjudicated to a "wash," meaning the money is equal, but in some cases, it seems that the Postal Service wants to punish the rural carrier who grieved the situation, so the fight is on, costing the Postal Service and the association much more time and money than necessary. Years ago, a manager in Delivery Programs told me, "The Postal Service has deeper pockets than your Union," and this is right, but at this time, settling grievances at the lowest possible level is good business sense both for management and rural carriers.

THE NEED TO STAY IN TOUCH

This year more than any other since I became State Steward, I have recognized an increasing desire of rural carriers to stay informed. We have had an arbitration award that came on suddenly; a count that we did not have time to prepare for, although interestingly enough, it does seem that managers had plenty of time to prepare; questions about pay; and the uncertainty of 9-11 and anthrax, mixed with the low mail volume. As has often been said, "Knowledge

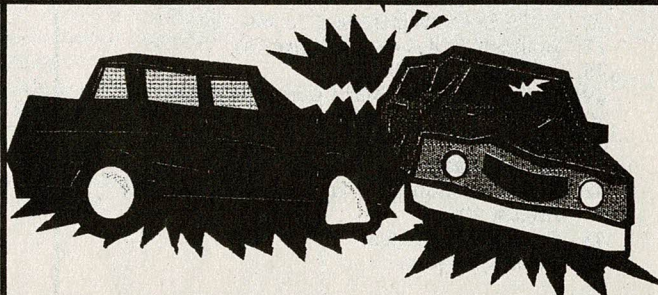
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The Rural Carriers' Insurance



is power," and to help keep rural carriers informed, I have sent out over 297 E-mail updates, announcements, and general information to members of the on-line group. If you are not already on my list and have a computer with E-mail, and of course, if you are a member of the union, and if you would like to receive the latest and most up-to-date information regarding your craft, your Union, and your employer, then simply send an E-mail to charleska@nas.com and ask me to add you to the in-state list which has grown to 210 members. To give all of you an idea of the sort of information that I send out, I have included a list of the subject titles for this year's 297 E-mail updates, along with this report. For those of you who have already received the E-mail updates, but are unable to locate one or more of particular interest, simply find what you are looking for on the attached list and then send me an E-mail to request it.

E-MAIL UPDATES SENT TO ONLINE GROUP 2001-2002

1. Good Example of Letter Requesting Information for the 2nd Time
2. Recent Step 3's from Bill Gordon
3. Leave-Related Forms Now Online from OPM
4. Worker Proposes Alternative Wage Schedule
5. No End in Sight for Grievance Backlog
6. Remembering National President Vernon Meier
7. Corrected Information on How to Increase Contributions
8. More Brainstorming on Cost-saving Ideas for the USPS
9. Delivery Operations Information System (DOIS) for City Carriers
10. Updated List of Local Stewards
11. Zero Cell Size and When Vacant Boxes Should be V coded
12. Seatbelt Requirements
13. Important Reminder Regarding the Reporting of New and Dead Boxes
14. Spokane District RCA Exams Scheduled
15. Potter Pledges Postal Efforts To Improve Overall Operations
16. How USPS Headquarters Envisions the Management of Rural Delivery
17. Postal Bulletin Update of New EMA and Special Stop Chart
18. Post Office to Continue Saturday Delivery
19. Day 1 Contract Arbitration- July 16, 2001
20. Day 2 of Contract Arbitration- July 17, 2001
21. Rural Carrier Exam Announcement Numbers for the Portland District Offices in WA
22. Postal Service Says 6-Day Delivery Will Continue
23. House Member's Request Triggers Investigation of Postal Security
24. Operations2001 Headquarters Power Point Presentation in Adobe Acrobat
25. Postal Arbitration Hearings Set For August
26. USPS Defends Bonuses To Managers
27. Retirees' COLA Count Edges Up
28. July 2001 TSP Update
29. September Rural Mail Count and Inspection
30. Bothwell Letter Sent as Attachment
31. The Step 3 Decision on the TRC Cap Grievance Against the Seattle District
32. Moratorium on Time Limit Requirements for August 2001
33. Gone to Convention
34. Politics, Anyone
35. Promise of Postal Reform Appears Sagging
36. A Vendor's Advertisement for Car Signs and Strobe Lights
37. PMG Potter and NRLCA Attorney Peer at National Convention
38. Summary of Remarks of Keynote Speakers from the 2001 NRLCA Convention
39. F Fund Continues to Lead
40. Revised Rules for Withdrawing Funds from TSP (the Thrift Savings Plan)
41. New MOU on LLVs
42. Let's Hear it for Us
43. The Hardest Job in the USPS
44. Joint Statement on Violence in the Workplace Also Applies to Management
45. Correspondence Concerning the Terrorist Attack on the Pentagon
46. Routes in the Spokane District Qualifying for the Special Mail Count
47. PMG Announces Restructuring
48. Another Bad Month for Stock Funds
49. Hitting Close to Home
50. Has the Start of the Limited Mail Count in the Seattle District Been Delayed One Week
51. USPS Headquarters Takes a Look at the Min. Slot Dimensions for Locking Mailboxes
52. Mail Volume and Mail Count
53. May Leave Replacements be Hired in the Seattle District
54. Privatization and Irony
55. The Aftermath of The Former PMG's Advocacy of Privatization
56. On a Personal Note
57. Day 5 of NRLCA Contract Arbitration
58. Rural Carrier Revenue Generation Contest
59. Scheduling the Start Day of Each Mail Count
60. Officials Respond To Timing of Announcement
61. Potter Discusses Postal Organizational Changes
62. The September 2001 Online Stewards' Newsletter
63. No-Fee Trial Period Proposed for Priority Delivery Confirmation
64. Potter Defends Postal Service Record
65. Some Postmasters Earning Less Than Craft Employees, GAO Says
66. FEHB Premiums to Jump Again
67. Just for Retirees
68. Scanner Time
69. Route Inspection Management Directive for the Seattle District
70. September Contract Arbitration Update
71. National Policy Regarding Locking Postal vehicles

73. September Contract Arbitration Update
74. High Blood Pressure Caused by Supervisor Harassment
75. EMA Update
76. Stock Funds Continue to Suffer
77. Training Exercise
78. National Arbitration Appeal
79. Consequences Resulting from Temporary Post Office Closures
80. USPS Provided Information on Anthrax
81. 2-Week Sign-up Period for the RDWL
82. Postal Worker has Tested Positive for Anthrax
83. Second D.C. Postal Worker Has Anthrax
84. Happy Halloween
85. Six RCA Exams Scheduled
86. Latest Anti-Terrorism Measures Being Implemented by the Spokane District
87. Four More RCA Exams for the Seattle District
88. Investigators Continue Probe of New Jersey Postal Routes
89. Bremerton Area RCA Exam
90. Resolving Compensation Issues Relating to the Anthrax Scare
91. Summary of Seattle DJSC Listing of Upcoming RCA Exams
92. Six More Seattle District RCA Exams Scheduled
93. Summary of Seattle DJSC Listing of Upcoming RCA Exams
94. 'Going postal' has New Meaning
95. Could the USPS Be the First Major Business? Casualty Of The War on Terrorism
96. Handling Suspicious Letters, Packages
97. Biohazard News
98. Types of Sexual Harassment and How to Combat Them
99. Handy Postal Manuals and Forms Glossary
100. Contract Arbitration Update (October 15-17, 2001)
101. Getting the Jump on Leave carry over
102. Postmaster General's Speech to Congress
103. Updated Information About How to Recognize and Handle Suspicious Mail
104. How the Clerks are Faring in Negotiations with the Postal Service
105. Virginia Postal Worker Arrested for Anthrax Hoax
106. FBI Testing Quarantined Mail in D.C.
107. Reaction to Newly Discovered Anthrax Contamination in NY Mail Facilities
108. Anthrax Spore-proof Masks Require Significant Training and a Test
109. 1991 RHD Subaru For Sale
110. Postal Service Seeks Aid in Anthrax Aftermath
111. All of the Assistant State Stewards and I will be out of State for Training
112. Portland Plant Tests Negative for Anthrax
113. White House Rejects Plea by PMG for More Funding
114. Last Chance Settlement Agreement (Sample)
115. Prior Discipline Can Be Cited in MSPB Appeals of Discipline
116. Judge in Miami Rules USPS NOT at Fault in Response to Anthrax Threat
117. Delivery Delayed of Decontaminated Mail Returned to Washington, D.C.
118. Computerized Version of Stewards' Quick Reference Guide
119. One Essential Tool for Fighting Formularizations
120. Last Chance Settlement Agreement (Sample)
121. Prior Discipline Can Be Cited in MSPB Appeals of Discipline
122. Someone in Need
123. November 2000 Contract Clarification Letter from the USPS
124. Shots
125. Arbitration Update
126. The Christmas Period and Second Trips
127. Christmas in Seattle
128. We WILL be Open for Business December 24, 2001
129. How Long Does Management Have to Respond to a Submitted 3971
130. Sometimes the Inspection Service Really is Our Friend
131. How are the Heavier Parcels Being Shipped
132. Bye, Bye, Free Delivery Confirmation Trial Period
133. Transferred LLVs
134. Fans Away
135. TSP Posts Good Month in November
136. APWU (Clerks Union) Arbitration Decision Highlights
136. APWU (Clerks Union) Arbitration Decision Highlights
137. Another Review of the APWU's New Contract
138. Mail Sanitation Delays & the Unforeseen Consequences of Attempts to Improve Safety
139. Three Days In December - Contract Arbitration Continues
140. New EMA Rates to Take Effect the Last Saturday in December 2001
141. USPS Incentive Plan Is Flawed
142. A New Appeal to Regional Arbitration & Two Remands to Step 1
143. Good Requests for Information Ideas for Formula Grievances
144. K-S Meeting Date
145. Those Were the Days
146. Reasonable Accommodation for Fragrance/Molds/Chemical Sensitivity
147. Checking Up on Christmas Overtime Due
148. Driving Into Flood Water
149. Information on GMAC Insurance
150. TSP Performance for 2001
151. New OWCP/Retirement Specialist
152. Current Status of Anthrax Procedures
153. TSP Open Season Reminder
154. Some Interesting Articles from the Latest USPSNewslink
155. Review and Concurrence
156. Clerks' Union Attacks Postal Giveaway
157. The Downside of Irradiating Mail
158. The Final Days of NRLCA Contract Arbitration
159. Retirement Eligibility Reference Document
160. The Official NRLCA Website Release on the Arbitration Award
161. How Much will it Affect My Route
162. Additional Provisions Implemented by Arbitrator's Award

- 163. How Much will it Affect My Route (Take 2)
- 164. Mail Count Schools Scheduled for Portland District Carriers
- 165. Route Inspections and Carriers as Counters
- 166. Preparing for the Mail Count
- 167. More on Route Inspections
- 168. Guaranteed Salary
- 169. Clarification on Carriers as Counters
- 170. Do NOT Let Management Shortcut the Required Route Inspection Procedure!
- 171. Another Casualty of the Arbitration for Seattle District Carriers
- 172. The Results of Our Arbitration Award
- 173. No Change to the Guarantee Period
- 174. Plants Slated to Close in Pennsylvania
- 175. The New Washington State Mail Count Guide
- 176. Potter Letter
- 177. Ferndale RCA has a 1999 RHD Subaru For Sale
- 178. The Official Mail Count Guide from the Postal Service
- 179. Two Versions of the Updated Count Program
- 180. Pay Schedules Showing Contractual Increases
- 181. PS Form 4239 with Explanations (Updated for March 2002 Count)
- 182. Lump Sums and Retro Pay at Hours for Step 12
- 183. How to Record Signature Confirmation During the Count
- 184. Correction to Page 13 of WA Mail Count Guide
- 185. Snowbirds During Count
- 186. Bainbridge Count Meeting Planned for the 18th
- 187. What Happens to a 6-day per Week RCA if the Aux Route Disappears
- 188. Two Versions of the Updated Count Program
- 189. PS Form 4239 with Explanations (Updated for March 2002 Count)
- 190. How to Record Signature Confirmation During the Count
- 191. What Happens to a 6-day per Week RCA if the Aux Route Disappears

- 192. Puyallup Count School Scheduled
- 193. The Official Evaluation Calculator Program From National
- 194. Corrected WA Count Programs
- 195. Retirement, Retired Carriers, and Retro Pay
- 196. DPS Impact and Significant Error in DPS
- 197. Whatcom Count School
- 198. Best to Just Delete the WA Count
- 199. Evaluation Programs
- 200. The New Washington State Mail Count Guide
- 201. Mail Count School Scheduled for Pasco and Surrounding Area
- 202. More Information Regarding the Puyallup Count School
- 203. Recalculating DPS Impact and Significant Error in DPS
- 204. What's in the New Contract for RCAs
- 205. Stocking Staffers for Mail Count
- 206. Do You Want Pizza at the Puyallup Count School
- 207. Can I Work My Relief Days During Count
- 208. Choices for Life Insurance Available to Retirees
- 209. Mail Count Grievance Strategy
- 210. Some Revised WRLCA Count Evaluations Calculators
- 211. Handy Way to Track Your Daily Count Totals
- 212. USPS Policy Statement on Sexual Harassment
- 213. Formula Implementation Grievances to be Held in Abeyance
- 214. Keeping Track of R Time for Scanning
- 215. Rigid Items Being Denied Parcel Credit
- 216. Step 4 Grievances Filed by the NRLCA
- 217. The Three Step 4's Summarized
- 218. Inaccurate Mail Count Gauges Discovered in the Northern Illinois District
- 219. An Online Route Evaluation Calculator
- 220. It's That 2080 Time of Year Again
- 221. Rural Carriers on Higher Level Assignment to Count Mail

- 222. Another Settled Grievance by Shawn
- 223. The 4241-A's for the Duvall Step 2 Settlement
- 224. USPS Per Diem and Travel Advances Updates
- 225. Updated List of Local Stewards
- 226. What Should You Sign on the 4241?
- 227. Thrift Savings Fund Update
- 228. What Constitutes Workplace Harassment
- 229. Sample Protest Letter
- 230. Sneak Preview of New LLV
- 231. Why You Should Almost Always Take the High Option
- 232. President Baffa Filed Step 4 Grievance on Label Placement Orientation
- 233. Signing the 4241
- 234. Credibility Problems for the USPS Make Congressional Help Less Likely
- 235. A Chance for a Free Room While You Attend One or More Meetings in Spokane
- 236. NRLCA vs. USPS on Mail Count Issues
- 237. Remedies for Cash Awards in Grievance Settlements
- 238. RHD MOU Retroactive to Nov 2000
- 239. Arbitration Award Salary Update
- 240. Nevada Becomes the Newest NRLCA State Association
- 241. Address Label Placement National Level Step 4 Grievance Filed
- 242. NRLCA Position Pertaining to Signing PS Form 4241
- 243. NBC Story on Inaccurate/Corrupt Mail Count
- 244. A Question of Having Certified the PS Form 4241 to be Correct
- 245. Thoughts About Our Future
- 246. Taxpayer Group Blast Decision to Increase Postage Rates
- 247. Supervisor Violence in the Workplace
- 248. Step 3 Filed on Multiple Customers in the Same Mailbox
- 249. Labor Relations Apologizes for Inappropriate ELM References
- 250. EEOC Default Judgments

251. The Windfall and Offset Formulas Modified
252. Communication
253. District Meeting Reminder and Directions
254. Postal Service Plans Massive Overhaul of Its Operations
255. APWU's President Reacts to the Postal Service's Transformation Plan
256. Rural Carriers Deliver Mail-count Protest
257. Another Lesson in Careful What You Ask For
258. President Gus Baffa's Q & A from Florida Spring Booster
259. The TSP C Fund Moves into Positive Territory
260. Ground Zero Motivation
261. High and Low Options and the Difference in Pay
262. Cartoon for Hourly Rather than Evaluated
263. Postal Worker Not Discriminated Against for Not Working Saturdays
264. Poisonous Snakes and the City Carriers' New Contract
265. Good News, Judith Peck is Back!
266. 2002 Western States Conference Report
267. Update on Anthrax
268. Western States Conference - Part II (Q & A)
269. Correction on RCA Wages
270. An Argument by the Connecticut State Steward for Going on the Clock
271. Cards for Food Drive
272. 2002 Western States Conference Report
273. Update on Anthrax
274. Pipe Bombs in Rural Mailboxes
275. News on the Pipe Bombs from One of Our Own
276. Further Clarification of RCA Wage Rates Increases
277. Mailbox Bombing Suspect Apprehended
278. TV Show on Postal Inspectors
279. When Can Management Deny Saturday LWOP
280. Policy on Non Sat Relief Day Continued
281. Western Area VP is Gone
282. Corrections
283. Who's on First and Who's Home

Besides the nearly one E-mail per day that comprised the 297 updates that I sent out last year, there is a significant amount of E-mail communication that takes place between the stewards, other active members and me. While I always enjoy hearing from you and answering your E-mails, there just is not enough time in the day for me to answer everyone's questions. For this reason, please E-mail your local steward, Area Steward, or Assistant State Steward as appropriate, and let them contact me if they are unsure of the answers to your questions. If I can't answer your forwarded questions, I will contact the National Office for assistance. This way, none of us will be driven to the point of frustration or burnout from overwork. To give you some idea how many E-mails I wrote and/or received this past year, below is a chart:

E-MAILS SENT OR RECEIVED BY CHARLES ALEXANDER

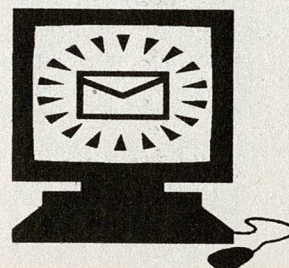
2000-2001		2001-2002	
Becky Wendlandt	513	Becky Wendlandt	831
Judi Peck	650	Judi Peck	826
Shawn Johnson	356	Shawn Johnson	627
Bill Gordon	537	Bill Gordon	441
Joyce Patteson	5	Joyce Patteson	250
Janice Sisley	389	Janice Sisley	245
Monte Hartshorn	155	Monte Hartshorn	237
Marc McIntosh	113	Marc McIntosh	101

Of course, telephone calls continue to be an important part of communication. If the answering machine picks up, then you can be sure that I am not home, as I always try to answer the telephone when it rings. If I have not returned your call within two days, please call again, as answering machines have been known to malfunction. When I am away, I always take my laptop so that I may answer E-mail, and I listen to my telephone messages.

In these troubled times, it is important that we all stay in touch. It is knowledge, determination, and unity that will help us realize the only advantage we possess, our strength as informed and involved members of the National Rural Letter Carriers' Association.

284. When Will We See the Rest of the Pay?
285. More on Free Saturdays
286. The Need for Safe Email
287. Just How Good a Job is that of a Mail Carrier
288. Days Off for a Rural Carrier on Limited Duty
289. Follow-up to Days Off for a Rural Carrier on Limited Duty
290. What the NRLCA has Done for Relief Carriers
291. Another View of OWCP & the USPS
292. A Little Chat with the Seattle District Manager
293. Area-Level Grievance Against District Redlining

294. Your Registration for State Convention Urgently Needed
295. Memo on Second Trips to Deliver Parcels
296. 1986 Subaru Wagon For Sale
297. Unusual Repair for Alaska RHD Jeep



**PROVIDENT GUILD REPORT
JUNE 2002
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, so be sure to enroll before you hit 56. 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 the 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. Once you are enrolled, you may stay with the Provident Guild as long as you pay the yearly dues. The way prices are now, \$10 a year will barely pay for two or three lattes a year, and wouldn't it be better to use this \$10 to give your loved ones an immediate inheritance to pay bills until your life insurance arrives?

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 2002 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. This is NOT a HMO (some call this Group Death), 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 \$350.00 deductible per person, \$700.00 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.

- ✓ **Delta Dental Group Wrap Around Coverage For Those With RCBP:** Check into the no waiting period for dental coverage with this wrap around the RCBP dental insurance coverage. It is cheaper premiums then just the Delta Dental alone, and you will see extra coverage then what is available with RCBP.
- ✓ **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. Costs range depending on what region you live in.

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/>

Interesting Fact

During the mail count in March 2002, it took Washington State's rural carriers and their reliefs 60,499 hours to complete 58,873 hours of evaluation. Another way to look at the data is the following: The average standard hours for Washington State ended up being 44:16 for 6 days. Those same 44:16 hours took the carriers and relief carriers who worked during count 45:29 to complete. Is there anyone in America who thinks our standards were too high? If so, how about now?

Charles Alexander



Effective July 13, 2002 the equipment maintenance allowance (EMA) will increase from 38.0 cents per mile to 39.0 cents per mile.

Employees providing auxiliary assistance or serving auxiliary routes under provisions of Article 9, Section 2.J.5, receive an EMA of 39.0 cents per mile or \$4.50 per hour, whichever is greater, not to exceed the amount provided in the special equipment maintenance for the route stops and miles.

Retired Carrier & Pac Representative 2002 Annual Report

By Lynn Walker

"Greetings all WRLCA members.

This being my first annual report as a retired rep and Pac chair, Becky had one welcome request -- keep it brief if possible, and it's possible. Thanks Becky. 2001-2002 total contributions are as the opening of 2002 Convention is \$3,043.00. County totals to date are as follows:

King Snohomish	\$721.00
Spokane	\$164.00
Clallam Jefferson	20.00
Mutual	365.00
LGA	20.00
Lower Columbia	465.00
Northeast	255.00
South East	155.00
Okanogan	50.00
Yakima	92.00
Whatcom	141.00
Chelan Douglas	490.00
Island Skagit San Juan	75.00
Kitsap	30.00



For a Total of \$3,043.00

This total represents all contributions received since July 2001. Thank you to all the members who contributed and a special thank you to you, County and State Officers, who helped make this year what I hope you as I do successful for WRLCA Pac. Our year does not end till the close of convention.

I've enjoyed serving on the board this past year and have attended board meetings held on the East Side. The board works very well together and thank you for the opportunity of working with the board as your retired rep.

These totals below are as the closing of 2002 Convention. (Typed here for better comparison.)

King Snohomish	\$785.00 \$2.20	Spokane	\$214.00 \$1.53
Clallam Jefferson	60.00 1.36	Mutual	631.00 2.05
LGA	20.0042	Lower Columbia	505.00 2.71
Northeast	300.00 6.10	South East	175.00 4.72
Okanogan	50.00 2.08	Yakima	102.0064
Whatcom	141.00 1.50	Chelan Douglas	570.00 16.76
Island Skagit San Juan	215.00 1.77	Kitsap	30.0026
		Whitman Asotien	60.00 1.57

For a Total of \$3,858.00

* average per member of county

\$3,858.00 direct contributions, \$343.00 thru raffles, \$1,005.00 thru letters sent to National =
Total collected thru 2002 year for Washington State Pac - \$5,206.00

Respectfully Submitted,
Lynn Walker
Your Retired Rep and Pac Chair

Did you know one of our major competitors has fewer employees but contributes 3 times as much money to PAC!

- Arbitration Decision from 2-4-02 - Spring '99 meeting was priority of the Board to discuss the financial (budget) challenge for this negotiation, Fall '99 more money to city carriers from general fund and National Board walked out of negotiations, talks began again and received tentative one-year extension, September negotiations began again with a fact-finding mediation process, decision in January not all in our favor, one item was a reduction in the time standard, mail count in September was an orchestration by management not seen before, unprecedented results called for three Step 4 grievances to be filed, last mail count not be thrown out but asking for another one than to pick which one to be used, membership supported the arbitration however it came at the worst time as confidence in the US Postal Service is down.
- Labor Relations - waiting now for the denials then they will be appealed, 16 cases to the National docket, stated Article 16.6, wants to protect employee to no discharge imposed on said employee unless higher up management agrees.
- National Arbitration - rigid articles in magazines, sizing on CD's (compact discs)
- Step 4 Grievances - Step 3 hearing officers in each area, increase in number of appeals, hearing officers are now more confident
- Safety - part of the Auxiliary Program, 280 rolled/runaways in the country, always be aware when getting out of your vehicle and keep focused on the job.
- Postal Service in General - financial problems causing concern for over the next few years, we must operate like a business and provide service agreements as each customer is different, we must raise revenue and cut costs, MIRS (Mail Item Retrieval System), PARS (Postal Automated Redirection System)
- Electronic Recording of Time - cannot afford to work off the clock working with time standards,
- standard hours against actual hours, rewards efficient and diligent workers, fair days work for a fair day's pay.
- National Convention - in Portland, Maine, this year, National Board proposing the minutes not be published per batum.

Randy Anderson thanked the Association for their attentiveness.

President Schrup called for a break at 2:45 p.m. Dan called the meeting to order again at 3:00 p.m. He asked the Randy Anderson, NRLCA Director Labor Relations and the State Officers to come forward for a question and answer period.

- Q: With the new time standards since H routes have Saturdays free, can they (H route) be paid if they've volunteered to work their free Saturday because an RCA was not available? Pat English
- A: No, you're not going to get it when you've volunteered. Randy Anderson
- Q: In regards to the Postal Service arbitration and the National Magazine using our words against us, also used against us was the extreme expenditure they put into rural QWL-EI. Has this been addressed by the National Board? Jim Hemrich
- A: Non publication will not guarantee total immunity but it will take that away from them. I'm not sure if the NJSC has addressed the QWL-EI issue and the millions of dollars spent on QWL. Randy Anderson
- Q: I'm concerned about using our whole social security number to access our website with hackers and the issues with identity theft. Donna Roakes
- A: It's being discussed as one possibility. Only a portion of the member's social security number would be used as a password. Randy Anderson
- Q: Since our social security number is on the #4240 forms, which are on the clip boards that sit out, why couldn't someone get the number from that to access the website? Sharon Madison
- A: Nothing is going to be a full proof measure to guard some ones privacy to access the website. These clipboards in question should not be left sitting out with these forms on them. They should be put away (i.e. closed drawer). Randy Anderson
- Q: Regarding QWL-EI and the Board deciding not to pull out, it seems management gave QWL-EI a lot of lip service and not really supported to the lower management levels. Why does the National Board feel differently about it now? David Ray
- A: It's not perfect, but hopefully it opens up some communication. Before QWL we didn't see anyone but a postmaster. This allowed us to meet more of the higher ups. Many things have come out of the QWL process. Even in its imperfection we should not abandon at this time. Randy Anderson

- Q: In regards to the Seattle District, what the labor relations did, and the delivery programs costing lost of money, where does the Board stand on it costing so much? If it were a rural carrier, how and how long would they have been disciplined? Renee' Cowan
- A: We don't have the ability at this time to penalize. We can only have full control if we 'buy the store'. Even though we have very capable stewards, we still have to deal with the other side civilly and professionally. Unfair labor practices may be a possibility. Also, unless something falls through, the Inspector General for the Postal Service will be at our National Convention this year. Randy Anderson
- Q: Back to the Step 4. In talking with a local steward, a carrier in an office had put in to have a Monday through Friday off on an H route. They did not know they had to put in on the leave slip the two Saturday's they get free. The leave slip was denied. Can this be resubmitted? Monte Hartshorn
- A: If they have the leave available and somebody to work their route, submit another #3971. If unreasonably denied, file a grievance. No Step 4 in this instance. Randy Anderson
- Q: If a carrier calls in sick on a Friday at the end of a pay period and cannot get a leave slip submitted, and does not get one submitted by the Monday following when these hours are recorded, then they'll be charged with LWOP. Can an issue like this be trouble-shooted? Maybe some type of an affidavit? Shawn Johnson
- A: We're looking into using some type of legal form for situations like this. However, I was not aware of these specific instances. I'll look into. Randy Anderson
- Q: If you submit for a week of leave, the post office has to grant or deny the entire time. Can this time be split up? Sharon Madison
- A: The entire time period will be either granted or denied and it is up to you to accept or not. Randy Anderson
- Q: I wrote a resolution binding to the Board on route adjustments. It passed at State Convention and at National but it died at the Board. What happened to it? Something needs to be done with these route adjustments when transferring territories. Donna Roakes
- A: Task Force I studied the issue and came up with an alternative, however it was more complex, and it was not accepted by the Board. To my recollection no further efforts on a direction was given to Task Force I to go back to the drawing board. This was not a conscious oversight to not revisit. I'll make a not of this and take it back to the Board at the pre-convention meeting. Randy Anderson
- Q: What's the perspective on the evaluations received from last mail count regarding the contract settlement with the NALC? Marc McIntosh
- A: I wasn't shocked. The NALC wasn't afraid of anything; they got their big win in '99. They were not going to get anything better. Randy Anderson
- Q: When Tacoma, a few years back, talked about annual leave in Article X, it was not detailed. Now with the new arbitration award, there are new things to consider (i.e. LWOP on Saturday's for J routes, Saturdays for H routes). What trumps what? Who get priority? We need rules to count on. Charles Alexander
- A: Most carriers are getting their time off when wanted. If the membership wants to pass a resolution to have looked at in the next negotiation on leave, how it requested, and who gets it, than the National Board should set about to do so. Other crafts leave is taken by seniority. The problem is the shortage of leave replacements. We have to look at the situation as the majority wanting to change the system or is just the minority impacted. Randy Anderson
- Q: Can new members attend the committee meetings?
- A: Anyone can go to listen or give ideas to the committees. However, the Tellers Committee will not allow you to look at any of the ballots. Dan Schrup
- Q: There was a resolution submitted to National, and had passed at National, to look into right hand drive manufacturers past and present. A special committee was suppose to be assigned. Has a committee been assigned and what are some of their results? Janice Sisley
- A: The committee was appointed. As a result, in Portland, Maine, at National Convention, there will be two vehicles to look at. Both have had everything under the dash replaced just as if it had been made at the factory this way. Randy Anderson
- Q: Once an issue goes to Step 4, is denied, than set up for arbitration, what is the process of getting it actually addressed? How long does it take? David Ray

A: When at Step 4, they're heard as quickly as possible. Each one is discussed many times; not just once. It seems at times there's a little too much deliberation. Hopefully by July 24, we're looking at having discussed every case at least once. Lately we've been able to meet often; hoping this will speed up the process. Randy Anderson

Q: How do you approach someone who is working off the clock? Is it an insurance risk? Carolyn Triebenbach

A: They must be approached. Possibly address this issue to your postmaster. If still no help, a grievance may have to be filed. And yes, this is a big insurance risk. Randy Anderson

Q: The Spokane district had a mandatory safety talk that after returning to our vehicles, after each dismount, we were to walk entirely around the vehicle and look under the vehicle. Should not an extra dismount distance be given for this extra time? Also, in regards to address placements. On TV Guide and such, the Spokane CSA says they measure from the spine of any such bound item, outward. Now since coupon books, as an example, would be measured like this, should we not be receiving flat rate for these instead of letter? Jim Hemrich

A: On the label orientation issue, we have some language that is very favorable to us and some very favorable to them. It really hasn't been a big issue in the past; but now as we've had things taken away from us, the smaller issues are beginning to get noticed. (Neil Buchanan and Ed Koschalk gave testimonials at this time regarding the insurance plan and the excellent cancer insurance coverage. Each spoke of nothing having to be paid out of their pocket on medical and only a very small amount on prescriptions.)

President Schrup adjourned the meeting at 4:20 p.m.

Tuesday, June 25, 2002

President Schrup call the meeting to order at 8:30 a.m. Convention Chairperson, Ann Lamm, asked the Convention Committee to come forward. She thanked them for all their help and presented each one with a 'Thank you' basket. Secretary/Treasurer Becky Wendlandt read roll call. All officers and delegates were present with the exception of Okanogan. President Schrup then asked for the final report of the Credentials Committee. Chair Donna Lower read the following:

Final Report of the Credentials Committee

"The final report of the Credentials Committee is as follows:

COUNTY STATS FOR 2002 WRLCA STATE CONVENTION				
County Name	Total Members	Total Possible Votes & Delegates	Total Delegates Seated	# of State Paid Delegates
01 Chelan, Douglas	34	8	3	1
02 Clallam, Jefferson	44	10	4	1
03 Kitsap	114	24	7	2
04 Lincoln, Grant, Adams	47	10	1	1
05 Lower Columbia	186	38	5	2
06 Mutual	307	62	6	4
07 Okanogan	24	6	0	1
10 Island, Skagit, San Juan	121	25	3	2
11 King, Snohomish (KS)	356	72	11	4
12 South East	37	8	4	1
13 Spokane	139	29	8	2
14 North East	50	11	5	1
15 Whatcom	94	20	6	1
16 Whitman, Asotin	38	9	3	1
17 Yakima	158	33	10	2
Total For Counties:	1,749	365	76	26
Total WRLCA Officers	9			
Total Votes For Officer Elections:			76	

NAMES OF DELEGATE-AT-LARGE AND STATE PAID DELEGATES

#	County Name	Delegate-at-Large	Other State Paid
01	Chelan, Douglas	Tammy Donaghue	
02	Clallam, Jefferson	Elizabeth Schade	
03	Kitsap	Royella Jaynes	Doug Rinehart
04	Lincoln, Grant, Adams	Cassandra Lorenz	
05	Lower Columbia	Mel Walker	Larry Madsen
06	Mutual	Marlene Hagedorn	Joanne Blackburn Karen Crombie Renee' Cowan
07	Okanogan	0	
10	Island, Skagit, San Juan	Karen Kayala	Donna Lower
11	King, Snohomish (KS)	Janie Walla	Paula Kenck Susie Hill Sandy Peterson-Smith
12	South East	William Keith	
13	Spokane	Linda McIntosh	Dale Ryan
14	North East	Cheryl Freeman	
15	Whatcom	Melanie Crandon	
16	Whitman, Asotin	Jim Hemrich	
17	Yakima	Donna Roakes	Suzette Cousins

The Credentials Committee recommends that all delegates be seated by the passing of the final report of the Credentials Committee." Paula Kenck made a motion to have the final report of the Credentials Committee be accepted and Donna Roakes seconded. The motion was voted on and passed. Becky Wendlandt made a motion to reconsider previous motion of accepting the Credentials Committee final report and to amend the report by adding a delegate seated to Kitsap county. Ann Lamm seconded the motion. The motion was voted on and passed. The Credentials Committee read the amended final report. Donna Lower made a motion to accept the amended final report of the Credentials Committee and Donna Roakes seconded. The motion was voted on and passed. (The report is typed to reflect the amendment.)

Secretary/Treasurer Becky Wendlandt distributed the Yea/Nay cards.

President Schrup then asked that guest speaker, Randy Anderson, come forward again to address the Association. Mr. Anderson spoke on the following issues:

- Labor Relations Issues - complaints are being withdrawn from the Labor Board; cases must be filed in a timely manner, papers (i.e. documents, letters) must be sent to the grievant as soon as possible, file can be charged against grievance made.
- Good News - index came out relating to the EMA, going up one cent by mid-July

(Randy then took questions from the Association.)

Q: In reading the MOU (Memorandum of Understanding) for vehicles, if the carrier the purchased a new car and now the postal service is putting a vehicle on the route, the carrier no longer has a choice. We signed that memorandum before we had the choice of an LLV (Long Life Vehicle) or OEMA (Optional Equipment Maintenance Allowance). Why did National do this? Donna Roakes

A: You are still protected by the three-year clause in the original MOU on a vehicle. There is no more OEMA. If we (National) agreed to this there would be 15,000 vehicles, and they made us agree that the carriers not have the right to decline taking these vehicles. It was a give and take situation. Randy Anderson

Q: During spring booster meeting, we heard there was a discussion during arbitration about trying to increase EMA. It's figured at the LLV cost of \$.62 per mile and we're getting \$.39 per mile EMA. The Postal Service figures carrier drives 75% of their vehicle on the route and 25% for personal use. Shouldn't we, based on these percentages, be getting more? Jim Hemrich

A: The Postal Service believes that in 1995 we settled the EMA issue forever in going with the CPI-W Index, which involves maintenance issues along with the gas. In negotiations we were unable to get an increase. The \$.62 per mile also includes an administrative cost. A carrier only uses the vehicle for 5 days on the route and the other 2 days as personal use. Trying to get an increase in EMA is one of the hardest issues to negotiate.

EMA was never intended for purchasing a vehicle or providing insurance; maintenance only.

Q: In a formula office, I have carriers that have been regulars for 10-14 years and they've reverted back to Wednesday, Thursday and Tuesday days off. Is this ever going to change? Is this PTF and formula deal in for-ever? Any chance of these carriers ever getting back to Saturdays off? Larry Madsen

A: All of those issues will be on the table when we enter into negotiations for the next contract. I don't believe an office will be unformulated unless we get full complimented leave replacements. Extension talked a lot about formulating an office but no much on how to get out of one. I do believe the formula is here to stay and probably not changing through negotiations. At least the formula should guarantee and day off. Randy Anderson

Q: Regarding the grievance paperwork you spoke about earlier, who is that paperwork suppose to go to? Pat English

A: The grievant is to receive what we call 'the moving papers'.

Q: My office really no longer meets the criteria for being a formula office. Can we not just drop the formula since we don't fit the criteria any longer? Sandy Peterson-Smith

A: No. The formula will not just go away. The fact that some RCA's are sitting at home on a Saturday is not uncommon to hear; that can happen with a formula office. In the next contract we may need to make an attempt to change the language, but at this point, we have what we have.

President Schrup thanked Randy Anderson for providing the Association with answers to their questions. Dan then asked Sandy Reppe to come forward. Sandy spoke about her battle with ovarian cancer, the diagnosis, and the treatments she's gone through. She also spoke on prevention, testing, and facts. She thanked the Association for their love and support. President Schrup called for a break at 9:45 a.m. President Schrup called the meeting back to order at 10:00 a.m. Secretary/Treasurer Becky Wendlandt read roll call. All officers and delegates were present with the exception of Okanogan. Lynn Walker spoke briefly to the Association on PAC pins to be handed out to the member contributing to PAC. Each pin represented a different dollar amount donated.

President Schrup then asked for the Mileage and Per Diem Committee to come forward and give their preliminary report. Chair Janice Sisley introduced the committee as Jack Stewart and Sandy Peterson-Smith and 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 delegates-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.)

President Schrup then asked for the Finance Committee to come forward and give their preliminary report. Chair Joyce Patteson introduced the committee as Doug Rinehart, Cheryl Freeman, and Susie Hill. Copies of the report were distributed to the Association. Joyce then read the following:

Preliminary Report of the Finance Committee

"We, the members of the Finance Committee at the 2002 State Convention in Silverdale, WA., have the following recommendations to submit to the delegates for consideration:

- We recommend that the dues structure remain the same.
- We recommend that the money returned to the county units remain the same.
- We recommend the salary for State Steward, Senior Assistant State Steward, Assistant State Stewards be increased by \$50.00 per month and the Editor be increased by \$50.00 per issue; Secretary/Treasurer and Area Stewards be increased by \$25.00 per month.
- We recommend the mileage be increased by \$.03 per mile and per diem increased by \$5.00 per day.
- We recommend the State Convention allowance, the Retirees Function at State Convention, and the Door Prize allowances remain the same.

Other Committee Recommendations as follows:

1. Next year's committee should review and possibly increase the mileage allowance.
 2. The committee should review and possibly increase the per diem amount.
 3. The steward salary schedule should be increased.
 4. The Finance Committee can make no knowledgeable recommendation without a complete annual financial statement from the Auxiliary; therefore, no change is proposed.
 5. We recommend a Constitution and By-Laws change to increase per diem for State Convention to 3 1/2 days. This is to address a safety concern. As many delegates are repeat delegates, and during a two-year cycle they are close to home one year and across the state the other year, this would average out the 1/2 day additional per diem per year for the possibility of a late Wednesday afternoon adjournment and the need for a room Wednesday night to prevent unsafe travel.
- (The report is typed later in the minutes, as a whole, when the final report was submitted.)

President Schrup then asked for the report of the 2003 Convention. Noretta Stritzke read the following

Report of the 2003 State Convention in Leavenworth

"Dates for the 2003 State Convention are Saturday, June 21, 2003, starting with the board meeting, Sunday, June 22, 2003 for the Labor Relations Training, and Monday through Wednesday, June 23, 24, and 25, 2003 for the State Convention.

The 2003 State Convention will be at the Enzian Inn at Leavenworth. Room rates are \$105.00 (\$116.55 including tax) for one queen size bed and \$110.00 for two queen size beds (\$122.10 including tax) based on double occupancy.

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 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.

Mike Cammack and Tammy Donaghue have graciously volunteered to be Co-Chairs for the unique convention. If you would like to help, please let myself or Mike and Tammy know.

Respectfully submitted,

Noretta Stritzke

President Schrup then asked for the report of the 2004 Convention. Becky Pike then read the following:

Report of the 2004 State Convention in Bellingham

"Our 2004 Convention is scheduled for June 21, 22 and 23 at the Best Western Lakeway Inn and Conference Center in Bellingham. Rates will be: Double (2 beds) \$84, King (1 bed) \$84, Poolside Double \$119, Suite (1 king bed & living room w/sofa sleeper) \$129, Poolside Suite \$139. Additional rates: Rollaway \$10, Extra person \$10, Refrigerator \$5, Crib \$5, and Pet \$5. These rates include complimentary hot breakfast buffet. Room block is under WA Rural Letter Carriers with the deadline for reservations being May 24, 2004.

This is the same hotel we used in June 1996 and a complete renovation of the entire hotel including guestrooms has recently been completed. All rooms have 25" TV's, coffee makers, ironing boards and hair dryers. There is an in house cafe' and bistro lounge as well as an indoor heated pool, spa, sauna and fitness center. It's a short walk to Fred Meyer and a few restaurants and Baskin Robbins.

Best Western Lakeway Inn

714 Lakeway Drive

Bellingham, WA 98226

(360) 671-1011

President Schrup then asked for the report of the 2005 Convention. Dave Reppe came forward with the following information:

Report of the 2005 State Convention

Cities that available to look at is Yakima, Tri-Cities, and Walla Walla. Went over some of the hotels in these areas and the bids he had received with hotel room rates and meeting room rates. Dave took a poll from the Association, and the Tri-Cities area was chosen to concentrate on at this time. Dave also encourages early registration.

President Schrup then asked for the Report of the Nominating Committee. Chair Marc McIntosh introduced the committee as Suzette Cousins, Cassandra Lorenz, David Ray, and Linda McIntosh as the chosen 5th member. Marc then read the following:

Report of the Nominating Committee

Nominees:	President.....	One Year Term	Dan Schrup
	Vice-President.....	One Year Term	Monte Hartshorn
	Secretary/Treasurer.....	One Year Term	Patricia Alexander
	Editor.....	One Year Term	Janice Sisley
			Becky Wendlandt
			Margene Horrell
			Doug Rinehart
	District Two.....	Two Year Term	Ann Lamm
	District Four.....	Two Year Term	Dave Reppe

"There will be a chance to nominate for these offices from the floor until nominations re closed prior to elections."

Marc McIntosh made a motion to have the report of the Nominating Committee be accepted and the committee be dismissed. Carrie Smith seconded the motion and the motion was voted on and passed.

President Schrup then asked for the report of the Tellers Committee. Chair Mike Cammack came forward and introduced the committee as Dale Ryan, Ann Schade, Royella Jaynes, Larry Madsen, Karen Kayala, Melanie Crandon, Bill Keith, Bill Allen, Jim Pease, Andrew Shea, and volunteers Kathy Brannon and Carol Gloor. Mike then read the following:

Report of the Tellers Committee

"We received a total of 409 ballot envelopes. Out of these, 404 were valid ballots, 3 did not have name on returned envelope to verify membership, 1 had voted for more than the one delegate as instructed, and 1 did not have ballot in separate ballot envelope."

DELEGATE LIST TO NATIONAL STATE CONVENTION -- 2002

(In order of votes received)

	NAME	# OF VOTES
Delegate at Large:	Charles Alexander	283
Regular Delegate:	Patricia Alexander	256
Regular Delegate:	Judith Peck	251
Regular Delegate:	Rebecca Wendlandt	232
Regular Delegate:	Neil Buchanan	200
Regular Delegate:	Marc McIntosh	167
Regular Delegate:	Daniel Schrup	162
Regular Delegate:	Becky Pike	123
Regular Delegate:	Monte Hartshorn	120
Regular Delegate:	Donna Roakes	118 (by coin toss)
Regular Delegate:	Lynn Walker	118
Regular Delegate:	Shawn Johnson	111
Regular Delegate:	Susie Hill	97
Regular Delegate:	Joanne Blackburn	95
Regular Delegate:	Linda Maurus-McIntosh	91
Regular Delegate:	Jim Hemrich	89
Regular Delegate:	Carol Halverson	85
Regular Delegate:	Polly Moore	82
Alternate Delegate:	Melvin Walker	78
Alternate Delegate:	Noretta Stritzke	76
Alternate Delegate:	Janice Sisley	72
Alternate Delegate:	David Ray	68
Alternate Delegate:	Cindy Koker	60
Alternate Delegate:	Sandra Petersen-Smith	51
Alternate Delegate:	David Robles	50 (by coin toss)
Alternate Delegate:	Renee Cowan	50
Alternate Delegate:	Sharon Madison	49
Alternate Delegate:	Darlene Kendall	48
Alternate Delegate:	Kay Smith	46 (by coin toss)
Alternate Delegate:	Beverly Crow	46
Alternate Delegate:	Janie Walla	45
Alternate Delegate:	Paula Kenck	39
Alternate Delegate:	Kate Caffey	34 (by coin toss)
Alternate Delegate:	Vicki Gannon	34 (by coin toss)
Alternate Delegate:	Karin Taylor	34
Alternate Delegate:	Eva Marie Gerdts	23

The delegates were then asked to come forward and receive their verification and commitment forms to fill out and return to Secretary/Treasurer Becky Wendlandt. Mike Cammack then made a motion to have the report of the Tellers Committee accepted. Judy Peck seconded and the report was voted on and passed.

President Schrup then asked for the report of the Auditing Committee. Chair Renee' Cowan introduced the committee as Melvin Walker and Karen Crombie. Karen then read the following:

Report of the Auditing Committee

"We the Auditing Committee find:

1. The Association's receipts were accurately reflected in the records.
2. The Association's disbursements were properly accounted for and made for legitimate purposes. We compared random samplings of vouchers and receipts to paid out entries in the check ledger and compared copies of checks to the ledger to verify the checks written matched the ledger entries and we checked to see if the account balanced at the end of each month.
3. There is a careful and complete accounting of wages, LWOP, and other corresponding disbursements (i.e., payments for unemployment tax, workers comp., 401K's, etc.) for employees of the Association and a complete file of W02's for each employee.
4. There is an accurate inventory of the Association's fixed assets (office equipment), stating value and location of each item.
5. There are complete files of LM forms for county units and copies of each county's end of year bank statements to provide a method to safeguard assets in county accounts.
6. All vouchers paid by the State Secretary/Treasurer are reviewed by the President and Vice-President to safeguard State Association funds.
7. There are copies of all forms complete for the IRS.

While we did not review all records available, we believe our random sampling to be a good indicator of the accuracy of the Secretary/Treasurers records. We commend our State Secretary/Treasurer for organized record keeping and wish to thank her for her help while we completed our task."

Renee' Cowan made a motion to have the report of the Auditing Committee accepted. Karen Crombie seconded and the motion was voted on and passed. Bill Allen made a motion to dismiss the Auditing Committee with the Association's thanks. Doug Rinehart seconded and the motion was voted on and passed. President Schrup adjourned for lunch at 11:30 a.m.

President Schrup called the meeting to order again at 12:45 p.m. Secretary/Treasurer Becky Wendlandt read roll call. All officers and delegates were present with the exception of Okanogan. Dan then asked for the report of the Washington Rural Carrier. Chair Jim Hemrich introduced the committee as Monte Hartsorn and Janie Walla. Jim read the following:

Report of the Washington Rural Carrier Committee

"We, the Washington Rural Carrier Committee, believe the paper in its current form and number of issues is not meeting the needs of the membership, and this represents no reflection on the current or past editors.

This committee is making the following three recommendations to improve upon the services and benefits provided to the membership by the paper, and to the position of editor itself.

1. We recommend that the 'Washington Rural Carrier' be published monthly, ten issues per year, with the months of August and December excluded. This more frequent publication schedule would provide for better dissemination of much needed information to the members in a timelier manner, as well as reduce the required size of each issue to 8-16 pages from the present 32 plus. We estimate the increased annual expenses incurred in providing more frequent, smaller issues, to be approximately \$500 to \$600 in printing costs, and an as yet undetermined amount in mailing costs. Such a change would necessitate revisions to Article V of the WRLCA By-Laws (and Article VIII of the WRLCA Constitution) at a subsequent state convention.
2. We recommend that the Editor's elected term be increased to two years from the present one year. This

would facilitate the Editor's (a) familiarization with the job, (b) setting up a bulk or periodicals mailing permit, and (c) creating a working relationship with a suitable printer.

3. We recommend against allowing the publication of letters to the editor and/or opinion pieces in the 'Washington Rural Carrier', with the understanding that this issue will be addressed more fully by the assembled delegates present here in the consideration of Resolution #4."

Monte Hartshorn made a motion to have the report of the Washington Rural Carrier accepted and the committee be excused with the Association's thanks. Janie Walla seconded and the motion was voted on and passed. President Schrup then asked Dave Reppe to come forward and give a talk about the history of the WRLCA. Dave read the following:

History of the WA-RLCA

"The year 2003 marks the 100-year anniversary of the NRLCA. But what is the history of the Washington State Rural Letter Carriers Association? The first rural route in Washington was started in Yakima in 1897. The first carrier was Frank Fry.

In 1904 when the Washington State Rural Letter Carriers Association began to organize, the total salary was \$600.00 a year. There was no maintenance allowance or any other benefits such as holidays, paid vacations, retirement benefits, sick leave with pay, no disability compensation, no longevity pay, no paper to keep us informed, no Washington D.C. office to look after and take care of our interests. Today we have all of these things and many more.

The first county unit in the State of Washington to organize was Whatcom County on March 13, 1904. Pierce County was the second county to organize on August 17, 1904. Charles P. Fenton of Tacoma was instructed by the National Organization to organize the state of Washington, and was offered assistance in the effort by the R.F.D. News

The R.F.D. News sent a sample copy of the paper to all cities in the state having rural delivery containing appeal for organization. Clarke County organized on October 15, 1904. Yakima County organized on October 28, 1904.

With four counties organized, Fenton arranged to hold election of State Officers by mail giving nominations to the counties in the order of their organization.

Whatcom County No. 1 chose the office of President and nominated Sherman Johnson of Custer. Pierce County No. 2 chose office of Secretary/Treasurer and nominated Charles P. Fenton of Tacoma. Yakima County No. 4 chose Vice-President and Named C.H. Furman of Toppenish to the position.

In 1905, all carriers in the state of Washington received copy of January R.F.D. News. On January 20th at South Tacoma, Washington State was formally organized. C.R. Fenton received two dollars to cover postage and expense of organization.

"It is the hope of the state officers that each county will organize as soon as possible and send in their dues to the Secretary/Treasurer. The dues are 50 cents a member for state and 50 cents a member for national dues. Any carrier in a county can call a meeting of the carriers, and when you meet elect your officers, adopt a constitution and by-laws, appoint a regular date for meeting and meet on those dates. The officers of the state will assist you as much as possible to get organized."

On February 20, 1905, the secretary received 50 blank county charters from F.K. Churchill of Oregon State Association for a cost of \$3.75. The charters were filled out, signed, and delivered to the four branches. County Charter fee was 50 cents.

On May 9, 1905, sent for State Charter, and sent letters to various counties urging the need of organization. Received discouraging letters from Whatcom and Clarke Counties. Also received letter from Windsor, Editor of R.F.D. News to be read at our State meeting. Offer from Harrington MFG. co. of Peoria, Illinois, to furnish free receipt book, order books, and letterheads. Offer accepted.

Received offer of Cunningham of Association Cart to be given to delegate attending National Association from this state. Made effort to secure someone to accept the offer. Made arrangements for carriers in organization to give \$2.00 each toward paying expenses of delegate. Vice-President Furman agreed to go but changed his mind. Sent credentials to the Oregon delegate asking him to represent us but he failed to attend.

August 15, 1905 received state charter. State executive committee decides to raise the price of a county charter to one dollar. Also received National Association request for twenty-five cents special assessment per member.

Thurston County refuses to organize on November 19, 1905.

King County carriers met in Seattle and arranged organization and elected officers. Met at Kent February 22, 1906, and completed organization and adopted constitution. Arranged union meeting of King and Pierce Counties at Auburn, May 30. On July 25, visited Thurston County Carriers at Olympia and secured their promise to organize. Letter received from President Lindsay of National Association. Laid plans for State Meeting Labor Day to be held in Tacoma.

On August 16 Thurston County organized 3 carriers. On August 16 also received 22 car tickets from Tacoma railway and Power Co., for use of visiting carriers at State Meeting. August 21 Walla Walla County organized as Branch No. 7 with 5 carriers.

Received sample copies of R.F.D. News for use at state meeting. Received news of revival of Yakima Co. Branch No. 4. Received another letter from Editor of R.F.D. News to be read at state meeting. Letter arrived from Walla Walla for state meeting and nominating Wm. L. Mays for State Officer.

September 2 letter arrived from Ernest Seaton Secretary King County Branch No. 5 regretting his inability to attend state meeting and enclosing his report of visit to Snohomish Carriers in which he finds them indifferent toward organization.

Pierce County Association arranged to provide for all visiting carriers so that they were to no expense while in the city.

On September 3, 1906, the first Washington State Rural Letter Carriers state meeting was held at the Y.M.C. A. in Tacoma and was called to order by C.P. Fenton at 9:00 a.m. Treasurer's report showed that \$53.65 was received and that \$47.65 was spent leaving a balance of \$6.00. Officer's elections: President Homer L. Clark of Kent, Vice-President Wm. L. Mays of Walla Walla, and Secretary/Treasurer C.P. Fenton of Tacoma.

Resolutions were adopted as follows:

1. Whereas, the rural carriers have been granted a fifteen day's vacation with pay,
Resolved, That we appreciate and are thankful for the same.
2. Whereas, Come routes are being laid out very much in excess of twenty-four miles,
Resolved, That we ask the department through the officers of the Nation Association that no routes under the most favorable conditions be made more than twenty-six miles in length.
3. Resolved, That we approve of the work of our national officers.
4. Resolved, That we appreciate the untiring efforts of our present state secretary in bringing the organization of the state to its present condition and trust that by continuing him in this office we will have the benefit of his ability in carrying on the work.
5. Resolved, That we thank H.H. Windsor, editor of the R.F.D. News for the interesting and instructive letter addressed to this convention.
6. Resolved, That we thank the Y.M.C.A. management for the use of their rooms for the morning session of this convention.
7. Resolved, That we appreciate the notices given us by the press of this meeting
8. Resolved, That we thank the Tacoma Railway & Power Company for free transportation for our visiting delegates to Point Defiance and return.

Roll call of the Counties: Whatcom, was not represented; Pierce, 4 carriers; Clarke, no represented; Yakima, not represented; King, 4 carriers; Thurston, 1 carrier; Walla Walla, represented by letter only. The selection of National Delegate was left to the Executive Committee. Adjourned to meeting in Tacoma on September 2, 1907.

- ☒ 1904 Salaries of Rural Carriers raised from \$600.00 to \$720.00
- ☒ 1905 Six holidays given Rural Carriers. Department representative attended National Convention.
- ☒ 1906 Fifteen days vacation granted.
- ☒ 1907 Salary increased to \$900. Postmaster General DeGrew attended the National Convention in Atlanta, Georgia."

Dave Reppe asked Association to stop and look at pictures from these early years at a table set up in the back of the meeting room. He also asked if anyone has any pictures and/or memorabilia, to please contact him for their use at National Convention for the 100 year anniversary. President Schrup then asked for the final report of the Mileage and Per Diem Committee. Chair Janice Sisley 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 delegates 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 \$3.0 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	Tammy Donaghue	326	\$ 97.80	+22.50	+210.00 =	\$330.30
Clallam/Jefferson	Ann Schade	98	29.40		+210.00 =	239.40
Kitsap	Royella Jaynes	18	5.40		+210.00 =	215.40
Lincoln/Grant/Adams	Cassandra Lorenz	424	127.20	+22.50	+210.00 =	359.70
Lower Columbia	Melvin Walker	268	80.40		+210.00 =	290.40
Mutual	Marlene Hagedorn	50	15.00		+210.00 =	225.00
Island/Skagit/San Juan	Karen Kayala	178	53.40	+22.50	+210.00 =	285.90
King/Snohomish	Janie Walla	128	38.40	+22.50	+210.00 =	270.90
Southeast	William Keith	608	182.40	+22.50	+210.00 =	414.90
Spokane	Linda McIntosh	694	208.20		+210.00 =	418.20
Northeast	Cheryl Freeman	728	218.40		+210.00 =	428.40
Whatcom	Melanie Crandon	198	59.40	+22.50	+210.00 =	291.90
Whitman/Asotin	Jim Hemrich	610	183.00		+210.00 =	393.00
Yakima	Donna Roakes	590	177.00		+210.00 =	387.00

State Paid Delegates:

Kitsap	Doug Rinehart	34	10.20		+210.00 =	220.20
Lower Columbia	Larry Madsen	370	111.00		+210.00 =	321.00
Mutual	Joanne Blackburn	100	30.00		+210.00 =	240.00
Mutual	Karen Crombie	98	29.40		+210.00 =	239.40
Mutual	Renee' Cowan	118	35.40		+210.00 =	245.40
Island/Skagit/San Juan	Donna Lower	154	46.20	+33.00	+210.00 =	289.20
King/Snohomish	Paula Kenck	110	33.00	+22.50	+210.00 =	265.50
King/Snohomish	Susie Hill	58	17.40	+14.75	+210.00 =	242.15
King/Snohomish	Sandy Petersen-Smith	78	23.40	+22.50	+210.00 =	255.90
Spokane	Dale Ryan	676	202.80		+210.00 =	412.80
Yakima	Suzette Cousins	385	115.50		+210.00 =	325.50
Kitsap	Patrick Pitts	42	12.60		+210.00 =	222.60

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

President/Area Steward	Dan Schrup	671	201.30		+210.00 =	411.30
District II Rep.	Ann Lamm	32	9.60		+210.00 =	219.60
Assistant State Steward	Monte Hartshorn	246	73.80		+210.00 =	283.80
Area Steward	Janice Sisley	222	66.60		+210.00 =	276.60
Sr. Asst. State Steward	Judith Peck	76	22.80	+22.50	+210.00 =	255.30
Assistant State Steward	Shawn Johnson	134	40.20		+210.00 =	250.20
District IV Rep.	Dave Reppe	576	172.80		+210.00 =	382.80
Assistant State Steward	Marc McIntosh	694	208.20		+210.00 =	418.20
Secretary/Treasurer	Becky Wendlandt	658	197.40	+22.50	+210.00 =	429.90
District III Rep.	Noretta Stritzke	726	217.80		+210.00 =	427.80
Retired Carrier Rep.	Lynn Walker	734	220.00		+210.00 =	430.20
District I Rep.	Becky Pike	230	69.00	+22.50	+210.00 =	301.50
Vice-President	Patricia Alexander	194	58.20	+22.50	+210.00 =	290.70
State Steward	Charles Alexander	194	58.20	+10.20	+210.00 =	278.40
Assistant State Steward	Joyce Patteson	352	105.60	+22.50	+210.00 =	338.10
Editor	Margene Horell	354	106.20	+22.50	+210.00 =	338.70

Becky Wendlandt made a motion to have report amended to change title of 'PAC Representative' to 'Retired Carrier Representative'. Donna Roakes seconded the motion and it was voted on and passed. Suzette Cousins made a motion to amend the report for her mileage to read 385 miles instead of 348 miles. Donna Roakes seconded and the motion was voted on and passed. (Final report typed reflects both of these changes.) Janice Sisley made a motion to have the final report as amended of the Mileage and Per Diem Committee accepted and the committee be dismissed with the Association's thanks. Sandy Petersen-Smith seconded the motion and it was voted on and passed. President Schrup called for a break at 1:45 p.m.

President Schrup called meeting back to order again at 2:00 p.m. Secretary/Treasurer Becky Wendlandt read roll call. All officers and delegates were present with the exception of Okanogan. Dan then asked for the final report of the Resolutions Committee. Chair Shawn Johnson reintroduced the committee and read the following: "After the first reading, those objected to will be voted on. To avoid confusion, Committee Chair will recommend to accept." (All resolutions, including postponed, are typed in their entirety in this section for better understanding.)

Courtesy Resolution

Where as many people have contributed to the success of the 2002 State Convention,
Be it resolved

1. That we thank the Convention Co-Chair Ann Lamm for her dedication of time and effort,
2. That we thank National Rural Letter Carriers' Association Director of Labor Relations Randy Anderson and National Rural Letter Carriers' Association Auxiliary Secretary Joyce Newman for their knowledge, guidance, and their support,
3. That we thank the Washington Rural Letter Carriers' Association Board for all their hard work and support in these very trying times,
4. That we thank the many county members that worked on committees,
5. That we thank the delegates that have made efforts and sacrifices to participate in the democratic process that is our State Convention,
6. That we thank the Washington Rural Letter Carriers' Association Auxiliary and the Chaperones for their assistance and support so we can work efficiently while the Convention is in session,
7. That we thank the Juniors for the uplifting performance of their Americanism Program and their patience throughout the Convention,
8. That we thank our Stenographer Beverly Reach for her endless dedication and accuracy in recording the proceedings of the Convention,
9. That we thank the West Coast Silverdale Hotel Catering Director Cathy Fletcher and hotel staff for the hospitality and service they have provided the delegates and officers of the Washington Rural Letter Carriers'.

RESOLUTIONS PASSED AND SUBMITTED BY THE COUNTIES TO THE 2002 WRLCA STATE CONVENTION SILVERDALE, WASHINGTON

Submitted by Chelan Douglas County:

1. Non Binding

Whereas, no one in our craft should be trapped in less than full-time employment,

Therefore, be it resolved for both regular and relief carriers, the basic geographical unit for the accrual of seniority and bidding rights shall be expanded so that an office with no route rated at 39:30 Standard Hours (40H), or higher, is considered to be a part of the nearest office, in the same District, having at least one route rated at 39:30 Standard Hours (40H), or higher.

Intent: The intent is to provide all craft members with a chance to achieve full-time employment while causing the absolute minimum impact on other craft members.

Objected, Donna Roakes

Joanne Blackburn made a motion to adopt Resolution #1 and Tammy Donaghue seconded. Discussion. The motion to adopt the resolution was voted on.. Resolution #1 was defeated

Submitted by Kitsap County:**2. Binding to the NRLCA Board**

Whereas, the result of the Opinion and Award of February 3, 2002 ("Opinion") in the Interest Arbitration Proceedings between the United States Postal Service ("USPS") and National Rural Letter Carrier Association ("NRLCA") will be financially devastating to rural carriers for the next several years, and

Whereas, the Opinion (which was signed by the NRLCA Representative, the USPS Representative and the neutral arbitrator) raises serious issues about the quality of the preparation and presentation of the rural carriers' case by the NRLCA Representative and,

Whereas, the rural carriers, who paid the bills for the arbitration proceedings and who will suffer the financial consequences of the bad result, are entitled to know from unbiased professionals whether they were properly represented in the arbitration proceedings,

Therefore be it resolved, that the NRLCA arrange for an independent legal review of the closed door session of the arbitration panel in the 2001 and 2002 contract arbitration, with such review to be conducted at NRLCA expense by a major independent law firm which is recognized as being skilled in the field of labor relations and which would have no conflict of interest in issuing an independent report to the NRLCA membership.

Intent: To get an understanding of the proceedings in the closed-door session that led to the 2002 Arbitration Award.

Object, David Ray

Joanne Blackburn made a motion to adopt Resolution #2 and Tammy Donaghue seconded. Royella Jaynes made a motion to amend the resolution by striking (paragraph 4) "....review of the closed-door session of the arbitration panel...." and by adding ".....review of the performance of the NRLCA in proceedings interest of the arbitration panel" and strike (paragraph 2) "....case by the NRLCA Representative and,....". Bill Allen seconded the motion. Discussion. Jim Hemrich made a motion to extend the debate time by 4 minutes and Royella Jaynes seconded. The motion to extend time was voted on and passed. Discussion. The amendment was voted on and passed. Discussion. The motion to adopt the amended resolution was voted on.

Resolution #2 was defeated as amended.

Submitted by Lincoln Grant Adams County:

3. Binding to the WRLCA Board

Whereas not all members can attend the State Convention, but all members have questions and concerns, Therefore be it resolved, that the State Convention minutes in the future include the question and answer session.

Intent: Questions asked by members in attendance reflect what other members want to know and are concerned about.

Resolution #3 was passed by the drop of the gavel.

4. Binding to the WRLCA Board

Whereas we are a large state and it is not possible to attend all other county meetings, and

Whereas communication between members is vital and desirable,

Therefore be it resolved, that the Washington Rural Carrier publication print letters to the editor and/or have an opinion page to provide a link to the views of other members.

Intent: The WRC is the primary link between members. If only officer's reports and articles are printed, there is no mechanism for exchange of ideas by or with other members.

Objected, Janice Sisley

Joanne Blackburn made a motion to adopt Resolution #4 and Tammy Donaghue seconded. Discussion.

The motion to adopt the resolution was voted on.

Resolution #4 was defeated.

5. Non Binding

Whereas when a carrier retires, their income decreases and

Whereas after retirement, the portion of health insurance paid by the employer dramatically decreases,

Therefore be it resolved, that the current portion of retired health insurance premium paid by the employer be increased by as much as can be lobbied for.

Intent: Financial relief to retirees.

Object, Lynn Walker Joanne Blackburn made a motion to adopt Resolution #5 and Tammy Donaghue seconded. Discussion. Janice Sisley made a motion to table this resolution and Bill Allen seconded. The motion to table the resolution was voted on.

Resolution #5 was tabled

Submitted by Lower Columbia County:**6. Non Binding**

Whereas we now receive 30 minutes per week personal time in our evaluation that the USPS pays us to use for whatever purpose,

Therefore be it resolved, that we receive an additional 30 minutes per week to be designated as a five (5) minute break per day.

Intent: It is ridiculous to only allow five (5) minutes per day as it is now for a carrier to be able to have a break or go to the restroom.

Object, Bill Allen

Joanne Blackburn made a motion to adopt Resolution #6 and Tammy Donaghue seconded. Discussion.

Melvin Walker made a motion to table this resolution and Donna Roakes seconded. The motion to table the resolution was voted on.

Resolution #6 was tabled.

7. Non Binding

Whereas the FEHBA states that there is no dual benefit coverage allowed for married couples employed by the USPS,

Therefore be it resolved, that all employees, whether married or single, should receive equal benefits/pay for equal work. That dual benefit coverage should be allowed for married couples employed by the USPS.

Intent: There should not be discrimination against married couples employed by the USPS. There should be equal benefits/pay for equal work. This also leaves the possibility of someone working for the USPS to lose his or her benefits for retirement (you have to have coverage for 5 years prior to retirement) or the family's coverage in the case of divorce or death of the spouse.

Resolution #7 was passed by the drop of the gavel.

Submitted by Mutual County:**8. Binding to the NRLCA Board**

Whereas the 2002 National Mail Count was cost effective to the USPS,

Therefore be it resolved, that if the USPS discloses to the NRLCA the amount of savings to the USPS by having the National Mail count in March, this amount should be published in the National Magazine.

Intent: Provide information to the membership.

Object, David Ray

Joanne Blackburn made a motion to adopt Resolution #8 and Tammy Donaghue seconded. Discussion. David Ray made a motion to amend the resolution by striking (paragraph 2) "....resolved that if the USPS....", adding a semicolon after "....Mail Count in March; this amount....", and making this a non binding resolution. This motion was seconded by Janice Sisley. Discussion. The amendment was voted on and passed. Discussion. The amended resolution was voted on.

Resolution #8 was defeated as amended.

9. Binding to WRLCA State Board

Whereas the 2002 National Rural Mail Count was cost effective to the USPS,

Therefore be it resolved, that if the USPS in the Seattle, Spokane, and Portland Districts discloses to the WARLCA the amount that was saved by the USPS having the National Mail count in March, this amount should be published in the State Paper, in the Convention Issue.

Intent: Provide information to the membership.

Object, Donna Roakes

Joanne Blackburn made a motion to adopt Resolution #9 and Tammy Donaghue seconded. Discussion. The resolution was voted on.

Resolution #9 was defeated

10. Binding to the WRLCA State Board

Whereas the WA RLCA and the Seattle, Portland, and Spokane Districts strive for fair and equitable mail counts,

Therefore be it resolved, that a State Task Force start negotiations between the end of State Convention and 45 days before mail counts begin, to hold joint count schools. Intent: This is an effort to make mail counts as cost effective, fair, and equitable as possible.

Object, Donna Roakes

Joanne Blackburn made a motion to adopt Resolution #10 and Tammy Donaghue seconded. Donna Roakes made a motion to amend the resolution by striking (paragraph 2) "....resolved that a State Task Force start negotiations...." and "....counts begin, to hold joint...." and adding (paragraph 2) "....resolved

that the State Steward or designee start negotiations...." and "....begin, to discuss joint mail count schools with the appropriate districts." Bill Allen seconded the motion. This amendment was voted on and passed. The amended resolution was voted on. **Resolution #10 was passed as amended.**

11. Binding to the WRLCA State Board

Whereas the office of Vice-President is a vital part of the Association at all levels; currently the county President and Secretary luncheon at State Convention does not include the Vice-President,

Therefore be it resolved, the Association luncheon will include current and past Presidents, Current Vice-Presidents, and Current Secretary/Treasurers.

Intent: Allow Vice-Presidents to gain knowledge of operation of Association meetings by being included in this networking opportunity.

Object, Bill Allen

Joanne Blackburn made a motion to adopt Resolution #11 and Tammy Donaghue seconded. Tammy Donaghue made a motion to amend the resolution by adding (paragraph 2) "....current and immediate past Presidents...." and "....current and immediate past Secretary/Treasurers." Royella Jaynes seconded. Discussion. Amendment was voted on and failed. Discussion. Judy Peck made a motion to add (paragraph 2) "....current and all past Presidents...." and "....current and all past Secretary/Treasurers." Janice Sisley seconded. Discussion. Bill Keith made a motion to amend the amendment to add (paragraph 2) "....current and incoming Presidents...." and "....current and incoming Secretary/Treasurers." Royella Jaynes seconded. Discussion. Judy Peck made a motion to extend the debate time on this resolution by 4 minutes. It was seconded by Pat English, voted on, and failed. The amendment to the amendment was voted on and failed. The amendment was voted on and failed. Shawn Johnson made a motion to postpone indefinitely the original resolution and Bill Allen seconded. Discussion. Monte Hartshorn made a motion to amend the resolution by striking (paragraph 2) "....current and past Presidents...." and David Ray seconded. The amendment was voted on and passed. The amended resolution was voted on.

Resolution #11 was passed as amended.

Jim Hemrich made a motion to take a seven-minute recess at this time and Jennifer Steffensen seconded. The motion was voted on and passed.

12. Non Binding

Whereas stop watches and Rural Mail Count Mail Measuring Gages are necessary equipment for a fair mail count,

Therefore be it resolved, the USPS provide adequate supplies of this necessary equipment to all Post Offices with rural delivery, prior to the beginning of any mail count.

Intent: to insure uniform measurement of mail and time.

Object, Donna Roakes

Joanne Blackburn made a motion to adopt Resolution #12 and Tammy Donaghue seconded. Discussion. The resolution was voted on.

Resolution #12 was passed.

13. Non Binding

Whereas some mailers are sending extremely large box-holders, in excess of 2 pounds (i.e. telephone directories weighing 4 pounds or more),

Therefore be it resolved, that a carriers receive auxiliary assistance or additional compensation to deliver these over size items and an extension of the 3-day deliver time limit.

Intent: Protect carriers from accidents due to over loaded vehicles and physical injury due to repeatedly holding these heavy items at arms length.

Resolution #13 was passed by the drop of the gavel.

14. Binding to the National Board

Whereas the dues paid by the entire membership of the NRLCA were used to pay for our representation at Contract Arbitration,

Therefore be it resolved, that the National Board report to the membership (via the National Magazine) the cost incurred by the Association for Arbitration; including but not limited to: payments to expert witnesses, cost of presentation preparation, payments to Steve Smith to continue as our Representative on the panel, and payments to legal counsel.

Intent: Inform the membership on arbitration expenditures

Object, David Ray
Joanne Blackburn made a motion to adopt Resolution #14 and Tammy Donaghue seconded. Discussion. Karen Crombie made a motion to table this resolution. The motion was voted on.

Resolution #14 was tabled.

15. Non Binding

Whereas it is important for Convention Delegates to be well informed on current issues in the Postal Service,

Therefore be it resolved, that only delegates paying dues at the current active carrier rate, in their respective State, be able to vote on contract related issues.

Intent: Only active informed carriers would be voting on contract issues.

Object, Kate Gaffey

Joanne Blackburn made a motion to adopt Resolution #15 and Tammy Donaghue seconded. Discussion.

Sharon Madison made a motion to postpone discussion on the resolution until the start of Wednesday's morning meeting. Renee' Cowan seconded. The motion was voted on and passed. (Wednesday morning continuation typed now.)

*Sharon Madison made a motion to amend the resolution by adding (paragraph 1) ".... important for National Convention...." and (paragraph 2) "....resolved that only the delegates to National Convention paying dues at the current RCA or regular carrier rate, in their...." and "....related issues, other than contract ratification." Also striking (paragraph 2) "....at the current active carrier rate,....". **Intent:** only informed carriers would be voting on contract issues. Renee' Cowan seconded. Discussion. The amendment was voted on and passed. Discussion. The resolution as amended was voted on.*

Resolution #15 was passed as amended.

Submitted by King Snohomish County

16. Binding to the National Board

Whereas the recent Arbitration decision has adversely impact rural carriers paid under the evaluated system and,

Whereas the impact on non L and L routes is not the same, nor is the impact on high-volume routes and low volume routes the same and,

Whereas the Postal Service has now represented that the evaluated system is not an incentive pay system,

Therefore be it resolved, that the National Board shall study or cause to have studied the FLSA Sec 7 as it applies to rural carriers and the National Board shall evaluate or cause to have evaluated the Postal Service's National Payroll Hours Report and the Rural Route Master List for the purpose of reporting to the membership the relative benefits and drawbacks of remaining on the evaluated system for L and non L route carriers as well s H, J, and K route carriers, with a volume factor specific analysis included. The resulting report will be published in the National magazine and posted on the Association website prior to October 1 of each of the next three calendar years in order to allow rural carriers nationwide to review the material and apply the examples to their particular situation prior to the beginning of the guarantee year.

Intent: So that rural carriers will understand the relative benefits and drawbacks to becoming hourly employees, with enough information to allow for an informed decision and to provide for compliance with FLSA.

Object, Charles Alexander

Joanne Blackburn made a motion to adopt Resolution #16 and Tammy Donaghue seconded. Discussion.

Shawn Johnson made a motion to postpone indefinitely this resolution and Melvin Walker seconded. The motion was voted on.

Resolution #16 was postponed indefinitely.

Donna Roakes made a motion to adjourn the meeting until Wednesday morning at Convention opening and Ann Lamm seconded. The motion was voted on and passed. Secretary/Treasurer Becky Wendlandt collected the Yea/Nay cards. President Schrup adjourned the meeting at 5:00 p.m.

Wednesday, June 26, 2002

President Schrup called the convention to order at 8:00 a.m. Secretary Treasurer read roll call. All officers and delegates were present with the exception of Okanogan. Becky then distributed the Yea/Nay cards. Myrtle Buchanan came forward to announce the Auxiliary scholarship, in the amount of \$500.00, would be awarded to Susie Walker, granddaughter of Lynn and Donna Walker. President Schrup then asked the Resolution Committee to come forward and continue with the resolutions.

17. Non Binding

Therefore be it resolved in an office that has had the formula implemented; when a J route (assigned Saturday) becomes a K route, the office be re-formulated, and if the formula allows, the Saturday held by the former J route will be offered to all carriers in order of seniority.

Resolution #17 was passed by the drop of the gavel.**18. Non Binding**

Whereas Rural Carriers often have to adjust their budgets and time responsibilities due to changes in evaluation, Therefore be it resolved that a minimum two-week notification must be made to Rural Carriers before a new evaluation may go into effect due to a rural count.

Intent: Downward adjustments in route evaluations create hardships for carriers, especially when not given any time to prepare. Then tendency of the Postal Service to hold onto evaluation notifications until mere days before they take effect exacerbates this hardship.

Object, Donna Roakes

Joanne Blackburn made a motion to adopt Resolution #18 and Tammy Donaghue seconded. Discussion. The resolution was voted on.

Resolution #18 was defeated.

19. Non Binding

Whereas Article 9.2.K.1 e reads - Rural Carriers working Auxiliary routes.....Effective with the 1987 Christmas period, rural carriers performing service on an auxiliary route shall be compensated on the basis of hours worked in accordance with Article 8, sec 3,

Therefore be it resolved that leave replacements serving an auxiliary route during the Christmas period shall be compensated the greater of actual hours worked or evaluated route hours, in accordance with Article 8, sec. 3.

Intent: To remove a loophole that can prevent Auxiliary carriers from at least receiving evaluation during the Christmas period.

Resolution #19 was passed by the drop of the gavel.

20. Binding to NRLCA

Whereas actual time is not always counted for on Rural routes,

Therefore be it resolved that the NRLCA negotiate with the Postal Service, either through the contract or MOU, a way of properly accounting for all time not normally accounted for on Rural Routes.

Intent: The so-called "bump" hurt rural carriers during arbitration. However, if a rural carrier goes home sick after beginning a route, that time is not accounted for, only the time used to finish the route. There are many other examples, such as, if a route is split out the time is accounted as auxiliary time and not accounted to the route. Carriers helping subs during training, other P.O. employees being put into service on a route, Supervisors casing on routes are all examples of time used on a Rural Route that is not accounted for. Since this "free time" is not accounted for, it goes to the "bump" and makes it appear that less time than the evaluation is used on rural routes.

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

21. Non Binding

Therefore be it resolved that if an office, currently on the formula, re-formulates and additional Saturdays are authorized, that the days vacated be offered "be seniority" to all other carriers in the office.

Intent: To establish a fair and consistent assignment of relief days.

Object, Judy Peck

Joanne Blackburn made a motion to adopt Resolution #21 and Tammy Dongahue seconded. Judy Peck made a motion to table the resolution and Mike Cammack seconded. The motion to table the resolution was voted on.

Resolution #21 was tabled.

22. Non Binding

Therefore be it resolved that if an office, who has had the formula implemented, loses or acquires leave replacements causing reformulating the office, any changes will be done be seniority.

Intent: To establish a fair and consistent assignment of relief assignments.

Object, Charles Alexander

Joanne Blackburn made a motion to adopt Resolution #22 and Tammy Dongahue seconded. Charles Alexander made a motion to table the resolution and Renee Cowan seconded. The motion to table the resolution was voted on.

Resolution #22 was tabled.

23. Binding to the NRLCA Board

Whereas the NRLCA organization and officers are accountable to the NRLCA membership,

Therefore be it resolved that an accounting breakdown of all or portions of organization expenditure of the NRLCA be made available upon request by dues paying members. Intent: This frees up detailed information to Association members when investigation how Association funds are spent.

(This resolution was revisited after the reading of Resolution #26.)

Joanne Blackburn made a motion to adopt Resolution #23 and Tammy Donaghue seconded. Dale Ryan made a motion to amend the resolution by adding (paragraph 2) "...paying members excluding associate members." Sharon Madison seconded. Discussion. The amendment was voted on and passed. Discussion. The amended resolution was voted on. **Resolution #23 was passed as amended.**

Submitted by Spokane County

24. Binding to the NRLCA Constitution and By-Laws Committee to Report Out

Whereas in the National Constitution and By-Laws, in By-Laws, Article III, Section B States: Within two months after the close of each National Convention or special meeting, to prepare for publication in *The National Rural Letter Carrier* a correct copy of the entire proceedings of the National Convention, or special meeting of the Association, giving a complete statement of the financial conditions of the Association and a statement of the membership.

Therefore be it resolved: Within two months after the close of each National Convention or special meeting, to prepare for publication in *The National Rural Letter Carrier* an overview, previewed and approved by the National Board, of the entire proceedings of the National Convention, or special meeting of the Association, giving a complete statement of the financial conditions of the Association and a statement of the membership.

Intent: Since USPS management also receives our National Magazine, and uses misquoted parts from our National Convention against us in arbitration, we do not want ALL the proceedings to be printed for them to use.

Resolution #24 was passed by the drop of the gavel.

25. Binding to the NRLCA Board

Whereas anyone with access to a computer and the internet can hit our NRLCA web site and gain information meant for members only,

Therefore be it resolved that the NRLCA board research a way to allow only members to access our NRLCA web site by using members social security numbers, etc., and thus blocking the use of our web site by non-members and management.

Intent: Only PAID members in good standing should be receiving the information on the web site, thus creating another reason to join the NRLCA.

Resolution #25 was passed by the drop of the gavel.

26. Non Binding

Whereas in offices with DPS, raw mail takes much more time to case then as when all the letters were raw mail, if you were to take an average of both. The reason being that your today raw mail contains the entire letter mail this illegible, misaddressed, insufficient addresses, and machine-mutilated mail.

Therefore be it resolved that the time standard in DPS offices be raised for raw mail to offset the fact that this mail is not of the same type as it was before the introduction of DPS.

Intent: Time factor should change because of the extra time needed for the higher percentage of unreadable mail.

Object, Donna Roakes

Joanne Blackburn made a motion to adopt Resolution #26 and Tammy Donaghue seconded. Discussion. The resolution was then voted on. Resolution #26 was defeated.

(Marc McIntosh made a motion at this time to reconsider Resolution #23. Dale Ryan seconded. Discussion. The motion to reconsider was voted on and passed. Resolution #23 was typed in numerical order to avoid confusion.)

27. Binding to the State Association and Delegates at this Convention

Whereas the District III Representative position was vacated mid-term and was filled "pro-tem." According to the Association Con/By-Laws which includes Robert's Rules of Order and,

Whereas the President "shall report all such decision to the WRLCA at its State Convention for approval or rejection..." (By-Laws Art. I Sec 3) and

Whereas past practice of the Association (since before 1979) has been to elect District Officers at the mid-term convention when a vacancy has been filled "pro-tem." During the recess of the Convention,

Therefore be it resolved that the District III Representative should be elected and installed at the 2002 convention. Intent: Gives the new officer all of the rights of an elected and installed member of the Board.

"Pro-tem" officers do not have the same rights, because it is just a temporary appointment by definition.

Object, Lynn Walker

Joanne Blackburn made a motion to adopt Resolution #27 and Tammy Donaghue seconded. Discussion. Monte Hartshorn made a motion to postpone discussion this resolution until the agenda of New Business and Jennifer Steffensen seconded. David Ray made a motion to extend time by two minutes for discussion on this resolution and Melvin Walker seconded. The motion to extend time was voted on and passed. Discussion. The motion to postpone this resolution until New Business and it was voted on and passed. (The following was discussed at New Business, but typed in this section for clarity.) Monte Hartshorn made a motion to postpone Resolution #27 indefinitely and Jennifer Steffensen seconded. The motion was voted on.

Resolution #27 was postponed indefinitely.

Submitted by Whatcom County:

28. Non Binding to the NRLCA

Whereas we the union members pay dues to supply money to support union leaders and,
Whereas it is mostly the union members' money that is spent by state and national officers,
Therefore be it resolved that we, the money source, would like to have more detailed itemized reports that are currently provided by the NRLCA Intent: In the State of Washington, we are informed how our dues are spent (time, equipment, etc.). It should be the same for our National Officers. We deserve to know.
Object, Donna Roakes

Joanne Blackburn made a motion to adopt Resolution #28 and Tammy Donaghue seconded. Discussion. David Ray made a motion to postpone this resolution indefinitely and Jennifer Steffensen seconded. The motion was voted on and passed. **Resolution #28 was postponed indefinitely.**

29. Non Binding

Whereas States in part "Disallow entries under other suitable allowance which appear unreasonable, are insufficiently explained in the Comments Section, or are otherwise provided for by automatic time allowances".

Therefore be it resolved to rescind this section of the M-38. Intent: Operations Program Support disallows legitimate "R" time. Management in post offices, along with counters have signified that this "R" time is correct.

Resolution #29 was passed by the drop of the gavel.

30. Non Binding

Whereas RCA's receive COLA at the end of the contract,
Therefore be it resolved that RCA's receive any lump sum in lieu of COLA at the same time as Regular Carriers and that all COLA increases rolled into Regular Carrier's salaries be rolled into the RCA hourly wage at the same time. **Resolution #30 was passed by the drop of the gavel.**

31. Non Binding

Therefore be it resolved that regular carriers be allowed to work their relief days during count if they wish, with no additional premium pay.

Intent: Relief employees do not always know the rules for the count.

Object, Monte Hartshorn. Joanne Blackburn made a motion to adopt Resolution #31 and Tammy Donaghue seconded. Discussion. The motion was then voted on. **Resolution #31 was defeated.**

32. Non Binding

Whereas an RCA who serves an Auxiliary route and is also a leave replacement on another route only earns annual leave and sick leave for the time served on the Auxiliary route,

Therefore be it resolved that the RCA who is the primary leave replacement on one route and also serves the Auxiliary route, be able to earn annual leave and sick leave when serving either route.

Object, David Ray

Joanne Blackburn made a motion to adopt Resolution #32 and Tammy Donaghue seconded. Discussion. The motion was then voted on.

Resolution #32 was passed.

Submitted by Whitman Asotin County:

33. Binding to the NRLCA Board

Whereas in the past, the NRLCA National Board has held an annual Christmas party entertaining Postal Management people and,

Whereas in the past, such a function may have enhanced a spirit of "cooperation" and "good will" between Postal Management and Rural Craft and,

Whereas Postal Management, through our recently arbitrated contract and disastrous mail count, has clearly demonstrated a blatant spirit of contempt and animosity toward the Rural Craft,

Therefore be it resolved that the NRLCA National Board immediately cease sponsoring any Christmas and/or other social or entertainment functions for the Postal Service.

Intent: Our past gestures of "good will" toward the Postal Service has gotten us the most disastrous mail count in history. It is time to clearly and unambiguously demonstrate to the Postal Service that it will no longer be "business as usual".

Object, Patrick Pitts

Joanne Blackburn made a motion to adopt Resolution #33 and Tammy Donaghue seconded. Discussion. The motion was voted on.

Resolution #33 was defeated.

34. Non Binding

Whereas in Section 535.12 (C) (2), "In addition, any non-rigid article that does not fit in the letter or flat separations (where flat separations are used) with other mail is considered a parcel. (This includes articles that have not been prepared in accordance with DMM 121.42c, even though the mailer has endorsed them DO NOT FOLD OR BEND. These non-rigid articles should be carried and credited as parcels, provided they do not fit in the letter or flat separation (where flat separations are used) with other mail without damage to the article)

Therefore be it resolved to say "In addition, any non-rigid article that does not fit in the letter or flat separations (where flat separations are used) with other mail without damage to the article or to the other articles in the separation is considered a parcel. (This includes articles that have not been prepared in accordance with DMM 121.42c, even though the mailer has endorsed them DO NOT FOLD OR BEND. These non-rigid articles should be carried and credited as parcels, provided they do not fit in the letter or flat separation (where flat separations are used) with other mail without damage to the article or to other articles in the separation)

Intent: This will correctly give a carrier proper parcel credit for those items which, if cased, may not themselves be damaged by casing, but will cause damage (e.g. ripping, tearing, or crumpling) to other mail already in the case separation.

Object, Donna Roakes

Joanne Blackburn made a motion to adopt Resolution #34 and Tammy Donaghue seconded. Discussion. The motion was then voted on.

Resolution #34 was passed.

Submitted by Yakima County:

35. Non Binding

Whereas mail count counted magazines of the same company sometimes as a letter and sometimes as a flat, depending on inconsistent label orientation,

Therefore be it resolved any mail items not considered parcels with visible multiple pages shall be counted as a flat, irregardless of label orientation.

Object, Pat English

Joanne Blackburn made a motion to adopt Resolution #35 and Tammy Donaghue seconded. Pat English made a motion to amend the resolution to read "Whereas during mail count magazines from the same company were sometimes counted as a letter and sometimes as a flat, depending upon inconsistent label orientation, Therefore be it resolved that any article not considered a parcel with visible multiple pages shall be counted as a flat." David Ray seconded. Discussion. The amendment was voted on and passed. The amended resolution was voted on.

Resolution #35 was passed as amended.

President Schrup called for a break at 10:20 a.m. Dan called the meeting back to order again at 10:35 a.m. Secretary/Treasurer Becky Wendlandt read roll call. All officers and delegates were present with the exception of Okanogan. President Schrup then called for the final report of the Finance Committee. Doug Rinehart read the following:

Final Report of the Finance Committee

"We, the members of the Finance Committee at the 2002 State Convention in Silverdale, WA., have the following recommendations to submit to the delegates for consideration:

Current Dues:

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

Regular and PTF's: (71, 76)

National Per Capita: \$129.00 State Per Capita: \$242.00 Total: \$371.00 + \$7.00 Auxiliary Assessment

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

National Per Capita: \$ 40.00 State Per Capita: \$ 53.00 Total: \$ 93.00 + \$7.00 Auxiliary Assessment

Retirees':

National Per Capita: \$ 20.00 State Per Capita: \$ 27.00 Total: \$ 47.00 + \$7.00 Auxiliary Assessment

Associate Dues are the same as Regular Carriers.

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

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, 200 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.

Finance Committee Dues Recommendations:

03/04 Membership (July 1, 2003 through June 30, 2004)

We recommend that the dues structure remains the same.

Finance Committee County Units Recommendations:

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

Money Returned to County Units:

Current (01/02 Dues Year):

\$ 400 for 75 or less members

\$ 700 for 76-150 members

\$1,000 for 151-225 members

\$1,300 for 226-300 members

\$1,600 for 301-400 members

\$1,900 for 401-500 members

Passed at 2001 State Convention and in the WRLCA Constitution and By-Laws, in By-Laws, in Article X:

SECTION 4 County units having \$500 or more in total liquid assets as per pervious 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.

Your Recommendations for 02/03 Year:

We recommend that the money returned to the county unit's remains the same.

Finance Committee Salary Recommendations

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

Current Salary Schedules:

State Steward:

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

\$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
Area Stewards:	\$ 50.00 Month	\$ 600.00 Year
Secretary/Treasurer:	\$275.00 Month	\$3,300.00 Year
Editor:	\$400.00 Per Issue	\$2,000.00 For 4 Papers and 1 Program

Your Recommendations for 02/03 Dues Year:

State Steward:	\$400.00 Month	\$4,800.00 Year
Senior Assistant State Steward:	\$325.00 Month	\$3,900.00 Year
Assistant State Stewards:	\$300.00 Month	\$3,600.00 Year
Area Stewards:	\$ 75.00 Month	\$ 900.00 Year
Secretary/Treasurer:	\$300.00 Month	\$3,600.00 Year
Editor:	\$450.00 Per Issue	\$2,250.00 For 4 Papers and 1 Program

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

<u>Current: 2001 - 2002</u>	<u>Proposed: 2002 - 2003</u>
\$.30 per mile	\$.33 per mile
\$70.00 per day per diem (lodging & food)	\$75.00 per day per diem (lodging & food)

State Convention Allowance:

<u>Current: 2001 - 2002</u>	<u>Proposed: 2002 - 2003</u>
\$1.50 all members	\$1.50 all members (no change)

Retirees Function at State Convention:

<u>Current: 2001 - 2002</u>	<u>Proposed: 2002 - 2003</u>
\$200.00 Total	\$200.00 Total (no change)

Door Prize Allowance:

<u>Current: 2001 - 2002</u>
\$300.00 State Convention
\$125.00 Each District for their meeting, for a total of \$250.00 for combined district meetings.

Proposed: 2002 - 2003

\$300.00 State Convention
\$125.00 Each District for their meeting, for a total of \$250.00 for combined district meetings.
(no changes)

Other Committee Recommendations:

1. Next year's committee should review and possibly increase the mileage allowance.
2. The committee should review and possibly increase the per diem amount.
3. The steward salary schedule should be increased.
4. We recommend a Constitution and By-Laws change to increase per diem for State Convention to 3 1/2 days. This is to address a safety concern. As many delegates are repeat delegates, and during a two-year cycle they are close to home one year and across the state the other year, this would average out the 1/2 day additional per diem per year for the possibility of a late Wednesday afternoon adjournment and the need for a room Wednesday night to prevent unsafe travel.

Donna Roakes made a motion to change the Area Stewards salary back to \$50.00/month and the Editor's salary back to \$400.00/issue and Tammy Donaghue seconded. A discussion followed. The motion was voted and failed. Another discussion followed. Neil Buchanan made a motion to have the final report of the Finance Committee accepted as read and Renee Cowan seconded. The motion was voted on and passed. Bill Allen made a motion to release the Finance Committee with the Association's thanks. It was seconded by Joanne Blackburn and was voted on and passed. President Schrup then asked for the final report of the Constitution and By-Laws Committee. Chair Judi Peck came forward as introduced the committee as Marlene Hagedorn and Patrick Pitts and read the following:

Final Report of the Constitution and By-Laws Committee

"Thank you to my fellow committee members, Marlene Hagedorn and Patrick Pitts. A very special thank you to Becky Wendlandt, Secretary/Treasurer, who prepared all of proposed changes and the packet for the committee.

There were 27 proposed Constitution and By-Laws submitted by the counties for consideration by the delegates. Of the 27 proposed Constitution and By-Laws, one was improperly submitted by not having a signature or date affixed. For that reason Constitution and By-Laws #22 was deemed invalid and was eliminated. Fortunately, Constitution and By-Laws #21 is identical to #22.

The committee made some adjustments to Constitution and By-Laws #6. The committee felt this change would be creating a new 'officer' position and would need to be added to Constitution, Article VIII, Section I, and the By-Laws, Article III. However, since this change was basically incomplete, the committee requests the delegates decide whether #6 will be heard or sent back to the county for further research.

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 IV, Section 1

Present Language:

SECTION 1 Each County Unit shall be entitled to one delegate for each five (5) members or major fraction thereof, and (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 (1) vote for the Delegate-at-Large. **Proposed Language:**

SECTION 1 Each County Unit shall be entitled to **representation in this Association by one Delegate-at-Large. Each County Unit is also entitled to one delegate for each (5) members or major fraction thereof of its own members, based on the current membership year. Each Credential and Seated Delegate is entitled to one vote.** 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.

Intent and Reason of Change:

To reflect the language and procedure used by National and printed in the National Constitution and By-Laws. *Marlene Hagedorn made a motion to accept proposed language and Patrick Pitts seconded. Discussion. The motion was voted on.*

Proposed language was passed.

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

Present Language:

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.

Proposed Language: 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. **If there is a tie for a delegate position, the county shall hold another election to break the tie. The delegates shall be listed in order of votes received, with the Delegate-at-Large being the one who received the most votes.**

Intent and Reason of Change:

To reflect the language and procedure used by National and printed in the National Constitution and By-Laws. *Marlene Hagedorn made a motion to accept proposed language and Patrick Pitts seconded. Discussion. Neil Buchanan made a motion to amend by striking "....hold another election to break...." and adding "hold another ballot to break...." and Becky Wendlandt seconded. Discussion. The amendment was voted on and passed. Bill Allen made a motion to amend by adding "Election of State Convention delegates by county units shall be by...." and Neil Buchanan seconded. The amendment was voted on and passed. The amended Constitution By-Law was voted on.*

Proposed language was passed as amended.

(3) WRLCA Constitution, Article VII, Section 1**Present Language:**

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.

Proposed Language:

SECTION 1 The rules contained in **current edition** of ROBERT'S RULES OF ORDER NEWLY REVISED 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.

Intent and Reason of Change:

To reflect the language and procedure used by National and printed in the National Constitution and By-Laws. *Marlene Hagedorn made a motion to accept proposed language and Patrick Pitts seconded. Discussion. The motion was then voted on.*

Proposed language passed.

(4) WRLCA Constitution, Article VII, Section 2**Present Language:**

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

Proposed Language:

Take out all of Section 2 and renumber. **Intent and Reason of Change:**

To reflect and language and procedure used by National and printed in the National Constitution and By-Laws.

Note: According to Roberts Rules, taking a vote by roll call (or by yeas and nays, as it is also called) has the effect of placing on the record how each member votes, therefore it has exactly the opposite effect of a ballot vote. If there is no rule on how many can call for a roll call vote, then it takes the majority vote to pass a roll call vote one a delegate has requested a roll call vote, thus abiding by the majority of the delegates wishes.

Marlene Hagedorn made a motion to accept proposed language and Patrick Pitts seconded. Discussion. The motion was then voted on.

Proposed language passed.

(5) WRLCA Constitution, Article VII, Section 3**Present Language:**

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

Proposed Language:

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

Intent and Reason of Change:

To reflect the language and procedure used by National and printed in the National Constitution and By-Laws.

Note: According to Roberts Rules a "ballot" vote is defined as "Voting by ballot (slips of paper on which the voter marks his vote) is used when secrecy of the members' votes is desired". We do not need to use "secret" in from of ballot.

Marlene Hagedorn made a made a motion to accept proposed language and Patrick Pitts seconded. Discussion. The motion was then voted on.

Proposed language passed.

6)**Whereas:**

The position of WA-RLCA Secretary/Treasurer is a vital part of the State Board.

Therefore Be It Resolved:

That an unpaid position of Assistant to the WA-RLCA Secretary/Treasurer be created, so if anything happened that caused the office to be temporarily vacated, someone would be able to continue to operate the office in the current manner. There would be a one week training course paid by the WA-RLCA. The position would remain unpaid until activation was necessary. The Assistant Secretary salary would be the same as is currently paid the State Secretary if the position were activated.

Intent and Reason of Change:

Other State positions have back up persons knowledgeable in the duties and responsibilities of the office and location of important papers. The Secretary/Treasurer should have this also.

Tammy Donaghue made a motion to remand this change back to the county from which it was written for further consideration and clarification. Janice Sisley seconded the motion and it was voted on and passed.

(7) WRLCA Constitution, Article VIII, Section 1A**Present Language:**

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 Nomination 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.

Proposed Language:

Each district shall elect 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. Any delegate who is a member of said District is entitled to nominate from the floor any nominees who are qualified.

Intent and Reason of Change:

To let each District elect a Representative of its own choosing, at their own District meeting.

Marlene Hagedorn made a motion to accept proposed language and Patrick Pitts seconded. Discussion. The motion was then voted on. Proposed language was defeated.

(8) WRLCA Constitution, Article VIII, Section 5**Present Language:**

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.

Proposed Language:

SECTION 5 The election of Officers shall be by ballot and, in no case, by acclamation, **except by unanimous consent, and where there is more than one candidate for the same office, it shall require the majority of all votes cast to elect; and where there are more than two (2) candidates for the same office after the third ballot, the one receiving the least number of votes in each succeeding ballot shall be dropped until the election is had. Write-in votes shall not be considered valid.**

Intent and Reason of Change:

To reflect the exact language and procedure used by National and printed in the National Constitution and By-Laws. (Page 33)

Marlene Hagedorn made a motion to accept proposed language and Patrick Pitts seconded. Discussion. The motion was then voted on.

Proposed language was passed. President Schrup then took a short break at 12:20 p.m. for box lunches to be brought in. Dan called the meeting to order again at 12:45 p.m. The Constitution and By-Laws Committee continued.

(9) 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. This 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 tow other WRLCA members present that are not nominated and listed on the ballot. Any member may observe the random drawing.

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 **have prepared** 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 **the ballot shall be mailed** to all April 15 listed members at least twenty (20) days prior to the opening of the State Convention. This 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 tow other WRLCA members present that are not nominated and listed on the ballot. Any member may observe the random drawing.

Intent and Reason of Change:

If the State Secretary is on the ballot, he/she cannot mail the ballot out without conflicting with Department of Labor guidelines for electing delegates. *Marlene Hagedorn made a motion to accept proposed language and Patrick Pitts seconded. Discussion. The motion was then voted on.*

Proposed language was passed.

(10) WRLCA Constitution, Article XI, Section 1, 2, 3

Present Language:

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 herein have been exhausted.

Proposed Language: **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. Within ten (10) days of receipt of such appeal, the State President **shall cause to be notified all members of the State Board, and NRLCA Assigned Executive Committee Representative** and, also, request that the charging party provide a letter outlining the specific charges, **complete documentation** and relief sought. **The letter outlining the specific charges, complete documentation and relief sought** must be returned within twenty (20) days of receipt of such request. Upon receipt, the State President **shall cause a copy to be forwarded to the charged party for response.** The charged party will have twenty (20) days to respond in writing **and provide documentation** to the State President. The State Board will review the charging party's letter of specificity, **documentation, relief sought** and the response of the charged party. 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, **not to exceed an addition fifteen (15) days. If the State Board resolves or is unable to effect the relief sought, all parties must be notified in writing.**

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 all costs of the National Appeals Committees shall be borne by the National Association. No court proceeding may be instituted until and unless the appeal procedures herein have been exhausted. **Intent and Reason of Change:**

To change the State language to reflect actual language in the National Constitution and By-Laws.

Marlene Hagedorn made a motion to accept proposed language and Patrick Pitts seconded. Discussion. The motion was then voted on.

Proposed language was passed.

(11) WRLCA By-Laws, Article I, Section 2B

Present Language:

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.

Proposed Language:

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, **and those submitted by the finance committee.** 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.

Intent and Reason of Change:

To have the Resolutions and Constitution and By Laws Committees' read out and if so choose, express opinions on, those resolutions and constitution and by laws submitted by the finance committee. *Patrick Pitts made a motion to accept proposed language and Judi Peck seconded. Discussion. Bill Allen made a motion to amend by striking "....county units, and those submitted by the finance committee." and adding "....county units, and those Constitution and By Laws amendments submitted by the finance committee that directly relate to existing constitution and by laws articles that the finance committee report is involved with. .*

The finance committee must adhere to the standing rules relating to hearing resolutions or constitution and by law changes from the floor except on the costs and waiting for the New Business session. If the delegation...". Donna Roakes seconded. Discussion. The amendment was voted on and failed. Discussion. Patrick Pitts made a motion to amend by adding "....and those submitted by the finance committee that fall within the parameters of their responsibility. If the delegation...." and Mike Cammack seconded. The amendment was voted on and passed. Discussion. The proposed language as amended was voted on. **Proposed language was passed as amended.**

Bill Allen made a motion to limit the time on each constitution and by law change to 15 minutes and Marlene Hagedorn seconded. This motion was voted on and passed.

(12) WRLCA By-Laws, Article I, Section 5

Present Language:

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. **Proposed Language:**

SECTION 5 Any Officer of this Association who otherwise voluntarily resigns from his/her office shall turn over to the State Board all property of the Association in his/her possession. The President shall immediately appoint a successor pro tem, subject to the approval of the State Board, unless such vacancy occurs within sixty (60) days preceding the next State Convention. The vacancy shall then be filled by an election for the completion of the term of office.

Intent and Reason of Change:

To clarify how 2 year terms are filled when an officer resigns, and to follow National's Constitution and By Laws addressing the same issue.

Patrick Pitts made a motion to accept proposed language and Judi Peck seconded. Discussion. The motion was voted on.

Proposed language was defeated.

(13) WRLCA By-Laws, Article I, Section 7 (new)

Present Language:

None

Proposed Language:

(New Section 7 proposed to be added to Washington Rural Letter Carriers' Association By-Laws under Article I, Duties of Officers - President.) SECTION 7 The President, with approval of the State Board, may place in trusteeship any Local/County/District Association (Unit) or subordinate body for any of the following reasons:

- a. To uphold the principles and integrity of this Constitution;
- b. To correct corruption or financial malpractice;
- c. To assure performance of collective bargaining agreements or other duties of a bargaining representative;
- d. To restore democratic procedures, and
- e. To otherwise carry out the legitimate objectives of the State Association.

SECTION 7A The trustee shall assume immediate control and authority of the Local/County/District Association, with full authority over the Officers and property thereof. The trustee shall continue to act in such a capacity for the duration of the trusteeship.

SECTION 7B Within 30 days of the imposition of the trusteeship, a hearing shall be held before an impartial member of the State Association acting as a hearing officer, to determine facts on continuing the trusteeship. All interested persons shall have the right to present evidence at the hearing to the hearing officer, who shall have the sole discretion on the conduct and procedures at the hearing.

SECTION 7C The hearing officer shall report, as soon as practicable, after the close of the hearing, the findings and recommendations to the President. The President may accept or reject these findings and recommendations, and the trusteeship may be continued or terminated accordingly. SECTION 7D Upon a petition filed with the President, no earlier than six months after the appointment of the trusteeship, at six-month intervals thereafter, any party may request termination of the trusteeship. The President, acting on such petition, or at may time, may terminate the trusteeship and restore government to the Local/County/District Officers.

SECTION 7E Any party not satisfied with the decision of the President under Sections 7C or 7D shall

have appeal rights as provided under Constitution Article XI (APPEALS).

Intent and Reason of Change:

To bring our State Association into recommended compliance with WRLCA guidelines.

Patrick Pitts made a motion to accept proposed language and Judi Peck seconded. Discussion. The motion was voted on.

Proposed language was passed.

(14) WRLCA By-Laws, Article III, Section 1

Present Language:

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.

Proposed Language:

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. **He/She shall prepare for publication in the WASHINGTON RURAL CARRIER, an overview of the WRLCA State Convention or special meetings speakers and a correct record of the business sessions of the WRLCA 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.

Intent and Reason of Change:

To save costs of recording and printing the speakers at the State Convention, since Department of Labor and IRS only require an accurate account of the business sessions. Also, since the magazine is sent to associate members, to not provide Postal Service Management with opportunities to misquote what was said.

Patrick Pitts made a motion to accept proposed language and Judi Peck seconded. Discussion. Dale Ryan made a motion to amend by adding "....overview of the speakers at WRLCA State..." and strike "....or special meetings speakers and a correct...." and Tammy Donaghue seconded. The amendment was voted on and passed. The amended proposed language was voted on.

Proposed language was passed as amended.

(15) WRLCA By-Laws, Article III, Section 8

Present Language:

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.

Proposed Language:

SECTION 8 The Secretary/Treasurer may at each State Convention employ a stenographer to take down the proceedings **as directed by the State Board,** and the cost shall be paid out of the treasury of the WRLCA.

Intent and Reason of Change:

To clarify the Steno's responsibilities, *Patrick Pitts made a motion to accept proposed language and Judi Peck seconded. The motion was voted on.*

Proposed language was passed.

(16) WRLCA By-Laws, Article III, Section 11

Present Language:

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.

Proposed Language:

SECTION 11 Upon receipt of the nominations for the position of Delegate to the National Convention, he/she will have prepared a ballot listing the nominees for the position of Delegate to the National Convention and the ballot shall be mailed 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.

Intent and Reason of Change:

If the State Secretary is on the ballot, he/she cannot mail the ballot out without conflicting with Department of Labor guidelines for electing delegates.

Patrick Pitts made a motion to accept proposed language and Judi Peck seconded. The motion was voted on.

Proposed language was passed.

(17) WRLCA By-Laws, Article V, Section 1**Present Language:**

SECTION 1 The editor shall publish four issues of the WASHINGTON RURAL CARRIER as a convention issue, fall issue, winter issue, and spring issue. At the first Board meeting after the State Convention, the Board will determine the mailing deadlines for the fall, winter, and spring issues of the WASHINGTON RURAL CARRIER. In addition to articles and information, each specified issue will contain the following: The fall issue will contain the fall booster announcement and reports of 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.

Proposed Language:

SECTION 1 The editor shall publish four issues of the WASHINGTON RURAL CARRIER as a convention issue, fall issue, winter issue, and spring issue. At the first Board meeting after the State Convention, the Board will determine the mailing deadlines for the fall, winter, and spring issues of the WASHINGTON RURAL CARRIER. In addition to articles and information, each specified issue will contain the following: The fall issue will contain the fall booster announcement and 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 **thirty (30)** days following the receipt of the minutes of the State Convention, the Editor shall publish a convention issue of the WASHINGTON RURAL CARRIER, **with the proceedings of the State Convention that is provided by the State Secretary**, 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. **Intent and Reason of**

Change:

To make the Convention issue more timely by having it out in 30 days (total of up to 60 days from end of State Convention).

Patrick Pitts made a motion to accept proposed language and Judi Peck seconded. Discussion. Shawn Johnson made a motion to amend by striking "....booster announcement and reports of delegates to the National..." and adding "....booster announcement and the report of the delegate-at-large to the National...." and David Ray seconded. The amendment was voted on and passed. Discussion. The proposed language as amended as voted on.

Proposed language was passed as amended.

(18) WRLCA By-Laws, Article V, Section 2 Present Language:

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.

Proposed Language:

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, **if directed by the board to publish it.** Said salary will be determined at the State Convention.

Intent and Reason of Change:

The State Convention Program is formatted already on the computer, and just needs to be updated by the President and Secretary. Once completed, it can be taken to the printers. This year the editor did not feel comfortable taking a salary for something that just needed to be taken to the printers, however, in case the format changes in the future, it could be a future responsibility of the Editor, and thus he/she should be paid for it.

Patrick Pitts made a motion to accept proposed language and Judi Peck seconded. Discussion. The motion was voted on.

Proposed language was passed. (19) WRLCA By-Laws, Article VI, Section 3C, D, E**Present Language:**

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 WRLCA 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.

Proposed Language:

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 **of the WRLCA** 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 **shall cause to be notified** all members of the State Board and **NRLCA Assigned Executive Committee Representative**, and also, request that the charging party provide a letter outlining the specific charges, **complete documentation** and relief sought. The letter **outlining the specific charges, complete documentation and relief sought**, must be returned within twenty (20) days of receipt of such request. Upon receipt, the State President **shall cause a copy to be forwarded** to the charged party for response. The charged party will have twenty (20) days to respond in writing and **provide documentation** to the State President. The State Board will review the charging party's letter of specificity, **documentation**, relief sought and the response of the charged party. 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, **not to exceed an additional fifteen (15) days. If the State Board resolves or is unable to effect the relief sought, all parties must be notified in writing.**

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 Appeals Commission 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. **Intent and Reason of Change:**

To change to reflect changes made in the National Constitution and By Laws.

Judi Peck made a motion to accept proposed language and Marlene Hagedorn seconded. Discussion. The motion was voted on. Proposed language was passed.

President Schrup called for a short break at 2:05 p.m. Dan called the meeting to order again at 2:20 p.m. Secretary/Treasurer Becky Wendlandt then read roll call. All officers and delegates were present with the exception of Okanogan. Susie Hill made a motion to have the Constitution and By-Laws Committee read only the proposed language of the constitution and by-law changes along with the intent and reason of change for each one that still remains to be read. Kate Caffey seconded and the motion was voted on and passed.

(20) WRLCA By-Laws, Article VII, Section 3

Present Language:

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 for a 40 hour route at Step 3 on the salary schedule as of January 15 of each year. (Section language continues without change.) **Proposed Language:**

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 **0.9%** of the yearly salary for a 40 hour route at Step 3 on the salary schedule as of January 15 of each year. (Section language continues without change.)

Intent and Reason of Change:

After the 1.4% increase scheduled for November, the salary for a 40 hour route at Step 3 is going to be about \$38,626. This will result in a \$27 per year increase in a regular carrier's dues under the current formula. Using 0.9% gives a \$12 per year decrease, which is more appropriate under the circumstances. (Some other numbers considered were 0.925%, which results in a \$2 per year decrease and 0.95%, which results in a \$7 per year increase.)

Judi Peck made a motion to accept proposed language and Marlene Hagedorn seconded. Mike Cammack made a motion to amend by striking "....shall be 0.9% of the yearly..." and "....schedule as of January 15 of each year." He would also add "....shall be 0.975 of the yearly...." and "schedule as of the final adjournment of the 2003 State Convention." This motion was seconded by Bill Allen. Discussion. The amendment was voted on and failed. The motion to accept the original language was voted on.

Proposed language was defeated.

(21) WRLCA By-Laws, Article VII, Section 4**Present Language:**

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.

Proposed Language:

SECTION 4 The Auxiliary of the Washington Rural Letter Carriers' Association shall be funded through an annual assessment of \$8.00 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.

Intent and Reason of Change:

The Association Board decided to defund the Auxiliary for the first 4 months of the dues period and that resulted in the depletion of the Auxiliary reserve fund. This is no way to rebuild the reserve and/or prepare for the possibility of an increase in the National Auxiliary dues. Also, the change to the Con/By-Laws at the 2001 Convention was not intended by the delegates to defund the Auxiliary, because of Association member requests for refund of their Auxiliary dues, which of course have not been paid at the \$7.00 amount

Judi Peck made a motion to accept proposed language and Marlene Hagedorn seconded. Discussion. Lynn Walker made a motion to extend the discussion time on Constitution and By-Law change #21 for two minutes. Janice Sisley seconded the motion and it was voted on and passed. Discussion. Judi Peck made a motion to extend the discussion time on this issue again by five minutes. Renee' Cowan seconded the motion and it was voted on and passed. Becky Wendlandt made a motion for copies of the Auxiliary's Financial Statement to be made and distributed to the Association for their review. Joanne Blackburn seconded this motion, and it was voted on and passed.

The auxiliary provided the delegates the following financial statement: Checking: Bal Brought Forward \$1,670.42

<i>Income: FY02 Dues from Association</i>		<u>\$4,887.73</u>
		\$6,558.15
<i>Savings:</i>	<i>Prior Year</i>	\$3,227.65
	<i>Prior Year Debt</i>	<u>-0-</u>
<i>Net Assets</i>		\$9,785.80
<i>Expenses:</i>		
	<i>Dues to National \$4.00 per member 946</i>	\$3,784.00
	<i>Juniors (approx) activities</i>	\$1,842.34 est.
	<i>2002 Mileage/Per Diem to Date</i>	\$1,355.63
	<i>Scholarships</i>	\$1,000.00
	<i>Postage Sunshine Sec/Tres</i>	\$ 50.00
	<i>Postage Scholarships</i>	\$ 80.00
	<i>Misc Gifts</i>	\$ 150.00
	<i>Estimated Mileage per diem for Convention</i>	<u>\$1,300.00</u>
<i>Net Liabilities</i>		\$9,501.97

Renee' Cowan then made a motion to delay further discussion of Constitution and By-Law change #21 until New Business. Sharon Madison seconded this motion and it was voted on and passed. (For clarity, the New Business discussion on this issue is being typed now.) Judi Peck reread Constitution and By-Law #21 and made a motion to accept and Marlene Hagedorn seconded. Discussion. Shawn Johnson then made a motion for Auxiliary President Steve Roakes to address the Association for five minutes and answer any questions regarding the financial statement. This motion was seconded David Ray. Discussion. The motion was voted on and passed. Steve Roakes then came forward to answer some questions from the Association. David Ray made a motion to extend this question/answer period with Steve for ten minutes. This motion was seconded by Pat English, voted on and failed. Shawn Johnson made a motion to extend this question/answer period with Steve for only two minutes. This motion was seconded by Jennifer Steffensen and as voted on and passed. Steve continued to answer the Association's questions. Judi Peck then made a motion to extend the discussion time

on the constitution and by-law by five more minutes. This motion was seconded by Renee' Cowan and it was voted on and passed. Judi Peck made a motion to amend by adding "...of the Association, providing the Auxiliary Secretary/Treasurer provide a financial statement at the beginning of State Convention to the Financial Committee. If a member....". Renee' Cowan seconded the motion. Discussion. The amendment was voted on and passed. The amended proposed language was then voted on.

Proposed language passes as amended.

(22) WRLCA By-Laws, Article VII, Section 4

Invalid and Eliminated.

(23) WRLCA By-Laws, Article X, Section 3

Present Language:

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, 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.

Proposed Language:

SECTION 3 Each County Unit at their annual meeting shall elect their delegates to the State convention by 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 ballot. Each County Secretary shall immediately, after the regular annual meeting of their County, 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.

Intent and Reason of Change:

To use the correct wording as per Roberts Rules concerning a paper ballot.

Judi Peck made a motion to accept proposed language and Marlene Hagedorn seconded. The motion was voted on.

Proposed language was passed. (24) WRLCA By-Laws, Article X, Section 4

Present Language:

SECTION 4 County units having \$500 or more in total liquid assets as per previous year LM report, and failing send a state-paid delegate to State Convention, or having total liquid assets per previous year LM report over \$21 per member and failing 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 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.

Proposed Language:

SECTION 4 A single year's per annum payments from the state to a county unit shall revert to the state's general fund if either of the following conditions are met: (1) The county unit failed to send a Delegate-at-Large to either of the two most recent State Conventions and has \$500 or more in liquid assets as of the most recent LM report; or (2) The county unit failed to send a second delegate to either of the two most recent State Convention and has liquid assets of \$21 or more per member as of the most recent report.

1. Expanding the period of limited participation allows for the small counties to have years when no one, or only one person, is able and willing to attend State Convention.

2. Expanding the period of limited participation allows for the small counties to have years when no one, or only one person, is able and willing to attend State Convention.

3. If a second delegate attends, the state has no reason to care if the county funded that delegate or not.

Judi Peck made a motion to accept proposed language and Marlene Hagedorn seconded. Discussion. The motion was voted on.

Proposed language was passed.

(25) WRLCA By-Laws, Article X, Section 4

Present Language:

SECTION 4 County units having \$500 or more in total liquid assets as per previous year LM report, and failing send a state-paid delegate to State Convention, or having total liquid assets per previous year LM report over \$21 per member and failing 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 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.

Proposed Language:

Delete By-Laws, Article X, Section 4, and renumber.

Intent and Reason of Change:

The purpose of this section was to encourage participation in the Association meetings (i.e. Convention). The actual effect has been the opposite in refusing County dues to a County Unit which seated 4 delegates at the 2001 Convention. Another effect of this section is to ignore the trust given to the Association when dues began to be collected by check withholding. The County Unit dues belong to the members of that unit. Dues were collected by withholding for the convenience of the members and not be appropriated for other State Association purposes.

Judi Peck made a motion to accept proposed language and Marlene Hagedorn seconded. Discussion. The motion was voted on.

Proposed language was defeated.

(26) WRLCA By-Laws, Article XI, Section 4 & 5

Present Language:

SECTION 4 The duties of the Committee on Constitution and By-Laws shall be: To examine all changes proposed for amending or changing the Constitution and By-Laws 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 no conflict with the National or State Constitutions.

SECTION 5 The duties of the Committee 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.

Proposed Language: **SECTION 4** The duties of the Committee on Constitution and By-Laws shall be: To examine all changes proposed for amending or changing the Constitution and By-Laws that have been passed and submitted by the county units, **and those submitted by the finance committee.** They may examine and correct, when called upon, proposed laws governing County Units or District Associations so that they will no conflict with the National or State Constitutions.

SECTION 5 The duties of the Committee shall be to examine all proposed resolutions passed and submitted by the county units, **and those submitted by the finance committee,** 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.

Intent and Reason of Change:

To have the Resolutions and Constitution and By-Laws Committees' read out and if so choose, express opinions on those resolutions and constitution and by-laws submitted by the finance committee.

Judi Peck made a motion to accept proposed language and Marlene Hagedorn seconded. Patrick Pitts made a motion to amend by adding (both sections) "...finance committee that fall within the parameters of their responsibilities. They may...." and Mike Cammack seconded. The amendment was voted on and passed. The amended proposed language was voted on.

Proposed language was passed as amended.

(27) WRLCA By-Laws, Article XII, Section 2**Whereas:**

In the interest of safety, due to late dismissal on the last day of business at State Convention,

Therefore be it resolved:

That the delegates who meet the criteria of traveling more than 250 miles one way, be granted an additional day of per diem. This would apply to state paid delegates only.

Intent and Reason of Change:

Safe travel for persons making long trips to return home after Convention.

Janice Sisley made a motion to postpone Constitution and By-Laws #26 indefinitely and seconded by Jennifer Steffensen. The motion was voted on and passed.

President Schrup asked Pat Alexander to come forward to present the Carrier of the Year Award. The recipient for the 2002 Carrier of the Year was Karen Crombie. Karen received a standing ovation from the Association.

President Schrup then called for New Business. (Any resolutions and/or constitution and by-laws that were postponed until this time have already been typed in their entirety.) Shawn Johnson made a motion to dismiss the Resolutions Committee with the Associations thanks and Doug Rinehart seconded. The motion was voted on and passed. Judi Peck made a motion that the Constitution and By-Laws Committee be excused with the Associations thanks and Shawn Johnson seconded. The motion was voted on and passed. President Schrup then asked for any Unfinished Business. There was none. President Schrup then announced that the next item on the agenda was the election of officers. The nominees for each office were reread from the Nominating Committee's report given earlier. Dan also stated that all nominations were open until closed by the Chair.

Vice-President Patricia Alexander announced the nominees for President as Dan Schrup and Monte Hartshorn. The nominations for President were closed. Dan and Monte each spoke briefly to the Association. Patricia then asked for the Tellers Committee to come forward. Chair Mike Cammack explained the ballot vote and procedures to the Association. A ballot vote was conducted. Mike Cammack, Tellers Committee Chair, gave the results of the ballot vote. Dan Schrup was announced as President.

President Schrup announced the nominees for Vice-President as Patricia Alexander and Janice Sisley. The nominations for Vice-President were closed. Patricia and Janice each spoke briefly to the Association. Dan then asked for the Tellers Committee to come forward. A ballot vote was conducted. Mike Cammack gave the results of the ballot vote. Patricia Alexander was announced as Vice-President.

President Schrup announced the nominee for Secretary/Treasurer as Becky Wendlandt. Tammy Donaghue made a motion to close nominations for Secretary/Treasurer and that the President cast a unanimous vote for Becky Wendlandt for Secretary/Treasurer. Lynn Walker seconded the motion and it was voted on and passed. President Schrup cast a unanimous vote for Becky Wendlandt for Secretary/Treasurer. President Schrup announced the nominees for Editor as Margene Horrell and Doug Rinehart. The nominations for Editor were closed. Margene and Doug each spoke briefly to the Association. Dan then asked for the Tellers Committee to come forward. A ballot vote was conducted. Mike Cammack gave the results of the ballot vote. Margene Horrell was announced as Editor of the Washington Rural Carrier.

President Schrup announced the nominee for District II Representative as Ann Lamm. Marlene Hagedorn made a nomination for Joanne Blackburn. Kathy Brown made another nomination for Patrick Pitts. The nominations for District II Representative were closed. Ann, Joanne, and Patrick each spoke briefly to the Association. Dan then asked for the Tellers Committee to come forward to conduct a ballot vote. Mike Cammack gave the results of the ballot vote. The two nominees who received the most votes, Ann Lamm and Joanne Blackburn, were voted on again. Mike Cammack from the Tellers Committee gave the results of the second ballot vote. Ann Lamm was announced District II Representative.

President Schrup announced the nominee for District IV Representative as Dave Reppe. Jim Hemrich made a motion to close nominations for District IV Representative and that the Secretary/Treasurer cast a unanimous vote for Dave Reppe for District IV Representative. David Ray seconded the motion and it was voted on and passed. Secretary/Treasurer Becky Wendlandt cast a unanimous vote for Dave Reppe for District IV Representative.

Dave Reppe then asked the Association to acknowledge appointed District III Representative, Noretta Stritzke.

President Schrup made a motion to dismiss the Tellers Committee with the Associations thanks and Carrie Smith seconded. The motion was voted on and passed. Dan then made a motion to dismiss the Credentials Committee with the Associations thanks and Doug Rinehart seconded. The motion was voted on and passed. Secretary/Treasurer Becky Wendlandt then collected the Yea/Nay cards.

President Schrup then asked NRLCA Director Labor Relations, Randy Anderson, to come forward, along with all the newly elected officers, to be sworn in. Randy Anderson installed the 2002-2003 Officers and asked that the Association support their new officers. Randy 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 Lynn Walker to come forward to give the benediction. Lynn Walker and Neil Buchanan were then asked by President Schrup to retire the colors, the Washington State flag and the American flag. President Schrup made a motion to adjourn and Doug Rinehart seconded.

President Schrup adjourned the 2002 Annual Convention of the Washington Rural Letter Carriers Association, Silverdale, Washington, at 6:30 p.m.

Safety Talks

During the March mail count it was the position of the Postal Service that Safety Talks should be limited to 5 minutes. Time your Safety Talks, any time over 5 minutes should be 8127 pay and any training film should be 8127 pay.

If your Postmaster wants proof.....

**Arbitration
OPINION AND AWARD
Nicholas H. Zumas
Number: HIR-NA-C III**

**You may print a copy for yourself from National Rural Letter Carriers' website: nrlca.org/
Steward Reference Guide: T- Training**

MINUTES FROM WRLCA BOARD MEETING**June 22, 2002****West Coast Silverdale Hotel, Silverdale, WA**

MEMBERS IN ATTENDANCE: Dan Schrup, President; Patricia Alexander, Vice President; Becky Wendlandt, Secretary/Treasurer; Margene Horrell, Editor; Becky Pike, District One; Ann Lamm, District Two; Noretta Stritzke, District Three; Dave Reppe, District Four; Lynn Walker, Retired Carrier; and Charles Alexander, State Steward.

AGENDA:

- Positive Go Around, Review Agenda, President's Remarks**
- Ground Rules**
- Board Policy**
- Minutes**
- Secretary's Update & Financial Review**
- 2002 State Convention**
- State Conventions: 2003, 2004, and 2005**
- Fall Booster**
- Western States Conference**
- Correspondence**
- History of the WRLCA**
- PAC Update**
- Steward Program Update**
- DJSC Updates**
- Next Board Meeting Date**
- Evaluation**

After a positive go around and reviewing the agenda, the meeting started at 9:30 AM.

GROUND RULES:

The ground rules, last revised date of March 28, 2000, were approved as read.

BOARD POLICY:

The board reached consensus to just read those parts of the board policy that are concerning the next few months, and to have read and to make written proposals for any board policy changes for the first meeting of the 02/03 Board.

Task: All board members to review the entire board policy and have written suggests for proposed changes for the next board meeting.

MINUTES:

The minutes from the March 23, 2002 board meeting were approved as read.

SECRETARY'S UPDATE & FINANCIAL REVIEW:

- ✓ The board reviewed the 11-month financial statement and the budget. The board then estimated future needs and costs.

Tasks: Charles to put a proposal for steward reimbursement for local and enhancement training and present at the next board meeting.

- ✓ Becky reported the membership at 1760 before the purge.
- ✓ Discussion on the need for a copier at State Convention. The old Xerox quit. Consensus to have Charles find a new one in Silverdale to be used at this State Convention and stored/used by Becky.

STATE CONVENTIONS:

2002: The board reviewed the committee assignments for State Convention and went through the State Convention Program. Next, the board discussed the duties of each board contact with the committees, and the duties of the Sergeants of Arms. Becky reported that the postcard mailing of the Labor Enhancement went out 2 weeks before the training. The board also reviewed the nominees for Carrier of the Year.

Task: Becky to order plaque for carrier of the year.

2003: Dates for the 2003 State Convention are Saturday, June 21, 2003 through Wednesday, June 25, 2003 at the Enzian in Leavenworth. Room rates are \$111.00 single and \$116.00 double. Meeting room fees total are \$108.00.

Task: Becky to check on room rates and meeting rooms for auxiliary and breakouts.

2004: Becky Pike said Best Western Lakeway Inn guest room rates are \$89 single and double. Once we reach 50 rooms we get some meeting rooms complimentary. They also have a complimentary breakfast. We now have a signed contract for 2004.

2005: Dave said the Yakima area is out, and so is Walla Walla. He is working on a couple of sites in the TriCities.

Task: Dave to have more information and quotes/contract for the 2005 State Convention at next board meeting.

FALL BOOSTER:

The board reached consensus to have the Fall Booster in the Yakima area on October 20. This year the fall booster and labor enhancement training will be together. The meeting will be from 10 AM to 3 PM with Q & A from 3 PM to 4 PM

Task: Charles to set agenda for Fall Booster/Labor Enhancement Training

Task: Margene to secure meeting room for Fall Booster/Labor Enhancement Training (60-70 classroom style 10 AM to 4 PM with 2 hour set up time that morning) in Yakima area for October 20, and for board meeting October 21 (from 9 AM to 5 PM), as well as sleeping room block for October 19 and 20.

Task: Dan to invite National Speaker to Fall Booster.

WESTERN STATES CONFERENCE 2005:

Discussion on holding the Western States Conference in Spokane in 2005. Becky to check into sites and fund raisers.

CORRESPONDENCE:

The board reviewed the correspondence from Dale Holten concerning the District 3 appointment. The board also reviewed Joyce Patteson's appointment to the Seattle DJSC. Joyce will go for training in July.

HISTORY OF THE WRLCA:

Dave Reppe read an article he prepared on the history of the WRLCA. Dave will help head the 2003 National Convention History (100 year) Presentation and Showcase with Susie Hill's help, as well as the 2003 State Convention History Showcase. Dave was appointed as Historian for the WRLCA.

PAC:

Lynn updated the board on the Pac results. He has a PAC program to present at State Convention. He had a county competition and it went over well.

STEWARD PROGRAM UPDATE:

Charles updated the board on the problems in Seattle District, especially about the mail count. Charles also shared his grievance activities, which are at a all time high, and his report that will be given out at State Convention. The board spent much time discussing these issues, as well as meeting with Randy Anderson on June 24 to discuss the Seattle District issues.

DJSC UPDATES:

Seattle: Patricia will be rotating off in June. Joyce Patteson is the replacement for Patricia, and will also be the Co-chair. Discussion on plus deltas of the Seattle DJSC.

Spokane: Noretta and Dave gave the Spokane DJSC Update. Discussion on the new recorder and taking LWOP report in the last minutes.

Portland: Nothing current on Portland. Monte Hartshorn is the new AJSC trainer and keeping busy.

NEXT BOARD MEETING:

- ❖ The next board meeting will be October 21 (after Fall Booster October 20) in the Yakima area. Time will be 9 AM to 5 PM.

Task: Margene to find location and set aside a sleeping room block and meeting room.

Task: Each board member to make their own room reservations to all board meetings.

Task: Becky to E-mail board meeting notices to board.

Task: All board members, area, assistant, and state steward to have budget ready for next board Meeting.

Respectfully Submitted,
Rebecca Wendlandt, WRLCA Secretary/Treasurer

Fall Booster Sunday

October 20, 2002

Steward Enhancement
8 am to 12 pm

General Meeting
1 pm to 5 pm

Yakima, WA
Location to be
announced

Statement of Financial Position

As of June 30, 2002

	<u>Jun 30, '02</u>
ASSETS	
Current Assets	
Checking/Savings	
101000 · Chkg - WA Trust Bank	11,422.43
102000 · Svgs - APCU	42,450.97
Total Checking/Savings	<u>53,873.40</u>
Total Current Assets	53,873.40
Fixed Assets	
150000 · Fixed Assets	
151000 · Office Equipment	21,535.84
159000 · Less Accum. Depr.	-14,472.00
Total 150000 · Fixed Assets	<u>7,063.84</u>
Total Fixed Assets	<u>7,063.84</u>
TOTAL ASSETS	<u><u>60,937.24</u></u>
LIABILITIES & EQUITY	
Liabilities	
Current Liabilities	
Other Current Liabilities	
210000 · Payroll Tax Liabilities	
210100 · 941 Employee Withholding Taxes	4,605.04
210200 · 940 (FUTA) Federal Unemployment	118.13
210300 · State Unemployment Tax	183.33
210400 · Labor and Industries Tax	307.93
Total 210000 · Payroll Tax Liabilities	<u>5,214.43</u>
250000 · Retirement Plan Payable	
251000 · 401K Employer's Portion	840.27
252000 · 401K Employee's Portion	2,520.81
Total 250000 · Retirement Plan Payable	<u>3,361.08</u>
Total Other Current Liabilities	<u>8,575.51</u>
Total Current Liabilities	<u>8,575.51</u>
Total Liabilities	8,575.51
Equity	
390000 · Unrestricted Net Assets	32,275.70
Net Income	20,086.03
Total Equity	<u>52,361.73</u>
TOTAL LIABILITIES & EQUITY	<u><u>60,937.24</u></u>

Statement of Activities
July 2001 through June 2002

	<u>Jul '01 - Jun '02</u>	<u>Budget</u>	<u>% of Budget</u>
Ordinary Income/Expense			
Income			
400000 · Dues Income	248,110.54	241,600.00	102.7%
410000 · National General Insurance	29,384.00	24,000.00	122.43%
420000 · Reimbursements & Refunds	11,406.72	7,485.00	152.39%
Total Income	<u>288,901.26</u>	<u>273,085.00</u>	<u>105.79%</u>
Expense			
500000 · Per Capita Expenses	17,676.33	23,590.00	74.93%
520000 · Meetings and Conventions	48,049.75	48,950.00	98.16%
530000 · Equipment Fund	6,075.45	1,800.00	337.53%
550000 · Other Expenses	21,440.23	21,200.00	101.13%
610DS · President & GMAC - D. Schrup	288.57	1,080.00	26.72%
620PA · Vice President P. Alexander	1,344.83	1,750.00	76.85%
630RW · Sec/Treas. - R. Wendlandt	30,845.39	31,700.00	97.3%
640DS · Editor - D. Snyder	400.00	400.00	100.0%
640MH · Editor - Margene Horrell	1,223.28	1,900.00	64.38%
645000 · Washington Rural Carrier (WRC)	6,047.18	6,200.00	97.54%
650RP · District 1 - R. Pike	386.40	590.00	65.49%
660AL · District 2 - A. Lamm	871.52	860.00	101.34%
670SB · District 3 - S. Brewster	171.65	950.00	18.07%
680DR · District 4 - D. Reppe	245.79	500.00	49.16%
691 · Ret/Car PAC - L. Walker	0.00	100.00	0.0%
700CA · State Steward - C. Alexander	30,375.41	31,160.00	97.48%
705000 · Steward Training Expenses	16,452.99	13,450.00	122.33%
710JP · Senior Asst. Stew. - J. Peck	27,081.09	22,570.00	119.99%
720MM · Asst. Stew. - M. McIntosh	7,776.55	12,420.00	62.61%
730SJ · Asst. Stew. - S. Johnson	17,491.68	18,830.00	92.89%
740MH · Asst. Stew. - M. Hartshorn	7,509.83	6,325.00	118.73%
750PA · Asst. Stew. - P. Alexander	16,891.00	14,900.00	113.36%
770JP · Asst Stew - J. Patteson	5,132.12	800.00	641.52%
810JP · Area Stew. - J. Patteson	3,073.79	2,550.00	120.54%
820JS · Area Stew. - J. Sisley	1,986.07	2,630.00	75.52%
870DS · Area Stew - Dan Schrup	932.75	1,660.00	56.19%
871PP · Area Steward - Patrick Pitts	100.00		
880LS · Local Steward	605.21	350.00	172.92%
Total Expense	<u>270,474.86</u>	<u>269,215.00</u>	<u>100.47%</u>
Net Ordinary Income	<u>18,426.40</u>	<u>3,870.00</u>	<u>476.13%</u>
Other Income/Expense			
Other Income			
450000 · Interest Income	1,659.63	1,850.00	89.71%
Total Other Income	<u>1,659.63</u>	<u>1,850.00</u>	<u>89.71%</u>
Net Other Income	<u>1,659.63</u>	<u>1,850.00</u>	<u>89.71%</u>
Net Income	<u><u>20,086.03</u></u>	<u><u>5,720.00</u></u>	<u><u>351.15%</u></u>

**2001-2002
AUXILIARY
OFFICERS**

Auxiliary President

Steve Roakes
301 N. Montana Ct
Kennewick, WA 99336-1030
Home: (509)783-2044
Cell (509)948-2044
Walleyg@aol.com

Auxiliary Vice President

Mike Crow
6307 Desert View Dr
West Richland, WA 99353
(509) 967-2827
crow1nder@aol.com

**Auxiliary Secretary / Treasurer
Scholarship Committee**

Chairperson

Myrtle Buchanan
2030 Steinmetz RD
Chewelah, WA 99109-9511
(509) 935-8883
NMBuchanan@theofficenet.com

**Auxiliary District I
Representative**

Sunshine Committee Chairperson

Delores Robb
6213 - 208TH STREET N.E.
Arlington, WA 98223-8214
(360) 435-2223

**Auxiliary District II
Representative**

2002 Junior Convention Sponsor

George Sisley
283 SARGENT RD
Winlock, WA 98596-9612
(360) 785-4892
L48corvette@cs.com

**Auxiliary District III
Representative**

Donna Walker
2485 Highline Rd.
Chewelah, WA 99109
509-935-8356
Irish@theofficenet.com

**Auxiliary District IV
Representative**

Joe Horlacher
481810 S. Atterbury Rd.
Tekoa, WA 99033
509-286-3771

**Mike Crow
Vice President
Washington State Auxiliary**

Hello all,

Another Convention has come to a close. I again must thank the entire Association for again supporting the Auxiliary in a big way by allowing a 1.00 increase in the assessment. Please pass this along to other Association members, this way we can let them know how much we do appreciate them.

To my fellow Auxiliary members, a BIG BIG job well done, without your tireless and continued effort, our Humanitarian Projects and our Junior program could not be completed, so I cannot thank you all enough. Myself, Steve Roakes and Myrtle Buchanan will be headed for the National Convention in August, this will be held in Portland, Maine. I have to take a moment and thank my fellow board members for electing me Vice President of the State Auxiliary and making me Delegate At Large for National, two jobs I look forward too.

All Auxiliary and Association members can help us, we heard from the Juniors this year, they tell us that they would like to see some changes in the program for Juniors at State. I am totally open to this, the President & Vice President of the juniors have name and addresses of juniors who attended this year. Please, if you know a junior who has ideas for next years Convention, have them contact us or one of the Junior Officers. Some of the things discussed were the shirts, they would like to see a change possibly to hats or bandanas, also they would like to see a change on the Pizza Party and videos night that is held in conjunction with the Association Banquet. I and fellow board members work on 2 important projects during each year, the Junior Program for the State Convention and our Humanitarian Project for National. So, please let us know of any changes or suggestions your children would like to see when they come to State next year.

Again, the Association & Auxiliary was very very helpful when it came to the Country Store, we collected enough monies to give out a 500 dollar scholarship. To all that donated to the store or came in and bought raffle tickets, a BIG thx's to you all, also a BIG BIG, BIG Thx's to Ruth Ryan, she has been there for us year in and out and ran the store for us. We could not do what we do without the efforts of ALL of you, from the Association to the Auxiliary, YOU all know who you are, your time and energy have made us all ONE big family. Looking forward to seeing you all again, THX'S THX'S.....

Auxiliary Country Store News
By Ruth Ryan
Country Store Committee Chair

THANK YOU, everyone for your support of the "Country Store" at the 2002 Convention. We collected enough money to fund a \$500 scholarship. The convention Committee and PAC raffle items were also well funded. Thanks Ann Lamm, for a room large enough to allow folks to visit while shopping.

Country Store Report for Convention 2002

The Country Store emphasized the raffles for the 13 baskets and other items donated by the Country units. Tickets were priced at 13 for \$10, 6 for \$5 or 1 for \$1. Many folks took advantage of the extra ticket bonus for a \$10 donation. Raffle winners are: Carol Halverson, Linda McIntosh, Becky Pike (2 Items), Marjorie Gump, Donna Roakes (who gave the bear to Becky W.), M.E. Kile, Mike Crow (2 items), Joan Harrison, Adena Avery, Sandy Smith and Renee Cowman.

The total donated for the Scholarship Fund was \$678.50. It was decided to give one \$500 scholarship and retain the balance for next year's award.

Humanitarian Project donations collected by the Country Store were \$165 and the tickets for the National Auxiliary truck raffle brought \$198.

This year we also assisted the Association Convention Committee and PAC Chairman with collections for their raffles-- \$255 for the Convention and \$102 for PAC, but Lynn Walker collected even more later.

All in all it was a very successful Country Store.
Ruth Ryan Country Store Committee (Chair)

Auxiliary Constitution and By Laws Committee Report
2002 Convention
By Ruth Ryan,
Constitution and By Laws Committee

Paper copies of the current Auxiliary Constitution and By Laws with 3 ½ inch floppy disk were given to each board member present (will mail to Mike Peck and Delores Robb). Other Auxiliary members attending Convention were given paper copies (Alexander, McIntosh, Lange, Oswald, Rinehart, Horlacher, Steffenson, Reppe). Joe Horlacher will get a copy on a floppy. National Auxiliary guest Joyce Newman was given a copy also.

President Steve asked everyone to review the document for agreement that this is the current language. We can address changes later in the 2002-2003 business year. No objections were brought up and I made the comment that if the Association passed the \$8.00 assessment we would have at least that one change to make next year. So we have a document to use as a beginning point for changes that need to be made. I will try to get my proposal to the board members for consideration before the 2003 Convention.

**WASHINGTON RURAL LETTER
CARRIERS' ASSOCIATION**

CONSTITUTION AND BY-LAWS

JULY 1, 2002 THROUGH JUNE 30, 2003

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W.R.L.C.A CONSTITUTION AND BY-LAWS**JULY 1, 2002 THROUGH JUNE 30, 2003****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 representation in this Association by one delegate-at-large. Each County Unit is also entitled to one delegate for each (5) members or major faction thereof of its own members, based on the current membership year. Each credential and seated delegate is entitled to one vote. 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.

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 State Convention delegates by county units shall be by ballot in all cases where there is more than one candidate for each delegate position. If there is a tie for a delegate position, the county shall hold another ballot to break the tie. The delegates shall be listed in order of votes received, with the Delegate-At-Large being the one who received the most votes.

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 the current edition of ROBERT'S RULES OF ORDER NEWLY REVISED 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 A 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 ballot and, in no case, by acclamation, except by unanimous consent, and where there is more than one candidate for the same office, it shall require the majority of all votes cast to elect; and where there are more than two (2) candidates for the same office after the third ballot, the one receiving the least number of votes in each succeeding ballot shall be dropped until the election is had. Write-in votes shall not be considered valid.

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 WRLCA. 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 have prepared 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 the ballot shall be mailed 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. Within ten (10) days of receipt of such appeal, the State President shall cause to be notified all members of the State Board, and NRLCA Assigned Executive Committee Representative and, also, request that the charging party provide a letter outlining the specific charges, complete documentation and relief sought. The letter outlining the specific charges, complete documentation and relief sought must be returned within twenty (20) days of receipt of such request. Upon receipt, the State President shall cause a copy to be forwarded to the charged party for response. The charged party will have twenty (20) days to respond in writing and provide documentation to the State President. The State Board will review the charging party's letter of specificity, documentation, relief sought and the response of the charged party. 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, not to exceed an additional fifteen (15) days. If the State Board resolves or is unable to effect the relief sought, all parties must be notified in writing.

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 all costs of the National 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, and those submitted by the finance committee that fall within the parameters of their responsibility. 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.

SECTION 7 The President, with approval of the State Board, may place in trusteeship any Local/County/District Association (Unit) or subordinate body for any of the following reasons:

- a. To uphold the principles and integrity of this Constitution;
- b. To correct corruption or financial malpractice;

- c. To assure performance of collective bargaining agreements or other duties of a bargaining representative;
- d. To restore democratic procedures; and
- e. To otherwise carry out the legitimate objectives of the State Association.

SECTION 7A The trustee shall assume immediate control and authority of the Local/County/District Association, with full authority over the Officers and property thereof. The trustee shall continue to act in such a capacity for the duration of the trusteeship.

SECTION 7B Within 30 days of the imposition of the trusteeship, a hearing shall be held before an impartial member of the State Association acting as a hearing officer, to determine facts on continuing the trusteeship. All interested persons shall have the right to present evidence at the hearing to the hearing officer, who shall have the sole discretion on the conduct and procedures at the hearing.

SECTION 7C The hearing officer shall report, as soon as practicable, after the close of the hearing, the findings and recommendations to the President. The President may accept or reject these findings and recommendations, and the trusteeship may be continued or terminated accordingly.

SECTION 7D Upon a petition filed with the President, no earlier than six months after the appointment of the trusteeship, and at six-month intervals thereafter, any party may request termination of the trusteeship. The President, acting on such petition, or at any time, may terminate the trusteeship and restore government to the Local/County/District Officers.

SECTION 7E Any party not satisfied with the decision of the President under Sections 7C or 7D shall have appeal rights as provided under Constitution Article XI (APPEALS).

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. He/She shall prepare for publication in the *Washington Rural Carrier*, an overview of the speakers at the WRLCA State Convention or special meetings and a correct record of the business session of the WRLCA 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 as directed by the State Board, 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 have prepared a ballot listing the nominees for the position of Delegate to the National Convention and the ballot shall be mailed 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 report of delegate-at-

large 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 thirty (30) days following the receipt of the minutes of the State Convention, the Editor shall publish a convention issue of the WASHINGTON RURAL CARRIER with the proceedings of the State Convention that is provided by the State Secretary, 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, if directed by the board to publish it. 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 WRLCA 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.
- B) 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.
- C) 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 NRLCA 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 of the WRLCA 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 shall cause to be notified all members of the State Board and NRLCA Assigned Executive Committee Representative, and also, request that the charging party provide a letter outlining the specific charges, complete documentation and relief sought. The letter outlining the specific charges, complete documentation and relief sought must be returned within twenty (20) days of receipt of such request. Upon receipt, the State President shall cause a copy to be forwarded to the charged party for response. The charged party will have twenty (20) days to respond in writing and provide documentation to the State President. The State Board will review the charging party's letter of specificity, documentation, relief sought and the response of the charged party. 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, not to exceed an additional fifteen (15) days. If the State Board resolves or is unable to effect the relief sought, all parties must be notified in writing.

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 Appeals Commission 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 \$8.00 for all members, excluding associate members. Said assessment shall be in

addition to the current per capita dues of the members of the Association, providing the Auxiliary Secretary-Treasurer provides a financial statement at the beginning of State Convention to the finance committee. 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 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 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 A single year's per annum payments from the state to a county unit shall revert to the state's general fund if either of the following conditions are met: (1) The county unit failed to send a Delegate-At-Large to either of the two most recent State Conventions and has \$500 or more in liquid assets as of the most recent LM report; or (2) The county unit failed to send a second delegate to either of the two most recent State Conventions and has liquid assets of \$21 or more per member as of the most recent LM report.

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, and those submitted by the finance committee that falls in parameters of their

responsibility. 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 those submitted by the finance committee that falls in parameters of their responsibility, 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.

REVISIONS SINCE 1998

- 1998: CON A IX S 5
 CON A IX S 10
 BY A I S 2
 BY A IV S 4 NEW
 BY A V S 1
 BY A VI S 3B
 BY A X S 2
 BY A XI S 1
 BY A XI S 3
 BY A XI S 5
 BY A XI S 7
 BY A XI S 8
- 1999: CON A VIII S 5
 CON A IX S 7, 8, 9
 CON A XI (NEW) S 1, 2, 3 AND RENUMBER
 BY A I S 2B (NEW)
 BY A 5 S 1
 BY A VI S 2A
 BY A VI S 3 (NEW PARAGRAPH F)
 BY A VI S 3C, 3D, 3E (NEW)
 BY A VII S 3
 BY A X S 1
 BY A X S 3
 BY A XII S 1, 2
 BY A XII S (ORDER OF BUSINESS)

- 2000 CON A II S 1
CON A III S 1
CON A VII S 1
CON A IX S 3
CON A X S 2 (TAKE OUT AND RENUMBER)
CON A XI S 1
BY A III S 7
BY A VI S 2B (NEW SECTION)
BY A VI S 3 P E
BY A VI S 3B
BY A VI S 3C
BY A VII S 3
BY A VII S 4
BY A X S 1A
BY A XI S 1A
BY A XIII S (ORDER OF BUSINESS)
- 2001 CON A VII S4
CON A IX S3
BY A I S2
BY A I S2A
BY A VII S3
BY A VII S4 (NEW SECTION)
BY A X S4 (NEW SECTION)
- 2002 CON A IV S1
CON A IV S4
CON A VII S1
CON A VII S2
CON A VII S3
CON A VIII S5
CON A IX S3
CON A XI S1,2,3
BY A I S 2B
BY A I S 7 (NEW SECTION)
BY A III S1
BY A III S8
BY A III S11
BY A V S1
BY A V S2
BY A VI S3C,D,E
BY A VII S4
BY A X S3
BY A X S4
BY A XI S 4,5

YOUR EARNINGS STATEMENT

THIS IS FORM 1223-4 OR B. ATTACHED TO THIS FORM WILL BE YOUR CHECK OR DIRECT DEPOSIT RECEIPT

(a) K1 K01

PAYLOC		FINANCE NO.	EMPLOYEE NAME		SOCIAL SECURITY NO.	PAY PERIOD	SERIAL NUMBER
(2)		(3)	DETAIL EARNINGS		GROSS TO NET		LEAVE STATUS
WE	RELEV	RATE	CODE	TYP	HOURS	PAY	ANNUAL LEAVE
2	K001	41282	710	M	4300	179388	FROM PREV YE 2325
1	K001	41282	710	M	3800	63311	THIS YE 100
				L	800	15878	BAL 2625
2	K001	1930	E45	I	300	9850	USED YE 100
1	K001	1930	E45	I	300	5190	THIS PP 100
						UN R 1042	BALANCE 5025
						HP882 4619	SICK LEAVE
						SUSEL 9358	FROM PREV YE 4615
						NET 117643	EARNED TIME YE 50
						EH-E 15440	USED YE PP
						(5)	BALANCE 4725
						(9)	LEAVE WITHOUT PAY
							THIS PP
							CUMULATIVE
							USING DATA
							UNAPPL BAL
							NO DEBIT
							USPS RETIREMENT
UPDT YTD BAL A/R ESTAB		LIFE INSURANCE WAIVED		NET PAY		1330.83	871.23

10)

- 1) week #
- 2) route type and number
- 3) annual salary (amount per hour for rca's, and rcr's). Also ema rates(by the trip, mile, or hour).
- 4) employees' designation/ activity code and EMA data. Also two digit evaluated hours of the route.
- 5) hours code type
- 6) hours worked(usually evaluated)
- 7) pay, which is rate times hours for rca and rcr's
- 8) gross pay deductions
- 9) amount of gross pay deductions year to date
- 10) amount of annual leave or sick leave earned or taken.



FIND A MISTAKE??

REPORT ANY DISCREPANCIES TO YOUR SUPERVISOR OR POSTMASTER IMMEDIATELY.

Make a copy of your earnings statement. There are a number of way to correct any mistakes. You and your supervisor need to first check the 4240 to make sure it is correct. Then you might fill out form 2240 to make changes in route data.

Letter From a Postmaster

Last week, July 12, 2002 I lost a wonderful group of rural carriers. 12 regulars and 4 PTF's. 15 of them were moved to the Marysville annex and one chose to transfer to Monroe the reason was of course lack of funding for a new facility at Lake Stevens and the over crowded conditions that exist there.

I just wanted everyone to know how proud I was of these carriers and the job they have done for the Postal Service. They also taught me many things and I feel like a much better person because of the experience we shared. I urge everyone to value your work relationships and try to work out your issues. You never know when your working environment can suddenly change. Again, thanks for the memories Lake Stevens carriers!

**Your old Postmaster,
Linda Sue Cline**

Rural Carrier Evaluated Schedule
Full-Time Annual Basic Rates
Effective May 18, 2002 (PP 12-02)

RSC R (NRLCA)													Most Prev. Step:			354
Hours	A	B	C	1	2	3	4	5	6	7	8	9	10	11	12	
12	9,263	10,201	10,526	11,226	11,333	11,437	11,543	11,648	11,757	11,860	11,964	12,072	12,177	12,284	12,389	
13	10,033	11,056	11,406	12,163	12,277	12,389	12,503	12,617	12,731	12,845	12,963	13,075	13,189	13,302	13,415	
14	10,805	11,904	12,284	13,097	13,221	13,345	13,466	13,588	13,716	13,837	13,960	14,083	14,207	14,328	14,455	
15	11,580	12,753	13,164	14,034	14,165	14,300	14,429	14,564	14,694	14,826	14,954	15,086	15,222	15,351	15,485	
16	12,348	13,604	14,039	14,965	15,109	15,252	15,389	15,532	15,673	15,811	15,954	16,096	16,235	16,376	16,515	
17	13,123	14,457	14,916	15,907	16,053	16,205	16,354	16,503	16,653	16,800	16,948	17,098	17,251	17,401	17,548	
18	13,894	15,305	15,793	16,839	16,998	17,157	17,316	17,474	17,632	17,790	17,948	18,110	18,267	18,428	18,584	
19	14,666	16,155	16,671	17,774	17,944	18,110	18,276	18,443	18,610	18,778	18,946	19,112	19,279	19,445	19,611	
20	15,442	17,008	17,551	18,716	18,893	19,069	19,240	19,420	19,597	19,769	19,948	20,126	20,299	20,475	20,655	
21	16,208	17,855	18,425	19,647	19,829	20,016	20,199	20,385	20,569	20,752	20,936	21,119	21,307	21,492	21,675	
22	16,979	18,705	19,303	20,583	20,773	20,969	21,157	21,352	21,546	21,739	21,931	22,120	22,314	22,508	22,702	
23	17,751	19,554	20,180	21,514	21,720	21,920	22,120	22,324	22,525	22,730	22,933	23,133	23,334	23,536	23,739	
24	18,525	20,401	21,054	22,453	22,661	22,871	23,081	23,291	23,503	23,712	23,921	24,133	24,344	24,557	24,767	
25	19,296	21,258	21,935	23,387	23,610	23,830	24,049	24,267	24,487	24,706	24,928	25,147	25,366	25,588	25,806	
26	20,068	22,106	22,811	24,325	24,551	24,782	25,007	25,238	25,463	25,691	25,919	26,146	26,375	26,606	26,831	
27	20,841	22,955	23,688	25,258	25,496	25,737	25,971	26,210	26,447	26,685	26,918	27,156	27,396	27,635	27,870	
28	21,611	23,803	24,565	26,193	26,436	26,686	26,928	27,176	27,419	27,664	27,912	28,157	28,404	28,649	28,895	
29	22,383	24,657	25,441	27,127	27,384	27,641	27,892	28,148	28,401	28,659	28,915	29,167	29,422	29,675	29,931	
30	23,155	25,511	26,324	28,069	28,330	28,599	28,857	29,119	29,384	29,646	29,909	30,173	30,436	30,703	30,964	
31	23,927	26,356	27,199	29,000	29,275	29,547	29,818	30,088	30,364	30,635	30,911	31,184	31,457	31,733	32,000	
32	24,698	27,205	28,073	29,936	30,216	30,499	30,776	31,059	31,339	31,618	31,900	32,180	32,461	32,746	33,025	
33	25,469	28,056	28,954	30,869	31,159	31,453	31,740	32,031	32,323	32,611	32,903	33,190	33,483	33,775	34,063	
34	26,244	28,906	29,830	31,806	32,106	32,404	32,699	32,999	33,299	33,597	33,894	34,190	34,491	34,790	35,091	
35	27,014	29,756	30,710	32,739	33,053	33,360	33,666	33,974	34,283	34,589	34,898	35,204	35,515	35,822	36,128	
36	27,786	30,603	31,587	33,677	33,990	34,313	34,623	34,939	35,259	35,569	35,887	36,205	36,520	36,839	37,153	
37	28,559	31,458	32,463	34,613	34,940	35,266	35,591	35,913	36,242	36,565	36,892	37,218	37,545	37,873	38,192	
38	29,331	32,307	33,338	35,549	35,883	36,217	36,549	36,886	37,217	37,550	37,883	38,215	38,552	38,888	39,219	
39	30,101	33,158	34,217	36,481	36,826	37,172	37,513	37,857	38,203	38,544	38,886	39,229	39,573	39,915	40,258	
40	30,873	34,004	35,092	37,418	37,770	38,123	38,470	38,824	39,175	39,523	39,877	40,227	40,579	40,933	41,284	
41	32,030	35,282	36,407	38,821	39,185	39,553	39,917	40,281	40,645	41,004	41,375	41,739	42,105	42,470	42,832	
42	33,189	36,557	37,724	40,226	40,602	40,984	41,354	41,737	42,112	42,487	42,864	43,239	43,620	43,997	44,377	
43	34,347	37,832	39,038	41,629	42,020	42,416	42,801	43,191	43,585	43,970	44,366	44,752	45,146	45,541	45,927	
44	35,503	39,109	40,358	43,033	43,435	43,845	44,245	44,649	45,054	45,455	45,860	46,266	46,669	47,079	47,479	
45	36,660	40,380	41,670	44,432	44,852	45,269	45,686	46,105	46,522	46,935	47,357	47,774	48,193	48,614	49,024	
46	37,820	41,659	42,988	45,838	46,266	46,702	47,126	47,561	47,990	48,417	48,846	49,274	49,708	50,138	50,568	
47	38,980	42,931	44,306	47,241	47,683	48,132	48,572	49,015	49,462	49,903	50,349	50,789	51,233	51,680	52,120	
48	40,136	44,206	45,618	48,644	49,103	49,561	50,013	50,471	50,933	51,383	51,841	52,301	52,757	53,216	53,671	

Part-Time Flexible Employees - Hourly Basic Rates

Grade	A	B	C	1	2	3	4	5	6	7	8	9	10	11	12
1	15.44	17.00	17.55	18.71	18.89	19.06	19.24	19.41	19.59	19.76	19.94	20.11	20.29	20.47	20.64

Step Increase Waiting Periods

Steps (From-To)	A-B	B-C	C-1	1-2	2-3	3-4	4-5	5-6	6-7	7-8	8-9	9-10	10-11	11-12
Grade 1	96	96	44	44	44	44	44	44	44	34	34	26	26	24

NOTE: At 40 hours, this schedule reflects the upgrade effective May 18, 2002.

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Selah, WA 98942

Non-Profit Organization
U.S. Postage Paid
Blaine, WA 98230
Permit # 106



all
T 98366
8
45

Important Dates to Remember in 2002

Labor Day September 2
Special Count September 17-30
Columbus Day October 14
Fall Booster October 20
Veteran's Day November 11

WASHINGTON
RURAL CARRIER



Where Service Begins With a Smile