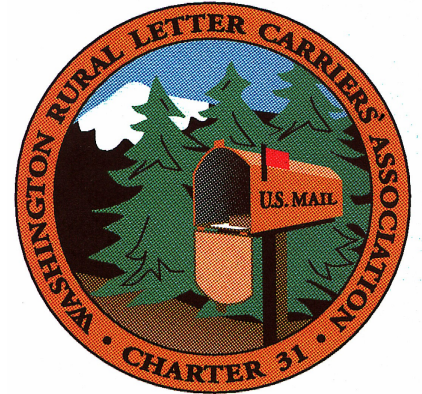


Washington Rural Carrier

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Summer 2020



Where Service Begins With a Smile

The NATIONAL RURAL LETTER CARRIER

VOLUME LXXVI, NO. 15

WASHINGTON, D.C.

APRIL 16, 1977



WELCOME TO SPOKANE

2020:

The Year of Cancellations

Annual Reports

*What Have Your Board and
NSS Been Up To?*

RAFT

Get \$100!

Unchanged

2020-2021 Constitution

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Here's how:

1. Open your email program. Or, scan the QR code to the right with your smart phone.
2. Send an email to emailsignup@warlca.com
3. Include the following in your email:

Name
Office
Designation (Regular, Relief, Retired)
County Unit
Local Steward? (Yes/No)

4. You will receive a confirmation email.
5. Once your membership is verified, you will receive confirmation from updates@warlca.com



Message from the President

You are holding what would have been the Convention of the *Washington Rural Carrier*. Ideally it would have contained an overview of the 2020 WARLCA State Convention, photos from Convention events, a listing of resolutions that were voted up or down, a tally of which members had been selected as delegates to the National Convention, and would show the results of the elections for State officers. But as you know, 2020 State Convention was canceled. This issue of the WRC still contains the year-end reports of your elected and appointed officers, as well as those of your State-level stewards. Final financial reports are included, as is a great deal of important and timely information you can use. The Washington Rural Letter Carriers' Association is still in business, and your State Board is still working hard on your behalf.

!Attention Veterans!

The NRLCA Armed Forces Veterans Club is looking for rural carriers who are veterans and are interested in becoming members, or for those who would like to help with fundraising for scholarships. Check out their website at:
<https://nrlcaafvc.wordpress.com>.

About the Cover

The photo on the front page of this paper is the cover of the April 16, 1977 issue of the National Rural Letter Carrier magazine. As you can see, the caption reads "WELCOME TO SPOKANE". The 1977 National Convention was held in Spokane, and this issue of the magazine listed all the events delegates could expect at the Convention. If you are interested in taking a look at that issue, you can find it on our website, warlca.com. Go to the General Information page, click on WRC, and scroll down past all the archived issues of the WRC to the bottom.

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.

Contents

President & Historian	04
Vice President & Editor	05
Secretary/Treasurer	07
Financial Statements	10
Audit Committee	13
Independent CPA	14
Proposed Resolutions	19
RCP1 & Webmaster	19
RCP2 & RCBP Rep	20
RCP3	21
Legislative Update	22
RCP4 & Provident Guild Rep	23
PAC	24
RAFT	25
Local Stewards	26
SEA District Rep	26
PDX District Rep	28
ADR Peterson	29
ADR Pitts	30
ADR Taylor	31
ADR Tropets	32
Area Steward Ayers	32
20-21 County Officers	33
Member of the Year	34
20-21 Constitution	35
Form 1187	53
Membership Stats	54
New Members	55





The Year of Cancellations

By Kurt Eckrem, President & Historian

Unless you have been exploring a cave somewhere the last four months, you know our world is very much different. Along with most other social activities, our union business calendar has been severely curtailed as well. What follows is a timeline of those events that happened and did not happen this past year.

The union year started with such promise. The 2019 National Convention in August in Texas was highlighted by Postmaster General Megan Brennan and NRLCA President Ronnie Stutts signing the new National Agreement in front of the assembled delegates. The Agreement called for annual salary increases, some being retroactive, and maintaining periodic COLAs. Best of all, there were many positive things for the RCAs involving pay and access to health benefits. With all the uncertainty swirling around the financial position of the USPS, we had a commitment in place well into 2021. Fall led into winter, and we saw the implementation of a new, much-needed upgrade in the academy curriculum, including a portion of time for membership recruitment. Along with the previous changes to the OJI training, it seemed like postal management was finally getting serious about the hiring and retention of relief carriers. Then March arrived, and everything changed.

Over the span of about ten days in the middle of March, union events were canceled one after another. The WARLCA Board had arranged an OWCP/retirement seminar for members, to be held March 29th in Tukwila. That was the first casualty of the restrictions on holding meetings. Western States Conference, to be held in April in San Diego, was canceled early on. Upon advice from the national office, all county unit annual meetings were canceled. This, of course, meant that elections for county officers would not happen. Fortunately, all the current county officers agreed to stay on until such time as meetings could again be held. The WARLCA Board thanks

them for that commitment. We also were not able to vote on delegates to state convention, but as it turned out, that too was canceled. The board made that decision on April 7th. This year's state convention would have been held in Spokane, but with the hotel closed and restrictions on meetings, the state board had little choice but to call it off. All of the state-level elected officers agreed to continue in their positions, with the understanding that they likely would remain in those positions until the 2021 State Convention. The ballots for the election of delegates to national convention were never mailed out, because on May 3rd, the NRLCA National Board reluctantly announced the cancellation of the 2020 National Convention in Spokane. We had been preparing for several months to showcase our state to the national membership, but that opportunity is now gone. Also canceled this year was the state presidents' legislative training and Capitol Hill visits, and the state secretary/treasurers' training. However, despite the upheaval in the union calendar, the business of our association has continued.

The union year started with such promise

To that end, my report as WARLCA President is as follows.

As president, I attended every function as required of me, including attending board meetings (since the last face-to-face meeting in January, board meetings have been held via teleconference) and have submitted articles for each issue of the WRC. Over the last few months, I have participated in several teleconferences with the national office regarding the latest information on how the NRLCA is handling the crisis, and I have passed along that information to the board. In addition to the regular tasks that are part of the president's duties, I arranged for the meeting space for the OWCP/retirement seminar, and I updated the list of region committeeperson duties, which includes a closer working relationship with the county officers and a more comprehensive list of handouts to be available at county meetings. I also compiled a current list of academy instructors, sent

them a holiday greeting thanking them for their service, and most recently provided them with materials which should help with new member recruitment. I attended one county unit meeting besides my own, that being Peninsula Counties, and arranged for the presentation of a 50-year member award (thank you Doug Rinehart for presenting that to Marie Monohon). Regarding one of my favorite things to do as a board member, that being talking to new RCAs at orientations, I was only able to attend a few this past year, first due to my knee surgery, and then to the shutdown. Thanks to member David Ray for stepping up to fill in for me. As state president, this year I also had the honor of being designated convention chair for the national convention. In that capacity, I had several assigned tasks, including setting up convention committees to work behind the scenes before and during convention, arranging for a ceremonial gavel (my thanks to Ed Poage, father of member Brian Poage, for crafting an excellent gavel for us), coordinating opening ceremony guest speakers and a color guard, arranging for a Post Office booth at the exhibition hall at the convention site, writing a welcome article to the delegates, and numerous other tasks. As I said earlier, national convention ended up being canceled, and those ongoing preparations were for naught.

However, the business of your association is ongoing. Just this week, a committee comprised of three association members met to audit the books, and to report their findings and make suggestions. This would ordinarily have been completed at state con-

vention but is still a required function. The state board will continue to meet periodically via teleconference, or when issues come up. The RCPs will be in regular contact with the county officers, first of all to assist them in getting the required LM paperwork submitted to maintain our nonprofit status, and secondly, to work with them on resuming meetings when allowable. The board has rescheduled the OWCP/retirement seminar for September of next year, and is continuing to prepare for the 2021 State Convention in Bellingham. We are continuing our efforts to recruit new members, and are also in the process of upgrading our website to make it more user friendly. Lastly, we continue to push for legislation to relieve the pressure on the Post Office and urge our membership to do the same.

In closing, I would like to thank the county officers for hanging in there. I would like to express my appreciation to my fellow board members for their continuing diligence and willingness to serve through these trying times. I would like to thank our national officers for their leadership in getting MOUs signed to help navigate through the changes and for all the information they regularly provide. I would also like to thank the local and state-level stewards, for representing all of us when management just cannot seem to follow the rules. Most of all, though, my thanks and respect go out to the rural carriers who continue to show up for work, day after day, knowing the difficulties they will face. You truly are essential.

Respectfully submitted, Kurt



Not What I Was Expecting

By Lisa Benson, Vice President & Editor

When I ran for the position of WARLCA Vice President last June, I had stars in my eyes and vision in my mind. What I did not see was how we would all end up being sidelined by the deadly novel coronavirus. If there was only one thing I have learned in my life, it's that nothing is set in stone and even the best laid plans often go awry. While the world mourned the loss of human life, we also mourned another loss, the loss of all our plans for the year. As everything shut down, the plans made by your state

board were also set aside.

With the start of the new association year, we set out with lofty goals to really provide for our members. On our agendas for the year included a much-anticipated joint seminar featuring Joni Montroy presenting postal retirement and Mike Watson & Associates presenting OWCP claims process. We still hope to be able to provide these seminars for you, however it won't be until 2021 since everything still hangs in so much uncertainty. We had also hoped to have a fan-

tastic Roaring 20s themed State Convention in Spokane which would have featured the seminars as well. Additionally, your state board had been looking forward to hosting the 2020 National Convention which was supposed to also be held in Spokane. To say that this has been a year of cancellations and disappointments is to put it lightly.

With regards to the duties pertaining to the office of vice president, I have fulfilled all. Until our April board meeting, we had been meeting in person. Beginning in April, we held our meetings via teleconference. To present, I have been in attendance for all such meetings, digital and in person. In addition, I attended new hire orientations and filled in for the

While the world mourned the loss of human life, we also mourned another loss, the loss of all our plans for the year

Region 1 Committeeperson at a county unit meeting. I also attended the contract ratification meeting which was held in Southcenter. Additionally, I was present at the 2019 National Convention held in Grapevine TX and had the enormous privilege of witnessing then-PMG Megan Brennan and NRLCA President Ronnie Stutts sign our new contract.

One of the duties of the vice president is to present the coveted WARLCA Member of the Year award. With the cancellation of state convention, at

which the award is presented, I did not get to fulfill this wonderful task. It was the decision of the board to roll over nominations received for the 2019-2020 year into the 2020-2021 year. Feel free to continue to send me your nominations, as they will still be held for the next year's convention in Bellingham.

In addition to serving you as your Vice President, I also hold the great honor of continuing to serve as your State Editor. 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 2018-19 costs and the 2019-20 costs.

2018-2019 Dues Year, Publication Costs

<i>Issue:</i>	<i>Convention</i>	<i>Fall</i>	<i>Winter</i>	<i>Spring</i>
# 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

2019-2020 Dues Year, Publication Costs

<i>Issue:</i>	<i>Convention</i>	<i>Fall</i>	<i>Winter</i>	<i>Spring</i>
# of Copies	2,101*	2,062	2,152	2,159
# of Pages	80	32	40	48
Printing	\$2,878.30	\$1,047.28	\$1,385.52	\$1,612.99
Postage	\$750.36	\$652.60	\$710.41	\$716.57
Handling	\$112.29	\$112.07	\$116.96	\$117.34
Total Cost	\$3,740.95 ¹	\$1,811.95	\$2,212.89	\$2,446.90

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

¹ For this issue, it should be noted that an additional fee was incurred for a full color publication.

Currently, our budget for the magazine is set to \$9,500.00 per year. The costs for last year's publications totaled \$7,885.29, compared to this year's total of \$10,212.69. All of this information can also be gleaned from the Statement of Activities report printed in every issue of *Washington Rural Carrier*.

At the close of the union year, with regards to compensation for editor duties, I received a salary paid for each publication with one of the salaries being cut short plus one day of ADOP, and no mileage reimbursement, or overnight accommodations. As Vice President, I have received a monthly salary of

\$100, plus 15 days of ADOP, 1,240 miles reimbursed, nine nights of hotel accommodations, and nine per diem allowances.

It is my sincere hope that your investment in my passion, skills, and time has yielded a worthy dividend. It has certainly been an honor to put my skills to work for YOU. My inbox is always open and I love to hear from you.

Respectfully and humbly,

Lisa Benson

WARLCA Vice President & Editor



Annual Statistics and Figures

By Becky Wendlandt, Secretary/Treasurer

Hello WARLCA Members,

This was my 27th year as your state secretary/treasurer after having started in 1993. It was also supposed to be my last one. With the cancellation of the 2020 State Convention where the delegates elect officers, all officers were asked by NRLCA and the WARLCA to stay on until next year. So it appears my 28th year as your state secretary/treasurer will be my final year.

MEMBERSHIP: Our membership is growing steadily. Last year at this time we had 2,079 members and

we are now at 2,130. However the change in designation for our members is where we see the growth. We will see dues funds increasing with the addition of the new 36 regular & PTF members since last year! What amazes me is that the greatest percentages of these new PTFs and regulars have worked for the USPS for less than two years. We rarely see any carriers who have worked 10 years or more, like I did, as a relief carrier to become a regular carrier. They just don't stay anymore.

Members Designation	June 2, 2019	June 16, 2020	Difference
Regulars:	1,089	1,107	Up 18
PTFs	84	102	Up 18
RCAs	557	568	Up 11
ARCs	43	43	No Dif
Retirees	301	305	Up 4
Associates	5	5	No Dif
Total	2,079	2,130	Up 51

Non-Members Designation	June 2, 2019	June 16, 2020	Difference
Regulars:	168	166	Down 2
PTFs	12	10	Down 2
RCAs	249	260	Up 11
ARCs	133	147	Up 14
Total	562	583	Up 21

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 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 a board member or retiree to attend. National has prepared a formal union presentation for the academy and all the trainers must present it. This will really help in the future growth too.

From July 1, 2019 to June 15, 2020 we had the following changes in the database:

USPS hired 971 RCAs and ARCs for Washington (up from 841 last year). Out of the 971 hired we have the following stats:

306 are members
406 were separated
259 are non-members

I completed the following tasks this 19/20 dues year so far concerning membership and finances:

- ⇒ Mailings to new hires who did not join at orientation, sent every other week. Starting in March no board member was allowed to attend orientation due to COVID-19, so I sent a recruitment letter to all new hires.
- ⇒ Billed and processed 36 cash paid members.
- ⇒ Sent 71 remit packages to National.
- ⇒ Entered 567 membership forms to the database.
- ⇒ Entered 279 change of address to the database.
- ⇒ Wrote at least 2 letters each to 51 regular carriers who retired to recruit them to become a retired member. Out of the 51, 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 letter encouraging them to join, with regulars and PTFs getting a \$50 rebate. We got two regulars and four PTFs from this mailing and numerous RCAs.
- ⇒ 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 150 ARCs to see if they are still working by checking pay codes.

- ⇒ Researched those that have our RCBP insurance to make sure they are a member as per national's instructions. Thankfully NRLCA just took this function over 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. I also took notes on three teleconference board meetings and Paige took notes on one teleconference board meeting.
- ⇒ Wrote articles and provided financial reports to all issues of WRC.
- ⇒ Created and sent to all counties their county annual meeting packet. Unfortunately after I sent it, the state convention was cancelled.
- ⇒ Secured the national convention delegate nomination PO box and observed it being swept by a member for nominations, then confirming nominations and adding them to the database until NRLCA notified the States that the 2020 Spokane National Convention was cancelled.
- ⇒ Made sure all counties completed their LM-4 timely and it was posted on the DOL website.
- ⇒ 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 ARCs orientation as it was not cost effective.

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	2052 members
19/20	2,130 members as of June 16, 2020

Member and Non-Member Totals by County

County	Members	Non-Members	% of Non Mbrs to Mbrs
Associate Members	5	0	
North Central WA 001	84	20	23.81%
Peninsula 003	220	77	35.00%
Lower Columbia 005	235	50	21.28%
Mutual 006	410	85	20.73%
Island, Skagit, San Juan 010	112	45	40.18%
King, Snohomish 011	434	134	30.88%
East Central WA 013	202	53	26.24%
North East WA 014	54	12	22.22%
Whatcom 015	114	29	25.44%
Whitman-Southeast 016	55	13	23.64%
Apple Valley 017	205	65	31.71%
Total	2,130	583	27.37%

Basically we have 1,525 members on the west side (Region 1 and 2) and 605 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.

**MEMBERSHIP AND NON-MEMBERSHIP STATS FOR
2020 WARLCA CANCELLED STATE CONVENTION**

As of June 16, 2020

<u>Region One:</u>	<u># OF MEMBERS</u>	<u>TOTAL</u>
ISLAND-SKAGIT-SAN JUAN #010	112	
KING- SNOHOMISH (KS) #011	434	
WHATCOM # 015	<u>114</u>	
<u>Total for Region One:</u>		660
<u>Region Two:</u>		
PENINSULA #003	220	
LOWER COLUMBIA #005	235	
MUTUAL # 006	<u>410</u>	
<u>Total for Region Two:</u>		865
<u>Region Three:</u>		
NORTH CENTRAL #001	84	
EAST CENTRAL #013	202	
NORTHEAST #014	<u>54</u>	
<u>Total for Region Three:</u>		340
<u>Region Four:</u>		
WHITMAN-SOUTHEAST, #016	55	
APPLE #017	<u>205</u>	
<u>Total for Region Four:</u>		260
<u>Associate Members:</u>		<u>5</u>
<u>Total for State:</u>		2,130

COUNTIES: All WARLCA counties completed their LM4 online 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: The national state secretary/treasurers' seminar in March, 2020 was cancelled due to COVID-19. I have reviewed all handouts and power points to make sure we are in compliance that was posted on NRLCA SharePoint. I also keep current on new documents and handouts put on NRLCA SharePoint concerning the secretary/treasurers' duties.

FINANCES: We ended 18/19 year with \$8,243.35 of income over expenses. We ended 19/20 year with

\$112,211.20 of income over expenses because we did not have expenses for attending orientation from March to June, as well as not having a state convention. We also had two board meetings by telephone rather than meeting. 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, however with such unusual events happening this year, or should I say lack of events, we will be able to put a substantial amount in savings.

**One Year Statement of Activities for WARLCA Current 19/20 Dues Year
Compared to Last Year (SPLY) and Current 19/20 Year Budget**

	Current Year	Past Year	Current
	Jul '19 - Jun 20	Jul '18 - Jun 19	Budget
INCOME			
National General Insurance	13,875.04	22,338.49	11,000.00
Membership Incentive Prog--RAFT	3,665.00	6,310.00	3,500.00
Interest / Dividends	4,346.30	2,984.25	3,100.00
Membership Dues	276,328.66	258,962.63	270,175.00
Reimbursements	429.88	1,823.78	800.00
Sales	880.00	4,280.00	4,200.00
Auxiliary Dues State Portion	7,918.61	0.00	
TOTAL INCOME	307,443.49	296,699.15	292,775.00
EXPENSE			
Accounting Fees	4,685.00	5,106.00	5,500.00
Awards & Recognition	3,087.61	2,395.24	4,300.00
Employee Benefits	4,262.73	5,455.73	6,000.00
Equipment	0.00	668.85	1,050.00
Lodging	5,789.68	17,830.37	15,000.00
National Convention	47,995.98	47,946.16	48,000.00
Office Expense	2,750.89	2,567.42	2,000.00
Payroll Taxes	6,937.95	9,314.69	10,000.00
Per Capita Dues	4,347.40	5,926.25	6,000.00
Postage	5,184.17	6,406.36	6,300.00
Printing	1,122.46	1,383.37	1,400.00
Rent	396.00	1,199.60	1,200.00
Salaries and Wages	75,657.61	105,142.59	110,345.00
State Meetings	9,115.73	49,006.94	45,850.00
State Paper	10,316.99	7,885.29	9,500.00
Telephone & Internet	1,428.00	1,428.00	1,400.00
Travel	10,518.92	14,759.07	10,930.00
Website Expenses	930.67	505.37	
Western States Conference	704.50	3,656.50	7,650.00
TOTAL EXPENSE	195,232.29	288,583.80	292,425.00
NET INCOME	112,211.20	8,115.35	350.00

**Statement of Financial Position June 30, 2020 compared to June 30, 2019
With Percentage Change**

	<u>Jun 30, 20</u>	<u>Jun 30, 19</u>	<u>% Change</u>
ASSETS			
Current Assets			
Checking/Savings			
Chkg - WA Trust Bank	6,292.69	2,478.60	153.88%
Savings - APCU	109,105.97	79,388.92	37.43%
Chkg - APCU	102.51	294.16	-65.15%
CD#74 (APCU) 2.469% 3/11/2021	43,781.02	42,668.50	2.61%
CD#75 EmerFund 2.469% 3/11/2021	43,781.02	42,668.50	2.61%
CD#76 Emer Fund 1.3% 4/7/2021	22,667.48	22,091.47	2.61%
CD#77 (APCU) 2.469% 3/11/2021	33,054.72	32,214.77	2.61%
CD#78 (APCU) 1.587% 6-24-2022	75,022.83	0.00	100.0%
Total Checking/Savings	<u>333,808.24</u>	<u>221,804.92</u>	<u>50.5%</u>
Total Current Assets	<u>333,808.24</u>	<u>221,804.92</u>	<u>50.5%</u>
TOTAL ASSETS	<u>333,808.24</u>	<u>221,804.92</u>	<u>50.5%</u>
LIABILITIES & EQUITY			
Liabilities			
Current Liabilities			
Other Current Liabilities			
Payroll Liabilities	<u>178.79</u>	<u>386.67</u>	<u>-53.76%</u>
Total Other Current Liabilities	<u>178.79</u>	<u>386.67</u>	<u>-53.76%</u>
Total Current Liabilities	<u>178.79</u>	<u>386.67</u>	<u>-53.76%</u>
Total Liabilities	<u>178.79</u>	<u>386.67</u>	<u>-53.76%</u>
Equity			
Net Assets	221,418.25	213,302.90	3.81%
Net Income	<u>112,211.20</u>	<u>8,115.35</u>	<u>1,282.7%</u>
Total Equity	<u>333,629.45</u>	<u>221,418.25</u>	<u>50.68%</u>
TOTAL LIABILITIES & EQUITY	<u>333,808.24</u>	<u>221,804.92</u>	<u>50.5%</u>

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 independent 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. However because we didn't have a state convention, President Kurt appointed an audit committee composed of Lorie Crow, board member; Levi Hanson, chair; Jim Hemrich, and Lauri Chamberlin, to meet at my house for a day and audit the books. It was exciting!

Each year an outside accounting firm does a com-

plete 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, however this year, my proposed changes will have to wait till 2021 State Convention. 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, as well as report our statistics to BLS (Bureau of Labor Statistics) each month.

The following is our ADOP usage breakdown for the 12 months of 19/20 year.

NAME	WARLCA TRACKING FORM FOR 2019/2020 DUES YEAR												Total	Total For Year
	July	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	June		
	2019	2019	2019	2019	2019	2019	2020	2020	2020	2020	2020	2020		
Isabella Lopez	0	4	0	4	0	0	0	4	0	0	0	0	12	12
Isa Lost s/l & Anl	0	0	0	0	0	0	0	0	0	0	0	0	0	
Alicia Peterson	2	4	0	6	0	0	0	0	0	0	0	0	12	13.5
Alicia Lost s/l & Anl	0	0	0	1.5	0	0	0	0	0	0	0	0	1.5	
Becky Wendlandt	8	10	8	13	8	6	6	7	10	11	5	6	98	98
Levi Hanson	0	0	0	0	0	0	0	0	0	1	0	0	1	1
Paige Barrett	0	4	1	6	2	1	1	5	1	0	0	0	21	24.75
Paige Lost s/l & Anl	1.5	0	0	1.5	0	0	0.75	0	0	0	0	0	3.75	
Lorrie Crow	0	5	0	7	2	1	0	5	4	0	0	0	24	26.38
Lorrie Lost s/l & Anl	0	0	0	1.25	0	0	1.13	0	0	0	0	0	2.38	
Kurt Eckrem	0	6	2	5	0	1	1	5	1	1	0	1	23	23
Kurt Lost s/l & Anl	0	0	0	0	0	0	0	0	0	0	0	0	0	
Lisa Benson	1	4	0	5	1	0	0	3	0	0	0	0	14	14.75
Lisa Lost s/l & Anl	0	0	0	0	0	0	0	0.75	0	0	0	0	0.75	
Dawn Ayers	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTALS	12.50	37.00	11.00	50.25	13.00	9.00	9.88	29.75	16.00	13.00	5.00	7.00	213.38	213.38

Note: This form shows the amount of ADOP taken for union business and the amount of ADOP paid for Lost Annual and Sick Leave. The "Total For Year" shows the total amount of both ADOP for union business and lost sick leave and annual added together.

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

Profit and Loss for last 5 years

15/16 Year: Profit of \$ 22,747

16/17 Year: Loss of \$ (84,785)

17/18 Year: Profit of \$ 25,750

18/19 Year: Profit of \$ 8,243

19/20 Year: Profit of \$112,211

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 updated the website until March 2020 and then asked the board to appoint Isa Lopez to take over and start designing a new website. Isa is putting in a tremendous amount of work and also doing a wonderful job. I can't wait to see her new website!

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 email away and appreciate hearing from you.

United in Support of the Rural Craft,
Becky Wendlandt

AUDIT COMMITTEE SUGGESTED CHECKLIST	YES	NO	COMMENTS
1. Are checks deposited by WARLCA restrictively endorsed "FOR DEPOSIT ONLY"?		✓	None
2. Are all disbursements made by check, or by On Line Transfers from APCU?	✓		
3. Are checks pre-numbered and accounted for?	✓		
4. Is there a clearly defined approval process?	✓		
5. Are voided/spoiled checks properly mutilated and retained?			N/A, policy exists
6. Are checks made payable to specified payee & NEVER to cash or bearer?	✓		
7. Are there receipts and vouchers for each check?	✓		
8. Do only persons authorized to prepare checks have access to blank checks?	✓		Becky only
9. Is signing blank checks prohibited?	✓		
10. Are bank statements reconciled at the end of each month?	✓		
11. Are checks recorded in the disbursements journal as prepared?	✓		
12. Are check signers authorized by the WARLCA Constitution?	✓		
13. Are the records backed up and stored for each year?	✓		
14. Do vouchers have documentation to support the claim?	✓		
15. Is the 990 Form completed timely?	✓		
16. Is the VOYA-ING retirement program current and paid timely?	✓		
17. Are the payroll taxes completed timely and quarterly/yearly reports done?	✓		
18. Is an inventory list kept for the State Association owned equipment?	✓		
19. Are the LM Forms completed and submitted on time? (LM2 State/LM4 Counties)	✓		

THE AUDITING COMMITTEE FINDS THE FINANCIAL RECORDS OF THE STATE OF WASHINGTON:

ARE COMPLETE, ACCURATE AND FILED IN A TIMELY MANNER. ALL RECORDS VERIFIED BY THE BOARD, AN ACCOUNTANT AND ANNUALLY BY A CPA FIRM. THE COMMITTEE THOROUGHLY EXAMINED 3 MONTHS OF VOUCHERS, BANK STATEMENTS AND RECEIPTS. IN ADDITION, THE COMMITTEE CAN ATTEST TO THE ORGANIZED AND THOROUGH MANNER IN WHICH THE STATE'S

SIGNED: [Signature] DATE: 6/26/2020

CHAIRMAN

Names of Audit Committee Members:

LEVI HANSON | LAURI CHAMBERLIN | JIM HEMRICH

RECORDS ARE KEPT.



Audit Committee members Levi Hanson, Jim Hemrich, and Lauri Chamberlin with Lorrie Crow as the board representative review and audit the state association's financial records. This process is normally done at state convention every year.

Financial Review by Independent CPA

WASHINGTON RURAL LETTER CARRIERS' ASSOCIATION

STATEMENTS OF ASSETS, LIABILITIES AND NET ASSETS - CASH BASIS JUNE 30, 2019 AND 2018

ASSETS

	<u>2019</u>	<u>2018</u>
CURRENT ASSET - Cash	\$ 221,806	\$ 213,768
TOTAL ASSETS	<u>\$ 221,806</u>	<u>\$ 213,768</u>

LIABILITIES AND NET ASSETS

NET ASSETS - Unrestricted	<u>\$ 221,806</u>	<u>\$ 213,768</u>
TOTAL LIABILITIES AND NET ASSETS	<u>\$ 221,806</u>	<u>\$ 213,768</u>

See accompanying notes and independent accountant's review report.

WASHINGTON RURAL LETTER CARRIERS' ASSOCIATION**STATEMENTS OF REVENUES, EXPENSES AND OTHER CHANGES IN NET ASSETS - CASH BASIS
FOR THE YEARS ENDED JUNE 30, 2019 AND 2018**

	2019		2018	
	Amount	Percent	Amount	Percent
UNRESTRICTED NET ASSETS:				
Revenues:				
Membership dues and assessments	\$ 259,882	89.0 %	\$ 241,548	91.1 %
Program service revenue	22,338	7.7	19,021	7.2
RAFT program income	6,310	2.2	2,295	0.8
Interest income	2,984	1.1	2,395	0.9
Total revenues	<u>291,514</u>	<u>100.0</u>	<u>265,259</u>	<u>100.0</u>
Expenses:				
Program Services:				
Conventions and meetings	116,859	40.1	103,177	38.9
Salaries and wages	105,143	36.1	87,745	33.1
Mileage/transportation	11,309	3.9	8,464	3.2
Taxes - payroll	9,393	3.2	7,908	3.0
Postage and shipping	8,592	2.9	9,034	3.4
Printing	6,271	2.2	5,438	2.1
Office and communication	5,700	2.0	2,802	1.1
Retirement plans	4,523	1.6	4,302	1.6
Membership recruitment	2,395	0.8	928	0.3
Equipment fund	669	0.2	-	-
Total program services	<u>270,854</u>	<u>93.0</u>	<u>229,798</u>	<u>86.7</u>
Support Services:				
Management and general	6,696	2.3	6,642	2.5
Unallocated dues paid to affiliates	5,926	2.0	3,223	1.2
Total support services	<u>12,622</u>	<u>4.3</u>	<u>9,865</u>	<u>3.7</u>
Total expenses	<u>283,476</u>	<u>97.2</u>	<u>239,663</u>	<u>90.4</u>
CHANGE IN NET ASSETS	<u>8,038</u>	<u>2.7 %</u>	<u>25,596</u>	<u>9.6 %</u>
NET ASSETS, beginning of year	<u>213,768</u>		<u>188,172</u>	
NET ASSETS, end of year	<u>\$ 221,806</u>		<u>\$ 213,768</u>	

See accompanying notes and independent accountant's review report.

WASHINGTON RURAL LETTER CARRIERS' ASSOCIATION

**STATEMENTS OF CASH FLOWS - CASH BASIS
FOR THE YEARS ENDED JUNE 30, 2019 AND 2018**

	<u>2019</u>	<u>2018</u>
CASH FLOWS FROM OPERATING ACTIVITIES -		
Increase in net assets	\$ 8,038	\$ 25,596
CASH, beginning of year	<u>213,768</u>	<u>188,172</u>
CASH, end of year	<u>\$ 221,806</u>	<u>\$ 213,768</u>

See accompanying notes and independent accountant's review report.

NATURE OF ASSOCIATION

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

NOTE 1. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

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

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

Property and depreciation - The Association expenses property and equipment in the year it is purchased. Accordingly, there is no provision for depreciation expense in these financial statements.

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

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

Uncertain tax positions - Management has determined that the Association does not have any uncertain tax positions and associated unrecognized benefits that materially impact the financial statements or related disclosures. Since tax matters are subject to some degree of uncertainty, there can be no assurance that the Association's tax returns will not be challenged by the taxing authorities and that the Association will not be subject to additional tax, penalties, and interest as a result of such challenge. Generally, the Association's tax returns remain open for three tax years for federal income tax examination.

Allocation of functional expenses - The costs of providing various programs and other activities have been summarized on a functional basis in the statement of functional expenses. Accordingly, certain costs have been allocated among the programs and supporting services benefited. The Association uses guidance provided by the Department of Labor in making these allocations.

See independent accountant's review report.

-6-

Williams & Nulle, PLLC

WASHINGTON RURAL LETTER CARRIERS' ASSOCIATION

NOTES TO FINANCIAL STATEMENTS

NOTE 2. CONCENTRATIONS AND CREDIT RISK

The Association has adopted FASB ASC 275-10-50, which requires disclosure of vulnerable concentrations of exposed risk.

The Association maintains its primary cash accounts in two financial institutions in which the balances at times may exceed the amounts insured by the Federal Deposit Insurance Corporation (FDIC) or the National Credit Union Association (NCUA) up to \$250,000. At June 30, 2019 and 2018, the Association's uninsured balances were zero.

Revenues generated from membership dues and assessments accounted for 91.0% and 92.6% of total revenues for the years ended June 30, 2019 and 2018, respectively. This concentration of revenues makes the Association dependent on its affiliation with the National Association of Rural Letter Carriers' Association. The Association is required to comply with the standards and rules of the National Rural Letter Carriers' Association in order to maintain its relationship with its affiliate.

NOTE 3. RETIREMENT PLANS

The Association has a 401(k) plan for its employees. The plan became effective on July 1, 1999. The maximum matching contribution is 5% of employee's compensation. The Association paid total contributions of \$5,456 and \$5,826 during the years ended June 30, 2019 and 2018, respectively.

NOTE 4. RELATED PARTY TRANSACTIONS

The Association is affiliated with the National Rural Letter Carriers' Association. As part of the agreement, the Association pays a portion of the membership dues it collects in cash to the National Rural Letter Carriers' Association. The Association paid \$4,087 and \$2,544 in per capita dues to this related party during the years ended June 30, 2019 and 2018, respectively.

The Association is affiliated with various local counties and a regional conference. The Association paid \$1,839 and \$679 in per capita dues to these related parties during the years ended June 30, 2019 and 2018, respectively.

NOTE 5. SUBSEQUENT EVENTS

In early 2020, the global coronavirus outbreak hit the United States of America. The Association's overall activities could be negatively impacted by the coronavirus outbreak, but the significance and the duration of the impact for which it may have cannot be determined at this time.

In accordance with FASB ASC Topic 855, the Association evaluated subsequent events through March 20, 2020, the date these financial statements were available to be issued. Except as noted above, there were no other material subsequent events that required recognition or additional disclosure in these financial statements.

See independent accountant's review report.

-7-

Williams & Nulle, PLLC

Proposed Resolutions Submitted by WARLCA Members

1. Submitted by Isabella Lopez

WHEREAS, newly converted regular carriers receive no training on edit books, understanding 4241-As, etc.
BE IT RESOLVED: The NRLCA will maintain and distribute a publication that can be given to newly converted regular carriers. This publication should include a description of duties and responsibilities of a regular carrier including but not limited to edit book training, 4003, 4241-A, and understanding pay stubs.

2. Submitted by Isabella Lopez

WHEREAS, academy instructors receive DACA code Y when working their relief day in academy.
BE IT RESOLVED: Academy instructors receive DACA code 3 for working their relief day.

3. Submitted by Isabella Lopez

WHEREAS, non domestic (foreign) Express Mail is not expected by the addressee when it arrives at our offices.
BE IT RESOLVED: Non domestic (foreign) Express Mail to be delivered by end of day.

4. Submitted by Douglas W. Rinehart

WHEREAS, there is no language pertaining to employee treatment of other employees (carriers, other crafts and management), this is to address the lack.
BE IT RESOLVED: PO-603 Chapter 1, Section 12, new paragraph c and renumber to read "Craft employees shall treat ALL other employees (carriers, other crafts and management) with dignity and respect. This shall include verbal and visual actions. ALL employees are entitled to dignity and respect.

5. Submitted by Monte Hartshorn

WHEREAS, management may require regular rural carriers to work their holiday.
BE IT RESOLVED: That if a regular carrier is required to work their holiday, that carrier has the choice of the DACA code V or an X day to be scheduled within 12 weeks by mutual agreement between the carrier and management.



Annual Report

By Isabella Lopez, Region 1 Committeeperson & Webmaster

Who would have thought this year would be so eventful and uneventful all at the same time? I may have seen you at our last state convention or one of the few union meetings that were held before everything was shut down, but if I didn't see you I hope we can meet again sooner rather than later. The beginning of our year started off promising enough. I attended King-Snohomish, Whatcom, and Island Skagit County Unit meetings and all board meetings. I had the opportunity to attend national convention and go to several seminars.

I hope to be able to bring you a website that is more mobile friendly

bring you a website that is more mobile friendly, if you have ever tried to hit the submenus with your phone you know what I mean.

We will continue to keep you updated on the goings on in our craft and we hope to be able to resume business at an appropriate time. In the meantime check the website for your most up to date information or sign up for our email updates at warlca.com.

Respectfully Submitted,
Isabella Lopez,
RCP1

I was also assigned the monumental task of webmaster this year. In the future I hope to be able to



Screeeech! Hit the Brakes!

By Alicia Peterson, Region 2 Committeeperson & RCBP Representative

Following a fantastic State Convention at Great Wolf Lodge, I was full of excitement and some anxiety as to how I would be received by my fellow board members. I was pleasantly surprised by the warm welcome but somewhat overwhelmed by the deluge of forms being handed to me to sign quick for our always organized secretary-treasurer, binders, convention cleanup, who is carrying that, hurry hurry...My first board meeting took place immediately after state convention. Appointed positions were confirmed and just a short three weeks later I was attending Peninsula Counties summer meeting for my first task as Region 2 Committeeperson. Although I had attended a Peninsula meeting once before, it was nice to be there again and I was able to hitch a ride with ADR Renee Pitts on the long trip to Sequim. On July 21st, 2019 I attended the ratification meeting in Tukwila where a well-prepared presentation was given by our own NRO Patrick Pitts. July 22-25th, 2019 was my first full board meeting in Ellensburg where my fellow board members shared with me the board's policies and procedures and we completed our officers training. The month of August took me to the national convention in sunny Grapevine, Texas. This was my second time attending a national convention and I keep getting more out of it than I expected. Days and nights both filled with official business, seminars, elections, and camaraderie with my fellow rural carriers from around the country.

I attended Mutual Counties fall meeting which I would've anyways, and the room was packed to capacity. It was great to see so many familiar faces and new ones too, some who traveled quite some distance on a weeknight to learn and get answers to their questions. Peninsula held their fall meeting in Silverdale and had a great meeting with emphasis on having new faces and new ideas step up to be county officers. Doug Rinehart has done an excellent job as a Peninsula officer, but dang it, he wants to enjoy retirement.

It is without a doubt I miss my extended rural carrier family

Another fall meeting I attended was Lower Columbia. This was my first time attending a Lower Columbia meeting and it again was a full house at the police station in Ridgefield where Portland ADR Oksana Tropets was the NSS speaker. These officers actually pooled their own money and bought pizza, fruit, desserts, drinks, and of course coffee for my long drive home for all the members who attended.

I attended our next board meeting October 22-25 in Spokane. That was where we got a sneak peak at the new stylish rooms at The Centennial Hotel where state convention was to be held. We got see where the convention Center and hotels were planned for the 2020 National Convention. It was an exciting time of new adventures to look forward to.

November came quickly and December hit like a storm. Parcels volumes during peak season were insane. Board work was somewhat quiet as we worked on tasks in preparation of the January board meeting in Bellingham. I attended two orientations for Tacoma and Tukwila as a representative of the NSS. Peninsula Counties held their winter meeting in January with another successful turnout.

In December, I was contacted by District Representative Joyce Patteson that I had been selected for the position of part-time Assistant District Representative which meant I would be attending a mandatory certification training the last week of January. Unfortunately, there was a board meeting scheduled at the same time that I was unable to attend. The plan was to call in and get some updates, but that east coast time zone was not in my favor. The day after I returned from Alexandria, VA I attended Mutual Counties winter meeting in Chehalis. Lower Columbia held a meeting two days later after having to reschedule their original meeting and I had personal leave planning to be out of the state so I could not attend. Instead of asking them to reschedule, Paige Barrett RCP4 volunteered to attend. I was able to attend

Island-Skagit-San Juan's meeting in February, but as the NSS speaker.

Then came March. Screeeech! Hit the brakes! Our entire world changed. The global pandemic has changed everything, but I didn't have to tell you all that. You know. Meetings cancelled, orientations cancelled, seminars cancelled, conventions cancelled. We as a board were forced to modify our current methods of planning. Teleconferences have become a way for us to continue to communicate other than the 900 emails Becky and Kurt send out every day. I have been 'present' for each teleconference. I have submitted the articles for the WRC. I have attended all meetings with the exception of having ADR training in January and a personal trip planned in February that Paige was able to fill in for at Lower Columbia. I have worked on getting bids for state convention and I'm

hoping for some place with water and sand, but my efforts have been on hold during the Safer at Home plan.

As you may have noticed, the Rural Carrier Benefit Plan came with a lot of changes for 2020. I usually look forward to attending the insurance seminar at Western States Conference and at National Convention to gather all the information on what to expect for the next year and to bring back suitcases full of handouts to share at county and state meetings. Keep your eyes out for the newest information on the websites, app, and in your quarterly and monthly publications.

It is without a doubt I miss my extended rural carrier family. Please stay well and work safe.

Respectfully submitted,
Alicia Peterson



Annual Report

By Lorrie Crow, Region 3 Committeeperson & Legislative Director

Usually it takes some time to compile a list of functions, meetings and orientations that I had attended throughout the year, not so much this year. I did have the privilege last year of attending and representing out members at the National Convention in Grapevine, Texas. Being present and witnessing the signing of our new contract by President Ronnie Stutts and PMG Megan Brennan was an unexpected treat. I attended several of the offered seminars including the legislative seminar and National General breakfast.

Up until the time that we were advised to cancel all meetings, I attended the fall meetings for both

North East and North Central Counties. As long as we had three or more new hires at orientations, I was able to attend these on a bi weekly basis at the Spokane PD&C. Knowing how important county meetings and the State Convention is to so many of us, it was with a heavy heart that the board felt it necessary to cancel all events for this year. With the State Convention scheduled in Spokane for 2020 I had

spent a great deal of time finalizing the many of the last-minute details. As you know the theme this year was to be the Roaring 20s and I was able to get John Sinto and the Heather King band to play for us during the banquet. Hopefully we will have the opportunity to use them sometime in the future!

We have had four teleconference meetings, of which I have been present for all. With the coronavirus, things have been moving pretty slow legisla-

tively, but I have attempted to keep you apprised of what is going on. I know these are difficult times for many of us and I hope we can find strength in the knowledge that this

too shall eventually pass. In the meantime, stay safe and healthy.

Respectfully Submitted
Lorrie Crow, RCP3

I know these are difficult times for many of us and I hope we can find strength in the knowledge that this too shall eventually pass

LEGISLATIVE UPDATE

JUNE/JULY 2020

Legislative Director: Lorrie Crow

It seems as though things are happening at an ever-increasing speed, yet nothing seems to be moving at all.

I want to start with the most recent event and work my way back from there:

As we all are aware, Post Master General Megan Brennan postponed her retirement until a new PMG would be in place to take over the job. Thank You Megan! On June 15, 2020 Louis DeJoy became the 75th Post Master General. His introduction video, that by now we all should have seen, was *positive*. I will be doing a more in-depth article on him for publication in the next issue of the Rural Carrier.

On June 8, 2020 a Republican trio, Jim Jordan, Ranking Member of the House Oversight Committee, Jody Hice, Ranking House Member of Government Operations Subcommittee and Senator Ron Johnson, Homeland Security and Government Affairs Committee Chairman, sent a letter to PMG Brennan asking that the USPS revise their projections for the financial impact the COVID 19 pandemic could have on the Postal Service. In this letter they claim that the increased parcel volume has given the postal service an increase of cash to the tune of \$600 million on June 4, 2020. A person might wonder if the cost of actually running the Postal Service was figured into their numbers. We all know what happens to that fat bank account once we pay our bills.

On June 1, 2020 Ronald Stroman Deputy Post Master General vacated his position after 11 years.

Federal News Network

By Jory Heckman | @jheckmanWFED

May 13, 2020

The Postal Service, a month out from its next postmaster general taking office, will also see its second-in-command leave the agency.

Deputy Postmaster General Ronald Stroman, after nine years at the Postal Service and more than 40 years in public service, will resign from the agency on June 1.

According to the USPS filing to the Postal Regulatory Commission, Stroman notified the chairman of the USPS Board of Governors of his decision last Friday. Earlier that week, the board announced former logistics executive Louis DeJoy as its pick for postmaster general. The week before, former USPS inspector general and vice president of the board, David Williams, announced his resignation. Following Stroman's departure, the USPS board will no longer have enough members to reach a quorum. But if that happens, it can delegate authority to a Temporary Emergency Committee, which allows the four remaining Senate-confirmed governors and the postmaster general to engage in all of the board's normal decision-making.

A second reading of HR 6800, The Heroes Act, took place in the Senate on June 1, 2020 and was moved to the Legislative Calendar under General Orders, and will be heard in the order of the sequence in which it was received. Has this been received as DOA? Neither of our Washington Senators have cosponsored this bill.

On May 26, 2020 HR 7015 the Postal Preservation Act was introduced to the House of Representatives. This would provide a payment of \$25,000,000,000 into the Postal Service Fund, remaining available for use until September 30, 2022. I haven't done the research on this to understand exactly how the fund works, but it seems this may be a viable compromise to get the Republican run Senate to sign on. Currently we have 0 Washington Representatives cosponsoring.

HR 2478 up 10 to 58 cosponsors

Jamie Herrera Beutler (R-WA-3), Suzane DelBene (D-WA-1), Pramila Jayapal (D-WA-7), Cathy McMorris Rodgers (R-WA-5), Adam Smith (D-WA-9).

H.Res. 54 up 3 to 293 cosponsors

All of Washington's Representatives have cosponsored

H.Res. 60 up 3 to 206 cosponsors

Jamie Herrera Beutler (R-WA-3), Cathy McMorris Rodgers (R-WA-5), Kim Schrier (D-WA-8), Dan Newhouse (R-WA-4).

H.Res 33 up 1 to 267 cosponsors

Cathy McMorris Rogers (R-WA-5)

H.Res 23 up 4 to 261 cosponsors

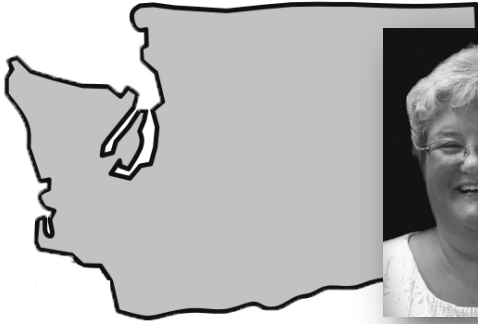
Cathy McMorris Rodgers (R-WA-5), Dan Newhouse (R-WA-4), Kim Schrier (D-WA-8).

S.Res 99 up 1 to 54 cosponsors

Both Washington Senators have cosponsored

As always the names listed have not cosponsored, please keep making those calls and sending those letters.

June 22, 2020



RCP 4 Recap

By Paige Barrett, Region 4 Committeeperson & Provident Guild Rep

Hello fellow members. I cannot believe it has been a year since we were all having fun at the Great Wolf Lodge.

I want to briefly recap what I have been doing as your Region 4 Committeeperson this past year. I am thankful that we do these recaps once a year so that we can reflect on how we are working to increase our numbers and serving you, our membership. Since June 2019 up to May 29, 2020, I have presented to opportunity to join the union to 104 individuals, most of whom are RCAs. Of those, 73 chose to sign up.

I spoke to 6 ARCs as well when I taught the ARC academy, of which two signed up. I assisted Becky in reaching out to our non-members with a mailing and note of encouragement to join the union. National has instructed the board that due to COVID-19, we are not to attend unnecessary meetings. Thankfully, there

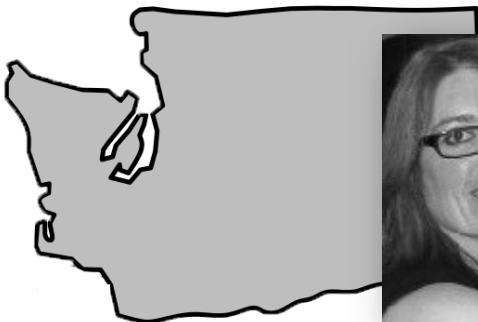
is time at the end of the academies now for a union presentation, so I am no longer attending the orientations. Thankfully, as an academy instructor, I still have that opportunity to make the presentation.

I have been present for all meetings called by President Eckrem. I went to a ratification meeting in Portland, OR in July and attended the National Convention in Grapevine TX last August where that contract was signed at the convention. I also attended a Lower County meeting as RCP 2, Alicia Peterson was unable to be in attendance for that.

As your Provident Guild representative, I have assisted two grieving families and fielded general questions from two individuals.

Respectfully submitted,
Paige Barrett RCP 4

I am thankful that we do these recaps once a year so that we can reflect on how we are working to increase our numbers and serving you



Year End PAC Totals

By Dawn Ayers, PAC Chair

As challenges go, the 2019-2020 PAC year has been one for the books. With the cancellation of county unit meetings and the State Convention, we have seen PAC contributions come to a grinding halt. Our State Convention in the past has brought in roughly one fourth of our yearly totals in just three days. Fortunately, Washington has many sustaining donors which has enabled us to continue to collect

PAC donations which remains vital for our National PAC. We have also faced challenges at the national level with some changes to our PAC managers. As they are still figuring things out, our updates have tended to lag behind. As of May 31, 2020, Washington sits in 2nd place in per capita with an average of \$8.78 per member and 6th place overall with a yearly total of \$18,560.73. Since we have been unable to

PAC contributions will rely heavily on our Sustaining Donors so I want to thank those of you who continue to give via payroll deduction or the monthly EFT

gather, our current PAC contests will continue on until our next State Convention. Rest assured that your drawing entries from this PAC year will roll over. Until meetings are able to resume, Washington PAC contributions will rely heavily on our Sustaining Donors so I want to thank those of you who continue to give via payroll deduction or the monthly EFT. Those of you who would like to sign up as a sustaining donor, feel free to refer to the directions in your WRC magazine to sign up or contact me for assistance. Our contributions to PAC help us communicate to our legislators regarding important postal issues. The political climate as of late has taken an uncertain turn with the placement of the new PMG and the attack on vote by mail by the President and many Republicans so contributing to PAC is more important than ever. Thank you for your support this past year to PAC and please stay safe and healthy.

Respectfully submitted by
Dawn Ayers
WARLCA State PAC Chair

Support NRLCA-PAC

Sign up for Electronic Fund Transfer

A monthly deduction from your checking account on the 5th of each month



Questions? Please contact
Communications and PAC
Manager Jordan Schultz
jschultz@nrlca.org
-or-
(703) 684-5545

I hereby authorize my bank to deduct from my checking account the monthly sum of:

\$45 \$25 \$20 \$15 \$10 Other: \$ _____

Signature: _____ Date: _____

Name (print): _____

Employee ID Number: _____

State: _____

Zip Code: _____

Phone Number: _____

Please attach a voided check

Send to:

NRLCA-PAC
1630 Duke St, Floor 2
Alexandria, VA 22314

By making a NRLCA-PAC Electronic Fund Transfer Authorization, you are doing so voluntarily with the understanding that your monthly contribution is not a condition of membership in the National Rural Letter Carriers' Association or employment by the Postal Service nor part of union dues and that NRLCA-PAC will use the money it receives to contribute to candidates for federal office as permitted by the law. You are also making this Electronic Fund Transfer authorization understanding that the NRLCA-PAC contributions are not tax deductible and your selection shall remain in full force and effect until you cancel by notifying the NRLCA-PAC in writing.

WANT TO RECEIVE \$100?????

Recruit a Non-Member Regular and/or Non-Member PTF and receive \$100

(WARLCA Elected Board Members and NSS Full time Employees excluded from promotion)

Here are the details:

Recruit a non-member Regular carrier and/or non-member PTF carrier by having them complete and sign the 1187 dues form (available at warlca.com website).

Send the signed 1187 ASAP by June 30, 2021 to:

**WARLCA Sec/Treas
2811 N Chase Rd.**

Liberty Lake WA 99019-5002

Make sure you include your name and address as recruiter with the signed 1187 to receive \$100.

The new member receives 2 months of free membership valued at over \$115.00

Reasons to Join the NRLCA:

- 1. ATTEND a NRLCA Steward Seminar. Do you really think you know everything about the contract and your duties? Only members can attend State sponsored local/state meetings as well as seminars and get answers to your questions, as well as the latest information.**
- 2. RECEIVE the National Rural Carrier Magazine Monthly and the Washington Rural Carrier Quarterly to keep up-to-date on all the changes affecting your career!**
- 3. Want to SUBMIT your resolutions on what you want the National Officers' to negotiate for our next contract, or suggest changes in safety, pay, benefits, retirement, etc.? Only members can submit resolutions.**
- 4. Want to ask someone about your OWCP claim? Only members can contact Devin at the NRLCA office to assist with your claim.**
- 5. Want to be a County/State OFFICER or Local STEWARD? Only members can run for County/State officer positions or be trained to be a local steward.**

Check out the WARLCA.com website for more information.



Local Stewards

Dawn Anderson, Benton City
Laura Aries, Langley
James Arvin, Cheney
Dawn Ayers, Sumner/Bonney Lake
Paige Barrett, Grandview
Lisa Benson, Marysville Main & Annex
David Blackmer, Monroe
Dawn Boyer, Battleground
Josephine Carino, Coupeville
Crystal Carrasco, Arlington & Smokey Point
Rosemary Carrizales, Woodinville
Lauri Chamberlin, Newport
Lorrie Crow, Colville
Susan Durgan, Port Angeles
David Hamilton, Blaine

Karen Haukenberry, Enumclaw
Chris Kaufmann, Eastsound
Justin King, Walla Walla
Thai Le, Vashon
Isabella Lopez, Lake Stevens
Jennie Murdock, Moses Lake
Henry (Quang) Nguyen, Stanwood
Alicia Peterson, Eatonville
Gabrielle Pohl, Buckley
Jody Rogers, Shelton
Billie Shinall, Pullman
Darin Stone, Gig Harbor
Jeffrey Taylor, Greenacres
Rena Wise, Mount Vernon

Reports from the National Steward System

ANNUAL REPORT OF DISTRICT REPRESENTATIVE

JOYCE PATTESON FOR SEATTLE AND ALASKA

NRLCA Association Year – July 1, 2019 thru June 30, 2020

Total Miles: 15,909

Personal Vehicle: 2,142

Rental Vehicles: 7,237

Air: 6,530 – 3,588 were for Alaska District

Overnight Stays: 13

5 were for trainings (2 for Local Steward certification; 3 for Regional Seminar)

2 were for meetings (1 Board, 1 District Leadership)

1 Grievance issues

5 were in Alaska District (4 for Local Steward certification; 1 for grievance issues)

I was present and/or participated in:

101 Investigative Interviews – 5 were in Alaska

42 Step 1 meetings – both formal and informal discussing multiple grievances. 2 were for Alaska.

16 Step 2 meetings – approximately 42 grievances discussed – 1 for Alaska

I appealed 5 grievances to Step 3 from the Seattle District.

Total Monies to Carriers - \$91,933.42 of which \$6,353.38 was in Alaska

I attended and was an active participant in approximately 25 Labor/Management meetings of which 1 was in Alaska – 4 were with District-level management, and some were telephonic. I attended 1 county unit meetings as the NSS representative, and it was in my own county unit. I was present at 1 board meeting in Idaho and had a telephonic presence in another. I telephonically attended 3 Washington board meetings. I participated in 6 Day

of Reflection meetings. In addition, I participated in 5 telecoms with the NRLCA Board, and 6 telecoms with the NRO and DRs for the Pacific and Western Areas.

Due to COVID-19, there were several Union/Management Information Sharing and Problem-Solving Telecoms with District management, union leadership, and various other management team members. Initially, they were held three times per week eventually cutting down to one. Just prior to COVID-19, I was invited and attended a District / Union Leadership meeting in Tacoma to discuss hiring and retention practices. It was the District Manager's plan to hold an additional 4 meetings in other parts of the state but due to COVID-19, that did not happen.

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) assigned to both the Seattle and Alaska Districts; one part-time ADR assigned to both the Seattle and Portland Districts; one part-time ADR assigned only to the Seattle District and 2 Area Stewards who are assigned to a combined 15 offices including stations, where they perform the duties of a Local Steward. The 15 offices also include the offices where each works as they are also Local Stewards in their own office. Both part-time ADRs are also Local Stewards in their respective offices as well.

We currently have 33 Local Stewards in the Seattle District including the Area Stewards and ADRs that serve as Local Stewards in their respective offices, with 5 of those being in Idaho. There are 9 electees awaiting certification training that we hope to get scheduled by the end of July. With over 200 offices in the Seattle District with rural delivery, and only 42 stewards – either certified or awaiting certification, there are lots of opportunities for Local Stewards out there. If you think you might be interested in the position, contact either one of the ADRs or me for information. Please consider becoming a Local Steward in your office.

There is one Local Steward in Alaska assigned to Juneau. There is still an opportunity in Ketchikan.

A huge percentage of my time is spent with email correspondence and phone conversations. I'm also responsible for the certification and decertification of stewards and other correspondence with particular offices. Other duties include database updates; scanning files and documents; and writing articles for each edition of the Idaho and Washington state publications.

Now for the important part of this report – Thank you to all the Local Stewards out there! You are the backbone of this association and if I could, I would have a Local Steward elected in each office! You are on ground level and can deal with your local management as things happen and are sometimes the first people to become aware of arising issues.

I would also like to express my appreciation to ADRs Renee' Pitts, Alicia Peterson, and Jeff Taylor. They are my 'right hand men' and support me as much as I support them. In addition, Area Stewards Dawn Ayers and Pete Haynos are a very important part of the steward system in the Seattle District often assigned to 'hot spots' near to their direct location and they serve those carriers well. On a personal note, thank you to previous Area Stewards Janie Walla and Henry Nguyen. The time you gave to the NRLCA and to the carriers you represented was greatly appreciated. Gratitude is also due to our Regional Representative Cindy Burleson who represents us on Step 3 grievances. She does an awesome job!! Thanks also to the WARLCA Board and the IDRLCA Board for your support, graciousness, and hospitality. I so enjoy interacting with you when I'm invited to participate in your meetings. Last but not least, thank you to the NRLCA Board for allowing me to serve in this position. I have nothing but respect for all of you and there's a special place in my heart for NRO Patrick Pitts who has provided much support and more importantly – friendship for many years.

Respectfully,
Joyce Patteson
NRLCA District Representative, Seattle and Alaska

2019-2020 Annual Report
Monte Hartshorn
Portland District Representative

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 am especially appreciative of the support and guidance of Executive Committeeman Patrick Pitts. It is a pleasure to work with and learn from Patrick.

I also want to recognize and thank Assistant District Representatives Oksana Tropets, Herschel Howard, Alicia Peterson and Area Stewards Aaron Lamar, Carrie Firman-Berry, Doug Adamson and Patrick Lewis for their support, diligence and camaraderie. Doug Adamson stepped back as an Area Steward in March 2020 after many years of service. Doug served both the Oregon Rural Letter Carriers Association as an Assistant State Steward and then the NRLCA as an Area Steward. Doug's service has been appreciated by all, especially the carriers that he has directly represented.

The Portland District has 42 Local Stewards who are truly the bedrock and back bone of the steward system. Each is diligent in representing the carriers in their offices. I want to express my upmost gratitude to each and every Local Steward. In trying times, they have done an exemplary job. Local Stewards are paid for their work by the Postal Service which means that our dues go farther. I urge each and every office to elect a Local Steward.

This association year began as most in the past have. I attended the National Convention in Grapevine Texas, most of the ORRLCA District meetings, the WARLCA Lower Columbia meetings and the ORRLCA Fall Booster. In August, 2019 I was named to the Steward One Task Force which works for the Director of Steward Operations in helping to create the material for local steward training. I attended meetings at the National office in October, November, January and March. The opportunity to help create training for Local Stewards across the nation was a dream come true. Then, in March 2020 everything changed to "not normal". I was able to attend Districts 2 and 7 meetings and telephonically attend the District 3 meeting. Then all travel was halted due to the Covid-19 pandemic. The remainder of the District meetings, the Western States Conference, the Oregon and Washington State Conventions and the National Convention were all cancelled.

The Portland District is made up of all of the State of Oregon and the 986 zip code area of southwest Washington State. Assistant District Representative Herschel Howard is handling the eastern part of Oregon. Assistant District Representative Oksana Tropets is covering Gresham and east of Multnomah and Clackamas counties. Oksana also covers any other office that does not have a Local Steward that I cannot cover.

Area Stewards are assigned to up to 20 offices that have not elected a Local Steward and are paid by the NRLCA. Area Steward Patrick Lewis covers the central Oregon Coast and some offices towards Eugene. Area Steward Aaron Lamar covers from Sutherlin south to the California border. Area Steward Carrie Firman-Berry covers Central Oregon from Madras to Bend. The annual reports of the Portland District Area Stewards are appended.

I completed the Local Steward Enhancement trainings in the fall of 2019. I trained three new Local Stewards and by July 2020 will have trained an additional three new Local Stewards. The NRLCA Association year goes from July 1st to June 30th each year. This year, I have represented rural carrier at 134 Investigative Interviews. I have logged 82 grievances (50 contractual, 20 disciplinary and 12 class actions). The logged in grievances do not include agreements made at the required discussion prior to a grievance being implemented. Grievances and discussions

that I have been involved in have resulted in \$42,944.00 being paid to rural carriers. ADR Oksana Tropets was involved in grievances that resulted in \$19,519.51 being returned to rural carriers. Adding the two totals, we have seen \$65,535.51 in grievances for rural carriers. I have logged in over 500 calls, but often am unable to log them in when I am travelling.

I have submitted articles to the *Washington Rural Carrier* and the *Beaver Bulletin*. When I have been able to go into offices, I continue to try and recruit membership. I have done a number of labor/management meetings in various offices. I have met with the District Manager, the District Human Resources Manager, the District Manager of Labor Relations, the District Safety Manager and the Manager of LD&D. I have been putting an emphasis on hiring and retention. Also, we are placing an emphasis on the workplace environment in certain offices.

Again, I would like to express my gratitude to my fellow rural carriers.

Monte Hartshorn
Portland District Representative

**Annual Report of NRLCA P/T Assistant District Representative
Alicia Peterson Seattle – Portland Districts
July 1, 2019 – June 30, 2020**

ADOP

26 days of LWOP (Area Steward)
21 days of LWOP (ADR)
1 non-scheduled day (ADR)

Miles Traveled

2,039 miles by personal vehicle (Area Steward)
746 miles by personal vehicle (ADR)
262 miles by rental Car (ADR)

Offices Assigned While Area Steward

Centralia, Chehalis, Dupont, Eatonville (Local Steward), Olympia/Lacey/Tumwater Annex, Rainier, Roy, Yelm

Activity

3 Full days of ADR Training and Certification, January 27-31 (2 half days for travel)
5 Hours of NRLCA Database Training, February 20 (Telephonic Group Training)
2 New Hire Orientations (Area Steward)
2 Local Steward Elections (1 as Area Steward, 1 as ADR)
3 Labor/Management Meetings
23 Investigative Interviews
12 Step 1 Discussions
33 Step 1 Meetings As ADR
23 Step 1 Meetings as Area Steward
22 Step 2 Appeals as both Area Steward and ADR
10 Grievances Settled at Step 2
2 Day of Reflection Meetings
7 County Unit Meetings, 2 Attended as NSS

Monetary Settlements

\$ 11,820.95 Returned to Rural Carriers

Portland District Activity

I have not had any activity in the Portland District other than a handful of telephone calls asking questions on some contractual issues and writing an article for the Beaver Bulletin.

Additional Involvement

I attended the 2019 National Convention in Grapevine, TX. I have conducted 5 OJIs in three different offices over the course of the year. I attended the Ratification Informational Meeting in Tukwila, WA in July 2019. I have taken countless hours of telephone calls and emails from rural carriers and managers of rural carriers.

With the guidance of District Representatives, Joyce Patteson and Monte Hartshorn, I hope to continue to grow as an Assistant District Representative. It is always my pleasure to represent the rural carrier craft.

Respectfully,

Alicia Peterson

Part-Time Assistant District Representative

**Annual Report
Renee' Pitts
Assistant District Representative - Seattle/ Alaska**

July 1, 2019 – June 30, 2020

The following is a report of my activities as NRLCA Assistant District Representative for the Seattle/Alaska Postal Districts.

This Association year meetings with the new USPS Seattle District Manager, Manager of Human Resources, Manager of Labor Relations and Manager of Operation Support were done, via zoom or teleconferences.

During the 2019-2020 Association year, I was on the road approximately 73 days with 5 of those days requiring an overnight stay or in a travel status.

While on the road, I drove 4,431 miles in my personal vehicle and another 3,819 miles in rental vehicles, a total of 8,250 miles for NRLCA business prior to the travel ban imposed in March.

Various tasks were performed including but not limited to emails; phone calls; database and calendar/scheduling updates; scanning and e-filing documents; labeling files and filing documents; correspondence; meeting preparation; Step 1 and Step 2 grievance meetings, grievance appeals and new steward trainings.

My days were also spent in a combination of ways including grievance meetings; investigative interviews; labor/management meetings; workplace environment meetings; miscellaneous meetings such as day of reflection meeting and steward representation at multiple county unit, also working with the Manager of Learning, Development and Diversity- all days were spent combining functions wherever and whenever possible.

The following is a breakdown of other steward representation activity:

\$51,935.67 in monetary awards to rural carriers in the Seattle District (Excluding retro-adjustments on rural routes).

48 Investigative Interviews

8 Informal Step 1 Discussions

35 Step 1 Meetings (multiple grievance per meeting)

15 Step 2 Meetings (multiple grievance per meeting)

39 Step 2 Appeals

1 Step 3 Appeal

58 Individual Contract Grievances

19 Discipline Grievances

11 Class Action Grievances

Multiple Meetings involving Seattle District Management: District Manager, District Manager HR, and Manager Labor Relations and COVID teleconferences.

New Steward Trainings

I would like to express my appreciation to the NRLCA Board for giving me the opportunity to serve in this position. Also, due thanks is Seattle District Representative Joyce Patteson for her continued support and guidance.

In closing, it has been an honor and privilege serving the members of the rural craft in the Portland/ Seattle District and now the Seattle / Alaska District. I look forward to the 2020-2021 Association Year. Thank you for allowing me to continue my representation of carriers in the Seattle/Alaska District as an Assistant District Representative.

Respectfully Submitted,



Renee' Pitts

**NRLCA P/T ASSISTANT DISTRICT REP ANNUAL REPORT
JEFF TAYLOR
SEATTLE DISTRICT
JULY 1, 2019 – JUNE 30, 2020**

I served as a P/T ADR from July 1, 2019 – June 30, 2020. In a nutshell, here is my main activity report:

**Offices/Routes Covered: 59 offices, 264 routes
LWOP taken: 46
Non-scheduled days taken: 1
Total grievances: 46 contractual, 7 disciplinary (3 LOW, 1 7 Day, 3 NOR)
Step 1 Discussion's: 12 contractual, 7 disciplinary
Step 1 Meetings: 21 contractual, 1 disciplinary
Step 1 GATS settlements: \$5829.60
Step 2 Appeals: 2 contractual, 1 disciplinary
Step 2 Meetings: 8 contractual, 1 disciplinary
Step 2 GATS settlements: \$2670.91
Step 3 Appeals: 1 contractual, 1 disciplinary
II's: 26
DOR sessions: 1
Labor Management Meetings: 3
Spokane Quarterly Safety/Health Meetings: 2 (further meetings cancelled)
2019 NRLCA Contract Ratification Meeting July 28, 2019 (non-pay status)
2019 NRLCA National Convention delegate: August 13-16, 2019
2019 Regional Steward Seminar November 19-20, 2019
2020 Mail Count Trainings conducted: 0
2020 Local Steward Enhancement Training conducted (with DR): 0 (postponed)
Local Steward Certifications: 2
2020 WARLCA State Convention delegate: cancelled
County Meetings Attended: 1 (further meetings cancelled)
Miles Driven: 2,049 POV miles, 0 rental miles
Local Stewards: 7
Phone Calls Logged: 541**

Respectfully Submitted,

Jeffrey L. Taylor

ANNUAL REPORT

Oksana Tropets

Assistant District Representative

July 1st, 2019 – June 30th, 2020

I would like to take this opportunity to first thank the National Board for giving me an opportunity to do this job one more year and to be an active part of this great organization. It was a very different year, nothing we ever experienced before, at least not in my timeline. I do wish we come out of it soon and without great losses in our craft and postal service family, as well as our own families.

I also would like to thank Portland District Representative Monte Hartshorn for his support and everlasting patience, even thou the bear in him does come out once in a while!

For the last two months, I was able to be involved in the district Covid-19 telecoms, which I really appreciate. It keeps me informed about our current situation and an opportunity to ask questions, clarify information and be able to handle questions and concerns from our craft.

Just like last year, a lot of my workload came from doing investigative interviews and step one grievances. I drove 1425 miles in my own car and 2025 miles using a rental car. I have done 67 investigative interviews and 42 grievances, including various issues, 2 step two's, 1 step 3 appeal and 22 monetary grievances/class actions and rescinded Letters of Demand totaling to \$19,519.51.

I have attended the ADR/DR training last fall in Las Vegas and a few district meetings before everything had to be cancelled.

I get to help out a few of our local stewards often, when they reach out to me for guidance on something they're dealing with in their offices. As well as phone calls from members with various questions/issues, which I help them resolve by either advising them on how to handle the situation or reaching out to their management to get things under control.

At every meeting, investigative interview or grievance process I make sure to leave my business card with the carriers in case they need to reach out. I check my emails daily and always try to answer my steward phone or call back within 24 hours.

It has been my privilege to serve the rural carriers of Portland District and I'm looking forward to the next year and the opportunities it will bring. Thank you for allowing me do this job!

Respectfully submitted,

Oksana Tropets

Assistant District Representative,

Portland District

Area Steward 2019-2020 Year End Report for Dawn Ayers

As the Area Steward assigned to Auburn, Covington, Issaquah, Maple Valley, North Bend, Ravensdale, Spanaway/Bethel and formerly Enumclaw, I traveled a total of 644 miles to provide representation and meet on grievances. I attended either in person or via telephone 17 investigative interviews for these offices. Thirteen grievances were filed of which I was able to reach settlements on 6 of those. The remaining were appealed to Step 2 and settled there. Two of the grievances I settled resulted in a monetary payment to carriers totaling \$1209.90.

Respectfully submitted,

Dawn Ayers
NRLCA Area Steward

WARLCA COUNTY OFFICERS LIST

2020-2021 Year - Updated 6-30-2020

001 NORTH CENTRAL WASHINGTON RLCA Region 3

PRESIDENT: Jen Gongia
Phone: (509) 881-0644
Email: jgongia2007@live.com

VICE-PRESIDENT: Carol Hanson
Phone: (509) 697-5077
Email: dellandcarole@yahoo.com

SEC/TREAS: Jennie Murdock
Phone: (509) 398-3727
Email: 93Chevy1986@gmail.com

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

003 PENINSULA RLCA Region 2

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

VICE-PRESIDENT: Susan Durgan
Phone: (360) 797-4396
Email: susandurgan@hotmail.com

SEC/TREAS: Doug Rinehart
Phone: (360) 440-0889
Email: 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
Email: dawnboyer01@gmail.com

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

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

006 MUTUAL RLCA Region 2

PRESIDENT: Alicia A Peterson
Phone: (253) 229-0620
Email: alicia_peterson@msn.com

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

SEC/TREAS: Kris Skewis
Phone: (360) 790-0957
Email: 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
Phone: (360) 720-9472
Email: Acr228@yahoo.com

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

SEC/TREAS: Dionne Taylor
Phone: (360) 720-1393
Email: dionne331@gmail.com

011 KING, SNOHOMISH (KS) RLCA Region 1

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

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

SEC/TREAS: Isabella Lopez
Phone: (425) 417-2700
Email: isarlopez@hotmail.com

County Liaison: Rosemary Carrizales (830) 358-9911

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

013 EAST CENTRAL WASHINGTON RLCA Region 3

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

VICE-PRESIDENT Blake Yirak
Phone: (509) 496-1660
Email: Blake.Yirak@gmail.com

SEC/TREAS & 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
Email: lcchamberlin@hotmail.com

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

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

015 WHATCOM RLCA Region 1

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

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

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

County Liaison: Linda Gale (360) 671-5361

016 WHITMAN-SOUTHEAST RLCA Region 4

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

VICE-PRESIDENT: Shelly A Bujnicki
Phone: (208) 283-2087
Email: shellysfarm@me.com

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

017 APPLE VALLEY RLCA Region 4

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

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

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

WARLCA Member of the Year

The tradition of awarding a member every year for their outstanding contributions to the association and community is a longstanding and proud one. The WARLCA board had to make the painful decision to cancel the 114th WA State Convention to be held in Spokane due to health risks, state orders, and at the advice of the NRLCA. The Member of the Year award is presented at the conclusion of convention, but no convention means no award presented. As a result, it was decided to name all active WARLCA members for 2020.

"In recognition of their dedication to the proper delivery of the mail and their perseverance in representing the honor and dignity of the rural craft despite all the obstacles of the past several months, the WARLCA State Board hereby

proudly presents the 2020 Outstanding Member of the Year award to each and every active member of the Washington Rural Letter Carriers' Association with our gratitude and thanks."



WASHINGTON RURAL LETTER
CARRIERS' ASSOCIATION

CONSTITUTION

July 1, 2020 to June 30, 2021 (20/21 Year)

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

**Note: 2020 State Convention in Spokane, WA
was cancelled due to COVID-19 so
no changes from 2019/2020 Constitution**

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
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 e-mail 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
2017

UNITED STATES POSTAL SERVICE
AUTHORIZATION FOR DEDUCTION OF DUES

**RURAL CARRIER
CLASSIFICATION**

☐ Regular ☐ PTF ☐ Relief ☐ ARC

(USPS EMPLOYEE I.D. NUMBER)

LASTNAME

FIRSTNAME

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 \$29.73 Regular/ \$10.54 Relief per pay period.

LOC #	STATE
DATE	REMIT #

REBECCA WENDLANDT, STATE SECRETARY

SECTION C - FOR USE BY NATIONAL ASSOCIATION

Date of Delivery to Employer (For National Office use)

ANNIVERSARY DATE TO BE USED
AT USPS PERSONNEL OFFICE

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

WARLCA Membership Statistics



Member Totals by Class		Nonmember Totals by Class	
Regular	1,107	ARC	147
PTF	107	Regular	166
Retired	305	PTF	10
Associate	5	RCA	260
RCA	568	Total	583
ARC	43		
Total	2,130		

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

Patrícia Alexander

Díane Austin

Susie Gerlach

Díane Huffman

David Johnson

Jamie Matthews

Thomas McNeilly

Sylvia Ross

Martin Sieverson

Mary Syreen

Sarah Turk

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

Membership Longevity Awards

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	6/1/2016
MONOHON	MARIE		50	1/6/2020
MUPHRY	CHARLES	O	70	1/25/2018
NORRIS	DOLORES	J	50	1/25/2018
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	5/30/2019
ZIMMERMAN	DONNA	E	50	1/25/2018

Congratulations Retirees!

BELL, JULIA J	CHELAN
BODINE, KIMBERLY K	LONGVIEW
ECKREM, KURT M	MARYSVILLE
GUY, DEANIA A	GRANDVIEW
HAYES-OGDON, BRENDA L	PASCO
HERNANDEZ, ALENA M	WARDEN
JEFFERSON, LUANNE	VANCOUVER
JOHNSON, TERESA M	PASCO
LANE, SUZANN M	BURLINGTON
NEWCOMB, ANNE M	ISSAQUAH
REED, CINDY B	OLYMPIA
VANDERHOLM, THELMA E	CHATTAROY
WISDOM, PATRICIA H	MANSON

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.

Please Welcome Our New Members!

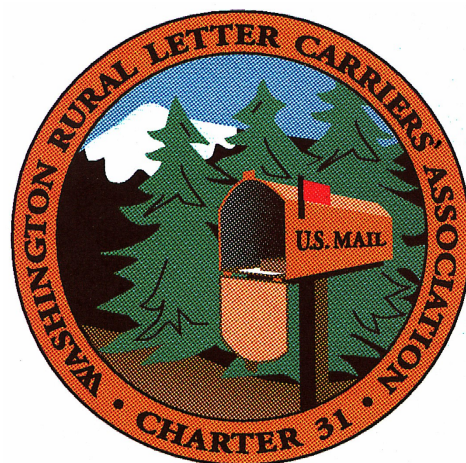
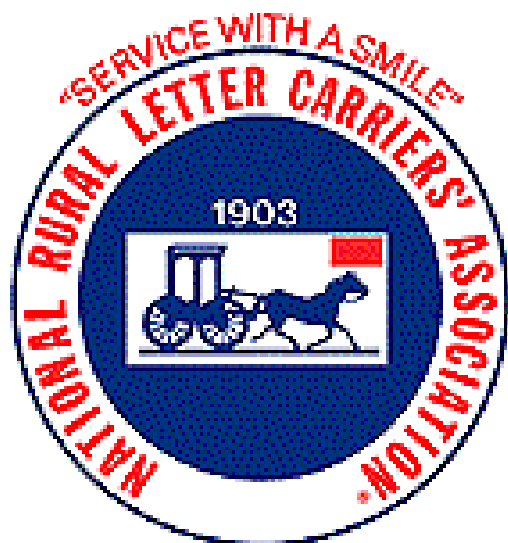
7 - RCA	ANACORTES	MERTINS	BRENT	4 - Retired	PASCO	HAYES-OGDON	BRENDA
2 - PTF	ARLINGTON	DE VON	DYLAN	7 - RCA	PASCO	BUNGAT	ANDREPAUL
7 - RCA	AUBURN	WATANABE	SHANE	7 - RCA	PASCO	NICHOLSON	SARA
7 - RCA	AUBURN	LOPEZ	JUAN	7 - RCA	PASCO	RILEY-CARRASCO	COLLEEN
7 - RCA	BATTLE GROUND	PICKERING	DAVID	7 - RCA	PASCO	SMITH	RYNE
7 - RCA	BATTLE GROUND	CATCHPOLE	HEATHER	7 - RCA	PORT ANGELES	SMITH	CATHERINE
7 - RCA	BELLINGHAM	TENNEY	KANEATA	7 - RCA	PORT ANGELES	OLSON	DANA
7 - RCA	BELLINGHAM	PERKINS	DANIEL	7 - RCA	PORT ANGELES	VANSCHOYCK	CHRISTOPHER
7 - RCA	BELLINGHAM	SHELTON	RANDI	7 - RCA	PORT ORCHARD	BOYD	BEAU
7 - RCA	BLAINE	FRESKE	KARL	7 - RCA	PORT ORCHARD	ATWOOD	DEVON
4 - Retired	BOW	KING	RANDOLPH	7 - RCA	PORT ORCHARD	CAZERES	CLAUDIA
7 - RCA	BREMERTON	BERGLUND	BRITTNEY	C - ARC	PORT ORCHARD	JIMENEZ	GUARIONEX
7 - RCA	BREMERTON	PARK	ANDREA	C - ARC	PORT ORCHARD	CONRAD	ROWENA
7 - RCA	BREMERTON	BOWMAN	ROBERT	C - ARC	PORT ORCHARD	JONES	JAMES
7 - RCA	BREMERTON	ROSALES	BERNARDINA	C - ARC	PORT ORCHARD	WHITE	DEBORAH
7 - RCA	BREMERTON	JOHNSON	LINDSEY	C - ARC	PORT ORCHARD	MEVERDEN	JACOB
7 - RCA	BURLINGTON	SCHREIB SR	RODNEY	7 - RCA	PORT ORCHARD	JARNAGIN	BRYAN
7 - RCA	BURLINGTON	WOOD	ROSEMARY	7 - RCA	POULSBO	EDGAR	ROLAND
C - ARC	CHEHALIS	AYRES	HEIDI	7 - RCA	POULSBO	REHAL	ANTHONY
7 - RCA	CHEHALIS	GARRETT	DEBORAH	C - ARC	POULSBO	YOUNG	ALEXANDER
7 - RCA	CHENEY	JAY	STEPHANIE	C - ARC	PUYALLUP	LANGE	JENIFER
7 - RCA	COLBERT	HOBBS	KRISTEN	7 - RCA	PUYALLUP	HOSIER	ASHLEY
7 - RCA	COUPEVILLE	CALDWELL	BRENT	C - ARC	RAVENSDALE	ROBERTS	MA ELIZABETH
C - ARC	COUPEVILLE	AQUINO	JUN	7 - RCA	RAVENSDALE	MINER	MISTY
7 - RCA	DUPONT	SCHEEL	MICHAEL	C - ARC	RICHLAND	MARTIN	SCOTT
4 - Retired	DUPONT	SHENKEL	KAIYA	7 - RCA	RICHLAND	HERZOG	HEATHER
7 - RCA	EASTSOUND	FOSTER	BONITA	7 - RCA	RIDGEFIELD	SORENSEN	DIANE
7 - RCA	EATONVILLE	ANDERSON	ANGELA	7 - RCA	SELAH	DAVIS	KEM
7 - RCA	ELMA	WOLFE	KYMMBERLY	7 - RCA	SEQUIM	JOHNSON	JACOB
7 - RCA	ELMA	WOLFE	SEAN	7 - RCA	SHELTON	CHRISTENSEN	SHELBY
7 - RCA	ELMA	SULLIVAN	PORSCHA	7 - RCA	SHELTON	GARZA	JONATHON
7 - RCA	ELMA	EICHELBERGER JR	TIMOTHY	7 - RCA	SILVERDALE	BARTON	SARAH
C - ARC	EVERSON	SWANEY	ELLIOT	7 - RCA	SILVERDALE	FULGINITI	KIMBERLY
7 - RCA	FERNDALE	STICKNEY	BELINDA	7 - RCA	SILVERDALE	MORSE	BRIDGETT
7 - RCA	FERNDALE	SANDHAR	HUSSANPREET	C - ARC	SNOHOMISH	SCALF	MARTISHA
7 - RCA	FRIDAY HARBOR	WHITE	IKE	7 - RCA	SNOHOMISH	MARSHALL	CHRIS
7 - RCA	FRIDAY HARBOR	CROONQUIST	ERIK	7 - RCA	SNOHOMISH	MIELDS	LOGAN
7 - RCA	FRIDAY HARBOR	ESHELMAN	OSWYN	7 - RCA	SNOHOMISH	CORDOVA JR	AMOS
7 - RCA	GIG HARBOR	HIMMELSTEIN	FOSTER	7 - RCA	SNOHOMISH	GROEN	LORETTA
7 - RCA	GIG HARBOR	HEATON	STEPHANIE	7 - RCA	SPANAWAY	ALLEN	CLETA
7 - RCA	GRAHAM	DYE	JAMES	7 - RCA	SPANAWAY	MUSCHEK	KEITH
7 - RCA	GRANITE FALLS	HELGESON	ALYSSA	7 - RCA	SPOKANE	BRANSON	NICKALES
7 - RCA	ISSAQUAH	HARDY	RON	C - ARC	SPOKANE	SORIA	DREW
7 - RCA	ISSAQUAH	BASSETTI II	THEODORE	7 - RCA	SPOKANE	GUARNEROS	ALEX
4 - Retired	LAKE STEVENS	WALLACE	TERESA	7 - RCA	SPOKANE	RAMM	CONNOR
7 - RCA	LAKEBAY	DOUGHERTY	BRENDA	7 - RCA	SPOKANE	KENTON	MARY
7 - RCA	LANGLEY	BLAIR	DYLAN	7 - RCA	SPOKANE	PARKS	SHAREENA
7 - RCA	LANGLEY	HUFFMAN	JOSEPH	7 - RCA	SPOKANE	CRIDER	LERISSA
7 - RCA	LIBERTY LAKE	HOGAN HATFIELD	PAIGE	7 - RCA	SPOKANE	ALLEN	STEPHANIE
7 - RCA	LOPEZ ISLAND	BRENTSON	QUINN	7 - RCA	STANWOOD	FJORTOFT	ANNIKA
7 - RCA	LYNDEN	SHANAHAN	ERICA	7 - RCA	STANWOOD	CANTOR	SIERRA
7 - RCA	LYNDEN	WEATHERLY	MANDI	7 - RCA	STANWOOD	RANDOLPH	CATHERINE
7 - RCA	MALAGA	BAILEY	ETHEL	C - ARC	STANWOOD	RAY	JEANETTE
7 - RCA	MAPLE VALLEY	MURRAIN	LARRY	7 - RCA	SUMNER	CLARK	LINDA
C - ARC	MAPLE VALLEY	BREDEHOEFT	JOSEPH	7 - RCA	SUMNER	LEFEVRE	KEAGAN
7 - RCA	MARYSVILLE	NOECKER	GALE	7 - RCA	SUMNER	BERRYHILL	DOVE
7 - RCA	MARYSVILLE	PINA	CARLOS	7 - RCA	SUMNER	HERLIHY JR	EDWARD
7 - RCA	MEDICAL LAKE	BRILEY	GLEN	C - ARC	SUMNER	JOYAL	DILLON
7 - RCA	MONROE	BARKER	JOHN	7 - RCA	TOLEDO	SHERWOOD	DAVID
7 - RCA	MOSES LAKE	WRIGHT	JULIE	7 - RCA	VANCOUVER	LOPEZ JR	HERNAN
7 - RCA	MOUNT VERNON	FOX	MADDISON	7 - RCA	VANCOUVER	PETERSON	NOAH
7 - RCA	MOUNT VERNON	SOLVER	PEGGY	7 - RCA	VASHON	CLEVENER	CODY
7 - RCA	MOUNT VERNON	THOMAS	JEREMIAH	7 - RCA	VASHON	FEAZEL	CAROL
7 - RCA	MOUNT VERNON	FOWLER	DANIELLE	7 - RCA	VASHON	MYRICK	ANNE
7 - RCA	NORTH BEND	POURMANAFZADEH	KIRK	7 - RCA	VERADALE	GUTHRIE	MARK
7 - RCA	OAK HARBOR	STOCHL	DANIEL	7 - RCA	VERADALE	COPELAND	LEAH
7 - RCA	OCEAN PARK	RUFF	KIMBERLY	7 - RCA	WAUNA	YOO	HEEJUNG
7 - RCA	OLYMPIA	VIBBARD	PAMELA	7 - RCA	WAUNA	DONAGHUE	TAMMY
7 - RCA	OUTLOOK	RAMOS	SANDRA	4 - Retired	WENATCHEE	O'DONNELL-ROACH	ETHAN
7 - RCA	PASCO	CHANDLER	MICHELLE	7 - RCA	WENATCHEE	DAVIES	BRIAN
7 - RCA	PASCO	FISHER	HANNAH	7 - RCA	WENATCHEE	HART	JEFFREY
				7 - RCA	WOODLAND	TRIBON	DANIELLE
				7 - RCA	YELM		

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Upcoming Dates to Remember

Aug 18-21 2020: National Convention, Spokane WA
Sep 15 2020: Rural Carrier Remembrance Day
Oct 10 2020: New Guarantee Period Begins
Dec 5 2020: Christmas OT Period Begins
Jan 2 2021: New Leave Year Begins
Apr 2021: Western States Conference, CA
Jun 13-15 2021: State Convention, Bellingham WA
Aug 17-21 2021: National Convention, Orlando FL