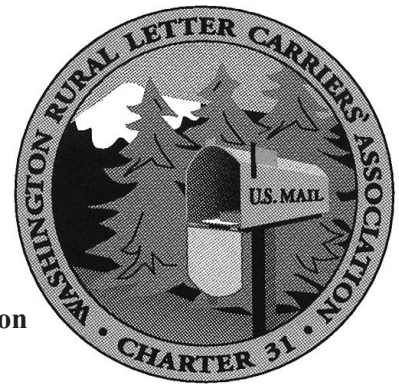


WASHINGTON RURAL CARRIER



Official Publication of the Washington Rural Letter Carriers' Association

August 2011

Where Service Begins With a Smile

CONVENTION OVERVIEW AND MAIL COUNT SCHOOLS

INDEX

Overview of Convention.....	2-21
Stewards Needed.....	21
Officer Reports.....	22-28
Stewards Reports.....	28-35
Mail Count Schools Info.....	36
Report of the CPA Firm.....	37-43
Financial Statements.....	44-51
Board Minutes.....	52-54
County Officers.....	55-59
2011-2012 Constitution.....	60-77
State Officers & Stewards.....	79

Joyce Sutherland *WARLCA Member of the Year*

Joyce Sutherland is our Member of the year for 2011. She is a nurturing, look on the bright side type of person who will always have something positive to say about the most annoying situation or person. Shortly after being hired, Joyce became a member of our union. It wasn't too long after joining that she was elected Whatcom County's Secretary/Treasurer. She has held this position for many years and always encourages others to step forward and be nominated for the position. Joyce's skills as Secretary/Treasurer shine as she can capture the meeting minutes so well and keeps a balanced checkbook for all to review. Joyce is a stickler for detail which helped her breeze through a Department of Labor audit on the county books. This also comes in handy as she delivers to retirement homes where the names change and moves occur often and she remembers each one.



Joyce just recently discovered her love of the outdoors when she began walking and hiking with her husband. Her family and faith are most important to her. Spending time with the grandkids always creates a story to tell and a proud smile.

Married to the light of her life for nearly 51 years speaks volumes about her commitment to her husband Gary who cherishes her as much as she cherishes him. Joyce spent many years working in their family business as a bookkeeper and training employees on accounting/bookkeeping. Even before beginning her own family, she was involved with Pioneer Girls Group at their church. Many of these relationships have lasted through the years to today. Joyce and Gary's family of four children knew they were loved, as well as their friends who were welcomed into the home. Friends knew they had a safe environment to go where they could spend time at.

Musings from Joyce's husband Gary: He says her being a stickler for detail balances his disorganization. And no one can bake pies like Joyce, although one daughter has taken over this task. And lastly, he's definitely keeping Joyce and with a smile in his voice tells us if there was anything remotely negative about Joyce, it is to stop trying to train him.

Joyce Sutherland, this is your life and we are proud to call you our Member of the Year!

Overview of the WARLCA 2011 State Convention Gig Harbor, WA

The 105th WARLCA State Convention was called to order at 8:30 AM on June 27, 2011 by District Two Representative Renee' Cowan. District Four Representative Ed Ogdon gave the invocation. Presentation of colors was done by Jeff Taylor and Mel Walker. Renee' recognized all the people who served in the military. Next, Renee' presented the gavel to President Cheri Freeman. Cheri welcomed all and introduced the State board; Vice President Becky Pike, Secretary-Treasurer and RCBP Representative Becky Wendlandt, Editor, PAC, and District One Representative Susie Hill, District Two and GMAC Representative Renee' Cowan, District Three and Provident Guild Representative Cindy Koker, District Four Representative and Historian Ed Ogdon, and State Steward and Webmaster Patrick Pitts. Patrick then introduced the state-level stewards; Senior Assistant State Stewards Monte Hartshorn, Joyce Patteson, Cheri Freeman, and Renee' Cowan. Area stewards Mariann Faulkner, Jeff Taylor, and Janie Walla were introduced. Patrick asked that all local stewards stand and be recognized.

Cheri then reported that our National Secretary/Treasurer Clifford Dailing will be arriving later in the day.

Becky Pike asked that the 12 first timers and 8 retirees come forward and be recognized. Next county officers stood up to be recognized.

Secretary-Treasurer Becky Wendlandt announced that Ann Lamm recruited 7 new members in the membership recruitment promotion.

Becky Wendlandt took roll call of officers and county delegates at large and all were present except for Island, Skagit and San Juan. Yea/nay cards were then distributed. Total delegates present were 65.

The convention standing rules were read and Tony Lott moved to accept them as read. Motion passed.

Convention Standing Rules

1. Each session shall start at the time announced in the convention program.
2. The convention shall proceed using Roberts Rules of Order, Newly Revised (10th Edition).
3. Voting on specific issues shall be by the use of "yea" and "nay" cards.
4. Non-delegates may be recognized and allowed to speak at the discretion of the Chair.
5. Only duly elected and seated delegates shall be allowed to vote on issues before the convention delegates.
6. Before a member can make a motion or address the convention, the member must rise and be recognized by the Chair, state his/her name, whether a delegate or a non-delegate, and his/her county affiliation.
7. Resolutions shall be read, and if no objection is voiced, they shall be considered passed at the sound of the gavel by the Chair.
8. All resolutions objected to shall be brought before the delegates for consideration after all resolutions have been presented. The delegate who objected to the resolution shall be allowed to present his/her argument or call for clarification at the second reading. The delegate-at-large for the county of origin or a designee shall be allowed to present the first arguments for the resolution.
9. During the second reading of resolutions, the time limit for consideration shall not exceed 10 minutes, including all amendments to the resolution, unless extended by a majority vote of the delegates. Amendments shall only be permitted on binding resolutions.
10. During the consideration of resolutions at the second reading, the con and pro shall alternate with a 2-minute time-limit per person.
11. Delegates shall be allowed to speak no more than twice on any particular issue.
12. If there is no opposing position to be presented, the resolution shall be brought to an immediate vote of the delegates.

13. Campaign materials may only be distributed at or near the entrance of the convention floor. There shall be no campaigning, nor distribution of campaign material on the convention floor with the exception of those campaign speeches made from the podium.
14. The reports of the Officers of the WARLCA shall not be read to the delegation. Time shall be set aside for a question and answer period to be held the afternoon of the first day of convention.
15. These rules shall be in force throughout the convention unless amended by a two-thirds vote of the delegates.

Tony Lott moved to accept additional proposed constitution changes and resolutions during new business. Motion passed.

Cheri read the committee assignments.

CREDENTIALS

Cindy Koker – Board Representative, Paula Kenck – Chair, Dawn Bruns, David Ray

FINANCE

Cheri Freeman – Board Representative, Janie Walla – Chair, Dawn Ayers, Jeff Taylor

CONSTITUTION

Patrick Pitts – Board Representative, Monte Hartshorn – Chair, Colleen Headley, Joyce Sutherland

AUDITING

Becky Wendlandt – Board Representative, Taralee Mohr – Chair, Marlene Hagedorn, Dorie Hill

RESOLUTIONS

Renee' Cowan – Board Representative, Joyce Patteson – Chair, Jan Frymire, Kristian Granish

WASHINGTON RURAL CARRIER

Susie Hill – Board Representative, Jim Hemrich – Chair, Sharon Bullion, Mel Walker

NOMINATING

Becky Pike – Board Representative, Kathy Beebe – Chair, Dave Reppe, Bev Adams

MILEAGE & PER DIEM

Renee' Cowan – Board Representative, Shawn Johnson – Chair, Tony Lott, Renee Wagner

MINUTES

Becky Wendlandt – Board Representative, Noretta Stritzke – Chair, Mitch Freeman, Kris Skewis

MEDIA

Patrick Pitts – Board Representative, Doug Rinehart – Chair, Mariann Faulkner

TELLERS (1) (Tabulate National Delegate Ballots)

Becky Pike – Board Representative, Brenda Ogdon – Chair, Karen Crombie, Mitch Freeman, Krysta Johnson, Tony Lott

TELLERS (2) (Tabulate Election / Other Ballots)

Cindy Koker – Board Representative, Joanne Blackburn – Chair, Thomas Banks, Patti Dixon, Kurt Eckrem, Marcia Gibbons, Dan Marshall, Amanda Phipps, Patti Roque, Wayne Spurrier, Melissa Ticknor, John Wangelin, Dee Ann Williams, Nancy Granish, Vickie Carr

SERGEANT-AT-ARMS

Ed Ogdon – Board Representative, John Lee – Chair, Karen Hill, Sharon Madison, Dan Schrup, Janice Sisley

HOSPITALITY

Ed Ogdon – Board Representative, David Wood – Chair, Katre Milliron, Lora Needham, Cathy Allman

PHOTOGRAPHY

Becky Wendlandt – Board Representative, Charles Alexander – Chair, Patricia Alexander

The credentials committee gave their preliminary report saying they were meeting and needed all credentials to be turned in to them.

Cheri reported that the Officers Reports, Proposed Constitutions, and Resolutions were in the delegates' ditty bags.

Next the Constitution Committee and Resolutions Committee gave their preliminary report stating that the committees would meet Monday afternoon and the constitutions and resolutions would be read Tuesday afternoon or Wednesday.

District Three Representative Cindy Koker informed the delegates about the 2012 State Convention to be held at the Red Lion in Wenatchee, WA. Hotel rates are \$106 single, \$116 double, \$126 triple and \$136 quad. All include complimentary breakfast and internet. The dates for the 2012 state convention will be June 24, 25, and 26, 2012.

District One Representative Susie Hill informed the delegates about the 2013 State Convention to be held at the Oak Harbor Best Western Plus Harbor Plaza, Oak Harbor, WA. The dates will be June 23, 24, 25, 2013. Room rates are \$99 for single and double and \$10 per person for additional. Complimentary breakfast is included.

District Four Representative Ed Ogdon said the 2014 state convention was still in the planning stages and dates will be June 22, 23, 24, 2014.

After a break the convention was called back to order at 10:45 AM and Becky did roll call of state officers and county delegates at large, with 65 delegates present. Island, Skagit, and San Juan did not have a delegate present throughout the convention.

Patrick Pitts, State Steward, gave a presentation on the history of the rural craft.

Patrick moved that the standing rules be suspended at this time and the motion passed.

National Secretary/Treasurer Clifford Dailing was introduced.

Question and Answer session was next with questions from the floor to the State Board and State Steward.

After a lunch break the afternoon session was called to order by WARLCA President Cheri at 1 PM. Becky did roll call and those officers/delegates present were 65.

National Secretary/Treasurer Clifford Dailing gave the state of the union address, as well as updating the delegates about contract negotiations and other issues. President Cheri presented Clifford with a print of a juvenile eagle taken by Charles Alexander.

Becky Wendlandt collected the yea/nay cards and the delegates were dismissed to work on their committees. At 6 PM the 11/12 county officers dinner and training was held.

Tuesday morning, June 28, 2011, session was called to order by President Cheri at 8 AM after a WARLCA memorial. Becky conducted roll call and distribution of yea/nay cards to 65 officer/delegates. Island, Skagit, San Juan, as stated earlier, did not have a delegate in attendance the entire convention.

Patrick announced the latest list for the Delivery Unit Relocation and shared some history of the NRLCA magazine.

The credentials committee gave their report and moved that the delegates be seated with the passing of the credentials report. Motion passed.

Credentials Committee Report

	<u>County Name</u>	<u># of members</u>	<u># of possible delegates</u>	<u># of seated delegates</u>
001	North Central	79	17	1
	Katre Milliron, Delegate-at-large			

<i>Page 5</i>	<i>WARLCA.com</i>	<i>August 2011</i>	<i>Washington Rural Carrier</i>
003	Peninsula 162	33	9
	David Wood, Delegate-at-large		
005	Lower Columbia 204	42	4
	Kathleen Beebe, Delegate-at-large		
006	Mutual 340	69	13
	Dawn Ayers, Delegate-at-large		
010	Island, Skagit, San Juan 108	23	0
	No Delegate-at-large		
011	King, Snohomish 371	75	18
	Colleen Headley, Delegate-at-large		
012	South East 27	6	1
	Dave Reppe, Delegate-at-large		
013	East Central 175	36	6
	John Lee, Delegate-at-large		
014	North East 52	11	3
	Mitch Freeman, Delegate-at-large		
015	Whatcom 96	20	5
	Joyce Sutherland, Delegate-at-large		
016	Whitman, Asotin 36	8	1
	Jim Hemrich, Delegate-at-large		
017	Apple 182	37	4
	Brenda Ogdon, Delegate-at-large		
Total for Counties:		377	65

Tony Lott moved to postpone the mileage and per diem committee while copies are being made. Motion passed.

The nominating committee gave their report:

- President: Cheri Freeman
- Vice President: Monte Hartshorn and Brenda Ogdon
- District One Representative: Mariann Faulkner
- District Three Representative: John Lee

Renee' Cowan moved that the nominating committee be dismissed with our thanks. Motion passed.

The finance committee gave their preliminary report:

- No increase/decrease in dues
- IRS rate per mile for mileage
- \$30.00 per day for food per diem w/overnight stay
- Actual expense for lodging
- County units funding not changed from previous year
- Salaries: State Steward \$500 per month, Senior Assistant State Stewards \$400 per month, Assistant State Stewards \$300 per month, Area Stewards \$75 per month, Secretary/Treasurer \$500 per month, Editor \$450 per issue, Board Members that are not stewards \$75 month
- Recommends that the delegates vote no on proposed constitution change number 1 resulting in the withdrawal of proposed constitution changes number 2 through number 11.
- Recommends that the delegates vote no on proposed constitution changes number 18, 20, 26, and 27.
- Recommends that the delegates adopt proposed constitution changes number 19 and 21.

The mileage and per diem committee gave their preliminary report and asked delegates to contact them if they felt their reimbursement was incorrect.

The tellers (1) one committee gave their final report. A total of 383 ballots were returned. Seven were declared

invalid and eleven ballots were returned to sender because of address unknown. A total of 365 ballots were counted.

<u>DELEGATE ORDER</u>	<u>NAME</u>	<u>TOTAL VOTES</u>
1	Rebecca (Becky) Wendlandt	233
2	Patrick Pitts	230
3	Joyce Patteson	194
4	Becky Pike	187
5	Renee' Cowan	172
6	Cheryl (Cheri) Freeman	170
7	Monte Hartshorn	167
8	Susie Hill	147
9	Mariann Faulkner	145
10	Shawn Johnson	144
11	Joyce Sutherland	142
12	Joanne Blackburn	136
13	Jeff Foote	133
14	Jim Hemrich	129
15	John Lee	125
16	Janie Walla	115
17	Jeff Taylor	115
18	Nola Two Feathers	112
19	Colleen Headley	104
20	Janice Sisley	100
21	Dawn Ayers	94
22	Lora Needham	83
23	Sharon Bullion	76
24	Taralee Mohr	74
25	Kristian Granish	61

Susie Hill announced she will be going to National Convention but asked that her name be placed at the bottom of the alternate delegates listing.

The auditing committee gave their report as follows:

We reviewed all deposits and vouchers for the month of May, 2011. All checks for the month of May, 2011 were accounted for. We also reviewed past financial reports. We did an overview of ING, which is the retirement for State Officers and Stewards. The Secretary/Treasurer explained the bookkeeping system. A CPA reviews the books monthly and another CPA reviews the books each year. We recommend the secretary/treasurer never retires.

The committee moved that the report be accepted. Motion passed.

Renee' Cowan moved that the auditing committee be dismissed with our thanks. Motion passed.

The Washington Rural Carrier committee gave their report as follows:

We examined several issues of the WRC and came up with several recommendations.

- Font size stay the same
- Upcoming dates to remember stay on the cover
- Board coordination on officers reports concerning topics
- Keep state officers and stewards listing on the cover
- Suggest open discussion to include web site under WRC committee
- Suggest no change in salary

After discussion Tony Lott moved that the report be accepted. Motion passed.

Jim Hemrich moved the committee be dismissed with our thanks and motion passed.

After a break, Becky took roll call of officers and delegates with 65 present.

National Secretary/Treasurer Clifford Dailing finished his presentation and updates.

After lunch the meeting was called to order at 1 PM with a roll call taken by Becky. A total of 65 delegates were present.

The mileage and per diem committee gave their final report with discussion following. We had 65 delegates that were paid a total of \$21,805.95. Renee Wagner moved the amended report be accepted. The motion passed. Tony Lott moved that the mileage and per diem committee be released with our thanks. The motion passed.

The constitution committee gave their final report. They clarified that passed constitution changes become effective at the close of convention. The committee moved to dispense with the reading of the current language. Motion passed.

The committee reported that proposed constitution change number 1 through number 11 were not being brought forth because they are in conflict with the NRLCA constitution.

1. WARLCA State Constitution, Article ,VI, Section 1.A Proposed Language

A. The WARLCA shall meet bi-annually (herein referred to as the State Convention) on a date and place assigned to Districts on a rotation basis in the following order: District One, District Four, District Two, District 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.

1. The bi-annual WARLCA State Convention shall occur on odd-numbered years. Should the NRLCA National Convention begin meeting bi-annually on even-numbered years, the WARLCA bi-annual State Convention shall then be changed to occur on even-numbered years. At no time shall a regularly scheduled State Convention occur less than once every two years.
2. The last day of the Association membership/fiscal year, June 30, shall be used for reference in lieu of actual State Convention date(s) in years of which there is no State Convention.

Proposed constitution change numbers 1 through 11 are in conflict with the NRLCA Constitution so were not brought forth.

2. WARLCA State Constitution, Article V, Section 1.A Proposed Language

- B. The officers of the WARLCA shall consist of President, Vice President, Secretary-Treasurer, and four (4) District Representatives who shall be elected at the State Convention and serve two (2) years, or until their successors are elected and installed.

3. WARLCA State Constitution, Article V, Section 2.C.11 Proposed Language

- C. Upon receipt of the nominations for the position of Delegate to the National Convention, he/she will have prepared a ballot listing the nominees for the position of Delegate to the National Convention, and the ballot shall be mailed to all members at least twenty (20) days prior to the opening of the State Convention, or, in years with no State Convention, at least twenty (20) days prior to the end of the membership/fiscal year, June 30. 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.

4. WARLCA State Constitution, Article VI, Section 2.D Proposed Language

- D. Each County Unit at their annual meeting in years of which a State Convention is held 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.

5. WARLCA State Constitution, Article VI, Section 6.A Proposed Language**A. Order of Business**

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

6. WARLCA State Constitution, Article VII, Section 1.4 Proposed Language

4. For purposes of National Delegate nominations and elections, the last day of the Association membership/fiscal year, June 30, shall be used for reference in lieu of actual State Convention date(s) in years of which there is no State Convention.

7. WARLCA State Constitution, Article VII, Section 2.2 Proposed Language

2. Nominations must be received in the office of the State Secretary at least 40 days prior to the opening of the state convention, or, in years of which there is no State Convention, at least 40 days prior to the end of the membership/fiscal year, June 30. Upon receipt, the State Secretary shall send a notice of nomination to the candidate by U.S. Mail.

8. WARLCA State Constitution, Article VII, Section 3.A.1&3 Proposed Language

1. A member must be on the rolls at least 40 days prior to the opening of the state convention, or, in years of which there is no State Convention, at least 40 days prior to the end of the membership/fiscal year, June 30, in order to be eligible to vote for National Delegates.
2. ...
3. The State Secretary shall cause the ballot to be mailed to eligible members at least 20 days prior to the opening of the state convention, or, in years of which there is no State Convention, at least 20 days prior to the end of the membership/fiscal year, June 30. 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.

9. WARLCA State Constitution, Article VII, Section 3.A.5-6 Proposed Language

5. 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 at the state convention, or, in years of which there is no State Convention, at a location determined by the Board. The post office box designated for the return of ballots shall be accessible only to the Election Committee.
6. 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.
 - a. In years of which there is no State Convention, the election results shall be duly reported by the Election Committee to the Board. The State Secretary shall then report the results to the candidates by U.S. Mail and to the membership in a manner determined by the Board.

10. WARLCA State Constitution, Article VII, Section 4.B Proposed Language

- B. Paid delegates to the National Convention are required to give a report of said Convention at a meeting of their County Unit prior to the end of the current Association membership/fiscal year. 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:

11. WARLCA State Constitution, Article IX, Section 1.C-D Proposed Language

- C. In years of which there is no State Convention, the President shall, prior to the deadline for receipt of National Delegate ballots, appoint an Election Committee of no less than four (4) members in good standing. No candidate for National Delegate may serve on the Election Committee. The Election Committee shall perform the duties as provided for in Article VII Section 3.A.5-6. The appointed members of the Election Committee shall be provided compensation for these duties in the same manner as elected and appointed state officers under Article V Section 5.
- D. In years of which there is no State Convention, the President shall, after June 30 and prior to July 31, appoint an Auditing Committee of three (3) members in good standing. Such appointed members shall not be currently elected or appointed officers of the State Association. The Auditing Committee shall then examine the books of the Secretary-Treasurer, as well as the reports of the County Units, and provide a report to the Board prior to August 1. Such report shall then be printed in the next issue of the WASHINGTON RURAL CARRIER. The appointed members of the Auditing Committee shall be provided compensation for these duties in the same manner as elected and appointed state officers under Article V Section 5.

12. WARLCA State Constitution, Article III, Section 5, Paragraph C Proposed Language

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 1% of the yearly salary of a 40-hour route at Step A on the salary schedule as of January 15 of each year. The State per capita dues for relief

carriers shall be 35% of the regular carriers' State per capita dues as calculated above. The State per capita dues for retirees shall be a set rate of \$27.00. The annual dues will be the total of the State per capita dues in addition to the National per capita dues. All per capita dues described in this article shall be rounded up to the nearest whole dollar and become effective July 1 of each year. 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.

The committee moved that proposed constitution change number 12 be accepted. Motion Passed.

13. WARLCA State Constitution, Article IV, Section 1, Paragraph C Proposed Language

C. All County Unit Constitutions shall be in harmony with the State and National Constitution.

The committee moved that proposed constitution change number 13 be accepted. Motion Passed.

14. WARLCA State Constitution, Article IV, Section 1, Paragraph E Proposed Language

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 District Representative, State Secretary, State President, and State Steward 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.

The committee moved that proposed constitution change number 14 be accepted. Motion Passed.

15. WARLCA State Constitution, Article V, Section 1, Paragraph A & New B (then renumber) Proposed Language

A. The voting officers of the WARLCA shall consist of President, Vice President, Secretary-Treasurer, and four (4) District Representatives who shall be elected at the State Convention and serve one (1) year, except the District Representatives and Secretary-Treasurer, who shall serve two (2) years, or until their successors are elected and installed.

B. All appointees are non-voting officers.

The committee moved that proposed constitution change number 15 be accepted. Motion Failed.

16. WARLCA State Constitution, Article V, Section 2 Proposed Language

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. Prior to the opening of each State Convention, he/she shall, in conjunction with the Board, evaluate the work of the State Steward over the previous year, and if in the best interest of the WARLCA, terminate and nominate a replacement.

4. At the close of each State Convention, he/she shall, in conjunction with the Board, appoint the Editor of the Washington Rural Carrier, Auto Insurance Director, Provident Guild Director, Political Action Committee Director, and Webmaster, and have the authority to fill any vacancies therein during the recess.

5. He/She shall fill all vacancies pro tem caused in any way ... (renumber and continue)

Proviso: ~~The appointment will be contained in the State President's Annual Report to the delegates.~~

The committee moved that proposed constitution change number 16 be accepted.

Tony Lott moved to amend the Proviso to say: "The appointment shall be communicated to the delegates at the state convention". Amendment Passed. The amended proposed constitution change number 16 passed.

17. WARLCA State Constitution, Article V, Section 2, Paragraph A.3 Proposed Language

3. At the close of each State Convention.....Also in conjunction with the Board, he/she shall evaluate the work of the State Steward and if in the best interest of the WARLCA, and in conjunction with Article 5, Section 6.A, terminate the incumbent State Steward and nominate a replacement.

The committee moved that proposed constitution change number 17 be accepted. Motion Failed.

18. WARLCA State Constitution, Article V, Section 2.E.3 Proposed Language

3. The Editor shall be provided salary compensation of \$375 per issue of the WASHINGTON RURAL CARRIER paid at the time of mailing.

The committee moved that proposed constitution change number 18 be accepted. Tony Lott moved to lay proposed constitution change number 18 on the table. Motion passed. Tony Lott moved to postpone indefinitely proposed constitution change number 18. Motion passed.

The constitution committee announced that they were bringing forth proposed constitution change number 19 and not number 20 and 26 because they felt number 19 was the cleanest. Tony Lott asked the President if she agreed with this decision. President Cheri said yes. Tony Lott appealed the decision of the chair. Vote taken and the decision of the chair were upheld.

19. WARLCA State Constitution, Article V, Section 4 Salaries Proposed Language

A. The elected and appointed WARLCA State Officers' salaries are as listed below. These monthly salaries are compensation for ~~personally owned office equipment/space, office/storage, and for all hours worked beyond a normal work day.~~ If an officer holds two salaried positions they will receive only one salary, paid at the higher position.

President: ~~\$75 \$50 Month, which includes personally owned phone and internet costs and office storage~~

Vice President: ~~\$75 \$50 Month, which includes personally owned phone and internet costs and office storage~~

Secretary Treasurer: ~~\$500 \$425 Month, which includes office storage~~

District Representatives: ~~\$75 \$50 Month, which includes personally owned phone and internet costs and office storage~~

State Steward: : ~~\$500 \$425 Month, which includes office storage~~

Senior Assistant State Stewards: ~~\$400 \$375 Month, which includes office storage~~

Assistant State Stewards: ~~\$400 \$300 Month, which includes office storage~~

Area Stewards: ~~\$400 \$50 Month, which includes office storage~~

Salary for the editor will be ~~\$450 \$375 per issue of the WRC, which includes phone and internet costs.~~

The committee moved that proposed constitution change number 19 be accepted. Becky Wendlandt moved to amend by taking off the strike through language above and replacing it with the bold language above. Vickie Carr had an amendment to the amendment to delete the new dollar amounts and go back to the original report dollar amounts. Amendment to the amendment failed. First amendment Passed. The amended proposed constitution change number 19 passed.

Tony Lott moved to lay aside permanently constitution change number 20. Motion Passed.

20. WARLCA State Constitution, Article V, Section 4 A-C Proposed Language

A. The elected part-time WARLCA State Officers' salaries shall be as follows:

1. President: \$600 per year paid at \$50 per month.

2. Vice President: \$600 per year paid at \$50 per month.

3. District Representatives: \$600 per year paid at \$50 per month.

4. Secretary-Treasurer (part-time): \$5100 per year paid at \$425 per month.

B. The position of Secretary-Treasurer may be compensated as a full-time position if the needs of the

Association warrant it, as determined by the State Board. The salary for the position of full-time Secretary-Treasurer shall be the current annual salary for an evaluated route of forty-five (45) hours at step 12 paid bi-weekly. Additional paid benefits for the position of full-time Secretary-Treasurer shall be the same as for appointed full-time State Officers.

- C. No elected State Officer shall be allowed compensation for services or expenses if the officer is receiving compensation from any other source for that service or expense.

Proposed Constitution change number 20 was laid aside permanently.

21. WARLCA State Constitution, Article V, Section 5 Proposed Language

- 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, or their route evaluation, whichever is higher, for all elected and appointed State Officers except for:
1. The full time State Steward, which will be at a 46K, step 12, or his/her route evaluation, whichever is higher.
 2. A retired elected **and/or relief carrier**, and/or appointed State Officer, which will be at \$175 **\$200** day.
- Association Day of Pay (ADOP) will not be compensated to attend the State Convention or National Convention while they are in session, but may be authorized by the Board for other required business or trainings.
- C. WARLCA employees, once meeting the requirements, will be eligible and receive the WARLCA ING 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 (full time state steward will be at 46K, step 12), or their route evaluation, whichever is higher, at the time of loss except for the full time employees, who will be paid out their accrued annual and sick leave upon completion of full time.
- E. All elected and appointed WARLCA State Officers will be reimbursed mileage at the IRS allowable rate for authorized business of the WARLCA.
- F. All elected and appointed State Officers will be reimbursed actual hotel expenses if an overnight stay is required.
- G. All elected and appointed State Officers will be reimbursed \$30 food per diem while on travel status, and an overnight stay is required.
- H. ~~Actual internet and union phone expenses will be reimbursed for State Secretary/Treasurer, State Steward, Senior Assistant State Stewards, and Assistant State Stewards.~~
- I. 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.
- J. 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.

The committee moved that proposed constitution change number 21 be accepted. Becky Wendlandt moved to amend by taking off the strike through language above and replacing it with the bold language above in paragraph B and striking paragraph H then re-numbering. Patrick Pitts moved to divide the question. Motion passed. Paragraph B amendment passed. Paragraph H amendment passed. Amended motion passed.

22. WARLCA State Constitution, Article V, Section 6 Proposed Language

Add Paragraph A. No officer or appointee may be disciplined or discharged except for Just Cause.

The committee moved that proposed constitution change number 22 be accepted. Renee' Cowan moved

to amend by adding after Just Cause “unless the position is eliminated”. Amendment amended by Kurt Eckrem to add “Permanently” just before position. Amendment to the amendment failed. Amendment Passed. Amended Motion Passed

23.WARLCA State Constitution, Article VI, Section 1. Proposed Language

- 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.

The committee moved that proposed constitution change number 23 be accepted. Motion passed.

24.WARLCA State Constitution, Article IX, Section 2 L. Proposed Language

- A. The duties of the Minutes Committee are to record the State Convention and keep a written record of the business sessions, as well as an overview of the speakers.

The committee moved that proposed constitution change number 24 be accepted. John Wangelin moved to amend to add “audio” before record. Amendment passed. Amended motion passed.

25.WARLCA State Constitution, Article X, Section 1 Proposed Language

Section 1. Selection of Stewards.

- A. The State President, in conjunction with the Board, shall recommend to the NRLCA the member that the WARLCA would like to have appointed as State Steward. His/her service shall be continuous until terminated by the State President in conjunction with the Board or National President or by resignation.
- B. The State President, in conjunction with the Board and the State Steward, shall recommend to the NRLCA, the members that the WARLCA would like to have appointed as Senior Assistant State Steward, Assistant State Steward, and Area Steward. Their service shall be continuous until terminated by the State President in conjunction with the Board, or National Board, or by resignation.
- C. The State Steward shall be a full time employee of this Association.

The committee moved that proposed constitution change number 25 be accepted. Tony Lott moved to amend by inserting “and Compensation” between Selection.....of Stewards. Amendment Failed. Motion passed.

26.WARLCA State Constitution, Article X, Section 1.C-E. Proposed Language

- C. The appointed part-time WARLCA State Officers that shall receive a salary are the Senior Assistant State Stewards, Assistant State Stewards, and Area Stewards. Their salaries shall be as follows:
3. Senior Assistant State Stewards (part-time): \$4500 per year paid at \$375 per month.
 4. Assistant State Stewards: \$3600 per year paid at \$300 per month.
 5. Area Stewards: \$600 per year paid at \$50 per month.
- D. The appointed full-time WARLCA State Officers that shall receive a salary are the State Steward and, as the needs of the Association as determined by the State Board warrant it, a Senior Assistant State Steward or Stewards. Their salaries shall be as follows:
3. State Steward: The current annual salary for an evaluated route of forty-six (46) hours at step 12 paid bi-weekly.
 4. Senior Assistant State Steward (full-time): The current annual salary for an evaluated route of forty-four (44) hours at step 12 paid bi-weekly.
- E. The paid benefits for appointed full-time WARLCA State Officers shall be as follows:
3. 26 days of annual leave earned per year forwarded at the beginning of the Association year. Unused annual leave may be carried forward for use in future years up to a limit of 55 days. All or a portion may be “cashed out” annually at the end of the Association year. Accumulated unused annual leave shall be paid within six (6) months of the end of their full-time appointment.
 4. 13 days of sick leave earned per year forwarded at the beginning of the Association year. Unused sick leave shall be carried forward for future use. Accumulated unused sick leave shall be paid within

six (6) months of the end of their full-time appointment.

5. Annual and sick leave earned benefits shall be pro-rated if an appointment to full-time position is less than twelve (12) months within any Association year.
 6. Payment of only the USPS portion of contributions to continue in the Federal Retirement, Health and Life Insurance Programs in which they were enrolled prior to appointment to a full-time position.
 7. \$75 monthly stipend for office rent and storage allowance paid during the term of their full-time position.
 8. A stipend for additional required duties performed beyond the normal required duties during any monthly period(s) of full-time appointment. Such stipend(s) shall not exceed \$375 per month for full-time Senior Assistant State Steward positions, and shall not exceed \$425 per month for the full-time State Steward position or full-time Secretary-Treasurer position. Payment of such stipend(s) shall be subject to State Board approval upon submission of monthly supporting documentation.
- F. No appointed WARLCA State Officer shall be allowed compensation for services or expenses if the officer is receiving compensation from any other source for that service or expense.

Proposed Constitution change number 26 was laid aside permanently.

27. WARLCA State Constitution (No Reference Provided)

Whereas: The WARLCA voted to defund the Auxiliary at the 2010 State Convention.

Be It Resolved: To reinstate and fund the Auxiliary family plan at previous levels, \$8.00 annually – 30 cents per pay period.

The constitution committee decided not to bring proposed constitution number 27 before the floor as it was not presented properly.

Monte Hartshorn moved that the constitution committee be dismissed with our thanks. Motion passed.

During the constitution committee's report a break was taken for lunch. The meeting began at 2:40 PM. Roll call for officers and delegates with 65 present.

NRLCA Secretary/Treasurer Clifford Dailing talked about the resolution process. At this point in time, if any contractual resolutions are passed they will be held for negotiations for the next contract. Since we don't have a contract now, we don't know if they will be applicable for the next contract negotiations. Clifford suggested the following resolutions be remanded to committee to be presented to the delegates at the 2012 State Convention. They are number 2, 3, 4, 5, 7, 8, 10, 14, 15, 16, 17, and 18.

The Resolutions Committee then gave their final report.

1. Non-Binding - Submitted by Peninsula County:

Whereas; A Positive public perception of Washington Rural Carriers, the WARLCA, and the USPS as a whole is beneficial to the WARLCA and its members; and

Whereas our voluntary efforts to promote and participate in activities benefiting local communities such as the annual national May food drive add to our positive public image; and

Whereas local food banks have a pressing need during the Fall & Winter seasons;

Therefore be it resolved: That the WARLCA Board and/or its appointed representatives initiate discussions with the appropriate District USPS personnel and state NALC representatives to determine interest and feasibility of initiating an annual Fall Washington State voluntary WARLCA/(Wa)NALC/USPS – sponsored food drive to benefit the local community food banks of Washington State;

Be it Further Resolved that a report of such discussions and any recommendations by the WARLCA Board shall be provided to the delegates of the 2012 WARLCA State Convention.

Reason For Change: To provide assistance to the hungry of Washington State during a time of need in a manner corresponding with our daily delivery function.

Committee moved to adopt. Motion Passed.

2. Non-Binding - Submitted by Peninsula County

Whereas; Regular rural carriers and substitute rural carriers (Designation 72) are not compensated for 2nd trips or deviation for Express during the Christmas period; and

Whereas all other leave replacements are compensated for 2nd trips and deviation for Express during the Christmas period when their compensation is based on the regular or auxiliary route evaluation and their actual work hours do not exceed forty hours per week;

Therefore be it resolved: That regular rural carriers and substitute rural carriers (Designation 72) are compensated for 2nd trips and deviation for Express during the Christmas period when they do not exceed the weekly route evaluation and are thereby not entitled to Christmas overtime.

Reason For Change: To provide regular carriers and substitute carriers (Des. 72) normal additional compensation for 2nd trips and deviation for Express during the Christmas period when they are not compensated Christmas overtime for weekly work hours over evaluation.

Tony Lott moved to be remanded to committee to be presented to the delegates at the 2012 State Convention. Motion Passed.

3. Non-Binding - Submitted by Peninsula County

Whereas; The time needed to accumulate 8 hours of "O"-time or "Z"-time for a full day of leave is indeterminate and can take many months or longer; and

Whereas circumstances may prevent a carrier from being able to accumulate a full 8 hours of either "O"-time or "Z"-time for a full day leave;

Therefore be it resolved: That rural carriers may, at their option, combine their "O"-time and "Z"-time balances to total 8 hours for an "O" day of paid leave.

Reason For Change: To enable rural carriers to take a full day off with pay when their combined "O"-time and "Z"-time add up to at least 8 hours.

Tony Lott moved to be remanded to committee to be presented to the delegates at the 2012 State Convention. Motion Passed.

4. Non-Binding - Submitted by Peninsula County:

Whereas; The time needed to accumulate 8 hours of "O"-time or "Z"-time for a full day of leave is indeterminate and can take many months or longer; and

Whereas circumstances may prevent a carrier from being able to accumulate additional "O"-time or "Z"-time to reach 8 hours for a full day of leave;

Therefore be it resolved: That rural carriers may, at their option, be paid their "O"-time and/or "Z"-time balance under 8 hours as 8127 time.

Reason For Change: To enable rural carriers to be paid for additional duties performed in a timely manner.

Tony Lott moved to be remanded to committee to be presented to the delegates at the 2012 State Convention. Motion Passed.

5. Non-Binding - Submitted by Peninsula County

Whereas; The time needed to accumulate 8 hours of "O"-time or "Z"-time for a full day of leave is indeterminate and can take many months or longer;

Therefore be it resolved: That rural carriers may, at their option, be paid their "O"-time and/or "Z"-time as 8127 time in the pay period in which it was earned.

Reason For Change: To enable rural carriers to be paid for additional duties performed in the same pay period in which the work was done.

Tony Lott moved to be remanded to committee to be presented to the delegates at the 2012 State Convention. Motion Passed.

6. Binding to the WARLCA State Board of Control – Submitted by Peninsula County:

Whereas; The quarterly and annual financial activities and condition of the WARLCA are of special interest and importance to the dues-paying WARLCA membership;

Therefore be it resolved: That the following criteria shall be observed by the WARLCA State Board regarding the preparation and publishing of annual and quarterly financial statements for the perusal of the WARLCA membership:

1) An annual Statement of Financial Condition for the entire Association year (July – June) shall be prepared for and published in the next subsequent *Washington Rural Carrier* issue following the end of the Association year.

2) An annual Statement of Activities for the entire Association year (July – June) shall be prepared for and published in the next subsequent *Washington Rural Carrier* issue following the end of the Association year.

3) Specific line item expenses published on the annual Statement of Activities shall be sub-categorized as follows:

a) The Meeting and Conventions line item expense shall be sub-categorized for State, National, and Other.

b) The Other Expense line item expense shall be sub-categorized with such other line item headings normal to the specific types of standard business expenses totaled within the Other Expense category heading.

c) The line item expenses for State-level Officers, including both Board officers and Stewards, shall be sub-categorized for Salary, Travel, and Office expenses.

4) The current report format for the Statement of Financial Condition and Statement of Activities shall continue to be used with the additional criteria noted above to include a previous year comparison and % change.

5) Quarterly reports consisting of July – September, July – December, and July – March for the Statement of Financial Condition and Statement of Activities shall be prepared under the same criteria as the annual reports and shall be published in the next scheduled *Washington Rural Carrier* following the end-of-quarter dates occurring at least one month prior to the date of submission to the publisher.

Reason For Change: To provide quarterly and annual financial reports to the membership of the Association with detailed expenditures listed.

Committee moved to adopt. Motion Failed.

7.Non-Binding – Submitted by Mutual County:

Whereas: MOU 6 “The employee will continue to perform the current limited duty assignment until the appropriate action is taken to have the carrier reassigned to a modified job. Management will continue to make every effort to assign this employee to a modified job.” Addresses injured on the job regular carriers being reassigned to a modified job after MMI.

Therefore be it resolved: That the modified job should be for a permanent position of at least 30 hours or more per week, provided it is not in violation of the carrier’s medical restrictions.

Tony Lott moved to be remanded to committee to be presented to the delegates at the 2012 State Convention. Motion Passed.

8.Non-Binding – Submitted by Island, Skagit, San Juan County:

Whereas: When a regular carrier becomes ill or cannot finish the route while on duty, either in the office or on the route, and is unable to complete service for the day, she/he is granted sick or annual leave for the entire day.

Therefore be it resolved: That carriers who do not complete a trip are provided compensation for the work they have done plus EMA if applicable, in lieu of annual or sick leave at the carrier’s option.

Reason For Change: To fairly compensate carriers for work done.

Tony Lott moved to be remanded to committee to be presented to the delegates at the 2012 State Convention. Motion Passed.

9.Non-Binding – Submitted by Kind Snohomish County:

Whereas: Currently the Rural Carrier Benefit Plan/Coventry Health Care Explanation of Benefits receipts frequently lists the clinic/hospital where appointments were made or procedures performed;

Therefore be it resolved: That the Rural Carrier Benefit Plan/Coventry Health Care will also list the doctors/medical professionals who performed services on each Explanation of Benefits receipt.

Reason For Change: To make personal medical record-keeping easier by listing each professional for each

procedure and to lessen the chance for potential fraud in services rendered.

Committee moved to adopt. Colleen Headley moved to postpone indefinitely. Clifford said he would bring it up to Larry Waligora. Motion Passed.

10.Non-Binding – Submitted by King Snohomish County:

Whereas: Union representation is not accepted during the EEO redress process. Knowledge of the National Agreement could be beneficial to both parties.

Therefore be it resolved: That a union representative may be present/represent complainant in the EEO Redress process. In an advisory position.

Reason For Change: To witness, help, support and resolve the issue of the complainant and to advise both parties that the agreement does not violate the National Agreement.

Tony Lott moved to be remanded to committee to be presented to the delegates at the 2012 State Convention. Motion Passed.

11.Binding to the Washington Rural Letter Carriers' Association State Board Policy – Submitted by King Snohomish County.

Whereas: Delegates and attendees to the WARLCA 2010 Convention in Spokane, WA, benefitted from attending Caucus night and hearing the candidates' responses to specific questions. Every year, delegates in attendance at the WARLCA State Convention elect the State Board after hearing a two-minute presentation from the candidates. This is not always sufficient to make an informed decision regarding which candidate(s) would best represent the Association's interests.

Therefore be it resolved: The State Board will schedule a "Candidate Forum" that includes a Question and Answer session for all declared candidates for Board positions, to be held prior to elections.

Reason For Change: To allow the delegates to gain insight and knowledge about the individual candidates and their positions on issues of import to the rural carrier craft.

Committee moved to adopt. Standing Vote was taken. Motion Passed.

12.Binding to the Washington Rural Letter Carriers' Association State Board Policy – Submitted by King Snohomish County.

Whereas: Art VIII State Board Section 2. Duties The WARLCA will operate on a budget each year.

Therefore be it resolved: The State Board will not authorize stipends, remunerations, rent, or other compensation to themselves or their family members. The only appropriate compensation for Board members is the recurring salaries, training pay, mileage, per diem, Convention allowance, and all other normal compensation that is specifically defined in the Constitution. Any emergency compensation paid to elected officers will be explained to the membership in the next issue of the WRC.

Reason For Change: To make compensation for Board members transparent.

Committee moved to adopt. Motion Failed.

13.Binding to the Washington Rural Letter Carriers' Association State Board Policy – Submitted by King Snohomish County.

Whereas: Delegates to the 2010 WARLCA State Convention made the Editor an appointed position, but did not define how the position should be awarded. Both the Editor and Webmaster positions are appointed and require specific skills.

Therefore be it resolved: The State Board will announce in the WRC the criteria for applicants who wish to compete for the positions of Editor and Webmaster. The WRC committee will interview the candidates for both positions and recommend the final choice to the Convention delegates.

Reason For Change: To provide for the most qualified WARLCA member to be appointed to these positions.

Committee moved to adopt. Amended by Marcia Gibbons to replace Convention delegates with State Board. Amendment Passed. Resolution as amended failed.

14.Non-Binding – Submitted by King - Snohomish County:

Whereas: Confidentiality is essential for union business. The steward(s) needs a secure place to conduct union

business without interruption while at the Post Office.

Therefore be it resolved: That management supply adequate equipment such as stools at the carrier case, in which union reps could do union business in a secure comfortable manner within their case.

Reason For Change: Confidentiality for union business is important. The most secure and private place for uninterrupted work in which to do union business is at the carrier's case.

Tony Lott moved to be remanded to committee to be presented to the delegates at the 2012 State Convention.
Motion Passed.

15.Non-Binding – Submitted by East Central Washington County:

Whereas: The plant sends bundled flats out without heeding the customer requested delivery dates.

Therefore be it resolved: The plant or the clerks shall hold dated flats and distribute them according to the customer requested delivery date.

Reason For Change: To provide excellent customer service by following the mailer's request for time of delivery.

Tony Lott moved to be remanded to committee to be presented to the delegates at the 2012 State Convention.
Motion Passed.

16.Non-Binding – Submitted by East Central Washington County:

Whereas: The plant sends flat tubs out with letters mixed in with flats.

Therefore be it resolved: The plant or the clerks shall separate the letters from the flat tubs and distribute them to the routes with raw letters.

Reason For Change: The flat tubs are clearly labeled as FCM FLTS. If during mail count routes are not given credit for flats for all items in such labeled tubs then it should not be the responsibility of carrier to separate the letters.

Tony Lott moved to be remanded to committee to be presented to the delegates at the 2012 State Convention.
Motion Passed.

17.Non-Binding – Submitted by East Central Washington County:

Whereas: Due to automation and decrease in mail volume, the non – "L" routes have experienced a great disadvantage in that there are few, if any, buffer zones to help rebuild these routes due to the loss.

Therefore be it resolved: That the Postal Service reinforce their prior regulations that state, "if a carrier's route passes by a customer's box who is entitled to a free "Post Office Box", the customer will be forced to pay for their P.O. box or choose to put up a mailbox on the route".

Reason For Change: To help the non L route regain some of his lost evaluation.

Tony Lott moved to be remanded to committee to be presented to the delegates at the 2012 State Convention.
Motion Passed.

18.Non-Binding – Submitted by East Central Washington County:

Whereas: Due to automation and decreases in mail volume, the non – "L" routes have experienced a great disadvantage in that there are few, if any, buffer zones to help rebuild these routes due to the loss,

Therefore be it resolved: That those non "L" routes be built back up in volume by those Post Office Box Customers who currently have no choice to have street delivery. Give customers a choice between a free box or having route delivery. This would help those non "L" routes (whose salaries are decreasing) - help to rebuild.

Reason For Change: To help rebuild non "L" routes who have lost mail volume.

Tony Lott moved to be remanded to committee to be presented to the delegates at the 2012 State Convention.
Motion Passed.

Joyce Patteson moved that the resolutions committee be dismissed with our thanks. Motion Passed.

Becky Wendlandt collected the yea/nay cards and the delegates were dismissed at 4:30PM. The banquet was held at 6 PM.

Wednesday morning, June 29, 2011, session was called to order by President Cheri at 8 AM. Becky conducted roll call and distribution of yea/nay cards to 65 officer/delegates. Island, Skagit, San Juan did not have a delegate

in attendance.

The finance committee gave their final report. Tony Lott moved to divide the question into each of the five sections on the finance committee report. Patrick Pitts had a point of order that to divide the question was not in order at this time. President Cheri moved in favor of the point of order. Final Report is:

1. Dues recommendations for 11/12 Membership Year: No Change.
2. Mileage at IRS rate per mile, Food per diem at \$30.00 per day w/overnight stay, and Actual expense for lodging.
3. Money returned to County Units 11/12 Membership Year: No Change. (We recommend the county units be funded at \$.50/member, per meeting, for up to four meetings per year provided the total checking/savings account falls below \$100 or \$1.00 per member, whichever is greater. This would be subject to the following conditions: (1) LM report submitted to State Secretary on time, (2) meeting minutes submitted in a timely manner, (3) most current bank statement to be made available to State Secretary as needed prior to convention, (4) no additional pay given to state delegates from county funds, (5) must have at least one delegate attend the previous year's state convention, (6) copy of Constitution submitted to State Secretary upon making any change, and (7) must have submitted a signed letter of certification saying that the county officers have audited current year's county books, with the date and location where they were audited on it, and signed by the county officers).

4. Salary Recommendations:

Salaries are for all hours worked beyond a normal workday. If an officer holds two salaried positions they will receive only one salary, paid at the higher position.

Officers/Stewards:

State Steward	\$425.00 Month
Senior Assistant State Stewards	\$375.00 Month
Assistant State Stewards	\$300.00 Month
Area Stewards	\$ 50.00 Month
Secretary/Treasurer	\$425.00 Month
Editor	\$375.00 Per Issue for 3 papers
Board Members (not stewards)	\$ 50.00 Month (paid quarterly)

Note: Currently the Assistant, Senior Assistant, State Steward, and Secretary/Treasurer receive \$75 month for office rent and storage, as well as use of any personal equipment. They also receive actual expense for internet each month, and we have a Verizon Family Plan that covers the cell phone use for all but Cheri, who is reimbursed \$45 a month for her own family plan.

Currently the Area Stewards receive \$35 a month for internet and office rent/storage, as well as \$30 a month for cell/land line phone and long distance.

Currently the Board members that are not stewards receive \$35 a month for internet and land line/cell phone as well as office rent, storage, and use of any personal equipment.

The finance committee recommends no change.

5. Other recommendations:

- Recommends that the delegates vote no on proposed constitution change number 1 resulting in the withdrawal of proposed constitution changes number 2 through number 11.
- Recommends that the delegates vote no on proposed constitution changes number 18, 20, 26, and 27.
- Recommends that the delegates adopt proposed constitution changes number 19 and 21.

Janie Walla moved that we accept the finance report as written. Vickie Carr moved to amend the actual expense for lodging to add "while on union business". Dies for lack of 2nd. Dorie Hill moved to amend the actual expense for lodging to add "other than convention". Amendment Failed. Motion passed. Tony Lott moved to adopt section 1, 2, and 3 of the finance report. Motion passed.

Janie Walla moved that we dismiss the finance committee with our thanks. Motion passed.

Becky Pike announced the member of the year, Whatcom County Member and Secretary/Treasurer Joyce Sutherland.

President Cheri asked for any unfinished business. There was none.

President Cheri asked for any new business. There was none.

Dan Marshall moved to have a candidate forum. Patrick Pitts moved to amend that the candidate forum will be after nominations are closed and prior to voting. Each candidate will get 2 minutes for a presentation, then 5 minutes total time frame per office. Amendment passed. David Ray moved to amend to add in which there is more than one candidate after 5 minutes total time frame per office. Amendment passed. Dee Ann Williams moved to amend to change to 5 minutes per candidate per office in which there is more than one candidate. Amendment passed. Beverly Adams moved to amend to change the 5 minutes per candidate for each office to a maximum of 15 minutes. Amendment Failed. Patrick Pitts moved to amend to add no delegate may ask a second question while other delegates are waiting in line. Each question shall be limited to 1 minute and responses by candidates shall be limited to 2 minutes. David Ray moved to amend the amendment to add with a 30 second follow up if necessary. This dies for lack of 2nd. Vote on amendment. Amendment passed. Vote on amended motion. Amended motion passes.

Becky Pike called for nominations for President. Nominating committee placed the name of Cheri Freeman. Janie Walla nominated Doug Rinehart. Nominations closed. Candidate forum was next with Tony Lott moving to extend time by 45 seconds. Motion passed. Vote was taken by secret ballot. Total votes casted were 65. Cheri Freeman received 51 and Doug Rinehart received 14. Cheri Freeman is the 11/12 WARLCA President.

President Cheri called for nominations for Vice President. Nominating committee placed the names of Monte Hartshorn and Brenda Ogdon. Candidate forum was next. Tony Lott moved to extend time by 2 minutes. Motion passed. Vote was taken by secret ballot. Total votes cast were 65. Monte Hartshorn received 43 and Brenda Ogdon received 22. Monte Hartshorn is the 11/12 WARLCA Vice President.

President Cheri called for nominations for District One Representative. Nominating committee placed the name of Mariann Faulkner. No other nominations were made. Charles Alexander moved that the nominations be closed and the Secretary/Treasurer cast a unanimous ballot for Mariann Faulkner for District One Representative. Motion passed. Mariann Faulkner is the 11/12 WARLCA District One Representative.

President Cheri called for nominations for District Three Representative. Nominating committee placed the name of John Lee. Patrick Pitts moved that the nominations be closed and a unanimous ballot for John Lee for District Three Representative be cast. Motion passed. John Lee is the 11/12 WARLCA District Three Representative.

Tony Lott moved that the credentials committee, hospitality committee, sergeant at arms committee, media committee, tellers one and two committees, and minute's committee be dismissed with our thanks. Patrick Pitts moved to amend that the committees be dismissed once they have completed their assigned duties. Amendment passed. Amended motion passed.

Susie Hill, PAC Chair, gave the updated report.

Peninsula County gave just under \$1,000.00

Mutual County gave \$1,450.00

King Snohomish County gave \$2,800.00

King Snohomish won the traveling eagle award and Janie Walla accepted it.

Next Susie announced the per capita totals with Whatcom having \$6.72. Whitman Asotin County had the highest per capita with \$9.72. Jim Hemrich accepted the traveling frog award.

Note: Susie E mailed the board on 7/5/11 that we collected \$1,989.50 in cash and checks (includes the yard sale and bingo) and \$1,168.00 was the total of donated gift items. Total was \$3,157.50.

President Cheri thanked the two members retiring from the board. Becky Pike thanked everyone and said she was looking forward to traveling with her husband. Cindy Koker thanked everyone and said she learned a lot and to keep sending resolutions on.

Clifford Dailing installed the officers.

Dan Marshall moved to suspend the rules to not have a benediction. Motion failed. Tony Lott moved that those who do not want to be in attendance during the benediction be allowed to leave and return after it was over. Motion passed.

President Cheri did the benediction and the colors were retired. The delegates received their checks.

President Cheri announced that the 2011 WARLCA 105th State Convention was adjourned at 12:30 PM.

CALL FOR LOCAL STEWARDS

Does your office have a local steward? If not, are you available for the job? Once elected by the Union members in your office you will receive training and a better understanding of the contract and the grievance process. After certification as a local steward you will have one-on-one contact with a state-level steward who will be your resource for advice, information, and guidance as you address the day-to-day issues in your local office. Contact any of the state-level stewards listed on the inside back page for more information.



Becky welcomed Clifford with the other Clifford



General session of the 2011 State Convention



Delegates vote on a Constitution change

**PRESIDENT AND SENIOR ASSISTANT STATE
STEWARDS CHERI FREEMAN'S
2011 ANNUAL REPORT – (OR STATE OF THE
UNION)**

There is one issue that continues to grow and it threatens our jobs like no other. My Annual Report focuses on this issue. Do you like your wage, your health benefit, or your retirement plan? They were all brought to you by your Union. Currently the greatest danger to our jobs is the attack in the US Congress and popular media on Unions. We have become the scapegoat for the economic woes our nation is facing. While the American public is crying out for our politicians to work on job creation, many of our congressmen and women have instead used the economic crisis as an opportunity to defame the very nature of Unions. Webster's Dictionary defines "Union" as: "2. an agreeing or leaguering together for mutual benefit. 3. the unity or solidarity produced by this." Forming and joining a Union is not un-American! Our Nation was built on the premise that citizens had a right to join together to form a more perfect Union. We receive benefits from Union membership every day. It now appears that it is un-American to ask for a living wage if the wage is paid by the taxpayer. There is now legislation that has either been filed or has been proposed that will affect all of these benefits. The House of Representatives' Committee on Oversight and Government Reform has held hearings on Labor Contracts, questioning the collective bargaining negotiations that brought forth the APWU contract that was recently ratified by that Union. On June 3, 2011 this committee held hearings concerning the portion of the Civil Service Act of 1978 which made employers pay for Union representatives to conduct step 1 grievance hearings and to attend labor/management meetings (local steward work). Federal Employee Unions have to represent everyone, whether they are a member or not, so this clause was written into the Act to help offset the cost to the Unions for presenting non-members. Without compensation by the Postal Service for our local stewards, the expenses towards Duty of Fair Representation will sky rocket, dramatically increasing the costs for presentation. On top of this, it has been proposed to legislatively end the payroll deduction of Union dues from government paychecks. Union members would have to pay their dues on their own. It is clear that very quickly these two proposals would financially bankrupt Unions. If those proposals don't scare you, how about this one: Tim Pawlenty, Governor of Minnesota and Republican Presidential Candidate, has recently come

out in favor of **privatizing** the Postal Service. Can you see 'Contract Carriers' in this line of reasoning? It is the Union that is fighting the battle to retain 6 day delivery, maintaining livable wages and realistic health & retirement benefits. Never before have we been in greater jeopardy of losing it all! Never before have our members needed to stand together as one! Never before has a strong Union been necessary to fight the fight of hard working carriers. I call on each of you to recruit all new carriers and non-members in your office to join us in this fight. I call on each of you to call and/or write your Congressman or woman to stop making us the scapegoat for the country's economic woes. I call on you to help your Union in the greatest fight since we first united together!

The following are the current bills in the House that your Vice President, Becky Pike and I asked all the Congressional Legislators or their aides to co-sponsor while we were at the Legislative Seminar this May. Listed below are the legislators who have co-sponsored the bill as of June 13, 2011. If you do not see your Representative listed, please contact them and urge them to do so!

- H.R. 137: Expressing the sense of the House of Representatives that the United States Postal Service should take all appropriate measures to ensure continuation of its 6 day mail delivery service.

Jay Inslee (Dist. 01); Rick Larsen (Dist. 02); & Jim McDermott (07)

- *H.R. 1351: the United States Postal Service Pension Obligation Recalculation & Restoration Act of 2011. (This bill would relieve the Postal Service of the need to make the yearly payment for the pre-funding of future retiree health benefits)

Jay Inslee (Dist. 01); Rick Larsen (Dist. 02); & Adam Smith (Dist. 09)

The following are the bills in the Senate that concern the CSRS overpayment and would also give the Postal Service relief from the need to make the yearly payment for the pre-funding of future retiree health benefits:

- **S. 353: The Postal Service Improvements Act of 2011**, Susan Collins (R-ME)

This good points of this bill direct OPM (Office of Personnel Management) to use existing authority to

change the methodology of calculating the CSRS surplus and allow the Postal Service to use this money to pay the future retiree health benefit and calls for the FERS pension surplus to be returned to the Postal Service. However, there are two provisions of the Bill that we cannot support: arbitration panels to consider the Postal Service's financial health when rendering decisions about collective bargaining agreements; and the converting workers over to retirement benefits when they reach the appropriate age, if their workers' compensation benefits end up exceeding their regular annuity payments. Legislating an arbitrator to weigh his/her decisions in favor of the Postal Service not only takes the neutrality out of arbitration but changes the initial collective bargaining negotiations. Why should the Postal Service offer a reasonable contract if they know they have an advantage in arbitration? The second concern is based on the unique nature of our retirement system. This bill fails to take into account the loss of regular retirement benefits under CSRS and FERS that would be suffered by Federal Employee Compensation Act (FECA) recipients who get separated from the Postal Service. Such injured workers get no years-of-service credit over the period of their injuries once they are separated, since their annuities are based on their high-3 average salaries at the time of their separation, not at the time of regular retirement. This potential loss of retirement income is compounded for FECA recipients covered by CSRS since those employees are unable to participate in the Thrift Savings Plan or to accrue benefits under Social Security—both of which make up two-thirds of the retirement package earned by FERS employees.

- **S 1010: Postal Operations Sustainment and Transformation Act.** (The POST Act), Tom Carper (D-DE)

This good point of this bill modifies the methodology for calculating the CSRS surplus and allows it to be transferred to the payment for the RHB (Retiree Health Benefit) and calls for the FERS surplus to be returned to the Postal Service. But again, there are some very worrisome details that we cannot support. This bill also contains arbitrator language giving more weight to the Postal Service. Even worse are the provisions that give the Postal Service the "Flexibility" to close Post Offices and facilities, as well as the ability to change delivery days down to 5 or even 4 or less.

Neither of our State Senators have signed on to these

bills though their staff aides that we talked with, seemed supportive of our concerns, however, I ask you to write or call Senators Murray and Cantwell to register your opposition to the provisions in this bill that are harmful to rural carriers. Phone calls should be made to their WA DC offices and all letters should be sent to their local office closest to you.

Sr. Asst. State Steward Report:

I have handled 38 grievances during the 2010 – 2011 year. 22 were settled at step 1; 11 were settled at Step 2; 2 were appealed to step 3; and 3 were withdrawn after investigation showed they were without merit. I have had numerous Labor/Management meetings with local Postmasters to discuss issues such as: Allowing carriers to work off the clock; improper use of the Matrix, RDWL and scheduling; training for new hires; Rt. adjustments and compensation for changing labels and equipment. I have attended numerous Investigative Interviews and have had many reduced to an Official Discussion. Workplace environment issues continue to be of concern as the changes in the Postal Service take a toll on managers and carriers alike. I was a presenter at the Spring Rally which had the biggest turnout yet. Duty of Fair Representation continues to be the primary goal of your state association!

Respectfully Submitted,

Cheri Freeman

VICE PRESIDENT BECKY PIKE'S 2011 ANNUAL REPORT

This past year as your Vice President has been challenging and rewarding. The challenges came as we scheduled our board meetings and trainings. We needed to work around each board member's commitment to work and family time. Once that was figured out, we needed to find available space for everything on the agenda. I'm confident we scheduled meetings and trainings to allow the most carriers an opportunity to participate. Your county units also had these same challenges as they set their meeting dates to coordinate with having a state level steward present to answer questions.

The rewards came in meeting new members who want to be active members of our union. Thank you for attending trainings and/or informative meetings. Your voice is important to our union and we welcome your questions and ideas.

Another reward was attending the legislative seminar in Washington DC in May with our President Cheri Freeman. We were given 2 days of training from numerous speakers that gave us the information we needed to approach our senators and representatives with the union's view on legislation. Our union agrees with Massachusetts Representative Lynch's bill HR 1351 USPS Pension Obligation Recalculation and Restoration Act of 2011. Washington's 2nd District Representative Rick Larson is a co-sponsor of this bill. Our union also agrees with Missouri Representative Graves HR 137 expressing the sense of the House of Representatives that the USPS should take all appropriate measures to ensure the continuation of its 6 day delivery service. Washington's 1st District Representative Jay Inslee and 7th District Representative Jim McDermott are co-sponsors of this bill. The next two days were spent going to the offices of our two Senators and nine Representatives. Each meeting was scheduled for 15 minutes so we had to be organized and stay on the topic we wanted to discuss. We were told in the training that we would most likely be talking to one of their staff so imagine our surprise when my representative, Rick Larson joined our meeting and then Cheri's representative, Cathy McMorris Rodgers joined in that meeting. Each staff member we spent time with was very informed on the bills we spoke about and assured us they would get the information to the Representative or Senator. It really hit home with me that letters to your Congressional leaders do count and most importantly a personal visit to their home office speaks volumes! Look under the Government Affairs section on our national web site, www.nrlca.org to gain knowledge on the latest political news and issues that affect our jobs. You can find out who your Congressional member is, if he or she is a co-sponsor of our legislation and the contact information so you can phone, write letters, email or attend a local meeting.

Be that voice that helps protect our job as rural carriers.

Respectfully Submitted.
Becky Pike

**SECRETARY-TREASURER REBECCA
WENDLANDT'S 2011 ANNUAL REPORT**

Greetings Fellow Members of the WARLCA ☺. Here is my annual report of the 10/11 WARLCA Year and some stats from previous years. This year has been stressful

and agonizing and I have learned much, some of which was a disappointment and yet some good things have occurred as well; such as seeing an impressive team of members working on the National Convention with enormous effort and the results made us all proud!

MEMBERSHIP:

We now have 1840 members (including 8 associate members). Last year at this time we had 1876 members, so we are down 36 members! This is due to the USPS slow hiring practices, high turnover of those RCAs they do hire, retired members not maintaining their membership, and 16 deceased members. In the 09/10 year I processed 107 new members, and out of those 9 was separated before the year was over. We had wonderful membership recruitment the first 6 months of 2011 with 18 members recruiting 30 new members and each of them receiving a \$50 savings bond or \$25 cash, whichever they prefer.

The total breakdown is as follows:

Members: 1007 regulars, 20 PTFs, 527 reliefs, 278 retired, and 8 associate for a total of 1840 members.
Non-Members: 208 regulars, 1 RCA Vacant Rt, 1 RCR, 9 PTF, 247 RCA, 12 RCA Aux Rt for a total of 478 potential members.

With now having our new web site, WARLCA.com, thanks to many hours donated by Patrick Pitts, we have another venue to be able to keep our members updated and informed, along with the *Washington Rural Carrier* (a big thank you Susie for a job well done) and specialized mailings.

Here are some membership stats:

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

93/94:	1342 members
94/95:	1633 members (reliefs went on dues withholding this year)
95/96:	1732 members (start of TRC designation)
96/97:	1747 members
97/98:	1813 members
98/99:	1796 members
99/00:	1803 members (new designation of PTF created this year)
00/01:	1726 members
01/02:	1776 members (National had a nation wide membership drive)
02/03:	1791 members (Management Could No longer be Associate Members)
03/04:	1828 members

04/05: 1842 members
 05/06: 1830 members (OUR UNION made health insurance available for reliefs)
 06/07 1930 members
 07/08 1967 members (OUR UNION received the mail count award)
 08/09 1941 members
 09/10 1876 members (Western Area not hiring/Nat Database not showing new hires)
 10/11 1840 members As of June 15, 2011
 Last year we qualified for 20 delegates to National Convention but this year we will only qualify for 19 delegates.

District Four:

SOUTHEAST #012

27

WHITMAN, ASOTIN, #016

36

APPLE #017

182

Total for District Four:**245****Total for State:****1832**

MEMBERSHIP STATS FOR 2011 WRLCA
STATE CONVENTION

As of June 15, 2011 excluding the 8 associate members

District One:

<u># OF MEMBERS</u>	<u>TOTAL</u>
ISLAND, SKAGIT, SAN JUAN #010	108
KING, SNOHOMISH (KS) #011	371
WHATCOM # 015	96
Total for District One:	575

District Two:

PENNISULA #003	162
LOWER COLUMBIA #005	204
MUTUAL # 006	340
Total for District Two:	706

District Three:

NORTH CENTRAL #001	79
EAST CENTRAL #013	175
NORTHEAST #014	52
Total for District Three:	306

FINANCES:

The board is constantly monitoring the finances while still completing our main responsibility, which is the Duty of Fair Representation. Is there anyone at Postal Service headquarters with any common sense? The latest, greatest percent to standard shows not! But no matter what Management does, the rural craft maintains the finest service to our customers, of which I am proud to be a part.

To help understand the process of disbursements let's review it. All payroll and expense vouchers are submitted the Monday before the Postal Pay Day. The State Steward first reviews the Area and Local steward's vouchers. All steward vouchers are sent to the State Steward and to the President, as well as the Secretary/Treasurer before payment. ALL disbursements must meet the WARLCA constitution and board policy before being disbursed. ALL disbursements are reviewed individually each quarter by the COMPLETE board, and they notate their approval. I submit the bi-weekly payroll taxes, ING, and Thrift savings with each payroll. At the end of each month I reconcile the books and send them to our accountant who does our 990, LM, quarterly, and yearly taxes. Each year the audit committee at State Convention reviews the books, usually one full month. Each year an outside accounting firm does a complete review of our books. Also to meet DOL and IRS guidelines we have each appointed and elected officer, including county officers, sign a confidentiality statement. All state level elected and appointed officers also sign a written conflict of interest at the end of each year. We have incorporated a whistleblower policy in our board policy as suggested by NRLCA. Each year I review our WARLCA constitution and propose any suggestions to the board. The NRLCA holds one State Secretary-Treasurer's seminar each year, and from that

I review our policies and procedures to make sure they are in compliance with what National has trained on. The following stats show the ending totals from the Statement of Activities:

Profit and Loss for last 10 years

99/00 Year:	Loss of \$ 36,650
00/01 Year:	Loss of \$ 8,288
01/02 Year:	Gain of \$ 20,049
02/03 Year:	Loss of \$ 45,695
03/04 Year:	Gain of \$ 17,234
04/05 Year:	Gain of \$ 37,585
05/06 Year:	Gain of \$ 33,029
06/07 Year:	Gain of \$ 17,340
07/08 Year:	Loss of \$ 12,132
08/09 Year:	Gain of \$ 10,892
9/10 Year:	Loss of \$ 58,127
11 month balance as of June 15, 2011	
	Gain of \$128,151.

The loss in 9/10 year was somewhat anticipated as the year progressed but not ignored. Each function, LWOP used, meeting, steward training and costs, all expenditure were looked at by the complete board. The hard questions were asked, like are we holding a meeting because we always have or are members attending? New area stewards were added to keep assistants under the 130 days of LWOP when they would need to go full time. Also note that 09/10 year we sent 20 National delegates to Grapevine, Texas. In 10/11 year we were in Spokane saving \$32,000 in delegate reimbursement. However, 11/12 year we will be in Savannah, GA! With changes put into effect you will find this year we are at \$128,151 gain as of 6/15/11, which shows that the board worked hard to use your dues money to represent you as best as possible. With anticipated state convention expenses and one more payroll we should end up for the year with a \$60,000 to \$70,000 gain.

Included with this report are the WARLCA Statement of Financial Position and WARLCA Statement of Activities along with an ADOP tracking for 11 ½ months of the 10/11 year, a WARLCA Statement of Financial Position and WARLCA Statement of Activities for the 2010 National Convention, and finally our CPA review for 09/10 year.

2010 NATIONAL CONVENTION IN SPOKANE:

Whew, it's over. By all feedback it was a huge success thanks to the WARLCA committee members who not only did their own committee but helped on others. We had some unexpected challenges with the banquet and the park, and thanks to these committee members it was

taken care of perfectly. I have always known we have the hardest working and giving members but after the 2010 National Convention it was proven. What a joy to be part of your team. You might be wondering what it takes to host a National Convention.

1. Thirty five Washington members worked on the 12 national convention committees. Mostly all were working on more than one committee, going from what was needed at first (publicity, stuffing ditty bags, putting together wagons for the banquet decorations, airport hospitality, golf, meet and greet, exhibitors, information, tours, non-delegate registration, banquet registration, and food service) to helping on other committees as needed, and finally 19 become official WA delegates, with others as alternate delegates.
2. Just for the 1½ weeks prior to and including National Convention some of the expenses include:
 - A. Just under \$40,000 for daily wages (around 200 days paid)
 - B. Around \$3,000 for food per diem for dinner.
 - C. Around \$4,000 in mileage that did not include the delegates who were paid mileage as part of their delegate duties
 - D. Our Doubletree Hotel bill was a little over \$15,000.00
 - E. Our meet and greet social cost under \$15,000 for the food, a savings of \$30,000 from last year's meet and greet in Texas, thanks to being able to have it at Riverfront Park.

All funds were accounted for and reported to the WARLCA State Board, NRLCA Sec/Treas, as well as to our accountant, our CPA review, DOL, and IRS.

Thank you for allowing me to be your Secretary-Treasurer. If you ever have any questions or comments I am always available. Thank you, County Officers, Board Members, Stewards, and Members for enriching my life with your friendship. It is indeed a pleasure to work with you! ☺

Respectfully Submitted,
Becky Wendlandt

**DISTRICT ONE AND EDITOR SUSIE HILL'S
2011 ANNUAL REPORT**

As usual, another year has disappeared much too quickly. The highlight of the year had to be the National Convention in Spokane. It required a lot of planning and hard work but I think we succeeded in having a great convention with minor problems and still managed to have fun. I am glad we don't need to do it again!

I attended the Editor's Seminar at National Convention and organized the three issues of the *Washington Rural Carrier*. Thank you to all the officers for their informative articles.

I also attended the PAC seminar and that reinforced the need for the support of PAC. This can be considered one form of job insurance. PAC is given to those elected officials who support our concerns in Congress. It doesn't matter which political party they are affiliated with-if they support us we will support them. While at the Western States Conference held in Meridian, Idaho in April I listened to President Cantriel state that the need for PAC donations is now greater than ever because of the many bills facing Congress.

Lastly, I had the added responsibility of serving as District 1 representative for part of the year. It was a pleasure to travel to more areas of my district and meet other carriers that usually don't get to attend State Convention. I was also able to help secure a location for the 2013 State Convention to be hosted by District 1 in Oak Harbor. It will be a beautiful area to visit and get some work done too.
Susie Hill

**DISTRICT TWO AND SENIOR ASSISTANT
STATE STEWARD RENEE' COWAN'S
2011 ANNUAL REPORT****District Two Report:**

Time sure goes by fast!! This report will conclude the Association year for 2011.

This year we are hosting the 105th State Convention in Gig Harbor. It has been a very busy year finalizing all of the details for the delegates and non-delegates attending this year.

It has been a privilege for me to represent the rural carriers in District Two again this past association year

and be your voice during our board meetings. I have attended all Board meetings and all of the County Unit annual meetings in District Two; I also attended as many other county meetings across the state as possible.

I provided the members in District Two with information at their county meetings on upcoming dates and events for our 2010-2011 Association year and I hope the members found this to be useful information.

The Board has worked diligently at keeping up with the needs of our members while making sure the budget balances. We are also looking at new ways to increase membership participation at meetings and how best to allocate the budget to accomplish this goal.

The Board also has been trying to increase membership participation at union meetings. We have had two "Informational Rallies;" these meetings have increased in attendance each year we have conducted them with a turnout of well over 100 members in attendance at the latest one held. Thank you all for being willing to give up one day to obtain the information.

If you have any questions or concerns feel free to contact me or one of the Board members.

Senior Assistant State Steward Report:

The grievance activity for my area is a day to day putting out fires prior to a grievance being needed and grievance activity is still high in certain specific offices.

We continue to deal with grievances on removals, suspensions and letter of warnings. I would like to take this time to give a little reminder to carriers; if you file a grievance you need to let your Local or Assistant State Steward know as soon as you do so. There are strict time lines that need to be adhered to and management has no obligation to inform the steward covering your office that a grievance has been filed. You also need to be prepared to provide your steward with a statement of facts surrounding the issue that you filed on. You tie the hands of every union representative handling your grievance by not providing us with a statement. It is your grievance; tell us what the issue is by writing it down giving us all of the details. You can never give too much information to us in your statement.

The past year has definitely been one of changes in Postal Service management. I continue to go into offices and encounter new OIC's (Officer in Charge),

sometimes there is a new OIC every month or it seems that way to me.

A new OIC usually means new instructions. Remember to become familiar with the PO 603 and remember what you were paid for during your last mail count. If things change for duties that we receive additional compensation for we need to know and inform a steward for advice.

I would like to close by again thanking those local stewards in my area that are keeping in touch with me and remind those of you who are not that I am only a phone call away; please contact me so I can be kept up to date on any issues or non-issues in your local offices.

Respectfully Submitted,
Renee' Cowan

DISTRICT THREE CINDY KOKER'S 2011 ANNUAL REPORT

Thanks for the memories. It has been a whirlwind of experiences representing District 3. I am confident you will be left in good hands because we have a wonderful membership to draw from for the next District 3 representative.

While I was District 3 representative I helped make and balance the budget, reviewed vouchers, reviewed the steward program, planned for county officer trainings and kept track of Provident Guild activity. I enjoyed working side by side with the members of the board on the state conventions and also the 2010 National Convention which was held here in Spokane. I worked many hours on the meet and greet committee taking in 494 registrations from across the country. The registrations came through the US mail or e-mail, which generated 1,372 sandwich tickets to be placed in envelopes and then labeled with the name, state and the correct totals of sandwich choices and eventually picked up at our meet and greet booth at the National Convention. I also worked on the ditty bag donation committee. We managed to get 19 donations including the discounts. It took time and persistence to get these donated items and I am extremely grateful to the businesses that took the time to read the hundreds of letters that were sent out and to answer the many follow up phone calls. I hope you all support the business community that supported our convention. I would

like to thank all who helped retrieve the donated items to get them to Spokane and also to everyone who helped fill the ditty bags.

There are many other memories but these are the most vivid ones in my mind. Thank you for helping make these great memories of my years with the Washington Rural Letter Carriers' Association.

Respectfully Submitted,
Cindy Koker

DISTRICT FOUR ED OGDON'S 2011 ANNUAL REPORT

I hope you went to National Convention last August in Spokane. It was the last convention to be put on by the individual states and now will be taken over by National. By all accounts it was a roaring success at a reasonable cost thanks mostly to Becky Wendlandt, Cheri Freeman and their minions. My wife and I manned the Information booth with me skipping out to run the flag room once in a while. We had a blast! What an honor it was to meet people from all over our nation and to serve our WARLCA. I urge you to go to at least one National convention to see how your dues monies are spent and our Union is run.

I am still hoping to hear from you if you have/had family members who used to carry mail. Send in their story, hopefully with pictures and I will put them in our paper.

Respectfully Submitted,
Edward Ogdon

STATE STEWARD PATRICK PITT'S 2011 REPORT

President Freeman, Board members, Delegates to the 105th State Convention, and members of the Washington Rural Letter Carriers' Association: I submit to you my first annual report as State Steward for this great Association.

First, I would like to take this opportunity to express my sincere appreciation to the members of the WARLCA Board for giving me the opportunity to serve in this capacity. It is a great honor and privilege to serve the members of the rural craft in Washington State and I strive daily to live up to the expectations our members rightly have of those who are called to represent them.

STEWARD PROGRAM

It has been a pleasure working with stewards at all levels in Washington who have been called as representatives of our craft and I would like to express my appreciation for the service they provide. Specifically, and listed in alphabetical order (by last name) Senior Assistant State Stewards Renee' Cowan, Cheri Freeman, Monte Hartshorn, and Joyce Patteson who serve as the leaders of the steward program in the state. In addition to the state-level stewards just recognized, Mariann Faulkner, Jeff Taylor, and Janie Walla who serve as Area Stewards, each assigned multiple offices and demonstrating a high level of professionalism and dedication to those they have been called to serve. These three Area Stewards have graciously provided a report of their activities and their reports are included as an addendum to this report. And lastly, but certainly not least, are the local stewards across this state who not only serve as the eyes, ears, and voice of the Association in their local office but freely give of their time and effort in service to the members of the rural craft in their respective office.

We currently have 47 local stewards serving in Washington State: 5 in the area overseen by Cheri Freeman; 5 in the area served by Joyce Patteson; 8 in Renee' Cowan's area; 12 in Monte Hartshorn's area; and 16 in the area I have directly overseen. To put the 47 local stewards in perspective, there are currently 224 offices with rural delivery in Washington State; meaning nearly 80% of the offices in the state are without the benefit of a local steward. We all owe a debt of gratitude to those 47 members who stand as the representative of the Union in their local office. When grievances are initiated in an office with a local steward, the Postal Service bears the financial responsibility for the steward's time investigating, researching, meeting on, and appealing if necessary those grievances. In offices without a local steward our Association bears the financial burden of processing grievances.

In each office with rural delivery, whether it's a 1-route office or an office with 5, 10, 20 or more routes, there is at least one individual, and in many cases more than one, that has the ability, the drive and the fortitude to serve as the local steward. With 80% of our local offices without a local steward, the Union is shouldering a huge financial burden processing grievances in those particular offices; a financial burden which should be borne by the Postal Service. I implore you, as a member of this Union, to give consideration to becoming the local steward in your office. Not only will you receive

training before being certified as a steward but you will have direct contact with a state-level steward who will work closely with you, providing guidance and direction, and assisting you in finding the answers to any question that may arise. You will also receive additional compensation from the Postal Service for the time necessary to perform steward related duties. For regular carriers, the compensation is in the form of a paid day off for each 8 hours of accumulated steward time; with relief carriers receiving additional pay each and every pay-period in which steward duties are performed.

ROUTE AND OFFICE STATISTICS

As mentioned above, there are currently 224 offices with rural delivery in Washington State. 204 within the Seattle District, and 20 in the Portland District. Within those 224 offices we have 1,387 rural routes. 1,247 in the Seattle District and 140 in the Portland District. The 1,247 rural routes in the Seattle District deliver to a combined 770,229 delivery points 6-days per week. Similar data for the Portland District was not available at the time this report was being prepared for printing.

We continue to see an increase in the number of routes being consolidated once the route becomes vacant. A situation justifiably disturbing to relief carriers, some of whom have given a decade or more of service to the USPS, performing what is arguably the most difficult job in the rural craft only to see the chance of becoming a regular carrier snatched away at the last moment. Since October 21, 2010, I have been officially notified of 16 routes pending consolidation and thus, not posted for bid within 30 days of the route becoming vacant. We are also aware of several more in which we received no notification. Several of these routes, thanks to the watchful eye of our local/area/state-level stewards we were able to block or overturn the planned consolidation, get the route posted and a relief carrier promoted to regular carrier retroactive to when their promotion should have occurred.

While we recognize the contractual ability of the Postal Service to consolidate a route rather than post it once it becomes vacant; and we recognize that there are many regular carriers who would rather see a route consolidated and the territory added to their particular route, in essence "getting back" some, most, or all of what has been lost due to declining mail volumes, we, as an Association cannot take sides or favor one of our

craft members over another. The decision whether to consolidate or not rests with the Postal Service. As Union representatives, we must recognize their right to make that decision but remain ever vigilant to ensure their actions are in compliance with our collective bargaining agreement and, if not, take action to secure the rights of those we represent.

Due to the uncertainty of receiving the contractually required notification of pending route consolidations, it is imperative that you contact your steward if you become aware of a vacant route in your office. Only then can we be sure that any such consolidation is in compliance with the contract, and our member's rights are observed and upheld.

In addition to route consolidations, we are noting a movement by the Postal Service to purportedly control costs by consolidating offices. Offices are being reviewed for possible Delivery Unit Optimization/Delivery Unit Relocation (DUO/DUR). This has already occurred in offices in Washington State. All the routes from one Post Office are being moved to a neighboring Post Office. As is understandable, this creates a disruption to the environment in both offices. Seniority lists are merged, Matrix's are merged, appropriate adjustments to evaluations need to be made, and so on. I was recently informed that as many as 10 offices within the Seattle District are currently being reviewed for potential relocation. In each office where it has been decided to perform a relocation we are having a state-level steward make contact with each member in that office, and in most cases the state-level steward participates in a stand-up in the office. As in the consolidation of routes, we recognize the contractual authority of the USPS to consolidate offices but we stand ready to make sure that any such consolidation is in compliance with our collective bargaining agreement.

And now, for some good news. There are some smaller units, offices with post office box service only (no rural delivery) that the USPS is looking at for potential closure. In those situations the customers who formerly held post office boxes at those offices are being given a choice by the Postal Service to move their post office box to a neighboring office or to begin receiving street delivery of their mail. In most cases, the street delivery will be provided by a rural carrier. I was recently provided a list of 9 such offices facing closure with 785 deliveries potentially being added to rural routes.

GRIEVANCES

Senior Assistant State Steward Monte Hartshorn and I recently attended the annual National Steward Training held in Alexandria, Virginia. We have known for some time that the National office was working on developing a national database to be used, in part, for reporting and tracking grievances. All of the state-level stewards have received training on the national database and additional information will be provided prior to the actual implementation date after which time the use of the database, and inputting of grievance information will be required.

In anticipation of the required usage of the national database we have implemented policies and procedures to be used by all stewards in Washington State regarding the reporting of grievance activity. We now have a "Grievance Initiation Report" to be used by stewards at all levels within the state. Many of our local stewards have complied with the reporting requirement, and are using the Grievance Initiation Report on a regular basis. While not all local stewards have compiled their report, I found the results of what has been reported surprising.

Since July 1, 2010 (the beginning of this Association year) there have been 157 grievances initiated at Step 1 of the grievance/arbitration procedure. Of those, 111 concerned contractual issues and 46 were related to discipline. Of the 46 disciplinary grievances 12 were removals with most related to theft of mail and vehicle accidents (including run-away, roll-away). Of the 157 initiated grievances mentioned above, 53 were settled at Step 1 with the majority of the remaining grievances either being settled at Step 2 or still active in the grievance process.

It is notable that there have been just 7 grievances appealed to Step 3 of the grievance procedure. This is more in line with the level of grievance activity (appealed to Step 3) experienced during the 2004-2005 Association year; and, while records were not kept in previous years of grievances initiated at Step 1 I think it's safe to say the number of grievances at that level has increased substantially based on the number of grievances appealed to Step 2.

While there is always concern related to the number of grievances, and the trend over time as to whether the level of grievance activity is increasing or decreasing, I'm especially concerned about the number of

disciplinary grievances. Many of the disciplinary grievances I have personally handled, and many of those I'm aware of through discussions with the local, area and state-level stewards are for incidents which in the past, would be handled by having a discussion with the employee. In turn, the number of Investigative Interviews seems to be increasing at an alarming rate. There are some managers who appear to be "managing by discipline" and/or using an Investigative Interview to "make a point." I highly recommend that any rural craft employee who has a reasonable belief that the questions being asked by management could lead to their being disciplined refer to their Weingarten Rights card and immediately contact their steward. Additionally, it is recommended that any discipline be addressed in the grievance/arbitration procedure. If you are unfamiliar with the grievance procedure, feel free to contact your steward, or any of the state-level stewards for information.

WARLCA.COM AND EMAIL UPDATES

Many of our members are aware of, and have visited our website (WARLCA.com). If you have not, please take a moment to do so. There is a wealth of information available to you 24 hours a day, 7 days a week. With thanks to the vision of WARLCA Secretary/Treasurer Becky Wendlandt, and the approval of the WARLCA State Board our website became a reality in early 2009.

We began monitoring the traffic on our website in December of 2009 and since we began tracking (December 16, 2009) through June 15, 2011 we have had 10,107 visits to our website from 3,548 visitors. During those 10,107 visits a total of 39,352 WARLCA.com web pages were viewed.

50.27% of the traffic to our website is from what is considered "direct traffic" (meaning the visitor came directly to our website by using a "bookmark" or typing the web address directly into the address bar of their web browser); 30.85% of the traffic was from "referring sites" (such as clicking a link in an email); with the remaining 18.88% coming from search engines (such as Google or Bing).

During this Association year (July 1, 2010) to the present (June 15, 2011) we have had 6,076 visits from 2,118 visitors viewing 20,917 pages. It's interesting to note that while a substantial amount of the traffic to our website comes from within Washington State we

have had visitors to our website from every state in the Union with the exception of New Mexico.

I very much appreciate the members of our Association who have provided thoughts, suggestions, and information on how to make our website the best possible benefit for our members.

With thanks to the suggestion of Becky Pike, WARLCA Vice President (who was serving as District 1 Representative at the time the suggestion was made) and the approval of the State Board, we have an email distribution list tied to our website. We call them Email Updates and they are available to any member of the WARLCA. (Visit WARLCA.com for details on how to join the email distribution list.)

We currently have 140 members who have become part of the email distribution list and while that may seem to be a substantial number it is only a small percentage of those who are eligible to join. The State Board and I use the Email Updates to provide relevant, important, or interesting information to our members and I encourage each of you to consider becoming part of this very important information network. Since the Email Updates began (August 8, 2010) there have been 68 updates sent on a variety of topics.

ADMINISTRATIVE

One very important aspect of the duties and responsibilities of the State Steward is the administration of the steward program in the state. We have a very strong administrative process in the state, put in place long ago by former State Steward, Charles Alexander. We have strong leaders in our state-level stewards and very capable area stewards who continue to work closely with their assigned state-level stewards, and every one of our local stewards have an assigned state-level steward that they can turn to for advice, information and guidance.

With that said, we still have an extreme workload placed on some of our state-level stewards. So much so, that they stand at risk of exceeding the 130-day threshold of LWOP usage for Union business. As most of you are aware, the 130-day number is important in that every day used in excess of 130 adversely affects that steward's credit toward retirement.

Steward LWOP usage is monitored and tracked on a regular basis, and the workload shifted to ensure

we remain at or under 130 days used for each of the stewards. However, the grievance activity continues to increase and the access to the stewards expected by the members has not waned.

I very much appreciate the support the Board has provided the Steward program and am confident that they will continue to do all they are able to provide the necessary resources so that our stewards can uphold the duty of fair representation required of our Association. As the workload continues to increase we will have to begin looking at bringing on additional state-level stewards, additional area stewards, and/or continue pressing for more of our members to join the steward ranks as local steward. In regard to the 130-day issue, we will end this Association year on solid ground, and I anticipate no necessary changes for the remainder of this calendar year other than some shifting of workload as circumstances dictate.

OTHER ACTIVITIES

In addition to responding to many phone calls, providing email correspondence in response to inquiries, certifying and decertifying stewards as appropriate, keeping in contact with Don Maston, Executive Committeeman for the NRLCA when necessary or desirable, I have attended all Board meetings, all state-level meetings, and as many county unit meetings as I was able. I also attended the Regional Steward training and the National Steward training mentioned earlier in this report and I attended each of the 4 Local Steward Enhancement trainings conducted across the state during the 2010-2011 Association year.

I have also conducted numerous Labor/Management meetings in local offices and, while not specifically called for in our contract, have established regularly scheduled monthly meetings with the Manager, Operations Programs Support for the Seattle District. These meetings have proven beneficial to our craft on any number of fronts. While it is true that we at times find ourselves in disagreement with our employer on a variety of issues, it is of great value and benefit to our members to have an open line of communication with those responsible for implementing policy and procedure throughout the District and I am committed to continue meeting as long as those meetings continue to be a benefit to our members.

IN CLOSING

A special thank-you to the WARLCA Board for the support they have given me and the steward program in Washington State. I also want to thank the state-level stewards, area stewards, and local stewards for the dedication, devotion, and professionalism they demonstrate on an ongoing basis and I want to especially thank the members of our great Association for giving me the honor and privilege of serving as the State Steward for the Washington Rural Letter Carriers' Association.

Respectfully submitted,
Patrick Pitts

SENIOR ASSISTANT STATE STEWARD MONTE HARTSHORN'S 2011 ANNUAL REPORT

First and foremost, I would like to thank the membership of the Washington Rural Letter Carriers Association for the privilege of representing them this past year. It is truly an honor to serve as both a representative and advocate for the rural carriers in the state of Washington. I am also proud that as of the end of June, I will have served as an Assistant State Steward for thirteen years.

This year has had its share of challenges, from removals to OWCP issues to bad work place environments. Added to the normal stresses of our jobs is the uncertainty of whether there will be five or six delivery days, the downsizing of the Postal Service (Delivery Unit Optimization and consolidations) and the lack of a Collective Bargaining Agreement (contract).

A couple of issues seem to be showing up more this year than others. I and the rest of the stewards seem to be fielding more OWCP questions especially since the Postal Service has been utilizing the National Reassessment Process. Rural Carriers who have been hurt on the job and for the past several years have been working full time in limited duty assignments are finding their hours being drastically cut. Further, if they are given "no work available" letters and are on LWOP for over a year, they can be separated.

Secondly, we are seeing more discipline for very minor infractions. Management is making it very clear that ignorance is not an acceptable excuse. We must know and understand the rules that we work under. Please remember, the Union advice is to grieve **all** discipline.

I was pleased to attend the National Steward conference this past April in Alexandria, Virginia. As I was speaking with a friend, I heard of several rural carriers that the Union was fighting for their jobs. They are accused of taking \$5 Wal-Mart gift cards from the UBBM. While I hope that we are successful, please do not jeopardize your job by taking any mail that is not yours.

The biggest change that may affect stewards is the upcoming vote at the National Convention on whether we should have a National Steward System. This will change the steward system from being based upon states to mirroring the Postal Service and having certified stewards based upon postal districts. While I believe Washington has one of the finest steward systems in the nation, we are part of a National Union and are liable for what may happen in other states. It is important that all of our stewards have the necessary equipment and support to represent us.

This past year, it looks as if the grievance activity in my area has been slightly less. However, there seems to have been more “issues” that have required some attention. I was a bit surprised that a large number of the calls had to do with RCAs and who was entitled to work when. I continue to point out Article 30.2.D to every RCA.

I would like to take the opportunity to thank all the Local Stewards in my area. It is with their diligence and hard work means every rural carrier’s “issues” are dealt with. Each Local Steward has committed their time and talent to this Association, often without compensation. I hope that all rural carriers join with me in expressing their gratitude to the Local Stewards in our Association. The true foundation of the steward system is our hardworking Local Stewards.

Respectfully Submitted,
Monte Hartshorn

SENIOR ASSISTANT STATE STEWARD JOYCE PATTESON’S 2011 ANNUAL REPORT

Another year has come and gone much to my surprise. When I was younger, my parents and others older and presumably wiser than I always told me that time passed faster and faster the older one gets. I didn’t believe them then, but I sure do now—especially with what we’ve experienced of 2011!! I’m just now getting used to writing the correct year on checks, and now it’s almost half over.

This year was a year of changes for me, some of them personal. I learned a few things—most of which I thought I already knew, and experienced some disappointments. I lost my Dad who was always a huge influence on me being one of the nicest, most even-tempered men I’ve ever known. Honesty and integrity were two of his core qualities—so much so that he didn’t even realize it—he just lived it.

Along with the personal changes, we all know that change has been constant within the Postal Service, and that will only continue. I know this has caused a lot of frustration with not only us, as carriers, but also with management creating short tempers in previously mild-mannered people. Carriers are experiencing managers acting in a nonprofessional manner and creating a hostile work environment where previously there was none. Where workplace environment issues were already present, these have escalated. Even though we shouldn’t have to be dealing with these issues on top of everything else, the most important thing to remember is just try not to react in the same manner. Be calm, walk away, and think of the good things in your life—family, friends, etc., and contact your steward if necessary. Remember what’s really important and think of your priorities—family and health being first and foremost. Most importantly, don’t take these issues home with you. Leave your work problems at work, and don’t let them ruin your personal time. As hard as that may sound, remember that we are the ones that control our own thoughts and feelings—no one else can make us feel anything unless we give them that power. Take a deep breath, and regain control.

As for the steward side of my life, things have been pretty quiet in my area generally speaking. I have dealt with relatively few grievances as I’ve only been involved with 10 Step 1 meetings—most of which were informal and were able to be resolved at that stage. I’ve been the representative for only 2 Step 2 meetings with one more on the horizon.

I’ve been present representing carriers at 16 investigative interviews most of which should never have happened in my opinion as I don’t believe the issues rose to that level. They should’ve been handled as discussions by local management rather than formal investigations but since discipline was issued in almost all cases, management had to have the formality. Four of the investigative interviews involved missing an Express deadline—usually by no more than a couple of minutes, so please do your best to make the deadline

and save yourself the grief of having to go through an investigative interview and a Step 1 informal discussion over the discipline you will receive. Missing Express deadlines and failing to scan traceable mail pieces is a huge issue right now in the Seattle District and either one of those is almost a guarantee of discipline being issued. In smaller offices scans are traced to the actual route so please be careful.

I had the pleasure of attending all county meetings in my area and one in Spokane. Thanks to everyone for attending those important meetings and being involved in your particular county unit. I was also in attendance at the Spring Booster and was impressed at the number of people that took enough interest in their jobs to be there. Thank you.

Last, but certainly not least, I would personally like to thank the local stewards in my area of responsibility in no particular order: Bev Crow in Richland; Tammy Donaghue in Wenatchee; Steve Higgins in Walla Walla; Sharon Dolan in Sunnyside; and, Patti Dixon in Ellensburg. Without you, the number of investigative interviews and grievance meetings I attended would've been much higher. You all do a great job representing the carriers in your office and I really appreciate you being there.

Respectfully Submitted,
Joyce Patteson

AREA STEWARD MARIANN FAULKNER'S 2011 ANNUAL REPORT

WARLCA members, WARLCA State Board and WARLCA State Level Stewards this is my annual report of grievance activity for the past eleven months. My current appointment is from January 2, 2011 thru June 30 2011 of the 2010-2011 fiscal year.

The offices I am assigned to represent are Anacortes, Burlington, Everett Main and Annex, Everson, Freeland, Friday Harbor, La Conner, Langley, Lynden, Monroe, Oak Harbor, and Stanwood where I am the elected local steward, these offices are in the assigned area of State Steward Patrick Pitts. The Sedro Woolley carriers have been moved to Burlington.

From June, 2010 to the present I have handled 13 grievances, of the 13 grievances 10 were contractual and 3 were discipline. Two contractual grievances were appealed to Step 2, one of these is being held in abeyance at Step 2. The 8 grievances settled and/

or sustained all required management to adhere to the contract and make the carriers whole. The 3 discipline grievances were settled at Step 1.

Investigative Interviews, Labor Management meetings, NRP meetings, Step 1 meetings and discussions, grievance preparation and Step 2 Appeals have resulted in 1 LWOP and 7 ADOP days. Mileage for travel to represent assigned carriers has been submitted using door to door computer program. Other grievance expenses have been submitted to and approved by the State Steward. Careful record keeping has kept separate area steward time and local steward time.

I have found my time as an Area Steward to be a rewarding and enriching experience. I have enjoyed meeting and talking with the carriers from my assigned offices and appreciate the confidence and trust they have placed in me. It has been an honor and a privilege to serve the WARLCA as an Area Steward. Many thanks to all my fellow carriers, the WARLCA State Board, WARLCA State level Stewards for your support.

Respectfully submitted,
Mariann Faulkner

AREA STEWARD JEFF TAYLOR'S 2011 ANNUAL REPORT

WARLCA members, WARLCA State Board, and WARLCA State Level Stewards, this is my annual report of grievance activity for my appointment as a WARLCA Area Steward. My original certification and appointment began on September 12th, 2010, and I have been reappointed for another six month term beginning in April of this year.

The offices that I represent are Chattaroy, Liberty Lake, Otis Orchards, and Veradale. These offices are in the assigned area of Senior Assistant State Steward Cheri Freeman and include approximately 37 carriers. I have attended all county meetings for the assigned offices, since being appointed as Area Steward. I attended the annual Steward Training on March 13th of this year.

During my appointment I have introduced myself to all of the carriers that I am assigned to represent by postal letter, attaching my WARLCA business card with contact information, a Weingarten Rights card, a post card which announced the Spring Rally of 2011, and a flyer for all non-members to join the membership and receive a \$50 savings bond incentive. Unfortunately, none of the non-

members chose to join our prestigious Union.

During my tenure from September of last year to date, I have handled 5 grievances. Two were disciplinary in nature; the other three contractual. One contractual and both disciplinary grievances had to be appealed to Step 2. The other 2 contractual grievances were sustained or settled at Step 1. I have met with Postmasters, supervisors, and carriers in most of my offices. I have only had meetings at the Chattaroy and Liberty Lake offices, so far.

State Steward Patrick Pitts just recently contacted me, concerning possible assignment to addition offices in the East Central and Whitman-Asotin County Unit areas.

Investigative Interviews, grievance interviews, Step 1 meetings, Labor Management meetings, and Step 2 appeals have resulted in 9 days of LWOP/ADOP taken since being appointed in September of last year.

The WARLCA has also provided reimbursement for business travel mileage to my assigned offices and any other steward related expenses incurred while performing my assigned duties.

I would like to thank State Steward Patrick Pitts, Senior Assistant State Steward/State President Cheri Freeman, and Greenacres Local Steward/District Representative 3 Cindy Koker for their invaluable assistance, support, guidance and advice in performing my duties as Area Steward. I thank the State Board for the opportunity to represent my fellow carriers. I especially want to thank State Secretary-Treasurer Becky Wendlandt for showing a Rural Carrier Associate that it's possible to get involved with the WARLCA functions, even if you are just a substitute carrier! It has been a fascinating year so far! I also need to give a huge thanks to the most important people of all – the carriers that I have been tasked to represent. I don't know that many of you yet, but I hope to meet more of you in the future, and please don't be afraid to contact me, or anyone in the WARLCA, if you feel that you may need assistance. Please attend your local County Unit meetings, and stay informed. Try attending your State Convention too. There is a lot of things going on with the USPS right now, and the more we know, the better off we will be in adapting to the future of the organization we have chosen for employment.

Respectfully Submitted,

Jeff Taylor

**AREA STEWARD JANIE WALLA'S 2011
ANNUAL REPORT**

WARLCA members, WARLCA State Board and WARLCA State Level Stewards this is my annual report of grievance activity for my 6 month appointment as Area Steward.

My appointment was effective 4/16/11. I was assigned seven offices, approximately 153 carriers, in addition to the Marysville Carrier Annex for which I am the local steward. Those being:

Blaine – Duvall – Eastsound – Lake Stevens – Lopez Island – Snohomish – Woodinville

As of the writing of this report I have completed Area Steward training and introduced myself to all of the carriers I was assigned to by letter, enclosing my card with my contact information and a Weingarten Rights card. I have been in contact via email and telephone with managers and carriers from four of the seven offices I have been assigned to and met with managers from three of the seven offices. Serving as an Area Steward I have participated in a Day of Reflection meeting and filed three class action contractual grievances. Two of the grievances were settled at step 1 requiring management to adhere to the contractual language at issue and the grievant(s) were made whole as was appropriate. The third was appealed to step 2. I am currently handling three individually filed contractual grievances, which I hope to resolve at step 1. This activity has resulted in five days of LWOP for which I have been reimbursed. Mileage for travel to represent assigned carriers has been submitted using door-to-door computer program. Other Area Steward business expenses have been submitted to and approved by the State Steward.

It has been my pleasure to attend two county unit meetings, other than my own, which represent my newly assigned carriers. Each time I was treated graciously and look forward to attending more.

I would like to thank State Steward Patrick Pitts and Senior Assistant State Steward Renee Cowan for their continuing support, guidance, patience and advice. Their knowledge, experience and help have been invaluable. I would also like to thank State Secretary-Treasurer Becky Wendlandt for her administrative help and guidance. Additionally, I would like to thank the State Board for their confidence and trust in me.

Respectfully submitted,

Janie A Walla

September Mail Count

On July 25, 2011, the USPS notified the Union of their intent to count all rural routes during the last twelve (12) working days of September 2011 in accordance with Article 9.2.C.3.a.(4). which states in relevant part *"The Employer reserves the right to conduct a national count of mail for all rural routes during the last twelve (12) working days in September of any year."*

In anticipation of the upcoming national mail count, the WARLCA Board is planning on conducting mail count classes for Union members. The following classes will be held August 28, 2011, from 10:00 AM - 4:00 PM:

The Inn at Gig Harbor

3211 56th St NW
Gig Harbor, WA 98335

Teamsters Local #38

2601 Everett Ave
Everett WA 98201

Teamsters Local #690

1912 N Division
Spokane, WA 99207

Benton County PUD

2721 W 10th
Kennewick, WA 99336

Kelso Red Lion Inn

510 Kelso Drive
Kelso, WA 98626

WARLCA members will be notified via US Mail, WARLCA Email Updates, and the WARLCA website of the time, date, and location(s).

It is imperative that WARLCA members enter the mail count fully informed on count procedures in order to obtain a full, fair, and accurate evaluation of their respective routes. I encourage all members to take advantage of this learning opportunity provided by your Union.

In Memory

Lynda Toulou, rural carrier in Addy, WA past away in March after a short battle with cancer. She loved to cook for her family, maintained a beautiful garden and had a real love for her animals. She will be missed by her many friends and co-workers.

Fall Informational Meeting

Your WARLCA board has set October 23, 2011 for the date of the Fall Informational Meeting in Federal Way, WA. The meeting will be held from 1 pm to 4 pm with a question and answer period to follow until 5 pm. It will be held at the Hampton Inn and Suites, 31720 Gateway Center Blvd. S., Federal Way 98003. Use exit #144 from I-5.

The meeting will include available information on contract negotiations, the September mail count, current legislative issues and any other late-breaking issues. More information on the meeting will be available on the WARLCA website.



Welcome to the First Time Attendees



Thanks to our local stewards

To the Board of Directors
WASHINGTON RURAL LETTER CARRIERS' ASSOCIATION
Spokane, Washington

We have reviewed the accompanying statements of assets, liabilities, and net assets-modified cash basis of WASHINGTON RURAL LETTER CARRIERS' ASSOCIATION (a Washington not-for-profit organization) as of June 30, 2010 and 2009, and the related statements of revenues, expenses, and other changes in net assets-modified cash basis and functional expenses-modified cash basis for the years then ended, in accordance with Statements on Standards for Accounting and Review Services issued by the American Institute of Certified Public Accountants. All information included in these financial statements is the representation of the management of WASHINGTON RURAL LETTER CARRIERS' ASSOCIATION.

A review consists principally of inquiries of Organization personnel and analytical procedures applied to financial data. It is substantially less in scope than an audit in accordance with generally accepted auditing standards, the objective of which is the expression of an opinion regarding the financial statements taken as a whole. Accordingly, we do not express such an opinion.

Based on our reviews, we are not aware of any material modifications that should be made to the accompanying financial statements in order for them to be in conformity with the modified cash basis of accounting, as described in Note 1. The departures from the cash basis of accounting are described in the following paragraphs.

For the year ended June 30, 2010, management has elected to defer net expenses totaling \$8,280. If the net expenses were not deferred, payables of \$98,958 would not have been recorded and unrestricted net assets would have decreased by \$8,280.

For the year ended June 30, 2009, management has elected to defer net revenues totaling \$44,322. If the net revenues were not deferred, payables of \$107,238 would not have been recorded and unrestricted net assets would have increased by \$44,322.

Dawn Weeks & Ekram PC

Certified Public Accountants

December 6, 2010

WASHINGTON RURAL LETTER CARRIERS' ASSOCIATION
STATEMENT OF ASSETS, LIABILITIES AND NET ASSETS-MODIFIED CASH BASIS
June 30, 2010 and 2009

ASSETS

	<u>2010</u>	<u>2009</u>
CURRENT ASSETS:		
Cash and cash equivalents	\$ 182,222	\$ 223,056
TOTAL ASSETS	<u>\$ 182,222</u>	<u>\$ 223,056</u>

LIABILITIES AND NET ASSETS

CURRENT LIABILITIES:		
Accrued employee benefits	652	1,144
Current portion of deferred revenue	98,958	-
	<u>99,610</u>	<u>1,144</u>
LONG TERM LIABILITIES:		
Deferred revenue, net of current portion above	-	107,238
TOTAL LIABILITIES	<u>99,610</u>	<u>108,382</u>
NET ASSETS:		
Unrestricted net assets	82,612	114,674
TOTAL LIABILITIES AND NET ASSETS	<u>\$ 182,222</u>	<u>\$ 223,056</u>

WASHINGTON RURAL LETTER CARRIERS' ASSOCIATION

STATEMENTS OF REVENUES, EXPENSES, AND OTHER CHANGES IN NET ASSETS-MODIFIED CASH BASIS

For the years ended June 30, 2010 and 2009

	2010	%	2009	%
UNRESTRICTED NET ASSETS				
Revenue				
Membership dues and assessments	\$ 505,067	94.5	\$ 495,175	93.7
Program service revenue	19,138	3.6	25,092	4.7
Interest income	6,447	1.2	7,994	1.6
Other income	3,663	0.7	-	0.0
Total Revenue	<u>534,315</u>	<u>100.0</u>	<u>528,261</u>	<u>100.0</u>
Expenses				
Program services:				
Conventions and meetings	88,960	16.6	105,985	20.1
Employee benefits	29,271	5.5	7,604	1.4
Equipment fund	2,174	0.4	4,022	0.8
Insurance and bonds	-	0.0	750	0.1
Lodging	416	0.1	987	0.2
Mileage	15,494	2.9	17,600	3.3
Office and communications	22,862	4.3	26,991	5.1
Per diem	120	0.0	330	0.1
Postage and shipping	3,008	0.6	4,686	0.9
Printing	3,379	0.6	4,158	0.8
Retirement plans	34,356	6.4	16,817	3.2
Salaries and wages	307,363	57.5	257,132	48.7
Supplies	-	0.0	222	0.0
Taxes - payroll	29,809	5.6	24,971	4.7
Training and seminars	15,962	3.0	17,144	3.2
Total program services	<u>553,174</u>	<u>103.5</u>	<u>489,399</u>	<u>92.6</u>
Support services:				
Management and general	5,855	1.1	6,576	1.2
Unallocated dues paid to affiliates	7,348	1.4	19,792	3.8
Total support services	<u>13,203</u>	<u>2.5</u>	<u>26,368</u>	<u>5.0</u>
Total expenses	<u>566,377</u>	<u>106.0</u>	<u>515,767</u>	<u>97.7</u>
Change in net assets	<u>(32,062)</u>	<u>(6.0)</u>	<u>12,494</u>	<u>2.4</u>
Unrestricted net assets, beginning of year	<u>114,674</u>		<u>102,180</u>	
Unrestricted net assets, end of year	<u>\$ 82,612</u>		<u>\$ 114,674</u>	

WASHINGTON RURAL LETTER CARRIERS' ASSOCIATION
STATEMENTS OF FUNCTIONAL EXPENSES-MODIFIED CASH BASIS
For the year ended June 30, 2010

	Program Services				Support Services		2010 Total
	Lobbying	Representative	Union Administration	Total program Services	Management and General	Unallocated Dues Paid to Affiliates	
Accounting and legal	\$ -	\$ -	\$ -	\$ -	\$ 4,259	\$ -	\$ 4,259
Conventions and meetings	-	2,655	86,305	88,960	-	-	88,960
Employee benefits	-	25,426	3,845	29,271	-	-	29,271
Equipment fund	-	1,668	506	2,174	-	-	2,174
Lodging	-	416	-	416	-	-	416
Mileage	-	14,069	1,425	15,494	-	-	15,494
Office and communications	379	16,634	5,849	22,862	1,005	-	23,867
Per capita-Auxiliary	-	-	-	-	-	3,391	3,391
Per capita-Counties	-	-	-	-	-	1,620	1,620
Per capita-National	-	-	-	-	-	2,337	2,337
Per capita-Other	-	-	-	-	591	-	591
Per diem	-	120	-	120	-	-	120
Postage and shipping	-	-	3,008	3,008	-	-	3,008
Printing	-	635	2,744	3,379	-	-	3,379
Retirement plans	57	26,092	8,207	34,356	-	-	34,356
Salaries and wages	3,454	238,105	65,804	307,363	-	-	307,363
Taxes - payroll	319	22,466	7,024	29,809	-	-	29,809
Training and seminars	3,627	12,335	-	15,962	-	-	15,962
Total	<u>\$ 7,836</u>	<u>\$ 360,621</u>	<u>\$ 184,717</u>	<u>\$ 553,174</u>	<u>\$ 5,855</u>	<u>\$ 7,348</u>	<u>\$ 566,377</u>

For the year ended June 30, 2009

	Program Services				Support Services		2009 Total
	Lobbying	Representative	Union Administration	Total Program Services	Management and General	Unallocated Dues Paid to Affiliates	
Accounting and legal	\$ -	\$ -	\$ -	\$ -	\$ 4,605	\$ -	\$ 4,605
Conventions and meetings	-	3,523	102,462	105,985	-	-	105,985
Employee benefits	-	7,026	578	7,604	-	-	7,604
Equipment fund	-	2,697	1,325	4,022	-	-	4,022
Insurance and bonds	-	375	375	750	314	-	1,064
Lodging	-	987	-	987	-	-	987
Mileage	-	16,115	1,485	17,600	-	-	17,600
Office and communications	-	20,372	6,619	26,991	1,031	-	28,022
Per capita-Auxiliary	-	-	-	-	-	14,742	14,742
Per capita-Counties	-	-	-	-	-	2,713	2,713
Per capita-National	-	-	-	-	-	2,337	2,337
Per capita-Other	-	-	-	-	626	-	626
Per diem	-	330	-	330	-	-	330
Postage and shipping	-	290	4,396	4,686	-	-	4,686
Printing	-	716	3,442	4,158	-	-	4,158
Retirement plans	138	14,046	2,633	16,817	-	-	16,817
Salaries and wages	2,726	195,132	59,274	257,132	-	-	257,132
Supplies	-	116	106	222	-	-	222
Taxes - payroll	265	18,950	5,756	24,971	-	-	24,971
Training and seminars	2,021	15,123	-	17,144	-	-	17,144
Total	<u>\$ 5,150</u>	<u>\$ 295,798</u>	<u>\$ 188,451</u>	<u>\$ 489,399</u>	<u>\$ 6,576</u>	<u>\$ 19,792</u>	<u>\$ 515,767</u>

WASHINGTON RURAL LETTER CARRIERS' ASSOCIATION**Notes to Financial Statements
June 30, 2010 and 2009****NOTE 1. Summary of significant accounting policies:*****Basis of accounting:***

WASHINGTON RURAL LETTER CARRIERS' ASSOCIATION's (The Association's) policy is to prepare their financial statements using the modified cash basis of accounting, which is a comprehensive basis of accounting other than generally accepted accounting principles. Under the modified cash basis of accounting, revenues are recognized when received rather than when earned, and expenses are recognized when cash is disbursed rather than when the obligation is incurred, except for deferred revenue as discussed below. The modified cash basis differs from generally accepted accounting principles primarily because the effects of outstanding dues and obligations unpaid at the date of the financial statements are not reflected in the financial statements.

The Association assessed additional dues of \$26 per member per year to finance the hosting of the 2010 National Convention. The assessment was discontinued effective July 1, 2008. However, these amounts will continue to be reported as deferred revenue until the Association fulfills its obligations with respect to this convention and have been reduced by costs advanced toward the convention.

Property and Depreciation:

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

Revenue:

The Association receives revenue to fund its activities by collecting annual dues from its membership.

Federal Income Taxes:

The Association is a not-for-profit corporation and is therefore exempt from federal income taxes on its exempt function income under Internal Revenue Code Section 501(c)(5). Income from operations that is not related to the exempt function of the corporation is subject to federal income taxation. The Association had no unrelated business income subject to tax for the years ended June 30, 2010 and 2009.

Functional allocation of expenses:

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

WASHINGTON RURAL LETTER CARRIERS' ASSOCIATION, continued**Notes to Financial Statements
June 30, 2010 and 2009****NOTE 2. Nature of Activities:**

The Association is a Washington not-for-profit corporation. It's a labor union organized for the benefit of its members, and operates in the State of Washington. The Association engages in representational activities, which includes administrating and enforcing existing agreements, lobbying activities, which includes dealings with the executive and legislative branches of the Federal, state, and local governments to advance the passage or defeat of existing or potential laws or the promulgation or any other action with respect to rules or regulations, and union administration activities, which includes nominating and electing union officers, holding regular membership meetings, participating in intermediate and national meetings, conducting union disciplinary proceedings, administrating trusteeships, and administrating apprenticeship and member education programs.

NOTE 3. Deferred Revenues:

For the year ended June 30, 2010, the Association deferred net expenses totaling \$8,280. If the net expenses were not deferred, payables of \$98,958 would not have been recorded and unrestricted net assets would have decreased by \$8,280.

For the year ended June 30, 2009, the Association deferred net revenues totaling \$44,322. If the net revenues were not deferred, payables of \$107,238 would not have been recorded and unrestricted net assets would have increased by \$44,322.

NOTE 4. Retirement Plans:

The Association has a 401(k) retirement plan for its employees. The plan became effective on July 1, 1999. The maximum matching contribution is 5% of the employee's compensation. The Association paid total contributions of \$7,857 and \$11,488 during the year ended June 30, 2010 and 2009, respectively.

The Association also reimburses United States Postal Services for retirement benefits of full time employees that are eligible to keep active in their retirement plans from United States Postal Services. For the year ended June 30, 2010 and 2009, the Association made reimbursements of \$28,349 and \$6,122, respectively.

WASHINGTON RURAL LETTER CARRIERS' ASSOCIATION, continued**Notes to Financial Statements
June 30, 2010 and 2009****NOTE 5. Related Party:**

The Association is affiliated with the National Rural Letter Carriers' Association. As part of the agreement, the WASHINGTON RURAL LETTER CARRIERS' ASSOCIATION pays a portion of the membership dues it collects in cash to the National Rural Letter Carriers' Association. During the year ended June 30, 2010 and 2009, the Association paid \$2,337 and \$2,337, respectively, in per capital dues to this affiliate.

The National Rural Letter Carrier's Association paid \$56,315 and \$56,641, respectively, for the years ended June 30, 2010 and 2009 to the WASHINGTON RURAL LETTER CARRIERS' ASSOCIATION for hosting the 2010 National Convention, which is reported as a component of deferred revenue.

The Association is affiliated with various regional counties. Per capita dues paid to these organizations during the year ended June 30, 2010 and 2009 total \$1,620 and \$2,713, respectively.

The Association was also affiliated with the Washington Rural Letter Carriers' Auxiliary Organization and per capita dues paid to the organization during the years ended June 30, 2010 and 2009 total \$3,391 and \$14,742, respectively. The affiliation with this Auxiliary Organization was terminated effective June 2010.

NOTE 6. Concentrations:

Revenues generated from membership dues and assessments accounted for about 95% and 94% of total revenues for the year ended June 30, 2010 and 2009, respectively. Such a high concentration of revenues makes the Association dependent on its affiliation with the National Association of Rural Letter Carriers' Association. The Association is required to comply with the standards & rules of the National Rural Letter Carriers' Association in order to maintain its relationship with its affiliate.

Washington Rural Letter Carriers' Association Statement of Activities - Previous Year Comparison

July 1, 2010 through June 15, 2011

	Jul 1, '10 - Jun ...	Jul 1, '09 - Jun ...	% Change
Ordinary Income/Expense			
Income			
400000 · Dues Income	496,182.12	493,999.92	0.4%
410000 · National General Insurance-GMAC	19,601.59	19,137.62	2.4%
420000 · Reimbursements & Refunds	57,435.45	63,073.88	-8.9%
Total Income	573,219.16	576,211.42	-0.5%
Expense			
500000 · Per Capita Expenses	3,080.58	6,273.08	-50.9%
520000 · Meetings and Conventions	26,968.88	69,456.43	-61.2%
530000 · Equipment Expense	3,722.26	2,039.67	82.5%
550000 · Payroll Txns-Acct Fees-Other Exp	79,826.55	100,079.70	-20.2%
610CF · President - Cheri Freeman	2,801.06	0.00	100.0%
610PP · President - P. Pitts	2,105.40	7,391.04	-71.5%
620CF · Vice President - C. Freeman	4,720.96	10,849.39	-56.5%
620RP · Vice President - R. Pike	5,307.33	0.00	100.0%
630RW · Sec/Treas. - R. Wendlandt	56,726.12	26,662.53	112.8%
631RW · Full Time Sec-Tres -R.Wendlandt	0.00	43,691.27	-100.0%
640SH · Editor - Susie Hill	6,384.62	8,419.72	-24.2%
645000 · Washington Rural Carrier (WRC)	4,288.11	4,037.94	6.2%
650RP · District 1 - R. Pike	2,337.90	5,525.84	-57.7%
650SH · District 1 - Susie Hill	2,090.95	0.00	100.0%
660RC · District 2 - R Cowan	5,128.33	2,983.87	71.9%
670CK · District 3 - C. Koker	7,338.84	5,808.32	26.4%
680EO · District 4 - E. Ogdon	5,691.59	3,541.37	60.7%
700000 · Steward Training Expenses	13,074.15	12,334.57	6.0%
700JP · Full Time State Stew-J.Patteson	11,803.43	85,884.47	-86.3%
700PP · Full Time State Stew - P. Pitts	68,841.65	0.00	100.0%
701PP · Full Time Assistant-P. Pitts	8,423.82	56,451.95	-85.1%
702CF · Full Time Assistant -C. Freeman	0.00	33,545.34	-100.0%
740MH · Senior Asst Stew - M. Hartshorn	14,023.54	13,624.37	2.9%
770JP · Senior Asst Stew - J. Patteson	17,059.31	0.00	100.0%
780PP · Senior Asst Stew - P. Pitts	0.00	9,148.36	-100.0%
791RC · Senior Asst Stew - R. Cowan	46,752.73	46,101.37	1.4%
792CF · Senior Asst Stew - C. Freeman	39,636.47	18,709.04	111.9%
872 · Area Steward - A. Lott	0.00	3,891.23	-100.0%
873MF · Area Steward - M. Faulkner	3,500.51	4,992.37	-29.9%
874JT · Area Steward - J. Taylor	3,125.84	0.00	100.0%
875JW · Area Steward - J. Walla	1,625.40	0.00	100.0%
880LS · Local Steward	165.77	320.19	-48.2%
Total Expense	446,552.10	581,763.43	-23.2%
Net Ordinary Income	126,667.06	-5,552.01	2,381.5%
Other Income/Expense			
Other Income			
450000 · Interest Income	1,484.61	2,106.28	-29.5%
Total Other Income	1,484.61	2,106.28	-29.5%
Net Other Income	1,484.61	2,106.28	-29.5%
Net Income	128,151.67	-3,445.73	3,819.1%

Washington Rural Letter Carriers' Association
Statement of Financial Position - Compared to Previous Year
As of June 15, 2011

	<u>Jun 15, 11</u>	<u>Jun 15, 10</u>	<u>% Change</u>
ASSETS			
Current Assets			
Checking/Savings			
101000 · Chkg - WA Trust Bank	41,366.20	27,127.33	52.5%
102000 · Svgs - APCU	80,437.48	35,027.35	129.6%
103000 · Chkg - Atlanta Postal Credit Un	300.39	537.59	-44.1%
104000 · Emergency Fund - APCU	10,180.79	0.00	100.0%
141000 · C.D.#71 APCU 12 mo (8-1-2006)	30,417.18	29,752.78	2.2%
143000 · C.D.#73 APCU-12 mo (2-8-07)	29,241.54	28,668.27	2.0%
Total Checking/Savings	<u>191,943.58</u>	<u>121,113.32</u>	<u>58.5%</u>
Total Current Assets	<u>191,943.58</u>	<u>121,113.32</u>	<u>58.5%</u>
TOTAL ASSETS	<u>191,943.58</u>	<u>121,113.32</u>	<u>58.5%</u>
LIABILITIES & EQUITY			
Liabilities			
Current Liabilities			
Other Current Liabilities			
210000 · Payroll Liabilities			
210100 · 941 Employee FICA Tax W/H	-5,890.83	-5,593.41	-5.3%
210200 · 941 Employer FICA Tax	605.70	0.00	100.0%
210300 · 941 Employee FIT W/H	1,196.32	0.00	100.0%
220000 · Full Time Employee Liabilities			
220100 · Full Time Life Insurance	14.85	78.53	-81.1%
220200 · Full Time FERS Liability	307.19	534.60	-42.5%
220300 · Full Time Health Insurance	570.23	1,095.56	-48.0%
220400 · Full Time Thrift Savings	0.03	0.10	-70.0%
220500 · Full Time Accrued Annual & S/L			
220501 · Joyce Patteson Accrued A/SL	0.00	12,508.76	-100.0%
220502 · Patrick Pitts Accrued A/SL	13,367.21	5,181.53	158.0%
Total 220500 · Full Time Accrued Annual & S/L	<u>13,367.21</u>	<u>17,690.29</u>	<u>-24.4%</u>
Total 220000 · Full Time Employee Liabilities	<u>14,259.51</u>	<u>19,399.08</u>	<u>-26.5%</u>
Total 210000 · Payroll Liabilities	<u>10,170.70</u>	<u>13,805.67</u>	<u>-26.3%</u>
250000 · Retirement Plan Payable			
251000 · 401K Employer's Portion	-1,273.96	0.00	-100.0%
252000 · 401K Employee's Portion	2,269.61	0.00	100.0%
Total 250000 · Retirement Plan Payable	<u>995.65</u>	<u>0.00</u>	<u>100.0%</u>
Total Other Current Liabilities	<u>11,166.35</u>	<u>13,805.67</u>	<u>-19.1%</u>
Total Current Liabilities	<u>11,166.35</u>	<u>13,805.67</u>	<u>-19.1%</u>
Total Liabilities	<u>11,166.35</u>	<u>13,805.67</u>	<u>-19.1%</u>
Equity			
390000 · Net Assets	52,625.56	110,753.38	-52.5%
Net Income	128,151.67	-3,445.73	3,819.1%
Total Equity	<u>180,777.23</u>	<u>107,307.65</u>	<u>68.5%</u>
TOTAL LIABILITIES & EQUITY	<u>191,943.58</u>	<u>121,113.32</u>	<u>58.5%</u>

NAME	WARLCA TRACKING FORM FOR 2010/2011 DUES YEAR												Total For Year	
	Jul-10	Aug-10	Sep-10	Oct-10	Nov-10	Dec-10	Jan-11	Feb-11	Mar-11	Apr-11	May-11	Jun-11 as of 15th	Total	
Susie Hill	0	15	6	0	0	0	0	0	0	4	0	0	25	25
Ed Ogdon	0	11	0	3	0	0	0	0	0	4	0	0	18	
Ed O Lost s/l annual	0	0	0	0	1.25	0	0	0	0	0	0	0	1.25	19.25
Becky Pike	0	10	0	3	0	0	0	0	0	4	0	6	23	
Becky P Lost s/l annual	0	0	0	0	1.5	0	0	0	0	0	0	0	1.5	24.5
Cindy Koker	0	16	0	3	0	0	0	0	0	5	0	0	24	
Cindy K Lost s/l annual	0	0	0	1.36	0	0	0	0	0	0	0	0	1.36	25.36 (pd 91% of 1.5 for 2010 year)
C.Freeman FTOct 09 Off3/27/10 FT8/2	11	19	20	20	12	6	9	11	11	11	12	8	150	
Cheri Lost s/l annual	1.25	1.25	0	0	5.25	1.25	0	1.25	1.25	1.25	1.25	0	14	164
Becky Wendlandt FT Sept 09 Off 3/27/10	18	23	16	20	10	7	16	11	14	13	13	3	164	
Becky Lost s/l annual	1.5	3	1.5	3	1.5	0	1.95	1.5	1.5	1.5	1.5	1.5	19.95	183.95 (pd 30% of 1.5 for 2010 year)
Monte Hartshorn	1	9	0	6	1	2	1	1	3	3	6	0	33	
Monte lost s/l annual	0	0	0	1.5	0	0	0	0	0	0	1.5	0	3	36
Joyce Patteson FDec 08/Off 8/27/10	20	30	3	6	2	2	4	4	9	6	2	1	89	
Joyce lost s/l annual	0	0	0	0	0	1.5	0	0	1.5	0	0	0	3	92
Patrick Pitts FT Sept 09	20	30	20	20	20	20	30	20	20	20	20	10	250	250
Renee' Cowan	10	22	20	20	20	9	17	12	11	11	8	2	162	
Renee' lost s/l annual	1.25	1.25	0	0	11.25	1.25	1.25	0	1.25	2.5	0	0	20	182
Mariann Faulkner	0	7	1	3	0	0	0	1	1	0	1	0	14	
Mariann Lost s/l annual	0	0	0	0	0	0	0	0	0	0	0	0	0	14
Jeff Taylor	0	0	2	0	1	1	1	2	0	0	2	0	9	9
Janie Walla	0	0	0	0	0	0	0	0	0	1	3	1	5	
TOTALS	84.00	197.50	89.50	111.36	85.25	51.00	81.20	64.75	74.50	87.25	71.25	32.50	1030.06	1030.1
Less ADOP for 2010 Nat Con	7	94	12	1	0	0	0	0	0	0	0	0	114	
TOTALS	76.75	103.50	77.50	110.36	85.25	51.00	81.20	64.75	74.50	87.25	71.25	32.50	915.81	

Note: This form shows the amount of ADOP taken for union business and the amount of ADOP paid for Lost Annual and Sick Leave.

The "Total For Year" shows the total amount of both ADOP for union business and lost sick leave and annual added together

2010 National Convention - Spokane Statement of Activities - Since Inception

	Jul '06 - Oct 10
Income	
Banquet Function Ticket Sales	
Banquet Tickets Sales PD NRLCA	-27,130.00
Banquet Function Ticket Sales - Other	27,130.00
Total Banquet Function Ticket Sales	0.00
Dividends APCU CD's	8,468.27
Dividends APCU Checking-Savings	1,926.41
Fund Raising Sales	
3 Nights Red Lion Rooms	330.00
50/50 Jar Fundraiser	470.00
6 Nights Doubletree Rooms	1,958.00
Bank Bags Sales	124.00
Cache Sales	95.00
Raffle Eagle Pictures	474.55
T Shirt Sales	4,543.00
Total Fund Raising Sales	7,994.55
Golf Function Ticket Sales	4,888.00
NRLCA Advanced Funds	112,956.00
WARLCA Dues Assessment (\$1 pp)	84,403.00
Total Income	220,636.23
Expense	
Committees-National Funded	
Banquet Registration Committee	
5500 Transportation	1,105.02
5510 Hotels	2,950.46
5520 Meals/Catering	405.00
6020 Postage/Freight/Express	87.85
7010 Office Supplies & Expenses	415.42
ADOP -	750.00
Contract Labor	5,800.00
Total Banquet Registration Committee	11,513.75
Budget/Finance Committee Expenses	
ADOP	3,250.00
Total Budget/Finance Committee Expenses	3,250.00
Decorations Committee Expense	
5500 Transportation	100.00
5510 Hotels	1,158.40
5520 Meals/Catering	180.00
6020 Postage/Freight/Express	196.12
7010 Office Supplies & Expenses	1,108.23
9010 Misc.	4,117.68
ADOP	2,000.00
Contract Labor	1,800.00
Total Decorations Committee Expense	10,660.43
Ditty Bag Committee Expenses	
5500 Transportation	150.00
5510 Hotels	724.00
5520 Meals/Catering	400.00
6010 Printing	150.00
ADOP	3,500.00
Contract Labor	2,200.00
Total Ditty Bag Committee Expenses	7,124.00
Exhibitors Booth Committee Exp	
5500 Transportation	583.60
5510 Hotels	3,040.80
5520 Meals/Catering	465.00
Contract Labor	6,600.00
Total Exhibitors Booth Committee Exp	10,689.40
Hospitality/Airport Committee	
5500 Transportation	287.80
5510 Hotels	2,485.60
5520 Meals/Catering	784.39

	Jul '06 - Oct 10
7010 Office Supplies & Expenses	269.51
ADOP	1,500.00
Contract Labor	3,600.00
Total Hospitality/Airport Committee	8,927.30
Information Committee Expenses	
5500 Transportation	595.70
5510 Hotels	1,882.40
5520 Meals/Catering	450.00
6020 Postage/Freight/Express	322.01
ADOP	2,250.00
Contract Labor	4,800.00
Total Information Committee Expenses	10,300.11
Meet & Greet Committee Expense	
5500 Transportation	795.60
5510 Hotels	1,608.70
5520 Meals/Catering	14,503.43
6010 Printing	225.66
7010 Office Supplies & Expenses	1,028.03
ADOP	3,000.00
Contract Labor	1,400.00
Total Meet & Greet Committee Expense	22,561.42
Nat Conv Co-Chairs Committee	
5500 Transportation	293.59
5520 Meals/Catering	240.00
6010 Printing	117.87
7010 Office Supplies & Expenses	54.94
9010 Misc.	20.00
ADOP	19,500.00
Contract Labor	500.00
Total Nat Conv Co-Chairs Committee	20,726.40
Planning Sessions Expenses	
5500 Transportation Expenses	11,219.89
5510 Hotels	6,902.05
5520 Meals/Catering	5,091.41
6010 Printing	159.92
6020 Postage/Freight/Express	328.36
7010 Office Supplies & Expenses	1,746.48
7580 Maintenance/Repairs/Rental	75.00
9010 Misc	0.00
ADOP	58,187.50
Total Planning Sessions Expenses	83,710.61
PO Liasion/Photo Op Committee	
Contract Labor	100.00
Total PO Liasion/Photo Op Committee	100.00
Publicity Committee Expense	
5500 Transportation	370.55
5510 Hotels	451.02
5520 Meals/Catering	180.00
6020 Postage/Freight/Express	9.25
7010 Office Supplies & Expenses	160.00
Contract Labor	200.00
Total Publicity Committee Expense	1,370.82
Registration Committee Expense	
5500 Transportation	984.68
5510 Hotels	1,882.40
5520 Meals/Catering	330.00
ADOP	1,750.00
Contract Labor	4,000.00
Total Registration Committee Expense	8,947.08
Total Committees-National Funded	199,881.32
Committees - State Funded	

	Jul '06 - Oct 10
Golf Committee Expenses	
5500 Transportation	496.45
5520 Meals/Catering	2,452.00
9010 Misc.	1,240.00
Contract Labor	700.00
Total Golf Committee Expenses	4,888.45
Local Tours Committee Expenses	
5500 Transportation	220.30
5510 Hotels	289.60
5520 Meals/Catering	30.00
Contract Labor	400.00
Total Local Tours Committee Expenses	939.90
Memorial Committee Expense	
5500 Transportation	48.80
5520 Meals/Catering	45.00
Contract Labor	675.00
Total Memorial Committee Expense	768.80
Total Committees - State Funded	6,597.15
Fund Raising Expenses	
Eagle Pictures for Fundraiser	130.00
Magnets (4 pictures for 2010)	807.30
T Shirt Expenses	2,986.98
Total Fund Raising Expenses	3,924.28
General Expenses	
8030 Accounting	1,170.00
Total General Expenses	1,170.00
Total Expense	211,572.75
Net Income	9,063.48

2010 National Convention - Spokane

Statement of Financial Position

As of October 31, 2010

	Oct 31, 10
ASSETS	0.00
LIABILITIES & EQUITY	
Equity	
Distribution to General Funds	-9,707.47
Opening Bal Equity	25.00
Previous Year(s) Carry Over	111,775.77
Net Income	-102,093.30
Total Equity	0.00
TOTAL LIABILITIES & EQUITY	0.00

Washington Rural Letter Carriers' Association Statement of Activities - Previous Year Comparison

July 2010 through June 2011

	Jul '10 - Jun 11	Jul '09 - Jun 10	% Change
Ordinary Income/Expense			
Income			
400000 · Dues Income	497,627.66	494,073.08	0.7%
410000 · National General Insurance-GMAC	19,601.59	19,137.62	2.4%
420000 · Reimbursements & Refunds	57,820.45	73,132.93	-20.9%
Total Income	575,049.70	586,343.63	-1.9%
Expense			
500000 · Per Capita Expenses	3,605.86	7,938.08	-54.6%
520000 · Meetings and Conventions	57,120.16	108,336.88	-47.3%
530000 · Equipment Expense	3,926.69	2,174.78	80.6%
550000 · Payroll Txns-Acct Fees-Other Exp	88,038.11	105,110.62	-16.2%
610CF · President - Cheri Freeman	4,067.66	0.00	100.0%
610PP · President - P. Pitts	2,105.40	8,542.50	-75.4%
620CF · Vice President - C. Freeman	4,720.96	11,828.13	-60.1%
620RP · Vice President - R. Pike	5,767.91	0.00	100.0%
630RW · Sec/Treas. - R. Wendlandt	61,358.64	30,269.05	102.7%
631RW · Full Time Sec-Tres -R.Wendlandt	0.00	43,691.27	-100.0%
640SH · Editor - Susie Hill	6,384.62	9,815.59	-35.0%
645000 · Washington Rural Carrier (WRC)	4,288.11	4,037.94	6.2%
650RP · District 1 - R. Pike	2,337.90	6,056.42	-61.4%
650SH · District 1 - Susie Hill	2,265.95	0.00	100.0%
660RC · District 2 - R Cowan	5,358.62	3,444.45	55.6%
670CK · District 3 - C. Koker	8,295.00	6,303.90	31.6%
680EO · District 4 - E. Ogdon	6,382.46	4,001.95	59.5%
700000 · Steward Training Expenses	13,698.61	12,334.57	11.1%
700JP · Full Time State Stew-J.Patteson	11,803.43	89,464.66	-86.8%
700PP · Full Time State Stew - P. Pitts	74,288.06	0.00	100.0%
701PP · Full Time Assistant-P. Pitts	8,423.82	58,182.52	-85.5%
702CF · Full Time Assistant -C. Freeman	0.00	33,545.34	-100.0%
740MH · Senior Asst Stew - M. Hartshorn	14,314.52	13,994.14	2.3%
770JP · Senior Asst Stew - J. Patteson	18,492.29	0.00	100.0%
780PP · Senior Asst Stew - P. Pitts	0.00	9,148.36	-100.0%
791RC · Senior Asst Stew - R. Cowan	50,834.87	48,034.99	5.8%
792CF · Senior Asst Stew - C. Freeman	41,621.86	20,780.13	100.3%
872 · Area Steward - A. Lott	0.00	4,427.26	-100.0%
873MF · Area Steward - M. Faulkner	3,530.51	5,399.09	-34.6%
874JT · Area Steward - J. Taylor	3,160.84	0.00	100.0%
875JW · Area Steward - J. Walla	1,690.40	0.00	100.0%
880LS · Local Steward	286.26	320.19	-10.6%
Total Expense	508,169.52	647,182.81	-21.5%
Net Ordinary Income	66,880.18	-60,839.18	209.9%
Other Income/Expense			
Other Income			
450000 · Interest Income	2,035.77	2,711.36	-24.9%
Total Other Income	2,035.77	2,711.36	-24.9%
Net Other Income	2,035.77	2,711.36	-24.9%
Net Income	68,915.95	-58,127.82	218.6%

Washington Rural Letter Carriers' Association
Statement of Financial Position - Compared to Previous Year
As of June 30, 2011

	<u>Jun 30, 11</u>	<u>Jun 30, 10</u>	<u>% Change</u>
ASSETS			
Current Assets			
Checking/Savings			
101000 · Chkg - WA Trust Bank	3,489.26	7,422.83	-53.0%
102000 · Svgs - APCU	60,719.04	3,673.61	1,552.8%
103000 · Chkg - Atlanta Postal Credit Un	301.26	542.53	-44.5%
104000 · Emergency Fund - APCU	10,203.77	0.00	100.0%
141000 · C.D.#71 APCU 12 mo (8-1-2006)	30,560.23	29,965.60	2.0%
143000 · C.D.#73 APCU-12 mo (2-8-07)	29,343.05	28,817.17	1.8%
Total Checking/Savings	<u>134,616.61</u>	<u>70,421.74</u>	<u>91.2%</u>
Total Current Assets	<u>134,616.61</u>	<u>70,421.74</u>	<u>91.2%</u>
TOTAL ASSETS	<u>134,616.61</u>	<u>70,421.74</u>	<u>91.2%</u>
LIABILITIES & EQUITY			
Liabilities			
Current Liabilities			
Other Current Liabilities			
210000 · Payroll Liabilities			
210100 · 941 Employee FICA Tax W/H	-4,419.98	-5,593.42	21.0%
210400 · 940 (FUTA) Federal Unemployment	132.78	101.52	30.8%
210500 · State Unemployment Tax	381.46	771.62	-50.6%
210600 · Labor and Industries Tax	692.19	695.35	-0.5%
220000 · Full Time Employee Liabilities			
220100 · Full Time Life Insurance	45.75	157.06	-70.9%
220200 · Full Time FERS Liability	919.77	1,069.20	-14.0%
220300 · Full Time Health Insurance	1,710.69	2,191.12	-21.9%
220400 · Full Time Thrift Savings	0.00	0.10	-100.0%
220500 · Full Time Accrued Annual & S/L			
220501 · Joyce Patteson Accrued A/SL	0.00	12,876.66	-100.0%
220502 · Patrick Pitts Accrued A/SL	13,612.44	5,526.97	146.3%
Total 220500 · Full Time Accrued Annual & S/L	<u>13,612.44</u>	<u>18,403.63</u>	<u>-26.0%</u>
Total 220000 · Full Time Employee Liabilities	<u>16,288.65</u>	<u>21,821.11</u>	<u>-25.4%</u>
Total 210000 · Payroll Liabilities	<u>13,075.10</u>	<u>17,796.18</u>	<u>-26.5%</u>
Total Other Current Liabilities	<u>13,075.10</u>	<u>17,796.18</u>	<u>-26.5%</u>
Total Current Liabilities	<u>13,075.10</u>	<u>17,796.18</u>	<u>-26.5%</u>
Total Liabilities	<u>13,075.10</u>	<u>17,796.18</u>	<u>-26.5%</u>
Equity			
390000 · Net Assets	52,625.56	110,753.38	-52.5%
Net Income	<u>68,915.95</u>	<u>-58,127.82</u>	<u>218.6%</u>
Total Equity	<u>121,541.51</u>	<u>52,625.56</u>	<u>131.0%</u>
TOTAL LIABILITIES & EQUITY	<u>134,616.61</u>	<u>70,421.74</u>	<u>91.2%</u>

**WARLCA BOARD MEETING
JULY 17-20, 2011 MINUTES**

Best Western Lincoln Suites, Ellensburg, WA

MEMBERS IN ATTENDANCE: Cheri Freeman, President; Monte Hartshorn, Vice-President; Becky Wendlandt, Secretary/Treasurer; Susie Hill, Editor (left July 18 at 2 PM); Mariann Faulkner, District One; Renee' Cowan, District Two; John Lee, District Three; Ed Ogdon, District Four; and Patrick Pitts, State Steward. President Cheri called the meeting to order at 1:05 PM with a welcome to the new board members, positive go-around, President's remarks, and appointing a time keeper.

Ground Rules

The ground rules were reviewed and approved.

Correspondence

Three letters were reviewed and put under the agenda items that address that correspondence.

Minutes

The minutes from the June 24, 2011 and June 29, 2011 board meetings were read and approved.

Board Policy

The board reviewed each line of the board policy and updated it.

Website

Patrick updated the board on "Google Analytics" which shows our stats on the website traffic.

WRC

The board set the WRC dates for each issue:

Convention Issue: To be sent to printer by August 5th, 2011.

Winter Issue: Articles due by January 20, 2012 and WRC to printer by February 1, 2012

Pre-Convention Issue: Articles to Susie April 10, 2012 and WRC to printer by April 20, 2012.

2013 State Convention – Oak Harbor, WA

We have a signed contract with Oak Harbor Best Western Plus Harbor Plaza, Oak Harbor, WA for June 23, 24, 25, 2013. Room rates are \$99 for single and double and \$10 per person for additional. Complimentary breakfast included and free meeting rooms if over 100 room nights are used. If not, meeting space is \$100 per day for 3 days for all meeting rooms. No food guarantee required.

Officer Training From National

The board reviewed the National Standardized Officer Training.

2011 National Convention

The board discussed the 2011 National Convention and delegate compensation and decided to put a cap on the delegate compensation at \$51,522.00. Cheri and Monte will be taking roll call.

2011 State Convention Recap

The board discussed the passed resolutions from 2011 State Convention. The board reached consensus to use the same rules that were passed at the state convention for the candidate forum.

The board felt like the convention went smoothly, the hotel was nice, great location, food was served in a timely manner and registration went well. We had 12 first timers and 65 delegates. In 2010 we had 69 delegates.

2012 State Convention – Wenatchee, WA

The board discussed the 2012 State Convention in Wenatchee. We have a signed contract for the Red Lion in Wenatchee for the following dates; Saturday June 23, 2012, is board meeting. Sunday June 24, 2012, 1st day of convention. Monday, June 25, 2012 is the 2nd day of convention and Tuesday, June 26, 2012 will be the final day of convention. Contract is for \$3,200 in food purchase and must meet 80% of 70 room nights to waive the meeting room costs; \$50 fee for set up per room with 1 free room for every 35 room nights. Price for single queen is \$105.95 (Prices include comp. breakfast and internet). Price for double queen is \$115.95, triple is \$125.95 and quad is \$135.95.

The county officers training will be Monday evening with Sunday evening being the meet/greet. Cheri offered Tyler's band (her son) for the entertainment. The board agreed that tellers 1 committee should come in one day early. The board reviewed the correspondence concerning benediction and decided to take it out of 2012 state convention program. Also, the board decided to keep the memorial the same with Cheri in charge of it. John will find WARLCA delegates to do the color guard and will let Cheri know so their name and rank can be in the program. Becky will provide armed services medley for music for the color guard.

2014 State Convention – District Four

Ed has gotten quotes from the convention bureau for sleeping room charges in the tri-cities. He is checking up on meeting room costs. Dates are June 22, 23, 24, 2014. 2014

State Steward Report

Patrick updated the board on which offices are having DPS implemented, and also which are being consolidated (DUOs). We will be having some offices that will qualify for a special count and Patrick will be holding a mail count training based on the need. Patrick said we have 51 total stewards, 3 area stewards and 5 state level stewards. Monte has 12 local stewards, Renee has 9, Joyce has 5, Cheri has 5 plus 1 area steward and Patrick has 15 including 2 area stewards. Mariann has 11 offices assigned to her with 77 routes. Jeff has 7 offices with 28 routes, Janie has 8 offices with 106 routes. We are getting some new local stewards in Cheri and Janie's areas that will be trained soon.

Patrick then reviewed the estimated projections for the state level and area stewards concerning ADOP/LWOP. Next Patrick presented his proposals for an upcoming Steward Summit that would include both State level stewards and area stewards. Consensus to hold this training in Ellensburg in October with the state level stewards traveling in the morning, meeting in the afternoon, meeting all day the next day (area stewards traveling in the morning and meeting with the state level stewards in the afternoon), and both meeting the next day and one half the following day, with travel home for all in the afternoon. Suggested dates are October 1 through October 4, 2011. The board agreed with Patrick's recommendation to have one day after State Convention for the state level stewards to plan for the year. Patrick handed out the local and area steward list to the board. **Regional steward trainings** will be held in Long Beach, CA for all state level stewards. November 14, 2011 will be travel, with meetings on 11/15/11, 11/16/11, 11/17/11, and travel on 11/18/11 at the Hilton Long Beach. **National steward training** will be held at the Gaylord Hotel in VA on 3/25/12, travel, 3/26/12 through 3/28/12 for training and 3/29/12 for travel. Room rate is \$189. Patrick and Renee' will be going.

Enhancement Training for 2011/2012

The board reached consensus to hold 5 enhancement trainings; one each in Longview, Everett, Spokane, West Richland, and Puyallup from 10 AM to 4 PM.

Local stewards will be paid \$150 plus one-way mileage at the IRS rate to their closest training for both local steward training and enhancement training, unless the training is in conjunction with the state convention, then mileage would not be paid.

Dates and Locations for enhancement training are:

October 30, 2011 in Tri Cities area
November 13, 2011 in Puyallup area
March 4, 2012 in Longview area
March 11, 2012 in Everett area
April 22, 2012 in Spokane area

Informational Meetings for 2011/2012

The board set the dates and locations for the informational meetings to be held from 1 PM to 4 PM with question and answer session from 4 PM to 5 PM. The dates and locations are:

October 23, 2011 in Federal Way area
November 6, 2011 in Spokane area
March 18, 2012 in Wenatchee area

Board Meetings for 2011/2012

The board set the following board meeting dates and location:

Fall Meeting: Friday, October 21 from 8:30 AM to 5:30 PM and Saturday, October 22, 2011 from 8:30 AM to 5:30 PM, ending Saturday, October 23, 2011 from 8:30 AM to 11 AM in the Federal Way area.

Spring Meeting: Thursday, March 15, 2012 from 2 PM to 5 PM (with tour of 2012 convention hotel), Friday March 16, 2012 from 8:30 AM to 5:30 PM, Saturday March 17, 2012 from 8:30 AM to 5:30 PM, and Sunday March 18, 2012 for a couple hours in the morning if needed (followed by informational meeting).

Pre-Convention Meeting: Saturday June 23, 2012, is board meeting in conjunction with the 2012 State Convention in Wenatchee from 8:30 AM to 5:30 PM.

Secretary/Treasurer Report and Budget

The board reviewed the budget line by line, setting up dates and proposed ADOP totals. The board also reviewed correspondence concerning membership recruitment, and discussed membership recruitment and the results of the last membership recruitment promotion. The board also reviewed equipment needs and decided to hold off purchasing any equipment. The board will review equipment needs at the next board meeting. All issues dealing with expenses and board policies were discussed.

County Units

The board reviewed the county units and dates of fall meetings.

ING

The board decided to keep the same trustees for ING. They are Cheri, Becky, and Joyce.

Legislative

Monte reported that he talked with his Congresswoman, Herrera Beutler, about HR 137 and she has notified Cheri that she had sign on as a co-sponsor. Great Job Monte! The board agreed that having Monte and Cheri talk in person with their representatives is very effective.

The board reviewed June, 2011 vouchers and finished with a meeting critique.

The board meeting officially ended at 11:30 AM.

Respectfully Submitted to the Board,

Becky Wendlandt



Monte Hartshorn confers with President Cheri while Colleen Headley looks on during the report of the Constitution Committee



Mariann Faulkner and Doug Rinehart concentrate on their duties for the Media Committee



The Sergeant at Arms Committee attempts to keep order



The Tellers Committee receive instruction on the proper election procedure



The Credentials Committee intent on their task



And here are the retirees-a happy group!

WARLCA COUNTY OFFICERS LIST 2011-2012**001 NORTH CENTRAL WASHINGTON COUNTY****DISTRICT 3****PRESIDENT:
New 11/12 Year**

Katre Milliron
PO Box 125
Manson WA 98831
Phone: (509) 293-7566
E Mail: katremilliron@gmail.com

VICE-PRESIDENT:

Tammy Donaghue
21 S Viewdale St
Wenatchee WA 98801-3748
Phone: (509) 662-3032
E Mail: donagh@crcwnet.com

SECRETARY/TREASURER:

Mike Cammack
PO Box 521
Entiat WA 98822-0521
Phone: (509) 784-1548
E Mail: macamma@frontier.com

003 PENINSULA COUNTIES**DISTRICT 2****PRESIDENT:**

David Wood
1918 E 3rd Ave
Port Angeles WA 98362-4002
Phone: (360) 457-5175
E Mail: davewood@tfon.com

VICE-PRESIDENT:

Krysta Johnson
1311 Park Ave
Bremerton WA 98337-1739
Phone: (360) 908-0234
E Mail: krystairinajohnson@yahoo.com

SECRETARY/TREASURER:

Doug Rinehart
3899 SE Conifer Park Dr
Port Orchard, WA 98366-2236
Phone: (360) 440-0889
E Mail: dugeditor@wavecable.com

005 LOWER COLUMBIA COUNTY**DISTRICT 2****PRESIDENT:
New 11/12 Year**

Dawn Bruns
1310 NW 4th St
Battle Ground WA 98604
Phone: (360) 773-3042
E Mail: d.bruns@comcast.net

VICE-PRESIDENT:

Kathy Beebe
12302 NE 169th St
Battle Ground WA 98604-7322
Phone: (360) 600-3585
E Mail: ruralbrat@live.com

SECRETARY/TREASURER:

Janelle Mee
8206 NE 325th St
LaCenter WA 98629-2827
Phone: (360) 687-5470
E Mail: lookoutitsmee@yahoo.com

006 MUTUAL COUNTY**DISTRICT 2****PRESIDENT:****New 11/12 Year**

Dawn Ayers
7717 126th St E
Puyallup WA 98373-4879
Phone: (253) 468-2119
E Mail: cayers1@comcast.net

VICE-PRESIDENT:

Sharon Madison
8515 146th Avenue CT E
Puyallup WA 98372-5218
Phone: (253) 200-1055
E Mail: sharonbmad@gmail.com

SECRETARY/TREASURER:**New 11/12 Year**

Kristine Skewis
15018 McIntosh Valley Ln SE
Yelm WA 98597
Phone: (360) 446-2195
E Mail: iamamailer@aol.com

010 ISLAND, SKAGIT, SAN JUAN COUNTY**DISTRICT 1****PRESIDENT:****New 11/12 Year**

Primo Two Feathers
26520 Hoehn Rd
Sedro Woolley WA 98294-8379
Phone: (360) 941-3219
E Mail: primomrjr@yahoo.com

VICE PRESIDENT**New 11/12 Year**

Christina Smith
110 SE Ely St
Oak Harbor WA 98277-3748
Phone: (360) 240-0491
E Mail: smitty_csl@hotmail.com

SECRETARY/TREASURER:

Jessica Addis
1272 Crescent Drive
Oak Harbor WA 98277-8612
Phone: (360) 720-9456
E mail: rdetilludie@comcast.net

011 KING, SNOHOMISH (KS) COUNTY**DISTRICT 1****PRESIDENT:**

Janie Walla
27208 104th DR NW
Stanwood WA 98292-8049
Phone: (425) 308-7305
E Mail: thewallas@juno.com

VICE-PRESIDENT:

Taralee Mohr-Hill
303 Portage Ave
Granite Falls WA 98252-8750
Phone: (425) 238-4316
E Mail: taralee101@yahoo.com

SECRETARY/TREASURER:

Colleen Headley
11423 B 157th Ave SE
Snohomish WA 98290
Phone: (360) 563-5259
E: mail: crae2@frontier.com

012 SOUTH EAST WASHINGTON COUNTY**DISTRICT 4****PRESIDENT:****New 11/12 Year**

Sarah Townsend
612 Wilson St
Walla Walla WA 99362
Phone: (509) 386-3288
E Mail: saraht@pocketinet.com

VICE-PRESIDENT:

Adena Avery
800 S 3rd St
Dayton WA 99328-1517
Phone: (509) 382-4142
E Mail: ranchero@bmi.net

SECRETARY/TREASURER:

Vacant

013 EAST CENTRAL WASHINGTON COUNTY**DISTRICT 3****PRESIDENT:**

John Lee
2224 E Joseph
Spokane WA 99208-2928
Phone: (509) 939-4546
E Mail: JLEE99207@aol.com

VICE-PRESIDENT:

Jeff Taylor
20923 E Trent Ave
Otis Orchards WA 99027-8201
Phone: (509) 921-9337
E Mail: JLTSGTUSMC1@msn.com

SECRETARY/TREASURER:**New 11/12 Year**

Levi Hanson
1418 S Tacoma St
Spokane WA 99203-2258
Phone: (509) 280-8610
E Mail: LLHANSON26@comcast.net

014 NORTH EAST WASHINGTON COUNTY**DISTRICT 3****PRESIDENT:****New 11/12 Year**

Mitch Freeman
603 W Clay Ave
Chewelah WA 99109-9113
Phone: (509) 935-6681
E Mail: mitcherf@centurytel.net

VICE-PRESIDENT:**New 11/12 Year**

Vicki Denison
72 Deadman Creek Road
Kettle Falls WA 99141-9595
Phone: (509) 509-738-6892
E Mail: vickidenis7@hotmail.com

SECRETARY/TREASURER:

William Allen
2633 Highline Rd
Chewelah WA 99109-9616
Phone: (509) 935-8779
E Mail: sago@theofficenet.com

015 WHATCOM COUNTY**DISTRICT 1****PRESIDENT:**

Shirley Smith-Oswald
1186 E Laurel Road
Bellingham WA 98226
Phone: (360) 398-1726
E Mail: ozziesacres@comcast.net

VICE-PRESIDENT:

Bonnie Lagerwey
446 W Wiser Lake Rd
Ferndale WA 98248-9462
Phone: (360) 354-3606
E Mail: bdl69@comcast.net

SECRETARY/TREASURER:

Joyce Sutherland
6 Far Summit Place
Bellingham WA 98229-7910
Phone: (360) 676-8125
E Mail: Josuthe@comcast.net

016 WHITMAN, ASOTIN COUNTY**DISTRICT 4****PRESIDENT:**

Billie Shinall
52 Becker Rd
Colton WA 99113-8711
Phone: (509) 334-3074
E Mail: bshinall@hotmail.com

VICE-PRESIDENT:
New 11/12 Year

Carolyn Martin
209 S Hill Ave
La Crosse WA 99143
Phone: (509) 549-3325
E Mail: acmartin@pionnet.com

SECRETARY/TREASURER:

Jim Hemrich
P. O. Box 123
Endicott WA 99125-0123
Phone: (509) 657-3435
E Mail: rlcjim@stjohncable.com

017 APPLE VALLEY COUNTY**DISTRICT 4****PRESIDENT:**
New 11/12 Year

Ed Ogdon
212005 E 193 PR SE
Kennewick WA 99337-7058
Phone: (509) 586-6198
E Mail: kingog@live.com

VICE-PRESIDENT:
New 11/12 Year

Joyce Patteson
385 Tibbling Rd
Selah WA 98942-9253
Phone: (509) 698-6308
E Mail: jodopat@fairpoint.net

SECRETARY/TREASURER:

Beverly Crow
6307 Desert View Dr
West Richland WA 99353
Phone: (509) 967-2787
E Mail: Twynky1955@msn.com



County Officers gather for their photo-thanks for your willingness to serve

**WASHINGTON RURAL LETTER
CARRIERS' ASSOCIATION**

CONSTITUTION

July 1, 2011 to June 30, 2012 (11/12 Year)

**Updated at the June 27-29, 2011 State Convention
Gig Harbor, WA**

ARTICLE 1 NAME

ARTICLE II PURPOSE

ARTICLE III MEMBERS

SECTION 1. MEMBER IN GOOD STANDING

SECTION 2. CLASSIFICATIONS

SECTION 3. RESTRICTIONS

SECTION 4. AFFILIATION

SECTION 5. DUES

SECTION 6. MEMBERSHIP YEAR

SECTION 7. DISCIPLINE

ARTICLE IV SUBORDINATE UNITS

SECTION 1. SUBORDINATE UNITS

SECTION 2. ANNUAL REPORT

SECTION 3. TRUSTEESHIP

ARTICLE V OFFICERS AND APPOINTEES

SECTION 1. OFFICERS

SECTION 2. DUTIES

SECTION 3. ELECTION

SECTION 4. SALARIES

SECTION 5. EXPENSES

SECTION 6. REMOVAL

SECTION 7. ASSOCIATION PROPERTY

ARTICLE VI MEETINGS

SECTION 1. STATE CONVENTION

SECTION 2. DELEGATES

SECTION 3. COMPENSATION FOR STATE DELEGATES

SECTION 4. STATE OFFICERS

SECTION 5. QUORUM

SECTION 6. ORDER OF BUSINESS

SECTION 7. SPECIAL MEETINGS

ARTICLE VII NATIONAL CONVENTION DELEGATES

SECTION 1. ELIGIBILITY

SECTION 2. NOMINATION

SECTION 3. ELECTION

SECTION 4. COMPENSATION OF STATE-PAID NATIONAL DELEGATES

ARTICLE VIII STATE BOARD

SECTION 1. MEMBERS

SECTION 2. DUTIES

SECTION 3. MEETINGS

ARTICLE IX COMMITTEES

SECTION 1. APPOINTMENT

SECTION 2. DUTIES

ARTICLE X STEWARD SYSTEM

SECTION 1. SELECTION OF STEWARDS

SECTION 2. DUTIES AND RESPONSIBILITIES OF STEWARDS

ARTICLE XI APPEALS

SECTION 1. STATE

SECTION 2. NATIONAL

SECTION 3. ADMINISTRATION

ARTICLE XII PARLIAMENTARY AUTHORITY

ARTICLE XIII AMENDMENT OF CONSTITUTION

ARTICLE I**Name**

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

ARTICLE II**Purpose**

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

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

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

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

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

ARTICLE III**Members****Section 1. Member in Good Standing.**

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

Section 2. Classifications

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

Regular Carriers (Designation Code 71), including regular carriers who are in Injured-on-Duty/Leave Without Pay (IOD/LWOP) status and assigned to (980-989) rural routes;

Part-Time Flexible Rural Carriers (PTFs, Designation Code 76);

Substitute Rural Carriers (Designation Codes 72 and 73);

Rural Carrier Associates (RCAs, Designation Codes 78, 74, 79);

Rural Carrier Reliefs (RCRs, Designation Code 75);

Auxiliary Rural Carriers (Designation Code 77); and

Rural Carriers in the Armed Forces of our country, provided they were members when their duty began.

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

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

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

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

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

Section 3. Restrictions.

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

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

Section 4. Affiliation.

Membership shall be in the County Unit and District representing the office from which the route emanates. A Retired Carrier shall have the option of being a member of the County Unit and District in which he/she resides or in the County Unit and District where previously employed as a regular rural carrier.

Section 5. Dues.

- A. The revenues of the WARLCA shall be derived from per capita dues and allowance for insurance promotions.
- B. The Board may levy a special tax when conditions seem to demand it, but the whole amount of such levies in any one year shall not exceed the amount of State per capita for that year.
- C. The State shall underwrite the County units and any special funds as needed. The State per capita dues for regular carriers, part time flexible carriers, and associate members shall be 1% of the yearly salary of a 40-hour route at Step A on the salary schedule as of January 15 of each year. The State per capita dues for relief carriers shall be 35% of the regular carriers' State per capita dues as calculated above. The State per capita dues for retirees shall be a set rate of \$27.00. The annual dues will be the total of the State per capita dues in addition to the National per capita dues. All per capita dues described in this article shall be rounded up to the nearest whole dollar and become effective July 1 of each year. 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. The annual assessment that currently is funding the NRLCA/WARLCA Auxiliary (known as the Family Plan) and the affiliation will end.

In addition to the above defined amounts, an annual assessment of \$8.00 for regular, part-time flexible, substitute, rural carrier associates, rural carrier reliefs and auxiliary rural carriers, and \$4.00 for retired rural carriers will be collected and transferred to a dedicated APCU savings/CD account until reaching a balance of over \$100,000. This account will be an emergency account and can only be used by a vote of the WARLCA board and only after all other accounts have been exhausted.

Section 6. Membership Year.

- 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 District Associations shall be from July 1 to June 30.

Section 7. Discipline.

The National Board may discipline any member of the Association or subordinate unit for misconduct or neglect of duty in office after a fair and impartial hearing. Any member so disciplined shall have a right of appeal as provided in this Constitution.

ARTICLE IV**Subordinate Units****Section 1. Subordinate Units.**

- 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 District 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. District and County Associations

DISTRICT 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).

DISTRICT 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).

DISTRICT 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).

DISTRICT FOUR (4) shall be composed of the County Units of: SOUTHEAST WASHINGTON (Walla Walla, Columbia, and Garfield Counties); WHITMAN-ASOTIN (Whitman and Asotin Counties); APPLE VALLEY (Adams, Franklin, Kittitas, Yakima, Benton, and the non-986 offices of Klickitat Counties).

- 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 District Representative, State Secretary, State President, and State Steward 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. Annual Report.

- A. Each County Secretary shall immediately, after the regular annual meeting of their County Unit, fill out in duplicate, credentials of Delegate-at-Large, Regular, and Alternate delegates to the State Convention in order of votes received. The duplicate is to be retained for identification by the delegate, and 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. Such newly elected officers shall assume office upon election.

- 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 3. 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) District Representatives who shall be elected at the State Convention and serve one (1) year, except the District Representatives and Secretary-Treasurer, who shall serve two (2) years, or until their successors are elected and installed.
- B. There shall be an Executive Committee consisting of the four (4) District Representatives.
- 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. Prior to the opening of each State Convention, he/she shall, in conjunction with the Board, evaluate the work of the State Steward over the previous year, and if in the best interest of the WARLCA, terminate and nominate a replacement.
4. At the close of each State Convention, he/she shall, in conjunction with the Board, appoint the Editor of the Washington Rural Carrier, Auto Insurance Director, Provident Guild Director, Political Action Committee Director, and Webmaster, and have the authority to fill any vacancies therein during the recess.
5. He/She shall fill all vacancies pro tem caused in any way in the Board of the WARLCA subject to the approval of the remaining members of the Board.
6. He/She shall have power to grant charters and, in conjunction with the Secretary, issue them during the interim between State Conventions of the WARLCA. He/She shall perform other duties as the Constitution requires.

B. Vice President

The Vice President shall preside in the absence of the President, and in the case of death, resignation, disqualification, refusal, or neglect of the President to discharge the duties of his/her office, the Vice President shall become the President and serve until such time as his/her successor shall be duly elected and installed.

C. Secretary-Treasurer

1. The Secretary-Treasurer shall keep a correct record of the proceedings of the WARLCA, and read or cause to be read, all communications, reports, etc. He/She shall affix the seal of the WARLCA to all official documents. He/She shall prepare for publication in the WASHINGTON RURAL CARRIER, an overview of the speakers at the WARLCA State Convention or special meetings and a correct record of the business session of the WARLCA State Convention or special meetings, not later than one (1) month after the close of each State Convention or special meeting, and shall also present on the first day of the State Convention a complete statement of the condition of the WARLCA, including a statement of the membership of same.
2. He/She shall conduct the correspondence of the WARLCA, keep a record, and submit same when demanded by the Board.
3. He/She shall have charge of the seal, books, papers, and documents belonging to the WARLCA; shall deliver to the WARLCA, or his/her successor, all property of the WARLCA at the expiration of his/her term of office, or upon an earlier termination thereof; he/she shall be given an itemized receipt for all property delivered by the party or parties receiving same.
4. He/She shall keep a true and correct account between the WARLCA and the County Units.
5. He/She shall perform all the duties of the Treasurer as are required by this office.
6. He/She shall receive all monies due the WARLCA and shall deposit all monies in a convenient depository; such deposits to be made in the name of the "Washington Rural Letter Carriers' Association" and any interest thereon shall be credited to the funds of the WARLCA.
7. The Secretary-Treasurer will issue checks in payment of all properly itemized invoices, statements, vouchers, authorized payroll payments, and for other obligations of the WARLCA as directed by the State Board. He/She will have the President, Vice President, State Steward, and all District Representatives review the payments and supporting documents on a quarterly basis.
8. The Secretary-Treasurer may at each State Convention employ a stenographer to take down the proceedings as directed by the State Board, and the cost shall be paid out of the treasury of the WARLCA.
9. He/She shall render a report to the WARLCA at its State Convention or to the President and Board when they may request it, showing in detail the receipts and expenditures of the WARLCA's funds as shown by his/her books.

10. After the close of each State Convention, the Secretary shall send the appropriate resolutions to the National Secretary-Treasurer, keeping a copy on file.
11. Upon receipt of the nominations for the position of Delegate to the National Convention, he/she will have prepared a ballot listing the nominees for the position of Delegate to the National Convention, and the ballot shall be mailed to all members at least twenty (20) days prior to the opening of the State Convention. He/She will fulfill all duties concerning delegates to National Convention in accordance with Article VII (National Convention Delegates) of the Constitution of the WARLCA.
12. He/She will notify all members, at least fifteen (15) days prior to the opening of the State Convention, of the time and place, the nominating and election procedures, and the offices to be filled. This notice may be included with the National Delegate ballot mailed to each member.
13. He/She will retain for one (1) year in a safe location all ballots used at the State Convention. These ballots should be placed in envelopes marked to indicate for which election they were used.
14. The Secretary shall have the Constitution printed in the Convention issue of the WASHINGTON RURAL CARRIER, which will be mailed to all members.

D. Executive Committee

1. The Executive Committee, or a majority of them, shall act as Trustees of the WARLCA, and in conjunction with the President, have general supervision and control of the WARLCA.
2. It shall be the duty of the Executive Committee members to aid in keeping carriers in their particular Districts interested in WARLCA work and in keeping up the membership of their Districts. 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 District 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 District.

E. Editor

1. The Editor shall publish three (3) issues of the WASHINGTON RURAL CARRIER. The State Board shall have the authority to authorize special editions. Also, the State Board shall have the authority to identify which articles and notices will be published in each issue, and to determine and change issue dates as current events may require.
2. The Editor shall mail each issue of the WASHINGTON RURAL CARRIER to all members of the WARLCA and will be reimbursed for all expenses incurred in publication and mailing.

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

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

Section 3. Election.

- A. The election of officers shall take place at each State Convention of the WARLCA.
- B. To be elected an officer of the WARLCA, one must be a dues paying member of the craft and is ineligible for election if dues are in arrears.
- C. The nomination of officers shall be made by a Nominating Committee of three (3): one (1) of whom shall be selected by the President, one (1) by the Vice President, and these two (2) so chosen shall select the third member. This Committee shall report their list of nominations when called upon. However, before closing the ballot on the nominations submitted by the Committee, the President shall state, "Are there any other nominations?" If so, then the names of the additional nominees shall be added to the list.
- D. The election of officers shall be by ballot and, in no case, by acclamation, except by unanimous consent, and where there is more than one candidate for the same office, it shall require the majority of all votes cast to elect; and where there are more than two (2) candidates for the same office after the third ballot, the one receiving the least number of votes in each succeeding ballot shall be dropped until the election is had. Write-in votes shall not be considered valid.

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

Section 4. Salaries.

- A. The elected and appointed WARLCA State Officers' salaries are as listed below. These monthly salaries are compensation for all hours worked beyond a normal work day. If an officer holds two salaried positions they will receive only one salary, paid at the higher position.

President: \$50 Month

Vice President: \$50 Month

Secretary Treasurer: \$425 Month

District Representatives: \$50 Month

State Steward: \$425 Month

Senior Assistant State Stewards: \$375 Month

Assistant State Stewards: \$300 Month

Area Stewards: \$50 Month

- B. Salary for the editor will be \$375 per issue of the WRC.

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, or their route evaluation, whichever is higher, for all elected and appointed State Officers, except for:

1. The full time State Steward, which will be at a 46K, step 12, or his/her route evaluation, whichever is higher.
2. A retired and/or relief carrier elected and/or appointed State Officer, which will be at \$200 day.

Association Day of Pay (ADOP) will not be compensated to attend the State Convention or National Convention while they are in session, but may be authorized by the Board for other required business or trainings.

- C. WARLCA employees, once meeting the requirements, will be eligible and receive the WARLCA ING 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, (full time state steward will be at 46K, step 12) or their route evaluation, whichever is higher, at the time of loss except for the full time employees, who will be paid out their accrued annual and sick leave upon completion of full time.
- E. All elected and appointed WARLCA State Officers will be reimbursed mileage at the IRS allowable rate for authorized business of the WARLCA.
- F. All elected and appointed State Officers will be reimbursed actual hotel expenses if an overnight stay is required.
- G. All elected and appointed State Officers will be reimbursed \$30 food per diem while on travel status, and an overnight stay is required.
- H. All elected and appointed State Officers will not be paid actual expenses for business sessions of State or National Convention, but will be reimbursed the same as regular delegates to State and National Convention if they qualify as a credentialed regular delegate.

- I. All office expenses, ADOP, mileage, hotel, and food per diem reimbursements must meet Board policies, be approved in advance if possible, and be submitted on a voucher with supporting documents.

Section 6. Removal. In case of neglect of duty or violation of this Constitution on the part of any officer in the WARLCA or subordinate Unit thereof, in the interim of State Conventions, the Board shall have the power to suspend such officer after a fair hearing and subject to an appeal to the next State Convention.

- 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 Districts on a rotation basis in the following order: District One, District Four, District Two, District 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.

- 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 District or from other County Units or Districts, or delegates at the State Convention.

Section 3. Compensation for State Delegates.

- A. The WARLCA shall pay round trip mileage at 33 cents a mile, capped at 850 miles plus tolls and/or ferry fees, by the most cost effective route to each county credentialed delegate who fulfills the responsibilities identified in Article VI Section 2.B or 2.C of the WARLCA Constitution, provided that this shall in no way increase the total number of delegates to which each county unit is entitled, and also in compliance with Section 3.C of Article VI of the WARLCA Constitution concerning mileage and allowance. The mileage will be computed using a current door-to-door computer mileage program.
- B. The WARLCA shall pay a State Convention allowance of \$250 to each county credentialed delegate who fulfills the responsibilities identified in Article VI Section 2.B or 2.C of the WARLCA Constitution, provided that this shall in no way increase the total number of delegates to which each county unit is entitled, and also in compliance with Section 3.C of Article VI of the WARLCA Constitution concerning mileage and allowance.
- C. The Board will set a total dollar cap at the first budget Board meeting of the year for the following State Convention allowance and mileage expense reimbursement. If the number of county credentialed regular delegates' reimbursement for State Convention allowance and mileage exceeds that set total dollar cap, each delegates' reimbursement will be reduced by an equal percentage to comply with the cap.

Section 4. State Officers. Each elected officer shall be entitled to a vote on every question before the State Convention.

Section 5. Quorum. Seventeen (17) members representing not less than six (6) County Units shall constitute a quorum for the transaction of the business of the WARLCA, but a lesser number than that may adjourn to some future time.

Section 6. Order of Business.

- A. Order of Business
 1. Call to Order
 2. Invocation
 3. Presentation of Colors
 4. Recite the Pledge of Allegiance
 5. Roll Call of Officers
 6. Vote on Convention Standing Rules
 7. Vote on Hearing Proposed Resolutions and Constitution Changes from the Floor under New Business
 8. Name Members of Committees
 9. Report of Credentials Committee
 10. Report of Officers
 11. Report of Standing Committees
 12. Report of the one-year future State Convention
 13. Report of the two-year future State Convention
 14. Report of the three-year future State Convention
 15. Report of Special Committees
 16. Call for Unfinished Business
 17. Call for New Business
 18. Election of Officers
 19. Installation of Officers
 20. Retirement of Colors
 21. Adjournment
- B. On the first day of the State Convention, the President will ask the elected convention delegates to decide by voting if they want to hear resolutions and proposed Constitution changes from the floor during new business. The Resolutions Committee and Constitution Committee will only be responsible for Resolutions and proposed Constitution changes that have been submitted and passed by county units, and those submitted by the Finance Committee that fall within the parameters of their responsibility. If the delegation decides to hear Resolutions and

proposed Constitution changes from the floor during new business, then the delegate who is submitting it must use the proper form, have enough copies for all elected delegates, and submit them to the Vice President by the close of business the second day of the convention.

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

Section 7. Special Meetings.

- A. Special sessions may be called by the President upon written request of one-half of the County Units in good standing.
- B. Informational and/or training meetings may be authorized by the Board.

ARTICLE VII

National Convention Delegates

Section 1. Eligibility.

1. 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. In order for a state to receive credit for cash pay members, dues must be received no later than the close of business on the first day of the Convention.
2. 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.
3. A member who from the time of nomination through the end of the convention holds any position in USPS management or a job which competes with the USPS or this Association shall be ineligible to serve as delegate.

Section 2. Nomination.

1. Within each state association, nominations for National Delegate shall be submitted by U.S. Mail to the Secretary-Treasurer 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.
2. Nominations must be received in the office of the State Secretary at least 40 days prior to the opening of the state convention. Upon receipt, the State Secretary shall send a notice of nomination to the candidate by U.S. Mail.

Section 3. Election.

A. Elections.

1. A member must be on the rolls at least 40 days prior to the opening of the state convention in order to be eligible to vote for National Delegates.
2. 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.
3. The State Secretary shall cause the ballot to be mailed to eligible members at least 20 days prior to the opening of the state convention. In addition, the State Secretary/Designee shall arrange for the rental of a post office box for the receipt of the ballots and another for the return of undeliverable ballots.
4. 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.
5. 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 at the state convention. The post office box designated for the return of ballots shall be accessible only to the Election Committee.

6. 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.
7. 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.
8. The State Secretary shall prepare credentials in duplicate for the Delegate-at-Large, regular delegates and an appropriate number of alternates immediately following the state convention and send originals to the National Secretary-Treasurer. The duplicate shall be provided to the delegate for identification. The state's seal shall be embossed on the face of credentials.
9. Delegates holding proper credentials shall be seated at the National Convention if their state has paid National Per Capita Tax for members in good standing. The National Secretary-Treasurer shall notify each state association of the status of its National Per Capita Tax at least two weeks prior to the National Convention.

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, one-half the normal pay of regular credentialed State-paid delegates. Such State-paid alternate delegate shall have the same responsibilities as set forth for regular credentialed State-paid delegates. If the reimbursement amount for both regular credentialed and alternate delegates exceeds the set total dollar cap, each delegates' reimbursement will be reduced by an equal percentage to comply with the cap. Further, all State-paid delegates to the National Convention must attend all business sessions, Western State caucus, and at least one seminar. If a State-paid delegate does not meet his/her delegate's responsibilities, the remainder of the WARLCA regular credentialed delegates will decide before the end of the National Convention and before receiving the reimbursement if that delegate is to receive all or any of the State-paid funds due to not meeting his/her responsibilities.
- 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) District Representatives.

Section 2. Duties. The WARLCA will operate on a budget each year.

Section 3. Meetings. This Board shall meet upon the call of the President or by a majority vote of the Board to the Secretary when matters of importance arise that need immediate attention during the interim between meetings of the WARLCA.

ARTICLE IX

Committees

Section 1. Appointment.

- 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, a committee of three (3) on Credentials, a committee of at least four (4) on Tellers, a committee of three (3) on Constitution, a committee of three (3) on Resolutions, and a committee of three (3) on Finances. On the first day of the State Convention, he/she shall also appoint from said delegates an Auditing Committee of three (3) members; a committee of three (3) on Mileage and Per Diem; a committee of three (3) on the WASHINGTON RURAL CARRIER, a committee of three (3) on Media, a committee of three (3) on Minutes, a committee of three (3) on Hospitality, and a committee of four (4) on 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 the Constitution Committee, the Resolutions Committee, the Tellers Committee, and/or the Finance Committee to meet up to two (2) days prior to the State Convention. These persons would be credentialed delegates to the Convention. The President can, if necessary, authorize a stipend of \$75 per day to any/all delegates serving on these committees that were 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. On the first day of the State Convention, the Credentials Committee will give a preliminary report. Final 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 final report of the Credentials Committee.
- C. The Committee on Audit shall examine the books of the Secretary-Treasurer, as well as the reports of the County Units, and shall report to the WARLCA when called upon.
- D. The Committee on Mileage and Per Diem shall make up a listing of delegates and/or elected and appointed officers who are entitled to receive mileage and per diem as per the WARLCA Constitution. The listing shall show the name, title (Delegate-at-Large or State-Paid county delegate, elected, or appointed officer), mileage, and per diem due for each person.
- E. The duties of the Committee on Constitution shall be: To examine all changes proposed for amending or changing the Constitution that have been passed and submitted by the county units, and those submitted by the Finance Committee that fall within the parameters of their responsibility. They may examine and correct, when called upon, propose laws governing County Units or District 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 count the ballots for National Convention delegates and to total the results of paper count voting on the floor. If the Tellers Committee is off the floor, then the Credentials Committee will act as a backup to the Tellers Committee concerning paper count voting on the floor.

- H. The duties of the Finance Committee shall be: To review the finances of the past year and to review any suggestions from the Board and delegates for the next year, and then to propose financial suggestions concerning State, County, and Auxiliary dues, salaries, and expenses for the upcoming year.
- I. The duties of the WASHINGTON RURAL CARRIER Committee shall be: To review the expenses to publish and mail the WASHINGTON RURAL CARRIER and to make any suggestions concerning future publications.
- J. The duties of the Nominating Committee shall be: To seek nominees for the offices open and present these names to the Convention delegates.
- K. The duties of the Media Committee are to present the proposed resolutions and constitution changes to the delegates on the LCD as well as any reports and/or presentations.
- L. The duties of the Minutes Committee are to audio record the State Convention and keep a written record of the business sessions, as well as an overview of the speakers.
- M. The duties of the Hospitality Committee are to write thank you notes to the speakers and guests and to make sure the meeting room and sound system are set up prior to each meeting, as well as securing the room and WARLCA equipment during breaks and upon adjournment each evening. At the end of convention, the Hospitality Committee will assist break down of WARLCA equipment and load out.
- N. The duties of the Sergeant at Arms are to facilitate the recess, as well as the use of the stopwatches during proposed resolutions and constitution changes.
- O. The duties of all other committees shall be those usual to such committees, and they shall report when called upon.

ARTICLE X

Steward System

Section 1. Selection of Stewards.

- A. The State President, in conjunction with the Board, shall recommend to the NRLCA the member that the WARLCA would like to have appointed as State Steward. His/her service shall be continuous until terminated by the State President in conjunction with the Board or National President or by resignation.
- B. The State President, in conjunction with the Board and the State Steward, shall recommend to the NRLCA, the members that the WARLCA would like to have appointed as Senior Assistant State Steward, Assistant State Steward, and Area Steward. Their service shall be continuous until terminated by the State President in conjunction with the Board, or National Board, or by resignation.
- C. The State Steward shall be a full time employee of this Association.

Section 2. Duties and Responsibilities of Stewards.

- A. The State Steward shall work with and be responsible to the State President and the Board.
- B. The State Steward shall supervise and administer the Steward Program within the State using the following guidelines:
 - 1. The State Steward or designee shall make Step 3 Grievance appeals. The State Steward will coordinate all efforts closely with the NRLCA assigned Executive Committeeman and the Grievance Specialist and report monthly to the appropriate Local Steward and the grievant.
 - 2. Be responsible for certifying and maintaining certification records of all Local and Area Stewards.
 - 3. In the event there is a need to fill or replace an Area or Local Steward position, the State Steward has the responsibility to the WARLCA and NRLCA in naming an individual to temporarily serve as Steward.
 - 4. Be responsible for the distribution of Steward Manuals and Grievance forms to each Area and Local Steward,

- as well as for Steward training.
5. The State Steward will approve payment of expenses incurred by the Area and Local Stewards, while they are involved in grievance-related business. Reimbursement shall be made by the State Secretary-Treasurer, after he/she reviews the voucher, supporting documents, and receives the State Steward's approval. Expenses for the Area and Local Stewards shall be submitted no later than three (3) months after the expense has been incurred. The State Steward will review payment of expenses incurred by the Assistant State Stewards while they are involved in grievance-related business. Reimbursements shall be made by the State Secretary-Treasurer, after he/she reviews the voucher and supporting documents. Expenses for the Assistant State Stewards shall be submitted no later than one (1) month after the expense has been incurred. All reimbursements for Assistant, Area, and Local Stewards must first meet the guidelines of the State Board Policy and State Constitution. Any expense that does not meet the guidelines must be reviewed by the State Board before payment can be made, and only paid after Board approval.
 6. The State Steward, in conjunction with the State President, shall appoint from the Assistant State Stewards, an Acting State Steward when he/she is unavailable. The Acting State Steward will be in charge of all State Steward duties that need to be performed while the State Steward is unavailable.
- C. The Senior Assistant State Stewards, Assistant State Stewards, and Area Stewards shall work with and be responsible to the State Steward in the performance of their official duties. The geographical area served by each Senior Assistant State Steward, Assistant State Steward, and Area Steward shall be determined by the State Steward in conjunction with the Board.

ARTICLE XI

Appeals

Section 1. State

- A. A member aggrieved by any action of a state association, officer or steward shall have the right to appeal to the State Board.
 1. Appeals must be in writing and be filed with the State President within 30 days of having knowledge of said action.
 2. Within 10 days of receipt of the appeal, the State President shall notify all members of the State Board and the assigned Executive Committeeman and shall request that the Charging Party provide a letter outlining the specific charges and any relief sought. This letter of specificity, along with complete documentation, must be returned within 20 days of receipt of the President's request.
 3. Upon receipt of the letter of specificity, the State President shall forward a copy to the Charged Party for response. The Charged Party shall have 20 days to respond in writing and provide documentation to the State President.
 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 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 thereof shall have the right to appeal directly to the National Board.
1. The appeal must be in writing and be filed with the National President within 30 days of the 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.
 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 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 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. 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 XII**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 XIII**Amendment of Constitution**

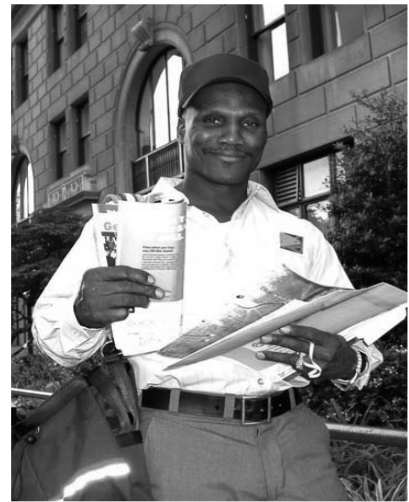
The Constitution shall take effect immediately upon adoption.

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



Your WARLCA 2011-2012 State Officers



Congress Must Preserve Six-Day Mail Delivery

The United States Congress has a 30-year unblemished history of supporting six days of delivery and universal service. So have administrations from President Reagan to President Obama. But now there is an effort to change this longstanding bi-partisan policy in the Rules Committee.

- Millions of individuals and businesses who receive and send parcels and letters, or who conduct financial transactions on Saturday will be affected.
- Rural America, the elderly, underprivileged, handicapped, and many others depend on six-day delivery for prescription drugs and essential items.
- 172 House Democrats and Republicans have co-sponsored a bi-partisan resolution preserving six-day mail delivery. Representatives who have not signed on, are urged to consider H. Res. 137.

**Protect six-day mail delivery—
it's good for business and good for America.**



STATE OFFICERS AND STEWARDS**PRESIDENT**

Senior Assistant State Steward
Cheri Freeman
603 West Clay Av.
Chewelah, WA 99109-9113
509-675-1350
Fax 509-935-6685
Cheryl.Freeman@nrlca.org

VICE PRESIDENT

Senior Assistant State Steward
Monte Hartshorn
141 Alder St NE
Castle Rock, WA 98611-9040
360-442-0623
Fax 360-274-4676
Monte.Hartshorn@nrlca.org

SECRETARY-TREASURER

Rural Carrier Health Insurance
Becky Wendlandt
2811 N Chase Lane
Liberty Lake, WA 99019-5002
509-710-7840
Fax 509-926-9522
warlca@gmail.com

EDITOR

Political Action Committee (PAC)
Susie Hill
PO Box 93
Vashon, WA 98070-0093
206-463-3339
s.k.hill@comcast.net

DISTRICT 1 REPRESENTATIVE

Provident Guild Representative
Mariann Faulkner
Area Steward
7702 284th St NW
Stanwood, WA 98292-9500
425-308-1163
Fax 360-926-8868
marifaulkner@wavecable.com

DISTRICT 2 REPRESENTATIVE

Senior Assistant State Steward
GMAC Auto Representative
Renee Cowan
PO Box 1746
Orting, WA 98360-1746
Phone and fax 360-893-9182
Renee.Cowan@nrlca.org

DISTRICT 3 REPRESENTATIVE

John Lee
2224 E. Joseph Av
Spokane, WA 99208-2928
509-939-4546
JLee99207@aol.com

DISTRICT 4 REPRESENTATIVE

Historian
Ed Ogdon
212005 E 193 PR SE
Kennewick, WA 99337-7058
509-586-6198
kingog@live.com

STATE STEWARD

Patrick Pitts
PO Box 1746
Orting, WA 98360-1746
Phone and Fax 360-620-6235
Patrick.Pitts@nrlca.org

SENIOR ASSISTANT STATE STEWARD

Joyce Patteson
385 Tibbling Road
Selah, WA 98942-9253
509-698-6308
Fax 509-698-3015
Joyce.Patteson@nrlca.org

AREA STEWARDS

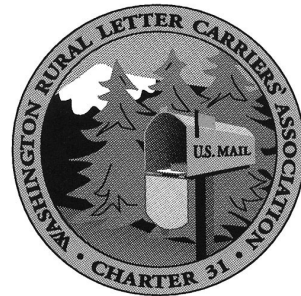
Jeff Taylor
20923 E Trent Av
Otis Orchards, WA 99027-8201
509-993-0188
JLTSGTUSMC1@msn.com

Janie Walla
27208 104th Dr NW
Stanwood, WA 98292-8049
425-308-7305
thewallas@juno.com

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UPCOMING DATES TO REMEMBER

Mail Count Schools.....August 28, 2011 (see page 36)
Mail Count.....September 17-30, 2011
Fall Informational Meeting.....October 23, 2011
Sign up for an automatic PAC donation

warlca.com