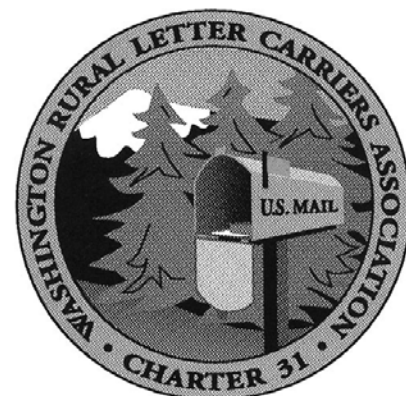


Washington Rural Carrier

Official Publication of the Washington Rural Letter Carriers' Association



Convention 2015

Where Service Begins With a Smile

2015 Outstanding Member of the Year

The Washington Rural Letter Carriers' Association chooses one rural letter carrier to honor every year as their Outstanding Member of the Year. This year that member is Doug Rinehart of Port Orchard.

Candidates for Outstanding Member of the Year are nominated by their peers and some of the qualities looked for include their years of service to the National Rural Carriers' Association, attendance and participation in Local, State and National meetings, the willingness to accept responsibilities and dedication in performing those duties. Doug Rinehart started in the Post Office in 1981 in Raymond Washington and has been a rural carrier in the Port

Orchard Post Office since 1985. He became a member of the NRLCA in 1990. He has served as the secretary-treasurer of Peninsula County Unit (formerly Kitsap) since 1991. Besides carrying the mail, Doug has worn many hats during his career, he has been an Ad Hoc (academy)

instructor, an on the job instructor (OJI) helping new rural carrier associates learn the many facets of the job, a Quality of Work Life (QWL) team member and a QWL facilitator. He served two different times as Region 2 Committeeperson, and has served two stints as Editor of the "Washington Rural Carrier" paper. According to Doug, two of his proudest moments in life have come with safety in mind. He is the recipient of the Million Mile award from the Postal Service, working 30 years without a driving accident. As the chairman of the safety committee while working at Weyerhaeuser, the mill achieved an unprecedented One Million Man Hours without an accident.



NRLCA Director of Labor Relations Joey Johnson presents Doug Rinehart with the Outstanding Member of the Year award

Doug has always had a soft spot for kids, serving as a Little League baseball coach, pee wee basketball coach, Cub Scout Den Leader and a BSA Scoutmaster. He is also an avid bowler, carrying a 205+ average for the past 10 years and shooting a pair of perfect 300 games. He is currently Vice President of a bowling league.

So far, Doug has helped his community by donating over 3 gallons of blood.

The Washington Rural Letter Carriers' Association is honored to call Doug Rinehart their Outstanding Member of the Year.

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Everett, Everson, Lopez Island,
Lynden, Maple Falls, Sumas

Portland District

District Representative

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Goldendale and Stevenson)

Seeing a New Name?

Hello fellow Union members! I would like to take a brief moment to introduce myself. My name is Lisa Benson and I was just appointed as the new Editor of the "Washington Rural Carrier". After having been the editor-in-chief of my high school annual, I studied at Everett Community College majoring in graphic arts and web design. I am a fourth generation postal employee and have worked for the Postal Service for nine years, nearly half of that time spent as a regular carrier in Marysville. Shortly after beginning my postal career, I developed an appreciation of stamps and especially postcards. I am a member of an international postcard exchange club and currently have over 300 postcards from all over the world.

My first State Convention was in Wenatchee in 2012 and, like they warned me, I'm hooked. I have been to every State Convention since. I also attended the last two Western States Conferences. I am excited to be going to my first National Convention in Reno this year and I am looking forward to the Editors' Seminar. I also currently serve as the Vice President of King-Snohomish County and will likely be taking over as a local steward within the next year or two.

I welcome your comments and submissions to the Kounty Korner section. I look forward to serving you!

Lisa Benson, WARLCA Editor



Previous Member of the Year Award Recipients

2015 Doug Rinehart	1994 Cindy Norman	1973 Neil Buchanan
2014 Tammy Donaghue	1993 Jennie M. Seeley	1972 Leroy L. Neifert
2013 Cheri Freeman	1992 Rebecca R. Wendlandt	1971 Wesley Rogers
2012 Patrick Pitts	1991 Kit N. Witt	1970 Grant Wills
2011 Joyce Sutherland	1990 Dexter A. Nesmoe	1969 E. C. Chuck Robinson
2010 Ed Koschalk	1989 Robert J. Lange	1968 None Listed
2009 Becky Pike	1988 David R. Stover	1967 Frank A. Arnot
2008 Patricia & Charles Alexander	1987 Michael E. Mackey	1966 Bracie V. Dodge
2007 Susie Hill	1986 Robert Dickens	1965 Leo Greenwood
2006 Joyce Patteson	1985 Joseph V. Halleck	1964 Jim C. McMillan
2005 Lynn Walker	1984 Marian I. Personnett	1963 No award to a Washington Carrier
2004 Ann Lamm	1983 Theodore Lynn Ricks	1962 William Weeks
2003 Monte Hartshorn	1982 Jack L. Yeager	1961 D. H. Bartlett
2002 Karen Crombie	1981 Allen J. Peterson	1960 Joel Shaffer
2001 Dave Reppe	1980 Lyle S. Olsen	1959 Outstanding Local Officer Victor J. Mathison
2000 Janice Sisley	1979 Harley Robb	1958 Outstanding Service Award William Weeks
1999 Judith Peck	1978 Albert C. Staehly	
1998 Marc McIntosh	1977 Vern N. Anderson	
1997 Brenda Hayes	1976 Roger Armstrong	
1996 Patricia Alexander	1975 Richard Vogt	
1995 Charles Alexander	1974 Willie Rentz	

Get a head start on your plans for the 2016 WARLCA Convention in Spokane Valley!

Saturday, June 11, 2016 Meet and Greet
 Sunday, June 12, 2016 - Tuesday, June 14, 2016 Convention

Book your room now by calling the Mirabeau Park Hotel at 509-924-9000. Reference the Washington Rural Letter Carriers' Association room block.

Executive Room \$99:

2 Queen Beds or 1 King

Sleeps up to 4

Executive Kitchenette \$139* :

2 Queen Beds or 1 King + 1 Double Hide-A-Bed

Sleeps up to 6

*\$99 more and add an adjoining room with 2 Queen Beds or 1 King plus an additional bathroom.

No additional charge for up to 4 people per room. All rooms include microwave, refrigerator, coffeemaker, hair dryer, iron & ironing board, complimentary newspaper and free wireless internet.

For more info:

www.mirabeauparkhotel.com

Mirabeau Park Hotel

1100 N Sullivan Rd

Spokane Valley, WA

99037



If you have any questions contact Levi Hanson, Chair of the 2016 State Convention at (509) 280-8610 or warlcaregion3@gmail.com

President & Historian Renee' Pitts Report for the 2015 State Convention



During the 2014-2015 Association year, I have attended all meetings and fulfilled all responsibilities associated with the office of President of the Washington Rural Letter Carriers' Association (WARLCA). In addition to attending and participating in all WARLCA board meetings, I attended as many County Unit meetings as I was able.

It has been another interesting year and I hope that you feel as if your State Board is moving in a direction that is increasing membership by speaking to new hires during their new hire orientation, increasing member participation at county and state level functions while trying to think of new creative ways to continue our growth and knowledge.

My favorite slogan is **UNITED WE BARGAIN, DIVIDED WE BEG**. The more members we have, the more powerful the bargaining unit. The money we generate from membership dues enables us to financially support the preparation process necessary to be successful as we prepare our case for collective bargaining and, if you are not a member, you are not paying your fair share, it is as simple as that!

All of the trainings and meetings conducted in Washington State are thanks to the membership dues. Without all of the dues-paying members, there

would not be anyone to call for information and you wouldn't be able to stay informed on wages and working conditions that affect us all.

On the "Legislative Front" I am pleased to announce that I received a call from our National President, Jeanette Dwyer, in February at which time she asked if I would be on the National Legislative Committee. I accepted the appointment and attended my first meeting March 2 thru March 6, 2015. This is a great honor for me and it is my hope to make Washington Rural Letter Carriers proud.

I want to thank you for allowing me the opportunity to serve you as your State President. Also thank you to the members of the WARLCA State Board, county officers, stewards and members of the state association. As always, I welcome your questions, comments and expressions of concern.

As for my appointment as Historian, we are continuing to catalog all historical items in the possession of the WARLCA, some of which will be on display at our State Convention this year and looking at ways to create digital copies and perhaps donate some items to local historical societies to be on display and preserved in their respective cities. It is a continual work in progress.

Respectfully submitted for the 2015 State Convention of the Washington Rural Letter Carriers' Association,
Renee' Pitts, WARLCA President

2015 Presidents' Legislative Seminar Washington DC

On Saturday May 16, 2015 WARLCA President Renee' Pitts and WARLCA Vice President Mariann Faulkner flew to Washington DC for the NRLCA Legislative Seminar and to visit Capitol Hill. Here is a brief synopsis of our trip.

After flying all day (with the time change) we arrived in Washington DC about 4:30 PM and checked into our hotel. At 6 PM we went to the Billy Goat Café for a meet and greet. Fortunately for us we got there before the monsoon hit, this was just a casual get together to meet new people and renew acquaintances from last year. Over hamburgers that remind one of High School we had a relaxed evening before work began on Sunday.

Sunday started early with first timers meeting at 8 AM, President Renee' Pitts as part of the National Legislative Committee conducted part of this meet-

ing and presented a paper explaining the tunnel system between the House of Representative buildings. By 9 AM, the room was full and we were greeted by Paul Schwartz who gave a brief overview of the issues still facing us: keeping 6-day delivery, maintaining service standards, Federal employee benefits, and the ever present pre-funding future retirees' health benefits.

NRLCA President Jeanette Dwyer welcomed us. She then introduced the National Officers present and gave an update regarding the cyber security breach. She also spoke about negotiations, at that time they were ongoing and that it was nice that time standards could not be brought to the table (but as we now know they went nowhere).

Secretary-Treasurer Clifford Dailing updated us on the RAFT program, Phase I in 2014 shows 5,462 ap-

plications received, 5,271 were from RCA's, 191 from regular carriers, 1,443 of the applicants separated from the Postal Service within 3 months of hire. Phase II (September 2014 to April 2015) 6,067 applications were received, 5,842 are RCA's, 225 regular carriers and 795 RCA's have separated before 3 months had passed. Figures show that it takes 5,000 applications to reflect a positive growth of 1,000 members or a retention of 1 out of 5.

Two of the more interesting speakers were Bob McLean of REM Associate Services and Mohammad Adra, Assistant Inspector General, USPS OIG. Bob McLean spoke to us about what we would find on Capitol Hill and how the Senate and House offices are run and who we would probably meet with. He told us to have a plan, use your 15 minutes wisely, watch for that deflection and glazed eyes and how to bring the conversation back to the points we wanted to make. Mohammad Adra, gave us a very interesting talk about the Postal Services finances. The report he referenced is called U.S. Postal Service Revenue: Is the Glass Half Empty or Half Full? It was very interesting and informative. You can find the full report at www.uspsoig.gov look in the document library and then white papers.

On Tuesday we started the day meeting with Representative Derek Kilmer 6th District. Representative Kilmer was very much up to date on postal issues and had already co-sponsored House Resolutions 12, 28 and 54. We wanted to let our members know that Representative Kilmer stated that at every town meeting he has gone to someone wanted to speak to him about postal issues and he thanked us for putting out updates on his town meetings on our email updates.

We met with the aides of Representatives Herrera-Beutler 3rd District, Representative Reichert 8th District, Representative McDermott 7th District, Representative DelBene 1st District, Representative Heck 10th District, Representative Larsen 2nd District and discussed postal issues with them and left fact sheet with them.

Wednesday found us having coffee with Senator Patty Murray, every Wednesday morning Senator Patty Murray has coffee with any of her constituents who are in DC and have made the request to attend. There were approximately 40 people present about half were students with a Close Up group. Everyone introduced themselves and said what group they were with or if they were just visiting Washington DC on vacation. Senator Murray's staff introduced them-

selves and Senator Murray gave a brief talk on what was happening in Congress and then she asked if anyone had a question or brief statement of their interest they wanted to make. Of course we had something to say, Senator Murray was very interested when we spoke about the decline in service standards and actually said she did not know about that and would we make sure her aides on postal issues got that information. We met with her aides later after the meeting and gave them all of information and fact sheets on all the others topics.

Renee' spoke to Senator Murray and her aides about an issue in Seattle District and hiring. Under the USSERA Act military family members can maintain their residency in the state they are from and do not have to change residents every time they are assigned to another state. It came to my attention that in Washington local services were not letting military spouses be hired unless they obtained a Washington drivers' license. Senator Murray was very interested in this and when I returned home from our visits and did my follow ups I am pleased to announce that her aide called me and asked for more information. I provided her with names and numbers in the district so it is my hope this issue is corrected.

Here is more information on my follow up with all of the Representatives. Representative DelBene, Kilmer, Heck, McDermott and Larsen are co-sponsors on the House Resolutions we were asking for support on.

Representative Smith has signed on as a co-sponsor for House Res. 28. We still would like to see him sign on to House Res. 12 and 54.

Representative Herrera-Beutler has signed on as a co-sponsor on House Res 12, but we still need to encourage her to co-sponsor 54 and 28. She also will be in attendance at our State Convention.

Unfortunately, Representative McMorris Rodgers, Representative Newhouse and Representative Reichert have not signed on as co-sponsors to any of the House Resolutions we asked for support on. Below you can read the response to my follow up with Representative Reichert's office:

"At this point and time, the Congressman will not be a co-sponsor of any of the resolutions listed below. Thank you for all your help on this and do appreciate it. Let's stay connect on this issue and if I hear of any related legislation movements in the House, I will definitely let you know and keep you posted."

Representatives McMorris-Rodgers and Newhouse did not respond to my follow request.

Give them a call! At the time of writing this article

we are still urging the following Washington State Representatives to sign on as cosponsors to H. Res. 12 and H. Res. 54 and H. Res 28:

Congresswoman McMorris Rodgers: R-5th (202) 225-2006

Congressman Newhouse R-4th (202) 225-5816

Congressman Reichert R-8th (202) 225-7761.

H. Res. 54 and 28:

Congresswoman Herrera Beutler R-3rd (202) 225-3536

Find your Representative and ask for their support to protect your job and families' livelihood.

Call and thank your Representative if they are one of the following:

Congressman Larsen D-2nd (202) 225-2605

Congressman McDermott D-7th (202) 225-3106

Congressman Heck D-10th (202) 225-9740

Congressman Smith D-9th (202) 225-8901

Congresswoman DelBene D-1st (202) 225-6311

Give our Senators a call too!!!

Senator Patty Murray (202) 224-2621

Senator Maria Cantwell (202) 224-3441

H. Res 12: (Rep. Graves, MO) Expressing the sense of the House of Representatives that the United States Postal Service should take all appropriate measures to ensure the continuation of its 6 day mail delivery service.

H. Res 54: (Rep. McKinley, WV) Expressing the sense of the House of Representatives that the United States Postal Service should take all measures to restore service standards in effect as of July 1, 2012.

H. Res 28: Expressing the sense of the House of Representatives that the United States Postal Service should take all appropriate measures to ensure the continuation of door delivery for all business and residential customers.

Respectfully submitted,

Renee' Pitts, WARLCA President

Mariann Faulkner, WARLCA Vice President

Vice President Mariann Faulkner Report for the 2015 State Convention



I have fulfilled all the duties and responsibilities as your Vice President. It has been a very interesting year and has gone by very quickly. I have attended all Board meetings, with the exception of 3 hours, leaving the

March Board meeting early due to Taralee Mohr's family emergency. Tara and I had traveled together in my vehicle. I attended as many County meetings as I was able to. I attended the President/Vice President's Legislative Seminar in Washington DC in May. Also in May, President Renee' Pitts and I met with Senator Murray's South Sound Director and three other Union Representatives to inform her of our issues with the Postal Service. I have spent most of the year focused on legislative issues and contacting our Representatives and Senators.

The WARLCA Board has made membership recruit-

ment a priority and has made every effort to have a Board member at new hire orientations. This has shown an increase in membership. We have listened to our membership regarding wanting more information and education, by having two informational meetings, one on each side of the mountains. Our retirement seminar was very well attended and the feedback we received was positive. We look forward to more informational meetings and educational seminars, if you have ideas for these meetings don't hesitate to let a Board member know.

Thank you to the State Board, County Officers, stewards, and WARLCA members for allowing me the honor of serving as your State Vice President. I am only a phone call or email away and welcome your comments and questions.

Respectfully submitted,

Mariann Faulkner, WARLCA Vice President

Secretary-Treasurer & Rural Carrier Benefit Plan Representative Rebecca (Becky) Wendlandt

Report for the 2015 State Convention

Greetings fellow members of the WARLCA and NRLCA. This is my annual report for the 14/15 WARLCA year and some stats from previous years.

MEMBERSHIP:

We have pushed hard to increase membership by having officers/stewards attend training orientations.

But even with the increase we have had the lowest percentage of retaining these members. We now have 1,923 members as of June 1, but that can and will drop every two weeks with updates to our database. We lose many of these new members because they transfer to other crafts, are not being given enough training time to do their job as a rural carrier associate, are working too many hours too soon after hiring on, poor communications in their offices, and other factors. Last year at this time we had 1,838 members and the year before that we had 1,757 members so membership is increasing as the USPS is hiring more and pushing them through the ad hoc academies. Now if we can just retain them!

From June 1, 2014 to June 1, 2015 the USPS hired 595 RCAs for Washington (240 more than last year). We had 455 regulars and reliefs that resigned, separated, changed crafts, or were terminated. We had 56 regular carriers retire, and 81 RCA/PTFs that made regular. Sadly we had 21 members who passed away this year.

I have processed 491 dues withholding forms for craft members this year (last year was 229 and I thought that was high!). Along with that I have processed 34

cash paid dues members, 6 OWCP dues, and 16 newly retired members. I have done a complete mailing to all non-members that resulted in 15 new members, a letter to all new hires that have not joined at orientation, and also 2 letters to all recently retired members. Each quarter I check on those members who are on OWCP and bill those for dues. Those who don't pay dues are put on a "hold" status for membership. I am still dealing with the glitch in the database that does not change the membership status of those RCAs who quit or are separated, and are then rehired at another office. I do not know that they are rehired so unless you tell me I can't recruit them for membership.

There are 2 to 5 per month in this situation. I need your help in recruiting these potential members. It is very frustrating. National is well aware of the problem but does not expect it to be fixed until the new database comes out.

The total breakdown is as follows as of June 1, 2015: Members: 996 regulars, 8 PTFs, 617 reliefs, 298 retired, and 4 associate for a total of 1,923 members.

Non-Members: 192 regulars, 285 RCAs, and 2 PTFs for a total of 479 potential members.

Here are some membership stats.

As Reported By NRLCA on Year End June 30th (Including Associate Members)

05/06:	1,830 members (OUR UNION made health insurance available for reliefs)
06/07	1,930 members
07/08	1,967 members (OUR UNION received the mail count award)
08/09	1,941 members
09/10	1,876 members (Western Area not hiring/National Database not showing new hires)
10/11	1,841 members
11/12	1,805 members (start of consolidation of routes and offices)
12/13	1,757 members (start of 2-tier pay system)
13/14	1,851 members
14/15	1,923 members as of June 1, 2015



MEMBERSHIP STATS FOR 2015 WARLCA STATE CONVENTION

As of June 1, 2015

	# OF MEMBERS	TOTAL
<u>Region One:</u>		
ISLAND-SKAGIT-SAN JUAN #010	112	
KING- SNOHOMISH (KS) #011	391	
WHATCOM #015	94	
<u>Total for Region One:</u>		597
<u>Region Two:</u>		
PENINSULA #003	197	
LOWER COLUMBIA #005	206	
MUTUAL #006	368	
<u>Total for Region Two:</u>		771
<u>Region Three:</u>		
NORTH CENTRAL #001	76	
EAST CENTRAL #013	178	
NORTHEAST #014	53	
<u>Total for Region Three:</u>		307
<u>Region Four:</u>		
SOUTHEAST #012	33	
WHITMAN-ASOTIN #016	29	
APPLE #017	185	
<u>Total for Region Four:</u>		47
<u>Total for State:</u>		1,922*

***Note: We have 1 associate retired member from another State to make it 1,923 members.**

FINANCES:

We are currently doing well with finances. We have one year's operating expenses in savings/CDs and are operating on a budget that is reviewed at each Board meeting. My hope of having some extra time on the bi-weekly payroll, because we no longer include the stewards, was dashed with the increase in membership forms, which is a good thing! Processing membership forms, as well as keeping track of the RAFT program and the recruiters, has been taking more time than the loss of processing steward vouchers, but it will bring the WARLCA increased funds in the future. Hopefully we can keep up this trend.

Here is the process we use for vouchers. All payroll and expense vouchers are submitted to the complete Board each pay period. All disbursements must meet the WARLCA Constitution, Board policy, and/or minutes before being disbursed. I submit the bi-weekly payroll taxes and VOYA/ING retirement plan deposits with each payroll. At the end of each

month I reconcile the books and send them to our accountant. The Board again reviews all vouchers each quarter when meeting. The accountant does our IRS Form 990, DOL LM, quarterly, and yearly taxes and sends them to me to be reviewed, filed, and paid. Each year the Audit Committee at State Convention reviews the books, usually one full month. Each year an outside accounting firm does a complete review of our books. Also to meet DOL and IRS guidelines we have each of the appointed and elected officers, including county officers, sign a confidentiality statement. All state level elected and appointed officers also sign a written conflict of interest each year. We have incorporated a whistleblower policy in our Board Policy as suggested by NRLCA. Each year I review our WARLCA constitution and propose any necessary changes so that we remain in compliance with NRLCA, DOL, and IRS. I have filed the IRS 990 EZ report for all counties so that they can maintain their non-profit status and all counties have filed

their DOL LM-4 on time. We have had some counties having trouble finding members who want to be local officers. Hopefully that will change. I have reviewed and filed the State LM2 as well as our VOYA (ING) form 5500 for our retirement plan. I have also sent in the quarterly bonding worksheets and reviewed and paid our bond so we are in compliance.

The NRLCA normally holds two State Secretary-Treasurers' training seminars each year, but this year they only held one for all secretary/treasurers. To cut down NRLCA expenses they had the second training for secretary/treasurers with less than 3 years of experience, plus an additional training for new secretary/treasurers. Even though I attended only the one seminar I qualified to attend, I still took the time to read all their handouts and power points to make sure we are in compliance.

The following stats show the ending totals from the Statement of Activities:

Profit and Loss for last 6 years

08/09 Year:	Gain of \$10,892
9/10 Year:	Loss of \$58,127
10/11 Year:	Gain of \$68,916
11/12 Year:	Gain of \$15,374
12/13 Year:	Gain of \$90,354
13/14 Year:	Gain of \$6,025

Each function, LWOP used, meetings, and all expenditures were reviewed by the complete Board. The hard questions were asked and are still being asked, for instance, "Are we holding a meeting because we always have or are members attending?" The two major events are our State Convention, averaging \$35,000 and National Convention, averaging \$50,000. This year we held a retirement seminar

bringing in Joni Montroy from New York and had 165 people in attendance, many more than any other meeting attendance and over double from State Convention. It was one of our most successful meetings. With anticipated state convention expenses and two more payrolls we should end up the year with a gain of \$10,000 to \$15,000.

Included with this report are the 11-month WARLCA Statement of Financial Position and WARLCA Statement of Activities along with our 13/14 year CPA review.

As the RCBP (Rural Carrier Benefit Plan) Representative, I have attended the RCBP seminar at National Convention, as well as keeping in touch with our RCBP Manager, Larry Waligora. Here are a couple of important items why you should have RBP:

RCBP is the only Federal Plan that has 100% full cancer coverage, including second opinions, specialized treatment, and drugs.

NRLCA sponsors the RCBP, which means if you have any problems you can contact Clifford Dailing, NRLCA Secretary/Treasurer and Larry Waligora, Program Manager to help get it straightened out. It is great to have a contact that is working for us!

Thank you for allowing me to be your Secretary-Treasurer. I want to especially thank our County Officers for their dedication! You are appreciated! If you ever have any questions or comments I am always available.



United in support of the Rural Craft,
Becky Wendlandt, WARLCA Secretary-Treasurer

Region 1 Committeeperson (RCP) & PAC Chair Taralee Mohr Report for the 2015 State Convention



There is a saying that if I didn't have bad luck, I wouldn't have any at all. That saying has definitely described things lately. However, I do have some great news. I am back to working on my route. I think I forgot that it gets so hot I could fry an egg on

the floor boards of my LLV.

I would like start by reporting that I have attended all of my County Unit meetings and all Board meetings. Unfortunately I missed 3 hours of a Board meet-

ing due to my kids getting into a serious car accident. The kids are ok. The car not so much.

The Board has been focusing on recruiting new members. I have had the privilege of attending the new hire orientations in Tacoma and Seattle and have recruited over fifty new members.

It pleases me that as a Board we are concentrating on trying to find out what our membership is interested in. This is the first time that I can remember that our dues have decreased. We were able to plan a retirement seminar with specialist, Joni Montroy. As one of the premier retirement speakers in the country,

she presented valuable retirement information to our members. We have also had two informational meetings this year, one on each side of the mountains. In order to give members the most bang for their buck, please remember we don't know what you want unless you tell us.

The highlight of my year was the Western States Conference in Seaside, Oregon. I am proud to say Washington had the most members in attendance. I got the chance to work at the PAC table during the conference. I was able to pick the brain of one of the lead earning PAC Chairs and hopefully came up with new ideas for our state. OK I lied I'm stealing her ideas. The important things that stuck with me from Western States Conference is that safety is very important and every location is struggling with retaining RCAs.

As this is my first year as PAC Chair I didn't know it would be so hard. There are so many rules and trying to figure out aggregates and per capita is a bit of a challenge. A rule that has come to my attention that

has to do with in kind gifts for PAC. A receipt must be given to the PAC Chair for any items over \$200 giving its fair market value. I had the NRLCA PAC coordinator on speed dial this year and I am very thankful they were willing to mentor me. I'm lucky they still take my calls.

This year I was able to convince Representative Suzan DelBene to attend a King-Snohomish County Unit meeting and she stayed until all questions were answered. The thing that impressed me was, if she didn't have the answer she took your information and got back to you. I am hoping that every member contacts their legislators get them involved in postal issues. We need to help educate them on how certain legislation can harm the Postal Service and the people they represent. For any updates on new legislation please go to the National website.

Most importantly I would like to thank my fellow Board members for the support they have given me.

Respectfully submitted;

Taralee Mohr, Region 1 Committeeperson

Region 2 Committeeperson (RCP) & National General Insurance Representative Dawn Ayers

Report for the 2015 State Convention



My first year on the WARLCA State Board has definitely been a unique experience. At our first Board meeting I inherited the task of planning the 2015 State Convention, which happened to be in my region, specifically Vancouver, WA. As over-

whelming as it seemed, I was excited to take it on as I love party planning. It has been a challenge and hopefully will be a successful event.

As your National General Insurance Representative, I was fortunate to have my fellow Board members help promote NGIC. The goal of being the NGIC Representative is to get our members to call for insurance quotes to see if they can save money on their insurance rates. With every person who calls to get a quote our Association can earn \$20.00 which is deposited to our general fund and that member receives a \$10.00 Visa Gift Card just for getting the quote. In addition to that money, we also receive an additional amount based on how many NGIC policies our state maintains. It is a great way to help increase revenue.

In March, I was appointed as the interim Editor of the "Washington Rural Carrier" as our previous editor was forced to resign due to personal reasons. I am hoping you all enjoyed the last issue that was published and will overlook the minor transposing of the dates for National Convention. I will continue as Editor until the State Board selects a replacement.

As the Board Representative for Lower Columbia, Mutual Counties and Peninsula Counties, I attended all meetings for which I received proper notification. In addition, I attended all Board meetings and informational meetings put on by the WARLCA. I have also been committed to raising awareness for our Political Action Committee and encouraging members to contact their Legislators. Many of you have seen the familiar little white mail box I tote around to all the meetings. Your WARLCA Board has tried to push legislative involvement and the white mail box has been my way of promoting participation.

A great man once said, "These are the problems which face this great democracy of ours. They cannot be solved by turning away, but can be solved, I believe, by the united, intelligent effort of us all." He also said, "Things do not happen, things are made to happen." That man was John F. Kennedy. President

Kennedy spoke these words at the University of North Dakota in 1963. These words can be applied today to the current problems we face with the United States Postal Service and what we need to do to fix it.

As a member of your State Board I had the opportunity to see firsthand the involvement our Union has in trying to educate our government on what changes need to happen to ensure not only the survival of the USPS but future growth opportunities. Our focus used to be on the steward system and some still get stuck on thinking that that needs to be what we concentrate on. Your State Board wants to put the spotlight on educating our Legislature and providing training for our membership.

The problem we face with both are participation. Through my travels as Region 2 Committeeperson, I have noticed a lack of involvement when it comes to using our voices. Sure, I hear plenty of conversation regarding these topics but they need to be voiced in the right direction. That direction is towards your

State Representatives and Senators when it regards postal closures, resuming first class standards and any other postal issues. When it comes to training, we need to know what you want to learn. Planning a successful County Unit meeting becomes so much easier when you know what your membership wants to hear from you.

These problems we face can be solved but we must not turn away. Instead we must unite and put forth an intelligent effort by us ALL. We cannot trust that someone else will promote the necessary change, we must be the change that needs to happen. Remember, things do not happen, they are made to happen and that is what Union participation is all about. I look forward to this next year on the Board and to receiving suggestions from all of our membership on how we can provide the tools you need to help create a difference in your work life and in our Union as a whole!

Respectfully submitted,

Dawn Ayers, Region 2 Committeeperson

Region 3 Committeeperson (RCP) & Provident Guild Representative Levi Hanson

Report for the 2015 State Convention



I can hardly believe that another Association year has come and gone and we find ourselves at State Convention once again. I appreciate those of you who have opted to join me for Convention, especially knowing that you've probably attended your county meetings and state functions throughout

the year, are likely a steward and quite possible a county officer; in short, you are the backbone of this Union. To those members reading this for the first time in the Convention Issue of the "Washington Rural Carrier", you too, are much appreciated and valuable members of this Union. Perhaps, you are a Regular who wanted to attend Convention but couldn't get time away from the route because your office is short on RCAs or you are an RCA who works two jobs because your postal gig just isn't cutting it; either way and whatever the struggle, your contributions to this Union and the Rural Craft are appreciated.

I hope you've appreciated my contribution to the

State Board and the WARLCA this year and last. As Region 3 Committeeperson I attended all of the East Central, Northeast and North Central County meetings, all State functions including both the Fall and Spring Informational Rallies as well as the Retirement Seminar and was present at all of the Board meetings. In addition, as Provident Guild Representative, I promoted the benefits of Guild membership and contacted members on Guild business including corresponding with beneficiaries in the unfortunate loss of a member. I also attended new hire orientations throughout the year and successfully recruited new members.

As membership recruitment is a priority for the State Board, we have naturally made that a focus of our activities and with your help have made great strides in that area. We can always do more however and that is where your help is key. You know which of your coworkers are nonmembers and spend time with them daily and so it's up to you to convince them that they too would benefit from membership in our union. We are happy to help in this effort by providing you with whatever you need to educate your fellow rural carriers.

Another area where we could use help from every

one of you is in our effort to educate members of Congress. Many Representatives and Senators are unaware of the affect that changes to service standards made by the Postal Service have had on the public, businesses and on postal employees. It is very important that they hear from you in your own words. Keep it simple, keep it short but whatever

you do, don't keep it to yourself. Call your members of Congress today.

Thank you for the opportunity to serve you this past year.

Respectfully submitted,

Levi Hanson, Region 3 Committeeperson

Region 4 Committeeperson (RCP) Joyce Patteson Report for the 2015 State Convention



Another quick year comes to a close. Once again, it's hard to believe it's been a whole year since last year's State Convention. Here we are again!

I would like to thank you, the membership, for being members of this great Union; for sending us your dues; and for trusting us, your State association, to do the right thing with those dues. Having the trust in us along with the extremely low percentage of active members to spend your money wisely is valued to say the least. It's certainly not taken lightly as we consciously try not to make frivolous decisions. We remain consistent in asking for your assistance, ideas, questions, and comments but continue to receive a low response. With the exception of a couple of counties, we maintain a low percentage of attendance at County Unit meetings, informational meetings, and State Convention. We can only assume that you, the members, are satisfied or we would hear from more of you, and more of you would actively seek involvement.

I would also like to thank my fellow Board members for their professionalism, patience, tenacity, and courage this past year. None of us alone would be able to accomplish much, but together we are a force to be reckoned with!

Attendance-wise, there was one exception to the rule this year, and that was at our State-sponsored retirement seminars. Thanks to all who attended, and there were many of you along with your friends, spouses, and co-workers. I know if you were there, you left with more knowledge than you had when you arrived and many of you have mentioned to me that you would like to see Joni Montroy speak again in the future. We will definitely take that under advisement but I must tell you that Joni is in extremely high demand and unfortunately, we may not be able to get her back to Washington for another couple of

years or more.

I fulfilled all of my duties this year which included attending all scheduled Board meetings. I also attended all County Unit meetings held in Region 4 this past year. Those counties are Whitman-Asotin, Southeast, and Apple Valley. The meetings are always interesting, with some fun thrown in as well. My sincere appreciation goes out to all the county officers in those counties, and to the members who attend.

If you are one of those members who depend on that one person in your office who you know is active and always brings back the information, think about what would happen if that person decided not to attend. Our new association year began July 1st, 2015. Perhaps you should make a "New Year" resolution to attend your County Unit meeting. Some of the County Units meet only once per year, and some of them meet several times per year. If you make a resolution to attend, I know you'll enjoy yourself, make new friends, and learn something. Don't continue to depend on others to keep you informed. Big Brother is watching like never before! Please join us and take an interest in yourself, your fellow carriers, your Union, and ultimately, your career.

Respectfully,

Joyce Patteson, Region 4 Committeeperson



The WARLCA 2015-16 State Board

Overview of 2015 State Convention, Vancouver, WA

The 109th WARLCA State Convention was called to order at 8:30 AM Sunday, June 28, 2015 by Region 2 Committeeperson Dawn Ayers. Cheri Freeman gave the invocation. Presentation of colors was done by Ben McKinney, Joshua Helm, Blake Bevard from Boy Scout Troop 554. The delegates joined the Boy Scouts in the Pledge of Allegiance and then Dawn presented the gavel to President Renee' Pitts. Renee' welcomed all and introduced the State Board: Vice President Mariann Faulkner, Secretary-Treasurer and RCBP Representative Becky Wendlandt, Region 1 Committeeperson and PAC Chair Taralee Mohr, Region 2 Committeeperson, National General Insurance Representative, and Editor Dawn Ayers, Region 3 Committeeperson, PAC Co-Chair, and Provident Guild Representative Levi Hanson, Region 4 Committeeperson Joyce Patteson. Renee' then introduced Patrick Pitts, NRLCA Seattle District Representative and Charles Brown, NRLCA Portland District Representative. All local stewards were asked to come up front, be recognized, and have their photo taken. The same was asked of all county officers. Anyone who served in the military was asked to come up front, be recognized, and have a photo taken. Next, the nine retired members (Joanne Dillon, Karen Crombie, Cheri Freeman, Susie Hill, Becky Pike, Dan Schrup, Joyce Sutherland, Mel Walker, and Renee Wagner) in attendance were asked to come up front, receive a Starbucks gift card and smile for a photo. A total of 4 first timers (Estee Javiniar, Michael Ogdon, Victoria Santos, and Martha Moross) were also asked to come up front, receive a Starbucks gift card and be photographed. One guest (Scott Murahashi from Oregon) was recognized.



WARLCA Convention first timers

Becky Wendlandt took roll call of officers and county delegates-at-large at 8:51 AM. Yea/Nay cards were then distributed. Total delegates present were 54; however no delegate from South East WA RLCA was in attendance.

David Ray moved to waive the reading of the convention standing rules printed in the program. It was seconded and motion passed.

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 (11th 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. 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 to be held the afternoon of the first day of convention.
7. 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.
8. Resolutions shall be read and if no objection is voiced, they shall be considered passed at the sound of the gavel by the Chair.
9. All resolutions objected to shall be brought before the delegates for consideration after all resolutions have been presented. 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. Amendments shall only be permitted on binding resolutions.
11. During the consideration of resolutions at the

second reading, the con and pro shall alternate with a 2 minute time limit per person.

12. Delegates shall be allowed to speak no more than twice on any particular issue.

13. If there is no opposing position to be presented, the resolution shall be brought to an immediate vote of the delegates.

14. Campaign materials may only be distributed at or near the entrance of the convention floor. There shall be no campaigning, nor distribution of campaign material on the convention floor with the exception of those campaign speeches made from the podium.

15. Once nominations are closed for each officer position and prior to voting, each candidate shall receive up to 4 minutes to address the delegates. Up to five minutes per candidate per officer position will be allowed for the delegates to question the candidates. Each question shall be limited to 1 minute; responses by candidates shall be limited to 2 minutes. No delegate may ask a second question while other delegates are waiting in line.

These rules shall be in force throughout the convention unless amended by a two-thirds vote of the delegates.

President Renee' read from WARLCA Constitution, Article VI, Section 6B on resolutions and proposed constitution changes from the floor. It is as follows:

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 changes from the floor during new business. The Resolutions Committee and Constitution Committee will only be responsible for Resolutions and proposed Constitution 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 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.

Mariann Faulkner moved to accept Resolutions and proposed Constitution changes from the floor. It was seconded and motion passed.

PAC Chair Taralee Mohr updated the delegates on PAC totals so far. The dessert auction brought in over \$800 in PAC donations. First place for county collecting the most for PAC is King-Snohomish at \$5,554.50. Second place is Mutual at \$2,593.00 and third place is Apple at \$530.00. Per capita placement is:

King-Snohomish RLCA \$14.20 per capita

North East WA RLCA \$7.08 per capita

Mutual RLCA \$7.04 per capita

Whatcom RLCA \$3.24 per capita

Apple RLCA \$2.84 per capita

East Central WA RLCA \$2.71 per capita

Lower Columbia RLCA \$2.37 per capita

Island Skagit San Juan RLCA \$0.65 per capita

Peninsula RLCA \$0.39 per capita

Whitman RLCA, South East RLCA, and North Central RLCA \$0

Total for year as of now is \$10,539.00

President Renee' read the committee assignments.

Auditing: Mariann Faulkner – Board Representative, Lorrie Crow – Chair, Colleen Headley, Sherrie Flansburg, Kathy Beebe

Constitution: Becky Wendlandt – Board Representative, Joanne Dillon – Chair, Michael Ogdon, Christina Smith

Credentials: Levi Hanson – Board Representative, Isabella Lopez – Chair, Jim Hemrich, Alicia Peterson

Finance: Mariann Faulkner – Board Representative, Sharon Madison – Chair, Janie Walla, Kris Skewis

Hospitality: Becky Wendlandt – Board Representative, Mel Walker – Chair, Janice Craig, Doug Rinehart

Media: Joyce Patteson – Board Representative, Kristian Granish – Chair, Jan Frymire, Lisa Benson

Mileage and Per Diem: Taralee Mohr – Board Representative, Cheri Freeman – Chair, Joyce Sutherland, Stella Fazzino, David Ray

Minutes: Becky Wendlandt – Board Representative, Dawn Ayers – Chair, James Folk

Nominating: Renee' Pitts – Board Representative, Renee Wagner – Chair, Estee Javiniar, Susie Hill

PAC: Dawn Ayers – Board Representative, Becky Pike – Chair, Sharlene Arras

Photography: Renee' Pitts – Board Representative, Patrick Pitts – Chair, Dominic Talavera

Resolutions: Taralee Mohr – Board Representative, Karen Hill – Chair, Carolyn Triebenbach, Kurt Eckrem, Ray Steele

Sergeant-at-Arms: Levi Hanson – Board Representative

tive, Monte Hartshorn – Chair, Nancy Granish, Dan Schrup, Jamie Stark

Tellers One: (Tabulate National Delegate Ballots) Becky Wendlandt – Board Representative. This committee was not able to meet due to having to do the ballots for National Convention a second time.

Tellers Two: (Tabulate Election/Other Ballots) Dawn Ayers – Board Representative, Lauri Chamberlin – Chair, Linda Gale, Martha Moross, Victoria Santos, Paige Barrett

Washington Rural Carrier: Joyce Patteson – Board Representative, John Wangelin – Chair, Karen Crombie, Rachel Hoisington

President Renee' asked Becky Wendlandt to report on what happened with the kerfuffle with the Vancouver Post Office for elections for National delegate. Becky reported that the Vancouver Post Office clerk and/or supervisor sent an unknown number of ballots back as undeliverable as addressed. Because of this, the NRLCA advised that the first ballot mailing be declared void and a second ballot mailing be sent with an explanation. The second ballot mailing was sent June 24, 2015 and must be returned by July 22 to the Spokane Post Office (Trentwood Branch) for tabulation by a special tellers committee. The listing of delegates by votes received will be on the warlca.com website. At that time, those regular delegates need to sign a commitment form if they are or are not going to National Convention and return it to Becky. As soon as she receives in writing from a regular delegate not attending she will upgrade the alternate delegates in order of votes.

President Renee' called for the preliminary report of the Constitution Committee. Joanne Dillon, Chair of the Constitution Committee, announced that proposed constitution changes are being distributed by the Sergeant-at-Arms and the committee will be meeting after close of the day's session.

President Renee' announced that the annual reports of the elected and appointed state officers were in the convention ditty bag and all should have received them. As per standing rules, the reports were not read but are added here for clarification.

The Annual Reports of the Elected and Appointed State Officers can be found on the preceding pages.

PAC Chair Taralee Mohr updated the delegates on the raffles being held at Convention as fundraisers for PAC.

Joyce Patteson, Region 4 Committeeperson, gave an update on the 2018 State Convention. It will be held

June 24, 25, 26 2018 and probably in the Tri-Cities area. Joyce announced that the Red Lion in Richland gave a bid of \$95 per room night.

Taralee Mohr, Region 1 Committeeperson, gave information on the 2017 State Convention. Oak Harbor is a possible location and the Best Western in Oak Harbor gave a bid of \$91 per room night. The dates are June 25, 26, 27 2017.

After a short break, President Renee' called the meeting to order at 10:09 AM. Becky Wendlandt did the roll call and total of 53 delegates were present, with no delegate from South East WARLCA present. At 10:29 AM the King/Snohomish delegate at large, Isabella Lopez announced that they wish to seat one more delegate, for a total of 54 delegates.

Levi Hanson, Region 3 Committeeperson, gave the delegates some details on the 2016 State Convention on June 12, 13, 14 2016. Room rates are \$99 per night, with the kitchenette at \$139 per night. Levi discussed several options for the banquet since it does not have to be on site.

NRLCA Seattle District Representative Patrick Pitts gave a presentation. Highlights included talking about US Code 101 and how important our jobs are as rural carriers. Patrick then updated the delegates on number of rural offices, rural routes, and local stewards.



Portland District Representative Charles Brown

Next, NRLCA Portland District Charles Brown gave a presentation. Charles said there are 128 rural routes in Washington State that are under the Portland District. Some issues are hiring and retention. Kevin Romero, USPS Portland District Manager addressed the delegates on service standards, safety, and confirmed that USPS and Amazon are doing a stress test July 13-17th, which means Amazon is dropping all of their packages with USPS to see if

USPS can handle it. Kevin took questions from the delegates and the Convention took a lunch break afterwards.

President Renee' called the convention in session at 1:08 PM and Becky Wendlandt did the roll call with all 54 delegates in attendance, with no delegate from South East WARLCA present.

President Renee' spoke about the Rural Reach contest and asked that each delegate make sure they receive the information in a standup.

President Renee' introduced Wendy Averett, from Employee Assistance Program (EAP). Wendy discussed compassion fatigue. Wendy announced she will be available throughout the Convention at her table in the hallway if anyone wants more information.

Next NRLCA Seattle District Representative Patrick Pitts finished his presentation concerning the rise of grievances. Patrick asked that all the Assistant District Representatives (ADRs), Area Stewards, and local stewards rise and be recognized. He thanked them for all their hard work.

Next NRLCA Portland District Representative Charles Brown gave a presentation on Union participation.

President Renee' asked 2015 Convention Chair Dawn Ayers to come forward and help her announce the committee meeting locations.

PAC Chair Taralee Mohr announced the 50/50 draw-

ing winner and Mariann Faulkner made a few announcements. All committees are to meet following adjournment. The Sergeant-At-Arms collected the Yea/Nay cards for the day and the meeting was adjourned at 2:17 PM.

The WARLCA State Convention second day was called to order at 8:07 AM on Monday, June 29, 2015 by President Renee'. Becky Wendlandt took roll call and Yea/Nay cards were then distributed. Total delegates present were 53, with no delegate from South East WARLCA present. At 8:26 AM Mutual RLCA delegate-at-large Sharlene Arras announced that they wish to seat one more delegate. Total delegates are now 54.

PAC Chair Taralee Mohr explained what PAC is and what PAC funds are used for. Tara said checks must be payable to NRLCA PAC or they will be returned. Any non-cash donations over \$200 must have a receipt. Tara announced the total from the previous day was \$630.00. Total from the dessert auction was \$816.44.

Vice President Mariann Faulkner reminded the delegates to contact their legislators and said pre-addressed postcards were available in the back of the room.

President Renee' called for the report of the Credentials Committee. Isabella Lopez, chair of the Credentials Committee, gave the following report:

<u>County Name & Delegate at Large</u>	<u>Members</u>	<u>Possible Delegates</u>	<u>Seated Delegates</u>
001 North Central: Michael Ogdon	76	16	1
003 Peninsula: Doug Rinehart	197	40	3
005 Lower Columbia: Melvin Walker	206	42	5
006 Mutual: Sharlene Arras	368	75	13
010 Island-Skagit-San Juan: Dominic Talavera	112	23	2
011 King-Snohomish: Isabella Lopez	391	79	13
012 South East: No delegate present	33	8	0
013 East Central: Levi Hanson	178	37	3
014 North East: Lorrie Crow	53	12	6
015 Whatcom: Linda Gale	94	20	4
016 Whitman-Asotin: Jim Hemrich	29	7	1
017 Apple: Martha Moross	185	38	3
Total for Counties:	1,922	397	54

Isabella Lopez moved that all delegates be seated by the passing of the final report of the Credentials Committee. Motion passed.

President Renee' called for the preliminary report of the Mileage and Per Diem Committee. Cheri Freeman, Chair, introduced the committee and had the report be disseminated to the delegates. Cheri asked that if you feel there is anything that needs to be corrected or missing tolls or ferry fees please let the committee know.

President Renee' called for the preliminary report of the Finance Committee. Sharon Madison, Chair, introduced the committee and had the report be passed out to the delegates. Sharon read that the Finance Committee recommends Article IV (corrected by Colleen Headley to VI) Section 3A have the mileage changed from 38 cents per mile to IRS rate. They recommended no change for money returned to County Units, no office rent/storage for elected WARLCA officers and make that part of salary, that proposed constitution change #1 not be adopted, that proposed constitution change #2 be adopted, that proposed constitution change #3 is not applicable to the current budget so no recommendation, and that proposed constitution change #4 be adopted.

President Renee' called for the preliminary report of the PAC committee. Becky Pike, Chair, introduced the committee and suggested that only one report be given. Since it is a new committee it is a work in progress.

President Renee' called for the report of the Nominating Committee. Renee Wagner, Chair, introduced the committee and announced that Taralee Mohr and Colleen Headley were placed in nomination for Region 1 Committee person and Levi Hanson for Region 3 Committee person. Renee Wagner moved that the committee be dismissed with our thanks and it was seconded. Motion passed.

President Renee' called for the report of the Auditing Committee. Lorrie Crow, Chair, introduced the committee and announced that they found no discrepancies and all checks and deposits were accounted for. Lorrie Crow



Report of the Auditing Committee

introduced the committee and thanked the Board mem-

bers and Dawn Ayers, interim editor, for their suggestions. John said the committee had no particular concerns with the current format and presentation of the WRC. The committee suggested future topics which could include a list of the National Convention delegates, news about current postal events, scanner rules clarification, omitting physical address of state/county Board members, list of mutual transfers, etc. John Wangelin moved that the report be accepted and the committee be dismissed with our thanks. It was seconded. Motion passed.

After a short break President Renee' called the convention in session to at 9:32 AM. Becky Wendlandt took roll call. After waiting a few minutes all 54 delegates were present with no delegate representation from South East WARLCA present.

NRLCA Seattle District Representative Patrick Pitts spoke about communication problems between some postal managers and offices. Patrick addressed the group on seat belt policy and mitigation of time standard changes. Patrick was told all offices affected will be adjusted by July 7th and then they will begin the process of fulfilling the "making whole" part of the agreement.



Representative Jaime Herrera-Beutler (3rd Dist) addresses the delegation

Congresswoman Jaime Herrera Beutler addressed the group next on the importance of rural delivery 6 days a week, and that predictable reliable service is critical. She commended the rural carriers for the hard work they do. She is co-sponsor of HR 12 because Monte Hartshorn brought it to her attention. Renee' presented a commemorative envelope and a Lewis and Clark compass.

Mariann Faulkner did announcements and Jim Hemrich asked for a point of personal privilege. Jim stated he was able to attend the Convention because of the help of the steward system and he thanked Patrick and the others.

After a short break President Renee' called the convention in session at 10:26 AM. Becky Wendlandt took roll call and all 54 delegates were present with no delegate from South East WARLCA present.

NRLCA Seattle District Representative Patrick Pitts again addressed the delegates concerning unsafe practices. Patrick recognized the ad hoc trainers in the room.

NRLCA Portland District Charles Brown spoke on driveways and suggested that if the fire department can't get a fire truck in that the LLVs should not go in. Charles also talked about not creating a hostile work environment.

Cheri Freeman announced that there is a fire in Wenatchee with 22 structures burned, and it is very close to town. She asked for prayers for those people.

NRLCA Director of Labor Relations Joey Johnson gave an overview of his experience in different officer and steward positions. Joey presented route data compared to last year. We have lost some H and J routes but gained K routes. We

have only 3 mileage routes left in the country. Joey gave an overview of the 10 largest rural offices in the country. NRLCA is now over half the size of APWU and NALC, and over twice the size of mail handlers. Joey discussed DACA code 3 and 5, and hiring practices. After updating the delegates on EMA and labor relations, Joey announced that contract talks are stalled and an impasse was declared on May 20th. Joey then spoke on cybersecurity breaches, Step 3 appeals, area arbitration, Step 4s and how there are more from Western Area than all other areas combined. Joey said there are 15 cases pending national arbitration. Joey invited all the first timers to come up to the room to be recognized and talked about how important it is for them to get involved. Joey Johnson, Patrick Pitts, and Charles Brown then participated in the question and answer session. Dawn Ayers then presented Joey with a gift of Chambers Bay golf balls and a collection coin.

<u>Last Name, First Name</u>	<u>One-Way Mileage</u>	<u>Round-Trip Mileage Capped at 850 miles</u>	<u>Multiplied by 38¢ equals</u>	<u>Convention Allowance</u>	<u>Ferry/ Toll</u>	<u>Gross Pay</u>
Arras, Sharlene	73	146.0	\$55.48	\$250.00		\$305.48
Ayers, Dawn	136	272.0	\$103.36	\$250.00		\$353.36
Barrett, Paige	180	360.0	\$136.80	\$250.00		\$386.80
Beebe, Kathy	8	16.0	\$6.08	\$250.00		\$256.08
Benson, Lisa	206	412.0	\$156.56	\$250.00		\$406.56
Chamberlin, Lauri	389	778.0	\$295.64	\$250.00		\$545.64
Craig, Janice	243	486.0	\$184.68	\$250.00		\$434.68
Crombie, Karen	125	250.0	\$95.00	\$250.00		\$345.00
Crow, Lorrie	418	836.0	\$317.68	\$250.00		\$567.68
Dillon, Joanne	135	270.0	\$102.60	\$250.00		\$352.60
Eckrem, Kurt	189	378.0	\$143.64	\$250.00		\$393.64
Faulkner, Mariann	215	430.0	\$163.40	\$250.00		\$413.40
Fazzino, Stella	112	224.0	\$85.12	\$250.00		\$335.12
Flansburgh, Sherrie	138	276.0	\$104.88	\$250.00		\$354.88
Folk, James	105	210.0	\$79.80	\$250.00		\$329.80
Freeman, Cheri	402	804.0	\$305.52	\$250.00		\$555.52
Frymire, Jan	199	398.0	\$151.24	\$250.00		\$401.24
Gale, Linda	243	486.0	\$184.68	\$250.00		\$434.68
Granish, Kristian	114	228.0	\$86.64	\$250.00		\$336.64
Granish, Nancy	114	228.0	\$86.64	\$250.00		\$336.64
Hanson, Levi	354	708.0	\$269.04	\$250.00		\$519.04
Hartshorn, Monte	0	0.0	\$0.00	\$0.00		\$0.00
Headley, Colleen	195	390.0	\$148.20	\$250.00		\$398.20
Hemrich, Jim	333	666.0	\$253.08	\$250.00		\$503.08
Hill, Karen	189	378.0	\$143.64	\$250.00		\$393.64
Hill, Susie	151	302.0	\$114.76	\$250.00	\$11.21	\$375.97
Hoisington, Rachel	407	814.0	\$309.32	\$250.00		\$559.32
Javinier, Estee	3	6.0	\$2.28	\$250.00		\$252.28
Lopez, Isabella	189	378.0	\$143.64	\$250.00		\$393.64
Madison, Sharon	141	282.0	\$107.16	\$250.00		\$357.16
Mohr, Tara	211	422.0	\$160.36	\$250.00		\$410.36
Moross, Martha	190	380.0	\$144.40	\$250.00		\$394.40
Ogdon, Michael	295	590.0	\$224.20	\$250.00		\$474.20
Patteson, Joyce	193	386.0	\$146.68	\$250.00		\$396.68
Peterson, Alicia	146	292.0	\$110.96	\$250.00		\$360.96
Pike, Becky	269	538.0	\$204.44	\$250.00		\$454.44
Pitts, Patrick	0	0.0	\$0.00	\$0.00		\$0.00
Pitts, Renee'	145	290.0	\$110.20	\$250.00		\$360.20

Ray, David	134	268.0	\$101.84	\$250.00		\$351.84
Rinehart, Doug	159	318.0	\$120.84	\$250.00	\$5.50	\$376.34
Santos, Victoria	23	46.0	\$17.48	\$250.00		\$267.48
Schrup, Dan	410	820.0	\$311.60	\$250.00		\$561.60
Skewis, Kris	108	216.0	\$82.08	\$250.00		\$332.08
Smith, Christina	255	510.0	\$193.80	\$250.00	\$8.15	\$451.95
Stark, Jamie	464	850.0	\$323.00	\$250.00		\$573.00
Steele, Raymond	443	850.0	\$323.00	\$250.00		\$573.00
Sutherland, Joyce	252	504.0	\$191.52	\$250.00		\$441.52
Talavera, Dominic	227	454.0	\$172.52	\$250.00	\$8.15	\$430.67
Triebenbach, Carolyn	212	424.0	\$161.12	\$250.00	\$5.50	\$416.62
Wagner, Renee	162	324.0	\$123.12	\$250.00	\$5.50	\$378.62
Walker, Melvin	42	84.0	\$31.92	\$250.00		\$281.92
Walla, Janie	219	438.0	\$166.44	\$250.00		\$416.44
Wangelin, John	215	430.0	\$163.40	\$250.00		\$413.40
Wendlandt, Rebecca	372	744.0	\$282.72	\$250.00		\$532.72
Totals		10,852.00	\$21,590.00	\$8,204.20	\$44.01	\$21,248.21

President Renee' called for the final report of the PAC committee. Becky Pike, Chair, explained that the report was to view the PAC procedures, which were in order. Becky moved that the committee be dismissed with our thanks and it was seconded. Motion passed.

President Renee' called for the report of the Constitution Committee. Joanne Dillon, Chair, introduced her committee. Joanne moved to dispense with the reading of the present language. It was seconded and motion passed. For clarification the entire proposed constitution change is printed below.

Proposed Constitution Change Number One:

Article III, Section 5, Paragraph D of the WARLCA Constitution submitted by East Central WARLCA.

The annual assessment that currently is funding the NRLCA/WARLCA Auxiliary (known as the Family Plan) and the affiliation will end.

In addition to the above defined amounts, an annual assessment of \$8.00 for regular, part-time flexible, substitute, rural carrier associates, rural carrier reliefs and auxiliary rural carriers, and \$4.00 for retired rural carriers will be collected and transferred to a dedicated APCU savings/CD account until reaching a balance of over \$60,000. This account will be an emergency account and can only be used by a vote of the WARLCA Board and only after all other accounts have been exhausted.

Michael Ogdon moved to adopt proposed constitution change number one. Motion by Kristian Granish to amend to delete "The annual assessment that currently is funding the NRLCA/WARLCA Auxiliary

(known as the Family Plan) and the affiliation will end". It was seconded. Friendly amendment to the main amendment was made and withdrawn. Vote on the amendment was taken and it passed. Vote on the amended motion which is "D. In addition to the above defined amounts, an annual assessment of \$8.00 for regular, part-time flexible, substitute, rural carrier associates, rural carrier reliefs and auxiliary rural carriers, and \$4.00 for retired rural carriers will be collected and transferred to a dedicated APCU savings/CD account until reaching a balance of over \$60,000. This account will be an emergency account and can only be used by a vote of the WARLCA Board and only after all other accounts have been exhausted" was taken and it passed.

Proposed Constitution Change Number Two:

Article V, Section 4, Paragraph A in WARLCA Constitution submitted by East Central WARLCA.

The elected WARLCA State Officers' salaries are as listed below. These monthly salaries are compensation for all hours worked beyond a normal work day.

President: \$150 Month

Vice President: \$150 Month

Secretary Treasurer: \$500 Month

Region Committeepersons: \$150 Month

Michael Ogdon moved to adopt proposed constitution change number two. After discussion Ray Steele called the question to close debate. Vote was taken and debate closed. Motion to accept proposed constitution change number two passed.

Proposed Constitution Change Number Three:

Article V, Section 5, Paragraph B in WARLCA Con-

stitution submitted by East Central WARLCA.

Association Day of Pay (ADOP) will be reimbursed at a 44K, step 12, on table one of the current salary schedule, or their route evaluation, whichever is higher, for all elected and appointed State Officers, ~~except for;~~

~~A retired and/or relief carrier elected and/or appointed State Officer, which will be at \$200 day.~~

[Note: Strikethrough is being voted on whether to remove or not.]

Joanne Dillon moved to adopt proposed constitution change number three. Motion passed.

Proposed Constitution Change Number Four:

Article IX, Section I, Paragraph A and B in the WARLCA Constitution submitted by East Central WARLCA.

Previous to the first day of each State Convention, the President shall appoint from the list of regularly elected delegates, then in the hands of the Secretary-Treasurer, a committee of three (3) on Credentials, a committee of at least four (4) on Tellers, a committee of three (3) on Constitution, 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 Auditing**, 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 V, Section 3.D 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.

The President can, if necessary, ask **any committees to meet prior to State Convention.** ~~the Constitution 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 (Reimbursement) of \$75 per day to any/all delegates serving on these committees that were asked to meet prior to State Convention

Christina Smith moved to adopt proposed constitu-

tion change number four. Then the committee moved to omit the number of delegates on each committee in order not to bind the President to a minimum number of committee members. It would then read:

Previous to the first day of each State Convention, the President shall appoint from the list of regularly elected delegates, then in the hands of the Secretary-Treasurer, **the following committees: Credentials, Tellers, Constitution, Resolutions, Finances, Auditing, Mileage and Per Diem, "Washington Rural Carrier", Media, Minutes, Hospitality, and Sergeant-at-Arms.** He/She shall be responsible that a Nominating Committee be appointed according to Article V, Section 3.D 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.

The President can, if necessary, ask **any committees to meet prior to State Convention.** ~~the Constitution 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 (Reimbursement) of \$75 per day to any/all delegates serving on these committees that were asked to meet prior to State Convention.

Christina Smith moved to adopt the amendment. The motion passed. The delegates voted on the amended motion and it passed.

After a short break President Renee' called the Convention in session to at 2:42 PM. Becky Wendlandt took roll call with 54 delegates seated with no delegate representation from South East WARLCA present.

The Sergeant-at-Arms disseminated proposed constitution change number five submitted by the finance committee.

Proposed Constitution Change Number Five:

Article VI, Section 3, Paragraph A in WARLCA Constitution Submitted by Finance Committee

The WARLCA shall pay round trip mileage at ~~38 cents a mile~~ **the IRS rate**, capped at 850 miles plus tolls and/or ferry fees, by the most cost effective route to each county credentialed delegate who fulfills the responsibilities identified in Article VI Section 2.B or 2.C of the WARLCA Constitution, 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.C of Article VI of the WARLCA Constitution concerning mileage and allowance. The mileage will be computed using a current door-to-door computer mileage program.

Joanne Dillon moved that that proposed constitution change number five be adopted. After discussion a vote was taken, and the Tellers 2 Committee was called in to verify the vote. The motion needed a two-thirds majority to pass and did not receive it. Motion to adopt proposed constitution change number five failed.

Joanne Dillon moved that the committee be dismissed with our thanks. The motion passed.

President Renee' called for the report of the Resolutions Committee. Karen Hill, Chair, introduced the members of the Resolutions Committee. Karen read the standing rules regarding resolutions which are:

8. Resolutions shall be read and if no objection is voiced, they shall be considered passed at the sound of the gavel by the Chair.

9. All resolutions objected to shall be brought before the delegates for consideration after all resolutions have been presented. 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. Amendments shall only be permitted on binding resolutions.

11. During the consideration of resolutions at the second reading, the con and pro shall alternate with a 2 minute time limit per person.

12. Delegates shall be allowed to speak no more than twice on any particular issue.

If there is no opposing position to be presented, the resolution shall be brought to an immediate vote of the delegates.

After the first reading President Renee' called for a short break. President Renee' called the Convention in session at 3:47 PM. Becky Wendlandt took roll call with 54 delegates seated with no delegate representation from South East WARLCA present.

The resolutions are printed below:

Non-Binding and Submitted by Lower Columbia

Whereas; packages have become large and bulky, Therefore be it resolved; that each post office supply hand trucks to be available to routes when needed. Reason For Change: Safety and health considerations.

Ray Steele read Resolution Number One and it passed at the sound of the gavel.

Non-Binding and Submitted by Lower Columbia

Whereas; not all hampers have bungee lifts affixed, Therefore be resolved; each route's hamper should have bungee lifts affixed to them.

Reason for Change: Safety. To prevent injury.

Ray Steele read Resolution Number Two and Janie Walla objected. After discussion vote was taken and Resolution Number Two failed.

Non-Binding and Submitted by King Snohomish

Whereas; new hires are not being trained until proficient,

Therefore be it resolved; the NRLCA negotiates new training standards for new hires that must be followed by all levels of management.

Reason for Change: We are losing leave replacements due to inadequate training.

Ray Steele read Resolution Number Three and Doug Rinehart objected. After discussion vote was taken and Resolution Number Three failed.

Non-Binding and Submitted by East Central WA

Whereas; relief carriers often struggle to secure enough hours to make ends meet or qualify for health benefits by working in their primary office alone,

And whereas; many offices are short staffed and cannot connect with those relief carriers who need the hours.

Therefore be it resolved; that the Postal Service provide and maintain an internet based system accessible by both relief carriers and managers for scheduling of relief carriers, in accordance with the order of consideration, for routes in a given geographical area that need coverage.

Reason for Change: To facilitate the scheduling of relief carriers for the benefit of carriers and to increase postal operational efficiency.

Carolyn Triebenbach read Resolution Number Four and Doug Rinehart objected. After discussion vote was taken and Resolution Number Four failed.

Non-Binding and Submitted by East Central WA

Whereas; EMA is based on the PS 4003 mileage of a route.

Therefore be it resolved; EMA be paid for actual miles driven.

Reason for Change: Parcel delivery deviations are increasing a lot with all the additional parcel deliveries being performed.

Carolyn Triebenbach read Resolution Number Five and Doug Rinehart objected. After discussion vote was taken and Resolution Number Five failed.

Non-Binding from East Central WA

Whereas; the Postal Service has no weight and/or size restrictions for parcels received from Amazon. Therefore be it resolved; Amazon follows the same guidelines as other mailers.

Reason for Change: All mailers should follow the guidelines for mailing services.

Carolyn Triebenbach read Resolution Number Six and Levi Hanson objected. After discussion, vote was taken, then the Tellers 2 Committee was called in and vote was taken again. Resolution Number Six failed.

Non-Binding from East Central WA

Whereas; MOU for Amazon Sunday delivery was signed as a trial period when the service began in October 2013.

Therefore be it resolved; a new MOU be signed to better outline the procedures for Amazon Sunday delivery including an increase in pay for carriers working Sundays and holidays.

Reason for Change: None

Kurt Eckrem read Resolution Number Seven and it passed by the sound of the gavel. Stella Fazzino moved to reconsider Resolution Number Seven. Motion to reconsider Resolution Number Seven passed. After discussion, vote was taken for Resolution Number Seven and it failed.

Pac Chair Taralee Mohr announced the winner for the 50/50 drawing of \$416. Mariann Faulkner won the money and Janice Craig won the donation credit for PAC. After other drawings Mariann made the final announcements and the meeting was adjourned at 5:08 PM.

On June 30th, 2015 President Renee' called the Con-

vention in session at 8:04 AM and Becky Wendlandt did the roll call with all 54 delegates in attendance, with no delegate from South East WARLCA present. President Renee' called for the Resolutions Committee to finish their report.

Binding and from East Central WA

Whereas; it could be one year or much longer before the time study is done, and,

Whereas; carriers will continue to work over evaluation on high volume parcel routes and during political mailings in the fall, along with inclement weather in winter and,

Whereas; the current evaluation based in February/March does not reflect the additional volumes of Amazon parcels during the fall, the political mailings during the election season, and the additional time for inclement weather in the winter.

Therefore be it resolved; that the National Board en-

ters into contract negotiations asking for carriers to go hourly if the carriers so desire until the new time study is completed and a new contract is available with all the details for the carriers to review.

Reason for Change: High volume parcels routes and political mailings in

the fall, along with inclement weather, makes for many hours over evaluation which are not paid for until the 3 weeks of Christmas overtime. If we have to continue with the current evaluation where the extra hours are not being compensated to the regular and relief carriers, we will lose more reliefs because they don't get paid for the extra hours. We all have known carriers out after dark starting in September and not getting paid for the hours they put in. This is unsafe and unjust to ask carriers to continue doing this until a new evaluation system is put in effect. Going hourly will show the actual time spent to do the job and to be paid for it, and not give the USPS more of our life for free!

Kurt Eckrem read Resolution Number Eight and



Make YOUR vote count at State Convention

Kristian Granish objected. After discussion, vote was taken for Resolution Number Eight and it failed.

Binding and from East Central WA.

Whereas; it could be one year or much longer before the time study is done, and,

Whereas; carriers will continue to work over evaluation on high volume parcel routes and during political mailings in the fall, along with inclement weather in winter and,

Whereas; the current evaluation based in February/ March does not reflect the additional volumes of Amazon parcels during the fall, the political mailings during the election season, and the additional time for inclement weather in the winter.

Therefore be it resolved; that a vote on the floor at the August 2015 National Convention from the delegates in attendance be taken to see how many want to go hourly until the new time study is done.

Reason for Change: High volume parcels routes and political mailings in the fall, along with inclement weather, makes for many hours over evaluation which are not paid for until the 3 weeks of Christmas overtime. If we have to continue with the current evaluation where the extra hours are not being compensated to the regular and relief carriers, we will lose more reliefs because they don't get paid for the extra hours. We all have known carriers out after dark starting in September and not getting paid for the hours they put in. This is unsafe and unjust to ask carriers to continue doing this until a new evaluation system is put in effect. Going hourly will show the actual time spent to do the job and to be paid for it, and not give the USPS more of our life for free!

Kurt Eckrem read Resolution Number Nine and Kristian Granish objected. After discussion, vote was taken for Resolution Number Nine and it failed.

Kristian Granish moved to dismiss the Resolutions



Don't forget to call and write your members of Congress!

Committee with our thanks. Motion passed.

PAC Chair Taralee Mohr announced the winners of the poker for PAC and also other current PAC activities going on. So far over \$2,700 was collected for PAC at State Convention.

President Renee' called for the report of the Finance Committee. Sharon Madison, Chair, announced that there are no changes from the preliminary report: Note: Increased mileage rate for State Convention delegates was proposed by the Finance Committee in a proposed constitution change and submitted to the delegates. It was not passed.

Money Returned to County Unit for 15/16 Dues Year:

"We recommend the county units be funded at \$0.50/member, per meeting, for up to four meetings per year 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, (6) copy of Constitution submitted to State Secretary upon making any change, (7) must have submitted a signed letter of certification saying that the county officers have audited current year's county books, with the date and location where they were audited on, and signed by the county officers, and (8) All county officer positions must be filled for the current year in order to receive funding."

Office Rent/Storage for Elected WARLCA Officers:

The committee recommended no office rent/storage be allowed for the elected WARLCA officers since the delegates voted to pass the proposed constitution change merging salary and office/rent storage into all salary.

Note: The Finance Committee recommendations on proposed constitution changes were noted.

The committee moved that the Finance Committee be dismissed with our thanks and passed.

After announcements President Renee' called for a short break.

At 8:55 AM President Renee' called the Convention in session at and Becky Wendlandt did the roll call with all 54 delegates in attendance, with no delegate from South East WARLCA present.

Joey Johnson addressed the delegation and congratu-

lated the PAC group on doing a great job. Joey talked about the steward program, time study, membership and finances of the Union.

After announcements President Renee' called for a short break.

At 11:17 AM President Renee' called the Convention in session and Becky Wendlandt did the roll call with all 54 delegates in attendance, with no delegate from South East WARLCA present.

Joey Johnson resumed his presentation on National Convention and safety.

Doug Rinehart was honored as Member of the Year and a plaque was presented by Vice President Mariann Faulkner.

After a lunch break, President Renee' called the Convention in session at 1:10 PM and

Becky Wendlandt did the roll call with all 54 delegates in attendance, with no delegate from South East WARLCA present. Becky reviewed the National Convention Delegate Committee form.

President Renee' called for Unfinished Business. There was none.

President Renee' called for New Business. There are three resolutions from the floor and no proposed constitution changes.

Binding Resolution Number One From the Floor:

Whereas; membership participation has declined and there are limited things for families to do while members are attending conventions.

Therefore be it resolved; that the WARLCA Board researches bringing back the Family Plan to include an auxiliary and juniors program. Upon conclusion of the research a Board member will announce the findings to the membership via the Region Committeepersons.

Reason for Change: Due to a decline in attendance and in an effort to increase attendance of members with families it is necessary to look at ways to increase participation of members with younger children.

Alicia Peterson moved that Binding Resolution Number One from the floor be adopted. It was seconded. After discussion, Susie Hill moved to extend time limits to two minutes. It was seconded, passed, and time limits were extended two minutes. Motion to accept Binding Resolution Number One from the floor passed. Mariann Faulkner volunteered to do the

research for this.

Non-Binding Resolution Number Two From the Floor:

Whereas; considering that many of the active members of the WARLCA are nearing retirement age, and,

Whereas; it is becoming increasingly difficult to convince rural carriers of the relevance of Union membership, and,

Whereas; many of the newly hired rurals are young, and they are the future of the Union.

Therefore be it resolved; that the WARLCA State Board appoint a committee of younger, active members to advise the Board on matters such as technology and social media as a

tool for connecting with members and non-members. Reason for change: The Union needs to present itself as more relevant to younger Rural Carriers, through social media, technology, participation, and contribution on a weekly, or even daily basis.

Kurt Eckrem moved that Non-Binding Resolution Number Two from the floor be adopted. It was seconded and after discussion Resolution Number Two from the floor passed.

Non-Binding Resolution Number Three From the Floor:

Whereas; a majority of post offices in the State with rural delivery do not have a Local Steward, and,

Whereas; Rural Carriers in those offices may not be getting timely information, and may be misled by management on important issues.

Therefore be it resolved: That the State Board will create a training packet for County Officers who are willing to visit offices within their respective County Units that don't have Local Stewards. Guidelines could include arranging permission, topics of discussion, bulletin boards, and follow up.

Reason for Change: If County Officers are willing to make visits to offices in their Unit, they should be properly prepared to discuss issues important to the Rural Carriers in that office, and be aware that many of those issues might require Steward intervention.

Kurt Eckrem moved that Non-Binding Resolution Number Three from the floor be adopted. It was seconded and after discussion Dawn Ayers moved to extend time limits for two minutes. It was seconded,



Lisa Benson donated a US mail lunchbox and thermos to the State Historian

passed, and time limits were extended two minutes. Motion to accept Binding Resolution Number Three from the floor failed after division was called.

President Renee' called for officer elections. First election was for Region 1 Committeeperson. The nomination committee had submitted the names of Taralee Mohr and Colleen Headley. President Renee' called for any nominations from the floor for Region 1 Committeeperson and there were none. During the candidate forum, a motion was made by Kristian Granish to suspend the rules and extend the time by two minutes. It was seconded and passed. After the candidate forum President Renee' called for the Tellers 2 Committee and a vote was taken. Taralee Mohr had 36 votes and Colleen Headley had 18 votes. Taralee Mohr is Region 1 Committeeperson for a two-year term.

President Renee' called for election for Region 3 Committeeperson. The Nomination Committee had submitted Levi Hanson. President Renee' called for any nominations from the floor for Region 3 Committeeperson and there were none. Kristian Granish moved to cast a unanimous ballot for Levi Hanson for the two-year term for Region 3 Committeeperson. Motion passed and Secretary-Treasurer cast a unanimous ballot for Levi Hanson for Region 3 Committeeperson.

Joey Johnson was called forward for a question and answer session.

With no objection, the President moved to dismiss the standing committees with our thanks. Yea/Nay cards were collected. Lisa Benson donated an original US mail lunchbox and thermos to the State Historian. Joey Johnson installed the 15/16 WARLCA elected

officers. They are:

President Renee' Pitts

Vice President Mariann Faulkner

Secretary-Treasurer Rebecca Wendlandt

Region 1 Committeeperson Taralee Mohr

Region 2 Committeeperson Dawn Ayers

Region 3 Committeeperson Levi Hanson

Region 4 Committeeperson Joyce Patteson

All officers were sworn in.



PAC Committee

The final PAC report was given by Taralee Mohr, Chair. There was \$220 raised today from the 50/50 drawing with Jim Hemrich wining \$110 and PAC credit given to Colleen Headley. Silent auction raised \$845.75. Joey Johnson donated the \$140 PAC credit from the poker game and Lisa Benson was the winner. The quilt made and donated by Susie Hill was won by Vicki Carr. The winners of the "PAC the Heathman" were Jamie Stark and Joyce Patteson for the free room and PAC credit was won by Sharon Madison and Renee' Pitts. This day's PAC total was \$1,187.75. Total for the year-to-date PAC is \$14,544.75.



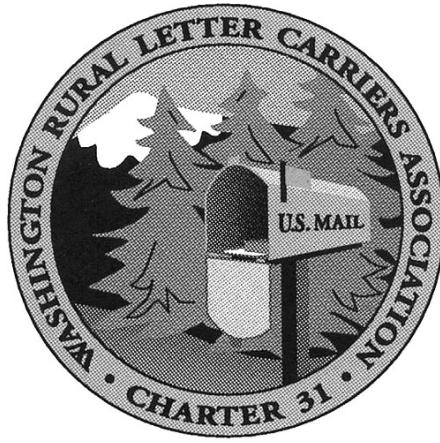
Bust a move at Banquet Night



The colors were retired and President Renee' adjourned the 109th Annual State Convention at 4:20 PM.



WASHINGTON RURAL LETTER CARRIERS' ASSOCIATION



Where Service Begins With a Smile

CONSTITUTION

July 1, 2015 to June 30, 2016 (15/16 Year)

**Updated at the June 28-30, 2015 State Convention
Vancouver, WA**

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ARTICLE I

Name

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

Purpose

The Association is established upon the long-recognized need of Rural Letter Carriers to organize and create a united force, advance the interests of all members, ensure job security, enhance opportunities and assure our full share in the success of the United States Postal Service to which we contribute so substantially.

The Association shall seek, with all of the resources at its command, to assist its members in the realization of their highest aspirations as workers and as citizens. Such aspirations are our right and shall be protected against all threats.

The Association is dedicated to the discharge of its responsibilities and the achievement of its objectives in accordance with the democratic principles embodied in this Constitution.

The object of the Association shall be to improve conditions of labor with the United States Postal Service, advance the methods used by Rural Letter Carriers and promote fraternal spirit among its members.

This Association shall not affiliate or merge with any other organization or group without a majority vote of the delegates at a National Convention

ARTICLE III

Members

Section 1. Member in Good Standing.

A "member in good standing" is a member who has made timely payment of dues and has not voluntarily withdrawn or been expelled or suspended by the Association.

Section 2. Classifications

Bargaining Unit Member. Membership is open to the following rural carriers:

Regular Carriers (Designation Code 71), including 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 (PTFs, Designation Code 76);
Substitute Rural Carriers (Designation Codes 72 and 73);
Rural Carrier Associates (RCAs, Designation Codes 78, 74, 79);
Rural Carrier Reliefs (RCRs, Designation Code 75);
Auxiliary Rural Carriers (Designation Code 77); and
Rural Carriers in the Armed Forces of our country, provided they were members when their duty began.

Bargaining Unit Members in good standing are entitled to all voting rights and to hold both elective and appointive office at all levels of the Association.

Retired Member. Retired membership is open to Rural Carriers who were members in good standing at re-

tirement on an annuity. Eligibility for Retired membership expires on June 30 of the year following retirement. Failure to pay dues for one full membership year terminates Retired membership. However, a Retired carrier whose membership has lapsed, due to extenuating circumstances, may apply for reinstatement to the National Secretary-Treasurer by providing proof of prior membership and the current year's dues. The National Secretary-Treasurer shall present the request for membership to the National Board for a decision. Retired Members in good standing are entitled to all voting rights with the exception of ratification of National Agreements. Retired Members may not be elected to National office.

Associate Member. Associate membership is open to Rural Carriers who were members in good standing and are now either working in other non-managerial Postal Service jobs or have left the service and are not receiving an annuity. Failure to pay dues for one full membership year terminates Associate membership. Associate Members shall not be entitled to vote or to hold elective or appointive office in the Association.

Retired Associate Member. Retired Associate membership is open to Associate Members who have retired on an annuity. Eligibility for Retired Associate membership expires on June 30 of the year following retirement. Failure to pay dues for one full membership year terminates Retired Associate membership. Retired Associates may not apply for reinstatement. Retired Associate Members shall not be entitled to vote or to hold elective or appointive office in the Association.

Honorary Member. Honorary membership may be bestowed by the Association at the National Convention upon recommendation of the National Board. Honorary Members shall not be entitled to vote or to hold elective or appointive office in the Association.

Section 3. Restrictions.

Inasmuch as it is an unfair labor practice under the Labor Management Relations Act (LMRA) for any employer (including persons acting in that capacity) to dominate or interfere with the administration of any labor organization, it follows that employers, while they may be members, may not be candidates for office or serve as officers.

Members are prohibited from participation in the Association while serving in managerial or supervisory positions, such as Officer-in-Charge (OIC), Acting Supervisor (204-B) or Postmaster Relief (PMR) or acting in any capacity normally performed by a manager. Members who accept managerial positions shall be deemed to have resigned from all elected and appointed positions within the Association and shall be prohibited from holding any elected or appointed union positions for a period of one year from the last day served in that capacity.

Section 4. Affiliation.

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

Section 5. Dues.

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

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.

The State shall underwrite the County Units and any special funds as needed. The State per capita dues for

regular carriers, part time flexible carriers, and associate members shall be .5% of the yearly salary of a 35-hour route at Step A from table one of the current rural carrier evaluated schedule in effect. 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. The portion of the State per capita dues to be distributed to the County Units and other special funds shall be decided at each State Convention.

In addition to the above defined amounts, an annual assessment of \$8.00 for regular, part-time flexible, substitute, rural carrier associates, rural carrier reliefs and auxiliary rural carriers, and \$4.00 for retired rural carriers will be collected and transferred to a dedicated APCU savings/CD account until reaching a balance of over \$60,000. This account will be an emergency account and can only be used by a vote of the WARLCA board and only after all other accounts have been exhausted.

Section 6. Membership Year.

The membership and fiscal year of the WARLCA shall be from July 1 to June 30.

The fiscal year of the County Units and Region Associations shall be from July 1 to June 30.

Section 7. Discipline.

The National Board may discipline any member of the Association or subordinate unit for misconduct or neglect of duty in office after a fair and impartial hearing. Any member so disciplined shall have a right of appeal as provided in this Constitution.

ARTICLE IV Subordinate Units

Section 1. Subordinate Units.

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 WARLCA Constitution ARTICLE III.

B. The County Unit or Region Association is subordinate to the WARLCA. Likewise, the WARLCA is subordinate to the NRLCA.

All County Unit Constitutions shall be in harmony with the State and National Constitution.

Region and County Associations

REGION 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).

REGION 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).

REGION 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).

REGION FOUR (4) shall be composed of the County Units of: SOUTHEAST WASHINGTON (Walla Walla, Columbia, and Garfield Counties); WHITMAN-ASOTIN (Whitman and Asotin Counties); APPLE VALLEY (Adams, Franklin, Kittitas, Yakima, Benton, and the non-986 offices of Klickitat Counties).

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 Region Committeeperson, State Secretary, and State President at least fifteen (15) days prior to the election of County Officers and Delegates. They shall make and adopt such constitutional changes as their needs may suggest, and such laws must harmonize with this code of laws.

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 2. Annual Report.

Each County Secretary shall immediately, after the regular annual meeting of their County Unit, fill out credentials of Delegate-at-Large, Regular, and Alternate delegates to the State Convention in order of votes received. 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.

The County Secretary, when submitting resolutions and proposed changes to the Constitution 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, 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.

Section 3. Trusteeship.

A. Purpose.

The State Board may place any subordinate unit in trusteeship for any of the following reasons:

- To uphold the principles of this Constitution;
- To prevent or correct corruption or financial mismanagement;
- To ensure performance of collective bargaining agreements or duties of a bargaining representative;
- To restore democratic procedures;
- To otherwise carry out the objectives of the Association.

B. Authority.

The trustee shall assume immediate control of the subordinate unit with full authority over all officers and property. The trustee shall act in such capacity for the duration of the trusteeship.

C. Hearing.

A trusteeship hearing shall be held before a committee of three members within 30 days of imposing trusteeship. The members shall be selected as follows: one member selected by the State Board, one selected by the Board in trusteeship and a chairman selected by the other two members. The committee shall have sole discretion regarding the conduct and procedures of the trusteeship hearing. Only

Bargaining Unit Members may serve on this committee. No member of this committee shall be chosen from the Unit in Trusteeship or from the State Board. The committee shall report its findings and recommendations to the President as soon as practical following the hearing. The State Board shall determine whether to continue or to terminate the trusteeship.

D. Termination.

The affected subordinate unit may petition the State Board to terminate the trusteeship at six month intervals following the decision of the State Board. The board of the subordinate unit in trusteeship may appeal the decision of the State Board as provided in this Constitution. The State Board may terminate a trusteeship at any time.

ARTICLE V Officers and Appointees

Section 1. Officers.

The officers of the WARLCA shall consist of President, Vice President, Secretary-Treasurer, and four (4) Region Committeepersons who shall be elected at the State Convention and serve two (2) years, or until their successors are elected and installed.

There shall be an Executive Committee consisting of the four (4) Region Committeepersons.

The term of the officers of the WARLCA shall be from the time of installation to the installation of their successors.

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.

Section 2. Duties.

President

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.

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.

At the close of each State Convention, he/she shall, in conjunction with the Board, appoint the Editor of the Washington Rural Carrier, Auto Insurance Director, Provident Guild Director, Political Action Committee Director, and Webmaster, and have the authority to fill any vacancies therein during the recess.

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.

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 requires.

Vice President

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.

Secretary-Treasurer

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.

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

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.

He/She shall keep a true and correct account between the WARLCA and the County Units.

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

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.

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, and all Region Committee persons review the payments and supporting documents on a quarterly basis.

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. 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.

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

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 VII (National Convention Delegates) of the Constitution of the WARLCA.

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.

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.

The Secretary shall have the Constitution printed in the Convention issue of the WASHINGTON RURAL CARRIER, which will be mailed to all members.

Executive Committee

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.

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

It shall be the duty of the Executive Committee members to search out future Convention sites in their Region 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 Region.

Editor

The Editor shall publish issues of the WASHINGTON RURAL CARRIER as instructed by the State Board. Also, 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.

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.

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.

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 3. Election.

The election of officers shall take place at each State Convention of the WARLCA.

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.

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 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.

The installation of officers shall take place immediately before adjournment.

Section 4. Salaries.

The elected WARLCA State Officers' salaries are as listed below. These monthly salaries are compensation for all hours worked beyond a normal work day.

President: \$150 Month

Vice President: \$150 Month

Secretary Treasurer: \$500 Month
Region Committeepersons: \$150 Month

Salary for the editor will be determined, per issue of the WRC, by the State Board.

Section 5. Expenses.

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, on table one of the current salary schedule, or their route evaluation, whichever is higher, for all elected and appointed State Officers. 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.

WARLCA employees, once meeting the requirements, will be eligible and receive the WARLCA ING retirement plan. All elected and appointed State Officers that are full time for the WARLCA will have their Postal Benefits and Retirement funded and administered by the WARLCA in the same manner as the USPS does for Thrift Savings, FERS, Health Insurance, Life Insurance, Annual and Sick Leave.

All lost sick and annual leave days will be compensated at a 44K, step 12, on table one of the current salary schedule, or their route evaluation, whichever is higher, at the time of loss except for the full time employees, who will be paid out their accrued annual and sick leave upon completion of full time.

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 6. Removal. 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.

No officer or appointee may be disciplined or discharged except for Just Cause unless the position is eliminated.

Section 7. Association Property. 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.

ARTICLE VI

Meetings

Section 1. State Convention.

The WARLCA shall meet annually (herein referred to as the State Convention) on a date and place assigned to Regions on a rotation basis in the following order: Region One, Region Four, Region Two, Region 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.

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 postpone the State Convention to a date and place suitable to the needs of the Association by giving the official notice as provided in Section 1 of this Article.

Section 2. Delegates.

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:

- Specific assignments to a committee as notified by the State President.

- 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:

- Specific assignment to a committee as notified by the State President.

- 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.

- Receiving the ballots and Voting Cards for his/her delegation and for returning them at the conclusion of each business session.

- Verifying his/her county delegates' attendance at the beginning of each business session.

- Reporting any discrepancies in his/her county delegates' attendance to the State President and Mileage and Per Diem Committee as soon as possible.

- Submitting an oral report of the State Convention at his/her county meeting during the upcoming year.

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 the event of tie, the position will be determined by random drawing of names then listed in order drawn; except for the Delegate-at-Large position, which would be decided by another ballot.

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

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 Region or from other County Units or Regions, or delegates at the State Convention.

Section 3. Compensation for State Delegates.

The WARLCA shall pay round trip mileage at 38 cents a mile, capped at 850 miles plus tolls and/or ferry fees, by the most cost effective route to each county credentialed delegate who fulfills the responsibilities identified in Article VI Section 2.B or 2.C of the WARLCA Constitution, 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.C of Article VI of the WARLCA Constitution concerning mileage and allowance. The mileage will be computed using a current door-to-door computer mileage program.

The WARLCA shall pay a State Convention allowance of \$250 to each county credentialed delegate who fulfills the responsibilities identified in Article VI Section 2.B or 2.C of the WARLCA Constitution, 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.C of Article VI of the WARLCA Constitution concerning mileage and allowance.

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.

Section 4. State Officers. Each elected officer shall be entitled to a vote on every question before the State Convention.

Section 5. Quorum. 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.

Section 6. Order of Business.

Order of Business

- Call to Order

- Invocation

- Presentation of Colors

- Recite the Pledge of Allegiance

- Roll Call of Officers

- Vote on Convention Standing Rules

- Vote on Hearing Proposed Resolutions and Constitution Changes from the Floor under New Business

- Name Members of Committees

- Report of Credentials Committee

- Report of Officers

- Report of Standing Committees

- Report of the one-year future State Convention

- Report of the two-year future State Convention

- Report of the three-year future State Convention

- Report of Special Committees

- Call for Unfinished Business

- Call for New Business

- Election of Officers

- Installation of Officers

- Retirement of Colors

- Adjournment

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 changes from the floor during new business. The Resolutions Committee and Constitution Committee will only be responsible for Resolutions and proposed Constitution 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 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.

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

Section 7. Special Meetings.

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

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

ARTICLE VII National Convention Delegates

Section 1. Eligibility.

Each state association shall be entitled to representation by one delegate for every 100 members or major fraction thereof and one Delegate-at-Large. Membership shall be based on the number of dues withholding and cash pay Bargaining Unit and Retired Members on June 30th of the Association year just ended.

Only Bargaining Unit Members and Retired Members in good standing may be nominated, elected or seated as delegates. Such "good standing" status shall be the sole prerequisite for determining eligibility or entitlement to service as a delegate or to any payment or benefit, except that a state may establish reasonable rules to ensure attendance at the Convention.

A member who accepts or acts at any time in any capacity normally performed by a manager from the end of one Convention to the end of the next Convention shall be ineligible to be nominated or serve as a delegate.

Section 2. Nomination.

Within each state association, nominations for National Delegate shall be submitted by U.S. Mail to the Secretary-Treasurer on a nominating ballot or copy. The nominating ballot shall be signed and show the name and address of the member making the nomination, and may include self-nomination. The nominating ballot shall be published in the February, March, April and May issues of The National Rural Letter Carrier. Nominations must be received in the office of the State Secretary at least 40 days prior to the opening of the state convention. Upon receipt, the State Secretary shall send a notice of nomination to the candidate by U.S. Mail.

Section 3. Election.

A. Elections.

1. A member must be on the rolls at least 40 days prior to the opening of the state convention in order to be eligible to vote for National Delegates.

2. The State Secretary shall prepare a ballot listing the candidates for National Delegate. Instructions on each ballot shall include the number of delegates to be elected, the deadline for return of the ballot and the mailing address of the designated post office box. The number of votes cast on each ballot shall not exceed the number of delegates to which the state association was entitled at the previous convention.
3. The State Secretary shall cause the ballot to be mailed to eligible members at least 20 days prior to the opening of the state convention. In addition, the State Secretary/Designee shall arrange for the rental of a post office box for the receipt of the ballots and another for the return of undeliverable ballots.
4. An envelope marked "Ballot" shall be provided in which to seal the ballot. To permit verification of membership and to maintain the integrity of the voting procedure, an outer envelope, also marked "Ballot" which clearly identifies the name and address of the member, shall also be provided. The sealed envelope containing the ballot shall be placed in the outer envelope by the member and mailed to the designated post office box.
5. An Election Committee shall be appointed by the State President. No candidate for National Delegate may serve on the Election Committee. After the deadline for receipt of ballots, the Election Committee shall collect and tabulate the ballots and report the results at the State Convention. The post office box designated for the return of ballots shall be accessible only to the Election Committee.
6. Any candidate or designee may observe the ballot tabulation. In reporting the results of the election, the candidates shall be placed on a roster in the order of votes received. The number of delegates to which the state is entitled shall be declared regular delegates; the remaining candidates shall be declared alternates. In the event of tie, the position will be determined by random drawing of names then listed in order drawn.
7. Each state association shall be entitled to one Delegate-at-Large from the roster of elected regular delegates. That position shall be filled by a state officer in ranking order, beginning with the State President. A state officer may not be automatically declared a delegate by virtue of office unless elected by direct vote of the membership. National-Paid Delegates shall be named in accordance with the plurality of votes received.
8. The State Secretary shall prepare and send credentials to the National Secretary-Treasurer for the Delegate-at-Large, regular delegates and an appropriate number of alternates immediately following the state convention. The credentials shall be embossed with the state's seal to verify authenticity. Delegate-at-Large and regular elected delegates presenting identification to the Credentials Committee at the National Convention shall be certified and seated.

Section 4. Compensation of State-Paid National Delegates.

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. The WARLCA will pay the first alternate delegate, in order of votes received, the full normal pay of regular credentialed State-paid delegates. Such State-paid alternate delegate shall have the same responsibilities as set forth for regular credentialed State-paid delegates. If the reimbursement amount for both regular credentialed and alternate delegates exceeds the set total dollar cap, each delegates' reimbursement will be reduced by an equal percentage to comply with the cap. Further, all 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 regular credentialed 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.

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:

Specific assignments to a committee

Required to man a booth
Illness

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

Polling delegates for their preferences for the seminar they wish to attend, and then ensuring at least one delegate covers each of the sessions.

Taking roll of the delegates at the beginning of each general session.

Establishing an adequate seating space for the Washington Delegation, including placement and collection of seat back covers and the Washington sign.

Reporting to the Board any problems concerning delegates meeting their responsibilities at the convention.

Collecting the ballots for his/her delegation and returning the ballots to the National Tellers Committee after his/her National delegates have voted.

Submitting a single report to the State Board for publication in the WASHINGTON RURAL CARRIER.

ARTICLE VIII

State Board

Section 1. Members. There shall be a Board of Control (herein referred to as the Board) consisting of President, Vice President, Secretary-Treasurer, and four (4) Region Committeepersons.

Section 2. Duties. The WARLCA will operate on a budget each year.

Section 3. Meetings. 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.

ARTICLE IX

Committees

Section 1. Appointment.

Previous to the first day of each State Convention, the President shall appoint from the list of regularly elected delegates, then in the hands of the Secretary-Treasurer, **the following committees: Credentials, Tellers, Constitution, Resolutions, Finances, Auditing, Mileage and Per Diem, WASHINGTON RURAL CARRIER, Media, Minutes, Hospitality, and Sergeant At Arms.** He/She shall be responsible that a Nominating Committee be appointed according to Article V, Section 3.D 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.

The President can, if necessary, **ask any committees to meet prior to 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 2. Duties.

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.

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.

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.

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. 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.

The duties of the Committee on Constitution shall be: To examine all changes proposed for amending or changing the Constitution that have been passed and submitted by the county units, and those submitted by the Finance Committee that fall within the parameters of their responsibility. They may examine and correct, when called upon, propose laws governing County Units or Region Associations so that they will not conflict with the National or State Constitutions.

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 within the 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.

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.

The duties of the Finance Committee shall be: 1) To review the financial condition of the WARLCA, and recommend any changes if necessary, 2) To review the proposed changes to the Constitution and binding resolutions to the State Board that would affect finances and make recommendations if necessary, 3) To review funding of county units, food per diem rates, and hotel reimbursement and make recommendations.

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.

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

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

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

The duties of the Hospitality Committee are to write thank you notes to the speakers and guests and to make sure the meeting room and sound system are set up prior to each meeting, as well as securing the room and WARLCA equipment during breaks and upon adjournment each evening. At the end of convention, the Hospitality Committee will assist break down of WARLCA equipment and load out.

The duties of the Sergeant at Arms are to facilitate the recess, as well as the use of the stopwatches during proposed resolutions and constitution changes.

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

ARTICLE X

Appeals

Section 1. State

A member aggrieved by any action of a state association and/or officer shall have the right to appeal to the State Board.

1. Appeals must be in writing and be filed with the State President within 30 days of having knowledge of said action.
2. Within 10 days of receipt of the appeal, the State President shall notify all members of the State Board and the assigned Executive Committeeman and shall request that the Charging Party provide a letter outlining the specific charges and any relief sought. This letter of specificity, along with complete documentation, must be returned within 20 days of receipt of the President's request.
3. Upon receipt of the letter of specificity, the State President shall forward a copy to the Charged Party for response. The Charged Party shall have 20 days to respond in writing and provide documentation to the State President.

The State Board shall 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 Executive Committeeman, to take the necessary action to resolve the issue within 30 days. Extension of this 30-day time limit, when necessary, shall not exceed 15 days. The Charging Party(s) and Charged Party(s) (hereafter referred to as the Party or Parties) shall be notified in writing of the decision of the State Board.

A Party not satisfied with this decision, or any other 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 be filed with the President of the National Association within 30 days of receipt of the State Board's decision.

Within 15 days of receipt of an appeal, the National Board shall notify the National Appeals Commission. The President shall notify the State President and the Parties that the appeal has been received and forwarded to the National Appeals Commission.

Within 30 days, the National Appeals Commission shall investigate each appeal and report its findings and recommendations in writing to the National Board. Upon receipt of the findings and recommendations of the Appeals Commission, the National President shall notify the Parties that the findings and recommendations are before the National Board. The National Board shall render a decision and notify the Parties in writing within a reasonable period of time.

A Party not satisfied with the decision of the National Board shall have the right to appeal to the next Convention of the National Association.

This appeal must be in writing and be filed with the National President within 30 days of receipt of the National Board's decision. The appeal, if received more than 45 days prior to the National Convention, will be scheduled for that Convention. If received within 45 days of the Convention the appeal may be held until the following National Convention.

Within 15 days of receipt of said appeal, the President shall notify the Parties that the appeal has been received and shall be forwarded to a National Appeals Committee.

The Appeals Committee shall complete an investigation and report its findings and recommendations in writing to the Parties and to the President of the state association at least 24 hours before the report is presented to the National Delegates.

Section 2. National

A member aggrieved by any action of the National Association or Officer thereof shall have the right to appeal directly to the National Board.

The appeal must be in writing and be filed with the National President within 30 days of the action.

Within 15 days of receipt of the appeal, the National Board shall retain the appeal for investigation, forward the appeal to the National Appeals Commission or, if received within 90 days of the first business session of the National Convention, refer the appeal to the Appeals Committee. The President shall notify the Charging Party(s) of the appeal's receipt and disposition.

Should the National Board retain the appeal, it shall investigate, render a decision and notify the Charging Party(s) in writing within a reasonable period of time.

Should the National Board forward the appeal to the National Appeals Commission, the commission shall complete an investigation and report its findings and recommendations in writing to the National Board within 30 days. Upon receipt, the National President shall notify the Charging Party(s) that the Commission's report is before the National Board. The National Board shall render a decision and notify the Charging Party(s) in writing within a reasonable period of time.

Should the National Board refer the appeal to the Appeals Committee, the appeal shall be handled in accordance with the provisions that follow.

A Party not satisfied with a decision rendered by the National Board shall have the right to appeal to the next National Convention.

The appeal must be in writing and be filed with the National President within 30 days of receipt of the National Board's decision. The appeal, if received more than 45 days prior to the National Convention, will be scheduled for that Convention. If received within 45 days of the Convention the appeal may be held until the following National Convention.

Within 15 days of receipt of the appeal, the President shall notify the Party(s) that the appeal has been received and shall be forwarded to a National Appeals Committee.

The Appeals Committee shall complete an investigation and report its findings and recommendations in writing to the Parties at least 24 hours before the report is presented to the National Delegates.

Section 3. Administration

At every level of appeal, members shall be afforded the rights of due process and the right to appeal an adverse decision to the next level. The National Board shall have full authority to intervene to protect the members of this Association. Correspondence shall be by certified mail, return receipt requested. Costs of the state investigation and action shall be borne by the state association; costs of the National Appeals Commission and Appeals Committee shall be borne by the National Association. No legal proceeding may be initiated until the appeal procedures provided herein have been exhausted.

ARTICLE XI Parliamentary Authority

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 any special rules of order the WARLCA may adopt.

ARTICLE XII
Amendment of Constitution

The Constitution shall take effect immediately upon adoption.

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

Constitution 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.

Rural Reach Contest

In an effort to increase the Rural Reach for our district the WARLCA and the Seattle District are happy to announce a Rural Reach Contest for the final quarter of FY15.

- Any rural carrier who submits a lead from July 1st through September 30th will have their name entered into a drawing for a chance to win one of three \$50.00 gift certificates.
- If an office reaches 100% participation for Rural Reach by September 30th, all rural letter carriers from that office will receive an entry into the drawing.
- If your lead results in a sale by September 30th, your name will be entered into a second drawing for a chance to win a \$100.00 gift certificate. You will receive an additional entry for each sale.

This information should have been presented to you in a stand up. Your office should also have posted customer lead information near the time clock or on your bulletin board. If this information has not been presented in your office please let WARLCA President Renee' Pitts know so she can contact the district.

**Seattle District and Assistant District Representative Activity
for 2014/2015**

(July 1, 2014 – June 30, 2015)

Does not include most local steward activity.

Number of Routes: 1,251*

Number of Offices: 238*

*Includes those offices and routes only in the Seattle District

Number of Grievances: 237

Contractual: 178

Individual: 146

Class Action: 32

Disciplinary: 59

Letters of Warning: 22

7-Day Paper Suspensions: 11

14-Day Paper Suspensions: 8

Emergency Placements: 9

Removals or Notices of Proposed Removal: 9

Investigative Interviews w/Representation: 153

Reported Miles Driven (may include a portion of Portland and Dakotas Districts): 55,220

This does not include air miles logged for Association business.

WARLCA COUNTY OFFICERS LIST

2015-2016 Dues Year

001 NORTH CENTRAL WASHINGTON COUNTY, DISTRICT 3

PRESIDENT:

Tammy Donaghue
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VICE PRESIDENT:

Rebecca Odle
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SECRETARY-TREASURER:

Mike Cammack
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Entiat WA 98822-0521
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002 Clallam Jefferson – merged with Kitsap to become Peninsula on 6/30/06

003 PENINSULA COUNTIES, DISTRICT 2

PRESIDENT:

Carolyn Triebenbach
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VICE PRESIDENT: *New 15/16 Year

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004 Lincoln Grant Adams – Lincoln merged with Spokane (now East Central Washington), Grant merged with Chelan Douglas (now North Central, and Adams with Yakima

005 LOWER COLUMBIA COUNTY, DISTRICT 2

PRESIDENT:

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006 MUTUAL COUNTY, DISTRICT 2

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VICE PRESIDENT:

Kristian Granish
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SECRETARY-TREASURER:

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**007 OKANOGAN COUNTY – Merged with
Chelan Douglas (now North Central)**

008 NONE

009 NONE (WAS ALASKA)

**010 ISLAND, SKAGIT, SAN JUAN COUNTY,
DISTRICT 1**

PRESIDENT:

Dionne Taylor
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Chris Kaufmann
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SECRETARY-TREASURER:

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**011 KING, SNOHOMISH (KS) COUNTY,
DISTRICT 1**

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Lisa Benson
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SECRETARY-TREASURER:

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**012 SOUTH EAST WASHINGTON COUNTY,
DISTRICT 4**

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VICE PRESIDENT: *New 15/16 Year

Rachelle Graves
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**013 EAST CENTRAL WASHINGTON COUNTY,
DISTRICT 3**

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VICE PRESIDENT:

Vacant

SECRETARY-TREASURER:

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**014 NORTH EAST WASHINGTON COUNTY,
DISTRICT 3**

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VICE PRESIDENT: *New 15/16 Year

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015 WHATCOM COUNTY, DISTRICT 1

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VICE PRESIDENT:

Leslie Brown
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016 WHITMAN, ASOTIN COUNTY, DISTRICT 4

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VICE PRESIDENT:

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SECRETARY-TREASURER:

Jim Hemrich
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017 APPLE VALLEY COUNTY, DISTRICT 4

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VICE PRESIDENT:

Paige Barrett
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Email: paigedbarrett@gmail.com

SECRETARY-TREASURER:

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**Attention County
Officers!**

Do you have an article you'd like to see printed in your "Washington Rural Carrier" magazine? Perhaps you have some news to share with your fellow WARLCA members? You can submit your articles for a chance to be featured in the Kounty Korner! A couple of guidelines do apply:
Submissions must be made through the Region Committeeperson.
There is no limit to length however submissions may be edited for space constraints.
Submissions are subject to editing for content and the President shall have final approval.
Pictures are subject to the Board approval.

Please Welcome Our NEW MEMBERS!

Post Office	Last Name	First Name	DES	Post Office	Last Name	First Name	DES
ANACORTES	JOHNSON	LUKE	78 - RCA	OAK HARBOR	PATERSON	JAMES	78 - RCA
AUBURN	MEE	KENYA	78 - RCA	OAK HARBOR	LUNDY	LISA	78 - RCA
BATTLE GROUND	KANESHIGE	KATERINA	78 - RCA	OAK HARBOR	SMITH	NOEL	78 - RCA
BATTLE GROUND	SPALDING	RIKI	78 - RCA	OAK HARBOR	BEAVERS	DUANE	78 - RCA
BATTLE GROUND	LEHTO	KODY	78 - RCA	OLYMPIA	MAEHR	RYAN	78 - RCA
BATTLE GROUND	HALL	SERENITY	78 - RCA	OTHELLO	MENDOZA	NORA	78 - RCA
BELLEVUE	MILLS II	WILLIAM	78 - RCA	PASCO	MOREHOUSE	WADE	78 - RCA
BELLINGHAM	KAUR	RUPINDER	78 - RCA	PASCO	HILL	JEREMY	78 - RCA
BENTON CITY	BLAKEMAN	KATHRYN	78 - RCA	PASCO	TRUNNELL	SIOBHAN	78 - RCA
BLAINE	PRUITT	ALBERT	78 - RCA	PASCO	REMINGTON	MEAGAN	78 - RCA
BLAINE	COMCHOC	LADONNA	78 - RCA	PORT ORCHARD	PETERS	AMANDA	78 - RCA
BLAINE	RAY	DANNY	78 - RCA	PORT ORCHARD	HUBBARD	BRANDI	78 - RCA
BREMERTON	TADEO-ROBERTS	PRECIOUS	78 - RCA	PORT ORCHARD	NELSON	CATHERINE	78 - RCA
CAMAS	RODAVIA	ARNEL	78 - RCA	POULSBO	O'REILLY III	SHAWN	78 - RCA
CAMAS	BABB	ALONA	78 - RCA	POULSBO	TAYLOR	NICHOLAS	78 - RCA
CAMAS	WICK	SUZANNE	78 - RCA	POULSBO	CLOSE	CHERYL	78 - RCA
CAMAS	LIETKE	RONALD	78 - RCA	POULSBO	UNGREN	ANDREW	78 - RCA
COLVILLE	BOWERS	BENJAMIN	74 - RCA VAC RT	PUYALLUP	HERRERA	CANDICE	78 - RCA
COUPEVILLE	RANDALL	TRICIA	78 - RCA	PUYALLUP	FULLARD	CHRISTINE	78 - RCA
EATONVILLE	JOHNSON	NELSON	78 - RCA	PUYALLUP	LOGAN	JEROME	78 - RCA
EATONVILLE	FOSTER	KERRI	78 - RCA	PUYALLUP	STUMPF	JENNY	78 - RCA
ENUMCLAW	CARMICHAEL	TIMOTHY	78 - RCA	PUYALLUP	NORMAN	DARNEY	78 - RCA
FERNDALE	PATTERSON	REBEKAH	78 - RCA	ROCHESTER	PETERSON	ALLICIA	78 - RCA
FERNDALE	KYLLINGMARK	JIM	00 - RETIRED	ROY	WEDGEWORTH	JESSICA	78 - RCA
GIG HARBOR	BANEZ	JEREMIAH	78 - RCA	SEATTLE	EICHELMAN	THOMAS	78 - RCA
GIG HARBOR	ANKENMAN	TABITHA	78 - RCA	SEATTLE	RIGDON	TONY	78 - RCA
GIG HARBOR	WADE	SANDRA	78 - RCA	SEQUIM	YOUNG	PRESTON	78 - RCA
GIG HARBOR	DAHM	GREGORY	78 - RCA	SEQUIM	SPENCER	RYLAN	78 - RCA
GIG HARBOR	BUCHER	ANNEMARIE	78 - RCA	SHELTON	RODRIGUEZ	ASHLEY	78 - RCA
GIG HARBOR	TYRELL	EILEEN	78 - RCA	SHELTON	CARLSON	RICHARD	78 - RCA
GOLD BAR	BEANE	DUSTI	78 - RCA	SHELTON	CASE	CANDACE	78 - RCA
GRAHAM	SIAU	LAURA	78 - RCA	SHELTON	TAYLOR	JULIA	78 - RCA
GRAHAM	CASTRO	BRANDON	78 - RCA	SNOHOMISH	PHILLIPS	KRISTAL	78 - RCA
GREENACRES	MORGAN	CHRISTOPHER	78 - RCA	SNOHOMISH	HARRIS	JOHN	78 - RCA
ISSAQUAH	TERLAJE	RICH	78 - RCA	SNOHOMISH	CARRION	SHAMAYN	78 - RCA
ISSAQUAH	SLADE	MELINDA	78 - RCA	SNOHOMISH	CURTIS	ASHLEY	78 - RCA
LAKE STEVENS	AUNGST	AMANDA	78 - RCA	SNOHOMISH	BRAME	PAUL	78 - RCA
LAKE STEVENS	MISICH	JOHN	78 - RCA	SNOHOMISH	DEEGAN	TONY	78 - RCA
LAKE STEVENS	WHITE	JAMES	78 - RCA	SNOHOMISH	BUTCHER	JONATHAN	78 - RCA
LAKE STEVENS	DORONIO JR	DANNY	78 - RCA	SPANAWAY	MCDONALD	TOMMY	78 - RCA
LAKEBAY	HENNEMAN	DOREEN	78 - RCA	SPANAWAY	MEDINA-PEREZ	AMPARO	78 - RCA
LIBERTY LAKE	BOS	PERRY	78 - RCA	SPANAWAY	BOREN	RANDOLPH	78 - RCA
LONGVIEW	WELLS	CREIGHTON	78 - RCA	SPANAWAY	CASHEN	JOHN	78 - RCA
LONGVIEW	FROST	ROGER	78 - RCA	SPANAWAY	BATTLE	SUZANNA	78 - RCA
LYNDEN	HICKS	AMBER	78 - RCA	SPANAWAY	ELLIOTT	TAMMY	78 - RCA
MARYSVILLE	JONES	MEGAN	78 - RCA	SPOKANE	BECK	PAIGE	78 - RCA
MARYSVILLE	PINGREE	JEREMY	78 - RCA	STANWOOD	MUMBULUMA	SHAVON	78 - RCA
MARYSVILLE	HULL	ZACHARY	78 - RCA	STANWOOD	PAYSON	STEVEN	78 - RCA
MEDICAL LAKE	DEELEY	MICHAEL	78 - RCA	SUMNER	ANDREWS	CHAD	78 - RCA
MILTON	REA	JUDITH	78 - RCA	SUMNER	MCGUIRE	LESLIE	78 - RCA
MONROE	SIDOROV	YELENA	78 - RCA	SUMNER	HANSON	CYNTHIA	78 - RCA
MONTESANO	DEWOLF	KIERAN	78 - RCA	SUMNER	YOUNKER	JODIE	78 - RCA
NINE MILE FALLS	KADRMAS	BRIAN	78 - RCA	SUMNER	SEELYE	AARON	78 - RCA

Post Office	Last Name	First Name	DES
SUMNER	LOFGREN	SOCORRO	78 - RCA
SUMNER	NOP	DALISA	78 - RCA
SUMNER	GOMEZ-WILSON	JONATHAN	78 - RCA
TEKOA	BLASZAK	DEBRA	78 - RCA
VANCOUVER	BERG	JENNIFER	78 - RCA
VANCOUVER	LE	ANDEE	78 - RCA
VANCOUVER	MILLER	TODD	78 - RCA
VASHON	CHELLBERG	DAVID	78 - RCA
VASHON	STOLBERG	COURTNEY	78 - RCA
WALLA WALLA	EUBANKS	RAINA	78 - RCA
WASHOUGAL	RODGERS	CHRISTOPHER	78 - RCA
WINLOCK	CALDERON	EMILIO	78 - RCA
WOODINVILLE	HORNER	AUSTIN	78 - RCA
WOODINVILLE	CHANG	TONY	78 - RCA
WOODINVILLE	YALUNG	IRENE	78 - RCA
WOODLAND	GONZALES	AUSTIN	78 - RCA
WOODLAND	FLAKE	KYLE	78 - RCA
WOODLAND	COLEMAN	EMILY	78 - RCA
YAKIMA	ORTUNO JR	ALEJANDRO	78 - RCA
YELM	VIVIANO	JOSEPH	78 - RCA
YELM	DISPIO	CRYSTAL	78 - RCA

*In fond remembrance of the
following rural carriers who have
left us:*

*Pauline F Reid
Tracey A Theisen
Lorna N Wieldraayer*

*The WARLCA Board wishes to
thank them for their dedication to
our Union and the Rural Craft.*

Sign up for email updates! Need to know when the next training seminars are?
Find out about upcoming political actions. Get news on contests and promotions!
Here's how:

1. Open your email program. Or, scan the QR code below with your smart phone.
2. Send an email to **emailsignup@warlca.com**
3. Include the following in your email:
Name
Office
Designation (Regular, Relief, Retired)
County Unit
Local Steward? (Yes/No)
4. You will receive a confirmation email.
5. Once your membership is verified, you will receive confirmation from **updates@warlca.com**

**Keep up on issues that
are important to YOU!**



Scan this QR code to
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WARLCA email updates!

Washington State Senators

Maria Cantwell, D-WA

WASHINGTON DC OFFICE
511 Hart Senate Office Building
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Phone (202)224-3441
Fax (202)228-0514

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Fax (509)453-7731

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Suzan DelBene, District 1

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Fax (202)226-1606

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22121 17th Ave SE
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204 W Montgomery St
Mount Vernon WA 98273-3843
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Rick Larsen, District 2

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2113 Rayburn HOB
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119 N Commercial St
Suite 1350
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350 N Market Blvd
Chehalis WA 98532-2020

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1641 Longworth HOB

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3100 George Washington Wy
Suite 135
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Fax (509)713-7377

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402 E Yakima Ave
Yakima WA 98901-5407
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Cathy McMorris Rodgers, District 5

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COLVILLE OFFICE
555 S Main St
Colville WA 99114-2517
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Fax (509)353-2412

SPOKANE OFFICE
10 N Post St Suite 625
Spokane WA 99201-0706
Phone (509)353-2374

WALLA WALLA OFFICE
26 E Main St Suite 2
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(509)529-9358

Derek Kilmer, District 6

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1520 Longworth HOB
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345 6th St Suite 500
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332 E 5th St
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Jim McDermott, District 7

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Dave Reichert, District 8

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22605 SE 56th St Suite 130
Issaquah WA 98029-5297
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Toll Free (877)920-9208
Fax (425)270-3589

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5 S Wenatchee Ave Suite 315
Wenatchee WA 98801-2295
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Adam Smith, District 9

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2264 Rayburn HOB
Washington DC 20515
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101 Evergreen Building
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Renton WA 98057-3220
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Fax (425)793-5181

Dennis Heck, District 10

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Washington DC 20515
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Fax (202)225-0129

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420 College St SE
Lacey WA 98503-1238
Phone (360)459-8514

TACOMA OFFICE
1423 E 29th St Suite 203
Tacoma WA 98404-4008
Phone (253)722-5860

WA Rural Letter Carriers' Association
Statement of Activities - Compared to Budget
July 2014 through June 2015

	Jul '14 - Jun 15	Budget
Income		
4000000 - National General Insura...	23,288.68	13,135.00
4100000 - Interest / Dividends	1,946.31	1,539.00
4200000 - Membership Dues	231,083.62	232,367.00
4400000 - Reimbursements	882.46	127.00
4800000 - Sales	8,510.00	2,900.00
Total Income	262,671.15	250,368.00
Expense		
5000000 - Accounting Fees	5,676.86	5,397.00
5100000 - Awards & Recognition	1,819.28	500.00
5300000 - Employee Benefits	5,780.94	5,850.00
5400000 - Equipment	3,579.09	
5500000 - Lodging	11,620.60	11,975.00
5700000 - National Convention	43,987.46	43,387.46
5800000 - Office Expense	1,910.94	1,800.00
5900000 - Payroll Taxes	9,046.16	8,000.00
6000000 - Per Capita Dues	1,551.00	5,050.00
6100000 - Postage	8,086.88	4,569.00
6200000 - Printing	1,353.77	800.00
6400000 - Rent	4,500.00	4,500.00
6600000 - Salaries and Wages	83,580.72	101,012.50
6700000 - State Meetings	32,741.24	32,700.00
6701000 - State Paper	5,702.72	6,250.00
6800000 - Telephone & Internet	1,482.98	1,500.00
7000000 - Travel	11,318.14	10,180.00
7200000 - Western States Confere...	8,922.00	5,851.00
Total Expense	244,377.84	250,101.96
Net Income	18,293.31	266.04

WA Rural Letter Carriers' Association
Statement of Financial Position
As of June 30, 2015

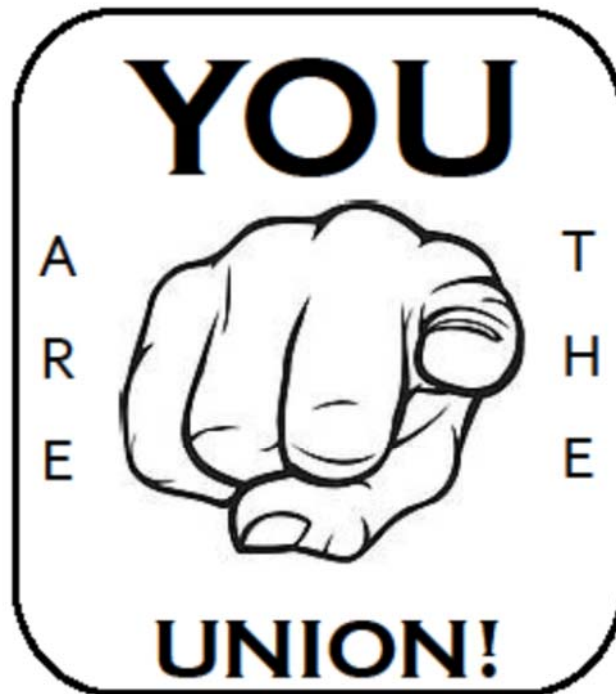
ASSETS	
Current Assets	
Checking/Savings	
1010000 - Chkg - WA Trust Bank	4,159.21
1020000 - Savings - APCU	81,329.72
1030000 - Chkg - APCU	109.21
1041000 - EmergencyFundCD#75-12mo(3-11...	40,497.58
1410000 - C.D.#71 APCU 12 mo (8-1-06)	31,922.44
1430000 - C.D.#73 APCU 12 mo (2-8-07)	30,633.25
1460000 - C.D.#74 APCU 12mo (3-11-14)	40,497.58
1470000 - C.D.#76APCU24moEmerFund(4-2...	20,932.02
Total Checking/Savings	250,081.01
Total Current Assets	250,081.01
TOTAL ASSETS	250,081.01
LIABILITIES & EQUITY	
Liabilities	
Current Liabilities	
Other Current Liabilities	
2100000 - Payroll Liabilities	
2104000 - 940 (FUTA) Federal Unemploy...	134.82
2105000 - State Unemployment Tax	61.89
2106000 - Labor and Industries Tax	294.51
Total 2100000 - Payroll Liabilities	491.32
Total Other Current Liabilities	491.32
Total Current Liabilities	491.32
Total Liabilities	491.32
Equity	
3900000 - Net Assets	233,296.38
Net Income	16,293.31
Total Equity	249,589.69
TOTAL LIABILITIES & EQUITY	250,081.01



R.A.F.T.

Throw your friend a life preserver!

Recruit A Friend Today!



RECRUIT A REGULAR NON UNION MEMBER AND RECEIVE \$50.00

RECRUIT A NON UNION R.C.A AND RECEIVE \$15.00

**THE NEW UNION MEMBER WILL RECEIVE THEIR
FIRST THREE MONTHS OF MEMBERSHIP FREE!**

IT IS A WIN, WIN!

New member must complete a Form 1187 Dues Withholding Authorization form and stay on the USPS employment roles for a period of 3 months after the Form 1187 is processed.
The newly recruited member will receive 3 free months of membership before his/her Form 1187 is sent to the USPS for processing.
Contact your Region Committeeperson with any questions.



UNITED STATES POSTAL SERVICE
AUTHORIZATION FOR DEDUCTION OF DUES

RURAL CARRIER CLASSIFICATION

☐ Regular ☐ PTF ☐ Relief

OR
 (SOCN SECURITY NUMBER) (USPS EMPLOYEE ID-NUMBER)

123456789101112131415161718192021222324252627282930313233343536373839404142434445464748495051525354555657585960616263646566676869707172737475767778798081828384858687888990919293949596979899100 123456789101112131415161718192021222324252627282930313233343536373839404142434445464748495051525354555657585960616263646566676869707172737475767778798081828384858687888990919293949596979899100 123456789101112131415161718192021222324252627282930313233343536373839404142434445464748495051525354555657585960616263646566676869707172737475767778798081828384858687888990919293949596979899100 123456789101112131415161718192021222324252627282930313233343536373839404142434445464748495051525354555657585960616263646566676869707172737475767778798081828384858687888990919293949596979899100 123456789101112131415161718192021222324252627282930313233343536373839404142434445464748495051525354555657585960616263646566676869707172737475767778798081828384858687888990919293949596979899100 123456789101112131415161718192021222324252627282930313233343536373839404142434445464748495051525354555657
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MAILING ADDRESS	CITY	STATE	ZIPCODE + 4
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POSTAL INSTALLATION WHERE EMPLOYED	ZIP CODE OF INSTALLATION	INSTALLATION FINANCE NO.
------------------------------------	--------------------------	--------------------------

SECTION A - AUTHORIZATION BY EMPLOYEE

I hereby assign to the **National Rural Letter Carriers' Association** any salary or wages earned or to be earned by me as your employee (in my present or any future employment by you) such regular and periodic membership dues as the union may certify as due and owing from me, as may be established from time to time by said Union. I authorize and direct you to deduct such amounts from my pay and to remit same to said Union at such times and in such manner as may be agreed upon between you and the Union at any time while this authorization is in effect.

This assignment, authorization and direction shall be irrevocable for a period of one (1) year from the date of delivery hereof to you, and I agree and direct that this assignment, authorization and direction shall be automatically renewed, and shall be irrevocable for successive periods of one (1) year, unless written notice is given by me to you and the Union not more than twenty (20) days and not less than ten (10) days prior to the expiration of each period of one year.

This assignment is freely made pursuant to the provisions of the Postal Reorganization Act and is not contingent upon the existence of any agreement between you and my Union.

Contributions or gifts (including dues) to the NRLCA are not tax deductible as charitable contributions. However, they may be tax Deductible under other provisions of the Internal Revenue Code.

SIGNATURE OF EMPLOYEE	DATE	PHONE
-----------------------	------	-------

SECTION B- FOR USE BY STATE EMPLOYEE ASSOCIATION

R - NATIONAL RURAL LETTER CARRIERS' ASSOCIATION

SIGNATURE OF ACCEPTING UNION OFFICIAL		DATE	LOC#	STATE
I hereby certify that the dues of this organization for the above named member, for the applicable designation, are currently established at _____ per pay period				
_____, STATE SECRETARY			DATE	REMIT #

SECTION C- FOR USE BY NATIONAL ORGANIZATION

Date of Delivery to Employer (For National Office use)

ANIVERSARY DATE TO BE USED
AT USPS PERSONNEL OFFICE

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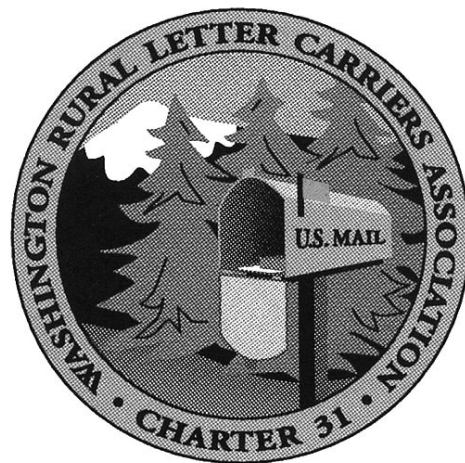
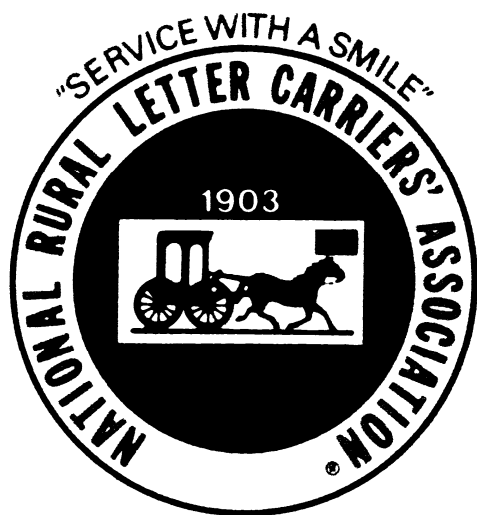
Important!
Be sure to include Postal Finance#
Where Indicated.
Submit Original and Copy to
NRLCA Membership Dept.

Send to REBECCA R WENDLANDT
WARLCA SECRETARY/TREASURER
2811 N CHASE LN
LIBERTY LAKE WA 99019-5002

Washington Rural Carrier
2811 N Chase Lane
Liberty Lake, WA 99019-5002

NonProfit Org.
U.S. Postage Paid
Lynden, WA
Permit #20

Change Service Requested



Where Service Begins With a Smile

Upcoming Dates to Remember

Aug 18-21 2015: National Convention, Reno NV
Oct 16 2015: '14-'15 Guarantee Year ends
Oct 17 2015: Fall Meeting 5-8, Q&A 8-9, location TBD
Mar 12-25 2016: National Mail Count
Apr 21-23 2016: Western States Conference, Salt Lake City UT
June 12-14 2016: State Convention, Spokane
Aug 16-19 2016: National Convention, Nashville TN