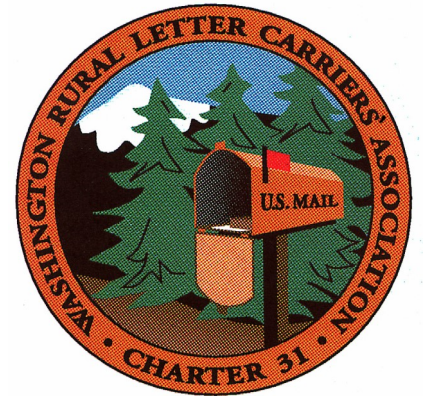


Washington Rural Carrier

Official Publication of the Washington Rural Letter Carriers' Association

Convention 2019



Where Service Begins With a Smile

Congratulations Kurt Eckrem!



State Convention!
At the Great Wolf Lodge!

New Constitution
And New County Officers

Photo Submissions
Put your pictures **HERE!**

Apple iWatch Raffle!
See page 21

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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





Letters to the Editor

Opinion pieces may be submitted to the Editor of the *Washington Rural Carrier*. The method of submission is via email to warlcaeditor@outlook.com. The WARCLA Board reserves the right to edit or omit text 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 are those of the author and do not necessarily reflect the views or policies of the Association.

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- (1) the photo was taken by you or used with the photographer's permission in writing,
- (2) using the photo in publication will not violate copyright laws,
- (3) photo submissions become the property of the WARLCA,
- (4) photos of mail or photos taken on postal property are not permissible,
- (5) photos should not be taken while in a USPS-paid status,
- (6) photos of mailboxes will not include the full address, though a house number may be visible,
- (7) photos should relate directly to rural delivery, rural carriers, Washington state, and/or postal history and memorabilia
- (8) photos must be submitted via email to warlcaeditor@outlook.com
- (9) submission does not guarantee publication
- (10) credit will be given to the photographer/illustrator when the image is used.

Classifieds

Announcements for classifieds will be strictly limited to mutual transfer requests. The WARLCA is not responsible for the accuracy of the information provided in mutual transfer requests. This service is free of charge to NRLCA members. Membership will be verified. Publication will be subject to magazine's deadlines and space constraints. The WARLCA is not responsible for arranging mutual transfers.

Requests for delivery vehicle sales should be submitted via email to warlca@gmail.com. Delivery vehicle sales may be sent to the membership via email updates and/or posted on warlca.com. Due to safety concerns, the ¼ ton Jeeps will not be advertised.

My route is in Abilene, TX. 45K LLV 24 miles. Office has 23 full time routes, 2 auxiliary, most LLV some POV and continues to rapidly grow. Looking for any area within one hour of Tacoma.

Email: wagner.jaysond@gmail.com

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WARLCA Outstanding Member of the Year 2018-2019

By Lisa Benson, WARLCA Vice President & Editor

The coveted WA Outstanding Member of the Year award; perhaps the most anticipated portion of the annual state convention. Every year, nominations are received for many well-deserving union members. Nominated persons are considered based on their years of service, notable accomplishments, community service, and attendance record to local, state, and national union functions.

Kurt Eckrem began his postal career in the Marysville Post Office in March of 1991. Having been a Teamsters union member for 21 years at his previous job at a grocery store chain, he also joined the NRLCA. Kurt then tells me that he initially failed the driving test. Upon arriving at the training center, the trainer took one look at his old Datsun truck with one brake light out and refused to let him drive it for his test. Kurt then went home to get his wife's car, which had a manual transmission. She was teaching him how to drive a stick and he wasn't very skilled at the time of the drive test. With a chuckle, Kurt recalls that he didn't do too well and the instructor failed him.

Kurt even wrote an op-ed for the local newspaper, The Everett Herald, in July 2013

Not too long after, he received a call from the postmaster of the Marysville office who told Kurt that he wanted to hire him. He passed a drive test and had scored a 98 on the relief carrier test, so off he went to Marysville. When he first began his postal career, Kurt still worked graveyard shifts at the grocery store, telling me that he would frequently work graveyard one night, sleep for a couple of hours, and then get up and report for duty in the morning at the post office. He worked this grueling schedule for the first two years of postal employment.

After the grocery chain went out of business, Kurt devoted all his time to the Marysville Post Office as a dual appointment: city carrier and rural carrier. He was guaranteed four hours of work on Sundays running Express mail, or if there was little mail to deliver, he would fill the rest of his time doing whatever work at the post office he could find: emp-

tying trash cans, casing curtailed mail, sweeping.

In all, Kurt worked six years as an RCA, including running an aux route. In 2006, he became a local steward, one of his earliest cases being a termination he had overturned. The RCA was reinstated with full seniority and all records of the termination expunged. It just so happens that this RCA is me and I owe my own postal career to the tireless steward efforts of Kurt who managed to convince our postmaster that I was worth keeping. Since then, Kurt's steward work has always been exemplary and mentoring, as it was through Kurt's encouragement that I was able to pursue a steward position of my own. Ultimately, Kurt decided to take a route at a different office so that I could also become a steward.

Kurt has been active and hands-on in union functions since early 2011, attending county unit meetings, State Conventions, having served as county unit president for five years, attending Western States Conferences, and attending National Conventions. Then at the 2016 WARLCA Convention in Spokane, Kurt was elected

to the WARLCA board serving as vice president. In 2018, Kurt moved up to the position of WARLCA president. Apart from just filling in union roles and seats at conventions, Kurt actively engages other members, including in neighboring county units, and actively pursues union recruitment on a regular basis. Kurt even went so far as to request that his relief day be changed so he could attend weekly new hire orientations to give the NRLCA presentation. In doing so, Kurt is responsible for the joining of hundreds of new NRLCA members. Kurt is genuinely passionate about the rural carrier craft and it shows.

Outside of his postal career and union duties, Kurt is also hands-on in legislative action. Kurt is on a first-name basis with his representative, Rick Larsen. He also has attended presidential campaigning functions and done phone calling and doorbell-ing. Kurt even wrote an op-ed for the local newspa-

per, *The Everett Herald*, in July 2013 about the Postal Accountability and Enhancement Act of 2006. In the article, he describes the struggles we face as a company in modern times as well as the immense burden of the prefunding mandate which we happen to still be embattled with. He also urges readers to act: contact Congress, something he himself does on a regular basis. Kurt is very passionate about making the

world a better place, even if only in his small corner of it.

Through his many years of service and strength of leadership by example, Kurt is deserving of the recognition. The Washington Rural Letter Carriers' Association is proud to call Kurt Eckrem our 2018-2019 Outstanding Member of the Year. Congratulations, Kurt!

Past Recipients

2018 Janie Walla
2017 James Hemrich
2016 Renee' Pitts
2015 Doug Rinehart
2014 Tammy Donaghue
2013 Cheri Freeman
2012 Patrick Pitts
2011 Joyce Sutherland
2010 Ed Koschalk
2009 Becky Pike
2008 Patricia & Charles Alexander
2007 Susie Hill
2006 Joyce Patteson
2005 Lynn Walker
2004 Ann Lamm
2003 Monte Hartshorn
2002 Karen Crombie
2001 Dave Reppe
2000 Janice Sisley
1999 Judith Peck
1998 Marc McIntosh

1997 Brenda Hayes
1996 Patricia Alexander
1995 Charles Alexander
1994 Cindy Norman
1993 Jennie M. Seeley
1992 Rebecca R. Wendlandt
1991 Kit N. Witt
1990 Dexter A. Nesmoe
1989 Robert J. Lange
1988 David R. Stover
1987 Michael E. Mackey
1986 Robert Dickens
1985 Joseph V. Halleck
1984 Marian I. Personnett
1983 Theodore Lynn Ricks
1982 Jack L. Yeager
1981 Allen J. Peterson
1980 Lyle S. Olsen
1979 Harley Robb
1978 Albert C. Staehly
1977 Vern N. Anderson

1976 Roger Armstrong
1975 Richard Vogt
1974 Willie Rentz
1973 Neil Buchanan
1972 Leroy L. Neifert
1971 Wesley Rogers
1970 Grant Wills
1969 E. C. Chuck Robinson
1968 None Listed
1967 Frank A. Arnot
1966 Bracie V. Dodge
1965 Leo Greenwood
1964 Jim C. McMillan
1963 No award to a WA Carrier
1962 William Weeks
1961 D. H. Bartlett
1960 Joel Shaffer
1959 Outstanding Local Officer
Victor J. Mathison
1958 Outstanding Service Award
William Weeks



Overview of 2019 State Convention, Centralia, WA

The 113th WARLCA State Convention was called to order at 8:30 a.m. Sunday, June 23, 2019 by Region 2 Committeeperson Doug Rinehart. Monte Hartshorn gave the invocation. After the presentation of colors by Boy Scout Troop 373 of Chehalis, the delegates recited the Pledge of Allegiance. Doug presented the gavel to President and Historian Kurt Eckrem. President Kurt spoke about the history of the organization and a previous convention held here in Centralia in 1945, where the *"state was 100% with a membership of 344. Among the resolutions was one in favor of having the National Secretary's office in Washington, D.C."* President Kurt welcomed all and introduced the elected and appointed state board: Appointed Vice President and Legislative Director Lorrie Crow who is also Region 3 Committeeperson, Secretary-Treasurer and Webmaster Rebecca (Becky) Wendlandt, Region 1 Committeeperson and New Hire Liaison Isabella (Isa) Lopez, Appointed Region 2 Committeeperson Doug Rinehart, Region 4 Committeeperson and Provident Guild Representative Paige Barrett, Appointed PAC Chair Dawn Ayers, Appointed Rural Carrier Benefit Plan (RCBP) Representative Alicia Peterson, and Appointed Editor Lisa Benson. President Kurt introduced the NRLCA Executive Committeeman Patrick Pitts, NRLCA Seattle District Representative Joyce Patteson, and NRLCA Portland District Representative Monte Hartshorn.

President Kurt started with the group recognition and pictures with the following groups: military veterans, past and present stewards, past state officers, current county presidents, current county vice presidents, current county secretary-treasurers, current county appointees, the delegates-at-large, academy instructors, OJIs, and RCAs. President Kurt recognized the retirees in attendance: Mel Walker, Janice Sisley, Leo and Joanne Dillon, David Ray, Becky Wendlandt, Doug Rinehart, and Susie Hill.

President Kurt recognized the first timers in attendance and Patrick Pitts presented them with a first timer's pin from NRLCA. They were: Tiffany Poe, Jennifer Clark, Shelby Newman, Bryan Potter, Tricia Randall, Erika Boone, Elizabeth Greene, Jennifer Gongia, Susan Suttles, Jennifer Murdock, Calla Mills, Jem Rogers, Sarah Warner, Amy Bullion, Susan Dur-



gan, Sarah Hockaday, Lin-neth Joseph, Dana Lauzon, and Jena West-Welch. Roll call was taken:

North Central: 3

Peninsula: 3

Lower Columbia: 5

Mutual: 25 (note: 1 was a non-delegate)

Island-Skagit-San Juan: 3

King-Snohomish: 11 (note:

later a correction was made to 12 delegates)

East Central: 2

North East: 2

Whatcom: 3

Whitman-Southeast: 1

Apple: 3

All officers present with a total of 61 voting delegates and 1 non-delegate. President Kurt reviewed the procedures and duties for the delegates-at-large as well as voting procedures. Vice President Crow read the convention standing rules as follows:

Convention Standing Rules

GENERAL

Rule 1. Each session shall start at the time announced in the convention program. The president may make changes to the order of business as may be necessary to expedite proceedings or accommodate guest speaker(s).

Rule 2. The convention shall proceed using Robert's Rules of Order, Newly Revised (11th edition).

Rule 3. Before a member can make a motion or address the convention, the member must rise and be recognized by the chair, state their name, whether they are a delegate or a non-delegate, and their county affiliation. Non-delegates may be recognized and allowed to speak at the discretion of the chair. Only seated delegates shall be allowed to make motions, vote on issues before the assembly, and object to unanimous consent.

Rule 4. There shall be no talking on cell phones, unless expressly authorized. Unauthorized videotaping, recording, or transmission of the convention proceedings is prohibited. Cell phones shall be turned off or to vibrate.

Rule 5. The reports of the officers of the WARLCA shall not be read to the delegation.

VOTING

Rule 6. Voting on specific issues shall be by using YEA and NAY cards.

Rule 7. Voting on the election of officers shall be

by ballot and, in no case, by acclamation, except by unanimous consent.

DEBATE

Rule 8. No delegate shall speak in debate more than twice on the same motion.

Rule 9. No delegate shall speak in debate longer than two (2) minutes on any motion.

Rule 10. The chair shall attempt to let the floor alternate, as far as possible, between those favoring and those opposing any motion.

Rule 11. Total time on any resolution and pending secondary motions, including amendments, shall not exceed a total of ten (10) minutes.

Rule 12. If during consideration of a resolution there is no opposing position presented, the resolution shall be brought to an immediate vote.

Rule 13. The limit on total time may be extended on any resolution by a majority vote.

Rule 14. No delegate while speaking in debate to a motion may move the previous question.

RESOLUTIONS

Rule 15. Resolutions will be segregated as advisory in nature or binding on the state or national board. (A binding resolution is defined as the state or national board having the full authority to implement.) Resolutions shall be read and be adopted at the sound of the gavel, unless there is an objection by a delegate. The delegate objecting to the resolution shall state their name and county affiliation.

Rule 16. 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 their 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.

Rule 17. Amendments shall only be permitted on binding resolutions.

CAMPAIGNING

Rule 18. Campaign materials may be distributed outside and near the entrance to the convention floor. Any campaigning including distribution of campaign material shall not be disruptive to the conduct of the business of the association. Members of the tellers and sergeant-at-arms committees, while on duty during election, shall not wear campaign materials.

Rule 19. After nominations are closed for each officer position, and prior to voting, each candi-

date shall receive up to four (4) minutes at the podium to address the delegates.

Rule 20. Five (5) 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 candidate per officer position.

RULES

Rule 21. These standing rules shall be in effect throughout the convention unless suspended or amended by a two-thirds vote of the delegates.

Doug Rinehart moved that the standing rules be accepted as read. It was seconded and passed. President Kurt 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.

Doug Rinehart moved that resolutions and constitution changes be accepted from the floor during new business. It was seconded and passed. President Kurt explained the procedures in detail.

PAC Chair Dawn reported the purpose of PAC and did an overview of the drawings. Lorrie Crow won the room nights raffle and Angela Thelen won the TENS unit. Dawn noted that anyone who donated at least \$100 to PAC would be entered in a drawing for a \$50 dinner and movie gift card. President Kurt read the committee assignments.

Auditing: Becky Wendlandt-board representative, Dionne Taylor-chair, Jan Frymire, Rosemary Carri-zales, Dana Lauzon

Constitution: Kurt Eckrem-board representative, Jim

Hemrich-chair, David Hamilton, Leo Dillon

Credentials: Lorrie Crow-board representative, Mariann Faulkner-chair, Janice Sisley, Shelby Newman

Election: Kurt Eckrem-board representative, Doug Rinehart-chair, Rita Ankerson, Sharlene Arras, Monyah Beaumont, Kristy McKee, Sunny Ware

Finance: Kurt Eckrem-board representative, Kris Skewis-chair, Monte Hartshorn, Colleen Headley-Lalande

Hospitality: Lorrie Crowb-board representative, Laurie Chamberlin-chair, Jem Rogers

Media: Doug Rinehart-board representative, Lisa Benson-chair, Jennifer Clark

Mileage and Per Diem: Isa Lopez-board representative, Jeff Taylor-chair, Erika Boone, Jeffrey Foote, Jody Rogers

Minutes: Becky Wendlandt-board representative, James Folk-chair, Brian Poage-recording, Estee Javinier

Nominating: Doug Rinehart-board representative, Joyce Patteson-chair, Jennifer Gongia, Sarah Hockaday

PAC: Paige Barrett-board representative, Alicia Peterson-chair, Dawn Ayers, Stella Fazzino, Elizabeth Greene

Photography: Isa Lopez-board representative, Renee' Pitts-chair, Patti Roque

Pre-Election: Jaymie Tiffany, Collin Giglio

Registration: Becky Wendlandt-board representative, Susie Hill-chair, Joanne Dillon

Resolutions: Lorrie Crow-board representative, Janie Walla-chair, Nancy Granish, Angela Thelen

Sergeant-at-Arms: Paige Barrett-board representative, Aron Godfrey-chair, Amy Bullion, Susan Durgan, Susan Suttles

Tellers: (Tabulate officers' election/other ballots) Doug Rinehart-board representative, David Ray-chair, Jennie Murdock, Tiffany Poe, Bryan Potter, Sarah Warner, Tricia Randall

Washington Rural Carrier: Paige Barrett-board representative, Kristian Granish-chair, Linneth Joseph, Mel Walker

President Kurt reminded all delegates to register if they have not yet done so and delegates present who had ferry or bridge tolls need to let the mileage and per diem committee know. President Kurt then 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. Kurt announced there will be time provided if anyone has questions concerning the reports later in the convention.

The annual reports of the elected and appointed state officers are as follows:



Annual Report

By Kurt Eckrem, WARLCA President & Historian

Hello, brother and sister rural carriers. On the occasion of the 113th WARLCA State Convention, it is both my duty and my privilege to report to you that the State Association is on a sound footing, and that despite a few bumps in the road along the way, the Association is in very good shape. Your State Board has continued to work well together, and the work we have accomplished this past year will set us up for even more progress in the future.

First off, I would be remiss if I didn't mention the two State Board members who left their elected and appointed positions this past year. State Vice Presi-

dent and Legislative Director Tony Lott and Region 2 Committeeperson and PAC Chair Stella Fazzino both encountered personal issues which they needed to step away from the Board to deal with. Tony and Stella were both tremendous assets to the State Board, unique in their contributions, and friends. I am sure the rest of the Board joins me in wishing them well and looks forward to their future participation. In their places, as President and with Board approval, I appointed Doug Rinehart to fill the RCP2 position, appointed Dawn Ayers as the PAC Chair, and appointed Lorrie Crow as Vice President and

Legislative Director. The Board further decided to leave the RCP3 position open, with Lorrie continuing to fulfill the duties of the position.

As for myself, I have attended every Board meeting and every other function which was required of me as President, and have completed every task assigned to me, other than those ongoing tasks associated with putting on the 2019 State Convention. In the fall I attended New Presidents' training at NRLCA Headquarters in Alexandria, Virginia. This is an annual training put on by the National Office to ensure that all newly elected State Presidents are properly prepared to conduct the business of their State Association. Along with about a dozen other new presidents, I spent a couple of days being taught how to run meetings, how to review financial records and utilize a budget, as well as all the other duties of the position.

This past month, I was privileged to once again participate in the legislative training in Washington DC, provided by our National Office, and to have the opportunity to make visits to the offices of our State's Legislators and Senators. This year Lorrie and I traveled to DC for two days of classroom training, which included guest speakers and instruction on how to conduct a Hill visit. That was followed by two days of walking through the halls of Congress to talk to our representatives about issues important to the Post Office in general and rural carriers in particular. For more legislative information, refer to the Legislative Report by WARLCA Legislative Director Lorrie Crow and me.

Also with regard to legislative issues, I have to say how proud I am of the members of our Associa-

tion for their recognition of the importance of donating to PAC through individual donations or by being a sustaining donor. Our State Association is not one of the largest by comparison to some of the others, but our donations are right up there with the big states. Opening the latest issue of our National magazine and seeing Washington in the number one spot in per capita donations made me feel like we have really accomplished something.

One of the most enjoyable of my duties as WARLCA President is the opportunity to talk to newly hired RCAs at orientations. I have attended orientations in 25 of the weeks since last year's State Convention, mostly in Tacoma and Seattle, but sometimes in Everett and Bellingham as well. These men and women are embarking on their new careers as rural carriers, and they have lots of questions. I do my best to answer those questions, and to correct any misinformation they have been given. They are the future of our craft, and I am glad to be able to help them get started.

This past year, your State Board members committed to working together for the advancement of the Association's best interests, and I am very proud of our accomplishments. We have stayed within our budget, tried a few new things for nonmember recruitment, created tools to help our County officers run their meetings, made changes to the ways we get information out to our members, and dealt with all the bumps along the way. At the end of the day, despite not always agreeing on everything, we continue to uphold that commitment and we remain friends.

Respectfully submitted, Kurt

One of the most enjoyable of my duties as WARLCA President is the opportunity to talk to newly hired RCAs at orientations



Annual Report

By Lorrie Crow, WARLCA Vice President & Region 3 Committeeperson

It seems impossible that another year has come and gone. And yet here we all are, just as dedicated and as strong, if not more so than we were last year. Greetings to all of my fellow carriers.

As your Board we all strive to do our best at making decisions that are in the best interest of all of the members of this organization. Although we don't always necessarily agree, at the end of the day, we do

manage to come to unified decisions. Usually without hurt feelings or underlying anger, and being able to laugh and enjoy each other's company over a meal.

Like the other Board Members, one of my responsibilities was to attend Orientations with the intention of recruiting new members, mine were located in the Spokane area. As of today June 2, 2019, I have been able to attend 14 Orientation in total, with an approximate 80% success rate. Not only are we able to recruit new members, but we are also able to answer many important questions and provide the new hires with the appropriate Steward contact information, and where on the website they can find the information.

A few of the tasks assigned to me were to develop a flyer for the 2019 State Convention, the review of all county constitutions in my district and suggest the necessary changes to any of the County Constitutions needing updates, bring them in line with the State and National Constitutions. With this task I also had a hand in drafting a letter we could send to all County Officers requesting that they put in County Resolutions making the necessary changes. Other than ongoing tasks for the State Convention I have completed all assigned tasks.

Both North East and East Central have 2 meetings a year, all of which I was able to attend, as well as North Centrals Annual meeting. Occasionally collecting monies for PAC and sending, via money order, to our PAC Chair Dawn Ayers.

At the January Board Meeting, following the res-

ignation of Tony Lott, I was offered and accepted the Position of Vice President Pro-Tem. At the same Board Meeting it was discussed and decided that because there wasn't an extreme amount required of the position of RCP3 going forward, I would also continue to perform those duties.

Having to play a bit of catch up I believe I have successfully completed all of my VP responsibilities, including updating the Legislative Flyer, and the contact information for our DC Legislators. With President Eckrem, I was also given the opportunity to attend the Legislative Seminar in our Countries Capitol.

The first 2 days included guidance and talking

points to use when speaking to our legislators or their aids. There were many guest speakers such as Congressman Gerry Connolly, USPS Inspector General Tammy Whitcomb and USPS Board of Gover-

nors David Williams only to mention a few.

After the first 2 days of training and with Kurt Eckrem's guidance, I was able to spend the next 2 days with Kurt visiting with either our Washington Representatives or their Aids with a modicum of confidence. I am happy to report back, that overall, everyone we spoke with seemed to be in support of the Post Office and maintaining services and standards. Leaving me feeling a bit more positive, than when I arrived.

Respectfully Submitted

Lorrie Crow

Vice President

As your Board we all strive to do our best at making decisions that are in the best interest of all of the members of this organization



Report of the Legislative Training

By Kurt Eckrem WARLCA President & Lorrie Crow WARLCA Vice President

We had such high hopes for Postal Legislation in 2018, especially with the introduction of the comprehensive postal reform bill H.R. 756. This bill was introduced by a bipartisan group of Congressmen headed by Representative Jason Chaffetz (R-UT). This bill was brought forth with near unanimous

support from all major stakeholders, and could have help to put the Post Office back on track; but because there were some concerns raised about the Medicare Integration clause, when it was referred to the House Ways and Means Committee there is stayed.

Also last year, Representative Derek Kilmer (D-

WA) introduced H.R. 5389 which would have allowed Federal Part-time or Seasonal Employees to buy back the time spent in those positions and apply it towards their retirement. However, The Office of Personnel Management declared that the provisions on H.R. 5389 did not apply to Rural Carriers. These two as well as many of the other resolutions affecting

the Postal Service expired at the end of the 115th Congressional Year.

Now in 2019 with the 116th Congress in session we are seeing new resolutions introduced that if passed could help the Post Office along with the Rural Craft. The following is a list of the resolutions introduced so far this year that the NRLCA supports and a brief summary of their intent:

H. Res. 23 – would maintain door to door delivery of Mail. Introduced by Rep. Susan Davis (D-CA).

H. Res. 33 – would ensure that the Post Office not be privatized. Introduced by Rep. Stephen Lynch (D-MA).

H. Res. 54 – would ensure the continuation of 6-day delivery. Introduced by Gerry Connolly (D-VA).

H. Res. 60 – calls for rolling back service standards to 2012 standards, realistically this would prevent further erosion of those service standards. Introduced by Rep. David McKinley (R-WV).

H.R. 2382 – changes how the remaining part of the Post Office's prefunding mandate would be handled. Introduced by Peter DeFazio (D-OR).

H.R. 2478 – this is similar the last year's H.R. 5389 with modified language to include Rural Carriers, which would allow them to buy back their time as part time or seasonal employees. Reintroduced by Derek Kilmer (D-WA).

S. Res. 99 – would ensure that the Post Office not be privatized. Introduced by Sen. Gary Peters (D-MI).

We have reason to believe that sometime in late June or July another resolution will be introduced that is similar to last year's H.R. 756. Reportedly the difficulties in the previous version have been worked out, and it is expected to receive the same level of support this year.

Respectively submitted:

Kurt Eckrem - President

Lorrie Crow - Vice President



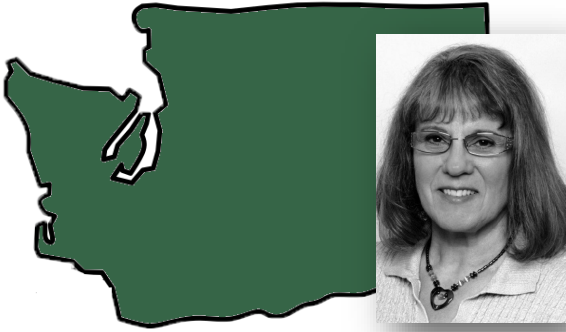
WARLCA President Kurt Eckrem, Representative Dan Newhouse, and WARLCA Vice President Lorrie Crow



Kurt Eckrem, Representative Kim Schrier, and Lorrie Crow



Jordon Schultz, NRLCA Committeeman Patrick Pitts, Representative Derek Kilmer, Lorrie Crow, and Kurt Eckrem



Annual Report

By Becky Wendlandt, WARLCA Secretary-Treasurer & Webmaster

Greetings Fellow Members of the WARLCA and NRLCA. This is my annual report for the 18/19 WARLCA Year and some stats from previous years.

MEMBERSHIP:

Our membership is growing very slowly. Last year at this time we had 2,060 members and now we are at 2,079. However the change in designation for our members is where we see the growth. We will see an increase in dues funds with the new 136 Reg/

PTF members since last year! What amazes me is that the greatest percent of these new PTFs and Regulars have only worked for the USPS from 1 to 3 years. We hardly see any who have worked 10 years or more as a relief to become regular. They just don't stay any more. That is part of the reason we see so many more new hires and that the retention rate is less than 2 out of 5 the first year.

<u>Members Designation</u>	<u>June 2, 2018</u>	<u>June 2, 2019</u>	<u>Difference</u>
Regulars:	1,027	1,089	Up 62
PTFs	0,010	0,084	Up 74
RCAs	0,705	0,557	Down 148
ARCs	0,025	0,043	Up 18
Retirees	0,289	0,301	Up 12
Associates	<u>4</u>	<u>5</u>	<u>Up 1</u>
Total	2,060	2,079	Up 12

<u>Non-Members Designation</u>	<u>June 2, 2018</u>	<u>June 2, 2019</u>	<u>Difference</u>
Regulars:	170	168	Down 2
PTFs	003	012	Up 9
RCAs	240	249	Up 9
ARCs	<u>112</u>	<u>133</u>	<u>Up 21</u>
Total	525	562	Up 37

Bi-weekly we lose 25 to 35 members but we work hard at orientations and mailings to recruit to make up for the loss. Recruiting at orientation and/or the Ad Hoc academy is very important because on average in less than 3 years they will become PTF or Regular. We need to start these new rural carriers out right as members! The cost of recruiting is paying someone (usually Kurt/Isa) ADOP once a week, and Lorrie/Becky ADOP once every other week, and Paige ADOP once a month. National is working to get the orientation back into the Ad Hoc Training which will really help reduce the amount of ADOP used for this.

From July 1, 2018 to June 2, 2019 we had the following changes in the database:

USPS hired 841 RCAs and ARCs for Washington (about the same as last year) and out of the 841 hired we have the following stats:

327 are members Note: (38% retention rate, higher

than National average of 20%)

268 were separated

246 are non-members

I completed the following tasks this 18/19 dues year so far concerning membership and finances:

- ⇒ Mailings to new hires that did not join at orientation, sent every other week.
- ⇒ Billed and processed 34 Cash Paid Members.
- ⇒ Entered 532 membership forms to the database.
- ⇒ Entered 226 change of address to the database.
- ⇒ Billed 8 members on OWCP to pay dues. Thankfully NRLCA just started taking this over which means that we will see more income because carriers on OWCP seem to pay their dues after receiving a certified letter from NRLCA saying their membership will be dropped if they don't. On the other hand that

also could mean that our 35 regulars on OWCP and 20 or so on extended LWOP that could be changed to non-members would certainly drop the amount of delegates we could send to National Convention. However, if they are not paying dues, they really are not a member.

- ⇒ Wrote at least 2 letters each to 56 regular carriers who retired to recruit them to become a retired member. Out of the 56 we had 22 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 with a newsletter encouraging them to join, with Regulars and PTFs getting a \$50 rebate. We got 5 PTFs from this mailing.
- ⇒ 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 300 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. Thankfully NRLCA just took over this to and has actually terminated one non-member’s health insurance because they refused to pay dues after repeated contact.
- ⇒ Attended all board meetings and completed

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

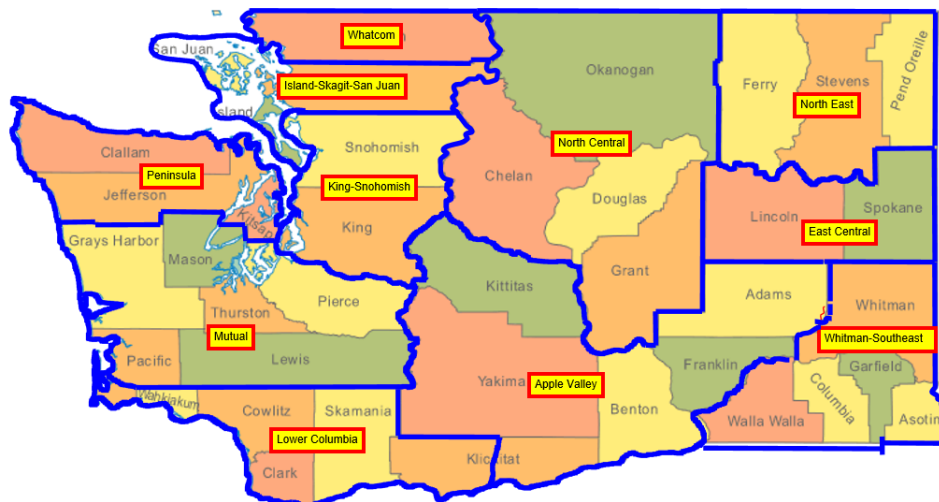
- ⇒ Wrote articles and provided financial reports to all issues of WRC.
- ⇒ Created and sent to all counties their county annual meeting packet.
- ⇒ Created and sent to the board representatives all state convention committee packets and forms.
- ⇒ Completed all payrolls and remitted funds to VOYA and payroll taxes, as well as keeping an ADOP/LWOP tracking sheet.
- ⇒ Reviewed and 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.

Still a major 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 a 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)

14/15	1911 members
15/16	1962 members
16/17	2021 members
17/18	2075 members
18/19	2079 members as of June 2, 2019



Member and Non-Member Totals by County

County	Members	Non-Members	% of Non Mbrs to Mbrs
Associate Members	4	0	
North Central WA 001	84	15	17.86%
Peninsula 003	215	52	24.18%
Lower Columbia 005	224	51	22.77%
Mutual 006	400	97	24.25%
Island, Skagit, San Juan 010	111	58	52.25%
King, Snohomish 011	429	117	27.27%
East Central WA 013	204	48	23.53%
North East WA 014	45	15	33.33%
Whatcom 015	117	30	25.64%
Whitman-Southeast 016	56	17	30.36%
Apple Valley 017	190	62	32.63%
Total	2079	562	27.03%

Basically we have 1,496 members on the West side (Region 1 and 2) and 579 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.

COUNTIES:

All WARLCA counties completed their LM4 on-line and we are in compliance. I have filed the IRS 990 EZ report for all counties so that they can maintain their non-profit status.

TRAINING:

I attended the National State Secretary/Treasurers seminar in March, 2019. 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 doc-

uments and handouts put on NRLCA Share Point concerning the secretary/treasurers' duties. I have been your State Secretary/Treasurer for 26 years and there is not one training I have attended (or even help teach) that I have not learned more and came back with renewed enthusiasm and a long task list!

FINANCES:

We ended 17/18 year with \$25,750.56 of income over expenses. While I don't expect us to end this year that high, I do expect us to be around \$10,000 income over expenses, which is great. We are a non-profit and the goal is not to keep putting money in savings/CDs after having a year's operating expenses in savings/CD. The goal is to spend the money the best way to benefit the members with close to a break-even point.

In 18/19 year we had our county officers training for a day. This costs around \$15,000 but according to the county officers it was a huge success. We can't afford to do this every year, but a goal of every other year would be wonderful. 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.

We ended 17/18 year with \$25,750.56 of income over expenses

When WARLCA Secretary-Treasurer Becky Wendlandt isn't working on the database, she's getting sick air on her jet ski.



**MEMBERSHIP AND NON-MEMBERSHIP STATS FOR
2019 WARLCA STATE CONVENTION**

As of June 2, 2019

<u>Region One:</u>	<u># OF MEMBERS</u>	<u>TOTAL</u>
ISLAND-SKAGIT-SAN JUAN #010	111	
KING- SNOHOMISH (KS) #011	429	
WHATCOM # 015	<u>117</u>	
<u>Total for Region One:</u>		657
 <u>Region Two:</u>		
PENINSULA #003	215	
LOWER COLUMBIA #005	224	
MUTUAL # 006	<u>400</u>	
<u>Total for Region Two:</u>		839
 <u>Region Three:</u>		
NORTH CENTRAL #001	084	
EAST CENTRAL #013	204	
NORTHEAST #014	045	
<u>Total for Region Three:</u>		333
 <u>Region Four:</u>		
WHITMAN-SOUTHEAST, #016	056	
APPLE #017	190	
<u>Total for Region Four:</u>		246
 <u>Associate Members:</u>	<u>4</u>	
 <u>Total for State:</u>		2,079

Statement of Financial Position May 31, 2019 compared to May 31, 2018

	<u>May 31, 19</u>	<u>May 31, 18</u>	<u>% Change</u>
ASSETS			
Current Assets			
Checking/Savings			
Chkg - WA Trust Bank	4,556.37	6,095.88	-25.26%
Savings - APCU	132,093.26	114,081.74	15.79%
Chkg - APCU	293.08	388.05	-24.47%
CD#74 (APCU) 2.469% 3/11/2021	42,396.31	41,802.09	1.42%
CD#75 EmerFund 2.469% 3/11/2021	42,396.31	41,802.09	1.42%
CD#76 Emer Fund 1.3% 4/7/2019	21,959.81	21,662.53	1.37%
CD#77 (APCU) 2.469% 3/11/2021	32,009.26	31,590.08	1.33%
Total Checking/Savings	<u>275,704.40</u>	<u>257,422.46</u>	<u>7.1%</u>
Total Current Assets	<u>275,704.40</u>	<u>257,422.46</u>	<u>7.1%</u>
TOTAL ASSETS	<u>275,704.40</u>	<u>257,422.46</u>	<u>7.1%</u>
LIABILITIES & EQUITY			
Equity			
Net Assets	213,302.90	187,552.34	13.73%
Net Income	62,401.50	69,870.12	-10.69%
Total Equity	<u>275,704.40</u>	<u>257,422.46</u>	<u>7.1%</u>
TOTAL LIABILITIES & EQUITY	<u>275,704.40</u>	<u>257,422.46</u>	<u>7.1%</u>

**11 Month Statement of Activities for WARLCA Current 18/19 Dues Year
Compared to Last Year (SPLY) and Current 18/19 Year Budget**

	Current Year	Past Year	Current Year
	Jul 18 - May 19	Jul 17 - May 18	Budget
Income			
4000000 · National General Insurance	22,338.49	19,021.21	21,000.00
4050000 · Membership Incentive Prog--RAFT	6,310.00	2,295.00	6,570.00
4100000 · Interest / Dividends	1,869.04	1,737.69	2,550.00
4200000 · Membership Dues	258,244.63	240,635.45	253,739.00
4400000 · Reimbursements	1,823.78	45.32	500.00
4500000 · Sales	2,835.00	1,920.00	4,200.00
Total Income	293,420.94	265,654.67	288,559.00
Expense			
5000000 · Accounting Fees	2,636.00	4,475.00	4,900.00
5100000 · Awards & Recognition	2,295.24	929.18	1,795.00
5300000 · Employee Benefits	4,861.40	5,244.82	6,000.00
5400000 · Equipment	420.24	0.00	
5600000 · Lodging	15,474.17	4,357.22	19,118.00
5700000 · National Convention	47,946.16	55,398.96	47,946.16
5800000 · Office Expense	1,895.42	999.00	1,638.33
5900000 · Payroll Taxes	7,947.36	6,398.14	9,000.00
6000000 · Per Capita Dues	5,419.25	2,607.00	3,842.00
6100000 · Postage	4,516.41	5,902.40	6,140.74
6200000 · Printing	1,383.37	878.76	1,000.00
6400000 · Rent	545.60	0.00	
6600000 · Salaries and Wages	92,323.50	76,115.62	114,540.12
6700000 · State Meetings	16,499.13	7,491.27	46,607.81
6701000 · State Paper	7,885.29	7,589.48	8,500.00
6900000 · Telephone & Internet	1,309.00	1,281.00	1,400.00
7000000 · Travel	13,500.03	9,474.20	11,475.48
7100000 · Website Expenses	505.37	0.00	
7200000 Western States Conference	3,656.50	6,642.50	4,650.00
Total Expense	231,019.44	195,784.55	288,553.64
Net Income	62,401.50	69,870.12	5.36

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 LM2 as well as our VOYA (ING) form 5500 for our retirement plan. I have also sent in the quarterly bonding worksheets and reviewed and paid the VOYA fiduciary liability bond so we are in compliance.

The following is our ADOP usage breakdown for this year:

WARLCA TRACKING FORM FOR 2018/2019 DUES YEAR

NAME	J 18	A 18	S 18	O 18	N 18	D 18	J 19	F 19	M 19	A 19	M 19	J 19	Total	Yearly Total
Isabella Lopez	1	5	1	4	0	1	0	4	0	0	3		19	
Isa Lost s/l & A	0	0	0	0	0	0	0	0	0	0	0		0	19
Tony Lott	1	5	2	6	1	0	0	0	0	0	0		15	
Tony Lost s/l & A	0	0	0	0	0	0	0	0	0	0	0		0	15
Becky Wendlandt	11	14	7	8	3	6	6	9	5	14	13		96	96
Lisa Benson	0	0	0	0	0	0	0	0	0	0	0		0	
Paige Barrett	2	5	2	5	2	0	0	5	0	1	5		27	
Paige Lost s/l & A	0	0	1.5	0	0	0	0	0	0	0	0		1.5	28.5
Lorrie Crow	1	9	2	5	2	0	0	7	1	1	14		42	
Lorrie Lost s/l & A	0	2	0	0	0	1.13	0	0	0	0	1.25		4.38	46.38
Kurt Eckrem	4	7	7	5	1	2	4	6	2	2	12		52	
Kurt Lost s/l & A	0	0	0	0	0	1.5	0	0	0	0	0		1.5	53.5
Stella Fazzino	2	6	0	0	0	0	0	0	0	0	0		8	
Stella Lost s/l A	0	0	0	0	0	0	0	0	0	0	0		0	8
Levi Lost s/l & A	0	0.75	0	0	0	0	0	0	0	0	0		0.75	0.75
Doug Rinehart	0	0	0	0	0	0	0	3	0	1	4		8	8
Dawn Ayers	0	0	0	0	0	0	0	1	0	0	0		1	1
TOTALS	22.00	53.75	22.50	33.00	9.00	11.63	10.00	35.00	8.00	19.00	52.25	0.00	276.13	276.13

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.

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

Profit and Loss for last 5 years**13/14 Year: Profit of \$06,025****14/15 Year: Profit of \$16,293****15/16 Year: Profit of \$22,747****16/17 Year: Loss of \$(84,785)****17/18 Year: Profit of \$25,750**

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, 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 and certainly enjoyed the meals after hours with the complete board getting to know them better.

WEBSITE:

I have updated the website and sent out reminders for county meetings. We have 218 members in our E mail updates. We can send E mail 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.

As always it is a personal commitment I make to provide my best to this position and be a resource for the board and county officers. If you have any questions or suggestions I am only a phone call or E-mail away and appreciate hearing from you.

United in Support of the Rural Craft,
Becky Wendlandt





Annual Report

By Isabella Lopez, Region 1 Committeeperson & New Hire Liaison

As a brand new RCP1 this has certainly been a busy and educational year for me. I attended my very first board meeting the day after convention. Afterwards I attended three more board meetings in Spokane, Grand Mound and Ellensburg.

One of my duties was to attend county unit meetings in my region. I attended 4 Island-Skagit County, 3 Whatcom County and 4 King-Snohomish County unit meetings. In addition to the RCP report I was able to collect PAC funds from a few of the meetings.

Shortly after I returned from the National Convention in Michigan both of the last two instructors who taught out of the Everett academy stepped down. While I would have liked to attend more orientations I was unable to, since the Everett academy

runs Tuesday thru Friday and the Union portion falls on Tuesday. I hope to get back into the rotation as soon as our new academy instructor is ready to go.

Part of my duties as an RCP was to submit articles for the WRC all of which I completed. I was also tasked with finding the next meeting place for our 2021 state conventions.

One of the most difficult things about this task is contacting the hotels and trying to find one that will host a convention two years in advance for a reasonable

price. Even with a region as large as mine it is amazingly difficult. I hope to have something narrowed down within the next few weeks.

Respectfully submitted,
Isabella Lopez

As a brand new RCP1 this has certainly been a busy and educational year for me



Annual Report

By Doug Rinehart, Region 2 Committeeperson

Imagine My Surprise

This is how I felt in early January, 2019 when I received a telephone call from WARLCA President Kurt Eckrem asking me if I would assume the duties and responsibilities of the Region 2 Committeeperson. I asked "Why?" His response kind of floored me for a second. The elected person had to resign for very personal reasons. It wasn't my place to ask what those were, so I didn't. I did accept the call.

Since those beginnings, I have attended all

WARLCA board meeting along with the county meetings associated with the position (two at Lower Columbia, two at Peninsula Counties and one at Mutual Counties.)

I have also endeavored to complete all tasks that have been assigned me by the board.

It has been a pleasure and an honor to serve the membership in this interim capacity since one of my terms upon accepting the position was that I will not be actively running for the unexpired term. I am enjoying my retirement

It has been a pleasure and an honor to serve the membership in this interim capacity

waaaaay too much. My wish is that the position be filled by a younger person who will fill the requirements of the office while maintaining the attitudes and decorum needed to assist a smooth functioning of a cohesive unit.

If needed, I will always be willing to help if I am able.

Doug Rinehart
Region 2 Committeeperson



Annual Report

By Paige Barrett, Region 4 Committeeperson & Provident Guild Rep

A Year in Review

Greetings to you, my fellow union members. It is so hard to believe it is time to recap my year. I don't know about you, but time has flown by me this year!

One of the biggest responsibilities that I have as RCP 4 is to attend as many orientations as I can that are scheduled in Yakima to present the opportunity to join the union. Per board policy, if there are less than 3 at the orientations, I do not go because it isn't feasible to cover my pay for the day. There were a few that I could not attend due to a lack of RCA to cover my route and a brief time on OWCP. So, a simple breakdown is that I attended 6 orientations, spoke to 33 people and 16 joined.

I attended every board meeting we had and completed all the tasks that were assigned either at the board meeting or in between board meetings. I worked with the board on putting together 2 non-member newsletters, 1 for regular carriers and 1 for RCA's/ARC's and I also completely went through

the WARLCA County Officer's Handbook to update the information it contains for the coming year.

Both Apple Valley and Whitman SE had 2 county meetings each this past year and I was present for both of those. I did not attend the National Convention in Grand Rapids, MI last summer. I did attend the Western States Conference in Tempe, AZ this spring.

I don't know about you, but time has flown by me this year!

In my duties as Provident Guild Representative, I signed up 2 new people, answered 3 inquiries regarding status, 1 inquiry regarding payment not being processed and 1 aid to family of one who has passed away.

I am currently working on securing bids for the 2022 WARLCA State Convention in Region 4. You would think that with such a large portion of the state to work with that it would be no problem. I am finding that options are a bit limited!

Respectfully submitted,
Paige Barrett

Provident Guild Representative



“Fraternalism at its best”

Work got you tense?



Worried about the



Got achy muscles?

future of the USPS?

\$5.00 CAN GET YOU TENS!

Become a sustaining donor to PAC for \$5.00 per pay period and you could win a
TENS Machine with foot massager.

(Transcutaneous Electrical Nerve Stimulation is a noninvasive method for relieving pain. People who experience pain relief from TENS may be able to reduce their intake of pain medications, some of which can be addictive or cause adverse side effects.)

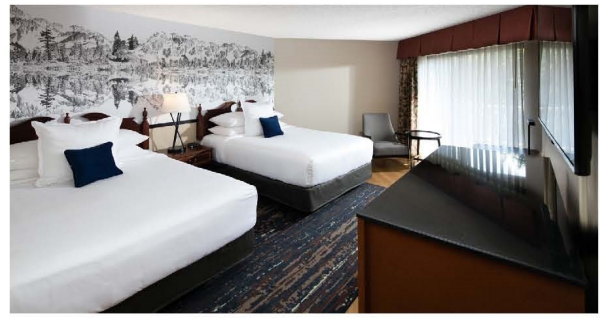
Valued at over \$250.00

One entry into the drawing for new sustaining donors. One entry for every \$5.00 increment in sustaining donor amount.

Drawing to be held at the end of the 2020 State Convention.



PAC the Centennial



1 entry for \$5.00

Or

5 entries for \$20.00

Contact your Region Committeeperson
or attend your next
local county unit meeting!

**Win one room night at the
Centennial Hotel
Valued at \$99.00!**

Hotel Amenities:

• A Riverside Pool • Steps From The Centennial Trail • On The Spokane River Bank • On-Site Restaurant •

• 50% off Happy Hour Cocktails Daily 4-6 pm • Dog Friendly •

Room Amenities:

55-inch tv / Wireless internet / Hardwood floors
Bottled water / Work desk and chair
Alarm clock/radio with USB charger
Iron & ironing board / Hair dryer
Refrigerator / Microwave
Bath amenities

Drawing to be held the first day of convention.

Room night must be used at the 2020 State Convention in Spokane.

Convention dates are June 14th, 15th and 16th, 2020.

PAC Raffle

Enter to win one of two great items!

Apple Watch or a Mariner's themed Quilt

Prices are \$5 for 1 ticket or \$20 for 5 tickets.

(First ticket drawn will get their choice of either item. Second ticket drawn will get the remaining item.)

Please put name and phone number on each ticket. Winner will be drawn at the 2020 State Convention in Spokane.

Win an Apple Watch

(prize valued at over \$300.00)



Win a Mariner's Quilt

(prize valued at over \$200.00)



Pictures shown are not
actual items but are only
used as examples.



Annual Report

By Dawn Ayers, PAC Chair

This year there were some changes to the PAC chair position as I went from PAC Co-Chair at the beginning of our Fiscal year in July to acting PAC Chair around mid-September to full-fledged PAC Chair in January of 2019. With all the changes that have occurred, I can say that I am very pleased with our current standings regarding donations received and sustaining donors. Currently Washington has 44 sustaining donors. Sustaining donors guarantee monthly funds to our National PAC. This better allows our NRLCA Legislative Department to lobby, educate and inform our Legislators nationwide when it comes to Postal Issues the NRLCA would like to see addressed. You can expect a continued push in signing up more sustaining donors as we

I am very pleased with our current standings regarding donations received and sustaining donors

move forward. It's a great way to support PAC which helps support your career with the USPS.

We are roughly \$200 ahead of donations from last year at this same time. As of the June 1st, 2019 National PAC report, Washington currently holds 9th place for total PAC funds collected overall and 3rd place

for Per Capita (average collected per member) totals. Those are some good numbers and I want to extend my thanks to every member that has donated to PAC this past year. I encourage you to keep up

the support you have shown for PAC because it can only help the future of our craft.

Respectfully submitted,
Dawn Ayers
WARLCA PAC Chair



Annual Report

By Lisa Benson, WARLCA Editor

The 2018-19 dues year marks the fourth 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 partici-

Keep sending me your photos and County Corner newsletters!

pation in the magazine, and as such, a couple of the ideas birthed last 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. As you may have noticed, a couple of those features are now included in the magazine.

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 considerations, 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 at the 2017 convention was an increased use of photos, thus, the idea for a members' photo contest was hatched. We have started receiving members' photos and you may have noticed that several have been included in recent issues. Keep sending me your photos and County Corner newsletters!

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 2018-19 costs.

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	\$629.33
Handling	\$109.24	\$109.24	\$109.79	\$111.68
Total Cost	\$2,136.18	\$1,688.32	\$1,694.04	\$2,070.94

2018-2019 Dues Year, Publication Costs

Issue:	Convention	Fall	Winter	Spring
# of Copies	2,050*	2,020	2,048	2,033
# of Pages	64	32	32	40
Printing	\$1,499.68	\$1,026.57	\$1,033.17	\$1,329.55
Postage	\$664.45	\$619.74	\$625.41	\$643.98
Handling	\$111.15	\$109.78	\$111.31	\$110.50
Total Cost	\$2,275.28	\$1,756.09	\$1,769.89	\$2,084.03

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

Currently, our budget for the magazine is set to \$8,500.00 per year. The costs for last year's publications totaled \$7,589.48, compared to this year's total of \$7,885.29. All of this information can also be gleaned from the Statement of Activities report 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.

Respectfully and humbly,
Lisa Benson
WARLCA Editor



Annual Report

By Alicia Peterson, Rural Carrier Benefit Plan Representative

As the Rural Carrier Benefit Plan Representative, I have attended the RCBP seminar led by Manager of Insurance Programs, Cameron Deml at National Convention in Grand Rapids, Michigan and attended Cameron's presentation at Western States Conference in Tempe, Arizona. Cameron provided a wealth of information at both. RCBP provides access to a nationwide network of high-quality healthcare providers at an affordable price and promotes the health and wellness of our rural carrier families.

The Rural Carrier Benefit Plan continues to offer 100% coverage for cancer, preventative care, maternity and emergency room treatment of an accidental injury. \$20 copay for doctor's office visits, 30-60% savings on hearing aids through TruHearing and \$100 copayment for an inpatient hospitalization. In 2019, the Transform Diabetes Program was added and the \$200 calendar year prescription deductible (per person) for members who have Medicare Parts A & B as primary coverage were eliminated. Members have access to Telehealth Services which can be used any time, day or night. Telehealth Services can address common issues such as: colds, fever, rash, ear infections and migraines. You can also see a therapist for ongoing counseling for concerns such as: depression, anxiety and stress, as well as a dietician for diet and nutrition help, 24/7. This is a valuable tool when your doctor's office is closed, you're too sick to drive, when it's difficult for you to get a doctor's appointment with our busy rural carrier schedules or even when you're traveling and stuck in a hotel room. You and covered family members can talk to a Registered Nurse anytime you need to, as often as you want, at no extra charge by calling toll free 800-638-8432 or by going online to the Aetna Navigator and logging in through your secure member portal. The Aetna ITC, In Touch Care support program offers a variety of digital health and wellness related programs and resources from organizing your personal health record, custom health assess-

The Aetna Health App can be downloaded on the App Store or Google Play.

ments, health decision support, online coaching programs and social workers. Social workers can help connect members with community resources and refer members to Federal and state programs such as Social Security, Medicare and Medicaid. The Compassionate Care Program is designed to improve the quality of life through health condition management and reduce costs for members with advanced illness, including those facing imminent end-of-life decisions. This program is a voluntary program provided to you and your dependents at no additional cost. The Aetna Health App can be downloaded on the App Store or Google Play. This handy app can help find a doctor near you, get cost estimates, manage benefits, view and pay claims, track progress toward meeting your deductible and access to your member ID card whenever you need it. Prescriptions can be filled at a CVS Health participating pharmacy, a non-network pharmacy or through CVS Health mail service prescription program for maintenance medication. You can also take advantage of incentive programs by having a Health Risk Assessment and Biometric Screening. PinnacleCare health advisory can help guide you to appropriate care and connect you with specialists who can provide expert opinions for serious or complex medical conditions.

To remain enrolled in the FEHBP upon retirement, you must have FEHBP during the last 5 years of service, retire on an immediate annuity and maintain NRLCA membership. The NRLCA sponsors the RCBP, if you ever find yourself in need of assistance with the RCBP, you have access to the Director of Health Programs, Clifford Dailing and Manager of Insurance Programs, Cameron Deml at 703-684-5552 at our National Office. Benefit needs may be different for each individual, so it is important to review your benefits to see if your needs have changed. Healthcare plays a role in ensuring a long and happy life.

Alicia Peterson



The delegates adjourned for lunch at 11:53 a.m. and reconvened at 1 p.m. Roll call was taken, all counties were present. President Kurt introduced NRLCA Seattle District Representative (DR) Joyce Patteson. Joyce gave a presentation about working off the clock and PO 603. President Kurt introduced NRLCA Portland District Representative (DR) Monte Hartshorn. Monte gave a presentation about 2080 issues and the difference between 2080 and 2240. Joyce and Monte then took questions from the floor.

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

Doug reported that only 14% of the total membership voted. They received 285 ballots of which 15 were void (1 voted for too many, and 14 had no name/address on return envelope to verify membership) for a total of 270 valid ballots counted. Doug also reported that 9 ballots with no current address on file had been returned to the post office box that was designated for this purpose. Doug announced that by NRLCA and WARLCA Constitutions, the President will be the delegate-at-large, in this case Kurt Eckrem since he is not up for re-election this year. The rest are by total votes. (Right)

Becky Wendlandt gave an update on the rules for alternate delegates moving up to regular delegates and announced WARLCA qualified for 22 delegates last year. Delegate strength is determined by membership totals as of June 30th and we will not know until then if we are eligible for 21 or 22 delegates, with the rest being alternate delegates.

After a break, a door prize drawing was done and roll call was taken. All counties were present.

President Kurt introduced Patrick Pitts, NRLCA Executive Committeeman and the first National Officer from Washington State to give his state of the union address. Patrick noted that this was his first time at his home state convention not being a voting delegate. Patrick updated the delegates throughout the convention on contract ratification meetings, current route data, union membership, union financial position, EMA, accidents, safety and took questions from the floor.

<u>DELEGATE ORDER</u>	<u>NAME</u>	<u>TOTAL VOTES</u>
1	Renee' Pitts	170
2	Rebecca (Becky) Wendlandt	165
3	Joyce Patteson	158
4	Monte Hartshorn	137
5	Dawn Ayers	131
6	Rebecca (Becky) Pike	126
7	Isabella (Isa) Lopez	116
8	Alicia Peterson	114
9	Jim Hemrich	113*
10	Lorrie Crow	113*
11	Susie Hill	112
12	Kurt Eckrem	109
13	Jeff Taylor	108
14	Lisa Benson	107
15	Joanne (Blackburn) Dillon	103*
16	Levi Hanson	103*
17	James Folk	102
18	Paige Barrett	101
19	Kristian Granish	99*
20	Kris Skewis	99*
21	Jeffery Foote	79
22	Leo Dillon	72
23	Estee Javinier	70

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

Vice President/RCP3 Lorrie gave a presentation about 2020 convention. It will be held in Spokane on June 14-16, 2020 at the Centennial Hotel. Room rates are \$99 per night. RCP1 Isa spoke about the 2021 convention. No date or location is set at this time. RCP4 Paige spoke about the 2022 convention. No date or location is set at this time. She is hoping to have the convention May 22-24, 2022.

PAC Chair Dawn came forward to give a PAC report. We have raised over \$2,000 at this time. David Ray made a motion that the delegates hand over their Yea/Nay cards at the end of the day to the delegate-at-large. It was seconded and after discussion it failed. After announcements from Vice President/RCP3 Lorrie, President Kurt called the convention adjourned for the committees'

work sessions at 2:48 p.m.

President Kurt called the convention to order on day two at 8:00 a.m. and after a door prize the roll call was taken. All counties were represented. President Kurt called the Credentials Committee forward for their report. Chair Mariann Faulkner introduced the committee and gave the following amended report:

Credentials Committee Report			
<u>County Name</u>	<u># of members</u>	<u># of possible delegates</u>	<u># of seated delegates</u>
<u>& Delegate at Large</u>			
001 North Central Jennie Murdock	84	17	3
003 Peninsula Susan Durgan	215	43	3
005 Lower Columbia Aron Godfrey	224	49	5
006 Mutual Kristian Granish	400	80	24
010 Island, Skagit, San Juan Bryan Potter	111	22	3
011 King, Snohomish David Ray	429	86	12
013 East Central Jeff Taylor	204	41	2
014 North East Lauri Chamberlin	45	9	2
015 Whatcom Amy Bullion	117	23	3
016 Whitman-Southeast Jim Hemrich	56	11	1
017 Apple Paige Barrett	190	38	3
Total for Counties:	2,075	419	61

Mariann moved that the delegates be seated with the passage of the credential's report. It was seconded and passed.

Next, Legislative Director Lorrie presented a legislative update and postcards that the delegates can complete and Lorrie will mail them to their respective Congresspersons. PAC Chair Dawn updated the delegates that of this morning \$2,367 had been raised for PAC. President Kurt called for the preliminary report of the mileage and per diem committee. Chair Jeff Taylor introduced the committee and gave the preliminary report and asked if any delegates feel there is any errors to please contact the committee.

President Kurt called for the preliminary report of the finance committee. Chair Kris Skewis introduced the committee and gave the preliminary report and the committee took questions from the floor.

President Kurt joined the committee to explain about National General Insurance Company (NGIC). President Kurt received correspondence from NRLCA concerning NGIC (read the letter in its entirety on pages 26 and 27). The national office has set limitations on the involvement of Washington State rural carriers regarding certain National General Insurance Company ("NGIC activities") in light of the settlement of a recent State of Washington Office of Insurance Commissioner ("Insurance Commissioner") matter. In response to an action by the Insurance Commissioner alleging that NRLCA and WARLCA members are soliciting, negotiating, or promoting auto insurance plan coverage on behalf of NGIC for their members in violation of Washington insurance laws, the NRLCA in consultation with its legal counsel and NGIC's legal counsel, concluded that settle-

ment was the most appropriate course of action. Accordingly, to resolve this matter without litigation, the NRLCA has agreed to not solicit, negotiate, or promote, or to permit solicitation, negotiation or promotion by its members in Washington, of any products offered through the NRLCA-NGIC Insurance Marketplace Agreement. Accordingly, starting April 15 2019, NRLCA and WARLCA members who live in the State of Washington may no longer participate in the NRLCA-NGIC Insurance Marketplace and new (post-April 15, 2019) NRLCA-NGIC insurance products will not be available to NRLCA and WARLCA members in Washington. No NGIC presentations shall be made at any WARLCA meeting and no advertising from NGIC will be accepted in the WARLCA state paper. The position of NGIC insurance representative will not exist in Washington. **Rural carriers in Washington who currently have insurance through NGIC may maintain their coverage.** Payments owed to WARLCA by NGIC for policies in effect prior to April 15, 2019 under the NRLCA-NGIC Insurance Marketplace Agreement will be paid. A special disclaimer will be added to the New Hire Booklet indicating that NGIC Insurance is not available to new Washington rural carriers. Rural carrier academies that have a mixture of new rural carriers from Washington and other states, such as Idaho and Oregon, should receive presentations from instructors that include a disclaimer that NGIC Insurance is not available to Washington residents.

President Kurt called the Nominating Committee forward. Chair Joyce Patteson introduced her committee and gave the report as follows:

Vice President: Dawn Ayers, Lisa Benson, Lorrie Crow

RCP1: Isa Lopez

RCP2: Kristian Granish, Alicia Peterson

RCP3: Jennie Murdock

Joyce then moved that the report be accepted and the committee be dismissed with our thanks. It was seconded and passed. Additional nominations can be made prior to each election.

President Kurt called the Auditing Committee forward. Chair Dionne Taylor introduced the members of the committee and gave the report as follows:

“The WARLCA auditing committee looked at multiple months of financial statements and reports.

We found everything to be accurate and in order.”

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

President Kurt called the WRC Committee forward. Chair Kristian Granish introduced the members of the committee and gave the following report:

“The Committee has reviewed the *Washington Rural Carrier* and has spoken with the Editor Lisa Benson and came to the following observation and two recommendations:

We have observed a slight increase in the expenses pertaining to the mailing of the *Washington Rural Carrier*. The increased expenses have been caused by an increase in postage rates.

Our first recommendation is to remind the body of the County Corner Section of the *Washington Rural Carrier*. It is available to members who wish to submit articles to the Editor for publication in the *Washington Rural Carrier*. We feel this resource is underutilized by those members at large.

The final recommendation the committee would like to make is to move from a partial color format to a full color format. This would increase its visual appeal and assist in readability. There is a slight cost increase involved; however, the increase would be two hundred dollars per quarter, for a total of eight hundred dollars per year. The committee feels the increased expense is more than justified by the how much it would improve the *Washington Rural Carrier*.

The committee would like to thank you all and I (Kristian) move that the committee be dismissed with our thanks.” It was seconded and passed.

After Vice President/RCP3 Lorrie updated the delegates with announcements, President Kurt called for a break. After break and door prize drawing, a roll call was taken and all counties were represented. President Kurt introduced Portland District Manager William Schwartz and gave a brief overview of his career. DM Schwartz spoke on the importance of safety, the challenges of hiring new RCAs, and updated the delegates on what is going on with Amazon, as well as the current financial position of the USPS. He ended his presentation talking about how important dignity and respect is in the workplace. After taking questions, DM Schwartz was presented with a gift from WARLCA and thanked for his presentation.

(continued on page 28)



NATIONAL RURAL LETTER CARRIERS' ASSOCIATION

1630 Duke Street

Alexandria, Virginia 22314-3467

Phone: (703) 684-5545

Executive Committee

RONNIE W. STUTTS, *President*

DONALD L. MASTON, *Vice President*

CLIFFORD D. DAILING, *Secretary-Treasurer*

DAVID L. HEATHER, *Director of Labor Relations*

SUSAN T. KNAPP, *Director of Steward Operations*

June 14, 2019

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Mr. Kurt Eckrem
President, WARLCA
1003 9th St
Mukilteo WA 98275-2007

CERTIFIED MAIL – RETURN RECEIPT REQUESTED
RETURN RECEIPT NUMBER 7018 1130 0001 9577 2244

RE: NRLCA/NGIC: New Policy in the State of Washington

Dear Mr. Eckrem:

I write to inform you of important new limitations on the involvement of Washington State rural carriers regarding certain National General Insurance Company ("NGIC") activities in light of the settlement of a recent State of Washington Office of Insurance Commissioner ("Insurance Commissioner") matter.

In response to an action by the Insurance Commissioner alleging that NRLCA and WARLCA members are soliciting, negotiating or promoting auto insurance plan coverage on behalf of NGIC for their members in violation of Washington insurance laws, the NRLCA, in consultation with its legal counsel and NGIC's legal counsel, concluded that settlement was the most appropriate course of action. Accordingly, to resolve this matter without litigation, the NRLCA has agreed to not solicit, negotiate or promote, or to permit solicitation, negotiation or promotion by its members in Washington, of any products offered through the NRLCA-NGIC Insurance Marketplace Agreement. Accordingly, starting April 15, 2019, NRLCA and WARLCA members who live in the State of Washington may no longer participate in the NRLCA-NGIC Insurance Marketplace and new (post-April 15, 2019) NRLCA-NGIC insurance products will not be available to NRLCA and WARLCA members in Washington. No NGIC presentations shall be made at any WARLCA meeting and no advertising from NGIC will be accepted in the WARLCA state paper. The position of NGIC insurance representative will not exist in Washington.

Mr. Kurt Eckrem
June 14 , 2019
Page 2 of 2

Rural carriers in Washington who currently have insurance through NGIC may maintain their coverage. Payments owed to WARLCA by NGIC for policies in effect prior to April 15, 2019 under the NRLCA-NGIC Insurance Marketplace Agreement will be paid. A special disclaimer will be added to the New Hire booklet indicating that NGIC insurance is not available to new Washington rural carriers. Rural carrier academies that have a mixture of new rural carriers from Washington and other states, such as Idaho and Oregon, should receive presentations from instructors that include a disclaimer that NGIC insurance is not available to Washington residents.

If you have any questions, please direct them to my office.

By direction of the National Board,

Sincerely,



Clifford D. Dailing
NRLCA Secretary-Treasurer

Cc: NRLCA National Board
NRLCA General Counsel
WARLCA State Secretary-Treasurer

(continued from page 25) After RCP2 Doug spoke about banquet information, President Kurt adjourned the convention for lunch at 11:30 a.m.

President Kurt called the convention back to order at 12:30 p.m. After a door prize, roll call was taken and all counties were represented. Next NRLCA Executive Committeeman Patrick Pitts gave his second presentation. He talked about the National Steward System (NSS) and gave current statistics, covered Labor Relations, and gave an overview of the upcoming National Convention in Texas. He went over legislative issues, Rural Carrier Benefit Plan (RCBP), OWCP, and the new NRLCA mobile app. At the end of his presentation he was given a gift and thanked for coming on behalf of the WARLCA.

report PAC totals to the state board and should be verified with the county secretary-treasurer minutes of each meeting when the county unit President announces the totals. A breakdown of gift, check, cash, and credit card funds collected should be reported each time. A copy of each PAC remit that is submitted to National is sent to the state board. These totals are not able to be verified by this committee due to the credit card totals are not required on the PAC remits as well as the sustaining donors and EFT funds. The PAC Chair keeps well documented spreadsheets on the member donations and then updates quarterly. The PAC chair has completed eight remits this year and will complete more at the conclusion of this convention. There is a limit of 25 transactions per re-



Wolf PAC: Elizabeth Greene, Dawn Ayers, Stella Fazzino, and Alicia Peterson. A total of \$5,363 was collected for PAC at state convention

President Kurt called the Mileage and Per Diem Committee forward for their final report. Chair Jeff Taylor gave the updated report and moved that the report be accepted and the committee dismissed with our thanks. It was seconded and passed. The report will be printed later in the minutes due to President Kurt reinstating the Mileage and Per Diem Committee after a delegate reported a discrepancy.

President Kurt called for the report of the PAC Committee. Chair Alicia Peterson introduced the members of her committee and gave the following report:

"The PAC committee has reviewed policy and procedures of the PAC Chair when receiving donations. RCPs in attendance at county unit meetings

mit. This committee verified that all funds are being double counted and being reported to the state board and the delegates. A Confidentiality Statement has been signed by the PAC Chair and therefore names of contributors have been kept confidential and should remain so. Transaction Register Reports (receipts) are sent roughly quarterly and again at the end of the year to the PAC chair.

The committee brainstormed ideas for raffles/PAC fundraising. Some ideas include each county unit come up with a theme and create baskets for auction, an envelope game (pick a random envelope for a surprise inside), lottery ticket raffle, Bingo night, and Poker for PAC. The best way to raise funds for PAC is through sustaining donors. It saves

time and money. The committee suggests competition between counties for the most sustaining donors.

The committee recommends that they meet prior to the start of convention to prepare. The committee also recommends that the instructions for the PAC committee are more clearly defined."

Alicia then moved that committee report be accepted and the committee dismissed with our thanks. President Kurt said the committee could not be dismissed at this time however the motion to accept the report was seconded and passed.

President Kurt called the Constitution Committee

forward to give their report. Chair Jim Hemrich introduced the members of the committee. President Kurt noted that the constitution changes that passed would come into force immediately after the end of convention and he covered the voting procedure. All proposed constitution changes will be moved and seconded to be accepted by the committee by the committee in order to place it on the floor for discussion. Bold print is new language. Strikethrough is to delete language. President Kurt then moved to suspend the rules and dispense with the reading of the current language. It was seconded and passed.

Proposed Constitution Changes

Constitution Proposed Change 1: Failed

Article VI Section 7 and renumber

WESTERN STATES CONFERENCE:

1. Any possible reimbursement for attending Western States Conference (WSC) will be determined at the WARLCA board meeting immediately prior to the WSC.

2. Rules for being reimbursed for the Western States Conference are as follows:

A. Each member must attend all of the business sessions of the Western States Conference.

B. Attendance will be taken each day by the President (or designee).

C. The President or designee will write an article for e-mail distribution and for the WRC.

D. All members attending the Western States Conference should give an overview of the Conference at their county unit.

E. Any possible reimbursement will be paid no later than 10 days after WSC adjourns.

The committee moved to accept the proposed constitution change and it was seconded. After discussion, constitution proposed change 1 failed to be adopted.

Constitution Proposed Change 2: Failed

Article IV Section 3 Paragraph 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. **If a delegate does not meet his/her delegate's responsibilities, their compensation shall be reduced by 20% for each missed function after 30 minutes. Not to exceed 100% of the allowance. The compensable functions of the state Convention shall be one each daily morning and afternoon sessions.**

The committee moved to accept the proposed constitution change and it was seconded. It was announced that debate time limit was reached after 10 minutes of discussion. Paige Barrett moved to extend debate for five minutes. It was seconded and passed. Janie Walla moved to amend to add "Time spent on committee work is considered excused." It was seconded. It was announced that debate time limit of 5 minutes was reached. David Ray moved to extend debate on the amendment for 5 minutes. The motion was seconded and passed. President Kurt reminded the delegates that there are no total time limits on debate for constitution changes. Monte Hartshorn called the question, it was seconded and passed. Vote was taken on the amendment and proposed amendment to constitution change 2 failed to be adopted. Monyah Beaumont moved to lay the question on the table until after constitution proposed change 3 was passed or failed. The motion was seconded and passed. Constitution proposed change 2 was laid on the table until after the vote of constitution proposed change 3. Kristian Granish moved that we remove from the table constitution proposed change 2 and bring it back to the floor (after vote was taken on constitution proposed change 3 which was failed to be adopted). The motion was seconded and passed. The delegates then voted on proposed constitution change 2. Constitution proposed change 2 failed to be adopted.

Constitution Proposed Change 3: Failed

Article VI, Section 2, Paragraph B

2. Be in attendance at ~~all business~~ **day 1 morning and afternoon, day 2 morning and afternoon, all of day three** sessions of the State Convention beginning with the opening session and not leaving until the Convention has been adjourned.

The committee moved to accept the proposed constitution change and it was seconded. Lisa Benson appealed the decision to the chair to change the numerals to written out numbers. President Kurt ruled no. Jennifer Gongia moved to amend to add “and in the event of an emergency compensation shall be allowed by a majority vote”. President Kurt ruled the proposed amendment is out of order. Vote was taken and constitution proposed change 2 failed to be adopted.

Constitution Proposed Change 4: Adopted

Article III, Section 5, Paragraph D

To strike the following language in the WARLCA Constitution:

~~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.~~

The committee moved to accept the proposed constitution change and it was seconded. After discussion, constitution proposed change 4 was adopted.

President Kurt called for a break and after the break roll call was taken. All counties were represented. Renee’ Pitts moved that the intent not be read out on any of the following constitution changes. It was seconded and passed.

Constitution Proposed Change 5: Failed

Article III, Section 5, Paragraph E

To strike the following language in the WARLCA Constitution:

~~Family Plan:~~

~~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.~~

~~Regular Rural Carriers; \$4.00~~

~~Part Time Flexible Rural Carriers; \$4.00~~

~~Substitute Rural Carriers; \$4.00~~

~~Rural Carrier Associates; \$4.00~~

~~Rural Carrier Reliefs; \$4.00~~

~~Assistant Rural Carriers; \$4.00~~

~~Auxiliary Rural Carriers; \$4.00~~

~~Retired Rural Carriers; \$4.00~~

~~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.~~

~~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.~~

~~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.~~

The committee moved to accept the proposed constitution change and it was seconded. After discussion,

constitution proposed change 5 failed to be adopted.

Constitution Proposed Change 6: Failed

Article IV, Section 2, Paragraph A thru C

To strike the following language in the WARLCA Constitution:

~~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.~~

The committee moved to accept the proposed constitution change and it was seconded. After discussion, constitution proposed change 6 failed to be adopted.

Constitution Proposed Change 7: Not Considered

Article V, Section 2, Paragraph A.3

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.

The committee moved to accept the proposed constitution change and it was seconded. President Kurt ruled that constitution proposed change 7 will not be considered. Constitution Proposed Change 7 was removed from consideration.

Constitution Proposed Change 8: Adopted

Article V, Section 2, Paragraph C 11

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)~~ **twenty-five (25)** 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.

The committee moved to accept the proposed constitution change and it was seconded. Constitution Proposed Change 8 was adopted.

Kristian Granish moved to suspend the rules and remove constitution proposed change 9B from consideration if constitution proposed change 9A passed. It was seconded and passed.

Constitution Proposed Change 9A (from the Finance Committee): Adopted

Article V, Section 4, Paragraph A

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: **\$200** Month

Vice President: **\$100** Month

Secretary Treasurer: **\$350** Month

Region Committeepersons: **\$100** Month

The committee moved to accept the proposed constitution change and it was seconded. Constitution Proposed Change 9A was adopted.



Portland DR Monte Hartshorn and his "Golden Rule"

Constitution Proposed Change 10: Adopted

Article VII, Section 2, Paragraph B

B. Nominations must be received in the designated post office box at least ~~40~~ 50 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.

The committee moved to accept the proposed constitution change and it was seconded. Constitution Proposed Change 10 was adopted.

Constitution Proposed Change 11: Adopted

Article VII, Section 3, Paragraph A

A. A member must be on the rolls at least ~~40~~ 50 days prior to the opening of the state convention in order to be eligible to vote for National Delegates.

The committee moved to accept the proposed constitution change and it was seconded. Constitution Proposed Change 11 was adopted.

Constitution Proposed Change 12: Adopted

Article VII, Section 3, Paragraph C

C. The State Secretary shall cause the ballot to be mailed to eligible members at least ~~20~~ 25 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.

The committee moved to accept the proposed constitution change and it was seconded. Constitution Proposed Change 12 was adopted.

Constitution Proposed Change 13: Failed

Article XII

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. **In order to assure that this Constitution remains in compliance with the National Constitution, it shall be updated by the WARLCA Board to incorporate and amendments adopted by the National Delegates as soon as practicable following each National Convention. The amendments updated shall be published in the next issue of the Washington Rural Carrier (WRC) following the enactment of any amendments.**

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.

The committee moved to accept the proposed constitution change and it was seconded. Constitution Proposed Change 13 failed to be adopted.

Jim Hemrich moved that the constitution committee be dismissed with our thanks. It was seconded and passed. Jeff Taylor brought up that the mileage and per diem committee needs to correct one delegate's mileage. President Kurt moved to reinstate the mileage and per diem committee. It was seconded and passed.

President Kurt called for the Resolutions Committee to give their report. Chair Janie Walla introduced the committee and read the standing rules

concerning resolutions. 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 for approval or rejection. Janie reported that all resolutions were determined to be non-binding. Janie stated resolution #2 was the same as resolution #59 at National Convention last year, which was passed and should not be considered.

Resolutions

Submitted by North Central:

1. Non-Binding. **Passed by drop of the gavel.**

Whereas currently designation 78 RCAs earn no leave,

Be it resolved that designation 78 RCAs earn the same leave as a PTF.

Intent: To create incentive for longer termed RCAs.

2. Non-Binding. Not considered.

Whereas currently RCAs in leave earning status earn sick leave and annual leave and the annual is cashed out and the sick leave is kept in abeyance.

Be it resolved that RCAs are able to use their sick leave when they return to a non-leave earning status.

Intent: An opportunity for RCAs as incentive to keep working and use a benefit that they earned.

Submitted by Mutual:

3. Non-Binding. **Passed after discussion and vote.**

Whereas the cost of transportation to offices that require ferry/tolls makes it difficult if not impossible to retain RCAs and to aid regular carriers who must also pay such tolls/ferry fees.

Be it resolved a stipend for all related tolls and ferry fees be paid per diem on a case-by-case basis for all craft employees.

Intent: To retain subs, to encourage hiring, to cover unreasonable travel expense, as well as to relieve financial suffering on regular carriers.

4. Non-Binding. **Passed after discussion and vote.**

Whereas rural carriers are required to wear specific footwear for safety.

Be it resolved rural carriers receive a footwear allowance comparable to other postal employees receiving a clothing allowance for required uniforms.

Intent: Tax reform does not allow for writing off work expenses any longer.

David Ray moved that we continue with the remainder of the resolutions. The motion was seconded but failed. PAC Chair Dawn gave a PAC update. Total amount collected so far was \$3,264. Two new sustaining donors signed up. Vice President/RCP3 Lorrie did announcements and President Kurt called the convention adjourned at 5:08 PM.

President Kurt called the convention back to order for day three on June 25, 2019 at 8 a.m. After door prizes, roll call was taken and all counties were represented. President Kurt called the Resolutions Committee back to finish their report. Janie again introduced the members of the continued the report.

Submitted by King-Snohomish:

5. Non-Binding. **Failed after discussion and vote.**

Whereas Academy Instructors are not entitled to receive DACA code 3 or 5 when being required to work their relief days off.

Be it resolved Academy Instructors who are forced to work 6 days a week receive DACA code 3 or 5 when working their relief day.

Intent: Regular rural carriers with relief days other than Saturday are discouraged from working as academy instructors since they do not receive the same benefit as a carrier working their route. Academy instructors working their relief day off receive a code Y which only provides an X day without the additional 50% compensation they would normally receive if working their relief day.

Submitted by East Central:

6. Non-Binding. **Passed by drop of the gavel.**

Whereas current EMA as of March 1 is \$0.70 a mile.

Be it resolved increase the base rate by \$0.10.

Intent: This increase would help keep up with gas, parts, repairs, and insurance price inflation.

7. Non-Binding. **Passed after discussion and vote.**

Whereas rural carriers, regulars and RCAs alike, are required to purchase and maintain a Personal Owned Vehicle to run non-postal vehicle routes.

Be it resolved all rural routes be assigned a Next Generation Postal Vehicle.

Intent: To increase RCA retention by eliminating the financial need for Personal Owned Vehicles. Increasing safety for regulars and RCAs by stopping left handed driving delivery.

8. Non-Binding. **Passed by drop of the gavel.**

Whereas RCAs cannot enroll into the Rural Carrier Benefit Plan without USPS subsidy.

Be it resolved RCAs after their probationary period will be eligible to enroll into the Rural Carrier Benefit Plan with the USPS subsidy.

Intent: To increase RCA retention. To be more competitive when hiring for RCAs.

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

Whereas mailcount is 2-3 weeks in the last weeks of February and the first weeks of March.

Be it resolved mailcount be 4 weeks held in May including one holiday or 4 weeks in September including one holiday.

Intent: With the engineer time study not being implemented, the rural routes need to be protected and counted to keep up with route and mail growth. To give a more accurate count for the rural routes.

10. Non-Binding. **Passed by drop of the gavel.**

Whereas regular carriers are paid on two different pay scales. RCAs on three different pay scales and the pay decreases on the schedule two for regulars and schedule 2 and 3 for RCAs.

Be it resolved increase rural carrier, regular and RCA base wage by \$3.00 an hour.

Intent: To increase RCA retention. To be more competitive with state minimum wage and other job competitors. To help stay ahead with the cost of living and inflation.

11. Non-Binding. **Passed by drop of the gavel.**

Whereas Postmasters have the option to use an OJI when training a new hire RCA.

Be it resolved Postmasters are required to use an OJI when training a new hire RCA.

Intent: To insure all new hired RCAs get fair and equal proper on job training.

Janie Walla moved that the committee be dismissed with our thanks. It was seconded and passed. President Kurt called the Mileage and Per Diem committee forward to give their updated final report. Chair Jeff Taylor re-introduced the members of the committee and explained that the current IRS rate is \$.58 per mile. Jeff reminded everyone that it is based on the shortest route, not necessarily the route the delegate actually drove. Jeff then gave the updated final report on the next pages.

Jeff moved that we accept the updated final report of the mileage and per diem committee and that they be dismissed with our thanks. It was seconded and passed.

President Kurt called for the final report of the Finance Committee. Chair Kris Skewis reintroduced the members of the committee. There were no changes from the preliminary report. The final report is as follows:

"The committee proposes a change to Article V, Section 4, Paragraph A, Salaries.

The committee recommends no change for 19/20 Dues Year for funding county units from 18/19 language. The language is as follows;

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

Mileage and Per Diem Report for 2019 State Convention

Last Name, First Name	One-Way Mileage	Round-Trip Mileage Capped at 850 miles	x 0.58 =	Convention Allowance	Additional Per Diem	Ferry/ Toll	Gross Pay
Ankerson, Rita	4.3	8.6	\$4.99	\$250.00			\$254.99
Arras, Sharlene	20	40.0	\$23.20	\$250.00			\$273.20
Ayers, Dawn	53	106.0	\$61.48	\$250.00			\$311.48
Barrett, Paige	204	408.0	\$236.64	\$250.00			\$486.64
Beaumont, Monyah	41	82.0	\$47.56	\$250.00			\$297.56
Benson, Lisa	119	238.0	\$138.04	\$250.00			\$388.04
Boone, Erika	22	44.0	\$25.52	\$250.00			\$275.52
Bullion, Amy	190	380.0	\$220.40	\$250.00			\$470.40
Carrizales, Rosemary	96	192.0	\$111.36	\$250.00			\$361.36
Chamberlin, Lauri	375	750.0	\$435.00	\$250.00			\$685.00
Clark, Jennifer	26	52.0	\$30.16	\$250.00			\$280.16
Crow, Lorrie	373	746.0	\$432.68	\$250.00			\$682.68
Dillon, Joanne	52	104.0	\$60.32	\$250.00			\$310.32
Dillon, Leo	52	104.0	\$60.32	\$250.00			\$310.32
Durgan, Susan	134	268.0	\$155.44	\$250.00		\$5.00	\$410.44
Eckrem, Kurt	104	208.0	\$120.64	\$250.00			\$370.64
Faulkner, Mariann	131	262.0	\$151.96	\$250.00			\$401.96
Fazzino, Stella	24	48.0	\$27.84	\$250.00			\$277.84
Folk, James	23	46.0	\$26.68	\$250.00			\$276.68
Foote, Jeffrey	140	280.0	\$162.40	\$250.00			\$412.40
Frymire, Jan	139	278.0	\$161.24	\$250.00			\$411.24
Godfrey, Aron	68	136.0	\$78.88	\$250.00			\$328.88
Gongia, Jennifer	199	398.0	\$230.84	\$250.00			\$480.84
Granish, Kristian	24	48.0	\$27.84	\$250.00			\$277.84
Granish, Nancy	39	78.0	\$45.24	\$250.00			\$295.24
Greene, Elizabeth	8.2	16.4	\$9.51	\$250.00			\$259.51
Hamilton, David	189	378.0	\$219.24	\$250.00			\$469.24
Headley-Lalande, Colleen	106	212.0	\$122.96	\$250.00			\$372.96
Hemrich, Jim	320	640.0	\$371.20	\$250.00			\$621.20
Hill, Susie	63	126.0	\$73.08	\$250.00		\$15.73	\$338.81
Hockaday, Sarah	27	54.0	\$31.32	\$250.00			\$281.32
Javiniar, Estee	90	180.0	\$104.40	\$250.00			\$354.40
Joseph, Linneth	91	182.0	\$105.56	\$250.00			\$355.56
Lauzon, Dana	29	58.0	\$33.64	\$250.00			\$283.64
Lopez, Isabella	106	212.0	\$122.96	\$250.00			\$372.96
McKee, Kristy	52	104.0	\$60.32	\$250.00			\$310.32
Murdock, Jennie	243	486.0	\$281.88	\$250.00			\$531.88
Newman, Shelby	29	58.0	\$33.64	\$250.00			\$283.64
Peterson, Alicia	49	98.0	\$56.84	\$250.00			\$306.84
Poage, Brian	157	314.0	\$182.12	\$250.00			\$432.12
Poe, Tiffany	15	30.0	\$17.40	\$250.00			\$267.40
Potter, Bryan	170	340.0	\$197.20	\$250.00			\$447.20
Randall, Tricia	170	340.0	\$197.20	\$250.00			\$447.20
Ray, David	50	100.0	\$58.00	\$250.00			\$308.00
Rinehart, Doug	75	150.0	\$87.00	\$250.00		\$5.00	\$342.00
Rogers, Jem	24	48.0	\$27.84	\$250.00			\$277.84
Rogers, Jody	48	96.0	\$55.68	\$250.00			\$305.68
Roque, Patti	79	158.0	\$91.64	\$250.00		\$5.00	\$346.64

Sisley, Janice	24	48.0	\$27.84	\$250.00			\$277.84
Skewis, Kris	21	42.0	\$24.36	\$250.00			\$274.36
Suttles, Susan	216	432.0	\$250.56	\$250.00			\$500.56
Taylor, Dionne	164	328.0	\$190.24	\$250.00			\$440.24
Taylor, Jeff	353	706.0	\$409.48	\$250.00			\$659.48
Thelen, Angela	96	192.0	\$111.36	\$250.00			\$361.36
Walker, Mel	56	112.0	\$64.96	\$250.00			\$314.96
Walla, Janie	65	130.0	\$75.40	\$250.00			\$325.40
Warner, Sarah	188	376.0	\$218.08	\$250.00			\$468.08
Wendlandt, Becky	358	716.0	\$415.28	\$250.00			\$665.28
	TOTALS		\$7,404.86	\$14,500.00	\$0.00	\$30.73	\$21,935.59
National Paid:							
Hartshorn, Monte							
Pitts, Patrick							
Pitts, Renee'							
Patteson, Joyce							

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.'

The committee recommends the board discontinues reimbursement for Western States Conference attendance in the short term."

The committee moved that the final report of the finance report be accepted. The motion was seconded. Janie Walla moved to bifurcate (divide the question) the report of the finance committee and vote on each recommendation separately. The motion was seconded and passed. The finance report was divided into two sections. Doug Rinehart moved that we eliminate the section of the report regarding WSC. President Kurt called Doug's motion out of order. Monte Hartshorn called the question. It was seconded and passed. The delegates voted on the first section regarding county unit funding and it was adopted. The delegates voted on the second section regarding funding Western States Conference and it was adopted. Kris Skewis moved that the finance committee be dismissed with our thanks. The motion was seconded and passed.

PAC Chair Dawn gave a PAC update. The current total collected so far is \$3,546. The goal for this

convention is \$5,000.

Vice President/RCP3 Lorrie presented the Outstanding Member of the Year award to a very surprised Kurt Eckrem, who thanked the delegates and his wife Nancy (aka "The First Lady") for her support.

President Kurt called for unfinished business. Discussion was held about the historical items that the board stores. Kurt felt it is a shame just to have it in boxes and not for the members to see. Kurt noted that at the one convention that some of the items were displayed not everything was returned. Discussion was held on having the collection digitized and put on the website, displaying it at local museums and post offices, renting a location for a museum, etc.

President Kurt called for a break; after break and a door prize drawing, roll call was taken. All counties were present. President Kurt called for new business and then read the WARLCA constitution rules for resolution and constitution changes from the floor, which had been approved earlier in the convention.

Renee' Pitts moved that we accept proposed constitution change number 1 from the floor. This was the same proposed constitution change number 7 presented by the constitution committee that was removed from consideration. It was seconded.



Outstanding Member of the Year award recipient Kurt Eckrem with "First Lady" Nancy Eckrem.

Constitution Proposed Change 1 from the floor: Adopted

Article V, Section 2, Paragraph A.3

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.

Renee' Pitts called the question. It was seconded and passed. Debate was ended and vote was taken. Constitution Proposed Change 1 from the floor was adopted.

Isa Lopez moved that we accept proposed resolution number 2 from the floor. It was seconded.

Proposed Resolution 2 from the floor: Adopted

Whereas rural carriers working as academy instructors are not entitled to receive DACA code 3 or 5 when they work their relief day.

Be it resolved DACA code Y be used for a carrier who works his/her relief day other than rural delivery will be compensated for either 150% of pay or 50% of pay plus an X day at the carrier's option.

Intent: Academy instructors do not receive overtime pay when working their relief day.

Vote was taken and proposed resolution 2 from the floor passed.

Jennifer Gongia moved that we accept proposed resolution number 3 from the floor. It was seconded.

Proposed Resolution 3 from the floor: Failed

Whereas currently an [sic] rural carrier associate is only able to train an ARC. And OJI position is only available to a regular rural carrier.

Be it resolved: a rural carrier associate be able to become an OJI.

Intent: A [sic] RCA is more equipped to train a new hire because they are more knowledgeable of the routes.

Vote was taken and proposed resolution 3 from the floor failed.

President Kurt was asked about the RAFT program and what was RAFT. He stated that RAFT stands for "recruit a friend today" and was a program sponsored by NRLCA that previously gave a new member three months of free dues and NRLCA paid either the new member, the state, or the recruiter a set amount (\$15 for reliefs and \$50 for regulars) for recruiting them. As of July 1, 2019, the NRLCA discontinued the RAFT program.

PAC Chair Dawn updated the delegates on who won the silent auctions for PAC and drawings were done for the PAC raffle items. Dawn reported that there now are three new sustaining donors from this convention, and so far, have hit over the \$5,000 goal for convention. Renee' Pitts moved to have a 30-minute break. It was seconded and passed.

After break President Kurt called the meeting to order and did a door prize. Roll was taken and all counties were represented. President Kurt called the tellers committee forward and chair David Ray introduced the members of the committee. The hospitality and sergeant-at-arms committee were asked to assist the tellers committee.

President Kurt read the nominations for vice president. They were Dawn Ayers, Lisa Benson, and Lorrie Crow. He then called for nominations from the floor. Seeing none, he closed nominations. After the

candidate forum, the first secret ballot vote was taken for vice president. While the tellers committee was tabulating the votes, NRLCA Executive Committeeman Patrick Pitts answered questions. President Kurt then announced the vote tally for the first round of voting for vice president. Total of 61 votes tallied.

Dawn Ayers 24

Lisa Benson 20

Lorrie Crow 17

President Kurt proclaimed there was no majority, so the delegates voted a second time. While the tellers committee was tabulating the votes, DRs Monte and Joyce answered questions. President Kurt then announced the vote tally for the second round of voting for Vice President. Total of 61 votes tallied.

Dawn Ayers 24

Lisa Benson 23

Lorrie Crow 14

Lorrie Crow then asked that her name be withdrawn from the ballot. President Kurt announced that the third vote would be taken for vice president without Lorrie Crow's name on the ballot. While the tellers committee was tabulating the votes, DRs Monte and Joyce answered questions again. President Kurt then announced the vote tally for the third round of voting for vice president. Total of 61 votes tallied.

Dawn Ayers 28

Lisa Benson 32

No Vote 1

President Kurt declared Lisa Benson as vice president.

President Kurt called for the vote for RCP1 position and read the names from the nomination committee. Isabella Lopez was the only nomination from the committee. President Kurt then called for nominations from the floor. Seeing none, he closed nominations and announced with no objection, Isabella Lopez was elected by unanimous consent to the position of RCP1. There were no objections. President Kurt declared Isabella Lopez RCP1.

President Kurt called for the vote for the one-year unexpired term for RCP2 position and read the names from the nomination committee. They were Kristian Granish and Alicia Peterson. Doug Rinehart was nominated from the floor and accepted. Dawn Ayers was nominated from the floor and she declined. President Kurt closed nominations and a secret ballot was taken. While the tellers committee was tabulating the votes, RCP1 Isabella Lopez spoke on duties of a national convention delegate and how to become either a regular or alternate delegate. President Kurt then announced the vote tally for the first round of voting for RCP2. Total of 61 votes tallied.

Kristian Granish 20

Alicia Peterson 30

Doug Rinehart 10

No Vote 1

Doug Rinehart asked that his name be removed

from the ballot. President Kurt proclaimed there was no majority, so the delegates voted a second time with Doug Rinehart's name not on the ballot. While the tellers committee was tabulating the votes, DRs Monte and Joyce answered questions. President Kurt then announced the vote tally for the second round of voting for the one-year unexpired term for RCP2. Total of 61 votes tallied.

Kristian Granish 29

Alicia Peterson 32

President Kurt declared Alicia Peterson winner of the one-year unexpired term for RCP2.

President Kurt called for the vote for RCP3 position and read the name from the nomination committee. It was Jennie Murdock. Jennie Murdock asked that her name be removed. Lorrie Crow's name was placed in nomination. President Kurt called for other nominations and seeing none he closed nominations. President Kurt declared Lorrie Crow as RCP3 by unanimous consent. President Kurt made a motion to dismiss all standing committees with our thanks. It was seconded and passed.

President Kurt had the delegate-at-large of each county unit collect the Yea/Nay cards from their delegates and turn them into the sergeant-at-arms, who counted them and gave them to Secretary-Treasurer Becky.

PAC Chair Dawn gave the final PAC report as follows:

Final amount of \$5,363 collected at this convention. Final drawing for those who donated over \$100 at this convention went to Jim Hemrich and for new



or increasing amount for sustaining donors went to Erika Boone. Final total of new sustaining donors at this convention was four. Dawn announced that the overall total for PAC for the year was over \$25,000 so far.

NRLCA Executive Committeeman Patrick Pitts installed the state officers for the 2019-2020 year. This

was followed by the distribution of the delegate checks. Veterans Monyah Beaumont and Jeff Taylor came forward to retire the colors.

President Kurt proclaimed that the 113th WARLCA state convention was adjourned at 3:07 p.m.



NRLCA Executive Committeeman Patrick Pitts swearing in the 2019-2020 WARLCA board: President Kurt Eckrem, Vice President Lisa Benson, Secretary-Treasurer Becky Wendlandt, Region 1 Committeeperson Isa Lopez, Region 2 Committeeperson Alicia Peterson, Region 3 Committeeperson Lorrie Crow, and Region 4 Committeeperson Paige Barrett.



Eyeing all the goodies at the PAC dessert auction.

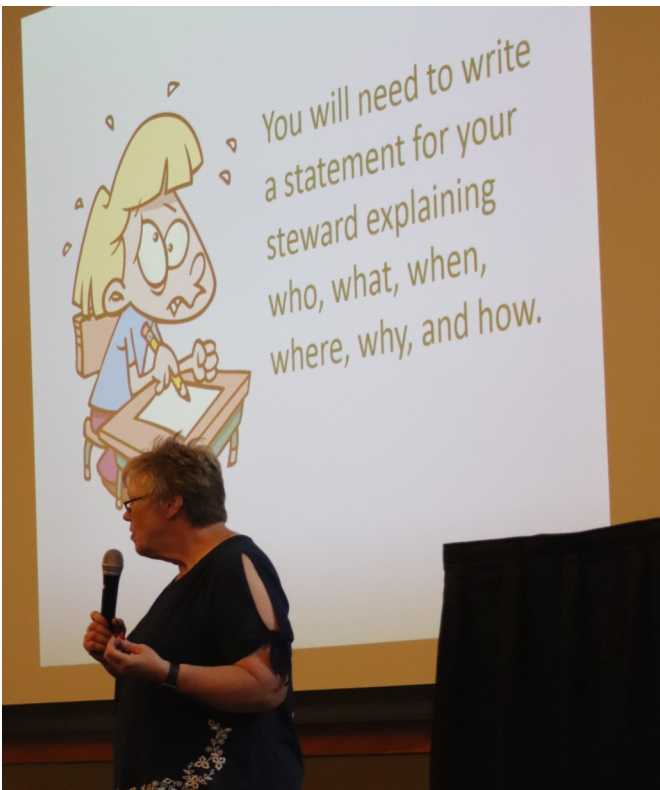
Woohoo! Convention adjourned! Stella Fazzino blows a confetti canon.



Portland District Manager Bill Schwartz



Jennie Murdock singing karaoke at banquet night; rural carriers are so talented!



On Saturday June 22, DRs Joyce Patteson and Monte Hartshorn gave a training seminar.



A record number of first timers to convention! Come join us next year!



"Patrick's Angels": winners of this PAC raffle earned bragging rights to sit with Patrick at dinner.



NRLCA Executive Committeeman and proud WARLCA member Patrick Pitts.

Local Stewards

Dawn Anderson, Benton City
Laura Aries, Langley
James Arvin, Cheney
Dawn Ayers, Sumner
Paige Barrett, Grandview
Lisa Benson, Marysville Main
Dawn Boyer, Battle Ground
Amy Bullion, Ferndale
Josephine Carino, Coupeville
Crystal Carrasco, Arlington & Smokey Point
Rosemary Carrizales, Woodinville
Lauri Chamberlin, Newport
Lorrie Crow, Colville
Tammy Donaghue, Wenatchee
Susan Durgan, Port Angeles
Paul Dylan, Poulsbo
Kurt Eckrem, Marysville Carrier Annex
Nick Hafer, Vancouver
David Hamilton, Blaine
Katrina Hunt, Orting

Chris Kaufmann, Eastsound
Justin King, Walla Walla
Isabella Lopez, Lake Stevens
Henry (Quang) Nguyen, Stanwood
Tamara Packard, Bellingham
Alicia Peterson, Eatonville
Gabrielle Pohl, Buckley
Tricia Randal, Oak Harbor
Jemini Rogers, Rainier
Jody Rogers, Shelton
Bonnie Salzman, Graham
Victoria Santos, Woodland
Billie Shinall, Pullman
Jeffrey Taylor, Greenacres
Janie Walla, North Bend
Jena Welch, Sequim
Aaron Whipple Jr., McCleary
Corina Wietasch, Puyallup
Rena Wise, Mount Vernon



Stewards at the 113th WARLCA State Convention

Calling all prospective stewards! Are you knowledgeable about the contract? Are you an experienced rural carrier, either regular or relief? Do you like helping people?

Step up and become a local steward!

Local stewards have the best advantage because they have knowledge of the office's operations and management. Local stewards can help to diffuse a problem before it becomes a grievance. Did you know? The time you spend doing your duties as a local steward is paid for by the Postal Service instead of union dues!

Put the burden of grievances where it belongs: on the management who violates the contract.

PAID TRAINING! Interested? Contact your district representative or assistant district representative for instructions on how to join the steward ranks.

ANNUAL REPORT OF DISTRICT REPRESENTATIVE
JOYCE PATTESON

NRLCA Association Year – July 1, 2018 thru June 30, 2019

PT Assistant District Representative from July 1, 2018, thru August 17, 2018 –

Total Miles Driven: 307

Personal Vehicle: 121

Rental Vehicle: 186

9 ADOP days – All were LWOP

All were spent in a combination of grievance meetings; Labor/Management meetings; Day of Reflection meeting; Investigative Interviews; and office work.

There were 3 Step 1 formal meetings; 8 Step 1 informal meetings; 2 Investigative Interviews; 1 Day of Reflection meeting; 1 Labor/Management meeting; and 1 management interview.

District Representative for Seattle and Alaska Districts from August 18, 2018 thru June 30, 2019

Total Miles: 33,081

Personal Vehicle: 2,501

Rental Vehicles: 8,952

Air: 21,628 – 12,318 were for Alaska District

Overnight Stays: 35

6 were in Alaska

7 were for conventions (Idaho & Washington)

3 were for conferences (Western States)

15 were for trainings (Local Steward certification & enhancements; DR & Regional Seminars)

4 were for meetings (1 Board, 3 county)

I was present and/or participated in:

59 Investigative Interviews (including when investigating grievances) – 17 were in Alaska

29 Step 1 meetings – both formal and informal with approximately 49 total grievances

3 were in Alaska

10 Step 2 meetings – approximately 30 grievances discussed

3 were in Alaska

2 Step 3 Appeals – one was for Alaska

Total Monies to Carriers - \$102,117.77 of which \$19,213.38 was in Alaska

I attended and was an active participant in approximately 27 Labor/Management meetings of which 6 of them were in Alaska – some of which were with District-level employees, but none with either of the District Managers. In the Seattle District, I also attended 6 county unit meetings as the NSS representative – 2 were with my own county unit; a portion of 4 state board meetings – 2 in Idaho and 2 in Washington; and I participated in 2 Day of Reflection meetings.

As part of my duties, I approve and submit payroll vouchers for any Area Steward or part-time Assistant District Representative assigned to the Seattle District each pay period that's applicable; and expense vouchers for all each month. I am responsible for submission of my own monthly expense vouchers to our assigned Executive Committeeman for approval. In the Seattle District we currently have one full-time Assistant District Representative (ADR) that's assigned to both the Seattle and Portland Districts; one part-time ADR; and 5 Area Stewards who are assigned to a combined 36 offices including stations, where they perform the duties of a Local Steward. The 36 offices also include the offices where each works as they are also Local Stewards in their own office. The part-time ADR is also the Local Steward in the office from which his route emanates.

We currently have 40 Local Stewards in the Seattle District including the Area Stewards and ADR with 6 awaiting certification training. With approximately 200 offices in the Seattle District with rural delivery, there are lots of opportunities for Local Stewards out there. Please consider becoming a Local Steward in your office.

Much of my time is also spent with email correspondence – sending and receiving; sending correspondence through the US Postal Service; database updates; scanning files and documents; and answering telephone calls. I also write articles for each edition of the Idaho and Washington state publications.

I'd like to give a big shout out to ADRs Renee' Pitts and Jeff Taylor; the Area Stewards; and especially to the Local Stewards. You are the backbone of this association. Thank you to the WARLCA State Board and to the IDRLCA State Board for allowing me to be a part of your meetings and your state publications; and for always being gracious and hospitable. I would also like to thank the NRLCA for allowing me to serve in this position. It's been a challenge, but also my pleasure to serve the Seattle and Alaska District rural craft members. Last but not least, I would like to thank Executive Committeeman Patrick Pitts for being my go-to person on the NRLCA board and for putting up with my incessant questions.

Respectfully,
Joyce Patteson
NRLCA District Representative, Seattle and Alaska

2018-2019 Annual Report
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 Oksana Tropets, Renee Pitts, Herschel Howard, and Area Stewards Aaron Lamar and Doug Adamson for their support, tireless efforts and camaraderie. We have 38 Local Stewards in the Portland District who are truly the bedrock of our Steward System. I want to note appreciation to Scott Murahashi for his years of service and dedication as an Area Steward and Assistant District Representative.

This year has been another busy year. I have logged 80 grievances, of which 26 are disciplinary (note: settlements at the discussion level are not logged). I have worked on five removals. 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 local office and district level. I have represented 150 rural carriers in the Investigative Interview process. I have settled grievances returning 41,201.03 and ADR Oksana Tropets has settled grievance for \$24,912.24. This is a total of \$66,113.27 returned to rural carriers in the Portland District.

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 Doug Adamson is covering the mid Oregon Coast and the Roseburg area. Area Steward Aaron Lamar is covering from Grants Pass south to the California border. We are bringing on Carrie Firman-Berry who will be covering the Bend area offices that do not have Local Stewards. I and ADR Oksana Tropets are handling the rest. I have travelled 28,293 miles for the Association this year. I have attended the Lower Columbia County meetings in Washington. I have attended most of the Fall District meetings and some Spring District meeting in Oregon. I have also attended the 2019 Washington and Oregon State Conventions, 2019 Western States, the 2018 ORRLCA Fall Booster and the 2018 National Convention. Except for the National Convention, I have prepared information seminars for members.

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 been able to drop in on several classes going through the new hire 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 offices 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 400 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. In closing, I especially want to thank Don Maston and Patrick Pitts who during this year served as the Western Area NRO. Their knowledge and support are instrumental and deeply appreciated.

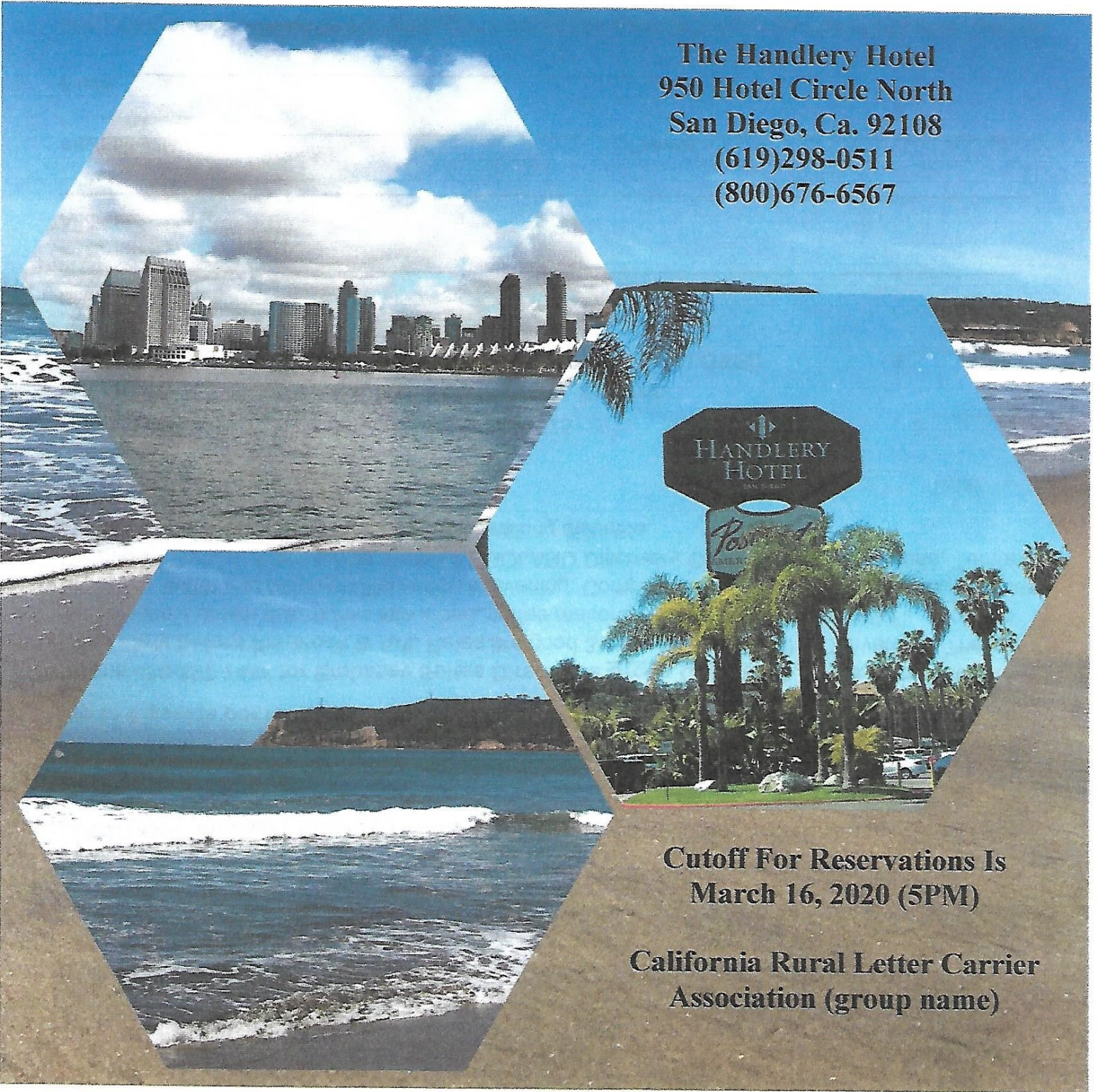
Monte Hartshorn
Portland District Representative
NRLCA



District Representatives Monte Hartshorn (left) and Joyce Patterson (right) address the delegates at State Convention and answer questions.

California Awaits You!!!

Western States Conference April 16th-18th 2020



The Handlery Hotel
950 Hotel Circle North
San Diego, Ca. 92108
(619)298-0511
(800)676-6567

Cutoff For Reservations Is
March 16, 2020 (5PM)

California Rural Letter Carrier
Association (group name)

\$139 A Night, includes breakfast. Overnight parking is \$7.00 Per night. These rates are good 3 days before and 3 days after the Conference. Cancellations must be done 24 hours in advance.

WARLCA COUNTY OFFICERS LIST

2019-2020 Year - Updated 7-1-19

001 NORTH CENTRAL WASHINGTON RLCA Region 3

PRESIDENT: Jen Gongia
New Pres 19/20 Phone: (509) 881-0644
E Mail: jgongia2007@live.com

VICE PRESIDENT: Carol Hanson
New 19/20 Phone: (509) 697-5077
E Mail: dellandcarole@yahoo.com

SECRETARY-TREASURER: Jennie Murdock
New 19/20 Phone: (509) 398-3727
E Mail: 93Chevy1986@gmail.com

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

003 PENINSULA RLCA Region 2

PRESIDENT: Patti Roque
New 19/20 Phone: (360) 689-0925
E Mail: pattiroque@msn.com

VICE PRESIDENT: Susan Durgan
New 19/20 Phone: (360) 797-4396
E Mail: susandurgan@hotmail.com

SECRETARY-TREASURER: Doug Rinehart
Phone: (360) 440-0889
E Mail: dugeditor0541@gmail.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
E Mail: dawnboyer01@gmail.com

VICE PRESIDENT: Aron Godfrey
Phone: (360) 431-9644
E Mail: arongodfrey73@gmail.com

SECRETARY-TREASURER: Estee Javinier
Phone: (808) 554-3065
E Mail: ejavinier@gmail.com

006 MUTUAL RLCA Region 2

PRESIDENT: Alicia A Peterson
New 19/20 Phone: (253) 229-0620
E Mail: alicia_peterson@msn.com

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

SECRETARY-TREASURER: Kris Skewis
Phone: (360) 790-0957
E Mail: iamamailer@aol.com

PAC Chair: Dawn Ayers (253) 468-2119
Legislative Liaison: Monyah Beaumont (206) 326-8179

007 OKANOGAN RLCA - 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: Bryan Potter
New 19/20 Phone: (360) 720-9472
E Mail: Acr228@yahoo.com

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

SECRETARY-TREASURER: Dionne Taylor
Phone: (360) 720-1393
E Mail: dionne331@gmail.com

011 KING-SNOHOMISH (KS) RLCA **Region 1**

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

VICE PRESIDENT: Angela Thelen
Phone: (425) 770-0679
E Mail: angelat68@yahoo.com

SECRETARY-TREASURER: Isabella Lopez
Phone: (425) 417-2700
E Mail: isarlopez@hotmail.com

Legislative Liaison: Rosemary Carrizales (830) 358-9911

012 South East WA RLCA – merged with Whitman-Asotin (now Whitman-Southeast) RLCA on July 1, 2017

013 EAST CENTRAL WASHINGTON RLCA **Region 3**

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

VICE PRESIDENT: Blake Yirak
New 19/20 Phone: (509) 496-1660
E Mail: Blake.Yirak@gmail.com

SECRETARY-TREASURER & PAC: Levi Hanson
Phone: (509) 280-8610
E Mail: levoidh@gmail.com

014 NORTH EAST WASHINGTON RLCA **Region 3**

PRESIDENT: Lauri Chamberlin
Phone: (509) 292-8130
E Mail: lcchamberlin@hotmail.com

VICE PRESIDENT: Vicki Denison
Phone: (509) 675-0334
E Mail: vickidenis7@hotmail.com

SECRETARY/TREASURER: Lorrie Crow
Phone: (509) 685-9624
E Mail: 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
Phone: (360) 739-5929
E Mail: jerrydonna@comcast.net

SECRETARY-TREASURER: David Hamilton
Phone: (360) 392-8326
E Mail: 98230steward@mail.com

County Liaison: Linda Gale (360) 671-5361

016 WHITMAN-SOUTHEAST RLCA

Region 4

PRESIDENT:

New 19/20

Billie Jo Shinall
Phone: (509) 338-5375
E Mail: bshinall@hotmail.com

VICE PRESIDENT:

New 19/20

Shelly A Bujnicki
Phone: (208) 283-2087
E Mail: shellysfarm@me.com

SECRETARY-TREASURER:

Jim Hemrich
Phone: (509) 657-3435
E Mail: rlcjim@stjohncable.com

017 APPLE VALLEY RLCA

Region 4

PRESIDENT:

Curtis Carstens
Phone: (509) 307-8727
Email: Pffawg7@yahoo.com

VICE PRESIDENT:

New 19/20

Geoff Stone
Phone: (509) 964-9091
Email: magnus3987@hotmail.com

SECRETARY-TREASURER:

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



Membership Longevity Awards

By Kurt Eckrem, WARLCA President & Historian



Gale Pickens pictured with the 50-Year NRLCA Membership

Recently, I had the opportunity to visit with Gale Pickens, a retired rural carrier, at his home in Tacoma, and to present him with his 50-year Membership Award. For those of you who are not familiar with the award, rural carriers who maintain their membership for 50 years or more receive a Certificate of Congratulations signed by the current NRLCA President, as well as a pin and a copy of The National Rural Letter Carriers' Association- A Centennial Portrait, by former National President Lester F. Miller.

Gale is an Army veteran, having served in Korea, and started his career with the Post Office as a city carrier in 1957 in Michigan with a starting salary of \$1.09 an hour. After moving to Auburn WA, Gale was offered the opportunity to switch to the rural craft. As he recalls, he was likely the last rural carrier in the State of Washington to receive a Presidential appointment to his position, which happened on December 28th, 1968, and was facilitated by Senator Warren Magnuson. The Presidential appointment process was discontinued on January 1st of 1969.

Gale worked Route 2 in Auburn, which was about 40 miles long with approximately 500 deliveries, later moving to a 60-mile route in the Federal Way area with about 425 deliveries. He told me that in those days, carriers were given time to stop by the store and pick up groceries for their customers. Gale retired from delivering mail in 1978, and he and his wife now share their home with several sugar babies, also called sugar gliders, which are very small marsupials who love to be carried around in pouches.

The WARLCA board thanks you, Gale, for your service as a rural carrier and congratulates you on your 50-year Membership Award.



Marjorie Turk, a retired carrier in Stanwood who also recently received the 50-Year Membership Award.

June 21-22, 2019 WARLCA Board Meeting Minutes Great Wolf Lodge, Centralia, WA

Members in attendance: Kurt Eckrem, President; Rebecca Wendlandt, Secretary-Treasurer; Isabella Lopez, Region Committeeperson 1; Doug Rinehart, Region Committeeperson 2 appointed; Lorrie Crow, Region Committeeperson 3 and appointed Vice President; Paige Barrett, Region Committeeperson 4.

Agenda:

Board Policy

Review Task List

Member of the Year

NGIC

President's ADOP

2021 State Convention

Contract Ratification Meetings

2019 State Convention Prep/Set Up

Review Vouchers

Next Board Meetings

President Eckrem called the meeting to order at 9 a.m. with all board members in attendance. The reading of the ground rules was waived by consensus.

Previous Board Meeting Minutes: The board approved May 1-3, 2019 board minutes.

Board Policy: The board reviewed the board policy for member of the year award. There were no changes made to the complete board policy.

Task Reports: The board discussed and updated the task reports.

NGIC: The board reviewed the letter that NRLCA Secretary/Treasurer Clifford Dailing sent concerning NGIC. We are not to appoint an NGIC rep or promote NGIC at meetings, WRC publication, and orientations to any WA members. We are not to hand out any NGIC supplies. Any member who has a NGIC policy is able to renew, but no new policies can be written. Any member who does renew, WA State will get credit for that policy in terms of promotional allowance but not for any new policies. Kurt will update the delegates at convention.

President's ADOP: The board discussed Kurt's ADOP vouchers for when he was off from knee surgery. His supervisor had entered sick leave, not LWOP (union) for seven days that Kurt was doing legislative conference and board work. Since Kurt was paid by WARLCA as well as USPS, Kurt will not bill the next seven days of ADOP to correct the mistake. Instead Kurt will put in a \$0 voucher showing what days were paid in the past and no charge for these days. It will be finished by the end of July.

2021 State Convention: Isa talked about a bid from a hotel in Bellingham. Isa is going to follow up with the bid and let the board know. Isa said there also is a bid from the hotel in Oak Harbor too.

Contract Ratification Meetings: The board discussed the two contract ratification meetings:

July 21, 2019 Sunday from 1 p.m. to 4 p.m.

Location: Doubletree Suites – Seattle Airport

16500 Southcenter Parkway, Seattle, WA

Patrick Pitts, NRLCA Executive Committee, Speaker

Becky said she printed the meeting notices just before convention and Susie Hill stamped them (on her own time while helping Becky get ready for convention three days before leaving for convention). They will be mailed out July 1 to all craft members. Becky has contacted Teamsters Hall and reserved it. Lorrie will set up the union computer, LCD, and screen for Joyce to use. Becky will provide sign in sheets and membership list for the Spokane meeting. NRLCA will provide sign in sheet, membership list, LCD, screen, and pay for meeting room for the Seattle meeting. The board authorized RCP1 and RCP2 to attend Seattle meeting for ADOP and mileage. The board authorized RCP3 and RCP4 to attend Spokane meeting for ADOP and mileage. The board authorized the President and Vice President to attend the closest ratification meeting near them with ADOP and mileage. (Note: This was changed at the post-convention meeting to have Kurt attend the west side and help sign in, and Lorrie attend the east side to set up, do sign in, close and clean the meeting room once done)

2019 State Convention Prep/Set Up: The board reviewed the committees and made changes for those not coming. Cassidy Munn is now in management as a 204B and will not be attending. She is also no longer the area steward, OJI, county sec/treas, and academy trainer and can't be for one year after leaving as a 204B. Kurt announced that John Martin brought special cancellations envelopes for the ditty bags and also a beautiful binder with special cancellations for actors and performers to donate for PAC. John and his wife will be attending the banquet. Paige purchased the speaker gifts and Doug got the Starbucks cards for first timers and retirees. Susie rode with Becky to help the board with anything we needed and after sending her on numerous errands, Susie along with Peta Barrett and the First Lady Nancy put together the ditty bags. Lorrie has everything ready for the 12 first timers (possibly 2 more will be attending) and Paige has everything ready for the memori-

July 28, 2019 Sunday from 1 p.m. to 4 p.m.

Location: Teamsters Hall - Spokane

1912 N Division St, Spokane, WA

Joyce Patteson, NRLCA Seattle District Rep, Speaker

al. Consensus to give Susie a \$50 Starbucks card for all the time she has donated.

The board stopped at 3 p.m. to start set up for convention and reconvened at 8 a.m. on Saturday, June 22, 2019. All were in attendance. At 8 a.m., Becky and Kurt met with the election committee while the board reviewed vouchers. The board finished discussing the upcoming state convention and finalizing set up making sure all equipment was working. Registration was set up and Susie started registration at 2 p.m. till 8 p.m. We had a record number of late registrations. Kurt said his calling some delegates to see if they were attending got some last-minute decisions to attend and suggested that all RCPs call the county delegates a couple of weeks before the next year's convention to encourage and help them register for convention.

Vouchers: The May vouchers were reviewed by the board.

Next Board Meeting:

First Board Meeting (Post-Convention) for 2019/2020

Year Location: Great Wolf Lodge - Grand Mound

20500 Old Highway 99 SW, Centralia, WA 98531

Date & Time: June 26, 2019 from 8 a.m. to noon and travel in afternoon

Second Board Meeting for 2019/2020 Year Location:

Hampton Inn at Ellensburg

2705 Triple L Loop, Ellensburg, WA

Date & Time: July 22, 2019 travel in morning and meeting from 2 p.m. to 6 p.m.

July 23 & 24 2019 meeting from 8 a.m. to 5 p.m.

July 25, 2019 meeting from 8 a.m. to 11 a.m. and travel in afternoon

The board meeting closed at noon to finish set up, finalize their presentations, get copies made, and start registration. Kurt was the board rep at the seminar starting at 1 p.m. and made sure all attending signed in.

Respectfully Submitted by Becky Wendlandt

June 26, 2019 WARLCA Board Meeting Minutes Great Wolf Lodge, Centralia, WA

Members in attendance: Kurt Eckrem, President; Lisa Benson, Vice President; Rebecca Wendlandt, Secretary-Treasurer; Isabella Lopez, Region Committeeperson 1; Alicia Peterson, Region Committeeper-

son 2; Lorrie Crow, Region Committeeperson 3; Paige Barrett, Region Committeeperson 4. Also in attendance were Dawn Ayers, PAC Chair and Kris Skewis, Mutual RLCA Secretary-Treasurer.

Agenda:

Ground Rules

Board Policy

Recap State Convention

Appointed Positions

Equipment

Ratification Meetings

Orientation

Next Board Meeting

President Eckrem called the meeting to order at 8:10 a.m. with all board members in attendance.

Ground Rules: The ground rules were read and accepted by consensus.

Board Policy: The board will review the board policy at the first full board meeting.

Recap State Convention: Kurt felt that all board members knew their duties and worked well together. PAC worked hard and had excellent results. Other comments were: There seemed to be a minimal amount of problems. Suggest that non-delegate badges be a different color and that the delegate-at-large be given a list of his/her delegates so he could check off who was there for roll call. Having such a great number of first timers was wonderful. It seemed that the atmosphere was friendlier than from past conventions. Suggest a mentor program with the first timers in the future would be great but make sure the mentor knows ahead of time as well as what is expected of them. Calling the delegates ahead of time got more in attendance. Mutual RLCA had 24 delegates out of 26 that were elected, which is more than likely a record for number of delegates from one county in attendance. Convention went well and was smooth, amazing facilities, all went on time. There were some problems with the microphones and static and it was noted that it was the first time we had tied into a hotel's wireless sound/LCD system. We had 17 first timers, of which 12 that registered ahead of time, 2 in the last week, and 3 more at convention. Seminar on Saturday was informative, but only 20 in attendance. Some suggestions were to hold it Sunday evening instead of the county officers' appreciation dinner and have the county officers' appreciation be a lunch on Sunday.

PAC: Dawn reported that final total for State Convention was \$5,363. Total of \$3,535 in cash and check was sent to NRLCA and \$1,828 was the credit card total. Dawn said it was \$1,000 more than the 2015 convention and \$2,000 more than the 2018 convention. Dawn estimated that we will be over \$27,000 with per capita possibly over \$13. There were five new sustaining donors and now have close to 50.

Consensus to give Dawn an ADOP day to send in remits and reimburse her mileage for doing the free nights room drawing. Goal for PAC next year is \$30,000.

Appointed Positions: Kurt, in conjunction with the board, appointed the following positions:

PAC: Dawn Ayers

Editor: Lisa Benson

Webmaster: Becky Wendlandt

Becky suggested that she work with Isa this year so Isa can learn the Adobe Dreamweaver Software.

RCBP: Alicia Peterson

Provident Guild: Paige Barrett

Legislative Director: Lorrie Crow

New Hire Liaison: Isa Lopez

Equipment:

Isa: Epson VS240 LCD and HDMI cord s/n WDQK6901136

Isa: MFC 8680 Brother All in One s/n U62341M9J271747

Alicia: Optoma Pro 250 LCD s/n Q8BF051AAAAAC0199

Paige: View Sonic PJ551D LCD s/n QLK073404177

Lorrie: MFCJ6710DW Brother All in One s/n U6266381F326993

Lorrie: HP Pavilion 17t Laptop s/n 5cd62810cb (was purchased for President Position but Kurt wanted to use his own laptop.

Destroyed Equipment (taken to Staples to destroy/recycle): Brother MFC 9700 Laser Printer bought in July 2004 s/n U60073D4J4908

All other equipment and convention supplies will be taken to storage by Lorrie and Becky

Ratification Meetings: The board decided to pay ADOP and mileage for Kurt to go to West side ratification meeting to help with membership and sign in, and pay Lorrie ADOP and mileage to go to East side ratification meeting to get equipment out of storage, set up, do membership and sign in, and take equipment back to storage.

Orientation: Policy: If there are two or less from WA State (not Idaho) we don't go to orientation except for advance approval. Yakima: Paige is available when needed. Sometimes it is every other week, and sometimes they are sent to Spokane instead. Spokane: Lorrie, Becky, and sometimes Levi can attend. Idaho will send Jim Sullivan once in a while. Orientation is every other week. West Side: Tacoma, Seattle, Everett are every Tuesday and is a long day. Tacoma is at 10 a.m., Seattle at noon, and Everett at 2 p.m. Not going to be able to also do Bellingham on the same day if they start having orientations there. Kurt will do

scheduling for a month at a time and notify Lisa, Alicia, and Isa of the schedule.

Next Board Meeting:

Second Board Meeting for 2019/2020 Year

Location: Hampton Inn at Ellensburg

2705 Triple L Loop, Ellensburg, WA

Date & Time: July 22, 2019 travel in morning and meeting from 2 p.m. to 6 p.m.

July 23, 2019 meeting from 8 a.m. to 5 p.m.

July 24, 2019 meeting from 8 a.m. to 5 p.m.

July 25, 2019 meeting from 8 a.m. to 11 a.m. and travel in afternoon

Kurt and Becky reviewed the bill from Great Wolf Lodge and paid it. The board adjourned at noon.

Respectfully Submitted by Becky Wendlandt

July 22-25, 2019 WARLCA Board Meeting Minutes Hampton Inn, Ellensburg, WA

Members in attendance: Kurt Eckrem, President; Lisa Benson, Vice President; Rebecca Wendlandt, Secretary-Treasurer; Isabella Lopez, Region Committeeperson 1; Alicia Peterson, Region Committeeperson 2; Lorrie Crow, Region Committeeperson 3; Paige Barrett, Region Committeeperson 4. No guests.

Agenda:

Ground Rules

Approval of Prior Minutes

Unfinished Business

Review Tasks

Conference Call with Joyce Patteson, NRLCA Seattle DR

Appointed Positions

PAC SOP

Schedule 2019/2020 Board Meetings

State Officers Resource Manual (SORM)

Conference call with Monte Hartshorn, NRLCA Portland DR

Board Policy

Board Reports

Budget

2020 State Convention

2021 State Convention

2022 State Convention

2023 State Convention

2019 National Convention

County Officers Handbook

Ratification Meetings

WRC

Website

VOYA Trustees

Historical Items

Equipment

Vouchers

President Eckrem called the meeting to order at 2 p.m. with all board members in attendance.

Ground Rules: The ground rules were read and no changes were made.

Approval of Prior Minutes: The board approved June 21, 2019 pre-convention board minutes and June 26, 2019 post-convention board minutes.

Unfinished Business: All board members had submitted and signed 2019-2020 forms. The board reached consensus to give the four Starbucks \$5 gift cards left from the 2019 State Convention to the first two counties that file their LM4 before July 31, 2019. Charles and Patricia Alexander sent a thank you card for getting a get well/miss you card from 2019 State Convention attendees. A recently retired member had received a ballot for the tentative agreement ratification and it was explained that he was still a regular carrier when the ballots went out. The board reviewed equipment needs for LCDs. The board all signed the cards to the first timers. Discussion on member of the year forms/plaque was next. The board discussed not having enough academy trainers and going to orientations. The board discussed information from Tara about the 2017 Everett Convention hotel that had contacted her recently. No one else has heard anything. The board discussed contracts for appointed positions.

Review Tasks: The board reviewed the tasks list and updated it.

Conference Call with Joyce Patteson, NRLCA Seattle DR: Joyce called and the board asked about getting a NSS to go to orientation once a month. After much discussion it was agreed that Joyce will have an NSS go to one orientation a month. Joyce said she met the Seattle DM at a retirement party but has not been able to meet with him in person. The board talked about having something, like a text box/bulletin points, about local steward recruitment in the WRC and Joyce said that would be good, but do not put the Form 10, have interested members contact her on that. Joyce felt the Saturday seminar before convention was successful and felt a Sunday evening seminar at convention would be good too.

The board and Joyce discussed having a Q/A box in the paper like National does for RCAs. Joyce said she will see what she can do. Joyce highly recommended not posting anything on Facebook that could be racist, sexist, etc., if identifying in any way that you are a post office employee or WARLCA officer. Joyce said she just had a carrier put on emergency placement for a post on Facebook.

Appointed Positions: Kurt, in conjunction with the board, again announced the following appointments:

Editor: Lisa Benson

RCBP: Alicia Peterson

Historian: Kurt Eckrem

Legislative Director: Lorrie Crow (who will be going with President Kurt to DC in May instead of the Vice President)

Webmaster: Becky Wendlandt with Isa Lopez (apprentice) working on setting up a new website with an easier program and Isa taking over by June 30, 2020

New Hire Liaison: Isa Lopez however there seems to be many problems with the academy trainers getting hired and the whole program being followed so not sure Isa will be able to do anything to help.

PAC Chair: Dawn Ayers

The board discussed on maybe having an RCA and Retired representative in the future.

PAC SOP: The board reviewed the PAC SOP which is:

At each county unit meeting the funds collected will be double counted by the RCP and the County PAC chair or another designee. The PAC total will be reported out so as to be entered in the minutes and then broken down further into totals by credit card, cash, check and gifts. The County unit totals will be sent to the Board and the PAC Chair after the end of the county units meeting via email. Pictures must be taken of the credit card receipts and sent via email after the close of the county unit meeting so the PAC Chair can report them out to National within 48 hours. The RCP will then send all PAC receipts, checks and money orders to the PAC Chair as soon as possible via USPS mail stream.

Remits will be done by the PAC Chair in conjunction with county unit meetings and the State Convention. Once a remit is completed, the PAC Chair will email a copy of the remit form to the Board. The PAC chair will include in the email what county unit meetings the remit has included. The remit will then be mailed off to the National office. The PAC Chair will E mail the board as soon as the remit is verified by National and mailed back to the PAC chair.

Schedule 2019/2020 Board Meetings:

Fall: Tentative in Bellingham at Holiday Inn on October 23, 24, 25, 2019 if Isa gets a contract at that hotel. If not, at Ellensburg or Moses Lake. October 23, Wednesday, travel morning; meet 2 to 6 p.m., October 24, Thursday, meeting 8 a.m. to 5 p.m., October 25, Friday meet 8 to 11 a.m. and travel afternoon.

Winter: January 29, 30, 31, 2020 at Centennial Hotel in Spokane, WA. January 29, Wednesday, travel morning, meet 2 to 6 p.m. January 30, Thursday, meeting 8 a.m. to 5 p.m., January 31, Friday, meet 8 to 11 a.m. and travel afternoon.

Spring: April 9, 10, 11, 2020 in either Ellensburg or Moses Lake. April 9, Thursday, travel morning; meet 2 to 6 p.m., April 10, Friday, meeting 8 a.m. to 5 p.m., April 11, Saturday, meet 8 to 11 a.m. and travel afternoon.

Meeting was adjourned at 7 p.m. on Monday July 22, 2019. Board reconvened at 8 a.m. with all board members present on Tuesday, July 23, 2019.

State Officers Resource Manual (SORM): The board reviewed the SORM starting at 8 a.m. and finishing at 12:35 p.m. The board found some discrepancies in the SORM and Becky will notify NRLCA VP Don Maston.

Conference call with Monte Hartshorn, NRLCA Portland DR: Monte said the lack of relief carriers will probably get worse and it is bad now. Monte liked the Saturday seminar before State Convention and thought having a Sunday evening seminar at convention would be good too. Monte suggested another email blast to members to contact their representatives on supporting the buy-back bill. Monte has written articles concerning RCAs and likes the idea of a Q and A in the WRC for RCAs. Monte will coordinate with Joyce on it. Monte said he is on Steward Task Force 1 that puts the training together for stewards nationwide. Monte ended his comments on hoping the board can get it across to our members on how much of our lives are controlled by Congress.

Board Policy: The board will review the board policy line by line. The board discussed needing the PS4240 or PS1314 and also having trouble with a manager in getting it. The corrections were made on the board policy and are in bold and will be sent to all board members. The board also authorized the appointed PAC Chair a salary of \$75 a quarter for required PAC duties, and up to two days of ADOP for duties associated with State Convention with a vote (5/2). Changes made under the appropriate titles were:

*An Approved PS Form 3971 for all scheduled work-days shall be submitted with the voucher for ADOP,

and all payroll vouchers must include a copy of the corresponding PS Form 4240 or PS Form 1314.

***Authorized salary of \$75 per quarter for the appointed PAC chair position for required PAC duties, and up to two days of ADOP for duties associated with State Convention.** If a full day of ADOP is needed, it must be requested in advance, sent to the board, and approved by the President.

***All checks issued to members by the WARLCA should be endorsed and deposited/cashed within 90 days of receipt. After 90 days such payments issued will have a stop payment issued as necessary and will require board action to reissue. Stop payment charge may be deducted from the payment due if it is to be reissued by board action. No payments will be reissued if over one year old.**

***The Region Committeeperson, or designee, when attending county unit meetings will report out, collect, and send to the PAC chair and the board the total amount with a breakdown of cash, checks, credit card, and gift totals.**

***Reimbursement will be capped at \$5,000 with a maximum of \$250 per person that will be paid no later than 10 days after WSC adjourns.**

***AUXILIARY:**

1. The WA Auxiliary can only be recognized by the WARLCA when the 3 officers (President, Vice President, Sec/Treas) and any other elected positions in the auxiliary have signed the required NRLCA's Affiliation Agreement.

2. Any pages used by the auxiliary in the WRC must pay that percentage of costs of printing, postage, and mailing. Any pages submitted to the editor of the WRC will be reviewed by the WARLCA board and must adhere to the guidelines of the National Auxiliary.

3. Any auxiliary room costs and function/food costs of any joint Auxiliary and WARLCA meeting must be paid for by the Auxiliary.

4. Any auxiliary junior program will have a disclaimer printed that the program is sponsored by the auxiliary and the WARLCA is not responsible for any liability or costs.

Board Reports: President: Kurt has sent thank you letters for State Convention. He also brought historical items for Jeff Taylor to use at Postal Heritage Day, and then be stored in storage by Lorrie.

Vice President: Lisa will finish member of the year report on Kurt and send to his paper, to board members, and to NRLCA. Lisa went to present Marjorie Turk her 50-Year Membership award with Kurt. As editor, Lisa has completed list of rules for mutual transfer request for review at this meeting (see under

WRC).

Secretary/Treasurer: Becky gave a jump drive and lanyard to each board member to store their union documents on. Becky completed the budget and has it ready for review at this meeting.

RCP1: Isa attended two county meetings (Whatcom and KS); and toured the Holiday Inn at Bellingham. Island Skagit San Juan and King/Snohomish have completed their LM4.

RCP2: Alicia attended Peninsula meeting where they collected \$125 for PAC. Lower Columbia is meeting August 28 at Vancouver Round Table Pizza. Both Lower Columbia and Peninsula have completed their LM4. Mutual is trying to get Kim Schrier at their next meeting. Alicia talked about RCBP and open season.

RCP3: Lorrie said she has had no meetings yet but been in contact with North Central and East Central officers. North East and East Central have completed their LM4. Lorrie likes the official Congress website to get the updates on. She will be having a legislative update that can be sent out and go on the website.

RCP4: Paige said that Apple has completed their LM4 and she will be in contact with Jim at Whitman-Southeast. Paige is looking at sites for 2022 Convention. Paige has checked membership status for a couple of Provident Guild members.

The board again talked about social media and said as board members we are not to put anything on social media including asking for vote, political, bad language, opinions, racist remarks, etc.

The board concluded at 5:08 p.m. on Tuesday, July 23, 2019 and started again at 8:05 a.m. on Wednesday, July 24, 2019 with all members present and no guests.

Budget: The board reviewed the budget line by line and updated it for amounts and number of ADOPs. Becky will input it into Quick Books and send an updated budget to all board members. The board discussed having another retirement seminar, the cost of fall/spring meetings and the lower participation by members at meetings. The board also decided to purchase 150 calendars to use at orientation and sent to county officers/academy trainers and also 200 contracts if the contract is ratified. The next recruitment item to be ordered for orientation will be name badges (under \$800 total) with "Proud Union Member" on them. The board also approved the \$100 recruitment bonus paid to recruiter for a regular/PTF. The board capped State Convention delegates at \$25K.

2020 State Convention (June 14-16): The board reached consensus that the steward seminar will be on Sunday night, instead of the county officers ap-

preciation dinner, from 6:30 p.m. to 8:30 p.m. with the last 30 minutes for Q&A. The county officers' appreciation lunch will be Sunday from noon to 1 p.m. The board decided the following for registration:

There is a **\$75.00 fee per delegate for registration**; however, the fee will be **waived for the following**:

1. If this registration form and payment is received in the office of the State Secretary/Treasurer by May 31, 2020, and purchase one meal function, (not including the meet and greet) and stay at the hotel.

Note: If registration form and payment are received **after** May 31, 2020, a \$75 registration **fee is required**, and the purchase of meal functions may **not** be guaranteed.

Cost for Meet and Greet Dessert Auction will be \$5.00 (under age 2 are free).

Cost for County Officers Luncheon (free to 20/21 County Officers) is \$30.00

Cost for Banquet with Entertainment will be \$40.00

There is a \$500 cap on entertainment and Lorrie is looking into getting Sara Brown (thesarabrownband.com)

Brainstorming Guest Speakers: Seattle DM, learning/diversity/training Manager, Cathy McMorris Rodgers.

National Officer Requested: Susan Knapp, then Shirley Baffa or David Heather

Paige will be responsible for the memorial.

Lorrie has been in touch with Visit Spokane and they will provide some supplies for ditty bags.

Lorrie would like to use the mentor program and want to put on the registration a box asking if they want to be a mentor.

Lorrie said the theme will be the "Roaring '20s" for the banquet.

2021 State Convention: Isa has toured the Holiday Inn at Bellingham and really likes it. She is getting a contract to review. Rate is \$108. Dates are tentatively June 11-16, 2021.

2022 State Convention: Paige has two bids from Kennewick Red Lion at \$109 and includes breakfast and Richland Red Lion for \$129 and includes breakfast. Both have \$1,000 room rental and \$2,000 food guarantee. Paige said the dates will be in May.

2023 State Convention: Alicia is checking into Ocean Shores and other areas for room rates, etc.

2019 National Convention: The board reached consensus during the budget process to cap the 2019 National Convention state-paid delegate reimbursement at 95%. Kurt will send spreadsheet and information to all delegates, as well as provide a spreadsheet on who will attend what seminars. Kurt will take the flag and seat backs. Consensus was to reimburse Kurt for the flag stand.

County Officers' Handbook: The county officers' handbook will need to be updated with the current county officers pictures and take out the raft program of three months for free to two months for free, and also to add the \$100 reimbursement for recruiting a regular or PTF.

Ratification Meetings: Kurt said Seattle had 38 members present and Paige said Portland had 8 WA carriers. The Spokane meeting is coming up Sunday July 28. The board had consensus to pay Lorrie ADOP and mileage for Spokane ratification meeting since she is setting up equipment and after the meeting taking it back to storage.

WRC: Convention Issue: Full color issue. Goal is to printer by August 5th. Becky to send addresses to Lynden by August 4th.

Fall Issue: Full color issue. Goal is sent to printer by November 1. Lisa will bring draft to the fall board meeting to be reviewed. Alicia will do an introduction and article on RCBP. Lorrie will write on state convention and legislative. Paige will have an article on who funds the post office. Kurt will have an article on National Convention overview. In it will be a box on Sunday night seminar. Articles due to Lisa by October 15th. Kurt will ask Monte and Joyce at least a month in advance for their articles and Q&A for RCAs.

It was decided that Lisa could upgrade the state editor's computer with memory for under \$75 if needed. The board reached consensus on the following disclaimers that will be in each issue of the WRC:

Photo Submissions Rules & Disclaimer

By submitting a photo to the WARLCA, you agree to the following:

- (1) the photo was taken by you or used with the photographer's permission in writing,
- (2) using the photo in publication will not violate copyright laws,
- (3) photo submissions become the property of the WARLCA,
- (4) photos of mail or photos taken on postal property are not permissible,
- (5) photos should not be taken while in a USPS-paid status,
- (6) photos of mailboxes will not include the full address, though a house number may be visible,
- (7) photos should relate directly to rural delivery, rural carriers, Washington state, and/or postal history and memorabilia,
- (8) photos must be submitted via email to warlcaeditor@outlook.com,
- (9) submission does not guarantee publication,
- (10) credit will be given to the photographer/illustrator when the image is used.

Letters to the Editor

Opinion pieces may be submitted to the Editor of the *Washington Rural Carrier*. The method of submission is via email to warlcaeditor@outlook.com. The WARLCA Board reserves the right to edit or omit text 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 are those of the author and do not necessarily reflect the views or policies of the Association.

Classifieds Section

Disclaimer: Announcements in this section will be strictly limited to mutual transfer requests. The WARLCA is not responsible for the accuracy of the information provided in mutual transfer requests. This service is free of charge to NRLCA members. Membership will be verified. Publication will be subject to magazine's deadlines and space constraints. The WARLCA is not responsible for arranging mutual transfers.

Requests for delivery vehicle sales should be submitted via email to warlca@gmail.com. Delivery vehicle sales may be sent to the membership via email updates and/or posted on warlca.com. Due to safety concerns, the ¼ ton Jeeps will not be advertised.

Website: Lisa is interested in seeing the cost and how to set up text alerts. Becky suggested it might be bet-

ter to go straight to a phone app that can send those alerts.

VOYA Trustees: The board decided to leave the VOYA trustees the same. They are Kurt Eckrem, Levi Hanson, and Becky Wendlandt.

Historical Items: The board reached consensus that the rest of the historical items need to be inventoried that have not already been. Alicia suggested asking the Smithsonian Postal Museum if they would be interested in having them after digitizing them. Patrick has offered to purchase the history items, hire someone to digitalizing them for the WARLCA, and put it in his will to have them returned to the WARLCA upon his death.

The board adjourned at 5:03 p.m. on Wednesday, July 24, 2019 and reconvened at 8:05 a.m. on Thursday, July 25, 2019

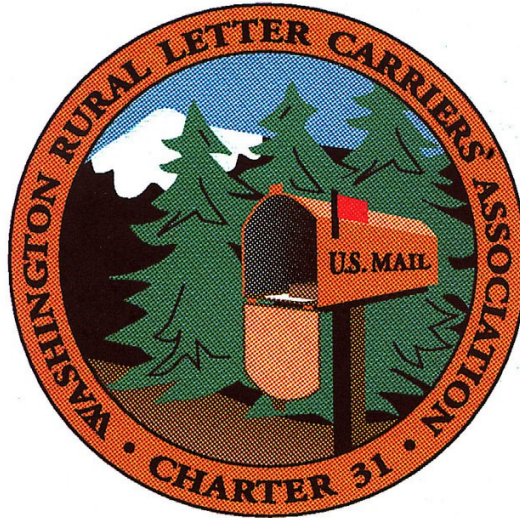
Equipment: Lisa took one screen home for the next board meeting. The board discussed the state computers, with two being really old and possibly not lasting till next year. One of the old computers is only being used for recording state convention. Becky is going to work on the other old computer to see if she can get it to work. We might need one more computer for state convention use but will decide at the next board meeting. Lisa will update the state editor's computer with more memory for under \$75 if needed.

Vouchers: The board reviewed June 2019 vouchers. After a brief meeting critique the board adjourned at 11:35 a.m.

Respectfully Submitted,
Becky Wendlandt



WASHINGTON RURAL LETTER CARRIERS' ASSOCIATION



Where Service Begins With a Smile

CONSTITUTION

July 1, 2019 to June 30, 2020 (19/20 Year)

**Updated at the June 23-25, 2019 State Convention
Centralia, 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.

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

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

Section 4. Affiliation.

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. 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

REGION ONE (1) shall be composed of the County Units of: ISLAND-SKAGIT-SAN JUAN (Island, Skagit and San Juan Counties); K-S (King and Snohomish Counties); WHATCOM (Whatcom County).

REGION TWO (2) shall be composed of the County Units of: PENINSULA (Clallam, Jefferson, and Kitsap Counties); LOWER COLUMBIA (Clark, Skamania, Cowlitz, Wahkiakum, and the 986 offices of Pacific and Klickitat Counties); MUTUAL (Pierce, Grays Harbor, Thurston, Mason, Lewis, and the non 986 offices of Pacific Counties).

REGION THREE (3) shall be composed of the County Units of: NORTH CENTRAL WASHINGTON (Chelan, Douglas, Grant, and Okanogan Counties); NORTH EAST WASHINGTON (Stevens, Ferry, and Pend Oreille Counties); EAST CENTRAL WASHINGTON (Lincoln and Spokane Counties).

REGION FOUR (4) shall be composed of the County Units of: WHITMAN-SOUTHEAST (Whitman, Asotin, Walla Walla, Columbia, and Garfield Counties); APPLE VALLEY (Adams, Franklin, Kittitas, Yakima, 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 Committeeperson, State Secretary, and State President at least fifteen (15) days prior to the election of County Officers and Delegates. They shall make and adopt such constitutional changes as their needs may suggest, and such laws must harmonize with this code of laws.

F. Secretaries of the County Units shall remit to the State Secretary-Treasurer within fifteen (15) days of their receipt, all monies for per capita dues. County secretaries shall also inform the State Secretary-Treasurer of any changes in membership (such as change of address, resigned, or deceased) in a timely manner.

Section 2. Stipend.

A. Each County President, Vice President, and Secretary-Treasurer in attendance at their County Unit meeting shall receive compensation of \$25.00 each 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*, 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; 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-five (25)** 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: **\$200** Month

Vice President: **\$100** Month

Secretary Treasurer: **\$350** Month

Region Committeepersons: **\$100** 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 **50** 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 **50** 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 **25** 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 email will be kept on file and published in the WRC, 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.



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
NRLCA STATE SECRETARY-TREASURER
2811 N CHASE LANE
LIBERTY LAKE, WA 99019-5002

WARLCA Membership Statistics



Please Welcome Our New Members Listed on the
Next Page!

Member Totals by Class		Nonmember Totals by Class	
Regular	1,063	70-5 — ARC	124
PTF	79	71 — Regular	166
Retired	262	74 — RCA VAC RT	4
Associate	3	76 — PTF	9
RCA	563	78 — RCA	230
Retired Associate	1	79 — RCA AUX RT	16
Recently Retired	14	Total	549
ARC	34		
Cash-Paid	31		
Total	2,051		

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

*Gusta Kerr
Bryan McFarland
Elaine Schoelkopf
Donna Zimmerman*

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

Membership Longevity Awards

Congratulations Retirees!	
BESSEY, MICHAEL W	SHELTON
CHRISTIANSEN, SYBIL A	STANWOOD
CURL, DENNIS R	SHELTON
DAVIS, CHRISTINE A	TWISP
ELLIS, ANITA E	BREWSTER
ERGA, SUSAN L	LAKE STEVENS
GABRIEL JR, RAMON S	PASCO
GILLAND, DENICE M	OTHELLO
JONES, KENNETH A	RAINIER
KIM, SOONMI	ISSAQUAH
L'HEUREUX, LINDA K	WOODLAND
LEE, CARLA J	SILVERDALE
LEE, CONNIE M	SUMNER
RAY, DAVID L	VASHON
SHAVER, SCOTT V	WASHOUGAL
STACEY, GEORGETTE W	SEATTLE
TURNER, SANDRA E	SUMNER
UNGLESBY, CYNTHIA R	SELAH
VELOZ, LISA K	GRANDVIEW
WESTERMANN, RALPH H	FALL CITY
WRAY, LOUISE A	MARYSVILLE

Last Name	First Name	MI	Award Type	Date Awarded
BROWN	DELMOND	o	60	1/25/2018
JOHNSON	DAVID		60	2/6/2018
KERN	KARL	F	70	3/7/2018
MACKEY	MICHAEL	E	50/60	7/8/2016
MUPHRY	CHARLES	O	70	1/25/2018
NORRIS	DOLORES	J	50	1/25/2018
PETERSON	ALLEN	J	50	8/28/1998
PICKENS	GALE	E	50	12/28/2018
SYREEN	MARY	W	50	3/30/2018
TURK	DWANE	A	50	3/3/2017
TURK	MARJORIE	A	50	7/18/2019
ZIMMERMAN	DONNA	E	50	1/25/2018

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.

Washington Rural Carrier — Convention 2019

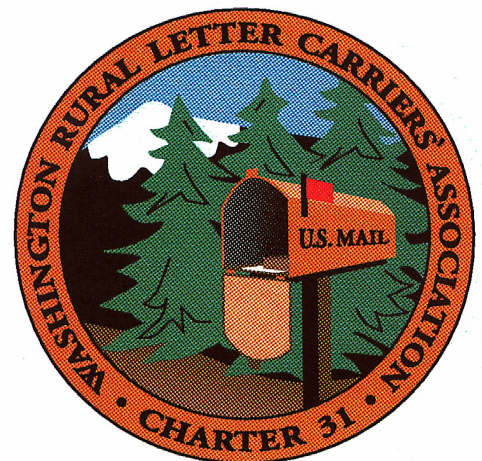
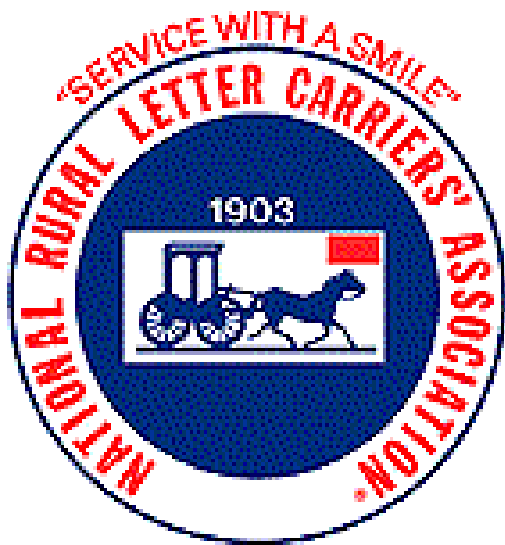
7 - RCA	ANACORTES	BARTLETT	MICAH	7 - RCA	OLYMPIA	COOLIDGE	STEVEN
7 - RCA	BATTLE GROUND	CALDWELL	MARY	7 - RCA	PASCO	ROSENCRANS	PAULA
7 - RCA	BATTLE GROUND	COOLE	CHRISTOPHER	7 - RCA	PASCO	AKHRIMOVICH	JESSICA
7 - RCA	BATTLE GROUND	KITTELSON	ROWENA	7 - RCA	PASCO	GUMPURT	KALEY
7 - RCA	BATTLE GROUND	BOYMAN	LANDON	7 - RCA	PASCO	GREEN	JOSEPH
7 - RCA	BELLINGHAM	MALAVE	JESSICA	7 - RCA	PASCO	HAMBELTON	JASON
7 - RCA	BENTON CITY	RAMIREZ	VICTOR	7 - RCA	PASCO	BRADY	TYLER
7 - RCA	BLAINE	ANDERSON	ALLAN	7 - RCA	PORT ORCHARD	DORCE	JAMES
7 - RCA	BLAINE	LINDEMANN	BRETT	7 - RCA	PORT ORCHARD	PEREIRA	GENA
7 - RCA	BREMERTON	JACKSON	DAMITA	7 - RCA	PORT ORCHARD	CARDENAS	SARAH
7 - RCA	BREMERTON	ARELLANO	MARCO	C - ARC	PORT ORCHARD	GOSSMAN	MICHELLE
7 - RCA	BURLINGTON	GRACE	ZACHAREY	7 - RCA	PORT ORCHARD	COLPAERT	SHALA
7 - RCA	CAMAS	TAYLOR	GREGORY	7 - RCA	PORT ORCHARD	NAVARRO	JOSEPH
7 - RCA	CAMAS	ROMANCHOCK	MARSHELLE	1 - REGULAR	PORT ORCHARD	WHEELER	JASON
7 - RCA	CAMAS	SHUPE	COLBY	C - ARC	PORT ORCHARD	CHIANG	EMILIO
7 - RCA	CAMAS	SAUL	NICOLE	C - ARC	PORT ORCHARD	MCALXANDER	MICHAEL
7 - RCA	CAMAS	TANNER	FAWN	C - ARC	PORT ORCHARD	BALDERAS	MARIA
7 - RCA	CASHMERE	KOPP	DAVID	7 - RCA	PORT ORCHARD	LINDSAY	HEATHER
7 - RCA	CENTRALIA	YATES	WILLIAM	7 - RCA	PORT ORCHARD	YOUNG I	KENNA
C - ARC	CENTRALIA	FONTENOT	LAURA	1 - REGULAR	POULSBO	PHILPOT	STEPHANIE
7 - RCA	CHEHALIS	LUCAS	RAY	7 - RCA	POULSBO	HOLDSWORTH	STEVEN
7 - RCA	CONCRETE	SPENCER	DOREEN	7 - RCA	POULSBO	FRANKS	JUSTIN
7 - RCA	COUPEVILLE	SOMES	IAN	7 - RCA	POULSBO	CACES	EILEEN
7 - RCA	COUPEVILLE	BLAIR	JEROLD	7 - RCA	POULSBO	STENERSON	JOSIAH
7 - RCA	DEER PARK	LARSEN	RUSSELL	7 - RCA	PUYALLUP	BATSON	PHILLIP
7 - RCA	DEER PARK	HAGENS JR	CHARLES	7 - RCA	QUINCY	BLACK JR	DOUGLAS
7 - RCA	DEER PARK	ALLEN	TAMMERA	7 - RCA	RICHLAND	CLOSNER	DAVID
7 - RCA	EATONVILLE	BOWER	ELIZABETH	7 - RCA	RICHLAND	TEMPLETON	CARLEY
7 - RCA	EATONVILLE	AUSTIN	KATRINA	7 - RCA	RIDGEFIELD	FERRER	VICTORIA
7 - RCA	ELLENSBURG	FERGUSON	CHRISTINE	7 - RCA	ROCKFORD	YOUNG	BRUCE
7 - RCA	FERNDALE	MABONE	WILLIE	7 - RCA	SEATTLE	DWYER	SAM
7 - RCA	FERNDALE	ROUSE	MATTHEW	7 - RCA	SELAH	SCHARBONEAU	ASHLEY
7 - RCA	FERNDALE	JOSHI	AMAN	7 - RCA	SEQUIM	KINMOND	BRANDON
7 - RCA	FERNDALE	HERRERA	GABRIELA	7 - RCA	SEQUIM	DODSON	CLIFFORD
7 - RCA	FERNDALE	PARKER	COLIN	C - ARC	SEQUIM	PALLAI	ERIN
7 - RCA	FRIDAY HARBOR	MCCONNELL	CRAIG	7 - RCA	SHELTON	COPELAND	LEAH
7 - RCA	GIG HARBOR	OLSON	SUZANNE	7 - RCA	SHELTON	SANDERSON	ROBERT
7 - RCA	GIG HARBOR	BAKER	CHRISTINA	2 - PTF	SNOHOMISH	WOLFFINGTON	ISAAC
7 - RCA	GOLD BAR	CHURCHMAN	PEGGY	7 - RCA	SNOHOMISH	WHITE	BRIAN
7 - RCA	GRANDVIEW	BLANKENSHIP	JAMES	7 - RCA	SNOHOMISH	PHELPS	CHRISTOPHER
7 - RCA	GREENACRES	BEACH	AMIE	7 - RCA	SNOHOMISH	SHECK	NATHANIEL
2 - PTF	ISSAQUAH	WENDLER	BRITTANIE	7 - RCA	SNOHOMISH	ROSE	ANAQUITA
7 - RCA	ISSAQUAH	GILLENEY	MICHELLE	7 - RCA	SNOHOMISH	BOCK	YINGJIE
7 - RCA	ISSAQUAH	CZAJA	ADAM	7 - RCA	SNOHOMISH	READE	DOUG
7 - RCA	KALAMA	RED THUNDER I	SUSAN	7 - RCA	SNOHOMISH	CREWS	RACHEL
7 - RCA	KELSO	MORRISON	ROBERT	7 - RCA	SPANAWAY	DIAZ DIAZ	MIGUEL
7 - RCA	KELSO	WILSON	ASHLEY	7 - RCA	SPANAWAY	GILLESPIE	WILLIAM
7 - RCA	KENT	NGUYEN	AN	7 - RCA	SPANAWAY	ERWIN	RICKY
7 - RCA	LA CENTER	COLVIN	AMYLYNN	7 - RCA	SPANAWAY	GRANT	AARON
7 - RCA	LA CONNER	STRICKLAND	KIRSTEN	7 - RCA	SPANAWAY	BOYD	JENELLE
7 - RCA	LACROSSE	THORSTENSON	KRISTEN	7 - RCA	SPOKANE	OSTHELLER	DAVID
7 - RCA	LIBERTY LAKE	MASON	ANDREW	7 - RCA	SPOKANE	WREN-LANGSAM	JOSIAH
7 - RCA	LONGVIEW	PARKER	SCOTT	7 - RCA	STANWOOD	YEUNG	TIMOTHY
7 - RCA	LYNDEN	MARSTON	RANDALL	7 - RCA	STANWOOD	SADLER	KAREN
7 - RCA	LYNDEN	BOWARD	TERISSA	7 - RCA	STANWOOD	JARR	FELICIA
7 - RCA	MANSON	GEORGE	BRIAN	7 - RCA	STANWOOD	CORY LONG	AMBER
7 - RCA	MAPLE FALLS	NICKERSON SR	ROYCE	1 - REGULAR	SUMNER	ISELL	BENJAMIN
7 - RCA	MARYSVILLE	SHARMA	POONAM	7 - RCA	SUQUAMISH	HUBBARD	KIMBERLY
7 - RCA	MARYSVILLE	BROWN	WHITNEY	7 - RCA	USK	BRADLEY	STEPHANIE
7 - RCA	MARYSVILLE	BENNETT	LEE ANN	7 - RCA	VANCOUVER	RISNER	JANELLE
7 - RCA	MARYSVILLE	COSTILLA	REBECCA	7 - RCA	VANCOUVER	MARCHAND	ANGELA
7 - RCA	MONTESANO	NEWMAN	SHELBY	7 - RCA	VANCOUVER	MAJKSNER	JANA
7 - RCA	MOSES LAKE	WESTON	TREVOR	7 - RCA	VANCOUVER	WELDON JR	MICHAEL
7 - RCA	MOSES LAKE	DODSON	VALERIE	7 - RCA	VANCOUVER	WOLD	NATASHA
7 - RCA	MOSES LAKE	AMES	WILLIAM	7 - RCA	VASHON	RICK	LINDA
7 - RCA	MOUNT VERNON	MYNATT	BRYCE	7 - RCA	VASHON	MERTENS	BRIDGET
7 - RCA	MOUNT VERNON	ROMERO TORRES	NARCISO	7 - RCA	WALLA WALLA	WENTWORTH	PAUL
7 - RCA	MOUNT VERNON	MCCARVER	SHANNON	1 - REGULAR	WENATCHEE	EGOROV	IVAN
7 - RCA	NEWPORT	BECK	TAWNY	1 - REGULAR	WENATCHEE	RASMUSSEN	ARON
7 - RCA	NEWPORT	KROGH	ASHLEY	1 - REGULAR	WENATCHEE	PLATEADO	ERIKA
7 - RCA	NINE MILE FALLS	HILLBRANT	ERIK	C - ARC	WOODINVILLE	MANTELLO	DAN
7 - RCA	NORTH BEND	YOUNGBLOOD	TYLER	7 - RCA	WOODINVILLE	CHENYANN	ARIELLA
7 - RCA	OKANOGAN	SAPP	DARBEE	7 - RCA	WOODINVILLE	CLARK	NICHOLAS
7 - RCA	OLYMPIA	SARKER	SUJOY	7 - RCA	WOODLAND	MORRISON	DAVID
7 - RCA	OLYMPIA	RUTLEDGE	LAUREN	7 - RCA	WOODLAND	HARMON	JENNIFER
C - ARC	OLYMPIA	BENN	JAMIE	7 - RCA	YAKIMA	SERRANO	ADRIANA
C - ARC	OLYMPIA	FLANAGAN JR	STEPHEN	7 - RCA	YAKIMA	CONNOLLY	CHAD
2 - PTF	OLYMPIA	SMOKER	TAYLAR	7 - RCA	YAKIMA	KYZER SR	RYAN
7 - RCA	OLYMPIA	WILLIAMS	CAITLIN	C - ARC	YELM	PEARSON JR	WILLIE

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

Address change? Please let your State Secretary-
Treasurer know in order to keep your WARLCA and
NRLCA magazines coming!

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

Change Service Requested



Where Service Begins With a Smile

Upcoming Dates to Remember

Aug 13-16 2019: National Convention, Grapevine TX
Sep 15 2019: Rural Carrier Remembrance Day
Oct 12 2019: New Guarantee Year Begins
Oct 14-20 2019: Steward Appreciation Week
Nov 11-Dec 9 2019: OPM Open Season
Dec 7 2019: Christmas Overtime Begins
Jan 4 2020: Annual Leave Year Begins
Apr 16-18 2020: Western States Conference, San Diego CA
Jun 14-16 2020: State Convention, Spokane WA
Aug 18-21 2020: National Convention, Spokane WA