

Washington Rural Carrier

Official Publication of the Washington Rural Letter Carriers' Association

Convention 2024



WARLCA Selects Dawn Ayers as 2023-2024 Outstanding Member of the Year

The competition was as close. As close as a three-way photo finish of the Running of the Kentucky Derby for race one of the Triple Crown. The odds makers were puzzled, nay befuddled, with who would come away not with place or show but with the win. The dust settled, the tally was counted, scrutinized and recounted. As anticipation reached the Ravel's Bolero crescendo, members with baited breath on the edge of their seats were pleased to rejoice (insert chorus of angels) it was.....wait for it.....Dawn Ayers.

The WARLCA is pleased to present Dawn Ayers with the Outstanding Member of the Year award for 2023-2024. Dawn earned the respect and admiration of her peers through her hard work and dedication to the membership, especially as the very visible PAC (political action committee) Chair raising money for (Continued on page 4)

RRECS

Timeline of Important Dates

Convention

Read All About It!

State Board

Meet Your New Officers

Constitution

Updated Constitution Included

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Step up and become a local steward!

Local stewards have a great advantage because they are in the office and are more familiar with management and their fellow rural carriers. Often, the local steward can help diffuse a problem before a grievance is necessary.

Local stewards are paid by the Postal Service for all their time while performing their NRLCA representational duties including investigating and processing grievances. Local stewards are the bedrock of our National Steward System and make our dues go farther. The NRLCA compensates local stewards for all necessary training.

Want to join the team? Please contact your District Representative for information on local steward elections.

Fall Mini Mail Survey Important Dates

8/10/24-9/13/24	Delivery Units enter Office Walk, Route Settings, and Daily Volume data into the Rural Management Support System (RMSS) web application
8/23/24	A 12-day Mini Mail Survey of stated items begins on all rural routes
8/23/24-9/6/24	Data entries must be made daily by COB for all routes
9/6/24	DPM/LTM Mapping deadline, no mapping changes past this date will be reflected in Eval 4
9/13/24	All Mini Mail Survey entries to include Office Walk, Route Settings, and Daily Volume must be finalized by 15:00 PT, no additional changes past this date will be accepted
9/28/24	Print and distribute 4241-As and 4241-Ms
10/5/24	Effective date of the RRECS Evaluation 4

Sign Up For Email Updates!

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

1. Open your email program. Or, scan the QR code to the right with your smart phone.
2. Send an email to **webmaster@warlca.org**
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**



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Content such as photos and opinion pieces may be submitted to the Editor. 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 and content must be accompanied with the author's name, address, and phone number. Content will only be printed from verified WARLCA 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.



(continued from cover) the common good of our organization. To Dawn's credit as PAC Chair, she wasn't shy about placing some embarrassment upon herself to raise money for a good cause. Another feather in her cap is the spearheading of the WARLCA Auxiliary. The Auxiliary will assist the membership in various ways, especially of note will be childcare for those members attending the State Convention with their children.

At this year's State Convention, Dawn was elected President of the WARLCA filling the shoes of long-time President Kurt Eckrem. While "a new sheriff is in town," for many of us who know Dawn, her hard work from PAC and other county positions brings a high competency and seamless transition to this position.

Highlights, to name a few but there are so much more:

- * Began her USPS career at the Sumner Post Office – 2005
- * Local Steward - 2007
- * Mutual County Secretary
- * Mutual County President
- * WARLCA Region 2 Committeeperson
- * WARLCA Vice President
- * National Delegate to multiple conventions
- * Recently elected President of the WARLCA
- * Dawn is part of Seattle Beagle Rescue
- * Nana to her grandchildren

We congratulate Dawn and all the nominees for WARLCA 2023-2024 member of the year. Members like you keep the WARLCA strong and vibrant.



Annual Report

By Kurt Eckrem, President & Historian

To the WARLCA membership, submitted as my annual report:

Throughout the 2023-2024 Association year I have attended every Board meeting and every other function that required my attendance. I did not attend the two County officer trainings, nor did I attend the information meeting in Spokane, as my presence was not required. I performed all the duties of the President position as spelled out in the WARLCA Constitution and did my best to assure the business of the Association continued and that the membership was informed and represented. The Association year began with the final gavel at the 2023 State Convention in Silverdale. We had been dealing with some issues throughout the convention at the Best Western Plus Hotel, but those were nothing compared to the problems with the final bill.

Some delegates were overcharged, and the ones that were undercharged had those charges added to the total the WARLCA was being billed for. After numerous calls and emails trying to resolve the issue, I finally drove to Silverdale and spent half a day in the manager's office settling the problem.

The Board held a post-convention Board meeting at the Silverdale Hotel the day after the Convention ended. The first full Board meeting of the 2023-2024 Association year was held in Ellensburg in July. In October, a Board meeting took place at the Centennial Hotel in Spokane to review the hotel and to begin preparations for the 2024 State Convention. In January, the Board met via Zoom. The last Board meeting was in March, again in Ellensburg.

The 2023 NRLCA National Convention was

held in Grand Rapids, Michigan, the first week of August. The vote totals for the National Convention delegates had been announced the first day of our State Convention, although it was a forgone conclusion that all the names on the ballot would be going as paid delegates (21 members were nominated for 21 delegate spots). In preparation, one of the duties of the WARLCA President is to assign attendance at on seminar to each elected delegate, which was accomplished by asking each delegate for their top three choices and assign accordingly. Unfortunately, one of our elected delegates was unable to attend, and because we were down a delegate for national officer elections, during each ballot the remaining WARLCA delegates would caucus and decide for which candidate that extra ballot would be voted. Since we had to do the same thing the year before when one of our delegates became ill during the convention, we already had that procedure in place. Since several of the other State delegations were also down one or more delegates, our procedure was adopted and many of those other states came to us for advice. I also carried the Washington State flag in the opening ceremonies and completed the other duties of the Delegate-at-Large. A huge honor for me was being asked to nominate Monte Hartshorn for a national executive committeeman position.

Late in the Summer of last year, the Board conducted two separate County officer trainings in conjunction with the completion of the LM4s, tax filings necessary to maintain our nonprofit status. The training in Tacoma was at the end of July, and the training in Spokane was the first week of August. The board provides these trainings annually, and we can always count on the more seasoned county officers helping with the newer officers.

In January, the WARLCA Board arranged two information meetings for the membership, one in Tacoma and one in Spokane. Primarily centered around RRECS and featuring Washington DR Monte Hartshorn, the four Board members who attended the Tacoma meeting and the three who attended the Spokane meeting also included other important information as well. While it would have been great if the number of

members who attended had been larger, we felt the meetings were worth the effort and cost, and should be continued.

Throughout the Fall, Winter, and Spring months I continued to attend new-hire orientations to talk with new RCAs, to answer questions, give them some idea of what to expect, and let them know about the benefits of union membership. Late in the Fall, the day and time of the union presentations was changed from early morning on Tuesdays to afternoons on Saturdays and Mondays. Both options came with their own unique challenges, with Seattle and Tacoma traffic often causing long commute times. While the opportunity to sign up the RCAs as union members is often best at orientations, the cost of sending a representative every week also has to be taken into consideration. On another note, I have seen a growing number of newly hired PTFs attending orientations as well, which requires a little bit of extra conversation due to the differences in pay, benefits, and job requirements for those particular new hires. As for the rural academies, the Association continues to support the academy instructors by keeping them up to date on new information such as dues increases and RAFT changes, as well as keeping them supplied with recruitment supplies. I also asked WARLCA Secretary/Treasurer Lorrie Crow to periodically provide me with contact information on newly appointed nonmember PTFs, so I could actively attempt to recruit them for union membership.

As we rolled into the new year, preparations began in earnest for the 2024 State Convention at the Centennial Hotel in Spokane. We had scrambled to get a contract in place for the hotel before the 2023 State Convention, and some of the details in the contract needed to be renegotiated. Because we were dealing with a corporate person rather than someone at the hotel directly, those changes were worked out over several months of back and forth. One of the first specific convention-related tasks is to put together the pre-election and election committees, to deal with the national convention delegate election process. This starts with nominations, followed by the creation, stuffing, and mailing of the bal-

lots, the remailing of any undeliverable ballots (if possible), the final vote tabulation and announcement to the delegation of those chosen to represent our State, all while adhering to a preset timeline. There are many safeguards in place to ensure a proper and secure voting process. As President, I have also been involved with inviting guest speakers, setting up the other convention committees, creating the convention program, and a whole host of other details. These preparations will continue right up to the opening day of the convention.

In early April, I attended the Western States Conference in Colorado. The conference was held at the Chamonix Hotel in Cripple Creek, an old gold-mining town about an hour's drive up into the mountains from Colorado Springs. The scenery was beautiful, with snow still on the ground in many places, but the altitude did cause some problems for the attendees (nosebleeds and headaches). The town is over 9400 feet above sea level, which we joked is like being $\frac{3}{4}$ of the way up Mount Rainier. Area conferences like the WSC are good opportunities to meet with the NRLCA national officers who attend and to learn about the latest happenings and goings-on. This year's conference was a little thin on seminars (only one was held, on retirement), but a great deal of information was presented on RRECS, the dispute process, and contract negotiations.

I continued throughout the year to promote the current legislation that will benefit the rural craft, whether through calls and emails to the staff members in the various Representative's offices or by visiting the local office in person. At the end of April, WARLCA Vice President Alicia Peterson and I flew to Washington DC for the annual NRLCA legislative training, which involves at least two officers from each of the NRLCA state associations participating. As part of our itinerary, I scheduled visits to the offices of each of our ten Representatives and both Senators. Day 1 of the two-day training involved reviewing how bills are introduced in Congress and the process to get them passed. Also, why they are important to rural carriers and the points we should be making when we visit with

our Legislators urging them to support those bills. Day 2 was devoted to listening to guest speakers who talk about how politics work, lobbying techniques, and statistics on who legislators truly listen to and why. Day 2 concluded with the NRLCA legislative committee selecting several of the attendees, putting them into small groups, and having each group participate in a mock meeting with a "Congressman" with certain characteristics, political beliefs, and voting record. The mock meetings were held in front of the whole group and then critiqued. Days 3 and 4 involved actual visits to the Congressional offices. The four bills we were there to promote were H.R. 82, the Social Security Fairness Act, H.R. 3721, the USPS Shipping Equity Act, H.R. 5995, the Federal Retirement Fairness Act, and H.R. 7629, the Protect Our Letter Carriers Act. Our job on those visits was to thank those legislators who were already cosponsors and to urge those who weren't to support the legislation. Alicia and I were also able to attend a rally in Baltimore put on by the NALC in support of H.R. 7629.

I would be remiss if I did not mention the loss of two of the giants of our Association this past year, Washington and Alaska District Representative Monte Hartshorn and past WARLCA President Cheri

Freeman. Both gave so much of themselves in service to their fellow rural carriers, and both will be truly missed.

In conclusion, I would like to thank the State Board members I have worked with, both the current members as well as those other members who have served with me over the years. As the Board welcomed new members and said goodbye to others, we always strived to make sure that every voice was heard and that opinions could be freely expressed. We learned from each other and helped each other. We often disagreed on the how's and why's of issues as they came up, and not every suggestion was accepted (mine perhaps less often than anyone else), but at the end of the day at Board meetings, we always had dinner together and left the business in the boardroom where it belongs. It is my fervent wish that the 2024-2025 WARLCA Board

will continue to always work for the benefit of the membership, and that the membership will continue to support the Board and each other.

In solidarity and with high hopes for this union, Kurt

Thank You For Your Many Years of Service, Mr. Eckrem



You Will Certainly Be Missed!



Annual Report

By Alicia Peterson, Vice President, Legislative Director, & Assistant District Representative

I began my duties as WARLCA Vice President and Legislative Director with a post-convention half-day board meeting on June 7, 2023. We began planning for the year by setting dates for upcoming events, setting deadlines, and assigning tasks. I was immediately tasked with interviewing Outstanding Member of the Year, Melvin Walker, for an article for the WRC. Melvin welcomed me into his home on July 9th in Kalama and I spent a few hours visiting with him and hearing about his history with the Postal Service and his union participation over the years.

We held our first full Board meeting in Ellensburg July 24th- 27th. Unfortunately, I had to leave as soon as the business was done on the

25th to go home for a medical emergency for my son. I followed up with President Eckrem and he kept me informed on what was covered during the remainder of the meeting.

On July 31st, I assisted Region 1 and 2 Committeepersons Isa and Estee with conducting a County Officers Training in Tacoma. We had a great turnout of county officers. We assisted with completion of the LMs and covered topics such as legislative, Robert's Rules, elections, agendas and ways to increase attendance.

The National Convention was held in Grand Rapids, Michigan August 15th - 18th. I attended the Legislative Seminar, State of the Union, Legal Seminar, Lady Carriers Luncheon, TSP Seminar, and all business sessions.

As soon as we returned from Michigan, the State Board hosted two Zoom Informational Meetings with District Representative Monte Hartshorn. These meetings were held on August 20th and August 24th. The topic was all about the upcoming Mini Mail Survey.

On September 10th, I attended my own Mutual County meeting. As Legislative Director, I spoke about current legislation and the hopes of the “Buy Back” legislation being reintroduced by Representative Kilmer.

On September 14th, I attended Lower Columbia County meeting as Vice President and Legislative Director. I presented Outstanding Member of the Year, Melvin Walker with a plaque and NRLCA wristwatch awarded to him at the National Convention. I was also able to announce that District Representative Monte Hartshorn was recognized for his service on Steward Task Force at the National Convention. I brought PAC Chair, Dawn Ayers with me to the meeting and we tied together a Legislative presentation and PAC presentation.

Our next Board meeting took place in Spokane, October 16th-19th at the 2024 Convention site. Much of the time spent at this meeting was touring the hotel and planning our convention setup. We spent a half day reviewing the State Officers Resource Manual, taking the quiz after completion, and submitting our suggestions.

On January 7th, we had a Board Zoom meeting. This meeting was to touch base on upcoming State Informational meetings and lasted approximately 3 hours.

On January 28th, we held a State Informational Meeting in Tacoma. I gave a legislative presentation and assisted members with writing letters to their congressional representatives during the meeting.

On February 4th, I attended another State Informational Meeting in Spokane. I attended this meeting as the NSS Speaker due to District Representative Monte Hartshorn being unable to attend to care for his mother. I gave another legislative presentation and assisted members with writing letters to their congressional representatives.

Our next Board meeting took place in El-

lensburg, March 18th-21st. This was the hardest and most emotional meeting due to the untimely death of our beloved District Representative Monte. I felt comfort knowing I was in the presence of my fellow board members that were grieving with me. There were many tears shed, but we handled business the best we could, which is what Monte would’ve expected from us.

On March 24th, I attended my own Mutual County annual meeting. I updated the members on current legislative issues.

I attended Western States Conference in Cripple Creek, Colorado, April 3rd-5th. Besides trying to cope with the extremely high elevation, I found the conference to be informative and a good opportunity to connect with members across the Western area and with the National officers.

On April 18th, I attended the Lower Columbia County Annual Meeting in Vancouver. Although I attended as part of the NSS, I provided updates on current legislative issues.

On April 27th-May 2nd, President Eckrem and I attended the Annual Legislative Seminar in Washington, D.C. We listened to guest speakers and National Officers, learned about Robert’s Rules, learned effective ways to speak with legislators, and met with almost all of our House Representatives and Senators or their assistants. This was our first-time meeting with Representative Marilyn Strickland (D-WA-10) and she gave us a warm welcome and seemed to be very supportive of postal legislation. The key issues we presented during our Capitol Hill visits were H.R. 7629 Protect Our Letter Carriers Act; H.R. 82 Social Security Fairness Act; H.R. 5995 Federal Retirement Fairness Act; and H.R. 3721 Shipping Equity act. We must all continue to contact our legislators and ask them to support these important bills. A big highlight to our trip to D.C. was a bus ride to Baltimore, Maryland to the main post office where along with all of our National officers, NALC leaders and members and APWU leaders and members, we rallied in support of H.R. 7629 Protect Our Letter Carriers Act. Adorned in our bright red NRLCA t-shirts, we chanted “Enough is Enough!” as we waved our

signs, even making it on the evening news.

The 2023-2024 WARLCA association year has been a busy one. I have attended all required meetings. I have written articles for each issue of the WRC. I have completed all assigned tasks. However, on May 3rd I had to resign from my position as Vice President as I have been offered and accepted a position as a Full Time Assistant

District Representative. I thank the WARLCA State Board for their dedication to the Rural Carriers of the State of Washington. I thank the members of the Washington Rural Letter Carriers Association for the confidence you placed in me and for the opportunity to serve you over the last year. In solidarity, Alicia.



Annual Report

By Lorrie Crow, Secretary-Treasurer

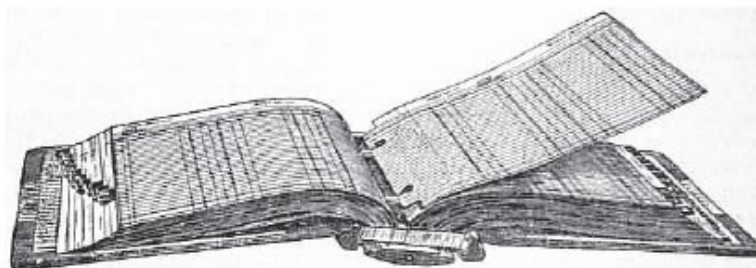
Another year has passed, it seems like only a couple of months since we last joined together for the State Convention. It is such a great opportunity to catch up with our friends and family that we see so seldom, and a chance to make more friends. We have several first timers this year, I am sure we will all make them feel welcome and help them to understand the processes of all we do together as a body.

As mentioned last year I did implement the use of the Quick Books Payroll program, it has proven to be very useful and has saved me time in processing payroll. With all the new programs used there are still a few things to learn and figure out, but with continued use and increased understanding this too will become second hand.

With so many venues no longer taking checks and only taking credit cards it was decided last year that it was time for us to join the fray and get one for both the President and Secretary/Treasurer. I of course have more occasions neces-

sitating the use the card than President Eckrem, mostly for the purchase of stamps and supplies. One of the benefits of using the card is that for the positions that require programs such as Acrobat and GoDaddy we have put the subscriptions on the corporate credit card rather than have the member put it on theirs and then wait for reimbursement. This will also make it easier to track the expenditure.

Thanks to the hard work of the recruiters and instructors I have entered into the database a total of 633 1187s (new member dues withholding forms) this year. We don't attend an orientation if there is less than 3 in attendance, which gives the instructors an opportunity to recruit new members. Then I try to catch those that still haven't signed up. In the last 6 weeks I have done a complete nonmember recruitment which totaled about 1250 1187s and recruitment letters sent out to ARCs, RCAs and Regular nonmembers. I am getting a few back, but not as many as hoped.



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<u>Membership Stats by County - May 23, 2024</u>			
County	Members	Nonmembers	Percentages
Associate Members/Other	8		
North Central 001	65	27	41.54%
Peninsula 003	196	108	55.10%
Lower Columbia 005	220	172	78.18%
Mutual 006	380	98	25.79%
Island, Skagit San Juan 010	128	46	35.93%
King Snohomish 011	413	116	27.88%
East Central 013	203	62	30.54%
North East 014	45	17	37.78%
Whatcom 015	133	46	34.58%
Whitman-Southeast 016	54	19	35.18%
Apple Valley 017	199	99	49.75%
Totals	2044	810	41.11%
Last Years Totals	1917	1232	62.78%

Members by Designation	4-May-22	15-May-24	23-May-24
Regulars	1103	1103	1159
PTFs	75	68	141
RCAs	454	407	395
ARCs	43	41	48
Retirees	315	298	293
Associates	4	2	8
Totals	1,994	1919	2044

Non-Members	4-May-22	15-May-23	23-May-24
Regulars	163	177	178
PTFs	15	20	49
RCAs	180	301	230
ARCs	152	209	247
Totals	510	707	704

We are still on solid footing financially. Although we went over budget on a few items this year, we are working well under budget overall. At this point we safely have over a year's operating expenses in the bank. We were asked by the

National Office to open an account specifically for the use of the Monte Hartshorn Memorial Fund, we were happy to do it, but are still unaware of the legalities and logistics of running it. We used \$1 of the Associations funds to open

this account. It is our understanding that it will be funded by donations from the members. The combined totals from the investment accounts (CDs) to date is \$235,638.75. The largest of the 3 CD accounts matures on 3/16/2025 and currently has a balance of \$131,495.30, the second will mature on 4/7/2025 and had a balance of \$24,793.65, and the third which matures on 6/24/2024 has a balance of \$79,349.80. I anticipate that like the others we will let this last one

WA Rural Letter Carriers' Association
Statement of Activities - Compared to Budget
 July 2023 through May 2024

	Jul '23 - May 24	Budget	% of Budget
Income			
4100000 · Interest / Dividends	6,742.23	2,900.00	232.5%
4200000 · Membership Dues	285,963.80	294,595.00	97.1%
4400000 · Reimbursements	1,088.71	0.00	100.0%
4500000 · Sales	3,975.00	4,000.00	99.4%
4600000 · AuxiliaryDuesStatePortion	3,573.07	1,700.00	210.2%
Total Income	301,342.81	303,195.00	99.4%
Gross Profit	301,342.81	303,195.00	99.4%
Expense			
5000000 · Accounting and Banking Fees	5,966.52	3,500.00	170.5%
5100000 · Awards & Recognition	1,604.49	9,300.00	17.3%
5300000 · Employee Benefits	5,746.69	7,000.00	82.1%
5400000 · Equipment	924.12	5,900.00	15.7%
5600000 · Lodging	9,657.73	15,000.00	64.4%
5700000 · National Convention	50,719.95	55,000.00	92.2%
5800000 · Office Expense	3,867.25	2,850.00	135.7%
5900000 · Payroll Taxes	8,139.65	10,000.00	81.4%
6000000 · Per Capita Dues	3,394.50	3,200.00	106.1%
6100000 · Postage	6,565.12	6,200.00	105.9%
6200000 · Printing	1,979.50	1,500.00	132.0%
6400000 · Rent	942.00	3,000.00	31.4%
6600000 · Salaries and Wages	96,091.68	137,900.00	69.7%
6700000 · State Meetings	18,546.49	26,400.00	70.3%
6701000 · State Paper	14,208.78	12,600.00	112.8%
6900000 · Telephone & Internet	1,904.81	1,400.00	136.1%
7000000 · Travel	16,348.83	11,420.00	143.2%
7100000 · Website Expenses	199.99	550.00	36.4%
7200000 · Western States Conference	6,345.40	20,450.00	31.0%
Total Expense	253,153.50	333,170.00	76.0%
Net Income	48,189.31	-29,975.00	-160.8%

WA Rural Letter Carriers' Association
Statement of Financial Position
As of May 23, 2024

	May 23, 24	May 23, 23	% Change
ASSETS			
Current Assets			
Checking/Savings			
1010000 · Chkg - WA Trust Bank	2,134.09	944.03	126.1%
1015000 · Savings - WA Trust Bank	40,265.11	115,023.26	-65.0%
1020000 · Savings - APCU	313,129.43	258,521.23	21.1%
1030000 · Chkg - APCU	5,004.87	9,409.86	-46.8%
1220000 · CD#76 Emer Fund 4.879% 4/72025	24,793.65	23,606.50	5.0%
1240000 · CD#78 (APCU) 1.587% 6-24-2024	79,349.80	78,251.51	1.4%
1250000 · CD #79 (APCU) 4.6% 3-16-2024	131,495.30	125,683.44	4.6%
Total Checking/Savings	596,172.25	611,439.83	-2.5%
Total Current Assets	596,172.25	611,439.83	-2.5%
TOTAL ASSETS	596,172.25	611,439.83	-2.5%
LIABILITIES & EQUITY			
Liabilities			
Current Liabilities			
Credit Cards			
2000000 · Credit Card	-992.05	48.40	-2,149.7%
Total Credit Cards	-992.05	48.40	-2,149.7%
Other Current Liabilities			
2100000 · Payroll Liabilities	-1,174.65	-0.03	-3,915,400.0%
2500000 · Retirement Plan Payable	-377.56	0.00	-100.0%
Total Other Current Liabilities	-1,552.21	-0.03	-5,173,933.3%
Total Current Liabilities	-2,544.26	48.37	-5,360.0%
Total Liabilities	-2,544.26	48.37	-5,360.0%
Equity			
3900000 · Net Assets	550,527.20	598,939.65	-8.1%
Net Income	48,189.31	12,451.81	287.0%
Total Equity	598,716.51	611,391.46	-2.1%
TOTAL LIABILITIES & EQUITY	596,172.25	611,439.83	-2.5%

NAME	WARLCA TRACKING FORM FOR YEAR 2023 FOR LOST ANNUAL AND SICK LEAVE												Total
	23-Jul	23-Aug	Sept. 23	Oct.23	Nov. 23	Dec. 23	Jan. 24	Feb.24	Mar. 24	April. 24	May-24	Jun-24	
Lorrie Crow Total ADOP	11	12	9	9	8	8	6	9	12	10	14		108
Lorrie LWOP Days Used	9	9	6	8	6	4	3	7	10	10	10		82
Lorrie Lost s/l annual taken	1.25	1.25			1.25			1.25	1.25		1.25		7.5
Kurt Eckrem Total ADOP		7	1	5	1		2	2	6		7		31
Isa Lopez Total ADOP		4	1	4			1			4			14
Isa LWOP Days Used													0
Isa Lost s/l annual taken													0
Alicia Peterson Total ADOP	1	3	1	5			1		4		6		21
Alicia LWOP Days Used		3	1	4					4		4		16
Alicia Lost s/l annual taken													0
Delsey Reed Total ADOP		6		6			1		4	3			20
Delsey LWOP Days Used		5		5					3				13
Brian Poage Total ADOP		3		4			1		4				12
Brian LWOP Days Used		3							3				6
Brian Lost s/l & A taken													0
Estee Janiniar Total ADOP		2	2	4			1		5	1			15
Estee LWOP Days Used				4					2				6
Estee Lost s/l & A taken													0
Lisa Benson total ADOP													
2023 TOTAL ADOP DAYS PAID MONTHLY	13.25	38.25	14.00	37.00	10.25	8.00	13.00	12.25	36.25	18.00	28.25	0.00	228.50



Annual Report

By Isabella Lopez, Region 1 Committeeperson & Webmaster

The year started off well with our first after-convention board meeting followed by the July board meeting and our county officers training. The board put on a County Officers training that allowed the officers to stay closer to home with one being held in Spokane and the other held in Tacoma. During the training the officers had a chance to complete their LM4 if they had not done so and get a refresher on meetings.

In addition to attending all the board meetings I was also able to attend my Region 1 Meetings, Whatcom, Island Skagit and King Snohomish as scheduled. The informational put on by the board was held this last January gave me the opportunity to assist the Legislative Director in finding out what congressional districts the carriers in attendance belonged to. In addition

to the duties of attending board meetings, county unit meetings and the informational I have been working on the 2025 State Convention that will be held in Bellingham WA.

As the State Webmaster and Facebook administrator you may have noticed an increase in Facebook posting and minor additions to the website like the History page and the Auxiliary page which are still a work in progress. Continue to check back periodically for the newest issues of the WRC and visit the Recent News page for the most up-to-date news the WARLCA has to offer.

Respectfully submitted,
Isa Lopez
RCP 1



Annual Report

By Estee Javinari, Region 2 Committeeperson & RCBP Rep

This annual report begins with last year's state convention. While in Region 2 at the Best Western Hotel in Silverdale, that made me your Convention Chair. Which was a stressful, humbling, and yet fulfilling experience.

I was able to attend the first full board meeting in July and held in Ellensburg. Along with setting and going over the budget for the association for the next year. We decided to have two separate county officers' training days. One for Regions 1 & 2 (westside) and one for Regions 3 & 4 (eastside). With the help of the committeepersons, we spent some time preparing training ma-

terial for our county officers. At these county training meeting the counties also had the opportunity to complete their annual reports for the US Department of Labor.

A ZOOM Informational meeting with guest DR Monte Hartshorn re-covering of RREC and keeping our members up to date on issues that occurred during the first year of the mini-mail-survey. While attending the next board meeting in October at the Centennial Hotel in Spokane. With discussion it was decided to hold an In-Person informational meeting. Again, we decided to hold two separate meetings. I attended the

meeting on the west side in Tacoma.

I was able to attend all my regions' county units' meetings, six total. I submitted my required articles for the WRC. I am currently searching for the next location for our 2027 WARLCA Convention. I was able to attend our

last full board meeting in March at Ellensburg. Although our team, was in mourning of the sudden loss of one of our own. We still managed to get through business.

Respectfully submitted,
Estee Javinier



Annual Report

By Delsey Reed, Region 3 Committeeperson

A quick recap of my first year in the Region 3 Committee person position. I met the other board members at our first meeting the day after convention was over, we met to go over and critique the recently ended convention and to plan our next board meeting.

I attended my first board meeting in Ellensburg in July where we also planned a training session and teaching new county officers how to file their LM4s. I then attended the National Convention in August in Grand Rapids, Michigan. After returning I started engaging with the county officers of the counties in my region, East Central, North Central and Northeast. Also at this time, I did a shadow day at the Spokane P&DC to learn how to do the union presentation at the orientations.

Then it was time for our next board meeting at the Centennial hotel where our next State convention would take place. This is where I learned what I would need to plan for and the obligations that fall to my position as the RCP that is hosting the 2024 State convention. As the board we took a tour of the meeting rooms and discussed the contract that was signed with the hotel. We planned what rooms would be used on what days. Also, at this meeting we planned an

informational meeting to take place on each side of the state. We then planned and scheduled our next board meeting in March.

After the first of 2024 I started reaching out to each of the County units in my region about getting their annual meetings scheduled. We had an informational meeting in February. I attended two county meetings in my region in March, then it was time for our board meeting. I attended the Western States Conference in Cripple creek, Colorado. After returning from WSC, I went to the Apple Valley County meeting in place of RCP4. Then the last of my region's county meetings took place in Chelan.

I am grateful for everything I have learned this past year. I am deeply honored that I had several people approach me at our state convention last June and asked me to run for this position. My favorite is going to the orientations and encouraging the newly hired and attending the county meetings. Now I will get back to plans for our State Convention. I can't wait to see everyone!

Thank you for the opportunity,
Delsey Reed
Region 3 Committee Person



Annual Report

By Brian Poage, Region 4 Committeeperson

My second year begins with the last state convention in Silverdale WA. Since this was my first time helping with the setup it was a new experience for me. Working with the hotel staff and other board members makes me realize first hand the amount of work that needs to be done put a actual convention together. My primary focus at the 2023 Convention was the actual technical setup of all the projectors, sound and computers to help make the convention work. The other board members were a great assistance to me and grateful for the help. It was a true learning experience and enjoyed the process.

I attended the July board meeting in the Hampton Inn in July. Helped to setup the first experiment to set up county officers training on both sides of the state. I attended the East side of the state at the Teamsters Hall in Spokane. Hopefully we will do more of these future meetings with more attendance.

I also attended the October board meeting at the Centennial Hotel in Spokane. Where the 2024 State convention is to be held. Did our board business while the primary focus was to make sure the necessary preparation is done for the next state convention.

My counties are Apple Valley and Whitman Southeast. I attended the Apple Valley meeting in October 2023. The biggest turnout for Apple Valley. Monte Hartshorn was there to answer all questions and help make the meeting more involved and lively.

However, I was unable to attend Apple Valley meeting in April 2024 due to unforeseen conditions flying out of Colorado for Western States. Delsey Reed (RCP3) did an excellent job covering my place there. Whitman SE meeting was held recently in Dayton, WA new location this year. We acquired a possible additional delegate to attend the 2024 State Convention this year (2 total) at this meeting.

Made all my deadlines for my articles this year. Been working hard on getting a location for 2026 State Convention.

With the sudden loss of Monte Hartshorn recently, his lack of awesome presence in our board meetings and conference this year was keenly and deeply felt by myself and everyone in our association locally, regionally and nationally. He was missed greatly. It was a busy and trying year for the board this year.

Brian Poage Region Committee 4





Annual Report

By Dawn Ayers, PAC Chair

I started off the year with the lofty goal of "running a marathon" by raising \$26,219.00 in PAC donations. The other challenge I issued was getting 100 members from our state to become members of the Sustaining Donor Society or SDS as it is referred to which would assist in establishing a steady flux of PAC donations for the use of the NRLCA Legislative Director. Currently we have 40 sustaining donors. Each issue of our WRC paper had the flyers and information included for the ongoing contests for this year. The NRLCA PAC team went through some changes including switching the outsourcing company used to process donations and reports. This in turn has created some delays in postings and reports. In past years, PAC chairs would receive monthly updates on our state's donations. These reports always made it easier for me as PAC chair of Washington to keep track of where we were throughout the year in regard to the goals I had set for our state so unfortunately this year was a bit more challenging in that aspect. The last update on our state's total donations is from January 2024 which had us at \$10,403.04. That puts our state at 11th in overall donations and 5th for per capita.

I attended Mutual Counties meetings with the exception of the annual meeting as I had a trip previously booked prior to learning of the date of that meeting. I was also happy to attend two Lower Columbia meetings. I was there for the presentation of the member of the year award to Melvin Walker where was able to speak to Representative Marie Glusenkamp-Perez's aide as well as present PAC information and collect funds and at the annual meeting to provide PAC information and collect funds. Additionally, I attended both informational meetings that were held this year, one in Tacoma and one in Spokane. At those meetings I presented

information to those in attendance on the importance of PAC and assisted with the Legislative presentation as well. At each meeting I have also challenged each county unit to put together a basket for state convention for the silent auction raffle. Most recently, I attended a fundraiser luncheon for Representative Pramila Jayapal. After receiving an email from her campaign asking for a donation, I contacted Paul Swartz, NRLCA Legislative Director, and he approved and donated \$1000.00 to Jayapal's campaign. Attending a congressional fundraising event was a first for me and it was a great experience. I was able to connect personally with her Outreach and Organizing Director and asked her to thank the District 7 Representative for co-sponsoring H.R. 82, the Social Security Fairness Act and ask that she co-sponsors H.R. 5995, the "buy back" legislation, H.R.7629, the Protect Our Postal Carriers Act and H.R.3721, the USPS Shipping Equity Act. I am looking forward to Representative Jayapal's response.

I will have up to date numbers at our State Convention in Spokane, provided our National PAC team has fully integrated with our new outsourcing company. The PAC year runs until July 15, 2024. At last years State Convention, we raised over \$7000.00, which was a record. The goal is to break that record at this years Convention, which would greatly assist in getting us closer to that goal of \$26,219.00 for the 2023-24 PAC year. As always, I would like to thank each and every one of you for donating to our NRLCA PAC. It plays an important role in every rural carrier's careers as in the past it has helped us educate congressional members to fight off retirement cuts and secured 6-day delivery.

Respectfully submitted,

Dawn Ayers WARLCA PAC Chair



Annual Report

By Renee' Pitts, Washington/Alaska District Representative

2023-2024 Annual Report

Renee' Pitts

NRLCA District Representative

The NRLCA association year goes from July 1st to June 30th each year. The 2023-2024 year several things occurred that I personally could have never predicted. Washington District Representative Monte Hartshorn unexpectedly passing away in March and the NRLCA National Board asking me to serve as District Representative.

During this association year I have represented rural carriers in 127 Investigative Interviews, 185 grievances (139 contractual, 24 disciplinary and 22 Class Action). I have logged over 37,821 minutes in phone/zoom calls and travelled 6,419 miles by car. The grievances that I helped adjudicate returned \$616,908 to rural carriers who had been wronged by management action or inaction. The disciplinary grievances that I handled in the Washington District at Step 1 or 2 included 3 removals, 2 Notices of 14-Day Paper Suspensions, 5 Notices of 7-Day Paper Suspensions, 8 Letter of Warnings and 7 Emergency Placements. Management this year has been aggressive in issuing discipline to carriers. There were also 4 Work-Place environment grievances adjudicated.

I have met both personally and via zoom with the Washington and Alaska District Managers. I continue to work closely with the district level managers of Safety, Operation Programs Support, Labor, Human Resources Management, Manager of Education and Development.

I have been privileged to serve as District Representative for the past four months and as an Assistant District Representative for seven years and as WARLCA Assistant State Steward for twelve years. I am constantly reminded that no one person can do it all. I have been blessed with working with so many amazing people who are committed to the betterment of the rural craft.

First and foremost, I want to thank Area Steward Jeff Taylor for agreeing to come back to our NSS team to help us after the untimely passing of Monte Hartshorn. It is greatly appreciated, and we really need/needed his help with the workload.

Secondly, thank you to Washington Assistant District Representatives for jumping in, taking on a greater workload and assisting whenever I asked and needed assistance in a specific area without hesitation. To our Area Stewards thank you for picking up more areas of responsibility without hesitation, all of this has been greatly appreciated.

I also want everyone to welcome Washington's newest Area Steward Ethan Whitney. Ethan currently is assigned to four (4) Spokane offices, and I have no doubt that soon he will gain more areas of responsibility, welcome to the team!

Finally, to all the Local Stewards in Washington district, these people have truly shown that they are the front-line representatives of the NRLCA Steward system. In addition, congratulate our nine new local stewards currently in training, just completed their training and all the other carriers who are either holding steward elections or just sent their election forms. Thank you for stepping up to help your co-

workers deal with the many challenges in your offices. Your diligence and commitment are valued and does not go unnoticed by the Washington Steward team.

I look forward to the day that each office has its own Local Steward.

I also want to thank our national board, and especially our Western/Pacific area Executive Committee-women Jeanette Dwyer for her leadership and mentoring. Your support is very much appreciated.

I have been blessed with a great team. It is only with their support that I have been able to work as the Washington/Alaska District Representative.

I also want to thank California District Representative Patricia Owen and ID/MT/OR District Representative Herschel Howard for their support and assistance in navigating my new responsibilities. Succeeding Monte as Washington District Representative has left me some big shoes to fill. Monte had been a colleague and friend for over twenty years. Monte had demonstrated integrity and determination in his representing the rural craft.

I am hopeful that the Postal Service and the NRLCA will make progress in the implementation of the RRECS route adjustments to provide relief to the over 514 overburden routes in the Washington District.

Currently, 23 offices have been or will be implementing adjustments which have resulted in 43 new regular/auxiliary routes.

Respectfully submitted,

Renee' Pitts

Washington/Alaska District Representative



Annual Report

By Isabella Lopez, Assistant District Representative

2023/2024

Annual Report

Isabella Lopez

Assistant District Representative

At the beginning of the association year, I was an area steward assigned to approximately 7 offices. In January I had the honor of being asked to serve as a part-time Assistant District Representative and was subsequently trained at the National Office where I learned about entering database information and the various programs involved with my new position.

Throughout this association year I have fielded phone calls from various carriers, first assigned to me as an Area Steward, and then as an ADR. I was also afforded the opportunity to visit the district office where we met with the district manager and his team.

In addition to correspondence with carriers I have also attended 4 county unit meetings, 24 pre-

disciplinary meetings with management, and 11 grievances which required meeting at step 1. Although I have not had many grievances that required a step 2 appeal, I have met with the Step 2 designee on a few. I have gotten a total of \$ 122,749.69 in letters of demand waived and gotten carriers \$444.72 in grievance settlements.

I would like to thank Renee Pitts and Alicia Peterson for being so patient with me as I continue to learn my role, and although Monte Hartshorn is no longer with us, I would like to express my gratitude; for his trust in me when he asked me to step up to this position, for holding the steward zoom meetings, for making me feel like part of a team and for always taking my phone calls. I will never forget his mentorship, I promise to do my very best in my role as an Assistant District Representative.

Isabella Lopez

Assistant District Representative



Annual Report

By Alicia Peterson, Assistant District Representative

Annual Report

Alicia Peterson

Assistant District Representative – Washington District

July 1, 2023 – June 30, 2024

This association year the Rural Craft from across the country were devastated to hear of the untimely death of long-standing member, Monte Hartshorn. With that loss came a shift of responsibility. Renee' Pitts has fulfilled the position of District Representative with a strength and skill that all rural carriers should be proud to have her leading our craft forward as we navigate what is in the future for rural carriers in the Washington and Alaska Districts. Other changes happened this year with the addition of new Area Stewards and Assistant District Representatives. One of those changes was I was offered and accepted the position of Full Time Assistant District Representative effective May 4th, 2024. I had no idea the number of hours I would be working in my new position, but I vow to continue to work as hard as I can for the rural carriers in Washington.

During this association year, I have traveled 2,570 miles in my personal vehicle and another 623 miles in a rental vehicle. On a couple of occasions District Representative Renee' Pitts and I have carpooled together to reduce costs which has given us the opportunity to discuss various issues while traveling. I had 8 overnight stays for traveling to various locations for Regional DR/ADR Training, State Informational Meetings and County Meetings.

Prior to becoming a Full Time ADR, I took a total of 74 days of LWOP and an additional 4 days were taken for my official duties on my relief days or while taking annual leave. These days were spent completing various tasks including approximately 1,100 phone calls, hundreds of emails, database scanning and uploads, labeling and filing, labor/management meetings, meeting preparation and investigation, grievant and witness in-

interviews, investigative interviews, providing representation during Step 1 discussions, Step 1 & 2 meetings, grievance appeals, Day of Reflection sessions and Enhancement trainings. I also have participated in approximately 24 evening Zoom meetings with WESPAC Executive Committeewoman Jeanette Dwyer, 7 National Local Steward evening Zoom meetings, 13 evening Zoom meetings with our District NSS Team & Local Stewards, a Zoom meeting with the District Manager & DR/ADR team and 2 USPS Mini Mail Survey Zoom Trainings in August and February. I also participated in two in-person Labor/Management Meetings with the DR and District Manager.

I attended the National Convention in Grand Rapids, Michigan, Western States Conference in Cripple Creek, Colorado, and State Convention in Spokane. I assisted DR Renee' Pitts prior to the State Convention in Spokane with a presentation on the Automated Job Bidding Process. I also attended both State Informational Meetings held in Tacoma and Spokane.

Below is a breakdown of my other steward representation activity:

\$1,533,298.72 in monetary awards \$1,505,220.72 of that amount is for waived Letters of Demand for exceeding 2240 hours during the guarantee period. \$27,675.64 of the total amount of other monetary awards was settled at step 1.

46 Investigative Interviews

55 Individual Contractual Grievances

4 Disciplinary Grievances

6 Class Action Grievances

5 Grievances Settled at Step 2

2 Day of Reflection Meetings

Thank you to Executive Committeewoman Jeanette Dwyer and the National Board for allowing me the opportunity to serve as Assistant District Representative of the Washington District and for the tools and training you provide me. I want to express my sincere appreciation for the guidance and support of District Representative Renee' Pitts. I appreciate the confidence you have placed in me and I am thankful for the knowledge you share. Renee' has been there for me the entire journey of this transition and I have the utmost respect for her. I would also like to thank current Area Steward Jeff Taylor. Jeff has been there when I've needed to vent and I consider him one of my dearest friends. I am excited to continue to work with our newest ADRs Isabell Lopez and Dawn Anderson as well as our newest Area Stewards, Dave and Ethan. We are a team and the goal is to help each other grow with our skills and knowledge. To the 25 Local and Chief Stewards, and the 10 new ones that just completed training this July, THANK YOU!!!! Your hard work and dedication have not gone unnoticed. You have some of the toughest jobs in the steward system and it is more important than ever to make the employer be financially responsible for the cost when they violate the National Agreement.

Respectfully Submitted,

Alicia Peterson

Washington Assistant District Representative



Annual Report

By Jeffrey Taylor, Assistant District Representative

NRLCA P/T ASSISTANT DISTRICT REP AND P/T AREA STEWARD ANNUAL REPORT

JEFF TAYLOR

WA DISTRICT

JULY 1, 2023 – JUNE 30, 2024

I served as a P/T ADR from July 1, 2023 – December 29, 2023, and as a P/T Area Steward from April 24, 2024 – June 30, 2024.

In a nutshell, here is my main activity report for the past year:

LWOP taken: 61

Total grievances: 54

48 contractual

6 disciplinary (2 Emergency Procedures/Placements, 2 Fourteen Day Suspensions, 2 Notice of Removals

50 of the aforementioned grievances were settled at Step 1 and 2 were settled at Step 2

Total monetary payments including LOD waivers: \$151235.38

There are currently 5 contractual grievances being held in abeyance at Step 2, 1 disciplinary grievance open at Step 1 (NOR) and 1 at Step 2 (14 Day)

Step 1 Meetings: 130

Step 2 Meetings: 6

Investigative Interviews: 14

Day of Reflection Meetings: 1

Labor Management Meetings: 19

2023 NRLCA National Convention delegate

2023 WESPAC DR/ADR Seminar

2023 Local Steward Enhancement Training with 10 Local and Area Stewards, missed 2024 LSET due to illness

New Local/Area Steward Certifications: 6

County Meetings Attended: 2

RRECS ZOOM meetings: 4

Miles Driven: 1745 + June POV miles

Respectfully Submitted,

Jeff Taylor



Delegates at the 116th WARLCA Convention held at the Centennial Hotel in Spokane Washington.

The 116th Annual Convention of the WARLCA, June 3-6 2024 Centennial Hotel, Spokane

DAY 1, JUNE 3rd:

The 116th annual WARLCA State Convention was called to order at 8:36 a.m. by Convention Chair and Region 3 Committeeperson, Delsey Reed. Nancy Granish and Christiana Lee presented the colors, Delsey led the delegation in the Pledge of Allegiance, and Sharlene Arras gave the invocation. Delsey then presented President Kurt Eckrem with the gavel. Kurt made a few opening announcements and remarks, including a few corrections to the convention program. After finishing his remarks, Kurt then called several groups forward for recognition, including veterans/active military, retirees, first timers, stewards, past and present state officers, current county officers, delegates-at-large, academy instructors, OJI trainers, and relief carriers. Secretary-Treasurer Lorrie Crow then proceeded with roll call at 9:06 a.m.

Roll Call:

President - Present

Vice President - Present

Region Committeeperson 1 - Present

Region Committeeperson 2 - Present

Region Committeeperson 3 - Present

Region Committeeperson 4 - Present

North Central - 2

Peninsula - 3

Lower Columbia - 7

Mutual - 12

Island-Skagit-San Juan - 3

King-Snohomish - 7

East Central - 8

Northeast - 3

Whatcom - 2

Whitman-Southeast - 2

Apple - 3

Lorrie noted that final totals would be given during the Credentials Committee report, and then proceeded with the distribution of the YEA/NAY cards. Kurt reminded the delegation to keep their YEA/NAY cards with them and explained how the proceedings would work. A motion to accept the standing rules as written was passed.

CONVENTION STANDING RULES:

GENERAL

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

Rule 2. The convention shall proceed using Robert's Rules of Order, Newly Revised (12th Edition).

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

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

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

VOTING

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

Rule 7. Voting on the election of officers shall be by ballot and, in no case, by acclamation, except by unanimous consent.

DEBATE

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

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

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

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

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

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

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

RESOLUTIONS

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

Rule 16. All resolutions objected to shall be brought before the delegates for consideration after all resolutions have been presented. The delegate who objected to the resolution shall be allowed to present their argument or call for clarification at the first reading. The delegate-at-large for the county of origin or a designee shall be allowed to present the first arguments for the resolution.

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

CAMPAIGNING

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

Rule 19. After nominations are closed for each officer position, and prior to voting, each candidate shall receive up to four (4) minutes at the podium to address the delegates.

Rule 20. Five (5) minutes per candidate per officer position will be allowed for questions by the delegates. Each question shall be limited to one minute. Responses by candidates shall be limited to two minutes per question. No delegate may ask a second question while other delegates are waiting in line. No delegate may ask more than two questions per candidate per officer position.

RULES

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

A motion was made to hear resolutions and constitution changes from the floor during new business, which passed. State Political Action Committee Chair Dawn Ayers gave a PAC

presentation. Kurt then went over the various committee assignments and answered related questions. A motion was then made to dispense with the reading of the officers' reports, which also passed.

ELECTION COMMITTEE REPORT:

DELEGATE ORDER	NAME	TOTAL VOTES
1	Renee' Pitts	156
2	Dawn Ayers	129
3	Alicia Peterson	121
4	Isabella Lopez	115
5	Lorrie Crow	109
6	Kurt Eckrem	108
7	Rebecca Wendlandt	101
8	Jeffrey Taylor	97
9	Rebecca Pike	91
10	Charles Alexander	89
11	Levi Hanson	86
12	Kristen Mckee*	82
13	Estee Javiniar*	82
14	Kristine Skewis*	82
15	Kristian Granish	80
16	James Folk*	73
17	Christiana Lee*	73
18	Susan Durgan	72
19	Susie Hill	71
20	Aron Godfrey*	70
21	Brian Poage*	70
22	Delsey Reed	68
23	Angela Thelen	64
24	Bryan Potter	63
25	Jack Stewart Jr	61
26	Philip Bergman	59
27	Ashley Weissenfluh	58
28	Kristina Jones	56
29	David Blackmer	54
30	Lyndee White	52
31	James Arvin	48

The Election Committee was called forward and chair Sharlene Arras gave their report. Several questions were answered, and clarifications made. It was noted that there was an approximate 10% return rate for national delegate ballots. Secretary-Treasurer Lorrie Crow then explained the national delegate election procedures. After a few announcements, the convention went on break at 9:54 a.m.

The convention was called back to order at 10:15 a.m. Roll call was taken with all officers and delegates present. Kurt introduced Trisha Adams, Spokane Postmaster, who addressed the delegation. She spoke about several topics, including hiring retention and management training, and answered a few questions.

Kurt next introduced NRLCA President Don Maston. Don began his presentation covering a range of topics including safety, legislative issues, union leadership, social media, improved relations with other postal unions, S&DCs, collective bargaining, and RRECS. The presentation was to be continued on Tuesday morning. After Kurt made a few quick announcements, the convention broke for lunch at 12:06 p.m.

*In the event of a tie, the position will be determined by random drawing of names then listed in order drawn. All ties were broken by the proper protocol and all results were verified and documented. As state president, Dawn Ayers would be delegate-at-large.

The convention was called back to order at 1:08 p.m. Roll call was taken and all delegates were present. Kurt introduced Wendy Averett representing the Employee Assistance Program (EAP). She played a song then spoke about the stages of grief and loss – a very relevant topic this year. She also noted that she had moved to the Idaho-Montana-Oregon District, so this was to be her last WARLCA convention. She then said goodbye to everyone.

At 1:29 p.m., Kurt introduced Mary Alice Binder representing NARFE (National Active and Retired Federal Employees). She addressed the delegation speaking about NARFE as well as some upcoming changes with the implementation of the PSHB (Postal Service Health Benefits plan). She also answered questions.

At 1:45 p.m., Kurt introduced Michelle Wertz from the National Auxiliary. She also addressed the delegation, speaking about the purpose of the auxiliary and this year's programs and projects. She also strongly encouraged the members to become active and get our state auxiliary going again.

At 2:02 p.m., Kurt introduced Washington District Representative Renee' Pitts. She gave a route adjustment training presentation. She followed with a question-and-answer session.

At 2:49 p.m., Kurt proposed moving the future state convention reports to Tuesday morning to stay on schedule. There was no objection. Locations of committee meetings were announced. PAC Chair Dawn Ayers gave a PAC update and after a few last announcements, the convention adjourned for committee work sessions at 3:02 p.m.

DAY 2, JUNE 4th:

President Kurt Eckrem called the convention back to order at 8:02 a.m. Roll call was taken with all officers and delegates present except those breaking down the room that was used for the memorial service. It was also noted that one King-Snohomish delegate had to return home due to illness. Kurt went over the schedule modifications for the day's proceedings, and Dawn gave a PAC update.



Nancy Granish and Christiana Lee present the Colors to the Delegation.

The Credentials Committee was called forward at 8:10 a.m. to give their report. Chair Kris Skewis introduced the members of her committee and gave the report. There was a minor issue with one delegate's credentials, which was due to an oversight and quickly corrected. The committee moved that the delegate in question be seated, and the motion passed. The committee then made a motion to accept their report and seat all delegates. There were no questions and the motion to accept the report passed. The committee was then dismissed with our thanks.

At 8:22 a.m., the Mileage and Per Diem Committee was called forward to give their preliminary report. Chair Bryan Potter introduced the members of the committee and presented the report. Bryan noted several corrections that would be made for the final report. Several delegates came forward with questions and clarifications for the committee. Bryan asked that everyone get their corrections to the committee as soon as possible.

CREDENTIALS COMMITTEE REPORT:

#	COUNTY NAME	DELEGATE-AT-LARGE	TOTAL MEMBERS	TOTAL POSSIBLE VOTES & DELEGATES	TOTAL DELEGATES SEATED
001	North Central	Benjamin Domshot	65	13	2
003	Peninsula	Janet Mastelino	196	39	3
005	Lower Columbia	Estee Javinier	220	44	7
006	Mutual	Kristian Granish	380	76	12
010	Island-Skagit-San Juan	Valerie Supinski	131	26	3
011	King-Snohomish	Duane Johnson	416	83	7
013	East Central	Delsey Reed	202	40	8
014	Northeast	Laura Martin	44	9	3
015	Whatcom	Philip Bergman	133	27	2
016	Whitman-Southeast	Jim Hemrich	55	11	2
017	Apple Valley	Joyce Patteson	199	40	3
	Total for Counties:		2,041	408	52

At 8:27 a.m., National President Don Maston came forward to continue with his presentation. Topics covered this morning included eOPF being available on LiteBlue again, updated materials for rural academy training, rural delivery statistics, route adjustments, overburdened routes, membership statistics, union financials, and the RCAM. After a few brief announcements, the convention went on break at 9:46 a.m.

The convention was called back to order at 10:07 a.m. Roll call was taken with all officers and delegates present. National President Don Maston returned to the podium to continue with his presentation. Topics covered during this part of the presentation included new delivery vehicles, upcoming national conventions, labor relations statistics, and National Steward System statistics. The presentation ended at 10:54 a.m. and Don then proceeded with a question-and-answer session. Don made a few closing remarks and finished at 11:28 a.m.

Next, Region Committeeperson 1 Isa Lopez gave a presentation on the upcoming 2025 State Convention. It will be held in Bellingham, at the Best Western Hotel, and the room rate is \$139 per night. The convention will be held June 22nd-24th. She then answered a few questions. Region Committeeperson 4 Brian Poage and Region Committeeperson 2 Estee Javinier both spoke briefly about the 2026 and 2027 conventions re-

spectively.

At 11:41 a.m. the Nominating Committee came forward to give their report. Chair Renee' Pitts introduced the members of the committee and gave the report. Nominations at that time were as follows:

President: Dawn Ayers
 Vice President: David Blackmer
 Secretary-Treasurer: Lorrie Crow, Kris Skewis
 Region 2 Committeeperson: Estee Javinier
 Region 4 Committeeperson: Dawn Anderson

The committee moved that the report of the nominating committee be accepted. The motion passed and the committee was dismissed with our thanks. Dawn Ayers announced to the delegation that we finally had a State Auxiliary Board after several years of work. At 11:47 a.m., the convention broke for lunch.

The convention was called back to order at 1:03 p.m. Roll call was taken. A few delegates and Region Committeeperson 3 were dealing with other business but returned a short time later.

At 1:07 p.m., Alicia Peterson gave a legislative update. She reminded the delegation of the importance of contacting their legislators regarding current legislative issues. She also spoke about the legislative seminar she and Kurt attended earlier in the spring. Don Maston an-

swered a question about getting the “Protect our Letter Carriers” shirts locally. At 1:26 p.m., Lower Columbia now had all seven delegates present at this time and Mutual also had all 12 delegates present.

Shortly after, the Finance Committee was called forward to present their preliminary report. Chair Aron Godfrey presented the report. A motion was made for the report not to be read out in full, to which there was no objection. After giving the delegation a few minutes to read their recommendations, the committee moved that money returned to the county units be funded at \$0.75/member, per meeting for up to four yearly meetings. The motion passed. The committee also recommended that itemized website expenses be included in the finance committee folder, and that past finance committee reports be included in the folder. The committee finished their report but was not dismissed at this time.

At 1:35 p.m., the Audit Committee gave their report. Chair Levi Hanson introduced the members of the committee and presented the report. The records were in good order, however, the committee recommended that a new CPA be found to conduct the annual review as the current one is behind more than a year. They also recommended that all board members ensure that 3971s are attached to vouchers. Several questions were asked by the delegates, which were answered by Levi and Secretary-Treasurer Lorrie Crow. The committee moved that the report be accepted, which passed, and the committee be dismissed with our thanks.

At 1:43 PM the Communications Committee came forward. Chair Philip Bergman presented the report. The committee made several commendations and recommendations regarding the newsletter *Washington Rural Carrier* (WRC), email updates, WARLCA website, WARLCA Facebook page, and other possibilities, such as text alerts and Instagram. Several questions were asked, and comments made about the report. After finishing the report, they moved that the report be accepted, which passed, and the committee was dismissed with our thanks. Secretary-Treasurer Lorrie spoke briefly about the im-

portance of contacting them for any address changes etc. Kurt also made a few announcements and clarifications.

At 2:13 PM Alicia Peterson spoke briefly about an article on mentoring new members and reminded the delegation that they need to do everything they can. Jim Hemrich commented that the chair of a committee should be someone who had been on that committee in previous years. Kurt answered that he did that when possible. At 2:16 p.m., Region Committeeperson 3 Delsey Reed gave information on the banquet that night.

At 2:20 p.m., PAC Chair Dawn Ayers presented the PAC Committee report and introduced the members of her committee. She went over a few recommendations and answered a few questions. There was to be a further PAC update before the close of business session.

At 2:26 p.m., the Mileage and Per Diem Committee came forward to give their first final report. There were a few more discrepancies noted by several delegates. There was a fair amount of discussion on how the mileage driven is determined. There was to be one more report after the discrepancies noted were corrected.

At 2:39 p.m., the Constitution Committee came forward to present their report. Kurt explained that constitution changes passed would be effective at the close of the convention. Chair Susan Durgan then made a motion to dispense with the reading of the current language. There was quite a bit of discussion on the numbering of the proposed changes, and some confusion about the intent of the motion. The motion failed and the current language was to be read. There was a printing error with the two resolutions being included with the constitution changes. Corrections were made, and they would be dealt with by the Resolutions Committee. As a result, #1 and #7 were moved to Resolutions and the Constitution Changes started with #2. Between discussion of #2 and #3, there were some issues noted with the printing of the final mileage and per diem report.

CONSTITUTION CHANGES:

PROPOSED CONSTITUTION CHANGE #2: **ADOPTED**

Article VI, Section 3, Paragraph B

Be it Resolved:

The WARLCA shall pay a State Convention allowance of \$400 to each county credentialed delegate who fulfills the responsibilities identified in Article VI Section 2.B or 2.C of the WARCLA 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.

This change was adopted after extensive debate.

PROPOSED CONSTITUTION CHANGE #3: **ADOPTED**

Article V, Section 1, Paragraph A

Be it Resolved:

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.

This change was adopted as amended. The amendment was made to clean up the stricken language and a scrivener's error was also corrected. It is presented here as passed.

PROPOSED CONSTITUTION CHANGE #4: **NOT CONSIDERED**

This change was not considered by vote of the delegates. It was submitted improperly without the county unit secretary's signature.

PROPOSED CONSTITUTION CHANGE #5: **NOT CONSIDERED**

This change was not considered by vote of the delegates. It was a County Unit constitution change and should not have been presented at the state level.

PROPOSED CONSTITUTION CHANGE #6: **FAILED**

Article III, Section 5, Paragraph D

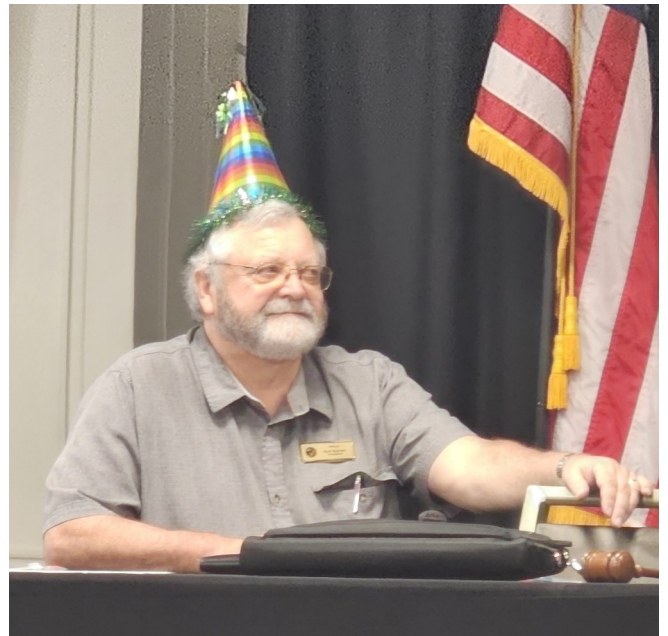
Be it Resolved:

Delete all of Paragraph D. Family Plan

This change failed after extensive debate.

After presenting the changes, the committee was then thanked for their hard work and dismissed. The convention went on break at 3:39 p.m. after a quick PAC update.

The convention was called back to order at 4:02 p.m. Roll call was taken. All officers and delegates were present. The Mileage and Per Diem Committee was called forward at 4:04 p.m. to give their corrected final report. Chair Bryan Potter explained that this was the final report of the committee. A question was raised asking about the total compensation for all delegates, and the committee agreed to give totals for each column. The committee was then dismissed with our thanks.



Kurt Eckrem presides over his last Convention. Happy retirement, Kurt! Looks like you're ready to party right off into the sunset.

2024 MILEAGE AND PER DIEM REPORT

NAME	MILES	MILEAGE	TOLL/FERRY	PER DIEM	TOTAL	TITLE
Anderson, Dawn	306	\$205.02		\$250.00	\$455.02	Delegate
Arras, Sharlene	684	\$458.28		\$250.00	\$708.28	Delegate
Arvin, James	38	\$25.46		\$250.00	\$275.46	Delegate
Aumack, Deborah	724	\$485.08		\$250.00	\$735.08	Delegate
Ayers, Dawn	632	\$423.44		\$250.00	\$673.44	PAC Chair
Barney, Jacqui	57	\$38.06		\$250.00	\$288.06	Delegate
Bergman, Philip	720	\$482.40		\$250.00	\$732.40	Delegate-at-Large
Berg, Jennifer	748	\$501.16		\$250.00	\$751.16	Delegate
Blackmer, David	592	\$396.64		\$250.00	\$646.64	Delegate
Byars, Amber	11	\$7.25		\$250.00	\$257.24	Delegate
Crow, Lorrie	126	\$84.42		\$250.00	\$334.42	Secretary-Treasurer
Domschot, Benjamin	322	\$215.74		\$250.00	\$465.74	Delegate-at-Large
Durgan, Susan	792	\$530.64		\$250.00	\$780.64	Delegate-at-Large
Eckrem, Kurt	600	\$402.00		\$250.00	\$652.00	President
Fazzino, Stella	646	\$432.82		\$250.00	\$682.82	Delegate
Folk, James	652	\$436.84		\$250.00	\$686.84	Delegate
Godfrey, Aron	750	\$502.50		\$250.00	\$752.50	Delegate
Granish, Nancy	510	\$341.70		\$250.00	\$591.70	Delegate
Granish, Kristian	506	\$339.02		\$250.00	\$589.02	Delegate-at-Large
Greer, Todd	40	\$26.53	\$16.35	\$250.00	\$292.88	Delegate
Gurwell, Danielle	662	\$443.43	\$35.00	\$250.00	\$728.54	Delegate
Hamilton, David	770	\$515.90		\$250.00	\$765.90	Delegate
Hanson, Levi						Delegate
Hemrich, Jim	132	\$88.44		\$250.00	\$338.44	Delegate-at-Large
Hill, Susie	592	\$396.64	\$18.08	\$250.00	\$664.72	Delegate
Hull, Emily	628	\$420.76		\$250.00	\$670.76	Delegate
Javiniar, Estee	716	\$479.72		\$250.00	\$729.72	Delegate-at-Large/RCP2
Johnson, Duane	676	\$452.92		\$250.00	\$702.92	Delegate-at-Large
Jones, Kristina	700	\$469.00		\$250.00	\$719.00	Delegate
Latch, Shira	82	\$54.94		\$250.00	\$304.94	Delegate
Lee, Christiana	630	\$422.10		\$250.00	\$672.10	Delegate
Levitt (Benson), Lisa						Delegate
Lopez, Isa	602	\$403.34		\$250.00	\$653.34	Delegate/RCP1
Martin, Laura	150	\$100.50		\$250.00	\$350.50	Delegate-at-Large
McKee, Kristy	614	\$411.38		\$250.00	\$661.38	Delegate
Milliron, Katre	322	\$215.74		\$250.00	\$465.74	Delegate
Muresan, Magda	714	\$478.83		\$250.00	\$728.38	Delegate
Patteson, Joyce	414	\$277.38		\$250.00	\$527.38	Delegate-at-Large
Pearson, Maricel	706	\$473.02		\$250.00	\$723.02	Delegate
Peterson, Alicia	606	\$406.02		\$250.00	\$656.02	Delegate
Poage, Brian	392	\$262.64		\$250.00	\$512.64	Delegate/RCP4
Potter, Bryan	732	\$490.44		\$250.00	\$740.44	Delegate
Reed, Delsey	56	\$37.52		\$250.00	\$287.52	Delegate-at-Large/RCP3
Skewis, Kris	650	\$435.50		\$250.00	\$685.50	Delegate
Stephens, Sara	678	\$454.26	\$35.00	\$250.00	\$739.26	Delegate
Stewart, Jack	23	\$15.14		\$250.00	\$265.14	Delegate
Supinski, Valarie	720	\$482.40		\$250.00	\$732.40	Delegate-at-Large
Thelen, Angela	572	\$383.24		\$250.00	\$633.24	Delegate
Townsend, Sarah	312	\$209.04		\$250.00	\$459.04	Delegate
Walker, Melvin	766	\$513.22		\$250.00	\$763.22	Delegate
White, Lyndee	7	\$4.69		\$250.00	\$763.22	Delegate
TOTAL		\$16,132.80	\$104.43	\$12,250.00	\$28,487.22	

As of the convention, the current IRS mileage rate was \$0.67. Lisa (Benson) Levitt and Levi Hanson both had to leave the convention early and forfeited their delegate pay.

At 4:09 p.m., the Resolutions Committee was called forward to give their report. Chair Kris-

tian Granish introduced the members of the committee and presented the resolutions. Northeast County Unit asked for Resolution #2 to be withdrawn, which was done without objection. Kristian then gave clarification on the binding status of Resolution #1.

RESOLUTIONS:

Submitted by Mutual County

1. Binding. **FAILED after debate and vote.**

Whereas: We have a Washington state member on the National Board and the position is elected yearly.

Be it Resolved: The WARLCA board member, who scheduled the WARLCA group picture at National Convention, will Not schedule the WARLCA group picture for the afternoon/evening of the National Convention Caucus Day.

Intent: The WARLCA member's handling the campaign for a member running for National Board position are working hard and juggling many things during the National Convention preparing for the election and caucus night, to add a group picture on this day and try to incorporate a picture, which could be scheduled for 3 other days, in this day is unreasonable.

Submitted by Northeast County:

2. Non-Binding. **WITHDRAWN by originating county unit without objection.**

Whereas: there is no difference taken into account for road surface only distance

Be it Resolved: that a different time standard should be adopted for gravel, dirt and paved roads.

Kristian made a few short remarks, and without objection, the committee was then dismissed with our thanks. Dawn came up for PAC drawings and a final update of the day. A few final announcements were made, and the convention adjourned for the evening at 4:39 p.m.

DAY 3, JUNE 5th:

The convention was called back to order at 8:02 a.m. Roll call was taken, all officers and delegates were present, however it was noted that another delegate, this time from East Central, had to return home early. A couple of announcements were made and at 8:07 a.m., the Finance Committee came forward to present their final report. There were no changes to the preliminary

report and the committee moved that the report be accepted and to be dismissed with our thanks. There were no questions from the floor and the committee was dismissed. Dawn gave a PAC update.

At 8:11 a.m., Kurt presented the Member of the Year award. He went over the criteria and purpose of the award. The winner of the WARLCA Member of the Year for 2024 was Dawn Ayers. Dawn then came to the podium to accept the award and thank everyone, giving a short acceptance speech.

At 8:17 a.m., we started new business. First up were resolutions and constitution changes from the floor, of which there was one.

CONSTITUTION CHANGES FROM THE FLOOR:

PROPOSED CONSTITUTION CHANGE #1: **FAILED**

Article IV, Section I

Be it Resolved: G. The County Unit Secretary-Treasurer shall submit all permanent records 5 years or older to the state Secretary-Treasurer for safe keeping

This change failed after extensive debate.

At 8:41 a.m., the convention went on an extended break to allow delegates to check out of the hotel before elections began. The convention was called back to order at 9:16 a.m. A few announcements were made and roll call was taken. All officers and delegates were present. The PAC raffle drawings and live auction were done next and after those concluded, we proceeded with state officer elections.

The Tellers Committee was called forward and chair James Arvin introduced the members of his committee. It took a few minutes to get the details worked out on the voting location. Once that was taken care of, Kurt explained the procedures for nominations from the floor, candidate forum, voting rules, and voting procedures.

Dawn Ayers was nominated for the position of WARLCA President. There were no other nominations and Dawn Ayers was elected by unanimous consent. She addressed the delegation and gave a short acceptance speech, thanking everyone for their support.

David Blackmer was nominated for the position of WARLCA Vice President. Philip Bergman was nominated from the floor; however, he declined the nomination. There were no other nominations from the floor and David Blackmer was elected by unanimous consent. He addressed the delegation and gave a short acceptance speech.

He thanked everyone for their support, especially Monte Hartshorn.

Kris Skewis and Lorrie Crow were nominated for the position of WARLCA Secretary-Treasurer. There were no other nominations from the floor. Kurt gave a quick clarification on the candidate forum. Jim Hemrich moved to amend the convention standing rules regarding elections, but that was ruled out of order. The candidate forum then began, with Kris speaking first and Lorrie speaking second. The floor was then opened for candidate questions. The Q&A continued for the full 10 minutes. Kurt answered several questions regarding voting procedures. The election began and while the votes were being counted, Kurt recognized all past recipients of the Member of the Year award.

The results were 52 ballots prepared and 50 ballots cast. The results were Kris Skewis 23 and Lorrie Crow 27. Lorrie Crow was elected WARLCA Secretary-Treasurer. Both candidates gave short remarks. Jim Hemrich made a brief comment about the election.

Estee Javinier was nominated for the position of WARLCA Region Committeeperson 2. There were no other nominations from the floor and Estee Javinier was elected by unanimous consent. She made a short thank you remark to the delegation.



The 2024-2025 Board of the WARLCA, from left to right: Region 2 Committeeperson Estee Javinier, Region 1 Committeeperson Isa Lopez, Vice President Dave Blackmer, President Dawn Ayers, Secretary-Treasurer Lorrie Crow, Region 3 Committeeperson Delsey Reed, and Region 4 Committeeperson Dawn Anderson.

Dawn Anderson was nominated for the position of WARLCA Region Committeeperson 4. There were no other nominations from the floor and Dawn Anderson was elected by unanimous consent. She also gave a short thank you remark to the delegation.

PAC Chair Dawn Ayers came forward at 10:58 a.m. to do the final raffle drawings. Kristian Granish asked a question regarding delegate pay for the two delegates that had to leave early. Clarification was given that both of those delegates forfeited their pay according to the rules. Dawn also passed out all of the silent auction items to the winners.

Lorrie Crow moved that the two delegates that left early to be paid their mileage and 1/3 per diem for each day attended, rounded up to the nearest dollar. Lisa Levitt would be paid one day per diem plus mileage and Levi Hanson two days per diem plus mileage. Some clarification was given by Don Maston stating that it would only take a majority vote. The motion failed after extensive debate and neither delegate received any delegate pay. Don also made a further clarification about the 2/3 versus majority vote.

At 11:19 AM, Alicia Peterson gave a quick legislative update. There was no other new business. Kurt dismissed all remaining standing



Monte's absence was felt most heartily by all. His customary seat in the back of the room was reserved for him.

committees with our thanks. The delegates-at-large collected all YEA/NAY cards, turned them in to the secretary-treasurer, and distributed the delegate checks. It was announced that PAC reached its goal of \$8,000 raised at the convention.

At 11:23 a.m., Don Maston installed the 2024-25 WARLCA State Officers. There were a few final announcements, including a final PAC report. The LLV organization gift basket was chosen as the best county unit basket. The colors were retired and the 116th WARLCA State Convention was adjourned at 11:36 a.m.

Caught on Cam @ Convention...



Roaring '20s themed banquet night.



Relief Carriers! Shira Latch, Benjamin Domschot, Emily Hull



Above: County Units' Delegates-at-Large

Right: A heartfelt thank you to our veterans and active military, Christiana Lee, Nancy Granish, Mel Walker, and Bryan Potter.



Trainers; Our Unsung Heroes, Those Who Go The Extra Mile To Teach



Caught on Cam @ Convention...



All sorts of donated goods to help raise money for NRLCA-PAC! These items were part of the daily silent auction.

Current and past officers of the WARLCA, L to R:
Brian Poage, Joyce Patteson, Jim Hemrich, Delsey
Reed, Susie Hill, Renee Pitts, Stella Fazzino, Levi
Hanson, Isa Lopez, Kurt Eckrem, Lisa (Benson)
Levitt, Lorrie Crow, Estee Javinari, Alicia
Peterson, and Dawn Ayers.



WELCOME, FIRST TIMERS!! We love to see such a large group and hope you'll come back next year in beautiful Bellingham!

Caught on Cam @ Convention...



Thank you, retirees, for continuing to support our organization into your glory years! L to R: Susie Hill, Joyce Patteson, Kurt Eckrem, Jim Hemrich, Nancy Granish, and Mel Walker.

Delegates mingle and munch on goodies at Saturday night's meet-n-greet and PAC dessert auction.



County Officers



*Top left: **Presidents:** Philip Bergman, Whatcom County; Jacqui Barney, East Central Counties; James Folk, Mutual Counties; Susan Durgan, Peninsula Counties; Lisa (Benson) Levitt, King-Snohomish Counties; Bryan Potter, Island-Skagit-San Juan Counties; Katre Milliron, North Central Counties; Aron Godfrey, Lower Columbia Counties; Christiana Lee, Mutual Counties.*

*Top right: **Vice Presidents:** James Arvin, East Central Counties; Kristy Jones, Island-Skagit-San Juan Counties; Benjamin Domschot, North Central Counties; Duane Johnson, King-Snohomish Counties; Mutual Counties*

*Left: **Secretary-Treasurers:** Lyndee White, East Central Counties; Isa Lopez, King-Snohomish Counties; Jim Hemrich, Whitman-Southeast Counties; Laura Martin, North East Counties; Estee Javinari, Lower Columbia Counties; David Hamilton, Whatcom County; Kris Skewis; Mutual Counties*

WARLCA COUNTY OFFICERS 2024-2025 Year

001 NORTH CENTRAL Region 3

PRESIDENT: Katre Milliron
VICE PRESIDENT: Benjamin Domschot
SECRETARY-TREASURER: Carole Hansen

003 PENINSULA Region 2

PRESIDENT: Susan Durgan
VICE PRESIDENT: Al Cortez Jr
SECRETARY-TREASURER: Vacant

005 LOWER COLUMBIA Region 2

PRESIDENT: Aron Godfrey
VICE PRESIDENT: Ashley Weissenfluh
SECRETARY-TREASURER: Estee Javinari

006 MUTUAL Region 2

PRESIDENT: James Folk
VICE PRESIDENT: Christiana Lee
SECRETARY-TREASURER: Kris Skewis

010 ISLAND-SKAGIT-SAN JUAN Region 1

PRESIDENT: Bryan J Potter
VICE PRESIDENT: Kristina (Kristy) Jones
SECRETARY-TREASURER: Dionne Taylor

011 KING-SNOHOMISH Region 1

PRESIDENT: Lisa (Benson) Levitt
VICE PRESIDENT: Duane Johnson
SECRETARY-TREASURER: Isabella Lopez

013 EAST CENTRAL Region 3

PRESIDENT: Rosetta (Jacqui) Barney
VICE PRESIDENT: James Arvin
SECRETARY-TREASURER: Lyndee White

014 NORTH EAST Region 3

PRESIDENT: Mandy Comstock
VICE PRESIDENT: Cassandra Moran
SECRETARY-TREASURER: Laura Martin

015 WHATCOM Region 1

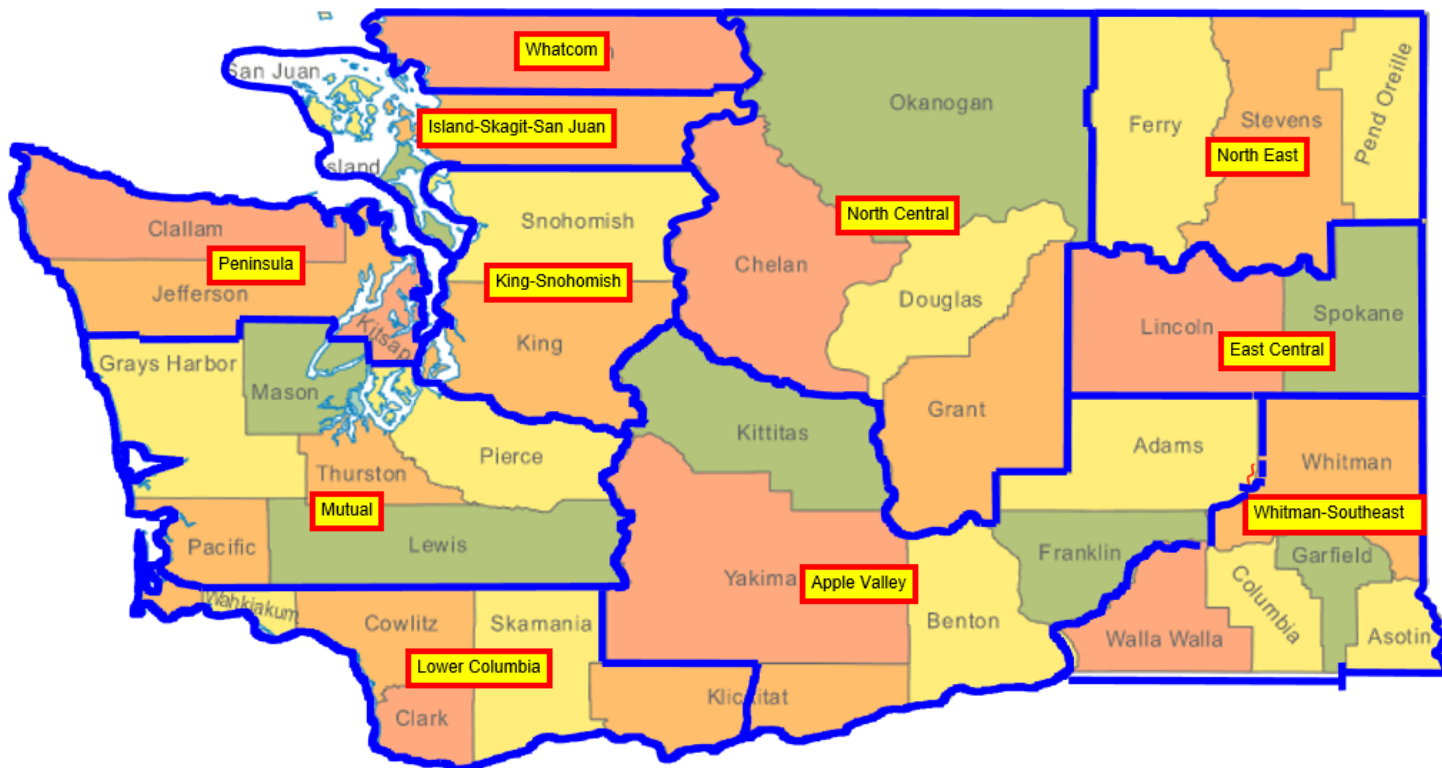
PRESIDENT: Philip Bergman
VICE PRESIDENT: Dina Bliznyuk
SECRETARY-TREASURER: David Hamilton

017 APPLE VALLEY Region 4

PRESIDENT: Curtis Carstens
VICE PRESIDENT: Teresa Lockbeam
SECRETARY-TREASURER: Katie Peterson

016 WHITMAN-SOUTHEAST Region 4

PRESIDENT: Billie Jo Shinall
VICE PRESIDENT: Shelly Bujnicki
SECRETARY-TREASURER: Jim Hemrich



Meet Your New **EAP** Consultant

May 2024 / Washington District



Kris Zarrello, LMHC, SUDP, NCC - EAP Consultant

Kris Zarrello is a Licensed Mental Health Counselor and a certified Substance Use Disorder Professional in Washington. She has over ten years of experience in the mental health field. Her approach is trauma-informed, client-centered, compassionate, nonjudgmental, and authentic. She collaboratively focuses on each person's unique goals and needs while offering resources and support.

Kris has worked in various settings including partial hospitalization, intensive outpatient, and private practice using a variety of modalities. She has extensive experience working with adults in individual and group settings who are struggling with substance use, anxiety, relationship issues, loneliness, trauma, and stress-related issues. Kris welcomes everyone searching for help and support, and she is available both in person and virtually.

Kris can be contacted directly at 253-859-4387 or KZarrello@ndbh.com.



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WASHINGTON RURAL LETTER
CARRIERS' ASSOCIATION



CONSTITUTION

July 1, 2024, to June 30, 2025 (24/25 Year)

Updated at the June 3-4-5, 2024.

State Convention
Spokane WA

ARTICLE I

Name

This association shall be known as the Washington Rural Letter Carriers' Association (here-in referred to as 'the WARLCA'). The Washington Rural Letter Carriers' Association (WARLCA), by its Secretary-Treasurer, maintains custody and control of the State Association name as well as any State Association logo or symbol. Unauthorized use of the State Association name, logo, or symbol shall be addressed by the filing of an internal union charge or legal action or both.

ARTICLE II

Purpose

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

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

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

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

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

ARTICLE III

Members

Section 1. Member in Good Standing.

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

Section 2. Classifications

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

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

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

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

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

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

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

Section 3. Restrictions.

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

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

Section 4. Affiliation.

Members in good standing shall have the option of being a member of the County Unit and Region in which he/she resides or in the County Unit and Region representing the office from which the route emanates. The member must provide in writing prior to the start of the fiscal year to the State Secretary that member's desire to be in a different county unit. A Retired Carrier shall have the op-

tion 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.

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 carriers evaluated schedule in effect. The State per capita dues for regular carriers, part time flexible carriers, and associate members shall be reduced by a flat amount of \$53.00 for the 2022-2023 year. 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 for the 2022-2023 year, including the reduction, 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 temp 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 con-

venient depository; such deposits to be made in the name of the "Washington Rural Letter Carriers' Association" and any interest thereon shall be credited to the funds of the WARLCA.

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

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

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

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

11. Upon receipt of the nominations for the position of Delegate to the National Convention, he/she will have prepared a ballot listing the nominees for the position of Delegate to the National Convention, and the ballot shall be mailed to all members at least twenty-five (25) days prior to the opening of the State Convention. He/She will fulfill all duties concerning delegates to National Convention in accordance with Article VII (National Convention Delegates) of the Constitution of the WARLCA.

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

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

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

D. Executive Committee

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

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

3. It shall be the duty of the Executive Committee members to search out future Convention sites in their Region and to work with the board on establishing a Convention site contract for said Convention. They are also to enlist Convention committee members to help assist them in holding the Convention in the appropriate Convention year for their Region.

E. Editor

1. The Editor shall publish issues of the *Washington Rural Carrier* as instructed by the State Board. Also, the State Board shall have the authority to identify which articles and notices will be published in each issue, and to determine and change issue dates as current events may require.

2. The Editor shall mail each issue of the *Washington Rural Carrier* to all members of the WARLCA and will be reimbursed for all expenses incurred in publication and mailing.

F. At each State Convention, a report in writing must be rendered by each State Officer and the report then placed on file by the State Secretary.

G. Each State Officer and Appointed Officer will submit a proposed budget for the operating expenses of their office for the coming fiscal year to the Board for approval.

Section 3. Election.

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

B. To be elected an officer of the WARLCA, one must be a dues paying member of the craft and is ineligible for election if dues are in arrears.

C. The nomination of officers shall be made by a Nominating Committee of three (3): one (1) of whom shall be selected by the President, one (1) by the Vice President, and these two (2) so chosen shall select the third member. This Committee shall report their list of nominations when called upon. However, before closing the ballot on the nominations submitted by the Committee, the President shall state, "Are there any other nominations?" If so, then the names of the additional nominees shall be added to the list.

D. The election of officers shall be by majority vote, and write-in votes shall not be considered valid. Election shall be by ballot when there is more than one nominee for the same office. When there are more than two nominees for the same office, the one receiving the least number of votes on the third ballot and on each succeeding ballot shall be dropped, until election is accomplished. When there is only one nominee for an office and nominations have been closed, the President or Secretary-Treasurer shall declare that the nominee is elected.

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 *Washington Rural Carrier*, 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 \$40 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 \$400 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
Recite the Pledge of Allegiance
4. Roll Call of Officers
5. Vote on Convention Standing Rules
6. Vote on Hearing Proposed Resolutions and Constitution Changes from the Floor under New Business
7. Name Members of Committees
8. Report of Credentials Committee
9. 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 exceed the set total dollar cap, each delegates' reimbursement will be reduced by an equal percentage to comply with the cap. Further, all State-paid delegates to the National Convention must attend all business sessions, Western State caucus, and at least one seminar. If a State-paid delegate does not meet his/her delegate's responsibilities, except for NRLCA National Steward System business, their compensation shall be reduced by 10% for each missed function after 30 minutes. The compensable functions of the National Convention shall be one each daily morning and afternoon session, and one seminar, and the Western States Caucus, excepting that attendance to the WSC function shall not be required if participating in the election campaign of a WARLCA member for National Office with notification to the Delegate-at-Large by the candidate.

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

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

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

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

ARTICLE VIII State Board

Section 1. Members.

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

Section 2. Duties.

The WARLCA will operate on a budget each year.

Section 3. Meetings.

This Board shall meet upon the call of the President or by a majority vote of the Board to the Secretary when matters of importance arise that need immediate attention during the interim between meetings of the WARLCA.

Section 4: Record of Votes.

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

ARTICLE IX Committees

Section 1. Appointment.

A. Previous to the first day of each State Convention, the President shall appoint from the list of regularly elected delegates, then in the hands of the Secretary-Treasurer, the following committees: Credentials, Tellers, Constitution, Resolutions, Finances, Auditing, Mileage and Per Diem, **Communications**, PAC, 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 re-

ports 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 back-up 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 Communications Committee shall be: To review the expenses and publications of the following and make suggestions for future publications and communications.

1. *Washington Rural Carrier*
2. WARLCA.com website
3. Email Updates from the WARLCA.com website
4. WARLCA social media

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 Convention 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. Another duty shall be photography of different portions of the proceeding.

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 stop-watches during proposed resolutions and constitution changes.

O. The Duties of the PAC Committee are to help out at the PAC table during State Convention and to review past donations and remits to NRLCA. After talking to the PAC Chair, the committee can make suggestions as part of their report.

P. 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.



Thank you, Stewards! L to R: Renee' Pitts, Kristy McKee, James Arvin, Lisa (Benson) Levitt, Susan Durgan, Isa Lopez, Laura Martin, Christiana Lee, Kristy Jones, Dawn Ayers, Bryan Potter, Katre Milliron, Dave Blackmer, Dawn Anderson, Alicia Peterson

Board Meeting Minutes

Preconvention Board Meeting Minutes

Saturday June 1, 2024

Centennial Hotel Spokane, WA

The meeting was called to order at 2:07 p.m. (Lorrie Crow was tardy) Kurt Eckrem, Lorrie Crow, Isa Lopez, Estee Javiniar, and Delsey Reed were all in attendance.

The minutes from the March 18-21 meeting were reviewed and approved.

No changes were made to the Board Policy or Ground Rules.

No officer reports were made.

The arrangements were made to have the member of the year plaque engraved at Wild Rose Graphics. The vote was tabled until Sunday when Alica Peterson would arrive with the nominations.

The board reviewed the Convention Program and will be doing a final walkthrough of the site. Don Maston, Wendy Averett, and the Spokane Postmaster will be our guest speakers, Both NARFE and the Auxiliary will also have reps attending to speak with the delegation.

Kurt prepared the first timers packets on his

own.

Kurt has signed the dessert waiver for the PAC dessert auction and has reviewed the BOSs for our food choices. We have tabletop flags for each county unit to be passed out.

Estee has made a beautiful slideshow for the memorial and made sure to include both Monte Hartshorn and Cheri Freeman in it.

The Ditty Bags were stuffed while the rest of the board were waiting for Lorrie to arrive.

Delsey has made table toppers and has a photo booth for the banquet, she has also purchased hats and headbands for the attendees.

Kurt will make an announcement regarding the Monte Hartshorn Memorial fund and explain that we don't have the particulars on it yet, but we will keep those interested in donating updated.

Set up for the main room will be done Saturday night and Sunday morning. Lorrie is returning home Saturday night to do payroll and work on closing the May books.

Meeting adjourned at 5:13 p.m.

Post-Convention Board Meeting

June 6, 2024

Centennial Hotel, Spokane WA

Meeting was called to order at 8:01 a.m. with the newly elected President Dawn Ayers, Vice President Dave Blackmer, and RCP 4 Dawn Marie Anderson; Sec-Treas Lorrie Crow, RCP 1 Isa Lopez, RCP2 Estee Javiniar, and RCP3 Delsey Reed in attendance. Introductions were made all around.

Everyone felt that overall, the convention was a success and there was a lot of positive feedback. Everyone loved the banquet; PAC was very successful and raised \$8,247.

Dawn Ayers is excited about being part of the association in a bigger role, her number one goal is getting more involved and active.

For the Auxiliary we now have Kristina Carstens out of Yakima as the President and Valerie Hamilton as the Secretary-Treasurer there is no

Vice President at this time, they will be working on getting the Junior program up and running.

The final bill for the Centennial has been paid and we will be working with Lindsey Gay at the Centennial Hotel to ensure that those that were over charged get credited back the amounts due them.

While checking to make sure we have the pictures on the thumb drive, Isa downloaded them onto the editor's computer, and Lorrie will take possession of the thumb drive.

The dongle for the clicker was lost we will have to purchase a new clicker before the next convention. The question of purchasing a camera for the association was brought up. Is it fair to ask a member of the pictures committee to use their own device for taking pictures? We need surge protectors with longer cords, the ones we have are limiting.

Dawn Ayers as the new president has been

authorized to have her name added to all bank accounts, APCU checking and savings, and Washington Trust checking and savings, and to have a credit card issued to her. Lorrie Crow will be depositing \$100,000.00 into the WTB savings account from the APCU checking account.

Isa had purchased gift cards for the first timers and will be vouchering for them. Isa handed off seven \$5 cards and one that is unknown, they are currently stored in the credentials file box until Lorrie creates a first timers' folder, like the regular committee folders.

All necessary tax forms and regular agreement forms were filled out by all board members.

Isa Lopez has the editor's computer, which she will be handing over to Lisa (Benson) Levitt, she also has one of the Epson projectors. Estee Javiniair has an HP Laptop, the old black projector, and the newer gray Brother printer. Kurt Eckrem has the old black Brother printer. Dawn Ayers now has the president's computer, will have to purchase a new power cord, she also has the state flag and the new flag poles. One of the screens will go to the west side of the state, the other two will go into storage including Ameri-

can flag, old flag poles, collapsible flag stands, and podium banner.

The storage unit will be paid one year in advance on Monday June 10th.

Estee will reach out to Susan Durgan about the County Sec.-Treas. position. Dawn will draft an email asking the county officers if they would prefer to do county officers training via Zoom or in person. It is possible that it will be necessary to have an in person on the east side of the state. The schedule will be sometime between the end of July and the middle of August.

We will let the maturing CD roll over for another year.

Appointed positions will be as follows:

Editor – most likely Lisa (Benson) Levitt. Dawn will contact her to ensure that she is still interested.

HBPB – Estee Javiniair

Historian – Kurt Eckrem

Legislative Director – Dave Blackmer

PAC – Stella Fazzino

Webmaster/Facebook – Isa Lopez

Meeting adjourned and we loaded up.



NRLCA President Don Maston swears in your 2024-2025 WARLCA State Board.

Revised 2/2023
NRLCA Form 1187**UNITED STATES POSTAL SERVICE
AUTHORIZATION FOR DEDUCTION OF DUES****RURAL CARRIER
CLASSIFICATION**☐

Regular

☐

PTF

☐

Relief

☐

ARC

(USPS EMPLOYEE I.D. NUMBER)

LASTNAME

FIRSTNAME

MI

MAILINGADDRESS — INCLUDING APT# IF APPLICABLE

CITY

STATE

ZIP CODE +4

EMAIL ADDRESS

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 \$ _____ per pay period.

\$31.88 for Regulars and PTF \$11.38 for Relief and ARC

LOC #	STATE
	WA
DATE	REMIT #

Lorrie Crow **WARLCA**, 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:

LORRIE S. CROW
WARLCA STATE SECRETARY-TREASURER
1208A SLIDE CREEK RD
COLVILLE, WA 99114

Recruiter EIN:

Name:

Address:

WARLCA Membership Statistics



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

Cheri Freeman

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

Member Totals by Class		Non-Member Totals by Class	
Regular	1,130	70-5 — ARC	208
PTF	148	71 — Regular	181
Retired	259	74 — RCA VAC RT	3
Associate	7	76 — PTF	57
RCA	372	78 — RCA	204
Retired Associate	1	79 — RCA AUX RT	9
Recently Retired	13	Total	662
ARC	52		
OWCP/LWOP	38		
Cash-Paid	22		
Total	2,042		

Membership Longevity Awards

Last Name	First Name	MI	Award Type	Awarded
BROWN	DELMOND	O	60	1/25/2018
JOHNSON	DAVID		60	2/6/2018
KERN	KARL	F	70	3/7/2018
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

Congratulations Retirees!

Linda L Holtcamp, Burlingon
Luong Banh, Lake Stevens
Rachel S Matheson, Maple Falls
Susan C Caldwell, Buckley
Julie A Johnson, Moses Lake
Kim A McDevitt, Olympia
Lisa L Cass, Sumner
Troy L Anderson, Chewelah
Diane R McCuin, Spanaway
Mary A Schaffer, Port Orchard
Robert D Wagter, Everson

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 the State Secretary-Treasurer for the official form. You will receive recognition from NRLCA and an article and picture in a future issue of the *Washington Rural Carrier*.

Please Welcome Our New Members!

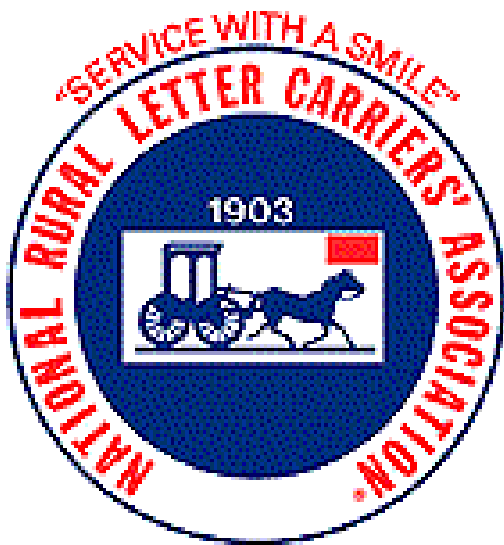
7 - RCA	ABERDEEN	WILBURN	RHONDA	7 - RCA	LYNDEN	DYKMAN	COURTNEY
7 - RCA	ARLINGTON	PASMORE	NICHOLAS	7 - RCA	LYNDEN	JIMENEZ	MARITZA
2 - PTF	ARLINGTON	WARD	JAMIE	7 - RCA	MARYSVILLE	CARROLL	DILLON
2 - PTF	AUBURN	SALAS	ANDRE	7 - RCA	MEAD	CLARK	KIRSTEN
7 - RCA	AUBURN	BENOIT	CATHERINE	7 - RCA	MONROE	WHITE	TAYLOR
7 - RCA	AUBURN	NGUYEN	TRUNG	2 - PTF	MONTESANO	NYMAN	WALTER
7 - RCA	AUBURN	STICKLER	QUENTIN	7 - RCA	MOSES LAKE	TYREE	KATELYN
7 - RCA	AUBURN	CHALIK	MELODY	2 - PTF	MOSES LAKE	KANOFF	CHRIS
7 - RCA	BATTLE GROUND	HAMMOND	KOREEN	7 - RCA	MOUNT VERNON	NEISINGER	AARON
7 - RCA	BATTLE GROUND	EDWARDS	RYAN	7 - RCA	MOUNT VERNON	LOBOA SR	JIMMY
7 - RCA	BATTLE GROUND	KELLY	MAKENNA	7 - RCA	OAK HARBOR	ACHODOR	SAMUEL
7 - RCA	BATTLE GROUND	MAXWELL	APRIL	7 - RCA	OAK HARBOR	WOOTAN	COLLIN
C - ARC	BATTLE GROUND	KRASKO CURRY	BRENDA	7 - RCA	OAK HARBOR	OBRIEN	THOMAS
1 - Regular	BATTLE GROUND	VERIATO	JARED	2 - PTF	OAK HARBOR	ANDERSON	STEPHANIE
7 - RCA	BELLINGHAM	SINGH	FARPREET	7 - RCA	OAK HARBOR	MURRAY	JASON
C - ARC	BENTON CITY	ANDERSON	EVA	7 - RCA	OAKVILLE	EVANS	MARIE
7 - RCA	BREMERTON	WILLIAMS	PAULA	7 - RCA	OLYMPIA	BROECKEL	FREDERICK
7 - RCA	BRUSH PRAIRIE	SHAPOVALOVA	GLORIA	7 - RCA	OLYMPIA	BAKER II	J O
1 - Regular	BURLINGTON	SANFORD	MARYELLEN	7 - RCA	OLYMPIA	SHORT	JOSHUA
7 - RCA	CAMAS	MCELREA	NICHOLAS	7 - RCA	OLYMPIA	CLEWIS	DAMIEON
7 - RCA	CAMAS	GRANT	CHRISTIAN	7 - RCA	OMAK	DELL	REBEKAH
7 - RCA	CATHLAMET	MENARD	MERCEDES	7 - RCA	ORTING	BRADSHAW	JOSEPH
7 - RCA	CHEWELAH	AYERS	JEREMY	7 - RCA	PASCO	DANIEL	ZAMBRANO
7 - RCA	COLBERT	WILLIAMS	RICK	7 - RCA	PASCO	ZUNIGA	ALFREDO
2 - PTF	CONCRETE	LEE	RALPH	7 - RCA	PASCO	HAGAN	BRITTNEY
7 - RCA	DUPONT	HOUSEMAN	JAYME DEAN	7 - RCA	PASCO	ALCARAZ	REBECCA
7 - RCA	DUVALL	MORRIS	RONALD	7 - RCA	POMEROY	CARROLL	JOHN
7 - RCA	EASTSOUND	HAUGEN	SEAN	7 - RCA	PORT ANGELES	CAMERON	JEANNE
7 - RCA	ELMA	HITE	TONJA	7 - RCA	POULSBO	ORDONEZ	NEMESIO
7 - RCA	EVERETT	HOFFMAN	SANDRA	7 - RCA	POULSBO	WINCHESTER	ELIZABETH
7 - RCA	EVERETT	BRAY	DANIEL	7 - RCA	POULSBO	ATWOOD	ANDREW
7 - RCA	EVERETT	JOSEPH	CHARLES	7 - RCA	POULSBO	LADYMAN	TIA
7 - RCA	FALL CITY	MESTER	MICHAEL	7 - RCA	PROSSER	BELLONI	ANJANETTE
7 - RCA	FALL CITY	HARKNESS I	KIT	C - ARC	PUYALLUP	EVANS	TYLER
7 - RCA	FERNDALE	BERWICK	TARA	2 - PTF	PUYALLUP	COATES	MICHAELA
7 - RCA	FERNDALE	CHRISTIE	BAYLEE	7 - RCA	PUYALLUP	JACKSON JR	MCCLIRA
7 - RCA	FRIDAY HARBOR	ROGERS	ANDREW	C - ARC	RAINIER	BATES	DEANN
7 - RCA	GIG HARBOR	HIMENES	SEANNA	7 - RCA	RIDGEFIELD	BAKKO	DAWN
7 - RCA	GRAND COULEE	CLEVELAND	KENNETH	2 - PTF	ROY	BROWNING	PHOEBE
7 - RCA	GRANITE FALLS	PETERSON	SETH	7 - RCA	SELAH	HOLLAND	WYATT
2 - PTF	ISSAQUAH	FALK I	MATTHEW	C - ARC	SELAH	VALENCIA	JOSE JR
1 - Regular	ISSAQUAH	HUA	THAI	C - ARC	SELAH	MICHEL	BRIANNA
7 - RCA	ISSAQUAH	CLINE	RANDI	C - ARC	SELAH	COLLINS	CORAL
1 - Regular	ISSAQUAH	NGUYEN	TRUNG	7 - RCA	SHELTON	PANOWICZ	ROBERT
7 - RCA	ISSAQUAH	SWEARINGEN	JOSHUA	7 - RCA	SNOHOMISH	WAGNER	JASON
7 - RCA	ISSAQUAH	CANTARINI	MILES	7 - RCA	SPOKANE	ARTER	ANDREW
7 - RCA	KALAMA	HARRIS	ZACHARIAH	7 - RCA	SPOKANE	MICHAEL	DANNY
7 - RCA	KENT	BAUTISTA	CECILIA	2 - PTF	STANWOOD	SPARKS	GARRET
7 - RCA	KENT	MITTIE	MICHELLE	7 - RCA	SUMNER	LENGELE	ZACHERIAH
C - ARC	KENT	PRACHANTY	SAIGNO	7 - RCA	SUMNER	CRAVEN	SUZANNE
1 - Regular	KENT	YANG	JUNSOO	7 - RCA	SUNNYSIDE	SANTANA	ANGELICA
7 - RCA	KENT	LAO	HAKIM	7 - RCA	TOPPENISH	ORTA	TOMAS
7 - RCA	KENT	SEEN	RAGHAV	7 - RCA	VANCOUVER	CLOVIS	NATASHA
7 - RCA	LAKE STEVENS	LUNDQUIST	ERIK	7 - RCA	VASHON	MCGEE	HENRY
7 - RCA	LAKE STEVENS	JOHNSON JR	JAMES	C - ARC	WALLA WALLA	KIRKPATRICK	VENUS
1 - Regular	LAKE STEVENS	DONA JR	BERNARD	C - ARC	WALLA WALLA	JACOBS	RAYMOND
7 - RCA	LANGLEY	TIGER	CHRISTINA	7 - RCA	WAPATO	BALLESTEROS	JOHNDHEE
7 - RCA	LANGLEY	BALORA	DAVID	7 - RCA	WASHOUGAL	TRUPP	TAYLOR
7 - RCA	LANGLEY	JACKSON	ADAM	7 - RCA	WENATCHEE	TA	KERSANDRA
7 - RCA	LIBERTY LAKE	HIESTAND	WILLIAM	7 - RCA	WENATCHEE	MENDOZA	FERNANDO
7 - RCA	LONG BEACH	GARDNER	GRANT	7 - RCA	WILBUR	CLEVELAND	JACOB
7 - RCA	LOPEZ ISLAND	HAINES	JASON	1 - Regular	WOODINVILLE	MEYASH	STEVEN
7 - RCA	LYNDEN	ETHRIDGE	CHRISTINA	7 - RCA	YELM	FLORES	JUSTIN
7 - RCA	LYNDEN	VAN RIJSWIJCK	WILLIAM	7 - RCA	YELM	SAPP	MADELYNNE

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Upcoming Dates to Remember

Aug 23-Sep 6 2024: Mini Mail Survey
Aug 27-30 2024: National Convention, Reno NV
Sep 15 2024: Rural Carrier Remembrance Day
Oct 5 2024: New Guarantee Year
Oct 5 2024: RRECS Evaluation 4 Effective
Oct 27-30 2024: Board meeting, Bellingham WA
Nov 9-Dec 11 2024: Open Season
Dec 7 2024: Christmas Overtime Period Begins
Jan 26-29 2024: Board meeting, Ellensburg WA
Mar 6-9 2025: Board meeting, Ellensburg WA



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