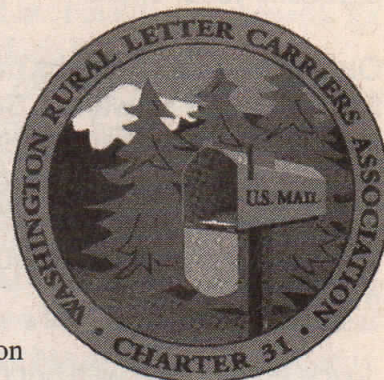


WASHINGTON RURAL CARRIER



Official Publication of the Washington Rural Letter Carriers' Association

September 2006

Where Service Begins With a Smile

UPDATED CONSTITUTION INSIDE

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JOYCE PATTESON

WARLCA MEMBER OF THE YEAR

The Washington Rural Letter Carriers Association is proud to announce that the 2005-2006 Member of the Year is Joyce Patteson. Joyce is a Regular Carrier out of the Yakima office, and has been a local, area and for the past four years a Senior Assistant State Steward. Joyce as a steward has covered the eastern part of the Seattle District and the Spokane District. For quite a while, Joyce was the only state-level steward east of the mountains. Joyce has spent a tremendous amount of miles and time representing carriers on the east side, and has been instrumental in saving several carriers' their jobs.



Joyce has represented our craft as the Seattle DJSC Co-Chair and for the past year has been a member of the Western AJSC. Joyce put a lot of time in when Seattle Operations Program Support was trying to put offices on the formula. Joyce and Patrick Pitts were able to utilize the QWL/EI process in getting management and carriers to work at the local level in formulating a formula that works in the

particular local office.

One of Joyce's strengths has been her ability to mentor new stewards. Several have stated that she is a great coach, not giving the answer, but helping the steward to find it for themselves. Joyce's dedication of time, talent and patience has made our Association that much richer.

Joyce enjoys time with her husband Don. The two of them make a formidable couple on the golf course. Don enjoys traveling to various meetings with Joyce. While she is in the meeting, he is out fishing or playing golf. We all hope that Joyce will be able to enjoy the fruits of her work in training new stewards by being able to play a few more rounds of golf! Our Association is so proud of Joyce, and this honor is long overdue.

President Patricia Alexander's Report

I have attended all meetings required by my position as President. I have presided at the Board meetings, and I have attended the Presidents' and Vice Presidents' Legislative Seminar where I spoke with Washington Senators and Representatives regarding Postal Reform and issues of importance to rural carriers.



All email and telephone calls have been answered promptly and thoroughly, and if I did not know the answers, then I found out these answers and got back to people.

I have written articles for all issues of the Washington Rural Carrier.

NRLCA President Donnie Pitts appointed me

to the National Joint Steering Committee for Quality of Worklife/ Employee Involvement. I have attended five meetings so far, including two meetings with Area Joint Steering Committees. The workteam projects presented at these meetings were of the highest quality. Even though we lost a Department of Labor ruling on the requirement that Ad Hoc Trainers be Union members, QWL/EI is still alive and well. Workteam members will always have to be Union members. I feel strongly that QWL/EI is one way that rural carriers and managers can work together for the mutual benefit of the rural craft and the USPS.

NRLCA President Donnie Pitts also appointed me to the National Constitution and Bylaws Review Committee. This committee was formed to look at State Association and Auxiliary Constitutions and Bylaws to be sure they were in compliance with the National Constitution and Bylaws, as well as the Department of Labor and the Internal Revenue Service. We have had one meeting so far, and our next meeting is in July 2006. We are not trying to make all State Constitution and Bylaws look exactly alike, but it is important that everything is in compliance with the National Constitution and Bylaws.

Immediate Past Vice President Monte Hartshorn's Report

It has indeed been a very good year for our craft in general and our state association in general. Often we take time to lament the things that are wrong, the things we are disappointed in and gloss over what we have to be thankful for. A few highlights of this past year are:



o National Convention 2005: Spokane and Phoenix were both nominated as possible sites for

the 2010 National Convention. With support from the Spokane Visitors and Convention Bureau, we were able to be successful in convincing the delegates to vote for Spokane. With Convention Chairs Becky Wendlandt and Cheri Freeman working for us, we know that 2010 will be one of the best National Conventions yet.

o In July, your board with foresight set a count class on the Martin Luther King Holiday and scheduled NRLCA Vice President Don Cantriel to teach. The class was set up in Everett, in the Seattle District, and Manager, Operations Program Support Bob Nelson attended. With over 145 carriers in attendance, we heard first hand the count issues discussed between Don, our state stewards and Bob Nelson. Some agreements were even made which helped during the count. In addition, a very successful District One meeting and a steward enhancement were conducted.

o The count of 2006 was forecasted to be one of the worst for rural carriers. I attended a management count class where one of the instructors said that the goal was to lop off two hours per route. With a projected decline in volume due to the rate increase in January, 2006 things did look grim. However, volume did not go down and the rural routes in the Western Area on average GAINED 36 minutes each. Especially sweet for our craft as management exercised their right to count each and every route.

o In April 2006 the State Boards of the western states met in Las Vegas to discuss the upcoming contractual negotiations with the Postal Service. While it may be true that the National Officers had in mind what we should be bargaining for, your state board did have the opportunity to say what was important to the rural carriers here. In addition, a fact that I learned was that Gas Prices only makes up 24% of our EMA. Over 48% is made up by the prices of new and used vehicles. Last year, when gas prices spiked, GM was advertising "employee price discounts". Now I know why EMA does not keep pace with the cost of fuel.

o The Postal Service could not do it. The Postal Service would not do it. But your Union did. We found an affordable health plan that relief

carriers could enroll in. Finally some benefits for some very hard working RCAs.

o In late May 2006 we received one of the best National Arbitration results we could have hoped for. Arbitrator Eischen made no bones about the fact that the Postal Service tried to "set limits" on Loading, Mark-ups and Other (R Time) times in the 2002 National Count. He used language such as "the count is what it is" and made it clear that the Postal Service has overstepped its bounds. While the remedy may be difficult to implement, the language is there in what the Postal Service may do in a count and what they can not.

o As of the time of this writing, there is hope that HR 22 (the Postal Reform Bill) might actually happen. It is important to us as rural carriers because there are several parts which help keep the Postal Service healthy. There is some flexibility in pricing and the ability to respond to an emergency. Hopefully there is some relief to the over funding of Civil Service retirement benefits. Also there is relief for the Postal Service which is being held accountable for the military portion of some civil service retirements. The Postal Service is the only federal agency which is being required to pay for the military and civilian time of its CSRS retirees.

We have a lot to celebrate as it was indeed a very good year to be a rural carrier in Washington State

Secretary-Treasurer Rebecca (Becky) Wendlandt's Report

Hello Fellow
Members of the
WARLCA and
Honored Guests:
MEMBERSHIP:
I sent in 195
m e m b e r s h i p
applications in the

05/06 year as of May 31, 2006. This does not reflect the 27 cash members that have renewed for 06/07 as of May 31, 2006. In 05/06 as of May 31,



2006, we have had 13 canceled their dues, 18 deceased, and 167 separated. I have done one complete mailing for all 674 non members (211 regulars, 5 PTF, 458 reliefs), as well as quarterly recruitment mailings for all new hires (around 90 per quarter). I did one special mailing to all 458 relief non members when YOUR UNION got the health insurance available to relief members this spring, and am in the process of sending a recruitment letter out to all 211 regular non members telling them about the 2002 Mail Count Arbitration Results. This year we had Clallam Jefferson County vote to merge with Kitsap to form Peninsula, Okanogan County voted to merge with Chelan Douglas, and Lincoln Grant Adams voted to merge with Lincoln going to Spokane (now called East Central), Grant going to Chelan/Douglas/Okanogan (now called North Central) and Adams going to Yakima. We went from 15 local units to 12 local units.

Here are some membership stats:

As Of May 30

As Reported at Aug National Convention

(Not Including Associates starting 97/98)

(Including Associate Members)

93/94:	1342 members	?
94/95:	1633 members (reliefs went on dues withholding this year)	1633
95/96:	1732 members (start of TRC designation)	1732
96/97:	1752 members	1747
97/98:	1805 members	1813
98/99:	1785 members	1796
99/00:	1773 members (new designation of PTF created this year)	1803
00/01:	1738 members	1726
01/02:	1749 members (National started a nation wide membership drive)	1776
02/03:	1743 members (Management Could No longer Be Associate Mbrs)	1791
03/04:	1757 members	1828
04/05:	1765 members	1842

In 05/06 National went to a web base membership program, which reflected the bi-weekly changes. This is probably the nearest we have been to reflecting an accurate membership total with the constant changes and updates. As of May 31, 2006, we have 1837 members including 25 associate members. This was the year that relief health insurance was made available THANKS TO YOUR UNION to all relief members, a great recruitment tool!

MEMBERSHIP STATS FOR 2006 WRLCA STATE CONVENTION

As of May 31, 2006 – Excluding Associate Members and 2 deceased cash members

DISTRICT ONE:	# OF MEMBERS	TOTAL
ISLAND, SKAGIT, SAN JUAN #010	118	
KING, SNOHOMISH (KS) #011	371	
WHATCOM # 015	89	
TOTAL FOR DISTRICT ONE:		578
DISTRICT TWO:		
PENNISULA #003	175	
LOWER COLUMBIA #005	207	
MUTUAL # 006	325	
TOTAL FOR DISTRICT TWO:		707

DISTRICT THREE:

NORTH CENTRAL #001	83	
LINCOLN, GRANT, ADAMS #004 (Their 43 members Merged with Spokane/North Central/ Yakima Counties)		
SPOKANE #013	161	
NORTHEAST #014	46	
TOTAL FOR DISTRICT THREE:		290

DISTRICT FOUR:

SOUTHEAST #012	31	
WHITMAN, ASOTIN, #016	36	
YAKIMA #017	168	
TOTAL FOR DISTRICT FOUR:		235

TOTAL FOR STATE: 1810

FINANCES:

We are slowly working our way back from the loss in 02/03 year and putting money into savings. We have purchased a 12 month certificate of deposit for \$25,000 that earns 5.165% compared to savings of 2.45% and checking of 1.50%. The following stats show the ending totals from the Statement of Activities:

		Total ADOP Paid Breakdown		
Profit and Loss for last 7 years		Steward	Board	Total
98/99 Year:	Loss of \$ 1,460	271	104	375
99/00 Year:	Loss of \$ 36,650	342	145	487
00/01 Year:	Loss of \$ 8,288	370	138	508
01/02 Year:	Gain of \$ 20,049	424	116	540
02/03 Year:	Loss of \$ 45,695	627	156	783
03/04 Year:	Gain of \$ 17,234	684	154	838
04/05 Year:	Gain of \$ 37,585	687	192	879
11 month balance as of May 31, 2006				
05/06 11 month:	Gain of \$ 80,575	677	177	854

With June being one of our largest outgoing months (\$53,402 net June 2005 and \$50,553 net June 2004, I estimate we will end this year with around \$25,000 to put into our savings. If we do, this would bring our total assets to around \$87,000. National has suggested we have at least 6 months operating expenses in assets, which would be \$200,000. We are working towards that goal.

Included with this report are the WARLCA Statement of Financial Position and WARLCA Statement of Activities. Thank you for allowing me to do this job, as well as working on projects at National. If you ever have any questions or comments I am always available. Thank you, County Officers, Board Members, Stewards, and Members for enriching my life with your friendship. The very best to you and yours.

**WASHINGTON RURAL LETTER CARRIERS ASSOCIATION
STATEMENT OF FINANCIAL POSITION
AS OF MAY 31, 2006**

	May 31, 2006	May 31, 2005
ASSETS		
Current Assets		
Checking/Savings		
101000 • Chkg - WA Trust Bank	14,226.32	9,697.03
102000 • Svgs - APCU	101,526.80	103,708.30
103000 • Chkg - Atlanta Postal Credit Un	1,269.87	1,201.17
140000 • Certificate - 12 month	25,000.00	0.00
Total Checking/Savings	142,022.99	114,606.50
Total Current Assets	142,022.99	114,606.50
TOTAL ASSETS	142,022.99	114,606.50
 LIABILITIES & EQUITY	 May 31, 2006	 May 31, 2005
Liabilities		
Current Liabilities		
Other Current Liabilities		
210000 • Payroll Tax Liabilities	0.00	-244.08
Total Other Current Liabilities	0.00	-244.08
Total Current Liabilities	0.00	-244.08
Total Liabilities	0.00	-244.08
Equity		
390000 • Net Assets	61,447.95	23,863.14
Net Income	80,575.04	90,987.44
Total Equity	142,022.99	114,850.58
TOTAL LIABILITIES & EQUITY	142,022.99	114,606.50

WARLCA
Previous Year Comparison
Statement Of Activities
July 2005 through May 2006

	Jul '05 - May 06	Jul '04 - May 05
Ordinary Income/Expense		
Income		
400000 • Dues Income	416,922.35	387,003.93
410000 • National General Insurance	30,745.05	32,613.92
420000 • Reimbursements & Refunds	8,958.34	11,275.05
Total Income	456,625.74	430,892.90
Expense		
500000 • Per Capita Expenses	16,002.70	16,480.81
520000 • Meetings and Conventions	42,575.41	39,603.98
530000 • Equipment Fund	13,518.72	7,202.48
550000 • Other Expenses	34,166.73	33,238.04
610PA • President - P. Alexander	4,042.22	3,500.50
620MH • Vice President - M. Hartshorn	5,581.21	1,954.20
630RW • Sec/Treas. - R. Wendlandt	36,937.43	35,227.00
640SH • Editor - Susie Hill	3,918.77	3,634.37
645000 • Washington Rural Carrier (WRC)	5,018.10	4,139.84
650RP • District 1 - R. Pike	3,104.52	2,686.69
660JB • District 2 - J. Blackburn	2,685.09	2,552.69
670CF • District 3 - C. Freeman	3,116.08	2,935.93
680DR • District 4 - D. Reppe	3,560.63	2,848.36
691LW • Ret/Car PAC - L. Walker	0.00	45.00
700CA • State Steward - C. Alexander	34,616.64	39,271.02
705000 • Steward Training Expenses	15,068.19	14,349.16
710JP • Senior Asst. Stew. - J. Peck	20,114.51	23,139.63
730SJ • Asst. Stew. - S. Johnson	0.00	10,607.74
740MH • Senior Asst. Stew - M. Hartshorn	9,412.43	8,549.28
750PA • Senior Asst. Stew - P. Alexander	24,328.17	29,245.96
770JP • Senior Asst Stew - J. Patteson	30,754.15	29,923.31
780PP • Senior Asst Stew - P. Pitts	30,646.37	25,774.96
790JF • Asst. Stew - J. Frymire	12,025.04	1,834.19
791RC • Asst. Stew - R. Cowan	16,783.80	1,453.07
792CF • Asst Stew - C. Freeman	9,749.84	494.44
880LS • Local Steward	108.30	369.40
Total Expense	377,835.05	341,062.05
Net Ordinary Income	78,790.69	89,830.85
Other Income/Expense		
Other Income		
450000 • Interest Income	1,784.35	1,156.59
Total Other Income	1,784.35	1,156.59
Net Other Income	1,784.35	1,156.59

District One Report

Becky Pike

The responsibility of the District Representative is to share information with our union members at the county meetings. I've encouraged all members to ask others



to join with us to become informed and involved with our union. Attending board, district and area officers meetings has been a learning experience for me and I try to pass this information on at the county meetings. I've been able to answer some of your questions and will always guide you to the steward assigned to your area to answer your questions that I am unable to answer.

District Two Report

Joanne Blackburn

Here it is State Convention time again, and it's our 100th year of belonging to the Rural Letter Carriers Association. As you know State convention can



be fun, but it's also hard work. The delegates will be assigned to committees, and during the general sessions there will be discussions on the resolutions, constitution and by laws, and many other topics. It's a great way to learn and have your voice heard. I would like to take this opportunity and thank some of the members that have helped with this convention: Roxanne and Fred Cavazos, Karen Crombie, Leo Dillon, Monte Hartshorn, Dave Reppe, and Polly Nugen. I hope that everyone will enjoy what I have planned for our 100th year celebration.

Just like last year it has been another eventful year. Along with the planning of the State Convention, there have been board meetings, county meetings, and area officers training. It has been a real honor and a real learning experience serving this past year

District Three Report

Cheri Freeman

RDSOP – Rural Delivery Standardization Operating Procedures – Does this mean anything to you? Do you feel like you are being micromanaged?



How does this fit into our 'Evaluated System'? Every year seems to have one overriding topic, or focus, that over shadows all others. This year it is the RDSOP. For example; without explanation we have been put under the microscope and asked to meet, or be under, our evaluations everyday. If we have a problem with meeting standards we are told to take DPS to the street. Yet we know we have the right, contractually, to case it. What is going on? And what can we do about it? This has been a consistent theme in the County Meetings in my district. The corollary is the question "What is the Union doing about it?"

It has been my goal to get the information about the RDSOP out to the membership. If we understand where management is getting their push, we'll have the best chance to successfully muster a defense. My soap box has been to get you, the membership, to take responsibility for equipping your Stewards with the documentation needed for that defense. 'The Union' is YOU. All of you, united together for the benefit of all. Your elected officers and stewards can do nothing if YOU don't start the process. Together we can make a difference.

Thank you for giving me the opportunity to serve the best Carriers in the Nation.

District Four Report

Dave Reppe

What an interesting year and a year of positives for our craft. I am really pleased that our union (not the postal service) has established a



health insurance program that is now available for our RCA members. I have thoroughly enjoyed participating in all of the activities and meetings associated with the duties of District 4 Representative during this last year.

Editor's Report

Susie Hill

As usual it has been a busy year for everyone. Mail count added to the stress level of everyone but in general, went well.



The job of editor continues to be a learning experience.

I attended the Editor's seminar at National Convention which is always helpful. An even bigger learning experience is the budgeting process our State Association goes through, and which continues on a daily basis. We do not take spending your dues money lightly.

Finally, remember to thank all stewards of this Association. They do an amazing amount of work and their knowledge level takes time and effort to attain.

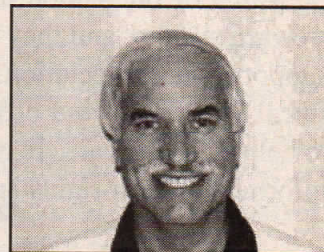
Thank you all for your support.

State Steward's Report

Charles Alexander

WARLCA STEWARD PROGRAM

While we continue to elect and train new Local Stewards, 18 so far this year, the total continues to decline. On July 1, 2004, we had a total of 79



Local Stewards. The following year, the total had declined to 65, and currently (June 2006) the total is down to 60. For each Local Steward whom I decertify, there is a different reason, yet a few common threads emerge. The job is difficult, time consuming, requires mandatory annual enhancement training for less than complete reimbursement of expenses, and our own craft members often take out their frustration over contractual provisions and/or management actions on the very Local Stewards who are doing their best to represent them. No matter how many times rural carriers and leave replacements are reminded that it is their responsibility to initiate discussions with their supervisors when issues arise that need resolution, our Local Stewards continue to hear the question, "When are you going to take care of ____?" Oftentimes when our Local Stewards attempt to develop a good working relationship with management, they are accused of siding with management. When our Local Stewards spend long hours combating discipline issued by management, some carriers inevitably wonder out loud why the Union is representing "X" when "X" is obviously guilty as charged. We all need to start the new Association year, July 1, 2006, with a commitment to give our Local Stewards the support and respect they so richly deserve. And for all of you who recognize the important role played by Local Stewards and who, despite the challenges the position entails, want to make a difference and help your fellow rural craft employees, I encourage you to obtain a Form 10 ("Local Steward Election Call") from me or any State-level Steward, and post it on the

Rural Carrier Bulletin Board. We should never lose sight of the fact that where we have Local Stewards, management is forced to pay a price via "Z" time for all of the steward time at the office that the Local Steward reports. The Local Stewards of our Union are the backbone of our steward system, and they deserve our unqualified support and appreciation. If you do not have a Local Steward in your office, I urge you to sign on to help all of the carriers in your office to be better informed of their rights and benefits.

It has long been my objective to oversee a strong Steward TEAM where every "player" has a part to play. Each of us plays a different role, from our National officers to the State Steward to the Senior Assistant State Stewards to the Assistant State Stewards, and finally, to one of the most important elements of our Steward System: the Local Stewards. Each of us can be contacted by email, telephone, or letter, and if we do not know the answer to a question and cannot find the answer by searching the Postal manuals and our contract, then the Assistants or the State Steward can contact one of our National officers for help and clarification. As you realize, the Senior Assistant State Stewards have been around longer than the Assistants, but we are all a team, and frequently the Assistants bring a new idea for all of us to dissect and discuss to try to help our fellow rural carriers in their workplace environment. For a complete listing of which State-level Steward represents what areas, turn to page 279 of the June issue of "The National Rural Letter Carrier" magazine.

Wouldn't it be great if we could just all get along, but as so often happens, management at higher levels over-reacts and brings wrath down on our postmasters, who feel they must pass this wrath on to us. This has happened with the current 2080/2240 memo that has gone out to the field. Now some postmasters are changing rural routes to low option, thinking this will help to prevent 2080 problems, and in many cases, the rural carriers affected have enough Annual Leave to cover the days they are predicted to go over 2080/2240. Please let one of the Assistants know

if your route has been arbitrarily adjusted to a low option, especially if you have enough Annual Leave to cover any potential 2080/2240 problems. Many of us take our vacations in the fall, and this Annual Leave would keep us from going into 2080/2240.

If we really think about the 2080/2240 problem, it is easy to realize that this stems from recent mail counts where management is trying to "manage the opportunity" by setting benchmarks that make it practically impossible for anyone to stay within his/her evaluation. Do you remember during the recent mail counts where the Districts mandated that loading time should be no more than 10 minutes a day, and if the rural carrier did take more than 10 minutes on one day, then another day would be "adjusted" to 8 minutes, for example, to make up for the over 10 minutes?

We all know that a mail count is supposed to be a "snapshot" of what we do each day, not a chance to cheat us out of our rightful evaluation. Yet Districts threatened postmasters that if the postmaster could not control the mail count, then the District would find someone who could, and not many postmasters can stand up to a threat like this.

The 2002 Mail Count Arbitration that we just won has validated our claim that a mail count is not a time to cheat rural carriers out of their rightful evaluations. Indeed, as Arbitrator Dana Eischen stated so succinctly, "The Postal Service did violate the National Agreement, before and during the 2002 NMC (National Mail Count), by instructing and requiring managers and supervisors, to "target and correct" count totals in Column J, Column Q, and Column R of Form 4239 which exceeded certain national average "benchmark/target/threshold" standards unilaterally established, issued, promulgated and enforced by Postal Service managers."

Arbitrator Eischen further states in his decision that "The counts or results of the 2002 NMC relative to Columns J-Q and R are hereby

rendered null and void.” Our National officers have also filed National grievances for the 2003, 2004, 2005, and recently, as you have read in the June 2006 National Magazine, for 2006. This Eischen arbitration should favorably change the way mail counts are conducted on rural routes. Our National officers and National law firm, led by Michael Gan, deserve our appreciation for the hard work they have done on our behalf. Mr. Gan told me that this arbitration win was the highlight of his career, and it is certainly the highlight of my carrier as a rural carrier and as your State Steward. We have always said that a mail count should be exactly what we normally do, no more and certainly, no less, and with this excellent arbitration, next year’s mail count should be done correctly, as a snapshot of what we do as we case and deliver our routes.

TRIBUTE TO SENIOR ASSISTANT STATE STEWARD JUDI PECK

What can I say about wonderful Judi? She retired two years ago after 30 years as a rural carrier in the Everett Post Office, and Patricia and I attended her retirement party, where she was feted by all of her fellow rural carriers and other employees in her office, including management! Judi’s husband, Mike, was there in his new red truck, of course, along with other members of Judi’s family. Working 30 years as a rural carrier is quite a feat, especially in the days of DPS and heavy parcels. Judi could have just waved goodbye and ridden off into the happy retirement sunset, but instead, she agreed to stay on as a Senior Assistant State Steward for you. Her knowledge and awareness have helped all of us, and she has been a special mentor to Patrick Pitts, Monte Hartshorn, Renee’ Cowan, and especially, Jan Frymire. Without Judi staying on for two more years after her retirement, we would have been in a world of hurt, as the old country music song goes.

Thank you, Judi, for being there with us in bad times and in good times. We could not have done this without you, my friend and colleague. We look forward to visiting you in your beautiful new house on Camano Island, where the eagles

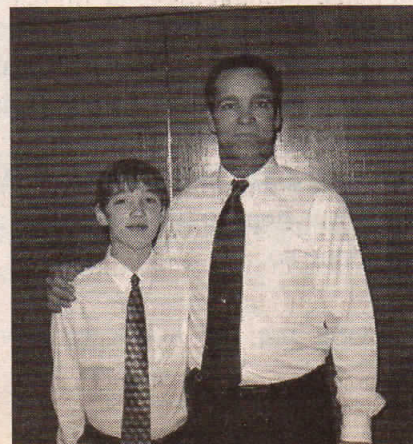
soar, the waves break, and love encompasses your world. We will look for you there dancing as if no one were watching, singing as if no one were listening, AND living every day of your life as if it were your last..... Bon voyage!

APPRENTICES ARE NOW ASSISTANTS

Your three Apprentice Assistant State Stewards have been promoted to Assistant State Stewards, so for now, we have no Apprentices. However, we do have an excellent “bench” of Senior Assistants and Assistants, if I may use a football term. In a few years, probably three or more, Patricia and I will be retiring, and it seemed a good idea to have trained Assistants in the wings. I am confident that any of your Assistants can handle any problem or grievance that might occur, and best of all, if they run into anything that gives them pause, they know how to use their resources to seek help. I would hope that after the favorable Eischen Arbitration mentioned above, there will be fewer problems and grievances, but we shall have to wait and see. Nevertheless, we are ready and willing to go forth to protect and defend our fellow rural carriers. After all, that is what a Union is all about: One for all, and all for all.

GRIEVANCE STATISTICS

When you add up all of the post offices and branch post offices in Washington State that have rural delivery, the total comes to 237. Of those 237 units, 29, or roughly 12%, had grievances filed that went to Step 2 or higher in the 2005-2006 year, the same number as last year, with the most coming from Sumner.



2006-2007
WARLCA
Vice-President
Patrick Pitts
and son

The categories for grievances this year are as follows:

Withdrawn at Step 1, 2, or 3	5	Grievances Settled at Step 2	22
Grievances Denied at Step 2	9	Grievances Remanded	6
Grievances Held in Abeyance	1	Grievances Settled at Step 3	5
Grievances Appealed to Step 3	12	Grievances Settled at Step 4	4
Grievances Denied at Step 3	3		
Step 3 Class Action Against the Seattle District for No Mail Receptacle Denials			1
Grievance Involving Computation of Back Pay in a Grievance Settlement			1

From the data above, it is clear that our efforts to resolve issues at the lowest possible level have seen moderate success. The category with the most grievance awards (22) is "Grievances Settled at Step 2." Even the 12 grievances appealed to Step 3 represent an improvement over previous years, but the steward team at the State level is always striving to do better. One grievance that cannot be resolved at Step 2 is one too many.

On behalf of all of our stewards at all levels, I would like to remind everyone that our strength is in our openness to work together with management when mutual benefit is possible, and teamwork to stay the course when the going gets rough.

Retired Representative Report

Judith Peck

I attended two board meetings this year. I attended the first board meeting of the year because of its importance regarding planning and budgeting. I also attended the second board meeting in Everett prior to the January count training.

As your PAC chairman, I would like to re-iterate the importance of you staying on top of what is happening in Washington DC that affects all Rural Carriers. I would also urge you to donate to PAC so our voices are heard in Washington via our legislative representatives.

Currently we have collected \$1879.27 for PAC. We have approximately 1821 members which makes the per capita \$1.03. I was hoping we could increase our annual donations this year, but compared to last year we have not done so.

Thank you for allowing me the honor to represent you on the board as your retired carrier representative.

Overview of the 2006 WARLCA Convention

Monday, June 26th, 2006

At 9:00 a.m. a joint meeting of the Washington Rural Letter Carriers' Association and its Auxiliary was called to order by Convention Chair, Joanne Blackburn, at the Red Lion at the Quay, Vancouver, Washington. Cheri Freeman gave the invocation. Mel Walker and Andrew Shea entered with the American and Washington State flags for the Presentation of Colors. Joanne Blackburn led everyone in the Pledge of Allegiance then presented the gavel to WARLCA President, Patricia Alexander.

President Alexander thanked Joanne Blackburn as Convention Chairperson and introduced National Officer, NRLCA Director of Steward Operations, Ronnie Stutts. All State Officers were then recognized as follows: Vice President Monte Hartshorn, Secretary-Treasurer Rebecca Wendlandt, Editor Susie Hill, District I Representative Becky Pike, District II Representative Joanne Blackburn, District III Representative Cheri Freeman, District IV Representative Dave Reppe, Retired Carrier Representative Judi Peck, and State Steward Charles Alexander. All Stewards were then recognized as follows: Senior Assistant State Stewards Monte Hartshorn, Joyce Patteson, Patrick Pitts, Patricia Alexander, and Judith Peck. Assistant State Stewards were recognized as follows: Jan Frymire, Cheri Freeman, and Renee Cowan. President Alexander then recognized the following: Auto Insurance Representative Dave Reppe, Provident Guild Representative Becky Pike, Rural Carrier Health Benefit Plan Representative Rebecca Wendlandt, PAC Chair and Armed Forces Veterans' Club Representative Judi Peck, and Parliamentarian Monte Hartshorn.

President Alexander then introduced Auxiliary State President Joe Horlacher, who then introduced NRLCA Auxiliary President, Diane Allman, and recognized the following WARLCA Auxiliary Officers: Secretary-Treasurer Myrtle Buchanan, District II Representative Fred Cavazos, District IV Representative Donna Felgenhauer, Juniors' President Jake Supak, Juniors' Vice President Jessie Keele, and Juniors' Secretary Tiffany Walla. Total of 28 Juniors.

President Alexander then asked the following to stand and be recognized: County Officers, Local Stewards, Ad-Hoc Trainers, QWL/EI Facilitators, and DJSC Members and Area Trainers. Vice President Monte Hartshorn asked all retirees to come forward. They were as follows and state how many years they have been retired. They were: Neil Buchanan 9 years; Judith Peck, 2 years; and Mel Walker, 1/2 year. All first-timers were then asked to come forward. They were Linda Gaudette and Kathy Beebe. Monte Hartshorn presented all retirees and first-timers with a gift.

The following speakers gave a presentation:

NRLCA Auxiliary Vice President Diane Allman

Dallas Keck, Portland District Manager

Mark Howard, Portland District CSA

Doug Batchelor, Portland District Human Resources

NRLCA Director of Steward Operations, Ronnie Stutts

After a lunch break, Secretary-Treasurer Becky Wendlandt read roll call. All officers and delegates were present. Yea/Nay cards were then distributed.

President Alexander then read the following:

2006 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 (most current 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 a 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 the 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 the consideration of resolutions at the second reading, the con and pro shall alternate with a 2-minute time limit per person, and no person can speak more than 2 times to the same issue.
12. If there is no opposing position to be presented, the resolution shall be brought to an immediate vote of the delegates.
13. A delegate may not speak to an issue, and then immediately call for the question, without being recognized by the chair a second time.
14. Campaign materials may only be distributed at or near the entrance of the convention floor.
15. The reports of the Officers of the WARLCA shall not be read to the delegation. Time shall be set aside during a question and answer period on the first day to allow the delegates to question or comment on the reports. Reports will be available for dissemination in the morning of the first day of the convention.
16. These rules shall be in force throughout the convention unless amended by a two-thirds vote of the delegates.

Doug Rinehart made a motion to accept the 2006 Convention Standing Rules and the motion passed.

President Alexander then read the following: "WRLCA Constitution and Bylaws, 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 Laws changes from the floor during new business." Dave Reppe made a motion to hear proposed Resolutions and Constitution and Bylaws from the floor and the motion passed.

President Alexander then read the following:

Committee Assignments 2006 State Convention

Credentials

Becky Pike, Board Rep

1. Mariann Faulkner, Chair
2. Bev Crow
3. Doug Rinehart

Finance

Charles Alexander, Board Rep

1. Mike Cammack, Chair
2. Patrick Pitts
3. Paula Kenck

Constitution & By Laws

Patricia Alexander, Board Rep

1. Jan Frymire, Chair
2. Tony Lott
3. John Lee

Tellers

Dave Reppe, Board Rep

1. Polly Nugen, Chair
2. Leo Dillon
3. Paige Barrett
4. Pat Aichele
5. Roni Gardner
6. Linda Gaudette
7. Donna Roakes
8. Carol Nichols
9. Gary Adams
10. Mel Walker
11. Marlene Hagedorn
12. Kathy Beebe

Sergeants at Arms

1. Becky Pike
2. Cheri Freeman
3. Mel Walker
4. Andrew Shea

Minutes

Becky Wendlandt, Board Rep

1. Noretta Stritzke, Chair
2. Joyce Sutherland
3. Cindy Koker

Auditing

Becky Wendlandt, Board Rep

1. Johnna Horlacher, Chair
2. Karen Crombie
3. Judy Nuxoll

Resolutions

Monte Hartshorn, Board Rep

1. Renee' Cowan, Chair
2. Janie Walla
3. Tammy Donaghue

WRC

Susie Hill, Board Rep

1. Ann Lamm, Chair
2. Judy Suta
3. Mary Kay York

Nominating

Cheri Freeman, Board Rep

1. Shirley Smith, Chair
2. Karin Taylor
3. Colleen Headley (chosen by committee)

Mileage & Per Diem

Dave Reppe, Board Rep

1. Jim Hemrich, Chair
2. Carrie Smith
3. DeeAnn Williams

Hospitality

Joanne Blackburn, Board Rep

1. Karen Kayala, Chair
2. Sharon Madison
3. Gloria Rector

Media

Becky Wendlandt, Board Rep

1. Joyce Patteson, Chair
2. Shawn Johnson

President Alexander asked for the Preliminary Report of the Credentials Committee, and the Annual Reports of Elected State Officers and State Steward, and Financial Statements were distributed to the Delegates.

WRLCA Auxiliary Financial Statement for Year 2005-2006

Receipts

National Project	\$ 171.00
Per Capita from WRLCA	\$13,504.90
Country Store & Raffles	\$.00
Junior Registration Fees (prior year)	\$ 895.00
Scholarship(s)	\$ 1,000.00
Total	\$15,570.90

Disbursements

Board Meetings	\$ 2,223.84
Office Expense	\$ 59.09
Membership to National	\$ 6,752.00
Junior Expense	\$ 3,764.42
Misc	\$ 50.00
Total	\$ 12,849.35

Checking

Balance brought forward	\$ 2,732.20
Income	\$15,570.90
Expenses	\$12,849.35
New Balance	\$ 5,453.75

Savings

Balance brought forward	\$2,290.80 (includes interest)
Deposits	\$ 0.00
Withdrawals	\$ 0.00
Interest	\$ 0.00
New Balance	\$2,290.80

President Alexander asked for the Preliminary Report of the Constitution & Bylaws Committee and the Preliminary Report of the Resolutions Committee. Copies of the Constitution and Bylaws and Resolutions were distributed to the Association.

President Alexander asked for the Report of the 2007 Convention. Cheri Freeman reported that the dates will be June 14-16, 2007 (Thursday, Friday, Saturday) with the Enhancement on Sunday June 17, 2007. It will be at the Red Lion Inn at the Park, Spokane, WA with rates being \$89.95 (1-2), \$99.95 (3-4) with 3-5% increase per year.

President Alexander asked for the Report of the 2007 Convention. Becky Pike reported that she and Judi Peck are still checking into sites.

President Alexander asked for the Report of the 2008, 2009, and 2010 Convention. Dave Reppe

reported that because of the 2010 National Convention the site for the 2008, 2009, and 2010 State Convention will be in Spokane at one of the host hotels.

After a question and answer period and collection of Yea/Nay cards the meeting was adjourned at 3:00 p.m.

Tuesday, June 27th, 2006

At 8:00 a.m. the Auxiliary held the memorial service and the Juniors presented their Americanism Program to the Association. Next was the Tribute to Washington's Armed Service.

President Alexander called the meeting to order at 8:30 a.m. Secretary-Treasurer Becky Wendlandt read roll call and distributed the Yea/Nay cards. All officers and delegates were present.

President Alexander asked for the Final Report of the Credentials Committee.

COUNTY STATS FOR 2006 WRLCA STATE CONVENTION

#	TOTAL COUNTY NAME	TOTAL MEMBERS	TOTAL POSSIBLE VOTES & DELEGATES	DELEGATES SEATED
001	North Central Tammy Donaghue, Delegate at Large	83	18	2
003	Peninsula Ann Lamm, Delegate at Large	175	36	4
005	Lower Columbia Polly Nugen, Delegate at Large	207	42	8
006	Mutual Leo Dillon, Delegate at Large	325	66	6
010	Island, Skagit, San Juan Karen Kayala, Delegate at Large	118	25	3
011	King, Snohomish Shawn Johnson, Delegate at Large	371	75	10
012	South East Carol Nichols, Delegate At Large	31	7	3
013	East Central John Lee, Delegate at Large	161	33	6
014	North East Noretta Stritzke, Delegate at Large	46	10	2
015	Whatcom Shirley Smith, Delegate at Large	89	19	5
016	Whitman, Asotin Jim Hemrich, Delegate at Large	36	8	2
017	Yakima Bev Crow, Delegate at Large	168	35	7

Total For Counties:

1,810

374

58

Each County is entitled to:

One Delegate for every 5 members or major fraction thereof, and one Delegate at Large.

One vote for every credentialed regular delegate in attendance.

Mariann Faulkner made a motion that the final report of the Credentials Committee be accepted and the motion passed.

President Alexander asked for the Preliminary Report of the Mileage and Per Diem Committee.
 (This report is typed later in the minutes when the final report was submitted.)

President Alexander asked for the Preliminary Report of the Finance Committee.
 (This report is typed later in the minutes, in its entirety, when the final report was submitted.)

President Alexander asked for the Report of the Nominating Committee.

Nominees:	President (one year term)	Patricia Alexander and Monte Hartshorn
	Vice President (one year term)	Patrick Pitts and Doug Rinehart
	Secretary-Treasurer (two year term)	Becky Wendlandt
	Editor	Susie Hill
	District II (two year term)	Joanne Blackburn
	District IV (two year term)	Joyce Patteson and Dave Reppe

Shirley Smith made a motion to have the Report of the Nominating Committee accepted and the motion passed.

President Alexander asked for the Report of the Tellers Committee. Chair Polly Nugen introduced the committee and read the following: "We received a total of 412 ballot envelopes. Out of these 378 were valid ballots and 34 were void ballots."

Delegate List to National Convention 2006

(In order of votes received)

Name	# of Votes
Charles Alexander	289
Patricia Alexander	256
Rebecca Wendlandt	246
Becky Pike	178
Neil Buchanan	177
Joyce Patteson	175
Patrick Pitts	163
Monte Hartshorn	154 (by coin toss)
Susie Hill	154 (by coin toss)
Joanne Blackburn	144
Shawn Johnson	136
Dave Reppe	134
Dan Schrup	130
Joyce Sutherland	122
Ann Lamm	114
Carol Halverson	113
Renee' Cowan	109

Mariann Faulkner	102 (by coin toss)
Cheri Freeman	102 (by coin toss)
Jim Hemrich	102 (by coin toss)
John Lee	86
Cindy Koker	78
Jack Stewart	76
Roxanne Cavazos	76 (by coin toss)
Karin Taylor	73
Janie Walla	67
Randall Fencil	49

Verification and Commitment Forms were then distributed and the delegates were asked to fill out and return to Secretary-Treasurer Becky Wendlandt by the next break.

President Alexander asked for the Report of the Auditing Committee. Chair Johnna Horlacher read the following:

"We, the Auditing Committee, find during a random sampling review of Association records; accurate up to date membership status reports, well organized files by specific category, of all necessary documents related to financial, business and secretarial record keeping. In addition to the paper copies of all forms (stored in plastic containers), 2 back up discs of all records are maintained. We wish to thank Becky for her assistance during our review and commend her for accurate and well organized files. We recommend to the board and delegates that the back of all checks be signed."

Johnna Horlacher made a motion that the Auditing Committee be dismissed with our thanks. Motion passed.

President Alexander asked for the Report of the WRC Committee. Chair Ann Lamm introduced the committee and read the following:

1. We recommend keeping using the same format. (The larger bold print index on the front page and State Officers information on the back page.)
 2. We liked having new members listed. However, we recommend that their office not be printed as an act of privacy could become an issue or concern.
 3. We recommend keeping the following the same: 5 issues per year, contracts with current mailers and printers, wages of \$350.00 per issue for the Editor and also \$50 per issue office rent.
- Amm Lamm made a motion to accept the Washington Rural Carrier Committee Report and dismiss the committee with thanks. The motion passed.

President Alexander asked for the Final Report of the Mileage and Per Diem Committee. Chair Jim Hemrich re-introduced the committee and read the following: "This is the final report, as corrected, of the Mileage and Per Diem Committee."

Last Name	First Name	Rd Trip	Miles	Times	.33 Equals	Convention Allowance
Ferry Costs	Or Add't	Per Diem	Gross Delegate Pay			
ADAMS	GARY	80	\$ 26.40	\$250.00		\$276.40
AICHELE	PATRICIA	496	\$163.68	\$250.00		\$413.68
ALEXANDER	PATRICIA	503	\$165.99	\$250.00		\$415.99
ALEXANDER	CHARLES	503	\$165.99	\$250.00		\$415.99

BARRETT	PAIGE	396	\$130.68	\$250.00	\$380.68
BEEBE	KATHLEEN	33	\$ 10.89	\$250.00	\$260.89
BLACKBURN	JOANNE	281	\$92.73	\$250.00	\$342.73
BUCHANAN	NEIL	781	\$257.73	\$250.00	\$507.73
CAMMACK	MICHAEL	610	\$201.30	\$250.00	\$451.30
CAVAZOS	ROXANNE	36	\$11.88	\$250.00	\$261.88
COWAN	RENEE'	291	\$96.03	\$250.00	\$346.03
CROMBIE	KAREN	250	\$82.50	\$250.00	\$332.50
CROW	BEVERLY	455	\$150.15	\$250.00	\$400.15
DILLON	LEO	277	\$ 91.41	\$250.00	\$341.41
DONAGHUE	TAMMY	591	\$195.03	\$250.00	\$445.03
FAULKNER	MARIANN	439	\$144.87	\$250.00	\$394.87
FREEMAN	CHERYL	810	\$267.30	\$250.00	\$517.30
FRYMIRE	JANICE	404	\$133.32	\$250.00	\$383.32
GARDNER	RONI	434	\$143.22	\$250.00	\$393.22
GAUDETTE	LINDA	394	\$130.02	\$250.00	\$380.02
HAGEDORN	MARLENE	272	\$ 89.76	\$250.00	\$339.76
HARTSHORN	MONTE	100	\$ 33.00	\$250.00	\$283.00
HEADLEY	COLLEEN	409	\$134.97	\$250.00	\$384.97
HEMRICH	JAMES	651	\$214.83	\$250.00	\$464.83
HILL	SUSIE	298	\$ 98.34	\$250.00	\$11.52 \$359.86
HORLACHER	JOHNNA	781	\$257.73	\$250.00	\$507.73
JOHNSON	SHAWN	315	\$103.95	\$250.00	\$353.95
KAYALA	KAREN	491	\$162.03	\$250.00	\$412.03
KENCK	PAULA	422	\$139.26	\$250.00	\$389.26
KOKER	CYNTHIA	726	\$239.58	\$250.00	\$489.58
LAMM	ANN	375	\$123.75	\$250.00	\$373.75
LEE	JOHN	723	\$238.59	\$250.00	\$488.59
LOTT	ANTHONY	361	\$119.13	\$250.00	\$369.13
MADISON	SHARON	282	\$ 93.06	\$250.00	\$343.06
NICHOLS	CAROL	493	\$162.69	\$250.00	\$412.69
NUGEN	POLLY	17	\$ 5.61	\$250.00	\$255.61
NUXOLL	JUDY	751	\$247.83	\$250.00	\$497.83
PATTESON	JOYCE	392	\$129.36	\$250.00	\$379.36
PECK	JUDITH	381	\$125.73	\$250.00	\$375.73
PIKE	REBECCA	537	\$177.21	\$250.00	\$427.21
PITTS	PATRICK	322	\$106.26	\$250.00	\$356.26
RECTOR	GLORIA	352	\$116.16	\$250.00	\$366.16
REPPE	DAVID	458	\$151.14	\$250.00	\$401.14
RINEHART	DOUGLAS	318	\$104.94	\$250.00	\$354.94
ROAKES	DONNA	439	\$144.87	\$250.00	\$394.87
SHEA	ANDREW	392	\$129.36	\$250.00	\$16.70 \$396.06
SMITH	SHIRLEY	525	\$173.25	\$250.00	\$423.25
SMITH	CARRIE	100	\$ 33.00	\$250.00	\$283.00
STRITZKE	NORETTA	810	\$267.30	\$250.00	\$517.30
SUTA	JUDY	461	\$152.13	\$250.00	\$402.13
SUTHERLAND	JOYCE	504	\$166.32	\$250.00	\$416.32

TAYLOR	KARIN	400	\$132.00	\$250.00	\$382.00
WALKER	MELVIN	89	\$ 29.37	\$250.00	\$279.37
WALLA	JANIE	439	\$144.87	\$250.00	\$394.87
WENDLANDT	REBECCA	731	\$241.23	\$250.00	\$491.23
WILLIAMS	DEEANN	289	\$ 95.37	\$250.00	\$11.52 \$356.89
YORK	MARY	719	\$237.27	\$250.00	\$487.27
Totals		24189	\$7,982.37	\$14,250.00	\$39.74 \$22,272.11

Off this total was subtracted \$130 for late registration and registration fees (if 2 lunch functions or a banquet meal were not paid for). Total paid was \$22,142.11

Jim Hemrich made a motion to dismiss the Mileage and Per Diem committee with our thanks. The motion passed.

President Alexander reconvened the convention at 1:00 p.m. Secretary-Treasurer Becky Wendlandt read roll call. All officers and delegates were present.

President Alexander asked for the Final Report of the Constitution and Bylaws Committee. Chair Jan Frymire came forward and re-introduced the committee.

Proposed Constitution and Bylaws Changes

(Bold print is new and amended language and lined-out print is removed language. Only the proposed language is printed here along with the dispensation of the proposed constitution and bylaw.)

1. From North Central Washington County: Currently found in 05/06 State Bylaws in Article X, Section 1, Paragraph 3.

Proposed Language:

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

Doug Rinehart made a Motion to Dispense. Motion Passed.

2. From Peninsula Counties: Currently found in 05/06 State Bylaws, Article X, Section 1.

Proposed Language:

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) PENINSULA COUNTIES (Kitsap, 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)

Doug Rinehart made a Motion to Dispense. Motion Passed.

3. From Peninsula Counties: Currently Found in 05/06 State Bylaws, Article XI, Section 3.

Proposed Language:

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 WARLCA Constitution and Bylaws. The listing shall show the name, title (Delegate-at-Large or State-Paid county delegate, elected, or appointed officer), mileage (to include travel as a 'passenger' or as a 'vehicle operator'), and per diem due for each person.

Tony Lott made a Motion to Table Indefinitely. Motion Passed.

4. From Peninsula Counties: Currently found in 05/06 State Bylaws, Article XII, Section 1

Proposed Language:

SECTION 1: The WARLCA shall pay round trip mileage at 33 cents a mile in accordance with sections 1A, 1B, and 1C of this article (as applicable) plus any necessary tolls to each county credentialed regular delegate who attends all 3 days of the State Convention, provided that this shall in no way increase the total number of delegates to which each county unit is entitled, and is also in compliance with section 3 of Article XII of the State Constitution and By Laws concerning mileage and allowance. The mileage will be computed using a current door-to-door computer mileage program.

Section 1A: Each county credentialed regular delegate operating a vehicle shall be paid round trip mileage at 90% of the current I.R.S. Standard Mileage Rate per mile (rounded to the nearest \$0.005 per mile).

Section 1B: Each county credentialed regular delegate carpool passenger shall be paid round trip mileage at 7 cents per mile plus a standard allowance for 25 miles round trip travel to and from their pick-up/drop-off point at 90% of the current I.R.S. Standard Mileage Rate (rounded to the nearest \$0.005 per mile).

Section 1C: Any county credentialed regular delegate, at their sole discretion and before the final report of the Committee on Mileage and Per Diem, may request that their individual mileage reimbursement amount be decreased to an amount more comparable to their actual travel expenses.

(Section 1A, 1B, and the paid mileage rate increase from \$0.33 to 90% of the current I.R.S.. Standard Mileage Rate per mile shall become effective July 1, 2006. Section 1C shall become effective upon passage of the resolution.)

Tony Lott made a motion to accept this constitution and bylaw.

Susie Hill made a motion to amend by adding "Section 1D: Each county credential delegate flying shall be paid as if operating a vehicle. Amendment (1st) passed.

Karen Crombie made a motion to amend Section 1D with striking "flying" and adding " using other mass transportation." Amendment (2nd) passed.

Delegates voted on amended constitution and by laws and it failed.

5. From Lower Columbia: Currently found in 05/06 State Constitution in Article VII, Section 3

Proposed Language:

SECTION 3: The State shall underwrite the County units, the Convention Fund, and any special funds as needed. The State 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 A on the salary schedule as of January 15 of each year. The State per capita dues for relief carriers shall be 35% of the regular carriers' State per capita dues as calculated above. The State per capita dues for retirees shall be a set rate of \$27.00. The annual dues will be the total of the State per capita dues in addition to the National per capita dues. All per capita dues described in this article shall be rounded up to the nearest whole dollar and become effective July 1 of each year. 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 membership and fiscal year shall begin July 1 and end June 30. The State per capita dues for regular carriers, part time flexible carriers, associate members and relief carriers will

also include an extra \$26 (\$1 per pay period) and will expire July 1, 2010.

Doug Rinehart made a motion to dispense. Motion passed.

6. From Spokane County: Currently Found in 05/06 State Constitution, Article IX, Section 9

Proposed Language:

SECTION 9: The WARLCA will pay all regular credentialed delegates to National Convention that are not reimbursed by National, the same way and rate that National reimburses, up to a total dollar cap decided by the WARLCA board at the first board meeting of the year. If the reimbursement amount exceeds the set total dollar cap, each delegates' reimbursement will be reduced by an equal percentage to comply with the cap. Further, All regular credential State-paid delegates to the National Convention must attend all business sessions, Western State caucus, and at least one seminar assigned by the delegate at large. If a State-paid delegate does not meet his/her delegate's responsibilities, the remainder of the WARLCA delegates will decide before the end of the National Convention and before receiving the reimbursement if that delegate is to receive all or any of the State-paid funds due to not meeting his/her responsibilities. To qualify to receive reimbursement from the State as a regular delegate to National Convention, the member must also have been a county credentialed delegate to at least one State Convention in the preceding two years.

Jan Frymire made a motion to accept this constitution and bylaw change.. Motion Failed.

7. From Spokane County: Currently Found in 05/06 State Constitution, Article IX, Section 10

Proposed Language:

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:

- A. Specific assignments to a committee
- B. Required to man a booth
- C. Illness

The Delegate-at-Large shall be responsible for the following:

- A. Polling delegates for their preferences for the afternoon breakout sessions seminar they wish to attend, and then jointly agreeing to have assigning at least one delegate to cover each of the sessions.
- B. Taking roll of the delegates at the beginning of each general session.
- C. Establishing an adequate seating space for the Washington Delegation, including placement and collection of seat back covers and the Washington sign.
- D. Reporting to the Board any problems concerning delegates meeting their responsibilities at the convention.
- E. Collecting the ballots for his/her delegation and returning the ballots to the National Tellers' Committee after his/her National delegates have voted.

- F. Submitting a single report to the State Board for publication in the Washington Rural Carrier.

Tony Lott made a motion to accept this constitution and bylaw change.

Jim Hemrich moved to amend with replacing "assigning" with "ensuring" and add a s to "cover(s)". Motion passed.

Amended motion passed.

8. From Spokane County: Currently Found in 05/06 State Bylaws, Article I, Section 2

Proposed Language:

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

list of regularly elected delegates, then in the hands of the Secretary, a committee of three (3) on Credentials, a committee of four (4) on Tellers, a committee of three (3) on Constitution and Bylaws, 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, a committee of three (3) on Media, a committee of three (3) on Minutes, a committee of three (3) on Hospitality, and a committee of four (4) on Sergeant At Arms. He/She shall be responsible that a Nominating Committee be appointed according to Article VIII of the Constitution of the WARLCA. He/She may appoint any other Convention Committee advisable and may also appoint more delegates to serve on a committee if so needed.

John Lee made a motion to accept this constitution and bylaw change.

Dave Reppe moved to amend to replace a committee of "four (4)" on tellers with "at least four (4)". Amendment passed.

Amended motion passed.

9. From Spokane County: Currently Found in 05/06 State Bylaws, Article I, Section 2A

Proposed Language:

SECTION 2A: The President can, if necessary, ask the Constitution and Bylaws Committee, the Resolutions Committee, the Tellers' Committee, and/or the Finance Committee to meet one (1) up to two (2) days prior to the State Convention. These persons would be credentialed delegates to the Convention and would receive one (1) additional day of per diem of \$75. The President can, if necessary, authorize a stipend of \$75 to any/all delegates serving on these committees that were asked to meet prior to State Convention.

John Lee made a motion to accept this constitution and bylaw change.

Doug Rinehart moved to amend by adding "per day" after \$75. Motion passed.

Amended motion passed.

10. From Spokane County: Currently Found in 05/06 State Bylaws, Article VI, Section 2

Proposed Language:

SECTION 2: All elected and appointed state officers of the WARLCA shall be reimbursed for all office expenses for representing the WARLCA. Actual expenses, as defined in Board policy, will be reimbursed. Reimbursement of said expenses shall be made by the Secretary-Treasurer upon receipt of a voucher and supporting documents. Association Day of Pay (ADOP) will be reimbursed at a 44K, step 12, or their route evaluation, whichever is higher, for all elected and appointed State Officers, excluding the Retired Carriers' Representative, for all days used for authorized business of the WARLCA. Association Day of Pay (ADOP) 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 or trainings. All lost sick and annual leave days will be compensated at a 44K, step 12, or their route evaluation, whichever is higher, at the time of loss or at the request of the employee, not to exceed a 5 day balance. All elected and appointed WARLCA State Officers will be reimbursed mileage at the IRS allowable rate for authorized business of the WARLCA. All elected and appointed State Officers will be reimbursed actual hotel expenses if an overnight stay is required. All elected and appointed State Officers will be reimbursed \$30 food per diem while on travel status, and an overnight stay is required. All elected and appointed State Officers will not be paid actual expenses for business sessions of State or National Convention, but will be reimbursed the same as regular delegates to State and National Convention if they qualify as a credentialed regular delegate. All office expenses, ADOP, mileage, hotel, and food per diem reimbursements must meet Board policies, be approved in advance

if possible, and be submitted on a voucher with supporting documents.

Jan Frymire made a motion to accept this constitution and bylaw change.

Motion passed.

11. From Spokane County and North East County: Currently Found in 05/06 State Bylaws, Article VII, New Section 5

Proposed Language:

The 2010 National Convention shall be funded through an annual assessment of \$26.00 for all members, excluding retired members. The annual assessment will start July 1, 2006 and will cease July 1, 2010. The annual assessment will be deposited into the 2010 National Convention Account at Atlanta Postal Credit Union (APCU) each quarter. This annual assessment shall be in addition to the current per capita dues of the members of the Association.

John Lee made a motion to accept this constitution and bylaw change.

Doug Rinehart moved to amend by replacing "will cease July 1, 2010" with "will cease June 30, 2010". Amendment passed.

Amended Motion Passed.

12. From Spokane County: Currently Found in 05/06 State Bylaws, Article X, Section 1

Proposed Language:

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) PENINSULA (Clallam, Jefferson, and Kitsap 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) NORTH CENTRAL WASHINGTON (Chelan, Douglas, Grant, and Okanogan Counties); NORTH EAST WASHINGTON COUNTIES (Stevens, Ferry, and Pend Oreille Counties); SPOKANE (Spokane County) EAST CENTRAL WASHINGTON (Lincoln and Spokane Counties)

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 (Adams, Franklin, Kittitas, Yakima, Benton, and the non-986 offices of Klickitat Counties).

Jan Frymire made a motion to accept this constitution and bylaw change.

Motion passed.

13. From Spokane County: Currently Found in 05/06 State Bylaws, Article X, Section 3

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, with the toss of a coin, except for the delegate at large position, which will be decided 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.

John Lee made a motion to accept this constitution and bylaw change.

Motion passed.

14. From Spokane County: Currently Found in 05/06 State Bylaws, Article XI, Section 10 through Section 14

Proposed Language:

SECTION 10: The duties of the Media Committee are to present the proposed resolutions and constitution and bylaw changes to the delegates on the LCD as well as any reports and/or presentations.

SECTION 11: The duties of the Minutes Committee are to tape record the State Convention and keep a written record of the business sessions, as well as an overview of the speakers.

SECTION 12: The duties of the Hospitality Committee are to help in the hospitality room and write thank you notes to the speakers and guests.

SECTION 13: The duties of the Sergeant of Arms are to facilitate the recess as well as the use of the stopwatches during proposed resolutions and constitution and bylaw changes.

SECTION 14: The duties of all other committees shall be those usual to such committees, and they shall report when called upon.

Jan Frymire made a motion to accept this constitution and bylaw change.

Motion passed.

15. From Spokane County and Yakima County: Currently Found in 05/06 State Bylaws, Article VII, Section 4

Proposed Language:

SECTION 4 The Auxiliary of the WARLCA shall be funded through an annual assessment of \$8.00 \$4.00 in addition to the National Auxiliary per capita dues for all members, excluding associate members, as long as the auxiliary is responsible for, funds, and administers the Junior Program at State Convention, the Scholarship Program, and provides a financial statement at the beginning of State Convention to the WRLCA. If the Auxiliary is unable to be responsible for, administer, and fund the Junior Program and Scholarship Program, then a \$3.00 assessment per member, replacing the \$8.00 State and National Auxiliary assessment per member, excluding associate members, will be set aside to fund the Junior Program and Scholarship Program. Said assessment shall be in addition to the current per capita dues of the members of the Association. In the event the auxiliary ceases to be active, the State Board shall oversee the Junior Program and Scholarship Program.

Tony Lott made a motion to accept this constitution and bylaw change.

Motion passed.

Jan Frymire made a motion to dismiss the Constitution and Bylaws committee with our thanks. Motion

passed.

Judi Peck reported \$830.00 was collected so far for PAC on the \$20 challenge.

President Alexander asked for the Resolutions Committee to come forward. Chair Renee' Cowan introduced the committee.

Courtesy Resolution

Whereas many people have contributed to the 2006 Washington Rural Letter Carriers State Convention;

Therefore be it resolved

- A. That we thank the Convention Chair, Joanne Blackburn, and all who have dedicated their time and effort in the planning and setting up of this Convention;
- B. That we thank the many county members serving on committees;
- C. That we thank our National Speakers, Ronnie Stutts, Director, Steward Operations, and Diane Allman, NRLCA Auxiliary President;
- D. That we thank our WARLCA Auxiliary State President, Joe Horlacher, and all Auxiliary Officers and members for their support of and contributions to our Association;
- E. That we thank our Juniors' State President, Jake Supak, and all Junior Officers and members, for their contributions to our Association;
- F. That we thank our State Guests: Dallas Keck, Mark Howard, Doug Batchelor, Christy Mason, and Don Dochnauer; and
- G. That we thank all State & County Officers, and all Stewards, for their dedication and hard work in serving us all.

The Courtesy Resolution was passed by the drop of the gavel.

RESOLUTIONS PASSED AND SUBMITTED BY THE COUNTIES TO THE 2006 WARLCA STATE CONVENTION VANCOUVER, WASHINGTON

Doug Rinehart made a motion that all resolutions (all non binding) that have already been passed at National Convention be Tabled Indefinitely. Motion Passed. The committee reported that 13 resolutions have already been passed at least once and some more than once at National Convention. The following are those resolutions that have already been passed at National Convention and are Tabled Indefinitely:

1. Whereas the price of oil keeps increasing, Therefore be it resolved the NRLCA work to make EMA more equitable. (Passed At 2002 National Convention)
2. Whereas, the Employer may reassign the non-Saturday relief day if the office has increased the number of leave replacements. Such reassignment will be offered to rural carriers by seniority. If additional Saturday relief days are available, the Employer may then mandate the reassignment of the relief day by juniority. Any incentive provided for the relief day will cease upon such reassignment. Therefore be it resolved, the Employer may will reassign the non-Saturday relief day if the office has increased the number of leave replacements. Such reassignment will be offered to rural carriers by seniority. If additional Saturday relief days are available, the Employer may then mandate the reassignment of the relief day by juniority. Any incentive provided for the relief day will cease upon such reassignment. Passed At 2002, 2004, and 2005 National Conventions)

3. Whereas, the following actions will occur in the order presented until the required number of K routes with relief days other than Saturday is reached:

(1) Any regular rural carrier assigned to a K route with a Saturday relief day may elect to permanently change the relief day to another day (including Friday/Saturday rotating), provided the new relief day will assist in reaching the required number of routes with relief days other than Saturday. Any rural carrier that selects Tuesday, Wednesday, or Thursday as the relief day will be given the incentive of allowing the route's evaluation to increase to 53:00 to 55:00 standard hours through normal growth and maintain such evaluation for the duration the rural carrier is assigned that route and that relief day. The Employer will adjust these routes down to 53:00 to 55:00 standard hours when adjustments are necessary. However, adjustments may be made below 53:00 to 55:00 standard hours consistent with contractual provisions and applicable regulations. Bids for posted routes with Tuesday, Wednesday, or Thursday relief days and residual vacancies with Tuesday, Wednesday, or Thursday relief days awarded to part-time flexible rural carriers, substitutes, or rural carrier associates, will not result in the above incentive.

(2) If the required number of K routes with relief days other than Saturday has not been reached, the Employer may assign a relief day other than Saturday to those K routes with a Saturday relief day, based on juniority in the office. Should the new relief day be Tuesday, Wednesday, or Thursday the provisions in (1), above, are not applicable.

Therefore be it resolved, the following actions will occur in the order presented until the required number of K routes with relief days other than Saturday is reached:

(1) Any regular rural carrier assigned to a K route with a Saturday relief day may elect to permanently change the relief day to another day (including Friday/Saturday rotating), provided the new relief day will assist in reaching the required number of routes with relief days other than Saturday. Any rural carrier that selects Tuesday, Wednesday, or Thursday as the relief day will be given the incentive of allowing the route's evaluation to increase to 53:00 to 55:00 standard hours through normal growth and maintain such evaluation for the duration the rural carrier is assigned that route and that relief day. The Employer will adjust these routes down to 53:00 to 55:00 standard hours when adjustments are necessary. However, adjustments may be made below 53:00 to 55:00 standard hours consistent with contractual provisions and applicable regulations. Bids for posted routes with Tuesday, Wednesday, or Thursday relief days and residual vacancies with Tuesday, Wednesday, or Thursday relief days awarded to part-time flexible rural carriers, substitutes, or rural carrier associates, will not also result in the above incentive.

(2) If the required number of K routes with relief days other than Saturday has not been reached, the Employer may assign a relief day other than Saturday to those K routes with a Saturday relief day, based on juniority in the office. Should the new relief day be Tuesday, Wednesday, or Thursday the provisions in (1), above, are not will also be applicable.

(Passed at 2002 National Convention)

4. Whereas The current time standards for letter-sized mail are for 'product' which easily lends itself to being placed on the case ledge one row high facing right with the stamps down (as described in section 212.131 of the PO-603 below).

212.13 Procedures for Withdrawal.

212.131 Letter Mail. Place letter mail which is to be cased on your case ledge, either in trays or stacked loose, no more than one row high. The mail must face right with stamps down whether you place it loose on the case ledge or work it directly from a tray.

Therefore be it resolved.... That letter-sized mail received with automated flats in the same container be granted an additional 17.5% time credit during subsequent mail counts for the added effort required to handle these pieces. (Pending Arbitration at National)

5. Whereas...PS Form 4241-M, Rural Route Evaluation Worksheet provides a 'Route time' authorized dismount distance allowance factor of .00284 minutes per foot which is equivalent to 4 miles per hour AND the negotiated time allowance for required distances walked over 50' within the office are the same.

Therefore be it resolved,...that the allowance factor for authorized dismount distances be changed to .00379 minutes per foot which equates to 3 miles per hour AND that the time allowance for required distances over 50' walked within the office be changed to .00758 minutes per foot which equates to 1.5 miles per hour. (Passed At 2002, 2004, and 2005 National Conventions)

6. Whereas (f). Except as provided in item i. below, regular rural carriers on the relief day work list who work the relief day will select one of the following options:

(1) An X day (a day for working a prior relief day) to be immediately scheduled by mutual agreement between the carrier and the Employer. The scheduled X day must be within the next twelve (12) weeks. PS Form 3971 will be completed for the mutually agreed X day and the scheduled X day will be given the same consideration as approved annual leave.

(2) Compensation at 50% of the carrier's daily rate of pay, in addition to receiving an X day within twelve (12) weeks as scheduled by the Employer.

(3) Compensation at 150% of the carrier's daily rate of pay. The carrier will not receive an X day. Therefore be it resolved, (f). Except as provided in item i. below, regular rural carriers on the relief day work list who work the relief day will select one of the following options:

(1) Compensation at 50% of the carrier's daily rate of pay, in addition to receiving an X day (a day for working a prior relief day) to be immediately scheduled by mutual agreement between the carrier and the Employer. The scheduled X day must be within the next twelve (12) weeks. PS Form 3971 will be completed for the mutually agreed X day and the scheduled X day will be given the same consideration as approved annual leave.

(2) Compensation at 150% of the carrier's daily rate of pay, in addition to receiving an X day within twelve (12) weeks as scheduled by the Employer. The carrier will not receive an X day.

(3) Compensation at 150% of the carrier's daily rate of pay. The carrier will not receive an X day. (Passed At 2002 and 2005 National Conventions)

7. Whereas...column R, Other Suitable Allowance should reflect the average weekly time needed for completion of additional C.L.A.S.S. delivery data (see section 541.45 of PO-603 below).

540 Compensation Adjustments

541.4 Automation Processed Mail

541.45 Computerized Labeling and Address Sequence System. Once C.L.A.S.S. (Computerized Labeling and Address Sequence System) is introduced to a route, the carrier will begin to record necessary delivery data (boxes/stops, box number or address, residential or business type, etc.) on the edit sheet instead of on Form 1621, Delivery Management Report, or the back of Form 4240, Rural Carrier Trip Report. On an as-needed basis, the carrier will complete the edit sheet and submit it to his or her postmaster or supervisor. Attach the last page of the edit sheet, the Route Summary sheet, to Form 4240 and file accordingly. The summary sheet for a route includes the most current route data as reflected by the edit sheet, at that time. Time required to complete the edit sheet is in lieu of the completion of Form 1621, Form 4240, or manual case labels.

Note: Actual time required for full completion of the additional data required on the edit sheet and maintenance worksheet will be recorded under column R, Other Suitable Allowance, in any subsequent mail count. Other suitable allowance entries should reflect the average weekly time needed for completion of this additional data.

Therefore be it resolved, That the NRLCA undertake a time analysis measurement study to determine a reasonable weekly time allowance for edit book and label maintenance for the expressed purpose of providing a standard weekly time allowance as applies to edit book and label maintenance duties during subsequent mail counts. (Passed At 2004 and 2005 National Conventions)

8. Whereas, Companies are mailing heavy and/or oversized box holders that are a safety hazard and jeopardize the physical well being of Rural Carriers,

Therefore be it resolved, any box holder weighing over 2 pounds shall automatically qualify a route for auxiliary delivery assistance. (Passed At 2002 National Convention)

9. Whereas, the USPS requires carriers to secure our vehicles during dismounts, Therefore be it resolved, carriers receive an increased time allowance of 20 seconds. (Passed At 2005 National Convention)

10. Whereas, the USPS requires carriers to deliver safely and current dismount distance is insufficient, Therefore be it resolved, carriers receive an increased allowance of .00568 minutes per foot of dismount distance. (Passed at 2002 and 2005 National Conventions)

11. Whereas vehicle maintenance and operation expenses are escalating rapidly, Therefore be it resolved, EMA be adjusted on a monthly basis. (Passed At 2004 and 2005 National Conventions)

12. Whereas it is difficult to retain replacement carriers on rural routes, Therefore be it resolved, that Rural Carrier Associates be a career appointment. (Passed At 2002, 2003, and 2005 National Conventions)

13. Whereas new employees have the need to be well informed as to the use of scanners, which are considered essential in the delivery of all accountable mail, and more, by management, Therefore be it resolved, that the most recent version of scanning equipment be installed in the Ad-Hoc training rooms for the enhanced training of the new employees. Installation of the equipment should be before or during the installation of the most recent version of scanning equipment in the classrooms zip code area. (Passed At 2005 National Convention)

The following 4 non binding resolutions were passed at the drop of the gavel:

1. Whereas...the allowance factors listed on the PS Form 4241-M, Rural Route Evaluation Worksheet currently DO NOT calculate the correct time allowance for specific items as negotiated by the NRLCA and the USPS, namely: Letter Size, Sector Segmented, Reg Cert Ins Del Spec/Exp, COD Customs Due Del, DPS Letters, Auth. Dismount Distance, and Strapping Out.

Therefore be it resolved, ...that the allowance factors for these specific items be rounded up to the nearest significant digit in accordance with the time allowances negotiated by the NRLCA and the USPS. Specifically, .0556 minutes per piece for Letter Size, .0445 min./piece for Sector Segmented, 4.467 min./piece for Reg Cert Ins Del Spec/Exp, 5.967 min./piece for COD Customs Due Del, .0334 min./piece for DPS Letters, .00285 minutes per foot for Auth. Dismount Distance, and .01429 min./

piece for Strapping Out. Also, that any time allowances negotiated in the future be reflected as such within the allowance factor used to compute the specific time allowances. (Passed at Drop of Gavel)

2. Whereas-Article 10-Leave-Section 5. Leave for Substitutes and Rural Carrier Associates

A. Substitutes and rural carrier associates shall earn leave benefits when serving a vacant route, or when serving the route during the extended absence of the regular carrier in excess of 90 days. On the 91st day, the employee shall be credited with annual and sick leave for the first 90 days.

These employees shall be granted leave in minimum units of one day.

B. Rural carrier associates assigned to an auxiliary route shall earn leave benefits based on the number of hours worked when serving the auxiliary route in excess of 90 days. On the 91st day, the RCA shall be credited with annual and sick leave for the first 90 days.

These employees shall be granted leave in hourly increments.

Therefore be it resolved, Article 10-Leave-Section 5. Leave for Substitutes and Rural Carrier Associates

A. Substitutes and rural carrier associates shall earn leave benefits when serving a vacant route, or when serving the route during the extended absence of the regular carrier in excess of 90 days. On the 91st day, the employee shall be credited with annual and sick leave for the first 90 days.

These employees shall be granted leave in minimum units of one day.

B. Rural carrier associates assigned to an auxiliary route shall earn leave benefits based on the number of hours worked when serving the auxiliary route in excess of 90 days. On the 91st day, the RCA shall be credited with annual and sick leave for the first 90 days. It shall be credited as earned. These employees shall be granted leave in hourly increments. (Passed at Drop of Gavel)

3. Therefore be it resolved that RCA's be paid evaluated time for the first three routes they are utilized or trained on. That they be paid actual time (green card) for any work on routes other than the three first utilized or trained upon by management. (Passed at Drop of Gavel)

4. Whereas due to publicity about identity theft and mail theft, the number of customers on rural routes receiving delivery of the mail in some form of centralized delivery has increased substantially in recent years, and

Whereas the Postal Service has also encouraged the installation of centralized delivery on rural routes due to the reduced cost to the Employer for this form of delivery and

Whereas in many instances, the centralized delivery requires the carrier to spend time in order to utilize the key in order to deliver mail without receiving credit for an outgoing collection compartment and associated time standard for this function,

Therefore be it resolved, that the National Board negotiate for a time standard of seven seconds to be credited for each daily use of a key to access one or more customer's mail receptacle in central delivery when no collection compartment is present. (Passed at Drop of Gavel)

Mariann Faulkner made a motion to adjourn for the evening. Motion passed.

Wednesday, June 28th, 2006

President Alexander called the meeting to order at 8:00 a.m. Secretary-Treasurer Becky Wendlandt read roll call. All officers and delegates were present. Yea/Nay cards were then distributed. Auxiliary Secretary-Treasurer Myrtle Buchanan came forward and announced the recipients of the Auxiliary Scholarships as Chase Schmidt (\$500) and Madele Dupree (\$300).

The resolutions committee was asked to continue.

The following non binding 5 resolutions were objected too and failed:

1. Whereas, the Employer will not require a single non-Saturday relief day to be assigned to more routes than a Saturday relief day. A Friday/Saturday rotating relief day or any pair of Friday/Saturday rotating relief days equates to one Friday relief day. Therefore be it resolved, the Employer will not require a single non-Saturday relief day to be assigned to more routes than a Saturday relief day. A Friday/Saturday rotating relief day or any pair of Friday/Saturday rotating relief days equates to one Friday relief day. Any carrier who is assigned or selects a non-Saturday relief day due to implementation of the 'formula' in item b. above, will be compensated at 150% of the carrier's daily rate of pay for each Saturday worked.

This resolution was first passed at the drop of the gavel. Shawn Johnson then made a motion to reconsider this resolution. Reconsideration motion passed. Original motion failed.

2. Whereas Compensation for duties performed prior to the current pay period is paid at the same rate of pay as compensation for duties performed during the current pay period, Therefore be in resolved, all compensation to be paid for duties performed prior to the current pay period will be paid with interest at the current I.R.S interest rate computed from the time earned to the pay period in which it is paid.

Tammy Donaghue made a motion to accept this resolution. Shawn Johnson Objected. Motion Failed.

3. Whereas, participation in QWL/EI is a partnership between the Postal Service and the NRLCA, and Whereas, the Postal Service has broken that partnership by the implementation without consultation of Rural Delivery SOP, and further Whereas, the Postal Service broke the partnership by the failure to support the NRLCA position that Ad Hoc Trainers must be NRLCA members, Therefore be it resolved, that as of January 1, 2007, the NRLCA no longer participates in QWL/EI. Tammy Donaghue made a motion to accept this resolution. Donna Roakes Objected. Motion Failed.

4. Therefore be it resolved that the Postal Service, two weeks prior to the beginning of the guarantee year, make an offer to the Regular Carrier for that guarantee year's EMA. The Regular Carrier would then be able to accept the Postal Service's offer, or require the Postal Service to provide a vehicle for the guarantee year.

Janie Walla made a motion to accept this resolution. Donna Roakes Objected. Motion Failed.

5. Whereas seniority should account for something, Therefore be it resolved that after a route adjustment of 100 boxes or more or moving territory of 100 boxes or more that all regular routes within this category be posted for bid therefore allowing senior carriers to move to a different route if desired. Renee' Cowan made a motion to accept this resolution. Donna Roakes Objected. Motion Failed. The following one binding resolution was objected to and amended and then passed as amended.

1. Binding: To the National Board

Whereas the essential time elements contained within the Rural Carrier Evaluated System were negotiated between the parties before automated mail processing systems were as universal and

efficient as they are today and

Whereas the Postal Service has succeeded in its efforts to require rural carriers to take on more duties and responsibilities while simultaneously reducing overall rural carrier compensation through alterations to the evaluated system and other actions and

Whereas anecdotal evidence suggests that today's working rural carriers are doubting the value of staying within the evaluated system indefinitely into the future, while the Postal Service states that they want to bring the City carrier craft onto an evaluated system even as Management's actions undermine this same system and

Whereas the National Officers of this Association can effectively use current, accurate data about the Membership's true views on these issues in contract negotiations and labor management discussions, Therefore be it resolved, in February of each year the National Board shall survey the working regular carrier members of this Association to determine the membership's views on specific issues. The results of this survey will be published in the National magazine and presented to the various State Conventions, as well as to Delegates at each National Convention. The survey will consist of the following questions:

1. What is the classification of your route?

L _____ Non-L _____ K _____ J _____ H _____ M _____

2. Does your route receive automated mail?

Yes _____ No _____

3. What is the official length of your route? _____

4. Do you believe you would be better off paid hourly (on the clock) or under the evaluated system?

Hourly _____ Evaluated _____ Don't Know _____

5. In the last two years, do you believe that you have suffered a repetitive motion injury that was caused or aggravated by your rural carrier duties?

Yes _____ No _____ Not Sure _____

Janie Walla made a motion to accept this resolution. Shawn Johnson made a motion to amend by adding "6. In the last year has management in your office allowed carriers to work off the clock? Yes _____ No _____" The 1st amendment passed.

Doug Rinehart made a motion to amend by adding "in the National Magazine" after "the National Board shall survey" The 2nd amendment passed.

The amended twice motion passed.

Renee' Cowan made a motion to dismiss the Resolutions Committee with our thanks. The motion passed.

President Alexander asked for the Final Report of the Finance Committee. Chair Mike Cammack introduced his committee and read the recommendations to the delegates for their consideration."

Final Report of the Finance Committee

1. Finance Committee's Dues Recommendations for 07/08 Membership Year:

No change recommendation.

Mike Cammack made a motion to accept the membership dues recommendation. Motion passed.

2. Finance Committee's Mileage, Hotel Expense, and Food Per Diem Recommendations:

Mileage: IRS Rate

Food Per Diem: \$30 per day w/overnight stay

Lodging: Actual Expense

Mike Cammack made a motion to accept the mileage, hotel expense, and food per diem recommendation. Motion passed.

3. Finance Committee's Money Returned to County Units Recommendations:

No Change From Last Year

Last year's: We recommend the county units be funded at \$.50/member, per meeting, for up to four yearly meetings provided the total checking/savings account falls below \$100 or \$1.00 per member, whichever is greater. This would be subject to the following conditions: (1) L/M report submitted to State Secretary on time, (2) meeting minutes submitted in a timely manner, (3) most current bank statement to be made available to State Secretary as needed prior to convention, (4) no additional pay given to state delegates from county funds, (5) must have at least one delegate attend the previous year's state convention, and (6) copy of Constitution and By Laws submitted to State Secretary upon making any changes.

Mike Cammack made a motion to accept the money returned to county units recommendation. Motion passed.

4. Finance Committee's Salary Recommendations 06/07 Membership Year

State Steward:	\$425.00 month	\$5,100 per year
Senior Assistant State Steward's:	\$325.00 month	\$3,900 per year
Assistant State Steward:	\$300.00 month	\$3,600 per year
Secretary-Treasurer:	\$325.00 month	\$3,900 per year
Editor:	\$350.00 per issue	\$1,750 for 5 papers

Mike Cammack made a motion to accept the salary recommendations.

Susie Hill made a motion to amend the Secretary-Treasurers Salary to \$375.00 a month for a total of \$4,500 per year. The amendment passed.

The amended motion passed.

5. Finance Committee's Recommendations for State Convention Allowance:

No Change Recommendation from last year at \$1.50 per member.

Mike Cammack made a motion to accept the State Convention allowance recommendation. Joanne Blackburn made a motion to amend the State Convention allowance to \$2.00 per member. The amendment passed. The amended motion passed.

6. Finance Committee's Recommendations for Retirees Function at State Convention:

The finance committee recommended not funding this since the two banquets are now combined.

Mike Cammack made a motion to accept the retirees function recommendation. Motion passed.

7. Finance Committee's Recommendations for Door Prize Allowance:

The finance committee recommended \$300 for State Convention, \$200 for retiree/

association banquet, and 5 each \$100 prizes to be drawn at random from a list of members who attend their own District meeting.

Mike Cammack made a motion to accept the door prize allowance recommendation. Donna Roakes made a motion to amend the report and go back to last year's recommendations. Amendment Failed. Becky Wendlandt made a motion to amend to "funding for cash door prizes that will be given out at the district meetings will be: District One \$150, District Two \$150, District Three \$75, and District Four \$75. Doug Rinehart made a motion to amend Becky's amendment to change District Three to \$100 and District Four to \$100, leaving District One at \$150 and District Two at \$150. Amendment passed. Motion as amended passed.

Mike Cammack made a motion to dismiss the Finance Committee with our thanks. Motion passed.

After a break and roll call (all present), Vice President Monte Hartshorn announced that no Resolutions or Constitution and Bylaws were presented to him from the floor.

Elections

President: Nominees for President were Patricia Alexander and Monte Hartshorn. A secret ballot was done with the results being tied with 29 votes each. A second secret ballot was done with the results being tied again with 29 votes each. A third secret ballot was done with Patricia receiving 30 votes and Monte receiving 28 votes. Patricia Alexander is the 06/07 President.

Vice President: Nominees for Vice President were Patrick Pitts and Doug Rinehart. Carol Nichols nominated Ann Lamm. Ann withdrew her name. A secret ballot was done with Patrick receiving 37 votes and Doug receiving 21 votes. Patrick Pitts is the 06/07 Vice President.

Secretary/Treasurer: Nominee for Secretary/Treasurer was Becky Wendlandt. Charles Alexander made a motion to close nominations and cast a unanimous vote for Becky Wendlandt. Motion passed. Becky Wendlandt is the 06/08 Secretary/Treasurer.

Editor: Nominee for Editor was Susie Hill. Doug Rinehart made a motion to close nominations and cast a unanimous vote for Susie Hill. Motion passed. Susie Hill is the 06/08 Editor.

District Two: Nominee for District Two is Joanne Blackburn. Ann Lamm made a motion to close nominations and cast a unanimous vote for Joanne Blackburn. Motion passed. Joanne Blackburn is the 06/08 District Two Representative.

District Four: Nominees for District Four are Dave Reppe and Joyce Patteson. A secret ballot was done with Dave receiving 32 votes and Joyce receiving 26 votes. Dave Reppe is the 06/08 District Four Representative.

Ronnie Stutts then came forward for the installation of the newly elected officers. They were sworn in and Ronnie congratulated each one.

Member of the Year: Monte Hartshorn announced the member of the year as Joyce Patteson. Joyce came forward and received an engraved plaque and thanked the delegates.

PAC Update: Judi Peck announced that the PAC total was \$1,380 raised during convention.

New Auxiliary Officers: The new auxiliary officers for 06/07 were announced.

President: Joe Horlacher

Vice President: Fred Cavazos

Secretary-Treasurer: Donna Felgenhauer

Junior President: Nicole Cowan

Junior Vice President: Tiffany Walla
Junior Secretary-Treasurer: Chris Pitts

Polly Nugen made a motion to dismiss the Tellers Committee with our thanks. Motion passed.

Mariann Faulkner made a motion to dismiss the Credentials Committee with our thanks. Motion passed.

Yea/Nay cards were collected. Benediction given by Cheri Freeman. Mel Walker and Andrew Shea retired the colors.

The 2006 Annual Convention of the Washington Rural Letter Carriers' Association in Vancouver, Washington, was adjourned at 2:45 p.m.

JUNE 24, 2006 WARLCA BOARD MEETING RED LION AT THE QUAY VANCOUVER WA

MEMBERS IN ATTENDANCE: Patricia Alexander, President; Monte Hartshorn, Vice President; Becky Wendlandt, Secretary/Treasurer; Susie Hill, Editor; Becky Pike, District One; Joanne Blackburn, District Two; Cheri Freeman, District Three; Dave Reppe, District Four; and Charles Alexander, State Steward. and Judith Peck, Retired Carrier.

Agenda:

Ground Rules

Minutes

2006 State Convention

Secretary-Treasurer's Update

State Convention 2007

State Convention 2008

State Convention 2009 Steward Program Update Next Board Meeting

The all day board meeting started after a positive go around and reviewing the agenda. President Patricia thanked everyone for all the work they have done throughout the year.

Ground Rules:

The ground rules were waived by consensus.

Minutes:

The minutes from the April 24, 2006 meeting were approved as read. Becky read the parts of the board policy that dealt with the State Convention.

2006 State Convention:

The board reviewed the plans for the 2006 State Convention. Joanne has organized everything for the 100 year celebration. The committee appointments were reviewed as well as registration. The board went over the applications for members of the year and after much discussion, Joyce Patteson was voted as the member of the year. Patricia had resolutions, convention programs, constitution and bylaws proposed changes, officers reports, as well as financial statements printed for all board members as well as the delegates. Charles and Patricia used the new copier at home and stapled these to save Becky the cost of printing these at Costco.

Secretary-Treasurer's Update:

The board reviewed the 11 month financial statement and reached consensus to support the dues increase for 2010. The board discussed county funding and mileage and food per diem.

State Convention 2007

The contract has been signed for the Red Lion in Spokane. The dates are:

Board Meeting, Wednesday, June 13, 2007

State Convention starts at 8:30 AM on Thursday,

June 14, 2007, with county training scheduled for Thursday evening. Friday evening would be the banquet, tentatively on the River Queen boat in Post Falls. Box lunches scheduled for Friday and Saturday.

State Convention ends on Saturday, June 16, 2007. Under new business would be time set for 2010 National Convention update, tour of facilities, and setting up committees.

Labor Enhancement Training will be Sunday, June 17, 2007 with a buffet lunch.

Total of 100 sleeping rooms have been blocked. Meeting room rentals are based upon Hotel's realization of 80% of the overnight guest room block and food and beverage revenues placed to the master account. Based on our tentative agenda, meeting room rental charges will be \$200, plus applicable tax.

Food and Beverage Minimum's are based on WARLCA having a minimum of \$3200 in food and beverage revenue. If less than \$3200, the difference in the amount spent and \$3200 will be charged in meeting room rental.

State Convention 2008:

Becky Pike and Judi Peck will work on securing a location.

State Convention 2009:

Due to having National Convention in 2010 in Spokane, we will hold the 2009 and 2010 State Convention in Spokane.

Steward Program Update :

Charles updated the board with the grievance stats as well as the appeal. Patricia will respond to the appeal. It was decided to not continue Judi's cell phone agreement with another assistant as her phone was not working properly. Judi will get her desktop computer to Renee'. Judi might purchase her Brother for \$100, but if not, will give that and the any other equipment to Charles.

July 6, 7, 8, and 9, starting at noon on July 6, 2006, work all day July 7 and July 8, and ending at 2 PM July 9th.

Respectfully Submitted:

Becky Wendlandt

JUNE 28, 2006 MINUTES FROM WRLCA BOARD MEETING

**Red Lion Inn at the Quay, Vancouver,
Washington**

MEMBERS IN ATTENDANCE: Patricia Alexander, President; Patrick Pitts, Vice President; Becky Wendlandt, Secretary/Treasurer; Susie Hill, Editor; Becky Pike, District One; Joanne Blackburn, District Two; Cheri Freeman, District Three; Dave Reppe, District Four; Judith Peck, Retired Carrier; and Charles Alexander, State Steward.

A short meeting of 15 minutes was held after the ending of the 2006 State Convention. President Patricia made the following appointments:

GMAC Representative: Dave Reppe
Provident Guild Representative: Joanne Blackburn
RCBP Insurance: Becky Wendlandt
PAC: Judith Peck
Armed Forces: Patrick Pitts

Next Board Meeting Date and Place:

The next board meeting will be:

July 6, 2006 Thursday from 1 to 5
 July 7, 2006 Friday from 8:30 to 5
 July 8, 2006 Saturday from 8:30 to 5
 July 9, 2006 Sunday from 8:30 to 2

Respectfully Submitted,

Becky Wendlandt

JULY 6-7-8-9, 2006 MINUTES FROM WARLCA BOARD MEETING

Doubletree, Spokane, WA

MEMBERS IN ATTENDANCE: Patricia Alexander, President; Patrick Pitts, Vice President; Becky Wendlandt, Secretary/Treasurer; Susie Hill, Editor; Becky Pike, District One; Joanne Blackburn, District Two; Cheri Freeman, District Three; Dave Reppe, District Four; and Charles Alexander, State Steward. Judith Peck, Retired Carrier, was not in attendance.

AGENDA:

- **Positive Go Around - Review Agenda – President's Remarks**
- **Ground Rules**
- **Minutes**
- **Board Policy**
- **Review of 2006 State Convention**
- **Secretary/Treasurer's Update**
- **Washington Rural Carrier**
- **Steward Program Update**
- **ING Trustees**
- **National Convention 2006 in Charleston, SC**
- **National Convention 2010 in Spokane**
- **DJSC Reports**
- **State Convention 2007 in Spokane**
- **State Convention 2008 in District One**

- **State Convention 2009/2010 in Spokane**
- **Next Board Meeting Date and Place**
- **Meeting Evaluation**

At 1:15 PM the board meeting was called to order by President Patricia. The board did a positive go around and reviewed the agenda. President Patricia opened welcoming Patrick Pitts to the board. Patricia said the next NJSC meeting is July 18, and the Constitution and Bylaws Review Committee is meeting right after that for 3 days. Patricia will keep the board updated with what is happening at these meetings.

GROUND RULES:

One of the ground rules was discussed in depth. The board reached consensus to approve the ground rules as is.

MINUTES:

The minutes from the June 24, 2006 and June 28, 2006 board meetings were approved.

BOARD POLICY:

The board policy was reviewed and updated as follows:

UNDER LOST SICK LEAVE AND ANNUAL:

2. Lost sick leave and annual days will be paid at the time they are lost. Each employee is responsible to track his/her lost sick leave and annual and submit a voucher for reimbursement. **Only USPS LWOP days taken for union business are eligible to be used for lost sick leave and annual.** Unscheduled days, relief days, annual days, sick leave days, F, P, X, or Z days, and holidays at the Post Office are not added to the lost sick leave and annual days tracked total. Voucher can reflect full days and ½ or ¾ of a full day loss.

UNDER MAILING LISTS:

1. Upon request, all board members will receive membership information/updates from the State Secretary/Treasurer.

2. All requests for membership information, including mailing lists, will be made to the State Secretary and is to be used for Association business only.

3. County Secretaries will receive a printout of all members and non-members in their county upon request, from the State Secretary.

4. 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.

UNDER BOARD REPRESENTATION AT COUNTY MEETINGS:

2. District Representatives are encouraged to attend each county meeting in their District. District Representatives (or their State-level designee) must attend each annual county meeting in their District. District Representatives are not required to attend any county meetings outside their District unless designated to do so by the Board. For attending the counties' Annual meeting in their District, except for their own county, District Representatives (or their state-level designee) will be reimbursed a stipend of \$100 plus round trip mileage or ADOP if total time expenditure is over 12 hours plus round trip mileage. 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.

UNDER REIMBURSEMENT OF EXPENSES:

2. No vouchers are paid without receipts.

3. All payroll vouchers are due on the Monday before the Postal payday. All expense vouchers are due within 30 days of the expense being incurred, except for local stewards which are due within 90 days. Any person late on expense and/or payroll vouchers must first notify the State Steward for steward reimbursement or the State President for board expenses. All expenses must be turned in on a WARLCA Expense Claim Form that is signed, dated, and includes receipts. (Original Receipts whenever possible.) All vouchers from Local Stewards and Area Stewards should be submitted to the State Steward for approval.

4. Secretary to review all bills before paying. The Secretary will 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 by individual board members if requested. The President, Vice President, State Steward, and 1 District Representative will review all bills on a

quarterly basis. Each District Representative shall be responsible for reviewing one quarter of each year.

5. For State Steward, Senior and Assistant State Stewards, and Secretary-Treasurer, the Board recommends a separate dedicated phone line or cell phone for Union business, and the WARLCA will pay all costs, including installation, associated with that Union line upon receipt of voucher and bill.

UNDER STATE CONVENTION:

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 August 1 following closure of convention.

5. The State Convention County Officer Training will be free for all current County Presidents, Vice Presidents, and Secretary-Treasurers.

DOOR PRIZES AT DISTRICT MEETINGS AND STATE CONVENTION:

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

UNDER "WASHINGTON RURAL CARRIER" PAPER:

2. If the Editor wants to modify content of a submitted article, he/she will contact the author before printing.

UNDER BOARD OFFICERS & STATE STEWARD ANNUAL DUTIES & RESPONSIBILITIES:

1. At the first Board meeting all meeting dates for the year will be established and published in the

minutes and in the WRC subject to unforeseen circumstances and with board approval.

2. At the first Board meeting all mailing dates for the WRC will be established and published in the minutes and in the WRC subject to unforeseen circumstances and with board approval.

3. At the first Board meeting the budget will be projected and published in the WRC.

4. At the first Board meeting the Officers' Duties and Responsibilities Notebook will be reviewed to ensure that it is up to date and will be used for a group/Board training to update each Board member of their duties and responsibilities subject to unforeseen circumstances and with board approval.

UNDER BOARD MEETINGS:

1. The State Steward will attend all board meetings.
2. The Retired Representative is not required to attend all board meetings.

REVIEW OF 2006 STATE CONVENTION:

Joanne updated the board with the stats from 2006 State Convention:

Delegates: We had 58 paid county delegates, and one delegate not paid (on Wednesday)

Rooms: Friday Night 5, Saturday Night 18, Sunday Night 42, Monday 43, Tuesday 42, and Wednesday 7

Sunday attendance at local steward training and current issues: Stewards 21, Non stewards 8

Sunday lunch: 40

Social: 58

Monday Officers Banquet/Training: 32

Tuesday Banquet: 60

Monday Lunch: 37

Tuesday Lunch: 36

Wednesday Lunch: 42

Ending Balance on funds: Joanne thought she would end with around \$500 to give back to the State after her extensive fundraising for the 100 year celebration

The board reviewed 2006 State Convention and had the following suggestions for next year:

1. Only need 2 on Minute's Committee (Noretta and one other to spell her on computer).
2. On registration form put "Please notify chair if unable to attend, for any refunds."
3. Media committee always needs someone who has their own laptop.
4. Registration Fee: Consensus to keep it for next year. Make sure the board explains the fee and why at meetings. Task Convention Chair to write this in their article.
5. Late Fee: Consensus to keep it for next year with clarification and no conflicting dates.
6. Start Tuesday at 8:30 with the President calling the meeting to order
7. We put in \$474.50 for 2010 from the garage sales.

8. Hospitality, Media, and Minutes committee were excellent. Becky to add to "check on minutes and media committee to see if they need anything."
9. First year everyone was on a committee.
10. The two enhancement trainings (one for stewards and one for non stewards and those already attended other enhancement on local issues). Consensus to use the same format for next year. Need 3 rooms for next year in case we have new local steward to be trained, one room could be the hospitality/committee meeting room.
11. Joanne suggested registration for meals. Have a cut off date and use that total. Last minute does not work. Dave suggested having a buffet instead of plated. Patrick suggested last minute meals purchased are more money. Susie suggested people from the hospitality committee could be in charge with last minute meal changes.

SECRETARY-TREASURER'S UPDATE:

Membership:

Currently (as of this pay period) membership is at 1829. We will probably not reach the 1851 needed for another delegate. Membership Recruitment: Charles suggested putting something together to have 2006 State Convention delegates getting the non members in their office. Becky suggested a money incentive to sign up members.

Susie wanted to know why they are not a member, should we ask them why they are not a member in a postcard? Offer a cash rebate? The board decided to concentrate on why they should be members instead of why they are not.

Vouchers: ADOP, hotel, and food per diem were discussed for this meeting. The end of year vouchers for June were reviewed and approved by the President, Vice President, and a District Representative.

County Updates:

Becky has finished the terminal report LM-4 for Clallam Jefferson, Okanogan, and Lincoln Grant Adams. Patricia has signed it and they will be

mailed next week. Becky has also finished the 990EZ for these counties to terminate their EIN (employer identification number).

Equipment:

The board reviewed future needs for equipment and software. Becky's multi function will need to be replaced in the future.

Charles said the Assistant State Stewards need Adobe Acrobat 7.0 Professional. It will cost \$200 per person. Charles has it now, Patricia can share. Cheri has it already. We will need it for Patrick, Monte, Renee', Jan, Joyce. Total cost is \$1,000. Board consensuses to have Charles purchase this.

Charles talked about a using a USB port to set up a 2nd monitor so that the President can see what is on the screen. We should plan to spend \$100 to get a signal up to the podium plus an extension for the recorder to be away from people talking. We will do more research on this.

Budget for 06/07 Year:

The board reviewed the budget and estimated the ADOP and other expenses for the upcoming 06/07 year. The board also set the following dates:

Fall Booster: October 29, 2006. Fall Booster will start at 10 and end at 4.

Fall Board Meeting: October 28, 2006 in conjunction with Fall Booster in Tacoma area, maybe Best Western Puyallup or La Quinta.

Steward Training: Steward training will not be held at Fall Booster, but will have it another Sunday, just for stewards during the year in their area. Reimbursement for new local steward is \$150, first enhancement is \$100, and 2nd enhancement is \$35. This year we need to have 2 different trainings minimum. One is available now, and one in January from National. Board decided to have the stand alone training, 2 on the west side (Olympia/Tacoma and Everett) and one in Spokane in conjunction with State Convention. Charles will set up dates and training places as well as trainers. Training

will be just for certified local stewards. Anyone is welcome to audit a new local steward training. If they have observed a new local steward training they can then observe a enhancement training, no reimbursement. If anyone is interested in observe a new local steward training they can contact the State Steward, no reimbursement.

District Meetings: District meetings will have current issues and possibly National speaker or State Steward.

District One: March 11, 2007 from 1 to 4, in Everett area possibly. Becky Pike to arrange meeting location by July 31 and let board know. It will also be printed in the WRC.

District Two: February 25, 2007 from 1 to 4, in Olympia area possibly. Joanne to arrange meeting location by July 31 and let board know. It will also be printed in the WRC.

District Three and Four: April 15, 2007 from 1 to 4 (or longer if national officer) combine district meeting. Cheri will set up location by July 31 and let board know. Charles or National officer to speak and Patricia will ask for National officer.

Spring Board Meeting: In conjunction with District One, March 12, 2007, Monday for spring board meeting.

Convention Board Meeting: Last board meeting just before State Convention. Becky Pike to arrange meeting location with State Convention hotel.

First Board Meeting for 07/08: Susie suggested we reserve July 7 thru 10, 2007 for next year for the board meeting so that time will be set aside.

WASHINGTON RURAL CARRIER:

The board set up the dates for the upcoming paper:

1st paper: In the mail Sept 1 (goal).

2nd paper: To printer by October 25, articles to Susie by October 15.

3rd paper: To printer by Jan 10, articles to Susie by Jan 5.

4th paper: To printer by Mar 1st, articles to Susie Feb 20.

5th paper: To printer by end of April, articles to Susie April 15.

STEWARD PROGRAM UPDATE:

Charles updated the board on grievances and the dynamics in the different Districts. Charles said we trained 104 people last year and he submitted that to National. Also, the Weingarten Cards need to be reprinted.

ING TRUSTEES:

Board reached consensus to keep Becky W, Charles, and Judi on as trustees one more year with ING.

NATIONAL CONVENTION 2006:

Patricia got a new bag for the chair backs and flag. We can have 29 chair backs. All the seminars will be covered by one delegate. Dave can cover the RCBP for Becky. Susie is doing PAC and Editor, Becky Pike, Joanne, and Cheri are doing Ad Hoc and Susie is possibly doing retirement. Everyone goes to Caucus night. Every delegate to go to the hosting a national convention meeting at 2006 National Convention, Thursday morning, and get information for their committee. Susie said we have 100 cancer caches, 325 Lewis and Clark, 42 Idaho, 85 Love, 31 Ornaments, and also Bank Bags and License Plate holders to sell at 2006 National Convention. Charles will be bringing eagle photographs to sell. His cost is \$10 each. We will sell them for \$20 or \$25. We will wait till next year to order polo shirts, and talked about Frisbees and magnets.

2010 NATIONAL CONVENTION SPOKANE:

The board decided to hold a logo contest for the 2010 National Convention. Rules are as follows:

Logo Contest – your logo will be used and credit given. Open to Washington members and families. Deadline is March 1, 2007, to be decided by the board at the March 12, 2007 board meeting. Winner gets Logo shirt and \$50 Savings Bond. Theme can be up to each artist but suggest it be around rural delivery and Spokane and/or Washington theme. Logo entry must be on standard 8 1/2 by 11, no less than half page size, and either be in black/white or color. Digital format would be appreciated but not required. Electronic or mail in submissions to Susie Hill with Name, Address, and Phone number on back or with the electronic submission.

DJSC REPORTS:

Portland DJSC: The board asked Patricia to contact Charlie Brown, co chair of the Portland DJSC to get a report for the next board meeting. Patricia to write Charlie, board, and Monte to see what is happening on facilitator position and to put in Monte's name.

Seattle DJSC: Patrick report that his time comes up January, 2007. Also a new manager is coming this fall. Charles said he talked to the new district manager in Seattle and asked if a plant manager could come on as a suggestion. Becky Pike and Jan Frymire are also on Seattle DJSC. The board gave Patrick their recommendations for craft facilitators. Patrick then went to the ad hoc training program and sites. Seattle's annual review comes up in August, 2006. Seattle has established the DACA 3 and 5 codes guidelines. Next meeting is July 19. The Seattle DJSC decided to split the recorder/coordinator position to 2 separate positions. Mariann Faulkner will be the new Seattle District Coordinator. Susie Hill will be the new Seattle District Recorder. Patrick talked about how hard their facilitators worked on updating the 16 hour work team training. Much of the work was done by Mariann Faulkner and Janie Walla.

Spokane DJSC: Cheri reported on the ad hoc training pilot program that Spokane is doing. Much discussion on this and many felt that if the ad hoc trainer would be able to go with the new hire to the route the new hire will be working on and work with them on how to load, deliver, case

etc, it would be more effective then having the new hire learn the ad hoc trainer's route.

STATE CONVENTION 2007 SPOKANE:

The contract has been signed for the Red Lion in Spokane. The dates are:

Board Meeting, Wednesday, June 13, 2007

State Convention starts at 8:30 AM on Thursday, June 14, 2007, with county training scheduled for Thursday evening. Friday evening would be the banquet, tentatively on the River Queen boat in Post Falls. Box lunches scheduled for Friday and Saturday.

State Convention ends on Saturday, June 16, 2007. Under new business would be time set for 2010 National Convention update, tour of facilities, and setting up committees.

Labor Enhancement Training will be Sunday, June 17, 2007 with a buffet lunch.

Total of 100 sleeping rooms have been blocked.

Meeting room rentals are based upon Hotel's realization of 80% of the overnight guest room block and food and beverage revenues placed to the master account. Based on our tentative agenda, meeting room rental charges will be \$200, plus applicable tax.

Food and Beverage Minimum's are based on WARLCA having a minimum of \$3200 in food and beverage revenue. If less then \$3200, the difference in the amount spent and \$3200 will be charged in meeting room rental.

Board reached consensus to have the same policy as last year for registration and late fees:

\$20 late fee if not postmarked by May 21, 2007 and check enclosed.

\$30 registration fee waived if the delegate pre-purchases one river boat banquet or 2 lunches before May 21, 2007. The late fee and/or registration charges will be deducted from delegate pay.

STATE CONVENTION 2008 DISTRICT ONE:

Charles reported on Homestead Farms Golf Resort and Convention Center in Lynden, WA. 1-800-

354-1196 www.homesteadfarmsgolf.com

They have 30 rooms in the hotel, so we would be their only guest during this time. Menu ranges from \$20 to \$28. They can get us time in June (22-23-24-25) Sunday, Monday, Tuesday, and Wednesday. Normal rates are in \$140 range, government rate is \$60 for single.

STATE CONVENTION 2009 AND 2010 IN SPOKANE:

For 2009 in Spokane (possibly at the Doubletree) and add a day for National Convention Committees to meet. The board decided to change the district rotation and have State Convention 2009 and 2010 in Spokane to be able to have time for the committees to meet and work for 2010 National Convention.

NEXT BOARD MEETING DATE AND PLACE:

Fall Board Meeting: October 28, 2006 in conjunction with Fall Booster in Tacoma area, maybe Best Western Puyallup or La Quinta.

The board meeting closed with a go around for evaluations and ended at noon.

Respectfully Submitted:

Rebecca Wendlandt
WARLCA Secretary/Treasurer

DEADLINE for the next issue is October 15.

Washington Rural Letter Carriers' Association **Previous Year Comparison Statement of Activities**

July 2005 through June 2006

	Jul '05 - Jun 06	Jul '04 - Jun 05	% Change
Ordinary Income/Expense			
Income			
400000 · Dues Income	421,281.50	390,223.91	8.0%
410000 · National General Insurance-GM...	30,745.05	32,613.92	-5.7%
420000 · Reimbursements & Refunds	8,958.34	11,275.05	-20.6%
Total Income	460,984.89	434,112.88	6.2%
Expense			
500000 · Per Capita Expenses	16,761.70	17,662.81	-5.1%
520000 · Meetings and Conventions	66,201.05	66,245.53	-0.1%
530000 · Equipment Fund	13,518.72	7,642.47	76.9%
550000 · Other Expenses	37,816.63	36,577.13	3.4%
610PA · President - P. Alexander	4,467.82	3,500.50	27.6%
620MH · Vice President - M. Hartshorn	5,787.31	2,152.52	168.9%
630RW · Sec/Treas. - R. Wendlandt	40,997.12	39,290.73	4.3%
640SH · Editor - Susie Hill	4,124.87	3,832.69	7.6%
645000 · Washington Rural Carrier (WRC)	5,018.10	4,139.84	21.2%
650RP · District 1 - R. Pike	3,516.72	3,189.04	10.3%
660JB · District 2 - J. Blackburn	3,303.25	2,757.46	19.8%
670CF · District 3 - C. Freeman	3,528.28	3,332.57	5.9%
680DR · District 4 - D. Reppe	4,178.93	3,039.97	37.5%
691LW · Ret/Car PAC - L. Walker	0.00	45.00	-100.0%
700CA · State Steward - C. Alexander	37,518.59	42,089.62	-10.9%
705000 · Steward Training Expenses	15,643.19	16,274.16	-3.9%
710JP · Senior Asst. Stew. - J. Peck	20,489.51	23,514.63	-12.9%
730SJ · Asst. Stew. - S. Johnson	0.00	10,607.74	-100.0%
740MH · Senior Asst.Stew - M. Hartshorn	10,224.19	10,033.45	1.9%
750PA · Senior Asst.Stew - P. Alexander	26,114.71	31,575.22	-17.3%
770JP · Senior Asst Stew - J. Patteson	32,516.37	35,012.32	-7.1%
780PP · Senior Asst Stew - P. Pitts	33,429.56	29,562.93	13.1%
790JF · Asst. Stew - J. Frymire	15,609.18	2,038.28	665.8%
791RC · Asst. Stew - R. Cowan	18,589.22	2,950.34	530.1%
792CF · Asst Stew - C. Freeman	11,022.99	742.58	1,384.4%
880LS · Local Steward	127.14	387.40	-67.2%
Total Expense	430,505.15	398,196.93	8.1%
Net Ordinary Income	30,479.74	35,915.95	-15.1%
Other Income/Expense			
Other Income			
450000 · Interest Income	2,551.90	1,668.86	52.9%
Total Other Income	2,551.90	1,668.86	52.9%
Net Other Income	2,551.90	1,668.86	52.9%
Net Income	33,031.64	37,584.81	-12.1%



WASHINGTON RURAL LETTER CARRIERS' ASSOCIATION

CONSTITUTION AND BYLAWS

JULY 1, 2006 THROUGH JUNE 30, 2007

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WARLCA CONSTITUTION AND BYLAWS

JULY 1, 2006 THROUGH JUNE 30, 2007

CONSTITUTION

ARTICLE I (NAME)

SECTION 1: This association shall be known as the Washington Rural Letter Carriers' Association (here-in referred to as 'the WARLCA'). The Washington Rural Letter Carriers' Association (WARLCA), by its Secretary-Treasurer, maintains custody and control of the State Association name as well as any State Association logo or symbol. Unauthorized use of the State Association name, logo, or symbol shall be addressed by the filing of an internal union charge or legal action or both.

ARTICLE II (OBJECT)

SECTION 1: The object of the WARLCA shall be: to improve the methods used by rural letter carriers, to benefit their conditions of labor with the United States Postal Service (USPS), and to promote fraternal spirit among its members. This Organization shall not affiliate or merge with any other organization or group without a majority vote of the delegates at a national or special convention or a majority mail referendum vote of all members voting.

ARTICLE III (MEMBERSHIP)

SECTION 1: Membership of the WARLCA shall be in compliance with the NRLCA Constitution and By Laws, Article III, Membership, and composed of:

A. Bargaining Unit Rural Carriers:

Regular Carrier (Designation Code 71)

This would include Regular Carriers who are in injured-on-duty/leave without pay (IOD/LWOP) status and assigned to (980-989) rural routes.

Part-Time Flexible Rural Carriers (Designation Code 76)

Substitute Rural Carriers (Designation Code 72 and 73)

Rural Carrier Associates (RCA) (Designation Codes 74, 78, 79)

Rural Carrier Reliefs: (RCR) (Designation Code 75)

Auxiliary Rural Carriers (Designation Code 77)

Rural Letter Carriers who are serving in the Armed Forces of our country, provided they were members of the WARLCA at the time of their entry into the Armed Forces.

B. Retired Rural Carriers: Rural Carriers who were members in good standing at the time of their retirement, retired on an annuity, and have joined the WARLCA as a retired member.

C. Associates: Former rural letter carriers who were members in good standing and are now working in other postal related jobs, excluding those in management positions, and former rural letter carriers who were members in good standing when they left the service and are not receiving an annuity.

D. Retired Associates: Associates who have been retired on an annuity.

SECTION 2: "Members in good standing" shall be defined as any person who has fulfilled the

requirements for membership and who has not voluntarily withdrawn nor been expelled or suspended by the WARLCA and/or NRLCA. "Good standing" requires the timely payment of dues as defined in the NRLCA Constitution and Bylaws, Bylaws, Article X.1.E.

SECTION 3: Members in categories A-D, as defined in Article III of this Constitution, are entitled to voting rights as follows:

- A – Entitled to all voting rights
- B – Entitled to all voting rights with the exception of ratification of National Agreements
- C and D – Have no voting rights

SECTION 4: 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 fraction thereof of its own members, based on the current membership year. Each credentialed and seated delegate is entitled to one vote.

The county credentialed State Paid Delegate to State Convention is responsible for the following:

- A. Specific assignments to a committee as notified by the State President.
- B. Be in attendance at all business sessions of the State Convention beginning with the opening session and not leaving until the Convention has been adjourned.

The county credentialed State Paid Delegate-at-Large is responsible for the following:

- A. Specific assignment to a committee as notified by the State President.
- B. Be in attendance at all business sessions of the State Convention beginning with the opening session and not leaving until the Convention has been adjourned.
- C. Receiving the ballots and Voting Cards for his/her delegation and for returning them at the conclusion of each business session.
- D. Verifying his/her county delegates' attendance at the beginning of each business session.
- E. Reporting any discrepancies in his/her county delegates' attendance to the State President and Mileage and Per Diem Committee as soon as possible.
- F. Submitting an oral report of the State Convention at his/her county meeting during the upcoming year.

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 WARLCA shall meet annually (herein 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 WARLCA, 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 Bylaws and any special rules of order the WARLCA 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 WARLCA 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, Retired Representative, Secretary-Treasurer, and Editor, 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 (herein 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 WARLCA. 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 WARLCA 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 WARLCA. 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 WARLCA. 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 WARLCA, one must be a dues paying member of the craft and is ineligible for election if dues are in arrears.

ARTICLE IX (NATIONAL DELEGATES)

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

SECTION 2: Nominations for candidates for National Delegates shall be received by U.S. Mail in the office of the State Secretary at least forty (40) days prior to the opening of the State Convention. Upon receipt of nomination, the State Secretary shall send by U.S. Mail a notice to the nominee acknowledging receipt of the nomination.

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 on the 40th day prior to the opening of the State Convention, and the ballot shall be mailed to all 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 at the State Secretary's office on the 39th day prior to the opening of the State Convention, with two other WARLCA 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 Tellers' Committee shall be appointed by the State President. No member whose name appears on the ballot may serve on the Tellers' Committee. Any candidate may observe the ballot tabulation. Ballots shall be returned to a post office box accessible only to the Tellers' 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 WARLCA 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: From the elected National Delegates, the Delegate-At-Large will be filled by State officer ranking, beginning with the State President, provided that he/she is a regular elected delegate. In addition, other National-Paid Delegates and State-Paid Delegates shall be named in accordance with the plurality of votes received. The required number of delegates for the WARLCA, 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 WARLCA will pay all regular credentialed delegates to National Convention that are not reimbursed by National, the same way and rate that National reimburses, up to a total dollar cap decided by the WARLCA board at the first board meeting of the year. If the reimbursement amount exceeds the set total dollar cap, each delegates' reimbursement will be reduced by an equal percentage to comply with the cap. Further, all regular credential State-paid delegates to the National Convention

must attend all business sessions, Western State caucus, and at least one seminar. If a State-paid delegate does not meet his/her delegate's responsibilities, the remainder of the WARLCA delegates will decide before the end of the National Convention and before receiving the reimbursement if that delegate is to receive all or any of the State-paid funds due to not meeting his/her responsibilities. To qualify to receive reimbursement from the State as a regular delegate to National Convention, the member must also have been a county credentialed delegate to at least one State Convention in the preceding two years.

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:

- A. Specific assignments to a committee
- B. Required to man a booth
- C. Illness

The Delegate-at-Large shall be responsible for the following:

- A. Polling delegates for their preferences for the **seminar** they wish to attend, and then **ensuring** at least one delegate **covers** each of the sessions.
- B. Taking roll of the delegates at the beginning of each general session.
- C. Establishing an adequate seating space for the Washington Delegation, including placement and collection of seat back covers and the Washington sign.
- D. Reporting to the Board any problems concerning delegates meeting their responsibilities at the convention.
- E. Collecting the ballots for his/her delegation and returning the ballots to the National Tellers' Committee after his/her National delegates have voted.
- F. 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 WARLCA 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 Bylaws shall take effect immediately upon adoption.

SECTION 2: This State Constitution and Bylaws shall be in harmony with the National Constitution and Bylaws. The county Unit is subordinate to the WARLCA, and the WARLCA is subordinate to the NRLCA. Any provisions of this Constitution and Bylaws 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 Bylaws 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.

BYLAWS

ARTICLE I (DUTIES OF OFFICERS--PRESIDENT)

SECTION 1: The President shall preside at all meetings of the WARLCA 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 **at least** four (4) on Tellers, a committee of three (3) on Constitution and Bylaws, 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, **a committee of three (3) on Media, a committee of three (3) on Minutes, a committee of three (3) on Hospitality, and a committee of four (4) on Sergeant at Arms.** He/She shall be responsible that a Nominating Committee be appointed according to Article VIII of the Constitution of the WARLCA. 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 Bylaws Committee, the Resolutions Committee, the Tellers' Committee, and/or the Finance Committee to meet **up to two (2) days** prior to the State Convention. These persons would be credentialed delegates to the Convention. **The President can, if necessary, authorize a stipend of \$75 per day to any/all delegates serving on these committees that were asked to meet prior to State**

Convention.

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 Bylaws changes from the floor during new business. The Resolutions Committee and Constitution and Bylaws Committee will only be responsible for Resolutions and proposed Constitution and Bylaws 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 Bylaws 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 WARLCA. He/She shall report all such decisions to the WARLCA at its State Convention for approval or rejection. Such decisions, when approved or revised by the WARLCA, shall have all the effect and force of the general laws of the WARLCA.

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 WARLCA, 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 WARLCA 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 WARLCA. He/She shall perform other duties as the Constitution and Bylaws 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 WARLCA, and read or cause to be read, all communications, reports, etc. He/She shall affix the seal of the WARLCA to all official documents. He/She shall prepare for publication in the *Washington Rural Carrier*, an overview of the speakers at the WARLCA State Convention or special meetings and a correct record of the business session of the WARLCA 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 WARLCA, including a statement of the membership of same.

SECTION 2: He/She shall conduct the correspondence of the WARLCA, 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 WARLCA; shall deliver to the WARLCA, or his/her successor, all property of the WARLCA 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 WARLCA 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 WARLCA 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 WARLCA.

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 WARLCA as directed by the State Board. He/She will have the President, Vice President, State Steward, and one District Representative review the payments and supporting documents on a quarterly basis. Each District Representative shall be responsible for reviewing one quarter of each year.

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 WARLCA.

SECTION 9: He/She shall render a report to the WARLCA at its State Convention or to the President and Board when they may request it, showing in detail the receipts and expenditures of the WARLCA'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 WARLCA.

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 WARLCA, and in conjunction with the President, have general supervision and control of the WARLCA.

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

SECTION 3: It shall be the duty of the Executive Committee members to aid in keeping carriers in their particular Districts interested in WARLCA work and in keeping up the membership of their Districts. They shall perform such other duties as the WARLCA 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 five (5) issues of the WASHINGTON RURAL CARRIER. The State Board shall have the authority to identify which articles and notices will be published in each issue, and to determine and change issue dates as current events may require.

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 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 WARLCA and will be reimbursed for all expenses incurred in publication and mailing.

ARTICLE VI (STATE OFFICERS' EXPENSE)

SECTION 1: The elected WARLCA State Officers that shall receive a salary are the Secretary-Treasurer and Editor. The appointed WARLCA State Officers that shall receive a salary are the State Steward, Senior Assistant State Steward, Assistant State Stewards, and Area Stewards. The elected and appointed WARLCA State Officers' salaries shall be decided at each State Convention.

SECTION 2: All elected and appointed state officers of the WARLCA shall be reimbursed for all office expenses for representing the WARLCA. Actual expenses, as defined in Board policy, will be reimbursed. Reimbursement of said expenses shall be made by the Secretary-Treasurer upon receipt of a voucher and supporting documents. Association Day of Pay (ADOP) will be reimbursed at a 44K, step 12, or their route evaluation, whichever is higher, for all elected and appointed State Officers, excluding the Retired Carriers' Representative, for all days used for authorized business of the WARLCA. Association Day of Pay (ADOP) 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 or trainings. All lost sick and annual leave days will be compensated at a 44K, step 12, or their route evaluation, whichever is higher, at the time of loss. All elected and appointed WARLCA State Officers will be reimbursed mileage at the IRS allowable rate for authorized business of the WARLCA. All elected and appointed State Officers will be reimbursed actual hotel expenses if an overnight stay is required. All elected and appointed State Officers will be reimbursed \$30 food per diem while on travel status, and an overnight stay is required. All elected and appointed State Officers will not be paid actual expenses for business sessions of State or National Convention, but will be reimbursed the same as regular delegates to State and National Convention if they qualify as a credentialed regular delegate. All office expenses, ADOP, mileage, hotel, and food per diem reimbursements must meet Board policies, be approved in advance if possible, and be submitted on a voucher with supporting documents.

SECTION 3: The State President, in conjunction with the Board, shall recommend to the NRLCA the member that the WARLCA 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 responsible 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. The State Steward or designee shall make Step 3 Grievance appeals. The State Steward will coordinate all efforts closely with the Regional Representative and the Grievance Specialist and report monthly to the appropriate Local Steward and the grievant.
- B. Be responsible for certifying and maintaining certification records of all Local and Area Stewards.
- C. In the event there is a need to fill or replace an Area or Local Steward position, the State Steward has the responsibility to the WARLCA and NRLCA in naming an individual to temporarily serve as Steward.
- D. Be responsible for the distribution of Steward Manuals and Grievance forms to each Area and Local Steward, as well as for Steward training.
- E. The State Steward will approve payment of expenses incurred by the Area and Local Stewards, while they are involved in grievance-related business. Reimbursement shall be made by the State Secretary-Treasurer, after he/she reviews the voucher, supporting documents, and receives the State Steward's approval. Expenses for the Area and Local Stewards shall be submitted no later than three (3) months after the expense has been incurred. The State Steward will review payment of expenses incurred by the Assistant State Stewards while they

are involved in grievance-related business. Reimbursements shall be made by the State Secretary-Treasurer, after he/she reviews the voucher and supporting documents. Expenses for the Assistant State Stewards shall be submitted no later than one (1) month after the expense has been incurred. All reimbursements for Assistant, Area, and Local Stewards must first meet the guidelines of the State Board Policy and State Constitution and Bylaws. 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 State President, in conjunction with the Board and the State Steward, shall recommend to the NRLCA, the members that the WARLCA 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 responsible to the State Steward in the performance of their official duties. 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

SECTION 3B: 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 WARLCA 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 3C: 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 3D: 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 WARLCA will operate on a budget each year.

ARTICLE VII (REVENUES AND DUES)

SECTION 1: The revenues of the WARLCA 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 as needed. The State 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 A on the salary schedule as of January 15 of each year. The State per capita dues for relief carriers shall be 35% of the regular carriers' State per capita dues as calculated above. The State per capita dues for retirees shall be a set rate of \$27.00. The annual dues will be the total of the State per capita dues in addition to the National per capita dues. All per capita dues described in this article shall be rounded up to the nearest whole dollar and become effective July 1 of each year. 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 membership and fiscal year shall begin July 1 and end June 30.

SECTION 4 The Auxiliary of the WARLCA shall be funded through an annual assessment of \$4.00 in addition to the National Auxiliary per capita dues for all members, excluding associate members, as long as the auxiliary is responsible for, funds, and administers the Junior Program at State Convention, the Scholarship Program, and provides a financial statement at the beginning of State Convention to the WRLCA. If the Auxiliary is unable to be responsible for, administer, and fund the Junior Program and Scholarship Program, then a \$3.00 assessment per member, replacing the State and National Auxiliary assessment per member, excluding associate members, will be set aside to fund the Junior Program and Scholarship Program. Said assessment shall be in addition to the current per capita dues of the members of the Association. In the event the auxiliary ceases to be active, the State Board shall oversee the Junior Program and Scholarship Program.

SECTION 4A: The Scholarship Program will consist of (2) two \$1,000.00 scholarships to be given annually. The current eligibility requirements will remain the same. Scholarships will be awarded at the State Convention.

SECTION 4B: The Junior Program shall be funded with the remainder of the assessment funds. The Junior Program will consist of three days of activities, a junior banquet, an "Americanism" Program, and at least one paid chaperone age 21 or over. If there are any remaining funds, the State Board may approve helping a Junior Officer to National Convention. Such help may not exceed \$400.00. The State Board may also hold any unspent funds in a savings account. Such savings account may not exceed \$300.00. If there are still any remaining funds, they shall be returned to the Associations general fund.

SECTION 5: The 2010 National Convention shall be funded through an annual assessment of \$26.00 for all members, excluding retired members. The annual assessment will start July 1, 2006 and will cease June 30, 2010. The annual assessment will be deposited into the 2010 National Convention Account at Atlanta Postal Credit Union (APCU) each quarter. This annual assessment shall be in addition to the current per capita dues of the members of the Association.

ARTICLE VIII (CHARTERS)

SECTION 1: Charters shall be granted County Units upon members' application and payment of one (1) year's 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 WARLCA shall be from July first (1) to June thirtieth (30th). The term of the officers of the WARLCA 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: **PENINSULA (Clallam, Jefferson, and Kitsap 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: **NORTH CENTRAL WASHINGTON (Chelan, Douglas, Grant, and Okanogan Counties)**; NORTH EAST WASHINGTON (Stevens, Ferry, and Pend Oreille Counties); **EAST CENTRAL WASHINGTON (Lincoln and Spokane Counties)**

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 (**Adams**, 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 **with the toss of a coin, except for the delegate at large position, which will be decided 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 proposed changes to the Constitution and Bylaws 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 Bylaws, 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 Bylaws.

SECTION 4: Each County Unit shall hold its annual meeting after October 1st and at least forty (40) days prior to the State Convention and the regular meeting shall be designated 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 Bylaws as their needs may suggest, and such laws must harmonize with this code of laws.

SECTION 5: All County Unit or District Constitution and Bylaws shall be in harmony with the National and State Constitution and Bylaws.

SECTION 6: The County Unit or District Association is subordinate to the WARLCA. Likewise, the WARLCA 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 WARLCA 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 Tellers' Committee, when voting on the issues on the floor at the State Convention requires the use of a 2nd Tellers' 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 WARLCA 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 WARLCA Constitution and Bylaws. 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 Bylaws shall be: To examine all changes proposed for amending or changing the Constitution and Bylaws that have been passed and submitted by the county units, and those submitted by the Finance Committee that fall 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 fall 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 Tellers' 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 Tellers' Committee is off the floor, then the Credentials Committee will act as a backup to the Tellers' 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 the Media Committee are to present the proposed resolutions and constitution and bylaw changes to the delegates on the LCD as well as any reports and/or presentations.

SECTION 11: The duties of the Minutes Committee are to tape record the State Convention and keep a written record of the business sessions, as well as an overview of the speakers.

SECTION 12: The duties of the Hospitality Committee are to help in the hospitality room and write thank you notes to the speakers and guests.

SECTION 13: The duties of the Sergeant of Arms are to facilitate the recess as well as the use of the stopwatches during proposed resolutions and constitution and bylaw changes.

SECTION 14: The duties of all other committees shall be those usual to such committees, and they shall report when called upon.

ARTICLE XII (STATE CONVENTION MILEAGE AND ALLOWANCE)

SECTION 1: The WARLCA shall pay round trip mileage at 33 cents a mile to each county credentialed regular delegate who attends all 3 days of the State Convention, provided that this shall in no way increase the total number of delegates to which each county unit is entitled, and also in compliance with section 3 of Article XII of the State Constitution and By Laws concerning mileage and allowance. The mileage will be computed using a current door-to-door computer mileage program.

SECTION 2: The WARLCA shall pay a State Convention allowance of \$250 to each county credentialed regular delegate who attends all 3 days of the State Convention, provided that this shall in no way increase the total number of delegates to which each county unit is entitled, and also in compliance with section 3 of Article XII of the State Constitution and Bylaws concerning mileage and allowance.

SECTION 3: The Board will set a total dollar cap at the first budget Board meeting of the year for the following State Convention allowance and mileage expense reimbursement. If the number of county credentialed regular delegates' reimbursement for State Convention allowance and mileage exceeds that set total dollar cap, each delegates' reimbursement will be reduced by an equal percentage to comply with the cap.

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 Bylaws 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 BYLAWS)

SECTION 1: The Secretary shall have the Constitution and Bylaws 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 Bylaws shall take effect as soon as adopted.

SECTION 2: This State Constitution and Bylaws shall be in harmony with the National Constitution and Bylaws. The County Unit is subordinate to the WARLCA, and the WARLCA is subordinate to the NRLCA. Any provisions of this Constitution and Bylaws 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 Bylaws amendments shall become effective upon adjournment of the State Convention unless otherwise stipulated and shall require a two-thirds vote to amend.

REVISIONS SINCE 2002

- 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
- 2003 CON A VIII S1
CON A IX S3
CON A IX S9
BY A III S7
BY A V S1
BY A VI S1, 2, 2A, 2B
BY A VI S 3A
BY A VI S 3A, 3B
BY A VII S3
BY A X S4
BY A XII S1, 2, 3
- 2004 CON A I S1
CON A II S1
CON A III S1, 2, 3
CON A IV S1
CON A IX S2
CON A IX S8

CON A IX S9
 BY A I S2A
 BY A VII S3
 BY A VII S4

2005 BLA V S1
 BLA V S2

2006 CON A IX S10
 BY A I S2
 BY A I S2A
 BY A VI S2
 BY A VII S4
 BY A VII New Section 5
 BY A X S 1
 BY A X S 3
 BY A XI S10-14

Washington Rural Letter Carriers' Association
Statement of Financial Position
 As of June 30, 2006

	Jun 30, 06	Jun 30, 05	% Change
ASSETS			
Current Assets			
Checking/Savings			
101000 · Chkg - WA Trust Bank	14,841.73	27,146.23	-45.3%
102000 · Svgs - APCU	54,300.46	34,204.87	58.8%
103000 · Chkg - Atlanta Postal Credit...	1,272.65	1,213.25	4.9%
140000 · Certificate - 12 month	25,166.81	0.00	100.0%
Total Checking/Savings	95,581.65	62,564.35	52.8%
Total Current Assets	95,581.65	62,564.35	52.8%
TOTAL ASSETS	95,581.65	62,564.35	52.8%
LIABILITIES & EQUITY			
Liabilities			
Current Liabilities			
Other Current Liabilities			
210000 · Payroll Tax Liabilities	1,103.84	1,116.40	-1.1%
Total Other Current Liabilities	1,103.84	1,116.40	-1.1%
Total Current Liabilities	1,103.84	1,116.40	-1.1%
Total Liabilities	1,103.84	1,116.40	-1.1%
Equity			
300000 · Opening Bal Equity	-1.78	0.00	-100.0%
390000 · Net Assets	61,447.95	23,863.14	157.5%
Net Income	33,031.64	37,584.81	-12.1%
Total Equity	94,477.81	61,447.95	53.8%
TOTAL LIABILITIES & EQUITY	95,581.65	62,564.35	52.8%

AUXILIARY NEWS

A MESSAGE FROM JOE

What a great time at Vancouver-the Hotel, the Association, the turnout of young people – a few situations, but no problems. I felt that we, as an Auxiliary, had a successful convention. Spokane will be even better!

One of my personal goals is to have more juniors than delegates and we are slowly closing the gap. It seems to me it is more justifiable to keep increasing the numbers as the cost of putting on a Junior Program is planned and costs are rising.

One of my biggest disappointments is the response to the Scholarship program. I haven't figured what we are lacking there yet, but will try harder next year. The state scholarship deadline is May.

I am very pleased that we are having a lot of juniors who come year after year. One chaperone that helped has been associated since age 10 and she is now finishing college. It is fun to watch these individuals mature into young, responsible adults.

I was happy with the response the Association gave our fund raiser with Karen and her Home Interior products. Half of the money raised is going to the Junior program. I think she was great.

The Memorial Program – I'd never done a memorial program before. Beware – you only got half a load this year, next year you will get the whole load as I will probably be assigned the job.

I was very, very proud of the Junior Americanism Program. Aren't those kids great?

The Veterans Breakfast was disappointing to me as it was non-existent. Maybe Lynn Walker will be back to help next year.

The Junior Officers for the 2006-2007 are another great bunch of anxious juniors anxious to get moving on to convention next year. If you haven't seen the new website, please take a look at it and use the question, answer, comment section. They need all our input. <http://jwarlca411.tripod.com>

Last of all, the Auxiliary officers and members are a great bunch of individuals. They really love those kids. It is a great feeling to be surrounded by such a great bunch of people. We had an association member along this year, excited to be with her husband and taking pictures for us. She commented that she was going to bring her grandkids next year.

With the Association, the Auxiliary and the

Juniors all working together, Spokane convention will be coming fast and be very, very successful.

Thanks for your time!

Joe Horlacher
Auxiliary President

2006 JUNIOR'S STATE CONVENTION

Fun was had by all, including the chaperones, auxiliary members, and National Auxiliary President, Dianne Allman, as the Juniors spent time at the Oregon Coast Aquarium, followed by some time on the beach at the ocean. Fort Vancouver Museum was very interesting, including a demonstration by a blacksmith with a good cooling down trip to the Aquatic Park afterward. The Junior banquet dinner was nice, especially the chocolate covered strawberries, with a fun-filled time at Bullwinkles Fun Center to top it off on Wednesday where the go-carts were a very big attraction.

Wednesday morning elections were held by the Juniors with Nichole Cowan being elected as President, Tiffany Walla as Vice-President, and Chris Pitts as Secretary-Treasurer. They were all sworn in by National Auxiliary President, Dianne Allman. Business was then discussed regarding shirts for next year's convention and places of fun and interest to go in the Spokane area.

Two state scholarships were awarded this year by the Auxiliary. A \$500.00 scholarship was awarded to Chase Schmidt and a \$300.00 scholarship going to Natalie Durfee. The Auxiliary wishes you both success in your future!

Fundraisers this year included Caryn Sweitzer with Home Interior products and baskets were brought by each district for a silent auction. We appreciate everyone's support for both of these fundraisers very much. We also want to say a big "THANK YOU" to those who helped with the fundraisers.

Election of Auxiliary Officers was also held with Joe Horlacher staying on as President, Fred Cavazos was elected as Vice-President, and Donna Felgenhauer as Secretary-Treasurer. Myrtle Buchanan is new District

3 Representative which had been vacant with Fred Cavazos staying on in District 2 and Donna Felgenhauer in District 4. Andy Edenholtz will be taking over in District 1.

The Auxiliary Officers have already started on plans for next year's convention in Spokane and are talking of some more fun and educational activities to do, taking into consideration the suggestions from the Juniors themselves.

This year a few new spouses helped as chaperones. We want to thank you and invite you to become an active Auxiliary member or just come and enjoy with everyone again next year!

A meeting will be held in Spokane this fall to discuss plans further.

Donna Felgenhauer
Auxiliary Secretary-Treasurer/District 4

JUNIOR NEWS

Hello, my name is Nicole Cowan, the daughter of Renee Cowan and your junior president. Things are going quite well at our house. My brother, Lee Kesterson, has just recently moved out, so I took over his old room. I do miss my brother very much, but there was a time in my life when I was overjoyed to see him leave.

At school, things are also going well. I enjoy playing sports on my spare time to stay out of trouble. My whole family is supportive of me and I know I am very lucky. I look forward to meeting newcomers to my school that way they are not alone in the scary high school.

This year I am President of the juniors, I look forward to the up coming year. It is a hard job being the president, however, it is also fun to plan what is going to happen at the next convention and see everyone having a great time. As more and more juniors join, the more fun we seem to have. Some are shy the first day, but they come back with a huge smile on their face.

Joe is the auxiliary president and he does an awesome job. He has been motivating me and cheering me on this whole time. He is also always full of wonderful ideas.

I know I am very lucky to have someone like Joe to help me out. Though, he is not the only one cheering me on, the auxiliary, the Association, and my family, are all supporting me along the way.

The convention this next year is going to be at Spokane and we are going to have a lot of fun. We are looking at several activities that I hope everyone will enjoy. Just as in previous years, we are asking you to please give us a count of how many juniors that will be attending as we will need to know how many t-shirts to purchase. Also, please check out our new website for the juniors members: <http://jwarlca411.tripod.com/>

I look forward to seeing all of you at next year's convention. Feel free to email me at:
Baseballchickydo@yahoo.com or trickii_nikkii@yahoo.com

Thank you,
Nicole Cowan
Junior President

Junior Officers

President

Nicole Cowen
PO Box 1746
Orting, WA 98360
360-893-221

Vice President

Tiffany Walla
27208 - 104th Dr NW
Stanwood, WA 98292
360-629-5036

Secretary

Chris Pitts
7351 Ashridge Av SW
Port Orchard, WA 98367
360-769-8453

JUNIORS BUSY AT STATE CONVENTION





2006-2007 Auxiliary Officers**LOGO DESIGN CONTEST**

The WARLCA Board has announced a contest for state members and their families. We need a logo for the 2010 National Convention being held in Spokane. The winner will receive a shirt with the winning logo design and a \$50 savings bond. Please refer to Page 42 under the 2010 National Convention Spokane heading for details.

DATES TO REMEMBER

District 1 meeting
March 11, 2007

District 2 meeting
February 25, 2007

Districts 3 and 4
April 15, 2007
Red Lion Inn at the
Park
Spokane 10 am-5
pm

Western States
April 26-28, 2007
Reno/Sparks,
Nevada

State Convention
June 14-16, 2007
Note: Thurs. to Sat.
Spokane, WA

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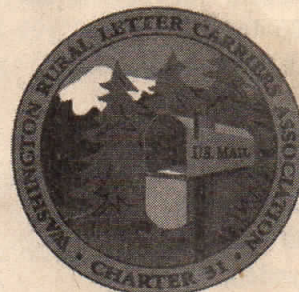
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