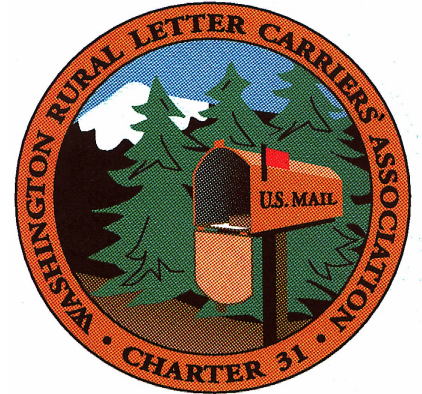


Washington Rural Carrier

Official Publication of the Washington Rural Letter Carriers' Association

Convention 2018



Where Service Begins With a Smile

Janie Walla Named Outstanding Member of the Year

One of the highlights of each and every Washington State Convention is the presentation of the Outstanding Member of the Year. This year's signal honor was awarded to Janie Walla for her many years of excellent service and dedication to the members of the NRLCA, WARLCA, and rural craft as a whole.

Nominated by their peers and co-workers, candidates for Outstanding Member of the Year are considered with respect to their services rendered to the NRLCA; their attendance and participation in local, state, and national meetings; willingness to accept responsibilities and dedication in performing them; along with their fraternal attitude to others in the rural craft. Additionally, other civic service and community activities which reflect favorably upon the rural craft and USPS are also looked at by the selection committee.

Janie began (continued on page 4)



Convention!

You missed a pool party!

Get Your Family Involved

The Auxiliary is back!

New Constitution

RRECS is Done

Where to read the summary

Legislation

What's really going on

70 Years as A Union Member

Read his story

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1. Open your email program. Or, scan the QR code to the right 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



Special Notice

At the 2018 WA RLCA State Convention, the Delegates in attendance passed a Constitution change to increase dues by \$8.00 per year to include the Family Plan dues structure in support of the Rural Letter Carriers Auxiliary at the State and National levels.

With that change the following explanation is applicable:

Those members who have signed an authorization for deduction of dues form 1187 and those who have paid by cash shall have the above amounts deducted pro-rata from the total defined dues amounts by the NRLCA and remitted to the National Auxiliary quarterly.

Those NRLCA members who have signed an authorization for deduction of dues form 1187 or have paid by cash and do not wish to participate in the Family Plan may request a refund of Auxiliary dues. Such refund request must be made in writing to the NRLCA Secretary-Treasurer not more than twenty (20) days and not less than ten (10) days prior to the beginning of the NRLCA fiscal year. This refund request will stay in effect each year until the member notifies the NRLCA Secretary-Treasurer otherwise.

However, since this is a new change for the 2018-2019 association year for the WA RLCA, those members who do not wish to participate in the Family Plan may request a refund of Auxiliary dues outside of the timeframe described above.

If the member chooses not to participate, they must submit such request in writing to the NRLCA Headquarters Membership Department to be received no later than October 1, 2018. After that date, they must follow the instructions as earlier described.

The letter should clearly identify the following members' information, request, and signature:

Name

Address

City

State

Zip Code

The request to opt out of the Family Plan should simply state: "I choose to request a refund of WA RLCA/NRLCA Auxiliary Dues." (You only have to submit this request one time as it continues until you notify otherwise at the beginning of a new fiscal year).

Send this request by the required date to:

NRLCA

Attn: Membership Department

1630 Duke Street

Alexandria VA 22314-3467



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(continued from cover) her postal career as an RCA in 1994 and became a regular carrier in 1999 while at the Snohomish Post Office. Upon joining the NRLCA in 1995 shortly after being hired, she started going to County Unit meetings on a regular basis. Janie served first as the King-Snohomish County Unit Vice President and Legislative Liaison, then as K-S President. She has been County Delegate and Delegate-at-Large to your WARLCA State Conventions for going on 20 years. First elected by her fellow WARLCA Union members as a Washington State Delegate to the NRLCA National Convention in 2007, she has continued to represent your interests at the National Convention each and every year since.

Her fellow Snohomish rural craft union members elected Janie as their Local Steward in 1999. She served as Local Steward in Snohomish until 2007, when she transferred to the Marysville Post Office Annex. She was then elected Local Steward at her new Post Office, where she served continuously until her recent transfer in 2017 to the North Bend Post Office. Shortly after her Marysville transfer in 2007, Janie was appointed as an Area Steward under the Washington State Steward System. When the National Steward System was implemented, Janie accepted the offered Area Steward position again, serving you and your fellow rural carriers as the certified Union Representative in from three up to 13 different local Post Offices concurrently through 2017. Janie's hard work as a Steward is shown by the consistency of settlements favorable to the grievants she represented from her initial Step 1 grievances all the way up to Step 4 Settlements setting precedence at the National Level, based largely on the groundwork she provided as the initiating Steward with solid investigative research and documentation. Her exceptional Steward abilities were recognized at the 2014 National Convention in

Grapevine, Texas with the William B. Peer Scholarship Award. In the second year of the award given in remembrance of the NRLCA's longtime general counsel, Janie was one of only four Stewards across the country to receive this recognition for "...NRLCA stewards who have shown outstanding promise in providing exemplary service to the rural carrier bargaining unit."

In addition to her Steward, County Officer, and Delegate positions, Janie has also benefited her fellow rural craft members through her participation in the Quality of Work Life/Employee Involvement (QWL/EI) program. She first volunteered as a Local Work-Team member, then was trained as a QWL/EI Facilitator, helping mentor other Office QWL/EI Craft-Management Teams as they problem-solved using the QWL/EI process. Janie also supported her daughters Tiffany and Alyssa who were active in the Juniors program of the Washington State Auxiliary, with Tiffany attending Juniors National Convention and both of them being "unofficial" Juniors Program Representative Liaisons within WARLCA Districts 1 and 2 in support of the WARLCA Auxiliary in 2008.

Janie's interests outside of the postal arena include relaxing yardwork and growing flowers, the joy of personal "face-time" with her two granddaughters (and with another due in October), and the excitement of live music, especially that of her life-partner, Rod Cook.

Needless to say, Janie's record of accomplishments and exceptional service for her fellow rural letter carriers throughout her postal career has been a shining beacon of light to all. The Washington Rural Letter Carriers' Association is extremely proud and honored to ask you all to join with us in congratulating Janie Walla as our 2018 WARLCA Outstanding Member of the Year!

Previous Member of the Year Award Recipients

2017 James Hemrich	2003 Monte Hartshorn	1989 Robert J. Lange
2016 Renee' Pitts	2002 Karen Crombie	1988 David R. Stover
2015 Doug Rinehart	2001 Dave Reppe	1987 Michael E. Mackey
2014 Tammy Donaghue	2000 Janice Sisley	1986 Robert Dickens
2013 Cheri Freeman	1999 Judith Peck	1985 Joseph V. Halleck
2012 Patrick Pitts	1998 Marc McIntosh	1984 Marian I. Personnett
2011 Joyce Sutherland	1997 Brenda Hayes	1983 Theodore Lynn Ricks
2010 Ed Koschalk	1996 Patricia Alexander	1982 Jack L. Yeager
2009 Becky Pike	1995 Charles Alexander	1981 Allen J. Peterson
2008 Patricia & Charles Alexander	1994 Cindy Norman	1980 Lyle S. Olsen
2007 Susie Hill	1993 Jennie M. Seeley	1979 Harley Robb
2006 Joyce Patteson	1992 Rebecca R. Wendlandt	1978 Albert C. Staehly
2005 Lynn Walker	1991 Kit N. Witt	1977 Vern N. Anderson
2004 Ann Lamm	1990 Dexter A. Nesmoe	1976 Roger Armstrong

1975 Richard Vogt	1968 None Listed	1961 D. H. Bartlett
1974 Willie Rentz	1967 Frank A. Arnot	1960 Joel Shaffer
1973 Neil Buchanan	1966 Bracie V. Dodge	1959 Outstanding Local Officer
1972 Leroy L. Neifert	1965 Leo Greenwood	Victor J. Mathison
1971 Wesley Rogers	1964 Jim C. McMillan	1958 Outstanding Service Award
1970 Grant Wills	1963 No award to a WA Carrier	William Weeks
1969 E. C. Chuck Robinson	1962 William Weeks	

The 111th WARLCA Convention in Pasco, June 24-26

The 111th WARLCA State Convention was called to order at 8:30 AM Sunday, June 24, 2018 by Region 4 Committeeperson Paige Barrett. Monte Hartshorn gave the invocation. After the presentation of colors by WA State National Guard Honor Guard from Pasco, the delegates recited the Pledge of Allegiance. Paige presented the gavel to President Levi Hanson. President Levi welcomed all and introduced the State Board: Vice President and Legislative Director Kurt Eckrem, Secretary-Treasurer and Rural Carrier Benefit Plan Representative Becky Wendlandt, Region 2 Committeeperson and PAC Chair Stella Fazzino, Region 3 Committeeperson and National General Insurance Representative Lorrie Crow, and Region 4 Committeeperson and Provident Guild Representative Paige Barrett. Region 1 Committeeperson and former PAC Chair Taralee Mohr had resigned prior to convention opening. Vice President Kurt had the following groups stand up and be recognized and have their group picture taken: veterans/active military members, retirees, first timers, stewards (past and present), ad hoc trainers (past and present), past state officers, county presidents, county vice-presidents, county secretary-treasurers, and county appointees. Kurt then asked Charles Alexander to come forward to give a special 20-year state-level steward award to Monte Hartshorn.

Becky Wendlandt did roll call. No delegate from North Central WA RLCA was in attendance throughout the convention. Vice President Kurt Eckrem read the convention standing rules and Doug Rinehart moved to accept the standing rules. It was seconded and 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 al-

lowed 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.

9. All resolutions objected to shall be brought before the delegates for consideration after all resolutions have been presented. The delegate who objected to the resolution shall be allowed to present his/her argument or call for clarification at the second reading. The delegate-at-large for the county of origin or a designee shall be allowed to present the first arguments for the resolution.

10. During the second reading of resolutions, the time limit for consideration shall not exceed 10 minutes including all amendments to the resolution unless extended by a majority vote of the delegates. Amendments shall only be permitted on binding resolutions.

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

12. Delegates shall be allowed to speak no more than twice on the same resolution. If at any time during consideration there is no opposing position 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.

15. A maximum of five minutes per candidate per officer position will be allowed for questions by the delegates. Each question shall be limited to one minute.

Responses by candidates shall be limited to two minutes per question. 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 Levi read from WARLCA Constitution, Article VI, Section 6B on resolutions and proposed constitution changes from the floor. It is as follows:

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

Tony Lott moved to accept resolutions and proposed constitution changes from the floor. It was seconded and motion passed. PAC Chair Stella Fazzino updated the delegates on PAC. The PAC auction desert collected \$751.49. So far, our total for PAC are \$20,155.26. WA state is 9th in aggregate and 5th per capita.

President Levi read the committee assignments.

Auditing: Becky Wendlandt – Board Representative, David Ray – Chair, Trina Robinson, and Angela Thelen

Constitution: Lorrie Crow – Board Representative, Jeff Taylor – Chair, Mariann Faulkner, Lauri Chamberlin, and Aron Godfrey

Credentials: Stella Fazzino – Board Representative, Joanne Dillon – Chair, Karen Crombie, Leo Dillon, and Mel Walker

Finance: Kurt Eckrem – Board Representative, Colleen Headley-LaLande – Chair, Philip Bergman, and Dawn Boyer

Hospitality: Paige Barrett – Board Representative, Sharlene Arras – Chair, and Holly Schechert

Media: Levi Hanson – Board Representative, Lisa Benson – Chair, and Patrick Pitts

Mileage and Per Diem: Lorrie Crow – Board Repre-

sentative, Renee' Pitts – Chair, Kris Skewis, and Jody Rogers

Minutes: Becky Wendlandt – Board Representative, James Folk – Chair, Alicia Peterson, and Brian Poage

Nominating: Levi Hanson – Board Representative, Kristian Granish – Chair, Jan Frymire, and Karen Compher

PAC: Stella Fazzino – Board Representative, Dawn Ayers – Chair, Cassidy Munn, and Laura Aries

Photography: Paige Barrett – Board Representative, Jim Hemrich – Chair, and Luana Anderson-Lubchuk

Registration: Becky Wendlandt – Board Representative, Susie Hill – Chair, and Becky Pike

Resolutions: Levi Hanson – Board Representative, Charles Alexander – Chair, Patricia Alexander, and Dionne Taylor

Sergeant-at-Arms: Kurt Eckrem – Board Representative, Monyah Beaumont – Chair, Monte Hartshorn, Laura Reinertsen, Kennady Christianson, Rosemary Carrizales, and Isabella Lopez

Pre-Election: Jaymie Tiffany, Doug Rinehart, and Linda McLeod

Election: (Tabulate National Delegate Ballots) Becky Wendlandt – Board Representative, Doug Rinehart – Chair, Linda McLeod, Tony Lott, and Patti Roque

Tellers: (Tabulate Officers Election/Other Ballots) Levi Hanson – Board Representative, Joyce Patteson – Chair, Daniel Schrup, Estee Javinier, Nancy Granish, Al Cortez, and David LePage

Washington Rural Carrier: Stella Fazzino – Board Representative, Kristy McKee – Chair, Sherry Cortez, and Lisa Benson.

President Levi reminded all delegates to register if they have not yet done so. President Levi announced that the annual reports of the elected and appointed state officers were in the convention ditty bag and all should have received them. The reports were not read, as per the standing rules.

The Annual Reports of the Elected and Appointed State Officers are on pages 21.

President Levi called for the Election Committee Report. The election committee chair, Doug Rinehart, gave the election report as follows:

Doug reported that they received 317 ballots and had no void or unresolved ballots. Total ballots cast were 317. Tony Lott 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 22 delegates to National Convention as of today. After a break, roll call

Delegates Elected to National Convention

<u>DELEGATE ORDER</u>	<u>NAME</u>	<u>TOTAL VOTES</u>
1	Patrick Pitts	205
2	Renee' Pitts	202
3	Becky Wendlandt	166
4	Monte Hartshorn	148
5	Joyce Patteson	144
6	Dawn Ayers	120*
7	Becky Pike	120*
8	Charles Alexander	113
9	Levi Hanson	108
10	Patricia Alexander	106
11	Kurt Eckrem	104
12	Janie Walla	94
13	Susie Hill	93*
14	Jeff Taylor	93*
15	Jim Hemrich	91
16	Lorrie Crow	88
17	Lisa Benson	86*
18	Taralee Mohr	86*
19	Stella Fazzino	84
20	Alicia Peterson	82
21	James Folk	81
22	Kristian Granish	79
23	Isabella Lopez	78
24	Cassidy Munn	77*
25	Dan Schrup	77*
26	Joanne Dillon	77*
27	David Ray	72*
28	Kris Skewis	72*
29	Paige Barrett	68
30	Monyah Beaumont	67
31	Angela Thelen	53
32	Leo Dillon	50

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

was taken. All counties except North Central were present.

President Levi introduced Clifford Dailing, NRLCA Secretary-Treasurer. Clifford updated the delegates on history, current route data, union membership, union financial position, time study, evaluations, scanning, contract negotiations, and took questions from the floor. The delegates adjourned for lunch at 11:58 AM and reconvened at 1 PM. Roll call was taken. All counties except North Central were present. President Levi introduced NRLCA Seattle District Representative (DR) Patrick Pitts. Patrick spoke about WA rural route statistics, safety, carrier scheduling, workplace behavior, route adjustments, contract, and recognized the Assistant District Representatives (ADRs), area stewards, and local stewards. Next President Levi introduced NRLCA Portland District Representative (DR) Monte Hartshorn. Monte spoke about the importance of using 3971s, grievance settlements, and annual leave. Then both Monte and Patrick took questions from the floor.

Region Committeeperson (RCP) 2 Stella Fazzino gave a presentation on the upcoming 2019 State Convention at Great Wolf Lodge in Grand Mound, WA on June 23-25, 2019. Region Committeeperson (RCP) 3 Lorrie Crow gave a presentation on the upcoming 2020 State Convention at Hotel RL in Spokane, WA on June 14-16, 2020. Vice President Kurt Eckrem updated the delegates on 2021 State Convention to be held in Region 1. Kurt said they had no details on this convention currently. The delegates adjourned on day one at 2:45 PM to work on their committees.

President Levi called the convention to order on day two at 8:05 AM and roll call was taken. All counties were represented except for North Central. President Levi introduced Wendy Averett, EAP specialist. Wendy talked about losing loved ones, suicides, and warning signs. President Levi then announced we were taking up a collection for the American Foundation for Suicide Prevention, Washington Chapter, in Henry Groenveld's name.

RCP 2 Stella Fazzino gave an update on PAC collections. New PAC totals were \$1,252.99 on 6/24 and total for convention so far was \$2,004.48. Monyah Beaumont won the free room night. Vice President Kurt gave a legislative update and what PAC does. He asked all those present to call their representatives. President Levi called the Credentials Committee forward for their report. Chair Joanne Dillon gave the Credentials Committee report and a discrepancy was noted. Tony Lott moved to lay on the table the credentials committee report. It was seconded and passed. President Levi called the Mileage and Per Diem Committee forward for their preliminary report. After the report was handed to the delegates, Chair Renee' Pitts asked that if there were any changes to please contact the committee. President Levi called the Finance Committee forward for their preliminary report. After the report was handed to



Above: A somber service; every Convention includes a memorial service

Right: This delightful mug could have been YOURS for a small PAC donation!

Bottom right: Actually, there were all kinds of goodies at the PAC table this year.

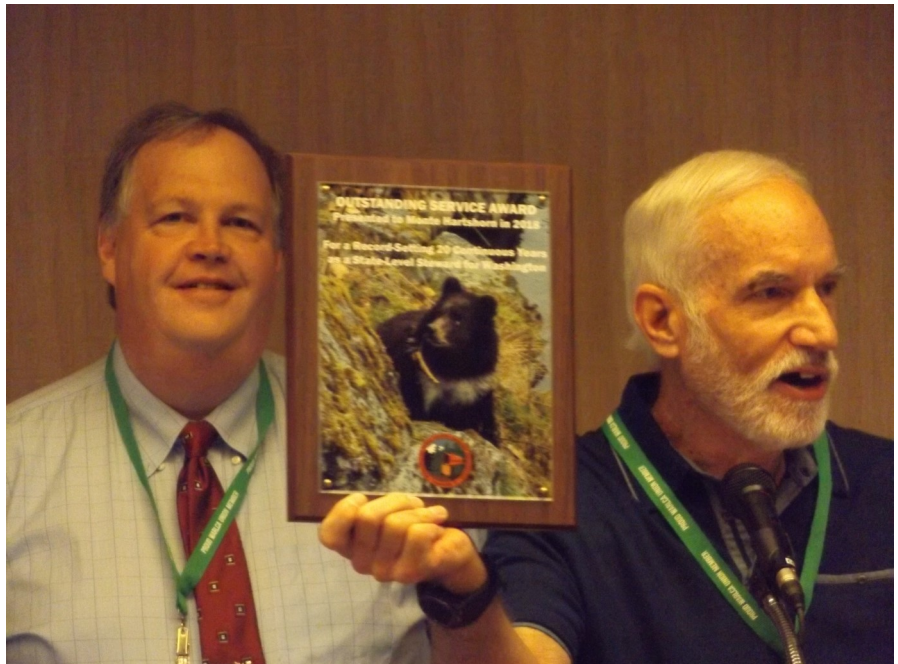
Bottom left: And lovely PAC ladies too! (left to right) Cassidy Munn, Laura Aries, Dawn Ayers, and Stella Fazzino.



Photography
Committeeman
Jim Hemrich takes
the job seriously



Charles Alexander Presented Portland District Representative with an Outstanding Service Award for his 20+ year commitment to rural carriers at the WA State level.





When the business of Convention ends for the evening, it's time to play! We eat, we dance to live music, we blow bubbles, and we throw water at Patrick. Come see what you're missing! Next year's Convention is at Great Wolf Lodge. We'll be sure to dunk Patrick in 2019!

Left: David Ray, providing the bubbles.

Below left: Chow time! Taco bar, complete with churros.

Below right: Local talent, Bram Bratá, is a steel drum band made up entirely of high schoolers.

Bottom: Bull's eye! Seattle DR Patrick Pitts catches a pitcher of water.



the delegates, Chair Colleen Headley-Lalande moved to accept the preliminary report. It was seconded and passed. President Levi called the Nominating Committee forward for their report. Chair, Kristian Granish gave the following report:

President: Dawn Ayers and Kurt Eckrem

Vice President: Tony Lott

Secretary-Treasurer: Lorrie Crow, Cassidy Munn, and Becky Wendlandt

RCP1: Monyah Beaumont, Isabella Lopez, and David Ray

RCP2: Stella Fazzino

RCP4: Paige Barrett

Kristian announced there would also be nominations accepted from the floor and moved the report be accepted and the committee be dismissed with our thanks. It was seconded and passed.

President Levi called for the Washington Rural

Carrier (WRC) committee to give their report. Chair Kristy McKee reported that they reviewed the magazine and like the layout. They liked the colored front page and having the contents page on the front or second page. Kristy also noted that the WRC budget will need to be increased due to increased membership. They would like to see OJIs and ad hoc trainers contribute an article to the magazine in the future. Kristy moved that the report be accepted and the committee be dismissed with our thanks. The motion was seconded and passed.

President Levi called for the report of the Credentials Committee. Tony Lott moved to take the motion from the table. It was seconded and passed. Joanne Dillon, Chair, read the corrected report. Joanne asked that the report be accepted as amended and the committee be dismissed with our thanks. It was seconded and passed. It is as follows:

Report of the Credentials Committee			
<u>County Name</u> <u>& Delegate at Large</u>	<u># of members</u>	<u># possible delegates</u>	<u># seated delegates</u>
001 North Central No delegate present	81	17	0
003 Peninsula Tony Lott	209	43	7
005 Lower Columbia Aron Godfey	219	45	5
006 Mutual Joanne Dillon	407	82	17
010 Island, Skagit, San Juan Dionne Taylor	107	22	3
011 King, Snohomish Rosemary Carrizales	435	88	11
013 East Central Cassidy Munn	186	38	7
014 North East Lorrie Crow	48	11	2
015 Whatcom Philip Bergman	115	24	4
016 Whitman-Southeast Trina Robinson	56	12	2
017 Apple Joyce Patteson	193	40	3
Total for Counties:	2,056	422	61

After a short break, roll call was taken. All counties were in attendance except for North Central. President Levi announced that \$438 was collected for the American Foundation for Suicide Prevention. DRs Monte Hartshorn and Patrick Pitts came forward to answer more questions from the delegates. NRLCA Secretary-Treasurer Clifford Dailing continued his

presentation. He spoke on an overview of the resolutions process, EMA, route statistics, Rural Reach, labor relations issues, steward operations update, benefits of RCBP, USPS and NCHBP, National Convention, and safety. Clifford then took questions from the floor.

President Levi called for the Mileage and Per Diem final report. Chair Renee' Pitts presented the delegates with the final report and after review Renee'

asked that the report be accepted and the committee be dismissed with our thanks. It was seconded and passed. The report is as follows:

Report of the Mileage & Per Diem Committee

Last Name, First Name	One-Way Miles	Round-Trip Miles Capped at 850	x 0.545	Convention Allowance	Ferry/ Toll	Gross Pay	Net Check	Net after 3.4% reduction for Cap
Alexander, Charles	292	584.0	\$318.28	\$250.00		\$568.28	\$568.28	\$549.36
Alexander, Patricia	292	584.0	\$318.28	\$250.00		\$568.28	\$568.28	\$549.36
Anderson-Lubchuk, Luana	253	506.0	\$275.77	\$250.00	\$22.30	\$548.07	\$548.07	\$529.82
Aries, Laura	241	482.0	\$262.69	\$250.00	\$22.30	\$534.99	\$534.99	\$517.18
Arras, Sharlene	224	448.0	\$244.16	\$250.00		\$494.16	\$494.16	\$477.71
Ayers, Dawn	228	456.0	\$248.52	\$250.00		\$498.52	\$498.52	\$481.92
Barrett, Paige	41.8	83.6	\$45.56	\$250.00		\$295.56	\$295.56	\$285.72
Beaumont, Monyah	241	482.0	\$262.69	\$250.00		\$512.69	\$512.69	\$495.62
Benson, Lisa	247	494.0	\$269.23	\$250.00		\$519.23	\$519.23	\$501.94
Bergman, Philip	303	606.0	\$330.27	\$250.00		\$580.27	\$580.27	\$560.95
Boyer, Dawn	261	522.0	\$284.49	\$250.00		\$534.49	\$534.49	\$516.70
Carrizales, Rosemary	236	472.0	\$257.24	\$250.00		\$507.24	\$507.24	\$490.35
Chamberlin, Lauri	172	344.0	\$187.48	\$250.00		\$437.48	\$437.48	\$422.92
Christianson, Kennady	143	286.0	\$155.87	\$250.00		\$405.87	\$405.87	\$392.36
Compher, Karen	244	488.0	\$265.96	\$250.00		\$515.96	\$515.96	\$498.78
Cortez, Al	271	542.0	\$295.39	\$250.00	\$5.00	\$550.39	\$550.39	\$532.07
Cortez, Sherry	271	542.0	\$295.39	\$250.00	\$5.00	\$550.39	\$550.39	\$532.07
Crombie, Karen	237	474.0	\$258.33	\$250.00		\$508.33	\$508.33	\$491.41
Crow, Lorrie	198	396.0	\$215.82	\$250.00		\$465.82	\$465.82	\$450.31
Dillon, Joanne	230	460.0	\$250.70	\$250.00		\$500.70	\$500.70	\$484.03
Dillon, Leo	230	460.0	\$250.70	\$250.00		\$500.70	\$500.70	\$484.03
Eckrem, Kurt	233	466.0	\$253.97	\$250.00		\$503.97	\$503.97	\$487.19
Faulkner, Mariann	271	542.0	\$295.39	\$250.00		\$545.39	\$545.39	\$527.23
Fazzino, Stella	238	476.0	\$259.42	\$250.00		\$509.42	\$509.42	\$492.46
Folk, James	241	482.0	\$262.69	\$250.00		\$512.69	\$512.69	\$495.62
Frymire, Janice	279	558.0	\$304.11	\$250.00		\$554.11	\$554.11	\$535.66
Godfrey, Aron	238	476.0	\$259.42	\$250.00		\$509.42	\$509.42	\$492.46
Granish, Kristian	253	506.0	\$275.77	\$250.00		\$525.77	\$525.77	\$508.27
Granish, Nancy	250	500.0	\$272.50	\$250.00		\$522.50	\$522.50	\$505.11
Hanson, Levi	140	280.0	\$152.60	\$250.00		\$402.60	\$402.60	\$389.20
Headley-LaLande, Colleen	234	468.0	\$255.06	\$250.00		\$505.06	\$505.06	\$488.25
Hemrich, Jim	109	218.0	\$118.81	\$250.00		\$368.81	\$368.81	\$356.53
Hill, Susie	226	452.0	\$246.34	\$250.00	\$12.09	\$508.43	\$508.43	\$491.50
Javiniar, Estee	222	444.0	\$241.98	\$250.00		\$491.98	\$491.98	\$475.60
LePage, David	175	350.0	\$190.75	\$250.00		\$440.75	\$440.75	\$426.08
Lopez, Isa	246	492.0	\$268.14	\$250.00		\$518.14	\$518.14	\$500.89
Lott, Anthony	280	560.0	\$305.20	\$250.00	\$5.00	\$560.20	\$560.20	\$541.55
McKee, Kristy	190	380.0	\$207.10	\$250.00		\$457.10	\$457.10	\$441.88
McLeod Linda	251	502.0	\$273.59	\$250.00	\$5.00	\$528.59	\$528.59	\$510.99
Munn, Cassidy	145	290.0	\$158.05	\$250.00		\$408.05	\$408.05	\$394.47
Patteson, Joyce	90	180.0	\$98.10	\$250.00		\$348.10	\$348.10	\$336.51
Peterson, Alicia	247	494.0	\$269.23	\$250.00		\$519.23	\$519.23	\$501.94
Pike, Becky	321	642.0	\$349.89	\$250.00		\$599.89	\$599.89	\$579.92
Poage, Brian	86	172.0	\$93.74	\$250.00		\$343.74	\$343.74	\$332.30
Ray, David	238	476.0	\$259.42	\$250.00		\$509.42	\$509.42	\$492.46
Reinertsen, Laura	295	590.0	\$321.55	\$250.00		\$571.55	\$571.55	\$552.52
Rinehart, Doug	264	528.0	\$287.76	\$250.00	\$5.00	\$542.76	\$542.76	\$524.69
Robinson, Trina	119	238.0	\$129.71	\$250.00		\$379.71	\$379.71	\$367.07
Rogers, Jody	286	572.0	\$311.74	\$250.00		\$561.74	\$561.74	\$543.04
Roque, Patricia	275	550.0	\$299.75	\$250.00	\$5.00	\$554.75	\$554.75	\$536.28

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Schechert, Holly	283	566.0	\$308.47	\$250.00	\$5.00	\$563.47	\$563.47	\$544.71
Schrup, Daniel	268	536.0	\$292.12	\$250.00		\$542.12	\$542.12	\$524.07
Skewis, Kris	241	482.0	\$262.69	\$250.00		\$512.69	\$512.69	\$495.62
Taylor, Dionne	304	608.0	\$331.36	\$250.00		\$581.36	\$581.36	\$562.01
Taylor, Jeff	151	302.0	\$164.59	\$250.00		\$414.59	\$414.59	\$400.79
Thelen, Angela	231	462.0	\$251.79	\$250.00		\$501.79	\$501.79	\$485.09
Walker, Mel	256	512.0	\$279.04	\$250.00		\$529.04	\$529.04	\$511.43
Wendlandt, Becky	154	308.0	\$167.86	\$250.00		\$417.86	\$417.86	\$403.95
Totals			\$12,915.19	\$14,500.00	\$91.69	\$28,964.21	\$28,964.21	\$28,000.00

National Paid Delegates: Monte Hartshorn, Patrick Pitts, Renee' Pitts

Non-Delegates: Darline Kendall, Ralph Westerman

After PAC Chair Stella Fazzino gave a PAC update, the delegates were dismissed for lunch at 11:50 AM. At 1 PM President Levi called the convention to order and roll call was taken. All counties were represented except for North Central. President Levi called the Constitution Committee forward to give their re-

port. Chair Jeff Taylor moved to dispense with the reading of the current language. It was seconded and passed. For the sake of clarity, Jeff announced that the committee will move to adopt each constitution and second it.

Proposed Constitution Changes

Constitution Proposed Change 1:

Article III, Section 4 to read:

"Members in good standing shall have the option of being a member in the County Unit and Region in which he/she resides or in the County Unit and Region representing the office from which the route emanates."

The committee moved to accept proposed constitution change one and it was seconded. Becky Wendlandt moved to amend by adding at the end "The member must provide in writing prior to the start of the fiscal year to the state secretary that member's desire to be in a different county unit." It was seconded and passed.

Tony Lott moved to add at the end "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 where previously employed as a regular carrier". It was seconded. Philip Bergman moved to amend the amendment to add at the end "at time of retirement". The motion was seconded and adopted and the amended motion was seconded and adopted. Final language is:

"Members in good standing 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 representing the office from which the route emanates. The member must provide in writing prior to the start of the fiscal year to the State Secretary that member's desire to be in a different county unit. 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 carrier, at the time of retirement."

Constitution Proposed Change 2:

Article III, Section 6

The original proposed constitution change was first read in the original form and the revised from after making changes suggested by the national officer. The committee moved the updated amendment be adopted and the motion was seconded. After debate the updated amendment passed. It reads as follows:

"Section 5 Paragraph E Family Plan

E. Family Plan:

1. In addition to the above defined amounts, annual State Auxiliary Per Capita dues shall be designated as follows, plus the National Auxiliary per capita dues as defined in the National Auxiliary Constitution.

- a. Regular Rural Carriers; \$4.00
- b. Part-Time Flexible Rural Carriers; \$4.00
- c. Substitute Rural Carriers; \$4.00
- d. Rural Carrier Associates; \$4.00
- e. Rural Carrier Reliefs; \$4.00
- f. Assistant Rural Carriers; \$4.00

g. Auxiliary Rural Carriers; \$4.00

h. Retired Rural Carriers; \$4.00

2. Those members who have signed an authorization for deduction of dues form 1187 and those that have paid by cash shall have the above amounts deducted pro-rata from the total defined dues amount by the NRLCA and remitted to the National Auxiliary quarterly.

3. Those NRLCA members who have signed an authorization for deduction of dues form 1187 or have paid by cash and do not wish to participate in the Family Plan may request a refund of Auxiliary dues. Such refund request must be made in writing to the NRLCA Secretary-Treasurer not more than twenty (20) days and not less than ten (10) days prior to the beginning of the NRLCA fiscal year. This refund request will stay in effect each year until the member notifies the NRLCA Secretary-Treasurer otherwise.

4. Should the Washington State Auxiliary cease to exist the State Auxiliary identified per capita shall default to the State Association until such time that it can be stopped."

Constitution Proposed Change 3:

Article IV, new section 2

"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:

A. L/M report submitted to State Secretary on time,

B. Meeting minutes and sign in sheet submitted to the State Secretary-Treasurer in a timely manner,

C. Most current bank statement to be made available to State Secretary as needed prior to convention,

D. No additional pay given to county or state delegates from county funds,

E. Must have at least one delegate attend the previous year's state convention,

F. Copy of Constitution and By Laws submitted to State Secretary upon making any changes,

G. The WARLCA strongly recommends that the Atlanta Postal Credit Union (APCU) be used for all county banking accounts,

H. The county unit President, Vice President, and Secretary-Treasurer shall all be listed on the county unit banking accounts,

I. The county unit bank statements shall be mailed to the county President and the county Secretary-Treasurer,

J. Must submit to State Secretary-Treasurer the County Officers' signed certification, with the date and location that they audited the current year's county unit books,

K. All county officer positions must be filled for the current year,

L. Funding request be presented to the WARLCA President and Secretary-Treasurer for approval in consultation with the remainder of the board."

The committee moved to accept the proposed constitution change and it was seconded. Tony Lott moved to amend to strike line G and renumber the rest accordingly. It was seconded and passed. Doug Rinehart moved that this change be referred to the Finance Committee for further review. It was seconded and adopted.

Constitution Proposed Change 4:

IV Subordinate Units, Section 2 Stipend, Paragraphs ABC

"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 if they so choose, except for the annual meeting.

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 and sign-in sheet.

D. Each County President and Secretary-Treasurer will receive compensation of \$25.00 each for completing their county LM online by July 15.

The committee moved to adopt constitution proposed change 4 and it was seconded. Tony Lott moved to replace in line A "the annual meeting" with "any meeting which the officer campaigned for any elected or appointed position". It was seconded and passed. Doug Rinehart moved to amend the date on line D from July 15 to July 30. It was seconded and passed. Cassidy Munn moved to amend line D to add at the end "of the fis-

cal year just ended". It was seconded and passed.

The amended proposed constitution change was passed. It now reads:

"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 if they so choose, except for any meeting which the Officer campaigned for any elected or appointed position.

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 and sign-in sheet.

D. Each County President and Secretary-Treasurer will receive compensation of \$25.00 each for completing their county LM online by July 30 of the fiscal year just ended."

Constitution Proposed Change 5:

Article VI Meetings, Section 2 Delegates, Paragraph E and F

The committee read the proposed changed and moved that proposed constitution change number 5 be accepted. It was seconded.

"E. No delegate can be seated from any County Unit without properly signed credentials and current membership dues paid. In the event that a delegate transfers to a route in another county unit after being elected as a delegate in the county unit where his/her route was previously, then the delegate will be seated with the county unit that the delegate was elected in after a vote of the delegates at the State Convention.

F. 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. However if a delegate was elected in the county unit where his/her route was previously and during the time from election as a delegate to State Convention that delegate transferred to a route in another county unit, that delegate can be seated by a vote of the delegates present at the State Convention to the county unit where that delegate was elected."

Tony Lott moved amend the language of line E to add "Each delegate shall be seated with the County Unit that the delegate was elected in" after the first sentence and strike the rest. In line F Tony amended to strike everything after the first sentence. The amendment passed. Paige Barrett moved to amend line E adding "Contingent upon number available per County Membership". It was seconded and failed.

The amended motion vote was taken and it passed. The correct language is now as follows:

"E. No delegate can be seated from any County Unit without properly signed credentials and current membership dues paid. Each delegate shall be seated with the County Unit that the delegate was elected in.

F. 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."

Constitution Proposed Change 6:

The committee withdrew proposed constitution change 6 as the intent was identical to proposed constitution change number 5 which passed.

Constitution Proposed Change 7:

Article VI, Section 2.B.2

"The business sessions shall be designated as follows: Day one, morning – Session 1. Day one, afternoon – Session 2.

Day two, morning – Session 3. Day two, afternoon – Session 4. Day three, all day – Session 5."

The committee moved that proposed constitution change 7 be adopted. It was seconded. Motion failed to be adopted.

Constitution Proposed Change 8:

Article VI, Section 3.B

Add to Article VI, Section 3.B. "A delegate who is absent from any individual business session, as defined in Article VI, Section 2.B.2, shall forfeit one-fifth of their total delegate allowance for each session from which

they are absent. An absence shall be defined as missing thirty minutes or more of the session.”

The committee moved to adopt and it was seconded. Tony Lott moved that the motion be postponed indefinitely. It was seconded and passed. Constitution Proposed Change 8 was postponed indefinitely.

Constitution Proposed Change 9:

Article VII, Section 3, Paragraph B

“B. 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. Delegate strength shall be based on the percentage of Bargaining Unit members to Retired Members.”

The committee moved to adopt and it was seconded. Tony Lott moved that the motion be postponed indefinitely. It was seconded and passed. Proposed Constitution Change 9 was postponed indefinitely.

Constitution Proposed Change 10:

Article VII, Section 4.A

“A. 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 delegate’s compensation will be reduced by one tenth of the total amount compensated for each function missed, due to not meeting his/her responsibilities.

Proviso: Any State-Paid delegate who participates in the election campaign of a Washington State member to a National Board position shall not be penalized for missing Western State Caucus with notification by the candidate to the State President.”

The committee moved that proposed constitution change 10 be adopted and it was seconded. Tony Lott moved to amend striking all new language in paragraph A (which was “the delegate’s compensation will be reduced by one tenth of the total amount compensated for each function missed, due to not meeting his/her responsibilities”) and replacing with “their compensation shall be reduced by 10% for each missed function. The compensable function of the National Convention shall be one each for each daily morning and afternoon session, and one seminar, and Western State Caucus, excepting that attendance to the WSC function shall not be required if participating in the election campaign of a WARLCA member for National Office with notification to the State President by the candidate.” Tony added that the Proviso would also be stricken. It was seconded. David Ray moved to amend the amendment to replace “State President” with “Delegate-at-Large”. It was seconded and passed. Becky Wendlandt moved to amend the amendment adding “after 30 minutes” after “each missed function”. It was seconded and passed. Monte Hartshorn moved to amend the amendment adding “except for NRLCA business” after “his/her delegate’s responsibilities”. It was seconded. After discussion, it was decided that Monte’s amendment is not part of the original amended language so was out of order. Vote was taken on Tony’s amended amendment and it passed. Monte Hartshorn moved to amend adding “except for NRLCA business” after “his/her delegate’s responsibilities”. It was seconded and passed. Vote was taken and Proposed Constitution Change 10 as amended was passed. It now reads:

“A. 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, except for NRLCA National Steward System business, their compensation shall be reduced by 10% for each missed function after 30 minutes. The compensable functions of the National Convention shall be one each daily morning and afternoon session, and one seminar, and the Western States Caucus, excepting that attendance to the WSC function shall not be required if participating in the election campaign of a WARLCA member for National Office with notification to the Delegate-at-Large by the candidate."

Constitution Proposed Change 11:

Since proposed constitution change 11 was identical to change 10 it was withdrawn by the committee.

The delegates had a break and roll call was taken after the break. All counties were represented except for North Central. Charles Alexander moved to suspend the standing rules and amend standing rule #13 by adding "self" between "no" and "campaigning". It was seconded. After discussion, a vote was taken. Division was called and after a rising vote the motion did not pass.

President Levi called for the report of the Auditing Committee. Chair David Ray gave the following report.

"We the audit committee for the 2018 WARLCA State Convention looked through two months of records - October and September - chosen randomly. We found the record keeping to be thorough and timely. Using a word that has been previously attributed to the quality of our Secretary-Treasurer, her work appears 'impeccable'. Our recommendations are only those necessary should be in the audit room to facilitate the audit, to lessen interruptions. Becky,

or future Secretary-Treasurers, needs new binders." David Ray moved that the auditing report be accepted and the committee be dismissed with our thanks. It was seconded and passed.

President Levi called for the report of the Resolutions Committee. Chair Charles Alexander gave the following report after explaining the procedures. The resolution would be accepted after a drop of the gavel if no one objected. After reading all the resolutions, those resolutions that were objected to will be read again to be voted on.

Proposed Resolutions

1. Non-Binding. Passed at the drop of the gavel.

Whereas: Improving the retention levels of RCAs benefits both the USPS and NRLCA;

Therefore Be It Resolved: That RCAs shall be classified as career employees with the same wage scales and benefits as current PTFs upon serving as a leave replacement for a period of three years from their date of hire.

Intent: To provide incentive for improved retention of RCAs.

2. Non-Binding. Failed after discussion and vote.

Whereas: Requiring rural carriers to handle heavy parcels up to 70 lbs. during delivery is unsafe,

Therefore Be It Resolved: That rural carriers shall not be required to take parcels over 30 lbs. out for delivery and that such parcels shall have notice delivered to the addressee requiring customer pick-up at the Post Office.

Intent: To establish safer working conditions for rural carriers while still enabling customers to mail parcels up to 70 lbs. with the Postal Service.

3. Non-Binding. Passed at the drop of the gavel.

Whereas: For all mail pieces, the current minimum delivery address and endorsement(s) minimum font size is 8 pt. (each character must be at least 0.080 inch high),

Therefore Be It Resolved: That for all mail pieces, the minimum font size for delivery addresses, return addresses, and endorsements be raised to 10 pt. (each character must be at least 0.10 inch high).

Intent: To improve readability of mail pieces and reduce eye strain on rural carriers.

4. Non-Binding. Failed after discussion and vote.

Whereas: New rural craft employees are hired for reason or for "cause",

Therefore Be It Resolved: That no rural craft probationary employee shall be removed or separated from employment by the USPS without Just Cause and full access to the grievance procedure.

Intent: To hold USPS management to a higher standard by removing the ability of management to remove probationary carriers for undeserving reasons.

5. Non-Binding. Passed at the drop of the gavel.

Whereas: The contract stipulates that the supervisor currently annotates the joint Step 1 grievance form,

indicating briefly the issue and date of discussion, should there be no resolution at the initial discussion,

Therefore Be It Resolved: That the Union shall be stipulated to annotate the joint Step 1 grievance form (PS Form 8191), indicating the issue, should there be no resolution at the initial discussion.

Intent: To recognize that the NRLCA and its representatives thereof determine the Issue/Complaint of all grievances proceeding beyond the initial Step 1 discussion with the employee's immediate supervisor.

6. Non-Binding. Passed at the drop of the gavel.

Whereas: Unused annual leave earned by leave replacements is "cashed out" at the end of the leave earning period,

Therefore Be It Resolved: That annual and sick leave earned by a leave replacement shall stay "on the books" and be available for use by the carrier after the leave earning period ends.

Intent: To retain earned leave benefits for leave replacements.

7. Non-Binding. Passed at the drop of the gavel.

Whereas: PS Form 8127 additional compensation is paid at the "straight time" hourly rate,

Therefore Be It Resolved: Approved additional compensation for regular carriers on PS Form 8127 shall be paid at the FLSA overtime rate when total actual weekly work hours are over 40.

Intent: To provide appropriate pay for additional hours worked over 40.

8. Non-Binding. Tony Lott moved to suspend the rules to correct a scrivener's error which was replacing Form "1314" with Form "1234". It was seconded and passed. Number 8 was passed as amended.

Whereas: Additional compensation for rural carriers may not be approved or paid in a timely manner,

Therefore Be it Resolved: Additional compensation for regular rural carriers on PS Form 8127 or for leave replacements on PS Form ~~1314~~ 1234 shall be paid in the same pay period for which the work was performed.

Intent: To provide appropriate compensation timely to rural carriers.

9. Non-Binding. Failed after discussion and vote.

Whereas: Management can and does remove LLVs from vacant routes being posted, creating a hardship for carriers bidding on the route who do not have a POV,

Therefore Be It Resolved: That an LLV assigned to a rural route may only be removed by mutual agreement between the regular carrier assigned and working the route and management.

Intent: To removed management's ability to unilaterally remove an LLV from a route once it has been assigned.

10. Non-Binding. Failed after discussion and vote.

Whereas: Management is unilaterally adding duties and "Test Programs" to rural carriers' daily and weekly work hours with no increases in evaluated pay.

Therefore Be It Resolved: That rural carriers shall be paid the greater of weekly evaluated hours or actual weekly work hours.

Intent: To continue the current evaluated pay system while providing a fair days pay for hours of required service beyond a fair days work.

11. Non-Binding. Passed after discussion and vote.

Whereas: RCAs are not getting their OJT in a timely manner,

Therefore Be It Resolved: That new hired RCAs receive hourly pay or route evaluation, whichever is greater, for all training time plus five full pay periods after the completion of OJT.

Intent: Some RCAs are on evaluation pay right after OJT.

12. Non-Binding. Passed at the drop of the gavel.

Whereas: RCAs earn no benefits

Therefore Be It Resolved: They earn sick and vacation leave based on the hours they work.

Intent: CCAs and PSEs have benefits and it would help to retain subs.

13. Non-Binding. Passed at the drop of the gavel.

Whereas: Retaining RCAs is a difficult task and there needs to be more benefits to being an RCA,

Therefore Be It Resolved: RCAs with nine months of continuous service will be eligible to bid on routes that come up for bid in their own office.

Intent: To make the path to becoming a regular carrier easier.

14. Non-Binding. Passed at the drop of the gavel.

Whereas: 1. General Policy. The Christmas overtime starts the 1st Saturday of December and terminates as

specified in the Employer's Christmas Bulletin.

Therefore Be It Resolved: The Christmas overtime starts the Saturday after Thanksgiving and ends the 2nd Saturday after Christmas.

Intent: The Christmas package volume increases sharply after Thanksgiving because more customers are shopping online starting Thanksgiving Day and well after Christmas; thus causing carriers to work over evaluated hours after Thanksgiving and through the New Year.

15. Non-Binding. Failed after discussion and vote.

Whereas: Regular carriers are paid their route evaluation when training a new leave replacement.

Therefore Be It Resolved: Regular carriers are paid their route evaluation plus 8127 time when over the evaluation when training a new leave replacement.

Intent: Regular carriers should be paid actual hours worked when training a new leave replacement.

16. Non-Binding. Passed at the drop of the gavel.

Whereas: RCAs' probationary period is 90 working days or one year, whichever comes first.

Therefore Be It Resolved; RCAs' probationary period be 60 working days or six months, whichever comes first.

Intent: Reduce the latitude that management has when removing probationary employees.

The delegates then adjourned at 5 PM on day two, June 25, 2018. President Levi called the convention to order on day three, June 26, 2018 at 8:02 AM. Secretary-Treasurer Becky proceeded with roll call and all counties were represented except North Central. President Levi called the Resolutions Committee forward to finish their report. Chair Charles Alexander started with resolution number 17.

17. Non-Binding. Failed after discussion and vote.

Whereas: All new leave replacements get LLV training,

Therefore Be It Resolved: All new leave replacements get both LLV training and POV training.

Intent: All new leave replacement will be qualified on both LLV and POV for all offices and routes.

18. Non-Binding. Failed after discussion and vote.

Whereas: Mail count is done over two weeks in mid-February thought mid-March.

Therefore Be It Resolved: Mail count will be three weeks in May.

Intent: To give a more realistic yearly mail volume count result.

19. Non-Binding. Failed after discussion and vote.

Whereas: The mail count will be effective at the beginning of the fourth full pay period following the end of count period.

Therefore Be It Resolved: The mail count will be effective at the beginning of the first full pay period following the end of the count period.

Intent: There is no reason for it to take three pay periods to change a route's evaluation.

20. Binding to State Board. Failed after discussion and vote.

Whereas: The WARLCA board policies are not published.

Therefore Be It Resolved: The WARLCA board policies be published.

Intent: So that members will know all WARLCA policies.

21. Non-Binding. Failed after discussion and vote.

Whereas: Many current rural carrier academy instructors are rural carriers who attained full-time status prior to the implementation of Sunday and holiday delivery of parcels from the Amazon corporation ("Amazon Sunday")

Whereas: The software pertaining to Amazon Sunday on USPS scanners has been upgraded since its implementation, the craft duties have changed at least once since initial implementation, and either the software or duties may change again in the future.

Therefore Be It Resolved: USPS shall provide, upon request of the rural carrier academy instructor ("Instructor"), a rural carrier associate ("RCA") or assistant rural carrier ("ARC") to supplement the instruction regarding the Amazon Sunday program during a session of the rural carrier academy.

The RCA or ARC provided must:

1. Be an RCA or ARC at the time of instruction.
2. Not be awaiting an investigative interview or be on emergency placement.
3. Be willing to assist the Instructor in supplementing the instruction.
4. Have worked at least four (4) Amazon Sunday shifts (which may include non-Sunday holiday shifts) in

the ninety (90) days prior to the date of instruction.

5. Be either employed by the post office branch (or in the postal city in the event of multiple branches) where the instruction is being held or live within a fifty (50) mile radius of the instructional facility.

The Instructor shall be allowed to request a specific RCA or ARC; however, the selection must be approved by USPS. In the event the Instructor does not request a specific RCA or ARC, USPS may select any RCA or ARC who meets the listed criteria.

In the event no RCA or ARC meets all the listed criteria, USPS will select an RCA or ARC who meets as many criteria as possible; flexibility of criteria shall be of reverse order. The Instructor may request a specific RCA or ARC in this event as well, but USPS will have final approval of selection.

Any RCA or ARC who assists in the instruction of Amazon Sunday shall be compensated for a minimum of two (2) hours' work.

Intent: Having someone on hand who has worked Amazon Sunday multiple times in the recent months prior to a session of rural carrier academy, and is comfortable sharing that information, will help ensure the best instruction for all new hires. Many new hires attending academy have questions that the course material does not sufficiently answer, questions that are most ably answered when the answers are rooted in field experience. Many current Instructors never had to work an Amazon Sunday shift, and thus do not have the field experience to confidently and/or adequately answer the questions raised during instruction. Having an RCA or ARC there to field questions will help ensure the best pedagogy for all new hires. The RCA or ARC could also correct course material that has become obsolete or is otherwise inaccurate, as the Amazon Sunday program has undergone several changes, both in terms of software and of duties, and the material may not always contain the most up-to-date information.

22. Non-Binding. Failed after discussion and vote.

Whereas: Paid two minutes per mile for second trip plus loading time.

Therefore Be It Resolved: We be paid actual time plus loading and EMA for second trips with POV.

Intent: Mileage usually doesn't reflect the amount of time worked, causing time worked with no pay.

Chair Charles Alexander moved to dismiss the resolution committee with our thanks. It was seconded and passed. President Levi called for the report of the Finance Committee. Chair Colleen Headley-Lalande reported the following:

"The finance committee recommends no changes to dues, mileage reimbursement, hotel expense reimbursement, food per diem reimbursement, salaries, delegate reimbursement for state and national convention, and ADOP rate.

The finance committee recommends the following for money returned to county units for 18/19 year:

We recommend the county units be funded at \$0.50/member, per meeting, for up to four yearly meetings provided the total checking/savings account falls below \$100 or \$1.00 per member, whichever is greater. This would be subject to the following conditions: (1) L/M report submitted to State Secretary on time, (2) meeting minutes submitted in a timely manner, (3) most current bank statement to be made available to State Secretary as needed prior to convention, (4) no additional pay given to state delegates from county funds, (5) must have at least one delegate attend the previous year's state convention, (6) copy of Constitution and By Laws submitted to State Secretary upon making any changes, (7) must have submitted a signed letter of certification saying

that the county officers have audited the current year's county books, with the date and location where they were audited on it, and signed by the county officers, (8) all county officer positions must be filled for the current year in order to receive funding, (9) the county unit President, Vice President, and Secretary-Treasurer shall be listed on the county unit banking accounts, (10) the county unit bank statements shall be mailed to the county president and the county secretary-treasurer. The county vice president will be provided a copy by the county secretary-treasurer, (11) funding request be presented to the WARLCA President and Secretary-Treasurer for approval in consultation with the remainder of the board, and (12) the WARLCA recommends that the county units use the Atlanta Postal Credit Union for its accounts."

Colleen moved that the Finance committee report be accepted and dismiss the committee with our thanks. It was seconded and passed. PAC Chair Stella Fazzino gave a PAC update. Current convention total is \$2,462.48. Kennady Christiansen won the 50/50 raffle.

NRLCA Secretary-Treasurer Clifford Dailing came forward to speak on the constitution change regarding the Auxiliary. He clarified why the language was changed slightly and how it will go into effect. He stated that the members who do not want to con-

tribute to the auxiliary can request an auxiliary dues refund. He clarified how the letter needed to be written in a carrier so chooses.

Vice President Kurt Eckrem came forward to present the Outstanding Member of the Year Award. Kurt gave an overview of what the award was for and asked all previous recipients of the award to stand. The award for 2018 was given to Janie Walla.

President Levi called for unfinished business. David Ray came forward with some unfinished business from the auditing committee. He wanted to make sure the members of his committee were recognized for their hard work. President Levi called for any resolutions or constitution changes from the floor. There were none so moved on to elections after a short break and roll call taken where all counties were represented except North Central.

President Levi explained the procedures with elections to the delegates and announced elections for President for a two-year term. The nominees were Dawn Ayers and Kurt Eckrem. Levi Hanson was nominated from the floor, but he declined the nomination. After the candidate forum, a secret ballot was taken. The results of the secret ballot are: Total votes casted were 61. Dawn Ayers had 22 and Kurt Eckrem 39. Kurt Eckrem was elected President.

Next President Levi announced elections for Vice President (note proviso for a one-year term). The nominee was Tony Lott. Both Dawn Ayers and Levi Hanson were nominated from the floor, but both declined the nominations. Charles Alexander moved that nomination be closed and the President cast a unanimous ballot for Tony Lott for Vice President. Tony Lott was elected by unanimous ballot for Vice President.

Next President Levi announced elections for Secretary-Treasurer for a two-year term. The nominees were Lorrie Crow, Cassidy Munn, and Becky Wendlandt. There were no nominations from the floor. After the candidate forum, a secret ballot was taken. Results of first secret ballot are: Total votes casted 61. Lorrie Crow 6, Cassidy Munn 28, Becky Wendlandt 27. Seeing no majority, President Levi called for a second ballot. Results of second secret ballot are: Total votes casted 61. Lorrie Crow 1, Cassidy Munn 27,

Becky Wendlandt 33. Becky Wendlandt was elected Secretary-Treasurer.

The delegates broke for lunch and at 1 PM President Levi called the convention to order and Becky did roll call. All counties were represented except North Central. PAC Chair Stella Fazzino gave a PAC update. Current totals were \$2,963.48. Goal is to reach \$3,000.00. Stella recognized four new sustaining donors, for a total of 10 new for state convention.

Next President Levi announced elections for Region Committeeperson (RCP) One (note one-year unexpired term). The nominees were Monyah Beaumont, Isabella Lopez, and David Ray. There were no nominations from the floor. After the candidate forum, a secret ballot was taken. Results of secret ballot are: Total votes casted 61. Monyah Beaumont 15, Isabella Lopez 35, David Ray 11. Isabella Lopez was elected RCP 1.

President Levi announced elections for Region Committeeperson (RCP) Two for two-year term. The nominee is Stella Fazzino. No nominations were received from the floor. Levi moved that nomination be closed and the Secretary-Treasurer cast a unanimous ballot for Stella Fazzino for RCP2. Stella Fazzino was elected by unanimous ballot for RCP2.

President Levi announced elections for Region Committeeperson (RCP) Four for two-year term. The nominee is Paige Barrett. No nominations were received from the floor. Levi moved that nomination be closed and the Secretary-Treasurer cast a unanimous ballot for Paige Barrett for RCP4. Paige Barrett was elected by unanimous ballot for RCP4.

Next President Levi made a motion to dismiss all standing committees with our thanks. It was seconded and passed. NRLCA Secretary-Treasurer Clifford Dailing installed WARLCA 18-19 new board, after thanking Levi for his hard work and recognizing the first timers and retirees. At 2:15 PM the Delegates-at-

Large collected all Yea/Nay cards and asked to rip them up (for fun). Clifford made an announcement regarding the National Convention overflow hotels. PAC Chair Stella came forward to give a final PAC report. The final convention total was \$3,235.48.

With all business completed, the 2018 WARLCA State Convention was adjourned at 2:20 PM.



The 2018-19 WARLCA Board and NRLCA Secretary-Treasurer Clifford Dailing.



President & Historian Report of the 2017-18 Year

By Levi Hanson, WARLCA President & Historian

As I type this, a beautiful spring day is dawning in my little corner of Washington; bright, green, flower-scented and full of possibility. Nature's ability to reinvent, refresh, and reinvigorate never ceases to amaze me and it is this time of year that this ability is on full display. As people, we have that same ability as individuals and especially when we get together as a group with a common goal. This association year has proven that that ability exists within members of your State Board. Last year presented the board with a multitude of challenges; challenges we overcame and we're stronger for having worked through them together. The board began this year a little cautious like small green shoots just sprouting from the recently snow-covered ground. But before long, after having been nourished by friendships that formed between board members and reinvigorated by the knowledge that we could face challenges together, we quickly grew, sprouted leaves and climbed toward the sun.

We had a common goal to work towards; we were committed to saving the association money and working within our budget. After last year, it was a relatively easy task considering we didn't have any large events to organize and pay for nor were we faced with any charges and the resulting appeals. Knowing this, we still made some changes that were designed to make up for last year's budget excesses. We limited ourselves to only three board meetings in July, October and April. And those meetings were significantly shorter than past meetings. We made the decision not to host any statewide meetings or trainings. As board members we attended fewer new hire orientations but still ensured that the NRLCA was represented at most of these orientations thanks in large part to members of the National Steward System who agreed to attend instead. There existed an unspoken consensus among board members to take less pay in the form of ADOP (Association Day of Pay) and instead get the work

We must set aside petty differences in exchange for our collective well-being

done in the evenings and on weekends. And while some of these decisions were difficult and not entirely ideal; the association is better off financially than we have been in some time.

Probably the most difficult budgetary decision we had to make was choosing not to host statewide meetings or trainings. We ultimately made this decision by asking the following questions: How much is a training/meeting going to cost? Affordable and convenient locations for hosting these meetings are getting increasingly difficult to find. If we do host a meeting, how many are likely to attend? Across the state, county units are struggling to attract members to attend their meetings and so, would a statewide meeting be any different? Is there any specific reason or topic to be discussed that would warrant a meeting? The answer was maybe because when you're setting the budget for the whole year it's hard to say in July

whether or not there's going to be a reason to host a meeting in October or April. So, while there were no state hosted meetings, important information still got out to our members.

Whether it was through the *Washington Rural Carrier* magazine, special mailings like the letter sent regarding route adjustments or via mail count classes sponsored by the National Steward System. The board made an effort to ensure that enough money was budgeted so that everyone who wanted to attend Western State Conference and State Convention could do so without running up against a cap. And good news is, going forward the board has plans to host a training for the county officers in July. More details to follow!

Saving money was also a top priority when planning for this year's Legislative Seminar in Washington, DC. Your VP and I shared a hotel room and made every effort to find the cheapest airfare. At any cost, however, the time spent in DC is always worth it. Kurt and I visited with all twelve members of the State's Congressional delegation or members of their

staff. We were there to communicate the NRLCA's support for postal reform legislation currently before Congress in the form of several bills in both the Senate and the House. We were also there to discuss a few proposals affecting federal employees; one of which would make it possible for employees to buy back time spent working part time and put it towards their retirement. This legislation introduced by Washington Representative Derek Kilmer is a great idea but as currently written does not include postal employees. Representative Kilmer has said that he will introduce an amendment that would include postal employees. Other proposals from the President's administration would negatively affect the way that federal employees earn and pay for health and retirement benefits; to these proposals we are opposed. Speaking with legislators is often an exercise in patience because while many of the folks we met with on Capitol Hill say they are supportive, it is their actions that truly speak to whether or not we were successful in our efforts to advocate for our fellow carriers.

So, we continue to focus on our primary goals of member advocacy, education and recruitment. In an effort to meet those goals and my obligations as your President, I attended all of the board meetings and

state convention in June of 2017 in Mukilteo. While convention had its problems, in the end we completed the business of the association. And considering all the issues we had with the convention location, we were very pleased when we received a substantial discount, to the tune of several thousand dollars, from the hotel. I was unable to attend Western States Conference due to a lack of annual leave but know that Washington was very well represented.

My report would not be complete without mention of Mr. Henry Groeneveld whose passing left many of us at a loss for how to cope with his untimely death. We were left with many questions, very few answers, an empty aching for the life that had suddenly ended, a rising anger as to why it happened, and profound sympathy for his grieving family.

Going forward it is my fervent hope that the members of this union can work together for the betterment of our association and the entire rural craft. We must focus our attention on the problems we face with management and the future of the postal service and together find solutions. We must set aside petty differences in exchange for our collective well-being because it is only when each plant is given enough room to grow that the entire garden flourishes.



Vice President & Legislative Director Report of the 2017-18 Year

By Kurt Eckrem, WARLCA Vice President & Legislative Director

Greetings to all my brother and sister rural carriers. The past year was a tough one, but the Rural Count in February/March provided vindication for all the long hours our craft has put in saving the Postal Service. That kind of effort comes with a cost, last year a very great cost to our rural family, but every one of you can and should be proud of yourselves for your perseverance and dedication. On behalf of the WARLCA State Board, I thank you. Now, down to business. As of the writing of this article, I have attended all State Board meetings, all required official functions, and, outside of some of those duties I have been assigned leading up to the 2018 State Convention in Pasco, have completed all my assigned tasks for the WARLCA 2017/2018 year.

As the annual State Convention is often seen as the end of one Association year and the beginning of

the next, I will start my article with a short recap of the 2017 Convention in Everett. The WARLCA State Board had to find a new, suitable location in the Everett area on relatively short notice, since the hotel we had originally contracted with bailed on us. The Hilton Garden Inn near Paine Field seemed like a great location, and the hotel's management was eager to host our Convention. Upon arriving at the hotel a couple of days before the start of the Convention, the Board was informed the cooling system in the meeting rooms was malfunctioning. We were assured the problem was being worked on, but as those of you who attended remember, it never did get fixed. We encountered numerous other issues with meals, rooms, reservations, and the like, but all in all we had a good Convention, and the Board learned a few things which will help us in negotiating future con-

tracts for our conventions.

I was proud to represent the WARLCA for the third time as an elected delegate to the NRLCA National Convention last August, this time held in National Harbor, Maryland. The National Convention is a whirlwind of Union business, with seminars, guest speakers, voting on resolutions and constitution changes, election of National officers, and the opportunity to be around a couple thousand rural carriers from all over the country. As a State Board member, it is so interesting to discuss how Union business is conducted in other states, as well as how often they do things differently.

Once again, throughout the past year, I have attended new-hire orientations in Tacoma and Seattle. While the orientations are the best opportunity to educate the new RCAs on what the Union is all about, as well as to recruit them as members of the NRLCA, the State Board also had to take into consideration the cost involved with covering two orientations every week on the west side of the State, and orientations every other week in both Spokane and Yakima.

The notification email letting us know how many new RCAs would be in attendance usually comes out the Friday before, and sometimes there would be only one or two RCAs scheduled, so it often was

the Board has been discouraged by the difficulty in persuading members to step up and run for County officer positions

difficult to arrange to have someone available to speak to the new hires. Looking back, our recruitment rate runs about 80%, which is great, but the continuing low retention rate for new hires tempers that good feeling, especially when it's necessary to take that into account when figuring the overall cost of having a Board member or a Steward cover orientations. It has also been disheartening to see that week in and week out, there are so many more CCAs than RCAs being hired.

One of the tasks I was assigned this past year was to review each of the County Unit's constitutions, and to compare them with the State Constitution for discrepancies. The previous year I had done the same comparison between the National Constitution and the State Constitution. Even though several of the County Units had not updated their constitutions for quite some time, most of the corrections needed were simple fixes. Also, regarding the County Units, the Board has been discouraged by the difficulty in persuading members to step up and run for County of-

ficer positions, especially in some of the smaller Units. This was a major factor behind the decision to merge the South East and the Whitman-Asotin Units last year.

Another of my tasks in the past Association year was both a privilege as well as a pleasure. Our WARLCA Secretary-Treasurer has been diligent in submitting long-time members for their 50/60/70-year membership longevity awards, and I have had the honor of personally presenting several of them with their awards, as well as interviewing them for our State paper. The award itself consists of a pin denoting their years of membership, a Certificate of Recognition signed by the NRLCA National President, and a book chronicling the first 100 years of the rural craft written by NRLCA past-President Lester Miller. The stories and amusing anecdotes I have heard from these rural carriers of another era have been quite enjoyable.

More recently, I attended Western States Conference in Cheyenne, Wyoming, in April. Western States is like a smaller version of the National Convention,

with many of the National Officers in attendance. It's a chance to get the latest updates on issues important to the rural craft, and a similar opportunity to meet with carriers from around the western half of

the country. Since Wyoming is a smaller Association than our own, we were able to assist the WYRLCA in putting on the Conference with some PAC and media committee assistance. I also just returned from the Legislative Training put on by the National Office. Our State President and I flew to Washington DC for two days of instruction on legislative issues, followed by two days on Capitol Hill visiting the offices of our State's two Senators and ten Congressional Representatives. We discussed with them current legislation important to continuing and improving our mail delivery service, as well as our concerns regarding proposed further cuts to Federal employee benefits.

In closing, I would encourage all of you reading this article to remain involved in Union activities, stay on top of current affairs involving the USPS, reach out to your representatives for their support, and most of all, to urge the other rural carriers in your offices to do the same.

Respectfully submitted and in solidarity,

Kurt



Secretary-Treasurer, Webmaster, & RCBP Rep Report of the 2017-18 Year

By Becky Wendlandt, WARLCA Secretary-Treasurer & RCBP Rep

Greetings Fellow Members of the WARLCA and NRLCA. This is my annual report for the 17/18 WARLCA Year and some stats from previous years.

MEMBERSHIP: Good news. Our membership is growing. May 31, 2016 we had 1,952 members, May 31, 2017 we had 2,007 members, and now we are up to 2,060 members. But before we celebrate thinking we will get another national convention delegate, let us remember that the delegate strength is based on the membership totals on June 30, 2018, less associate members. We have 4 associate members right now, so that would take us down to 2,056. Bi-weekly we lose 25 to 35 members but we work hard at orientations and mailings to recruit to hopefully make up for the loss. However, NRLCA said nation-wide they are only retaining 1 out of 5 new hires. Membership is increasing, now if we can just retain them!

As of June 6, 2018 we have the following:

Members: 1,027 Regulars, 10 PTFs, 705 RCAs, 25 ARCs, 289 Retirees, and 4 Associates for a total of 2,060.

Non-Members: 170 Regulars, 3 PTF, 240 RCAs, and 112 ARCs for a total of 525.

From July 1, 2017 to June 5, 2018 we had the following changes in the database:

USPS hired 851 RCAs and ARCs for Washington (up from 734 last year and 591 two years ago) and out of the 851 hired we have the following stats:

Out of the 851 new hires, 318 were separated before the year was up.

Out of the 851, we recruited 447 of these new hires but lost 148 out of the 447 that were separated.

Out of the 851, we were not able to recruit 404 of these new hires but lost 170 out of the 404 that were separated. The board is constantly weighing the cost versus the results when we budget our ADOP and mileage.

I completed the following tasks this 17/18 dues year concerning membership and finances:

Mailings to new hires that did not join at orientation, sent every other week.

Billed and processed 30 Cash Paid Members.

Entered 544 membership forms to the database.

Entered 187 change of address to the database.

Billed 32 members on OWCP to pay dues. Those that don't pay dues after two notices are put on Hold for membership status until dues start up again. Those who are on OWCP and pay dues only pay the retired rate the first year and then the next year their dues are based on their designation. Once they are able to go back to work or even limited duty, dues may start up again so they are then taken off Hold.

Wrote at least two letters to 82 regular carriers who retired to recruit them to become a retired member. Out of the 82 we had 18 that renewed as a retired member.

Checked monthly on the "NOA" (Nature of Action) reports on the database and updated the database for location, class, and membership.

A complete mailing to all non-member Regulars, PTFs, and RCAs on vacant and auxiliary routes encouraging them to join and attend a mail count seminar. Patrick and Monte provided the steward information that I printed, and Lorrie Crow helped stuff and seal over 1,200 letters.

Researched quarterly those RCAs or ARCs who were separated and then rehired again at another office, yet the database leaves them coded as separated. I update their status to non-member and send recruitment letters.

Researched over 200 ARCs to see if they are still working by checking pay codes, calling the offices, or asking board members and local stewards if the listing of ARCs in their office was correct.

Researched those that have our RCBP insurance to make sure they are a member as per National's instructions. Then I notify National, who will send a certified letter, and I will follow up to recruit them. If they don't become a member, NRLCA will terminate their RCBP health insurance.

Attended all board meetings and completed the minutes and tasks list, as well as updating equipment list, board policy, ground rules, and any other document tasked to me.

Wrote articles and provided financial reports to all issues of WRC.

Attended Western States Conference in Wyoming.

Completed all payrolls and remitted funds to VOYA and payroll taxes, as well as keeping an ADOP/LWOP tracking sheet.

Submitted Form 5500 (VOYA), 990, LM-2, IRS quarterly and yearly reports, trustee forms to VOYA, and provided remits and reports to NRLCA in a timely manner.

One frustration is that the USPS is separating the ARCs who become RCAs and then rehiring them as RCAs, rather than changing their designation. So if the ARC was a member and became an RCA, we have to recruit them all over again. For this reason, the board decided not to send a board member to the 30 minute recruitment given to ARCs as it was not cost

effective. Another frustration is that the USPS is not updating the NRLCA database when an ARC is separated. And from what I have researched we would be lucky to keep 1 out of 5 ARCs due to the high turnover.

Here are some membership stats:

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

12/13	1,757 members
13/14	1,851 members
14/15	1,911 members
15/16	1,962 members
16/17	2,021 members
17/18	2,060 members as of 6-5-2018

Member and Non-Member Totals by County

County	Members	Non-Members	% of Non Mbrs to Mbrs
Associate Members	4	0	
North Central WA 001	81	16	19.75%
Peninsula 003	209	51	24.40%
Lower Columbia 005	219	34	15.53%
Mutual 006	407	99	24.32%
Island, Skagit, San Juan 010	107	53	49.53%
King, Snohomish 011	435	120	27.59%
East Central WA 013	186	53	28.49%
North East WA 014	48	13	27.08%
Whatcom 015	115	17	14.78%
Whitman-Southeast 016	56	15	26.79%
Apple Valley 017	193	54	27.98%
Total	2,060	525	25.49%

Basically, we have 1,492 members on the West side (Region 1 and 2) and 564 on the East Side (Region 3 and 4), however the physical size of Region 1 and 2 combined is smaller than Region 3 and 4 combined. The board considers this when planning State wide meetings. Obviously having the meetings on the West side would benefit the most members, but is not fair to those on the East side who would always have to travel further. So I ask you, how far do you want to travel to attend a meeting? The answer is probably as

little as possible. So why not hold the same type of state wide meeting at your county meeting? It was a great success for those counties that held a mini mail count seminar at their county meeting, and they found members showing up that had never attended their county meeting. The counties can hold as many meetings/seminars as they want and pick the hot item topics that would bring in the membership. I am sure the county officers will be discussing this at the upcoming County Officers Training July 29th.



MEMBERSHIP AND NON-MEMBERSHIP STATS FOR 2018 WARLCA STATE CONVENTION

As of June 5, 2018

Region One:	<u>MEMBERS</u>	<u>TOTAL</u>
ISLAND-SKAGIT-SAN JUAN #010	107	
KING- SNOHOMISH (KS) #011	435	
WHATCOM #015	115	
Total for Region One:		657
Region Two:		
PENINSULA #003	209	
LOWER COLUMBIA #005	219	
MUTUAL #006	407	
Total for Region Two:		835
Region Three:		
NORTH CENTRAL #001	81	
EAST CENTRAL #013	186	
NORTHEAST #014	48	
Total for Region Three:		315
Region Four:		
WHITMAN-SOUTHEAST #016	56	
APPLE #017	193	
Total for Region Four:		249
<u>Associate Members:</u>		<u>4</u>
Total for State:		2,060

COUNTIES: A HUGE Thank you to all WARLCA counties who completed their LM4 online so now we are in compliance with DOL and NRLCA. I have filed the IRS 990 EZ report for all counties so that they can maintain their non-profit status. Whitman-Asotin voted to allow South East Washington to merge with them since South East was unable to find three members to serve as county officers after two meeting attempts. Basically Whitman-Southeast doubled in members to a total of 56!

TRAINING: I attended the National State Secretary -Treasurers seminar in March 2018. Training topics were on updates to the national convention delegate elections, database duties, DOL and IRS updates, legislative updates, and of course membership recruitment and duties. I reviewed all handouts and power points to make sure we are in compliance. I also keep current on new documents and handouts put on NRLCA Share Point concerning the secretary-treasurers' duties. I have been your State Secretary-Treasurer for 21 years and there is not one training I have attended (or even helped teach) that I have not learned more and came back with renewed enthusiasm and a long task list!

FINANCES: After ending 16/17 year with an

\$84,725 loss, we did all we could to get back on track. However, the loss was made up of some items that are constitutionally mandated but not something you budget for. We spent \$55,000 to cover charges filed against the WARLCA board decisions/actions. Every member has a right to file charge(s) against an elected and/or appointed officer as per WARLCA and NRLCA constitutions. Once charges are received, the board must meet and research the charges, then all must agree to no merit, some merit, or merit and then

So I ask you, how far do you want to travel to attend a meeting?

to review the requested remedy. After the charging parties receive the State Board decisions, they have a right to appeal it to the National Board, who will send the Appeals Committee to meet with the State

Board and charging parties. The Appeals Committee consists of five NRLCA members from across the nation. They research the charges, interview all involved, and make their recommendations to the NRLCA Board who then makes their decision and notifies the State Board and charging parties. The charging parties have a right to appeal the NRLCA Board's decision to the National Convention. The majority of State costs are from increased ADOP for meetings, payroll taxes, VOYA, mileage/air fare expenses, hotel and per diem expenses, and meeting

room expenses.

Also in 16/17 year we hosted the largest attended ever Western States Conference with a cost of just under \$18,000. We had 65 Washington members in attendance, many who were first timers, which is over the average attendance at a State Convention that costs up to \$35,000. This was exciting as we now have many of these members serving as county officers and local stewards.

Finally in 16/17 year we had our first county officers training for a day. This costs around \$18,000 but according to the county officers it was a huge success. So much so, that we are providing it again on July 29th, 2018. This is an extremely important training to ensure that the counties are meeting DOL and IRS rules, as well as encouraging membership recruitment and attendance at the county level.

Following is our 11 month 17/18 year Financial Statement comparing this year with same period last

year (SPLY), and also our budget. With one month yet to go, which includes two pay periods, paying delegates to attend state convention, salaries, and other expenses, I estimate we will end up having \$25,000 of income over expense.

Also following is our 17/18 Statement of Financial Position. Due to the loss in 16/17 we had to liquidate a CD, however the good news is that APCU does not charge a fee for liquidating a CD early and they even pay the contracted interest until the day it is liquidated. We are lucky to have APCU! As soon as we get through the July county officers training expenses and reimbursements to National Convention delegates in August, the board can decide if they want to purchase another CD. All our savings and checking accounts at APCU earn interest that is higher than any other institution. The following is our Statement of Financial Position comparing current year with same period last year (SPLY)

11 Month Statement of Activities for WARLCA 17/18 Dues Year
Compared to Current Year, Last Year (SPLY), and Current Year Budget

	<u>Jul '17 - May '18</u>	<u>Jul '16 - May '17</u>	<u>'17-'18 Budget</u>
Income			
4000000 · National General Insurance	\$19,021.21	\$16,472.94	\$14,000.00
4050000 · Membership Incentive Prog--RAFT	\$2,295.00	\$0.00	\$1,000.00
4100000 · Interest/ Dividends	\$1,737.69	\$1,710.71	\$2,400.00
4200000 · Membership Dues	\$240,635.45	\$234,006.68	\$239,050.00
4400000 · Reimbursements	\$45.32	\$802.16	\$0.00
4500000 · Sales	\$1,920.00	\$18,081.32	\$4,100.00
Total Income	\$265,654.67	\$271,073.81	\$260,550.00
Expense			
5000000 · Accounting Fees	\$4,475.00	\$4,464.50	\$4,500.00
5100000 · Awards & Recognition	\$929.18	\$2,478.83	\$70.00
5300000 · Employee Benefits	\$5,244.82	\$6,526.18	\$5,000.00
5400000 · Equipment	\$0.00	\$2,545.88	\$0.00
5600000 · Lodging	\$4,357.22	\$21,363.02	\$11,800.00
5700000 · National Convention	\$55,398.96	\$48,845.40	\$55,699.00
5800000 · Office Expense	\$1,066.90	\$2,668.32	\$1,850.00
5900000 · Payroll Taxes	\$6,398.14	\$11,241.38	\$9,000.00
6000000 · Per Capita Dues	\$2,607.00	\$3,369.47	\$4,350.00
6100000 · Postage	\$5,834.50	\$4,563.95	\$4,475.00
6200000 · Printing	\$878.76	\$1,122.71	\$600.00
6600000 · Salaries and Wages	\$76,115.62	\$131,050.77	\$104,010.00
6700000 · State Meetings	\$7,491.27	\$15,867.27	\$32,000.00
6701000 · State Paper	\$7,589.48	\$8,242.06	\$7,650.00
6900000 · Telephone & Internet	\$1,281.00	\$1,210.00	\$1,325.00
7000000 · Travel	\$9,474.20	\$17,520.32	\$11,170.00
7100000 · Website Expenses	\$0.00	\$710.77	\$0.00
7200000 · Western States Conference	\$6,642.50	\$31,840.53	\$5,630.00
Total Expense	\$195,784.55	\$315,631.36	\$259,129.00
Net Income	\$69,870.12	\$44,557.55	\$1,421.00

Statement of Financial Position

As of May 31, 2018

	31-May-18	31-May-17	\$ Change
ASSETS			
Current Assets			
Checking/Savings			
1010000 · Chkg - WA Trust Bank	\$6,095.88	\$11,706.29	-\$5,610.41
1020000 · Savings - APCU	\$114,081.74	\$48,083.91	\$65,997.83
1030000 · Chkg - APCU	\$388.05	\$383.77	\$4.28
1041000 · EmergencyFundCD#75-24mo(3-11-14	\$41,802.09	\$41,245.28	\$556.81
1410000 · C.D.#71 APCU 24 mo (8-1-06)	\$0.00	\$32,536.61	-\$32,536.61
1430000 · C.D.#77 (APCU-73)24 mo (2-8-07)	\$31,590.08	\$31,200.16	\$389.92
1460000 · C.D.#74 APCU 24mo (3-11-14)	\$41,802.09	\$41,245.28	\$556.81
1470000 · C.D.#76APCU24moEmerFund(4-2015)	\$21,662.53	\$21,378.69	\$283.84
Total Checking/Savings	\$257,422.46	\$227,779.99	\$29,642.47
Total Current Assets	\$257,422.46	\$227,779.99	\$29,642.47
TOTAL ASSETS	\$257,422.46	\$227,779.99	\$29,642.47
LIABILITIES & EQUITY			
Equity			
3900000 · Net Assets	\$187,552.34	\$272,337.54	-\$84,785.20
Net Income	\$69,870.12	-\$44,557.55	\$114,427.67
Total Equity	\$257,422.46	\$227,779.99	\$29,642.47
TOTAL LIABILITIES & EQUITY	\$257,422.46	\$227,779.99	\$29,642.47

Financial Review Control Process: 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 policy, and minutes. After each bi-weekly payroll, the retirement plan deposits and payroll taxes deposits are made. 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. Wells and Thomas, LLC does our Form 5500 for VOYA, which I review and file. Each year the audit committee at State Convention reviews the books, usually one or more full months. 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 and social media policy statement 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 DOL LM2, IRS 990, 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 the VOYA fiduciary liability 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

12/13 Year:	Profit of \$ 90,354
13/14 Year:	Profit of \$ 6,025
14/15 Year:	Profit of \$ 16,293
15/16 Year:	Profit of \$ 22,747
16/17 Year:	Loss of \$ -84,785
Total:	Gain of \$ 50,634

Each function, LWOP used, meetings, and all expenditures were reviewed by the complete board. I feel this board worked hard to represent the members as well as recruiting new members. While we do not always agree, and nor should we, I feel every board member was able to speak out and share their views, and they treated the other board members with dignity and respect. It was a pleasure working with them.

The following is our ADOP usage breakdown for

this year and last year for your comparison. More meetings equate more ADOP usage as you can see.

WARLCA TRACKING FORM FOR 2017/2018 DUES YEAR														
NAME	Jul-17	Aug-17	Sep-17	Oct-17	Nov-17	Dec-17	18-Jan	18-Feb	18-Mar	18-Apr	May-18	Jun-18	Total	Total For Year
Tara Mohr	0	4	0	3	0	0	0	0	0	4	1		12	
Tara Lost s/l annual	0	0	0	0	0	0	0	0	0	0	0		0	12
Becky Wendlandt	5	9	4	10	5	3	7	7	10	11	16		87	87
Levi Hanson	1	4	0	4	1	0	0	2	0	4	7		23	
Levi Lost s/l annual	0	0	0	0	0	0	0	0	0	0	0		0	23
Lisa Benson	0	0	0	0	0	0	0	0	0	0	0		0	
Lisa Lost s/l annual	0	0	0	0	0	0	0	0	0	0	0		0	0
Paige Barrett	0	3	0	4	1	0	0	0	0	3	2		13	
Paige Lost s/l annual	0	0	0	0	1.5	0	0	0	0	0	0		1.5	14.5
Lorrie Crow	0	3	0	4	0	0	0	0	0	3	4		14	
Lorrie Lost s/l annual	0	0	0	0	0	0	0	0	0	0	0		0	14
Kurt Eckrem	1	4	2	7	1	1	0	1	2	3	7		29	
Kurt Lost s/l annual	0	0	0	0	0	4.5	0	0	0	0	0		4.5	33.5
Stella Fazzino	2	4	0	8	2	0	3	3	0	6	3		31	
Stella Lost s/l annual	0	0	0	0	0	0	0	0	0	0	0		0	31
TOTALS	9	31	6	40	12	9	10	13	12	34	40	0	215	215
WARLCA TRACKING FORM FOR 2016/2017 DUES YEAR														
NAME	Jul-16	Aug-16	Sep-16	Oct-16	Nov-16	Dec-16	17-Jan	17-Feb	17-Mar	17-Apr	17-May	17-Jun	Total	Total For Year
Tara Mohr	9	1	8	1	5	2	0	6	2	0	14	5	53	
Tara Lost s/l annual	0	0	0	0	0	0	0	0	0	0	0	0	0	53
Becky Wendlandt	15	10	22	4	18	5	10	16	13	9	21	19	162	
Becky Lost s/l annual	3	0	4.2	0	0	0	0	0	0	0	0	0	7.2	169.2
Levi Hanson	8	1	10	2	5	2	2	5	3	2	14	7	61	
Levi Lost s/l annual	0	0	1	1	0	0	0	0	0	0	1.25	1.25	4.5	65.5
Lisa Benson	2	0	0	0	0	0	0	0	0	0	3	0	5	
Lisa Lost s/l annual	0	0	0	0	0	0	0	0	0	0	0	0	0	5
Paige Barrett	8	1	4	0	5	1	0	5	1	3	9	4	41	
Paige Lost s/l annual	0	0	0	1.5	0	0	0	0	0	0	1.5	0	3	44
Lorrie Crow	8	0	4	0	6	0	0	6	0	0	10	5	39	
Lorrie Lost s/l annual	0	0	0	0	1.5	0	0	0	0	0	0	0.5	2	41
Kurt Eckrem	7	1	4	1	7	1	2	6	1	3	15	5	53	
Kurt Lost s/l annual	0	0	0	0	0	1.5	0	0	0	1.5	0	0	3	56
Stella Fazzino	8	2	6	2	6	0	3	7	1	2	9	3	49	
Stella Lost s/l annual	0	0	0	0	0	0	0	0	0	0	0	0	0	49
Renee' Pitts	0	0	0	0	1	0	0	0	0	0	0	0	1	1
James Folk	0	0	0	0	0	0	0	0	0	0	3	0	3	3
TOTALS	68.00	16.00	63.20	12.50	54.50	12.50	17.00	51.00	21.00	20.50	100.75	49.75	486.70	486.70
Note: This form shows the amount of ADOP taken for union business and the amount of ADOP paid for Lost Annual and Sick Leave. The "Total For Year" shows the total amount of both ADOP for union business and lost sick leave and annual added together.														

WEBSITE: I have updated the website and sent out reminders for county meetings. We have 234 members in our email updates. We can send email updates to individual counties and regions. 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 Con-

vention, as well as keeping in touch with our RCBP Manager, Cameron Deml. Here are a couple of important reasons why you should have RCBP:

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

RCBP has added massage therapy to the plan and I personally know it has helped me.

NRLCA sponsors the RCBP, which means if you have any problems you can contact Clifford Dailing, NRLCA Secretary-Treasurer or Cameron Deml, Pro-

gram 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 and local stewards 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



Region 1 Committeeperson & PAC Chair Report of the 2017-18 Year

By Tara Mohr, Region 1 Committeeperson & PAC Chair

Every year comes with new challenges and new rewards. The post office has made it their personal goal to see how much mail I can deliver without falling over dead. They provided me with a whole new management team that I've had to train and counted me to an evaluation that I am not properly compensated for. I know I'm singing to the choir.

This year I became a grandma to a wonderful grandson. He is truly a highlight in my life. When I've had a day that stresses me out, he is there with eager hugs for grandma. He was born on July 15, 2017 this date happened to be the one County Unit meeting that I didn't attend. I did set up for Kurt Eckrem to attend in my absence. From the hospital I called and did a PAC presentation and sent pictures for all to see.

I have attended all board meetings and all but one county unit meeting. King-Snohomish had four meetings. Island-Skagit-San Juan had three meetings. Whatcom had four meetings this year. I am very proud of all my county units and am looking forward to the growth that they will make as a team.

Within the board I can only say that while I enjoy everyone personally I typically don't agree with the actions taken by the majority. This year we have had to go into executive session to discuss pay roll vouchers. We have had to create policy on board members on how soon we cash our payroll checks. In my opinion, all board members are not treated equally in all things and it has become a disciplinary board only focusing on the board and not its members. I am disappointed that we have not hosted any meetings that could provide information to the membership. The board has requested that the NSS take over at least one orientation per month to ease the burden on

our budget. All our recruiters have been doing a great job at recruiting new members. The Board has set up a local unit officer training in July that will cost the association roughly \$16,000 for rooms, food, mileage, and ADOP. This new officer training will provide our counties a chance to get their LM4s completed and get training on legislative issues, recruiting new members, and how to run a meeting.

Last year at Western States Conference I was asked to help out Wyoming with the PAC table. I was pleased that I was able to help Rose with her PAC table. Special thanks to Stella Fazzino and Cassidy Munn for being my go-to gals. Washington won the aggregate trophy for bringing in over \$2,000 dollars.

PAC: PAC stands for political action committee.

Sustaining donors has been my focus since I took over as PAC Chair. I would love for everyone to just sign up for \$5 a pay period.

All funds collected goes into a central account that gets distributed to political leaders to support postal legislation.

This year I have noticed a severe drop in funds collected at county meetings but would like to say that we are still slowly growing in sustaining donors. As of 4/14/18 our state had raised \$14,414 this did not include the Western States totals. It is always hard to find new and creative ways to get our members to donate to PAC. As the PAC Chair I set a goal for the year. I then try to give incentives to reach our goal. Our goal was \$30,000 for the year and the total collected for the year will be reported out at State Convention. Sustaining donors has been my focus since I took over as PAC Chair. I would love for everyone to just sign up for \$5 a pay period. Last year our State took first place at National on total PAC funds collected and First place in Per-capita in our division.

Respectively submitted;
Taralee Mohr



Region 2 Committeeperson & PAC Co-Chair Report for the 2017-18 Year

By Stella Fazzino, Region 2 Committeeperson & EAP DAC Rep

"Time has a wonderful way of showing us what really matters." It feels strange that another year has already passed for me as RCP2. It's not only been an eventful year of being on the Board but getting confirmation of working an overburdened route as many of you have and doing it all with an OWCP injury. I'm sharing another year in review even though the work of the board, stewards, and members of this association really have no finish line. The first year of my term, much of my time was spent learning but my second year has felt more like implementing. Don't get me wrong, I still have plenty of knowledge to obtain and growing to do but my goal remains to make a difference. I sincerely hope I have.

I have attended all WARLCA Board meetings. These meetings have been different this year as we omitted one this past Winter and shortened the length by one day each quarter to cut costs. I'm not certain the meetings are effective enough in this format. We may need to try another tactic with so much to hammer out in such a short amount of time that we have together as a board. I would love to see more members attending or dropping by the Board meetings to share their observations.

I was able to be at all but one of the county unit meetings in Region 2 for the 2017-18 year. I just had to attend the baby shower of my long-awaited nephew. Thanks Kurt Eckrem for covering for me so that I could go. Lower Columbia has great leadership with willing members stepping up in a time of need to lead as well. Peninsula has created an amazing newsletter for their members along with extremely informative meetings that continue to grow. Mutual is continually

great at writing constitution/resolution changes and collecting for PAC. I feel like a proud mama bear and believe in the strength they all have.

As PAC co-chair I have had the opportunity to frequently promote the importance of financially supporting the political actions necessary for postal progress through fund raising. With Taralee Mohr I've helped by collecting donations at county meetings. On a larger level I've also assisted at the auction tables of our own State Convention and Western States Conference.

One of the other duties that I seem to be spending quite a bit of time doing as a Board member is going to new hire orientations and offering the opportunity with RCAs to join OUR union. I attend both at Taco-

ma processing plant and Seattle P&DC in Tukwila. It continually amazes me how little or misinformation the new hires to the rural craft receive through the starting process with the U.S.P.S. I feel the more

information that I give them the better chance we may have of keeping them. Retention is something we all can help with and it seems to be something worth major focus especially with the growth many of us have experienced lately. We need our RCAs!

So, I find myself at the end of this year on a positive note but not a complete success. I am content with the work I have done for this Association. I feel I have grown both personally and professionally. There are still hardships facing this board. My hopefulness is that we conquer the problems united.

Respectfully Submitted,
Stella Fazzino

I would love to see more members attending or dropping by the Board meetings to share their observations.



Region 3 Committeeperson & NGIC Rep Report for the 2017-18 Year

By Lorrie Crow, Region 3 Committeeperson & NGIC Rep

Another year here and gone. And what a year it has been! I know that after talking with a lot of our fellow members, the increased parcel volume and increased hours has been brutal. Thankfully the last mail count come out in our favor and there should have been adjustments for just about everyone. Hopefully the adjustments have brought about fewer hours for everyone.

It has been a privilege for me to have the opportunity to serve this organization for the past couple of years as the Region 3 Committeeperson and look forward to the upcoming year. In the past year I have attended all board meetings and completed all required and assigned tasks. I do still find writing the articles the most difficult of the tasks however. Northeast and East Central have two county meetings a year all of which I have attended. Northcentral has only an annual meeting which I also attended. We really struggle with attendance on this side of the state, but myself and all of the county officers strive for an increase in attendance. Hopefully with the latest route adjustments many will feel they have the time to make a meeting.

Last August I was able to attend my first National Convention. Like my first State Convention, I was a bit overwhelmed, yet excited to have the opportunity to represent the WARLCA. Like so many have said over the years, once you have the chance to go to National you definitely want to continue going. It is kind of like a State Convention on steroids. Once I got my bearings and had the chance to meet and compare notes with other carriers from all over the country, I hope the decisions I made on how to vote on the many resolutions and Constitution changes were well informed and beneficial to all of us. And of course, having never been to DC, I had to cram as much sight-seeing in as humanly possible in just a few short days.

Western States has never been a disappointment, this year was no exception. Being able to meet and

talk with the National Officers in a more relaxed setting is priceless. Whether it is County Meetings, Board Meetings, State Convention, National Convention, or Western States there is always an abundance of knowledgeable individuals and opportunities for learning. As I have said before, Knowledge is Power.

Your State Board is always aware and concerned about saving this organization funds whenever possible. For that reason, we had agreed to cut our meetings to three instead of four days, and we met only three times this past year instead of the usual four. I do believe though that we all agreed that having quarterly meetings is a must in order to maintain an even keel with each other and allow the needed time for completing the business of the State. Financial responsibility is the reason that I do not attend the orientations here on the East side of the state. With Becky Wendlandt and Levi Hansen already in Spo-

Your State Board is always aware and concerned about saving this organization funds whenever possible

kane it has never made sense to pay for the extra mileage for me to attend. With requesting that the National Steward System send a Steward to at least one orientation a month and making the adjust-

ments to the length of the Board meetings we were able to send out the route adjustment information packs and fund the upcoming County Officer Training **without going over budget.**

Today I attended the celebration of life for a dear friend, Bill Allen, coincidentally today would have been his 78th Birthday. Bill was a rural carrier and served as the Northeast county secretary-treasurer for many years, 10 of which were after he retired in 2008. Becky Wendlandt, Mitch and Cheri Freeman, and so many more of his friends and family were there. Bill's passing was unexpected but the gathering today was a stark reminder of the many family and friends we have that has suffered the same kind of loss this past year. Remember to hold your loved ones close, forgive often, be patient, and accept without question.

Fun Fact: In 1959, USPS attempted to deliver mail

in a cruise missile and successfully shipped 3,000 pieces of mail from Virginia to Florida in 22 minutes. Respectfully submitted
RCP3 Lorrie Crow



Region 4 Committeeperson & Provident Guild Rep Report for the 2017-18 Year

By Paige Barrett, Region 4 Committeeperson & Provident Guild Rep

Isn't it crazy how life can get so mundane and ordinary that we need those big moments to help us remember what was going on at that time? It sure does not seem as if a year has gone by already, but the calendar does not lie! As I sit to reflect upon it, I can pick out individual moments from each month. Let me share a few with you.

June last year was a convention to remember for sure. I want to take a moment to shout out kudos to Tara Mohr. The original hotel we were under contract with bailed on us at the last moment and Tara did the best she could. She could have in no way foreseen the impending disaster that was to come. I know had she been able to, she would have chosen a different venue for us. But, as it was, we all handled the situation as rural carriers do. We kept on task and finished the day no matter what was thrown at us. We dealt with stifling heat and air conditioning not working, not just in our meeting room, but in some cases, in the guest rooms as well. We had reports of beds breaking, and the pool was down for maintenance. Bills were not calculated correctly, and the staff was not always seen in a professional manner. As horrible as it was, we did the business for which we were gathered for. I also want to note that because of the problems at last year's conventions, the Board authorized President Levi Hanson to write a strong worded letter of discontent to the hotel which resulted in not having to pay for half of the contracted amount. Another good thing that came of it was that it did provide for me a glimpse of what to be on the lookout for and get contingency plans in place for this, the 2018 convention.

In August, about 25 WA members, most of whom were delegates and a few who were not, met again at National Harbor, Maryland for the National Convention. I attended as a non-delegate, and I also brought my daughter with me, so she attended as the only WA junior. We spent two weeks total in the area, tak-

ing in the history of WA DC, visiting many of the Smithsonian museums and a highlight for both of us was to be present for the changing of the guards at the Tomb of the Unknown Soldier at the peak of the eclipse! We have concluded that a month in the area still would not be enough time to take in all there is to see. My daughter met some new friends that she has kept in contact with this past year. She learned a lot in the Junior Auxiliary and looks forward to attending again. I enjoyed hearing the updates from our Postmaster General, Megan Brennan, on the state of the Postal Service, from Dr. Kenneth Mericle as to our progress with the time study program, and from our NRLCA President, Jeanette Dwyer as to the progress the union is making in various areas. As always, it is interesting to hear the debate that ensues when the resolutions are being voted upon. Hearing what has been presented is helpful when a county unit desires to submit a resolution to help them formulate it so it will possibly pass clear on up and be accepted at a national level.

In the fall, I attended both the Whitman SE meeting in Colfax and Apple Valley meeting in Selah.

The board, upon reviewing the cost associated with attending new hire orientations, came to an agreement that unless there were three or more new hires that a union presentation would not be presented and any less that we would catch them at academy. Subsequently, I did not attend the Yakima orientations through the fall and winter months because there are typically 1-2 at the Yakima orientations.

In April, I went to Cheyenne, WY to attend the Western States Conference. I had the opportunity there to meet with most of the National Board and met a few of the hopeful candidates running for National Offices this year. The weather was fantastic, however, on our final morning we did wake up to a blanket of snow. That was kind of cool (pun intend-

ed), but I was sure glad to return to WA where spring was in full force! I also attended both the Whitman SE and Apple Valley annual meetings.

I have been in attendance to all board meetings and have completed all tasks assigned to me. My biggest task has been to pull the 2018 State Convention

together. It is my hope that you walk away from this convention refreshed, renewed, and re-energized. Make a new friend and have some fun while you are at it.

Respectfully submitted,
Paige Barrett



Editor Report for the 2017-18 Year

By Lisa Benson, WARLCA Editor

The 2017-18 dues year marks the third consecutive year I've served as your editor. It brings me great joy to be able to bring my creativity and passion for design to make a positive impact on the members of the Washington Rural Letter Carriers' Association.

As this year draws near its end, we take the time to look back on the year behind. Finally happy with the layout and organization of the *Washington Rural Carrier*, I began thinking of new ways to enrich the magazine. I try to invoke readership and participation in the magazine, and as such, a couple of the ideas birthed this year include photo contest submissions from members, a classifieds section for route vehicle sales and mutual transfer requests, and a letters to the editor section.

Following our state convention, I again found myself attending national convention and naturally, the editors' seminar. This year at convention, I had entered our magazine into the publication contest. Each year, state associations' editors may submit two issues of their publication from the previous year into a contest judged by independent, contracted judges. The judging criteria are based on content, layout, use of design elements, photography, among other consider-

ations, and then categorized based on the size of the States' membership. You may already know the outcome of last year's contest: Washington earned an honorable mention. In addition to an award, I received some feedback and suggestions from the judges. One of those suggestions was an increased use of photos, thus, the idea for a members' photo contest was hatched.

As a publication editor, it is always the goal to encourage as much readership as possible. Not only is it my aim to induce readership, but also, participation. It is through our quarterly magazine, *Washington Rural Carrier*, that we dispense the majority of information which we hope you find to be pertinent. As you may already be aware, the Board uses multiple modes of communication, including email updates which must be voluntarily signed up for, to share with you. Our magazine is the most universal, as it is automatically mailed to every member of the WARLCA. Our mission has always been to increase membership knowledge; knowledge is priceless. Sadly, the paper does come with a price. Below is a cost comparison of the 2017-18 costs and the 2016-17 costs.

2016-2017 Dues Year, Publication Costs

Issue:	Convention	Fall	Winter	Spring
# of Copies	2,000*	2,014	2,014	2,001
# of Pages	72	32	32	32
Printing	\$2,221.38	\$952.40	\$953.04	\$949.77
Postage	\$731.17	\$752.19	\$628.57	\$619.40
Handling	\$106.25	\$109.46	\$109.68	\$108.75
Total Cost	\$3,058.80 ¹	\$1,814.05	\$1,691.29	\$1,677.92

¹ For this issue, an additional cost of \$350 is included for three signatures of full color.

*For this issue, it should be noted that an additional 50 copies were printed but not mailed.

2017-2018 Dues Year, Publication Costs

Issue:	Convention	Fall	Winter	Spring
# of Copies	2,050	2,010	2,020	2,055
# of Pages	64	32	32	40
Printing	\$1,369.69	\$951.62	\$953.67	\$1,329.33
Postage	\$656.71	\$627.46	\$630.58	\$629.93
Handling	\$109.78	\$109.24	\$109.79	\$111.68
Total Cost	\$2,136.18	\$1,688.32	\$1,694.04	\$2,070.94

For all issues other than the Convention 2016, the mid-grade paper and one signature of full color is used.

Currently, our budget for the magazine is set to \$7,650.00 per year. The costs for last year's publications totaled \$8,242.06, compared to this year's total of \$7,589.48. All of this information can also be gleaned from the Statement of Activities report (line 6701000) printed in every issue of *Washington Rural Carrier*.

At the time of writing this report, with regards to compensation for editor duties, I received a salary paid for each publication and no ADOP, mileage reimbursement, or overnight accommodations.

It is my sincere hope that your investment in my

skills and time has yielded a worthy dividend. It has certainly been an honor to put my skills to work for YOU. I am always looking for ways to bring added notice to our publication and am always open to new

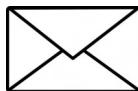
ideas and suggestions. All comments can be directed to WARLCAeditor@outlook.com, my inbox is always open and I love to hear from you.

One of those suggestions was an increased use of photos, thus, the idea for a members' photo contest was hatched.

Respectfully and humbly,
Lisa Benson
WARLCA Editor

Letters to the Editor

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 WARLCA 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 content will be published. If printed, only the author's name will accompany the content. The views and opinions expressed in such letters do not necessarily reflect the views or policies of the Association.



Rural Route Evaluated Compensation Study (RRECS)

Yes, it is finally done! The project that turned out to be a seemingly insurmountable task is finally completed. The initial report given to the Postal Service and the NRLCA was 88 pages long. The summary is only 13 pages. To read up on the history, explanation, and overview of the study and subsequent results, visit the National website at nrlca.org or find it in the August issue of *The National Rural Letter Carrier*.



National Rural Letter Carriers' Association

Annual Report Patrick Pitts District Representative – Seattle/Alaska

July 1, 2017 – June 30, 2018

What follows is a report of my activities as NRLCA District Representative for the Seattle and Alaska Postal Districts. This is my sixth annual report as District Representative and the fifth 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 are Assistant District Representatives, Joyce Patteson, Jeff Taylor 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 and Jeff has recently returned as an Assistant District Representative and will be providing much needed relief for the Northeast Washington and Northern Idaho area. Renee' shares responsibility for all offices without a Local or Area Steward throughout Western Washington and 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 Area Steward, Janie Walla, the 2018-2019 WARLCA Outstanding Member of the Year, and Area Stewards Pete Haynos, Cassidy Munn, Alicia Peterson and Tony Lott, as well as the Local Stewards throughout the Seattle 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 2017-2018 Association year the Seattle District has 40 Local Stewards, 4 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 2 part-time Assistant District Representatives.

According to the most recent USPS Master Listing of Rural Routes there are 1,291 routes in 198 active rural delivery offices in the Seattle District and 15 routes in 3 offices in the Alaska District. Of the routes and offices in the Seattle District, there are currently 1,164 routes in 172 offices in Washington and 127 routes in 26 offices in Idaho.

During the time period covered by this report there were 107 Investigative Interviews entered into the NRLCA database in addition to 134 grievances – 74 individual contract, 32 class, and 28 disciplinary. Throughout this past Association year I have made every effort to fulfill all duties associated with my position including certifying/decertifying stewards; conducting steward enhancement trainings; local steward certification trainings; 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; and providing articles for the *Washington Rural Carrier* and the *Pony Express* (state publications). I was also honored to serve as the Chairman of the Media Committee for the NRLCA national convention and as a member of Steward Task Force 1.

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 county unit meetings (WARLCA). 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.

During the 2017-2018 Association year I have been on the road 197 days with 75 of those days requiring an overnight stay, driving 8,043 miles in my personal vehicle and another 11,355 miles in rental vehicles in addition to accumulating 37,054 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 2018-2019 Association Year.

Respectfully submitted,

A handwritten signature in black ink, appearing to read 'Patrick Pitts', with a stylized, cursive script.

Patrick Pitts
NRLCA District Representative
Seattle/Alaska

**2017-18 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 the District Representative for the Portland District. I especially want to thank Assistant District Representatives Renee Pitts, Herschel Howard, Oksana Tropets and Area Stewards Scott Murahashi and Doug Adamson for their support, tireless efforts and camaraderie.

This year has been busy. I have logged 90 grievances (settlements at the Step 1 discussion are not logged), of which 24 are disciplinary. We have had ten removals and I have been involved in one Area Arbitration. I have worked with our Executive Committeeman Don Maston as he filed two (2) Step 3s (on texting or scanning before being able to back up) were filed directly against the Portland District. 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 grievances. I continue to be fortunate in settling many issues before they become grievances. I have conducted Labor/Management meetings at the office and district level. I have represented 155 rural carriers in the Investigative Interview process.

The Portland District, like the rest of the Western Area was affected by the “satchel” issue. While this has been settled, we are still in the process of settling grievances that concern compensation. I taught five count classes and Herschel Howard taught one in the District. We were able to help train over 400 members on the count. The Portland District had approximately 826 routes before count. Of that number, 306 went overburdened. As of this report, 12 routes have been created with a majority of the routes yet to be adjusted.

The Portland District is made up of all of the State of Oregon plus the 986 zip code area of Southwest Washington. Assistant District Herschel Howard is handling the eastern part of Oregon. Area Steward Scott Murahashi is covering the gorge and most of the central part of Oregon. I and Oksana are covering the 970 zip code, the mid valley and the southern end of the state that is not covered by another steward. I have travelled almost 30,000 miles for the Association this year. I have attended all the Lower Columbia County meetings in Washington. I have attended the fall and Spring District (except for District 3) meetings in Oregon. I have also attended the Washington and Oregon State Conventions, 2018 Western States, and the 2017 National Convention.

I have trained local stewards and have conducted the local steward enhancement training in the Portland District. I have attended both the Regional and the National District Representative conferences. 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 several classes going through the training academy. I have written articles for the Beaver Bulletin and the Washington Postman.

I continue to mentor the Local Stewards that I am fortunate to work with. Their dedication to our fellow rural carriers in our office is amazing. It is through their efforts that the National Steward System works. The Local Stewards are truly our future.

While I am unable to log every call, my log shows well over 350 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 explore how to effectively disseminate information. We must 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.

A handwritten signature in black ink that reads "Monte Hartshorn". The signature is written in a cursive, flowing style.

Monte Hartshorn
Portland District Representative
NRLCA

WARLCA COUNTY OFFICERS LIST

2018-2019 Dues Year – Updated 7-1-18

001 NORTH CENTRAL WASHINGTON RLCA

Region 3

PRESIDENT: Tammy Donaghue
Phone: (509) 662-3032
Email: donagh@crcwnet.com

VICE PRESIDENT: Jordan Brown
New 18/19 Phone: (360) 798-1822
Email: farksha87@yahoo.com

SEC-TREAS: Jen Gongia
New 18/19 Phone: (509) 881-0644
Email: jgongia2007@live.com

002 Clallam Jefferson – merged with Kitsap to become Peninsula on 6/30/06

003 PENINSULA RLCA Region 2

PRESIDENT: Tony Lott
Phone: (360) 265-1972
Email: anthonylott1963@gmail.com

VICE PRESIDENT: Patti Roque
PAC Chair Phone: (360) 689-0925
Email: pattiroque@msn.com

SEC-TREAS: Doug Rinehart
Phone: (360) 440-0889
Email: doug_rinehart@hotmail.com

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

005 LOWER COLUMBIA RLCA Region 2

PRESIDENT: Dawn Boyer
Phone: (360) 773-3042
Email: dawnboyer01@gmail.com

VICE PRESIDENT: Aron Godfrey
New 18/19 Phone: (360) 431-9644
Email: arongodfrey73@gmail.com

SEC-TREAS: Estee Javinier
Phone: (808) 554-3065
Email: ejavinier@gmail.com

006 MUTUAL RLCA Region 2

PRESIDENT: James Folk
Phone: (360) 790-4960
Email: folksales@comcast.net

VICE PRESIDENT: Kristian Granish
Phone: (360) 789-8198
Email: mobmh2@gmail.com

SECR-TREAS: Kris Skewis
Phone: (360) 790-0957
Email: iamamailer@aol.com

Pac Chair: Stella Fazzino (360) 790-0957

Legislative Liaison: Dawn Ayers (253) 468-2119

007 OKANOGAN – Merged with Chelan Douglas (now North Central Washington) on June 30, 2006

008 NONE

009 NONE (was Alaska)

010 ISLAND, SKAGIT, SAN JUAN RLCA Region 1

PRESIDENT: Randolph King
New 18/19 Phone: (360) 333-2900
Email: hikeforhire@gmail.com

VICE PRESIDENT Kim Burress
Phone: (360) 391-0786
Email: ksburre@hotmail.com

SECR-TREAS: Dionne Taylor
New 18/19 Phone: (360) 720-1393
E Mail: dionne331@gmail.com

County Liaison: Laura Aries (360) 610-3182

011 KING, SNOHOMISH (KS) RLCA Region 1

PRESIDENT: Lisa Benson
Phone: (425) 359-2462
Email: K-S_countyRLCA@comcast.net

VICE PRESIDENT: Angela Thelen
New 18/19 Phone: (425) 770-0679
Email: angelat68@yahoo.com

SECR-TREAS: Isabella Lopez
New 18/19 Phone: (425) 417-2700
Email: isarlopez@hotmail.com

PAC Chair: Taralee Mohr (425) 238-4316

012 SOUTH EAST WA RLCA – merged with Whitman-Asotin (now called Whitman-Southeast RLCA on July 1, 2017

013 EAST CENTRAL WASHINGTON RLCA Region 3

PRESIDENT: Jeff Taylor
Phone: (509) 921-9337
Email: JLTSGTUSMC1@msn.com

VICE PRESIDENT Caleb McConnell
County Liaison Phone: (509) 964-4281
Email: caleb642@gmail.com

SECR-TREAS: Cassidy Munn
PAC Chair Phone: (509) 994-3486

Email: Cassidy.Munn@yahoo.com

014 NORTH EAST WASHINGTON RLCA

Region 3

PRESIDENT: Lauri Chamberlin
New 18/19 Phone: (509) 292-8130
 Email: lcchamberlin@hotmail.com

VICE PRESIDENT: Vicki Denison
New 18/19 Phone: (509) 675-0334
 Email: vickidenis7@hotmail.com

SEC-TREAS: Lorrie Crow
New 18/19 Phone: (509) 685-9624
 Email: lorrie.crow@outlook.com

015 WHATCOM RLCA Region 1

PRESIDENT: Philip Bergman
 Phone: (360) 201-3873
 Email: succotash_54@yahoo.com

VICE PRESIDENT: Donna Lentz
New 18/19 Phone: (360) 739-5929
 Email: jerrydonna@comcast.net

SEC-TREAS: David Hamilton
 Phone: (360) 392-8326
 Email: 98230steward@mail.com

016 WHITMAN-SOUTHEAST RLCA Region 4

PRESIDENT: Trina Robinson
 Phone: (509) 553-9255
 Email: TMRobinson2007@gmail.com

VICE PRESIDENT: Billie Jo Shinall
New 18/19 Phone: (509) 338-5375
 Email: bshinall@hotmail.com

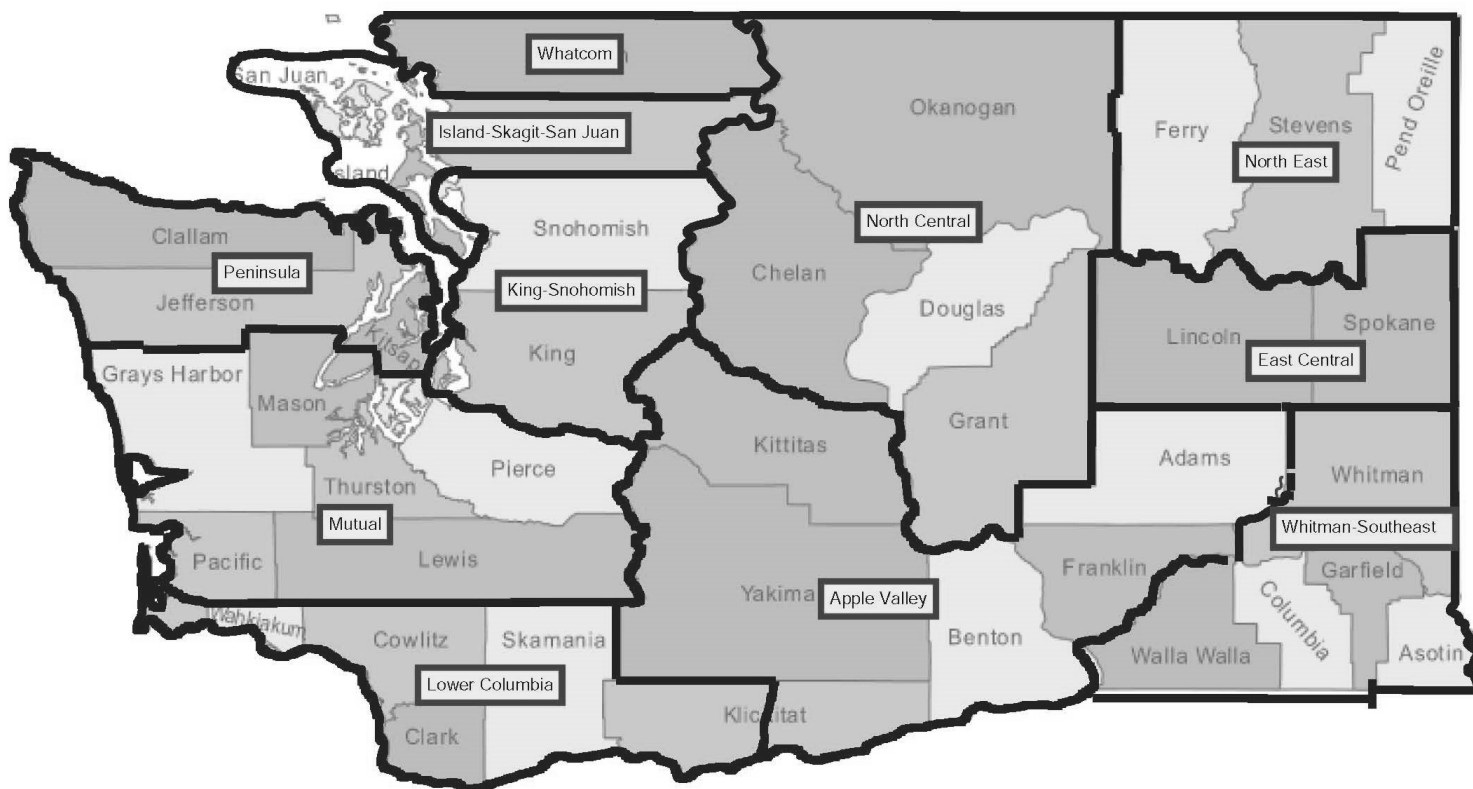
SEC-TREAS: Jim Hemrich
 Phone: (509) 657-3435
 Email: rlcjim@stjohncable.com

017 APPLE VALLEY RLCA Region 4

PRESIDENT: Curtis Carstens
New 18/19 Phone: (509) 307-8727
 Email: Pffawg7@yahoo.com

VICE PRESIDENT: Stephanie McMahan
 Phone: (509) 899-5945
 Email: stephstuckintheburg@gmail.com

SEC-TREAS: Paige Barrett
 Phone: (509) 391-0480
 Email: waregion4paige@gmail.com





WARLCA Legislative Update

July 2018

Tony Lott,
WARLCA Legislative Director

Hello all WARLCA members. This newsletter update is to help keep you informed of the legislative issues currently affecting you and your fellow rural co-workers. I will also show you how, with just a phone call or email, you too can help ensure that your wages, benefits and future job security are supported and maintained through the efforts of your Congressional Representatives on Capitol Hill.

Make no mistake about it, your jobs, wages and benefits are all under attack by private interest groups, delivery competitors, and anti-labor Congressional voting blocs. Even the current Administration is proposing to privatize the Postal Service, which would negatively impact hundreds of thousands of postal workers and their families, including yours.

Please read the following short descriptions about the issues currently affecting us in Congress and then phone or email your Senators and Representatives to request that they support our causes on these important issues before Congress.

Administration Releases Proposal to Privatize the Postal Service

On June 21, 2018, the Administration released a wide-ranging proposal to overhaul the federal government. Included in the government overhaul is a proposal to privatize the United States Postal Service. The Administration states their "proposal would restructure the United States Postal System to return it to a sustainable business model or prepare it for future conversion from a Government Agency into a privately-held corporation."

The privatization proposal recommends significant cuts to service, employee benefits, and labor that would help a privately-held Postal Service better manage expenses; "A private postal operator that delivers mail fewer days per week and to more central locations (not door delivery) would operate at substantially lower costs. A private entity would also have greater ability to adjust product pricing in response to changes in demand or operating costs. Freeing USPS to more fully negotiate pay and benefits rather than prescribing participation in costly Federal personnel benefits programs and allowing it to follow private sector practices in compensation and labor relations, could further reduce costs."

On April 12, President Trump signed an Executive Order to review the sustainability and viability of the Postal Service and make legislative recommendations. When the NRLCA met with members of the Task Force, the idea of privatization never came up. The Task Force's report is scheduled to be released on August 10. With release of this most recent recommendation to privatize the Postal Service, we have a good idea on what the Task Force is going to recommend.

The NRLCA fully opposes privatizing the Postal Service, and will continue to work with members of Congress on both sides of the aisle to pass meaningful postal reform legislation, and make sure this privatization proposal to dismantle an American institution fails.

You can view the Administration's Reform Plan to Reorganization Recommendations here:

<https://www.whitehouse.gov/wp-content/uploads/2018/06/Government-Reform-and-Reorg-Plan.pdf>

Please contact your members of Congress NOW and ask them to oppose privatization of the US Postal Service.

H.Res. 15: Preserving 6-day Mail Delivery

Delivering mail six days a week remains a critical competitive advantage for the USPS, especially in rural areas where small businesses and livelihoods are dependent on 6-day mail delivery. Eliminating 6-day mail delivery would cut as many as 50,000 rural letter carrier jobs. The NRLCA believes it is essential for Congress to continue to support 6-day mail delivery to ensure universal service for American businesses and households.

Please contact your Representative NOW and ask them to support H.Res. 15: Preserving 6-day Mail Delivery.

H.Res. 28: Maintaining Door-to-Door Delivery

H.Res.28 expresses "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." The same resolution in the 114th Congress, which was also numbered H.Res. 28, had 228 bipartisan co-sponsors.

Please contact your Representative NOW and ask them to support H.Res. 28: Maintaining Door-to-Door Delivery.

H.Res. 31: Maintaining Service Standards

Currently there are two bills in Congress, HR 756 and S 2629, which address the recent change in service standards. These changes are the result of a 2015 Postal Service plan which reduced service standards by closing facilities and nearly eliminating all overnight mail delivery. The NRLCA supports H.Res. 31, which would restore previous service standards for customers.

Please contact your Representative NOW and ask them to support H.Res. 31: Maintaining Service Standards.

H.R. 5389: Federal Retirement Fairness Act of 2018

According to OPM, this bill currently as drafted does not apply to postal employees, including rural carriers! If amended to include postal workers, H.R. 5389 will give RCAs who achieve career status as well as regular carriers the ability to have their years of part-time service credited towards retirement. In other words, you could buy back your time as a leave replacement. The NRLCA believes this could be beneficial in the retention rate of new employees.

Please contact your Representative NOW and ask them to support and amend H.R. 5389: Federal Retirement Fairness Act of 2018 to include postal employees.

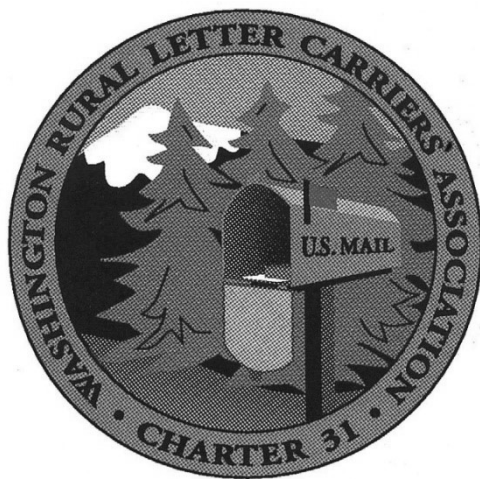
Use this link to find your Congressional Representative:
<https://www.house.gov/representatives/find-your-representative>

Go to <https://www.senate.gov> for your Senators' contact info.

Please ask your friends and family members to contact their Senators and Representatives to support these issues too!

**WASHINGTON RURAL LETTER
CARRIERS' ASSOCIATION**

CONSTITUTION



Where Service Begins With a Smile

July 1, 2018 to June 30, 2019 (18/19 Year)

Updated at the June 24-26, 2018 State Convention
Pasco, 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

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

1. Regular Carriers (Designation Code 71), including regular carriers on limited duty assignments and assigned to (960-979) rural routes or who are in Injured-on-Duty/Leave Without Pay (IOD/LWOP) status and assigned to (980-989) rural routes;
2. Part-Time Flexible Rural Carriers (PTFs, Designation Code 76);
3. Substitute Rural Carriers (Designation Codes 72 and 73);
4. Rural Carrier Associates (RCAs, Designation Codes 74, 78, 79);
5. Rural Carrier Reliefs (RCRs, Designation Code 75);
6. Auxiliary Rural Carriers (Designation Code 77);
7. Assistant Rural Carriers (ARCs, Designation Code 70-5); and
8. 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.

B. 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.

C. 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.

D. 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.

E. 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.

A. 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.

B. 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.

Members in good standing 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 representing the office from which the route emanates. The member must provide in writing prior to the start of the fiscal year to the State Secretary that member's desire to be in a different county unit. 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, at time of retirement.

Section 5. Dues.

A. 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 .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.

D. In addition to the above defined amounts, an annual assessment of \$8.00 for regular, part-time flexible, substitute, rural carrier associates, rural carrier reliefs, **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.

E. Family Plan:

1. In addition to the above defined amounts, annual State Auxiliary Per Capita dues shall be designated as follows, plus the National Auxiliary per capita dues as defined in the National Auxiliary Constitution.

- a. Regular Rural Carriers; \$4.00**
- b. Part-Time Flexible Rural Carriers; \$4.00**
- c. Substitute Rural Carriers; \$4.00**
- d. Rural Carrier Associates; \$4.00**

- e. Rural Carrier Reliefs; \$4.00
- f. Assistant Rural Carriers; \$4.00
- g. Auxiliary Rural Carriers; \$4.00
- h. Retired Rural Carriers; \$4.00

2. Those members who have signed an authorization for deduction of dues form 1187 and those that have paid by cash shall have the above amounts deducted pro-rata from the total defined dues amount by the NRLCA and remitted to the National Auxiliary quarterly.

3. Those NRLCA members who have signed an authorization for deduction of dues form 1187 or have paid by cash and do not wish to participate in the Family Plan may request a refund of Auxiliary dues. Such refund request must be made in writing to the NRLCA Secretary-Treasurer not more than twenty (20) days and not less than ten (10) days prior to the beginning of the NRLCA fiscal year. This refund request will stay in effect each year until the member notifies the NRLCA Secretary-Treasurer otherwise.

4. Should the Washington State Auxiliary cease to exist the State Auxiliary identified per capita shall default to the State Association until such time that it can be stopped.

Section 6. Membership Year.

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

B. 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.

Section 8. Magazine.

Members in good standing shall receive each issue of *The Washington Rural Carrier*.

Section 9. Standards of Conduct for the Association and its Members.

- A. Maintain democratic procedures and practices;
- B. Ensure members' rights to participation in the affairs of the Association through periodic elections, fair and equal treatment under the governing rules and due process in any disciplinary proceedings;
- C. Prevent discrimination on the basis of race, color, age, gender, religion, creed, national origin or disability, or on the basis of marital, economic, social or political status;
- D. Maintain the fiscal integrity of the Association;
- E. Prohibit business or financial interests on the part of its officers and agents which conflict with their duty to the Association.

ARTICLE IV

Subordinate Units

Section 1. Subordinate Units.

- A. Charters shall be granted County Units upon members' application and payment of one (1) year's dues for each member. The amount of dues shall be specified in WARLCA Constitution ARTICLE III.
- B. The County Unit or Region Association is subordinate to the WARLCA. Likewise, the WARLCA is subordinate to the NRLCA.
- C. All County Unit Constitutions shall be in harmony with the State and National Constitution.
- D. Region and County Associations
 - 1. REGION ONE (1) shall be composed of the County Units of: ISLAND-SKAGIT-SAN JUAN (Island, Skagit and San Juan Counties); K-S (King and Snohomish Counties); WHATCOM (Whatcom County).
 - 2. 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).
 - 3. 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).
 - 4. REGION FOUR (4) shall be composed of the County Units of: WHITMAN-SOUTHEAST (Whitman, Asotin, Walla Walla, Columbia, and Garfield Counties); APPLE VALLEY (Adams, Franklin, Kittitas, Ya-

kima, Benton, and the non-986 offices of Klickitat Counties).

E. 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 Committee person, 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 if they so choose, except for any meeting which the Officer campaigned for any elected or appointed position.

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 **and sign-in sheet.**

D. Each County President and Secretary-Treasurer will receive compensation of \$25.00 each for completing their county LM online by July 30 of the fiscal year just ended.

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.

B. 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:

1. To uphold the principles of this Constitution;
2. To prevent or correct corruption or financial mismanagement;
3. To ensure performance of collective bargaining agreements or duties of a bargaining representative;
4. To restore democratic procedures;
5. 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.

- A. 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. Proviso: The election of the Vice President at the 2018 State Convention be for a one-year term, and thereafter the term of the Vice President shall be a two-year term, beginning with the election at the 2019 State Convention.
- B. There shall be an Executive Committee consisting of the four (4) Region Committeepersons.
- C. The term of the officers of the WARLCA shall be from the time of installation to the installation of their successors.
- D. 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.

A. President

- 1. The President shall preside at all meetings of the WARLCA and of the Board and enforce all laws thereof. He/She shall sign all papers and documents that require his/her signature to properly authenticate them.
- 2. 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.
- 3. 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.
- 4. 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.
- 5. 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.

B. 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.

C. Secretary-Treasurer

- 1. The Secretary-Treasurer shall keep a correct record of the proceedings of the WARLCA, and read or cause to be read, all communications, reports, etc. He/She shall affix the seal of the WARLCA to all official documents. He/She shall prepare for publication in the *Washington Rural Carrier*, an overview of the speakers at the WARLCA State Convention or special meetings and a correct record of the business session of the WARLCA State Convention or special meetings, not later than one (1) month after the close of each State Convention or special meeting, and shall also present on the first day of the State Convention a complete statement of the condition of the WARLCA, including a statement of the membership of same.
- 2. He/She shall conduct the correspondence of the WARLCA, keep a record, and submit same when demanded by the Board.
- 3. He/She shall have charge of the seal, books, papers, and documents belonging to the WARLCA; shall deliver to the WARLCA, or his/her successor, all property of the WARLCA at the expiration of his/her term of office, or upon an earlier termination thereof; he/she shall be given an itemized receipt for all property delivered by the party or parties receiving same.
- 4. He/She shall keep a true and correct account between the WARLCA and the County Units.
- 5. He/She shall perform all the duties of the Treasurer as are required by this office.
- 6. He/She shall receive all monies due the WARLCA and shall deposit all monies in a convenient depository.

ry; 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.

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

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

9. He/She shall render a report to the WARLCA at its State Convention or to the President and Board when they may request it, showing in detail the receipts and expenditures of the WARLCA's funds as shown by his/her books.

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

11. Upon receipt of the nominations for the position of Delegate to the National Convention, he/she will have prepared a ballot listing the nominees for the position of Delegate to the National Convention, and the ballot shall be mailed to all members at least twenty (20) days prior to the opening of the State Convention. He/She will fulfill all duties concerning delegates to National Convention in accordance with Article VII (National Convention Delegates) of the Constitution of the WARLCA.

12. He/She will notify all members, at least fifteen (15) days prior to the opening of the State Convention, of the time and place, the nominating and election procedures, and the offices to be filled. This notice may be included with the National Delegate ballot mailed to each member.

13. He/She will retain for one (1) year in a safe location all ballots used at the State Convention. These ballots should be placed in envelopes marked to indicate for which election they were used.

14. The Secretary shall have the Constitution printed in the Convention issue of the *Washington Rural Carrier*, which will be mailed to all members.

D. Executive Committee

1. The Executive Committee, or a majority of them, shall act as Trustees of the WARLCA, and in conjunction with the President, have general supervision and control of the WARLCA.

2. 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.

3. 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.

E. Editor

1. 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.

2. 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.

F. 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.

G. 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.

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

B. 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.

C. 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.

D. 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.

E. The installation of officers shall take place immediately before adjournment.

Section 4. Salaries.

A. 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

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

Section 5. Expenses.

A. 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.

B. 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, National Convention, or Western States Conference while they are in session, but may be authorized by the Board for other required business or trainings.

C. WARLCA employees, once meeting the requirements, will be eligible and receive the WARLCA VOYA 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.

D. 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.

E. All elected and appointed WARLCA State Officers will be reimbursed mileage at the IRS allowable rate for authorized business of the WARLCA.

F. All elected and appointed State Officers will be reimbursed actual hotel expenses if an overnight stay is required.

G. All elected and appointed State Officers will be reimbursed \$30 food per diem while on travel status, and an overnight stay is required.

H. 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.

I. 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 appeals as listed in NRLCA Constitution, Article X Appeals, Section 1. State.

A. 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.

A. 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.

B. 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.

A. 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.

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

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

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

1. Specific assignment to a committee as notified by the State President.
2. 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.
3. Receiving the ballots and Voting Cards for his/her delegation and for returning them at the conclusion of each business session.
4. Verifying his/her county delegates' attendance at the beginning of each business session.
5. Reporting any discrepancies in his/her county delegates' attendance to the State President and Mileage and Per Diem Committee as soon as possible.
6. Submitting an oral report of the State Convention at his/her county meeting during the upcoming year.

D. 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.

E. No delegate can be seated from any County Unit without properly signed credentials and current membership dues paid. **Each delegate shall be seated with the County Unit that the delegate was elected in.**

F. 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.

A. 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.

B. 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.

C. 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.

A. Order of Business

1. Call to Order
2. Invocation
3. Presentation of Colors
4. Recite the Pledge of Allegiance
5. Roll Call of Officers
6. Vote on Convention Standing Rules
7. Vote on Hearing Proposed Resolutions and Constitution Changes from the Floor under New Business
8. Name Members of Committees
9. Report of Credentials Committee
10. Report of Officers
11. Report of Standing Committees
12. Report of the one-year future State Convention
13. Report of the two-year future State Convention
14. Report of the three-year future State Convention
15. Report of Special Committees
16. Call for Unfinished Business
17. Call for New Business
18. Election of Officers
19. Installation of Officers
20. Retirement of Colors
21. Adjournment

B. 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.

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

Section 7. Special Meetings.

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

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

ARTICLE VII
National Convention Delegates

Section 1. Eligibility.

A. 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.

B. 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.

C. 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*.

B. 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.

I. 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.

A. 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, except for NRLCA National Steward System business, their compensation shall be reduced by 10% for each missed function after 30 minutes. The compensable functions of the National Convention shall be one each daily morning and afternoon session, and one seminar, and the Western States Caucus, excepting that attendance to the WSC function shall not be required if participating in the election campaign of a WARLCA member for National Office with notification to the Delegate-at-Large by the candidate.**

B. Paid delegates to the National Convention are required to give a report of said Convention at their county meeting before the next year's State Convention. Paid delegates are to attend all association general sessions at the National Convention with the following permitted exceptions upon the approval of the National Delegate-at-Large:

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

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

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

ARTICLE 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.

Section 4. Record of Votes.

A record of each WARLCA Board member's vote on board decisions at board meetings and via e-mail will be kept on file and published in the *Washington Rural Carrier*, except for those made during executive sessions.

ARTICLE IX Committees

Section 1. Appointment.

A. 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.

B. 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.

A. 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.

B. 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.

C. 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.

D. 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.

E. 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.

F. 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.

G. 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.

H. 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.

I. 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.

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

K. 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.

L. 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.

M. 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.

N. 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.

O. 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. 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 filed and mail individually, in writing and be filed with the State President via first class mail 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 from receipt of said letter to respond in writing and provide documentation to the State President via first class mail.

4. 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.

B. 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.

1. This appeal must be in writing and be filed with the President of the National Association via first class mail within 30 days of receipt of the State Board's decision.

2. 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.

3. 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.

C. 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.

1. 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.

2. 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.

3. 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, representative or steward thereof shall have the right to appeal directly to the National Board.

1. Appeals must be filed and mailed individually, in writing, and be filed with the National President via first class mail within 30 days of having knowledge of said action.

2. 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, and if necessary, request that the Charging Party provide a letter outlining the specific charge and any relief sought. The letter of specificity, along with complete documentation, must be returned via first class mail within 20 days of receipt of the National Board's request.

3. 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.

4. 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.

5. 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.

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

2. 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.

3. 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. Timeliness shall be determined by postmark. Costs of the state investigation and action shall be borne by the state association; costs of the National Appeals Commission and Appeals Committee shall be borne by the National Association. No legal proceeding may be initiated until the appeal procedures provided herein have been exhausted.

ARTICLE XI

Parliamentary Authority

The rules contained in the current edition of ROBERT'S RULES OF ORDER NEWLY REVISED shall govern the Association in all cases to which they are applicable and in which they are not inconsistent with the State and National Constitution and any special rules of order the WARLCA may adopt.

ARTICLE XII

Amendment of Constitution

The Constitution shall take effect immediately upon adoption.

This State Constitution shall be in harmony with the National Constitution. The county Unit is subordinate to the WARLCA, and the WARLCA is subordinate to the NRLCA. Any provisions of this Constitution which conflicts with any Federal or State Law, regulation, or ordinance shall be inoperative as to those jurisdictions in which said Federal or State Law, regulation, or ordinance is in force.

Constitution amendments shall become effective upon adjournment of the State Convention unless otherwise stipulated and can only be amended by submitting the amendment in writing at a State Convention and shall require a two-thirds vote to amend.



Karl Kern, NRLCA Member for 70 Years

By Monte Hartshorn, Portland District Representative
(Representing the members of Lower Columbia)

On April 28th, I was honored to present to Mr. Karl Kern his 70-year membership award. Karl was a rural carrier out of the Bellingham, Washington Post Office and was proud to note that he had stayed on the same route his entire career as a rural carrier.

Karl began his career with the Postal Service during Christmas of 1943. He was still in high school but was looking to get a part-time job giving Christmas help. His sister's boyfriend, Bill Brown, mentioned the Post Office was hiring and persuaded Karl to apply. When Karl went to the Post Office, he was hired that day and was immediately put to work doing collections. Not too long later, Karl was handed a rifle, told that it was loaded, and he was to guard the daily receipts. Karl did this for a while (remember that in those days, the Post Office also served as a bank) until one day, an older co-worker told him to check the rifle. He wasn't supposed to mess with the rifle, just carry it and guard, but finally opened it up to find that it was empty. Karl reacted totally like the rural carrier he would later become and went to the Postmaster's office "madder than hell." It turns out that ammunition was rationed to civilians and management needed the bullets to be able to hunt.

After finishing high school, Karl served in the US Army. He began working in warehouse, but when an officer tasted his cornbread, he was told that he was all through in the warehouse -- he was now a cook! All because of

cornbread, and to top it off, Karl didn't even have a recipe for the cornbread.

Karl returned to Bellingham in 1947 after his tour of duty in Japan. He needed a job and was not sure what to do. One day he spotted Harry Cope across the street. He yelled hello over to Harry who immediately took him to the Postmaster's office and said, "I have a man who needs a job." Again, Karl was hired on the spot because "the regulars needed their vacation time." Karl began again as a City Carrier for a little while until he was relieved. He was then asked if he wanted to be City or Rural Carrier. Again, a co-worker stepped up, yelling "He wants to be a Rural Carrier." Karl said that he went to the route and he really enjoyed it.



Karl worked 45.5 years on his route. He was famous for his 1975 Dodge Dart. He re-built it several times and it still ran well, but Karl noted that the right door was "beat to hell." There were challenges at times on the route, like the Halloween when some kids filled a mailbox with manure. Karl said that he wasn't looking and just stuck his arm in to deliver the mail. Or the time when there was a lot of mail and two box-holders. Management ordered Karl to take both of them out. Upon returning with one set, Karl informed management that they had instructed him to take them out, but had not told him to deliver them.

Karl knew everyone in Bellingham and was extremely well thought of.

Each Christmas, he received lots of treats and sometimes some of the “good stuff.” Karl retired in November 1990. On his last day, the Dart was retired and Karl delivered the mail out of a limousine. There was a party at the Post Office where Karl had a cake and received lots of cards from both customers and co-workers. Many of his customers even posted signs along the route thanking Karl for his 45+ years of

friendly service and wishing him a happy retirement.

When Karl was asked why he had kept his membership so long, he explained how important the Union was to workers. It was the Union that represented all rural carriers and negotiated raises and EMA.

On behalf of the WARLCA and the NRLCA, I want to congratulate Karl and wish him well for his next 70 years of membership.

Statement of Activities					
Previous Year Comparison	Jul '17– Jun '18	Jul '16 - Jun '17	\$ Change	% Change	Budget
Income					
4000000 · National General Ins...	\$19,021.21	\$16,472.94	\$2,548.27	15.5%	\$14,00.00
4050000 · Membership Incentive	\$2,295.00	\$0.00	\$2,295.00	100.0%	\$1,000.00
4100000 · Interest / Dividends	\$2,394.91	\$2,333.61	\$61.30	2.6%	\$2,400.00
4200000 · Membership Dues	\$241,548.45	\$235,806.68	\$5,741.77	2.4%	\$239,050.00
4400000 · Reimbursements	\$45.32	\$802.16	-\$756.84	-94.4%	\$0.00
4500000 · Sales	\$3,825.00	\$20,805.32	-\$16,980.32	-81.6%	\$4,100.00
Total Income	\$269,129.89	\$276,220.71	-\$7,090.82	-2.6%	\$260,550.00
Expense					
5000000 · Accounting Fees	\$4,475.00	\$4,506.50	-\$31.50	-0.7%	\$4,500.00
5100000 · Awards & Recognition	\$929.18	\$2,478.83	-\$1,549.65	-62.5%	\$70.00
5300000 · Employee Benefits	\$5,826.31	\$7,239.42	-\$1,413.11	-19.5%	\$5,000.00
5400000 · Equipment	\$0.00	\$2,545.88	-\$2,545.88	-100.0%	\$0.00
5600000 · Lodging	\$4,357.22	\$21,363.02	-\$17,005.80	-79.6%	\$11,800.00
5700000 · National Convention	\$55,398.96	\$48,845.40	\$6,453.56	13.4%	\$55,699.00
5800000 · Office Expense	\$1,364.35	\$3,145.43	-\$1,781.08	-56.6%	\$1,850.00
5900000 · Payroll Taxes	\$7,752.42	\$12,953.02	-\$5,200.60	-40.2%	\$9,000.00
6000000 · Per Capita Dues	\$3,223.00	\$4,382.47	-\$1,159.47	-26.5%	\$4,350.00
6100000 · Postage	\$5,981.20	\$4,563.95	\$1,417.25	31.1%	\$4,475.00
6200000 · Printing	\$878.76	\$1,122.71	-\$243.95	-21.7%	\$600.00
6600000 · Salaries and Wages	\$87,745.16	\$145,315.43	-\$57,570.27	-39.6%	\$104,010.00
6700000 · State Meetings	\$39,416.49	\$41,678.51	-\$2,262.02	-5.4%	\$32,000.00
6701000 · State Paper	\$7,589.48	\$8,242.06	-\$652.58	-7.9%	\$7,650.00
6900000 · Telephone & Internet	\$1,400.00	\$1325.00	\$75.00	5.7%	\$1,325.00
7000000 · Travel	\$10,294.31	\$18,746.98	-\$8,452.67	-45.1%	\$11,170.00
7100000 · Website Expenses	\$104.99	\$710.77	-\$605.78	-85.2%	\$0.00
7200000 · Western States Conf	\$6,642.50	\$31,840.53	-\$25,198.03	-79.1%	\$5,630.00
Total Expense	\$243,379.33	\$361,005.91	-\$117,626.58	-32.6%	\$259,129.00
Net Income	\$25,750.56	-\$84,785.20	\$110,535.76	130.4%	\$1,421.00

Washington Rural Carrier — Convention 2018

WARLCA TRACKING FORM FOR 2017/2018 DUES YEAR														
NAME	Jul-17	Aug-17	Sep-17	Oct-17	Nov-17	Dec-17	18-Jan	18-Feb	18-Mar	18-Apr	May-18	Jun-18	Total	Total
														For Year
Tara Mohr	0	4	0	3	0	0	0	0	0	4	1	0	12	
Tara Lost s/l annual	0	0	0	0	0	0	0	0	0	0	0	0	0	12
Becky Wendlandt	5	9	4	10	5	3	7	7	10	11	16	14	101	101
Levi Hanson	1	4	0	4	1	0	0	2	0	4	7	5	28	
Levi Lost s/l annual	0	0	0	0	0	0	0	0	0	0	0	1.25	1.25	29.25
Lisa Benson	0	0	0	0	0	0	0	0	0	0	0	0	0	
Lisa Lost s/l annual	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Paige Barrett	0	3	0	4	1	0	0	0	0	3	2	3	16	
Paige Lost s/l annual	0	0	0	0	1.5	0	0	0	0	0	0	0	1.5	17.5
Lorrie Crow	0	3	0	4	0	0	0	0	0	3	4	4	18	
Lorrie Lost s/l annual	0	0	0	0	0	0	0	0	0	0	0	0	0	18
Kurt Eckrem	1	4	2	7	1	1	0	1	2	3	7	5	34	
Kurt Lost s/l annual	0	0	0	0	0	4.5	0	0	0	0	0	0	4.5	38.5
Stella Fazzino	2	4	0	8	2	0	3	3	0	6	3	6	37	
Stella Lost s/l annual	0	0	0	0	0	0	0	0	0	0	0	0	0	37
TOTALS	9.00	31.00	6.00	40.00	11.50	8.50	10.00	13.00	12.00	34.00	40.00	38.25	253.25	253.25
Note: This form shows the amount of ADOP taken for union business and the amount of ADOP paid for Lost Annual and Sick Leave.														
The "Total For Year" shows the total amount of both ADOP for union business and lost sick leave and annual added together														

<u>Statement of Financial Position</u>	<u>June 30, 18</u>	<u>June 30, 17</u>	<u>\$ Change</u>
ASSETS			
Checking/Savings			
1010000 · Chkg - WA Trust Bank	\$10,192.73	\$14,427.696	-\$4,234.96
1020000 · Savings - APCU	\$65,878.93	\$5,225.52	\$60,653.41
1030000 · Chkg - APCU	\$388.61	\$384.77	\$3.84
1041000 · C.D.#75 12mo	\$41,942.08	\$41,383.40	\$558.68
1410000 · C.D.#71 APCU 12 mo	\$0.00	\$32,625.47	-\$32,625.47
1430000 · C.D.#77 APCU 12 mo	\$31,688.05	\$31,296.92	391.13
1460000 · C.D.#74 APCU 12mo	\$41,942.08	\$41,383.40	\$558.68
1470000 · C.D.#76APCU24mo	\$21,735.07	\$21,445.56	\$289.51
Total Checking/Savings	\$213,767.55	\$188,172.73	\$25,594.82
TOTAL ASSETS			
LIABILITIES & EQUITY			
Liabilities			
2100000 · Payroll Liabilities			
2104000 · 940 (FUTA) Fed Unemploy	\$138.06	\$162.22	-\$24.16
2105000 · State Unemployment Tax	\$4.86	\$63.73	-\$17.87
2106000 · Labor and Industries Tax	\$280.73	\$394.44	-\$113.71
Total Liabilities	\$464.65	\$620.39	-\$155.74
Equity			
3900000 · Net Assets	\$187,552.34	\$272,337.54	-\$84,785.20
Net Income	\$25,750.56	-\$84,785.20	\$110,535.76
Total Equity	\$213,302.90	\$187,552.34	\$25,750.56
TOTAL LIABILITIES & EQUITY	\$213,767.55	\$188,172.73	\$25,594.82

Revised
NRLCA Form 1187
2017UNITED STATES POSTAL SERVICE
AUTHORIZATION FOR DEDUCTION OF DUESRURAL CARRIER
CLASSIFICATION☐ Regular ☐ PTF ☐ Relief ☐ ARC

(USPS EMPLOYEE I.D. NUMBER)

LASTNAME

FIRST NAME

MI

MAILING ADDRESS

CITY

STATE

ZIP CODE+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**, from 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.

EMPLOYEE SIGNATURE

DATE

PHONE

EMAIL ADDRESS

SECTION B - FOR USE BY STATE 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 \$28.54 Regular/ \$10.12 Relief per pay period.

LOC #	STATE
DATE	REMIT #

REBECCA WENDLANDT, STATE SECRETARY

SECTION C - FOR USE BY NATIONAL ASSOCIATION

Date of Delivery to Employer (For National Office use)

ANNIVERSARY DATE TO BE USED
AT USPS PERSONNEL OFFICE

Send to: REBECCA WENDLANDT
WARLCA STATE SECRETARY-TREASURER
2811 N CHASE LANE
LIBERTY LAKE, WA 99019-5002

WARLCA Membership Statistics



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

*Sonja Glover
Carol McRobie
Sue Metzger
Shelly Vallejo*

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

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 Chase, Liberty Lake WA 99019-5002 for the official form. You will receive recognition from NRLCA and an article and picture in a future issue of the WRC.

Member Totals by Class		Nonmember Totals by Class	
Regular	1,022	70-5 — ARC	107
PTF	9	71 — Regular	172
Retired	260	74 — RCA VAC RT	7
Associate	2	76 — PTF	2
RCA	675	78 — RCA	247
Retired Associate	1	79 — RCA AUX RT	13
Recently Retired	12	Total	548
ARC	25		
Cash-Paid	31		
Total	2,037		

Congratulations Retirees!

BIRDSSELL, SHARON V	EATONVILLE
BROOK, KIM H	STANWOOD
DALEBOUT, VIRGINIA S	OLYMPIA
DEYOUNG, ARLENE F	BLAINE
ECKERDT, JOHN D	VANCOUVER
FORSLOF, KATHLEEN P	SPOKANE
FRUNZ, JENNIFER K	CHEWELAH
GILMAN, CATHRYNE A	GIG HARBOR
HOISINGTON, RACHEL E	NEWPORT
HOLERT, MARIE E	VASHON
HOON, SHERRY A	WAPATO
JOHNSON, SHAWN H	VASHON
KEMP, KATHY D	TOLEDO
MADISON, SHARON B	SUMNER
MARKETTI, KATHY D	OAK HARBOR
MCCULLOUGH, BETTY M	SELAH
MILLER, RICHARD J	DUVALL
MOREAU-COOK, KATHLEEN D	NORTH BEND
MURRAY, TONI G	FRIDAY HARBOR
NICKOLAS II, MIKE J	CAMAS
ORCUTT, HELEN	CHEHALIS
PERCY, TRACY L	PASCO
PERIGARD, MICHAEL D	BREMERTON
TWO FEATHERS, NOLA	MOUNT VERNON
WEAVER, LAURA M	PASCO
WILSON, JACQUELINE L	STANWOOD
WOTHERSPOON, JAMES F	STANWOOD

Please Welcome Our New Members!

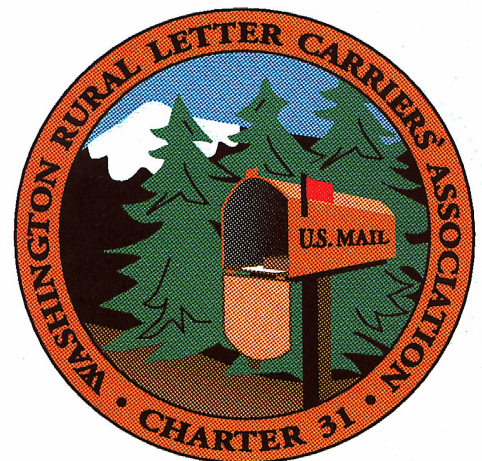
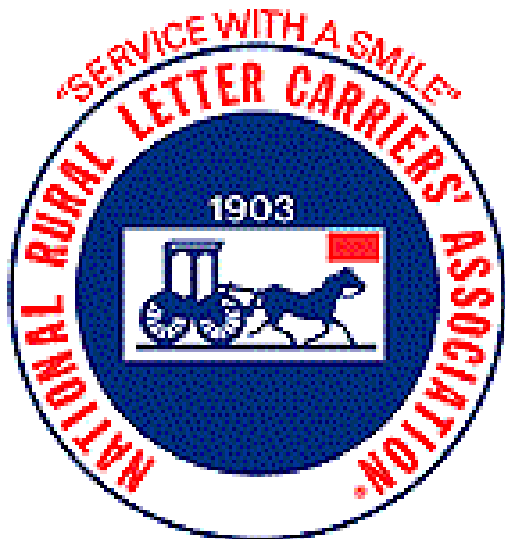
7 - RCA	DAILEY	JEFFREY	ARLINGTON	7 - RCA	KENNEDY	KASEY	PORT ORCHARD
7 - RCA	GREEN	LINDSEY	ARLINGTON	7 - RCA	FAULKNER-HARRIN	JOSEPH	PORT ORCHARD
7 - RCA	BRIN	JAMIE	ARLINGTON	7 - RCA	CHUNN	KELLY	PORT ORCHARD
7 - RCA	ORSER	RAND	AUBURN	7 - RCA	GWINN	MARY	PORT ORCHARD
7 - RCA	NOBLE	LINDSAY	BATTLE GROUND	C - ARC	WASHINGTON	SABRINA	POULSBO
7 - RCA	BUCK	JEFFREY	BATTLE GROUND	7 - RCA	WRIGHT	GENEVA	POULSBO
7 - RCA	ORLOVA	TATYANA	BATTLE GROUND	7 - RCA	SHEPPERSON	KEITH	PUYALLUP
7 - RCA	JEZESKI	PHILIP	BATTLE GROUND	7 - RCA	ARNOLD	ANDREW	QUINCY
7 - RCA	CLAY	SANDRA	BELLINGHAM	7 - RCA	PICKENS	VICTORIA	QUINCY
7 - RCA	DOUCETTE	CHRYSTALINE	BELLINGHAM	7 - RCA	HALLS	SAMANTHA	RICHLAND
7 - RCA	BECKMAN	SARAH	BELLINGHAM	7 - RCA	FELTS	LORA	RICHLAND
7 - RCA	LOOMER	BREWSTER	BLAINE	7 - RCA	MCKENNA	SAMANTHA	RICHLAND
7 - RCA	PEARSON	STEVEN	BLAINE	4 - Retired	CROW	BEVERLY	RICHLAND
7 - RCA	ZIEGLER	ROBERT	BLAINE	7 - RCA	HASKELL	CHAD	ROY
7 - RCA	KIRK	MAGGIE	BLAINE	7 - RCA	CROSBY	SCOTT	SAINT JOHN
4 - Retired	DEYOUNG	ARLENE	BLAINE	7 - RCA	DUNMIRE	DOUGLAS	SEATTLE
7 - RCA	STRAIN	TIFFANY	BUCKLEY	7 - RCA	YOUNG	CHRIS	SEATTLE
7 - RCA	ROSEVEAR	BURT	CARNATION	7 - RCA	BROWN	JEREMY	SEATTLE
7 - RCA	KLEIDON	KEVIN	CARNATION	7 - RCA	PRIDDIS	JACOB	SEATTLE
7 - RCA	JANZEN	ERIC	CASHMERE	7 - RCA	TOMBAUGH	KEVIN	SELAH
1 - Regular	CHEKULAYEV	ALEKSANDR	CHENEY	7 - RCA	SHROUF LOWRANCE	TEARRA	SHELTON
7 - RCA	JEKUBIK	LISA	CHEWELAH	C - ARC	HUMPHREY	JEREK	SHELTON
7 - RCA	SAYERS	KAREN	CHEWELAH	7 - RCA	WILLIAMS	CAITLIN	SHELTON
7 - RCA	SIBLEY	DEVIN	DUPONT	7 - RCA	WEBER	SARAH	SHELTON
7 - RCA	STOUT	KATHY	DUPONT	7 - RCA	MAHONY	MICHAEL	SHELTON
7 - RCA	CAMPBELL	MEAGAN	DUVALL	7 - RCA	PETERSEN	JANELL	SHELTON
7 - RCA	TAITANO	TERESA	EATONVILLE	7 - RCA	SHELTON	COLE	SILVERDALE
7 - RCA	FORTUNE	KIYLEI	ELMA	7 - RCA	BARRAGAN	VERONICA	SILVERDALE
7 - RCA	WINTER	JODI	ENUMCLAW	7 - RCA	AJIMINE	DAYNA	SNOHOMISH
7 - RCA	CHAMBERLIN	AUSTIN	EPHRATA	7 - RCA	MCCURDY	MARGRET	SNOHOMISH
7 - RCA	SANSBURN	MIKE	EVERETT	1 - Regular	GIDNEY	TAMMY	SNOHOMISH
7 - RCA	GATES	LINDSAY	EVERSON	7 - RCA	MAHONEY	EVAN	SPANAWAY
7 - RCA	BARKER	TINA	FALL CITY	7 - RCA	BORJA	JESSICA	SPANAWAY
7 - RCA	ALLOWATT I	JAYME	GRAHAM	7 - RCA	INGRAM	MICHELE	SPOKANE
7 - RCA	ENNIS I	TARA	KALAMA	7 - RCA	HARDEE	CHARLES	SPOKANE
7 - RCA	VICKARYOUS	ELIZABETH	KELSO	7 - RCA	THALHEIMER	DERICK	STANWOOD
7 - RCA	PITTS	RON	LACROSSE	7 - RCA	GARDIPE	EDWARD	STANWOOD
7 - RCA	STOKES	LINDA	LAKE STEVENS	7 - RCA	GREEN	STEFANIA	STANWOOD
7 - RCA	LOVETT	KEITH	LAKE STEVENS	7 - RCA	VAN HOUTEN	LYDIA	STANWOOD
7 - RCA	RICHARD	WELLINGTON	LAKE STEVENS	1 - Regular	HENDERSON	PASCQUALINA	SUMNER
7 - RCA	FORBES	SEAN	LANGLEY	7 - RCA	PATTERSON	JIMMIE	SUMNER
C - ARC	CARPENTER	CHRISTINA	LANGLEY	7 - RCA	MERKEL	JOSEPH	SUMNER
7 - RCA	WALKER	AMY	MAPLE VALLEY	7 - RCA	STENGEL	CHANTELLE	SUMNER
C - ARC	MARTIN	TRACY	MAPLE VALLEY	C - ARC	FRAZER	KONILYNN	SUMNER
7 - RCA	LAMBERT	SHAWNA	MARYSVILLE	7 - RCA	THORNTON	MORGAN	SUMNER
7 - RCA	FITZGERALD	CARLEEN	MARYSVILLE	7 - RCA	LOH	ANGELA	SUMNER
7 - RCA	THOMPSON	LISA	MARYSVILLE	7 - RCA	MYERS	IRIS	SUMNER
7 - RCA	LURVEY	CHRISTOPHER	MARYSVILLE	7 - RCA	KEY	VANITY	TACOMA
7 - RCA	LOCHNER	KATHERINE	MARYSVILLE	1 - Regular	FREECE	GIBB	TOLEDO
7 - RCA	JOHNSON	ROBERT	MARYSVILLE	4 - Retired	KEMP	KATHY	TOLEDO
7 - RCA	MARTIN	DIANE	MARYSVILLE	7 - RCA	MACHA	KAROLEE	VANCOUVER
7 - RCA	POWERS	SEAN	MONROE	7 - RCA	PARRISH	TONYA	VANCOUVER
7 - RCA	STEVENSON	ROSEANN	MONROE	C - ARC	KELLY	TRACY	VANCOUVER
7 - RCA	LANE	DONALD	MOUNT VERNON	7 - RCA	MACRAE-SMITH	WILLIAM	VANCOUVER
7 - RCA	LUCIER	HOLLY	NORTH BEND	7 - RCA	ARCHER	THERESE	VANCOUVER
7 - RCA	ACEVEDO	JESUS	NORTH BEND	7 - RCA	LUMAGUE	KYLE	VANCOUVER
7 - RCA	BJORGE	JEANNE	OAK HARBOR	7 - RCA	SCHMIERER	SHAWN	WALLA WALLA
7 - RCA	FAHRENBRUCH	PEGGIE	OCEAN PARK	7 - RCA	WOODS	HOWARD	WAPATO
7 - RCA	MICKELSON	CAREY	OLYMPIA	7 - RCA	THOMPSON	JACQUELINE	WARDEN
4 - Retired	SPENCE	TOMMIE	OLYMPIA	7 - RCA	ESQUIVEL	LISA	WASHOUGAL
7 - RCA	DEAN-SNODGRASS	PATRICK	OLYMPIA	7 - RCA	CARR	SEAN	WASHOUGAL
7 - RCA	PETRAITIS	JAMES	OLYMPIA	7 - RCA	KILTON	CHRISTINA	WASHOUGAL
7 - RCA	MOIR	AMBER	OLYMPIA	7 - RCA	WORLEY	RACHEL	WASHOUGAL
7 - RCA	NASH	STEVEN	OLYMPIA	7 - RCA	WILLIAMS	DIRK	WENATCHEE
7 - RCA	BAYLEY	AIYANA	OROVILLE	7 - RCA	SQUIRE	SALEM	WINLOCK
7 - RCA	PETTINGER	PHILLIP	OTIS ORCHARDS	7 - RCA	RITCHEY	JODI	WOODINVILLE
C - ARC	MUNGUIA	LUCILA	PASCO	7 - RCA	LIN	CHING HUNG	WOODINVILLE
7 - RCA	JENKINS	MELINDA	PASCO	7 - RCA	HARRER	JUSTIN	WOODINVILLE
7 - RCA	MOORE	NICHOLAS	PASCO	7 - RCA	GOODSON	HENRY	WOODINVILLE
7 - RCA	WHITMORE	KRISTI	PASCO	C - ARC	MURTIC	ELVIR	WOODINVILLE
7 - RCA	SPEER	WILLIAM	PASCO	7 - RCA	LACY	SHAMMRA	YACOLT
1 - Regular	WATTENBURGER	RENITA	PASCO	C - ARC	CORONA	MIGUEL	YAKIMA
7 - RCA	ERDMANN JR	LARRY	PORT ORCHARD	7 - RCA	LAUZON	DANA	YELM
7 - RCA	ROXAS	RONULFO	PORT ORCHARD	7 - RCA	JONES	RACHEL	YELM

Washington Rural Carrier
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Where Service Begins With a Smile

Upcoming Dates to Remember

Sep 15 2018: Rural Carrier Remembrance Day
Oct 13 2018: New Guarantee Year Begins
Dec 1 2018: Christmas Overtime Period Begins
Jan 5 2019: 2019 Leave Year Begins
Apr 24-26 2019: Western States Conference, Tempe AZ
May 11 2019: Letter Carriers' Food Drive
June 23-25 2019: State Convention, Grand Mound WA
Aug 13-16 2019: National Convention, Grapevine TX