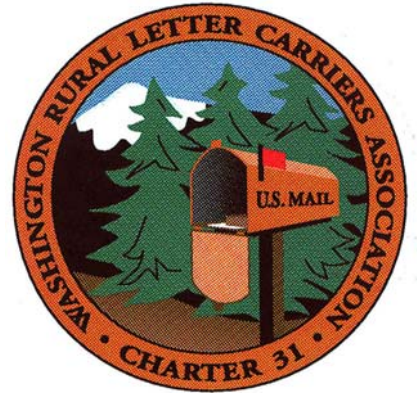


Washington Rural Carrier

Official Publication of the Washington Rural Letter Carriers' Association

Convention 2016

2016 Outstanding Member of the Year



Where Service Begins With a Smile

State Convention 2016

You missed out!
Dunk tank! Live band! Ice cream!

Mickey Mackey, 60-Year Member

Hatch Act

Know your obligations this election season

What have our NSS Stewards been up to?

Western States Conference 2017
Here in Washington!

NEW Constitution!

If you attended the State Convention in Spokane, you know who received the WARLCA Outstanding Member of the Year award for 2016. For those who were not there, here are a few clues:

This year's Member of the Year:

- *was born in Tacoma and raised in Graham
- *grew up in a Union family and joined the NRLCA immediately upon being hired as an RCA in 1994
- *first car was a '67 Chevy Impala Super Sport
- *became a Local Steward because management wasn't giving any of the right answers
- *favorite color is purple
- *has held virtually every office in the WARLCA
- *favorite food is sushi or anything with jalapeños
- *has recently been working with USPS Headquarters on a project that will help all of us.

Give up? Then turn to page 4 for the whole story...

WARLCA State Board Elected and Appointed

President & Historian

Levi Hanson
8304 N Northview Ct
Spokane WA 99208-9636
(509)280-8610
warlcapresident@gmail.com

Vice President & Legislative Director

Kurt Eckrem
1003 9th St
Mukilteo WA 98275-2007
(425)760-6879
warlcavicepresident@gmail.com

Secretary-Treasurer & Rural Carrier Benefit Plan Representative & Webmaster

Becky Wendlandt
2811 N Chase Ln
Liberty Lake WA 99019-5002
(509)710-7840
warlca@gmail.com

Region 1 Committeeperson & PAC Chair

Taralee Mohr
11303 211th Ave NE
Granite Falls WA 98252-9148
(425)238-4316
taralee101@yahoo.com

Region 2 Committeeperson

Stella Fazzino
15707 92nd Wy SE
Yelm WA 98597-8701
(360)790-5448
warlcaregiontwo@gmail.com

Region 3 Committeeperson & Provident Guild Representative

Lorrie Crow
1208 A Slide Creek Rd
Colville WA 99114-8766
(509)675-0397
warlcaregion3lorrie@outlook.com

Region 4 Committeeperson & National General Rep

Paige Barrett
30 Robinson Rd
Grandview WA 98930-9016
(509)391-0480
waregion4paige@gmail.com

EAP DAC Rep

Joyce Patteson
PO Box 2057
Selah WA 98942-2057
(509)949-2510
jp.0401@hotmail.com

WARLCA Editor

Lisa Benson
PO Box 792
Marysville WA 98270-0792
(425)359-2462
warlcaeditor@outlook.com

NRLCA Steward System

Seattle District

District Representative

Patrick Pitts
PO Box 96
Orting WA 98360-0096
(509)280-7444
patrick.pitts@nrlca.org

Assistant District Representatives

Joyce Patteson
PO Box 1005
Selah WA 98942-1005
(509)580-0043
joyce.patteson@nrlca.org

Renee' Pitts
PO Box 1795
Orting WA 98360-1795
(509)315-7012
renee.pitts@nrlca.org

Area Stewards

Peter Haynos
2984 W Grange Ave
Post Falls ID 83854-6358
(208)416-7540
haynoshay@hotmail.com
Offices: Post Falls, Coeur d'Alene,
Sagle, Hayden

Jeff Taylor
20923 E Trent Ave
Otis Orchards WA 99027-8201
(509)921-9337
jltsgtusmc1@msn.com
Office: Greenacres

Janie Walla
PO Box 1763
Marysville WA 98270-1763
(425)308-7305
thewallas@juno.com
Offices: Blaine, Concrete, Custer,
Duvall, Eastsound, Everett,
Everson, Ferndale, Lopez Island,
Lynden, Maple Falls, Sumas

Portland District

District Representative

Monte Hartshorn
PO Box 321
Castle Rock WA 98611-0321
(509)315-7670
monte.hartshorn@nrlca.org

Assistant District Representative

Renee' Pitts
PO Box 1795
Orting WA 98360-1795
(509)315-7012
renee.pitts@nrlca.org

Area Steward

Scott Murahashi
1346 Dillon Rd
Hood River OR 97031-9619
(541)806-0781
scott.murahashi@nrlca.org
Offices: Goldendale and Stevenson

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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 in the loop! Scan this QR code with your smart phone to instantly sign up for WARLCA email updates!



New! Letters to the Editor Now Welcomed!

Opinion pieces may be submitted to the Editor of the *Washington Rural Carrier*. The preferred method of submission is via email to warlcaeditor@outlook.com. The WARCLA Board reserves the right to edit or omit copy, to keep in compliance with policies and to conform to space restraints. Letters must be accompanied with the author's name, address, and phone number. Letters will only be printed from verified NRLCA members. Submission does not guarantee that the article will be published. If printed, only the author's name will accompany the article. The views and opinions expressed in such letters do not necessarily reflect the views or policies of the Association.



WA's PAC Total for the 2015-16 Year

\$19,002.58!

A huge THANK YOU to all who donated to PAC. Whether via cash, credit/debit card, check, or gifts, your donation makes a huge impact!

Sustaining donors, you provide steady and reliable donations to the NRLCA-PAC. If you are not already, please consider becoming a sustaining donor. For more information, contact Tara Mohr, PAC Chair.

Current Sustaining Donors:

Ayers, Dawn	Gale, Linda	Munn, Cassidy
Beaumont, Monyah	Granish, Kristian	Patteson, Joyce
Benson, Lisa	Hanson, Levi	Pitts, Patrick
Bruns, Dawn	Hartshorn, Monte	Pitts, Renee'
Chamberlin, Lauri	Hemrich, James	Randall, Tricia
Eckrem, Kurt	Hill, Karen	Smith, Christina
Faulkner, Mariann	Hill, Susie	Talavera, Dominic
Fazzino, Stella	Johnson, Shawn	Taylor, Jeffrey
Folk, James	Madison, Sharon	Walla, Janie
Frymire, Janice	Mohr, Taralee	

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Save the Dates!

The 111th Convention of the WARLCA will be held June 25, 26, and 27 2017 at the Holiday Inn in downtown Everett.



Reneé Pitts - 2016 Member of the Year

The highlight of every Washington State Convention is the awarding of the Outstanding Member of the Year award. The candidates are nominated by their fellow members, and the winner is chosen by the State Board based on the following criteria: service to the NRLCA; participation in local, state, and national meetings; responsibility and dedication in performing those duties; and community service. This year's winner, Renee' Pitts, has certainly met all of the necessary criteria, and then some. She worked as an RCA for 7½ years, and became a Local Steward because she knew the answers management was giving her weren't correct. As a steward, her mentor was Judy Peck (whose wasn't?), and Renee' was soon moved up to a State-level Steward position, where she really began to gain a reputation for never backing down when it came to defending rural carriers.

Renee' didn't just stop there. She was persuaded to run for Mutual Counties Vice President, to which she was elected, and later became County President. Not long after, Renee' was elected to the WARLCA State Board, serving as District 2 Representative for four years (the position was renamed Region 2 Committeeperson to avoid confusion with the creation of the National Steward System). She was elected State Association Vice President in 2012, and then President one year later. She also was appointed as an Assistant District Representative when the National Steward System was rolled out.

In addition, Renee' has served as an Ad Hoc trainer, a QWL/EI facilitator, and as the Craft Co-Chair for the Seattle District Joint Steering Committee. She has also served for several

years on NRLCA National Convention committees, and trains new State Presidents for our Association as part of her duties on the National Legislative Committee. Renee' has excelled in every position she has held.

Hard as it may be to believe, Renee' actually does have time for things outside her Union activities. She enjoys working in her garden, and canning and preserving are among her favorite hobbies. She dotes on her two cats, Kira and Cuddles, as well as several other neighborhood cats who frequently visit her porch. Renee' told me she would someday love to take a vacation to Aruba.

Renee' has also gained the trust of the NRLCA National Board, which appointed her as one of two officers on a committee to completely overhaul the Rural Carrier Academy/Ad Hoc training program. Renee's success with the new program will be in evidence when it is rolled out this coming October.

Renee' recently was offered the opportunity to become a full-time Assistant District Representative. It was a great opportunity; however, it came with a hard choice. Under the Constitution, she would have to give up the WARLCA President position. She felt the best opportunity to help her fellow carriers would be as a full-time ADR, representing carriers in

both the Seattle and Portland Districts, so she reluctantly relinquished the Presidency.

We wish her luck in her new position, and we all know she will succeed as she always has. On behalf of the entire WARLCA, our thanks for your many years of dedicated service. Congratulations, Renee'!



Renee' Pitts, left, receiving the Outstanding Member of the Year. Executive Committeeman Shirley Baffa to the right.

Previous Member of the Year Award Recipients

2016 Renee' Pitts	1995 Charles Alexander	1974 Willie Rentz
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
2004 Ann Lamm	1983 Theodore Lynn Ricks	Carrier
2003 Monte Hartshorn	1982 Jack L. Yeager	1962 William Weeks
2002 Karen Crombie	1981 Allen J. Peterson	1961 D. H. Bartlett
2001 Dave Reppe	1980 Lyle S. Olsen	1960 Joel Shaffer
2000 Janice Sisley	1979 Harley Robb	1959 Outstanding Local Officer
1999 Judith Peck	1978 Albert C. Staehly	Victor J. Mathison
1998 Marc McIntosh	1977 Vern N. Anderson	1958 Outstanding Service Award
1997 Brenda Hayes	1976 Roger Armstrong	William Weeks
1996 Patricia Alexander	1975 Richard Vogt	

Meet Your Newly Elected State Board!

Levi Hanson, President
Kurt Eckrem, Vice President
Becky Wendlandt, Secretary-Treasurer
Tara Mohr, Region 1 Committeeperson
Stella Fazzino, Region 2 Committeeperson
Lorrie Crow, Region 3 Committeeperson
Paige Barrett, Region 4 Committeeperson



NRLCA Executive Committeeman Shirley Baffa swearing in the 2016-17 WARLCA State Board.



Michael "Mickey" Mackey, 60-Year Membership Award

By Paige Barrett, Region 4 Committeeperson

I recently was afforded the privilege of presenting to Michael (Mickey) Mackey an award recognizing his 60 years of Union membership.



Paige Barrett, Region 4 Committeeperson, presents Mickey Mackey with his 60-Year Membership Award.

Mickey began his career with the Post Office September 1944 in Yakima at the age of 16. His hourly wage at that time was \$0.65/hour! He was a city carrier substitute for a little over a year when he joined the U.S. Marine Corps in July 1945 during WW2. He was stationed in Bremerton as a gate guard. In August 1946, after the war was over, he was honorably discharged. In those days, if you joined during war time, the company had to give you your job back, so he returned to Yakima to resume work at the Post Office. He worked as a clerk/carrier until he became a regular city carrier. He did this until 1965.

Once as a city carrier, he had a box of baby chicks to deliver. There wasn't anyone home, but he left the box on the door step anyway. Well, someone stole the box. A neighbor saw it though and followed the thief to an apartment building. When the customer contacted the Post Office about it, and subsequently Mickey, he and the postmaster went out searching for the box of baby chicks. It was then that the neighbor told them what they had seen and where to find the baby chicks. They went to the address provided them. When the person opened the door to them, they found all the baby chicks gathering around the person's ankles. They got the chicks back!

During his years as a city carrier, he met and married his wife, Virginia, and they raised their three children in Moxee. Mickey was a baseball coach for the postal kids' baseball team in Yakima. He also had a passion for hunting.

In the summer of 1966, Mickey was visiting a friend in the hospital and it was there that he learned the rural mail carrier in Moxee was going to retire. He went in to the office and inquired of the position to the postmaster. The postmaster was not happy to see him there and told him very briskly to leave, that he could not apply for it because he had already given the position to his nephew. Well, Mickey didn't quite believe what he was hearing. At that time in the Post Office, rural positions were not bid on, they were appointed. Mickey went to Senator Henry Jackson and explained to him that he wanted to be the rural carrier on the route in Moxee. Mickey said he had to join the Democratic party in order for Senator Jackson to do it, but it proved to be worth it. Upon being appointed the rural carrier on Route 1, Mickey then went back to the Moxee Post Office to report for work. He was met by a very angry postmaster. Mickey said the Moxee Post Office had one unfriendly postmaster, one NICE clerk, and one carrier, Mickey. The postmaster once said to Mickey, "Why don't you transfer back to Yakima, where your friends are?" Mickey said he was just too stubborn to give in to the pressure the postmaster put on him.

Mickey enjoyed being a rural carrier in the Moxee Valley and every year at Christmas time, he wore a Santa suit to deliver the mail. He has memories of receiving many gifts from his customers, much to the dismay of his postmaster, who couldn't believe so many people actually liked him that much! Once he tried to share one of his gifts with the postmaster and was angrily told by the postmaster that he didn't want it. So Mickey took it back out to his car and took it home.

Mickey also carried a shotgun with him on the route during hunting season and every year would bring home pheasants to his wife for dinner. He would shoot them, and throw them in the trunk of his VW Beetle that he used on the route. Sometimes though, he would stuff a pheasant in the mailbox of a friend as a gift with the mail. He also once found a cooler alongside the road out by Hanford one day and there were two really nice sized



Mickey served in the Marine Corps during WW2.



Mickey delivered holiday cheer wearing a Santa suit every year.

salmon in it. He said, "I couldn't let them go to waste!"

Mickey became a vice president of the WA Rural Letter Carriers' Association, had been appointed the State Auto Insurance Director, and was the President of the Armed Forces Club and Investment Committees. He also opened all meetings with the flag salute.

Mickey was a dedicated carrier. He only ever missed two days of work. After Mt. St. Helens erupted, he did not deliver the mail, however he did come in and case the mail

up each of those days. He would always fix any vehicle issues that arose on the route and keep on going. And he didn't have time to be sick.

Mickey retired from the Moxee Post office in 1987. That same year, Mickey was named Washington Rural Letter Carrier of the Year. He and his wife went to National Convention that year in Florida.

Mickey became a member of the Masonic Lodge, the Scottish Rite Lodge, the Shriners, The American Legion, and the Methodist Church Choir as well as being on the Selah Park Board. He has received the Washington State Service Guard award from Postmaster General Craig G. Wade as well.

Mickey now spends his days taking care of his wife 24/7 and taking care of the yard. BUT, very emphatically says he does NOT cook! He can warm stuff up very well though!

Mickey continues to be a member of the Rural Carriers' Union as a retiree. I asked him, "Of what benefit is it to you to continue to be in the union 30 years after you retired?" Without missing a beat, he replied, "Why, the benefits of course! The health insurance has saved us when I had to have heart surgery and shoulder surgery. It helps pay for my meds and it also helps out tremendously with my wife as well!"

Congratulations to Mickey Mackey for the receipt of the 60-Year Membership Award!

Retired mail carrier honored by state

By BETH McCORMICK
Herald-Republic correspondent

SELAH — Looking back over his 40 years as a letter carrier, Mickey Mackey said people were what gave his job meaning.

"You know, you've got to get along with the clients. The service to the people was the most important thing. I had a lot of fun delivering mail," he said of his long career with the postal service.

Mackey delivered mail to rural Moxee residents for 20 years and before that was a city letter carrier.

He was recently named the 1987-88 Outstanding Rural Letter Carrier of the Year by the state of Washington. He will also be receiving a recognition award at the National Convention of Rural Letter Carriers next month.

"It's the climax of my work with the post office," he said.

Mackey, who retired a few months ago, always took his job one step farther than just delivering the mail. He was often the only person many rural residents would see every day. He'd stop to help jump-start cars, especially in the winter when rural residents were stranded.

He once gave a hand to a man who needed help smoothing a freshly-poured cement driveway. "I worried about it getting hard on him before he got it leveled," he recalled.

And on Dec. 24, Mackey dressed as Santa Claus and handed out candy to the kids along his route.

He delivered mail to 700 residences, driving almost to Hanford, traveling 80 miles daily on his route.

There were only two days out of 40 years he wasn't able to deliver the mail, and that was because Mount St. Helens erupted, he said.

Mackey's caring about his fellow workers and dedication to perform-



MICKEY MACKEY
outstanding letter carrier

ing his duties was also evident in his duties as an officer in the Rural Letter Carriers' Association. He served as the state association's insurance director and was president of the Armed Forces Club for Rural Carriers of Washington. He also served as a state board member of the organization, as a representative of the 4th district and a member of the investment committee.

He is now a member of the the American Association of Retired

Federal Employees.

During his terms in the association, Mackey said he helped other rural carriers with problems they encountered in their jobs and with insurance issues.

Mackey said he considers himself a professional volunteer. Although he may have retired from his postal career, he continues to be involved in the community. He is a member of the Elks, American Legion, Masons, Scottish Rite and is active in his church. He also serves as chairman of the board for the City of Selah's Parks and Leisure Services.

He plans to continue to stay active in his retirement, he said, pursuing such other interests as fishing, hunting, water skiing and camping.

In 1987, Mickey was awarded as the Outstanding Member of the Year.

Overview of 2016 State Convention, Spokane Valley WA

The 110th WARLCA State Convention was called to order at 8:30 AM Sunday, June 12, 2016 by Region 3 Committeeperson Levi Hanson. Sharlene Arras



Site of the 110th WARLCA State Convention.

gave the invocation. Presentation of colors was done by American Legion Post 72. The delegates recited the Pledge of Allegiance and then Levi presented the gavel to President Mariann Faulkner. President Faulkner noted that Renee' Pitts, former President, had resigned to accept a position as full time Assistant District Representative. Mariann welcomed all and introduced the State Board: acting Vice President, National General Insurance Representative, and PAC Co-Chair, Dawn Ayers; Secretary-Treasurer and RCBP Representative, Becky Wendlandt; Region 1 Committeeperson and PAC Chair, Taralee Mohr; Region 2 Committeeperson was vacant; Region 3 Committeeperson and Provident Guild Representative, Levi Hanson; and Region 4 Committeeperson and EAP District Advisory Representative, Joyce Patteson. Mariann then introduced Patrick Pitts, NRLCA Seattle District Representative, and Monte Hartshorn, NRLCA Portland District Representative. Patrick introduced the Assistant District Representatives and area stewards. All local stewards and county officers were asked to stand and later had a picture taken. Joyce Patteson ask those who served or had family that was serving in the military to come up front, be recognized, and have their photo taken. A moment of silence was shared in recognition of those we have lost. Next, the 13 retired members (Joanne Dillon, Karen Crombie, Susie Hill, Becky Pike, Dan Schrup, Joyce Sutherland, Mel Walker, Vickie Gannon, Cindy Koker, May York, and Charles and Patricia Alexander) were asked to come up front, be recognized, and have their photo taken. Joyce Patteson asked for the first timers to come to the front, and with a round of applause, the 10 first timers (Laura Aries, Monyah Beaumont, Kim

Burress, Kerri Foster, Cassidy Munn, Katie Peterson, Amanda Phipps, Maria Strayer, Angela Thelan, and Debbie Thompson) were recognized and had their photo taken. NRLCA Executive Committeeman Shirley Baffa presented the first timers with a welcome gift.

Becky Wendlandt took roll call of officers and county delegates-at-large at 8:54 AM. Yea/nay cards were then distributed. Total delegates present were 68, with no delegate from South East WARLCA in attendance.

Kristian Granish moved to waive the reading of the convention standing rules printed in the program and to accept the standing rules. 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.
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.



Sharlene Arras led the invocation to open the 110th WARLCA Convention.



Dunk tank shenanigans at the meet & greet on Saturday evening prior to Convention.



a two 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.

13. 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.

14. Once nominations are closed for each officer position and prior to voting, each candidate shall receive up to four minutes to address the delegates. Up to five minutes per candidate per officer position will be allowed for the delegates to question the candidates.

15. Each question shall be limited to one minute; responses by candidates shall be limited to two minutes. No delegate may ask a second question while other delegates are waiting in line. No delegate may ask more than two questions per officer position.

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

President Mariann 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

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

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.

Kristian Granish 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 dunk tank collected \$590 in PAC donations. First place for county collecting the most for PAC was King Snohomish at \$6,915.00. Second place is Mutual at \$2,482.00 and third place is East Central at \$848.00. Per capita placement is:

King Snohomish RLCA: \$6,915.00 total, \$17.20 per capita

North East WA RLCA: \$330.00, \$6.34 per capita

Mutual RLCA: \$2,482.00, \$6.72 per capita

Whatcom RLCA: \$212.00, \$2.16 per capita

Apple RLCA: \$380.00, \$2.06 per capita

East Central WA RLCA: \$848.00, \$4.06 per capita

Lower Columbia RLCA: \$688.00, \$3.24 per capita

Island Skagit San Juan RLCA: \$335.00, \$3.07 per capita

Peninsula RLCA: \$73.00, \$0.37 per capita

Whitman Asotin RLCA: \$275.00, \$9.16 per capita

South East RLCA and North Central RLCA: \$0

Total for year as of now is \$12,538.00

President Mariann Faulkner read the committee assignments.

Auditing: Tara Mohr - Board Representative, Lorrie Crow - Chair, Colleen Headley-LaLande, Paige Barrett, Kristian Granish, Karen Crombie

Constitution: Mariann Faulkner - Board Representative, Christina Smith - Chair, Alicia Peterson, Rachel Hoisington, Isabella Lopez

Credentials: Levi Hanson- Board Representative, Jim Hemrich - Chair, Lorrie Crow, Susie Hill, Jamie Stark

Finance: Joyce Patteson - Board Representative, Kris Skewis - Chair, Laurie Chamberlin, Kim Burress, Renee' Pitts

Hospitality: Becky Wendlandt - Board Representative, Patricia Alexander - Chair, Joanne Dillon, Charles Alexander, Jeff Taylor

Media: Levi Hanson - Board Representative, Lisa Benson - Chair, Estee Javiniar, Kerri Foster

Mileage & Per Diem: Dawn Ayers- Board Representative, Shawn Johnson - Chair, Kurt Eckrem, Doug Rinehart, Maria Strayer

Minutes: Mariann Faulkner - Board

Representative, James Folk - Chair, Amanda Phipps

Nominating: Joyce Patteson - Board Representative, Tammy Donaghue - Chair, Monte Hartshorn, Dominic Talavera

PAC: Dawn Ayers - Board Representative, Sharlene Arras - Chair, Stella Fazzino, Cassidy Munn

Photography: Mariann Faulkner - Board Representative, Patrick Pitts - Chair, Joyce Sutherland, Dionne Taylor

Resolutions: Tara Mohr - Board Representative, Carolyn Triebenbach - Chair, Kathy Beebe, Michael Ogdon, Angela Thelen

Sergeant-at-Arms: Tara Mohr - Board Representative, Nancy Granish - Chair, Dan Schrup, Mary Petry

Election: (Tabulate National Delegate Ballots) Becky Wendlandt - Board Representative, Cindy Koker - Chair, Mary York, Vicki Gannon, Sharon Madison, Jan Frymire

Tellers: (Tabulate Officers Election/Other Ballots) Dawn Ayers - Board Representative, David Ray - Chair, Laura Aries, Katie Peterson, Janelle Mee, Rita Ankerson-Tarbet, Debbie Thompson, Becky Pike, Mel Walker, Monyah Beaumont

Washington Rural Carrier: Joyce Patteson, Board Representative, Sherry Flansburgh - Chair, Martha Moross, Janie Walla

President Mariann Faulkner called for the preliminary report of the Credentials Committee. Jim Hemrich, chair of the Credentials Committee, reminded all delegates to register if they have not yet done so.

President Mariann Faulkner announced that the annual reports of the elected and appointed State Officers were in the convention ditty bag and all should have received them. Doug Rinehart moved



Convention isn't all fun and games, we also conduct the business of our Association. Here is the Finance Committee hard at work.

that we accept the officers' reports and we dispense with the reading of the reports. It was seconded and motion passed.

The Annual Reports of the Elected and Appointed State Officers can be found on pages 25-36.

After a short break, President Mariann called the meeting to order at 9:54 AM. Becky did the roll call and 68 delegates were present, however no delegate from South East WA RLCA was in attendance.

President Mariann gave a report on an incident the previous night with the storage of the ballots for the national delegate election after the tabulation was done. She detailed out the procedures on how they secured the ballots. The election committee met in the morning to double check everything, look for possible issues and found none. Our National Officer, Shirley Baffa, confirmed that everything was correct.

The election committee chair, Sharon Madison gave the election report shown to the right.

There were 341 total votes counted, 8 voided and none unresolved for a total of 349 ballots received. Sharon moved that the election committee's report be accepted and the committee be dismissed with our thanks. It was seconded and motion passed.

Becky Wendlandt gave an update on the rules for alternate delegates moving up to regular delegates and announced WARLCA qualifies for 20 delegates to National Convention as of June 12, 2016.

President Mariann Faulkner introduced Alexis Delgado, Seattle District Manager of Human Resources, and Dr. David Picard, Seattle District Manager of Learning Development and Diversity. Ms. Delgado spoke on the USPS online application process for the hiring of RCAs as well as the low numbers for retention rates. Dr. Picard spoke on the RCA job not being easy and that many RCAs switch to CCA to get more hours and have a better chance of becoming career sooner. After taking many questions from the delegates, the convention adjourned for lunch at 12:02PM.

At 1:11 PM, President Mariann Faulkner called the convention back to order. Becky Wendlandt did the roll call and 68 delegates were present, however no delegate from South East WA RLCA was in attendance.

President Mariann introduced Wendy Averett, Seattle District Employee Advisory Program (EAP) Advisor. Ms. Averett talked about the emotional pain when dealing with suicides and suicide prevention.

Taralee Mohr, Region 1 Committeeperson, gave information on the 2017 State Convention. The dates are June 25-26-27, 2017 and will be held at the

Holiday Inn in downtown Everett WA.

Joyce Patteson, Region 4 Committeeperson, gave information on the 2018 State Convention. The dates are June 24-25-26, 2017 and will be held at the Red Lion in Pasco WA.

Dawn Ayers, acting Vice President and former Region 2 Committeeperson, gave information on the 2019 State Convention. The dates are June 23-24-25, 2019 at the Great Wolf Lodge at Grand Mound WA.

President Mariann Faulkner introduced Cameron Deml, NRLCA Assistant Director of Insurance

WA Delegates to the NRLCA National Convention

<u>DELEGATE ORDER</u>	<u>NAME</u>	<u>VOTES</u>
1	Patrick Pitts	206
2	Renee' Pitts	198
3	Becky Wendlandt	197
4	Joyce Patteson	140
5	Monte Hartshorn	137
6	Doug Rinehart	134
7	Charles Alexander	132
8	Patricia Alexander	122
9	Susie Hill	121
10	Mariann Faulkner	116
11	Becky Pike	114
12	Dawn Ayers	113
13	Cheri Freeman	105
14	Taralee Mohr	103
15	Janie Walla	100
16	Joyce Sutherland	98
17	Levi Hanson	94
18	Lisa Benson	91
19	Jeff Taylor	89
20	Shawn Johnson	88
21	Kurt Eckrem	84
22	Jim Hemrich	81
23	Karen Hill	76
24	Joanne Dillon	71
25	Isabella Lopez	68
26	David Ray	67*
27	James Folk	67*
28	Colleen Headley-LaLande	64
29	Dan Schrup	61
30	Alicia Peterson	60
31	Lorrie Crow	57
32	Laurie Chamberlin	52*
33	Kristian Granish	52*
34	Stella Fazzino	46
35	Paige Barrett	40
36	Martha Moross	37

*In the event of tie, the position will be determined by random drawing of names then listed in order drawn.



Cameron Deml, NRLCA Assistant Director of Insurance Programs.

Programs. Mr. Deml gave details on the Rural Carrier Benefit Plan (RCBP) and other NRLCA sponsored insurance programs. He also spoke on the USPS health benefit plan now available to all RCAs.

After announcements, the convention was adjourned at 2:56 PM.

President Mariann Faulkner called the convention to order on Monday, June 13, 2016 at 8 AM. Becky Wendlandt did the roll call and 68 delegates were present, however no delegate from South East WA RLCA was in attendance.

President Mariann Faulkner called for the report of the Finance Committee and Kris Skewis, Chair, gave the preliminary report. The final report will be printed in its entirety later. Kris Skewis moved to accept the report and it was seconded but both were

withdrawn as it was not the final report.

President Mariann Faulkner called for the report of the Credentials Committee. Chair Jim Hemrich gave the final report. Shown below.

Jim Hemrich moved that the report of the Credentials Committee be accepted and that all delegates be seated by the passing of the final report of the Credentials Committee. It was seconded and passed.

Next, President Mariann Faulkner called for the report of the Mileage & Per Diem Committee. Chair, Shawn Johnson, had a hard copy given to each delegate and after numerous questions, decided that they would meet again to fix the errors.

President Mariann Faulkner called for the report of the PAC Committee. Chair, Sharlene Arras, presented their report with suggestions to help PAC with donations and set up prior to convention.

President Mariann Faulkner called for the report of the Nominating Committee. Chair, Tammy Donaghue, gave the following report:

Nominees:

President, two-year term: Mariann Faulkner and Levi Hanson

Credentials Committee Report

<u>County Name</u> <u>& Delegate at Large</u>	<u># of members</u>	<u># of possible delegates</u>	<u># of seated delegates</u>
001 North Central Tammy Donaghue	83	18	2
003 Peninsula Doug Rinehart	193	40	4
005 Lower Columbia Monte Hartshorn stepped down and Mel Walker became the delegate at large	212	43	5
006 Mutual James Folk	369	75	16
010 Island, Skagit, San Juan Christina Smith	109	23	6
011 King, Snohomish Jan Frymire stepped down and Lisa Benson became the delegate at large	402	81	14
012 South East No delegate present	35	8	0
013 East Central Jeff Taylor	184	38	8
014 North East Lauri Chamberlin	52	11	5
015 Whatcom Joyce Sutherland	98	21	4
016 Whitman, Asotin Jim Hemrich	30	7	1
017 Apple Martha Moross	184	38	4
Total for Counties:	1,951	403	69

Vice President, two-year term: Dawn Ayers and Kurt Eckrem

Secretary-Treasurer, two-year term: Becky Wendlandt

Region 2 Committeeperson, two-year term: Stella Fazzino and Sharon Madison

Region 4 Committeeperson, two-year term: Paige Barrett

Tammy announced that there will also be a chance to nominate for these offices from the floor until nominations are closed prior to elections. Tammy moved to dismiss the Nominating Committee with our thanks. It was seconded and passed.

President Mariann Faulkner called for the report of the Auditing Committee. Chair Colleen Headley-Lalande read the following:

We, the committee, examined a cross-section of the materials given to us. We reviewed the vouchers, check register with statements and reconciliations, the LM-2 for the State and the County LM-4 documents for timeliness, and other records. The only thing we found was that the checks for the 2015 National Delegate Pay in the bank statement did not match the numbers written down when the checks were issued, however, the amounts paid to each delegate did indeed match up in both cases. Therefore, we consider the financial records balanced and in good order.

Colleen moved that the report be accepted and the committee be dismissed with our thanks. It was seconded and passed.

President Mariann Faulkner called for the report of the Washington Rural Carrier. Chair Sherrie Flansburgh said that it was the only way many members get any news from the Union. The committee felt that the paper was rather boring and could use some upgrades to attract more interest to it. They suggested update to color and better quality of paper, upgrade to Adobe InDesign software, and add teasers on the front page. Sherrie moved that the report be accepted and the committee be dismissed with our thanks. It was seconded and passed.

After a short break, the convention was called to order

at 9:48 AM by President Mariann Faulkner. Becky Wendlandt did the roll call and 69 delegates were present, however no delegate from South East WA RLCA was in attendance.

President Mariann Faulkner introduced Shirley Baffa, NRLCA Executive Committeeman. Shirley updated the delegates on issues concerning the rural craft, including the engineered time study, stats on rural routes and the National Steward System (NSS), scanners, grievance activity, membership, rural carrier training academy, legislative issues, and safety. Next Patrick Pitts, Seattle District Representative, spoke about route statistics, steward statistics, as well as labor relations.

The convention adjourned for lunch at 11:53 AM and President Mariann Faulkner called the meeting back to order at 1:02 PM. Becky Wendlandt did the roll call and 69 delegates were present, however no delegate from South East WA RLCA was in attendance.

Monte Hartshorn, Portland District Representative, spoke about safety, stress, shoes, service, and scanning. Monte's golden rule is that if it is not in writing, it never happened. President Mariann Faulkner asked that Shirley, Patrick, and Monte come to the podium for a question and answers session.

President Mariann Faulkner asked for the report of the Mileage & Per Diem Committee again. Chair Shawn Johnson presented the report. Shawn said the delegates need to decide before the next convention what the definition of "cost effective" is. Shawn moved that the report be accepted and it was seconded, but after delegates reporting problems on the computations, both the motion and second were withdrawn.

President Mariann Faulkner called for the final report of the PAC Committee. Chair Sharlene Arras gave out the current figures for PAC donations which are as follows: cash \$1,204.00, gift \$988.50, and credit \$81.00, for a total of \$2,271.58 raised at this convention. Sharlene moved that the report be

accepted and the committee be dismissed with our thanks. It was seconded and the motion passed.

President Mariann Faulkner called for the report of the



Make YOUR vote count at State Convention!

Constitution Committee. Chair Christina Smith moved to dispense with the reading of the present language. It was seconded and motion passed. Bold text is new language and strike through is removing the language. They are as follows:

Number One:

Article III Members, 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 74, 78, 79);

Rural Carrier Reliefs (RCRs, Designation Code 75);

Auxiliary Rural Carriers (Designation Code 77);

Assistant Rural Carriers (ARCs, Designation Code 70-5); 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.

Isabella Lopez moved to adopt proposed constitution change. It was seconded and motion passed.

Number Two:

Article III Section 2

Retired Member. Retired membership is open to Rural Carriers who were members in good standing at retirement 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 ~~State or~~ National office.

Alicia Peterson moved to adopt proposed constitution change number two. It was seconded. Jim Hemrich

called the question and it was seconded and passed. Vote was taken on proposed constitution number two and motion was not passed.

Number Three:

Article III Section 5 Paragraph C and D

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 0.5% 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~~, **substitute, rural carrier associates, rural carrier reliefs, assistant rural carriers, and auxiliary rural 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, **assistant rural carriers**, 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.

Isabella Lopez moved to adopt proposed



At every State Convention, a memorial service is held to honor those carriers we lost.

constitution number three. It was seconded and motion passed.

Number Four:

Article IV, Section 1, Paragraph E

Each County Unit shall hold its annual meeting after October 1st and at least forty (40) days prior to the State Convention. **A Board member is required to be present at the annual meeting.** ~~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.~~

Alicia Peterson moved to adopt proposed constitution number four. It was seconded. Janie Walla moved to amend by adding “not of the County Unit” after “A Board member”. It was seconded. Amendment and second were withdrawn. Dawn Ayers moved to postponed indefinitely and it was seconded. Vote was taken and the motion to postpone indefinitely passed.

Number Five:

Article IV New Section 2

Section 2. Salaries Stipend.

A. Each County President, Vice President, and Secretary-Treasurer in attendance at their County Unit meeting shall receive compensation of \$25.00 each, ~~per county unit meeting held each year.~~

B. Maximum times an Officer shall be compensated ~~shall~~ will not exceed more than ~~three (3)~~ four (4) per year per County Officer.

~~C. Compensation will only be issued after the state secretary receives the meeting minutes from that each county. The State Secretary-Treasurer will then pay the County Unit Officers upon receipt of the meeting minutes.~~

Isabella Lopez moved that proposed constitution change number five be adopted. Dawn Ayers moved for an amendment adding to add “in attendance at their county meeting” after “Secretary-Treasurer” in paragraph A and strike “per county unit meeting held year”. It was seconded and amendment passed. Renee’ Pitts moved for an amendment replacing “each” with “that” in para-

graph C. It was seconded and passed. Kristian Granish moved that the proposed constitution be postponed indefinitely. It was seconded and the motion passed.

Number Six:

Article V Section 5 Paragraph G

All elected and appointed State Officers will be reimbursed \$30 food per diem while on travel status, **and/or at Board meetings as approved by the Board** ~~an overnight stay is required.~~

Alicia Peterson moved that proposed constitution number six be adopted. It was seconded. After discussion, Dan Schrup called the question. It was seconded and passed. Vote was taken on adopting proposed constitution number six. The Tellers Committee was called forward to count the vote. The motion failed.

President Mariann Faulkner called for a break at 3:37 PM and then called the convention back to order at 3:55 PM. Becky Wendlandt did the roll call 68 delegates were present, however no delegate from South East WA RLCA was in attendance.

President Mariann Faulkner called the Mileage & Per Diem Committee forward to give their report. After handing out their report, they discovered more errors. The committee was sent back to make further corrections.

President Mariann Faulkner called for the Constitution Committee to continue their report:

Number Seven:

Article VI, Section 3, Paragraph A

Section 3. Compensation for State Delegates.

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.

Isabella Lopez moved that proposed constitution number seven be adopted. It was seconded. The motion passed.

Number Eight:

Article VI Section 6 Paragraph A

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

Alicia Peterson moved to adopt proposed constitution number eight. It was seconded. The motion failed.

Number Nine:

Article VI Section 6 Paragraph A

~~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~~

~~tion~~

~~Report of Special Committees~~

~~Call for Unfinished Business~~

~~Call for New Business~~

~~Election of Officers~~

~~Installation of Officers~~

~~Retirement of Colors~~

~~Adjournment~~

~~Call to Order~~

When the presiding Officer takes the chair, the Officers and Delegates will take their respective seats, and at the sound of the gavel, the Convention will come to order.

Program

The State Convention Program shall be the order of business. The President may make changes for a session to expedite the proceedings or accommodate guest speakers. The order of business may be transposed ~~amended~~ by a majority vote of the Convention.

Isabella Lopez moved that proposed constitution number nine be adopted. Monte Hartshorn moved to change the word "transposed" to "amended". It was seconded. The amendment failed. Vote was taken and President Mariann stated the motion passed. "Division" was called by Kristian Granish which was seconded. The Tellers Committee came forward to count the votes. Proposed constitution number nine failed.

Number Ten:

Article VII Section 2 Paragraph 1 and 2

Within each State Association, nominations for National Delegate shall be submitted by U.S. Mail to the ~~Secretary-Treasurer~~ **designated post office box** 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~~ **designated post office box** 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.

Alicia Peterson moved that proposed constitution number ten be adopted. It was seconded and passed.

David Ray made a motion to adjourn for the

evening. It was seconded and then both he and the second withdrew their motion.

Number Eleven:

Article VII Section 4 Paragraph B

Paid delegates to the National Convention are required to submit a written report to the WARLCA President. The President will then do any editing necessary to prepare it to be published in the fall issue of the WRC. The report must be no more than 250 words. Changes made by the President will then be returned to the delegate for review before then being published.

Paid delegates to National Convention are **also** 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

Isabella Lopez moved that proposed constitution number ten be adopted. It was seconded. Susie Hill moved to amend to add "Changes made by the President will then be returned to the delegate for review before then being published" after "WRC". It was seconded and passed.

Becky Wendlandt moved that we adjourn for the evening. After a second, and the President checking on procedure, a vote was taken and the motion passed. Convention adjourned at 5:11 PM.

President Mariann called the convention to order at 8:03 AM. Becky did the roll call and 69 delegates were present, however no delegate from South East WA RLCA was in attendance.

President Mariann called for the final report of the Mileage & Per Diem committee. They handed out their final report and noting no exceptions, Shawn Johnson asked that the report be accepted and the committee be dismissed with our thanks. It was seconded and passed. Their report is shown on pages 18 and 19.

President Marian Faulkner called for the Finance Committee to give their final report. Kris Skewis presented the final report saying there were no changes from the preliminary report. Kris Skewis moved that the report be accepted. It was seconded and passed. The Finance Committee report is as follows:

We, the members of the Finance Committee at

the 2016 State Convention in Spokane Valley WA, have the following recommendations to submit to the delegates for consideration:

The Finance Committee recommends no change in dues, mileage reimbursement, hotel expense reimbursement, food per diem reimbursement, and ADOP rate. We do recommend a salary change and have submitted a proposed constitution change to the Constitution Committee. We recommend the same wording as last year concerning money returned to the County Unit for 16/17 Membership Year which is:

"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."

President Mariann Faulkner called for the continuing report of the Constitution Committee. The committee started at constitution number eleven which was not finished upon adjournment of the convention the previous evening.

Number Eleven: (continued from previous day)

The committee re-read the amended constitution number eleven. Vote was taken on adopting proposed constitution number eleven as amended and it failed.

Number Twelve:

Article VII, Section 4, Paragraph B

Paid delegates to the National Convention are required to submit a written report to the WARLCA President. Topics will be assigned by the WARLCA President. Reports may be

	One- Way Mileage	Round-Trip Mileage Capped at 850 miles	× 38¢ =	Convention Allowance	Extra Per Diem	Ferry/ Toll	Gross Pay	Net Check
Alexander, Charles	344	688.0	\$261.44	\$250			\$511.44	\$511.44
Alexander, Patricia	344	688.0	\$261.44	\$250			\$511.44	\$511.44
Ankerson-Tarbet, Rita	351	702.0	\$266.76	\$250			\$516.76	\$516.76
Aries, Laura	323	646.0	\$245.48	\$250		\$21.90	\$517.38	\$517.38
Arras, Sharlene	351	702.0	\$266.76	\$250			\$516.76	\$516.76
Ayers, Dawn	305	610.0	\$231.80	\$250			\$481.80	\$481.80
Barrett, Paige	187	374.0	\$142.12	\$250			\$392.12	\$392.12
Beaumont, Monyah	317	634.0	\$240.92	\$250			\$490.92	\$490.92
Beebe, Kathy	370	740.0	\$281.20	\$250			\$531.20	\$531.20
Benson, Lisa	323	646.0	\$245.48	\$250			\$495.48	\$495.48
Burress, Kim	332	664.0	\$252.32	\$250			\$502.32	\$502.32
Chamberlin, Lauri	44	88.0	\$33.44	\$250			\$283.44	\$283.44
Crombie, Karen	316	632.0	\$240.16	\$250			\$490.16	\$490.16
Crow, Lorrie	71.7	143.4	\$54.49	\$250			\$304.49	\$304.49
Dillon, Joanne	306	612.0	\$232.56	\$250			\$482.56	\$482.56
Donaghue, Tammy	174	348.0	\$132.24	\$250			\$382.24	\$382.24
Eckrem, Kurt	309	618.0	\$234.84	\$250			\$484.84	\$484.84
Faulkner, Mariann	328	656.0	\$249.28	\$250			\$499.28	\$499.28
Fazzino, Stella	330	660.0	\$250.80	\$250			\$500.80	\$500.80
Flansburgh, Sherrie	350	700.0	\$266.00	\$250			\$516.00	\$516.00
Folk, James	336	672.0	\$255.36	\$250			\$505.36	\$505.36
Foster, Kerri	327	654.0	\$248.52	\$250			\$498.52	\$498.52
Frymire, Jan	300	600.0	\$228.00	\$250	\$75		\$553.00	\$553.00
Gannon, Vicki	20.4	40.8	\$15.50	\$250	\$75		\$340.50	\$340.50
Granish, Kristian	331	662.0	\$251.56	\$250			\$501.56	\$501.56
Granish, Nancy	326	652.0	\$247.76	\$250			\$497.76	\$497.76
Groeneveld, Henry	0	0.0	\$0.00	\$0			\$0.00	\$0.00
Hanson, Levi	12.3	24.6	\$9.35	\$250			\$259.35	\$259.35
Hartshorn, Monte		0.0	\$0.00				\$0.00	\$0.00
Headley-LaLande, Colleen	293	586.0	\$222.68	\$250			\$472.68	\$472.68
Hemrich, Jim	75	150.0	\$57.00	\$250			\$307.00	\$307.00
Hill, Susie	306	612.0	\$232.56	\$250		\$14.93	\$497.49	\$497.49
Hoisington, Rachel	58	116.0	\$44.08	\$250			\$294.08	\$294.08
Javiniar, Estee	367	734.0	\$278.92	\$250			\$528.92	\$528.92
Johnson, Shawn	291	582.0	\$221.16	\$250			\$471.16	\$471.16
Koker, Cindy	7.8	15.6	\$5.93	\$250			\$255.93	\$255.93
Lopez, Isabella	306	612.0	\$232.56	\$250			\$482.56	\$482.56
Madison, Sharon	300	600.0	\$228.00	\$250	\$75		\$553.00	\$553.00
Mee, Janelle	386	772.0	\$293.36	\$250			\$543.36	\$543.36
Mohr, Tara	307	614.0	\$233.32	\$250			\$483.32	\$483.32
Moross, Martha	207	414.0	\$157.32	\$250			\$407.32	\$407.32
Munn, Cassidy	6.7	13.4	\$5.09	\$250			\$255.09	\$255.09
Ngatia, Daniel		0.0	\$0.00	\$0			\$0.00	\$0.00
Ogdon, Michael	176	352.0	\$133.76	\$250			\$383.76	\$383.76
Patteson, Joyce	217	434.0	\$164.92	\$250			\$414.92	\$414.92
Petersen, Katie	212	424.0	\$161.12	\$250			\$411.12	\$411.12
Peterson, Alicia	311	622.0	\$236.36	\$250			\$486.36	\$486.36
Petry, Mary	329	658.0	\$250.04	\$250			\$500.04	\$500.04
Phipps, Amanda	333	666.0	\$253.08	\$250			\$503.08	\$503.08
Pike, Becky	362	724.0	\$275.12	\$250			\$525.12	\$525.12
Pitts, Patrick		0.0	\$0.00				\$0.00	\$0.00
Pitts, Renee'		0.0	\$0.00				\$0.00	\$0.00

	One-Way Mileage	Round-Trip Mileage Capped at 850 miles	× 38¢ =	Convention Allowance	Extra Per Diem	Ferry/ Toll	Gross Pay	Net Check
Ray, David	303	606.0	\$230.28	\$250			\$480.28	\$480.28
Rinehart, Doug	329	658.0	\$250.04	\$250		\$6	\$506.04	\$506.04
Schrup, Daniel	392	784.0	\$297.92	\$250			\$547.92	\$547.92
Skewis, Kris	339	678.0	\$257.64	\$250			\$507.64	\$507.64
Smith, Christina	375	750.0	\$285.00	\$250			\$535.00	\$535.00
Stark, Jamie	80	160.0	\$60.80	\$250			\$310.80	\$310.80
Strayer, Maria	339	678.0	\$257.64	\$250		\$6	\$513.64	\$513.64
Sutherland, Joyce	369	738.0	\$280.44	\$250			\$530.44	\$530.44
Talavera, Dominic	383	766.0	\$291.08	\$250			\$541.08	\$541.08
Taylor, Dionne	369	738.0	\$280.44	\$250			\$530.44	\$530.44
Taylor, Jeff	5.6	11.2	\$4.26	\$250			\$254.26	\$254.26
Thelen, Angela	289	578.0	\$219.64	\$250			\$469.64	\$469.64
Thompson, Debbie	54.5	109.0	\$41.42	\$250			\$291.42	\$291.42
Triebenbach, Carolyn	382	764.0	\$290.32	\$250			\$540.32	\$540.32
Walker, Mel	382	764.0	\$290.32	\$250			\$540.32	\$540.32
Walla, Janie	329	658.0	\$250.04	\$250			\$500.04	\$500.04
Wendlandt, Becky	8.9	17.8	\$6.76	\$250			\$256.76	\$256.76
York, Mary Kay	10.2	20.4	\$7.75	\$250	\$75		\$332.75	\$332.75
TOTALS		34,036.2	\$12,933.75	\$16,250	\$300	\$48.83	\$29,532.58	\$29,532.58

published in the WRC fall or winter issue.

The report must be no more than 250 500

words. 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

Alicia Peterson moved that proposed constitution number twelve be adopted. It was seconded. Kurt Eckrem moved to amend by adding "- 500" after "250" so it would read "250 - 500 words". It was seconded, however after discussion, both the second and Kurt withdrew the amendment. Kurt then moved to amend to change "250" to "500" words. It was seconded. The amendment passed so it now reads "500 words". Janie Walla moved to amend the language to replace required with "encouraged". It was seconded and amendment failed. Kristian Granish called the question and it was seconded and passed. Vote was taken on adopting proposed constitution number twelve as amended and it failed.

Number Thirteen:

Article IX, Section 1, Paragraph B

The President can, if necessary, ask any ~~other~~ committees to meet prior to State Convention

with compensation decided by the

WARLCA Board. ~~These persons would be~~

~~credentialed delegates to the Convention. The~~

~~President can, if necessary, authorize a sti-~~

~~pend of \$75 per day to any/all delegates serv-~~

~~ing on these committees that were asked to~~

~~meet prior to State Convention.~~

Isabella Lopez moved to adopt proposed constitution number thirteen. It was seconded. David Ray moved to postpone indefinitely. It was seconded. Vote was taken and "Division" was called by Shawn Johnson and seconded. The Tellers Committee was called forward to tally votes. The motion to postpone indefinitely failed. Cindy Koker moved to amend by adding "with compensation decided by the WARLCA Board." It was seconded and passed. Lisa Benson moved to add the word "equitable" before "compensation". It was seconded and amendment failed. Cindy Koker moved to amend by striking the word "other" before "committees". It was seconded. Monyah Beaumont moved to call the question. It was seconded and passed to close debate. Vote on the amendment and it passed. Shawn Johnson called the question. It was seconded and passed to close debate. Vote on adopting amended constitution number thirteen failed.

Number Fourteen:

Article IX, Section 1, Paragraph B

The President can, if necessary, ask any committees to meet prior to State Convention.

These persons ~~would~~ **should** be credentialed

delegates to the Convention **but are not required to be, as delegate elections may not have occurred at the time of selection.** The President can, if necessary, authorize a stipend of \$75 ~~per day~~, or **ADOP, plus incurred mileage, hotel costs, and food per diem expenses** to any/all delegates serving on these committees **for each additional day that were they are** asked to meet prior to State Convention.

Alicia Peterson moved to adopt proposed constitution change number fourteen. It was seconded. Kristian Granish moved to amend by adding "for each additional day". Renee Pitts asked for a friendly amendment to strike "per day" after "\$75". This was accepted without objection. Lisa Benson asked for a grammatical change adding a comma after "required to be". This was accepted without objection. Lisa Benson asked for another grammatical change to add "they are" before "asked to meet". This was accepted without objection. Vote was taken on the amendment and the amendment passed. Becky Wendlandt moved to amend by adding "plus applicable mileage, hotel costs, and food per diem expenses". It was seconded. Shawn Johnson offered a friendly amendment to change "applicable" to "incurred". It was accepted without objection. Renee' Pitts offered a friendly amendment to change "incurred" to "reasonable". It was not accepted. Renee' Pitts moved to change the word "incurred" to "reasonable". It was seconded. This amendment failed. There was confusion on what was being voted on and it was clarified by President Mariann that voting was on the amendment of adding "plus incurred mileage, hotel costs, and food per diem expenses." Kristian Granish called the question. It was seconded and passed. The motion to amend passed. Cindy Koker moved to amend to add "compensation according to Board decision". It failed for a lack of a second. Shawn Johnson moved to amend the language striking "incurred". It was seconded and passed. Kristian Granish called the question and it was seconded and passed. Vote was taken on adopting amended constitution number fourteen and it passed. To avoid confusion, the final language is printed below:

The President can, if necessary, ask any committees to meet prior to State Convention. These persons should be credentialed delegates to the Convention, but are not required to be, as delegate elections may not have occurred at the time of selection. The Presi-

dent can, if necessary, authorize a stipend of \$75 or ADOP, plus mileage, hotel costs, and food per diem expenses to any/all delegates serving on these committees for each additional day that they are asked to meet prior to State Convention.

President Mariann Faulkner called for a break and reconvened the convention at 10:30 AM. Becky Wendlandt did the roll call and 69 delegates were present, however no delegate from South East WA RLCA was in attendance.

Number Fifteen:

Article IX, Section 2, Paragraph B

~~On the first day of the State Convention, the Credentials Committee will give a preliminary report. Final~~ The report of the Credentials Committee shall be given not later than ten (10:00) AM on the second day of the State Convention. All delegates shall be seated by the passing of the ~~final~~ report of the Credentials Committee.

Isabella Lopez moved to adopt proposed constitution number fifteen. It was seconded. Vote was taken and proposed constitution number fifteen passed.

Number Sixteen:

Article IX, Section 2, Paragraph G

The duties of the Tellers Committee shall be: ~~To count the ballots for National Convention delegates and To total the results at the President's request to count and total the results on from the floor delegates. 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.~~

Alicia Peterson moved to adopt proposed constitution number sixteen. It was seconded. Doug Rinehart moved to amend by crossing out "paper count" and add "of any voting on the convention floor". It was seconded. Amendment failed. David Ray moved to amend to add "at the President's request to count and total the results from the floor" after "results" and strike thru "paper count voting on the floor". It was seconded. The amendment passed. Kristian Granish moved to replace the word "on" with "from". It was seconded. The amendment passed. Becky Pike moved strike "floor" and add "delegates". It was seconded. Amendment passed. Dawn Ayers moved to strike the words "at the President's request". It was seconded. The amendment failed. Renee' Pitts moved that all the original

language be reinstated and only remove the language referring to the national delegates. It was seconded. It would now read "The duties of the Tellers Committee shall be: 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 amendment passed. Vote was taken on adopting amended proposed constitution number sixteen and it passed. To avoid confusion, the final wording is below:

The duties of the Tellers Committee shall be: 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.

Number Seventeen:

Proposed by the Finance Committee

Article V, Section 4

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~~ \$300 Month

Vice President: ~~\$150~~ \$200 Month

Secretary-Treasurer: \$500 Month

Region Committeepersons: \$150 Month

Christina Smith moved to adopt proposed constitution change number seventeen. It was seconded. Vote was taken and President Mariann said it passed. "Division" was called and Tellers Committee came forward. Proposed constitution number seventeen passed.

At the end of the reading of all proposed constitutions changes, number five was brought back to the floor by the Constitution Committee. After some confusion on what had previously been amended, Renee' Pitts moved to add after end of paragraph C with "The State Secretary-Treasurer will then pay the County Unit Officers upon receipt of the meeting minutes." It was seconded. Monte Hartshorn moved to postpone indefinitely and it was seconded and passed. President Mariann rules that Monte's motion to postpone indefinitely was out of order since the motion to amend was on the floor. Vote taken on the amendment and it was passed. Monte Hartshorn moved to postpone indefinitely and it was seconded. Motion failed. Dan Schrup called the question and it was seconded. The motion failed. Shawn Johnson

moved to strike "Salaries" and replace with "Stipend" in the title. It was seconded and motion passed. Shawn Johnson moved to replace "shall" with "will" after compensated in paragraph B and change it to "four" times a year from "three". It was seconded and motion passed. Shawn Johnson moved to replace paragraph C with the following "The State Secretary-Treasurer will pay the County Unit Officers upon receipt of the County Unit meeting minutes." It was seconded and the amendment passed. Proposed amended constitution number five was voted on and adopted. Since there were so many changes it is printed below for clarity.

Article IV Section 2. Stipend.

A. Each County President, Vice President, and Secretary-Treasurer in attendance at their County Unit meeting shall receive compensation of \$25.00 each.

B. Maximum times an Officer shall be compensated will not exceed four (4) per year per County Officer.

C. The State Secretary-Treasurer will pay the County Unit Officers upon receipt of the meeting minutes.

Christina Smith moved that the Constitution Committee be dismissed with our thanks. It was seconded and motion passed.

After announcements, President Mariann Faulkner adjourned the committee at 12:05 PM. At 1:05 PM, President Mariann Faulkner called the convention back to order. Becky Wendlandt did the roll call and 69 delegates were present, however no delegate from South East WA RLCA was in attendance.

President Mariann Faulkner called for the Resolutions Committee to give their report. Carolyn Triebenbach, Chair, read the resolutions and they were either objected to or adopted with the drop of the gavel. Once all the resolutions had been read, the committee re-read those that were objected to.

Submitted by North Central:

1. Non-Binding.

Whereas; Local officers can't answer contract-related questions and local stewards can only answer questions posed by local members from their own offices and members frequently attend meetings to obtain contract related information Therefore be it resolved: That a Steward System District Representative, or Assistant District Representative, be present at all county meetings, if at all possible.

Reason For Change: Stress that many, perhaps

most, of the questions that come up at the county meetings are contract related.

Resolution Number One passed with the drop of the gavel.

Submitted by Lower Columbia:

2. Non-Binding.

Whereas; When a Regular Carrier is required by management to work their holiday receives a DACA Code "V" (100% of their daily rate of pay) Therefore be resolved; That a Regular Carrier who is required by management to work their holiday be given the choice of a DACA Code "V" or an "X" day to be given within 12 weeks at a date mutually agreeable between the carrier and management, provided a leave replacement is available.

Reason for Change: When required to work their holiday, some Regular Carriers simply want the extra day off. Others may want the extra money. This resolution gives each Regular Carrier the choice.

Resolution Number Two passed with the drop of the gavel.

Kristian Granish moved to suspend the rules and not consider resolution number 7 as it is almost the same as resolution number 2. The motion was seconded and passed.

Submitted by Mutual:

3. Binding to the NRLCA Board

Whereas; The scanner batteries have real trouble lasting a full day;

Therefore be it resolved; That the National Board meet with the United States Postal Service and discuss ideas for extending battery life.

Reason for Change: The shorter battery life is inconvenient to carriers and increases risk of missed scans which reduces customer service which is detrimental to the post office.

Resolution Number Three was objected to and after discussion, a vote was taken. Resolution Number Three Failed.

Submitted by King-Snohomish:

4. Binding to the WARLCA Board

Whereas; The agenda of State Board meetings is not announced in advance,

Therefore be it resolved: Upon request of any member in good standing, the WARLCA President and/or the WARLCA Secretary-Treasurer will provide to that member the agenda of any regular scheduled State Board meeting. The agenda shall be made available at least 48 hours prior to the start of the meeting. These provisions shall

not apply to Executive Sessions or Emergency meetings.

Reason for Change: Since State Board meetings are in session over multiple days, any member wishing to attend a State Board meeting, to observe or to speak on a given subject, should be able to make arrangements to attend on the day the Board is addressing that subject.

Resolution Number Four was objected to and after discussion, a vote was taken. Resolution number four Passed.

Submitted by North East:

5. Binding to the WARLCA Board

Whereas; the membership has the right to be informed of the date, time, and location of Board meetings.

Therefore be it resolved; The Board shall post to the WARLCA website and/or the WA Rural Carrier the date, time, and location of all regular Board meetings within 30 days prior, and ASAP for special meetings.

Reason for Change: The ability for members to plan for and attend Board meetings.

Resolution Number Five passed with the drop of the gavel.

Submitted by Whatcom:

6. ~~Binding~~ to the WARLCA Board and later changed to non-binding.

Whereas; Local Stewards are arguably the heart and soul of our union and deserve to be acknowledged and celebrated for their service.

Therefore be it resolved; All of the local stewards in Washington be listed by office in every issue of the State paper, along with their contact information.

Reason for Change: To show appreciation for all who volunteer to take on the local steward position and to help inform carriers of the name of the local steward in their office.

Charles Alexander moved to strike the language "along with their contact information." After discussion, it was noted that this is a non-binding resolution and no amendments can be made. Vote was taken and Resolution Number Six passed.

7. Non-Binding.

Whereas; When a regular carrier who is required by management to work their holiday receives a DACA code "V" or 100% of their daily rate.

Therefore be it resolved; That a regular carrier who is required to work their holiday have the choice to receive a DACA code "V" or an "X" day to be given within 12 weeks, the date mutually

agreed by the carrier and management, provided a relief is available.

Reason for Change: None

Resolution number 7 was not read as it was almost the same as resolution number 2 which passed.

Carolyn Triebenbach moved that the resolutions committee report be accepted and the committee be dismissed with our thanks. It was seconded and passed.

Next, National Officer Shirley Baffa presented Mickey Mackey with the 60-year Member Award. Mickey Mackey was unable to attend, but the presentation was recorded by Renee' Pitts. The award and recording will be presented to Mickey Mackey (from Moxee, WA) later in person.

Next, Dawn Ayers presented the Member of the Year Award to Renee' Pitts. Renee' came forward to receive her WARLCA plaque and will also be recognized at National Convention.

President Mariann Faulkner asked for any unfinished business. Colleen Headley-Lalande asked what was found out about the auxiliary. Mariann reported that the auxiliary still has their funds but needs to have officers and at least 15 members. She said to be an officer in the auxiliary, one has to be a spouse of a rural carrier, showing a marriage certificate.

Next, President Mariann Faulkner called for new business. There were two resolutions brought to the floor under new business.

Resolution Number One from the Floor presented by Kurt Eckrem:

NRLCA Constitution, Article 3, Section 6

Whereas: Local stewards pay the same annual dues as any other member,

Therefore be it resolved: Members who have competently served a full Union year as a Local Steward, having fulfilled all the requirements of the position, shall have the full amount of annual dues they have paid refunded to them.

Intent: Local Stewards are the backbone of the Steward system, as well as the eyes and ears of the Union in the offices in which they have served. Having the dues refunded could aid in retention of current stewards, as well as being an inducement in recruiting new Local Stewards.

President Mariann Faulkner moved proposed floor Resolution Number One be adopted. It was seconded. After the vote, proposed floor Resolution Number One Failed.

Resolution Number Two from the Floor presented by Lisa Benson:

WARLCA Constitution, Article V, Section 3, Paragraph F

If any changes in elected Board members must be made, notice of such changes will be made to the Membership via US Mail within fifteen (15) days of such changes.

President Mariann Faulkner moved proposed floor Resolution Number Two be adopted. It was seconded. After the vote, President Mariann reported that it passed. Doug Rinehart addressed the delegates with a point of information asking that since this was a constitution change should it require a 2/3 vote? Mariann said yes and the delegates voted again. Mariann called the Tellers Committee forward to count the votes. President Mariann Faulkner reported that the proposed floor Resolution Number Two failed.

Becky Pike moved to pay the delegate who arrived late and was here for two days a pro-rated stipend of \$166 plus mileage. It was seconded and after discussion, Becky offered a friendly amendment to replace the \$166 plus mileage with a \$400 stipend. The second agreed and after discussion, the vote was taken which was verified by the Tellers Committee and the motion failed.

After a short break, President Mariann Faulkner called the convention back to order at 3:00 PM. Becky Wendlandt did the roll call and 69 delegates were present, however no delegate from South East WA RLCA was in attendance.

The election of officers was next. The Nomination Committee had nominated Mariann Faulkner and Levi Hanson in their report. Dawn Ayers asked for any other nominations from the floor for President. Seeing none, the nominations were closed and after speeches and questions and answer period, a vote was taken. While the Tellers Committee was tabulating the vote, Tara Mohr gave an update on PAC saying we beat last year's convention total and have hit \$17,000.00. Shirley Baffa spoke on rural carrier issues and when the committee came back, Dawn Ayers announced the results.

Mariann Faulkner 29 votes

Levi Hanson 40 votes

Levi Hanson was declared WARLCA President for a two-year term.

Next, President Mariann placed Dawn Ayers and Kurt Eckrem in nomination by the Nominating Committee for Vice President. Mariann asked for any other nominations and seeing none, closed nominations. Speeches and questions and answer period was done and a vote was taken. Shirley Baffa continued

her presentation while the Tellers Committee was tabulating votes. Mariann announced the results when the committee returned.

Dawn Ayers 23 votes

Kurt Eckrem 46 votes

Kurt Eckrem was declared WARLCA Vice President for a two-year term.

Next, President Mariann placed Becky Wendlandt's name in nomination by the Nominating Committee for Secretary-Treasurer. Mariann asked for nominations from the floor and Renee' Pitts nominated Dawn Ayers. After nominations were closed, speeches and questions and answer period, the vote was taken. Shirley Baffa continued her presentation while the Tellers Committee was tabulating votes. Mariann announced the results when the committee returned.

Abstained 1

Dawn Ayers 22

Becky Wendlandt 46

Becky Wendlandt was declared WARLCA Secretary-Treasurer for a two-year term.

President Mariann Faulkner placed the names of Stella Fazzino and Sharon Madison in nomination by the Nominating Committee for Region 2 Committeeperson. Mariann asked for nominations from the floor and after seeing none, nominations were closed and speeches and questions and answer period was done. While the vote was being tabulated, Shirley Baffa continued her presentation.

Mariann announced the results of the vote when the committee returned.

Stella Fazzino 47

Sharon Madison

11

Stella Fazzino was declared WARLCA Region Committeeperson 2 for a two-year term.

President Mariann Faulkner announced that Paige Barrett's name was placed in nomination by the Nominating Committee and asked for nominations from the floor for Region Committeeperson 4. Seeing none, the nominations were closed and Paige Barrett was declared WARLCA Region Committeeperson 4 for a two-year term.

President Mariann Faulkner called for nominations for the unexpired term (one year left) for Region Committeeperson 3.

Lorrie Crow, Cassidy Munn, and Dan Schrup were nominated from the floor and Mariann closed nominations and after speeches and questions and answer period, a vote was taken. Mariann announced the results of the first vote as Lorrie Crow 34, Cassidy Munn 24, and Dan Schrup 11. Dan asked to have his name withdrawn. A second vote was taken and Mariann announced the results of the vote when the committee returned.

Lorrie Crow 41

Cassidy Munn 28

Lorrie Crow was declared WARLCA Region Committeeperson 3 for the unexpired term of one year.

President Mariann Faulkner moved to dismiss the standing committees. It was seconded and the motion passed. Mariann asked to make sure everyone had received their delegate check, which they had.

Tara Mohr gave the final totals for PAC which was a record amount of \$17,271.00

Shirley Baffa came forward to install the officers. After the yea/nay cards were collected, the colors were retired, and the 2016 WARLCA convention adjourned at 8:18 PM.

Monday night's banquet held at Camp Caro.



Convention first timers pictured with NRLCA Executive Committeeman Shirley Baffa.

Reports of the 2015-2016 Officers

(Editor's note: These reports have previously been published and are being shared in this issue as originally printed.)



Renee' Pitts, President

As we start our State Convention you may have noticed that I am not presiding over the convention this year.

In May the National Office offered me a full time position in the National Steward System. I accepted the position of full time Assistant District Representative for the Seattle and Portland District which started on May 28, 2016. Unfortunately this meant that I had to resign my position of Washington Rural Letter Carriers' Association President.

During my Presidency I also kept Vice President, Mariann Faulkner, up to date and apprised of what was happening in the state. I know that she is well prepared to serve as President of this association in my absence.

I want to thank each and every one of you for allowing me the opportunity to serve as your voice with the State Board for so many years.

There is a lot of unknown in the coming years for me but I assure you that I will continue to serve this association to the best of my ability and hope to continue my efforts to make the working condition better for our members. I also hope to continue working with the Seattle District on hiring and retention in the Seattle District.

During the 2015-2016 Association year, up until

May 27, 2016, I had 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 was another interesting year and I hope that you feel as if your state board moved in a direction that increased 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 to provide information and knowledge to our members.

Again, 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.

Respectfully submitted for the 2016 State Convention of the Washington Rural Letter Carriers' Association,

Renee' Pitts

Former WARLCA President



Mariann Faulkner, Vice President

Another year has come and gone; it has been a wonderful year for me and I hope for you, too!

This year has been full of surprises the biggest one being President Renee' Pitts stepping down to

take a full time position with the NRLCA Steward Program. My work as your Vice President allowed me step up as President with only a slight panic attack - not really! President Pitts always kept me

informed of what was occurring in the state. We all owe her our thanks for leading this state with such passion, integrity and grace.

I would like to thank all the members who took the time to read and voted to accept the tentative contract, with a special Thank You to those of you who gave of your time to attend one of the ratification meetings. Your dedication to keeping yourself informed and of taking advantage of this kind of opportunity is to be commended. Actual turnout for ratification meeting across the country was low, with one exception: Puerto Rico had 2/3 of their 65 (as of 8-2015) members attend the ratification meeting. 88,248 ballots were sent out and only 22,174 were returned. Sadly, that's less than ¼ that were returned.

As always, we ask what you would like to see from your board and member education is one of the topics we hear the most. As a board, we are constantly looking for topics to bring to you. Membership is another place where we are still working hard and we are seeing some good results. They would be better if the Postal Service worked as hard at retention.

In the 2015-2016 year I have attended all board meetings and have completed all duties assigned to me. I also attended as many county unit meetings as I was able. I enjoy seeing how each unit works. Some units actively work to try different things to draw their members in. Many units vary the place and type of function to keep things fresh. If your county unit is

seeing a drop in attendance you might contact other county units to see what has worked for them.

National General Insurance Company appointed position

As your National General Insurance Company (NGIC) representative it was my job to help promote the company. I did so by speaking of it and getting promotional materials to all of the RCPs. Last year we had 10 more quotes than the year before.

This year, if you call or send in the form requesting a quote, you will receive a \$10 VISA gift card. If you got a quote last year and they couldn't get you a better deal, please try again because policies change. When you get a quote in the mail that is just the beginning. That quote is based on the very limited information you provided. You can call for a better quote as they can get a better idea of your needs. So please answer when they call. You never know how much you may save.

Thank you to all the members of the rural craft that have joined the National Rural Letter Carrier Association and participate in your local, state and national meetings. Special thanks to those members who sit on county and state boards or who give of their time to be a local or state level steward. Your dedication to your union is greatly appreciate by all.

Call me anytime with your thoughts, ideas or questions.

Respectfully submitted,
Mariann Faulkner

Legislative Seminar, Washington DC, May 2016

We (President Renee' Pitts and Vice President Mariann Faulkner) traveled to Washington DC on Saturday May 21th. Here are some highlights of what we learned. Our first day of the seminar opened with Paul Schwartz giving a brief overview of Postal

Issues and then President Jeanette Dwyer spoke to the group.

Mail Count Data

52% of the routes were counted. Final numbers are not in yet, but so far they show that an average increase of 1 hour per route.

Route Statistics:

H routes 2015	H routes 2016	Difference
6,841	6,929	+88
J routes 2015	J routes 2016	
11,399	11,199	-200
K routes 2015	K routes 2016	
48,885	49,152	+267
Total Boxes 2015	Total Boxes 2016	
67,125	67,280	155 routes gained

Rural Reach

We have exceeded expectations and are continuing to do well.

Board of Governors

There is only one non postal member left on the Board of Governors and his term expires at the end of

December. Some of the recent nominees have been pro privatization and of course we don't want that. We want a Board of Governors that won't destroy the Postal Service. We would like to see the Board of Governors with at least a couple of members on our side.

Assistant Rural Carrier

The position of the Assistant Rural Carrier is in the negotiation phase of hammering out what the pecking order will be for Sunday delivery. The Assistant Rural Carrier is intended for the hubs and spokes of Sunday delivery.

Secretary/Treasurer Clifford Dailing was up next speaking to us about Recruitment/RAFT/LM reports

RAFT

May 16 2015 we had 2077 application for membership and May 16 2016 we had 3349 applications for membership. Since December 2013 26,000 applications have been processed, but we are retaining only 1 out of 5 RCAs. There has been \$147,715 spent on the incentives with a revenue increase of \$1.6 million. There has been a drop of retirees staying in the union. It is unknown at this time why that is. Possibly they are not staying because they don't have the Rural Letter Carrier Health Insurance Plan or have a plan through their spouse. As a retiree if you ever want to change your plan to the RLCHP you must retain your union membership.

Department of Labor

We are in a program called Voluntary Compliance or VCP which means doing our best to have all LMs done correctly and on time. It also means that if there is a problem with a state or county unit LM the Dept. of Labor contacts the National Office first and lets them know what the problem is and lets them contact the affected parties to let them correct the problem before sending the whole LM back as rejected. LM 2 are electronic filings and LMs are soon coming to electronic filings and LM 4s are still paper filings. Some of the most common errors are:

- Late filings

- Constitution change not attached

- Not identifying why there is only one signature in both areas when the President and/or Vice President is not available.

Clifford reminded us of State administration items to have on out agendas for state conventions and post-convention board meetings.

NRLCA State Publications

Recommended General Standard Operating Procedures

Vice President Ronnie Stutts and Jean Marc

Faveau (one of our attorneys) had a handout and spoke to us about a SOP for the state paper and state website. Some of the procedures include: absolute deadlines, not printing an article if the deadline missed, choosing your postal permit and understanding the percentage of advertising permitted, a defined mailing list, what will be accepted for printing and Editor Duties. Do's and Don'ts of campaigning, opinion articles, reasonable rules and those rules being consistently enforced were just some of the items covered by the presentation and the SOP.

Inside the Beltway Politics

Ilona Nickels

Talking to your Senator and Congressmen

When talking to your Representative or Senator have a much rehearsed point you want to get across. Don't wander around your subject. To drive home your point have a quote of how this affects you or better one of their constituents. Visit their local or National office and hand deliver your letter if they are not in. Have one subject to a letter or email.

They get thousands of emails per week and most are not fully read. Staff scans through the email notes the subject and if you are for or against and moves on to the next, letters are a little more rare and get a little more attention and it is harder to hit an automatic reply. Do everything to localize the issue. Show facts on district or state impact. Give them real life stories/examples they can use.

New National PAC co-chairs were introduced, Tim Barker, Mark Thunderburk, Shirley Ring, Janice Kassen. They gave personal stories of what worked in they're states. January is the best month to ask local sports teams, racing teams for donations.

Legislative Issues

H. Res. 12: 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. 233 co-sponsors (176D, 57R).

H.Res. 54: Expressing the sense of the House of Representatives that the United States Postal Service should take all appropriate measures to restore service standards in effect as of July 1, 2012. 233 co-sponsors (184D, 49R)

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. 190 co-sponsors (161D, 29R)

There are two anti-union bills: HR4392 - To amend title 5, United States Code, to require that the

Office of Personnel Management submit an annual report to Congress relating to the use of official time by Federal employees. HR4461 - To amend title 5, United States Code, to provide that agencies may not deduct labor organization dues from the pay of Federal employees, and for other purposes. We oppose both of these bills and they have little chance at passing, so Paul felt there was no need to discuss them on Capitol Hill.

The NRLCA supports a scaled down approach to postal reform that promotes innovation, creates jobs, solves the pre-funding mandate and continues to provide essential services. Proposed legislation is being worked on jointly by Postal Service, Unions and Mailers and members of the House. This legislation could include: requiring OPM to use Postal specific assumptions, require Medicare integration into parts A, B & D, a rate adjustment, adding non-postal services, delivery of alcoholic beverages and investment of the pre-funding account. Hopefully this new legislation will be presented in the House soon and see action this year.

Mohamad Adra

OIG

The financial situation of the Postal Service is improving slowly but surely, it is still a serious but solvable problem. Revenue is up 4% and volume is down only 0.4%, revenue from parcels has increased by nearly 20% in two years. Profit for the first two quarters of this fiscal year is \$1.8 billion, but that won't stay that high as it includes our busiest quarter. Right now the Postal Service has hit an all-time high with \$8.3 billion is cash on hand. The twist is the exigency rate increase has expired and there goes 2 billion dollars out the window. The Postal Service's

financial situation is further obscured by the distorted lens of the pre-funding mandate. You can find more information in the OIG report "Peeling the Onion" published 4-18-2016.

Mohammad's thoughts:

You must fix the pre-funding mandate.

You must fix rate pricing

Must keep service High

You can't cut at the expense of service, it's getting dangerous!

You must invest to modernize the existing infrastructure

You must diversify to enable you to do the above

You must address morale

We spent Tuesday and Wednesday visiting members of Congress on Capitol Hill. We met personally with Congressman Rick Larsen of District 2, Congressman Dan Newhouse of District 4 and Congressman Derick Kilmer of District 6. All other congressional districts we met with the staff of Congressmen. We met with Senator Patty Murray at her weekly coffee meeting for visiting constituents, it gives us a little face time with her and we are allowed to make a brief statement, then we later met with her staff to get more in depth with the issues. At Senator Maria Cantwell's office we met with her aide.

One of the most interesting things we shared with all the Senators and Congressmen was a report done by the Envelope Mailing Association (EMA). Every two years the EMA does a report on how many Mailing Industry Jobs there are in each state. Then they break that down by each congressional district and calculate what the sales revenue is also for each congressional district.

Washington Jobs and Sales Revenue by District

District	Mailing Industry Jobs	Sales Revenue
WA-01	14,554	\$15.117 Billion
WA-02	15,110	\$2.303 Billion
WA-03	12,479	\$741 Million
WA-04	10,422	\$12.843 Billion
WA-05	15,808	\$14.045 Billion
WA-06	13,704	\$3.329 Billion
WA-07	32,022	\$22.697 Billion
WA-08	20,041	\$612 Million
WA-09	22,369	\$1.126 Billion
WA-10	12,767	\$2.033 Billion

Washington Total Jobs and Sales Revenue

State	Mailing Industry Jobs	Sales Revenue
Washington	169,276	\$74.847 Billion



Becky Wendlandt, Secretary-Treasurer

Greetings Fellow Members of the WARLCA and NRLCA. This is my annual report for the 15/16 WARLCA Year and some stats from previous years.

MEMBERSHIP:

We have pushed really hard to increase membership by paying officers/stewards to attend training orientations and do recruitment. However, NRLCA said nation-wide they are only retaining 1 out of 5 new hires. We now have 1952 members as of May 31; however that can and will change daily. 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 more or less hours than they expected, poor communications in their offices, not able to do the job, and other factors. Last year at this time we had 1923 members and the year before that we had 1838 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! The great news that I believe will make a difference in retention is that with our new USPS contract ALL the RCAs are eligible for health insurance. This is always the most asked question at the orientations I attend.

From June 1, 2015 to June 1, 2016 we had the following changes in the database:

- USPS hired 591 RCAs for Washington
- 7 regular carrier members cancelled their dues
- 10 regular rural carriers quit (did not retire) of which 7 were members
- 4 regular carriers came back as RCAs
- 43 regular carriers retired of which only 15 became retired members
- 8 RCAs quit and got re-hired in another office as a RCA
- 231 RCA members separated
- 208 RCA non-members separated

Sadly 12 members passed away

This year alone, I processed 409 dues withholding forms for craft new members, of which 191 quit or were fired (think what our numbers would be if they all stayed employed!). Two years ago I only processed 229 and I thought that was high!)

A total of 531 members and non-members separated this year (includes newly hired this year and hired in previous years). I also processed 34 cash paid dues, billed 16 members on OWCP, and sent at least 2 letters to the 43 regular carriers that retired. I have done a complete mailing to all non-members as well as mailings to all new hires that did not join at orientation. Each quarter I check on those members who are on OWCP and bill those for dues. Those that don't pay dues are put on a "hold" status for membership. I keep updating addresses on the database when I get them. I also check on quarterly NO-A's (nature of actions) and update the database accordingly and also research out any glitches. 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 a 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 May 31, 2016:

Members: 1,006 regulars, 6 PTFs, 647 reliefs, 289 retired, and 3 associate for a total of 1,951 members.

Non-Members: 192 regulars, 292 RCAs, and 2 PTFs for a total of 486 potential members.

Here are some membership stats:
As Reported By NRLCA on Year End June 30th
(Including Associate Members)

10/11	1841 members
11/12	1805 members
12/13	1757 members
13/14	1851 members
14/15	1911 members
15/16	1951 members

MEMBERSHIP STATS FOR 2016 WARLCA STATE CONVENTION
As of May 31, 2016

<u>District One:</u>	<u># OF MEMBERS</u>	<u>TOTAL</u>
ISLAND-SKAGIT-SAN JUAN #010	109	
KING- SNOHOMISH (KS) #011	402	
WHATCOM # 015	<u>98</u>	
Total for District One:		609
<u>District Two:</u>		
PENINSULA #003	193	
LOWER COLUMBIA #005	212	
MUTUAL # 006	<u>369</u>	
Total for District Two:		774
<u>District Three:</u>		
NORTH CENTRAL #001	83	
EAST CENTRAL #013	184	
NORTHEAST #014	<u>52</u>	
Total for District Three:		319
<u>District Four:</u>		
SOUTHEAST #012	35	
WHITMAN-ASOTIN, #016	30	
APPLE #017	<u>184</u>	
Total for District Four:		249
Total for State:		1951

TRAINING:

The NRLCA normally holds two State Secretary-Treasurers' training seminars each year, but this year they did not have any for secretary/treasurers with more than 3 years of experience. Even though I did not attend any training, I still took the time to read all their handouts and power points to make sure we are in compliance. I also keep current on new documents and handouts put on share point concerning the secretary/treasurers' duties.

I am excited to say that finally WARLCA will be holding one day training for county officers on July 21, 2016 from 10 AM to 3 PM at the Doubletree at South Center, Seattle, WA. This is a first for WARLCA and I am sure will be of great benefit for the county officers.

COUNTIES:

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 a few counties having trouble finding members who want to be local officers as well as South East WA RLCA that has not had anyone who wants to be a delegate to State Convention in two years. Hopefully we can challenge South East WA RLCA to become active or merge with Whitman Asotin RLCA. Whitman Asotin RLCA has 30 members but always has county officers and at least one person to State Convention (thank you Jim Hemrich). South East WA RLCA has 35 members so maybe if they merge they will find mutual interests and become even stronger.

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. The processing of membership forms, as well as keeping track of the RAFT program

and the recruiters, has doubled my time in membership recruitment but it will bring the WARLCA increased funds in the future. Hopefully we can keep up this trend.

This 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 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 appointed and elected officer, 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 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 following stats show the ending totals from the Statement of Activities:

Profit and Loss for last 5 years

10/11 Year:	Profit of \$ 68,916
11/12 Year:	Profit of \$ 15,374
12/13 Year:	Profit of \$ 90,354
13/14 Year:	Profit of \$ 6,025

<u>Statement of Activities</u>	<u>Jul '15—Jun '16</u>	<u>Budget</u>
<u>Income</u>		
4000000 · National General Insura...	15,904.76	20,000.00
4100000 · Interest / Dividends	2,377.12	2,000.00
4200000 · Membership Dues	232,090.85	233,350.00
4400000 · Reimbursements	4,379.86	
4500000 · Sales	4,150.00	2,400.00
Total Income	258,902.59	257,750.00
<u>Expense</u>		
5000000 · Accounting Fees	4,711.00	6,000.00
5100000 · Awards & Recognition	4,331.93	700.00
5300000 · Employee Benefits	7,166.49	6,300.00
5400000 · Equipment	448.16	600.00
5600000 · Lodging	11,096.08	11,800.00
5700000 · National Convention	19,441.44	20,000.00
5800000 · Office Expense	2,153.80	2,200.00
5900000 · Payroll Taxes	8,935.28	8,200.00
6000000 · Per Capita Dues	4,329.83	4,625.00
6100000 · Postage	5,665.50	6,350.00
6200000 · Printing	463.31	600.00
6600000 · Salaries and Wages	104,193.29	98,725.00
6700000 · State Meetings	39,525.97	40,125.00
6701000 · State Paper	6,389.37	6,300.00
6900000 · Telephone & Internet	1,259.40	1,300.00
7000000 · Travel	10,414.39	12,280.00
7200000 · Western States Confere...	5,629.50	9,130.00
Total Expense	236,154.74	235,235.00
Net Income	22,747.85	22,515.00

<u>Statement of Financial Position</u>	<u>June 30 '16</u>
ASSETS	
Checking/Savings	
1010000 · Chkg - WA Trust Bank	3,534.84
1020000 · Savings - APCU	103,015.41
1030000 · Chkg - APCU	111.04
1041000 · EmergencyFundCD#75-12mo	40,902.14
1410000 · C.D.#71 APCU 12 mo	32,270.50
1430000 · C.D.#73 APCU 12 mo	30,943.27
1460000 · C.D.#74 APCU 12mo	40,902.14
1470000 · C.D.#76APCU24moEmerFund	21,183.93
Total Checking/Savings	272,863.27
TOTAL ASSETS	272,863.27
LIABILITIES & EQUITY	
Liabilities	
2100000 · Payroll Liabilities	525.73
Total Liabilities	525.73
Equity	
3900000 · Net Assets	249,589.69
Net Income	22,747.85
Total Equity	272,337.54
TOTAL LIABILITIES & EQUITY	272,863.27

14/15 Year: Profit of \$ 16,293

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?" Because of the close proximity in timing and location of the contract ratification meeting the board decided to cancel the spring meeting. It was disappointing to see how few members attended the contract ratification meeting, something which each State has experienced. The two major financial events are our State Convention, averaging \$35,000 and National Convention, averaging \$50,000. With anticipated state convention expenses and two more payrolls we should end up the year with a profit of \$20,000 to \$25,000.

Included with this report are the 11 month WARLCA Statement of Financial Position and WARLCA Statement of Activities along with our 14/15 year CPA review (pages 62-65).

WEBSITE:

I have updated the website and sent out reminders for county meetings. We have around 185 members in our E mail updates. I would like to see more members sign up for it, and also more updates

go out so that members see this as a source of information. I believe the more informed our members are the more they feel part of their union.

RURAL CARRIER BENEFIT PLAN (RCBP):

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 RCBP:

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



Taralee Mohr, Region 1 Committeeperson

Every year is a year for new and exciting challenges for me.

2017 State Convention

This year I have secured the contract for the 2017 State Convention in Everett WA. The dates for the convention is June 24, 2017 for the meet and greet and June 25-27 for the business session. I am currently getting the food functions down and the entertainment secured. This location has a lot of family friendly activities surrounding the location.

Board Meetings

I attended every business session of all our board meetings.

As a board we have been attending a majority of the new hire orientations to get members as they

walk through the door. I attend the Federal Way and Seattle locations. It has been very successful.

This year the board has been planning for the 2017 Western States Conference, and has obtained the convention site. The Hotel is the Double Tree in South Center. Western States Conference dates are April 20-22, 2017.

County Meetings

This year there were 4 meetings in King-Snohomish Counties, 4 meetings in Island-Skagit-San Juan Counties, and 3 meetings in Whatcom County. I gave my Region 1 report and Pac report at every meeting. Every year I help with elections for Island-Skagit-San Juan and Whatcom counties. Each year is a challenge for each of our counties to increase

attendance.

PAC

Last year at National Convention your PAC team received 2 credit card readers. The credit card readers and our new sustaining donors helped increase our donations for Pac. Our Pac just received 2 more credit card readers so every Region Committeeperson will have one to help our members who don't carry cash. Special thanks go out to my PAC Co-Chair for all her google savvy and her attention to details that make my life easier.

WRC

Every year I am required to write articles for the WRC. This is a very hard thing for me because I cannot write on contractual issues. This requires me to actually research and take classes on postal issues

that you may care about. I hope I can continue to find interesting and relevant information for you.

General Information

This year I was allowed to speak to our members at the Everett count class. This class gave me an opportunity to talk to members that don't necessarily attend their county meetings.

I also attended my first career conversion class. This is a class for RCA's before they transition into a Regular Carrier.

So last but not least I answer your emails and take your calls.

Respectfully submitted,

Taralee Mohr

Region 1 Committeeperson



Dawn Ayers, Region 2 Committeeperson

My second year on the WARLCA State Board has been a productive one in my eyes. I believe my contributions to the association have been worthwhile and have made us a stronger Board.

My appointed position was changed from the NGIC Representative to PAC Co-Chair. It was my pleasure to serve in that role with Taralee Mohr as I believe we made a great team. We set our goal higher than what we achieved from last year and we are very close to meeting that goal of \$17,000. The increase in sustaining donors has helped in achieving that goal. Being a sustaining donor is an easy, convenient and steady means of helping raise money for PAC. Our NRLCA PAC is what helps all of us in the union speak to those legislators who have a direct impact on our career with the USPS. Those PAC funds allow us to educate them on the true problems facing the postal service.

As the board representative for Lower Columbia, Mutual Counties and Peninsula Counties, I attended all meetings for which I received proper notification. At each meeting we try to incorporate training on various subjects that the officers can choose in advance based on what the current need is at that time. In addition, I attended all board meetings and informational meetings put on by the

WARLCA. Furthermore, I began attending orientations at the Tacoma and Seattle P&DC's in an effort to start the new RCA's out on the right path in their careers.

My articles in the WRC this year have focused on what members are missing out on in financial terms by not participating. Attending local meetings can help to protect your paycheck and having a local steward in each office helps the union keep costs down when it comes to representation because it is the postal services responsibility to pay for steward activity at the local level. I attempted in the last issue to see how many people actually read the paper that we put out to help educate our members. Only eleven of the 100 I asked to email me responded and we have well over 1900 members in this state.

Your State Board has tried to put the spotlight on educating the membership and providing training as well. Because of this we added a second ratification meeting so all members from both sides of the mountains had equal opportunity to attend and make an informed decision when voting on our new contract. Unfortunately, that opportunity was not put to good use as the attendance at both of those meetings was extremely disappointing. Participation is still a problem at most meetings but while

serving as Region 2 Committeeperson I have seen an increase in most of Lower Columbia's and Peninsula Counties meetings. That is a welcome sight. The membership wants information and training and when it comes to training, we still 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 and the National level stewards.

These problems we face can be solved and to do

so we must unite and put forth an intelligent effort by us ALL. We cannot trust that someone else will promote the necessary change but be the change that needs to happen. Remember, things do not happen, they are made to happen by you, the members and that is what union participation is all about.

Respectfully submitted,

Dawn Ayers

Region 2 Committeeperson



Levi Hanson, Region 3 Committeeperson

The 2015-2016 Association year was an eventful one for me as Region 3 Committeeperson and Convention Chair. As Region 3 Committeeperson I attended all county meetings, state functions and board meetings as well as met all other board requirements. I was also available to county officers, state officers and members whenever assistance was required throughout the year. The position of Convention Chair was exciting and enjoyable but not without its challenges. As Chair I was responsible for organizing many facets of convention including securing a location at least two years in advance, negotiating a contract with the host hotel, making decisions regarding food functions and activities, arranging entertainment and transportation and ensuring that the convention runs smoothly so that the Association can accomplish its business. It has been an honor serving the needs of you, our members, in both positions.

Our Association is faced with several challenges going forward. The first challenge is that of member involvement. As a board member, I feel it's a responsibility of mine to ensure that the information that we have to impart reaches the widest audience. I also feel that it's important that we encourage as many members as possible to take active leadership rolls within the Association by becoming county and state officers, convention delegates and local stewards. To meet this challenge, I have endeavored to help plan meetings that are convenient, informative and relevant. I have also made an effort to foster individuals that I feel would make good additions to the elected

and appointed ranks. The second challenge is that of member recruitment and retention. The future of our Association depends on recruitment of new members and the retention of existing members. As RCP 3 I have attended new hire orientations and written letters in an effort to recruit members. A third challenge is that of member advocacy, especially as it pertains to legislation that would adversely affect the rural craft. It is difficult to convince politicians that the Earth is round, let alone convince them that the closing of postal facilities is harmful. Despite such difficulties I continue to work to educate our legislators and encourage the same on the part of members. A fourth challenge facing our Association is that of member empowerment. I believe that when members feel like they are taking an active role in this Association, when they feel that they can affect real change and when their rights to do so are protected; we all benefit from a stronger union. Efforts on the part of some, including myself, to make State Board proceedings as transparent as possible, encourage involvement of members at State Board meetings and communicate with members effectively and expeditiously would help empower members to take a more active role in the way this Association is governed. These efforts, thus far, have been met with resistance but I continue to persevere. I certainly hope that efforts to overcome these challenges will ultimately be successful and help bring about a more perfect union.

In solidarity,

Levi Hanson



Joyce Patteson, Region 4 Committeeperson

Here it is already the middle of May in 2016! I've said it before, and I'll without a doubt say it again, but I just can't get over how fast time flies. It's truly amazing! My granddaughter – the light of my life – will be four in a few short months. That doesn't seem possible either.

I attended all assigned meetings both at the County unit level, and at the State. As a Board, I believe we accomplished a lot not the least of which was with regards to membership, and planning meetings – such as your convention and next year's Western States Conference. We have great contracts signed through 2019 for your state conventions, and will soon be in the planning stage for 2020. I'll bet that most of you had no idea conventions had to be planned so far in advance but they do. It's necessary in order to get you the best deal now to keep the costs down.

Region 4 continues to have low attendance at county meetings. It seems that the future WARLCA State Board needs to consider some drastic measures in order to make people realize the importance of being active in their union; not continue to be apathetic; and waiting for others to provide the information. Those 'others' will soon no longer be there as they will have retired or simply become tired of always being the one that shows an active interest. It's wearing, people! It gets harder for those who are active to continue that level of activity when it seems that no one else really gives a hoot! For the few of you that are active, you know I'm not speaking to you. I'm only hoping that those that are not active will at least bother to pick up a publication now and then – although there's no guarantee of that either. This is YOUR UNION!! You ARE the Union!! When are you going to realize that? What will it take to get you to get your butt off the proverbial chair and take some action??

Even though attendance at the Whitman-Asotin County meeting is low, it actually has the highest participation per capita as it is a small county with a minimal number of members. Southeast County is

also a small county, but they do have more members than Whitman-Asotin. Even though, they have little attendance at their county meetings. It's my opinion the two units should consider combining. It may seem like they will need to travel considerable distances in some cases to attend a meeting, but I believe the members that currently attend in both, will still attend if they are truly interested. If not, well...and speaking of considerable distances, Apple Valley continues to have the lowest attendance of any of the three units in Region 4. Even though there may be as many as 10 or 12 people that attend a meeting, that's really nothing compared to the large number of members in that county. Even though they have attempted to have meetings in different locations in the state in an attempt to draw more people, it hasn't worked.

There is good news in Apple Valley County though that I feel compelled to share. There were enough new people and fresh faces interested this year attending the annual meeting, that they were also able to elect new county officers!! Congratulations to the new President – Marti Moross, Vice President – Katie Peterson, and the new Secretary/Treasurer – Paige Barrett!! This is your year to shine and come up with new, fresh ideas in order to gain participation!

That's what it takes, folks. More people getting interested and involved, and fresh ideas brought to the table. Please – if you have never attended a county meeting, go to the next one in your county. Attend the annual meeting in your county and get elected as a delegate to State Convention. Once you're elected as a delegate, attend the convention. Please. Otherwise, we don't know what the future will hold for our state. Do you want to no longer have county units? Do you want to try having Region meetings instead? We need some kind of change to happen. Think about it.

Thank you for allowing me to represent you as a member of the State Board for the last four years. It's been an honor and one that hasn't been taken lightly.

Also, I would like to thank the rest of the members of the State Board who have been there with guidance, patience, and enough understanding that when I needed to be set straight, they weren't afraid to do so! It's also been an honor to represent you as an elected

delegate at many state conventions, and at National conventions for the last several years. I look forward to the future of our Union; YOUR Union; and seeing what's in store. The possibilities are endless as long as you are willing.



The Hatch Act And Federal Employees

Permitted and Prohibited Activities for Employees Who May Engage in Partisan Activity

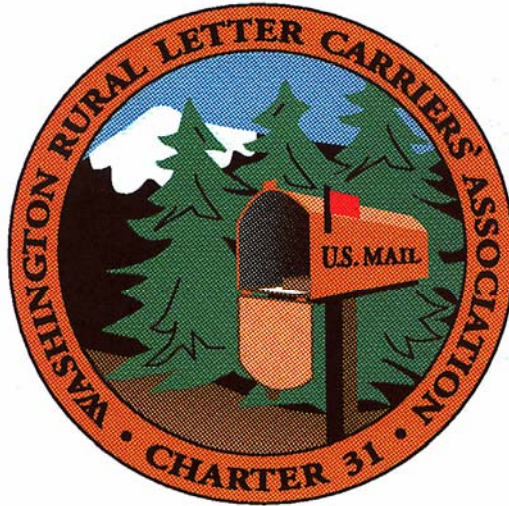
- May be candidates for public office in nonpartisan elections
- May register and vote as they choose
- May assist in voter registration drives
- May express opinions about candidates and issues
- May contribute money to political organizations
- May attend political fundraising functions
- May attend and be active at political rallies and meetings
- May join and be an active member of a political party or club
- May sign nominating petitions
- May campaign for or against referendum questions, constitutional amendments, municipal ordinances
- May campaign for or against candidates in partisan elections
- May make campaign speeches for candidates in partisan elections
- May distribute campaign literature in partisan elections
- May hold office in political clubs or parties including serving as a delegate to a convention
- May not use their official authority or influence to interfere with an election
- May not solicit, accept or receive political contributions unless both individuals are members of the same federal labor organization or employee organization and the one solicited is not a subordinate employee
- May not knowingly solicit or discourage the political activity of any person who has business before the agency
- May not engage in political activity while on duty
- May not engage in political activity in any government office
- May not engage in political activity while wearing an official uniform
- May not engage in political activity while using a government vehicle
- May not be candidates for public office in partisan elections
- May not wear political buttons on duty

For additional questions, contact:

U.S. Office of Special Counsel
1730 M Street N.W. Suite 201 · Washington DC 20036-4505
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This list does not apply to federal employees in the following agencies, divisions or positions: Federal Election Commission; Federal Bureau of Investigations; Secret Service; Central Intelligence Agency; National Security Agency; National Security Council; Defense Intelligence Agency; National Imagery and Mapping Agency; Merit Systems Protection Board; Office of Special Counsel; Office of Criminal Investigations of the IRS; Office of Investigative Programs of the U.S. Customs Service; Office of Law Enforcement of the Bureau of Alcohol, Tobacco, and Firearms; Criminal Division of the Department of Justice; Career members of the Senior Executive Staff; Administrative Law Judges; Contract appeals board members.

WASHINGTON RURAL LETTER CARRIERS' ASSOCIATION



Where Service Begins With a Smile

CONSTITUTION

July 1, 2016 to June 30, 2017 (16/17 Year)

**Updated at the June 12-14, 2016 State Convention
Spokane Valley, WA**

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 74, 78, 79);

Rural Carrier Reliefs (RCRs, Designation Code 75);

Auxiliary Rural Carriers (Designation Code 77);

Assistant Rural Carriers (ARCs, Designation Code 70-5); 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 retirement 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.

B.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.

C.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 0.5% 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 **substitute, rural carrier associates, rural carrier reliefs, assistant rural carriers, and auxiliary rural 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, **assistant rural carriers**, 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 to 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); King-Snohomish (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.

F.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. Stipend.

A.Each County President, Vice President, and Secretary-Treasurer in attendance at their County Unit meeting shall receive compensation of \$25.00 each.

B.Maximum times an Officer shall be compensated will not exceed four (4) per year per County Officer.

The State Secretary-Treasurer will pay the County Unit Officers upon receipt of the meeting minutes.

Section 3. Annual Report.

A.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.

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 4. 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 Committeepersons 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: \$300/Month

Vice President: \$200/Month

Secretary-Treasurer: \$500/Month

Region Committeepersons: \$150/Month

Salary for the Editor will be determined, per issue of the *Washington Rural Carrier*, 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 YOYA 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 **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.

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.

A. Within each State Association, nominations for National Delegate shall be submitted by U.S. Mail to the **designated post office box** 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 **designated post office box** 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. 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.

B. 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.

C. 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.

D. 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.

E. 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.

F. 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.

G. 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.

H. 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 **should** be credentialed delegates to the Convention **but are not required to be, as delegate elections may not have occurred at the time of selection.** The President can, if necessary, authorize a stipend of \$75 **or ADOP, plus mileage, hotel costs, and food per diem expenses** to any/all delegates serving on these committees **for each additional day that they are** 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.

The 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 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 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 projector 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. 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.

B. 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 subordi-

nate 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.

Local Stewards

The local steward: the least thanked but most appreciated individual. Oftentimes, they work far beyond what the rest of us see. They're working at home, off the clock, at all hours of every day. They are arguably the brightest stars our Association has. But they don't work for the recognition. They don't work for awards or pomp. They work for YOU. They work because it's necessary. And now, more than ever, they are most needed. In our state, a mere 22% of offices have a local steward in them. If you're lucky enough to have one in your office, give them a heartfelt THANK YOU! Want to become a steward? Find a Form 10 on pages 66 and 67. Make sure to also contact Patrick Pitts at (509)280-7444 or via email patrick.pitts@nrlca.org

Laura Aries, Langley
Dawn Ayers, Sumner
Paige Barrett, Grandview
Kimberly Burress, Bow
Laureen Chamberlin, Newport

Taralee Mohr, Lake Stevens
Cassidy Munn, Rockford
Corina O'Day, Puyallup
Zachary Oswalt, Gig Harbor
Tamara Packard,

Lorrie Crow, Colville

Beverly Crow,
 Richland
Tammy Donaghue,
 Wenatchee
Kurt Eckrem,
 Marysville Main
Rebecca Fenner,
 Bainbridge Island
Sherrie Flansburgh,
 Shelton
James Folk, Yelm
Janice Frymire,
 Snohomish
Kristian Granish,
 Olympia Main
Kelly Hamilton,
 Carnation



Local stewards who attended State Convention.

Joyce Patteson,
 Yakima
Alicia Peterson,
 Eatonville
Mary Petry,
 Coupeville
David Ray, Auburn
Bonnie Salzman,
 Graham
David Scott, Selah
Dominic Talavera,
 Oak Harbor
Jeffrey Taylor,
 Greenacres
Debbie Thompson,
 Chewelah

Carolyn Triebenbach,
 Sequim

Levi Hanson, Nine Mile Falls
Elisabeth Havekost, Silverdale
Stephen Higgins, Walla Walla
Karen Hill, Woodinville
Shawn Johnson, Vashon
Maureen Kamienski, North Bend

Steven Vocke, Olympia Lacey
Janie Walla, Marysville Carrier Annex
Susan (Diane) Way, Mount Vernon
Donna White-McKay, Arlington

WARLCA County Officers List

2016-2017 Dues Year

<u>001 NORTH CENTRAL WASHINGTON</u>		Region 3	<u>010 ISLAND, SKAGIT, SAN JUAN RLCA</u>		Region 1
PRESIDENT:	Tammy Donaghue Phone: (509)662-3032 Email: donagh@crcwnet.com		PRESIDENT:	Dionne Taylor Phone: (360)720-1393 Email: dionne331@gmail.com	
VICE PRESIDENT:	Rebecca Odle Phone: (509)860-2879 Email: becky_odle@yahoo.com		VICE PRESIDENT:	Dominic Talavera Phone: (360)632-1396 Email: domtalavera@gmail.com	
SEC-TREAS:	Mike Cammack Phone: (509)679-6070 Email: macamma@frontier.com		SEC-TREAS:	Christina Smith Phone: (360)941-2268 Email: smitty_cd@hotmail.com	
<u>002 Clallam Jefferson - merged with Kitsap to become Peninsula on 6/30/06</u>			<u>011 KING, SNOHOMISH (KS) RLCA</u>		Region 1
<u>003 PENINSULA RLCA</u>		Region 2	PRESIDENT:	Kurt Eckrem Phone: (425)760-6879 Email: Kurteckrem@hotmail.com	
PRESIDENT:	Carolyn Triebenbach Phone: (360)670-5530 Email: sequimmer@msn.com		VICE PRESIDENT:	Isabella Lopez Phone: (425)417-2700 Email: isarlopez@hotmail.com	
VICE PRESIDENT:	Tony Lott Phone: (360)265-1972 Email: anthonylott1963@gmail.com		SEC-TREAS:	Colleen Headley-Lalande Phone: (425)210-7706 Email: crae2@frontier.com	
SEC-TREAS:	Doug Rinehart Phone: (360)440-0889 Email: dugeditor@wavecable.com		LEGISLATIVE LIAISON:	Janie Walla Phone: (425)308-7305 Email: thewallas@juno.com	
<u>004 Lincoln Grant Adams - Lincoln merged with Spokane (now East Central Washington), Grant merged with Chelan Douglas (now North Central Washington), and Adams with Yakima on 6/30/06</u>			<u>012 SOUTH EAST WASHINGTON RLCA</u>		Region 4
<u>005 LOWER COLUMBIA RLCA</u>		Region 2	PRESIDENT:	Stephen Higgins Phone: (509)525-8725 Email: merryprankster@gmail.com	
PRESIDENT:	Dawn Bruns Phone: (360)773-3042 Email: dawnbruns8843@comcast.net		VICE PRESIDENT:	Barbara Schmitt Phone: (509)946-8601 Email: schmittski@hotmail.com	
VICE PRESIDENT:	Kathy Beebe Phone: (360)600-3585 Email: ruralbrat@live.com		SEC-TREAS:	Carol Nichols Phone: (509)529-3145 Email: caroljanenichols@yahoo.com	
SEC-TREAS:	Estee Javinier Phone: (808)554-3065 Email: ejavinier@gmail.com		<u>013 EAST CENTRAL WASHINGTON RLCA</u>		Region 3
<u>006 MUTUAL RLCA</u>		Region 2	PRESIDENT:	Jeff Taylor Phone: (509)921-9337 Email: JLTSGTUSMC1@msn.com	
PRESIDENT:	James Folk Phone: (360)790-4960 Email: folksales@comcast.net		VP & PAC Chair:	Cassidy Munn Phone: (509)994-3486 Email: Cassidy.Munn@yahoo.com	
VICE PRESIDENT:	Kristian Granish Phone: (360)789-8198 Email: mobmh@yahoo.com		SEC-TREAS:	Levi Hanson Phone: (509)280-8610 Email: warlcaregion3@gmail.com	
SEC-TREAS:	Kris Skewis Phone: (360)790-0957 Email: iamamailer@aol.com		<u>014 NORTH EAST WASHINGTON RLCA</u>		Region 3
PAC CHAIR:	Stella Fazzino Phone: (360)458-9791		PRESIDENT:	Lorrie Crow Phone: (509)685-9624 Email: lorrie.crow@outlook.com	
<u>007 OKANOGAN RLCA - Merged with Chelan Douglas (now North Central Washington) on 6/30/06</u>			VICE PRESIDENT:	Lauri Chamberlin Phone: (509)292-8130 Email: laurichamberlin@hotmail.com	
<u>008 NONE</u>			SEC-TREAS:	William Allen Phone: (509)935-8779 Email: sagostore2@hotmail.com	
<u>009 NONE (WAS ALASKA)</u>					

015 WHATCOM RLCA**Region 1**

PRESIDENT: Linda Gale
 Phone: (360)671-5361
 Email: lindagale1950@hotmail.com

VICE PRESIDENT: Tamara Packard
 Phone: (360)592-4575
 Email: marapack64@yahoo.com

SEC-TREAS: Joyce Sutherland
 Phone: (360)676-8125
 Email: Josuthe@comcast.net

016 WHITMAN, ASOTIN RLCA**Region 4**

PRESIDENT: Billie Shinall
 Phone: (509)338-5375
 Email: bshinall@hotmail.com

VICE PRESIDENT: Judy Sittton
 Phone: (509)595-7185
 Email: jandj@stjohncable.com

SEC-TREAS: Jim Hemrich
 Phone: (509)657-3435
 Email: rljim@stjohncable.com

017 APPLE VALLEY RLCA**Region 4**

PRESIDENT: Martha Moross
 Phone: (509)833-3887
 Email: martirm54@yahoo.com

VICE PRESIDENT: Katie Petersen
 Phone: (509) 248-4488
 Email: horsewom-

SEC-TREAS: Paige Barrett
 Phone: (509)882-5305
 Email: paigedbarrett@gmail.com

Upcoming Meetings**Lower Columbia**

Will be meeting on Saturday, August 27 2016
 Dinner: 6-6:30 PM, Meeting: 6:30-9 PM
 Location: Round Table Pizza, Salmon Creek
 13009 NE Highway 99
 Vancouver WA 98686-2741

Mutual

Will be meeting on Sunday, September 18 2016
 Potluck Dinner Meeting: 4-7 PM
 Location: Priest Point Park
 Picnic Shelter 1
 2222 E Bay Dr NE
 Olympia WA 98506

North East

Will be meeting on Saturday, October 8 2016
 Location: Sago Store, Chewelah WA

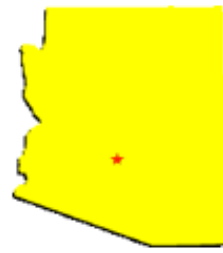
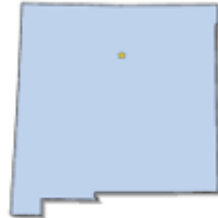
Peninsula

Will be meeting on Thursday, October 13 2016
 Dinner: 5:30 PM, Meeting 6 PM
 Location: Puerto Vallarta Restaurant
 1599 SE Lund Ave
 Port Orchard WA 98366-5626

**County Corner**

The King-Snohomish County Unit held a picnic potluck/county meeting on July 24th at Rhododendron Park in Kenmore. The park had a picnic shelter, a play area for kids, and a large grassy area to spread out. The County Board supplied fried chicken and pies, a first timer grilled burgers, and the other members brought salads and desserts to share. Several members brought spouses and children, and even grandchildren. A good time was had by all.

On another note, K-S County Unit Vice-President Isa Lopez was recently selected to be the Seattle District "trainer of the trainers" for the new Academy-Ad Hoc program which will be rolled out in October. She travelled to Phoenix July 24-29 for the orientation. Only one trainer was selected from each postal district. Way to go, Isa!



Start Making Your Plans Now

2017 WESTERN STATES CONFERENCE

April 20 –22

Double Tree Suites by Hilton

Seattle Airport-Southcenter

16500 Southcenter Parkway

Tukwila, Washington 98188

www.seattle.doubletree.com for reservations.

1-800-222-TREE (1-800-222-8733)

Rooms: \$119 nightly/ Double Queen or Single King

Rates are good 3 days prior to and 3 days after the Conference.

Up to 4 guests per room

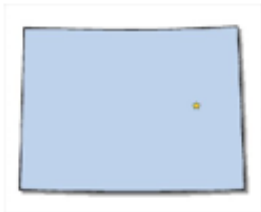
Remember to request the WARLCA rate – Group Code WRL.

Deadline April 6, 2017, but make your reservation early!

2 Breakfast Buffet Vouchers with room, additional Vouchers available for purchase at \$12 a piece (Regular price \$16.95)

Complimentary Wi-Fi, indoor pool and spa, fitness center and business center available for guests

Free airport shuttle. Including complimentary 24/7 shuttle service within a one mile radius of hotel, when available.





National Rural Letter Carriers' Association

Annual Report Patrick Pitts District Representative – Seattle/Alaska

July 1, 2015 – June 30, 2016

What follows is a report of my activities as NRLCA District Representative for the Seattle and Alaska USPS Postal Districts. This is my fourth annual report as District Representative and the third covering a complete Association year.

First, I would like to express my appreciation to the NRLCA Board for giving me the opportunity to serve in this position and to Don Maston, NRLCA Executive Committeeman for his support, guidance and assistance.

Also due thanks is former Assistant District Representative Monte Hartshorn who, prior to the conclusion of the Association year was offered, and accepted the position of District Representative for the Portland District. Monte was relied on heavily during the past year adjudicating grievances, representing carriers during Investigative Interviews, conducting Labor/Management meetings and attending county unit meetings throughout Western Washington. Monte was also instrumental in developing the data necessary for completion of the make-whole remedy applied to management's failure to comply with the Mitigation of Time Standard Changes, resulting in payments to select rural carriers totaling more than \$453,000.

Also due thanks are Assistant District Representatives, Joyce Patteson and Renee' Pitts. Joyce has taken on the monumental task of representing carriers and offices throughout Eastern Washington and Northern Idaho except those offices with a Local Steward or assigned Area Steward. Renee' shares responsibility for all offices without a Local or Area Steward throughout Western Washington and, as of May 28, 2016 is serving as a split-district representative certified in both the Seattle and Portland districts.

I would also like to express my appreciation and thanks to former Assistant District Representative Jeff Taylor, who now serves as an Area Steward and to Area Stewards Janie Walla and Pete Haynos as well as the 45 local stewards in the Seattle District and Pamela Nicholson who serves as the sole local steward in the Alaska District.

Lastly, and certainly not least, I am thankful for and appreciate the input, guidance and support of the State Boards and the NRLCA members of the Washington Rural Letter Carriers' Association (WARLCA) and Idaho Rural Letter Carriers' Association (IDRLCA).

At the close of the 2015-2016 Association year the Seattle District has 45 Local Stewards, 3 Area Stewards who also serve as local stewards for their respective office, 1 full-time Assistant District Representative whose responsibilities are split between the Seattle and Portland District and 1 part-time Assistant District Representative.

According to the NRLCA database there are 1,262 routes in 214 active rural delivery offices in the Seattle District and 16 routes in 3 offices in the Alaska District. Of the routes and offices in the Seattle District, there are currently 1,140 routes in 185 offices in Washington and 122 routes in 29 offices in Idaho. During the time-frame covered by this report there were a total of 206 Seattle District grievances entered in the NRLCA grievance database; 161 contractual grievances with 24 of those being class action, and 45 disciplinary grievances. The disciplinary grievances are broken down as follows: 18 Letters of Warning, 6 7-Day Paper Suspension, 10 14-Day Paper Suspensions, 7 Emergency Placements (an immediate placement in a no-work, no-pay status) and 4 Removals or Notices of Proposed Removal.

I have made every effort to fulfill all duties associated with my position including certifying/decertifying stewards; conducting mail count seminars and steward enhancement trainings; making arrangements for and conducting plant inspections in conjunction with mail counts; attending national trainings/seminars; attending the Western States Conference and the annual convention of both the WARLCA and IDRLCA; meeting with the respective State Boards; attending and participating in informational meetings in both Washington and Idaho; and providing articles for the *Washington Rural Carrier* and the *Pony Express* (state publications).

In addition to the administrative duties of my position I have represented rural craft employees during Investigative Interviews (Pre-disciplinary interviews) and adjudicated grievances at Step 1 and Step 2 of the grievance/arbitration procedure including, when necessary, appealing grievances to Step 3. I have participated in or conducted Labor/Management meetings in local offices and attended 14 county unit meetings (WARLCA) and the IDRLCA District 5 annual meeting. During this Association year I have met with the USPS District Manager (Seattle District) as well as the Manager, Operations Programs Support; Manager, Human Resources; Manager, Labor Relations; Manager, Learning Diversity and Development; and Manager, District Safety. This past year I have also continued my NRLCA appointments to Steward Task Force 1; the Labor Relations Special Assignment Committee (NRLCA – LRSAC); and served as Chairman of the NRLCA National Convention Media Committee.

During the 2015-2016 Association year I have been on the road 171 days with 62 of those days requiring an overnight stay, driving 8,328 miles in my personal vehicle and another 9,230 miles in rental vehicles in addition to accumulating 35,400 air-miles, all for NRLCA business.

In closing, it has been an honor and privilege serving the members of the rural craft in the Seattle and Alaska District and I look forward to the 2016-2017 Association Year

Respectfully submitted,



Patrick Pitts
NRLCA District Representative
Seattle/Alaska

Annual Report of Monte Hartshorn District Representative Portland District

I want to express my sincere gratitude to the NRLCA National Board and my fellow rural carriers for the opportunity to serve as an Assistant District Representative in the Portland and Seattle Districts and as the District Representative in the Portland District. I especially want to thank Seattle District Representative Patrick Pitts, Assistant District Representatives Renee Pitts, Joyce Patteson and Herschel Howard for their support and camaraderie. I also want to thank Area Stewards Janie Walla, Jeff Taylor, Scott Murahashi, Oksana Tropets, Sharon Harvey and Doug Adamson for their diligence in serving their fellow rural carriers.

This year has been busy. I have logged 42 grievances, of which 9 are disciplinary. We have had three removals which are all at Step 3 or beyond. I have heard grievances at the Step 1 discussion, the Step 1 formal and at Step 2 and have been able to settle a majority of the grievance. I continue to be fortunate in settling many issues before they become grievances. I have conducted 12 Labor/Management meetings at the office and district level. I have represented 118 rural carriers in the Investigative Interview process. I have also attended an Area Arbitration.

I was a full-time Assistant District Representative for both the Seattle and Portland Districts until May 10, 2016. I represented carriers in the 980,981,984,985,986 and other offices as assigned. That made my territory rather elongated rather than centralized. On May 11th, I was named the Portland District Representative. I am handling 970 and the southern end of the state that is not covered by an Area Steward or Assistant District Representative. I have travelled almost 29,000 miles for the Association this year. I have attended Whatcom, Island and Skagit, and Lower Columbia County meetings in Washington and District 1 in Oregon. I have also attended both the Washington and Oregon State Conventions, 2016 Western states and the 2015 National Convention.

I have trained local stewards in both districts and am looking forward to conducting the local steward enhancement training in the Portland District. I have attended training as an ADR in both the Portland and Seattle Districts as well as the western regional training held in November. I have met with the Portland MOPS, Labor Relations manager, Human Resources Manager, Safety Manager, Injury Compensation Manager and the District Manager.

I continue to recruit new members for our Association. I have given the Union presentation at orientation and have been able to drop in on classes going through the training academy. I have written several articles for the Beaver Bulletin.

I continue to mentor the Local Stewards that I am fortunate to work with. While I will miss the wonderful stewards in the Seattle District, I see the same determination to do an exemplary

job in representing their fellow rural carriers in the Portland District. The Local Stewards are truly our future.

While I am unable to log every call, my log shows well over 420 calls this year from rural carriers who had questions or concerns. I appreciate having the ability and resources available to me to return calls in a timely manner. I believe it is extremely important for representatives to be available to rural carriers. I see a large part of my job in educating carriers about our rights and responsibilities. We all, as a Union, need to continue to be creative in getting our membership more involved and knowledgeable.

Again, I am most appreciative of the opportunity to serve our union and rural carriers.

Monte Hartshorn
Portland District Representative
NRLCA

ANNUAL REPORT OF
ASSISTANT DISTRICT REPRESENTATIVE
JOYCE PATTESON

NRLCA Association Year – July 1, 2015 thru June 30, 2016

Total Miles Driven: 22,043

Personal Vehicle: 2,507

Rental Vehicles: 19,536 (Not guaranteed for accuracy)

26 Overnight Stays including for Regional Seminar.

133 Total ADOP days – 128 were LWOP

2 – Travel Status (Regional Seminar)

8 – Trainings

3 – Regional Seminar

1 – DR/ADR Meeting

1 – Area Steward

2 – Enhancements

1 – Mail Count

36 – Office Days

Various tasks were performed including but not limited to emails; phone calls; database and calendar updates; scanning and e-filing documents; labeling files and filing documents; correspondence; meeting preparation; minimum grievance appeals.

The remaining days were spent in a combination of ways including but not limited to travel; grievance meetings; investigative interviews; labor/management meetings; workplace environment meetings; miscellaneous meetings such as 1 day of reflection meeting and steward representation at 1 county unit annual meeting – all days were spent combining functions wherever and whenever possible.

The following is a breakdown of other steward representation activity:

45 Investigative Interviews in 22 offices – 18 resulting in discipline

56 Informal Step 1 Discussions resulting in 32 Settlements and \$2,290.57

21 Disciplinary

1 – Emergency Placement

1 – Notice of Proposed Removal

5 – 14-Day Paper Suspensions

- 3 – 7-Day Paper Suspensions
- 11 – Letters of Warning
- 55 Formal Step 1 Meetings resulting in 39 Settlements and \$12,299.93
 - 8 Disciplinary
 - 1 – Emergency Placement
 - 3 – 14-Day Paper Suspensions
 - 4 – Letters of Warning
 - 13 Resulted in a Second Meeting
 - 1 – Appealed to Step 2
- 25 Step 2 Meetings resulting in 21 Settlements and \$14,468.73
 - 4 Disciplinary
 - 2 – Emergency Placement
 - 1 – 14-Day Paper Suspension
 - 1 – Letter of Warning
 - 1 Resulted in a Second Meeting
 - 2 – Abeyance
 - 1 – Still in Abeyance
 - 1 – Appealed to Step 3
 - Letter of Demand Ultimately Denied
- 29 Labor/Management Meetings
 - 2 – Involving the MPOOs
 - 1 – Involving District EAP Coordinator

Total monies paid out as a result of grievance meetings – \$29,059.23

My area of responsibility covers 126 offices with a total of 475 routes in both Washington and Idaho. Of those offices, 21 are represented by either a Local or an Area Steward with a total of 158 routes. When called upon, Patrick Pitts also fields phone calls and emails in my area, and would also handle investigative interviews and/or grievances if necessary.

Thank you for selecting me to continue in my representation of carriers in the Seattle District as an Assistant District Representative.

Assistant District Representative Renee' Pitts' Annual Report July, 2015 to June, 2016

For the 2015-2016 Association year, I drove a total of 2187 miles for association business and worked 92 days total in a paid/non paid status.

I attended 2 days of Area Arbitration, 1 Investigative Interviews, conducted 1 mail-count training with another 2 days for plant inspections.

I attended the Regional Steward Seminar which I was in a travel status on 2 days and present for the seminar for 3 days. Also 1 day for DR/ADR training.

Additionally, 24 days paid for by the Postal Service developing the new academy training, with another 2 days meeting with Seattle District managers.

I attended 3 days of training with an addition 2 days for travel. My District counterpart and I also had an additional 8 days at the District office and visiting offices involved in the driving study.

I settled 6 grievances at Step 1 and witnessed approximately 7 at informal Step 1. Grievances I have appealed to the Step 2 process are 4.

Assistant District Representative Monte Hartshorn and District Representative Patrick Pitts covered my territory while developing the new hire training with Postal Headquarters was ongoing. Monte and Patrick also meet on Step 1 and Step 2 grievances originating in my area when they are available but I work directly with the local steward or carrier once a grievance was initiated provide guidance and information to the National Steward System representative who was handling the grievance.

As part of the Legislative Committee I worked a total of 21 days which included training all the new 2015-2016 state presidents and providing training at the legislative seminar for all of the state presidents and vice presidents.

There was a total of 6 days worked for the National Convention committees' assignments of Tellers' committee and Academy Trainer seminar.

Respectfully Submitted,



Renee' Pitts

Assistant District Representative, Seattle - Portland Districts

WASHINGTON RURAL LETTER CARRIERS' ASSOCIATION
STATEMENT OF ASSETS, LIABILITIES AND NET ASSETS-MODIFIED CASH BASIS
June 30, 2015 and 2014

INDEPENDENT ACCOUNTANT'S REVIEW REPORT

To the Board of Directors
Washington Rural Letter Carriers' Association
Spokane, Washington

I have reviewed the accompanying statements of assets, liabilities, and net assets-modified cash basis of Washington Rural Letter Carriers' Association (a Washington not-for-profit organization) as of June 30, 2015 and 2014, and the related statements of revenues, expenses, and other changes in net assets-modified cash basis and functional expenses-modified cash basis for the years then ended. A review includes primarily applying analytical procedures to management's financial data and making inquiries of Organization management. A review is substantially less in scope than an audit, the objective of which is the expression of an opinion regarding the financial statements as a whole. Accordingly, I do not express such an opinion. The June 30 2014 financial statements of Washington Rural Letter Carriers' Association were reviewed by other accountants, whose report dated November 13, 2014, stated that based on their procedures, they are not aware of any material modifications that should be made to those financial statements in order for them to be in conformity with accounting principles generally accepted in the United States of America.

Management is responsible for the preparation and fair presentation of the financial statements in accordance with the modified cash basis of accounting and for designing, implementing, and maintaining internal control relevant to the preparation and fair presentation of the financial statements.

My responsibility is to conduct the review in accordance with Statements on Standards for Accounting and Review Services issued by the American Institute of Certified Public Accountants. Those standards require me to perform procedures to obtain limited assurance that there are no material modifications that should be made to the financial statements. I believe that the results of my procedures provide a reasonable basis for my report.

Based on my review, I am not aware of any material modifications that should be made to the accompanying financial statements in order for them to be in conformity with the modified cash basis of accounting, as described in Note 2.


Certified Public Accountant
January 11, 2016

ASSETS

	2015	2014
CURRENT ASSETS:		
Cash and cash equivalents	\$ 250,081	\$ 233,646
Total current assets	<u>250,081</u>	<u>233,646</u>
TOTAL ASSETS	<u>\$ 250,081</u>	<u>\$ 233,646</u>

LIABILITIES AND NET ASSETS

NET ASSETS:		
Unrestricted net assets	\$ 250,081	\$ 233,646
TOTAL LIABILITIES AND NET ASSETS	<u>\$ 250,081</u>	<u>\$ 233,646</u>

See accompanying notes and independent accountant's review report.

WASHINGTON RURAL LETTER CARRIERS' ASSOCIATION
STATEMENTS OF REVENUES, EXPENSES, AND OTHER CHANGES IN NET ASSETS
MODIFIED CASH BASIS
For the years ended June 30, 2015 AND 2014

	2015	%	2014	%
UNRESTRICTED NET ASSETS				
Revenues				
Membership dues and assessments	\$ 231,064	90.9%	\$ 222,199	93.7%
Program service revenue	20,289	8.0%	13,436	5.7%
Interest income	1,946	0.8%	1,539	0.6%
Other income	862	0.3%	52	0.0%
Total Revenue	254,161	100.0%	237,226	100.0%
Expenses				
PROGRAM SERVICES:				
Conventions and meetings	89,027	35.0%	89,555	37.8%
Employee benefits	282	0.1%	327	0.1%
Equipment fund	3,579	1.4%	1,779	0.7%
Mileage/transportation	8,439	3.3%	5,879	2.5%
Miscellaneous	1,620	0.6%	2,511	1.1%
Office and communications	7,814	3.1%	7,607	3.2%
Postage and shipping	8,700	3.4%	6,173	2.6%
Printing	4,423	1.7%	4,045	1.7%
Retirement plans	4,033	1.6%	3,559	1.5%
Salaries and wages	89,590	35.2%	90,203	38.0%
Taxes-payroll	7,904	3.1%	7,107	3.0%
Total program services	225,411	88.7%	218,745	92.2%
Support services				
Management and general	7,764	3.1%	7,776	3.3%
Unallocated dues paid to affiliates	4,551	1.8%	3,682	1.6%
Total support services	12,315	4.8%	11,458	4.8%
Total expenses	237,726	93.5%	230,203	97.0%
Change in net assets	16,435	6.5%	7,023	3.0%
Unrestricted net assets, beginning of year	233,646		226,623	
Unrestricted net assets, end of year	\$ 250,081		\$ 233,646	

WASHINGTON RURAL LETTER CARRIERS' ASSOCIATION
STATEMENTS OF FUNCTIONAL EXPENSES-MODIFIED CASH BASIS
For the year ended June 30, 2015

	Program Services				Support Services		Unallocated
	Lobbying	Representative	Administration	Total program Services	Management and General	Dues paid to Affiliates	2015 Total
Accounting and legal	-	-	-	-	\$ -	-	\$ 5,635
Conventions and meetings	1,782	-	87,245	89,027	-	-	89,027
Employee benefits	42	-	240	282	-	-	282
Equipment fund	-	-	3,579	3,579	-	-	3,579
Mileage/transportation	915	1,269	6,255	8,439	-	-	8,439
Miscellaneous	-	1,403	217	1,620	-	-	1,620
Office and communications	-	-	7,814	7,814	42	-	7,856
Per capita-Counties	-	-	-	-	-	710	710
Per capita-National	-	-	-	-	-	3,841	3,841
Per capital-Other	-	-	-	-	622	-	622
Postage and shipping	7	808	7,885	8,700	-	-	8,700
Printing	-	144	4,279	4,423	-	-	4,423
Retirement plans	138	312	3,383	4,033	1,465	-	5,498
Salaries and wages	2,767	6,246	80,577	89,590	-	-	89,590
Taxes-payroll	244	551	7,109	7,904	-	-	7,904
Total	\$ 5,895	\$ 10,733	\$ 208,783	\$ 225,411	\$ 7,764	\$ 4,551	\$ 237,726

	Program Services				Support Services		Unallocated
	Lobbying	Representative	Administration	Total program Services	Management and General	Dues paid to Affiliates	2014 Total
Accounting and legal	-	-	-	-	\$ -	-	\$ 6,272
Conventions and meetings	1,479	90	87,986	89,555	-	-	89,555
Employee benefits	45	8	274	327	-	-	327
Equipment fund	-	-	1,779	1,779	-	-	1,779
Mileage/transportation	2,728	34	3,117	5,879	-	-	5,879
Miscellaneous	-	2,511	-	2,511	-	-	2,511
Office and communications	226	70	7,311	7,607	873	-	8,480
Per capita-Counties	-	-	-	-	-	328	328
Per capita-National	-	-	-	-	-	3,354	3,354
Per capital-Other	-	-	-	-	631	-	631
Postage and shipping	-	1,071	5,102	6,173	-	-	6,173
Printing	-	-	4,045	4,045	-	-	4,045
Retirement plans	198	257	3,104	3,559	-	-	3,559
Salaries and wages	5,601	5,628	78,974	90,203	-	-	90,203
Taxes-payroll	441	443	6,223	7,107	-	-	7,107
Total	\$ 10,718	\$ 10,112	\$ 197,915	\$ 218,745	\$ 7,776	\$ 3,682	\$ 230,203

See accompanying notes and independent accountant's review report.

See accompanying notes and independent accountant's review report.

WASHINGTON RURAL LETTER CARRIERS' ASSOCIATION

NOTES TO FINANCIAL STATEMENTS
June 30, 2015 and 2014

NOTE 1. Nature of Activities:

Washington Rural Letter Carriers' Association (The Association) is a Washington not-for-profit corporation. The Association is a labor union organized for the benefit of its members, and operates in the State of Washington. The Association engages in the following activities: lobbying, which includes dealings with the executive and legislative branches of federal, state, and local governments to advance the passage or defeat of existing or potential laws or the promulgation or any other action with respect to rules or regulations; representative, which includes membership recruitment; and union administration activities, which includes nominating and electing union officers, holding regular membership meetings, participating in intermediate and national meetings, administering trusteeships, and administering apprenticeship and member education programs.

NOTE 2. Summary of significant accounting policies:

Basis of accounting:

The Association's policy is to prepare their financial statements using the modified cash basis of accounting, which is a comprehensive basis of accounting other than generally accepted accounting principles. Under the modified cash basis of accounting, revenues are recognized when received rather than when earned, and expenses are recognized when cash is disbursed rather than when the obligation is incurred. The modified cash basis differs from generally accepted accounting principles primarily because the effects of outstanding dues and obligations unpaid at the date of the financial statements are not reflected in the financial statements.

Estimates:

Management uses estimates and assumptions in preparing the financial statements. Those estimates and assumptions affect certain reported amounts and disclosures, including those allocated to functional expenses. Actual results could differ from those estimates.

Property and Depreciation:

Property and equipment is expensed in the year it is purchased. Accordingly, there is no provision for depreciation expense in these financial statements.

Revenues:

The Association receives revenue to fund its activities by primarily collecting annual dues from its membership. The Association receives minor amounts of revenue from various program activities.

WASHINGTON RURAL LETTER CARRIERS' ASSOCIATION

NOTES TO FINANCIAL STATEMENTS, CONTINUED
June 30, 2015 and 2014

NOTE 2. Summary of significant accounting policies, continued

Income Taxes:

The Association is a not-for-profit corporation and is therefore exempt from federal income taxes on its exempt function income under Section 501(c)(5) of the Internal Revenue Code and classified by the Internal Revenue Service as other than a private foundation.

There was no interest or penalties to the Internal Revenue Service included in these financial statements. The Association's tax returns are generally subject to examination by the Internal Revenue Service for a period of three years from the date they were filed.

Allocation of functional expenses:

The costs of providing the various programs and other activities have been summarized on a functional basis in the statement of functional expenses. Accordingly, certain costs have been allocated among the programs and supporting services benefited.

NOTE 3. Concentrations:

Cash:

The Association maintains its primary cash accounts in two financial institutions in which the balances at times may exceed the amounts insured by the Federal Deposit Insurance Corporation (FDIC) or the National Credit Union Association (NCUA). At June 30, 2015 and 2014, the Association's uninsured balances were zero for both years.

Revenues:

Revenues generated from membership dues and assessments accounted for 91% and 94% of total revenues for the years ended June 30, 2015 and 2014, respectively. This concentration of revenues makes the Association dependent on its affiliation with the National Association of Rural Letter Carriers' Association. The Association is required to comply with the standards and rules of the National Rural Letter Carriers' Association in order to maintain its relationship with its affiliate.

WASHINGTON RURAL LETTER CARRIERS' ASSOCIATION

NOTES TO COMBINED FINANCIAL STATEMENTS
June 30, 2015 and 2014

WASHINGTON RURAL LETTER CARRIERS' ASSOCIATION
FINANCIAL STATEMENTS
June 30, 2015 and 2014

NOTE 4. Retirement Plans:

The Association has a 401(K) retirement plan for its employees. The plan became effective on July 1, 1999. The maximum matching contribution is 5% of the employee's compensation. The Association paid total contributions of \$4,033 and \$3,560 during the year ended June 30, 2015 and 2014, respectively.

The Association also reimburses United States Postal Services for retirement benefits of full time employees that are eligible to keep active in their retirement plans from United States Postal Services. The Association didn't make any reimbursements during the years ended June 30, 2015 and 2014.

NOTE 5. Related Parties:

The Association is affiliated with the National Rural Letter Carriers' Association. As part of the agreement, the Association pays a portion of the membership dues it collects in cash to the National Rural Letter Carriers' Association. The Association paid \$3,841 and \$3,354 in per capita dues to this related party during the years ended June 30, 2015 and 2014, respectively.

The Association is affiliated with various local counties and a regional conference. The Association paid \$710 and \$328 in per capita dues to these related parties during the years ended June 30, 2015 and 2014, respectively.

NOTE 6. Subsequent events:

Management evaluated subsequent events through January 11, 2016, which is the date these financial statements were available to be issued.

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Statements of Revenues, Expenses, and	
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NATIONAL RURAL LETTER CARRIERS' ASSOCIATION



Local Steward Election Call

A Local Steward Election is called for the _____ Post Office.

**This election will be held on _____
at _____**

Location _____

**THIS NOTICE MUST BE POSTED AT LEAST 15 DAYS
PRIOR TO THE ELECTION DATE**

Date of Posting _____

In accordance with the Constitution of the National Rural Letter Carriers' Association Article IX, Section 7, this notice hereby constitutes written notification to all NRLCA members that an election shall be held for the position of a Local Steward in their office. Failure of members to exercise this right will result in the local office being assigned representation in accordance with the Constitution of the National Rural Letter Carriers' Association.

The selection of a Local Steward should be in accordance with democratic procedures. To become a steward, a rural carrier must be a member of the National Rural Letter Carriers' Association. Local Steward Elections will be conducted in the month of July of every fourth year (i.e.; 2008, 2012, 2016 etc.) unless the incumbent Local Steward is unopposed. The Steward shall serve until a successor is elected and certified or until he or she resigns. An election may be called any time the position is vacant, or when two-thirds of the members submit a petition to the District Representative for approval a Local Steward may be re-elected to the position. Written notification to all NRLCA members shall be given at least 15 days before the date of the election. A majority vote of those NRLCA members voting is required for an election. When there is more than one (1) Local Steward at an installation, including stations and/or branches, a Chief Steward will be elected by the NRLCA members of said office.

Re: Article IX Sections 7.B.1, 2, & 3 of the NRLCA Constitution

Nominations will be accepted at the time of election and any dues paying members of the National Rural Letter Carriers' Association can announce his/her intention to be a candidate by signing below:

1. _____

2. _____

3. _____

(Print name)

1. _____

2. _____

3. _____

(Sign name)

NRLCA/REVISED January 2013

Application for Steward Certification

NATIONAL RURAL LETTER CARRIERS' ASSOCIATION



Date _____ Post Office (MAIN) _____
 Station or Branch _____ Finance Number _____
 Postmaster/Station Manager's Name (LFM) _____
 Mailing Address of Post Office _____ State _____ Zip Code _____
 Number of Rural Routes at this Office _____ PO Phone _____ PO Fax _____
 Name of Rural Carrier Steward (LFM) _____
 Employee ID Number _____ Home Phone _____
 Steward Phone _____ Cell Phone _____ Fax _____
 Mailing Address _____
 City _____ State _____ Zip Code _____
 e-mail _____

This is to certify that the above named rural carrier has been elected as the RURAL CARRIER STEWARD to represent the rural letter carrier craft of employees in labor-management relations at the above named Post Office. It is understood that this representative upon successful completion of the NRLCA Training Course will be certified in accordance with Article IX Section 4.B.3 and 4 of the NRLCA Constitution. This representative will serve until; the next called election, the position becomes vacant, the incumbent Local Steward retires, or when two-thirds of the members submit a petition to conduct a steward election to the District Representative for approval in accordance with Article IX Section 7.B.1 of the NRLCA Constitution.

Signatures of those appearing below confirm the selection of the above named rural carrier as Local Steward for the rural carrier craft. ONLY DUES PAYING MEMBERS IN GOOD STANDING ARE ELIGIBLE TO SIGN BELOW OR BE SELECTED AS STEWARD.

Signatures of Rural Carriers ¹

Route No. ²	REGULAR	LEAVE REPLACEMENT
1	_____	_____
2	_____	_____
3	_____	_____
4	_____	_____
5	_____	_____
6	_____	_____
7	_____	_____
8	_____	_____
9	_____	_____
10	_____	_____

¹ If additional space for signatures is needed, attach a separate sheet.

² Indicate Vacant Routes.

I accept the responsibilities of the position of steward for the rural carrier craft for the above Post Office.

Signature of Steward

Print Name of Steward

District Representative Use Only - Do Not Write In This Space

Date Trained / Certified _____

Date PM / Steward Notified _____

Signature of District Representative
The affixing of the signature of the District Representative
will serve to validate this document



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

--	--	--	--	--	--	--	--	--	--

OR

--	--	--	--	--	--	--	--	--	--

(SOCIAL SECURITY NUMBER)

(USPS EMPLOYEE ID-NUMBER)

☐ Regular ☐ PTF ☐ Relief

--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--

LAST NAME

--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--

FIRST NAME

--

MI

MAILING ADDRESS

CITY

STATE

ZIPCODE + 4

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

I hereby certify that the dues of this organization for the above named member, for the applicable designation, are currently established at \$8.81 Relief/ per pay period
\$25.00 Regular

LOC#	STATE
	W A
DATE	REMIT #

, STATE SECRETARY

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



--

Submit One Copy

Send to

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

WARLCA Membership Statistics



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

Ronald H Bishop

Phyllis L Borden

Beatrice F Cawlsfield

Bette Goe

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

Member Totals by Class		Nonmember Totals by Class	
Regular	1,002	71 - Regular	193
PTF	6	74 - RCA VAC RT	6
Retired	254	76 - PTF	2
Associate	2	78 - RCA	271
RCA	666	79 - RCA AUX RT	11
Retired Associate	1	Total	483
Recently Retired	7		
Cash-Paid	29		
Total	1,967		

Congratulations Retirees!

BARTLETT, CAROL J	BURLINGTON
CHANG, TITAN HSIEN-SHE G	ISSAQUAH
DIXON, PATTI A	ELLENSBURG
GRACE, DIANNE E	PORT ORCHARD
HAGEDORN, MARLENE J	WAUNA
JOHNSON, TERESA A	RIDGEFIELD
LAGERWEY, BONNIE J	FERNDAL
LIPPOTT-SPRAGUE, CAROL A	SEQUIM
PHILLIPS, BARRY L	PORT ORCHARD
RINEHART, DOUGLAS W	PORT ORCHARD
SCHOONOVER, LINDA K	BLAINE
SMITH, PAT L	DAYTON
TORIE, ROBERT G	BENTON CITY
WILLIAMS, DEE ANN	VASHON
YORK, MARY K	NINE MILE FALLS

Do You Know Someone Who Deserves The Membership Longevity Award?

Have you reached the 50 year mark yet? We honor all those members who have reached 50 years and 60 years as a member in the WARLCA/NRLCA. If you think you have or are near please contact Becky Wendlandt, phone (509)710-7840 or email warlca@gmail.com or write to 2811 N

Membership Longevity Awards

Last Name	First Name	MI	Award Type	Date Awarded
ADAMS	HAROLD	W	50	3/19/1999
ANDERSON	VERN	N	50	8/28/1998
BACCUS	JOHN	W	50	8/28/1998
BELLING	WILLIAM	G	50	3/29/2012
BENNER	HARRY	D	50	3/19/1999
CLIZER	RALPH	B	50	4/11/2003
CROFOOT	JAMES	R	50	8/28/1998
EVANS	CLAYTON	M	50	3/29/2012
FEARS	JOSEPH	R	50	4/8/2004
FISHER	GEORGE	E	50	8/28/1998
LYNN	JOEL	W	50	4/11/2003
MACKEY	MICHAEL	E	50/60	7/8/2016
MATHISON	VICTOR	J	50	8/28/1998
PATTERSON	HOWARD	W	50	4/8/2004
PETERSON	ALLEN	J	50	8/28/1998
RENTZ	WILLIE	F	50	4/11/2003
ROBINSON	EDWARD	C	50	3/17/2004
TANGUY	WALTER	H	50/60/70	2/26/2008
THOMAS	JEAN	F	50	3/17/2004
UKOSKI	EVERETT	P	50	10/8/1998
WALSTON	DALE	L	50	12/4/2013
WAPLES	DARRELL		50	8/28/1998
WODAEGE	MARIE	M	50	4/8/2004
WOODS	ARTHUR	L	50	8/28/1998

Please Welcome Our New Members!

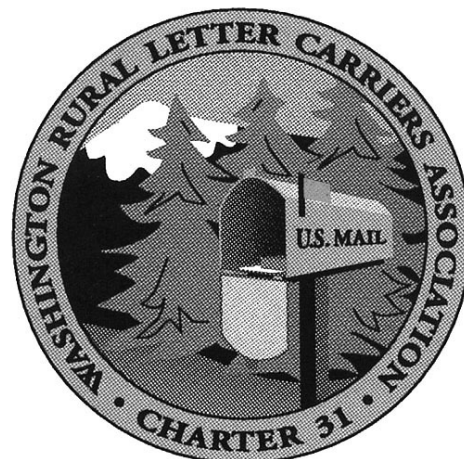
ANACORTES	WAGNER	DUNCAN	78 - RCA	NORTH BEND	ANDRUSHKO	JESSICA	78 - RCA
ARLINGTON	TIMME	PAULA	78 - RCA	NORTH BEND	WIEDEL	LARRY	78 - RCA
AUBURN	BEAN	KEVIN	78 - RCA	NORTH BEND	WALKER	PATRICIA	78 - RCA
AUBURN	MURREY	KRISTY	78 - RCA	OCEAN PARK	GRAFF	SANDIE	78 - RCA
BATTLE GROUND	STANLEY	BRYAN	78 - RCA	ODESSA	WORRELL	NORMAN	78 - RCA
BATTLE GROUND	HOOTEN	MARY	78 - RCA	ODESSA	JACKSON	MELANIE	78 - RCA
BELLEVUE	MOUGAKOS	DAMIAN	78 - RCA	OLALLA	BUTTRILL	MARTHA	78 - RCA
BENTON CITY	REA	TABETHA	78 - RCA	OLYMPIA	HEGEL-HEGG	CRYSTAL	78 - RCA
BREMERTON	BERTOLANI	ROBERT	78 - RCA	OLYMPIA	MCNULTY	THOMAS	78 - RCA
BRUSH PRAIRIE	COTHREN	LAURA	78 - RCA	OLYMPIA	WETTERGREEN	GUY	78 - RCA
BUCKLEY	BARBER	RACHEL	78 - RCA	OLYMPIA	WILLIAMS III	ISSAC	78 - RCA
BUCKLEY	HALSTENSEN	TRINA	78 - RCA	PASCO	CAYCE	LYDIA	78 - RCA
BURLINGTON	MERTZIG	CHARLIE	78 - RCA	PORT ORCHARD	FLEMING II	JAMES	78 - RCA
CAMAS	FOSTER	STEPHANIE	78 - RCA	PORT ORCHARD	GRENDALL	ROBERT	78 - RCA
CAMAS	HARIG	THOMAS	78 - RCA	PORT ORCHARD	PHIPPS	DARRELL	78 - RCA
CAMAS	TEERATH	ARTHUR	78 - RCA	PUYALLUP	BURWELL	MONIQUE	78 - RCA
CARNATION	BOUDREAUX	MICHAEL	78 - RCA	PUYALLUP	YIFITH	JOHN	78 - RCA
CASLTE ROCK	HIATT	ADRIANE	78 - RCA	QUINCY	YOUNG	JASON	78 - RCA
CENTRALIA	NIEMCZIEK	KEVIN	78 - RCA	RAVENSDALE	PITT	MONICA	78 - RCA
CENTRALIA	EMARD	MILES	78 - RCA	REARDAN	JONES	JASON	78 - RCA
CHEHALIS	JORDAN	LYDIA	78 - RCA	RICHLAND	BAYS	MICHEL	78 - RCA
CHEWELAH	ANDERSON	TROY	78 - RCA	RIDGEFIELD	STOEN	KEVIN	78 - RCA
COLBERT	BLACKHALL	JESSICA	78 - RCA	ROCHESTER	CEYHUN	AMANDA	78 - RCA
COLBERT	ROWLEY	ANGELA	78 - RCA	ROCHESTER	SANFORD	HOWARD	78 - RCA
COLVILLE	MCKAY	SHAWN	78 - RCA	ROY	ROSE	JENNIFER	78 - RCA
CONCRETE	CROSSON	MICHAEL	78 - RCA	SHELTON	HYSLOP	KENNETH	78 - RCA
DEER PARK	SLOAN	ELIZABETH	78 - RCA	SHELTON	BURTT	MEGAN	78 - RCA
DUVALL	HARTJE	ELONDA	78 - RCA	SHELTON	NEAL	DENISE	78 - RCA
DUVALL	STOGNER	AARON	78 - RCA	SILVERDALE	SELFRIDGE	ELIZABETH	78 - RCA
EATONVILLE	BAGNALL	LAURA	78 - RCA	SILVERDALE	JOHNSON	NATASHA	78 - RCA
EATONVILLE	PECK	KATHERINE	78 - RCA	SILVERDALE	JONES	KAYSI	78 - RCA
ELK	CHRISP	NAKITA	78 - RCA	SILVERDALE	EVANOFF	ERIN	78 - RCA
FALL CITY	SANDERSON	BRYAN	78 - RCA	SNOHOMISH	SOARES	ANITA	78 - RCA
FALL CITY	DALGARN	KEIFER	78 - RCA	SNOHOMISH	BELCHER	JULIA	78 - RCA
FERNDAL	HARMON WARNER	KARYN	78 - RCA	SNOHOMISH	MEYERS	GIOVANNI	78 - RCA
FERNDAL	WARNER	SARAH	78 - RCA	SNOHOMISH	COLEMAN	KARIN	78 - RCA
FORKS	GIGLIO	JAMES	78 - RCA	SNOHOMISH	JONES	FRED	78 - RCA
GIG HARBOR	CRUZ	EVANGELINE	78 - RCA	SNOHOMISH	HENDRIX	JAMAICA	78 - RCA
GOLDENDALE	ROBLES	JESSE	78 - RCA	SNOHOMISH	YATES	BRADLEY	78 - RCA
GRAHAM	FRIEL	KALEB	78 - RCA	SPANAWAY	RAMEY	ANGELA	78 - RCA
GREENACRES	GUTHRIE	TYLER	78 - RCA	SPANAWAY	ALEXANDER	RAMON	78 - RCA
ISSAQUAH	GUILBERT	CHRISTY	78 - RCA	SPOKANE	POSTON	JEFFERY	78 - RCA
ISSAQUAH	MONDS	THOMAS	78 - RCA	SPOKANE	DIPAOLA	FRANK	78 - RCA
ISSAQUAH	GILROY	DIANA	78 - RCA	STANWOOD	TRIBOULET	CHRISTI	78 - RCA
ISSAQUAH	WEBB	MICHAEL	78 - RCA	STANWOOD	STEELE	JANELLE	78 - RCA
ISSAQUAH	ORTEGA	DOUG	78 - RCA	STANWOOD	MSOSHI	BRENDA	78 - RCA
ISSAQUAH	THURMAN	LAUREN	78 - RCA	STANWOOD	GOMEZ	JUN ARIS	78 - RCA
KALAMA	MCLAUGHLIN	RICHARD	78 - RCA	SUMNER	ESPINOZA	MARYANNE	78 - RCA
KELSO	MOON	PATYN	78 - RCA	SUMNER	NEUENKIRK	ALLEASHA	78 - RCA
KENT	EDWARDS	TAYLOR	78 - RCA	SUMNER	BURNS	JAMES	78 - RCA
LA CENTER	BISSELL	SANDRA	78 - RCA	SUMNER	LAWSON	JENNIFER	78 - RCA
LAKE STEVENS	TENDERHOLT	LYLE	78 - RCA	SUMNER	DOWER	RENEE	78 - RCA
LAKE STEVENS	KELEMIS	ADMIR	78 - RCA	SUMNER	FINCH	PATRICIA	78 - RCA
LANGLEY	REEDY	JOSHUA	78 - RCA	TONASKET	VERBECK	ROBIN	78 - RCA
LONGVIEW	DAY	JACQUES	78 - RCA	VANCOUVER	JOHNSON	DAVID	00 - Retired
LYNDEN	KAUR	HARNEET	78 - RCA	VANCOUVER	RUSSELL	HAZEL	78 - RCA
MARYSVILLE	ZHURANKOU	ALIAKSEI	78 - RCA	VANCOUVER	EFSTATHIOY	TARIN	78 - RCA
MARYSVILLE	TRUDEL	JACK	78 - RCA	VANCOUVER	BEST	AMY	78 - RCA
MEDICAL LAKE	CHAPPELL	ASHLIE	78 - RCA	WASHOUGAL	ROTH	MICHELENE	78 - RCA
MILL CREEK	LOPEZ	JOSE	78 - RCA	WAUNA	BROWN	DEREK	78 - RCA
MILTON	GROUETTE	CATHERINE	78 - RCA	WAUNA	BOLOTOV	VADIM	78 - RCA
MOSES LAKE	OLSON	AMANDA	78 - RCA	WILBUR	CLARY	RENEE	78 - RCA
MOUNT VERNON	BOERSMA	CAITLIN	78 - RCA	WOODINVILLE	PHAM	DUY	78 - RCA
NEWMAN LAKE	NELSON	JUSTIN	78 - RCA	WOODINVILLE	MARTEL	NICHOLAS	78 - RCA
NINE MILE FALLS	HOWELL JR	KERR	78 - RCA	WOODINVILLE	DAUT	VERA	78 - RCA
NINE MILE FALLS	SERVATIUS	ALYSSA	78 - RCA	WOODLAND	LYNN-JOHNSON	MARY	78 - RCA
NINE MILE FALLS	REEDY	ANNA	78 - RCA	YELM	PALOMO	RAEANN	78 - RCA
NORTH BEND	CZERNIECKI III	BENJAMIN	78 - RCA	YELM	KRUEGER	RICHARD	78 - RCA
				YELM	TENNIHILL SR SR	WILLIAM	78 - RCA
				ZILLAH	MCCAFFERTY	VALERIE	78 - RCA

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Upcoming Dates to Remember

Aug 16-19 2016: National Convention, Nashville TN
Oct 14 2016: 2015-16 Guarantee Period Ends
Jan 7 2017: 2017 Leave Year Begins
Apr 20-22 2017: Western States Conference, Tukwila WA
May 13 2017: Stamp Out Hunger Food Drive
June 25-27 2017: State Convention, Everett WA
Aug 15-18 2017: National Convention, National Harbor MD